

Bias Response Team

In This Section

As stated in its [Notice of Nondiscrimination](#), Smith College is committed to maintaining a diverse community in an atmosphere of mutual respect and appreciation of differences.

The purpose of the Bias Response Team is to support the college's efforts to maintain an inclusive campus climate by establishing a mechanism by which it responds to bias incidents. The Bias Response Team is not a mechanism for investigative or disciplinary action. However, it enables the college to track bias incidents, collect aggregate data, identify educational responses, and connect individuals affected by bias incidents with supportive resources.

Bias Incidents

Bias incidents covered under the Bias Response Team mechanism include an act of bigotry, harassment or intimidation based on age, color, creed, disability, gender identity, gender expression, race, religion, nation/ethnic origin, sex, sexual orientation or veteran status committed on campus **for which the respondent cannot be identified.**

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parties are employees)

Reporting a Bias Incident

Regardless of whether the respondent is known or not known, those who have experienced or observed a bias incident may report it by doing one of the following:

Online

[Report the incident using EthicsPoint.](#)

By phone or in person

Anne-Marie Szmyt

Associate Vice President of Human Resources

42 West Street

Garrison Hall

aszmyt@smith.edu

[413-585-2270](tel:413-585-2270)

Amy Condon

Director of Civil Rights Compliance & Title IX Coordinator

titleixcoordinator@smith.edu

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ASSOCIATE PROVOST

College Hall 206

dmckahn@smith.edu

[413-585-2200](tel:413-585-2200)

Julianne Ohotnicky

Associate Dean of the College/Dean of Students

Clark Hall 203

johotnic@smith.edu

[413-585-4940](tel:413-585-4940)

Gretchen Groggel Ralston

Vice President and General Counsel

College Hall 302A

Bias Incident Reporting

Bias incident reports may be filed anonymously. If identified, the reporting individual will be contacted and informed about supportive resources available to them. If the reported incident alleges a violation of college policy or applicable federal, state or local law, the reporting party (if identified) will be informed of additional resources and procedures.

Response to Bias Incident Reports

The college's response to a bias incident report will depend on various factors,

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reported bias incidents in which no respondent can be identified. All reported bias incidents will be referred to the Vice President for Equity and Inclusion who, in consultation with the Director of Equal Opportunity, will make an initial determination of whether the matter should be referred to the entire Bias Response Team for review. In making this determination, the Vice President for Equity and Inclusion may also consult with the Dean of Students, the Associate Provost, the School of Social Work designee, or the Associate Vice President of Human Resources, depending on the nature of the bias incident and the involved parties. Should the Vice President decide not to refer the incident to the entire Bias Response Team, the Vice President may take, in consultation with the Equal Opportunity Director, any action that the Bias Response Team may perform, as stated below.

The Bias Response Team will meet in response to receiving a bias incident report referral from the Vice President. The Bias Incident Response team shall consider and undertake the appropriate measures to address the incident. Such measures, depending on the nature and severity of the incident, may include:

- Supporting the affected person(s) through referrals to appropriate resources;
- Engaging community members to maintain a living, learning and working environment free from acts of bigotry, harassment, and intimidation;
- Assessing the circumstances of the incident as thoroughly and as quickly as possible;
- Making referrals to appropriate campus officials so that action can be taken;
- Identifying and assisting in implementing an appropriate educational response

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- Associate Provost or designee
- Dean of Multicultural Affairs
- Dean of the School for Social Work
- Vice President for Public Affairs or designee
- A representative from Campus Safety
- Two student representatives appointed by the SGA; and
- Vice President for Equity and Inclusion

Records of Bias Incidents

The Office of Equity and Inclusion will maintain a record of reported bias incidents and will provide a yearly summary of reported incidents by total number of reported incidents, the type of bias incident, the number of incidents related to each protected class, and the general locations of the reported incidents. Records of reported incidents will be maintained to identify patterns of reported bias on campus.



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