

# **Principles of Bias Prevention**

## **Prevention**

The goal in prevention is to try to stop it before it starts. Actions motivated by bias or prejudice should be made known to students to aid in preventing bias incidents, acts, or crimes.

## **Monitoring**

The goal in monitoring is to be aware of what is going on in the community and in the world to anticipate when there may be a need to intervene to address bias incidents. Know the trouble spots. Staff members therefore look out to identify issues and indicators which may give rise to actions motivated by bias as part of prevention efforts.

## **Response**

The goal in response is to manage the situation when a bias act occurs. This should include timely reporting, timely follow-up by appropriate staff, and timely response to the constituents/community involved, i.e., impacted party/parties.

## **Reporting**

The purpose of reporting is to relay the facts of a bias incident to the appropriate staff to review: a supervisor, Rutgers Police, a Bias Outreach, Prevention and Education representative, or other Student Affairs staff person.

## **Restoration**

The purpose of restoration is to heal the environment. Short and long-term steps must be taken by students and staff to help others repair the harm. Other organizations/departments may be called upon to assist in the healing process. Restoration enables the development of new prevention strategies.