

Bias Response Team

The Bias Response Team (BRT) was created in 2001 to monitor and, as appropriate, coordinate the university response to acts of intolerance against students should they occur. The BRT includes staff, faculty and student members. In any particular instance, there may also be an immediate local and/or educational response in addition to the university response (i.e. residence hall program, notification to living community, removal of graffiti, educational programming, etc.).

Bias Response Team Members:

John Smeaton, Vice Provost for Student Affairs, Chair

Sharon Basso, Associate Vice Provost and Dean of Students

Lloyd Steffen, University Chaplain, Professor and Department Chair, Religion Studies

Ian Birky, Director, University Counseling and Psychological Services

Edward Shupp, University Police Chief

Sarah Cooke, University Communications Manager

Sravankumar Polu, undergraduate student

Kate Meiman, graduate student

**Other members of the Lehigh community may be invited as appropriate depending on the nature of the incident.

Frequently Asked Questions:

1. What can I do if I believe I'm the victim of an intolerant act such as a bias motivated incident or a hate crime or any incident based on my race, religion, ethnicity, gender, age, disability or sexual orientation?

- Lehigh encourages the reporting of all acts of intolerance.
- Students should report incidents as soon as possible to the Lehigh Police by calling 610-758-4200 or to the Dean of Students Office by calling 610-758-4156.
- Preserve any evidence (graffiti, phone call recording, e-mail message, letter, etc.).
- Get support from friends and family. Tell the people who about you what happened. Being the target of harassment, discrimination, a bias motivated incident, or a hate crime is frightening and stressful. You don't have to deal with it alone.

2. How do I report harassment, discrimination, a bias motivated incident or a hate crime?

- Students should report incidents as soon as possible to the Lehigh Police by calling 610-758-4200 or to the Dean of Students Office by calling 610-758-4156.
- Preserve any evidence (graffiti, phone call recording, e-mail message, letter, etc.).

2. What will Lehigh University do if I report an intolerant act?

Staff in the Lehigh University Police Department or the Dean of Student Office will make every reasonable effort to:

- Meet with you promptly
- Treat you and your concern with respect and sensitivity

- Take every case seriously
- Discuss your options
- Gather and preserve evidence
- Investigate all cases where a crime has been reported.
- Investigate all cases to see if any violations of Lehigh's Code of Conduct has occurred

Lehigh University Police and the Dean of Students Office works closely with the Office of Student Conduct to ensure that there is appropriate follow up.

3. What can I do to create a culture of tolerance and respect at Lehigh?

- Speak out when jokes or comments are made that are hateful or demean others.
- If you witness or experience discrimination, harassment, bias motivated incidents or hate crimes – report the behavior.
- Do you use derogatory terms to describe others? Do you avoid people who are different that you are? Examine your own behavior and realize that it affects the whole community. Take steps to understand why you do this and how you can act differently to create an affirming, supportive environment for all people. Change starts with you.
- Educate yourself on bias motivated incidents and hate crimes by visiting resources like <http://www.stophate.org/stophate/> which offers tools to address hate-related incidents on campus. Visit our online resources at: [Insert link](#) for more websites.
- Remember that incidents of harassment, discrimination, bias motivated incidents and hate crimes have many victims. All it takes is one act for someone to feel intimidated, frightened and isolated.

To report an act of intolerance contact:

Dean of Students Office
610-758-4156

Lehigh University Police Department
610-758-4200

Acts of Intolerance – Fall 2007

| Date | Location | Nature | Details |
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