

Bias Outreach, Restoration, and Education (/resources/bias-outreach-restoration-and-education)



Frequently Asked Questions

What exactly is a bias incident?

A bias-related incident is an act, motivated in whole or in part by prejudice against a person or group, based on a person or community's actual or perceived identities.

Bias incidents can occur in a variety of settings but have one key factor in common: they can create a hostile working, learning, or living environment and can have a negative psychological, emotional, or physical effect on an individual or community.

Why is it important for the University to respond to bias incidents?

Bias incidents frequently have a negative psychological, emotional, or physical effect on individuals and communities. Because community is important to us, we want to do what we can to create, strengthen, and build community whenever possible.

Why aren't bias incidents resolved through the Office of Student Conduct?

While bias incidents may be offensive or negative, not every bias incident is a violation of the Code of Student Conduct and cannot be addressed through the formal conduct process. We therefore utilize a process that is informal, educational, and developmental. If information in a bias incident is determined to be a possible violation of the Code of Student Conduct, the situation is referred to the Office of Student Conduct for adjudication.

What can I do if I experience or witness a bias incident?

All Rutgers University-New Brunswick community members are encouraged to submitting a [New Brunswick Bias Incident Report](https://cm.maxient.com/reportingform.php?RutgersUniv&layout_id=25). (https://cm.maxient.com/reportingform.php?RutgersUniv&layout_id=25) Reports may be submitted anonymously, but the ability of the Bias Outreach and Response team to respond to anonymous reports is limited.

What does the University do when it receives information about a bias incident?

Rutgers University-New Brunswick has Reported Bias Incident Response Protocol(pdf) to guide its response to bias incidents. When a report is submitted, the bias teams carefully evaluate the report to identify needs and actions. The teams seek to prioritize a reporter's well-being, health, and safety and connect them to university resources that can offer more specialized support, while also facilitating appropriate educational interventions. See the Bias Incident flowchart (pdf) for specifics.

Should I submit a bias report? I do not know who is responsible for the incident.

Yes, reporting bias incidents allows the Bias Outreach, Restoration, and Education team to track trends in reported incidents, develop new educational resources tailored to the specific incidents, and provide care to community members who may be negatively impacted.

Reporting bias incidents, even when the responsible party is unknown, helps the university create an environment more responsive to countering bias when it occurs.

I have been asked to meet with someone on the Bias Outreach and Response

Rutgers | NEW BRUNSWICK Student Affairs | **Am I in trouble?**

(L) The bias response process is developmental and educational; it is not a formal investigation nor punitive process. You are not required to meet with someone as part of the process, nor are you required to complete any action because of the process.

(L)



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

[Report a Bias Incident \(/resources/bias-prevention-reporting#tab=panel-2\)](/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](tel:848-932-8576)

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 \(/about/rutgers.edu/cancellor/contact-us\)](https://about.rutgers.edu/cancellor/contact-us)

Student Affairs

[Donate to Student Affairs \(/support-students\)](https://support-students.rutgers.edu)

(L)

[Free Expression at Rutgers University \(https://free-expression.rutgers.edu/\)](https://free-expression.rutgers.edu/)

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

[Social Media Directory \(/social-media-directory\)](https://social-media-directory.rutgers.edu/)

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/)

[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 \(/assessment\)](/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://x.com/RutgersSA> <https://www.youtube.com/RL>

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