

Bias Prevention & Reporting

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Bias Prevention

Bias Acts Are

Bias is defined by the university as an act, verbal, written, physical, psychological, that threatens, or harms a person or group on the basis of race, religion, color, sex, age, sexual orientation, gender identity or expression, national origin, ancestry, disability, marital status, civil union status, domestic partnership status, military service or veteran status.

Rutgers–New Brunswick Bias Prevention Committee

Since 1992, the Bias Prevention Committee has monitored the New Brunswick/Piscataway campus for bias incidents and has provided bias prevention education to staff, students, and faculty. Members of the Committee have been invited to join by the Vice Chancellor for Student Affairs and represent the major student affairs, student life, and student service units on campus. Its mission is to work with students and all members of the campus and University to prevent, anticipate, respond to acts of bias and intercultural conflict, and to restore the community in the aftermath of bias incidents and conflicts. As educators, Committee members are committed to enriching students' co-curricular experiences and leadership activities and believe that multicultural awareness and “taking an anti-bias stance” are critical to student development.

The Goals of the Bias Prevention and Education Committee’s are to:

Provide a streamlined system for the campus community to report bias incidents.

Respond to bias incidents with input from impacted individuals and key stakeholders.

Support community members impacted by bias incidents.

Collect data and review patterns of bias incidents on campus in order to provide recommendations to university leadership for trainings, programs, policies and practices.

Share information on resources for community prevention and postvention initiatives.

Membership in the Bias Prevention and Education Committee consists of community members from the following:

Office of the Vice Chancellor for Student Affairs



Cultural Center Collaborative

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Residence Life

Division of Student Affairs

New Brunswick

Dean of Students Office

Multi-Faith Council

Faculty

Rutgers University Police Department

Graduate Student

Undergraduate Student

Rutgers University believes in the free expression of ideas by community members

All members of the Rutgers community are free to express their viewpoints in public forums as private citizens, including viewpoints that may be perceived by others to be unwelcoming or intolerant. We do not restrict the activities of recognized university organizations, including the speakers they invite to campus, as long as these organizations obey the law and follow University policy and guidelines regarding these events

Bias acts can be disruptive. However, bias acts may not always be a violation of civil, criminal or University codes, and therefore will not result in discipline.

Acts of bias may warrant discussion or education about how they affect other members of the University community.

Principles of Bias Prevention

Prevention

Stop it before it starts. Broad constituent/community consensus that actions which are motivated by hatred of others on the basis of race, religion, color, national origin, ancestry, sex, sexual orientation, disability, marital status, or veteran's status must be made known to students to aid in prevention of bias incidents, acts, or crimes.

For example: At the first organization meeting of the year, the executive committee provides a diversity training for its members with emphasis on educating new members and first years students about their university's commitment to developing intercultural relations.

Monitoring

Know the trouble spots. Identification of issues and indicators which may give rise to actions motivated by bias is critical to prevention efforts.

For example: During the jury's deliberation in the federal case against the three white policemen who were accused of assaulting Rodney King in Los Angeles, staff held vigils in the student centers to defuse tensions among students and to allow them to acknowledge their anger and their hope.



Response

RUTGERS

Manage the situation when a bias act occurs. Timely reporting (to appropriate staff) of and intervention in a bias incident and response to the constituents/community involved, i.e. victims, perpetrators, secondary victims, and witnesses, is required when an incident occurs.

Division of Student Affairs

New Brunswick For example: Three students approached the chair of an academic department about a pattern of anti-gay comments their instructor made when discussing AIDS.

Reporting

The act of relating the facts of a bias incident to the appropriate authorities: a supervisor, Rutgers Police, a Bias Prevention Education Committee representative, or other student life staff person.

Restoration

Heal the Environment. Short and long-term steps must be taken by students and staff to normalize the environment in which a bias incident has occurred. Other organizations/departments may be called upon to assist in the healing process. Restoration enables the development of new prevention strategies.

For example: After a poster of stick figures with watermelon heads speaking in stereotypic black speech was pasted on the door of the black student union building, students organized a well-publicized candle-light vigil which invited faculty, staff, students from all backgrounds to enunciate their commitment to anti-racist living.

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(<http://health.rutgers.edu/do-something-to-help/>)

Report a Bias Incident (</resources/bias-prevention-reporting#tab=panel-2>)



Division of Student Affairs
 College Avenue Student Center, 4th Floor
 126 College Ave
 New Brunswick, NJ 08901
 848-932-8576

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Engage with Salvador Mena, PhD, Senior Vice Chancellor for the Student Experience
 @sbmena1 (<https://twitter.com/sbmena1>)
 @sbmena (<https://instagram.com/sbmena>)

Helpful Links

[Contact Us \(/about/vice-chancellor/contact-us\)](#)

[Donate to Student Affairs \(/support-students\)](#)

Areas of Student Affairs

[Asian American Cultural Center \(https://aacc.rutgers.edu/\)](https://aacc.rutgers.edu/)

[Center for Social Justice Education and LGBT Communities \(http://socialjustice.rutgers.edu/\)](http://socialjustice.rutgers.edu/)

[Compliance and Title IX \(https://nbttitleix.rutgers.edu/\)](https://nbttitleix.rutgers.edu/)

[Dean of Students—Student Support \(https://studentsupport.rutgers.edu/\)](https://studentsupport.rutgers.edu/)

[Fraternity and Sorority Affairs \(https://greeklife.rutgers.edu/\)](https://greeklife.rutgers.edu/)

[Graduate Student Life \(https://graduatestudentlife.rutgers.edu/\)](https://graduatestudentlife.rutgers.edu/)

[Major Events and Programs \(http://programs.rutgers.edu/\)](http://programs.rutgers.edu/)

[Offices of the Dean of Students \(https://deanofstudents.rutgers.edu/\)](https://deanofstudents.rutgers.edu/)

[Recreation \(http://recreation.rutgers.edu/\)](http://recreation.rutgers.edu/)

[Residence Life \(http://ruoncampus.rutgers.edu/\)](http://ruoncampus.rutgers.edu/)

[Student Activities Business Office \(http://sabo.rutgers.edu/\)](http://sabo.rutgers.edu/)

[Student Conduct \(https://studentconduct.rutgers.edu/\)](https://studentconduct.rutgers.edu/)

[Student Involvement and Leadership \(http://involvement.rutgers.edu/\)](http://involvement.rutgers.edu/)

[Student Orientation and Transition Programs \(https://nso.rutgers.edu/\)](https://nso.rutgers.edu/)

[Violence Prevention and Victim Assistance \(http://vpva.rutgers.edu/\)](http://vpva.rutgers.edu/)

[Student Open Office Hours \(/contact-us#student\)](#)

[Social Media Directory \(/social-media-directory\)](#)

[Center for Latino Arts and Culture \(https://clac.rutgers.edu/\)](https://clac.rutgers.edu/)

[Communications and Marketing \(https://mediateam.rutgers.edu/\)](https://mediateam.rutgers.edu/)

[Counseling, ADAP & Psychiatric Services \(CAPS\) \(http://health.rutgers.edu/medical-counseling-services/counseling/\)](http://health.rutgers.edu/medical-counseling-services/counseling/)

[Dining Services \(http://food.rutgers.edu/\)](http://food.rutgers.edu/)

[Health Outreach, Promotion, and Education \(HOPE\) \(http://health.rutgers.edu/education/hope/\)](http://health.rutgers.edu/education/hope/)

[Off-Campus Living and Community Partnerships \(http://ruoffcampus.rutgers.edu/\)](http://ruoffcampus.rutgers.edu/)

[Paul Robeson Cultural Center \(https://prcc.rutgers.edu/\)](https://prcc.rutgers.edu/)

[Research and Assessment \(/assessment\)](#)

[Student Centers and Activities \(http://studentcenters.rutgers.edu/\)](http://studentcenters.rutgers.edu/)

[Student Health \(http://health.rutgers.edu/\)](http://health.rutgers.edu/)

[Student Legal Services \(https://rusls.rutgers.edu/\)](https://rusls.rutgers.edu/)

[Student Volunteering \(https://volunteer.rutgers.edu/\)](https://volunteer.rutgers.edu/)

(<https://www.facebook.com/RutgersSA>) (<https://www.twitter.com/RutgersSA>) (<https://www.youtube.com/RUgetinvolved>) (ht

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