The Office of EDIB and B-TIX Office are crucial in preventing and responding to bias-related conduct within the Juilliard community. While EDIB takes a more community approach to increase equity, diversity, inclusion, and belonging through programming, policy and process development, and administrative response, the B-TIX Office oversees the response process for all bias-related reports made to the Juilliard School per the Anti-Discrimination, Harassment, and Hate/Bias Crime Policy.

The following memo outlines general collaboration processes as both offices work together to support the Juilliard community.

**RESPONSE**

While B-TIX is responsible for responding to all reports, EDIB’s staff expertise is critical in responding to complaints impacting multiple individuals, department operations, and division functions.

**Individual Reports:** Reports of Individual Impact

Consultation: B-TIX may consult with EDIB to discuss talking points in Non-Disciplinary Outreach meetings, meetings with responsible parties, and other stakeholders as appropriate.

Coordination: B-TIX and EDIB may co-facilitate meetings with parties directly and participate in discussions with necessary departments to coordinate the response.

Referral: B-TIX may refer a Respondent to EDIB staff for resources, support, and education (non-sanctioned). EDIB may refer individuals to the B-TIX Office to make reports or more information.

**Climate Reports:** Reports that Impact Multiple Individuals or Department/Division Functions

Consultation: B-TIX and EDIB may consult to discuss the appropriate approach for a response, including but not limited to the response structure (meetings, training, resources), best practices to use, and potential effectiveness.

Coordination: B-TIX and EDIB may work together to develop and confirm a long-term response plan for complaints requiring four or more sessions with a particular division or department.

Referral: EDIB may provide resources regarding experts, resources, and community organizations who may support responses (speakers, mediators, etc.).
PREVENTION

- B-TIX will update EDIB on trends, data, and climate issues in the Juilliard community. B-TIX and EDIB will ensure ongoing meetings to discuss these issues and respond promptly.
- The B-TIX Specialist will work with EDIB staff to coordinate and co-facilitate bias-related conduct prevention programming for students and employees.
- B-TIX and EDIB will collaborate to incorporate EDIB-related inquiries in Juilliard’s campus climate surveys.

SUPPORT

- B-TIX and EDIB will collaborate to ensure the Anti-Discrimination, Harassment, and Hate/Bias Crime Policy is aligned with Juilliard’s commitment to equity, diversity, inclusion, and belonging during B-TIX policy review sessions.
- B-TIX will support EDIB prevention initiatives that support Juilliard’s commitment to fostering a culture of prevention and awareness regarding discrimination, harassment, bias/hate crimes, and sexual misconduct.