

BMIST MISSION

The Bias Motivated Incident
Support Team

is a group of faculty and staff
committed to serving
students

who have been
directly or indirectly subject
to bias motivated incidents.

We document and resolve
bias motivated acts to
encourage an attitude of
mutual respect and responsibility
in the Baylor community.

HALLMARKS:

Compassion: BMIST treats every individual in
a compassionate manner in keeping with the
mission and purpose of Baylor University.

Action: BMIST achieves results by helping
students access effective resources.

Respect: BMIST ensures a process that treats
all persons with respect and offers a safe
forum to voice their concerns.

Education: BMIST works to create an environ-
ment of awareness and honor to benefit the
Baylor community.

Email bmist@baylor.edu
to make an appointment.



BAYLOR
UNIVERSITY

Don't be in the dark.

YOU
SHINE
DON'T
A LIGHT
HAVE TO
ON
TAKE IT
BIAS MOTIVATED
ANYMORE.
UNFAIRNESS AND INJUSTICE.



BMIST

BIAS MOTIVATED
INCIDENT SUPPORT TEAM

BMIST



BIAS MOTIVATED
INCIDENT SUPPORT TEAM

About BMIST.

Baylor University is committed to a caring and compassionate community. No university, however, is immune to problems of intolerance and prejudice. In 2008, by university presidential directive, the Bias Motivated Incident Support Team (BMIST) was created as an advisory group for students who encounter bias motivated incidents. BMIST operates with the support of the President's Office and consists of staff and faculty who have expertise in diversity issues and conflict resolution. BMIST meets regularly to discuss new and ongoing cases.

BMIST has three purposes.

1. To assist and support students who report bias motivated incidents based on race, nationality, religion, gender, age, etc.;
2. To recommend pathways for personal and institutional redress and reconciliation;
3. To document information about these incidents in order to address bias motivated incidents as they occur in habitual or systematic ways at Baylor University.

What Should be Reported:

BMIST deals with bias motivated incidents that involve race, nationality, religion, gender, age, etc. Examples of such incidents:

- You are subjected to verbal abuse because you are an international student.
- A wall near the door of a Jewish student is defaced with anti-Semitic phrases.
- Every time you go to your work-study job, your supervisor insists on telling jokes that are demeaning to women.
- Your professor repeatedly makes racially disparaging comments.

How to report an incident to BMIST:

Send an email to bmist@baylor.edu

After a report is filed, a member of BMIST will contact you within three days (typically, within 24 hours).

What happens after you report an incident?

1. After an initial conversation between you and a BMIST member, BMIST reviews the reported incident and proposes a course of action.
2. A member of BMIST then contacts you and presents this information.

3. Members of BMIST proceed by accompanying you during the process toward resolution. We will continue to work with you until an appropriate solution to the situation is achieved.
4. The incident will be recorded for reports that document bias motivated incidents at Baylor University.

Confidentiality:

BMIST operates with high standards of confidentiality. Usually, the only people who know a case is underway are:

(1) the person reporting the incident, **(2)** BMIST members, and **(3)** other persons relevant to the case. As warranted by legal policies, BMIST cannot guarantee absolute anonymity, though in most cases confidentiality can be expected.

Permanence of records: Minimal records are kept on file, and these files are for BMIST use only. We destroy our records periodically, and therefore subjects' names are not kept permanently.