

## **Office of Civil Rights & Title IX – Reporting Bias Incidents Presentation** **(Digital Accessibility Version)**

### **Reporting Bias Incidents (Slide 01 – Title Slide)**

- Office of Civil Rights & Title IX

### **Our Mission (Slide 02)**

- The Office of Diversity and Inclusion (ODI) strives to advance Pitt's efforts to embed diversity as a transformational force in academic excellence and professional growth through education, the celebration of diversity, and the fair and objective response to complaints and concerns.

### **Notice of Nondiscrimination (Slide 03)**

- The University of Pittsburgh, as an educational institution and as an employer, does not discriminate on the basis of disability, race, color, religion, national origin, ancestry, genetic information, marital status, familial status, sex, age, sexual orientation, veteran status, or gender identity and expression in its programs and activities.

### **Policies & Procedures (Slide 04)**

- Nondiscrimination, Equal Opportunity, & Affirmative Action [Policy \(07-01-03\)](#)
  - [Procedure \(07-01-03\)](#)
- Sexual Misconduct [Policy \(06-05-01\)](#)
  - [Procedure \(06-05-01\)](#)
  - [Responsible Employee Program](#)
- Interim Title IX [Policy \(CS 27\)](#)
  - [Procedure \(CS 27\)](#)
  - [Responsible Employee Program](#)

### **Foundational Terminology (Slides 05-08)**

- Bias is a preference formed, whether positive or negative, about individuals within a specific group of people, without reasonable justification that can prevent one's judgement from being rational or objective.
  - Implicit Bias, also known as Unconscious Bias, is bias which operates outside of an individual's awareness.

- Explicit Bias, also known as Conscious Bias, is bias which is intentional and controllable.
- Stereotypes are an over-generalized belief, either positive or negative, that certain attributes, behaviors, and characteristics are typical of individuals within a specific group of people.
- Prejudice is a negative attitude or feeling about individuals based on their actual or perceived belonging to a specific group of people.
- Harassment & Discrimination is the differential treatment, usually unfair or negative, of individuals perceived to be belonging to a particular group of people.
  - Harassment is bias expressed through interpersonal relations in the academic or work environment.
  - Discrimination is bias expressed through official academic or employment actions.
- Diagram Description (Multidirectional Cycle): The figure is a flow chart with three labeled boxes linked by arrows and are presented within the realm of types of Bias: Stereotyping (Cognition/Thinking), Prejudice (Attitude/Emotion), and Harassment & Discrimination (Action/Behavior). The chart is multi-directional and can begin at any box. For each box, an arrow points forward from the initial box to each of the remaining boxes, and two arrows, one from each of the remaining boxes, points back to the initial box. Here the flow chart is described, starting from a random box, as a list in which the possible next steps are listed beneath each box label.
  - Stereotyping (Cognition/Thinking)
    - Forward to Prejudice (Attitude/Emotion)
    - Forward to Harassment & Discrimination (Action/Behavior)
  - Prejudice (Attitude/Emotion)
    - Back to Stereotyping (Cognition/Thinking)
    - Forward to Harassment & Discrimination (Action/Behavior)
  - Harassment & Discrimination (Action/Behavior)
    - Back to Stereotyping (Cognition/Thinking)
    - Back to Prejudice (Attitude/Emotion)

### **Bias Incidents & Hate Crimes (Slides 09-10)**

- Bias incidents are acts committed against a person or group that are motivated, in whole or in part, by prejudice against that person's or group's sex, gender identity, sexual orientation, national origin, race, religion, disability, veteran status, or other protected class.
- Hate crimes are criminal offenses motivated, in whole or in part, by bias against a person's or group's protected class. These are part of a class of illegal activities.

- Diagram Description (Stacked Venn Diagram): The figure is a Venn diagram with four labeled circles and are presented within the realm of types of Behavior/Conduct: Unprofessional Conduct, Impermissible Conduct, Bias Incidents, and Illegal Activities (Hate Crimes). Within Unprofessional Conduct are three inscribed, but not all-encompassing, circles: Impermissible Conduct, Bias Incidents, and Illegal Activities (Hate Crimes). Within Impermissible Conduct are two inscribed, but not all-encompassing, circles: Bias Incidents and Illegal Activities (Hate Crimes). Within Bias Incidents is one inscribed, but not all-encompassing, circle: Illegal Activities (Hate Crimes).

### **Bias Incidents (Slide 11)**

- If you witness or experience a bias incident, we encourage you to report incidents involving a member of the University community to ODI so that the University may promptly and effectively respond.

### **Confidential Resources – Pittsburgh Campus (Slides 12-13)**

- Life Solutions (Faculty & Staff)
  - [lifesolutions.personaladvantage.com](https://lifesolutions.personaladvantage.com)
  - 1-866-647-3432
- University Counseling Center (Students)
  - [studentaffairs.pitt.edu/cc](https://studentaffairs.pitt.edu/cc)
  - (412) 648-7930
- Resolve Crisis Services (Non-University Entity)
  - [upmc.com/Services/behavioral-health/resolve-crisis-services](https://upmc.com/Services/behavioral-health/resolve-crisis-services)
  - 1-888-796-8226

### **Making a Report – Pittsburgh Campus (Slide 14)**

- Office of Diversity & Inclusion
  - [Online Bias Incident Report Form](#)
  - [diversity@pitt.edu](mailto:diversity@pitt.edu) or [titleixcoordinator@pitt.edu](mailto:titleixcoordinator@pitt.edu)
  - (412) 648-7860
- Pitt Police
  - [Online Anonymous Tip Form](#)
  - [Rave Guardian App](#)
  - [police@pitt.edu](mailto:police@pitt.edu)
  - (412) 624-2121

### **In Case of Emergency – Pittsburgh Campus (Slide 15)**

- If you are concerned about the immediate health and safety of yourself or someone else, please contact the Pitt Police at (412) 624-2121 or 911.

### **Anonymous Reporting (Slide 16)**

- All reporting mechanisms at the University permit anonymous reporting.
- Alert Line (Non-University Entity)
  - [pitt.alertline.com](http://pitt.alertline.com)
  - 1-866-858-4456

### **Regional Campus Contacts (Slide 17)**

- Regional Campus contacts are referenced at the end of this presentation.
- All Campus Reporting:
  - [Online Bias Incident Report Form](#)
  - [Alert Line](#)

### **Outreach & Support Services (Slides 18-20)**

- After ODI receives a bias incident report, ODI will contact the reporting party to discuss the reported information, offer support services, and discuss options for resolution.
- If the reporting party is a witness to the bias incident, ODI will also contact the individual or individuals who experienced the reported conduct.
- It is at the discretion of individuals named in the bias incident report to participate in any capacity with ODI's initial outreach.
- Not all bias incident reports will result in a formal resolution but will remain on file in ODI.
- Resources & Supports Services are available to all parties working with ODI, and utilization of such resources are at the party's discretion.
- Services offered may include:
  - Counseling & Health Services
  - Academic & Workplace Accommodations
  - Criminal & Legal Services

### **Interim Measures & Actions (Slide 21)**

- The University may impose Interim Measures or Actions in order to address the reported conduct regardless of any formal resolution or legal action.
  - Interim Measures & Actions offered may include:
  - Work or Class Schedule Modifications
  - Temporary Housing/ Living Accommodations
  - Mutual No Contact Orders

- Access Restrictions (Pending Resolution)

### **Reporting Referrals (Slide 22)**

- Some reports might fall outside ODI's jurisdiction and may be forwarded to other University entities for additional assistance.
- Areas for report referral may include:
  - Human Resources (Employment/Staff)
  - Office of the Provost (Faculty)
  - Office of Student Conduct (Students)

### **Informal & Formal Resolutions (Slides 23-24)**

- How reports are resolved is primarily left to the discretion of the individual(s) who may have experienced such an incident.
  - These individuals are known as the "Complainant."
- An individual(s) who may have committed a bias incident will be sent notification from ODI regarding any formal or informal actions.
  - These individuals are known as "Respondents."
- At no point during any resolution process will a Complainant or Respondent be required to directly communicate with the other party.
- A Complainant or Respondent may bring an Advisor or Support Person of their choosing to attend any meetings with ODI.

### **Informal Resolution Process (Slide 25)**

- Informal Resolutions occur in the form of Educational Meetings with the Respondent and do not result any disciplinary record of the reported conduct.
- Informal Resolutions will be documented by ODI should future reports of a similar nature be made.

### **Formal Resolution Process (Slides 26-29)**

- Formal Resolutions occur in the form of Investigations with both the Complainant and Respondent and could result in disciplinary reprimand of the reported conduct.
  - A Respondent is presumed not responsible during the investigation.
- Investigations will be conducted by an ODI Investigator or designee.
- During an Investigation, parties will be interviewed by the Investigator and allowed to provide relevant evidence or identify witnesses.

- Complainants and Respondents will be presented with all relevant information pertaining to the reported incident and have a right to review all relevant documentation prior to giving any response.
- The investigation process typically takes between 60 and 90 days from Notice to Outcome.
- At the conclusion of an investigation, a finding of either “Responsible” or “Not Responsible” will be presented to both the Complainant and Respondent.
  - Should a Respondent be found Responsible, Disciplinary Sanctions will be imposed.
  - Regardless of Responsibility, Non-Disciplinary Recommendations may be made to any party for educational purposes.
- Findings are made using a Preponderance of the Evidence Standard (i.e., more likely than not).
- Both the Complaint and Respondent have the ability to appeal the finding and/or associated sanctions when applicable.
- Interim Title IX Policy & Procedure Differences
  - “Sexual Misconduct & Title IX Overview” Presentation

### **Confidentiality & Non-Retaliation (Slides 30-31)**

- The University will maintain reported bias incidents as confidentially as possible, but it is necessary to discuss some or all details with parties who have a need to know or who are material witnesses.
- Those who need to know reported information are made aware they should maintain confidentiality.
- The University prohibits retaliation against anyone who makes an incident report or otherwise participates in the investigation process.
- Retaliation should be understood to be adverse action taken as a result of engaging in such protected conduct or an action that would deter a reasonable person from participation.

### **Additional ODI Resources (Slide 32)**

- Customized Educational Trainings
- Diversity & Inclusion Certificate Program (DICP)
- Required Education Initiatives
- Pitt Communities (Affinity Groups)
- Monthly Programs & Events

- Resources for Diverse Populations

### **Office of Diversity & Inclusion (Slide 33)**

- [diversity.pitt.edu](https://diversity.pitt.edu)
- [diversity@pitt.edu](mailto:diversity@pitt.edu) or [titleixcoordinator@pitt.edu](mailto:titleixcoordinator@pitt.edu)
- (412) 648-7860

### **Regional Contacts – Bradford Campus (Slide 34)**

- Confidential Resources
  - [Life Solutions](#); 1-866-647-3432 (Faculty & Staff)
  - [The Guidance Center](#); 814-362-5272 (Students)
- Reporting Resources
  - [Campus ODI](#)
  - [ebuggie@pitt.edu](mailto:ebuggie@pitt.edu) or 814-362-7513
- Emergency Resources
  - [Campus Police](#)
  - 814-368-3211 or 911

### **Regional Contacts – Greensburg Campus (Slide 35)**

- Confidential Resources
  - [Life Solutions](#); 1-866-647-3432 (Faculty & Staff)
  - [The Counseling Center](#); 724-836-9870 (Students)
- Reporting Resources
  - [Campus HR & Title IX](#)
  - [msk59@pitt.edu](mailto:msk59@pitt.edu) or 724-836-9902
- Emergency Resources
  - [Campus Police](#)
  - 724-836-9865 or 911

### **Regional Contacts – Johnstown Campus (Slide 36)**

- Confidential Resources
  - [Life Solutions](#); 1-866-647-3432 (Faculty & Staff)
  - [Counseling Services](#); 814-269-7119 (Students)
- Reporting Resources
  - [Campus Equity & Inclusion](#)
  - [buxbaum@pitt.edu](mailto:buxbaum@pitt.edu) or 724-836-9902

- Emergency Resources
  - [Campus Police](#)
  - 814-269-7005 or 911

### **Regional Contacts – Titusville Campus (Slide 37)**

- Confidential Resources
  - [Life Solutions](#); 1-866-647-3432 (Faculty & Staff)
  - [Counseling & Student Development Center](#); 814-827-4465 (Students)
- Reporting Resources
  - [Campus Title IX Office](#)
  - [ebuggie@pitt.edu](mailto:ebuggie@pitt.edu) or 814-362-7513
- Emergency Resources
  - [Campus Police](#)
  - 814-827-4488 or 911

### **Office of Diversity & Inclusion (Slide 38 – Closing Slide)**

- [diversity.pitt.edu](http://diversity.pitt.edu)
- [diversity@pitt.edu](mailto:diversity@pitt.edu) or [titleixcoordinator@pitt.edu](mailto:titleixcoordinator@pitt.edu)
- (412) 648-7860