

Associated Students UCI (ASUCI) Senate Community Commitments

1. In accordance with applicable Federal and State law and University policy, do not discriminate on the basis of race, color, national origin, religion, sex, gender identity, pregnancy (includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, medical condition (cancer related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services).
 - a. This Community Commitment is in line with the *Nondiscrimination Policy Statement for the University of California Publications Regarding Student-Related Matters.*
2. Respect all labels that people use as it pertains to their identity.
3. Respect every person's stated pronouns.
 - a. If you are unsure how to address someone, use their name or ask if they use any pronouns.
 - b. If you make a mistake regarding an individual's pronouns, correct yourself.
 - c. Hold others accountable when they make a mistake regarding an individual's pronouns.
4. Avoid gendered language.
5. Be respectful of others at all times.
 - a. The University prohibits discrimination or harassment against students, persons employed; seeking employment; or applying for or engaged in a paid or unpaid internship or training program leading to employment, or individuals accessing or participating in University programs or activities on the following Protected Bases: race, color, national origin, religion, sex*, gender, gender expression, gender identity, gender transition status, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services, including protected veterans.
6. Use inclusive language that is mindful of varying levels of knowledge.
 - a. Avoid acronyms. Use the full name of a concept or organization when using it for the first time in any given setting.
7. Offer context when dealing with issues related to ASUCI processes.
8. Maintain confidentiality.

- a. When an individual has requested for certain information to remain confidential, do not share this information with other people.
 - b. If something is communicated to you in private, it should remain private unless otherwise stated.
 - c. Confidentiality is lost in cases where an individual violates a Community Commitment or other ASUCI governing document.
 - d. This does not apply to instances wherein members of ASUCI are subject to University-mandated reporting requirements.
9. Do not speak for others without their permission.
10. Be courteous when engaging in email correspondence and other forms of communication related to your work in ASUCI.
 - a. To the best of your ability, respond to emails and messages within a reasonable timeframe.
 - b. Tone is not easily read over written communication, so be mindful of the language you use.
11. Do not assume a person's consent to do work.
 - a. If you are unsure if someone would be willing to collaborate with you on a legislation or on a project, be sure to ask first.
 - b. Consent should be informed and explicitly stated.
 - c. Consent may be revoked at any time.
12. Challenge the idea, not the person who has the idea.
 - a. Disagreements are bound to happen. However, it is important not to resort to personal attacks and remain constructive in providing criticism of an idea.
13. Take space. Challenge yourself to speak out when invited and when appropriate.
14. Make space. Allow others the opportunity to speak when invited and when appropriate.
15. Limit your number of unexcused absences. Be timely when reporting any excused absences.
16. Be respectful of others' time.
 - a. Come prepared to meetings. This includes checking the agenda and reading legislation ahead of time.
17. Avoid generalizations when representing others.
 - a. If there is a campus community you intend to represent, gain their permission and approval first.

Disciplinary Actions/Consequences

Based upon facts and circumstances surrounding any action by the Senator, should the Senate choose to take disciplinary action or implement consequences for failure to comply with the ASUCI Senate Community Commitments, procedures for Impeachment and Removal from Office shall be followed, as outlined in Article 6, Section 6 of the ASUCI Constitution.

- (a) The Senate may impeach a senator by a $\frac{2}{3}$ vote.
- (b) The Judicial Board must then hold hearings and determine whether the senator should be removed from office, and if so, whether they should be barred from holding other office in ASUCI for a period of time.
- (c) Impeachment charges cannot be brought against a Senator more than once per quarter.
- (d) A senator who is removed from office in this manner may appeal the decision by a process described in the ASUCI Bylaws.