SONORAN UNIVERSITY
OF HEALTH SCIENCES

Diversity Advocacy Response Team Operating Code

1. Purpose:

Diversity Advocacy Response Team (DART) is a standing committee of the University. DART is primarily an oversight committee with the essential functions of serving as the coordinating hub of a network of existing university resources, focused on ensuring a prompt and appropriate response for all reported diversity incidents in conjunction with the appropriate university partners, utilizing existing university policies and established investigative and adjudicative resources, as necessary.

2. Membership – Ex-officio membership by virtue of title/position.
   a. Faculty Member (Clinical faculty member)
   b. Chief Medical Officer
   c. Dean of Students
   d. Academic Officer
   e. Director of Human Resources
   f. Vice President of Student Affairs

3. Leadership/Officers:
   a. Chair: Vice President of Student Affairs
   b. Vice Chair: Director of Human Resources

4. Confidentiality Clause:

Respecting the privacy of all stakeholders is a basic value of DART. Members of DART may be exposed to information which is confidential and/or privileged in nature. It is the policy of DART that such information must be kept confidential. Unauthorized disclosure is a serious violation of Section 5.1: Institutional Confidentiality Policy, and members may be subject to appropriate disciplinary action.

5. Recusal Clause:

If a member of DART is the alleged committer of a diversity incident, such person will recuse themselves from the deliberations and shall not be permitted in the making of any decision.

6. Major Functions:

Serves as the coordinating hub of a network of existing university resources, focused on ensuring an appropriate response effort promptly for all diversity incidents by:

a. Reviewing and maintaining all reports of Diversity Incidents
b. Advising persons or groups that experience a diversity incident of the possible options that are available to them.
c. Recommending or identifying appropriate responses to reports that do not constitute a violation of university policy
d. Referring reports that constitute a violation of university policy or hate crimes that constitute a violation of criminal law to the appropriate agency or department for appropriate action.
e. Providing referrals for services and support including but not limited to counseling, no contact orders, law enforcement referrals, medical visits, employee assistance, or on-going conversations.
f. Serving as the University response and referral resource. DART does not directly investigate or adjudicate cases but refers them to the appropriate university office(s) who have oversight over the persons involved in the incident
g. Developing and implementing a communication plan to inform the university community about incidents.

7. Meeting Schedule:

Monthly and as needed

8. Changes to this operating code:

Majority vote.

Updated April 2024