

Bias Assessment and Response

Reporting and Response Process

If you experienced or witnessed an incident of bias, we encourage you to use our [reporting tool](#) in order for our team to assess and respond to incidents of this nature. Remember, acts of bias are perpetrated physically, verbally, through various forms of media and/or other actions. An incident of bias typically involves a **person or group** being **harmed** or **threatened** (ie: physical injury, psychological pain or distress, emotional unrest, inequitable practices that impact one's ability to perform, etc.), by the alleged offender's bias (that one could reasonably and prudently conclude is motivated, in whole or in part, by an actual or perceived aspect of **identity**).

Bias incident reports are routed to the Bias Assessment and Response Team (BART), and are reviewed in partnership with the appropriate responding office within one to two business days. If not anonymous, the reporter will receive an automatic confirmation of receipt from the online reporting tool via email upon submission. Some reported incidents may require additional information and therefore the Chair for the Bias Assessment and Response Team will contact the student reporter, if not anonymous.

Investigations and referrals for resolution of reported incidents may take place within other offices such as Student Rights and Responsibilities, Human Resources, the Department of Public Safety and/or outside law enforcement agencies, if appropriate. BART will intervene accordingly once one of the aforementioned offices determines what level and type of response are appropriate.

Incidents that are an emergency, should be reported immediately to [Department of Public Safety](#) (24/7/365 emergency line) at 518-276-6611 or Dial 911 for local law enforcement.

Reports submitted **anonymously** will not prevent Rensselaer from beginning the assessment and investigation phase, but may limit our efforts in resolution.

BART will follow up with impacted parties, monitor the status of the response, and communicate with our campus community about reported incidents as appropriate (if the incident is not isolated and campus-wide notice serves to protect the campus community). BART will assist in providing campus partners preventative measures and aid in developing practices for increased diversity, equity and inclusion.

For any questions or concerns regarding our process, please email BART@rpi.edu.

RESOURCES »

BIAS DEFINITION »

[Microaggressions](#)
[Unconscious Bias](#)

HATE CRIME »

MISSION »

REPORTING AND RESPONSE PROCESS »

BIAS INCIDENTS DATA REPORTS »

Summer 2020 – Spring 2021
 (May 26, 2020 – May 14, 2021)

Summer 2019 - Spring 2020
 (MAY 28, 2019 - MAY 25, 2020)

Fall 2018 - Spring 2019 (August 30, 2018 - May 27, 2019)

BART COMMUNICATIONS »

LEADERSHIP »

Aaron Youmans, Chair
 Travis Appgar
 J. Louis Trzepacz
 Chief Vadim Thomas
 Dr. La Tasha Brown
 Kris Nolan-Parker
 Jayne Godette

CONTACT INFORMATION

Bias Assessment and Response Team

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In case of an emergency, contact Public Safety (518) 276-6611 or Dial 911



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