



# *How can I help?*

## **DISCRIMINATION & EXPERIENCES OF BIAS**

### **Recognize.**

- Discrimination is conduct that deprives an individual of a benefit, like employment or an educational opportunity, on the basis of identity/protected class
- Experience of bias can involve behavior, speech and/or treating someone negatively because of prejudice related to a person's perceived identity
- These experiences can range from micro-aggressions to hate crimes and the impact can vary

### **Respond.**

- Listen and check in on safety
- Take your friend seriously and believe them
- Validate their feelings
- Inform your friend they have rights and options
- Support your friend in doing what they decide is best for them

### **Reach out.**

CU Boulder's Office of Victim Assistance (OVA) is a free and confidential advocacy and counseling center on campus for students, grad students, staff and faculty. You can reach out for support and guidance on how to help a friend, or for yourself.

**colorado.edu/ova**  
**303-492-8855**



Office of Victim Assistance  
UNIVERSITY OF COLORADO BOULDER

**BUFFS**  
SUPPORTING  
**BUFFS**