



Bias Response and Referral Network (BRRN)

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FREQUENTLY ASKED QUESTIONS

What is a bias incident?

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× What is a bias incident?

A bias incident is an act of bigotry, harassment, or intimidation that is motivated in whole or in part by bias based on an individual's or group's actual or perceived race, color, creed, religion, national origin, gender, age, sex, marital status, disability, public assistance status, veteran status, sexual orientation,

gender identity, or gender expression. Bias often stems from fear, misunderstanding, hatred, or stereotypes and may be intentional or unintentional.

× Is a bias incident the same as a hate crime?

Both bias incidents and hate crimes consist of conduct that is motivated by bias. However, hate crimes involve a criminal act, such as assault or vandalism. Bias incidents do not necessarily involve criminal activity and may come in the form of microaggressions (often well-intentioned but extremely hurtful and biased remarks from others) and other noncriminal acts of bias.

× What is the University's position on free speech and academic freedom?

The University is committed to safeguarding the free expression rights of all University community members, even if the expression is biased, hateful, or contrary to University values of equity and diversity.

At the same time, the University recognizes that biased and hateful expression causes harm and fractures in our campus community that must be addressed through education, dialogue, and support for those who are negatively impacted.

For more information, visit the [Academic Freedom and Free Speech at the University of Minnesota webpage](#) and the [Office for Student Affairs Freedom of Expression page](#).

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× Can I report a bias incident to a University office other than BRRN?

Reporting a Bias Incident

Yes. University members who believe they have experienced, observed, or otherwise learned about discrimination, including discriminatory harassment, can report to [Equal Opportunity & Title IX](#) (for employee and third party conduct) or the [Office for Community Standards](#) (for student conduct).

University members can also report bias incidents to their local unit or department. For example, students who experience a bias incident in University housing may report the incident to Housing and Residential Life. Faculty who experience or witness a bias incident within their department may report the incident to their department chair or dean.

× What happens when I report a bias incident to BRRN?

After submitting your report, a member of the BRRN will let you know your report has been received, provide written information about resources for support, and refer your report to appropriate offices at the University. For example, in some cases, BRRN will forward your report to an investigative office at the University, such as the Equal Opportunity & Title IX Office, the Office for Community Standards, and/or the University of Minnesota Police Department.

× If I submit a report about someone specifically, will they learn it's from me?

The BRRN will keep a reporter's identity private to the extent possible given the University's responsibility for supporting a safe and nondiscriminatory working and learning environment.

Anonymous reports can be submitted by using this [reporting form](#).

Why a Bias Response and Referral Network?

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- × When was the Bias Response and Referral Network created?

President Kaler charged the BRRN in January 2016. It was initially called the Bias Response Team (BRT), but the name was changed in November 2016 to better reflect its purpose and work.

- × Why is the BRRN needed at the U of M?

Bias incidents can undermine the University's efforts toward equity and inclusivity, cause distress and harm to those who experience them, and limit our community's ability to excel in our work and learning. The BRRN provides an avenue for community members to report these concerns so that they can be routed to the University office that can appropriately respond.

- × Where can I find more about the University's principles and conduct codes that help inform the work of the BRRN?

The following provides further information:

- [University Code of Conduct \(PDF\)](#)
- [Student Conduct Code \(PDF\)](#)
- [University Discrimination Policy](#)
- [University Policy: Equity and Access: Gender Identity, Gender Expression, Names and Pronouns](#)
- [University Policy: Sexual Harassment, Sexual Assault, Stalking and Relationship Violence](#)

Other Resources

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- × What other support resources are available if I have experienced or observed a bias incident?

The University offers many resources for personal support on the Twin Cities campus, including:

[The Aurora Center](#)

117 Appleby Hall, Minneapolis
aurora@umn.edu | [612-626-2929](tel:612-626-2929)
24-hour line: [612-626-9111](tel:612-626-9111)

[Boynton Mental Health Clinic \(students\)](#)

East Bank, West Bank, St. Paul
[612-624-1444](tel:612-624-1444)
24/7 Crisis Line: [612-301-4673](tel:612-301-4673)

Student Counseling Services (students)

128 Pleasant St. SE, Minneapolis
counseling@umn.edu | 612-624-3323

Employee Assistance Program (employees)

umn.lyrahealth.com | 877-295-8939

× What other reporting resources are available if I have experienced or observed a bias incident?

The University also offers other reporting options on the Twin Cities campus:

- Equal Opportunity & Title IX for concerns of sexual misconduct, discrimination, and related retaliation
- Office for Community Standards for concerns that a student has engaged in discrimination.
- University Public Safety
- UReport