



XAVIER UNIVERSITY
OFFICE OF INSTITUTIONAL
DIVERSITY AND INCLUSION

www.xavier.edu/oidi

Since 2018

B.E.A.T. IS HERE

What is B.E.A.T.?

The **Bias Education and Advocacy Team (B.E.A.T)** provides faculty and staff a safe space to have their voices heard, advocates for and empowers affected individuals, and works to promote a comprehensive and timely response to bias incidents. B.E.A.T collaborates with the Office of Human Resources to ensure faculty and staff are fully aware of the support and resources available to them. Each team member of B.E.A.T. will primarily act as a Process Advocate. Process Advocates are individuals who will provide advice, advocate, and support for staff or faculty before, during, and after reporting an incident. They are also culturally competent individuals trained to assist employees who seek an understanding of bias and/or the options/processes available once an incident has occurred.



Xavier **faculty and staff** are encouraged to report all bias incidents on our campus. To aid in these instances, B.E.A.T. has developed a questionnaire to be completed by individuals who are/might be victims of bias or who have witnessed bias incidents. An individual may choose the type of response that is preferred from B.E.A.T.

Report bias incidents by contacting any of these:

1. The Office of Human Resources at 513-745-3638 or hr@xavier.edu
2. The Xavier University Police Department. at (513) 745-1000 or visit XUPD on campus at Flynn Hall.
3. The Bias Education and Advocacy Team by contacting the B.E.A.T. Chair at beat2@xavier.edu

CALL:

If you know of anyone who has been physically harmed or who may harm others please call XUPD at 513-745-1000.



B.E.A.T. is here for You!

See Something – Say Say Something!



All members of the XU community are encouraged to report incidents of bias that they observe or experience.

B.E.A.T. is primarily for faculty and staff bias incident reporting.

For student-to-student or faculty/staff-to-student related bias please go to the BART [website](#).

Please remember that...

The expression of an idea or point of view may be offensive or inflammatory to some, but is not necessarily a bias-related incident.

Xavier University values freedom of expression and the open inquiry of ideas that result in the common good of our students, local communities and the world. Controversial ideas that are not rooted in hate,

dominance over others or the marginalization of certain groups of peoples should be promoted on a college campus.

Expressions of online and in-person harassment (including social messaging, vandalism and intimidation) violate our Harassment Code and Accountability Procedures.

What is a Bias Incident?

Bias Incidents are unintentional or intentional acts targeted at a person, group, or property expressing negative bias or hostility on the basis of perceived or actual gender, race, religion, ethnicity, sexual orientation, political affiliation or disability; bias incidents may consist of name-calling, epithets, slurs, degrading language, graffiti, intimidation, coercion, or harassment directed toward the targeted person or group. Bias acts often contribute to creating unwelcoming or even unsafe environment for victims and social identity groups. Acts qualify as bias acts even when delivered with humorous intent or presented as a joke or a prank.

[Adapted from Student Affairs Leadership Council, 2011]



Examples of Bias Incidents

- 1) A female staff/faculty member is addressed by her supervisor for making "angry" comments during an office meeting. When a male co-worker of the female staff/faculty member expresses anger during a staff meeting, the supervisor responds with affirmations to the male co-worker.
- 2) A male faculty of color is met with skepticism when he showed up with his Xavier ALL Card to pick up a parking decal and was questioned for several minutes. He is asked to produce additional forms of identification than what was advertised as necessary.
- 3) A swastika is drawn on a whiteboard in a classroom.
- 4) Two perceived men are holding hands and are yelled at by a passing staff member who calls them a homophobic slur.

How Does B.E.A.T. Respond?

B.E.A.T. will determine appropriate response strategies based on the needs of those impacted and the specifics of each reported incident.

- B.E.A.T. Chair is informed.
- B.E.A.T. team invited to convene in-person or via email to determine if the report fits bias incident criteria.
- If it is decided that potential bias exists, BEAT partners with the Office of Human Resources and the General Counsel's Office to establish the next steps, keep the reporter of an incident informed, and monitor the process.