





This Protocol was originally established in response to actual campus incidents of bias. The campus community members involved in the development of this Protocol emphasize that in addition to providing necessary guidance for a proper educational and socially just response to such incidents, it must also engage the campus community in educational interventions that may prevent such incidents from occurring. This Protocol is also subject to reasonable interpretation and periodic revision to keep the language, scope, recommended actions, guiding principles, and other content current with all applicable legal, social, and cultural parameters.

This Protocol and the applicable procedures outlined are designed to achieve the following goals:

- Address acts of hate, bias, or other acts of intolerance that impact members of the University community.
- Provide prompt and compassionate support services.
- Create a campus environment that both facilitates and expedites the prompt reporting of Bias-Related Behavior.
- Appropriately document such incidents through the Bias Incident Report Log, and take additional measures to inform the community about such incidents when appropriate.
- Take appropriate actions to demonstrate that Saint Louis University fosters a community of inclusivity and commits itself as an educational institution to address incidents of hate, bias, or other acts of intolerance that detract from the learning process and development of whole persons.
- Ensure that appropriate steps are followed when Bias-Related Behavior is reported.

Facilitate development of competencies in awareness, knowledge, and skills to prevent such incidents and facilitate a restorative justice process for the affected individuals and communities when and where acts of hate, bias, or other acts of intolerance have occurred.

Saint Louis University welcomes Students, faculty, and staff

all reports of Bias-Related Behavior and Harassment at the University. The Director of the Office of Institutional Equity and Diversity may delegate certain responsibilities to a designee. Questions about the applicability of this Protocol or the University's efforts

Examples of Bias-Related Incidents include, but are not limited to:

- epithets
- slurs
- negative stereotyping
- threats
- intimidation, or
- hostile acts of communication in spoken, written, or electronic media that relate to the classifications protected by our laws and policies

**Hate Crime:** In the United States, federal laws that inform responses to hate crimes

theft, simple assault, intimidation, or destruction/damage/vandalism of property that is motivated by bias, must also be reported as a hate crime.

**Restorative Justice:**





**Privacy:** Privacy generally means that information related to a report made under this Protocol will be shared only with a limited number of individuals who “need to know” in order to assist in the active review, investigation and determination of responsibility or restoration concerning the report. While not bound by confidentiality, these individuals are trained to be discreet and respect the privacy of all individuals involved in the process.

The University has a strong interest in supporting individuals impacted by Bias-Related Incidents and promoting accountability for conduct that violates the University's *Standard*. The University encourages all community members to promptly report a Bias-Related Incident as soon as possible in order to maximize the University's ability to respond promptly and effectively. If the Accused Party is not a member of the University community at the time of the report, the University will not be able to take disciplinary action against the Accused Party. The University will, however, still seek to provide reasonably available support for the Reporting Party, identifying any information relevant to pattern or climate, and assisting a Reporting Party in identifying external reporting options. For more details regarding this support and available resources, please see Section 8.0.

A Reporting Party may choose to make a report to the University to pursue an investigation and determination under this Protocol and may choose to make a report to law enforcement. When making a report, a Reporting Party may pursue either or both. When making a report, a Reporting Party or

## A. University Reporting Contacts

While an individual is encouraged to report an incident to a person of their choice, the University has designated the following Reporting Contacts to receive reports of Bias-Related Incidents. The designated Reporting Contacts have been trained to share available reporting options and resources with a Reporting Party.

The designated Reporting Contacts are:

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## Department of Public Safety

Wool Center, Room 114

3545 Lindell Blvd.

St. Louis, MO 63103

(314) 977-3000

[dps@slu.edu](mailto:dps@slu.edu)

## Department of Housing and Residence Life

DuBourg Hall 157

221 North Grand Blvd.

St. Louis, MO 63103

(314) 977-2811

Professional Staff On-Call: (314) 486-4947 

[reslife@slu.edu](mailto:reslife@slu.edu)

## Office of Student Responsibility and Community Standards

Wuller Hall, 2nd Floor, Room 234

3711 West Pine Mall

St. Louis, MO 63108

(314) 977-7326

[conduct@slu.edu](mailto:conduct@slu.edu)

A report may be filed with any of the Reporting Contacts described above. All of these Reporting Contacts will share the report with the University's Office of Institutional Equity and Diversity. When a report is received, the University will



#### D. Statement Against Retaliation

The University will not tolerate Retaliation against any Student, Employee or Third Party who reports a Bias-Related Incident, participates in an investigation related to a report of a Bias-Related Incident, or participates in a hearing or appeal process related to a report of a Bias-Related Incident. Any incidents of Retaliation


## Saint Louis Metropolitan Police Department – 911

### Department of Public Safety

Wool Center, Room 114

3545 Lindell Blvd.

St. Louis, MO 63103

(314) 977-3000 

## Saint Louis University Hospital Emergency Department

3635 Vista Grand Blvd.

St. Louis, MO 63110

(314) 577-6027

## Student Health Center

Marchetti Towers East

3518 Ladde Ave.

St. Louis, MO 63103

(314) 977-2323

## University Counseling Center

3711 West Pine Mall

Wuller Hall, 2nd Floor North

St. Louis, MO 63108

(314) 977-8255 (TALK) 

The University also maintains a 24-hour toll free hotline available at (877) 525-5669 or (877) 525-KNOW. Bias-Related Incident reports may be submitted

anonymously through the hotline. Information submitted through the University hotline will be shared with the Office of Institutional Equity and Diversity.

## B. Confidential Resources

The University resources that afford complete confidentiality (assuming no other conditions require mandatory disclosure, e.g. imminent risk of harm to self or others) are the University Counseling Center and Student Health Center, which both provide a broad range of services and treatment for all Students, including full-time, part-time and graduate Students.

### University Counseling Center

3711 West Pine Mall

Wuller Hall, 2nd Floor North

St. Louis, MO 63108

(314) 977-8255 (TALK) 

### Student Health Center

Marchetti Towers East

3518 Laclede Avenue

St. Louis, MO 63103

(314) 977-2323

## C. Additional Campus Resource (Private, but not Confidential)

In addition to the Reporting Contacts (Section 7.0), the following campus department can also provide resources, guidance and assistance to Students. This department is required to share all Bias-Related Incidents with the Director of the Office of Institutional Equity and Diversity.

### Campus Ministry

Eckelkamp Center for Campus Ministry, Wuller Hall

3711 West Pine Mall

St. Louis, MO 63108

(314) 977-2425

With a spirit of *cura personalis*, or "care for the whole person," the Department of Campus Ministry offers opportunities for cultivating an informed faith, a commitment to social justice, and an integrated way of life. Guided by the Catholic Church and the Society of Jesus, they welcome and serve Students of all religious backgrounds and traditions

The University will respond to all Bias-Related Incident reports in a timely and effective manner consistent with this Protocol.

1. All Reporting Contacts who receive a Bias-Related Incident report will immediately share all known information with the Director of the Office of Institutional Equity and Diversity.
2. If a hate crime is being reported, the Reporting Party will have the option to "file a criminal report with the St. Louis Metropolitan Police Department, or appropriate jurisdiction. Declining to notify the St. Louis Metropolitan Police Department, or other appropriate jurisdiction, at the time of the initial report does not preclude the Reporting Party from "filing a criminal report at a later date provided the conduct is within Missouri's applicable statute of limitations
3. The Director of the Office of Institutional Equity and Diversity, or designee, will provide to the Reporting Party information describing available resources, remedial and protective measures and reporting options, including, but not limited to, pastoral care, academic assistance, alternative housing, or a "No Contact Order" from the University.
4. The Director of the Office of Institutional Equity and Diversity or designee, will document on the Incident Report Log that a Bias Incident Report has been





1. If it is determined that sufficient information exists to support that a report of bias, hate or intolerance has likely occurred, the case is forwarded to the appropriate governance or administrative arm of the University. For Student

Saint Louis University's process for resolving Bias-Related Incident reports against Students will be prompt and equitable and conducted with the oversight of the Director of the Office of Institutional Equity and Diversity. In every report under this Protocol, the University will make an assessment of any risk of harm to the Reporting Party or to the broader campus community and will take steps necessary to address Paror of ty to der campus. ~~an assessmand~~



documentation regarding the grounds for appeal. Absent extraordinary circumstances the Appeal Panel will not meet with either Party. The decision of the Appeal Panel is a final determination.

When communities have been harmed by Bias-Related Incidents of misconduct, restorative practices place the Reporting Party and/or Reporting Party, as well as the Accused Party (and the affected communities) at the center of the reconciliation and healing process. Bias-Related Incidents involve individuals and communities and affect us so deeply because they are incidents that confront our various social identities. The Bias-Incident Response Team proposes that restorative practices are an appropriate method for addressing Bias-Related Incidents. As restorative practices and community engagement is applied, the Director of the Office of Institutional Equity and Diversity will initiate and maintain ongoing contact to communicate information about the resources, supports, Protocol and applicable policies and procedures.