

Frequently Asked Questions (FAQs)

What can I share or report to the Bias Response Line (BRL)?

You can share or report instances of bias, discrimination, and/or harassment perpetrated against members of the University community. Those instances do not need to specifically relate to one of NYU's existing policies, such as the University's Non-Discrimination and Anti-Harassment Policies and Complaint Procedures for [Employees](#) and for [Students](#), or the University's [Sexual Misconduct, Relationship Violence, and Stalking Policy](#).

The BRL does not replace or reduce the reporting options in any of the University's existing policies.

Please take note that the University's Non-Discrimination and Anti-Harassment Policies and Complaint Procedures for [Employees](#) and for [Students](#) specifically cover discrimination or harassment based on a protected status. Examples of protected classes include, but are not limited to: race, religion, national origin, age, gender, and gender identity or expression. For more information on the scope of these protections, please review the applicable policy.

As noted above, the University also has a policy on [Sexual Misconduct, Relationship Violence, and Stalking](#). For more on the scope of that policy, please review the applicable provisions.

Can the Bias Response Line (BRL) take remedial action?

No. The BRL intakes and tracks concerns and reports brought to its attention, and where appropriate refers the matter to the applicable office/unit for further assessment. The applicable office/unit may be other members of the OEO or elsewhere in the University.

Please take note, however, that the office/unit to which the BRL refers a given matter may take remedial action in accordance with University policy.

Can I be retaliated against for making a report with the Bias Response Line (BRL)?

No. The University's Non-Discrimination and Anti-Harassment Policies and Complaint Procedures for [Employees](#) and for [Students](#), as well as the University's [Sexual Misconduct, Relationship Violence, and Stalking Policy](#), also prohibit retaliation. Please review the sections entitled "Retaliation" in the appropriate policies for more information.

Can I submit a report confidentially to the Bias Response Line (BRL)?

The University will maintain the confidentiality of the complaint and privacy of the persons involved to the greatest extent possible, consistent with the goal of the BRL, in accordance with the appropriate University policy, and to the extent permitted by law.

For the confidentiality provisions found in the University's Non-Discrimination and Anti-Harassment Policies and Complaint Procedures for [Employees](#) and for [Students](#), please review the sections entitled "Confidentiality."

Please take note that the University's [Sexual Misconduct, Relationship Violence, and Stalking Policy](#) also has specific provisions surrounding privacy and confidentiality. For these provisions, please review the section entitled "Privacy and Confidentiality."

How does the Bias Response Line (BRL) affect academic freedom and free expression?

The BRL is intended to strengthen the University's commitment to providing an open forum in which members of NYU can share or report instances of bias, discrimination, or

harassment that may take place within the University community, including both inside and outside of the classroom. At the same time, the BRL recognizes the University's commitment to academic freedom and free expression, and will consider such freedoms, in accordance with University policy, when making assessments and taking the appropriate action for response and resolution.

For more on the University's commitment to anti-discrimination and anti-harassment, please review the University's [Non-Discrimination and Anti-Harassment Policies and Complaint Procedures for Employees](#) and for [Students](#), as well as the University's [Sexual Misconduct, Relationship Violence, and Stalking Policy](#).

For more on the University's commitment to academic freedom, please review the [Faculty Handbook](#).

Should I contact the Bias Response Line (BRL) in cases of emergency?

New York University

Equal Opportunity and Non-Discrimination at NYU – New York University is committed to maintaining an environment that encourages and fosters respect for individual values and appropriate conduct among all persons. In all University spaces—physical and digital—programming, activities, and events are carried out in accordance with applicable law as well as University policy, which includes but is not limited to its [Non-Discrimination and Anti-Harassment Policy](#).

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