Bias Incident Report System
Fall 2014 Report

What is Bias?

A biased incident is an act or behavior motivated by the offender's bias against facets of another's identity. Identity can be shaped by a number of characteristics, which includes, but is not limited to, a person's race, color, religion, national origin, sex, age, sexual orientation, gender identity and expression, genetic information, disability, veteran status, socio-economic position, and group affiliation.

The expression of an idea or point of view some may find offensive or inflammatory is not necessarily a bias-related incident. Bias can occur whether an act is intentional or unintentional. Bias may be directed toward an individual or group. Bias may contribute to creating an unsafe / unwelcoming environment.

Wake Forest values freedom of expression and the open exchange of ideas. The expression of controversial ideas and differing views is a vital part of University discourse. While this value of openness protects controversial ideas, it does not protect harassment or expressions of bias or hate aimed at individuals that violate student codes of conduct or other University policies.

This report contains data reported to the Bias Incident Response System during the fall 2014 semester (8/21/14 – 12/13/14)

> NOTE: The Bias Incident Response System was launched at the University in late-August. When the system was first introduced, several reports were submitted referring to incidents occurring in the spring 2014 semester. Those reports are also reflected in this data.

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65 bias reports, referring to **25 unique incidents**, were submitted through the Bias Incident Response System website (http://reportbias.wfu.edu/) or to the Dean of Students via e-mail during the fall 2014 semester

> NOTE: In fall 2014, 52 reports were submitted through the Bias Incident Response System website, and 13 were emailed to the Dean of Students. In spring 2015, all reports of bias received via email to the Dean of Students will be entered into the report function on the Bias Incident Response System website.

Data Key

Support = Caring outreach to person(s) reporting, or effected by, a bias-related incident
Referral/Intervention = Incidents are addressed in a manner consistent with university policies and practices (e.g., staff-student interaction, student conduct review, supervisor review, Human Resource review) when person(s) at source of bias are identified.
Police Investigation = Investigations are initiated if additional information is needed to inform support and referral/intervention, or if an investigation into possible criminal conduct is needed.
BIRT = Bias Incident Response Team convened for support, referral/intervention, and/or incident-monitoring.
Multiple Reports = More than one report is submitted about a single/unique incident
Not Applicable = Report is not credible or does not reference a biased incident

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Type of Bias Reported

Type of Bias	Frequency Reported	Unique Incidents
Race	29	14
Sexual Orientation	4	4
Sex	6	5
Religion	3	2
Nationality	1	
Not applicable	24	
	67 types of bias were reported in 65 total reports	**25 unique incidents were reported**

Theme: Social Context of Reports

Context	Frequency Reported	Unique Incidents
Fraternity theme party	12 race 1 sex 13	2
Yik Yak	6	2
Police-ID Check	3	2
Disparate Event management practices	2	1
Comments made by staff	2	2
OGB article	2	2
Complaints about BIRS	11 anonymous 15	0 refer to a specific incident

Revised 3.2.15

Actions Taken After Receipt of Bias Incident Report

Range of Actions	Frequency	NOTES
Support	35	This reflects the total number of times individual outreach occurred to support students
BIR Team was convened	4	In 3 of 4 incidents noted, BIR Teams were convened and Police investigations were initiated as a result of the same incident
Police investigation	4	
Referral/Intervention	13	This category includes: Student-Staff Interaction (8) Supervisor review (3) Human Resource review (2)

Source of Bias Incident Reports

Population	Total Reports Submitted
Students	31
Faculty	0
Staff	12
Alumni	1
No affiliation	2
Anonymous	19 (17 not applicable)