

REPORT A BIAS INCIDENT

[Home \(/\)](#) > [Division of Diversity, Equity and Inclusion \(https://www.binghamton.edu/diversity-equity-inclusion\)](https://www.binghamton.edu/diversity-equity-inclusion) > [Report Bias \(https://www.binghamton.edu/diversity-equity-inclusion/reportbias.html\)](https://www.binghamton.edu/diversity-equity-inclusion/reportbias.html)

Report a Bias Incident

If you believe you have experienced or witnessed an act of hate, bias, discrimination or harassment, please report it so the University can take appropriate action.

- Submit a

[BIAS INCIDENT REPORT](#)

- Contact the Binghamton University Affirmative Action Officer (AAO) at [607-777-4775](tel:607-777-4775).
- Tell a department chair, manager or supervisor. These University officials are responsible for providing a work environment that is free of harassment and discrimination and to assist those who report misconduct to them.

Reports may be submitted anonymously. If you choose not to provide your name, please provide as much information about the incident as possible. Note that Binghamton University cannot always respond to concerns without verifying information from complainants.

Bias Incident Reporting Process



Bias Incident Response Team (BIRT)

~~THE BIRTS RESPONSE TEAM (BIRT)~~

The BIRT is a new model that is being used at Binghamton University. It consists of campus community members who convene to ensure that members of the Binghamton University community who have been affected by bias have access to reporting mechanisms, resources and support. The team does not investigate, arbitrate or replace other Binghamton University procedures or services. Its purpose is to supplement and work with campus units to connect those who have experienced bias or those who have witnessed such acts to available resources and supports.

The BIRT is composed of representatives from several campus departments.

For questions, contact the chair of BIRT: Ada Robinson-Perez, affirmative action officer, at arobins@binghamton.edu (<mailto:arobins@binghamton.edu?subject=>).


Definitions

What is a bias-related act? A bias act is conduct that injures, harms, harasses or adversely and unfairly targets an individual or group based on the social identity categories of national origin, ethnicity, race, age, religion, gender, gender identity and expression, sexual orientation, disability, veteran status, color, creed, marital status, any combination of these characteristics or any other group protected by law.

The perpetrators may be known or unknown. Bias-related acts includes acts or attempts that may pose physical or psychological harm or threat to individuals, groups, the University or the community. Activities [protected by the First Amendment \(/diversity-equity-inclusion/resources/speech.html\)](/diversity-equity-inclusion/resources/speech.html) will not constitute bias-related acts.

Harassment on the basis of protected characteristic(s) other than sex/gender is harassment based on race, color, age, religion, national origin, disability, sexual orientation or other protected characteristics is oral, written, graphic or physical conduct relating to an individual's protected characteristics that is sufficiently severe and/or serious, pervasive or persistent so as to interfere with or limit the ability of an individual to participate in or benefit from the educational institution's programs or activities.

Sex discrimination is behaviors and actions that deny or limit a person's ability to benefit from and/or fully participate in the educational programs or activities or employment opportunities because of a person's sex. This includes but is not limited to sexual harassment, sexual assault, sexual violence by employees, students, or third parties. Employees should report sex discrimination, including but not limited to, sexual harassment and assault that they observe or become aware of, to the Title IX coordinator or Affirmative Action officer.

What is a hate crime? Per New York State Penal Law § 485.05: A person commits a hate crime when he or she commits a specified criminal offense and either intentionally commits the act or intentionally selects the person against whom the offense is committed in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct. [Learn more about New York State designated hate crimes](#) 

Related Policies

Confidentiality Statement

The Binghamton University Division of Diversity, Equity and Inclusion (DEI) will make every effort to maintain confidentiality except in situations where law, University policy or the investigatory process requires the release of information. DEI will not release information without informing you.

Prohibition Against Retaliation

Retaliation against an individual who files a complaint and/or participates in an investigation is strictly prohibited, and may result in disciplinary action.

Frequently Asked Questions

<u>What is a hate/bias incident?</u>	+
<u>How is a hate/bias incident different from a hate crime?</u>	+
<u>What is the purpose of this form?</u>	+
<u>What happens after I report an incident?</u>	+
<u>Why does Binghamton University monitor hate/bias incidents?</u>	+
<u>Who should complete this form?</u>	+
<u>Why does Binghamton University need a Bias Incident Response Team?</u>	+

What if I'm not sure if this is a hate/bias incident?

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What other resources are available?

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