

## THE STUDENT VICTIMIZED BY DISCRIMINATION

Discrimination occurs when an individual or group is treated differently based upon perceived characteristics such as age, ethnicity, gender, race, national origin, and sexual orientation. Unlawful discrimination occurs when the individual or group is denied the social and/or economic opportunities afforded the majority solely on the basis of unrelated characteristics such as age, race, sex, etc. When a student alleges discrimination:

### **DO:**

- Listen and show concern.
- Recognize that discrimination seriously affects the student's ability to learn, to develop, and to interact with others.
- Direct complaints of discrimination to the Office of human Resources, Dr. J.W. Mason, (X3454)
- Refer the student to the Counseling Center when appropriate.
- Disabled students can be referred to Disabled Student Services, Suite 2181, Student Union (X3964)
- Understand that the reported incident may be one of many.

### **DON'T:**

- Invalidate or ignore the problem.
- Deny the student's perception of the incident(s).
- Take a defensive posture.
- Rationalize or excuse the behavior of others.

\* Adapted from: Helping the Emotionally Distressed Student. Organization of Counseling Center Directors in Higher Education; 1999