

# BIAS INCIDENT RESPONSE TEAM (BIRT)

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## BIAS INCIDENT RESPONSE TEAM (BIRT)

### WHAT DOES BIRT DO?

**We assist the individual/group who reported the bias incident.** Our primary focus is to support the DePauw community member who reported the bias incident. We do this by meeting with (if the persons choose to) and ensuring the affected individual(s) and others have access to appropriate support and resources. As required by law and University Policy there are situations where the BIRT team will also refer the report to another office to address through their policies and processes.

Reports of possible criminal conduct will be referred to DePauw Police. Potential Title IX violations will be referred to Title IX staff. Conduct that could violate the Student Handbook will be referred to Community Standards. Possible violations of the Employee Handbook will be referred to the Office of Human Resources. Potential violations of the Academic Handbook will be referred to Academic Affairs.

**We work with the appropriate University officials and other individuals, groups, or organizations.** Through this collaboration we can determine if the reported act meets the definition of a "bias incident".

**How are bias incidents tracked?** If determined that report is a bias incident, it is added to the log which you can find [here](#). Review of the log and annual statistics inform future actions and programming.

**As outlined above, the BIRT team exists to support individuals or groups reporting under this policy. The purpose of the process is to provide support to the target individuals or groups after an incident occurs.**

*Incidents of bias between DePauw employees should be reported to HR. BIRT only serves as a resource for incidents involving students.*

### 2022-2023 BIRT Members

#### DIVISION OF EQUITY AND INCLUSION REPRESENTATIVE

Dionne Jackson, Ed.D.  
Vice President for Institutional Equity & Title IX Coordinator

## **DIVISION OF STUDENT AFFAIRS REPRESENTATIVE**

John Mark Day, Ph.D.  
Vice President for Student Affairs and Dean of Students

## **DIVISION OF ACADEMIC AFFAIRS REPRESENTATIVE**

Bridget L. Gourley, Ph.D.  
Dean of the Faculty and Percy L. Julian Professor of Chemistry and Biochemistry

## **DEPAUW POLICE REPRESENTATIVE**

Charlene Shrewsbury  
Chief of DePauw Police Department

## **HUMAN RESOURCE REPRESENTATIVE**

Angie Nally  
Director of Human Resources

## **HAVE YOU EXPERIENCED BIAS?**

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Have you experienced an incident of bias? We want to know about it. Specific offices and administrators are here to support you. Responses to this form are kept confidential.

[REPORT HERE](#)



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### DePauwAthletics

Today our [@DePauwXCTF](#) member Daniel Jansen Travels to Oberlin, Ohio to compete in the NCAC Outdoor Track and Field Combined Events Championship 🏆

<https://t.co/PVgm84IYcZ> [#TeamDePauw](#) [#Tigers](#) [#d3tf](#) <https://t.co/fjPReyYiod>

1 HOUR AGO

## 📍 SCHEDULE A VISIT

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