

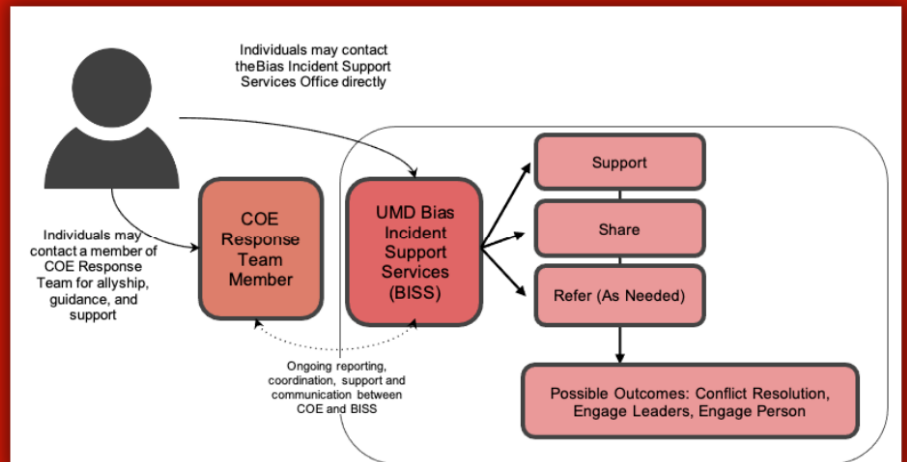
College of Education

Bias Incident Response Team

The COE Bias Incident Response Team aids students, faculty, and staff who experienced or witnessed an incident of hate/bias, harassment, and/or discrimination. Our aim is to create a support system with a clear set of options that empowers the individual experiencing harm to choose their own path to healing, reconciliation, and reparations.

WORK OF TEAM INCLUDES

- Serve as liaisons with the UMD Office of Diversity and Inclusion (ODI) and the Bias Incident Support Services (BISS) team for all trauma-informed care and reporting to other relevant campus offices
- Ensure that all incoming and current students, faculty, and staff have materials about this response team as a resource
- Work with BISS team to ensure that all COE leadership (deans, department chairs, etc.) are updated regularly on the number and nature of reported incidents in COE



IF YOU COME TO A TEAM MEMBER THEY WILL:

- Listen
- Believe and trust in the experience shared
- Support and guide
- Submit anonymous report

IF YOU COME TO A MEMBER THEY WILL NOT:

- Contact person/people causing harm
- Promise outcomes
- Share your report with anyone

COE Bias Incident Response Team



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