



Campolindo Bias Incident Report

November 2021

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

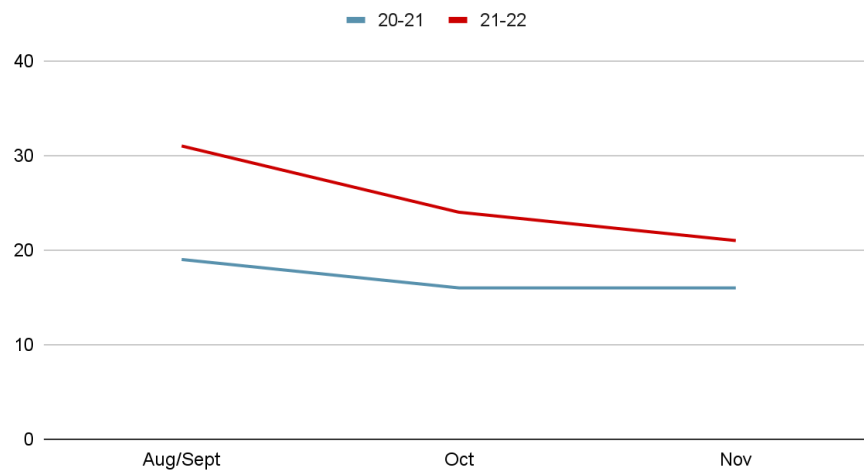
Type of Incident (One or more can be chosen)	October	November	Academic Year
Total Reports	24	21	76
Biased Incidents	15	6	38
Immediate Safety Concerns	1	0	3

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General Concerns	8	17	40
Bias reported to have occurred online	0	1	1
Bias reported to have occurred during school day	16	19	39
Bias reported to have occurred outside of school day	7	1	10
Report was Anonymous Entry	17	16	25

Total Reports



Responses

Type of Response (One or more can be chosen)	Aug/Sept	November	Academic Year
Administrative Contact	25	21	64
BIRT Member Contact	7	1	10
Restorative Practice	0	0	0

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Disciplinary Action	1	0	3
Structural Change (curriculum, policy, procedure)	2	1	5
None (Not enough information, outside of legal purview, or opinion)	3	1	5

Summary

Of the 21 reports submitted to the Bias Incident Reporting System between November 1, 2021 and November 30st, 2021, 6 were incidents of bias, 0 were incidents of immediate concern and 17 were of general concern. Reports were immediately emailed to an administrator. Those requiring immediate attention were dealt with right away. Of the 21 reports made, there were references to 16 unique incidents.