

The University of St. Thomas strives to provide an education which will develop students to be future leaders in society and provide them with the ability to engage with the world as citizens

Students are asked to report bias incidents using the online reporting system available through the [Bias Incident Report](#) link. A student may also choose to seek assistance as needed with a St. Thomas professional where the incident occurred. For example, if an incident occurs in a residence hall, alert a staff member in Residence Life. Additionally, contacting Public Safety

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 circumstances are 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, crimes, or harassment.

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

Students can report any bias related incident that occurs online or on social media and that specifically targets individuals or groups affiliated with St. Thomas in the same way as they report on campus activity.

The individuals identified above will review all 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 and/or Residence Life will also provide additional support as needed. If an investigation occurs and reflects a possible violation of the Student Code of Conduct, the conduct process will be followed by the Dean of Students Office and/or Residence Life.

In the event that an incident reaches the level of a conduct board, a student representative will 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 the Equity Compliance in coordination with the Vice Provost of Academic Affairs, the relevant dean or other appropriate academic officer, and, where appropriate, Human Resources. Bias incidents reportedly conducted by university staff are reviewed and addressed by the AVP for Equity Compliance in coordination with Human Resources and appropriate supervisor(s).

Any incidents related to [Title IX](#) will be reviewed and addressed by the Title IX Coordinator.

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

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

- \_\_\_\_\_ The staff of Residence Life will provide services to support students after any incidents that