

UNIVERSITY of WISCONSIN

LA CROSSE

# Hate Response Team

End of Year Report

2014-2015

Hate happened here

109  
reports

100  
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 consideration and acceptance, where people can be who they are, and respect prevails in all forms of expression and interaction. Implicit in this regard 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 6 offices and 7 people. Meetings were held bi-weekly during the 2014-15 academic year (July 1, 2014 through June 30, 2015).

Offices represented and team members:

- [Campus Climate](#) | Amanda Goodenough & Matt Evensen
- [Campus Climate & Diversity](#) | Barbara Stewart
- [Pride Center](#) | Will Van Roosenbeek
- [Multicultural Student Services](#) | Antoiwana Williams
- [Residence Life](#) | Patrick Heise
- [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 2014-15 academic year, the Hate Response Team received and reviewed 109 hate/bias incident reports, 100 of them were distinct incidents, an increase of 4 distinct incidents from last year. 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.<sup>1</sup> 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.”<sup>2</sup> 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 2014-15 academic year, explained by charts and themes that highlight trends of location, identity targeted, reporter demographics, perpetrators, and incident by issue.

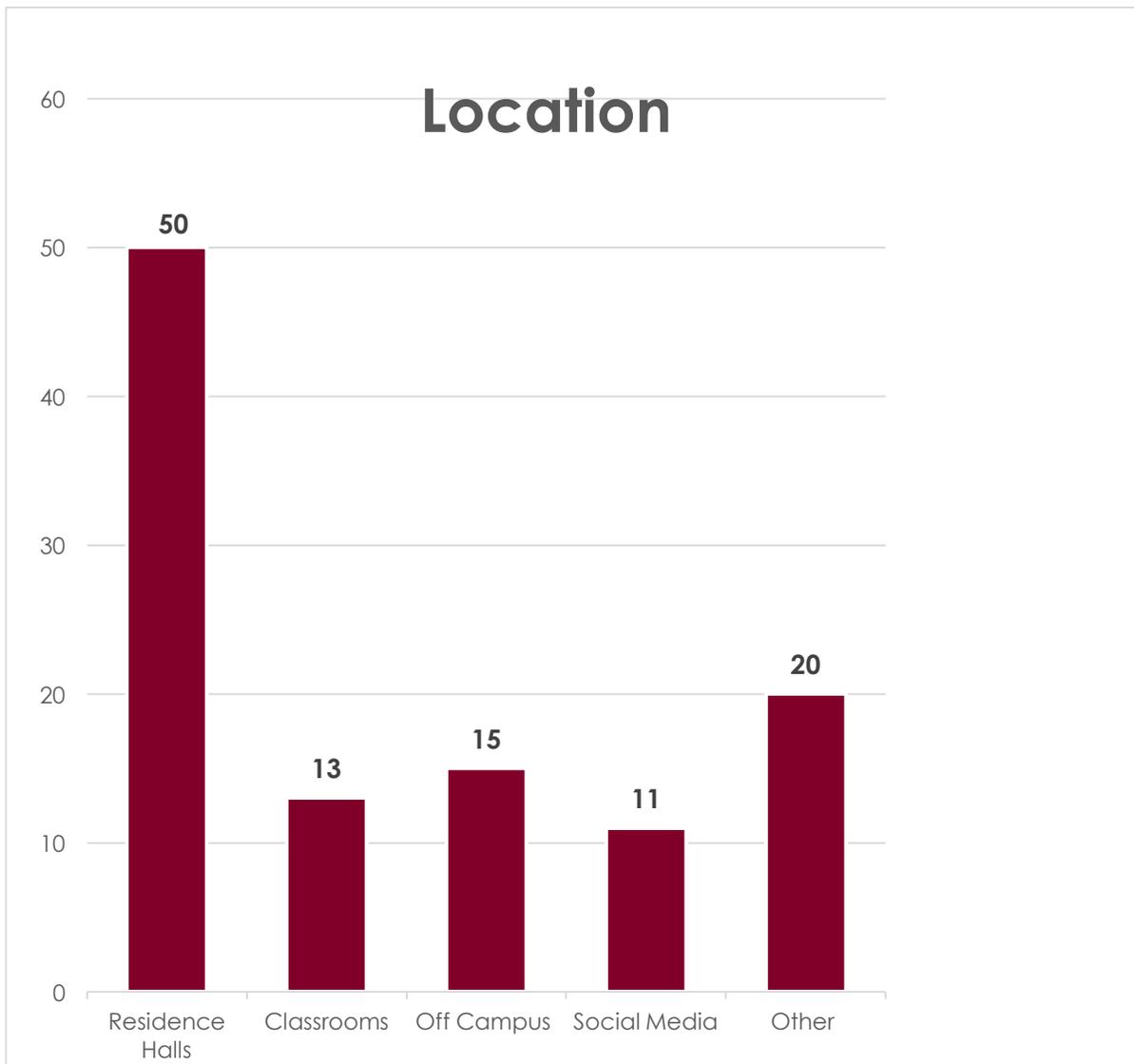
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<sup>1</sup> Southern Poverty Law Center, “*Ten Ways to Fight Hate on Campus: A Response Guide for College Activists*,” 2004. Retrieved from: [http://www.shepherd.edu/alliesweb/resources/Ten\\_Ways\\_Campus.pdf](http://www.shepherd.edu/alliesweb/resources/Ten_Ways_Campus.pdf)

<sup>2</sup> 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, 83 (approximately 76%) 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 11 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.



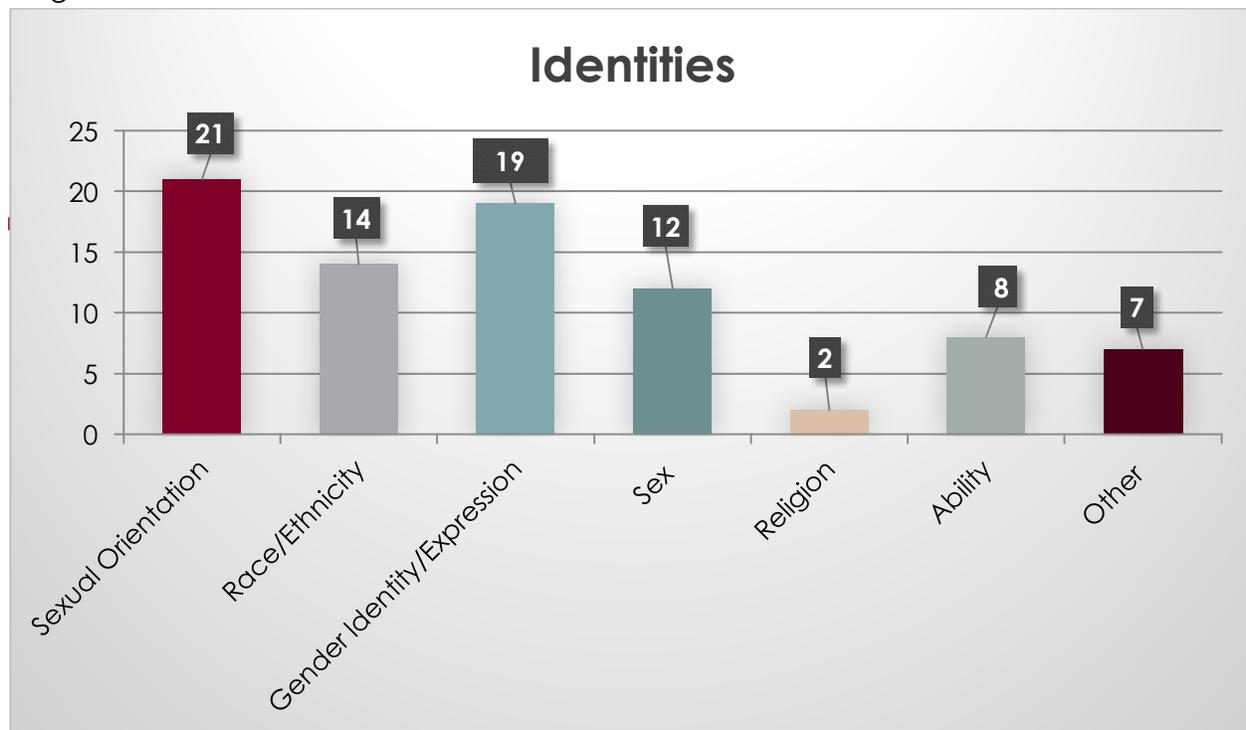
## Residence Halls

**53** of this year's 109 reported hate/bias incidents happened in the residence halls. This is nearly half of all reported incidents.

The breakdown is as follows:

- Eagle Hall (5)
- Angell Hall (8)
- Coate Hall (2)
- White Hall (5)
- Hutch Hall (4)
- Wentz Hall (11)
- Drake Hall (1)
- Sanford Hall (5)
- Laux Hall (5)
- Office of Residence Life (7)
- No reports from Reuter Hall

Targeted Identities within the Residence Halls



The majority of these incidents targeted sexual orientation. Other targeted identities included race/ethnicity, gender identity/expression, and religion. 20% were reported by students in residence halls and 80% were reported by Residence Life staff (including, Resident Assistants, Graduate Assistants, Hall Directors, and Desk Coordinators).

Of these 53 Hate/Bias Incident Reports, 24 reports indicated the hate/bias were written (6 on white boards, 7 on bulletin board, 2 on a wall, 4 on a door, 1 on a sign), 2 were verbal, 2 were actions, and 1 were labeled as other. Some of the incidents included multiple actions. For example, one incident involved over 169 different vandalized objects in one of the residence halls in one night.

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, 57 happened first semester and 52 incidents happened second semester.

### **Classrooms**

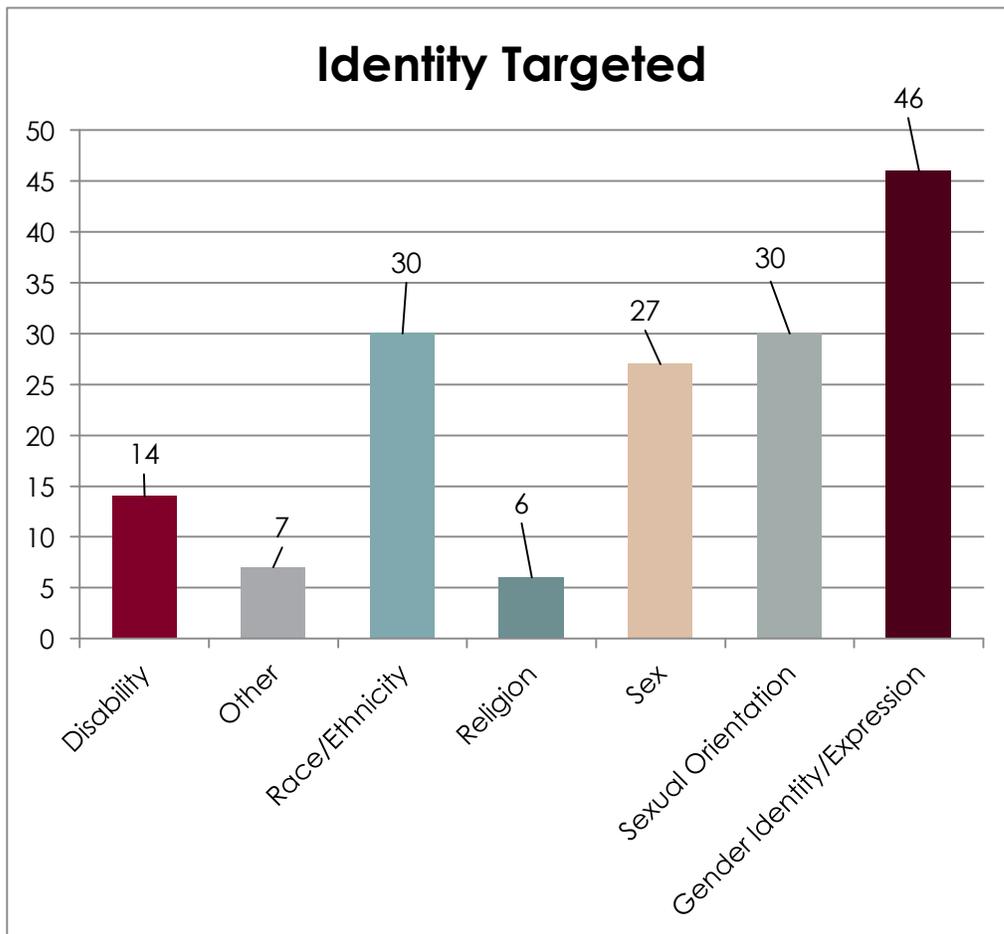
Eleven separate incidents took place in a classroom setting. However, twelve reports indicated that hate or bias happened in the classroom; one incident warranted two separate reports. Two incidents were reported by staff/faculty and the other nine were reported by students. 9 of these involved statements by instructors (faculty or instructional academic staff) and 1 involved an anonymous statement by a fellow student in the class. 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 two separate reports. All of the reporters were students in the class. The incident was an individually and group directed statement where gender identity/expression was the targeted identity. This particular situation showed the power of upstander intervention.

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. 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:

- Gender Identity and Expression (46 incidents), Race/ethnicity (30 incidents) and sexual orientation (30 incidents) were the three most targeted identities in the 2014-15 reports.
- 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.

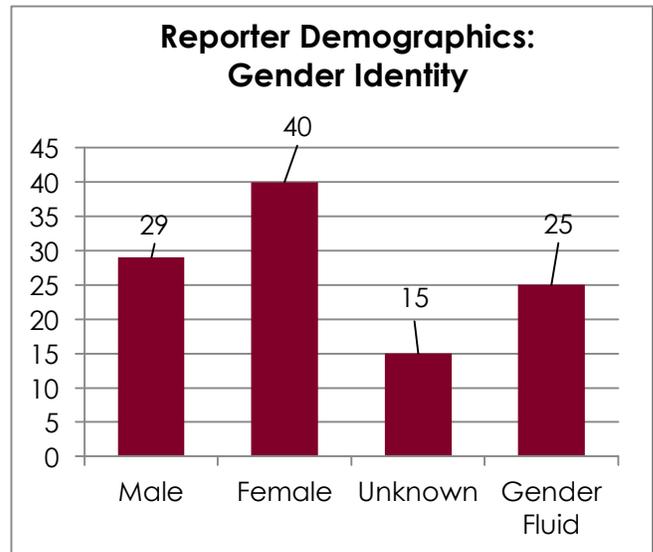
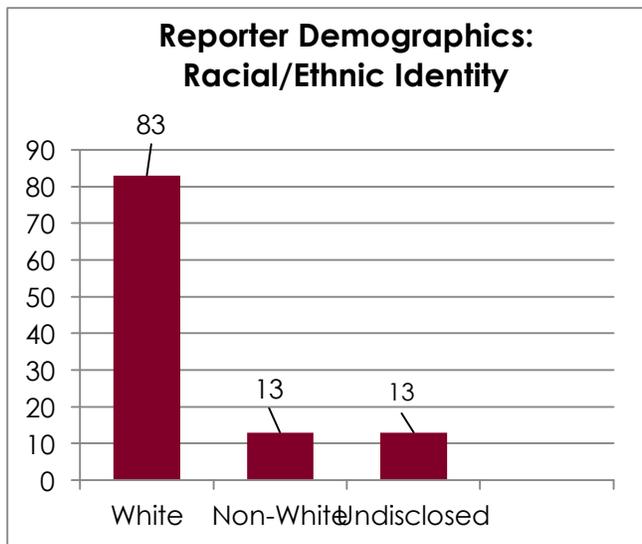
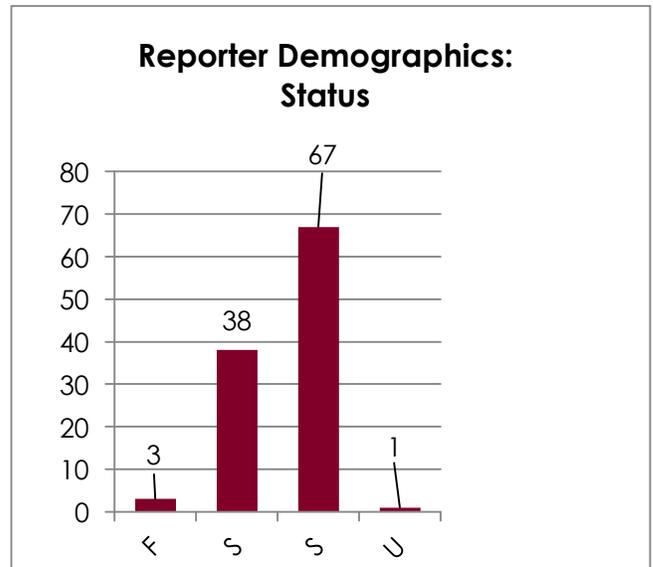
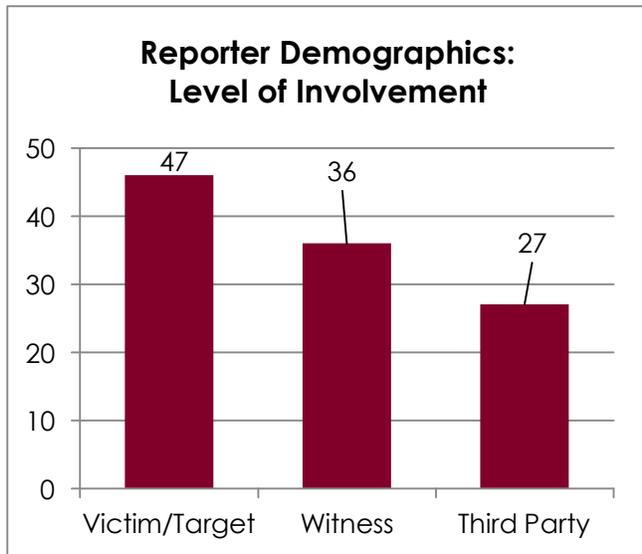
The below chart shows the number of reports that indicted which identity was targeted. Some of the reporters noted that multiple identities were targeted. Again, there were 109 reports with 100 distinct incidents.

Identity Targeted	Number of Reports (2013-2014)	Number of Reports (2014-2015)
Race/Ethnicity	28	30
Sexual Orientation	33	30
Sex	24	27
Gender Identity/Expression	25	46
Religion	6	6
Disability	4	14
Other	7	7

### 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:

- 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 which is representative of the largest population on campus.
- Only 11 of 109 reporters (10%) 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 46 victim/target reports that were submitted, 10 of them (21%) requested contact from a Hate Response Team advocate. In comparison, of the 63 witness/third party reports that were submitted, only one of them 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, 13 were submitted by women, 7 men, 21 gender-fluid students and 5 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. Ten reported incidents occurred on or via social media sites, being 10% of the total reported incidents. Last year, 10% occurred but that number included "printed media." There was no increase from 2013-2014.

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 Facebook and Twitter have been reported more frequently due to individuals feeling comfortable sharing their opinions. 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 social media footprints.

### **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.

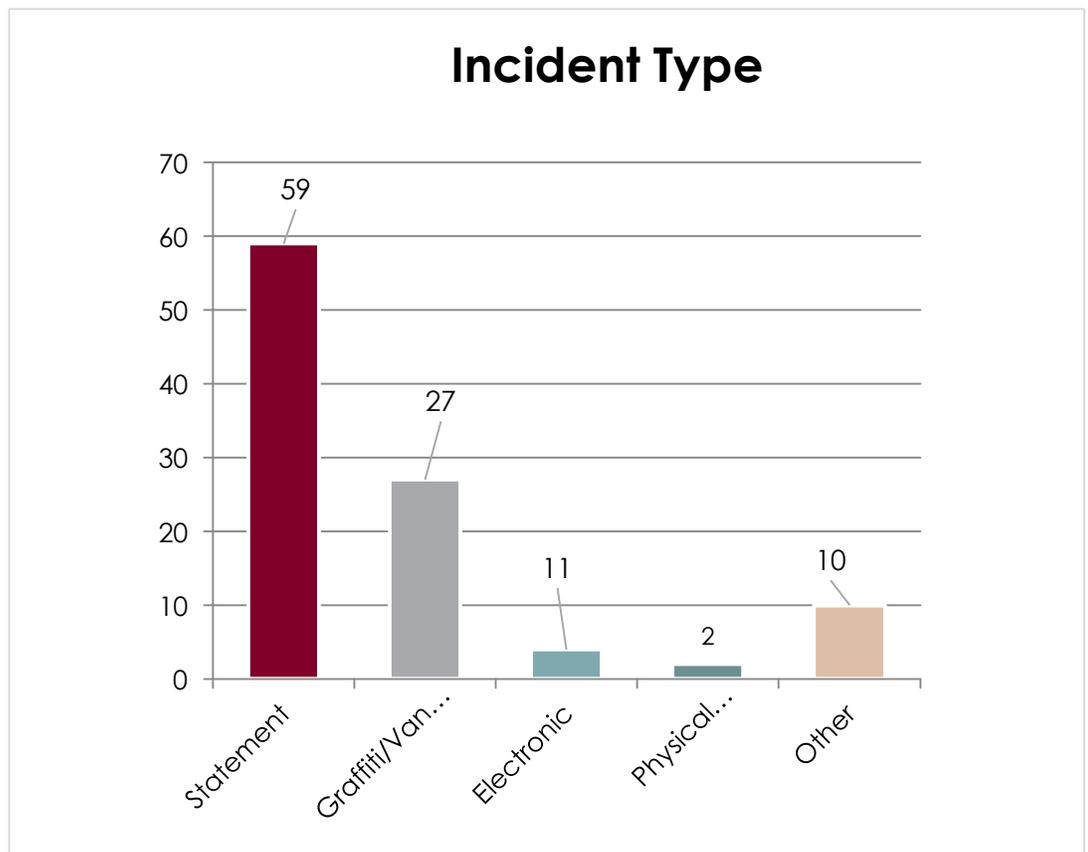
Regardless of whether a perpetrator is identified, however, action can still be taken in the form of victim/target support, community outreach, documentation, removal of graffiti/vandalism, campus programming, and more. Students who have been identified as suspects or perpetrators may be investigated 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.

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. This is the second year these categories were in use, HRT was able to provide a year-to-year comparison of the numbers of incidents in different categories. We saw a rise of numbers in category



Statement and Other. In the Other category we included Discriminatory Conduct. There were 7 of these reports that indicate hate or bias occurred in conduct meetings.

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 bar graph 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 bar graph. 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-nine 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.

<b>Incident Type</b>	<b>Individually-Directed</b>	<b>Group-Directed</b>	<b>Individual &amp; Group</b>	<b>TOTAL</b>
Statement	31	17	<b>9</b>	57
Graffiti/Vandalism	7	10	<b>6</b>	23
Electronic	1	2	1	4
<b>TOTAL</b>	<b>38</b>	<b>29</b>	<b>16</b>	<b>84*</b>

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	-
Threat of Violence	1
Harassment	-
Discriminatory Conduct	7
Other/unknown	1

One of the reported incidents of threat of violence involved a student who reported being targeted based on their race. The other report was labeled as unknown. Those incidents did not provide enough information on the situation to clearly define what type of hate/bias occurred. 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 2014-15 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 2810 community members through the inclusion of the Sticks & Stones slideshow in Campus Climate's *Awareness through Performance* productions. In addition, 44 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, opportunities like presenting ATP at Eagles 101 helped to send a proactive, anti-hate message. 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:

- The composition of the Hate Response Team continues to evolve. In order to efficiently and effectively meet the needs of the HRT constituents, the makeup of the team was reevaluated. The Student Life office, University Police, and Academic Affairs positions have not been reappointed. As the HRT moves forward, the members of the team will be assessed and restructured as needed.
- Matt Evensen left the Campus Climate office in October and was replaced by Libby Thorson for the remaining academic year.
- Chap stick 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.

- The Residence Life protocol for responding to hate/bias was developed, implemented and reviewed. . The policy states to, only contacted University Police 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:
  - Added classroom setting as an incident type on the Hate and Bias report.
- 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 continue to 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. We will explore new ways of communicating hate/bias activity to the campus.
- Updated protocol (Residence Life) are 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 look into how the new SEEDs (Student Educating & Embracing Diversity) will assist in the educational process of the Hate Response Team.
- 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.
- Almost two-thirds of this year's reports targeted the LGBTQ+ community. We see the importance of continuing to address the campus climate and furthering our efforts for our LGBTQ+ communities.

- 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 research and 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 2014-15 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:

- Distribute the *Hate Response Team* chap stick product during the fall 2015 semester.
- 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.
- 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.
- 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.
- Determine the opportunities to engage the SEEDs for developing education around hate/bias incidents in the residence halls.
- Develop new avenues of educating the entire campus, when generalizing messages/actions/incidents of hate occur in our community.

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

- Guide Residence Life in the implementation of the SEEDs program to help combat hate/bias experienced in the residence halls.

- Prepare for addressing issues such as free speech and exchanging dialogues with the upcoming election year.
- Examine and prepare programming for upcoming national trends of racism, sexism, homophobia, and islamophobia being portrayed in the media and how that will impact the campus community.
- Examine the correlation between drinking culture and hate and bias incidents on campus.
- Adapt programming on how to be upstanders on social media and continue to monitor and gauge the impact of social media on our campus community.
  - Continue to partner with the Violence Prevention office on developing bystander intervention programs for gender violence, macroaggressions, etc...

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 - 2014/15

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
1	1	9/2/2014	On campus - Angell Hall	Individual & Group Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Student Staff	No	Educational conversation via Hall Director and RA
2	2	9/3/2014	On campus - White Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Witness	White Female Student Staff	No	Outreach to targeted individuals
3	3	9/5/2014	On campus - Coate Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression, Sex	Witness	White Male Student Staff	No	RA removed graffiti
4	4	9/5/2014	On campus - Laux Residence Hall	Group Directed Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression, Sex	Witness	White Male Student Staff	No	Educational conversation with residents via RA
5	5	9/6/2014	Off campus - Safe Ride Bus	Statement	Sexual Orientation, Gender Identity/Expression, Sex	Witness	White Female GA Student/Staff	No	Outreach to reporter
6	6	9/6/2014	On campus - Hutchison Residence Hall	Individual & Group Directed Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression	Third Party	White Female Student Staff	No	RA documented and removed graffiti
7	7	9/11/2014	Online - Facebook	Individual & Group Directed Statement	Sexual Orientation	Victim/Target	White Female Student	Yes	Outreach to reporter
8	8	9/14/2014	On campus - Wentz Residence Hall	Individually Directed Graffiti/Vandalism	Race/Ethnicity	Victim/Target	White Male Student Staff	No	RA documented and removed graffiti; met with Hall Director
9	9	9/15/2014	On campus - White Residence Hall	Individual & Group Directed Graffiti/Vandalism	Sex	Witness	White Female Student Staff	No	Outreach to impacted individuals via Hall Director
10	10	9/17/2014	On campus - White Residence Hall	Group Directed Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression, Sex	Witness	Male Student Staff	No	RA documented and removed graffiti; met with Hall Director; Community meeting with Hate Response Team Members and ResLife Staff
11	11	9/18/2014	On campus - Angell Residence Hall	Individually Directed Statement	Sex	Third Party	White Staff	No	Outreach to impacted individuals via Hall Director
12	12	9/20/2014	On campus - Hutchison Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Third Party	Female Student Staff	No	RA documented and removed graffiti; follow-up with residents and hall director
13	13	9/21/2014	On campus - Laux Residence Hall	Individually Directed Statement	Sexual Orientation	Witness	White Female Student Staff	No	RA documented and removed graffiti; follow-up with residents and impacted individual
14	14	9/22/2014	On campus - Sanford Residence Hall	Individual and Group Directed Graffiti/Vandalism	Sexual Orientation	Third Party	White Female Student Staff	No	Hall Director contacted
15	15	9/22/2014	On campus - Sanford Residence Hall	Individually Directed Graffiti/Vandalism	Sexual Orientation	Third Party	White Female Student Staff	No	Hall Director contacted
16	16	9/23/2014	On campus - Angell Residence Hall	Individual and Group Directed Statement	Gender Identity/Expression	Third Party	White Female Student Staff	No	Hall Director contacted; follow-up community programming in the works
17	17	9/25/2014	On campus - Laux Residence Hall	Group Directed Graffiti/Vandalism	Sex	Third Party	Female Student Staff	No	Graffiti documented and removed; Hall Director notified
18	18	9/30/2014	On campus - Laux Residence Hall	Individually Directed Graffiti/Vandalism	Sex	Victim/Target	White Male Student Staff	No	Graffiti documented and removed

**HATE/BIAS INCIDENT REPORT - 2014/15**

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
19	19	9/30/2014	On campus - Recreational Eagle Center	Published Media	Race/Ethnicity, Gender Identity/Expression, Sex	Third Party	Male Staff	No	No contact information given; Outreach to University Centers, Student Life and other involved entities
20	20	9/30/2014	On campus - Hutchison Residence Hall	Individually Directed Statement	Disability	Victim/Target	White Female Student	No	Met with reporter; outreach to RA; community programming facilitated
21	21	9/30/2014	On campus - Wimberly classroom	Group Directed Statement	Race/Ethnicity	Victim/Target	Female Student	Yes	Met with reporter
22	22	10/1/2014	On campus - Recreational Eagle Center	Individual and Group Directed Statement	Sex	Third Party	White Male Staff	No	No contact information given; Outreach to University Centers, Student Life and other involved entities
23	23	10/1/2014	On campus - Recreational Eagle Center	Individual and Group Directed Statement	Race/Ethnicity, Sex	Third Party	Male Staff	No	No contact information given; Outreach to University Centers, Student Life and other involved entities
24	24	10/2/2014	On campus - Eagle Residence Hall	Statement	Sexual Orientation	Witness	Male Student Staff	No	Outreach via Resident Assistant
25	25	10/3/2014	On Campus -	Individually Directed Graffiti/Vandalism	Sex	Victim/Target	White Female Student Staff	No	Graffiti documented and removed
26	26	10/7/2014	On campus - Wentz Residence Hall	Group Directed Graffiti/Vandalism	Race/Ethnicity, Sexual Orientation	Witness	White Male Student Staff	No	Graffiti documented and removed
27	27	10/7/2014	Online - Facebook	Group Directed Statement	Sexual Orientation, Gender Identity/Expression	Victim/Target	White Male Staff	No	No contact information given
28	28	10/14/2014	Off campus	Discriminatory Conduct	Sexual Orientation, Gender Identity/Expression, Sex	Witness	Biracial Female Student	No	Outreach to reporter; Forwarded to Student Life; Contacted manager
29	29	10/20/2014	On campus	Discriminatory Conduct	Race/Ethnicity, other	Victim/Target	Asian Female Staff	No	Follow-up and investigation by Affirmative Action and Human Resources
30	30	10/22/2014	On campus - Cowley classroom	Group Directed Statement	Sexual Orientation, Gender Identity/Expression	Victim/Target	White Student	No	Follow up with reporter
31	31	10/22/2014	On campus - Whitney Dining Center	Individually Directed Statement	Sex, Gender Identity/Expression	Third Party	White Female Staff	No	Targeted individual requested no action; Affirmative Action to follow-up and investigate policy context
32	32	10/29/2014	On campus - Centennial Classroom	Group Directed Statement	Race/Ethnicity	Victim/Target	Biracial Female Student	Yes	Outreach to reporter & instructor; Educational conversation with class
33	33	10/31/2014	On campus - Port O'Call	Individual & Group Directed Statement	Sexual Orientation, Gender Identity/Expression	Victim/Target	White Female GA Student/Staff	No	Outreach to event supervisors; outreach to report
34	34	11/3/2014	On campus - Wentz Residence Hall	Individual & Group Directed Graffiti	Sexual Orientation, Gender Identity/Expression	Witness	White Male Student Staff	No	Graffiti documented and removed
35	35	11/13/2014	On campus - Sanford Residence Hall	Individual & Group Directed Statement	Sex	Witness	White Female Student	No	Outreach to targeted individuals via Hall Director; Educational conversation with individuals via Hall Director

**HATE/BIAS INCIDENT REPORT - 2014/15**

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
36	36	11/24/2014	On campus - Angell Residence Hall	Individually Directed Statement	Race/Ethnicity	Victim/Target	Black Male Student	No	No contact information given
37	37	11/25/2014	On campus - Angell Residence Hall	Group Directed Graffiti/Vandalism	Race/Ethnicity, Other	Witness	White Female Student	No	No contact information given
38	38	11/25/2014	On campus - Angell Residence Hall	Non Hate/Bias Incident	N/A	Third Party	White Female GA Student/Staff	No	Graffiti documented and removed; Outreach to Hall Director; Open Forum being planned
39	38a	11/25/2014	On campus - Angell Residence Hall	Non Hate/Bias Incident	N/A	Witness	White Female RA Student/Staff	No	Graffiti documented and removed; Outreach to Hall Director; Open Forum being planned
40	39	12/4/2014	On campus - Cartwright Center	Individually Directed Statement	Race/Ethnicity	Victim/Target	Hmong Female Student	Yes	Met with reporter
41	40	12/4/2014	On campus - Wentz Residence Hall	Discriminatory Conduct	Race/Ethnicity, Sexual Orientation, Gender Identity/Expression, Disability	Third Party	White Female Student	No	No contact information given
42	41	12/5/2014	Off campus	Individually Directed Statement	Race/Ethnicity	Victim/Target	Black Female Student	Yes	Outreach to reporters
43	42	12/6/2014	On campus - Cartwright Center	Group Directed Statement	Religion	Witness	White Staff	No	No contact information given
44	43	12/7/2014	On campus - White Residence Hall	Individual and Group Directed Graffiti	Race/Ethnicity, Sexual Orientation, Gender Identity/Expression, Religion, Disability, Sex	Third Party	White Female RA Student/Staff	No	Graffiti documented and removed
45	44	12/7/2014	On campus - Angell Residence Hall	Group Directed Graffiti	Sexual Orientation	Witness	White Male RA Student Staff	No	Graffiti documented and removed; Outreach to Hall Director to work on educational response
46	40a	12/8/2014	On campus - Wentz Residence Hall	Individually Directed Discriminatory Conduct	Race/Ethnicity, Disability	Victim/Target	Student	Yes	Outreach to reporter
47	40b	12/8/2014	On campus - Wentz Residence Hall & Graff Main Hall	Individually Directed Discriminatory Conduct	Race/Ethnicity, Other	Third Party	Multiracial Female Student	No	No contact information given
48	40c	12/8/2014	On Campus - Graff Main Hall	Individually Directed Discriminatory Conduct	Race/Ethnicity, Disability, Other	Third Party	White Student	No	No contact information given
49	40d	12/8/2014	On Campus - Graff Main Hall	Individually Directed Discriminatory Conduct	Race/Ethnicity, Disability, Other	Third Party	Multiracial Student	No	No contact information given
50	40e	12/8/2014	On campus - Wentz Residence Hall	Individually Directed Discriminatory Conduct	Race/Ethnicity, Disability, Other	Third Party	White Student	No	No contact information given
51	40f	12/8/2014	On campus - Wentz Residence Hall	Individually Directed Discriminatory Conduct	Race/Ethnicity, Disability, Other	Third Party	Multiracial Student	No	No contact information given
52	42a	12/9/2014	On campus - Cartwright Center	Discriminatory Conduct	Religion	Victim/Target	White Female GA Student/Staff	No	No contact information given

**HATE/BIAS INCIDENT REPORT - 2014/15**

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
54	46	12/15/2014	On campus - Eagle Residence Hall	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Staff	No	Outreach to reporter
55	47	12/15/2014	On campus - Eagle Residence Hall	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Staff	No	Outreach to reporter
56	48	1/6/2014	On campus - Laux Residence Hall	Individually Directed Harassment/Threat of Violence	Race/Ethnicity, Disability, Other	Witness	White Male Staff	No	Outreach to University Police, Met with impacted individuals, Follow up and investigation by University Police, Student Life and Residence Life; Educational sanctions imposed
57	49	1/21/2015	Online - Facebook	Group Directed Statement	Race/Ethnicity	Witness	White Male Staff	No	Reported photos; contacted business
58	50	1/30/2015	On campus - Office of Residence Life	Group Directed Statement	Disability	Witness	White Female GA Student/Staff	No	Outreach to reporter
59	51	2/2/2015	On campus - Hutchison Residence Hall	Group Directed Graffiti/Vandalism	Sexual Orientation	Third Party	White Female RA Student/Staff	No	No contact information given. Graffiti documented and removed. Outreach via Resident Assistant.
60	52	2/10/2015	On campus - Classroom	Group Directed Statement	Sexual Orientation, Gender Identity and Expression	Witness	White Unknown Student/Staff	No	Outreach to reporter
61	53	2/12/2015	On campus - Coate Residence Hall	Group Directed Statement	Gender Identity/Expression	Witness	White Non-Binary RA Student/Staff	No	Outreach to reporter
62	54	2/14/2015	Online - Facebook	Group Directed Statement	Gender Identity/Expression	Witness	White Non-Binary Student	No	No contact information given
63	55	2/16/2015	On campus - Centennial Classroom	Individual & Group Directed Statement	Religion	Victim/Target	White Female GA Student/Staff	No	Outreach to reporter
64	56	2/17/2015	Off campus - West Ave. by Tao Bell	Individually Directed Statement	Race/Ethnicity	Victim/Target	Hispanic Male Student	Maybe	Outreach to reporter
65	57	2/19/2015	Phone conversation	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary Non-Conforming Staff	No	Outreach to reporter
66	58	2/19/2015	On campus - Office of Residence Life	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary Non-Conforming Staff	No	Outreach to reporter
67	59	2/19/2015	On Campus - Wimberly Hall	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary Non-Conforming Staff	No	Outreach to reporter
68	60	2/19/2015	On Campus - Eagle Hall Conference Room	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary Non-Conforming Staff	No	Outreach to reporter
69	61	2/19/2015	On Campus - Eagle Hall Basement	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary Non-Conforming Staff	No	Outreach to reporter
70	62	2/21/2015	On Campus - Wentz Residence Hall	Group Directed Graffiti/Vandalism	Sex	Witness	White Male RA Student Staff	No	N/A
71	63	2/23/2015	On campus - Cartwright Center	Group Directed Statement	Gender Identity/Expression, Sex	Witness	White Male Staff	No	N/A
72	64	2/24/2015	On campus - Centennial Classroom	Group Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary Student	No	Outreach to reporter

**HATE/BIAS INCIDENT REPORT - 2014/15**

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
73	64a	2/24/2015	On campus - Centennial Classroom	Group Directed Statement	Gender Identity/Expression	Witness	White Non-Binary Student	No	Outreach to reporter
74	65	2/27/2015	Online - Facebook	Group Directed Statement	Race/Ethnicity, Religion	Third Party	White Male Staff	No	N/A
75	66	2/27/2015	Online - Facebook	Group Directed Statement	Race/Ethnicity, Sex	Third Party	White Male Staff	No	No contact information given
76	67	3/1/2015	Off Campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
77	68	3/1/2015	Off Campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
78	69	3/1/2015	Off Campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
79	70	3/1/2015	Off Campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
80	71	3/1/2015	Off Campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
81	72	3/1/2015	Off Campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
82	73	3/1/2015	Off Campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
83	74	3/1/2015	Off Campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
84	75	3/1/2015	Off Campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
85	76	3/1/2015	Off Campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
86	77	3/4/2015	Online - Twitter	Group Directed Statement	Race/Ethnicity, Sexual Orientation, Sex, Other	Third Party	N/A	No	No contact information given; Reviewed Twitter feed; shared information with Student Life
87	78	3/8/2015	On campus - Sanford Residence Hall	Individually Directed Statement	Sexual Orientation	Witness	White Female Student	No	No contact information given
88	79	3/10/2015	On campus - Centennial Classroom	Individually Directed Statement	Race/Ethnicity	Victim/Target	African American Male Student	Yes	Outreach to reporter
89	80	3/11/2015	On campus - Classroom	Individually and Group Directed Statement	Gender Identity/Expression, Sex, Other	Victim/Target	White Non-Binary Student	No	Outreach to reporter; Met with department chair
90	81	3/12/2015	On campus - Residence Life	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
91	82	3/12/2015	On campus - Residence Life	Discriminatory Conduct	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
92	83	3/13/2015	On campus - Sanford Residence Hall	Group Directed Graffiti/Vandalism	Race/Ethnicity	Witness	White Male Student Staff (RA)	Yes	Outreach to reporter
93	84	3/13/2015	On campus - Wentz Residence Hall	Individually and Group Directed Statement	Sexual Orientation	Witness	White Male Student Staff (RA)	No	Outreach to reporter

**HATE/BIAS INCIDENT REPORT - 2014/15**

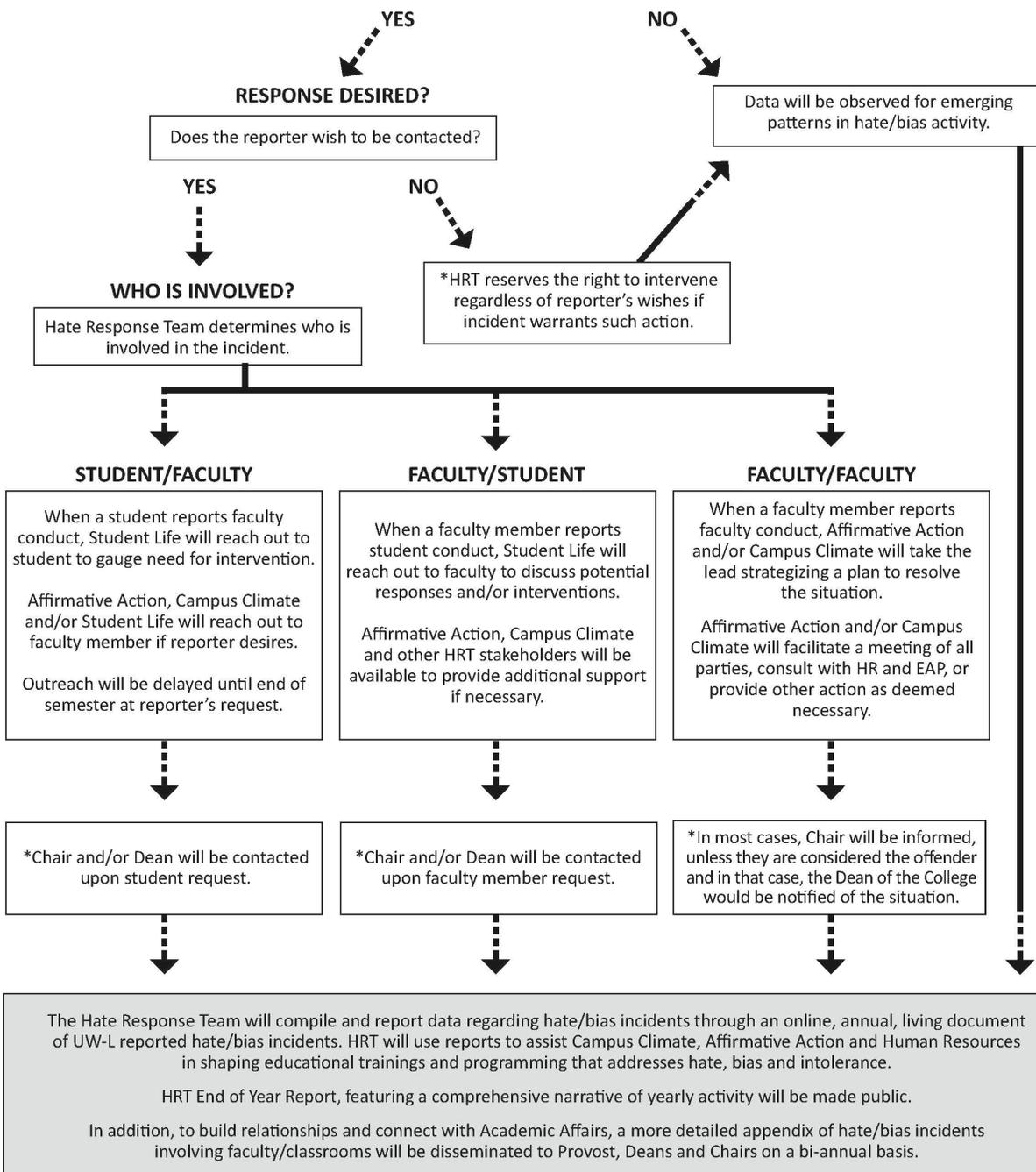
REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN
94	85	3/18/2015	On campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
95	86	3/18/2015	On campus	Individually Directed Statement	Gender Identity/Expression	Victim/Target	White Non-Binary, Non-conforming Staff	No	N/A
96	87	3/27/2015	On campus - clocktower	Other	Disability	Witness	White Female Faculty	No	Communicated with reporter; Meeting planned
97	88	3/30/2015	Online - Email	Published Media	Disability	Third Party	Faculty	No	Outreach to reporter
98	89	4/3/2015	Online - Facebook	Group Directed Statement	Sex	Witness	White Female Student Staff (GA)	No	N/A
99	90	4/14/2015	On campus	Published Media	Religion, Other	Third Party	Staff	No	N/A
100	91	4/14/2015	On campus - Whitney Dining Center	Discriminatory Conduct	Race/Ethnicity	Victim/Target	Black Female Student	Yes	Met with reporter
101	92	4/16/2015	On campus - Whitney Dining Center	Harassment	Disability, Sex	Victim/Target	White Student	Yes	Outreach to reporter
102	93	4/24/2015	On campus - Construction area	Discriminatory Conduct	Disability	Witness	Female Student	No	Communicated with reporter; forwarded report to Facilities
103	94	4/28/2015	Online - Facebook	Electronic message	Sexual Orientation, Gender Identity/Expression	Witness	Trans Staff	No	Met with Facebook page administrator
104	95	5/1/2015	On campus - sidewalk	Harassment (with physical contact)	Sex	Victim/Target	White Female Student	No	No contact information given
105	96	5/10/2015	Off campus - La Crosse Center	Individually Directed Statement	Sex	Witness	White Male Staff	No	
106	97	5/11/2015	On campus - Wentz Hall	Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression	Witness	White Female Student Staff (RA)	No	Graffiti documented and removed
107	98	5/13/2015	On campus - Murphy Library	Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression	Witness	White Male Student	No	Graffiti removed
108	99	5/13/2015	On campus - White Residence Hall	Graffiti/Vandalism	Race/Ethnicity, Sex, Sexual Orientation	Third Party	White Male Student Staff (RA)	No	Graffiti documented and removed
109	100	6/17/2015	On campus - Centennial Classroom	Graffiti/Vandalism	Sex	Third Party	White Male Staff	No	Graffiti removed



# 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.



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