

## Supporting a friend

Bias not only affects the individual targeted but can also impact the people closest to them and entire communities. If someone you know is the target of bias, the resources listed in this brochure are available to you as well. Here are some helpful ways to support a friend who has been targeted.

- Listen
- Address safety
- Take the situation seriously
- Validate feelings
- Provide support
- Inform your friend about the resources available and encourage them to seek support
- Inform your friend they have rights and options to report to the police and or the university.
- Support your friend in doing what they decide is best for them regarding reporting
- Find a safe place to get support for yourself so you are able to talk about what has happened and how you feel about it

## Office of Victim Assistance (OVA)

### Non-discrimination Statement

The Office of Victim Assistance values diversity and inclusion. We support students, faculty and staff from diverse backgrounds. The Office of Victim Assistance shall maintain and promote a policy of nondiscrimination on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation or philosophy. We acknowledge that culturally relevant trauma services are an ongoing process of learning that begins by looking within ourselves and honoring basic human rights. As individuals and as an agency, we are committed to responding effectively to social-cultural diversity.

## Campus Resources

*CU Office of Victim Assistance <i>(after-hours phone service available)</i>	303.492.8855
*Center for Community Counseling and Psychiatric Services (CAPS/C4C)	303.492.6766
Cultural Unity & Engagement Center	303.492.5667
Community Health	303.492.2937
CU Police, Emergency	911
CU Police, Non-emergency	303.492.6666
Department of Housing	303.492.7260
Disability Services	303.492.8671
Gender and Sexuality Center	303.492.1377
Institutional Equity & Compliance	303.492.2127
Office of Student Conduct	303.492.5550
Student Legal Services <i>nominal fee required</i>	303.492.6813
*Ombuds Office	303.492.5077
Religious Campus Organization <a href="mailto:rco@colorado.edu">rco@colorado.edu</a>	
Veteran Services	303.492.7322
Wardenburg Health Services	303.492.5101
*Wardenburg Counseling and Psychiatric Services (CAPS/WHS)	303.492.5654
Women's Resource Center	303.492.5713

## Community Resources

Boulder Community Hospital	303.415.8100
For SANE, Foothills location	303.415.8818
Boulder Police, Emergency	911
Boulder Police, Non-emergency	303.441.3333
Planned Parenthood	303.447.1040
Boulder Valley Women's Health	303.442.5160
Boulder District Attorney	303.441.3700
*Moving to End Sexual Assault (MESA) <i>(24-hour hotline)</i>	303.443.7300
Out Boulder	303.449.5777
*Safehouse Progressive Alliance for Non-Violence (SPAN) <i>(24-hour hotline and shelter)</i>	303.444.2424
*Survivors Organizing for Liberation, Colorado's Anti-Violence Program or <i>(24-hour hotline)</i>	303.852.5094 1-888-557-4441

\*Confidential resources

5/2016



Office of Victim Assistance  
UNIVERSITY OF COLORADO BOULDER

# *Bias Motivated Incidents*



**Victim Assistance**

*Information and resources  
for all CU Boulder*

**Office of Victim Assistance  
(OVA)**

**Center for Community  
Fourth Floor, S440  
303.492.8855**

<http://cuvictimassistance.com>

## What is a bias motivated incident?

Bias motivated incidents involve behavior, speech, or expression that is motivated by bias/prejudice based on **perceived race, religion, ethnicity, national origin, sex, gender identity, gender expression, disability, age, sexual orientation, political affiliation or philosophy** and has a negative impact. Incidents of bias can take many different forms. They can be covert, overt, sometimes difficult to name, and the impact can vary. Some examples of incidents of bias include micro-aggressions, derogatory and/or non-inclusive language, harassment based on identity, discrimination, and hate crimes. Regardless of the form, if you have experienced bias the Office of Victim Assistance (OVA) can be a resource for you.

### What are micro-aggressions?

Micro-aggressions are brief exchanges that send denigrating messages to certain individuals because of their identity and/or group membership (Derald Wing Sue, 2010). Regardless of the intention of the message, there is impact.

### What is discrimination?

Discrimination is conduct that deprives an individual of a benefit, including but not limited to employment and educational opportunity, on the basis of identity.

## Impact of bias:

The individual and community that have been impacted may:

- Feel degraded
- Experience an increase in hyper-vigilance, assessment of safety, fear of new people or new situations
- Activate internalized negative feelings towards self
- Experience headaches, a decrease in energy and/or changes in appetite and sleep
- Feel fear, anger, sadness, anxiety, and/or feelings of confusion and distrust
- Feelings of distrust can manifest and/or worsen between members of the perpetrator's community and members of the victim's community. Depending on the incident and how it is handled, sometimes the victimized community's mistrust extends to law enforcement officials, university administration, and other seemingly culpable parties.

## ***How to Access Help***

*Experiencing bias can take a toll on day to day life. Taking care of yourself may involve getting help. Seeking support can take many forms. Individuals who have experienced bias/discrimination often look to their communities first for understanding and advice. There is often important historical or anecdotal information about how the impact of bias has played out in your community in the past, as well as about the strategies people have used to resist or engage with it. In addition OVA can support you in this process.*

## Counseling Support

The Office of Victim Assistance's (OVA) services are confidential and free. The OVA provides advocacy and short-term counseling at no charge to all CU students, staff, and faculty.

## Advocacy

Confidential advocates are available through OVA and can serve as a primary resource for individuals experiencing bias and/or discrimination. Advocates can serve as liaisons to other services and departments, as well as accompany people to meetings and be a support in navigating systems.

## Medical

Your health is important. If you would like to meet with or speak to a medical physician, please consider calling your doctor. If medical providers believe injuries are related to a crime they may report to the police. If police contact you, you have the right to choose to speak with them or not. OVA can discuss these issues confidentially.

## Reporting options

There are several options for reporting a bias motivated incident and/or discrimination. Obtaining information about reporting may help with your decision. OVA can discuss reporting options with you confidentially.

- Reporting is not the same as pressing charges against an offender. An oral or written police report can sometimes be made at the police department without proceeding to an investigation.
- If the accused person(s) is a CU student, staff, or faculty campus disciplinary actions can be pursued by reporting directly to the Office of Institutional Equity and Compliance: <http://www.colorado.edu/institutionalequity/> OR through the "Report it" website: <http://www.colorado.edu/reportit/>
- To inform OVA call directly or complete an online confidential form at: <http://www.colorado.edu/confidentialreporting> -*Completing this form does not constitute a report to the University and will not initiate any investigation.*