

BIRT (Bias Incident Response Team)

BIRT is a resource-coordinating committee, activated by Equal Opportunity/Title IX in order to support affected individuals and communities. It is *not* a service provider or programming body itself; nor does it investigate or adjudicate incidents.

The chart below outlines the BIRT process, which is integrated into existing campus reporting and response procedures—to simplify access and avoid redundancy.

Report to EO/Title IX:

• online form: www.du.edu/deo

phone: 303.871.7016

• email: equalopportunity@du.edu

• in-person: Driscoll South, Ste 30 (lower level)

If there is immediate risk to people or property, call 9-1-1 and then DU Campus Safety at 303.871.3000

EO/IX reviews reports and...

- Handles the matter themselves; and/or
- Refers to other offices (eg, Student Rights & Responsibilities, Campus Safety, etc); and/or
- Refers to BIRT when:
 - 1. May not rise to policy violation; and/or
 - 2. Has broader community impact

2. Review

Response

Report

BIRT coordinates response by campus providers,

which might include such actions as:

- reaching out to those affected directly,
- alerting other resource offices or persons,
- coordinating educational event,
- engaging campus via email/social media

BIRT members represent DU's three major affiliate populations: students – Student Affairs & Inclusive Excellence (SAIE); staff/employees – Equal Opportunity/Title IX (EO/IX); and faculty + academics — Office of Diversity, Equity & Inclusion (ODEI).

Further information and reporting link at

www.du.edu/equalopportunity/bias-incident-response-team-birt