

Bias Prevention & Response Team

[REPORT A BIAS-RELATED INCIDENT](#)

It is the responsibility of each person within the SUNY Oswego community to join in creating an environment in which others can thrive without fear of hate or bias. The Bias Prevention and Response Team **coordinates response** to bias incidents, monitors and creates campus **opportunities for educational initiatives** to cultivate equity and inclusion, facilitates **restorative conversations** between parties involved in bias-related incidents and assesses the effectiveness of the team to inform future action.

Purposes:

1. Educate the SUNY Oswego community about how to report bias-related incidents and the structures and resources that serve to support and respond to them, including the Office of Student Conduct; the James A. Triandiflou Institute for Equity, Diversity, Inclusion and Transformative Practice; the Chief Diversity Officer; and the Office of the Dean of Students.
2. Provide initial response to and triage all campus affiliated bias-related incidents to ensure consistent and timely responses.
3. Utilize incident data to educate and activate campus leaders about campus climate.
4. Increase awareness and trust in the process for reporting bias incidents across the entire SUNY Oswego community.
5. Encourage community members to be vocal about the standards and culture they wish to see on campus.
6. Serve as a point of contact for students who have experienced bias.
7. Make recommendations for avenues of support for specific communities that may be impacted by bias-related incidents.

FAQs

What is a bias-related incident?

Bias-related incidents include acts that are motivated by bias, but may not meet the necessary elements required to prove a crime.

What is a hate crime?

Hate crimes, also called bias crimes or bias-related crimes, are criminal activity motivated by the perpetrator's bias against an individual victim or group based on perceived or actual personal characteristics, such as their race, religion, ethnicity, gender, sexual orientation, or disability.

Hate/bias crimes, in particular, are addressed by the passage of the federal Hate/Bias Crime Reporting Act of 1990 and the New York State Hate Crimes Act of 2000 (Penal Law 485.05).

How do I Report a Bias-Related Incident?

Recognizing historical barriers to reporting bias-related incidents, including fear of not being believed, fear of no action, and fear of retaliation, SUNY Oswego believes strongly in a culture of reporting and accountability. If you know of, have witnessed, or were the target of an incident motivated by age, disability, ethnicity, gender, gender identity, gender expression, national origin, race, religion, or sexual orientation (perceived or confirmed), please fill out a [Bias-Related Incident Report](#) or contact a member of the Bias Prevention and Response Team. Reports may also be made directly to the Chief Diversity and Inclusion Officer, 710 Culkin Hall, [315-312-4478](tel:315-312-4478), the Dean of Students, 501 Culkin Hall, [315-312-5483](tel:315-312-5483), University Police, Pathfinder Hall, [315-312-5555](tel:315-312-5555) or the Affirmative Action Officer, [315-312-2285](tel:315-312-2285).

What happens after I report an incident?

All reports are reviewed promptly by the Bias Prevention Response Team to determine the level of urgency and identify an appropriate plan for follow-up.

If the reporting individual has identified themselves in the report and has indicated they are willing to be contacted, a member of the BPRT will reach out to them directly to offer support and to learn more about what occurred. If other individuals are listed in the report (i.e., witnessed, accused, etc.), they may also be contacted as part of the information-gathering process.

Will I find out what happened to the accused party?

We understand why the individual reporting would want to know how the incident was resolved after they reported it. Federal privacy law, FERPA (Family Educational Rights and Privacy Act) prohibits anyone employed by the College from sharing any information about a specific student. If involved parties are campus employees, personnel actions are also confidential. The BPRT will, however, reach out to the reporting individual (if known and if they have indicated that they are willing to be contacted) and share all of the details legally allowed.

What can I do if I'm dissatisfied with the outcome?



Individuals dissatisfied with the outcome of the process may file a complaint with one or more state and federal agencies. Our Interim Affirmative Action Officer can provide information about these agencies.

How do I find out more about bias-related and hate crime statistics?



Statistics concerning campus bias-related and hate crimes are available from the [University Police website](#). The Annual Security and Fire Safety Report contains the Jeanne Clery Disclosure of Campus Security Policy and the Campus Crimes Statistics Act Information.

Support

Contact a member of the Bias Response Team if you need support or have questions.

Kathleen G. Kerr, Vice President for Student Affairs

kathleen.kerr@oswego.edu

[315-312-3214](tel:315-312-3214)

Anneke McEvoy, Deputy Chief Diversity and Inclusion Officer and Affirmative Action Officer

anneke.mcevoy@oswego.edu

[315-312-2238](tel:315-312-2238)

Christy Huynh, Assistant Vice President for Students Affairs and Dean of Students

christy.huynh@oswego.edu

[315-312-5483](tel:315-312-5483)

Sara Rebeor, Assistant Vice President for Residence Life and Housing

sara.rebeor@oswego.edu

[315-312-2246](tel:315-312-2246)

Kristin Croyle, Dean of College of Liberal Arts, Sciences, and Engineering

kristin.croyle@oswego.edu

[315-312-2285](tel:315-312-2285)

Kendra Cadogan, Chief Diversity and Inclusion Officer (CDIO) and Director of the Triandiflou Institute

kendra.cadogan@oswego.edu

[315-312-4478](tel:315-312-4478)

Grace Maxon-Clarke, EOP Academic Planning Counselor

grace.maxon@oswego.edu

[315-312-2109](tel:315-312-2109)

Lisa Evaneski, Title IX Coordinator

lisa.evaneski@oswego.edu

[315-312-5604](tel:315-312-5604)

 APPLY

 REQUEST INFO

 VISIT

7060 State Route 104
Oswego, NY 13126-3599
315.312.2500

CAMPUS

Contact us

Commitment to safety

Library

RESOURCES

A-Z index

Accessibility

Careers at Oswego

Consumer Information: Student Right to Know

People search

MORE

Report an accessibility issue

About this site

Privacy policy