

Reed College's COVID-19 Prevention & Response Plan [Learn more](#)

Diversity at Reed

Bias Incidents and Discriminatory Harassment Guide

Report Bias Incidents

Response Guide for Bias Incidents and Discriminatory Harassment Reports

Additional Resources

COVID-19 Harassment Diversity

Bias Incidents and Discriminatory Harassment Resource Guide

Reed College is a community governed by an honor principle and committed to fostering a diverse and inclusive living and learning environment (read [Reed College's Diversity Statement here](#)). In such a community, all members have the right to work, learn, and live in an environment free of bias and discriminatory harassment. We encourage all community members to help create an environment free of bias and harassment by modeling honorable behavior; discouraging inappropriate behavior in others, and speaking up when one is the target of or witness to discriminatory harassment.

Definition of Discriminatory Harassment (Excerpts from Reed's **DHSM** policy)

If you are looking for more information about Title IX and reporting sexual misconduct, please click here.

Discriminatory harassment is unwelcome verbal, written, visual, or physical conduct that is derogatory, insulting and/or intimidating and that is based on or

Please contact any of the people listed below for guidance in reporting or responding to bias related incidents and/or discriminatory harassment.

Community Safety

Gary Granger
[503-771-1112](tel:503-771-1112)
x.0
grangerg@reed.edu

Office for Institutional Diversity

Mary James
[503-517-7888](tel:503-517-7888)
institutional.diversity@reed.edu

Dean of Students Office

motivated by an individual's or group's actual or perceived affiliation with protected classes or categories. (See section II of the [DHSM policy](#) for a list of protected classes or categories).

Discriminatory harassment is both unlawful and violates this policy if it creates a hostile environment. Harassment creates a hostile environment if it is sufficiently severe, pervasive, or persistent that it either (1) denies, interferes with, or limits a person's ability to participate in or benefit from the College's programs or activities; or (2) creates a learning, working, or living environment that a reasonable person would consider intimidating, hostile, or offensive.

Discriminatory harassment can be carried out by various means, from the use of offensive or intimidating references to a protected class (such as with slurs, epithets, or offensive stereotypes) to outright threats, and by way of various mechanisms or media, whether verbal, non-verbal, written, visual, electronic or other. Discriminatory harassment includes disparaging, degrading, or abusive words, phrases, or generalizations which are directed at an individual or group based on their actual or perceived affiliation with a protected class, and for which there is no reasonable academic, educational or artistic justification.

Cindy Anderson
503-777-7521
andersonc@reed.edu

Dean of the Faculty's Office

Kathy Oleson
503-777-7257
koleson@reed.edu

Office of Human Resources

Michelle Valintis
503-777-7705
mvalintis@reed.edu

Report Discriminatory Harassment or a Bias Incident

Contact Reed College
3203 Southeast
Woodstock Boulevard
Portland, Oregon [97202-8199](#)

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