

Bias Education & Support Team (BEST)

The purpose of the Bias Education & Support Team at Stetson is to provide students with an opportunity to receive education, support and appropriate resolution in response to bias-related incidents.

Bias-related incidents are defined as threats or acts of harassment or intimidation, whether verbal, written or physical, which are directed against Stetson University student(s) because of that student's age, color, ability, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), socioeconomic status, gender identity, gender expression, sexual orientation, veteran status, family medical or genetic makeup or information, intellectual perspective, criminal background and potentially other identities or identifiers.

BEST provides impacted parties opportunities to be heard and supported and creates space for parties to process, gain understanding and plan response to the situation. BEST also educates and informs the community as appropriate. Although we hope all parties find value in the space created for exploration and dialogue, all parties' participation in the BEST process is optional. If a member of the BEST team identifies a situation in which there is a possible violation of the Stetson University Code of Community Standards or the law, the information will be transferred to the Office of Community Standards, the Title IX office, and/or law enforcement for investigation and possible adjudication. The Bias Education Support Team is not a disciplinary process and does not function in lieu of any disciplinary or complaint processes within or outside of the University.

The University embraces diversity, inclusion, inquiry, freedom of thought and freedom of expression within our community of scholars.

To bring a bias-related incident to our attention or if you have questions that a BEST member may be able to assist with, you can fill out a "Report It" form (www.stetson.edu/reportit) or reach out personally to any member of BEST listed below with questions or concerns.

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- Joanne Harris-Duff-Director of Diversity and Inclusion, Chair
- Jessica Day- Associate Director of Residential Education and Community Programs, Residential Living and Learning
- Sharniece Supal- Academic Coordinator for Student Athletes
- Tim Stiles- Executive Director Career and Professional Development
- Chaplain TBA
- Sven Smith, Associate Professor of Sociology