**Reporting Bias Related Incidents**

Teachers College is dedicated to the promotion of equity, excellence, and the free exchange of ideas in education. Bias-related incidents are those involving language and/or behavior that demonstrates bias against persons because of their actual or perceived color, disability, ethnicity, gender, gender identity and expression, national origin, race, religion, and/ or sexual orientation. The College acknowledges that not all language and/or behavior that some may perceive as offensive as a bias-related incident, may instead be an important part of an open exchange of controversial ideas and differing views at an academic institution. For more information, see the [TC Grievance Procedures](https://www.tc.columbia.edu/policylibrary/diversity-and-community-affairs/grievance-procedures/).

If you believe a bias-related incident has occurred, you may inform any of the following offices and/or administrators by email or in-person:

Office of the Vice President for Diversity and Community Affairs; College Ombuds (confidential – to seek guidance about next steps); Vice Provost; Vice Provost for Student Affairs; Department Chair; Office of Access for Individuals with Disabilities; Human Resources; Office of International Affairs.

Any person who comes forward to report a bias-related incident is protected against retaliation. Retaliation includes threats, intimidation, harassment or other conduct directed at a person **because** they came forward to report a bias-related incident. Any person found to have retaliated against another may be subject to disciplinary action.

Owner: Office of the Vice President for Diversity and Community Affairs