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TO: Boston University Students, Faculty, and Staff

FROM: Gloria Waters, University Provost and Chief Academic Officer *G.W.*

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SUBJECT: Formation of the Bias Review Team at Boston University

As we work to help ensure an inclusive and respectful environment for all members of our community, I write to share an important update with you. Today, I am announcing the formation of the Bias Review Team (BRT). The BRT's creation underscores our ongoing commitment to a safe, supportive campus culture by bringing together colleagues from Community & Inclusion, the Dean of Students Office, the Equal Opportunity Office (EOO), Human Resources, and the BU Police Department to review and track reports of behavior that, while not violating BU's policies prohibiting discrimination or harassment, may warrant additional attention.

All complaints or incidents related to a person's characteristics that are protected by law – such as shared ancestry, ethnicity, race, national origin, religion, gender, and others – must still be reported through the University's [EOO](#). Once the EOO receives those reports, the Bias Review Team will address those that fall outside of EOO's purview. The BRT's purview includes complaints involving protected speech, campus climate, anonymous reports, and situations where the identity of the harassing party is unknown. Where appropriate, the BRT will implement responsive measures to alleviate a hostile environment for the impacted party. For any questions regarding the BRT's scope or process, please contact bias@bu.edu.

How to Report an Incident:

If you have experienced or are aware of an incident involving potential discrimination, harassment, or bias, we encourage you to report it to the EOO. You can use the [Incident Report Form](#) available to all students, staff, and faculty to begin the reporting process. Additionally, you can contact EOO directly at eoos@bu.edu.

For dangerous and threatening behavior, please contact the BU Police Department immediately at 911 or 617-353-2121 (Charles River and Fenway Campuses) and 617-358-4444 (Medical Campus).

There are several other support resources available on campus regardless of whether you make a report. These include the [Office of the Ombuds](#), [Behavioral Medicine](#), the [University Chaplains](#),

and the [Faculty & Staff Assistance Office](#). A full list of resources is available on the [Get Help Now](#) page of the EOO website.

Together, we can continue to build a community where every member feels valued and respected.