



# Bias Incident Response Process

## Bias Incident Response

The Office of Institutional Diversity coordinates the university's [Bias Response Team](#) (BRT) which is responsible for applying the [Reported Bias Incident Response Protocol](#) [↗](#). The Reported Bias Incident Response Protocol provides a process to comprehensively, collaboratively and consistently address bias incidents that affect Oregon State University students, faculty and staff.

## Bias Response Protocol

The university's bias response is guided by the [Reported Bias Incident Response Protocol](#) [↗](#).

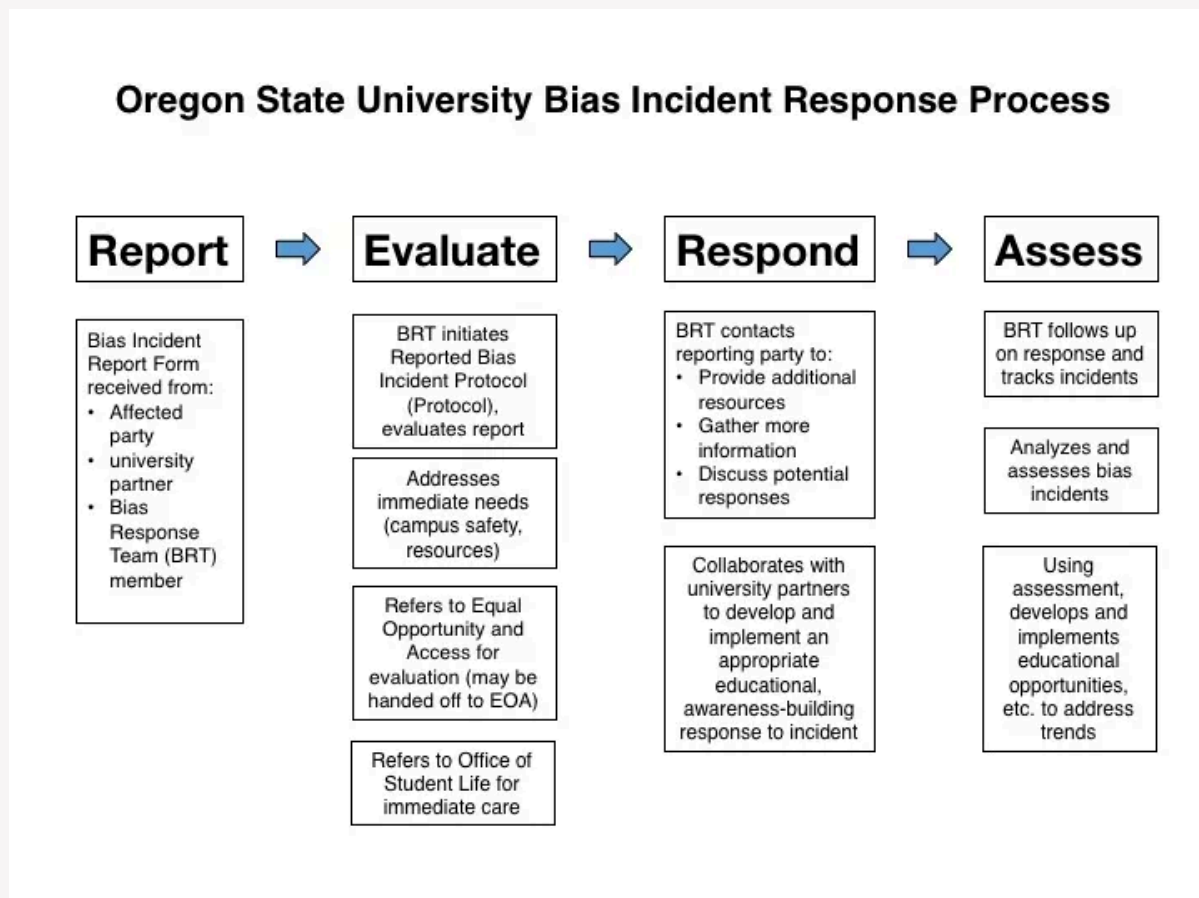
The Protocol applies to any bias incident occurring at Oregon State University, including the Corvallis campus, the Cascades campus, research stations, and extension offices throughout the state of Oregon. The Protocol may be initiated when an incident occurs off campus if it adversely affects the OSU community.

## Mission and Goals

The mission of Oregon State University's bias response process is to contribute to the creation and maintenance of a more inclusive, welcoming and safe Oregon State University for all students, faculty and staff.

## Bias Response Process

When the Bias Response Team receives a bias incident report, it coordinates with university partners to provide care and support to community members who may be negatively affected, and engages in a restorative process to educate community members about the harmful impact of bias incidents.



Consistent with the [Oregon State's Statement on Freedom of Expression and Academic Freedom](#), the BRT does not seek to discipline individuals for expression of views in a manner that is protected by their rights under the free speech clauses of the state and

federal constitutions, but may challenge protected speech that conflicts with university values by speaking out against it, designing and providing educational opportunities, and by supporting those negatively affected by such speech. The BRT will consult with appropriate campus offices about whether speech is protected and how to respond in cases of protected speech.