

INSTITUTIONAL DIVERSITY, EQUITY, AND INCLUSION

Williams » Institutional Diversity, Equity, and Inclusion » Bias Incident Reporting

Bias Incident Reporting

What are bias incidents?

Bias incidents can take place anywhere, and are the result of either intentional or unintentional conduct that causes harm to individuals or groups because of their race, gender, national origin, sexual orientation, religion, sex, ethnicity, age, or disability or socioeconomic, marital, or veteran status. The harm may come in various forms, such as threats, harassment, discrimination, stereotypes, intimidation, and degradation. Bias incidents may hinder employment or study; and they may have an adverse influence upon decisions regarding students, staff, or faculty.

Handling reports of bias incidents

When the Office of Institutional Diversity, Equity, and Inclusion receives a report of a bias incident, we seek to support the individual(s) reporting and/or affected by the incident and we try to gain an understanding of what occurred; and, when someone has been mistreated because of their identity, we work to address the harmful behavior whenever possible.

If a bias incident report alleges that someone has been mistreated because of their identity, the Office of Institutional Diversity, Equity, and Inclusion, will look into the matter. In the course of our inquiry, we may speak with several individuals and review materials that are shared with us.

If a bias incident report alleges that a crime (e.g., theft or destruction of property) has been committed, we alert Campus Safety Services, so that they can conduct an investigation if appropriate.

Please note that most bias incidents are different; therefore we tailor our response as necessary to address the concern. However, there are times when we do not have sufficient information to resolve a matter. In those instances, our priority remains supporting those who made the report and those who were impacted.

Additional support

For students seeking support, in addition to the team in the Office of Institutional Diversity, Equity, and Inclusion (including the Davis Center and Pathways for Inclusive Excellence), the teams in the Dean's Office, Chaplains' Office, Integrative Wellbeing Services, and Campus Safety Services are available to assist you.

For faculty and staff seeking support, please reach out to the team in the Office of Institutional Diversity, Equity, and Inclusion.

Report a bias incident

Members of the college community who would like to report a bias incident or believe they have been subjected to discrimination, harassment, or sexual misconduct are encouraged to bring these concerns forward.

If you would like to report a bias incident or believe you have been discriminated against, please fill out the form below or contact Toya Camacho, Assistant Vice President for Institutional Diversity Equity, and Inclusion or Leticia Haynes, Vice President for Institutional Diversity, Equity, and Inclusion.

Incident Reporting Form

This e-mail form will be directed to the Office of Institutional Diversity, Equity, and Inclusion when you click on the "Submit" button below. Information reported on this form may be submitted anonymously and is considered confidential to the extent permitted by law. Thank you for contacting us. Please note: In an emergency, dial 9-1-1 or call Campus Safety and Security at 413-597-4444.

"*" indicates required fields

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LAND ACKNOWLEDGMENT We respectfully acknowledge that Williams College stands on the ancestral homelands of the Stockbridge-Munsee Mohicans, who are the Indigenous peoples of the region now called Williamstown. Following tremendous hardship after being forced from their valued homelands, they continued as a sovereign Tribal Nation in

Wisconsin, which is where they reside today. We pay honor and respect to their ancestors past and present as we commit to building a more inclusive and equitable space for all.

INSTITUTIONAL DIVERSITY, EQUITY, AND INCLUSION

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