

Reporting Bias Incidents

Frequently asked questions

What is a bias incident?

For the purposes of the Bias Incident Advisory Committee, a bias incident is any discrimination or harassment against a member of the university community based on perception of race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability or veteran status. Something does not necessarily need to rise to the level of a hate crime (malicious harassment as defined in RCW 9A.36.080) to constitute a bias incident.

Can I submit a report anonymously?

Yes. In order to increase the likelihood that students, staff and faculty will submit reports, we created an online report form that can be submitted anonymously. You may also choose to provide non-identifying contact information, such as a personal email account, if you would like information regarding the status of your report. We want to obtain as complete a picture as possible regarding the experiences of our students, staff and faculty, and this tool is a mechanism for accomplishing that goal. We cannot respond to anonymous reporters to provide feedback or information, but we welcome the contribution to our collective knowledge.

What happens after I submit a report?

A member of the committee will review the report and determine next steps. Primarily, the information will be maintained in our database, providing us with an overall picture of the kinds of things our students, staff and faculty are experiencing. If the reporting individual wants to discuss the matter further and provides contact information, we will reach out to that individual. The committee will determine what kind of follow up activity may be called for, such as asking facilities services to remove graffiti, reaching out to an affected community to provide support or providing feedback to a department or individual.

Will my report result in an investigation of the matter?

It is important to note that the Bias Incident Advisory Committee is neither an investigative nor an oversight body. In the vast majority of cases, it will be entirely up to the person making the report to decide if they want to have a formal investigation initiated. If you submit a report and provide

contact information, the committee can let you know your options for having the matter investigated and provide information about relevant resources. In rare instances, we may be compelled by law to report a matter to appropriate investigative body (Student Conduct, UCIRO, UWPD). This would be most likely if the safety of a minor appears to be at risk or a direct threat of violence has occurred.

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BIAS REPORTING TOOL

Report all incidents of bias or suspected bias using the UW's bias reporting tool, which was created in partnership with the Office of Minority Affairs and Diversity, the Office of Student Life and the president's Race & Equity Initiative.

BIAS REPORTING TOOL

RESOURCES

- [Compliance at the UW](#)
- [Counseling Center](#)
- [Disability Resources for Students](#)
- [Hall Health Mental Clinic](#)
- [Q Center](#)
- [Race & Equity at the UW](#)
- [Samuel E. Kelly Ethnic Cultural Center](#)
- [Sexual Assault](#)
- [University Ombud](#)
- [University Complaint Investigation and Resolution Office](#)

COMMITTEE REPORTS AND DOCUMENTATION

[2018-19 Annual Report](#)

[2017-18 Annual Report](#)

Winter 2017 Mid-Quarter Report