

## **Bias Incident Reporting**

# **Bias Incident Response at Indiana University**

## **Call 911 if you need immediate help**

You must call 911 or contact campus police <<https://protect.iu.edu/emergency-planning/emergency-contact/index.html>> if you or someone else is in immediate danger.

## **Bias Incident Response at Indiana University**

Indiana University is committed to creating welcoming, inclusive, and respectful campus communities where everyone can thrive and do their best work—a place where all are treated with civility and respect. If you have experienced a bias incident, you can submit a report to alert the university. Reporting an incident allows IU to support those impacted and take steps to prevent future incidents.

**Report a Bias Incident** <[https://indiana-gme-advocate.symplicity.com/care\\_report/index.php/](https://indiana-gme-advocate.symplicity.com/care_report/index.php/)>

### **Report a Bias Incident**

**Campus Contact Name**

**Contact Title**

812-555-6789

[email@iu.edu](mailto:email@iu.edu)

[Report a Bias Incident <https://indiana-gme-advocate.symplicity.com/care\\_report/index.php/>](https://indiana-gme-advocate.symplicity.com/care_report/index.php/)

## **What is a Bias Incident?**

A bias incident is any conduct, speech, or expression, motivated in whole or in part by bias or prejudice meant to intimidate, demean, mock, degrade, marginalize, or threaten individuals or groups based on that individual or group's actual or perceived identities.

## **What You Can Expect**

A campus team of trained university officials privately reviews all submitted bias incident reports with responses typically 1-2 business days of reporting an incident.

**The university's response includes:**

- Intake conversation(s) centered around the incident and impacted person(s)
- Refer reporter to appropriate campus offices that can effectively respond
- Refer impacted to support resources
- Incident assessment, response plan
- Ongoing support and check-ins

**Possible outcomes include:**

- 1-on-1 ongoing support
- Engage person(s) impacting others
- Engage leaders to address systemic issues
- Mediation and facilitated dialogue

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**Faculty and staff who experience bias incidents**

Contact the Office for Institutional Equity <<https://equity.iu.edu/>> if you are a faculty or staff member who has experienced a bias incident.

**Role of the Bias Response Team**

Indiana University fosters campus communities where all are welcomed, valued, respected, and belong. In furthering this mission, IU's bias response officials provide support resources to impacted parties, promote education and dialogue, and affirm the university's commitment to diversity, equity, and inclusion.

**What We Do:****What We Don't Do:**

### **What We Do:**

- Intake conversation(s) centered around the incident and impacted person(s)
- Refer to support services or offices who can appropriately respond
- Log all reported incidents and track for trends
- Notify campus leaders of ongoing bias incidents and trends
- Educate and consult the campus community about bias
- Inform the campus community about our work through informational meetings and annual reports

### **What We Don't Do:**

- Take disciplinary action
- Conduct formal investigations
- Impinge on free speech rights <<https://freespeech.iu.edu/>> and academic freedom

## **Other Reporting Offices**

The bias incident response officials are not sanctioning bodies and do not determine or implement consequences. Therefore, if you believe the incident is criminal or violates the student code of conduct or university policy, please contact the appropriate office below.

- Indiana University Police Department (criminal activity)  
606-555-6789, email@iu.edu, website
- Office of Student Conduct (student policy violation)  
606-555-6789, email@iu.edu, website
- Office of Institutional Equity (sexual misconduct, harassment, and discrimination)  
606-555-6789, email@iu.edu, website

## **Preserving an Environment of Free Speech**

As an institution of higher education, IU encourages the free and civil exchange of ideas and academic freedom. While the topics can sometimes be controversial and uncomfortable, IU's student-centered campuses embrace an environment where all voices are heard and valued. In addition, civility and respect are expected between and among members of the campus community so that all community members thrive and develop intellectually and ethically.

**Learn more about free speech** <<https://freespeech.iu.edu/>>



## **Diversity Education**

Indiana University offers various educational opportunities across its campuses for staff, faculty, and students to foster an inclusive and respectful environment that encourages dialogue and interaction about issues related to equity, social justice, and intersectional diversity.

**Learn about Diversity Education <<https://diversity.iu.edu/diversity-education/index.html>>**

## **Anti-Racist Agenda**

We invite you to explore the work of Indiana University faculty and staff whose academic, personal, and professional commitment to anti-racist, diversity, equity, and inclusion work establishes IU as a national leader.

**Learn about the Anti-Racist Agenda <<https://diversity.iu.edu/anti-racist/index.html>>**