

UM Bias Incident Definition

As one of the most diverse campus communities in the nation, the University of Miami is committed to a Culture of Belonging where all members of the community have a sense of connection to their University, feel valued, and have opportunities to make valuable contributions. The University is a value-based and purpose-driven organization. To that end the University is committed to encouraging everyone to report bias incidents that occur in our campus community so that inappropriate and unwelcome behavior may be properly addressed and the community at large can be educated.

At the University of Miami a bias incident is defined as an action, behavior or expression against an individual's or group's actual or perceived identity. A bias incident may take the form of a verbal interaction, cyber-interaction, physical interaction, or interaction with property. Bias incidents occur whether the act is intentional or unintentional and may be based on, but not limited to: age, race, color, ethnicity, sex, sexual identity, sexual orientation, religion, disability, gender identity and expression, national origin, genetic information, citizenship status, political affiliation or veteran status. Bias often contributes to or creates an unsafe/unwelcoming environment. The University understands that unintentional bias-related incidents occur and will take an educational (non-disciplinary) approach to resolution where possible. Intentional bias-related incidents may be handled through the student disciplinary system.