

If Public Safety or other College officials receive a report that is *not* believed to be a potential Hate Crime\* as per Massachusetts General Laws, then the BIRT will be notified and mobilized, and the following procedures will occur:

- The Vice President of Student Affairs & Dean of Students is promptly informed of all alleged incidents of bias as reported to any source (e.g. Curry College Office of Public Safety, Office of Student Conduct, online report form, etc.).
- The VP/SA will mobilize the Bias Incident Response Team (BIRT), who will consider the circumstances and gravity of each reported incident and implement appropriate institutional action(s), which range and may include but are not limited to:
  - Provide mediation and/or support to alleged victim(s) and alleged offender(s), when identified;
  - Facilitate Public Safety notification, assessment, and/or investigation and Milton Police Department (MPD) consultation when appropriate;
  - Ensure Office of Student Conduct referral for investigation of potential violation of College policy;
  - Schedule meetings and/or educational training sessions for identified constituencies;
  - Post an announcement on myCurry in instances of bias graffiti;
  - Publish a list of alleged incidents and outcomes monthly on myCurry;
  - BIRT members, and other persons responsible for receiving and acting on bias-incident reports, will make reasonable efforts to protect the confidentiality and privacy of the reporter, the accused person(s), and any witnesses. Disclosure of information will be made only to persons with a need for information regarding the report, its investigation, and/or resolution.
- The BIRT will be provided appropriate details about the alleged incident; personal identification of involved parties may remain confidential.
- Bias incident data gathered by the BIRT will be shared with the Senior Staff of the College and Diversity committee on a monthly basis. The response and resources offered to all parties involved will be documented in reporting and tracking systems.
- Public Safety (in consultation with Student Conduct and Asst. VP Student Affairs) will determine if the incident is Clery reportable.
- Disciplinary action against any individual or group, if warranted, will be governed by established policies and procedures, and codes of conduct. State or local law enforcement agencies also may become involved as deemed appropriate.
- The protocol does not replace any existing policies or procedures. If an alleged act of bias is also a violation of our sexual and gender-based harassment and discrimination policy, that policy's corresponding processes are followed.

Reviewing and assessing reports of alleged bias incidents is in no way intended to curb the free expression of opinions or ideas. We hope that the effective implementation of the protocol will contribute to a campus climate that encourages dialogue around challenging issues.