



Bias Response Program



WPI is committed to creating an equitable, inclusive, and anti-oppressive community where all are valued and respected as intrinsic members of the community. As part of our work to develop a campus culture that rejects bias, prejudice, discrimination, and hateful acts, WPI has established this Bias Response Program (BRP).

At the direction of WPI's president, the primary function of WPI's Bias Response Program is to foster an inclusive campus culture at WPI by addressing individual and community-wide incidents of bias.

The Bias Response Program allows the university to provide support for individuals looking to better understand their reporting options, serve as a resource and measure of accountability to formal reporting channels, and advocate for individuals who may not be comfortable pursuing formal reporting channels. Additionally, the BRP will serve as a means of data gathering and assessment on patterns and trends of bias to mitigate the pervasive effects and recurrence of bias on campus.

Bias incidents* are those where speech or expressive conduct is directed toward an individual or group that is based on or motivated by the individual's or the group's real or perceived race, religion, sexual orientation, ethnicity, national origin, ancestry, sex, age, disability, gender identity and/or expression, weight, or other social identities. Bias incidents may include actions that are motivated by bias, but that is protected by academic freedom and do not meet the necessary elements required to prove a crime or a violation of University policy, as outlined below.

***Note:** This definition of a bias incident is intentionally broad to reflect our values to create and sustain an inclusive, safe, and productive community for all of our members.



The BRT is not a judicial group with the ability to adjudicate, but rather, a coordinated network of support to WPI's formal reporting channels. Any invitation or engagement to meet with a member of the bias response team, including individuals allegedly responsible for bias incidents, is entirely voluntary. Depending on the nature and severity of the behavior, the bias incident will be addressed through education, restorative practices, mediation, community dialogue, or referral to appropriate offices for review, investigation, resolution.

Although not every incident will be a violation of university policy or law, all reported incidents will be reviewed for an appropriate response. Academic freedom allows, protects, and promotes the ability to discuss controversial ideas, differing views, and sometimes offensive and hurtful words. Such speech or expression will not be stifled or disciplined but may be used as an opportunity to grow as a campus community through the Bias Response Program (BRP).

Report a Bias Incident

[Bias Incident Online Reporting Form](#)

FAQ's Regarding Bias Response Program

✓ **What is a bias incident? What are examples of bias incidents?**

✓ **What is a hate crime?**

∧ **Is a bias incident the same as a hate crime?**

Bias incidents may range from micro-aggressions to acts considered offensive, or actions that cause harm. Although bias incidents sometimes constitute hate crimes or harassment, not all bias incidents rise to the level of a hate crime or harassment.

✓ **I'm not sure if what I experienced/witnessed would be considered bias, but I think it might be. Should I still report it?**

✓ **Can I report a bias incident anonymously?**

✓ **Who can I report an incident of bias to?**

✓ **What happens when an incident is reported?**

✓ **Is the incident I report confidential?**

✓ **What can I expect when I meet with a member of the BRT?**

