

FAQs for BIRT

1. What is BIRT?

- a. BIRT stands for Bias Incident Response Team. The team meets periodically during the year to refine response plans to bias incidents with the ultimate goal of improving climate on the campus. On a case-by-case basis, the BIRT team consults with students, faculty and staff from other UW-Eau Claire departments, programs and organizations who can help the team make the most informed response possible to a report of a bias/hate incident.

The Bias Incident Response Team at UWEC is comprised of the following offices:

- Vice Chancellor, Student Affairs
- Dean of Students
- University Police Chief
- Housing and Residence Life
- Office of Multicultural Affairs
- University Diversity Fellow
- Affirmative Action
- News Bureau
- 3 Student Representatives-one from Student Senate, one from Residence Life and one from OMA
- Women's & LGBTQ Resource Center Director

2. What is a bias incident?

- a. A bias/hate incident is an act of conduct, speech, or expression to which a bias motive is evident as a contributing factor (regardless of whether the act is criminal).

3. Who can report a bias incident?

- a. Anyone who knows about situation that may be bias related.

4. How do I report a bias incident?

- a. If the incident involves a threat or injury and is happening or just happened, please call the POLICE at 911 immediately.
- b. All other bias incidents may reported in one or all of the following ways:
 - i. Report to a Resident Assistant or Hall Director in the residence halls.
 - ii. Complete a Bias Incident Report located in the A-Z index on the University website.

iii. Report to any of the BIRT members.

5. What happens after I make a report?

- a. Reports are shared with any departments which may be able to assist and with the BIRT. Names are removed initially to protect a potential victim's privacy, but may be shared later with the victim's permission.
- b. A response is determined for each incident and varies depending on the details of the report.

6. What happens to students, faculty, or staff who are identified as perpetrators of bias incidents?

- a. The incident and potential perpetrators are investigated by the appropriate agency (i.e. Dean of Students and/or Housing staff for students and Human Resources staff for faculty and staff). Once a determination has been made by the investigating officer or agency, actions will be taken to address any behavior that doesn't meet our policies and education will be provided to try to prevent future incidents.

7. What can I do to make this campus more welcoming for all of our students, faculty, and staff?

- a. Report any incidents of which you are aware.
- b. Attend bystander training opportunities on campus (i.e. Safe Space training).
- c. Confront peers who engage in bullying or biased behavior.