

Bias Reporting and Response

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Bias Incident Report

What is a Bias Incident?

Whitman College is committed to building a campus community that is diverse, equitable and inclusive of all students, staff and faculty. Bias incidents are acts or behaviors motivated by the offender's bias against age, ancestry, color, disability, gender identity or expression, genetic information, military status, national origin, race, religion, sex, sexual orientation, or veteran status. These acts do not necessarily rise to the level of a crime. A bias act may contribute to creating an unsafe, negative, or unwelcome community environment.

What is a Hate Crime?

Under federal, state and local laws, a hate crime is defined as a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias against a race, gender, religion, disability, ethnic/national origin groups or sexual-orientation

Both Bias Incidents and Hate Crimes can be reported using the form but different process are enacted as a result of reporting.



Submit an **Online Incident Reporting Form**

WHO SEES THE REPORT

Juli Dunn

Senior Associate Dean for Students

Helen Kim

Associate Dean for Faculty Development



WHAT HAPPENS AFTER YOU SUBMIT THE REPORT

Once the form is submitted and you have identified yourself on the form, a response team member will be in contact with you.

AFTER DISCUSSION OF THE INCIDENT



IF THE INCIDENT VIOLATES THE LAW OR WHITMAN POLICIES

The grievance process will begin.



NO CLEAR VIOLATION OF LAW OR WHITMAN POLICIES

Resolution will be educational in nature and not punitive.

What Happens When I Report a Bias Incident

Reports will be treated as confidentially as possible. If you identify yourself on the form, Vice President for Diversity and Inclusion Thomas Witherspoon will either contact you directly or designate an appropriate member of Whitman staff to discuss details of the incident and work with you to reach a timely resolution. He can also provide you with information about other resources that may be helpful.

While not all bias incidents involve a violation of Whitman's policies and procedures, a bias response team member can also help you evaluate whether you wish to pursue disciplinary action against a member of our campus community, based on Whitman's [grievance policy](#).

Bias Response Team & Mandatory Reporters:



Helen Kim

Associate Dean for Faculty Development & Professor of Sociology

kimh2@whitman.edu

[509-527-5187](tel:509-527-5187)



Juli Dunn

Senior Associate Dean of Students, 504 Coordinator

dunnjl@whitman.edu

Support and Resources

We can ensure that reporting people are connected to counseling and security resources if they are interested in that type of support. We also can assist with no-contact orders. Additionally, we can communicate with faculty on their behalf if they are interested. In my short time, we have even made special accommodations for a student to turn in final papers at a distance. Every situation is different, and we try our best to work within the parameters of what the individual student needs.

Frequently Asked Questions

Why report?

The bias response process is not designed to replace or extend Whitman's formal grievance policy. Not every incident of perceived bias violates Whitman College policy or the law. Yet, many of these incidents can still cause harm to members of our community and we believe it worthwhile to work toward an appropriate resolution in these cases. In cases where there is no clear violation of law or Whitman policy, will expect resolutions to be educational in nature and not punitive.

What are examples of bias incidents?

Instances of bias can happen in many situations and between any configuration between students, faculty, and staff

- Defacement and vandalism
- Oral or written racial epithets
- Racially-themed parties
- Hate messages and symbols
- Objectifying a person based on race or gender
- Mocking gender expression
- Derogatory comments in workplace settings

- Mocking person's language or accent
- Mocking a person's traditional manner of dress

This list does not encompass the full scope of what could be considered a bias incident.

Who can report?

Everyone.

Anyone who directly witnesses or experiences bias activity on Whitman's campus or in an area that impacts the community should intervene as appropriate (e.g., contact safety and security or call 911, if a crime is in progress), and report the incident as soon as possible.

Can I report anonymously?

Yes, you have the option to report anonymously. Please note that in preserving your anonymity, we are limited in the conversations we can have and the actions we can take.

What are the typical results of reports?

Actions will generally be providing support and educational in nature unless it falls into a category under the colleges grievance policy. We also look for systemic connections of reports to improve campus safety and culture.

Whitman College Policies that Address Bias Related Incidents

[Grievance Policy](#)

[Sexual Misconduct](#)

[Title IX & Faculty Code](#)

Whitman College Confidential Resources

Counseling Center 509-527-5195

Counseling Center, 509-527-5133

Adam Kirtley, Office of Religious and Spiritual Life, 509-522-4449

Sexual Assault and Violence Advocate, 509-526-3032

Online and Other Resources

- [Walla Walla Mental Health Network](#)
- [Talkspace](#)
- [BetterHelp](#)

General: 509-527-5111

Admission: 509-527-5176

345 Boyer Ave.

Walla Walla, WA 99362