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## Stay Safe

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# STOP Bias and Hate

By recognizing, reporting and preventing bias-related or hate incidents, we can foster an even more inclusive campus community where all members feel welcomed and supported. Here are some steps you can take to Stop Bias at Syracuse University:

- [Recognize](#)
- [Report](#)
- [Stop](#)

If you have experienced or witnessed a bias-related incident, we urge you to report it to the University. The STOP Bias portal may be used by all members of the Syracuse University community including students, faculty, staff, visitors, and alumni.

[Report an act of bias](#)

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# What is Bias?

Bias is defined as behavior that constitutes an expression of hostility against a person or property of another because of targeted person's individual or group's real or perceived race, color, creed, religion, sex, gender, national origin, citizenship, ethnicity, marital status, age, disability, sexual orientation, gender identity and gender expression, political affiliation, reproductive health decisions and/or veteran status. While it isn't always easy to recognize, bias can be present in the classroom, workplace, and media, and often stems from fear, misunderstanding, hatred, and stereotypes.

Reported bias or hate incidents that violate University policy, or state, local, or federal law will be investigated and adjudicated according to the procedures described in the [Student Conduct System Handbook](#) or applicable faculty and staff policies. However, not all reported bias or hate incidents will constitute a violation of University policy or the law. The University will respond to such incidents by connecting impacted parties and communities with appropriate education, support, and resources.

## Examples of Bias

- Telling jokes based on a stereotype
- Racist or derogatory graffiti or images/drawings
- Calling a person or a behavior “gay” as an insult
- Using a racial, ethnic, or other slur to identify someone
- Making a joke about someone being deaf, hard of hearing, blind, etc.
- Imitating someone with any kind of disability, or imitating someone's cultural norm or practice
- Making comments on social media about someone's disability, ethnicity, race, national origin, gender, gender identity or expression, sexual orientation, religion, or political affiliations/beliefs

# Bias-Related or Hate Incidents Versus Hate Crimes

Bias-related or hate incidents and hate crimes both involve behavior that is motivated by bias. However, it is important to note the distinction between the two.

Hate crimes are motivated by bias, but they include a definable crime, such as: threats of violence, property damage, personal injury, or other illegal conduct. A hate crime is an infraction of the law and will be addressed accordingly. Please report hate crimes to the [Department of Public Safety](#) at [315.443.2224](tel:315.443.2224) or #SU (#78) from a cell phone.

Bias-related or hate incidents, while abhorrent and intolerable, do not meet the necessary elements required to prove a crime. However, bias-related or hate incidents do require the active participation of a community committed to fundamental human dignity and equality to successfully address them.

## How Can I Report Bias?

Use the [STOP Bias online reporting tool](#) to notify the University if you witness or experience a bias-related or hate incident. The reporting tool allows you to report anonymously or share your contact information for follow up.

STOP Bias reporting is a victim-driven process and focuses primarily on educational and support resources. Once a report is made to the University, you'll receive an automatic acknowledgement of your submission, followed by contact from the University, if requested, within three business days. You will be contacted by either the Office of Equal Opportunity, Inclusion, and Resolution Services, Office of Student Living, the Dean of Students Office, Fraternity and Sorority Affairs, the Office of Student Rights and Responsibilities, or the Department of Public Safety depending on the nature of the reported incident. Additional University departments, such as the Office of Diversity and Inclusion and, Title IX, the Barnes Center at The Arch will be notified, as appropriate. Your University contact will work with you to gather more information about the incident and identify next steps, which can include a disciplinary process or appropriate intervention.

Reports to STOP Bias are not included in the Department of Public Safety's bias incident report unless the reporter chooses to refer the incident to the Department of Public Safety or the nature of the incident requires DPS involvement. To report an incident directly to the Department of Public Safety, please refer to the options on the [report a crime page](#).

## Importance of Reporting

Reporting an act of bias helps us understand the types of incidents occurring, biases that exist, and potential trends on our campus. By reporting, we can also respond accordingly to provide support, intervention, or education.

## Can Bias be Eliminated?

Bias can be greatly reduced, if not eliminated, with your help. When you recognize an act of bias, first and foremost, your safety is the priority. If a situation arises where you feel comfortable safely interjecting or intervening, here are some strategies to address bias:

- **Be Direct:** Tell the person their behavior or language is concerning or hurtful
- **Ask:** Ask the person why they used that language or behavior
- **Share:** Describe how that language/behavior makes you feel
- **Distract:** Divert attention away from the problematic language to de-escalate a situation
- **Group Support:** Recruit other people or friends to intervene together
- **Show Support:** Let the impacted person know you are there for them
- **Bring in Support:** If things become too serious, contact emergency personnel like the Counseling Center or Department of Public Safety

## Bias Education

STOP Bias delivers bias education in a variety of ways:

- **Student workshops** —interactive educational presentations hosted by and for students.
- **Individualized interventions** —sometimes, as a result of a bias-related incident report students may either be required to receive or choose to receive 1:1 bias education.
- **Programs and Events** —STOP Bias hosts and sponsors programming and events in collaboration with campus partners to educate about bias, cultural competency, and promote inclusion on campus.
- **Outreach** —STOP Bias distributes a number of promotional materials at various events and spaces throughout the community to raise awareness around conscious and unconscious bias.

Sign-up for an upcoming training through the Wellness Leadership Institute.

To request a STOP Bias team presentation, please email us at [stopbias@syr.edu](mailto:stopbias@syr.edu)

## STOP Bias Staff

Deka Dancil  
Manager, Bias Response & Education  
[tadancil@syr.edu](mailto:tadancil@syr.edu)

## Contact

Campus community members can reach us at [\(315\) 443-3514](tel:(315)443-3514) or [stopbias@syr.edu](mailto:stopbias@syr.edu) to learn more about Bias Response & Education through STOP BIAS.

## Diversity and Inclusion Programs

Raising awareness is an important step in reducing bias on our campus. You can learn more about identity, inclusion and cultural competency by participating in the following

activities:

- [CARE Dialogue Program](#)
- [Intergroup Dialogue Program](#)
- [LGBT Resource Center Trainings](#)
- [Equal Opportunity, Inclusion, and Resolution Services Trainings](#)

Students can also access the [list of recognized student organizations](#) to learn more about and connect with student organizations advocating for and promoting inclusion.

For more information about diversity and inclusion initiatives, please visit [diversity.syr.edu](https://diversity.syr.edu).

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## Related Pages

### [Office of Student Rights and Responsibilities](#)

We are committed to providing a fair and engaging process for the resolution of alleged violations of the Code of Student Conduct.

### [Office of Student Living](#)

We create residential communities filled with living and learning experiences.

### [Equal Opportunity, Inclusion, and Resolution Services](#)

EOIRS works with students, faculty, and staff, to foster a climate of inclusion, access, and opportunity.

### [Dean of Students Office](#)

Case managers provide comprehensive prevention, outreach, and follow-up services to students.

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