



# Bias Incidents

Bucknell University is committed to maintaining an academic environment in which each member of the University community is valued as an individual and is treated respectfully. Bias incidents and hate crimes are antithetical to the standards and values of the University and will not be tolerated. All reports of bias are evaluated under the University's Equal Opportunity, Harassment, and Nondiscrimination policy.

Bucknell recognizes that excellent educational experiences include and must allow for divergent viewpoints and perspectives, some of which may challenge individual beliefs, values or cultural norms. As a campus community, we value and protect academic freedom and the open exchange of ideas. The policy is not intended to undermine or weaken these precepts; rather it is meant to address those incidents that fall beyond professional and academic discourse. All members of the University community are responsible for the maintenance of an environment in which people are free to learn and work without fear of discrimination or abuse.

## Whom to Contact

**For questions related to bias incidents please contact**

**Samantha E. Hart**, director, Employee Experience Culture & Title IX coordinator

13 Cooley Hall

[570-577-1554](tel:570-577-1554)

[TitleIX@bucknell.edu](mailto:TitleIX@bucknell.edu)

[samantha.hart@bucknell.edu](mailto:samantha.hart@bucknell.edu)

**Julia Leighow**, manager, Employee Experience, Culture & Deputy Title IX Coordinator

22 Cooley Hall

[570-577-1582](tel:570-577-1582)

[j.leighow@bucknell.edu](mailto:j.leighow@bucknell.edu)

**Denelle Brown**, Associate Dean of Students for Diversity & Inclusion

[570-577-3216](tel:570-577-3216)

64A Elaine Langone Center

[denelle.brown@bucknell.edu](mailto:denelle.brown@bucknell.edu)

## Hate Crime

If the bias incident involves a hate crime or presents safety concerns, please contact:

### **Bucknell Public Safety**

Emergency: [570-577-1111](tel:570-577-1111)

Non-emergency: [570-577-3333](tel:570-577-3333)

580 Snake Road

[publicsafety@bucknell.edu](mailto:publicsafety@bucknell.edu)

# Reporting Forms

Any perceived bias toward or from students, faculty or staff can be reported using [this form](#).

Please use this form to report any bias incident you have witnessed or experienced within the Bucknell University community. You may include your name or report anonymously.

## Options for Responding

**When can I report a bias incident? What if significant time has passed since the incident occurred?** +

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**If the alleged perpetrator of the incident is a student, faculty or staff member** +

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**If the alleged perpetrator of the incident is unknown** +

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## General Questions

**What happens after I submit the report?** +

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## What is the investigatory process?



## How will bias incidents and hate crimes be reported to the campus community?



## Who can submit a report?



## Key Definitions

### Hate Crime



### Bias Incident



Completed, attempted or threatened abusive or hostile acts against persons, property or an institution, where such acts manifest evidence that the target was intentionally selected on the basis of the target's actual or perceived age, class, color, disability, ethnic/regional/national origin group, gender, gender identity, gender expression, race, religion, sex or sexual orientation.

### Discriminatory Harassment



Unwelcome conduct on the basis of actual or perceived protected characteristic(s), that based on the totality of the circumstances, is subjectively and objectively offensive, and is so severe or pervasive, that it limits or denies a person's ability to participate in or benefit from the University's education program or activity.

