

From: Official ESU Email

Sent: Friday, February 26, 2021

Subject: A Message to the ESU Campus from the Community Restoration Team

Dear Warriors,

East Stroudsburg University strives to create a campus community that is welcoming and inclusive for students, faculty, and staff. ESU recognizes that incidents of bias, discrimination, harassment, and prejudice prevent us from upholding our values as Warriors.

The Community Restoration Team (CRT) was created in fall 2020 to support individuals and groups impacted by bias, discrimination, and prejudice. The purpose of CRT is to develop educational programs depending on the community impact of the incident – not to discipline or sanction students.

CRT helps improve the campus environment in the following ways:

- Provides support for impacted individuals and groups.
- Refers students to the CARE Team as necessary and appropriate.
- Collaborates with campus partners to educate about the effects of bias.
- Tracks and assesses the frequency and severity of reported bias incidents.
- Makes recommendations to the VP for Campus Life and Inclusive Excellence.

CRT supports a culture of reporting to decrease and prevent bias incidents. An active bystander speaks up when they witness a troubling situation. We encourage students, faculty, and staff to submit an incident [report](#). You can report an incident even if you are unsure of the incident type.

NOTE: Student Conduct and Community Standards administers campus disciplinary procedures in support of the University's efforts to promote a safe and civil society. Retaliation is considered a violation of the Student Code of Conduct. Acts such as threats of violence, vandalism, harassment, incitement, and/or physical assault are not protected under the First Amendment, and therefore subject to disciplinary action under the Student Code of Conduct.

For more information about the Community Restoration Team, click [here](#).

Dr. Santiago Solis

Pronouns: He/Him/His

Black Lives Matter!

Vice President, Campus Life & Inclusive Excellence

East Stroudsburg University

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