

# Frequently Asked Questions

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What is bias? ▼

What is a Bias Incident? ▲

Wake Forest defines a bias incident as any threat or act – verbal, written, or physical – that is directed against or targeted at a member(s) of the Wake Forest community or Wake Forest property that are motivated, in whole or in part, because of a bias against race, color, religion, national origin, sex, age, sexual orientation, gender identity and expression, genetic information, disability and/or veteran status. Bias incidents that are addressed by the university Bias Review Group include actions that are motivated by bias but may not meet the necessary elements required to prove that a crime has occurred.

What is the difference between a Bias Incident and a Hate Crime?



What about freedom of expression?



Why is the bias reporting system important?



Who should submit a report?



What happens when a report is filed?



Who is on the Bias Review Group?



What is a Bias Reponse Team and how is it different from a Review Group?



What happens with information collected by the Bias Incident Response system?



Is there any accountability?



Who is on the Bias Steering Committee?



Am I mandated to report bias?



Do I report a bias incident through the Bias Incident Report system if the bias incident in question involves possible sexual misconduct, or do I report it to the Title IX Coordinator?



Can I report a bias incident anonymously?



If I report an incident, will it be confidential and if not, who will be told about my concern?



Should I still report a bias-related incident if I know someone else has reported the same incident?

