

# ADDRESSING BIAS AT LAB



At Lab, we believe that disagreements about values, beliefs, approaches, or opinions are natural in a school environment and serve to help students develop and hone their personal ideas and viewpoints. However, a person's identity is not cause for debate or disagreement. Lab defines identity as a distinguishing quality, feature, or characteristic that defines who a person is.

Discriminating against others based on their identity is fundamentally disrespectful, can be disruptive to the learning environment, and can have the purpose or effect of interfering with others' equal access to a Laboratory Schools education.



## PROTECTED IDENTITY CHARACTERISTIC

**Noun:** Protected characteristics under law include race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as an individual with a disability, protected veteran status, genetic information, or other protected classes as required by law



## BIAS

**Noun:** A pre-formed negative opinion or attitude toward a group of persons who possess common characteristics, such as skin color, or cultural experiences, such as religion or national origin.



## UNCONSCIOUS BIAS

**Noun:** An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information.



## BIAS INCIDENT

**Noun:** Actions committed against or directed toward a person or property that are motivated, in whole or in part, by that person's perceived identity characteristic, and which interfere with that person's educational opportunities or disrupts the learning environment.



GET HELP



**Report a Bias Incident** - Contact your counselor, Dean of Students, or other trusted adult for help completing the Bias Incident Reporting Form at [www.ucls.uchicago.edu/students/reporting-incidents-of-bias-at-lab](http://www.ucls.uchicago.edu/students/reporting-incidents-of-bias-at-lab)

**Your Privacy is Protected** - Individuals reporting a bias incident are encouraged to identify themselves to ensure they receive support and that the school is able to follow up appropriately. In some circumstances, the school's ability to take action may be limited when the report is anonymous. Lab only shares identifiable information regarding incidents of bias, discrimination and harassment, stalking and retaliation on a need-to-know basis. Lab will make every reasonable effort to preserve every community member's privacy within the parameters imposed by law.