

Bias Incident Response Team (BIRT)

Flow Chart



REPORTING OPTIONS

CAMPUS SAFETY OR ADMINISTRATOR ON CALL AT
(845) 437-7333

FORM AT:
[HTTPS://CM.MAXIENT.COM/REPORTINGFORM.PHP?
VASSARCOLLEGE&LAYOUT_ID=11](https://cm.maxient.com/reportingform.php?vassarcollege&layout_id=11)

ONLINE AT EOAA.VASSAR.EDU/HATE-AND-BIAS/

BIAS INCIDENT REPORT RECEIVED

BIRT COORDINATOR ACKNOWLEDGES RECEIPT OF
INCIDENT REPORT TO REPORTING INDIVIDUAL

CORE TEAM DELIBERATES TO DETERMINE IF THE
ACT IS PROTECTED, IF THERE IS A POTENTIAL
VIOLATION OF COLLEGE POLICY AND/OR
STATE/FEDERAL LAW, AND WHETHER THE
INCIDENT IS BIAS

FOR ACTION

BIRT REQUESTS INDIVIDUAL(S) PERMISSION, IF
APPLICABLE

PERMISSION GRANTED

BIRT DISCUSSES RESPONSE
OPTIONS; SHARES WITH
DEAN OF THE COLLEGE,
PRESIDENT, ETC,

POSSIBLE RESPONSES:
EDUCATION OUTREACH,
COMMUNITY/HOUSE
DIALOGUES, RESTORATIVE
JUSTICE, ADJUDICATION

PERMISSION IS NOT
GRANTED

REPORT FILED FOR BIRT
ANNUAL REPORT

CAMPUS EDUCATION OR
ADJUDICATION*, IF
POSSIBLE

FOR INFORMATION ONLY

REPORT FILED FOR BIRT ANNUAL REPORT

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, OCCURS THROUGH DESIGNATED
CHANNELS