

Frequently Asked Questions

- Why should I file a report with the Inclusive Community Response Team (ICRT)?
 - Diversity is one of Illinois State's five core values under the University's strategic plan, Educating Illinois. As such, it is everyone's responsibility to ensure that our community is one that encourages respect for differences and that our institution fosters an inclusive environment characterized by cultural understanding, ethical behavior, and social justice. Filing a report offers the institution the opportunity to ensure that all ISU students are included in the Redbird experience.
 - What bias-related incident should be reported to the ICRT?
 - Bias incidents occur in many different ways. They can be spoken or written, or appear as symbols, signs, threats, or actions performed in person or through electronic means (e.g. email, social media). They include, but are not limited to, microaggressions (these are seemingly normal interactions that convey demeaning messages towards disenfranchised group members), bullying, vandalism, destruction of private or public property, harassment, and expressions of discrimination or hate. One thing that all bias-related incidents have in common is that they have an adverse impact on learning for Illinois State University students.
 - What will happen when I file a report?
 - If you supply your name and contact information, a member of the ICRT will follow up with you within two business days.
 - When filing a report, is it possible to remain anonymous?
 - Yes. Anonymous reports will be accepted. However, it must be understood that it will be quite challenging for the ICRT to fully address issues that are filed anonymously.
 - Will my report to the ICRT be confidential?
 - The ICRT will take reasonable steps to maintain the privacy of those who make a report, if requested. However, it is vital to understand that confidentiality cannot be guaranteed. On occasion, due to the nature of the report, the reporting party may be obvious to those involved. Furthermore, there are several legal considerations that impact the privacy and confidentiality of reports filed.
 - Reports that indicate an immediate danger to any person will need to be reported to the appropriate authority to intercede (e.g. University Police).
 - Reports that reference potential crimes will need to be reported to University Police.
 - Reports that reference any type of sexual or relationship violence (e.g. sexual assault, stalking, domestic violence) will need to be reported to University Police and the Office of Equal Opportunity, Ethics, and Access.
 - Also, student privacy is protected as appropriate for the circumstances and in compliance with federal and state law.
 - Am I protected from retaliation when submitting a report to the ICRT?
 - The University has anti-retaliation provisions as part of the Anti-Harassment & Non-Discrimination Policy. This policy can be viewed in its entirety [here](http://policy.illinoisstate.edu/conduct/1-1-2.shtml) (<http://policy.illinoisstate.edu/conduct/1-1-2.shtml>).
 - Does the ICRT take away campus community members right to freedom of expression?
 - Illinois State University recognizes and supports the right for persons to express their views under the First Amendment of the Constitution of the United States. However, the University reserves the right to challenge protected speech that conflicts with University values through public statements, educational programming, and support of affected persons.
 - Does the ICRT respond to off-campus incidents?
 - Yes. The Inclusive Community Response Team will respond to reports from off-campus incidents and seek to address reported issues through whatever means are available.
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