



Bias Incidents and Discrimination

[HOME](#) › [INSTITUTIONAL EQUITY](#) › [BIAS INCIDENTS AND DISCRIMINATION](#)

Call 911 immediately if you are in physical danger or in need of medical attention.

The Macalester Department of Public Safety (651-696-6555) is also available for 24/7 reporting and response.

Macalester fosters a community of respect, integrity, and care. If you have experienced a possible bias incident, discriminatory harassment, or discrimination, please use this form to report the incident:

Report an Incident

Please note that you do not need to determine if the incident meets specific criteria. We will address all reported incidents and make appropriate referrals. If contact information is provided, we will reach out within one week.

Additional information about Macalester's non-discrimination policy may be found here: macalester.edu/about/nondiscrimination.

[Information about discrimination and discriminatory harassment](#) may be found in the Student Handbook.

WHAT IS A BIAS-RELATED INCIDENT?

Bias-related incidents refer to language, images or behaviors that demonstrate bias against another person based on but not limited to their membership in a group, based on race, ethnicity, national origin, sex, gender identity or expression, sexuality, disability, age, religion, or an individual's particular characteristics, role, or behavior.

Expression of ideas or points of view that may be offensive or inflammatory to some, may not necessarily be a bias-related incident. The College does value freedom of expression and the open exchange of ideas. This value of openness protects controversial ideas, but it does not protect harassment or expression of bias or harassment aimed at individuals that violate college policy.

WHAT IS HARASSMENT?

When these acts are intended to harm an individual or have the purpose or effect of unreasonably or substantially interfering with an individual's safety and security by creating an intimidating, hostile, or offensive educational or working environment they can be defined as harassment. These acts defined as harassment may be based on a person's identity characteristics or they may not.

WHAT IS THE DIFFERENCE BETWEEN DISCRIMINATION AND BIAS-RELATED INCIDENTS?

Unlawful discrimination refers to specific conduct prohibited by law that unfairly treats people differently because of their characteristic or perceived characteristics that the law deems to be unrelated to merit.

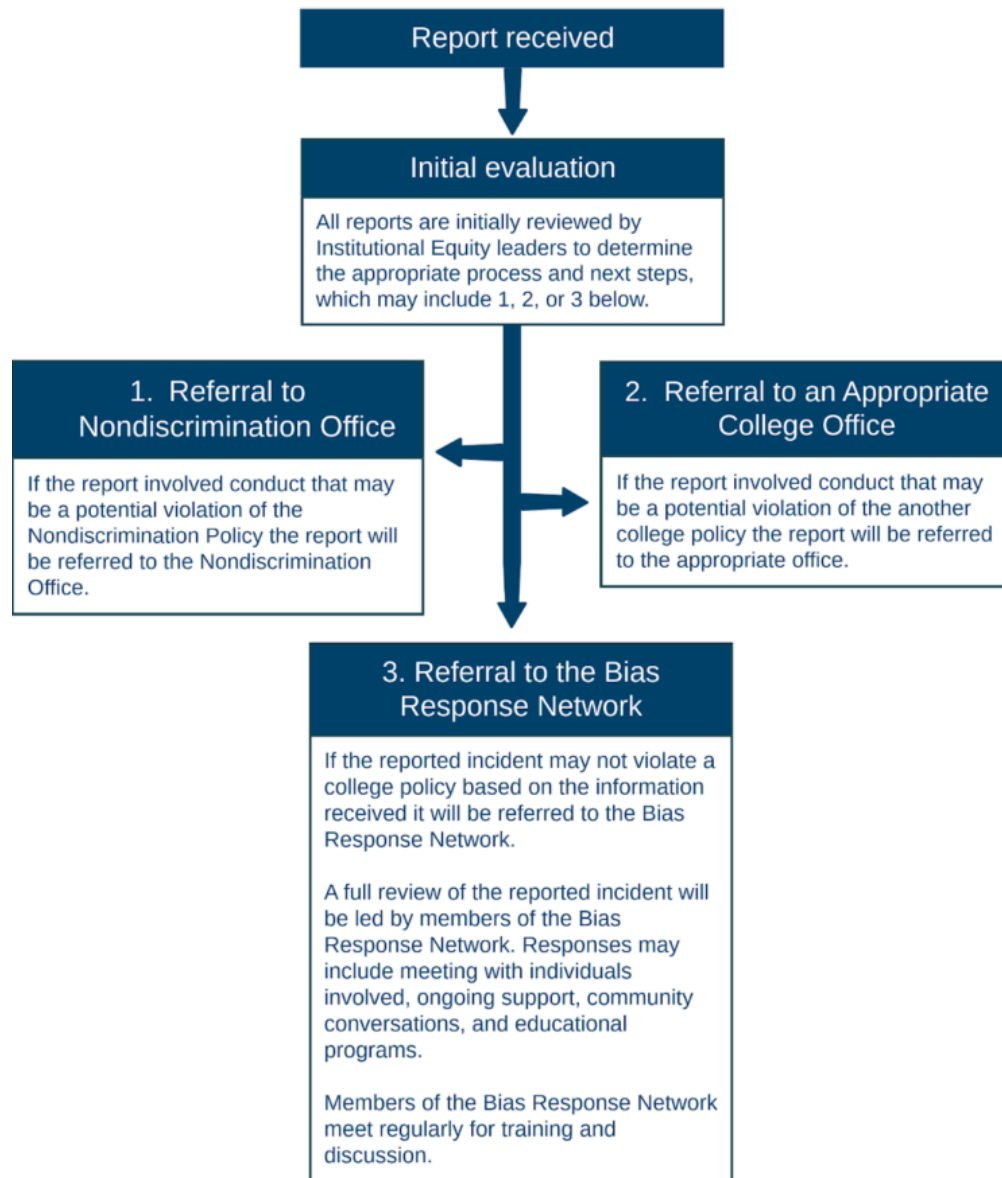
Unlawful discrimination often results from bias. Bias-related incidents, however, do not always result in unfair treatment that violates nondiscrimination laws.

ABOUT THE BIAS RESPONSE PROCESS HERE AT MACALESTER

Macalester College responds to all reported incidents. Our approach is rooted in education and care for our community. The process is voluntary and non-disciplinary. Below is a description of the

general steps we follow to address bias-related reports on our campus.

The Bias Response Process at Macalester College



Report Submitted:

A report can be submitted through various outlets including the online Bias Incident or Discrimination Report Form or directly to the Dean for Institutional Equity, the Nondiscrimination Office, or Public Safety. A confirmation that the report has been received will be submitted to the reporting parties if they provided contact information. Please note that reports may be submitted anonymously.

Initial Evaluation:

Institutional Equity representatives, which may include the Dean for Institutional Equity and Title IX Coordinator and Nondiscrimination Officer, will review the report to determine if the incident may involve a possible violation of a college policy. Such policies include, but are not limited to, the Nondiscrimination Policy, and policies listed in the Student Handbook, the Faculty Handbook, and the Employee Handbook. If it is determined that the report incident may violate a college policy, the case will be referred to the appropriate office. If the reported incident may not violate a college policy based on the information received, it will be referred to the Bias Response Network (a team of Macalester staff) or other offices to address the concern.

Bias Response Process:

Members of the Bias Response Network will complete a full review of the reported incident, including meeting with the reporting or impacted parties to gather information and discuss possible next steps. The incident may be referred to other college offices (e.g., Center for Disability Resources, Center for Student Leadership and Engagement, Center for Religious and Spiritual Life, Human Resources, Provost's Office) to address the incident, if appropriate. Responses may also include ongoing support, community conversations, and educational programs.

Members of the Bias Response Network meet regularly for training and discussion.

WHAT CAN I DO TO CREATE A CULTURE OF INCLUSION AND RESPECT AT MACALESTER?

Speak out when jokes or comments are made that are hateful or demean others.

If you witness or experience discrimination, harassment, bias motivated incidents, report the behavior.

Examine your own behavior and consider how it may affect others in the community. Take steps to understand what motivates you and how you can help create an affirming, supportive environment for all people.

Attend programs, lectures, workshops, etc. that increase your knowledge and understanding of people different from you.

SET YOUR IDEAS IN MOTION

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MACALESTER

Macalester College

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Macalester College does not discriminate on the grounds of sex, gender identity, race, color, national origin, age, religion, creed, disability, marital status, familial status, pregnancy, genetic information, membership or activity in a local human rights commission, veteran status, sexual orientation, status with regard to public assistance, or other categories protected by law, in employment policies and practices, education, and all other areas of the College. For additional information, see Macalester College's full Notice of Nondiscrimination.

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