

Bowdoin College Bias Incident Response Protocol

Bowdoin College is committed to the principles of free speech and academic freedom, and to intellectual discourse and discovery, which, importantly, include ideas that may be uncomfortable, disagreeable, or even offensive. Bowdoin is also committed to creating “a moral environment, free of fear and intimidation, and where differences can flourish...” (see [The Mission of the College](#)). The ability of students, faculty, and staff to participate openly in vigorous intellectual inquiry requires a community where each member is treated with respect. Acts of bias isolate individuals and groups, erode community, and can create an unwelcoming and unsafe environment for learning, living, and working.

We will strive to inform the campus of any act of bias in order to expose and identify it, to encourage (c)4 125 (our)7u upx—TJ 29.-2 (a)4civicom im ond idesolpxl im lnfcuo ex4 (dt)-2 (—TJ 2 0.004

- If you feel unsafe, are dealing with an emergency situation, or are reporting an incident in progress, please call 9-1-1 or Bowdoin's Office of Safety and Security immediately at 207-725-3500.
- Preserve any available evidence (e.g., graffiti, email message, voice mail message, etc.).

- If the offender is a Bowdoin College student, [the Bowdoin College Social Code and/or Academic Code](#) will apply and the response will be coordinated by the Office of the Dean of Students, which is responsible for the administration of the [Student Disciplinary Process](#) at the College.
- If the offender is a Bowdoin College employee, the rules and expectations described in the [Employee Handbook](#) and/or [Faculty Handbook](#) apply. The response for non-faculty offenders will be coordinated by the vice president for human resources. The response for faculty offenders will be coordinated by the dean for academic affairs, in coordination with the vice president for human resources. These are the individuals designated by the College to coordinate efforts related to the employee disciplinary process as outlined in the [Employee Handbook](#) and [Faculty Handbook](#).
- When an act of bias occurs, the Bias Incident Group¹ may convene. The Group will consider how the campus might best understand and learn from the incident. The Bias Incident Group will meet if and when it is necessary.

Campus and Community Index

Bowdoin's ["Campus and Community Index"](#) (CCI) is an online tool designed to:

- promote transparency about what is happening in our community and prompt dialogue and action; and
- create a historical record of incidents and behavior on campus or in the local Brunswick community that are inconsistent with the values of our learning community.

Reports submitted online will be reviewed by the appropriate staff member or members (e.g., dean of student affairs, the senior vice president for inclusion and diversity, the Title IX coordinator, dean for academic affairs, and/or vice president for human resources).

¹ The Bias Incident Group was established in 1988, and is intended to provide a prompt, multidisciplinary college response to anonymous acts of bias and to ensure that they come to the attention of the Bowdoin community. The Bias Incident Group meets if and when it is necessary. The current members of the Bias Incident Group are:

- the president, who shall serve as chair;
- three members of the faculty;
- two members of the student body;
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The dean, senior vice president, Title IX coordinator and human resources staff will review the incident/observation, and a summary will be prepared—with the permission of the person who reported the incident—and posted on the CCI. These summaries will be posted on the CCI in chronological order.

Information posted on the CCI is accessible to membco[eao-10 c3Dt/P <rvae CID 1 >>BDC 11.52 -0 0 11.52 0
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