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

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