

[Home](#)

Bias Reporting and Response

[▼ MENU](#)[BIAS INCIDENT REPORT](#)

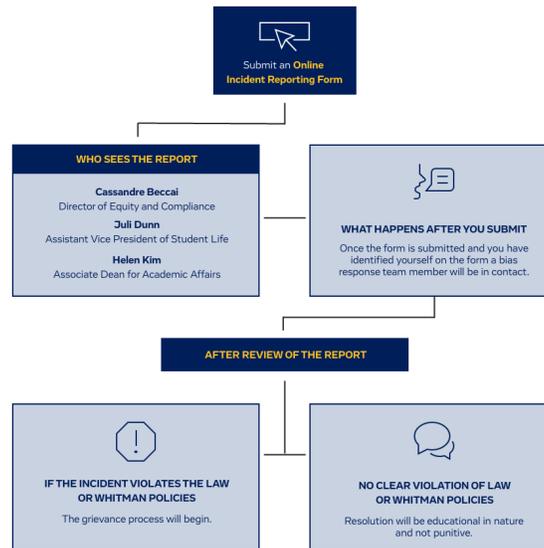
What is a Bias Incident?

Whitman College is committed to building a campus community that is diverse, equitable and inclusive of all students, staff and faculty. Bias incidents are acts or behaviors motivated by the offender's bias against age, ancestry, color, disability, gender identity or expression, genetic information, military status, national origin, race, religion, sex, sexual orientation, or veteran status. These acts do not necessarily rise to the level of a crime. A bias act may contribute to creating an unsafe, negative, or unwelcome community environment.

What is a Hate Crime?

Under federal, state and local laws, a hate crime is defined as a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias against a race, gender, religion, disability, ethnic/national origin groups or sexual-orientation

Both Bias Incidents and Hate Crimes can be reported using the form but different process are enacted as a result of reporting.



What Happens When I Report a Bias Incident

Reports will be treated as confidentially as possible. If you identify yourself on the form, a member of the bias response team will follow up with you to learn more about the incident and discuss resolution options.

While not all bias incidents involve a violation of Whitman's policies and procedures, a bias response team member can also help you evaluate whether you wish to pursue disciplinary action against a member of our campus community, based on [Whitman's grievance policy](#).

Support and Resources

We can ensure that reporting people are connected to counseling and security resources if they are interested in that type of support. We also can assist with other supportive measures, including reaching out to faculty to request accommodations. Every situation is different, and we try our best to work within the parameters of what the individual student needs.

Whitman College Policies that Address Bias Related Incidents

[Grievance Policy](#)

[Sexual Misconduct](#)

[Title IX & Faculty Code](#)

Whitman College Confidential Resources

Counseling Center, [509-527-5195](tel:509-527-5195)

Adam Kirtley, Office of Religious and Spiritual Life,
[509-522-4449](tel:509-522-4449)

Sexual Assault and Violence Advocate, [509-526-3032](tel:509-526-3032)

Online and Other Resources

- [Walla Walla Mental Health Network](#)
- [Talkspace](#)
- [BetterHelp](#)

Frequently Asked Questions

Why report? -

The bias response process is not designed to replace or extend Whitman's formal grievance policy. Not every incident of perceived bias violates Whitman College policy or the law. Yet, many of these incidents can still cause harm to members of our community and we believe it worthwhile to work toward an appropriate resolution in these cases. In cases where there is no clear violation of law or Whitman policy, will expect resolutions to be educational in nature and not punitive.

What are examples of bias reporting? +

Who can report? +

Can I report anonymously? +

What are the typical results of reports? +



Cassandre Beccai

**DIRECTOR OF EQUITY
AND COMPLIANCE, TITLE
IX COORDINATOR**

**A
PRESI**

WHITMAN COLLEGE

345 Boyer Ave.
Walla Walla, WA 99362

General: [509-527-5111](tel:509-527-5111)
Admission: [509-527-5176](tel:509-527-5176)

APPLY

VISIT

REQUEST INFO



[Bias Reporting](#)

[Grievance Policy](#)

[Nondiscrimination Policy](#)

[Right to Know](#)

[Title IX & Sexual Misconduct](#)

[Disability and Accessibility](#)

© 2025 Whitman College. All Rights Reserved.

[Privacy Policy](#)

[Whitman Online Terms of Service](#)