

## Supporting a Friend



Bias not only affects the individual targeted but can also impact the people closest to them and entire communities. If someone you know is the target of bias, the resources listed in this brochure are available to you as well. Here are some helpful ways to support a friend who has been targeted.

- Listen.
- Address safety.
- Take the situation seriously.
- Validate feelings.
- Provide support.
- Inform your friend about the resources available and encourage them to seek support.
- Inform your friend they have rights and options to report to the police and/or the university.
- Support your friend in doing what they decide is best for them regarding reporting.
- Find a safe place to get support for yourself so you are able to talk about what has happened and how you feel about it.

## Office of Victim Assistance Non-Discrimination Statement

The Office of Victim Assistance values diversity and inclusion. We support students, graduate students, faculty and staff from diverse backgrounds. The Office of Victim Assistance shall maintain and promote a policy of non-discrimination on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation or philosophy. We acknowledge that culturally relevant trauma services are an ongoing process of learning that begins by looking within ourselves and honoring basic human rights. As individuals and as an agency, we are committed to responding effectively to social-cultural diversity.

## Campus Resources

Office of Victim Assistance (OVA)*°	303-492-8855
Counseling & Psychiatric Services*°	303-492-2277
Center for Inclusion and Social Change	303-492-0272
Center for Student Involvement	303-492-6366
CU Police, Emergency	911
CU Police, Non-emergency	303-492-6666
Disability Services	303-492-8671
Health Promotion	303-492-2937
Housing/Residence Life	303-492-7260
Medical Services°	303-492-5101
Office of Institutional Equity & Compliance	303-492-2127
Student Conduct and Conflict Resolution	303-492-5550
Student Legal Services*	303-492-6813
Ombuds Office*	303-492-5077
Veteran and Military Affairs	303-492-7322

## Community Resources

Boulder Community Hospital	303-415-7000
Boulder Police, Emergency	911
Boulder Police, Non-emergency	303-441-3333
Boulder Valley Women's Health	303-416-4112
Boulder District Attorney	303-441-3700
Moving to End Sexual Assault*°	303-443-7300
Out Boulder	303-499-5777
Planned Parenthood	303-447-1040
Safehouse Progressive Alliance for Non-Violence*°	303-444-2424

*\*Confidential Resources  
°24/7 Phone Support*

[colorado.edu/ova](https://colorado.edu/ova)

## Office of Victim Assistance (OVA)

Center for Community (C4C), Fourth Floor, N450  
303-492-8855

Updated 10/2022

Information and Resources for CU Boulder

# Experiences of Bias



Office of Victim Assistance  
UNIVERSITY OF COLORADO BOULDER

What is discrimination?

**Discrimination is conduct that deprives an individual of a benefit, including but not limited to employment and educational opportunity, on the basis of identity.**

## What is an Experience of Bias?

Experiences of bias can involve behavior, speech and/or treating someone negatively because of prejudice related to identity, including perceived identity, which can include:

- Race
- Color
- Religion
- Creed
- National origin
- Sex
- Pregnancy
- Sexual orientation
- Gender identity
- Gender expression
- Disability
- Age
- Veteran status
- Political affiliation
- Political philosophy

### Incidents of bias can take different forms.

They can be covert, overt, sometimes difficult to name, and the impact can vary. Some examples of incidents of bias include microaggressions, derogatory and/or non-inclusive language, harassment based on identity/protected class, discrimination and hate crimes. Regardless of the form, if you have experienced bias, the Office of Victim Assistance (OVA) can be a resource for you.

What are microaggressions?

**Microaggressions are brief exchanges that send disparaging messages to certain individuals because of their identity and/or group membership. Regardless of the intention of the message, there is impact.**

## Impact of Bias

The impacted individual and/or community may:

- Feel degraded.
  - Experience an increase in hypervigilance, assessment of safety, fear of new people or new situations.
  - Activate internalized negative feelings.
  - Experience physical impacts, such as headaches, a decrease in energy and/or changes in appetite and sleep.
  - Feel fear, anger, sadness, anxiety, and/or feelings of confusion and distrust.
  - Feelings of distrust can manifest and/or worsen between members of the offender's community and members of the victim's community.
- Depending on the incident and how it is handled, sometimes the victimized community's mistrust extends to law enforcement officials, university administration and other seemingly culpable parties.

## How to Access Help

Experiencing bias can take a toll on day-to-day life. Taking care of oneself may involve getting help. Seeking support can take many forms. Individuals who have experienced bias/discrimination often look to their communities first for understanding and advice. There is often important historical information about how the impact of bias has played out in one's community in the past, as well as about the strategies people have used to resist or engage with it. In addition, OVA can support in this process.

### Counseling Support

The Office of Victim Assistance's (OVA) services are confidential and free. OVA provides advocacy and short-term counseling at no charge to all CU students, graduate students, staff and faculty.

## Advocacy

Confidential advocates are available through OVA and can serve as a primary resource for individuals experiencing bias and/or discrimination. Advocates can serve as liaisons to other services and departments, as well as accompany people to meetings and be a support in navigating systems.

## Medical

Your health is important. If you would like to meet with or speak to a medical physician, please consider calling your healthcare provider. If medical providers believe injuries are related to a crime they may report to the police. If police contact you, you have the right to choose to speak with them. OVA can discuss these issues confidentially.

## Reporting



There are several options for reporting experiences of bias, protected class harassment and/or discrimination. Obtaining information about reporting may help with your decision. OVA can discuss reporting options with you confidentially.

- Reporting is not the same as pressing charges against an offender. An oral or written police report can sometimes be made without proceeding to an investigation.
- If the accused person(s) is a CU student, staff or faculty member, campus disciplinary actions can be pursued by reporting directly to the Office of Institutional Equity and Compliance:  
[colorado.edu/institutionalequity](https://colorado.edu/institutionalequity)
- You can also visit the Don't Ignore It website:  
[colorado.edu/dontignoreit](https://colorado.edu/dontignoreit)

To consult with OVA, call 303-492-8855 or complete a confidential form online at:

[colorado.edu/confidentialreporting](https://colorado.edu/confidentialreporting) Completing this form does not constitute a report to the university and will not initiate any investigation.