VASSAR COLLEGE

BIAS INCIDENT RESPONSE TEAM

FLOW CHART
(updated July 14, 2014)

REPORTING OPTIONS

- Report by phone call to Safety & Security or Administrator-on-Call at (845) 437-7333
- Report via email to Campus Life & Diversity, Safety & Security, or Office for Equal Opportunity & Affirmative Action/Title IX Coordinator, House Advisor, etc.
- Report online at http://eoaa.vassar.edu/hate-and-bias/

FOR ACTION

- BIRT requests individual(s) permission, if applicable
- Permission granted
  - BIRT discusses response options: shares with Dean of the College.
  - Possible responses: Education outreach, community/house dialogues, restorative justice, etc.
- Permission is NOT granted
  - Report filed in database
  - Campus education or adjudication*, if applicable
  - Core team meets to determine if it is more likely than not that a bias/hate incident occurred
  - Notice to Vassar community sent (when applicable)
  - Full BIRT team convenes

FOR INFORMATION ONLY

- Report filed in database
- Campus education (if applicable)

* BIRT’s primary aim is responding to impact and is not responsible or involved in the judicial process. Adjudication, when applicable, is separate from BIRT’s process.