

## **Hate-Bias Incident Reporting**

### **What is a Hate-Bias Incident?**

Generally, hate-bias incidents are acts characterized by some expression of hate or bias against a particular group, or towards an individual because of their membership (or perceived membership) in that group. Hate-bias incidents may range from acts considered to be offensive to actions that cause harm.

Although hate-bias incidents sometimes constitute hate crimes or discrimination (as defined under the University's Non-Discrimination Policy), not all hate-bias incidents rise to the level of a hate crime or discrimination.

### **What is a Hate Crime?**

A hate crime is a criminal act (against person or property) that is motivated, in whole or in part, by the offender's hate or bias towards a particular individual or group because of membership in that group (as defined by law).

### **Report a Hate Bias Incident**

To report an incident of hate-bias you may contact UMPD by calling:

Emergency 911 or 301.405.3333; Mobile Phone #3333 | Non-Emergency 301.405.3555

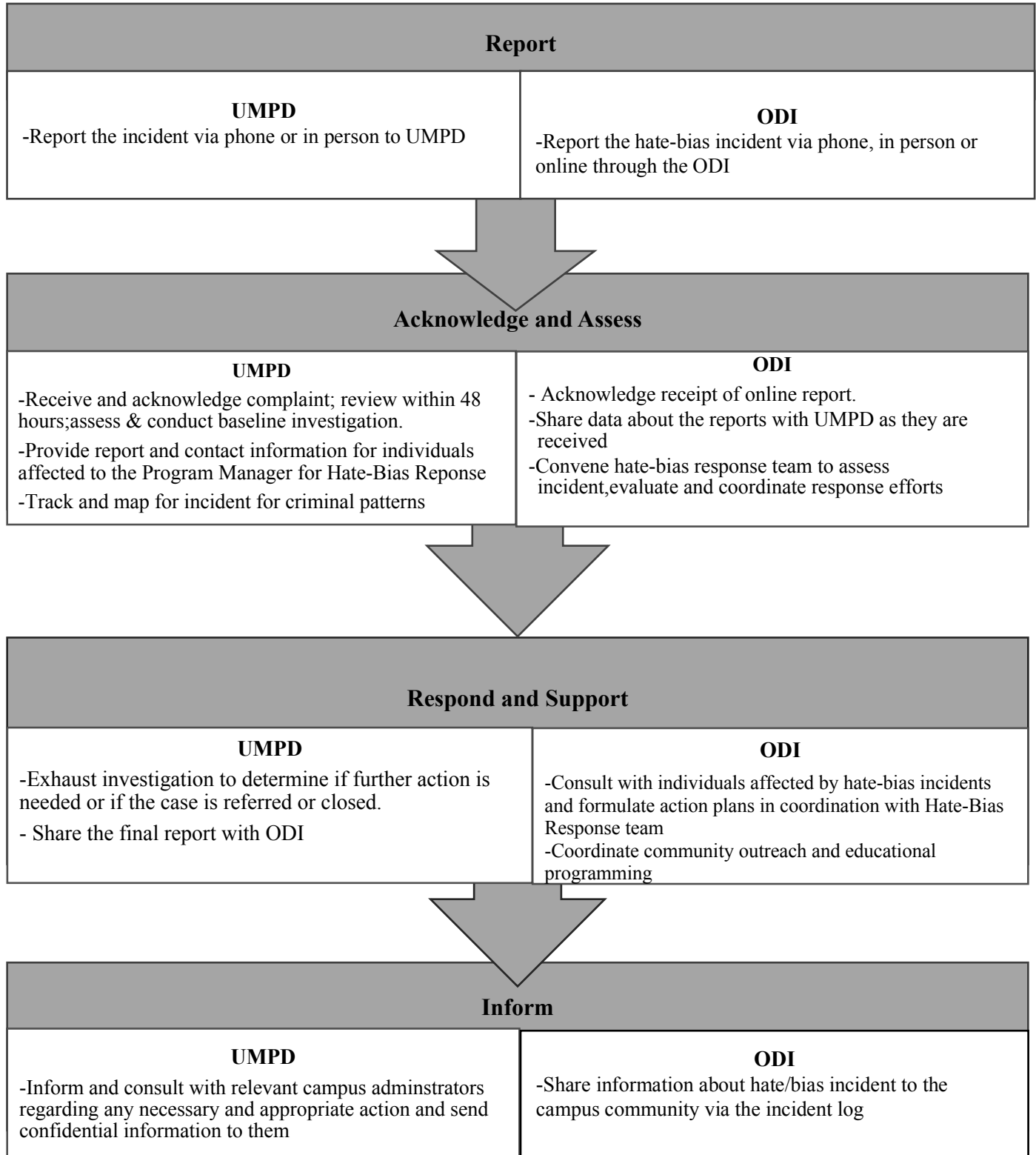
You can also report online to the Office of Diversity and Inclusion at:

<https://www.diversity.umd.edu>

### **Response to Hate-Bias Incidents**

1. The report will be taken by UMPD or ODI as soon as it is received.
2. Acknowledge receipt of the report and review within 48-72 hours.
  - a. UMPD will offer a verbal acknowledgement and conduct an investigation.
  - b. ODI will provide electronic acknowledgment
3. Inform and consult with relevant campus administrators regarding any necessary and appropriate action.
4. The Program Manager for Hate-Bias Response, will consult with individuals affected by the hate-bias incident and formulate an action plan in coordination with Hate-Bias Response Team.
5. ODI will maintain a log of hate-bias incidents on a webpage that will be updated as reports are received. This log will be accessible to the campus community.
6. Criminal and/or University sanctions maybe pursued against perpetrators of true threats or other legally actionable misconduct. Sanctions will not be pursued when speech is determined to be legally protected.

## Hate-Bias Response Protocol



The purpose of the Hate-Bias response protocol, is to create a more inclusive and safe environment for the campus community, by ensuring that there is an accessible venue to report hate and bias incidents. This is a continuous improvement process, and the protocol will continue to be refined through feedback from our campus community.