BABSON COLLEGE
BIAS INCIDENT RESPONSE POLICY UPDATE

Key Updates:

• Stronger statement of institutional values (i.e., why diversity matters at Babson)
• Inclusion of freedom of expression not inconsistent with bias incident
• Revised the definition of “bias incident” to include
  o May occur whether intentional or unintentional
  o Based on an actual or perceived characteristic (e.g. race, religion, or sexual identity)
  o May on, off-campus or online and involve other Babson students, faculty or staff
  o Remove language related to “hate crime” – people should not worry about whether it’s a crime
  o May not violate a college policy or law
  o Eliminated language referring to “targets” or “victims” of incident in favor those who “experience harm”, impacted, or offended
• Added greater clarity on why reporting an incident matters (i.e., assess and maintain an inclusive campus environment)
• Clarified who to report an incident
  o Dean of Students
  o Vice President of Human Resources
  o Chief Diversity and Inclusion Officer
  o Dean of Faculty
• Added clarity around what the College’s responsibilities are when an incident is reported
  o Investigate incident and determine if there is a policy violation or law and refer to appropriate disciplinary process
  o Make referral to appropriate disciplinary process (e.g. community standards, HR, etc.); BIRP does not create a new disciplinary process
  o Refer to public safety or another law enforcement agency for criminal investigation
  o Organize a campus/community educational effort (when indicated)
• Identified database functionality consistently to capture data over time about bias incidents within the Maxient system
• Completed fall orientation training for:
  o Resident Assistants (Kevin Araujo-Lipine)
  o Peer Mentors (Colleen Ryan)
  o FME Mentors (Colleen Ryan)
  o First Year Seminar Instructors (Colleen Ryan and Jamie Kendrioski)
• Updated and refreshed website language and added an online form for reporting an incident

Unfinished Work:

• Communicate BIRP updates to the campus community in the context of other DNI strategic initiatives
• Identify a standing bias response team, define specific responsibilities, and determine which office is responsible for direct oversight of BIR team
• Work with CDIO/HR to develop Phase II training for faculty and staff on how to support/assist someone who experiences a bias-incident