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Bias Incidents: Reporting & Response

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Frequently Asked Questions & Further Resources

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Frequently Asked Questions

What is BERT?



The Bias Education Response Team (BERT) is a dedicated team of Reed College community members trained to respond to reports of bias incidents. Our goal is to create a more inclusive and equitable campus environment where everyone feels safe, respected, and valued.

What is a bias incident?



A bias incident is any act or behavior, whether intentional or unintentional, that targets individuals or groups based on their actual or perceived identities, such as race, ethnicity, religion, gender, sexual orientation, disability, and other protected characteristics.

What are some examples of bias incidents?



Bias incidents can take many forms, including the following:

- Microaggressions: subtle comments or actions that communicate hostility or negativity toward marginalized groups.
- Slurs or epithets: derogatory language targeting specific groups.
- Vandalism or property damage: defacing or destroying property with hateful symbols or messages.
- Threats or intimidation: verbal or physical threats directed at individuals or groups.

How do I report a bias incident?



You can report a bias incident through our [online reporting form](#). You also can

report incidents in person to a BERT member.

What if I'm not sure if an incident is bias-related?



If you're unsure whether an incident constitutes bias, we encourage you to report it anyway. BERT will assess the situation and determine the appropriate course of action.

What happens after I report a bias incident?



A member of the BERT team will review your report and contact you to discuss the incident and available options. BERT will then investigate the incident and take appropriate action, which may include the following:

- Providing support and resources to the person who experienced the bias.
- Offering educational opportunities to the person responsible for the bias incident.
- Recommending disciplinary action, if appropriate.
- Implementing broader educational initiatives to address systemic issues.

[Learn more about Reed's reporting process](#)

Can I report a bias incident anonymously? Will my report be confidential?



Yes, our online reporting form allows you to submit an anonymous report. However, anonymous reports may limit our ability to investigate and respond to an incident fully. BERT prioritizes confidentiality and will only share information with individuals who need it to address the incident. However, there may be limited circumstances where information must be shared to comply with legal obligations or to protect the safety of the community.

What if I need support after experiencing a bias incident?



BERT can connect you with various support resources, including counseling services, academic support, and advocacy groups. We are here to help you through this difficult experience.

How does BERT collaborate with other campus offices and resources?



BERT works closely with the dean of the faculty's office, the student life division, human resources, community safety, the institutional diversity office, and other relevant offices and departments to ensure a coordinated and comprehensive response to bias incidents.

How does BERT educate the campus community about bias?



BERT offers workshops, training sessions, and educational programs to raise

awareness and promote a more inclusive campus climate.

How does BERT evaluate the effectiveness of its work?



BERT regularly assesses Reed's bias reporting processes and outcomes to ensure that we are effectively addressing bias incidents and creating a more equitable campus environment. We also track data on reported incidents to identify trends and to inform our prevention efforts. We are committed to transparency and accountability in our work. If you have any questions or feedback about BERT, please reach out to the Office for Institutional Diversity: institutional.diversity@reed.edu.

Additional Resources

Students, faculty, and staff have the option at all times to file a criminal complaint with law enforcement or to seek a civil remedy in addition to or in place of using the college's procedures.

Individuals also always have the right to file a formal complaint with the United States Department of Education (for violations of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and Title II of the Americans with Disabilities Act of 1990, and the Age Discrimination Act of 1975):

U.S. Department of Education

Office for Civil Rights

Lyndon Baines Johnson Department of Education Building
400 Maryland Avenue, SW
Washington, DC 20202-1100

800-421-3481

Fax: 202-453-6012; TDD: 800-877-8339

Email: OCR@ed.gov

<https://www.ed.gov/ocr>

U.S. Department of Education

Office for Civil Rights (Seattle office)

915 Second Avenue
Room 3310
Seattle, WA 98174-1099

206-607-1600

Fax: 206-607-1601; TDD: 800-877-8339

Email: OCR.Seattle@ed.gov

REED COLLEGE

3203 Southeast Woodstock Boulevard
Portland, Oregon 97202-8199
503-771-1112

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