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Welcome to Today's
PaperClip Communications
Webinar

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**Confront & Address Bias
Incidents on Campus**
Manage Sensitive Incidents Consistent with
Recent Court Decisions

Tuesday, October 24, 2023


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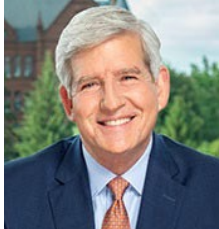
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Today's Moderator and Presenter



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Introduction to the Topic

- What are the **key elements** of any bias reporting and response policy or protocol?
- **What should a reporting community member expect from us?**
- **Who should be on a Bias or Climate Team?**
- How can we **increase transparency and improve trust** on bias incidents?
- What is the **current landscape in terms of legal challenges** to bias response teams?

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Why Have a Bias Reporting System

- A **tool for community members to use** when they **experience or witness** a bias-motivated incident
- A way to **identify individuals/groups in need of support**
- A way to help **coordinate an institutional response** and comply with federal law
- A mechanism to **help track trends or identify threats** and safety risks

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Competing Risks

Lack of an Effective Bias Reporting/Response System	Overbroad Bias Reporting/Response System
<ul style="list-style-type: none"> • Reduced feelings of inclusion/safety by some students • Title VI complaints & OCR investigation • Failure to promptly identify & respond to a threat to campus safety • Reputational damage 	<ul style="list-style-type: none"> • First Amendment litigation (public schools) • Negative impact on academic freedom • Student “self censorship” that sweeps too broadly • Reputational damage

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Syracuse University is committed to **maintaining an environment that fosters tolerance, sensitivity, understanding and respect while protecting the free speech rights of the members of its community.**

S The University is also committed to protecting academic freedom and the freedom of speech by members of its community. **This policy is not intended, and may not be applied, to abridge the free speech or other civil rights of any individual or group on campus. However, harassing speech or conduct that effectively prevents equal access to University programs or otherwise violates federal or state law, or University policy, is prohibited.**

Source: Syracuse University Anti-Harassment Policy

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The Law
(Title VI of the Civil Rights Act of 1964)

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Title VI


42 USC 2000d. Prohibition against exclusion from participation in, denial of benefits of, and discrimination under federally assisted programs on ground of race, color, or national origin

No person in the United States shall, **on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination** under any program or activity receiving Federal financial assistance.

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U.S. Department of Education
Office for Civil Rights

When does harassment violate Title VI?

A school, college, or university violates Title VI when:

- (1) harassing conduct on the basis of race, color, or national origin is sufficiently serious as to limit or deny a student's ability to participate in or benefit from the educational program, i.e., creates a hostile environment;
- (2) a responsible employee of the school knew, or should have known, about the harassment; and
- (3) the school failed to take prompt and effective steps reasonably calculated to end the harassment, eliminate the hostile environment, prevent the harassment from recurring, and, as appropriate, remedy its effects.

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Creating a Legally Compliant Yet Community Responsive Bias Reporting System (The Elements)

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Defining “Bias”

- Your policy must specifically define **what constitutes “bias”** or a “bias incident”
- It must be broad enough to accomplish your values-based objectives and **signal support for an inclusive campus community**
- It must be narrow enough to survive legal challenge and also **protect the free expression and open inquiry**

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The “Broad” Part

- Explain **“why”** the institution cares about bias
- Include the presence of targeting a **“protected characteristic”**
- Reference the **“impact”** of such acts or incidents
- Broadly define the **“manner”** in which such acts may be committed or communicated

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The “Narrow” Part

- Include a clear reference to **“protected expression”** (such as academic freedom and free inquiry) falling outside the definition of bias
- Make clear that **some “hurtful” language** or “political discourse” is **not subject to sanction as bias**
- Note that the **institution retains the right to use its own voice to disagree** with language even when protected speech

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Other Considerations

- Give **illustrative examples** of what may constitute an act of bias under the policy
- Make clear the **distinction between a “bias incident” and a “hate crime”**
 - Not all acts of bias are within the criminal code definition of “hate crime”
 - Many students, faculty and staff conflate these two terms as meaning the same thing

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STUDENT AFFAIRS
DEAN of STUDENTS

Student Support Greek Life Student Conduct Alcohol & Drug Edu Honor Council Chaplains Association

Bias Related Incident

This policy outlines the University's stance regarding bias-related incidents at the University of Miami.

[UM BIAS INCIDENT DEFINITION](#)

UM Bias Incident Definition

As one of the most diverse campus communities in the nation, the University of Miami is committed to a Culture of Belonging where all members of the community have a sense of connection to their University, feel valued, and have opportunities to make valuable contributions. The University is a value-based and purpose-driven organization. To that end the University is committed to encouraging everyone to report bias incidents that occur in our campus community so that inappropriate and unwelcome behavior may be properly addressed and the community at large can be educated.

At the University of Miami a bias incident is defined as an action, behavior or expression against an individual's or group's actual or perceived identity. A bias incident may take the form of a verbal interaction, cyber-interaction, physical interaction, or interaction with property. Bias incidents occur whether the act is intentional or unintentional and may be based on, but not limited to: age, race, color, ethnicity, sex, sexual identity, sexual orientation, religion, disability, gender identity and expression, national origin, genetic information, citizenship status, political affiliation or veteran status. Bias often contributes to or creates an unsafe/unwelcoming environment. The University understands that unintentional bias-related incidents occur and will take an educational (non-disciplinary) approach to resolution where possible. Intentional bias-related incidents may be handled through the student disciplinary system.

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Bias Education and Response

Bias Incident

A bias incident is also an offense against a person or property motivated in whole or in part by the offender's bias against a race, religion, disability, ethnic origin, sexual orientation or gender identity BUT may not rise to the level of a crime. Bias incidents include hostile environments and harassing behavior that is severe, persistent or pervasive to the point that it threatens an individual or limits the ability of the individual to work, study, or participate in college life. Bias incidents committed by students may be considered violations of the student code of responsibility (Section V). Bias incidents committed by staff on staff may violate the college's anti-harassment and anti-discrimination policies and will be handled by Human Resources.

In addition, bias incident response is not intended to prohibit or discourage the exchange of ideas that occur in the classroom or workplace. As stated in the College Constitution, Davidson College is committed to the principles of free speech and academic freedom. In discussions of controversial, sensitive, or political topics, ideas may be exchanged in a way that causes others to feel bias. If this occurs, the Assistant Dean of Students for Diversity and Inclusion offers opportunities for support, learning, and increased awareness. These opportunities are voluntary and are not intended to impinge on the rights of others.

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M STUDENT LIFE DEAN OF STUDENTS UNIVERSITY OF MICHIGAN

Home About Student Safety Student Support & Critical Incidents Policies & Resources Programs & Initiatives

Campus Climate Support

WHAT IS A CAMPUS CLIMATE CONCERN?

A campus climate concern can include actions that discriminate, stereotype, exclude, harasses or harm anyone in our community based on their identity (such as race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age, or religion).

Concerns may stem from fear, misunderstanding, hatred or stereotypes. Behaviors may be intentional or unintentional.

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Bias Education and Response

Examples of Bias Incidents

- 1. Racial and Ethnic Stereotype Theme Parties** - Student organizations and Greek letter organizations that host theme parties or Halloween parties that encourage people to wear costumes and act out in ways that reinforce stereotypes create a campus climate that is hostile to racial and ethnic minority groups.
- 2. Bias in the Classroom** - Professors who make pejorative comments or stereotypes about a protected class of people, i.e. females, religious minorities, racial minority groups, or people with disabilities are also guilty of committing a bias incident. Because of the power dynamics that exist between students and professors, students may be reluctant about confronting the professor about the offense fearing that it may negatively affect their grade in the class.
- 3. Harassing Comments in the Work Place** - Making sexual comments, jokes, or gestures may create a hostile work environment. Even displaying pictures and items that convey sexually inappropriate messages may also contribute to the climate in the work place. Various people can be negatively affected by these comments and images, including bystanders.

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Office of Equity and Inclusion Reports

Reports ▾ Dashboards ▾

EXAMPLES OF BIAS-RELATED INCIDENTS INCLUDE

- Defacement and vandalism
- Racial epithets written on someone's dry-erase board
- Posting or commenting on social media related to someone's identity in a biased matter
- Racially themed parties
- Using a racial, ethnic, or other slur in a joke or to identify someone
- Threats, destruction of personal property, harassment, or threatening phone calls or emails
- Ridiculing a person's language or accent
- Insulting a person's traditional manner of dress
- Hate messages and symbols
- Language and imagery objectifying women

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Bias Education and Response

Hate Crime

A hate crime is a traditional criminal offense like murder, arson, invasion of privacy or vandalism with an added element of bias towards a federally protected class of people. For the purposes of collecting statistics, Congress has defined a hate crime as a "criminal offense against a person or property motivated in whole or in part by an offender's bias against a race, religion, disability, ethnic origin or sexual orientation." Hate itself is not a crime and the FBI is mindful of protecting freedom of speech and other civil liberties. Hate crimes will be handled by campus police.

Examples of Hate Crime

1. **Columbia University Incident > A Noose Hung on an African American Professor's Door** - The New York police investigated the noose hung on Prof. Madonna Constantine's door as a possible hate crime because of the wave of bias incidents at Columbia University specifically targeting African Americans and Muslims. The offenses ranged from vandalism, intimidation, and threat of violence. Prof. Constantine is a renowned scholar of multiculturalism.
2. **Rutgers University Incident > The Suicide of Rutgers's University Freshman, Tyler Clemente** - Roommate Dharun Ravi was charged with committing the offense of invasion of privacy, hindering apprehension, and tampering with a witness and evidence with the purpose of intimidating his roommate, Tyler Clemente because of his sexual orientation.
3. **Elmhurst College > Student-Athlete, Faces Hate Crime Charges** - Elmhurst student athlete, Myles Burton was indicted by a grand jury on charges he carved racial epithets into the window sill of another student's dorm room. He was charged with a felony hate crime after being accused of carving racist remarks - including "KKK", "Negro" and "I hate black people."

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UC DAVIS

UNIVERSITY OF CALIFORNIA

~ Hate Crime

A hate crime is any criminal act or attempted criminal act directed against a person(s), public agency or private institution based on the victim's actual or perceived race, nationality, religion, sexual orientation, disability, or gender or because the agency or institution is identified or associated with a person or group of an identifiable race, nationality, religion, sexual orientation, disability, or gender. A hate crime includes an act that results in injury, however slight; a verbal threat of violence that apparently can be carried out; an act that results in property damage; and property damage or other criminal act(s) directed against a public or private agency.

Examples of a hate crime could include verbal or written threats of violence directed at someone because of their perceived sexual orientation, Anti-Semitic or Islamophobic graffiti spray painted on an office door, or a physical assault based on the race or national origin of the individual targeted.

~ Hate or Bias Incident

A hate or bias incident includes non-criminal conduct that is motivated by hatred or bigotry and directed at any individual, residence, house of worship, institution, or business expressly because of the target's real or perceived race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services. Such incidents also include conduct directed against an individual or group because of their association with or advocacy on behalf of a member or members of a legally protected class.

Examples include hate speech, treating someone differently in the work or learning environment because of that person's legally protected characteristic, displaying offensive materials on one's property, distributing hate materials in public places and posting hate materials even if there is no resulting property damage.

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UNIVERSITY OF VIRGINIA

UNIVERSITY JUDICIARY COMMITTEE

Home COVID-19 Response About Student Resources Join the UC Complainant Support Members



"Any violation of the University Standards of Conduct motivated by the age, color, disability, gender identity, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, or family medical or genetic information of the victim will be deemed an aggravating circumstance and will result in a more serious sanction up to, and including, expulsion from the University."

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> Discrimination

▼ Freedom of Expression

UC Davis is committed to assuring that all people may exercise the constitutionally protected rights of free expression, speech, assembly and worship. Some acts of hate or bias may not violate law or policy and may, in fact, be protected expressions of speech. Protecting freedom of expression, including controversial speech, and sometimes even offensive or hurtful words, is vital to our commitment to teaching and learning. While our policies do not prohibit such speech, the University encourages all members of the community to engage in respectful dialogue and to observe the [Principles of Community](#). For more information please visit the [Student Expression](#) website.

> Harassment

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Other Considerations

- Are you **public or private**?
- **Intersection of policies?**
 - Bias incident ← → Harassment
 - Bias incident ← → Bullying
 - Bias incident ← → Hazing

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Public Disclosure

- An increasing number of institutions **publish information on bias reports** received
- **Benefits:** Increased **transparency**; demonstrates **commitment** to resolve; may **assist in investigation**
- **Risks:** Gives **perpetrators' acts** of bias or hate **more potential impact**; may **increase feelings of fear** on the part of students in targeted communities
- Choose **annual** summary, **semesterly** summary, or **rolling log**

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The screenshot shows the 'Bias Incident Report' page on the University of Massachusetts Amherst website. The page is part of the 'Office of Equity and Inclusion' and includes a navigation menu with links for 'About', 'Resources', 'Get Involved', 'Education & Development', 'Fight Hate', 'Black Presence', 'Campus Climate Survey', 'News', and 'Events'. A search bar is located in the top right corner. The main content area features a 'Bias Incident Report' section with a sub-header 'What is a Bias Related Incident?' and 'What is on This Report?'. A sidebar on the left contains links to various resources like 'DEI Response Protocol', 'Non-Discrimination Statement', and 'Reporting Options'. A footer at the bottom of the page displays the website URL 'www.paper-clip.com'.

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This screenshot displays a list of bias incidents categorized by season. The incidents are listed with their dates and locations. The categories are Spring 2023, Winter 2023, and Fall 2022. The list includes details such as the date of the incident, the nature of the bias (e.g., racially insensitive language, homophobic slurs), and the location where it occurred. A footer at the bottom of the page shows the website URL 'www.paper-clip.com'.

- Spring 2023**
 - **4/21/23:** Racially insensitive language directed at students on a bus by non-UMass personnel
Location: Bus
 - **4/2/23:** Racially offensive language was used toward a student by another student
Location: Residence Hall
 - **3/8/23:** Racially insensitive remarks used toward a student by a member of staff
Location: Campus Office
 - **3/5/23:** Report of student being misgendered by member of staff
Location: Dining Common
 - **2/23/23:** Report of insensitive language directed at students by other students
Location: Student Union
 - **2/16/23:** Racially insensitive language directed at students by classmate
Location: Academic Department
 - **2/10/23:** Offensive language directed at student by classmates
Location: Academic Department
 - **2/7/23:** Racially insensitive language directed at students on a bus by non-UMass personnel
Location: Bus
- Winter 2023**
 - **1/10/23:** insensitive language directed at student by faculty member
Location: Campus
- Fall 2022**
 - **11/16/22:** Racially insensitive language was used toward students
Location: Residence Hall
 - **11/15/22:** Homophobic slurs yelled from residence hall at passes-by
Location: Residence Hall
 - **11/4/22:** Racially insensitive language directed at students on a bus
Location: Bus
 - **10/19/22:** Abelist language directed at student by non-umass personnel
Location: Campus
 - **10/15/22:** Students struck with eggs and subjected to racial epithets from occupants of a passing car
Location: Massachusetts Ave
 - **9/18/22:** A whiteboard was defaced with a hate symbol, sexist slurs, and an offensive drawing
Location: Residence Hall

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Dean of Students Office

Student Affairs

09/03/2020	09/03/2020	On Campus Outside - Extension, University Bookstore, Lake St. Parking Ramp, St. Pauls Church	Written (Vandalism)	Race/Ethnicity	Not Necessary, unless additional information needed	A staff member submitted a report documenting Race/Ethnicity bias in the form of graffiti by an unknown individual. Outreach sent to student. Confirmed that the graffiti was removed and contacted UWPD regarding video footage. Currently open investigation with UWPD. Case closed.
09/03/2020	09/03/2020	On Campus Other Building (University Owned)	Verbal (non-threatening)	Race/Ethnicity, Gender, Sexual Orientation	No	An anonymous student submitted a report documenting race/ethnicity, gender, and sexual orientation bias by a faculty member. Outreach could not be sent because it was an anonymous report. Scheduling educational conversation with faculty. Case pending.
10/22/2020	10/22/2020	On-Campus Other Building (University Owned) - Lakeview Lounge Memorial Union	Verbal (threatening), Public Space (multiple people can witness incident)	Race/ethnicity, National Origin, Socioeconomic Status	Yes	A student submitted a report documenting race/ethnicity, national origin, and socioeconomic status bias by a staff member at Memorial Union. Sent outreach to student. Shared with Associate Vice Chancellor and Director of Wisconsin Union. Case pending.
10/25/2020	10/25/2020	On-Campus Residence Hall/Apartment (University Owned) - Chadbourne Hall	Microaggression, Verbal (non-threatening), Public Space (multiple people can witness incident)	Race/Ethnicity	Yes	A House Fellow submitted a report documenting race/ethnicity bias in Chadbourne Hall by a resident. Outreach sent to house fellow and forwarded to housing for follow-up. Case pending.

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ARTS, SCIENCES & ENGINEERING

Paul J. Burgett Intercultural Center

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 [Bias-Related Incidents](#) |
 [One Community](#) |
 [LGBTQ](#) |
 [Resources](#) |
 [Funding](#) |
 [Events](#)

Bias-Related Incidents

SECTION NAVIGATION

[Overview](#)

[College Bias Reports](#)

[Frequently Asked Questions](#)

Home / [Bias-Related Incidents](#) / [College Bias Reports](#)

College Bias Reports

The University of Rochester is committed to a safe, open, and respectful campus—where every member is valued and welcomed.

Bias-related incident reports:

- 2020-2022 (coming soon)
- 2018-2020 (pdf)
- 2016-2018 (pdf)

The University also has reports on [diversity and inclusion](#) and [sexual misconduct prevention and response](#) to provide transparency around issues of diversity, discrimination, and sexual misconduct. Print-ready PDFs are available for download.

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Office of Equity and Inclusion Reports

Reports ▾ Dashboards ▾

Summary Data

The data contained in this document refers to reports submitted via the online **Bias-Related Incident Reporting System**. The reporting system has only been in use for two years. The following data is broken down by academic year. Data was collected from August to August and includes reports submitted during the summer months.

HOW MANY REPORTS OF BIAS-RELATED INCIDENTS IN THE COLLEGE WERE SUBMITTED?

Bias-Related Incident Reports	Unique Incidents*	Reports Submitted
2017-2018 Academic Year	45	58
2016-2017 Academic Year	50	129
Total # of Reports Submitted	95	187

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Office of Equity and Inclusion Reports

Reports ▾ Dashboards ▾

WHO SUBMITTED THE INCIDENT REPORTS?

Reporter	2017 - 2018	2016 - 2017	Total
Undergraduate Student	32	62	94
Anonymous	18	52	70
Staff	6	10	16
Graduate Student	1	2	3
Faculty	1	1	2
Community Member	0	2	2
Total # of Reports Submitted	58	129	187

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WHO IS THE RESPONDENT IN THE REPORTS?

Respondent*	2017 – 2018	2016 – 2017	Total
Unknown	17	17	34
Undergraduate Student(s)	10	18	28
Staff	12	6	18
Faculty	6	7	13
Community Member	0	2	2
Total # of Unique Incidents	45	50	95

*Many members of our community may occupy different roles at the University. This chart indicates the role of the respondents while in performance of their responsibilities.

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Office of Equity and Inclusion Reports

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WHAT TYPES OF BIAS ARE ALLEGED IN THESE REPORTS?

2017-2018 Academic Year

Types of Bias*	Unique Incidents	Reports Submitted
Race/Ethnicity	18	22
Other†	11	16
Disability	7	7
National Origin	5	8
Political Beliefs	1	2
Religion/Creed	1	1
LGBTQ Identity	1	1
Retaliation	1	1
Total	45	58

*Individual reports that were submitted may have indicated more than one type of bias; however, the primary type of bias was chosen for reporting purposes.
 †“Other” refers to incidents where there is no clear motive for the bias.

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Office of Equity and Inclusion Reports

Reports ▾ Dashboards ▾

WHERE DO THESE INCIDENTS OCCUR?

Location of Incident	2017 – 2018	2016 – 2017	Total
Digital Context (emails, texts, etc.)	7	18	25
Residential Housing	6	10	16
Academic Building	7	8	15
Other-Not Listed	8	3	11
Painted Tunnel	7	0	7
Walkways and Roads	2	5	7
Off Campus	3	2	5
River Campus Libraries	3	0	3
Student Life Space	1	1	2
Athletic Facilities/Fields	0	2	2
Dining Halls	0	1	1
Interfaith Chapel Grounds	1	0	1
Total # of Unique Incidents	45	50	95

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Office of Equity and Inclusion Reports

Reports ▾ Dashboards ▾

WHAT HAPPENED WITH THESE REPORTS ONCE THEY WERE SUBMITTED?

2017–2018 Academic Year Actions Taken	Total # of Reports
Bias-related incident reports submitted to the Executive Team for review, response, and follow-up	58
Reports sent to the Title IX Coordinator for review, response, and follow-up	2
Reports sent to Office of Counsel for review, response, and follow-up	3
Documented anonymous reports and followed up as deemed appropriate	33
Individual meetings held with students and case conferences with colleagues	42
Referrals* made for additional resources, education, and support	18

*Referrals include but are not limited to the following: College Center for Advising Services, College Diversity Roundtable, David T. Kearns Center for Leadership and Diversity, Department of Public Safety, Office of Disability Resources, University Facilities and Services, International Student Engagement, University of Rochester Medical Center, Office for Residential Life and Housing Services, Office of Minority Student Affairs, Office of the Dean of Students (such as the CARE Network, Center for Student Conflict Management, Fraternity and Sorority Affairs, M. K. Gandhi Institute for Nonviolence, Parent and Family Relations, Rochester Center for Community Leadership, and Wilson Commons Student Activities), Simon Business School, and University Intercessor.

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S Syracuse University

STOP Bias Reporting Aggregated Data

Syracuse University offers a robust reporting system that individuals can use to bring forward incidents they believe were motivated by bias. We appreciate and are proud of the culture we have on campus where members of our community have felt empowered and comfortable to report issues of all types to the University, aiding in our efforts to maintain a supportive, welcoming environment for all.

The University publishes aggregate data reflecting reports submitted through the STOP Bias Report Form. This data is inclusive of all reports submitted through the portal, including reports submitted anonymously, reports where the accused is not identified, reports submitted by those who have experienced or witnessed an incident, and reports where an incident may not violate University policy.

DPS publishes information on bias reports submitted directly to them. Reports to STOP Bias and Hate are not included in the Department of Public Safety's bias incident tracker unless the reporter chooses to refer the incident to the Department of Public Safety, or the nature of the incident requires DPS involvement. To report an incident directly to the Department of Public Safety, please refer to the options on the [report a crime page](#).

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S Syracuse University

Fall 2022 Reported Bias Incidents

Reports have been classified into the categories of **bias motivated speech** and **bias motivated conduct** for the purpose of reporting aggregate bias related data. A third category, **non-bias incidents**, refers to reports of speech and/or conduct which, on the face of the report, does not describe an act or expression of hostility against a person or property of another because of the targeted person's or group's real or perceived race, color, creed, religion, sex, gender, national origin, citizenship, ethnicity, marital status, age, disability, sexual orientation, gender identity and gender expression, political affiliation, reproductive health decisions and/or veteran status. Some reports, which are received by STOP Bias and Hate and are included in the bias motivated speech and bias motivated conduct reports, are ultimately found—following an investigation—not to constitute a bias motivated incident.

Bias Motivated Speech is defined as written or verbally communicated language (words said in person, in conversation, printed, or visual communications in electronic form [emails, texts, social media]) targeting a person or group's protected characteristics. This includes but is not limited to: verbal/written harassment; language or speech (as defined above) that perpetuates a stereotype; use of a slur/epithet; use of a derogatory symbol or image; or unfair treatment.

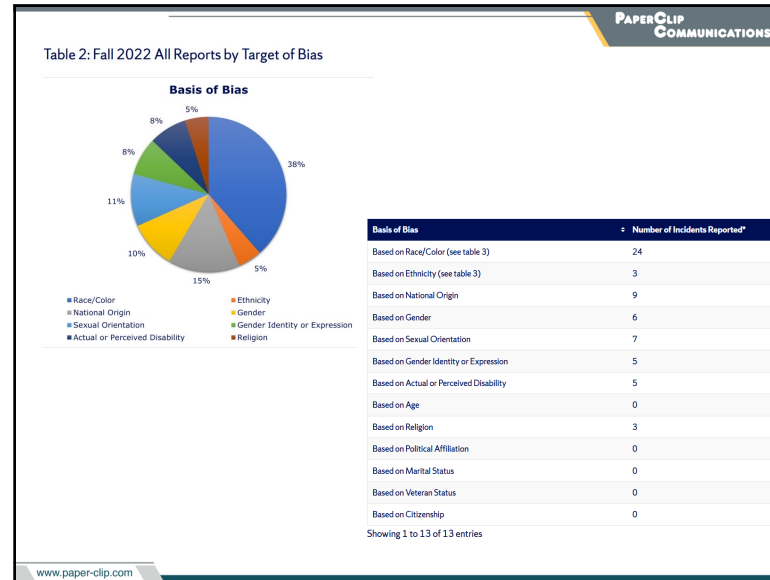
Bias Motivated Conduct is defined as physical acts or behaviors targeting a person or group's protected characteristics. This includes but is not limited to: intimidation; threats; physical assault; vandalism; damage or destruction of property; acts that perpetuates a stereotype; or use of a derogatory symbol or image during an act.

An Important Note About the Information Below

A single reported incident could be counted more than once within some of the tables below if multiple identities and/or behaviors were included in the report. Therefore, some numbers below are larger than the total number of reports.

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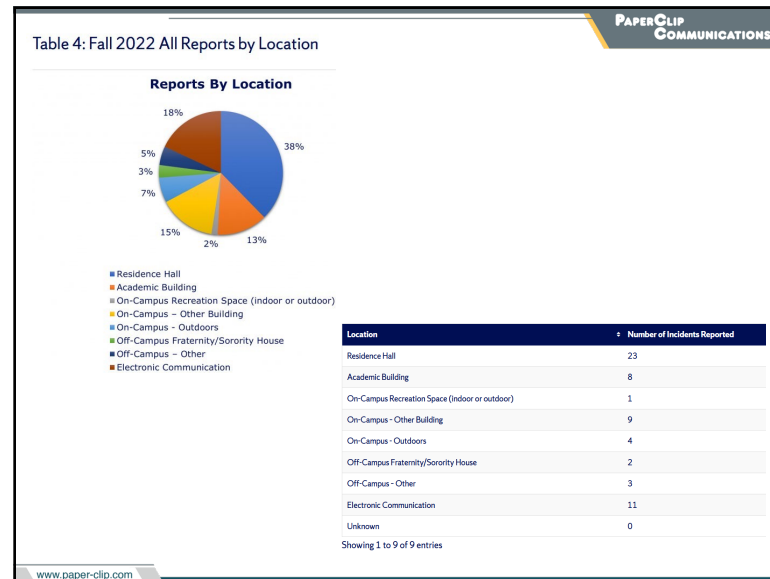
Table 3: Fall 2022 All Reports by Target of Race/Color and Ethnicity

Race	Number of Incidents Reported
American Indian or Alaska Native	1
Asian	4
Black or African American	11
Hispanic or Latino	0
Native Hawaiian or Other Pacific Islander	0
White	0
Two or more races	4
U.S. Nonresident	0
Race/ethnicity unknown	7

Showing 1 to 9 of 9 entries

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Reporting Process

- Choose the right **mix of reporting options/tools**
 - Online
 - Paper form
 - Smartphone App
 - Phone
 - In-person
- Decide whether to include an **anonymous option**

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ORANGE SAFE

Syracuse University

← **Support Resources**

Tap below to access some of the most common support resources available to help students enjoy a successful experience.

- Health Care at the Barnes Ce...
- Reporting a Bias Related Incident
- Sexual & Relationship Violence
- Campus Shuttle
- Weather Conditions
- Counseling at the Barnes Ce...
- Student Outreach & Retention
- Office of Equal Opportunity

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UC DAVIS
UNIVERSITY OF CALIFORNIA

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REPORT IT

File a Report

Reporting

If you experience or witness an incident of hate or bias or discrimination or harassment, please report it.

- **Online:** Report a hate or bias incident
- **Email:** hdaapp@ucdavis.edu
- **Phone:** 530-747-3864 (Davis) or 916-734-3417 (Sacramento)
- **In person:** We encourage you to schedule an appointment to ensure someone is available to assist you.
 - 207 3rd Street, Suite 210, Davis, CA 95616
 - Ticon III/UCDH, 2730 Stockton Blvd, #2200, Sacramento, CA 95817

Anonymous Reporting

If you want to report anonymously, please use one of our two methods below and please review [Filing a Report](#) to understand the possible limitations with reporting anonymously.

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Bias Report Form

- Create a **tool that captures the most important information**
 - Reporter information + witnesses
 - Impacted persons + groups + identities
 - Alleged perpetrator
 - Location
 - Date and time + ongoing?
 - Description of act + method of delivery
 - Physical evidence

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STUDENT LIFE
DEAN OF STUDENTS
UNIVERSITY OF MICHIGAN

HOW TO REPORT A CAMPUS CLIMATE SUPPORT CONCERN

We encourage you to use these resources to report concerns and to encourage others to report if they have been the target of or witness to a campus climate concern.

There are several ways you can report a campus climate concern. The staff members at these offices are trained to be sensitive to student, faculty, staff and community concerns.

- **Online**

[Report Online](#)
- **By Phone**

Campus Climate Concern Reporting Line: Call **734-615-2427** to report a campus climate concern during normal working hours (Monday-Friday, 8:00 a.m.-5:00 p.m.). If it is after hours, leave a message and a staff member will get back with you by the next business day. Faculty and staff who call the number during normal business hours will be connected to the Office for Institutional Equity; students will be connected to the Dean of Students Office.
- **In-Person**

Wondering where to report a campus climate concern? View our [reporting areas](#). These offices and resources exist to support students, staff and faculty.

Download the [How to report a campus climate concern PDF](#) to print, post, and share this information.

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Complete the form below
Please fill out the form below as completely as you can, providing as much information as you are able. The more information you provide, the better we will be able to assist you and/or the student. If identifying information or contact information is not provided, there may be little that can be done to follow up with you and/or the student of concern (the student who has demonstrated concerning behaviors, is being negatively impacted by a situation, and/or needs assistance or support).

Reporter's Name
For the purpose of this form, you are the "reporter"

Reporter's Affiliation *

Reporter's Email

Reporter's Phone

May we contact you for additional information?
 Yes No

Report Type(s) *
Please select all that apply; for more information about report types, please click on the question mark icon next to the report type

- Academic Concern
- Campus Climate Concern ⓘ
- Concern for Well-being ⓘ
- Disruptive/Disturbing Behavior ⓘ
- DOS/BTD Off-Campus Student Assistance
- Financial Concern
- Mental Health Concern (self-disclosed) ⓘ
- Other- General Concern
- Student Medical Issue

Date/Time of Concern *
If unsure of incident date, enter the date on which you learned of the issue.

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Location Information
Where did this incident occur?

Person(s) Involved
Please enter the name(s) of individuals and/or student groups involved in the situation. Please include username(s), UMIID, email, phone number, and affiliation with the university, if available.

Description *
Please provide a brief description of the issue of concern and be as detailed as possible.

Police report number, if applicable

Attach documents/Upload

Drop files here to upload

Verification *

I'm not a robot

reCAPTCHA
Privacy - Terms

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Bias Report Intake

- Determine **who should be notified immediately**
 - Campus Police
 - Dean of Students/Student Affairs VP
 - Equal Opportunity/Civil Rights/Title IX
 - DEIA Office
 - Housing/Residence Life
 - Facilities Management
 - Communications

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Now it's time
for a 3-minute
stretch break.

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Describe What Happens Next

- What can the **reporter** expect from you?
- What **support options** are available?
 - Proactive outreach?
 - Reporter initiated?
- Which **offices** will be **informed or involved**?
- What is the **timeline** of follow-up steps/actions?
- **What** actions/outcomes **cannot be shared**?

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Dean of Students Office
Student Affairs

GENERAL PROCESS

When a report is submitted online, it is received by the Dean of Students Office. A staff member will contact the targeted individual or reporter if contact information is left.

After receipt of report is acknowledged, a meeting is offered to discuss responses. The reporter may be directed to other resources. If necessary or wanted, the UW Police Department may be involved.

If the [student code of conduct](#) was violated, the conduct process may be initiated by the Office of Student Conduct and Community Standards.

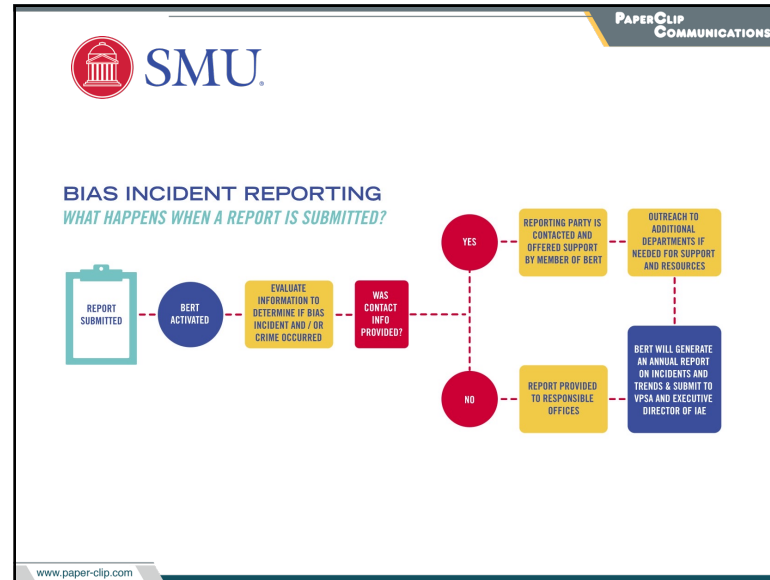
TYPICAL RESPONSES

There are many different possible responses. Typical responses include, but are not limited to the following:

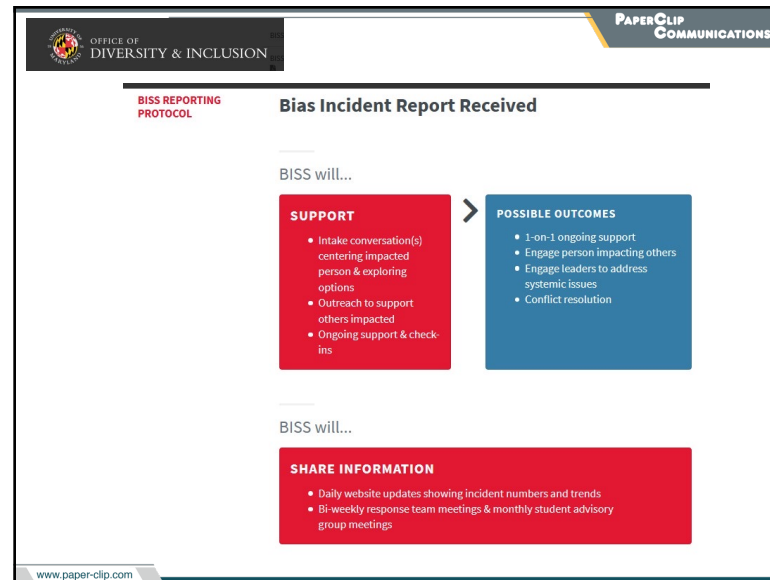
- Support meetings may be offered to the targeted individual/reporter.
- Educational conversations are typically given to the respondent/offender.
- If the incident involves a specific community, community letters or emails may be sent. Workshops and training sessions may also be offered within communities.
- Dialogue spaces may be held, such as support circles where [Restorative Justice practices](#) are implemented.
- If the [Office of Student Conduct and Community Standards](#) determines that the student code of conduct was violated, sanctions may be given.

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OFFICE OF DIVERSITY & INCLUSION

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BISS may...

REFER (AS NEEDED)

**Note: BISS is not a sanctioning body and does not determine or implement consequences*

OTHER REPORTING OPTIONS

UMPD (criminal activity)
301-405-3555
or #3333 (from most cell phones)

Office of Student Conduct (student policy violation)
studentconduct@umd.edu
go.umd.edu/bscreport

Office of Civil Rights and Sexual Misconduct
civilrights@umd.edu

CONFIDENTIAL CAMPUS RESOURCES:

Counseling Center
301-314-7651

CARE to Stop Violence
301-741-3442
uhc-care@umd.edu

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Syracuse University

PAPERCLIP COMMUNICATIONS

What Happens When I Report Using the STOP Bias Form?

```

    graph LR
      A[Report Submitted via STOP Bias Form] --> B[Report Reviewed by Bias Response Team (BRT)]
      B --> C{Did the Reporter Provide Contact Info?}
      C -- Yes --> D[BRT Contacts Reporter to Develop Individualized Support and Potential Response Plan]
      C -- No --> E[Report Logged in Bias Incident Aggregate Data]
      D --> F[Report Shared with Relevant Campus Partners for Appropriate Follow-up Actions]
      E --> F
      F --> G[Report Logged in Bias Incident Aggregate Data]
  
```

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Once you submit a report, a member of the Community Standards Bias Response Team (BRT) will contact you, if you provided contact information, within three business days to offer support and resources, gather any additional information and develop an individualized support and potential response plan. From there, the Community Standards staff determine which campus partners might need to be involved and connect with those partners to ensure the situation is addressed effectively.

Reporting Frequently Asked Questions

- + What Types Of Incidents Should Be Reported?
- + Can I Report Anonymously?
- + Are Reports Anonymous? Can I Choose To Remain Anonymous?
- + Is Reporting Private?
- + Is The Incident Going To Be Shared With The University Community?
- + If I Report, Can I Opt Out Of Further Contact?
- + What Steps Are Taken To Ensure That Reported Incidents Are Taken Seriously And Addressed Appropriately?
- + What Is A Response Plan?
- + What Happens If The Incident Has Campuswide Impact?
- + What is Protected Expression?

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S Syracuse University

What Happens When A Report Is Received?

```

    graph LR
      A[Report Submitted via STOP Bias Form] --> B[Report Reviewed by Community Standards]
      B --> C{Was the Accused Identified?}
      C -- Yes --> D[Meeting Held with Student Investigation Opened (DPS and/or Community Standards)]
      C -- No --> E[Investigation by DPS]
      D --> F{Does a Policy Violation Appear to Exist?}
      E --> F
      F -- Yes --> G[Referral to Conduct Process (If Student Identified)]
      F -- No --> H[Potential for Educational Opportunity (If Student Identified)]
    
```

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Community Standards reviews reports submitted via the STOP Bias Form and investigations are conducted on a case-by-case basis based on the available information. Community Standards works collaboratively with campus partners to conduct a thorough investigation and gauges greater impact on the campus and community safety. If there are no identified parties listed in the report, DPS conducts general investigations with attention to the location where the incident may have occurred.

Based on information collected, if an accused student is identified, and if a potential policy violation may exist, a student will be referred to the student conduct process and provided appropriate due process. If no policy violation appears to exist, a student may be offered an educational opportunity. Reports in which the accused is a faculty or staff member are referred to the [Office of Equal Opportunity, Inclusion and Resolution Services](#).

Conduct Process Frequently Asked Questions

- + What Are The Outcomes For Those Accused?
- + What Are The Rights Of Those Accused Of Bias-Motivated Conduct?
- + What Do I Do If Received A Letter From Community Standards?
- + Can Parents, Family Members or Attorneys Attend Meetings With Me If I Am Contacted About An Incident Or Receive A Letter From Community Standards?

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An Institutional Statement

- **Acknowledge the impact and speak directly to those impacted**
- Denounce the hateful message or symbol
- **Educate on the history** of such messages or symbols
- **Restate the institution's values**
- Explain the **process for investigation and accountability**
- Affirm rights to open inquiry and debate, while distinguishing from bias (where possible)

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TU TOWSON UNIVERSITY | About TU | Academics | Admissions & Aid | Student

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Message from President Schatzel on the LA Cafe hate/bias incident
 Towson U President Kim Schatzel emailed a message to the TU community about the hate/bias incident in LA Cafe on April 5.

Fordham News
 HOME | FORDHAM MAGAZINE | VIDEOS AND PODCASTS | COVID-19 NEWS
 YOU ARE AT: Home > Campus Life > President's Message | University Culture and Bias Incident
 | President's Message | University Culture and Bias Incident

STATEMENT FROM PRESIDENT PRICE ON COVID-BASED BIAS INCIDENTS AND THE IMPORTANCE OF INCLUSION
 PUBLISHED MARCH 03, 2022

STATEMENT ON RACIST AND BIAS INCIDENT ON CAMPUS
 Racist and hateful behavior on our campus is an offense to our entire community.
 PRESIDENT TAVELAR HERRERA

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“Bias Response Teams”

- Usually **cross-disciplinary** involving staff from multiple offices
- **Purpose varies** by institution
 - Tracking
 - Support
 - Action
 - Investigation
 - Referral
- These teams are **occasionally the focus of litigation** brought by interest groups concerned about chilling free expression

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FAQ's About BERT

+ What is a bias incident?

- What is the purpose of the Bias Education and Response Team?

Not all incidents of bias violate the law or SMU policy. However, at times they are out of congruence with our community values of cultural intelligence, mutual respect, and inclusion. The BERT enables SMU to provide support to community members who file a report, keep records of bias incidents, and analyze trends in efforts to continually improve our campus community with regard to our values.

The BERT does not investigate, arbitrate, or replace other SMU procedures or services. Its purpose is to supplement and work with campus units to connect those who have been a target of an act of bias or those who have witnessed such an act with appropriate support and resources. The new protocol complements but does not substitute for University procedures regarding the [reporting of discrimination](#), including sexual misconduct, to the Office of Institutional Access and Equity (smu.edu/iae or 214-768-3601).


- What is the BERT's composition?

The core Bias Education and Response Team is composed of representatives from the Office of Social Change and Intercultural Engagement; Women and LGBT Center; Office of Student Conduct and Community Standards; and the Office of Institutional Access and Equity.

As the team receives incident reports, the group will determine when or if other departments or individuals are included in the response process, depending on the nature of the incident. These responders may include but are not limited to Residence Life & Student Housing, International Student and Scholar Services, Violence Prevention & Support Services, and Caring Community Connections.

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Bias Education and Response Team (BERT)

SMU values intellectual curiosity, vigorous debate, and meaningful dialogue in the advancement of mutual understanding and new discovery. In that vein, bias incidents can hinder our capacity to work with, teach, and learn from one another.

What is the BERT?



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UNIVERSITY OF OREGON
Division of
Equity and Inclusion

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Bias Education and Response Team

The University of Oregon Bias Education and Response Team (BERT), based in the Office of the Dean of Students, works to provide those who have witnessed or themselves become a target of an act of bias an opportunity to be heard and supported. The fundamental role of the Bias Education and Response Team (BERT) is to respond to situations that affect the larger University of Oregon community through education about current and historical issues surrounding bias. Utilizing best practices in our field, the BERT provides services to witness(es), bystander(s), targeted individual(s), offender(s), or a member(s) of the community in order to create change in a timely, effective, and comprehensive way. It is through our education services and initiatives that we hope to eliminate acts of bias within our community.

It is not the purpose of the Bias Education and Response Team to investigate, arbitrate, or to take the place of other University of Oregon processes or services; rather, the intention is to complement and work with campus entities to connect those who have witnessed or themselves become a target of an act of bias with appropriate support and resources. The BERT does not and will not initiate disciplinary action or impose sanctions regarding bias incidents. Data collected from the bias reports is used to develop educational and outreach programs.

Campus Programs and Presentations

If you are interested in having the Bias Education and Response Team conduct a program or presentation, please contact us at bert@uoregon.edu

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FIRE » Research » Publications » Bias Response Team Report 2017 » 2017 Report on Bias Reporting Systems

2017 REPORT ON BIAS REPORTING SYSTEMS
BIAS RESPONSE TEAM REPORT 2017

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Bias Response Teams, when armed with open-ended definitions of “bias,” staffed by law enforcement and student conduct administrators, and left without training on freedom of expression, represent an emerging risk to free and open discourse on campus and in the classroom. Bias Response Teams create—indeed, they are intended to create—a **chilling effect** on campus expression. Even if a Bias Response Team does not have the power to take punitive action, the prospect of an official investigation may make students and faculty more cautious about what opinions they dare to express.

Beyond First Amendment concerns, encouraging students and faculty to anonymously report one another to administrators for subversive or offensive views is illiberal, and antithetical to a campus open to the free exchange of ideas. While universities should certainly be listening to their students and offering resources to those who encounter meaningful difficulties in their lives on campus, the posture taken by many Bias Response Teams is all too likely to create profound risks to freedom of expression, freedom of association, and academic freedom on campus.

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THE NEW REPUBLIC

TNR LATEST / THE SOAPBOX / APOCALYPSE SOON / SOLD SHORT / CRITICAL MASS / MAGAZINE / PODCASTS [Subscribe](#) [Sign In](#)

Jeffrey Aaron Snyder, Amna Khalid / March 30, 2016

The Rise of “Bias Response Teams” on Campus

Colleges across America are creating shadowy groups to handle complaints. Will they end up muzzling students instead?



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☰ 🔍 TNR


Let us be clear: Bias and discrimination are real and pressing concerns on campuses across the country. There must be channels for students, especially those from historically underrepresented populations, to communicate their concerns to administrators and their peers. Institutions need to keep on top of “campus climate” concerns through surveys and community-wide discussions. But to institute a formal body that assesses the merits of bias incident complaints is profoundly misguided. They run counter to the basic conviction that we learn best through experimental trial-and-error: changing our minds voluntarily, not because we are told to. Nothing quite kills intellectual exploration like the fear of causing offense. “How are students supposed to feel empowered to share their honest opinions on social issues,” a student at UC Santa Barbara asked about the campus’ BRT, “when they run the risk of being accused of ‘undermining our culture of inclusivity?’”

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SPEECH FIRST ABOUT MEMBERSHIP COURT BATTLES NEWS DONATE JOIN US Search



BIAS RESPONSE TEAMS

THE PROBLEM WITH BIAS RESPONSE TEAMS

Bias Response Teams (BRTs) are appointed boards at colleges and universities across the country which encourage students to report "bias incidents" they observe on campus. These teams consist of faculty, staff, and sometimes law enforcement. Students are encouraged to report "bias incidents" to these boards (or teams) in the name of inclusion and tolerance, but it's often unclear what the school considers "bias" in the first place. Overly broad or vague definitions of bias put all kinds of speech at risk of being reported - even unpopular speech which is protected by the First Amendment. Political speech and satire are particularly vulnerable because the system favors students who easily take offense.

[SHARE YOUR STORY. CLICK HERE>>](#)

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"Bias Response Teams" -- Legal Risks

- **First Amendment** basis for suit
 - Speech First
 - FIRE
- **Focus** is on:
 - Name of the response team
 - Authority to compel a student to meet
 - Ability to refer the report to other offices
 - Authority to trigger a formal investigation
 - Authority to impose discipline
 - Definition of "bias incident," "harassment," etc.

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“What’s in a name?”

- U Michigan:
 - “Bias **Response** Team” → “Campus Climate **Support**”
- U Maryland:
 - “Hate-Bias **Response** Program” → “Bias Incident **Support** Services”
- U Texas-Austin:
 - “Campus Climate **Response** Team” → “Inclusive Campus **Support**”
- U Illinois Urbana-Champaign:
 - “Bias Assessment **Response** Team” → “Campus Belonging **Resources**”
- Iowa State U:
 - “Campus Climate **Response** Team” → “Campus Climate **Reporting** System”

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Educating Your Community

- A key element of a comprehensive bias response program is **community training**
- Focus on strategies such as **active bystander intervention, definitions of bias, the impact of hate incidents on students’ ability to access the educational experience, community values/standards**
- **Identify resources**, “how to file a report,” and how your bias response process operates

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Bias Incident Support Services (BISS)

- About Us
- Programming
- Services
- Training
- Resources
- Blog

[Submit an Official Bias Report](#)

Home / Training & Education

Training & Education

Bias Incident Support Services provides trainings and educational programs designed to empower participants with the knowledge and tools to engage in **introductory conversations** about social justice and human issues. Our programs support the ability of participants to be critical, conscious, and culturally aware students and professionals, and are aimed at encouraging challenging and courageous conversations rooted in healing, justice, and solidarity for marginalized and oppressed communities. All of our trainings share the same message, we all belong here at UK.

You may request a program from our training menu or we can work with you to design a program that meets your needs and cultivates a culture of belonging.

If you are interested, please submit a training request [HERE](#).

Training FAQ

How much time do you need to provide a training?
Most trainings require at minimum an hour to get through very basic content and facilitate a brief question & answer. However, we find that 2 hours at minimum is most ideal to create a courageous learning environment and vibrant conversation.

Do you have a minimum or maximum number of participants that can attend any given training?
There is no minimum number of participants, however, please keep in mind that most people tend to learn best and engage more in small group settings (15-20 people). Large groups are great for reaching the most amount of people at one time, and making sure everyone has a similar experience, but they do tend to minimize the level of interaction and dialogue that can occur. If necessary, we can provide multiple sessions of the same training in order to accommodate group.



We are not exactly sure what kind of training we need. Can you help us figure it out?
Absolutely! We are happy to work with you or your team to design the best program that meets your needs and cultivates a culture of belonging at UK.

I would like my students, staff or faculty to be aware of your services and how to access them. Can you come and just talk about BISS at our next meeting or table at our upcoming event?
Of course! You may submit a training request or email us directly with "Outreach Request" in the subject line and details of the request at BISS@uky.edu.

I have a specific question or situation I would like support with. Are you all able to help?
Yes! Email us directly with "Consultation" in the subject line and details of your question at BISS@uky.edu. If there is any sensitive information you would like to share such as the name of a student or staff/faculty member, or details of a bias incident, please call us at 859-257-3189, as email is not a secure means of communication.

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Bias Education

In addition to coordinating the STOP Bias and Hate initiative, the Bias Education Team within Community Standards supports the University's efforts to educate the campus community on issues related to bias. Students, faculty and staff can request trainings and educational programs centered on conscious and unconscious bias, support referrals, and related topics.

STOP Bias and Hate Educational Opportunities

Our team delivers bias education in a variety of ways:


- **Student workshops** —interactive educational presentations hosted by and for students.
- **Individualized interventions** —sometimes, as a result of a bias-related incident report students may either be required to receive or choose to receive 1:1 bias education.
- **Programs and Events** —STOP Bias hosts and sponsors programming and events in collaboration with campus partners to educate about bias, cultural competency, and promote inclusion on campus.
- **Outreach** —STOP Bias distributes a number of promotional materials at various events and spaces throughout the community to raise awareness around conscious and unconscious bias.


[Sign-up for an upcoming training through the Wellness Leadership Institute.](#)

To request a STOP Bias team presentation, please email us at stopbias@syr.edu.

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Additional Opportunities

You can learn more about identity, inclusion and cultural competency by participating in the following activities:

- [Intergroup Dialogue Program](#)
- [LGBTQ Resource Center Trainings](#)
- [Equal Opportunity, Inclusion, and Resolution Services Trainings](#)

Can Bias be Eliminated?

Bias can be greatly reduced, if not eliminated, with your help. When you recognize an act of bias, first and foremost, your safety is the priority. If a situation arises where you feel comfortable safely interjecting or intervening, here are some strategies to address bias:


- **Be Direct:** Tell the person their behavior or language is concerning or hurtful
- **Ask:** Ask the person why they used that language or behavior
- **Share:** Describe how that language/behavior makes you feel
- **Distract:** Divert attention away from the problematic language to de-escalate a situation
- **Group Support:** Recruit other people or friends to intervene together
- **Show Support:** Let the impacted person know you are there for them
- **Bring in Support:** If things become too serious, contact emergency personnel like the Barnes Center at The Arch or Department of Public Safety


Contact

Campus community members can reach us at 315.443.3728 or [stopbias@syr.edu](mailto:stopbias@ syr.edu) to learn more about bias response and education through STOP Bias.

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Bias Response Litigation

- **Speech First v. University of Michigan** (Schlissel) (6th Cir. 2019) [KY, TN, MI, OH] **X**
- **Speech First v. University of Texas-Austin** (Fenves) (5th Cir. 2020) [TX, LA, MS] **X**
- **Speech First v. University of Illinois at Urbana-Champaign** (Killeen) (7th Cir. 2020) [IL, IN, WI] **+**
- **Speech First v. University of Central Florida** (Cartwright) (11th Cir. 2022) [FL, GA, AL] **X**
- **Speech First v. Virginia Tech** (Sands) (4th Cir. 2023) [VA, MD, WVA, SC, NC] **+**

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University of Michigan (2019)

- UM **Bias Response Team** (BRT) challenged under the First Amendment
- Federal Appeals Court:
 - BRT’s **“ability to make referrals** – i.e., to inform [student conduct office] or the police about reported conduct – **is a real consequence that objectively chills speech.**”
 - “The **referral initiates the formal investigative process**, which itself is chilling.”

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University of Michigan (2019)

- Federal Appeals Court:
 - “The **invitation** from the [BRT] **to meet could carry an implicit threat of consequence should a student decline** the invitation.”
 - “**The very name** ‘Bias Response Team’ **suggests** that the accused student’s actions have been **prejudged to be biased.**”

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COMMUNICATIONS

University of Texas – Austin (2020)

- UT-Austin **Campus Climate Response Team (CCRT)** challenged under the First Amendment
- Federal Appeals Court:
 - “The CCRT **describes its work, judgmentally**, in terms of ‘targets’ and ‘initiators’ of incidents.”
 - Referencing the CCRT’s **referral power** to Police, ODOS and OI&E: “The CCRT, in some measure, **represents the clenched fist in the velvet glove of student speech regulation**.”
 - “That the CCRT invites **anonymous reports** carries particular **overtones of intimidation** to students whose views are ‘outside of the mainstream.’”

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COMMUNICATIONS

University of Illinois Urbana-Champaign

- Lawsuit by Speech First **challenging Bias Assessment and Response Team, Bias Incident Protocol, and No Contact Directives** as chilling free speech
- Appeals court:
 - “**Students who decline [BART’s invitation** to a voluntary meeting] **suffer no consequences**.”
 - “BART cannot require students to change their behavior and **does not have authority to issue sanctions** if they decline to do so.”
 - BART notes “do not appear in a student’s academic or disciplinary records.”
 - BART “publish[es] an annual report of incidents with all personally identifiable information removed...”

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University of Illinois Urbana-Champaign

- “[T]he University **can only impose [No Contact Directives] to enforce the Student Code and prevent violations of it, not in response to student speech**”
- “...Speech First has not produced any evidence a student fears expressing a particular viewpoint due to a concern the University will issue an NCD against him.”

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University of Central Florida (2022)

- Lawsuit brought by Speech First **challenging UCF's discriminatory harassment policy**
- Federal appeals court called the policy **“staggeringly broad” with “sweeping standards”**
- Appeals court held that **“[b]ecause the discriminatory-harassment policy restricts political advocacy and covers substantially more speech than the First Amendment permits, it is fatally overbroad....”**

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Excerpt from 11th Circuit Opinion in *Speech First v. Cartwright* (UCF), April 2022:

“The discriminatory-harassment policy is almost certainly unconstitutionally overbroad. ... [T]he policy (1) prohibits a wide range of ‘verbal, physical, electronic, and other’ expression concerning any of (depending on how you count) some 25 or so characteristics; (2) states that prohibited speech ‘may take many forms, including verbal acts, name-calling, graphic or written statements’ and even ‘other conduct that may be humiliating’; (3) employs a gestaltish “totality of known circumstances” approach to determine whether particular speech, for instance, ‘unreasonably alters’ another student’s educational experience; and (4) reaches not only a student’s own speech, but also her conduct ‘encouraging,’ ‘condoning,’ or ‘failing to intervene’ to stop another student’s speech.”

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Virginia Tech (2023)

- First Amendment lawsuit brought by Speech First **challenging VT’s “Bias Intervention and Response Team”**
- Federal appeals court (2-1 decision):
 - “[N]o evidence that students feel obligated to come to ... **voluntary meetings**” with the Dean of Students
 - BIRT **“neither imposes discipline nor suggests in any way that it can impose discipline.”**
 - “BIRT may report a Student Code violation just like any other member of the Virginia Tech community” and **no evidence that BIRT referrals “are more likely to result in discipline than referrals from others”**

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Virginia Tech (2023)

- Appeals court:
 - There is “[n]o evidence that the Bias Policy has imposed or threatened to impose any discipline on anyone.”
 - “[T]he University here has **devised a way to educate its student body about both ‘protected speech and the role of tolerance** in the campus community.’ This is precisely the type of government speech the First Amendment permits.”

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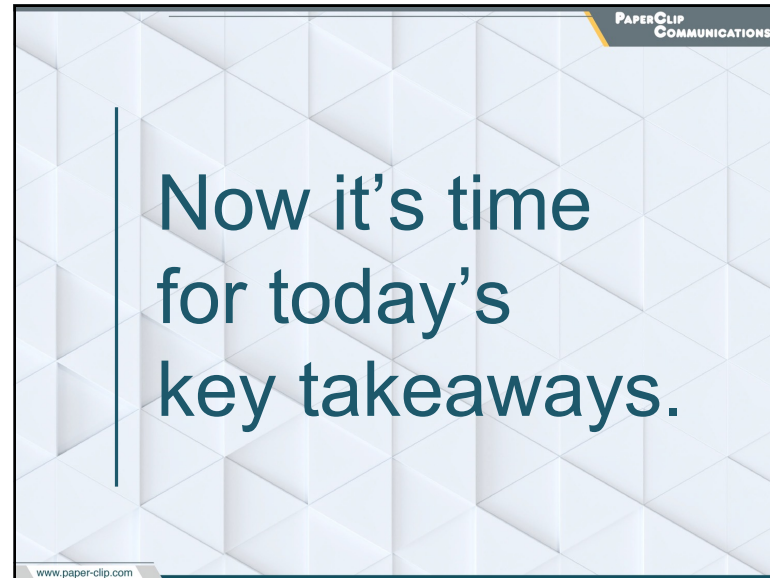
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Resources and References

- U of Rochester: Bias-Related Incidents FAQ
<https://rochester.edu/college/bic/bias-related-incidents/frequently-asked-questions.html>
- U of Maryland: Bias Incident Support Services
<https://diversity.umd.edu/bias/>
- Davidson U: Bias Education & Response
<https://www.davidson.edu/offices-and-services/diversity-and-inclusion/bias-education-and-response>
- UC-Davis: Report Hate and Bias
<https://reportheateandbias.sf.ucdavis.edu/>
- SMU: Bias Education & Response Team (BIRT)
<https://www.smu.edu/StudentAffairs/GetHelp/BiasEducationResponseTeam>
- Syracuse U: STOP Bias & Hate
<https://experience.syracuse.edu/community-standards/bias-response/>

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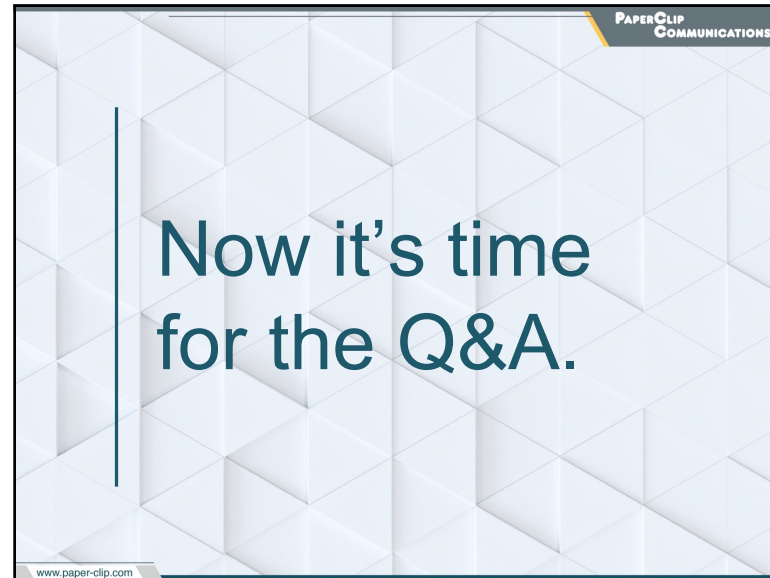


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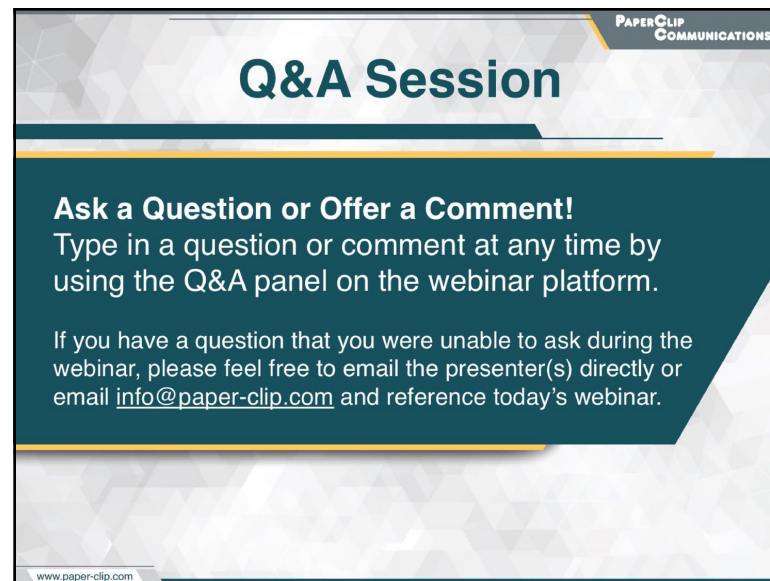
 A presentation slide titled "Today's Key Takeaways" with a white background and a light blue geometric pattern border. The "PAPERCLIP COMMUNICATIONS" logo is in the top right corner, and the website "www.paper-clip.com" is in the bottom left corner. The slide lists five key takeaways:

- #1: All campuses, public and private, small or large, should have a **clearly defined and articulated approach** for receiving and responding to reports of bias and hate.
- #2: Reporters need to know **what to expect** if they choose to submit a report.
- #3: **Increasing transparency** around the kinds of reports received and how the institution responded can improve awareness and trust.
- #4: Care must be taken to **observe the appropriate limitations** of a bias or climate education/response team or protocol.
- #5: **Education is a key element** of any effective bias prevention and response strategy, but keep the focus on policy, procedure, support resources, definitions, and impact.

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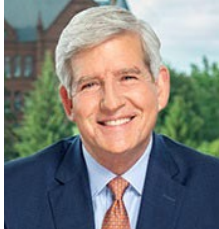
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10 Legal Mistakes Student Organization Advisors Make	Off-Campus Trips & Excursions Limit Exposure to Risk	Improving Faculty & Staff Morale & Retention Strategies to Stay Motivated & Avoid Burnout

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FERPA Understand Scope & Provisions to Avoid Mistakes, Non-Compliance & Legal Complaints	Neurodiversity in the Classroom Explores Case Studies to Best Support Students' Learning & Engagement	RA Recruitment & Selection Improve & Realign Processes to Meet the Strengths & Limitations of Today's Students

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Academic Advising Data Driven Initiatives to Increase First Year Retention Rates	Suicide, Self-Harm & Violence to Others Prevention Strategies to Protect Your Students & Ensure Institutional Compliance	ADA Accommodations in the Classroom Determine, Document & Implement Reasonable Accommodations

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