Initial Report of Bias
- Online Reporting Form
- Email or letter
- Phone or in person conversation

Initial Screening of Report
- Chief Diversity Officer
- Equal Opportunity & Title IX Coordinator
- Dean of Students
- Director of Human Resources

NOTE: Reporting persons may halt their engagement at any time in the process.

Bias Education & Response Team
Follows Up With:
Students & Employees
Nature of Follow Up:
Response to bias incident via Restorative Justice Pre-Conferencing & Conferences to address harm caused and impact on interpersonal relationships
Educational & Developmental

Human Resources
Follows Up With:
Employees
Nature of Follow Up:
Investigating incident to determine if policy violation occurred (for example, Community Standards of Conduct policy violation)
Possible criminal offenses will be reported to Public Safety

Equal Opportunity & Title IX Coordinator
Follows Up With:
Students & Employees
Nature of Follow Up:
Investigating incident to determine if policy violation occurred. Includes discrimination, harassment, sexual harassment, sexual assault and hate crime.
Hate crime investigation may include Public Safety and/or local law enforcement.

Dean of Students
Follows Up With:
Students
Nature of Follow Up:
Investigating incident to determine if policy violation occurred (for example, Community Standards of Conduct policy violation)
Possible criminal offenses will be reported to Public Safety