

Reporting Bias Incidents

Office of Civil Rights & Title IX

Our Mission

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

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

- **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

- **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.

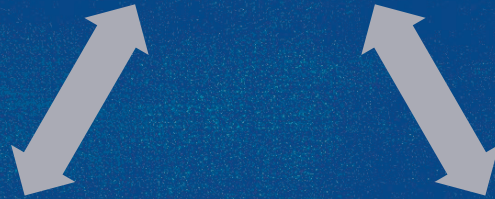
Foundational Terminology

- **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.

Foundational Terminology

- **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 thorough interpersonal relations in the academic or work environment.
 - **Discrimination** is bias expressed through official academic or employment actions.

Stereotyping
(Cognition/Thinking)



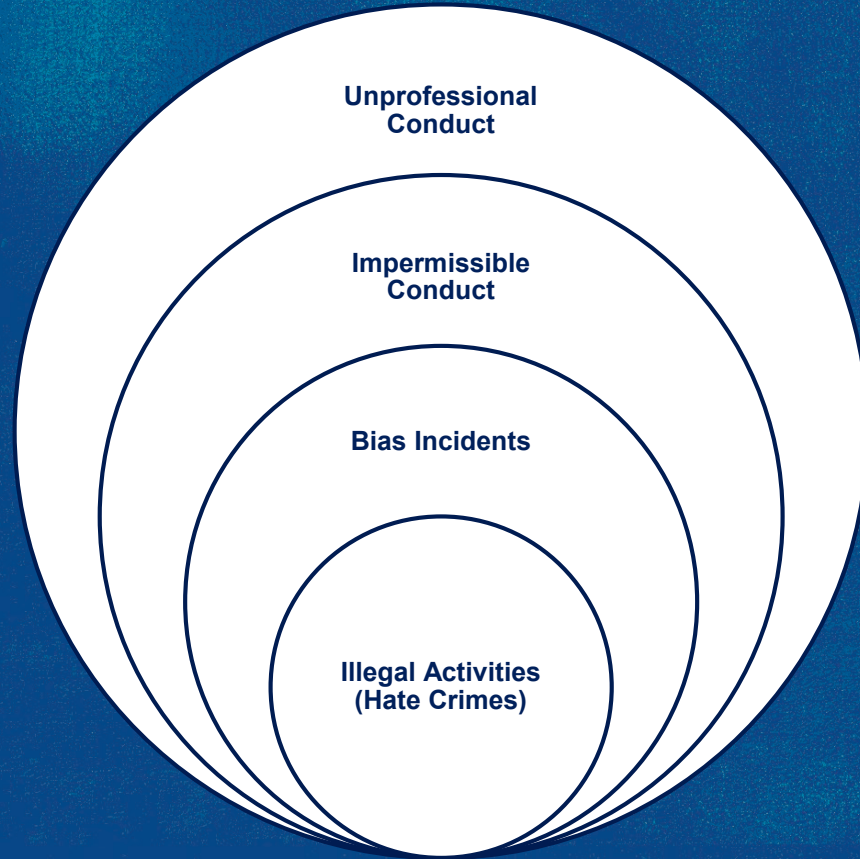
Prejudice
(Attitude/Emotion)



Harassment & Discrimination
(Action/Behavior)

Bias Incidents & Hate Crimes

- **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.



Bias Incidents

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

- **Life Solutions (Faculty & Staff)**
 - lifesolutions.personaladvantage.com
 - 1-866-647-3432

- **University Counseling Center (Students)**
 - studentaffairs.pitt.edu/cc
 - (412) 648-7930

Confidential Resources – Pittsburgh Campus

- **Resolve Crisis Services (Non-University Entity)**
 - [upmc.com/Services/behavioral-health/resolve-crisis-services](https://www.upmc.com/Services/behavioral-health/resolve-crisis-services)
 - 1-888-796-8226

Making a Report – Pittsburgh Campus

- **Office of Diversity & Inclusion**

- [Online Bias Incident Report Form](#)
- diversity@pitt.edu or titleixcoordinator@pitt.edu
- (412) 648-7860

- **Pitt Police**

- [Online Anonymous Tip Form](#)
- [Rave Guardian App](#)
- police@pitt.edu
- (412) 624-2121

In Case of Emergency – Pittsburgh Campus

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

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

Regional Campus Contacts

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

Outreach & Support Services

- **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.**

Outreach & Support Services

- **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.**

Outreach & Support Services

- **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

- **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

- **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

- 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.”

Informal & Formal Resolutions

- **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

- **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

- **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.**

Formal Resolution Process

- **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.**

Formal Resolution Process

- **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).

Formal Resolution Process

- **Both the Complainant 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

- **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.**

Confidentiality & Non-Retaliation

- **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

- 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

diversity.pitt.edu

diversity@pitt.edu or titleixcoordinator@pitt.edu

(412) 648-7860

Regional Contacts – Bradford Campus

- **Confidential Resources**

- [Life Solutions](#); 1-866-647-3432 (Faculty & Staff)
- [The Guidance Center](#); 814-362-5272 (Students)

- **Reporting Resources**

- [Campus ODI](#)
- ebuggie@pitt.edu or 814-362-7513

- **Emergency Resources**

- [Campus Police](#)
- 814-368-3211 or 911

Regional Contacts – Greensburg Campus

• 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 or 724-836-9902

• Emergency Resources

- [Campus Police](#)
- 724-836-9865 or 911

Regional Contacts – Johnstown Campus

- **Confidential Resources**

- [Life Solutions](#); 1-866-647-3432 (Faculty & Staff)
- [Counseling Services](#); 814-269-7119 (Students)

- **Reporting Resources**

- [Campus Equity & Inclusion](#)
- buxbaum@pitt.edu or 724-836-9902

- **Emergency Resources**

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

Regional Contacts – Titusville Campus

- **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 or 814-362-7513

- **Emergency Resources**

- [Campus Police](#)
- 814-827-4488 or 911

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