



# Bias Reporting at PSU

## Frequently Asked Questions

This set of FAQs provides detailed information on various aspects of our bias response efforts within the Portland State University (PSU) community. Visit our bias incident reporting webpage for general information.

### Who Coordinates Bias Response?

At PSU, a select team of administrators from the Office of Equity and Compliance and the Dean of Student Life Offices are responsible for coordinating bias response practices. These administrators are tasked with strategizing, tracking, and addressing reported incidents within the university community.

### Why Does PSU Address Bias Incidents?

PSU is committed to addressing bias incidents and fostering education on identity-related issues as part of its dedication to creating an inclusive environment. Although the university strives to prevent bias, incidents can still occur, and this system provides support and education in response to those incidents.

### Who Responds to Bias Incidents?

A designated member from the team of administrators responds to reported bias incidents. This individual engages with those involved, assesses the impact, and provides the necessary support to address the situation.

### Who Can Report Bias Incidents?

All members of the PSU community—students, employees, faculty, and academic staff—are encouraged to report bias incidents. External individuals may also report incidents if they involve members of the PSU community.

### Why Should Bias Incidents Be Reported?

Reporting bias incidents aligns with PSU's values of diversity, equity, and inclusion. The reporting system allows individuals to report incidents safely, either anonymously or with their identity disclosed. It also enables the university to monitor, address, and improve community relations by taking appropriate action against bias incidents.

### What If I Am Unsure About Reporting Anonymously?

If you are unsure whether to remain anonymous when reporting, you can consult with the administrators responsible for bias response to learn more about the process, ask questions, and understand the available support options.

### Is the Bias Response Process a Formal Investigation?

No, the process managed by these administrators is not a formal investigation. Instead, it focuses on understanding the issue, providing support, and exploring educational pathways. Formal investigations, if necessary, will be handled through other university procedures.

### How Can a Report Be Submitted?

Reports can be submitted **online**, either anonymously or with your name. You may also contact the team directly via email at [bias@pdx.edu](mailto:bias@pdx.edu).

### What Constitutes a Bias Incident?

A bias incident is an action against a person or group that is motivated, wholly or in part, by bias related to social identity (e.g., race, gender identity, religion, disability, national origin).

### What If I Am Unsure If an Incident Is a Bias Incident?

If you're unsure whether an incident qualifies as a bias incident, you can consult with the administrators handling bias response. This consultation can help clarify the nature of the incident and provide educational context.

### Can a Joke Be Considered a Bias Incident?

Yes, jokes that target an individual's social identity or protected class and are derogatory or perpetuate stereotypes can be considered bias incidents. Understanding the impact of such jokes is crucial for maintaining a respectful environment.

### Should I Report an Incident If I Was Not Directly Involved?

Yes, even if you were not directly involved in the incident, you can still report bias incidents, discrimination, or hate crimes that you witnessed. The team will take appropriate action based on the information provided.

### Is the Process Confidential?

Conversations with the administrators responsible for bias response are private and focus on providing support and education. However, as mandated reporters, these administrators are required to report any disclosed information regarding crimes, hate crimes, discrimination, harassment, assault, or Title IX concerns to the appropriate authorities at PSU.