



STUDENT AFFAIRS^(/)

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Oklahoma State Bias Incident Response

Oklahoma State University respects and values the diversity of individual beliefs and opinions. The Bias Incident Response Team aims to support individuals that have experienced a bias incident.

What is bias?

Bias is a disproportionate weight in favor of or against an idea or thing, usually in a way that is closed-minded, prejudicial, or unfair. Biases can be innate or learned. People may develop biases for or against an individual, a group, or a belief.

What is bias incident?

A bias incident involves actions committed against or directed toward a person or property that are motivated, in whole or in part, by a bias against a person or group of persons who possess common characteristics.

The University urges anyone who has experienced or witnessed a bias incident to report it.

Contact

[Office of Vice President for Student Affairs \(/who-we-are/index.html\)](#)

201 Whitehurst Oklahoma State University
Stillwater, OK 74078

(405) 744-5328()

[vpsao@okstate.edu\(mailto:vpsao@okstate.edu\)](mailto:vpsao@okstate.edu)

REPORT HERE ([HTTPS://CM.MAXIENT.COM/REPORTINGFORM.PHP?OKLAHOMASTATEUNIV&LAYOUT_ID=20](https://cm.maxient.com/reportingform.php?oklahomastateuniv&layout_id=20))

For all reports containing contact information, a member of the Bias Incident Response Team will contact the reporting person and if desired, offer a meeting to discuss the incident in detail to explore a plan for resolution. During this meeting, the reporting person can expect to obtain information about related University policies, procedures, and resources.

The Bias Response Team will:

- Review all reports with due diligence
- Create a space for students/employees to process their experiences
- Aim to reassure students or employees that their feelings are valid
- Ensure reported bias incidents are properly recorded so that they may assess the campus climate on an ongoing basis
- Coach students/employees through difficult conversations and/or written correspondence
- Provide follow-up training and educational opportunities
- Collaborate with the reporter to explore options for informal resolution

The Bias Incident Response Team is not an investigative or disciplinary body. The committee will brainstorm viable solutions to all incidents. Suggestions for redress made by the reporter will be considered to the fullest extent of the committee's authority. In the case where disciplinary or corrective action is a possibility the reporter will be referred to Human Resources or Student Conduct. The Bias Incident Response Team will receive incoming reports to review for action steps necessary on the information submitted. Extended team members will listen to students and employees concerns, offer resources, and assist in responding to the concerns.

To talk to someone about the team please contact:

- **[Aleigha Mariott](mailto:aleigh.marriot@okstate.edu)**(mailto:aleigh.marriot@okstate.edu), Ph.D. Director of Student Support & Conduct, (405) 744-5470()
- **[Clyde Wilson](mailto:clyde.wilson@okstate.edu)**(mailto:clyde.wilson@okstate.edu), Ph.D. Assistant Vice President/Director of TRIO programs, (405) 744-5288()
- **[Jackson Landrum](mailto:jackson.landrum@okstate.edu)**(mailto:jackson.landrum@okstate.edu), Director of Equal Opportunity, (405) 744-9153()

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(/)

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(405) 744-5328 () |

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