

Resources Supporting an Inclusive Workplace

Ombuds Office

www.stockton.edu/ombuds/

609-626-6488

Office of Institutional Diversity & Equity

www.stockton.edu/diversity/

609-652-4693

Office of Human Resources

www.stockton.edu/human-resources/

609-652-4384

Employee Assistance Program

www.stockton.edu/human-resources/eap.html

Toll-free, 24-7 helpline: 1-866-327-2400

Bias Response Team

www.stockton.edu/bias-free/

Campus Code of Conduct

www.stockton.edu/student-rights-responsibilities/code-of-conduct.html

Union Contact Info

www.stockton.edu/human-resources/labor-relations.html

Safe Zone LGBTQIA+ Workshops

www.stockton.edu/wellness-center/wgsc/safe-zone.html

Green Dot Bystander Intervention Workshops

www.stockton.edu/wellness-center/wgsc/green-dot.html

Policy Prohibiting Discrimination in the Workplace

<https://www.stockton.edu/diversity/policys.html>

OVERCOMING UNCONSCIOUS BIAS

- We ALL make unconscious assumptions every day.
- Having a bias is not illegal, acting on a bias at work, can be.

Three Tips to Overcome Unconscious Bias:

Step #1: Frame Your Bias: own it

Step #2: Challenge Your Bias: where do your assumptions come from? Do they align with who you are?

Step #3: Set Your Bias Aside: provide a blind audition and give a fresh start

STANDING UP TO BULLYING

- When bullying shows up, speak up.
 - Keep it calm, keep it clear
- Document everything
 - When?
 - Where?
 - What happened?
 - Who witnessed it?
- If you witness bullying be an upstander not a bystander

EMBRACING DIVERSITY & INCLUSION

- Diversity is like making the team, inclusion is like playing the game.
- Respect others and listen to what they have to say:
 - Turn OFF your REBUTTAL BRAIN and LISTEN.
 - ASK QUESTIONS:
 - Use the W.E.T. test: “does the idea hold water”
 - How would your idea WORK?
 - Could you give me an EXAMPLE?
 - Can we TEST the idea?

PREVENTING HARASSMENT

- Apply the Guest Filter: adjust what you say and do.
- Be Respectful: with your words and actions and others’ personal space.
- It’s not the INTENT that matters, it’s the IMPACT.