

# SUNY Oswego

Bias Prevention and Response Team  
Behavioral Intervention Team

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**Kendra Cadogan, Chief Diversity and Inclusion Officer (CDIO) and Interim Director of the Triandiflou Institute**

**Kristin Croyle, Dean of College of Liberal Arts and Sciences and Interim Affirmative Action Officer**

**Christy Huynh, Dean of Students**

# Bias Prevention and Response Team (BPRT) Purpose

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- It is the responsibility of each person within the SUNY Oswego community to join in creating an environment in which others can thrive without fear of hate or bias
- The Bias Prevention and Response Team
  - coordinates response to bias incidents
  - monitors and creates campus opportunities for educational initiatives to cultivate equity and inclusion
  - facilitates restorative conversations between parties involved in bias-related incidents
  - assesses the effectiveness of the team to inform future action



## Bias-related incidents:

- are motivated by bias, but may not meet the necessary elements required to prove a crime
- are violations of the College's Code of Student Rights, Responsibilities and Conduct

## Hate crimes:

- also called bias crimes or bias-related crimes, are criminal activity motivated by the perpetrator's bias against an individual victim or group based on perceived or actual personal characteristics, such as their race, religion, ethnicity, gender, sexual orientation, or disability

# Examples of bias-related incidents:

Telling jokes based on a stereotype

Using a racial, ethnic, or other slur to identify someone (in person, in writing, on social media, on whiteboards, etc.)

Calling a person or a behavior 'gay' as an insult

Saying that all \_\_\_\_\_ [people of a certain group or identity] are \_\_\_\_\_ [stereotype]

Imitating someone with any kind of disability, or imitating someone's cultural norm or practice

Making derogatory comments on social media about someone's disability, ethnicity, race, national origin, gender, gender identity or expression, sexual orientation, religion, or political affiliations/beliefs

Drawing or creating pictures that imitate, stereotype, or belittle/ridicule someone because of their gender, gender expression, race, ethnicity, national origin, disability, sexual orientation, faith, or political affiliation

Intentionally or repeatedly misgendering someone, even after being corrected.

# How to report a Bias Incident

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*Recognizing historical barriers to reporting bias-related incidents, including fear of not being believed, fear of no action, and fear of retaliation, SUNY Oswego believes strongly in a culture of reporting and accountability.*

- Fill out a [Bias-Related Incident Report](#)
- Report to a member of the Team
- Report to Affirmative Action Officer (AAO)
- Report to University Police



# Report an Incident

STUDENT CONDUCT / REPORT AN INCIDENT

## Report an incident

Any member (faculty, staff, or student) or recognized group or organization of the College community may report and/or file a report to an administrator, campus office, University Police or local law authorities alleging a violation of college policy or when behavior warrants attention. There is no time limit on filing reports and reports may also be made anonymously. It should be noted that when an anonymous report is made or a significant amount of time has passed, the College may be limited in its ability to respond or unable to take any action.

### General Community Concern or Incident Report

All members of the community - students, faculty and staff - with information about an incident or concern that impacts the SUNY Oswego campus community can submit a report to the Dean of Students office. Reports may include identifying information or submitted anonymously.

REPORT A COMMUNITY CONCERN

### Student of Concern Referral Form

This form is for faculty, staff, and students to voluntarily report students who are experiencing crisis, displaying odd or unusual behaviors, or engaging in other behaviors that may be perceived as being harmful to themselves and/or others.

REPORT CONCERNING BEHAVIOR

### Bias-Related Incident Report

If you know of, have witnessed or was the target of an incident motivated by age, disability, ethnicity, gender, gender identity, gender expression, national origin, race, religion, or sexual orientation (perceived or confirmed), please fill out a Bias-Related Incident Report.

REPORT A BIAS-RELATED INCIDENT

### Hazing Incident Report

While being part of a campus group can be one of the most meaningful aspects of student life, hazing is often a hidden, but serious problem that undermines the value of these experiences and poses risk of physical and mental

Or

<https://www.oswego.edu/student-affairs/bias-prevention-response-team>

OSWEGO STATE UNIVERSITY OF NEW YORK

EMAIL BRIGHTSPACE MYOSWEGO A-Z INDEX QUICK LINKS SEARCH

## Bias Prevention & Response Team

Student Affairs

About

Division Organizations

REPORT A BIAS-RELATED INCIDENT

It is the responsibility of each person within the SUNY Oswego community to join in creating an environment in which others can

# What happens after I report an incident?

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- All reports are **reviewed promptly by the Bias Prevention Response Team** to determine urgency and identify a plan for follow-up.
- **Follow up** with the reporting individual (if identified and willing to be contacted) **will occur within two business days.**
- If the reporting individual has identified themselves in the report and has indicated they are willing to be contacted, a member of the BPRT will reach out to them directly to offer support and to learn more about what occurred.
- If other individuals are listed in the report (i.e., witnessed, accused, etc.), they may also be contacted as part of the information-gathering process.



# Will I find out what happens to the accused party?

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- We understand why the individual reporting would want to know how the incident was resolved after they reported it.
- Federal privacy law, **FERPA** (Family Educational Rights and Privacy Act) prohibits anyone employed by the College from sharing any information about a specific student.
- If involved parties are campus employees, personnel actions are also confidential.
- The BPRT will, however, reach out to the reporting individual (if known and if they have indicated that they are willing to be contacted) and share all of the details legally allowed.



# BPRT - meet the team

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- Kathleen G. Kerr, Vice President for Student Affairs
- Kendra Cadogan, Chief Diversity Equity and Inclusion Officer & Interim Director of the Institute for Equity, Diversity, Inclusion and Transformative Practice
- Renee Landers-Jennings, Associate Director, Residence Life and Housing
- Anneke McEvoy, Institute for Equity, Diversity, Inclusion and Transformative Practice Representative
- Christy Huynh, Dean of Students
- Lisa Evaneski, Title IX Coordinator
- Kristin Croyle, Dean of College of Liberal Arts and Sciences
- Grace Maxon-Clarke, EOP Academic Planning Counselor
- Megan Marks, Associate Director for Student & Community Advocacy, Residence Life and Housing

# BIT - Behavioral Intervention Team

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The Behavioral Intervention Team meets regularly to discuss students of concern in order to coordinate responses, resources, and management of relevant information so that campus professional staff can address student needs in a comprehensive manner. The group will also make recommendations to address any disruption or negative impact student issues may have on the student of concern, their peers, and others in the living and learning environment.



# BIT - Behavioral Intervention Team

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- Provides consultation and support to faculty/staff & students
- Assesses threat/risk
- Connects individuals with appropriate campus & community resources
- Monitors any issues or students of concerns in order to support continued consultation and services



# How to Report

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- Starfish
  - **Student of Concern Referral Form**
  - Contact Office of the Dean of Students
    - by email or phone
- [deanofstudents@oswego.edu](mailto:deanofstudents@oswego.edu)  
315-312-5483



# Faculty & Staff Resources (Green Folder)



## Faculty and Staff Crisis Resources

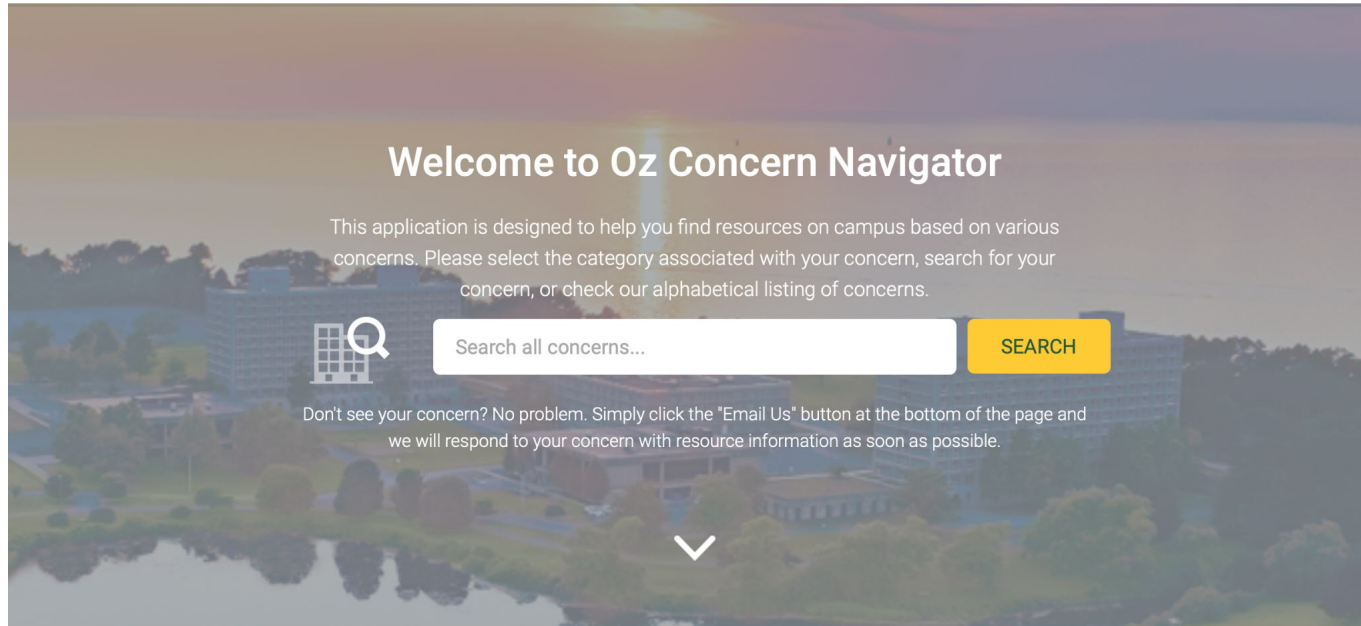
Recognize	Respond	Refer	Report
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<p><b>“Not sure what, but something is wrong.”</b></p> <ul style="list-style-type: none"> <li>• Disturbing content in paper/emails.</li> <li>• Decline in academic performance.</li> <li>• Excessive absences.</li> <li>• Sudden change in demeanor.</li> <li>• Significant changes in appearance, behavior, or personal hygiene.</li> </ul>	<ul style="list-style-type: none"> <li>• Express concern and care. Offer support and encouragement if the student agrees to get help.</li> <li>• Give an example of a time that the student's behavior has concerned you.</li> <li>• Call 911 for any safety concerns.</li> </ul>	<ul style="list-style-type: none"> <li>• Urgent: 911</li> <li>• University Police: 315.312.5555</li> </ul> <p><b>Advice and consultation:</b></p> <ul style="list-style-type: none"> <li>• Counseling Services: 315.312.4416</li> <li>• Health Services: 315.312.4100</li> <li>• Office of the Dean of Students: 315.312.5483</li> </ul>	<ul style="list-style-type: none"> <li>• Urgent: 911</li> <li>• University Police: 315.312.5555</li> </ul> <p><b>Advice and consultation:</b></p> <ul style="list-style-type: none"> <li>• Counseling Services: 315.312.4416</li> <li>• Health Services: 315.312.4100</li> <li>• Office of the Dean of Students: 315.312.5483</li> </ul>
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<p><b>Self-harm, suicidal ideation, suicidal risk</b></p> <ul style="list-style-type: none"> <li>• Decline in academic performance.</li> <li>• Written or verbal statements with the theme of death that conveys intent to harm self or others.</li> <li>• Fresh cuts, scratches, wounds.</li> <li>• Withdrawal from classes, activities, and friends.</li> <li>• Statements of hopelessness such as, "I hate this life" or "Everyone is better off without me."</li> </ul>	<ul style="list-style-type: none"> <li>• Call x5555 if there is a potential threat to student's safety or the safety of others.</li> <li>• Express concern and care.</li> <li>• Always take suicidal statements, thoughts/behaviors very seriously.</li> <li>• If you suspect a student may be suicidal, seek consultation.</li> </ul>	<ul style="list-style-type: none"> <li>• Urgent: 911</li> <li>• University Police: 315.312.5555</li> </ul> <p><b>Advice and consultation:</b></p> <ul style="list-style-type: none"> <li>• Counseling Services: 315.312.4416</li> </ul>	<ul style="list-style-type: none"> <li>• Office of the Dean of Students</li> <li>• Submit a "Student of Concern Referral Form" on Student Conduct's website: <a href="http://oswego.edu/student-conduct/report-incident">oswego.edu/student-conduct/report-incident</a></li> </ul>
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<p><b>Alcohol, marijuana, or other drug use</b></p> <ul style="list-style-type: none"> <li>• Intoxicated/high in class or at meetings/events.</li> <li>• Excessive sleepiness/hyper energy.</li> <li>• Decline in academics.</li> <li>• References to alcohol/drug use in conversations, papers, projects.</li> <li>• Decline in physical appearance (bloodshot eyes, dilated pupils, trembling hands).</li> </ul>	<ul style="list-style-type: none"> <li>• Express concern and care. Offer support and encouragement if the student agrees to get help.</li> <li>• Give an example of a time that the student's behavior has concerned you.</li> <li>• Offer to help the student make an appointment with the AOD Education coordinator in the Office of the Dean of Students.</li> <li>• Counseling or Health Services may be contacted.</li> </ul>	<ul style="list-style-type: none"> <li>• Urgent: 911</li> <li>• University Police: 315.312.5555</li> </ul> <p><b>Advice and consultation:</b></p> <ul style="list-style-type: none"> <li>• Counseling Services: 315.312.4416</li> <li>• Health Services: 315.312.4100</li> <li>• AOD Coordinator: 315.312.5483</li> </ul>	<ul style="list-style-type: none"> <li>• Office of the Dean of Students</li> <li>• Submit a "Student of Concern Referral Form" on Student Conduct's website: <a href="http://oswego.edu/student-conduct/report-incident">oswego.edu/student-conduct/report-incident</a></li> </ul>
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<p><b>Anxiety, stress, panic</b></p> <ul style="list-style-type: none"> <li>• Excessive worry, guilt, nervousness.</li> <li>• Decline in academics/loss of focus.</li> <li>• Physical symptoms (trouble with breathing, pounding or racing heart, numbness, tingling, sweating or chills, weakness/dizziness, jaw pain/teeth grinding, chest/stomach pain).</li> </ul>	<ul style="list-style-type: none"> <li>• Express concern and care.</li> <li>• Avoid criticizing, blaming, or sounding judgmental.</li> <li>• Recommend (or, if necessary, insist upon) intervention.</li> </ul>	<ul style="list-style-type: none"> <li>• Urgent: 911</li> <li>• University Police: 315.312.5555</li> </ul> <p><b>Advice and consultation:</b></p> <ul style="list-style-type: none"> <li>• Counseling Services: 315.312.4416</li> <li>• Health Services: 315.312.4100</li> <li>• Office of the Dean of Students: 315.312.5483</li> </ul>	
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## Oz Concern Navigator

### CATEGORIES

- |                        |             |
|------------------------|-------------|
| Academic >             | Emotional > |
| Financial >            | Physical >  |
| Sex and Relationship > | Social >    |
| Spiritual >            |             |

# Members of the Behavioral Intervention Team



Christy Huynh  
Dean of Students



Liz Droz  
Associate Dean  
of Students



Brandon  
Bennett,  
Director of  
Student Conduct  
and Associate  
Dean of  
Students



Rameen  
Mohammadi  
Associate  
Provost



Sara Rebeor  
Interim Director of  
Residence Life &  
Housing



Jane LeBlanc  
Interim Director,  
Counseling  
Services



Scott Swayze  
Chief,  
University Police



Megan Marks  
Associate Director,  
Residence Life and  
Housing



Karin DeLeon,  
Counselor/Clinical  
Case Manager,  
Counseling Services

# Questions?

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