

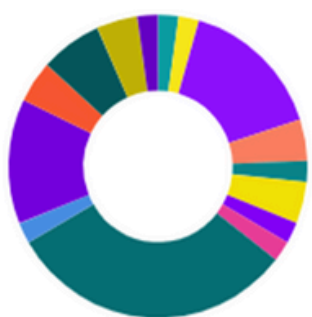
OFFICE OF COMMUNITY STANDARDS

BIAS SUMMARY

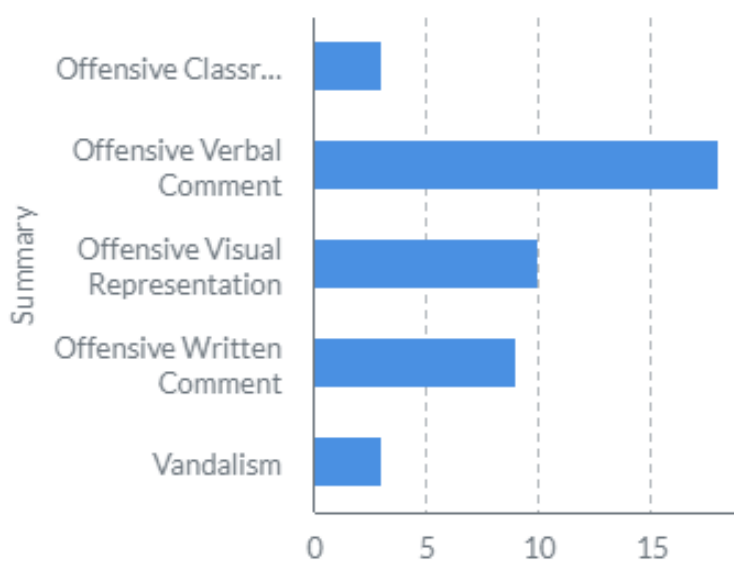
2024-2025

1 Offensive Speech & Visual Bias

The majority of incidents involve offensive verbal or written comments directed at race, religion, or sexual orientation. Some also involve offensive visual representations, such as slurs written on whiteboards or chalking on campus.



Bias Incident Summary

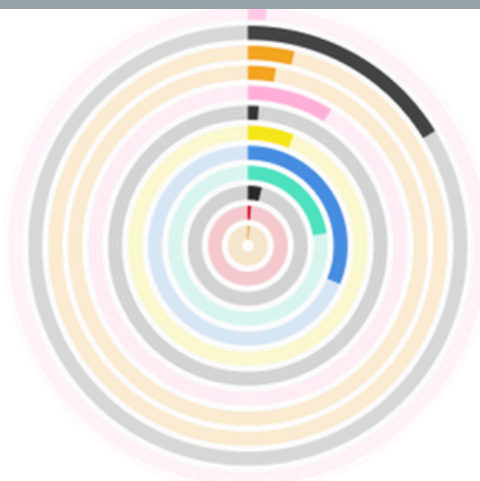


2 Location of Behaviors

The top three locations that bias behaviors have occurred are Classroom, Residence Halls, & Social Media.

3 Most Common Bias Types

Our most common bias referrals include ethnicity, race, and religion.



4 Goals of our Process

- Promote educational opportunities for reflection and growth.
- Collaborate with faculty, staff, and students for timely interventions.
- Engage campus community in conversations and activities that focus on the impact of bias, emphasizing growth and shared responsibility in creating an inclusive environment.
- Use educational interventions as a tool to mitigate harm caused by bias incidents, fostering healing and accountability within the community.



5 What does our outreach look like?

- You will receive outreach from our Assistant Director for Bias Response and Education and will be assigned a bias facilitator.
 - If a code violation is identified, that behavior will be investigated by the Office of Community Standards.
- Facilitator will work with the individuals involved to determine ways that the harm can be repaired. Our process is focused on education and support.
- We are a complainant driven process and will work with the harm party on how they would like the behavior addressed and including them on our educational plan.