

RESPONDING TO COVID-19 BIAS & DISCRIMINATION

Amidst COVID-19, identity-based bias and discrimination have continued and have appeared in new and different formats. The purpose of this document is to bring awareness of the resources available to students and to emphasize that a public health crisis does not excuse discrimination in any form.

WHAT IS BIAS?

Personal, unreasoned judgment or attitude that inclines an individual to treat someone negatively because of their real or perceived protected characteristic ([ODECE](#))

WHAT IS DISCRIMINATION?

Unlawful Discrimination: Adverse treatment of an individual based on a protected characteristic, rather than individual merit ([ODECE](#))

Discriminatory Harassment: Any unwelcome conduct based on a protected characteristic where such conduct creates a hostile environment ([Code of Student Conduct](#))

WHAT IS A PROTECTED CHARACTERISTIC?

Age, color, disability, gender, gender identity or expression, genetic information, marital or familial status, national origin, pregnancy, race, religion, sex, sexual orientation, veteran status, and/or other characteristics protected by applicable law ([Equal Opportunity](#), [Nondiscrimination](#), [Anti-Harassment](#), and [Non-Retaliation](#))

IMPORTANT: Bias is a comprehensive term - unlawful discrimination and discriminatory harassment are smaller categories of behaviors that can create a violation of university policy.

BIAS & DISCRIMINATION CAN OCCUR

ON AND OFF CAMPUS

Verbal
Written
Image
Physical

IN CLASSROOM ENVIRONMENTS

Discussion Boards
Assignments
Grading

THROUGH VIRTUAL CHANNELS

Social Media
Texting
Email

REPORTING INCIDENTS OF BIAS & DISCRIMINATION

It is important to note that you have the option to report incidents anonymously, and every report is handled with care and trust. Not all reports result in a formal conduct process.

Prohibited conduct reported to have occurred on the basis of sex, gender, gender identity or expression, and sexual orientation are addressed through Title IX's Sexual and Gender-Based Harassment and Interpersonal Violence Policy.

EXPERIENCING BIAS OR DISCRIMINATION?

Contact the Office of Diversity, Equity & Community Engagement

Online to the Bias Incident Response Team (BIRT)

Students: 202-994-7434

Faculty: 202-994-5884

Staff: 202-994-9656

If a case should receive formal conduct follow-up, ODECE can refer to appropriate offices.

INTERESTED IN PURSUING A FORMAL CONDUCT PROCESS?

Contact the Office of Student Rights & Responsibilities

Online through a Public Incident Report

202-994-6757

rights@gwu.edu

A member of the team will follow up. You may have the option for informal resolution or a formal disciplinary process.

EXPERIENCING SEXUAL OR GENDER-BASED HARASSMENT?

Contact the Title IX Office

Online through an Incident Report

202-994-7434

A member of the team will follow up. You may have the option for informal resolution or a formal disciplinary process.

RESOURCES

Colonial Health Center - CAPS (confidential)

Office of Advocacy and Support (confidential)

International Services Office

Sexual Assault Response & Consultation Team

CARE Network

Multicultural Student Services Center

GW Listens Hotline

**If the incident is an emergency or medical attention is required
call 911 immediately or report it directly to the George
Washington University Police Department at 202-994-6111**

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WASHINGTON
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WASHINGTON, DC

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