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](http://www.du.edu/deo)
- phone: 303.871.7016 (español: 303.871.7766)
- email: equalopportunity@du.edu
- in-person: Mary Reed Building, 4th Floor

*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

### 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 dialogue or other educational event,
- engaging campus via email/social media

BIRT members represent DU’s three major affiliate populations: students - Campus Life & Inclusive Excellence (CLIE); staff/employees - Human Resource & Inclusive Communities (HRIC); and faculty and academics- Office of Diversity & Inclusion (ODI).

Further information and reporting link at [www.du.edu/equalopportunity/bias_incident](http://www.du.edu/equalopportunity/bias_incident)