



University of Oregon, College of Education Statement Against Hate Speech

Hate speech, or speech that is intentionally harmful, hateful, or pejorative and is based on someone's race, ethnicity, gender identity, religion, ability, or other group status, does not have a place in our college. If or when hate speech shows up, your safety is our utmost concern. Statements made from a place of white supremacy or intended as hateful and discriminatory (whether subtle or overt) should be brought to someone else's attention immediately.

If you encounter hate speech in the College of Education, first and foremost take whatever measures are appropriate to secure your own personal safety (this will vary depending on the moment, from removing yourself from the situation, to not acknowledging the statement, but ensuring you have enough information to follow up as noted below when you are safe). Once your safety is secured, report the incident in as much detail as you can to whomever you feel safest making the report.

Students:

In all cases you may elect to go directly to:

- The University Office of Investigations and Civil Rights Compliance (ICRC)
<https://investigations.uoregon.edu/> 541.346.3123 icrcinfo@uoregon.edu
- You may also elect to go to the Ombuds Program office: <https://ombuds.uoregon.edu/frequently-asked-questions> 541.346.6400 Ombuds@uoregon.edu
- You may also elect to discuss the incident with counselors at the counseling center
<https://counseling.uoregon.edu/>

In some cases however, you may prefer to first work within the college with someone who can assist you in determining your next step. Within the college you may contact any of the following individuals to discuss the nature of your concern and the ideal approach to proceeding.

- Your program director
- Your Department Head
- Associate Dean for Academic Affairs, Lillian Duran, PhD: lduran@uoregon.edu
- Assistant Dean for Administration, Director of Equity and Inclusion, Dianna Carrizales-Engelmann, PhD: dcarriza@uoregon.edu
- Dean, Randy Kamphaus, PhD: randyk@uoregon.edu

Faculty and Staff:

In all cases you may elect to go directly to:

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Office of the Dean

1215 University of Oregon, Eugene OR 97403-1215
541-346-3405 | FAX 541-346-5818 <http://education.uoregon.edu>

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- Your direct supervisor
- Your Department or Unit Head
- Associate Dean for Academic Affairs, Lillian Duran, PhD: lduran@uoregon.edu
- Assistant Dean for Administration, Director of Equity and Inclusion, Dianna Carrizales-Engelmann, PhD: dcarriza@uoregon.edu
- Dean, Randy Kamphaus, PhD: randyk@uoregon.edu

Graduate Employees:

In all cases you may elect to go directly to:

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