



At Valparaiso University, we are dedicated to fostering an inclusive and safe environment where every member of our community can thrive. We believe that your voice is essential in achieving this goal. Thus, if you experience, witness or are informed about an incident of bias please report it.

### **What is a Bias Incident?**

A bias incident is any act perceived as motivated by hostility towards someone's identity, such as race, religion, nationality, sex, disability, gender identity, or sexual orientation. It doesn't need to violate university policies or laws to be reported.

### **What is a Hate Crime?**

A hate crime is a criminal offense driven, in part or wholly, by bias against an individual's race, religion, nationality, sex, disability, gender identity, or sexual orientation.

### **Who Can Report a Bias Incident?**

The Bias Incident Report Form is open to EVERYONE in the Valparaiso Community, including faculty and staff. As responsible members of our community, faculty and staff are encouraged to report incidents they experience, witness, or hear about.

### **How Can I Submit a Report?**

You have three options:

1. **Online Form:** Visit [valpo.edu/bias](http://valpo.edu/bias) and complete the online form.
2. **Phone Report:** Call Valparaiso University Police Department (VUPD) at 219.464.5430, available 24/7.
3. **In-Person Report:** Speak directly to any Valparaiso University Faculty or Staff member.

### **What Happens After I Submit a Report?**

A member of the Bias Incident Assistance and Support Committee will reach out to schedule an in-person meeting. They will listen, provide support, identify resources, and explain what to expect if you choose to use those resources.

### **Why Should I Report a Bias Incident?**

- We rely on your reports to improve our campus climate.
- Unaddressed incidents can create an unsafe environment.
- Campuses nationwide face bias incidents, and your report helps us address this issue.

Your report is invaluable in making our community better. Thank you for your commitment to a welcoming and inclusive Valparaiso University!

For more information visit: <https://www.valpo.edu/bias/>

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## OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

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[valpo.edu/dei](https://valpo.edu/dei)

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