



behavior and for the campus community at large. The Bias Reporting and Response processes are an integral part of this effort.

The goals of the Bias Reporting Response process are as follows:

- ” Provide an easily accessible and usable system for the campus community to report bias incidents.
- ” Support members of the UIC community who have been impacted by bias incidents.
- ” Center the concerns and hopes of those who report bias incidents in the response process. Including, if at all possible, letting them play a role in how the bias incident is addressed.
- ” Collect data and review trends of bias incidents in order to better understand the complex needs and challenges facing the campus, and guide recommendations to university leadership who can then create appropriate policies, education and programs.

Responsible units

” Educating the individual responsible for a bias incident so they can know about the harm a particular action caused and offering advisement on avoiding harmful behavior in the future
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Formal complaints of discrimination and harassment can be made to the Office for Access and Equity at oea@uic.edu or 312-996-8670.

Retaliation

A reporter cannot be retaliated against for their use of the tool. Use of the tool is protected under [8, & ¶ V 5 H W D O L D I C p r o h i b i t s a n d W i l l F](#) not tolerate Retaliation against any employee or student who brought a claim of discrimination, participated in an employment investigation in the Office for Access and Equity (OAE), proceeding or hearing concerning a claim of discrimination, or who in good faith has opposed a practice he or she reasonably believes constitutes prohibited discrimination. The Office for Access and Equity has the authority to conduct investigations to determine when there have been violations of this policy and then make recommendations in accordance with the relevant University 1(a)-6(ccol)-6(a)-6(t)7(i)-6(o)14(n)-6(s)7(o)-6(f)7()7(t)7(h)-6(i)

