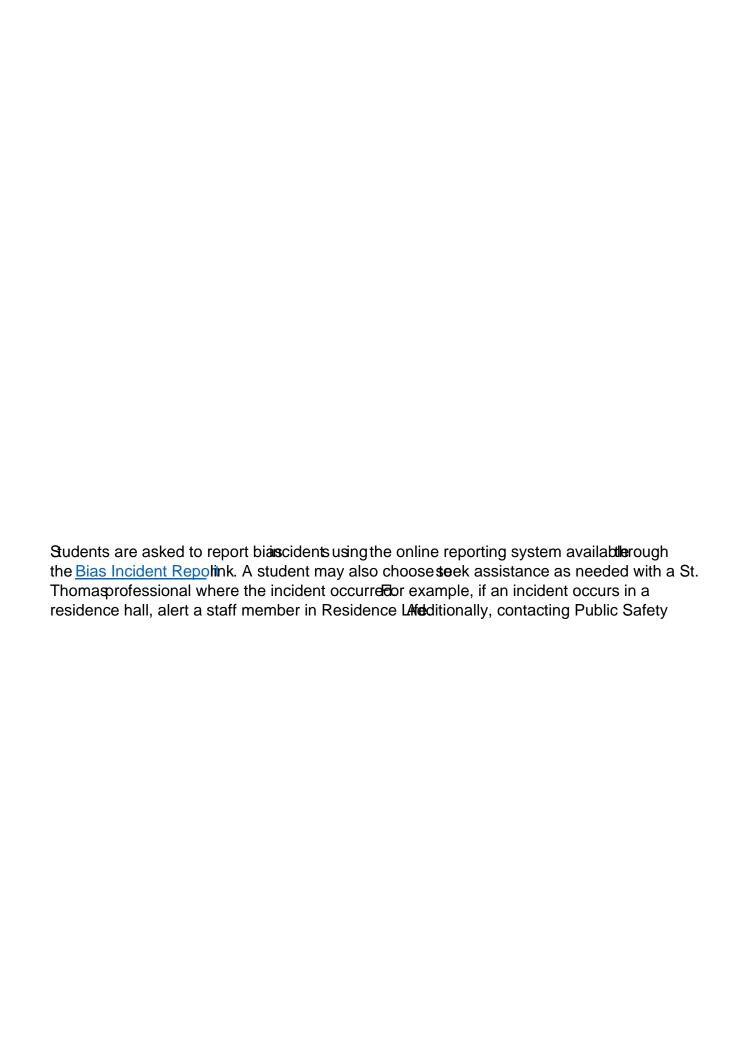
The University of St. Thomatrivesto provide an education which will devel st udents to be future leaders in society and provide them with the ability to engage with the world as citizens



Additional information is available for students at the Bias or Hate Reporting link through the Dean of Students Office.

No. A student who believes they have been or are being subjected to a bias incident may choose whether or not they would like to file a bias report. Students may also choose to address the behavior through direct communication, though under no circumstance they required to do so. Students may seek out support from trusted St. Thomas employees in determining next steps. Students should be aware that all St. Thomas supervisors are required to report incidents or allegations of unlawful discrimination; that on the properties of the

Studentscaninform their Resident Advisor (RA)all Director or Community Directions bias incident has occurred in their residence hall in order to ensure support for the student communities residing in the building tudents can also report to Public Safety and submit a bias report via the online system esidence Life will provide direct support to the student/s directly impacted by the incident.

Studentscanreport any bias related incidenthat occursonline or on social media antidat specifically targets individuals or groups affiliated with the same way as the report on campus activity

Theindividuals identified above will reviewal bias incident reports, investigate the reports as needed to gather relevant facts, and take whatever responsive actions determined to be appropriate. The Dean of Students Office dor Residence Life ill also provide additional support as needed. It investigation occurs and effects a possible violation of the Student Code of Conduct the conduct process will be lowed by the Dean of Students Office dor Residence Life.

In the event that an incident reaches the level of a conduct board, a student representative be a member of the conduct board and will participate in the review of the case.

Bias incidents reportedly conducted by faculty are reviewed and addressed by facor Equity Compliance in coordination with theice Provost of Academic Affairs the relevant dean or other appropriate academic officeand, where appropriate, Human Resources. Bias incidents reportedly conducted by niversity staff are reviewed and address by the AVP for Equity Compliance in coordination with Human Resources and the private supervisor(s).

Any incidents related to itle IX will be reviewed and addressed the Title IX Coordinator.

Potential sanctions for students found responsitions violating the student conduct code in relation to a bias report may include the following:

- Reparative, restorative ducational sanctions
- Formal Warning, Firmal Reprimand, Conduct Probation
- Removal from the residence halls and/or campus

•	The staff of Residence Life provide service so support students
	after any incidents that