Xavier University
Bias Incident Prevention & Response Protocol

The purpose of the Bias Response Protocol is to provide clear guidelines for reporting campus-based hate crimes and bias incidents that are perpetrated by students and to outline the administrative response to such incidents.

Defining Bias Incidents and Hate Crimes

For the purpose of this Protocol, a bias incident is defined as a non-criminal behavior or act – verbal or non-verbal – that is rooted in a bias toward an individual or groups based on actual or perceived characteristics, such as race, ethnicity, gender, sexual orientation, gender identity or expression, religious belief, disability, national origin, veteran status, or age. Examples of bias incidents include, but are not limited to epithets, slurs, demeaning images, graffiti, and the defacement of property. Such behavior may be addressed as a violation of the Code of Student Conduct.

A hate or bias crime is defined as “a criminal offense against a person or property that is motivated by the same biases described above.” Such incidents may be subject to adjudication under University policies and procedures proscribing unlawful discrimination and harassment as well as local, federal and state law. The Xavier University Campus Police Department publishes monthly crime statistics, including hate/bias crimes, should they occur.

Bias Advisory Team

The Bias Advisory Team (BAT), comprised of faculty, staff, and students, will work closely with the Director of Student Integrity to track the frequency and nature of bias incidents and related campus climate data; recommend and help implement corrective strategies; help coordinate transparent communication to the University community; review University policies related to bias incidents; and disseminate an annual report on bias-related incidents, institutional interventions, and the work of the BAT.

The 11-member Team will include the following representatives:

- One (1) SGA representative
- One (1) GSA representative
- Two (2) Faculty representatives
- A representative from Residence Life
- A representative from the Multicultural, Gender, and Women’s Center
- A representative from the Center for Faith and Justice
- A representative from the Xavier University Police Department
- A representative from International Student Services
- The Disability Services Coordinator
- The Title IX Coordinator
The Bias Response Team

As circumstances dictate, various members of the Bias Advisory Team (BAT) will be called upon to serve as an *ad hoc Bias Response Team (BRT)* to address the immediate needs of the particular parties involved.

Protocol for Reporting and Responding to Bias Incidents and Hate Crimes

When a bias incident or hate crime occurs:

- A report should be made either to the Director of Student Integrity or to the Xavier University Police Department, each of which will immediately notify the other.

- The Director of Student Integrity will share a summary of the incident with the Bias Advisory Team (BAT), members of which will be asked to serve as the Bias Response Team (BRT).

- The Director of Student Integrity will ask the appropriate BAT members to assist with developing communication and educational response strategies.

- The Director of Student Integrity will document the efforts of both the BRT and the BAT and inform all members of the BAT of the final outcomes.

- The BAT will issue a bi-annual report to the campus, to include bias/hate crime statistics and actions of the BAT. It will compile an annual report for presentation to the Diversity and Inclusion Committee of the Board of Trustees.

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