
Campus and Community Index

Bowdoin College encourages freedom of expression, open dialogue, and mutual respect.

Discrimination or harassment of others on the basis of race, color, ethnicity, social class, national origin, religion, sex, sexual orientation, gender identity and/or expression, age, marital status, place of birth, veteran status, or against qualified individuals with disabilities on the basis of disability has no place in our intellectual community.

Members of the College community are encouraged to report behavior that is inconsistent with these values; these reports can make a difference. Even if you don't want or expect any action to be taken, this record helps the College to better understand and address these issues.

Here's how you can report these incidents:

Emergencies

If you are concerned about *an immediate threat to your safety or property, or that of others*, please call **911** or contact [Bowdoin College Safety and Security](#) at [\(207\) 725-3500](tel:(207)725-3500), or use one of the emergency “Blue Light” telephones located on campus.

Non-emergencies

Contact any of the following individuals or offices to make a report or receive support, or instead complete an online report:

- [Benje Douglas](#), Senior Vice President for Inclusion and Diversity, [\(207\) 721-5189](tel:(207)721-5189)
- [Jim Hoppe](#), Senior Vice President and Dean for Student Affairs, [\(207\) 725-3229](tel:(207)725-3229)
- [Katherine O'Grady](#), Executive Director of Institutional Equity and Compliance, [\(207\) 725-3493](tel:(207)725-3493)
- [Katy Stern](#), Director of Institutional Inclusion and Diversity Programs, [\(207\) 798-4223](tel:(207)798-4223)
- [Oliver Goodrich](#), Director of the Rachel Lord Center for Religious and Spiritual Life, [\(207\) 208-2977](tel:(207)208-2977)
- [Jackie Reese](#), Ombuds, [\(207\) 725-3508](tel:(207)725-3508)
- [Counseling Services](#), [\(207\) 725-3145](tel:(207)725-3145)
- [Human Resources](#), [\(207\) 725-3837](tel:(207)725-3837)
- [Office of the Dean of Students](#), [\(207\) 725-3149](tel:(207)725-3149)
- [Safety and Security](#), [\(207\) 725-3314](tel:(207)725-3314)

Contact any [Residential Life](#) student or professional staff member, particularly if the incident occurs in a Bowdoin residential space, at [\(207\) 725-3225](tel:(207)725-3225).

Faculty or staff should contact a member of the Human Resources staff at [\(207\) 725-3837](tel:(207)725-3837) for incidents in the workplace.

RELATED LINKS

- [Submit a Bias Incident Report](#)
- [View the Index](#)

FREQUENTLY ASKED QUESTIONS

▼ **What can I do to help prevent bias incidents from happening?**

- Acknowledge that acts of bias do occur on campus and in the broader community and work actively to combat bias. You can begin by reporting incidents to inform the greater community.
- Educate yourself to help dispel stereotypes.
- Hold people accountable for their language and actions.
- Plan and/or attend educational programs to raise awareness and combat bias.
- Engage one another in conversation about topics such as privilege, oppression and diversity.

▼ **What kinds of incidents should be reported?**

Reports may fall under, but are not limited to, the following general categories:

- **Graffiti/Vandalism** on any College property or in local areas that communicate offensive, hurtful, inappropriate or unwelcoming messages that represent bias;
- **Bias-related threats** that target an individual or community based on race, color, ethnicity, social class, national origin, religion, sex, sexual orientation, gender identity and/or expression, age, marital status, place of birth, veteran status, or against qualified individuals with disabilities on the basis of disability;
- **Unequal service** or treatment toward an individual or communities based on race, color, ethnicity, social class, national origin, religion, sex, sexual orientation, gender identity and/or expression, age, marital status, place of birth, veteran status, or against qualified individuals with disabilities on the basis of disability;
- **It may also include actions intended to reinforce stereotypes and stigmas** such as those associated with race, color, ethnicity, social class, national origin, religion, sexual orientation, gender identity and/or expression, age, marital status, veteran status, and physical and mental health, among others.
- **Observation** in which a person observes one of the incidents described above or interprets it as harmful to the Bowdoin community.

Note: Speech and related actions in the service of academic freedom and intellectual discourse do not constitute bias incidents.

▼ Why should incidents of bias be reported?

Acts of bias are in direct violation of the College's mission and values. [The Mission of the College](#) states that Bowdoin is committed to "creating a moral environment, free of fear and intimidation, and where differences can flourish..." An act of bias does not only affect the individual at whom the act was directed and individuals who may identify with the targeted group. If one group can be targeted, it opens the possibility that any group can be targeted.

Accepting acts of bias as normal isolates groups, erodes community, and creates an unwelcoming and unsafe environment within which to live, work and learn.

▼ What happens when an incident is reported?

All reports are directed to Jim Hoppe, Benje Douglas, and Katherine O'Grady. Dean Hoppe will share reports with the appropriate Student Affairs staff, Security, and/or Human Resources, as appropriate so that a staff member can follow-up with the individual who has submitted the report. Security may, if necessary, conduct an investigation. Security will also communicate and collaborate with Brunswick Police and the State of Maine as appropriate.

Depending on the circumstances, a combination of the President, the Senior Vice President and Dean for Student Affairs, the Senior Vice President and Dean for Academic Affairs, the Senior Vice President for Inclusion and Diversity, the Executive Director of Institutional Equity and Compliance, and/or the Vice President for Human Resources will review the bias incident report. In all circumstances, when it has been determined that a bias incident has occurred, the campus community will be notified by e-mail. In instances where the alleged perpetrator(s) is a member of the Bowdoin community, the notification will be issued in a timely manner consistent with the requirements of a fundamentally fair investigation and, when appropriate, the disciplinary process.

Where the offender is known, the Office of the Dean for Student Affairs will handle student misconduct according to [the student disciplinary process](#). Human Resources will handle cases of employee misconduct in accordance with College policy as outlined in the [Employee Handbook](#).

▼ What is the "Campus and Community Index?"

Bowdoin's "Campus and Community Index" is an online tool designed to:

- Promote transparency about what is happening in our community and prompt dialogue and action; and
- Create a historical record of incidents and behavior on campus or in the local Brunswick community that are inconsistent with the values of our learning community.

▼ **How does the "Campus and Community Index" work?**

Jim Hoppe, Benje Douglas, and Katherine O'Grady review all reports submitted online. The identity of those submitting information for the Index will remain confidential and will not be posted on the Index, but submissions must include the name and contact information of the person(s) providing the information.

This allows staff to follow-up in a timely manner with those submitting reports to provide support and gain additional information. Anonymous reports will be reviewed, but they will not be posted or summarized for the Index. The Deans will review the incident/observation, and a summary will be prepared—often in consultation with the person who reported the incident—and posted on the Index. This summary will be posted on the Index in chronological order.

▼ **Is the "Campus and Community Index" public?**

The "Campus and Community Index" is accessible to members of the *campus community only* (a Bowdoin user name and password is required to view the Index). Reports will be shared with Brunswick Police and town leaders when appropriate.

▼ **What degree of confidentiality is maintained?**

Reports of incidents are handled with the highest degree of confidentiality. Jim Hoppe (Senior Vice President and Dean for Student Affairs), Benje Douglas (Senior Vice President for Inclusion and Diversity), Katherine O'Grady (Executive Director of Institutional Equity and Compliance) — and when appropriate Tama Spoerri (Vice President of Human Resources) and/or Jennifer Scanlon (Senior Vice President and Dean for Academic Affairs) — in consultation with Randy Nichols, Associate Vice President for Safety and Security, and Bill Harwood, Executive Director of Emergency Management Planning will review the report and determine whether further action is warranted, including posting information on the Index, notifying President Zaki, launching an investigation, and/or College disciplinary action. The name of the individual making the report is often irrelevant to those decisions.

▼ **How is the "Campus and Community Index" related to Bowdoin's student disciplinary process?**

The "Campus and Community Index" and the College [student disciplinary process](#) function independently of each other. The Index serves the purpose of communicating to the campus incidents and/or observations that have occurred on campus or in the Brunswick community. Jim Hoppe, Benje Douglas, and Katherine O'Grady may, at their discretion, refer a reported incident/observation for adjudication or further action.

▼ **What can I do if I face or witness harassment or discrimination?**

If members of the Bowdoin community experience or witness any apparent incident of harassment or discrimination by students, faculty, or staff, they are encouraged to discuss their concerns or request advice from deans, academic advisors, proctors, resident advisors, or members of the Human Resources staff. In addition, the following people can offer support:

- [Katy Stern](#), Director of Institutional Inclusion and Diversity Programs
- [Natalie Turrin](#), Director of the Sexuality, Women, and Gender Center
- [Oliver Goodrich](#), Director of the Rachel Lord Center for Religious and Spiritual Life
- [Rachel Reinke](#), Director of Gender Violence Prevention and Health Education

Such incidents violate both the ideals of the College and its [Academic Honor Code and Social Code](#), as well as College Policy as outlined in the [Employee Handbook](#) and may be subject to appropriate disciplinary sanctions. When such incidents violate the statutes of the State of Maine or Federal Law, criminal prosecution may be pursued.

▼ **What should I do if I am harassed or intimidated after filing a report?**

After reporting an incident, you should continue to maintain contact with the dean or other member of the College Community to whom you reported the incident so that you can receive guidance should there be any form of retaliation or retribution or should you have further questions or concerns.

▼ **What are the consequences of submitting a false report?**

Filing a false report is a serious matter. Students who do so may be subjected to disciplinary action via the [student disciplinary process](#). Faculty or staff who file false reports may be subject to disciplinary action according to College Policy as outlined in the [Employee Handbook](#).

Staff Directory

Bowdoin CAREs

Resources

- Supplemental and Emergency Funding
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New Student Orientation

Conduct Review Board

Code of Community Standards

255 Maine Street
Brunswick, Maine 04011
(207) 725-3000

Mailing Address:
6000 College Station
Brunswick, Maine 04011

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