

**Bias  
Incidents and  
Discriminatory  
Harassment  
Guide**

**Report Bias  
Incidents**

**Response  
Guide for  
Bias  
Incidents and  
Discriminatory  
Harassment  
Reports**

**Additional  
Resources**

**COVID-19  
Harassment**

**Diversity**

Please contact  
any of the  
people listed  
below for  
guidance in  
reporting or  
responding to  
bias related  
incidents  
and/or  
discriminatory  
harassment.

**Community  
Safety**

**Gary Granger**

[503-771-1112](tel:503-771-1112)

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motivated by an individual's or group's actual or perceived affiliation with protected classes or categories. (See section II of the [DHS policy](#) for a list of protected classes or categories).

Discriminatory harassment is both unlawful and violates this policy if it creates a hostile environment. Harassment creates a hostile environment if it is sufficiently severe, pervasive, or persistent that it either (1) denies, interferes with, or limits a person's ability to participate in or benefit from the College's programs or activities; or (2) creates a learning, working, or living environment that a reasonable person would consider intimidating, hostile, or offensive.

Discriminatory harassment can be carried out by various means, from the use of offensive or intimidating references to a protected class (such as with slurs, epithets, or offensive stereotypes) to outright threats, and by way of various mechanisms or media, whether verbal, non-verbal, written, visual, electronic or other. Discriminatory harassment includes disparaging, degrading, or abusive words, phrases, or generalizations which are directed at an individual or group based on their actual or perceived affiliation with a protected class, and for which there is no reasonable academic, educational or artistic justification.

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Resources**

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## **Report Discriminatory Harassment or a Bias Incident**

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**Clatsop Community College**  
3203 Southeast  
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