

Hate Response Team

End of Year Report
2013-2014

Hate happened here

109
reports

94
incidents

INTRODUCTION

The University of Wisconsin-La Crosse Hate Response Team (HRT) exists to combat the many forms of hate/bias and all manifestations of prejudice and intolerance through consistent assessment of the campus climate, proactive educational efforts for all, and comprehensive response and counsel to the individual and collective impacted by hate/bias. HRT envisions an atmosphere of civility and acceptance, where people can be who they are, and respect prevails in all forms of expression and interaction. Implicit in this respect is the right of each of us to live, learn, teach and work free from harassment or discrimination on the basis of race/ethnicity, religious or political affiliation, age, gender, gender identity/expression, sexual orientation, nationality or ability.

With this at the core of their efforts, the fundamental role of the Hate Response Team is to:

- Collect and respond to information on any and all incidents of hate/bias and intolerance;
- Provide immediate support for those impacted by hate/bias and intolerance;
- Assist targets/victims in connecting with support services;
- Create a safe space for all voices to be heard;
- Facilitate proactive and ongoing, educational training about the impact of hate/bias;
- Raise awareness and empower bystanders to promote a culture of civility and respect;
- Provide campus leadership with data, analysis, and recommendations based on trends and findings.

Hate and Bias Response Teams are becoming more common on college campuses that are committed to providing students and staff with an inclusive and safe place to work, live, and learn. No college campus is immune to hate or bias, so it is important to provide an outlet for campus community members to report such incidents and feel supported. UW-L prides itself in having an active Hate Response Team, a well-established Hate/Bias Incident Report, and an engaged campus body that speaks out against hate/bias. Consequently, UW-L's Hate Response Team has been regarded as one of the regional leaders for anti-hate/bias, and their experiences, and protocol are being emulated and broadcast as best practices for many institutions.

TEAM STRUCTURE

Initially formed in 2005, the [UW-L Hate Response Team](#) has transformed in size, purpose and membership over the years. The team consisted of 8 offices and 11 people. Meetings were held bi-weekly during the 2013-14 academic year (July 1, 2013 through June 30, 2014).

Offices represented and team members:

- [Campus Climate](#) | Amanda Goodenough & Matt Evensen
- [Campus Climate & Diversity](#) | Barbara Stewart
- [Student Life](#) | John Palmer & Aaron Koekpe
- [Pride Center](#) | Will Van Roosenbeek
- [University Police](#) | Dave Pehl
- [Multicultural Student Services](#) | Antoiwana Williams
- [Residence Life](#) | Patrick Heise
- [Academic Affairs](#) | Julia Johnson
- [Affirmative Action](#) | Nizam Arain

REPORTED HATE & BIAS – BY THE NUMBERS

The Hate Response Team seeks to collect information on any and all incidents of hate, bias and discrimination motivated by a person's actual or perceived identity, which could include race, religion, ethnic background, sexual orientation, gender, gender identity, gender expression, disability, nationality, veteran status or political or religious affiliation.

The primary reporting tool is the online [Hate/Bias Incident Report](#), which allows any student, faculty, staff, or community member to submit a report detailing an incident they experienced, witnessed or heard about. Reports can be submitted anonymously or with the reporter's name attached. All hate/bias incident reports are immediately received by the Hate Response Team, and then documented and reviewed on a regular basis. Depending on the information provided and the wishes of the reporter, a Hate Response Advocate will respond within 24 hours of report and determine action steps on a case-by-case basis. In addition, the Hate Response Team compiles all information over the course of each academic year to shape educational trainings and programs geared towards the prevention and anticipation of future hate and bias incidents.

During the 2013-14 academic year, the Hate Response Team received and reviewed 109 hate/bias incident reports, an increase of 43 reports from last year. Of these 109 reports, 96 of them were distinct incidents. The reason these two numbers are different is that for certain incidents, HRT received multiple reports from different people who experienced, witnessed, or heard about the incident in question. While 109 reports

might appear alarming to some, the Hate Response Team believes that hate/bias is a reality on all campuses and this number only represents a fraction of all occurrences. In fact, the [Southern Poverty Law Center](#) estimates that every minute, a college student somewhere sees or hears racist, sexist, homophobic or otherwise biased words or images.¹ The [U.S. Department of Justice](#) has stated “there is no place where hate crimes (and/or incidents) are occurring with increasing frequency, more visibility and hostility than in institutions of higher education.”² Therefore, out of necessity, responsibility and support, the UW-L Hate Response Team and Hate/Bias Incident Report exist to serve as an outlet for those impacted by hate and bias. All community members are encouraged to report if they have experienced, witnessed or learned about a hate/bias incident. The Hate Response Team believes that higher numbers of educated and informed people around issues of hate/bias results in higher reporting rates, and ultimately make the UW-L campus a safer place.

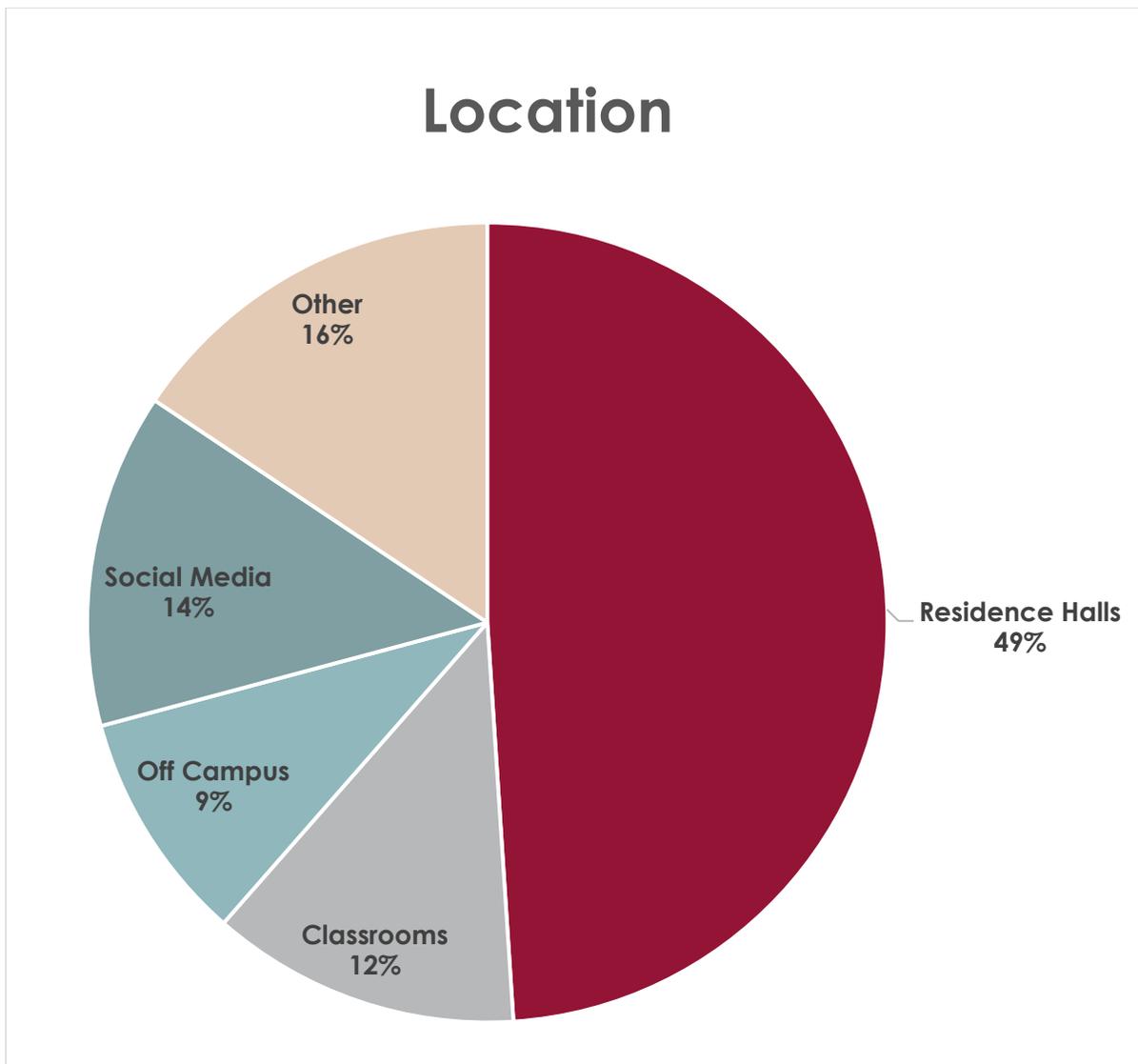
The following report is a snapshot of reported hate/bias activity during the 2013-14 academic year, explained by charts and themes that highlight trends of location, identity targeted, reporter demographics, perpetrators, and incident by issue.

¹ Southern Poverty Law Center, “*Ten Ways to Fight Hate on Campus: A Response Guide for College Activists*,” 2004. Retrieved from: http://www.shepherd.edu/alliesweb/resources/Ten_Ways_Campus.pdf

² U.S. Department of Justice, “*Responding to Hate Crimes and Bias-Motivated Incidents on College/University Campuses*,” 2003. Retrieved from: <http://www.justice.gov/archive/crs/pubs/university92003.htm>

Location

Of the 109 reports received by the Hate Response Team, 48 (approximately 73%) happened on campus as opposed to off-campus. The on-campus numbers include reports of university sponsored print media, but do not include social/electronic media such as Facebook, texts or email, of which there were 4 reported incidents. The higher number of on-campus reports may be reflective of the population that was best reached by hate response educational efforts. In addition, lower off-campus reports may be a result of students, faculty and staff being unaware that the Hate/Bias Incident Report is indeed an outlet for incidents that happen beyond the boundaries of campus. In previous years, Social (Media/Print) was selected as a category. The team noticed an increase in social media specific incidents and moved any "print" selected location type into the other category.



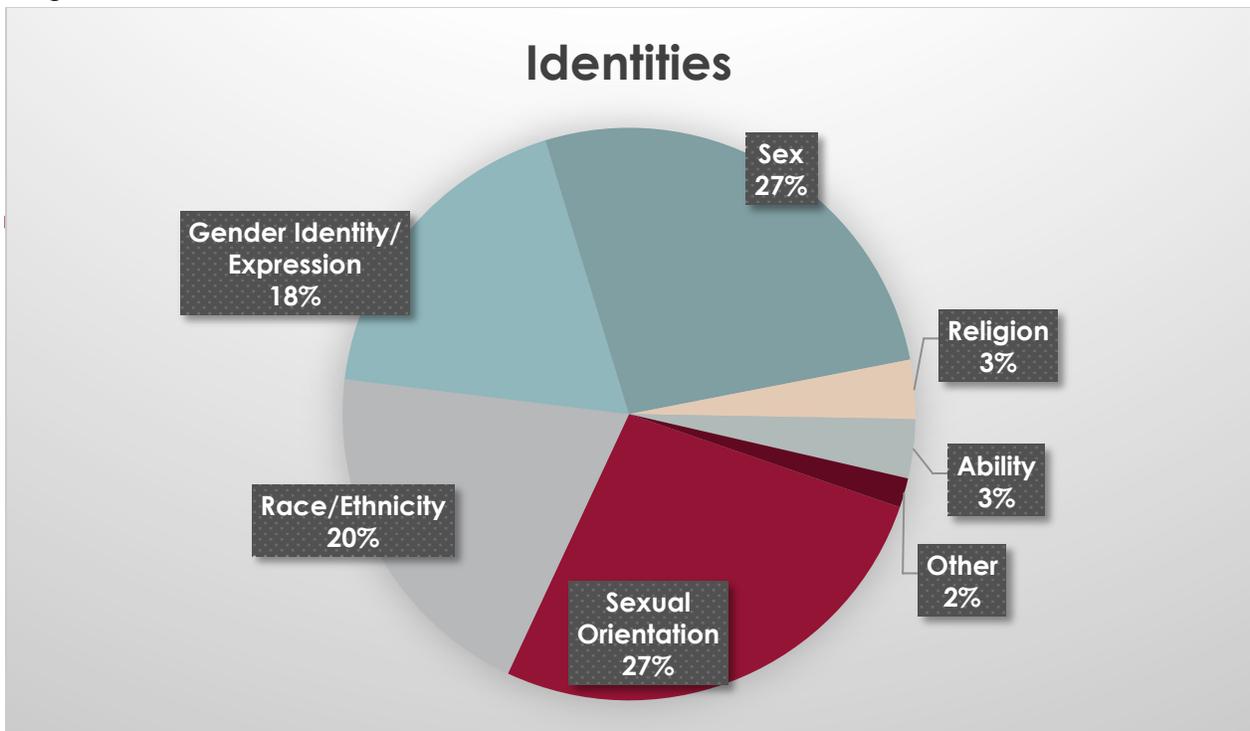
Residence Halls

47 of this year's 96 reported hate/bias incidents happened in the residence halls. This is nearly half of all reported incidents.

The breakdown is as follows:

- Eagle Hall (9)
- Angell Hall (9)
- Coate Hall (7)
- White Hall (6)
- Hutch Hall (6)
- Wentz Hall (4)
- Drake Hall (3)
- Sanford Hall (3)
- Laux Hall (2)
- Unspecified Hall (1)
- No reports from Reuter Hall

Targeted Identities within the Residence Halls



The majority of these incidents targeted sexual orientation or sex. Other targeted identities included race/ethnicity, gender identity/expression, and religion. 17% were reported by students in residence halls and 26% were reported by Residence Life staff (including, Resident Assistants, Graduate Assistants, Hall Directors, and Desk Coordinators).

Of these 47 Hate/Bias Incident Reports, 31 reports indicated the hate/bias were written (25 on white boards, 1 on bulletin board, 1 on a wall, 4 on a door 1 on a sign), 15 were verbal, 2 were actions, and 2 were labeled as other. Some of the incidents included multiple actions. For example, one incident included both verbal and words written on a white board.

It would stand to reason that a high percentage of reported incidents occur in the residence halls because this is where a significant number of UW-L community members live. The Hate Response Protocol implemented this year by Residence Life, in conjunction with the Hate Response Team, has been successful. Perhaps the residence hall numbers also point to those who are more aware of the Hate/Bias Incident Report, as hate response education is included in Residence Life training, resulting in proactive leadership among Resident Assistants and Hall Directors. It should also be noted that no reports were received from Reuter Hall. Reuter Hall houses all upper-class students, living in apartment-style suites, which may lead to a more mature environment.

Generally, incidents were not concentrated at any specific time of the year, nor in any specific residence halls as the above list indicates. Of the 109 reports, 64 happened first semester and 45 incidents happened second semester. Nine incidents (8%) were reported Oktoberfest weekend (September 26th-29th) and all of those occurred in Residence Halls.

Classrooms

Twelve separate incidents took place in a classroom setting. However, sixteen reports indicated that hate or bias happened in the classroom; one incident warranted seven separate reports. Two incidents were reported by staff/faculty and the other ten were reported by students. Six of these involved statements by instructors (faculty or instructional academic staff) and four involved a statement by a fellow student in the class, and one where an offensive word had been etched into a classroom desk. The range of targeted identities in these incidents was quite broad, including race, ethnicity, religion, gender identity/expression, sexual orientation, and sex.

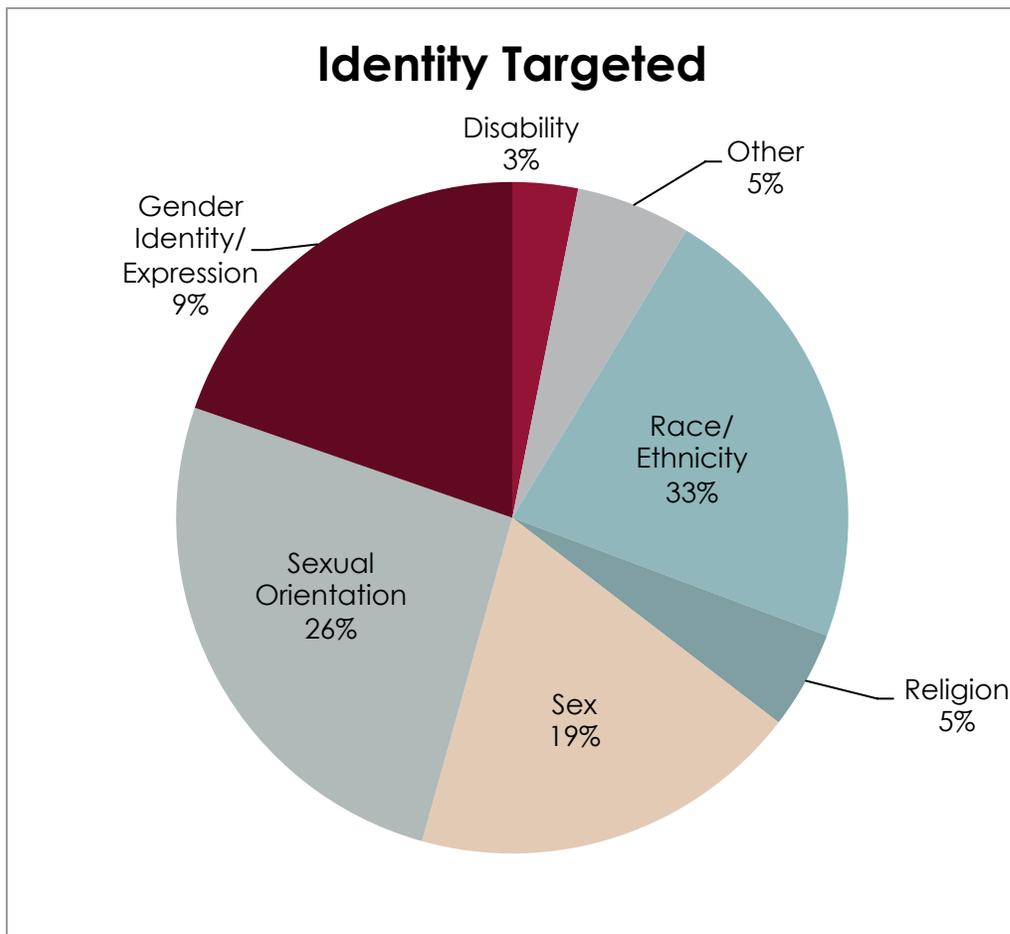
One classroom incident warranted seven separate reports. All of the reporters were White female students and identified as witnesses. The incident was an individually and group directed statement where race/ethnicity was the targeted identity. This

particular situation showed the power of upstander intervention. In particular, many reporters, including the targeted individual, expressed great appreciation for the intervention on behalf of the professor.

None of the reporting students initiated any direct conversation with the instructor regarding the incident; submitting a Hate/Bias Incident Report was usually their only mode of response. Several of them explicitly said they were concerned about negative repercussions if they were to bring up the incident with their instructor directly. Furthermore, in many of these incidents the reporters did not provide contact information and there was insufficient information to determine who the instructor was. (In the small number of cases where the instructor was known, a representative of the Hate Response Team contacted the department to follow up on the report.)

Identity Targeted

The Hate/Bias Incident Report allows reporters to self-determine the identity they perceive to be targeted. The list of targeted identities includes: race/ethnicity, sexual orientation, sex, gender identity/expression, religion, disability, and other (with a field to list identities not provided). Reporters can select multiple identities when necessary.



Trends in targeted identity include:

- Race/ethnicity (28 incidents) and sexual orientation (33 incidents) were the two most targeted identities in the 2013-14 reports. When looking at the LGBTQ community as a whole, it makes sense to include reports where gender identity/expression was targeted, in which case there were 25 additional incidents targeted at that community.
- 25 reports indicated more than one identity being targeted. Hence, this could show an increase in awareness around multiple identities and intersectionality, but it remains difficult to conclude any solid theories based on such a new pattern.
- The accompanying charts show the percentage of reports in each of the identity categories this year, and the number of reports in each category this year and last year.

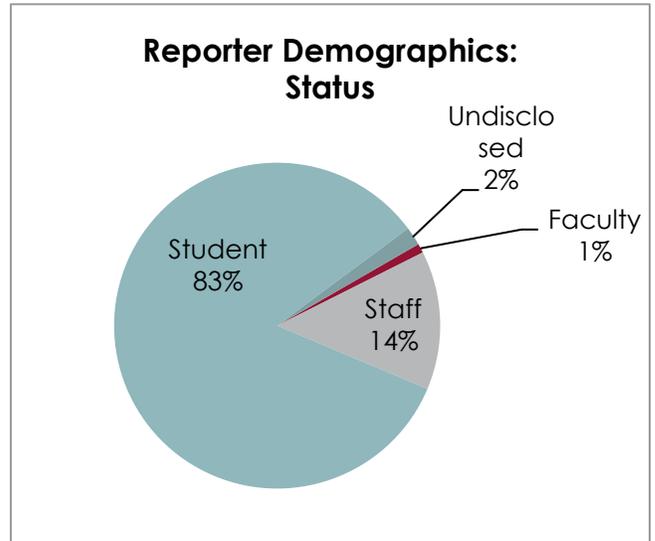
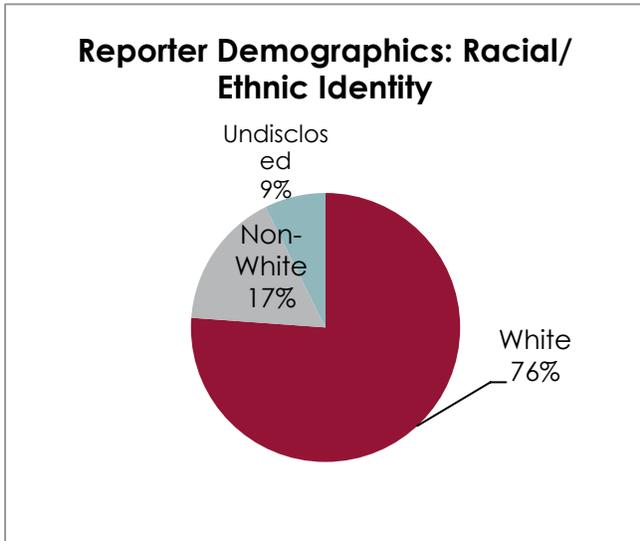
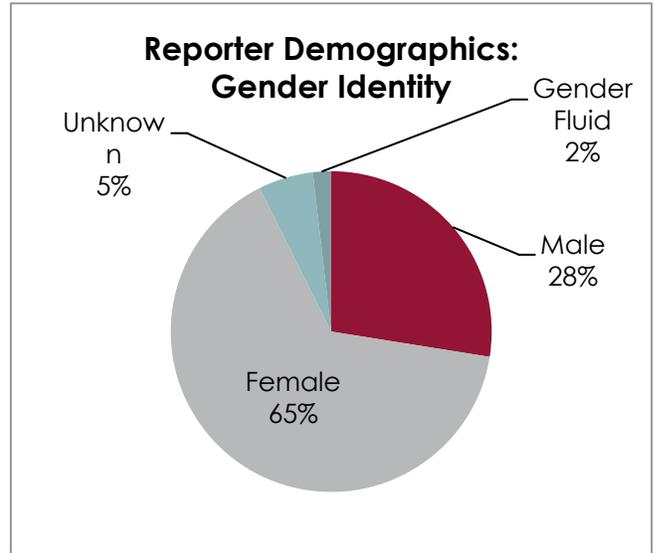
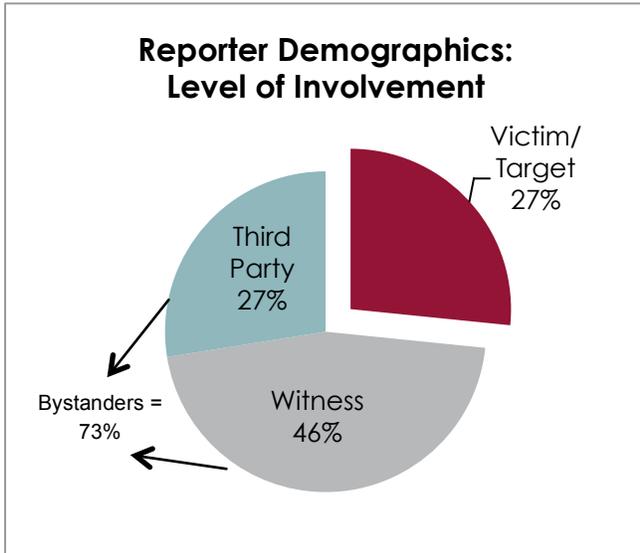
The below chart shows the number of reports that indicted which identity was targeted. Some of the reporters noted that multiple identities were targeted. Again, there were 109 reports with 96 distinct incidents.

Identity Targeted	Number of Reports (2013-2014)	Number of Reports (2012-2013)
Race/Ethnicity	28	27
Sexual Orientation	33	21
Sex	24	12
Gender Identity/Expression	25	7
Religion	6	6
Disability	4	2
Other	7	6

Reporter Demographics

Reporters can include anyone who has experienced (victim/target), witnessed (witness), or learned of (third party) a hate/bias incident. Reporters can fill out as much or as little information as they choose, and can remain anonymous if they wish. The Hate Response Team provides as much confidentiality as the reporter requests, consistent with applicable law. The individual submitting the Hate/Bias Incident Report has the option to be contacted, and if they choose such outreach, a Hate Response Advocate will work them to determine next steps.

The following charts depict the demographics of individuals filing Hate/Bias Incident Reports this year:



Some notable trends in reporter demographics include:

- This year's reports do not show a change in submissions by witnesses or third parties (73%) when compared to last year (73%).
- The Hate Response Team received reports from students, staff and faculty, which reflect the team's concerted effort to encourage reporting by all community members.
- The most common demographic profile among reporters was a white female student (48% / 52 students), which is representative of the largest population on campus.
- Only 21 of 109 reporters (19%) requested contact from a Hate Response Team advocate. This may have been because they feared retaliation, the situation was already resolved, or they felt satisfied simply submitting the report in the hopes that it would lead to increased awareness and continued anti-hate/bias education.
- Of the 29 victim/target reports that were submitted, 10 of them (9%) requested contact from a Hate Response Team advocate. In comparison, of the 80 witness/third party reports that were submitted, only nine of them (8%) requested contact from a Hate Response Team advocate. This may indicate that the victim/target is more in need of support and/or guidance and an avenue to discuss some form of resolution, whereas witness/third party reporters do not feel as impacted and have a diminishing need to be heard.
- Of the 29 victim/target reports, 15 were submitted by women, 12 men, 1 gender-fluid student and one undisclosed.

Social Media and Applications

Communication today largely occurs via electronic devices, creating a culture that is vastly connected. This academic year saw an increase in the number of hate/bias on social media. Thirteen reported incidents occurred on or via social media sites, being 14% of the total reported incidents. Last year, 8% occurred but that number included "printed media." This could mean that the increase is greater than 6% from 2012-13 to 2013-14. Relatedly, 10% of reports were electronic incident types. Last year, only 3% of the total were considered as an electronic incident.

The team recognizes that people may view certain social media platforms as private, yet we know this is not the reality. Sites, applications, and pages like [LAX Rants and Raves](#) allow people to post ideas and viewpoints anonymously. Individuals might feel comfortable sharing opinions online where they believe they can't be identified. The team acknowledges many traditional students grew up with social media and the Internet at their fingertips. It would be advisable to create programming on how

individuals can be upstanders on social media, as well as the misconceptions of privacy and online anonymity.

One incident that occurred on the LAX Rants and Raves page targeted not only a specific student, but that student's racial/ethnic identity. The anonymous poster's statement alluded to reverse racism. However, it is interesting to note that this specific reporter included a screenshot of the post and it highlighted someone who commented back and challenged the original poster's opinion.

Perpetrators

One difficulty with hate and bias incidents is that most perpetrators remain unidentified. Many acts of hate and bias are cowardly in nature, happening when no one can respond or when no one is looking, such as incidents that involve graffiti and vandalism. Regardless of whether a perpetrator is identified, however, action can still be taken in the form of victim/target support, community outreach, documentation, removal of graffiti/vandalism, campus programming, and more. Students who have been identified as suspects or perpetrators may be investigated in a manner consistent with the impact of the incident. If the incident appears to be a potential violation of the [UW System Non-Academic Misconduct Code](#), Student Life will be responsible for contacting the perpetrator and determining what disciplinary steps are appropriate. If a university employee or volunteer has been identified as a suspect or perpetrator, they or their supervisor may be contacted by a Hate Response Advocate, Affirmative Action, or Human Resources. Perpetrators are not always affiliated with UW-L. Some incidents involved visitors to campus, or interactions that took place off-campus involving individuals in the greater La Crosse community.

When submitting a Hate/Bias Incident Report, the reporter is prompted to state whether or not the identity of the perpetrator is known to them. They are also asked to provide identifying information about the perpetrator if they wish to do so.

- In 49 (47%) of the reports submitted this year, the reporter said they did not know the identity of the perpetrator.
- In the remaining 55 (53%) reports, the reporter did know the identity of the perpetrator.

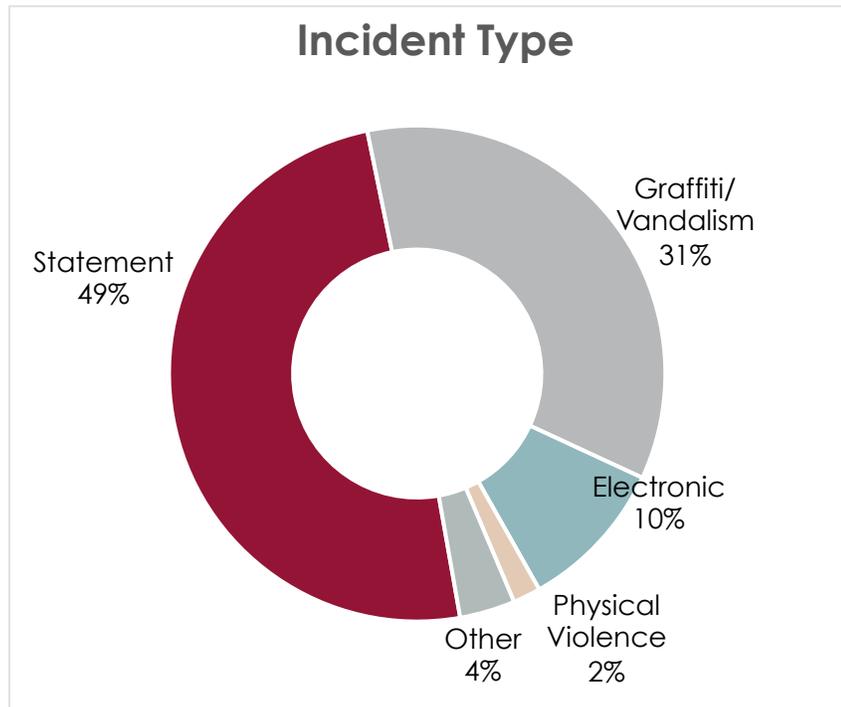
Thus, there were only a fraction of this year's reports where the HRT had identifying information about the perpetrator. This reality further reinforces the approach that HRT has adopted, which focuses on victim and community impact and holistic campus-wide education, rather than looking primarily for punitive or disciplinary solutions to hate and bias on campus.

Types of Incidents

Incidents are grouped into several categories by the HRT upon reviewing the facts of the incident, *not* by the individual submitting the report. Some incidents are placed in more than one category, if the facts of the report meet the criteria. Because this was the first year these categories were in use, HRT is not able to provide year-to-year comparisons of the numbers of incidents in different categories.

Some of the terms used in this report are also used in other contexts in which they carry certain legal implications. (For example, “vandalism”, “harassment”, etc.) However, not all of the incidents in all of these categories rise to the level of criminality or violations of university policy.

The pie chart of incident type shows the overall breakdown of incidents for this year. Note that some incidents were counted in more than one category.



The vast majority of the reported incidents for this year fall into the broad category of hateful or biased expressions, which includes the four sub-

categories of “Statement”, “Graffiti/Vandalism”, “Electronic” and “Published” in the above pie chart. These incidents may be characterized by the shorthand term of “hate speech.” The common thread among these incidents is discriminatory, bigoted or biased language referring to the actual or perceived identity (e.g. race, ethnicity, gender identity/expression, sexual orientation, religion, ability, etc.) of an individual or group. Fifty-seven incidents fell into this category, with some reports falling under more than one sub-category.

- “Statement” includes not only words that are spoken, but also instances where hateful messages are conveyed using sign language, gestures, or similar forms of direct interpersonal communication.
- “Graffiti/Vandalism” includes messages written or symbols drawn in any medium where the message remains visible for a time after it has been left. While some incidents in this category may or may not meet a legal definition of vandalism—such as writings on whiteboards or chalkings that can be erased—they still have a discriminatory impact and are counted in our report.
- “Electronic message” includes email, text messages, messages sent using Facebook or other social media, voice mail, and any other electronic communication between individuals.
- “Published Media” includes newspapers, newsletters, or flyers, as well as other examples like t-shirts where a message is duplicated and distributed to the public on a large-scale basis. This may also include some form of online communication like public websites or blogs.
- “Individually Directed” means that hateful/biased language was directed at a specific individual or individuals based on their actual or perceived identity.
- “Group Directed” means that hateful/biased language was used in reference to an identity group (race, ethnicity, gender, sexual orientation, religion, gender identity, etc.) in general, but was not directed at a particular person or people.

Incident Type	Individually-Directed	Group-Directed	Unknown	TOTAL
Statement	32	25	-	57
Graffiti/Vandalism	31	18	-	49
Electronic	1	2	8	11
TOTAL	64	45	8	117*

As the above table indicates, the vast majority of reported incidents were either interpersonal statements or graffiti/vandalism incidents, and among these the single largest group of incidents were Individually-Directed Statements.

Additionally, there were a small number of incidents that involved other categories of conduct.

- “Physical Violence” refers to any conduct which causes (or creates a substantial risk of) bodily injury to a person. This would include beatings and

- physical assaults, all instances of sexual assault (regardless of the nature or degree of physical force used), as well as arson and other kinds of conduct.
- “Threats of violence” are words or actions that express or imply an intention or plan to cause physical harm to another person. This category includes what the Supreme Court has called “True Threats” (which are not protected under the First Amendment), as well as a broader range of threatening language that may include protected free speech. We monitor and track all of these incidents, regardless of whether the expression is protected by the First Amendment, because it creates a climate of fear or hostility for members of the targeted group, such as a sign on a residence hall room saying “Rape Cave”, or symbols like nooses.
 - “Harassment” refers to conduct directed against one or more persons because of their identity (race, ethnicity, gender identity/expression, sexual orientation, religion, disability, etc.). It could include a single severe instance or a repeated pattern of less severe instances that, taken as a whole, create a hostile climate for the targeted individual(s).
 - “Discriminatory Conduct” includes unfair treatment by people in positions of authority, or by peers, based on the identity of the targeted individual(s). Examples could include unfair grading, police profiling, or any other denial of the right to benefit equally from opportunities including education, employment, housing, access to services, etc.
 - “Other” includes hate/bias incidents that didn’t necessarily fit any of the above categories.

Incident Type	Number of Incidents
Physical Violence	2
Threat of Violence	-
Harassment	-
Discriminatory Conduct	-
Other/unknown	4

One of the reported incidents of physical violence involved a student who reported being targeted based on their sexual orientation and gender identity/expression. This incident happened on campus. The other was a report physical violence targeted at race/ethnicity that occurred near, but off campus.

The other four reports were labeled as unknown. Those incidents did not provide enough information on the situation to clearly define what type of hate/bias occurred. Two incidents occurred in the classroom and resembled micro-aggressions through educational content. The team is exploring adding another incident category type to include such incidents, as a different power dynamic occurs between students and faculty.

THE FIRST AMENDMENT AND FREE SPEECH RIGHTS

It is important to note that not every act which may be offensive to an individual or group will be considered to be discriminatory conduct and a violation of system or institutional policy. Whether a specific incident constitutes harassment proscribed by university policy will be decided on a case-by-case basis. Due consideration will be given to the protection of individual First Amendment rights to freedom of expression and academic freedom. ([UW Board of Regents policy document 14-6](#)).

While the First Amendment protects the free expression of ideas that are sometimes offensive, that does not mean the university is powerless to respond. Instead of trying to censor or punish free speech, the Hate Response Team documents and tracks these incidents in order to:

- Assist the victim/target in receiving the appropriate services (if requested)
- Develop programming and training opportunities to address intolerance
- Detect emerging patterns of hateful or biased activity
- Publish aggregated data about these incident rates and trends
- Make recommendations to campus leadership for the prevention of future hate/bias incidents

Of course, people who commit acts of hate or bias that are not protected under the First Amendment may be subject to disciplinary proceedings or prosecution. Possible examples include physical assault, vandalism, trespassing, harassment, incitement, or genuine threats of violence.

TEAM IMPACT & ACTIONS COMPLETED

During the 2013-14 academic year, members of the Hate Response Team took several proactive approaches to individually and collectively reach a critical mass of people. Included in these efforts was outreach to over 1800 community members through the inclusion of the Sticks & Stones slideshow in Campus Climate's *Awareness through Performance* fall productions. In addition, 41 training sessions of *Language of Inclusion*, *Microaggressions*, *Sticks & Stones: The Manifestation of Hate & Bias*, or *Hall Council Meetings on hate/bias* were conducted for various classrooms, organizations and departments during the year.

In response to reports received that included contact information and/or sufficient information to take a direct action, Student Life, Residence Life, University Police and other Hate Response Advocates contacted the reporters directly, investigated, or conducted related outreach efforts.

Additionally, a more intentional collaboration with Athletics proved to be very effective. In partnership with Sara Burton, Student-Athlete Success Coordinator, opportunities like presenting at Eagles 101 helped to send a proactive, anti-hate message, while other opportunities were more reactive and healing, like conversations with the Men's Track & Field Team. Because these connections seemed to have a positive impact with such a big and influential entity on campus, it is important to be intentional about the continuation of this partnership, perhaps starting with outreach to coaches and staff in preparation for the next academic year.

Further indirect, informal or responsive actions took place as a result of unanticipated campus incidents and/or natural evolution and desire for continual improvement of the team. These include:

- Aaron Koepke replaced Angie Lee as one of the representatives from Student Life due to a change in responsibilities for Angie Lee.
- Matt Evensen was brought back to the team at mid-semester to further assist with the anti-hate outreach from Campus Climate.
- Digiclean promotional items were distributed and seemed to be a popular marketing item.
- Amanda facilitated one-on-ones with individuals on the Hate Response Team to better understand the structure and what improvements needed to be made.
- A new Residence Life protocol for responding to hate/bias was developed, after communications with University Police revealed a challenge in the previous protocol. Under the new policy, contacting University Police is no longer the first step. Instead, University Police will only be called if the hate/bias Incident is a threat to safety or has caused damage to property. Police will also be contacted if the student experiencing the hate/bias incident desires to have them involved.
- Monthly State-of-Hate & Bias updates were posted on the [Campus Climate Official Facebook page](#).
- A report of hate/bias activity was given at monthly Campus Climate Council meetings.
- State of Hate & Bias Open Forums for the UW-L campus community both fall and spring semesters.
- New fields were added to the online hate and bias report:
 - An option allowing reporters to identify as student staff, specifically for Resident Assistants and/or Graduate Assistants;

- Within the contact field, an option was added for reporters to indicate that contact from the Hate Response Team “is not necessary unless additional information is needed.”
- Conversations were had regarding the role HRT can play with the campus reaction and counter-protests to uninvited guests.
- When hate/bias was reported in the residence halls, a Hate Response Team member joined the affected hall’s council meeting when requested.

LESSONS LEARNED

- Issues of hate/bias and incivility are clearly still a campus issue.
- Hate/Bias incidents in the classroom continue to be difficult to process and pursue. We will explore adding an incident type that captures classroom incidents.
- The efforts to be more transparent around hate/bias activity have proven to be healthy for the UW-L campus. Students and employees need to know and understand the impact of hate/bias on our campus.
- Updated protocol (Residence Life) appears to be working and are being recognized as useful tools by the campus community.
- Follow-up visits to the residence halls by HRT members after a Hate/Bias Incident was reported have been well received. Whether these visits have an impact on the occurrence of hate/bias incidents in the halls is yet to be determined, particularly if those perpetrating the incidents are typically not present. However, multiple visits to halls proved unproductive. We will likely re-evaluate this entire process.
- Uninvited visitors occasionally took advantage of our open campus to exercise their free speech rights. For example, a group displaying anti-LGBTQ* messages visited campus, which prompted students to notify Campus Climate and the Pride Center in an effort to organize counter messaging. The HRT will be developing strategies to prepare for these incidents, minimize and counteract the harmful effects, and monitor for violations of law or campus policy, while not infringing on legitimate First Amendment rights.
- The use of the “N” word continues to be problematic for our campus. More discussion around the history and impact of this word is needed.
- Nearly half of this year’s reports targeted the LGBTQ* community. We see the importance of continuing to address the campus climate and furthering our efforts.
- Since UW-La Crosse is a part of the greater La Crosse community, community problems become campus problems with regard to UW-L students’ safety and security off campus.
- Similar to previous years, it appeared that men were less likely to report hate/bias incidents, so this is an area to focus on in the future.

- It is necessary to engage all facets of the campus community in this conversation around hate and bias.

MOVING FORWARD

Overall, the 2013-14 academic year was an eventful, but otherwise productive, year for the Hate Response Team. Continued progress is necessary and constant, and forward movement is best attained through realistic, yet ambitious goals, shaped by intentional reflection and continued learning.

In the short term, the Hate Response Team has outlined the following next steps:

- Redistribution of the *Wipe out Hate* DigiClean product during the fall 2014 semester.
- Order chap-stick that highlight hate and bias reporting information.
- Although the State of Hate & Bias Open Forums for the UW-L campus community were effective, it would be helpful to explore other avenues of sharing information with the campus community.
- Create peaceful protest signage, with guidelines for effective counter-demonstrations, to be checked out by campus community members when the need arises.
- Continue communications with campus leadership regarding campus-wide communication for specific protestors that have historically caused disturbance.
- Work with the Wellness Resource Coordinator to include hate/bias response information on an upcoming Stall Seat Journal.
- Support and co-sponsor initiatives that tackle the history, controversy, and impact of the N-word. Specifically, Jason Whitlock and Dr. Eddie Moore Jr.
- Change timeframe of meetings from 8:30-10:00AM to 9:00-10:00AM.
- Enhance website communications for HRT.
- Encourage faculty to utilize Hate/Bias incident Report for classroom incidents.
- Provide Deans and Chairs with appendix for HRT End of Year Report that further details incidents involving classrooms and/or faculty.
- After various conversations, the Hate Response Team determined restructuring was necessary and will be implementing changes during the next academic year.

The Hate Response team has also identified some recommendations based on some findings and themes:

- Notify Residence Life on the increase of reports during Oktoberfest weekend and encourage alternate programming or education.
- Examine the correlation between drinking culture and hate and bias incidents on campus.

- Add classroom setting as an incident type on the Hate and Bias report.
- Create programming on how to be upstanders on social media and continue to monitor and gauge the impact of social media on our campus community.

The Hate Response Team has also identified the following long term and ongoing goals:

- Consider a survey or focus group to assess student perception of safety.
- Explore the possibility of a UW System HRT gathering for Summer 2015.
- Continue conversations about offering a HRT statement for course syllabi.
- Consider the creation of a statement regarding commonplace “date auctions” that some organizations implement as fundraisers.
- Create a detailed brochure regarding hate/bias response to be included in new faculty/staff folders and new student packets.
- Establish a protocol or guiding document regarding parameters for notifying the campus community of hate/bias incidents or crimes, and work with senior campus leadership to put this protocol into action.
- Continue exploring the interaction and complication between social media and hate/bias.
- Discuss the Hate Response Team’s responsibility to the larger community; when does campus safety trump reporters’ wishes to do nothing?
- Proactively meet with student organizations, especially those representing often-targeted identities.
- Collaborate with the Racquet to develop a standing newspaper section that highlights civility, random acts of kindness, upstander behavior and other model behaviors.
- Reward identified upstanders with a reception at the end of each academic year.

HATE/BIAS INCIDENT REPORT - 2013/14

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
1	1	7/22/2013	On Campus - Eagle Residence Hall	Individually & Group Directed Statement	Race/Ethnicity	Victim/Target	Male Student	Requested No Contact	Outreach to reporter; worked with residence hall staff for educational opportunities; Hate/Bias training conducted with residents
2	2	8/29/2013	On Campus - Outside of Hutchinson Hall	Individually Directed Statement	Sex	Victim/Target	White Female Student	Requested No Contact	Discussed at floor meeting; No contact information provided
3	3	8/30/2013	On Campus - Drake Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Third Party	White Female Student	Requested No Contact	University Police contacted; Discussed at floor meeting; No contact information provided
4	4	9/3/2013	On Campus - Hutchinson Residence Hall	Individual/Group Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Student	Requested No Contact	University Police contacted; Graffiti removed; No contact information provided
5	5	9/5/2013	On Campus - Wimberly Hall Classroom	Individually Directed Statement	Race/Ethnicity, Gender Identity/Expression, Religion	Witness	Asian Female Student	Requested Contact	Outreach to reporter
6	6	9/11/2013	On Campus - Sanford Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Student	Requested Contact	University Police contacted; Followup with individual; graffiti removed; Outreach to reporter
7	7	9/13/2013	On Campus - White Residence Hall	Individual/Group Directed Graffiti/Vandalism	Sexual Orientation	Third Party	White Male Student	Requested No Contact	University Police contacted; graffiti removed; Outreach to reporter
8	8	9/15/2013	On Campus - Angell Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Third Party	White Staff	Requested No Contact	University Police contacted; No contact information provided
9	9	9/15/2013	On Campus - Angell Residence Hall	Individually Directed Statement/Electronic Message	Other/Gender	Third Party	White/Hispanic Female Student	Requested Contact	University Police contacted; Outreach to reporter
10	10	9/16/2013	On Campus - Sanford Residence Hall	Unknown	Race/Ethnicity	Witness	Student	Requested No Contact	No contact information provided; Outreach to targeted individual
11	11	9/20/2013	On Campus - Angell Residence Hall	Individually Directed Graffiti/Vandalism	Gender Identity/Expression	Third Party	Hispanic Male Student	Requested No Contact	University Police contacted; graffiti removed; No contact information provided
12	12	9/21/2013	On Campus - Laux Residence Hall	Individually Directed Graffiti/Vandalism	Gender Identity/Expression	Third Party	White Male Student	Requested Contact	University Police contacted; graffiti removed; Outreach to reporter
13	13	9/21/2013	On Campus - Coate Residence Hall	Individually/Group Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Student	Requested No Contact	University Police contacted; graffiti removed; No contact information provided
14	14	9/21/2013	On Campus - Wentz Residence Hall	Individually/Group Directed Graffiti/Vandalism	Sex	Witness	White Female Student	Requested No Contact	Graffiti removed; Outreach to reporter
15	15	9/23/2013	On Campus - Angell Residence Hall	Individually Directed Graffiti/Vandalism	Sex	Witness	White Female Staff	Requested No Contact	University Police contacted; graffiti removed; outreach to reporter; Hate Response Team attended Hall Council
16	16	9/24/2013	On Campus - Clocktower	Group Directed Statement	Sexual Orientation, Religion	Victim/Target	White Female Student	Requested Contact	Outreach to reporter
17	17	9/24/2013	On Campus - Eagle Residence Hall	Group Directed Statement	Race/Ethnicity	Witness	White Female Student	Requested No Contact	No contact information provided; Investigation ongoing
18	17a	9/24/2013	On Campus - Eagle Residence Hall	Group Directed Statement	Race/Ethnicity	Witness	White Female Student	Requested Contact	Outreach to reporter; worked with residence hall staff on educational opportunities

HATE/BIAS INCIDENT REPORT - 2013/14

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
19	18	9/26/2013	On Campus - White Residence Hall	Group Directed Statement	Race/Ethnicity	Witness	Hispanic Female Student	Requested Contact	Outreach to reporter; worked with residence hall staff on educational opportunities.
20	18a	9/26/2013	On Campus - White Residence Hall	Group Directed Statement	Race/Ethnicity	Third Party	White Female Student	Requested Contact	Outreach to reporter; worked with residence hall staff on educational opportunities. Hate Team attended Hall Council
21	19	9/27/2013	On Campus - Coate Residence Hall	Individually Directed Statement	Sex	Witness	White Female Staff	Requested No Contact	Outreach to reporter; worked with residence hall staff on educational opportunities. Hate Team attended Hall Council
22	20	9/27/2013	On Campus - Eagle Residence Hall	Individual/Group Directed Graffiti/Vandalism	Race/Ethnicity, Gender Identity/Expression	Witness	White Male Student	Requested No Contact	Outreach to reporter; university police contacted, graffiti removed, worked with residence hall staff on educational opportunities.
23	21	9/27/2013	On Campus - Eagle Residence Hall	Individual/Group Directed Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression, Sex	Witness	Female Student	Requested No Contact	No contact requested
24	22	9/28/2013	On Campus - Eagle Residence Hall	Individually/Group Directed Statement	Sexual Orientation	Witness	White Female Student	Requested No Contact	Worked with residence hall staff on educational opportunities; Discussion at hall council meeting
25	23	9/28/2013	On Campus - Eagle Residence Hall	Individual/Group Directed Graffiti/Vandalism	Gender Identity/Expression, Sex	Third Party	White Female Student	Requested No Contact	Outreach to reporter; university police contacted, graffiti removed, worked with residence hall staff on educational opportunities, discussed at Hall Council
26	24	9/29/2013	On Campus - Eagle Residence Hall	Individually Directed Graffiti/Vandalism	Sex	Third Party	White Female Student	Requested No Contact	Outreach to reporter; university police contacted, graffiti removed, worked with residence hall staff on educational opportunities, discussed at Hall Council
27	25	9/29/2013	On Campus - Angell Residence Hall	Individually Directed Graffiti/Vandalism	Gender Identity/Expression, Sex	Witness	White Female Student	Requested No Contact	Outreach to reporter; university police contacted, graffiti removed, worked with residence hall staff on educational opportunities. Hate Team attended Hall Council
28	26	9/30/2013	On Campus - Wentz Residence Hall	Individually Directed Graffiti/Vandalism	Sex	Third Party	White Female Student	Requested No Contact	Outreach to reporter; university police contacted, graffiti removed, worked with residence hall staff on educational opportunities.

HATE/BIAS INCIDENT REPORT - 2013/14

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
29	27	9/30/2013	On Campus - Laux Residence Hall	Individually Directed Graffiti/Vandalism	Other	Witness	White Female Student	Requested No Contact	Outreach to reporter; university police contacted, graffiti removed, worked with residence hall staff on educational opportunities, Hate Team attended Hall Council
30	28	10/2/2013	On Campus - Wimberly Hall Classroom	Individually/Group Directed Statement	Race/Ethnicity, Gender Identity/Expression, Sex	Victim/Target	White Male Staff	Requested No Contact	Outreach to reporter
31	29	10/3/2013	On Campus - Hutchinson Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation/Sex	Witness	White Male Student	Requested No Contact	Outreach to reporter; university police contacted, graffiti removed, worked with residence hall staff on educational opportunities.
32	30	10/4/2013	On Campus - Coate Residence Hall	Individual/Group Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Staff		Outreach to reporter; university police contacted, graffiti removed, worked with residence hall staff on educational opportunities.
33	31	10/4/2013	On Campus - Angell Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression, Sex	Witness	White Female Student	Requested No Contact	Outreach to reporter; university police contacted, graffiti removed, worked with residence hall staff on educational opportunities
34	32	10/5/2013	On Campus - Coate Residence Hall	Individual/Group Directed Graffiti/Vandalism	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Outreach to reporter; university police contacted, graffiti removed, worked with residence hall staff on educational opportunities
35	33	10/7/2013	N/A	Electronic Message	Race/Ethnicity, Other - Political Bias	Third Party	Male	Requested Contact	Unable to follow up due to alias name and false phone number; Further administrative follow-up is occurring
36	34	10/10/2013	N/A	Electronic Message	Sex	Witness	White Male Student	Requested No Contact	No contact information provided
37	35	10/13/2013	On Campus - Angell Residence Hall	Group Directed Statement	Race/Ethnicity, Religion	Witness	White Female Student	Requested No Contact	Outreach to reporter; met with student
38	36	10/13/2013	Off Campus	Individually Directed Statement	Sex	Victim/Target	White Female Student	Requested No Contact	No contact information provided
39	37	10/14/2013	On Campus - Coate Residence Hall	Group Directed Graffiti/Vandalism	Religion	Witness	White Female Student	Requested No Contact	No contact information provided
40	38	10/15/2013	On Campus	Individually Directed Graffiti/Vandalism	Race/Ethnicity	Victim/Target	Female Staff	Requested Contact	Outreach to reporter; administrative follow-up in progress
41	39	10/15/2013	On Campus - Residence Hall	Individually Directed Statement	Sex	Witness	White Female Student	Requested No Contact	Outreach to reporter
42	40	10/21/2013	Facebook	Electronic Message	Sex, Gender Identity/Expression	Third Party	Biracial Female Student	Requested No Contact	Email sent to reporter
43	41	10/24/2013	On Campus - White Residence Hall	Individually Directed Statement	Sex	Witness	White Female Student	Requested No Contact	No contact information provided
44	42	10/25/2013	On Campus - Drake Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Student	Requested No Contact	Email sent to reporter
45	43	10/28/2013	N/A	Electronic Message	Race/Ethnicity	Third Party	White Male Student	Requested No Contact	Email sent to reporter
46	44	10/30/2013	On Campus - Graff Main Hall Classroom	Individually/Group Directed Statement	Gender Identity/Expression	Witness	White Female Student	Requested No Contact	Email sent to reporter

HATE/BIAS INCIDENT REPORT - 2013/14

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
47	45	11/2/2013	On Campus - White Residence Hall	Individually/Group Directed Statement	Sexual Orientation	Witness	White Female Student	Requested No Contact	Email sent to reporter
48	46	11/5/2013	Facebook	Electronic Message	Race/Ethnicity	Third Party	Hmong Male Student	Requested No Contact	Email sent to reporter
49	47	11/6/2013	Off Campus	Individually/Group Directed Statement	Sexual Orientation	Witness	White Male Student	Requested No Contact	Email sent to reporter
50	48	11/7/2013	Off Campus	Individually Directed Statement	Other	Victim/Target	Hmong Female Student	Requested No Contact	Email sent to reporter
51	49	11/11/2013	Facebook	Group Directed Electronic Message	Gender Identity/Expression	Third Party	White Female Student	Requested No Contact	Email sent to reporter; Hall Director followed up with educational conversation
52	50	11/13/2013	On Campus - Drake Residence Hall	Individually & Group Directed Graffiti/Vandalism and Statement	Sex	Witness	White Female Student	Requested Contact	Outreach to reporter
53	51	11/13/2013	On Campus - Angell Residence Hall	Individually & Group Directed Graffiti/Vandalism	Disability	Victim/Target	White Female Student	Requested No Contact	Email sent to reporter
54	52	11/21/2013	Online	Group Directed Electronic Message	Race/Ethnicity, Sexual Orientation, Gender Identity/Expression	Victim/Target	Biracial Female Student	Requested Contact	Outreach to reporter, follow-up meeting with reporter
55	53	11/23/2013	On Campus - White Residence Hall	Individually Directed Statement	Sexual Orientation	Victim/Target	White Male Student	Requested No Contact	None - requested no contact
56	54	12/5/2013	On Campus - Centennial Classroom	Individually & Group Directed Statement	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Email sent to reporter
57	54a	12/5/2013	On Campus - Centennial Classroom	Individually & Group Directed Statement	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Email sent to reporter
58	54b	12/5/2013	On Campus - Centennial Classroom	Individually & Group Directed Statement	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Email sent to reporter
59	54c	12/6/2013	On Campus - Centennial Classroom	Individually & Group Directed Statement	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Email sent to reporter
60	54d	12/6/2013	On Campus - Centennial Classroom	Individually & Group Directed Statement	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Email sent to reporter
61	54e	12/6/2013	On Campus - Centennial Classroom	Individually & Group Directed Statement	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Email sent to reporter
62	54f	12/8/2013	On Campus - Centennial Classroom	Individually & Group Directed Statement	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Email sent to reporter
63	55	12/9/2013	On Campus - Pride Center	Individually & Group Directed Statement	Sexual Orientation	Victim/Target	White Male Staff	Requested No Contact	Communication with parties involved
64	56	12/15/2013	Facebook	Individually Directed Electronic Message	Race/Ethnicity	Third Party	White Female Student	Requested No Contact	Email sent to reporter; Communication with impacted individual
65	57	1/31/2014	On Campus - Coate Residence Hall	Individually & Group Directed Statement	Race/Ethnicity	Third Party	African-American Female Student	Requested Contact	Outreach to reporter; Communication with Hall Director; Hall Director outreached to all involved
66	57a	2/1/2014	On Campus - Coate Residence Hall	Individually & Group Directed Statement	Race/Ethnicity	Victim/Target	African-American Female Student	Requested No Contact	Outreach to reporter; Communication with Hall Director; Hall Director outreached to all involved
67	58	2/2/2014	On Campus - Wing	Individually & Group Directed Statement	Gender Identity/Expression	Witness	White Female Faculty	Requested No Contact	Outreach to perceived impacted individual
68	59	2/9/2014	Facebook	Group Directed Electronic Message	Race/Ethnicity	Third Party	Male Student	Requested No Contact	No contact information provided
69	60	2/12/2014	On Campus - Wimberly Hall Classroom	Individually & Group Directed Statement	Sexual Orientation	Victim/Target	White Female Student	Requested No Contact	Outreach to reporter; Met with reporter

HATE/BIAS INCIDENT REPORT - 2013/14

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
70	61	2/17/2014	Off Campus	Individually Directed Statement	Sexual Orientation	Victim/Target	White Male Student	Requested No Contact	No contact information provided
71	62	2/21/2014	On Campus - Hutchinson Residence Hall	Individually & Group Directed Graffiti/Vandalism	Gender Identity/Expression, Sex	Witness	White Female Staff	Requested Contact	Outreach to reporter
72	63	2/26/2014	On Campus - Wimberly Hall Classroom	Group Directed Graffiti/Vandalism	Race/Ethnicity	Third Party	White Male Staff	Requested No Contact	Contacted Facilities and Instructors
73	64	3/3/2014	On Campus - Cowley Hall Parking Lot	Individually Directed Statement	Disability	Third Party	White Female Student	Requested No Contact	No contact information provided
74	65	3/4/2014	Off Campus	Individually & Group Directed Statement	Race/Ethnicity, Other	Victim/Target	Latino Male Student	Requested No Contact	No contact information provided
75	66	3/4/2014	On Campus - Hutchinson Residence Hall	Individually Directed Statement	Gender Identity/Expression, Sex	Third Party	White Female Staff	Requested No Contact	Outreach to reporter
76	67	3/7/2014	On Campus - Sanford Residence Hall	Group Directed Graffiti/Vandalism	Race/Ethnicity	Witness	White Female Student	Requested No Contact	Outreach to reporter; community meeting with Hate Response Team member
77	68	3/14/2014	On Campus - Angell Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Student	Requested No Contact	Outreach to reporter
78	69	3/25/2014	On Campus - Wentz Residence Hall	Individually & Group Directed Graffiti/Vandalism	Race/Ethnicity	Victim/Target	Multiracial Female Student	Requested No Contact	Outreach to reporter; Hall Director met with reporter
79	70	3/25/2014	On Campus - Centennial Classroom	Group Directed Statement	Race/Ethnicity, Other	Witness	Multiracial Female Student	Requested No Contact	Outreach to reporter
80	71	3/28/2014	On Campus - Sidewalk	Group Directed Graffiti/Vandalism	Other	Witness	White Male Staff	Requested No Contact	Outreach to reporter; chalkings removed
81	72	4/4/2014	Facebook		Race/Ethnicity	Third Party	White Female Student	Requested No Contact	No contact information provided
82	73	4/5/2014	On Campus - Cartwright Center	Individually & Group Directed Statement	Sexual Orientation	Victim/Target	White Male Student	Requested No Contact	Outreach to reporter
83	74	4/6/2014	Off Campus	Physical Violence	Sexual Orientation, Gender Identity/Expression	Victim/Target	White Female Student	Requested No Contact	Outreach to reporter and other students involved
84	75	4/8/2014	On Campus - Centennial Classroom	Group Directed Statement	Gender Identity/Expression	Witness	White Student	Requested No Contact	Outreach to reporter
85	76	4/9/2014	On Campus - Classroom		Sexual Orientation	Victim/Target	White Male Student	Requested Contact	Outreach to reporter
86	77	4/14/2014	On Campus - Sanford Residence Hall		Disability	Witness	White Female Student	Requested No Contact	Outreach to reporter
87	78	4/15/2014	On Campus - Clocktower	Individually Directed Graffiti	Sexual Orientation	Third Party	White Male Staff	Requested No Contact	Documentation and removal of graffiti
88	79	4/15/2014	Facebook	Individually Directed Graffiti (Picture)	Sexual Orientation	Third Party	White Male Student	Requested No Contact	Documentation and removal of graffiti; outreach to reporter
89	80	4/15/2014	On Campus - Clocktower	Individually Directed Graffiti	Religion	Third Party	White Male Staff	Requested No Contact	Documentation and removal of graffiti
90	80a	4/15/2014	On Campus - Sidewalk between Mitchell Hall and Clocktower	Individually Directed Graffiti	Sexual Orientation	Third Party	White Female Student	Requested No Contact	Documentation and removal of graffiti; outreach to reporter
91	80b	4/15/2014	On Campus - Sidewalk between Wittich and Cowley Halls	Individually Directed Graffiti	Sexual Orientation	Victim/Target	White Male Student	Requested No Contact	Documentation and removal of graffiti
92	81	4/15/2014	On Campus - Outside of Whitney Center	Individually Directed Graffiti	Other - Personal Being	Victim/Target	White Female Student	Requested No Contact	Documentation and removal of graffiti; outreach to reporter
93	82	4/21/2014	On Campus - Eagle Hall	Individually Directed Statement	Sexual Orientation	Victim/Target	White Male Student	Requested Contact	Outreach to reporter; Hall Director met with reporter
94	83	4/21/2014	On Campus - Badger Street by Health Science Center	Physical Violence / Individually Directed Statement	Race/Ethnicity	Victim/Target	Hmong Male Student	Requested Contact	Outreach to reporter

HATE/BIAS INCIDENT REPORT - 2013/14

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
95	84	4/22/2014	Off Campus - Student Housing	Individually Directed Statement	Sex	Victim/Target	Bi-racial Gender Fluid Student	Requested Contact	Outreach to reporter
96	85	4/24/2014	On Campus - Wimberly Hall Classroom	Individually Directed Statement	Race/Ethnicity	Victim/Target	Hmong Female Student	Requested Contact	Outreach to reporter; reporter addressed issue with perpetrator
97	86	4/28/2014	On Campus - Classroom		Sexual Orientation / Gender Identity / Expression	Victim/Target	White Student	Requested Contact	Outreach to reporter
98	87	4/28/2014	On Campus - C-6 Parking Lot	Individually Directed Statement	Sex	Victim/Target	White Female Student	Requested No Contact	No contact information provided
99	88	5/3/2014	Social Media	Individually Directed Statement	Sexual Orientation	Third Party	White Male Staff	Requested No Contact	Outreach to reporter
100	89	5/5/2014	On Campus - Clocktower	Group Directed Statement	Sexual Orientation / Gender Identity / Expression / Religion	Witness	Cis-Female White Student	Requested No Contact	Information passed out; support provided to those impacted
101	89a	5/5/2014	On Campus - Clocktower	Group Directed Statement	Sexual Orientation / Gender Identity / Expression / Religion	Witness	Female White Student	Requested No Contact	Information passed out; support provided to those impacted
102	89b	5/5/2014	On Campus - Clocktower	Group Directed Statement	Sexual Orientation / Gender Identity / Expression / Religion	Witness	Bi-racial Gender Fluid Student	Requested No Contact	Information passed out; support provided to those impacted
103	90	5/5/2014	On Campus - Wimberly Hall Classroom	Group Directed Statement	Sexual Orientation	Third Party	Asian Female Student	Requested No Contact	Outreach to reporter
104	91	5/7/2014	On Campus - Centennial Hall	Individual/Group Directed Statement	Sexual Orientation / Gender Identity/Expression / Sex	Witness	White Female Student	Requested No Contact	No contact information provided
105	92	5/12/2014	Social Media	Group Directed Statement	Race/Ethnicity	Third Party	Staff	Requested No Contact	
106	93	5/13/2014	Off Campus - Safe Ride Bus	Individually Directed Statement	Gender Identity/Expression, Sexual Orientation	Victim/Target	White Male Student	Requested No Contact	
107	94	5/13/2014	On Campus - Wentz Residence Hall	Group Directed Graffiti	Race/Ethnicity	Third Party	N/A	Requested No Contact	Hall Director Investigation Pending
108	95	6/8/2014	Off Campus - Written Communication	Individually Directed Statement	Gender Identity/Expression / Disability	Victim/Target	White Male Prospective Student	Requested Contact	
109	96	6/10/2014	Online Reading Materials	Group Directed Written Communication	Gender Identity/Expression, Sex	Witness	White Female Student	Requested No Contact	Outreach to reporter

HATE/BIAS INCIDENT REPORT - 2013/14

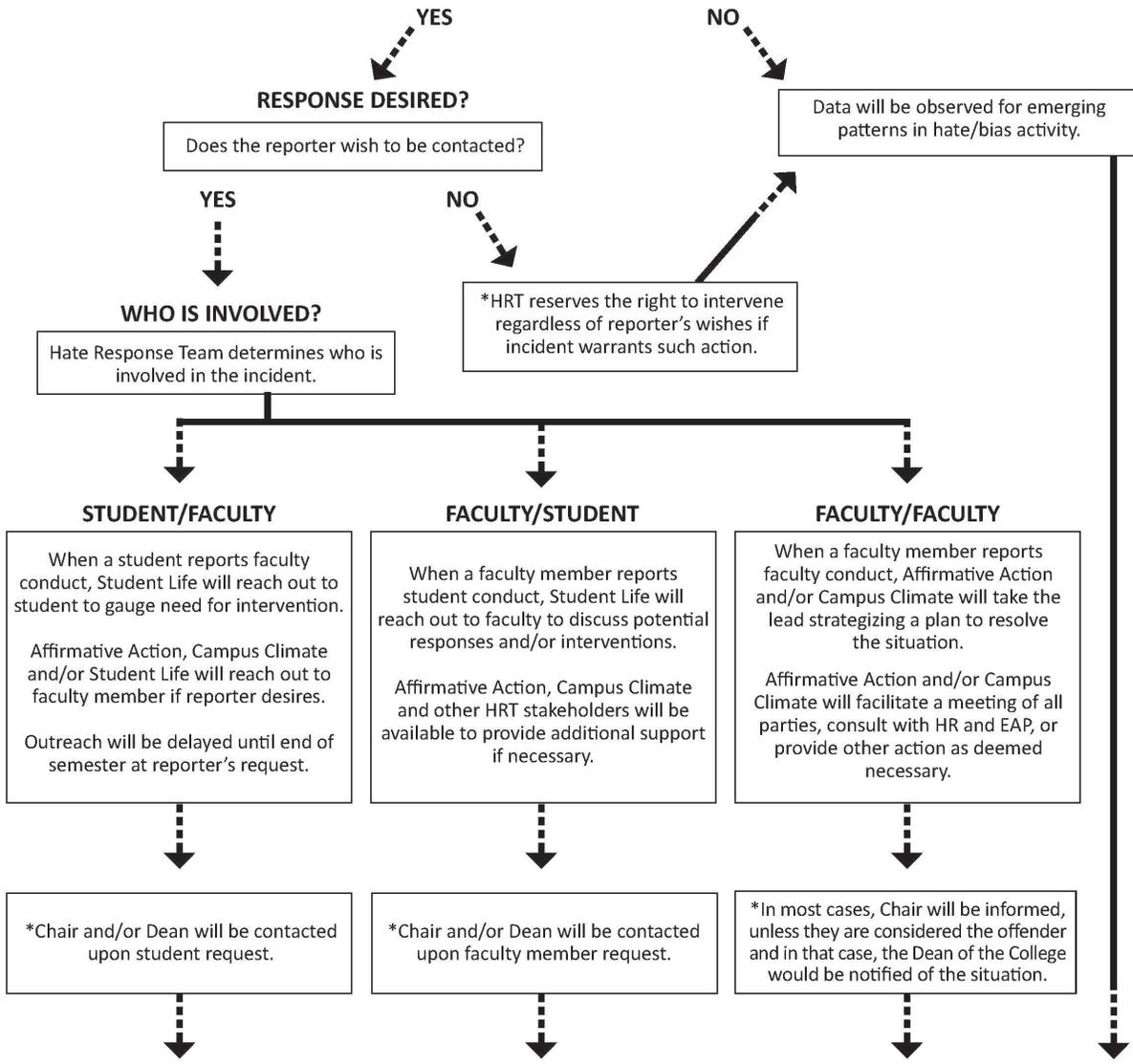
REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
95	84	4/22/2014	Off Campus - Student Housing	Individually Directed Statement	Sex	Victim/Target	Bi-racial Gender Fluid Student	Requested Contact	Outreach to reporter
96	85	4/24/2014	On Campus - Wimberly Hall Classroom	Individually Directed Statement	Race/Ethnicity	Victim/Target	Hmong Female Student	Requested Contact	Outreach to reporter; reporter addressed issue with perpetrator
97	86	4/28/2014	On Campus - Classroom		Sexual Orientation / Gender Identity / Expression	Victim/Target	White Student	Requested Contact	Outreach to reporter
98	87	4/28/2014	On Campus - C-6 Parking Lot	Individually Directed Statement	Sex	Victim/Target	White Female Student	Requested No Contact	No contact information provided
99	88	5/3/2014	Social Media	Individually Directed Statement	Sexual Orientation	Third Party	White Male Staff	Requested No Contact	Outreach to reporter
100	89	5/5/2014	On Campus - Clocktower	Group Directed Statement	Sexual Orientation / Gender Identity / Expression / Religion	Witness	Cis-Female White Student	Requested No Contact	Information passed out; support provided to those impacted
101	89a	5/5/2014	On Campus - Clocktower	Group Directed Statement	Sexual Orientation / Gender Identity / Expression / Religion	Witness	Female White Student	Requested No Contact	Information passed out; support provided to those impacted
102	89b	5/5/2014	On Campus - Clocktower	Group Directed Statement	Sexual Orientation / Gender Identity / Expression / Religion	Witness	Bi-racial Gender Fluid Student	Requested No Contact	Information passed out; support provided to those impacted
103	90	5/5/2014	On Campus - Wimberly Hall Classroom	Group Directed Statement	Sexual Orientation	Third Party	Asian Female Student	Requested No Contact	Outreach to reporter
104	91	5/7/2014	On Campus - Centennial Hall	Individual/Group Directed Statement	Sexual Orientation / Gender Identity/Expression / Sex	Witness	White Female Student	Requested No Contact	No contact information provided
105	92	5/12/2014	Social Media	Group Directed Statement	Race/Ethnicity	Third Party	Staff	Requested No Contact	
106	93	5/13/2014	Off Campus - Safe Ride Bus	Individually Directed Statement	Gender Identity/Expression, Sexual Orientation	Victim/Target	White Male Student	Requested No Contact	
107	94	5/13/2014	On Campus - Wentz Residence Hall	Group Directed Graffiti	Race/Ethnicity	Third Party	N/A	Requested No Contact	Hall Director Investigation Pending
108	95	6/8/2014	Off Campus - Written Communication	Individually Directed Statement	Gender Identity/Expression / Disability	Victim/Target	White Male Prospective Student	Requested Contact	
109	96	6/10/2014	Online Reading Materials	Group Directed Written Communication	Gender Identity/Expression, Sex	Witness	White Female Student	Requested No Contact	Outreach to reporter



HATE RESPONSE TEAM PROTOCOL FOR RESPONDING TO ONLINE REPORTED HATE/BIAS INCIDENTS INVOLVING FACULTY/CLASSROOMS

IDENTIFYING INFO?

Incident occurs and reporter (victim/witness/third party) submits online Hate/Bias Incident Report. Report is immediately forwarded to Hate Response Team (HRT). The team reviews the report to determine if it includes any identifying information.



The Hate Response Team will compile and report data regarding hate/bias incidents through an online, annual, living document of UW-L reported hate/bias incidents. HRT will use reports to assist Campus Climate, Affirmative Action and Human Resources in shaping educational trainings and programming that addresses hate, bias and intolerance.

HRT End of Year Report, featuring a comprehensive narrative of yearly activity will be made public.

In addition, to build relationships and connect with Academic Affairs, a more detailed appendix of hate/bias incidents involving faculty/classrooms will be disseminated to Provost, Deans and Chairs on a bi-annual basis.

Last updated: March 25, 2013



HATE RESPONSE TEAM GUIDING PRINCIPLES FOR RESPONDING TO ONLINE REPORTED HATE/BIAS INCIDENTS INVOLVING FACULTY/CLASSROOMS

Key Points:

- Every situation is unique
- Ability to resolve these incidents through collaborative dialogue reduces the need for a formal grievance being filed
- Respect for academic freedom
 - with expectation that provocative content/teaching methods will be used in a fashion that does not create a discriminatory environment
- Respect for due process rights of faculty
 - This is a collaborative dialogue-oriented process, about building awareness, assuming good intentions, and shared desire to create better & more inclusive learning environments, not about punishing, penalizing, or stigmatizing anyone
 - If information that identifies a particular faculty/IAS member is being provided to a chair or dean, the faculty/IAS member will be notified in advance except in rare cases where there is a safety, legal or confidentiality concern
- Victim/target has 3 immediate needs at the forefront: the need to feel safe, the need to be heard and the need to know what happens next

*Individual situations in which we will inform (and may request involvement from) Deans or Chairs:

- Student(s) requests action, sufficient details are known, faculty member unwilling to engage in dialogue
- Report meets elevated standard of harassment, hostile environment, etc. under applicable laws triggering legal obligation to respond
- Repeated incidents involving the same faculty/IAS member

Bi-annual report regarding faculty/classroom incidents:

- Specific examples; identifying information (student, faculty, department, etc.) removed
- Disseminated to Provost, Deans and Chairs at the close of each semester
- Will include information on resolution (achieved, attempted, attempted but not achieved, not attempted)
- Intended purpose of report is to provide opportunity for deans and chairs to dialogue with faculty and IAS, citing examples of conduct that is not acceptable and scenarios in which more incisive language would be desired