



[Home](#) > [General Counsel](#) > [Code of Policies](#) > [Discrimination, Harassment, And Retaliation](#) > Statement on Response to Bias Incidents

Statement on Response to Bias Incidents

Washington and Lee University strives to be a diverse and inclusive community. It draws intellectual and social strength from the range of knowledge, opinion, belief, and background of its members, whether of race, color, religion, national or ethnic origin, sex, pregnancy, childbirth or related medical conditions, gender identity, gender expression, sexual orientation, age, marital status, disability, military status, genetic information, or any other protected class under the law.

Bias incidents - - incidents that one could reasonably conclude may intimidate, mock, degrade, or threaten individuals or groups because of actual or perceived inclusion in any of the categories or statuses listed above - - can adversely affect the members of our University community and undermine the climate of civility and respect necessary to achieve and maintain a diverse and inclusive community. The University is therefore committed to responding promptly and effectively, as appropriate, to bias incidents reported by members of the University community.

Adopted by the President, September 26, 2014