



BIAS INCIDENT RESPONSE TEAM (BIRT)

Tacoma Community College supports free expression. The ways in which we respond to bias incidents respects that value. Those who engage in speech that offends others and those that respond to the speech may be protected by First Amendment rights.

When speech is protected, neither the student conduct system nor the criminal justice system can be applied. It is through the speech of others, including the Bias Incident Response Team (BIRT) that bias incidents are best addressed.

TCC aspires to create an environment that is inclusive and safe for all members of the community.

- To report a bias incident, please click on this link: [BIRT Report Form](#). The team will respond by meeting in a timely manner to evaluate the nature of the incident (hate crime/bias/discrimination) and respond appropriately.
- Depending on the severity of the event, the BIRT may inform and consult with college leadership on additional steps to be taken to respond to bias and prevent future occurrences.
- In the case of a hate crime, Campus Public Safety staff will contact local law enforcement to assist with the investigation.

BIRT Members

Dolores Haugen, Community Standards	dhaugen@tacomacc.edu	253-566-6090
Nigeria Bell, Faculty Counselor	nbell@tacomacc.edu	253-566-5046
Will Howard, Public Safety	whoward@tacomacc.edu	253-566-5344
Sonja Morgan, Student Engagement	scmorgan@tacomacc.edu	253-566-5322
Julie Lancour, Equity, Diversity & Inclusion	jlancour@tacomacc.edu	253-566-5212