Bias Incident Response Process

Bias Incident Response
The Office of Institutional Diversity coordinates the university's Bias Response Team (BRT) which is responsible for applying the Reported Bias Incident Response Protocol. The Reported Bias Incident Response Protocol provides a process to comprehensively, collaboratively and consistently address bias incidents that affect Oregon State University students, faculty and staff.

Bias Response Protocol
The university's bias response is guided by the Reported Bias Incident Response Protocol.

The Protocol applies to any bias incident occurring at Oregon State University, including the Corvallis campus, the Cascades campus, research stations, and extension offices throughout the state of Oregon. The Protocol may be initiated when an incident occurs off campus if it adversely affects the OSU community.

Mission and Goals
The mission of Oregon State University's bias response process is to contribute to the creation and maintenance of a more inclusive, welcoming and safe Oregon State University for all students, faculty and staff.
Bias Response Process

When the Bias Response Team receives a bias incident report, it coordinates with university partners to provide care and support to community members who may be negatively affected, and engages in a restorative process to educate community members about the harmful impact of bias incidents. This response process is represented in the following chart:

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<tr>
<th>Report</th>
<th>Evaluate</th>
<th>Respond</th>
<th>Assess</th>
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| Bias Incident Report Form received from:  
  - Affected party  
  - University partner  
  - Bias Response Team (BRT) member | BRT initiates Reported Bias Incident Protocol (Protocol), evaluates report  
  - Addresses immediate needs (campus safety, resources)  
  - Refers to Equal Opportunity and Access for evaluation (may be handed off to EOA)  
  - Refers to Office of Student Life for immediate care | BRT contacts reporting party to:  
  - Provide additional resources  
  - Gather more information  
  - Discuss potential responses  
  - Collaborates with university partners to develop and implement an appropriate educational, awareness-building response to incident | BRT follows up on response and tracks incidents  
  - Analyzes and assesses bias incidents  
  - Using assessment, develops and implements educational opportunities, etc. to address trends |

Consistent with the Oregon State's Statement on Freedom of Expression, the BRT does not seek to discipline individuals for expression of views in a manner that is protected by their rights under the free speech clauses of the state and federal constitutions, but may challenge protected speech that conflicts with university values by speaking out against it, designing and providing educational opportunities, and by supporting those negatively affected by such speech. The BRT will consult with appropriate campus offices about whether speech is protected and how to respond in cases of protected speech.