

## **Non-Discrimination, Diversity, and Inclusion Code of Conduct**

Our goal is to foster a spirit of respect and tolerance for others and take corrective action when we feel an individual's rights or dignity are not being protected (see Student Grievance, Deficiency, and Dismissal Procedures).

Below outlines our expectations for all those who participate in UA MFT program interactions, as well as the handling of unacceptable behavior. "MFT Program interactions" in this policy includes, but is not limited to, MFT program events, including meetings, courses, conferences, staff meetings, non-MFT program courses, forums, and any other interaction involving students in the MFT program.

### Expected Behavior

We expect all parties to abide by this Inclusivity Statement in all venues of UA and the UA MFT program, including ancillary or other events in any official capacity.

- Exercise consideration and respect in your speech and actions.
- Refrain from demeaning, discriminatory, or harassing behavior and speech.
- Be mindful of your surroundings and of your fellow participants.
- Alert UA MFT program faculty if you notice violations of this Inclusivity Statement.

### Unacceptable Behavior

- Intimidating, derogatory or demeaning speech, or actions by any member of the UA MFT program, at all program-related events and in all personal and written communications.
- Harmful or prejudicial verbal or written comments or visual images related to gender, age, gender identity, race, health status, national origin, relationship status, sexual orientation, disability, ethnicity, socioeconomic status, and religion.
- Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides).
- Deliberate stalking or following.
- Harassing photography or recording.
- Sustained disruption of talks or other events.
- Unwelcome and uninvited attention or contact.
- Physical assault (including unwelcome touching or groping).
- Real or implied threat of physical, professional, or financial damage or harm.
- Retaliation for reporting an incident is a violation of the Inclusivity Statement. Reporting an incident in bad faith is a violation of the Inclusivity Statement.

### Handling of Unacceptable Behavior

Unacceptable behavior from any member of the UA MFT program will be addressed in a timely manner. To ensure that no member of the UA MFT program feels unsafe or uncomfortable, these are the parameters for handling the unacceptable behavior explained above. Students who participate in unacceptable behavior will be subject to the procedures outlined in the UA MFT Program Student Deficiency, and Dismissal Procedures.