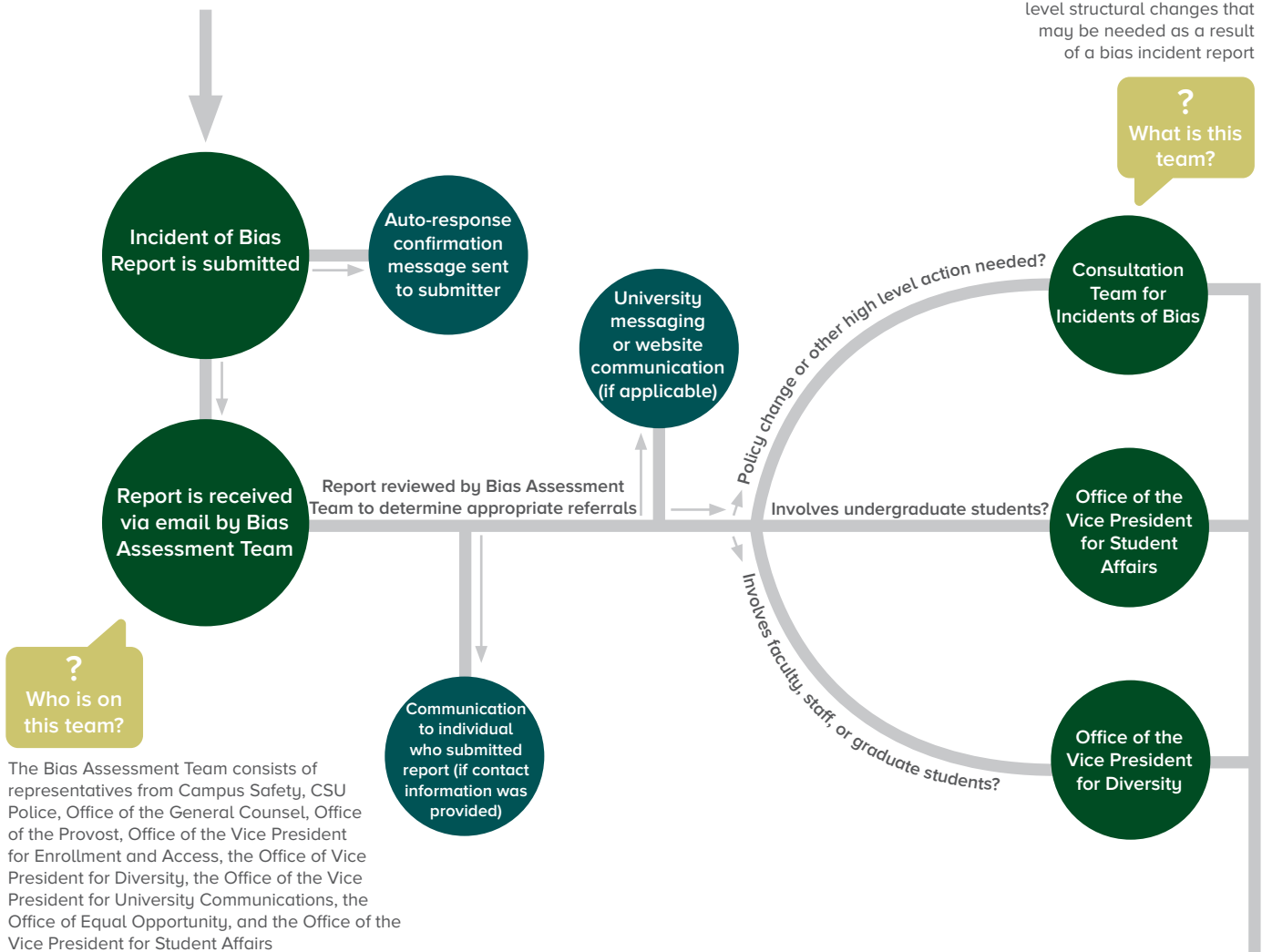


# BIAS INCIDENT REPORTING FLOW CHART

The Consultation Team for Incidents of Bias consists of high-ranking officials at the university who meet multiple times a semester to discuss any policy changes or high level structural changes that may be needed as a result of a bias incident report



## What happens next?

Based on the unique factors of each bias situation reported (including whether there is a known impacted individual(s), what support that individual(s) needs, whether there is a known reported individual(s), whether a threat is present, etc.), a management plan is developed. These plans may involve university partners and resources, such as:

- Student Case Management
- Student Resolution Center
- CSU Police
- Fort Collins Police
- University Housing
- Vice President of Student Affairs Office
- CSU Health Network
- Student Legal Services
- Women and Gender Advocacy Center
- Student Diversity Offices
- Student Disability Center
- Vice President for Diversity Office
- Employee Assistance Program
- Office of Equal Opportunity

Follow-up, or accountability, for each bias incident is dependent on the unique factors of the situation. While the team moves as quickly as possible, the nuances of bias incidents require thoughtful planning and intentional actions, which take time. Follow-up may include:

- Engaging with the reported individual(s) or group(s) to gather additional information
- Educational in-person conversations with the reported individual(s) or group(s)
- Mediation or dialogue support for parties involved
- Additional trainings for the greater university community or specific units
- Policy change recommendations to divisions or units
- Listening sessions for the university community with the Vice President for Diversity
- Additions or changes to the university, unit, or division's Diversity Strategic Plans