What Happens to My Bias-Related Incident Report?

Initial Report

Individual experiences or becomes aware of possible hate crime or bias incident

Bias-related incident report submitted by individual or by front-line college respondent

24 - 48 hours

President and Senior Team notified of report

Report reviewed by Director of Campus Safety. Immediate safety, health, and support needs addressed. Investigation begins

Report forwarded to: Dean of Students and/or Director of Residence Life for undergraduate student concerns; Provost for faculty concerns; Executive Director of Human Resources for staff concerns; Dean of the Graduate School for graduate student concerns

Communication to campus community determined and delivered, as appropriate

Is the incident bias-related?

Yes — No

Campus Safety informs local law enforcement of potential hate crime

Is the incident potentially a hate crime?

Director of Campus Safety will follow-up with reporter(s), if possible, and provide available options & resources

Yes — No

Report delegated to Title IX Coordinator & initial follow-up conducted to reporter(s) and named parties, if possible. Policy 55 process is initiated

Does the incident involve discrimination and/or harassment?

Yes — No

Report delegated to Co-Advisors of Diversity Coalition & initial follow-up conducted to reporter(s) and named parties, if possible

Is enough information available to determine responsible parties?

Yes — No

7 - 10 days

Report and investigative information forwarded to Bias Incident Response Team (BIRT) to determine if policy was violated

Is it more likely than not that a bias incident or hate crime occured?

Yes — No

1 - 2 weeks

BIRT recommends sanctions to appropriate party for issuing of sanctions

Co-Advsiors to the Diversity Coalition communicate outcomes to involved parties, including reporter, if appropriate. Additional support and safety resources provided

Sanctions determined and issued by appropriate judicial body

Co-Advsiors to the Diversity Coalition communicate outcomes, as appropriate, to reporter. Additional support and safety resources provided

Core Team completes final documentation and after-action report, including recommendations on community messaging and education

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