

# Community Standards: STOP Bias & Hate Initiative

## **Community Standards Mission Statement**

Community Standards is committed to providing an inclusive environment that fosters personal accountability and communal responsibility. We aim to provide opportunities which educate students about the impact(s) of their choices and support them in their development as successful members of our community. This is accomplished through a fair and engaging resolution process for alleged violations of University policy.

## **Bias Response Team**

The Bias Response Team consists of different campus partners from Student Living, Student Outreach and Support, Department of Public Safety, Equal Opportunity, Inclusion and Resolution Services, Academic Affairs, Office of Diversity and Inclusion, and Hendricks Chapel.

The team meets regularly to review active cases and coordinate collaborative efforts to address and respond to incidents that have campus-wide impact. The BRT further the goals of Syracuse University of foster a welcoming, inclusive, and respectful environment for students, faculty, and staff.

## **STOP Bias & Hate Initiative:**

The STOP Bias & Hate Initiative is a university-wide initiative in Community Standards that educates the campus community about bias and hate and provides resources to report and receive support for bias-related or hate incidents.

## **What is Bias?**

Bias is defined as behavior that constitutes an expression of hostility against a person or property of another because of targeted person's individual or group's real or perceived creed, ethnicity, citizenship, sexual orientation, national origin, sex, gender, pregnancy, disability, marital status, political or social affiliation, age, race, color, veteran status, military status, religion, sexual orientation, domestic violence status, genetic information, gender identity, gender expression or perceived gender.

## **What is Implicit Bias?**

Implicit Bias, also referred to as unconscious bias, refers to beliefs or attitudes that are activated automatically and without an individual's awareness.

## **What is Explicit Bias?**

Explicit Bias, also referred to as conscious bias, refers to our traditional understanding of bias being more overt and/or intentional. Explicit bias is displayed through chosen actions with the intention to cause harm.

## **What's the difference between Explicit and Implicit Bias?**

Most people are not aware of their biases. Implicit biases influence our decisions whether or not we mean for them to do so. Implicit biases develop over the course of one's lifetime through exposure to messages; both direct and indirect. Explicit bias is more intentional in nature and can often be categorized as hate.

## **What are the Stop Bias & Hate Workshops?**

- Disrupting Racial Bias
- Managing Bias
- Allyship 101
- Bystander Intervention
- Community Conversations
- Dialogue on Race & Identity



## **What are some things I can do to intervene when I see bias?**

- **Being Direct:** Directly telling the person that their behavior or language is concerning or unsafe.
- **Bringing in the Professionals:** If things become too serious, contact emergency personnel like the Counseling Center, Department of Public Safety or STOP BIAS.
- **Distraction:** Divert attention away from the immediate problem or problematic language to deescalate a situation.
- **Group Support:** Recruit other people or friends to intervene together.
- **Make it Personal:** Relate the situation to something more personal.

- **Shift the Focus:** Shift the focus to yourself to avoid being confrontational about the other persons language or behaviors.
- **Showing Support:** Show support to the person. Let them know that you are there for them if they are needing help or assistance.
- **Calling-In:** the act of checking someone in hopes of getting them to change problematic behavior by explaining their misstep with compassion and patience.
- **Questioning:** Always ask why!

### How can STOP Bias help?

We aim to bring awareness and enlighten the campus community about bias and provide resources to report and receive support for bias-related incidents. You can report bias by using our online reporting form to submit an incident report. Reports can be anonymous. Remember that reporting is important as it's the best way to help us intervene and follow up with support and education.



### What happens when I report?

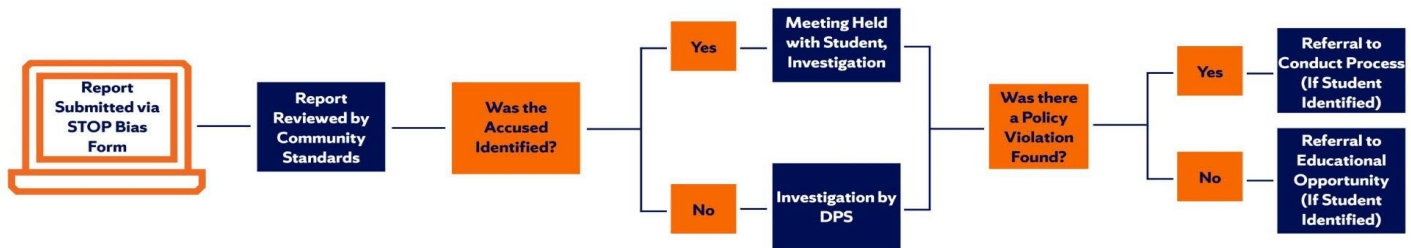
You will receive a follow-up from STOP Bias acknowledging your report and letting you know what office inviting you to meet with Community Standards about the report and discuss options and resources. Community Standards works with the Bias Response Team and other campus partners to support and investigate concerns, as well as respond and provide accountability.

### Bias Response Flow-Chart

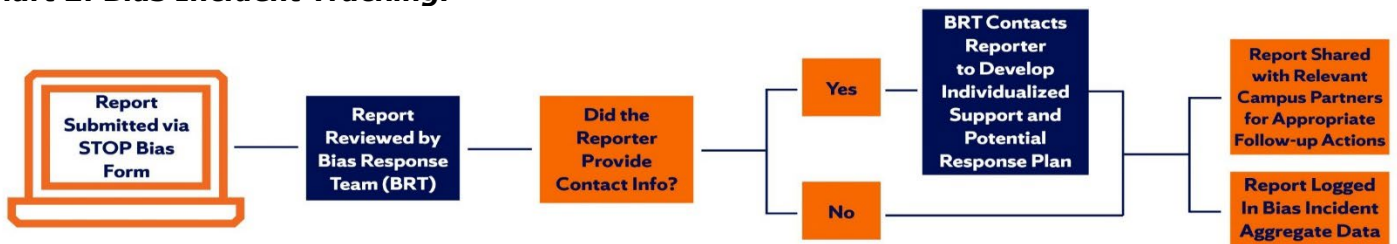
Community Standards receives and reviews all reported bias incidents on a daily basis, and every report is reviewed based on its own unique circumstances.

Incidents that need further investigation are referred to either the student conduct investigator Department of Public Safety, or EOIRS. Staff will work with you to identify your options and explain what the next steps of the process will be, including support, the conduct process, or any other appropriate intervention.

**Chart 1: Outreach and Support.**



**Chart 2: Bias Incident Tracking.**



**Chart 3: Student Conduct Process.**

