

SAN FRANCISCO STATE UNIVERSITY (<https://www.sfsu.edu>) | Equity & Community Inclusion Unit (/)

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Bias Incident Education Team at SF State

Welcome and Introduction

Welcome to the webpage for the Bias Incident Education Team (BIET) at San Francisco State University.

This team works in collaboration with the [Office of Title IX and Discrimination, Harassment, Retaliation \(DHR\) \(https://titleix.sfsu.edu/\)](https://titleix.sfsu.edu/) to ensure that reports submitted are addressed by the appropriate area on campus. This page should provide basic information about the BIET and information about how to submit a report. At any time while reviewing this page, you are welcome to **[SUBMIT A REPORT \(https://sfsu.co1.qualtrics.com/jfe/form/SV_3JBSulevZ34WiZE\)](https://sfsu.co1.qualtrics.com/jfe/form/SV_3JBSulevZ34WiZE)** (right click to open in new window). Please note, the Office of Title IX and DHR may review reports submitted to the Bias Incident Education Team to ensure the appropriate response.

SF State and the Bias Incident Education Team are supporters of academic freedom, free speech, and free expression. Everyone at SF State has a right to a safe learning, living, and working environment. SF State views bias-related incidents as antithetical to our university community values of inclusion, belonging, and mattering. We have a collective responsibility to contribute toward an inclusive and welcoming campus environment for students, staff, faculty, administrators, and guests at SF State. We each play a critical role in maintaining a safe and respectful campus community. The Bias Incident Education Team is an important part of campus climate work at SF State.

The BIET's role on campus is educational. The team does not have a role or capacity to discipline or sanction anyone connected to reports submitted and no one is required to meet with the team. The goal of the team is to provide educational awareness and assist campus community members with strategies that will empower them to address bias incidents they encounter or observe.

What is the Bias Incident Education Team (BIET)?

The Bias Incident Education Team reviews and addresses bias-related incidents and reports that deserve attention, but may not necessarily rise to the level of [Title IX / DHR \(https://titleix.sfsu.edu/\)](https://titleix.sfsu.edu/) (Discrimination, Harassment, Retaliation) or [Labor / Employee Relations / HR \(https://hr.sfsu.edu/labor-employee-relations\)](https://hr.sfsu.edu/labor-employee-relations) (Human Resources). The BIET reviews incidents and determines an action plan rooted in individual and group education and learning.

The BIET accepts reports from SF State students, staff, faculty, administrators, and guests.

The BIET provides an outlet for people to share, document, and make known bias-related incidents they observe or experience. Ultimately, the BIET is one element of the collaborative processes at SF State to address and improve campus climate issues.

What is a bias incident?	+
Why report bias incidents?	+
Who serves on the BIET?	+
What if my situation might be beyond the scope of the BIET?	+
Submit a report	+

Thank you

Thank you for taking time to learn more about the SF State Bias Incident Education Team. We appreciate your partnership in making SF State safe, inclusive, and welcoming for everyone who is a part of our campus community. If you have questions, please [reach out to the BIET chair/convener, Frederick Smith \(mailto:fredericksmith@sfsu.edu?subject=Bias%20Incident%20Education%20Team%20at%20SF%20State\)](mailto:fredericksmith@sfsu.edu?subject=Bias%20Incident%20Education%20Team%20at%20SF%20State).

Contact

Email: equity@sfsu.edu
 Telephone: (415) 338-7290
 Fax: (415) 338-0900



(<https://twitter.com/SFSUDECI>)

Location

Equity & Community Inclusion
 Student Services Building, Room 403
 1600 Holloway Avenue
 San Francisco, CA 94132

Hours:

Our staff works 8 am - 5 pm
 Monday - Friday, unless taking a day(s) off, during most of the academic year.

Quick Links

Associated Students (<http://asi.sfsu.edu/>)
 Campus Map (<http://www.sfsu.edu/~sfsuemap/>)
 Cesar Chavez Student Center (<http://sfsustudentcenter.com/>)
 Document Reader (<https://access.sfsu.edu/ati/docreaders>)
 Other links (<https://dev-sfsu-equity.pantheonsite.io/quick-links>)

Accessibility (<https://www.sfsu.edu/accessibility>)

[Equity & Community Inclusion \(http://equity.sfsu.edu/\)](http://equity.sfsu.edu/)

[Environment & Sustainability \(http://sustain.sfsu.edu/\)](http://sustain.sfsu.edu/)

[Privacy Policy \(https://its.sfsu.edu/privacynotice\)](https://its.sfsu.edu/privacynotice)

[Title IX \(https://titleix.sfsu.edu/\)](https://titleix.sfsu.edu/)



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[A California State University Campus \(http://www.calstate.edu/\)](http://www.calstate.edu/)



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