

The Bias Education & Response Team = BERT

The purpose of the Bias Education & Response Team at Stetson is to provide students with an opportunity to receive education, support and appropriate resolution around bias-incidents. We commit to following an equitable process that provides transparency where possible and fosters understanding. We are also committed to safeguarding the privacy of individuals within our capacity. The process includes opportunities for dialogue across differences, where members of the Stetson Community have a voice. We encourage all parties involved to be active participants. Incidents BERT responds to may or may not also be disciplinary issues.

Definition of a Bias-Related Incident:

Bias-related incidents are defined as behavior against a person(s) or property of the following identities: race, color, ethnicity, ethnic origin, national origin, ancestry, citizenship, culture, sex, sexual orientation, socioeconomic status, gender, gender identity, gender expression, pregnancy, religion, creed, age, disability, ability, marital status, family relationship, genetic information, HIV status, socioeconomic background, public assistance status, parental status, veteran, smoker, political affiliation, social affiliation, shape, size, intellectual perspective, criminal background and potentially other identities or identifiers.

Bias-related behaviors include, but are not limited to: name-calling, microaggressions, vandalism, and using degrading language or slurs directed toward a person because of their membership (or perceived membership) in an identity group. Bias-related incidents include behaviors that may or may not be intentionally motivated by bias. They may or may not meet the necessary elements of a crime or a violation of Stetson University policy.

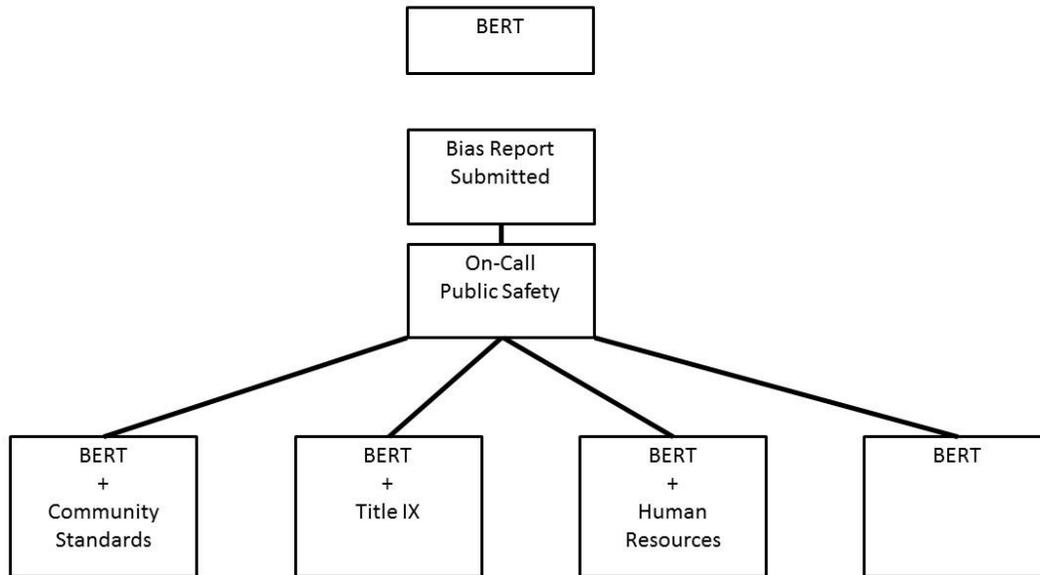
BERT Membership:

For Fall 2017, BERT will start with a pilot group in an effort to get feedback and make quick adjustments as we continue to assess need. This group will be:

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- Cecil Chik-Director of Diversity and Inclusion, Campus Life & Student Success, Chair
- TJ Johnson-Coordinator Diversity & Inclusion, Campus Life & Student Success
- Paula Hentz-Director of International Learning, Campus Life & Student Success
- Staff TBA
- Faculty TBA

BERT flow chart:



Frequently Asked Questions:

- 1) *How do I report something to BERT?:* In an emergency, call 911 and or Public Safety (386-822-7300). To report a non-emergency situation to BERT, visit: www.stetson.edu/reportit (drop down to Bias Education & Response Team) or speak to any member of BERT.
- 2) *Who will see my report?* Your report will be received by a limited group of senior leadership that are part of the on-call system. This group will determine the following: if immediate follow-up is necessary from a safety perspective, if further investigation is needed, and/or if your report is appropriate to be routed to BERT. This group includes the following eight positions: the Vice President of Campus Life and Student Success, Dean of Students, Assistant Vice President of Campus Life and Student Success & Executive Director of Housing and Residential Life, Title IX Coordinator, Director of Public Safety, Director of Community Standards, Captain of Public Safety and the Director of the Counseling Center. This group receives all reports regarding students. In addition, the Director of Diversity and Inclusion, as the Chair of BERT will receive your report.

- 3) *What happens once my report is received?* If your report needs on-call follow up from a safety perspective, a member of the on-call team will reach out to you. These are professional staff members within Campus Life and Student Success. It is possible that your report will trigger an investigation through Community Standards, Human Resources Faculty, Staff, and Student Grievance Procedures, and/or Title IX. If parties are found responsible of violations, mandatory sanctioning will occur. In all instances, someone from the BERT team will be in touch with you within 48 business hours. If you feel you need more immediate attention, please contact Public Safety.
- 4) *What are examples of BERT actions?* In person educational conversations, mediations, letter correspondence between parties, workshops, readings and discussion groups are examples of BERT actions. BERT is committed to response for individuals, but also for the larger community. BERT seeks to identify trends and make suggestions to campus departments for larger community climate response. BERT actions are voluntary. For an outcome to be mandated, a student must go through the Community Standards, Human Resources, Faculty, Staff, and Student Grievance Procedures, and/or Title IX process. BERT staff can assist students through these process.
- 5) *What if I submit an anonymous report?:* The on-call team and BERT will work to the best of their ability to investigate your report. If possible and appropriate, they will attempt an educational response with parties involved. Response is often limited when reports are anonymous.
- 6) *What happens after my BERT outcome?* All parties involved will be asked if they want a summary of their BERT reaction, with identifiers removed, reported on the website to increase transparency of the BERT process. The goal here is for members of the Stetson community to see real life examples of BERT in action and learn from real situations. This must be agreeable to all parties. At a minimum, in all situations, the most information possible will be directly communicated to those involved.
- 7) *How are BERT interactions recorded?:* BERT members will keep brief notes on reports and outcomes. An "educational meeting" note will be put in a student's file. This is not a disciplinary record unless the incident also involved the Community Standards or Title IX process.
- 8) *Can I also report the incident to local law enforcement?:* Absolutely. You may do this at any time. BERT will provide any assistance it can in this process.

