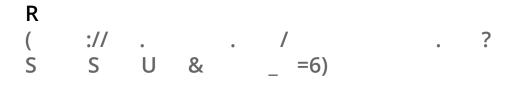


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## Report a Bias Incident

Salem State strives to both increase the diversity within our campus community and to create a welcoming environment for all members. We call e i de ce ac f bia ha e a d ledge eif ce е d i ha а ale, i iieed ca i a d ее al acc abili . The university defines a bias incident as any act, conduct or communication that reasonably is understood to demean, degrade, threaten or harass an individual or group based on an actual or perceived characteristic. Community members who witness or experience bias are encouraged to notify the university.



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