

**STUDENT ACADEMIC SUCCESS WORKING GROUP**

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**TITLE:** OSARP and Student Handbook Audit for Racial Profiling and Bias

**PROBLEM:**

According to the [American Bar Association](#), “Racial profiling did not end with the Bush administration; in fact, it intensified, even while it changed shape and took on new targets. But the tactic remained the same: using racial or ethnic appearance as an indicator of suspicion, followed by law enforcement engagement.

According to the [JMU student handbook](#)- “Adjudicative jurisdiction for all cases shall be assigned by OSARP. Jurisdiction includes any alleged policy violation(s) occurring on campus, on university leased or controlled properties, on Study Abroad programs, on service programs, at any university sponsored or endorsed program or event, or reported by JMU Police Officers. Jurisdiction also includes any substance violations (alcohol or drug, criminal or civil) or any felony violations that occur off campus in Harrisonburg or Rockingham County or are adjudicated in Harrisonburg or Rockingham County Courts.”

JMU’s current policies related to student interactions with law enforcement do not illustrate an understanding of how racial profiling may impact BIPOC student populations or impacts on these students’ academic success and mental health.

**RECOMMENDATION:**

Due to the incidents of Racial Profiling by law enforcement officers in the United States, the JMU Student handbook should be revised to address how racial profiling by law enforcement and implicit bias may affect BIPOC students.

JMU OSARP should analyze the demographic information of students involved in its adjudicative process. Such assessment of race, class, and first-generation status will determine whether there is evidence that first-generation, low income, male, and BIPOC students are facing OSARP adjudicative process at rates that do not compare with overall demographics.

JMU OSARP should reassess their policies and procedures in recognition of the vulnerability of first-generation, low- income, and BIPOC students, and in consideration of whether such students may be subject to unfair and inequitable treatment.

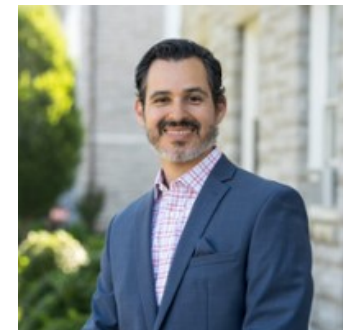
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**See following page for Rationale and Success Measures**

**RATIONALE:**

- ◇ In order to address the incidents of racial profiling this approach allows for thinking about how the culture and climate of JMU may create an unwelcome and hostile space for BIPOC students.
- ◇ This recommendation allows JMU to reevaluate its student handbook and OSARP practices at a time when Racial Profiling and Racial Bias is being addressed across the United States.

**SUCCESS:**

- ◇ Implementation of annual training related to implicit bias, racial profiling and issues facing first generation and BIPOC students for OSARP Staff and creators of the student handbook.
- ◇ Revision of OSARP policies with a prioritization on restorative justice for all substance abuse offenses.
- ◇ Public report on how OSARP and the Student Handbook address racial profiling and implicit bias in their policies.