



## Respect NU - Bias Incidents

At Northwestern we are committed to maintaining an open and supportive environment, free of acts of bias, hate, discrimination, and harassment, that impede access to educational programs, activities or opportunities or diminish the dignity of any member of the University community.

Northwestern University prohibits discrimination and harassment on the basis of race, color, religion, national origin, sex, pregnancy, reproductive health decision making, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship, veteran status, or genetic information.

A bias incident is an act of conduct, speech, or expression to which a bias motive related to the incident is evident as a contributing factor. Bias also attends to the ways in which power and privilege have differential impact on individuals involved based on their identity groups membership. The Bias Incident Response Team (BIRT) pays attention to how those dynamics impact those involved in the bias incident, student experience, and the larger Northwestern community. Bias Incident Reports are reported to and reviewed by the BIRT. The Bias Incident Response system and team is an informal Northwestern system for students to report identity-based concerns that arise when interacting with a member of the Northwestern community. BIRT was created in response to feedback students gave during community forums after racial incidents that occurred in during 2012.

BIRT is a non-punitive process that centers community, resources, and education within its process. BIRT does not duplicate systems that already exist within the university, rather it engages such systems through referrals. In cases where an additional response is required by university policy, law, or requested by the reporter, BIRT will route the report to the appropriate resource including the [Office of Equity](#), the relevant School, College or student affairs dean's office, or to Human Resources.

Therefore, the University expects all community members who witness or experience an act of bias, hate, discrimination, or harassment to report these incidents to the University. When an incident is reported, the University will take reasonable steps to address the situation, such as

- Collect information and document the incident
- Provide resources and support to individuals affected by such incidents, and
- Consider the impact on the community and offer educational resources to the involved parties.

For comprehensive information about bias and hate incidents, including multiple avenues for reporting such events, visit the Respect NU website at [www.northwestern.edu/inclusion/respectnu](http://www.northwestern.edu/inclusion/respectnu).

Additional information about the University's response to bias incidents affecting students is available by contacting Daviree L. Velázquez Phillip, Executive Director of Campus Inclusion and Community, 847-467-3419, [www.northwestern.edu/inclusion](http://www.northwestern.edu/inclusion).

## SafeRide

Safe Ride is a service provided to members of the Northwestern community as a safe and free alternative to walking alone after dark. Safe Ride operates from 7:00 pm to 3:00 am seven days a week during the academic year when classes are in session; excluding summer session. Safe Ride drivers provide rides to and from campus within our defined boundaries. Safe Ride is not a taxi; it is a safety service meant to be used in conjunction with other sensible transportation strategies such as walking in groups, the Northwestern Shuttle Service, rideshare services, or one of the local taxi services. Visit the Safe Ride website at [www.northwestern.edu/saferide/index.html](http://www.northwestern.edu/saferide/index.html)

## Service, Assistance, and Other Animals

Students are encouraged to review the University policy on Service, Assistance, and Other Animals at Northwestern: [policies.northwestern.edu/docs/animal-policy-final-012717.pdf](http://policies.northwestern.edu/docs/animal-policy-final-012717.pdf). Students planning to bring their service animal are encouraged to notify Residential Services so that the animal can be taken into consideration for room assignments. Students with disabilities who require an assistance animal to reside in a residence hall should submit an accommodation request online through the Residential Services website: <https://www.northwestern.edu/living/current/housing-dining-accommodation-requests.html>.

## Shuttle Bus Service

Northwestern operates several shuttles for students on the Evanston and Chicago campuses. A valid Wildcard is required to ride the shuttles. Schedules are posted at all designated stops and are available at [www.shuttle.northwestern.edu](http://www.shuttle.northwestern.edu). For service updates, call 847-467-5284. Students can track shuttle arrivals and departures through Northwestern smartphone applications and online at [www.northwestern.edu/userservices/gps/index.html](http://www.northwestern.edu/userservices/gps/index.html).

## Student Organizations

Student Organizations and Activities at Northwestern University have additional policies which pertain to recognized student organizations (RSOs). All RSOs are responsible for these policies when hosting events for the