

A Commitment to Human Dignity

As a Jesuit, Catholic institution, Fairfield University's commitment to the dignity of the human person requires us to create an environment that promotes justice, demonstrates inclusivity, and fosters a deep understanding of human and cultural diversity. Acts of bias against any individual or group on our campus run counter to our commitment. Members of the Fairfield University community are encouraged to report all types of bias-related incidents to the Bias Response Team at www.fairfield.edu/biasresponse.

Embracing Diversity

Fairfield University defines diversity in the broadest sense, reflecting its commitment to human persons and service to all men and women. Diversity encompasses not only racial, ethnic, and religious diversity, but also diversity of socioeconomic contexts, cultural perspectives, national origins, sexual orientation, physical ability, and educational backgrounds.

Members of the Fairfield University community are encouraged to report all types of bias-related incidents.

Report a bias incident at www.fairfield.edu/biasresponse

**For more information,
please contact:**

Ophelie Rowe Allen
Director of Residence Life
orallen@fairfield.edu
(203) 254-4125

Peter Carlson
Human Resources
pcarlson@fairfield.edu
(203) 254-2777



Fairfield
UNIVERSITY



Fairfield University

Bias Response Team

You Don't Have
to be the Target
to Speak Out!



About Bias Incidents

Fairfield University defines bias as language or behaviors that demonstrate bias against persons or groups because of race, color, ethnicity, religion, faith, national origin, political orientation, or sexual orientation, *in which the perpetrator(s) cannot be identified and/or the acts of bias do not rise to the level of discrimination or harassment for purposes of Title IX*. An example of bias might be graffiti appearing on the wall of a commonly used space on campus.

Reporting a Bias Incident

Student, faculty, and staff who witness or experience bias activity or find evidence (or hear about past incidents) on Fairfield University's campus are strongly encouraged to report it the appropriate parties or complete a Report of Incident as soon as possible. Reporting is confidential and open to students, faculty, and staff.

While bias incidents can be documented through this form, incidents of discrimination or harassment or other acts which are criminal under the law should be reported immediately to Public Safety at (203) 254-4090, the Title IX Compliance Coordinator at (203) 254-4000, ext. 2704, or the Dean of Students at (203) 254-4211.

Role of Public Safety

Public Safety will provide immediate assistance as necessary to ensure safety. If there is physical harm or threat of harm to an individual, Public Safety will provide appropriate support and action. If the act is in the form of public defacement of property, Public Safety, Residence Life or Facilities Management will take immediate and appropriate action to remove/secure the area.

Support

For any individual(s) who may be specifically targeted, resources available to them include:

- Public Safety (203) 254-4090
- Dean of Students (203) 254-4211
- Residence Life (203) 254-4125
- Counseling & Psychological Services (203) 254-4000, ext. 2146
- Campus Ministry (203) 254-4000, ext. 3405
- Human Resources (203) 254-4080

Frequently Asked Questions

What should I do if I experience or observe a bias incident?

There are two ways you can report a bias incident:

1. Online at www.fairfield.edu/biasresponse
2. Contact any of the offices listed above



Is the online report form confidential?

There is a section on the online form that allows you to indicate if you would like to state your name or remain anonymous.

What will you do with the information submitted?

It depends on what you report and whether or not we can contact you for additional information. We will address every incident on a case-by-case basis and collaborate with the Dean of Students office to provide the most educational, appropriate, and responsive outcome possible.

The Bias Response Team serves to advocate for both individuals and groups impacted by acts of bias and will assist in situations including, but not necessarily limited to, those situations when the person(s) responsible for the act of bias cannot be identified and/or when the behavior in question does not constitute discrimination or rise to the level of harassment for Title IX purposes.

Why should I report an incident?

- This behavior will not be tolerated
- Fairfield is committed to encouraging dialogue among those with differing points of view, while fostering a sense of community and civility throughout the campus community
- The person who experienced the bias-motivated behavior can be connected with appropriate and supportive campus resources
- The information we receive can create positive change at Fairfield University through education, awareness of differences, and programming
- We are dedicated to being a campus that fosters diversity and a vision of common good that is rooted in genuine human solidarity

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