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# Bias Reporting

## & FREQUENTLY ASKED QUESTIONS

As part of our efforts to create as inclusive a community as possible, when bias incidents occur at Columbia we provide an opportunity for those involved to engage in education, advocacy and conversation. In this way, we work to address the incident and minimize the potential for future occurrences.

Bias, like discrimination and harassment, negatively impacts the campus climate at Columbia; therefore, whenever possible, Columbia staff will address these incidents and repair the harm done by them.

While this page addresses bias incidents, you are not required to make the determination of what kind of incident you've experienced or witnessed (i.e. if the incident is bias, discrimination, harassment, or other). If you think you've experienced or witnessed a bias incident, simply [submit a report here](#). [↗](#) Staff in the University will route your report appropriately.

Our community's tools to address bias include a reporting process, plus resources within schools and various offices. Below you can find frequently asked questions about bias and the reporting process.

[Report a Bias Incident](#)

## Frequently Asked Questions (FAQs)

▼ What is bias?

Bias is an inclination for or against one person or group, especially in a way considered to be unfair.

### ▼ What is a bias-related incident?

A bias-related incident occurs when language or behavior conveys prejudice and is motivated in whole or in part by a negative judgment about an aspect of a person's (or group's) perceived identity.

### ▼ What can I do if I experience bias or witness a bias-related incident?

In some cases, you may be able to interrupt bias as it is happening by speaking up for yourself or another person. However, when bias is threatening or ongoing, you may wish to [report the incident](#)  to protect yourself and others.

### ▼ What happens when I submit a report?

When you submit a report, it will be reviewed by staff in the [Office of Institutional Equity](#)  to determine if there's been a **violation** of law or University policy. You may be contacted by the office to gather additional information needed to make a determination. If there's been a **violation** of law or policy, then the Office of Institutional Equity will manage your report and work with you on a resolution.

If there has not been a **violation** of law or policy, then your report will be referred to your school to determine possible next steps. Options at this point will vary based on school; however, schools will provide information about additional resources available to you, such as the opportunity for a facilitated dialogue and/or educational conversation with the parties involved in the incident.

### ▼ Can I submit a report anonymously?

Yes. Anonymous reports may limit the University's ability to fully address a situation but are possible. If you are concerned about sharing your contact information, you can submit a report anonymously, which can help the University track patterns of bias occurring on campus.

### ▼ Will my report and follow-up conversations be confidential?

The Office of Institutional Equity and staff in your school (see response to *What happens when I submit a report?*) are not confidential resources.

If you would like to speak to a confidential resource, below is a list of confidential resources for Columbia students.

## Confidential Resources

- [Ombuds Office](#) 
- [Counseling and Psychological Services](#)  (Morningside/Manhattanville)
- [Counseling Services](#)  (CUIMC)
- [Religious Life](#) 
- [Office of the University Chaplain](#) 
- [Sexual Violence Response](#) 

### ▼ What additional resources are available to me?

For information regarding support services and additional resources, please contact any of the following:

## Confidential Resources

- [Ombuds Office](#) 
- [Counseling and Psychological Services](#)  (Morningside)
- [Counseling Services](#)  (CUIMC)
- [Religious Life](#) 
- [Office of the University Chaplain](#) 
- [Sexual Violence Response](#) 

## Nonconfidential Resources

- Your school's [Dean of Students](#)
- [Student Disability Services](#) 
- [Title IX office](#) 
- [Public Safety](#) 

### ▼ Does responding to bias suppress speech?

No. The purpose of Columbia's bias response process is to support our community, not to suppress speech. Columbia offers robust protection of speech, while simultaneously cultivating a culture of inclusion.