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# Bias Prevention

## Bias Acts Are

Bias is defined by the University as an act, verbal, written, physical, psychological, that threatens, or harms a person or group on the basis of race, religion, color, sex, age, sexual orientation, gender identity or expression, national origin, ancestry, disability, marital status, civil union status, domestic partnership status, military service or veteran status.

## The New Brunswick-wide Bias Prevention Committee

Since 1992, the Bias Prevention Committee has monitored the New Brunswick/Piscataway campus for bias incidents and has provided bias prevention education to staff, students, and faculty. Members of the Committee have been invited to join by the Vice Chancellor for Student Affairs and represent the major student affairs, student life, and student service units on campus. Its mission is to work with students and all members of the campus and University to prevent, anticipate, respond to acts of bias and intercultural conflict, and to restore the community in the aftermath of bias incidents and conflicts. As educators, Committee members are committed to enriching students' co-curricular experiences and leadership activities and believe that multicultural awareness and "taking an anti-bias stance" are critical to student development.

### The Goals of the Bias Prevention and Education Committee's are to:

- Provide a streamlined system for the campus community to report bias incidents.
- Respond to bias incidents with input from impacted individuals and key stakeholders.
- Support community members impacted by bias incidents.
- Collect data and review patterns of bias incidents on campus in order to provide recommendations to university leadership for trainings, programs, policies and practices.
- Share information on resources for community prevention and postvention initiatives.

**Membership in the Bias Prevention and Education Committee consists of community members from the following:**

- Office of the Vice Chancellor for Student Affairs
- Office of the Vice Chancellor for Diversity, Inclusion, and Community Engagement
- Cultural Center Collaborative
- Residence Life
- Dean of Students Office
- Multi-Faith Council
- Faculty
- Rutgers University Police Department
- Graduate Student
- Undergraduate Student

## **Rutgers University believes in the free expression of ideas by community members**




All members of the Rutgers community are free to express their viewpoints in public forums as private citizens, including viewpoints that may be perceived by others to be unwelcoming or intolerant. We do not restrict the activities of recognized university organizations, including the speakers they invite to campus, as long as these organizations obey the law and follow University policy and guidelines regarding these events

Bias acts can be disruptive. However, bias acts may not always be a violation of civil, criminal or University codes, and therefore will not result in discipline.

Acts of bias may warrant discussion or education about how they affect other members of the University community.

### **Division of Student Affairs**

College Avenue Student Center, 4th  
Floor  
126 College Ave  
New Brunswick, NJ 08901  
[848-932-8576](tel:848-932-8576)


 (<https://www.facebook.com/Rutgers>)  
 (<https://twitter.com/RutgersSA>)  


End Sexual Violence  
(<http://endsexualviolence.rutgers.edu>  
ref=sa\_footer)

Diversity and Inclusion (/what-  
we-do/divisional-  
initiatives/diversity-and-  
inclusion/?ref=sa\_footer)





(<http://health.rutgers.edu/do-something-to-help/>)

(<https://www.instagram.com/RutgersSA>)  
@RutgersSA  
 @RUgetinvolved  
(<https://www.youtube.com/RUgetinvolved>)

RUwell (/what-we-do/divisional-initiatives/ruwell/?ref=sa\_footer)

[Report a Bias Incident \(/resources\)](#)

Engage with Salvador Mena, PhD,  
Vice Chancellor for Student Affairs  
 @sbmena1  
(<https://twitter.com/sbmena1>)   
@sbmena  
(<https://instagram.com/sbmena>)

The Knight's Call (/what-we-do/knights-call/?ref=sa\_footer)

## Quick Links

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