



Campolindo Bias Incident Report February 2022

The Campolindo Bias Incident Report Team (BIRT) meets weekly to examine and respond to incidents of bias that are reported to the district [biased report form](#). The primary function of the team is to keep a record of biased incidents, provide care for the reports who experienced/reported the biased incident, and to promote conversation about bias, diversity and equity issues on campus. Although students can report anonymously, those who do not, can be followed up with so that we can listen to their experiences, discuss the resources available to them and when applicable, recommend appropriate actions to the administration that are both preventative and responsive.

Bias incidents are any actions committed against a person or group that are motivated in whole or in part, by bias against the person's or group's sex, gender identity, sexual orientation, national origin, race, religion, or disability.

The Campolindo Bias Incident Report Team (BIRT) is NOT a crisis response team, or a disciplinary body. Therefore this report is only intended to provide transparency for the community and accountability for addressing patterns and/or trends that may call for structural or cultural changes to occur. Additional information about the [AUHSD Bias Reporting Procedures](#) can be found on the [AUHSD website](#).

Number of Reports

Type of Incident (One or more can be chosen)	January	February Academic Year
Total Reports	11	12 105
Biased Incidents	5	10 54
Immediate Safety Concerns	5	1 13

General Concerns	4	8 53
Bias reported to have occurred online	1	0 7
Bias reported to have occurred during school day	10	12 49
Bias reported to have occurred outside of school day	0	0 10
Report was Anonymous Entry	9	4 34

Responses

Type of Response (One or more can be chosen)	January	January Academic Year
Administrative Contact	5	9 83
BIRT Member Contact	4	6 21

Restorative Practice	2	0 2
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Disciplinary Action	2	1 6
Structural Change (curriculum, policy, procedure)	0	1 6
None (Not enough information, outside of legal purview, or opinion)	0	0 5

Summary

Of the 12 reports submitted to the Bias Incident Reporting System between February 1, 2022 and February 28th, 2022, 10 were incidents of bias, 1 was an incident of immediate concern and 8 were of general concern. Reports were immediately emailed to an administrator. Those requiring immediate attention were dealt with right away. Of the 12 reports made, there were references to 9 unique incidents.