

Bias Response and Community Restoration Team (BRT) 2022 Annual Report

Introduction

Guided by our [mission](#), the College of the Holy Cross aims to create an inclusive and welcoming community for our students, faculty, staff and alumni. The Jesuit, Catholic identity of the College emphasizes the inherent dignity of all individuals. Therefore, incidents of bias, discrimination and harassment targeted towards individuals or groups are in conflict with our institutional values and damage the quality of our community. The Bias Response and Community Restoration Team (BRT) works with students, staff, and faculty to recognize incidents of bias when they occur and to coordinate resources for individuals and groups in an effort to rebuild community.

What is a bias-related incident?

Biased behavior is an act or expression of bigotry, harassment, or intimidation that is motivated by actual or perceived identities or characteristics of an individual or community. Expressions of bias may range from acts considered offensive to actions that cause physical harm. Biased behavior may or may not also be a violation of law or campus policies, as listed above. Behaviors that are potential violations of the policies listed above, including those that may rise to the “severe, persistent and/or pervasive” standard will be adjudicated under the relevant policies.

How to report a biased-related incident

discrimination or

harassment to the Office of Title IX & Equal Opportunity, Student Affairs, or Human Resources, or with respect to potential criminal matters, the Department of Public Safety, or the confidential

5. Where did these incidents occur?

Location	AY21-22	AY20-21	AY19-20	Total
Digital Media	3	2	3	8
On-campus: Residence Hall	1		6	7
On-campus: Other	2	3	3	8
Off-campus				
Other				
Total	6	5	12	23

6. What happened to these reports once they were submitted?

	AY21-22	AY20-21	AY19-20	Total
Referral to Conduct		1	2	3
Referral to HR		1	2	3
Referral to TIX/EO		2	1	3
Referral to DPS	6	1	2	9