



## Institutional Diversity

[Home](#)

# Bias Incident Response Process

## **Bias Incident Response**

The Office of Institutional Diversity coordinates the University's Bias Response Team which is responsible for applying the Reported Bias Incident Response Protocol. The Reported Bias Incident Response Protocol provides a process to comprehensively, collaboratively and consistently address bias incidents that affect Oregon State University students, faculty and staff.

## **Bias Response Protocol**

The University's bias response is guided by the Reported Bias Incident Response Protocol.

The Protocol applies to any bias incident occurring at Oregon State University, including the Corvallis campus, the Cascades campus, research stations, and extension offices throughout the state of Oregon. The Protocol may be initiated when an incident occurs off campus if it adversely affects the OSU community.

University Housing & Dining Services currently maintains a bias response protocol to respond to bias incidents that occur in high-density living and dining areas for traditional age students. The UHDS protocol is well designed to respond to bias incidents occurring in these settings. The Bias Response Protocol is intended to complement and not supersede the UHDS protocol.

## **Mission and Goals**

The mission of Oregon State University's bias response process is to contribute to the creation and maintenance of a more inclusive, welcoming, and safe Oregon State for all students, faculty, and staff.

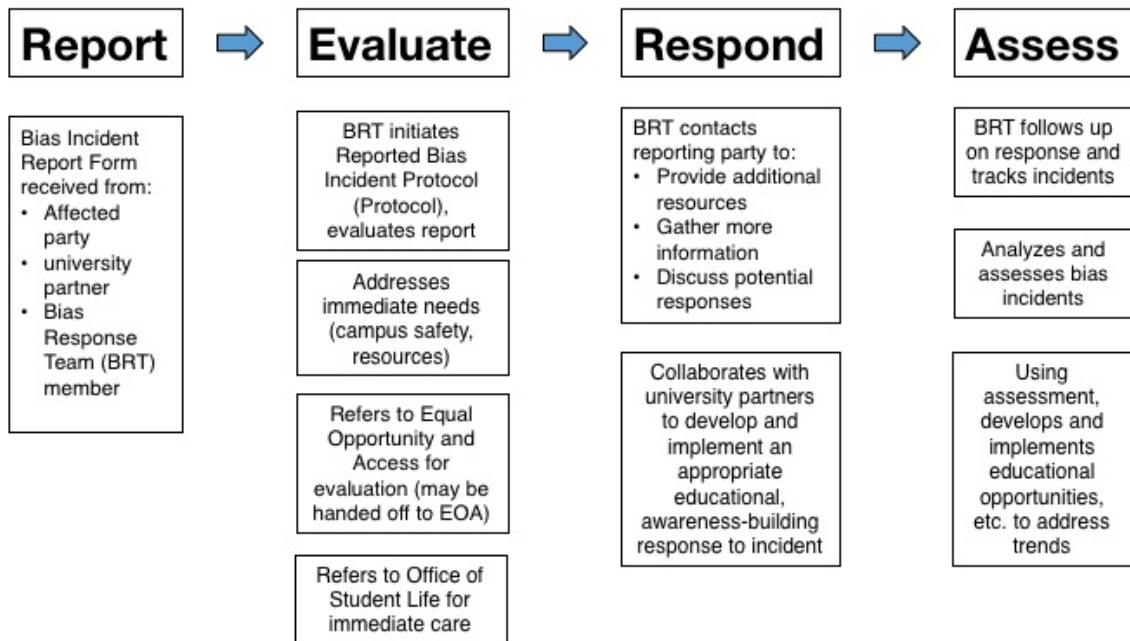
To accomplish its mission, the Bias Response Team applies the Reported Bias Incident Protocol to:

- › Provide care and support to community members who may be negatively affected by bias incidents
- › Engage in a restorative process to educate community members about the harmful impact of bias incidents
- › Develop and implement strategies to reduce the occurrence of bias incidents

## **Bias Response Process**

When the Bias Response Team receives bias incident report, it coordinates with university partners to provide care and support to community members who may be negatively affected, and engages in a restorative process to educate community members about the harmful impact of bias incidents. This response process is represented in the following chart:

# Oregon State University Bias Incident Response Process



Consistent with the [Oregon State's Statement on Freedom of Expression](#), the Bias Response Team does not seek to discipline individuals for expression of views in a manner that is protected by their rights under the free speech clauses of the state and federal constitutions, but may challenge protected speech that conflicts with University values by speaking out against it, designing and providing educational opportunities, and by supporting those negatively affected by such speech. The Bias Response Team will consult with appropriate campus offices about whether speech is protected and how to respond in cases of protected speech.

## Contact Info

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[Directions](#)  
[Sponsorship](#)  
[Meet Our Staff](#)

## **STRATEGIC PLAN**

[Definitions](#)  
[Committee](#)  
[Strategic Plan](#)

## **INITIATIVES**

[Martin Luther King Jr Celebration](#)  
[We Have Work To Do](#)  
[Black Lives Matter](#)  
[Message from Charlene Alexander](#)

## **COMMUNITY DIVERSITY RELATIONS**

[CDR Team](#)

## **DIVERSITY EDUCATION**

[Request a Consult](#)

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