

UNIVERSITY of WISCONSIN

LA CROSSE

# Hate Response Team

End of Year Report

2016-2017

Hate happened here

160

reports

134

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 support 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;
- Encourage constructive dialog between individuals involved;
- 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;
- Inform administration and recommend best practices in terms of policy and action, 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. UWL 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, UWL'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 [UWL Hate Response Team](#) has transformed in size, purpose and membership over the years. The team consisted of 10 offices and 12 people. Meetings were held weekly during the 2016-17 academic year (July 1, 2016 through June 30, 2017).

Offices represented and team members:

- [Campus Climate](#) | Amanda Goodenough, AJ Clauss, Roi Kawai & Jake Dyer
- [Campus Climate & Diversity](#) | Barbara Stewart
- [Pride Center](#) | Will Van Roosenbeek
- [Multicultural Student Services](#) | Antoiwana Williams
- [Residence Life](#) | Jacque Bollinger
- [Affirmative Action](#) | Nizam Arain
- [Counseling & Testing](#) | Glorivette Albino-Montalvo
- [Student Life](#) | Angie Lee
- [University Police](#) | Chris Schuster
- [Psychology](#) | Ryan McKelley

## 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 2016-17 academic year, the Hate Response Team received and reviewed 160 hate/bias incident reports, 134 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.

Furthermore, by definition some incidents that were reported were not defined as hate and bias incidents. While 160 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 UWL 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 UWL campus a safer place. Moreover, the number of reports has decreased by 31 distinct incidents from last year. The Hate Response Team believes this is due to the lessening of programming requests to educate the campus community.

The following report is a snapshot of reported hate/bias activity during the 2016-17 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)

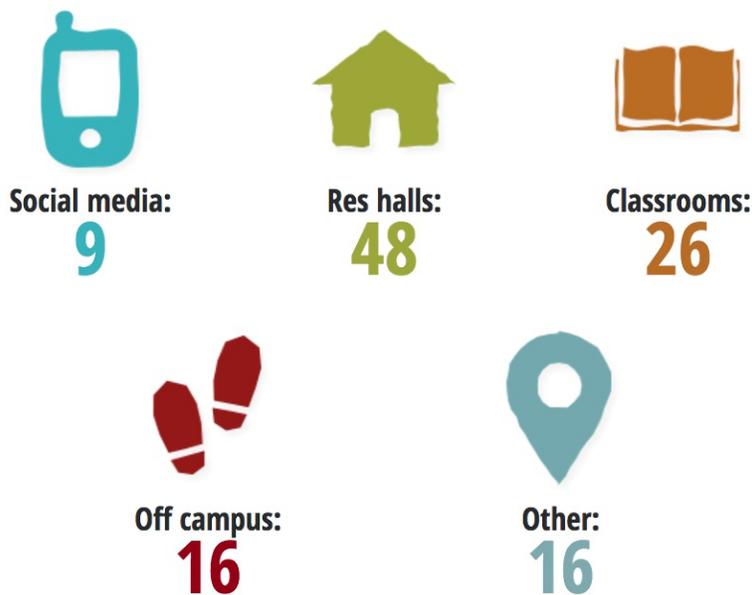
<sup>2</sup> U.S. Department of Justice, “*Responding to Hate Crimes and Bias-Motivated Incidents on College/University Campuses*,” 2003. Retrieved from: <http://www.justice.gov/archive/crs/pubs/university92003.htm>

## Location

Of the 134 incidents received by the Hate Response Team, 115 (approximately 86%) 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, Yik-Yak, texts or email, of which there were 9 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.

## Incident location



## Residence Halls

**48** of this year's 115 on-campus hate/bias incidents happened in the residence halls (42% of incidents).

The breakdown is as follows:

- Angell Hall (3)
- Coate Hall (0)
- White Hall (4)
- Hutch Hall (12)
- Wentz Hall (3)
- Drake Hall (6)
- Sanford Hall (3)
- Laux Hall (0)
- Reuter (1)
- Eagle Hall (16)

## Targeted Identities within the Residence Halls



The majority of these incidents targeted sex. Other targeted identities included race/ethnicity, gender identity/expression, and sexual orientation. 23% were submitted by students in residence halls and 77% were submitted by Residence Life staff (including, Resident Assistants, Graduate Assistants, Hall Directors, and Desk Coordinators).

Of these 48 Hate/Bias Incident Reports, 25 incidents indicated the hate/bias were graffiti/vandalism (i.e. of white boards, of bulletin board, on a wall, on a door, or on a

sign), 18 were statements, 3 were harassment, 1 was published media, and 2 were labeled as other.

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 UWL community members live. The Hate Response Protocol implemented this year by Residence Life, where student staff were encouraged to fill out a Residence Life Incident Report and the Hall Director would review it and determine if it should be submitted as a Hate/Bias Incident Report, created barriers. Also, the lack of trainings of Residence Life Student Staff on recognizing and reporting hate/bias created another barrier to reporting. *It should also be noted that no reports were received from Laux Hall and Coate Hall. This is concerning, due to the first year focus of the building.*

Another way to confront hate/bias in the residence halls is the SEEDs (Students Educating & Embracing Diversity) program. It was created and developed by Authrene Ashton from the Campus Climate office. She discovered a similar program at UW-Eau Claire and wanted to create a program specifically for UWL. Authrene, along with Jude Legiste (HD), Ashleigh Williams (HD), Megan Denison (HD), Matt Evensen (CC), Amanda Goodenough (CC), AJ Clauss (CC), and Chris Dziekan (Res Life) began implementing this peer education program in Spring 2016 for residence halls in order to create more inclusive environments and reduce hate/bias incidents on campus. The 2016-2017 academic year was the first full year of implementation of the program.

Overall, the incidents were concentrated in Hutchinson Hall (12) and Eagle Hall (16.) Of the 48 incidents, 38 happened first semester and 10 happened second semester.

### **Classrooms**

25 separate incidents took place in a classroom setting. Only two incidents were submitted by staff/faculty and the other 23 were submitted by students. 20 of these involved statements or discriminatory conduct by instructors (faculty or instructional academic staff) and 5 involved statement by a fellow student in the class.

The range of targeted identities in these incidents was quite broad, including race, ethnicity, religion, disability, size, gender identity/expression, sexual orientation, and sex.

One example of a classroom incident report was involving a class discussion the the United Airlines incident where a passenger was forcibly removed from a flight leaving him bloodied and bruised. The students were asked to discuss how the incident impacted the United Airlines company. During the discussion the professor then points out that the victim of the incident is a Chinese man. Throughout the rest of lecture, the professor continued to refer to the Chinese culture and also specifically stereotypes

Chinese by saying, "Chinese people are very intelligent but they are very quiet and hardworking. If they don't agree with you, they won't express that they are mad. They will just agree with you." The professor stated this twice during the class period.

The student shared the impact of the incident:

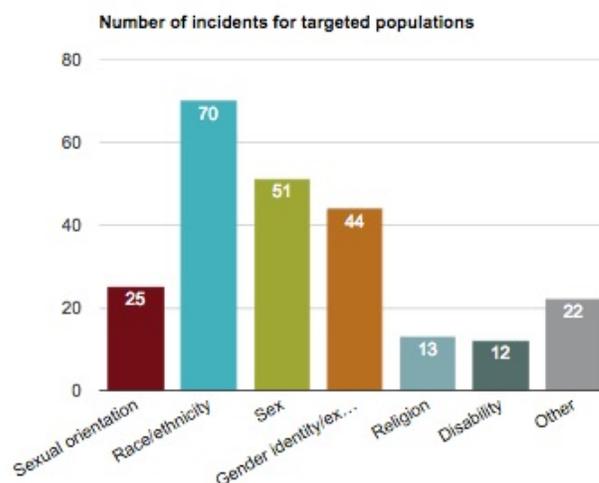
*This upsets me, being a student of color... I am disappointed to be in a classroom with a professor who I have built a good relationship with this year... I cringed hearing those words coming out of their mouth and sucked it all in throughout the class period. I am 1 of 2 students of color sitting in that class. The fact that the professor stereotyped Chinese people like that hurt a lot. The professor stated that the victim of the United Airlines incident was Chinese. He is not Chinese. He is Vietnamese.*

Some of the reporting students initiated a direct conversation with the instructor regarding the incident; however, for others 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.

## Targeted populations



Trends in targeted identity include:

- Race/Ethnicity (70 incidents), Sex (51 incidents) and gender identity/expression (44 incidents) were the three most targeted identities in the 2016-17 reports.
- Incidents targeting Gender Identity/Expression increased over 92% from last year.
- The majority of identities targeted increased, except for race/ethnicity which fell by 22 reports and sex which only fell by four reports.

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 160 reports with 134 distinct incidents (not all reports were considered hate/bias incidents).

<b>Identity Targeted</b>	<b>Number of Reports (2015-2016)</b>	<b>Number of Reports (2016-2017)</b>
<b>Race/Ethnicity</b>	92	70
<b>Sexual Orientation</b>	27	25
<b>Sex</b>	55	51
<b>Gender Identity/Expression</b>	24	44
<b>Religion</b>	8	13
<b>Disability</b>	9	12
<b>Other</b>	33	22

The number of hate/bias incidents reported around gender identity/expression, race/ethnicity, and sex can be linked to the national attention election propaganda, the #BlackLivesMatter movement, police brutality, and inclusive bathroom policies to name a few. The presidential election season also caused numerous discussions around immigration, sexual harassment, women's health, and LGBTQ+ rights.

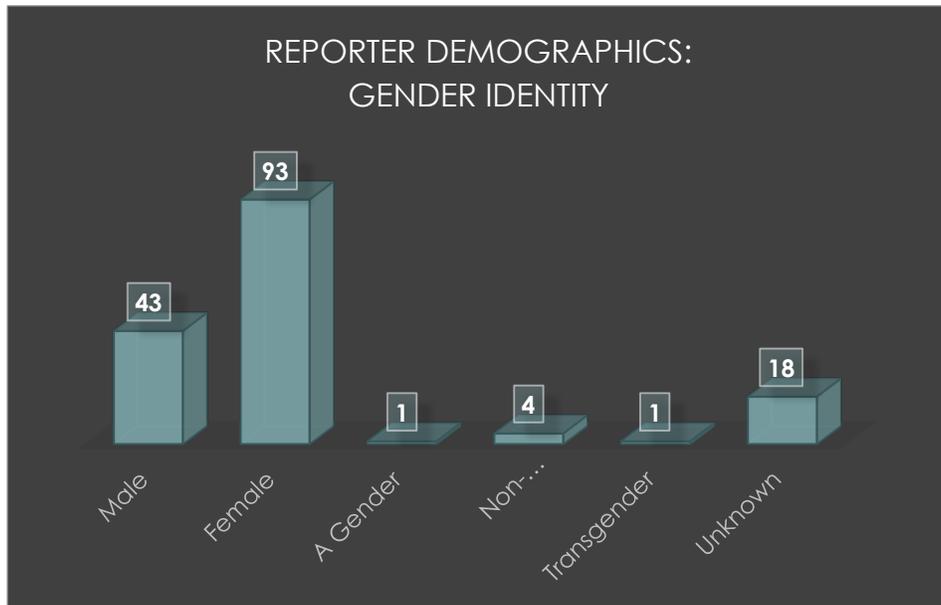
The identities of "Sex," "Gender Identity/Expression," and even "Sexual Orientation" are sometimes difficult for the Hate Response Team to distinguish between. For example, we had numerous reports of sexually explicit graffiti/vandalism occur in the residence halls. Due to the intersection of identities, this type of rape culture can impact numerous communities/identities. Therefore, it is difficult to map trends when many of these incidents impact numerous identities.

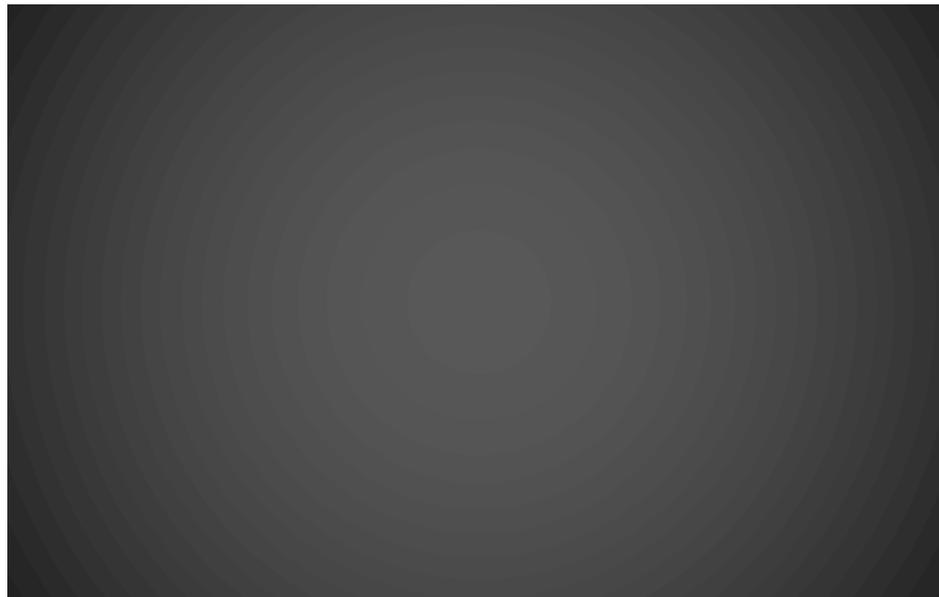
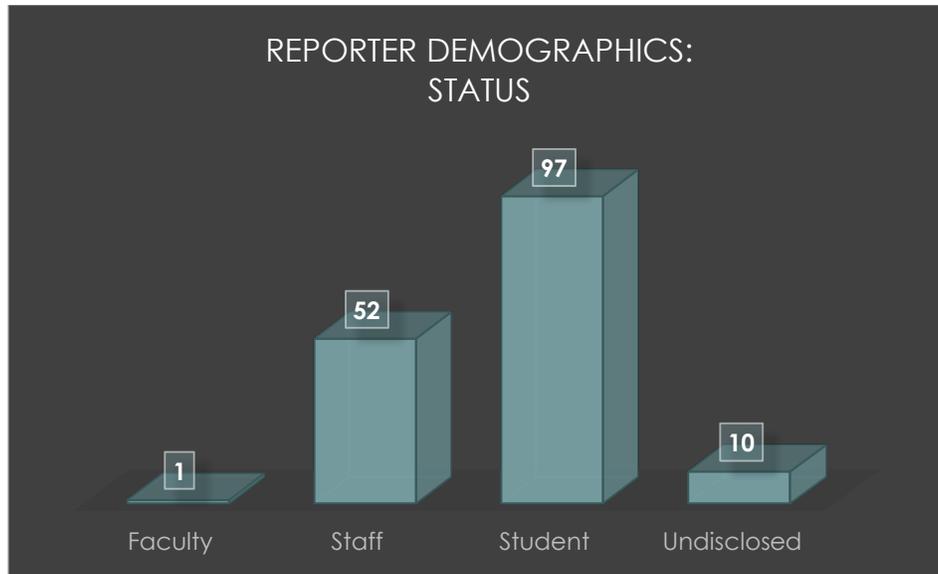
### **Reporter Demographics**

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 *only one faculty member*.
- The most common demographic profile among reporters continues to be *white female student* which is representative of the largest population on campus.
- Only 55 of 160 reporters (34%) requested contact from a Hate Response Team advocate. *This is up from last years, only 18% of reporters requesting contact.* Even though this percentage of requests for contact has risen, there are still many people not requesting contact. 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 50 victim/target reports that were submitted, 11 of them (22%) *requested contact* from a Hate Response Team advocate. In comparison, of the 98 witness/third party reports that were submitted, only 22 of them (23%) requested contact from a Hate Response Team advocate. The similarity of victim/target reports to witness/third party reporters has not been the trend in previous years. The victim/target reports tend to request contact at a much higher rate. However, with the divisiveness in the country, the impact of hate/bias maybe impacting witness/third party reports in new ways that are causing them to want to speak to an advocate.
- Of the 50 victim/target reports, 32 were submitted by women, 11 men, 4 non-binary students, 1 a gender, 1 trans male, and 1 undisclosed.

### **Social Media and Applications**

Even with communication today largely occurs via electronic devices, creating a culture that is vastly connected, this academic year saw a decrease in the number of hate/bias on social media. 9 reported incidents occurred on or via social media sites, representing approximately 8% of the total reported incidents. In 2015-2016, 20% of the total reported incidents involved social media.

The team recognizes that sites such as “Yik Yak” are not being utilized by the UWL population like in years past. The previously anonymous site now requires a user name that identifies each user’s posts. 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.

The team must continue to find ways to utilize social media and applications to reach people impacted by hate/bias. Furthermore, the team must continue to stay abreast to new and upcoming applications that could be used as platforms as hate. Finally, the team must continue to look for legal trends surrounding the requirement to monitor social media in higher education.

### **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](#)

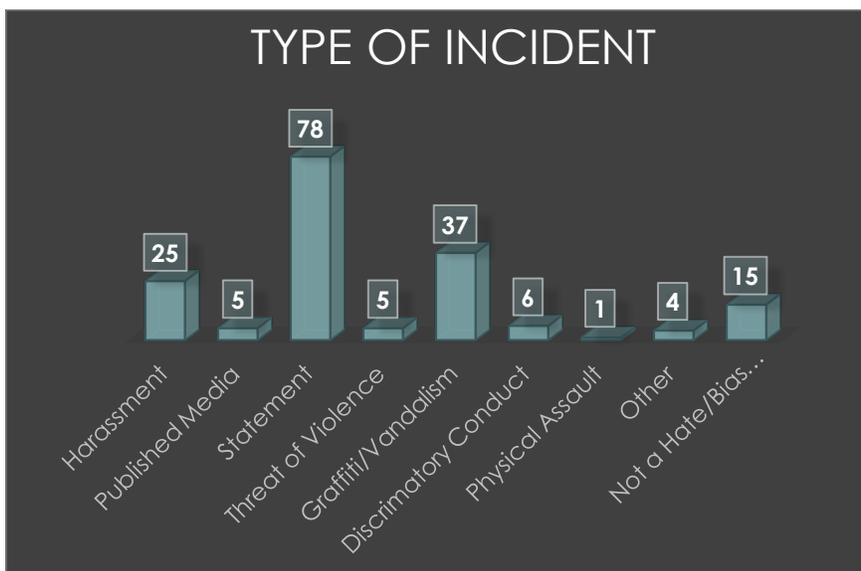
System Non-Academic Misconduct Code, Student Life will be responsible for contacting the perpetrator and determining what disciplinary steps are appropriate. If a university employee or volunteer has been identified as a suspect or perpetrator, they or their supervisor may be contacted by a Hate Response Advocate, Affirmative Action, or Human Resources. Perpetrators are not always affiliated with UWL. 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 fourth 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 the biggest rise of numbers in category of "Harassment." "Statements" continue to be the most reported incident of hate/bias at UWL.



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 “Statements”, followed by categories of “Graffiti/Vandalism”, and “Harassment” in the above bar graph. 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. 15 reports were categorized as “not a hate/bias incident”. Four incidents were labeled as “other” incidents as they did not fit in a specific 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 chalking’s that can be erased—they still have a discriminatory impact and are counted in our report.
- “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.
- “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). It also includes a broader range of threatening language that may or may not be illegal, but which we track 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 Hate/Bias Incident” captures hate/bias incidents that didn't necessarily fit any of the above categories.
- “Not Hate/Bias Incident” captures incidents that didn't necessarily fit UWL's definition of a hate/bias incident.

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

<b>Incident Type</b>	<b>Number of Incidents 2015-2016</b>	<b>Number of Incidents 2016-2017</b>
Physical Violence	2	1
Threat of Violence	6	5
Harassment	1	25
Discriminatory Conduct	15	6
Other/unknown	9	4

The reported incidents of *physical violence* involved students who reported being targeted based on their race. The student reported that they were walking across campus when a white male yelled “wetback” and threw water on the student's face and back. The white male then ran away before the student could identify him.

*Four out of the five reports of threat of violence targeted race and ethnicity.* Of the 25 incidents of harassment, 10 targeted sex, 9 targeted race/ethnicity, 6 targeted gender identity/expression, 5 targeted sexual orientation, 3 targeted disabilities, and 2 targeted religions. The other 4 reports were labeled as other. 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 continual rise in violence and discriminatory conduct against sex, gender identity/expression, and race/ethnicity can be linked to the national attention of issues surrounding the women's rights, immigration, sexual violence, and police brutality. Furthermore, the election season amplified these discussions both nationally and locally.

The week after the election (November 8, 2016 - November 15, 2016), 21 reports were submitted with 14 incidents occurring. The day after the election (11/9/16), a staff member reported that a student had contacted them about a message written on their door, with the words, "go home [n-word]." Another student reported seeing the message and said that, "It makes me scared. I have no hateful words to share about the election results, I just want to move forward and get my education. I don't need to fear my life or my safety because of people who are spreading hate and violence. What will be next?"

## **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 2016-17 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 2,100 community members through the inclusion of the Sticks & Stones slideshow in Campus Climate's [Awareness through Performance](#) fall productions. In addition, 164 training sessions of *Microaggressions*, *Sticks & Stones: The Manifestation of Hate & Bias*, *SEEDs programs*, etc... were conducted for various residence halls, 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 Residence Life proved to be very effective. Students Educating & Embracing Diversity (SEEDs) was a successful pilot program. These 12 students paved the way for creating approximately 100 social justice programs (both passive and active programming) within the residence halls. SEEDs educators were able to begin to build relationships with Residence Life staff and gain an understanding of the needs of the residence halls. Furthermore, the Lead SEED, assisted in the development of *five Teach-Ins* (Rape Culture, Civil Discourse & Free Speech, Immigration, Freedom of Religion, Water is Life) that were a direct result of reported hate/bias incidents. *Residence Life will continue to co-sponsor the SEEDs program for the 2017-2018 academic year, but the funding will come from Campus Climate and a La Crosse Community Foundation Grant.*

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:

- Upon reflection to the increased number and types of hate/bias reports, HRT added a representative from University Policy, Faculty, and Student Life. These representatives enhance the opportunity to share and appropriately address increased incidents of hate/bias.
- Responded to 160 reports: 20% decrease in reports from last academic year. Even with the decrease in reports, it was difficult to respond in a timely manner. HRT created a “*core response team*” to support each other to ensure a timely response.
- UWL HRT hosted the second Regional Symposium on hate/bias, “*Resisting the Resurgence of Hate: Courage, Community and Empowerment.*” Approximately 200 people from the University of Wisconsin System and other regional campuses attended the symposium.
- As a response to trends in hate/bias incidents being reported, HRT/Campus Climate organized five educational programs: Teach-in: History, Meaning and Impact of Rape Culture, Civil Discourse & Free Speech, Immigration, Freedom of Religion, Water is Life.
- Open forums were especially needed in the Fall for the UWL campus community after the election and the rapid uptick in hate/bias experienced on campus.

- When hate/bias trends were recognized in the residence halls, the respected SEED was notified to work with Hall Director & SEEDs Advisor to develop relevant programming.
- Open records requests continued the conversation around the need to protect the identity of reporters, especially the faculty and staff who's information cannot be redacted from requests.
- Meeting with Dean's Council to discuss campus response to hate/bias incidents. The development of an appropriate response and guidelines are being considered.
- Consultation with Dickson State in North Dakota to assist in the development and implementation of hate/bias response teams on their campuses. The UWL HRT has an established team and is viewed as a leader in hate/bias response.
- The Residence Life protocol for responding to hate/bias was implemented. There will need to be continued training for Residence Assistants on the policy and protocol on hate/bias and when to report.
- Monthly State-of-Hate & Bias updates were posted on the [Campus Climate Official Facebook page](#).
- Conversations continue regarding the role HRT can play with the campus reaction and counter-protests to uninvited guests.
- Chap stick promotional items were distributed and seemed to be a popular marketing item.

## LESSONS LEARNED

- Despite being proactive, unless HRT has effective communication/buy-in/consensus by the campus community and leadership, we are limited in our effectiveness.
- In order to understand the implementation of 160 reports/134 separate hate/bias incidents, the campus must be ready to hear the stories. *The Hate Response Team must assess how to share the images, impact statements, and other information with the campus community.*
- The university's leadership must determine their support or lack of support for HRT and how they want to respond to issues of racism, sexism, homophobia, and numerous other campus climate issues.
- The Hate Response Team experienced an overwhelming number of incident reports throughout the year. The creation of the "core response team" assisted in the distribution of responsibility to more of the team members.
- Reporting of information learned from report can be met with backlash (it's not always what's said, but what's read)
- Due to the amount of hate/bias reports filed this academic year, a plethora of Information about campus climate issues is available and a potential for

improving those issues. However, not everyone is comfortable with change or is willing to support change.

- The efforts to be more transparent around hate/bias activity have proven to be healthy for the UWL campus. Students and employees need to know and understand the impact of hate/bias on our campus.
- Confidentiality concerns of report is an issue raised when HRT received numerous open records requests for hate/bias reports and our emails. We will have to assess the need to change the reporting process to protect the identity of our reports, due to the potential for retaliation.
- UWL 100 continues to not require Campus Climate/HRT programming this upcoming academic year. It can be difficult to disseminate information to all of our incoming students, surrounding issues of hate and bias.
- 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 have to re-evaluate our process of confronting hate/bias experienced in the classroom.
- Updated protocol (Residence Life) has created barriers for reporting. We must evaluate and discuss other options with Residence Life to ensure for more accessible reporting structure.
- Uninvited visitors occasionally took advantage of our open campus to exercise their free speech rights. 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 education and discussion around the history and impact of this word is needed.
- The majority of this year's reports targeted sex, gender identity/expression, race/ethnicity. 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 UWL students' safety and security off campus.
- Similar to previous years, it appeared that male identified individuals 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 2016-17 academic year was an overwhelming 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:

- Define the support of the leadership team in regards to hate/bias incidents and the Hate Response Team.
- Outreach to campus and community partners to obtain continued support when confronting and educating around hate/bias on the UWL campus.
- Due to the open records request, the “confidentiality” of the report will need to be reevaluated and revisited. Wording for reporting hate will be revised.
- Partner with University Communications to create and develop a social media plan in regards to communicating about hate/bias incidents in our campus community.
- Continue the campus-wide forums/town halls/teach-ins. Discuss the branding and communication of the events with the campus and community.
- Open Records requests continue to cause the team to assess the need for email communications and minutes.
- Explore the options of sending a group text message for quick notifications when deemed necessary.
- Evaluate our promotional materials and order new materials.
- Although the Hate & Bias Open Forums for the UWL campus community were effective, it would be helpful to explore other avenues of sharing information with the campus community (i.e. what information to share, when to share it, and how to share the information).
- Continue to create peaceful protest signs 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 and guidelines for specific protestors that have historically caused disturbance.
- Continue to 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:

- Continue to partner with Residence Life to increase proactive programming in the residence halls with the SEEDs program.
- Partner with the Violence Prevention office to confront rape culture and sexism experience on campus.
- 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.
- Examine the correlation between drinking culture and hate/bias incidents on campus.

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

- Explore the structural and institutional placement of Hate Response Team.
- Consider a survey or focus group to assess student perception of safety.
- Explore the possibility of the third Regional Symposium gathering for January 2018.
- 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 or other campus social media to develop a standing 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

## UWL Hate/Bias Reports 16-17

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
1	1	9/1/2016	On campus - Centennial Classroom	Statement	Gender Identity/Expression, Sex, Other	Third Party	White Female Student	Yes	Outreach to reporter	
2	2	9/1/2016	On campus - Cowley Classroom	Statement, Disorderly Conduct	Race/Ethnicity	Victim/Target	Asian Female Student	No	No contact requested	
3	3	9/2/2016	Online - Snapchat (Social Media)	Published Media	Race/Ethnicity, Sexual Orientation, Disability, Religion	Third Party	Native American/White Female Student	Yes	Outreach to reporter	
4	4	9/2/2016	Off campus	Statement, Harassment	Sex	Witness	N/A	No	Forwarded to Student Life	
5	4a	9/3/2016	Off campus	Statement, Harassment	Sex, Gender Identity/Expression	Victim/Target	White Female Student	No	Outreach to reporter; Forwarded to Student Life	
6	4b	9/4/2016	Off campus	Statement, Harassment	Sex, Sexual Orientation, Other	Third Party	White Female Student	No	Outreach to reporter; Forwarded to Student Life	
7	5	9/5/2016	On campus - White Residence Hall	Graffiti/Vandalism	Race/Ethnicity, Sex	Third Party	White Female Staff	No	No contact requested	
8	6	9/7/2016	On campus - Murphy Library	Graffiti/Vandalism	Race/Ethnicity	Third Party	Staff	No	Forwarded to Murphy Library and University Police; Graffiti Removed	
9	7	9/8/2016	On campus - Hutchison Residence Hall	Graffiti/Vandalism	Gender Identity/Expression, Sex, Other	Third Party	White Female Staff	No	No contact requested	
10	8	9/8/2016	On campus - Wentz Residence Hall	Statement	Race/Ethnicity, Sexual Orientation, Sex	Third Party	White Male Staff	Yes	Outreach to reporter	
11	9	9/9/2016	On campus - Career Services	Statement	Race/Ethnicity, Religion	Witness	Staff	No	Forwarded to Student Life	
12	10	9/10/2016	Online - Yik Yak (Social Media)	Statement	Race/Ethnicity, Sex	Witness	White Male Student	No	Outreach to reporter	
13	11	9/12/2016	On campus - Angell Residence Hall	Graffiti/Vandalism	Race/Ethnicity, Sexual Orientation, Gender Identity/Expression, Sex	Witness	White Female Student/Staff (GA)	No	No contact requested	
14	12	9/12/2016	On campus - Angell Residence Hall	Graffiti/Vandalism	Gender Identity/Expression, Sex	Witness	White Female Student/Staff (GA)	No	No contact requested	

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
15	13	9/12/2016	On campus - Classroom	Statement	Race/Ethnicity	Witness	Mixed Female Student	No	No contact requested	
16	14	9/13/2016	On campus - White Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Female Staff	No	No contact requested	
17	15	9/13/2016	On campus - Morris Classroom	Statement	Race/Ethnicity, Nationality	Witness	White Female Student	Yes	Outreach to reporter	
18	16	9/13/2016	Online - Yik Yak (Social Media)	Statement	Sexual Orientation; Gender Identity/Expression	Witness	White Male Student	No	Outreach to reporter	
19	17	9/15/2016	On campus - Centennial Classroom	Statement, Harassment	Disability	Victim/Target	White Female Student	No	Outreach to reporter	
20	18	9/16/2016	Off campus	Harassment	Gender Identity/Expression, Sex	Victim/Target	White Female Student	No	Outreach to reporter; Forwarded to Violence Prevention & University Police	
21	19	9/17/2016	On campus - Sanford Residence Hall	Graffiti/Vandalism	Gender Identity/Expression, Sex	Witness	White Female Student/Staff (RA)	No	No contact requested	
22	20	9/18/2016	On campus - Whitney Dining Center	Harassment	Sex	Third Party	White Female Student/Staff (RA)	No	Outreach to reporter	
23	21	9/19/2016	On campus - Hutchison Residence Hall	Statement	Gender Identity/Expression, Sex	Third Party	White Female Staff	No	No contact requested	
24	22	9/20/2016	Online - Facebook (Social Media)	Statement	Gender Identity/Expression	Victim/Target	White Non-Binary Student	Yes	Outreach to reporter	
25	N/A	9/26/2016	N/A	Not a hate/bias incident	N/A	N/A	N/A	No	No contact requested	
26	23	9/26/2016	On campus - Hutchison Residence Hall	Graffiti/Vandalism	Race/Ethnicity, Sex	Third Party	White Female Staff	No	No contact requested; No contact information given	
27	24	9/27/2016	On campus - Eagle Residence Hall	Printed Media	Gender Identity/Expression, Sex, Other	Third Party	White Male Student	Yes	Outreach to reporter	
28	25	9/27/2016	Off campus	Statement	Race/Ethnicity	Witness	White Male Student/Staff (GA)	No	No contact requested	
29	26	9/27/2016	On campus - Drake Residence Hall	Graffiti/Vandalism	Gender Identity/Expression, Sex	Third Party	White Female Staff	No	No contact requested	

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
30	N/A	9/27/2016	N/A	Not a hate/bias incident	N/A	N/A	White Male	No	No contact requested; No contact information given	
31	N/A	9/27/2016	N/A	Not a hate/bias incident	N/A	N/A	White Male	No	No contact requested	
32	27	9/27/2016	On campus - Centennial Classroom	Statement	Race/Ethnicity, Sex	Victim/Target	White Female Student	No	Outreach to reporter	
33	28	9/28/2016	Off campus	Harassment; Threat of Violence	Race/Ethnicity	Victim/Target	Black Female Student	Yes	Outreach to reporter; Forwarded to Student Life and University Police	
34	N/A	9/28/2016	On campus - Dining Hall	Other	Other	Witness	Student	No	No contact requested; No contact information given	
35	N/A	9/30/2016	N/A	Not a hate/bias incident	N/A	N/A	White Male Staff	No	No contact requested	
36	29	9/30/2016	On campus - Drake Residence Hall	Statement	Race/Ethnicity	Third Party	White Female Staff		Outreach to reporter; Outreach to individual impacted	
37	30	9/30/2016	Off campus	Printed Media	Race/Ethnicity	Witness	White Male Staff	No	No contact requested	
38	31	10/1/2016	On campus - Hutchison Residence Hall	Graffiti/Vandalism	Race/Ethnicity, Sexual Orientation, Gender Identity/Expression, Sex	Third Party	White Female Staff	No	No contact requested	
39	N/A	10/3/2016	N/A	Not a hate/bias incident	Race/Ethnicity, Sexual Orientation, Gender Identity/Expression	Third Party	White Male Student	No	No contact requested; No contact information given	
40	32	10/3/2016	On campus - Eagle Residence Hall	Statement	Sexual Orientation; Gender Identity/Expression, Sex	Third Party	White Male Staff	No	No contact requested	
41	33	10/3/2016	On campus - Eagle Residence Hall	Statement	Sex	Victim/Target	White Female Student		Outreach to reporter	

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
42	34	10/4/2016	Off campus & Online - Facebook/Snapchat (Social Media)	Harassment	Sex, Disability	Victim/Target	White Female Student	Yes	Outreach to reporter; Forwarded to Violence Prevention	
43	35	10/5/2016	On campus - Drake Residence Hall	Statement	Race/Ethnicity	Third Party	White Female Staff	No	No contact requested	
44	36	10/5/2016	On campus - Eagle Residence Hall	Statement	Race/Ethnicity	Witness	White Female Student	No	Outreach to reporter	
45	37	10/7/2016	On campus - White Residence Hall	Harassment	Other	Third Party	Male Student	Yes	Outreach to reporter; Forwarded to Violence Prevention, Student Life and University Police	
46	38	10/12/2016	On campus - Sidewalks	Printed Media	Race/Ethnicity, Sex, Other	Third Party	White Female Student	No	No contact requested	
47	38a	10/12/2016	On campus - Sidewalks	Printed Media	Race/Ethnicity, Religion, Other	Third Party	White Male Staff	No	No contact requested	
48	39	10/12/2016	On campus - Hutchison Residence Hall	Statement	Gender Identity/Expression, Sex	Third Party	White Female Staff	No	No contact requested	
49	40	10/16/2016	On campus - Reuter Residence Hall	Graffiti/Vandalism	Race/Ethnicity, Sex	Third Party	White Female Staff	Yes	Outreach to reporter	
50	41	10/17/2016	On campus - Sidewalks	Graffiti/Vandalism	Race/Ethnicity	Third Party	White Female Student/Staff (GA)	No	No contact requested	
51	41a	10/17/2016	On campus - Sidewalks	Graffiti/Vandalism	Race/Ethnicity	Witness	Female Student/Staff (GA)	No	No contact requested	
52	42	10/17/2016	On campus - Eagle Residence Hall	Statement	Race/Ethnicity	Witness	White Male Student	Yes	Outreach to reporter	
53	43	10/19/2016	On campus - Hutchison Residence Hall	Graffiti/Vandalism	Gender Identity/Expression, Sex	Third Party	White Female Staff	No	No contact requested	
54	44	10/19/2016	On campus - Hutchison Residence Hall	Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression, Sex	Third Party	White Female Staff	No	No contact requested	
55	45	10/20/2016	On campus - Classroom	Statement	Race/Ethnicity	Victim/Target	Latina Female Student	No	Met with reporter; Met with department chair	
56	46	10/24/2016	On campus - Hutchison Residence Hall	Graffiti/Vandalism	Gender Identity/Expression, Sex	Third Party	White Female Staff	No	No contact requested	

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
57	47	10/24/2016	On campus - Hutchison Residence Hall	Graffiti/Vandalism	Gender Identity/Expression, Sex	Third Party	White Female Staff	No	No contact requested	
58	48	10/24/2016	On campus - Sidewalks	Graffiti/Vandalism	Religion	Victim/Target	White Male Student	Yes	Outreach to reporter	
59	49	10/28/2016	On campus - Cartwright Center	Statement	Race/Ethnicity	Witness	White Male Staff	No	No contact requested	
60	50	10/31/2016	On campus - Eagle Residence Hall	Statement	Disability	Third Party	White Male Staff	No	No contact requested	
61	51	11/1/2016	On campus - White Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Female Staff	No	No contact requested	
62	52	11/2/2016	On campus - Residence Hall	Statement	Other	Third Party	White Male Student	No	No contact requested	
63	53	11/2/2016	On campus - Cartwright Center	Statement	Race/Ethnicity	Victim/Target	White Male Staff	No	Met with Director of Charwells	
64	54	11/2/2016	On campus - Centennial Classroom	Statement	Gender Identity/Expression	Third Party	White Male Staff	No	Met with faculty member	
65	55	11/3/2016	On campus - Clocktower	Harassment	Other	Victim/Target	White Female Student	No	Outreach to reporter; Forwarded to Student Life & University Police	
66	56	11/3/2016	On campus - Eagle Residence Hall	Graffiti/Vandalism	Race/Ethnicity	Third Party	White Male Staff	No	No contact requested	
67	56a	11/6/2016	On campus - Eagle Residence Hall	Graffiti/Vandalism	Race/Ethnicity	Third Party	White Female Student/Staff (RA)	No	No contact requested	
68	57	11/7/2016	On campus - Clocktower	Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression	Witness	White Male Staff	No	No contact requested; No contact information given	
69	58	11/7/2016	On campus - Murphy Library	Statement	Race/Ethnicity	Victim/Target	Hmong Male Student	Yes	Outreach to reporter	
70	59	11/7/2016	On campus	Harassment	Race/Ethnicity, Disability	Victim/Target	Faculty	No	No contact requested; no contact information given	
71	60	11/7/2016	On campus - Sidewalks, Clocktower	Graffiti/Vandalism	Other	Victim/Target	White Female Student	No	No contact requested	
72	61	11/7/2016	On campus - Classroom	Statement	Race/Ethnicity	Victim/Target	Black Female Student	No	Outreach to reporter; outreach to department chair	

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
73	N/A	11/9/2016	N/A	Not a hate/bias incident	Race/Ethnicity, Sexual Orientation, Gender Identity/Expression, Religion, Disability, Sex, Other	Victim/Target	White Male Student	No	Outreach to reporter	
74	62	11/9/2016	On campus - Outdoor grounds	Statement	Other	Victim/Target	White Female Student	No	Outreach to reporter	
75	63	11/9/2016	Off campus	Graffiti/Vandalism	Race/Ethnicity	Third Party	Staff	No	Forwarded to University Police, Campus Leadership	
76	63a	11/9/2016	Off campus	Graffiti/Vandalism	Race/Ethnicity	Third Party	Mixed Female Student	Yes	Outreach to reporter	
77	64	11/9/2016	On campus - Outdoor grounds	Harassment	Race/Ethnicity	Third Party	Staff	No	No contact requested	
78	64a	11/9/2016	On campus - Outdoor grounds	Harassment	Race/Ethnicity	Third Party	Staff	No	No contact requested	
79	65	11/9/2016	Printed Media	Graffiti/Vandalism	Race/Ethnicity	Witness	Staff	No	No contact requested	
80	66	11/9/2016	On campus - Outdoor grounds	Statement/Harassment	Race/Ethnicity, Sexual Orientation, Gender Identity/Expression, Religion, Sex, Other	Witness	White Female Student	No	Outreach to reporter; Forwarded to University Police, Campus Leadership	
81	67	11/9/2016	Online - Social Media (Facebook)	Statement	Other	Victim/Target	White Male Student	Yes	Outreach to reporter; Forwarded to Hall Director	
82	68	11/9/2016	Off campus - Bus	Statement	Race/Ethnicity, Sexual Orientation, Disability, Religion	Witness	Female Student	No	No contact requested	
83	N/A	11/10/2016	N/A	Not a hate/bias incident	N/A	N/A	White Female Student	No	No contact requested; no contact information given	
84	69	11/10/2016	On campus - Cowley Classroom	Statement	Sex, Other	Victim/Target	White Female Student	No	No contact requested	
85	70	11/10/2016	On campus - Centennial Hall	Race/Ethnicity, Sex	Statement	Victim/Target	Hispanic Male Student	No	No contact requested; no contact information given	

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
86	71	11/10/2016	On campus - Outdoor grounds	Statement, Harassment, Threat of Violence	Race/Ethnicity, Other	Witness	White Female Student	No	No contact requested; no contact information given	
87	72	11/10/2016	On campus - Clocktower	Statement, Harassment, Threat of Violence	Gender Identity/Expression, Sex	Witness	White Female Student	No	Outreach to reporter; forwarded to Violence Prevention, University Police	
88	73	11/10/2016	On campus - Dining Hall	Statement	Gender Identity/Expression, Religion	Victim/Target	White Trans Male Student	Yes	Outreach to reporter; outreach to Chartwells Director	
89	71a	11/10/2016	On campus - Outdoor grounds	Statement	Race/Ethnicity	Witness	White Female Student	Yes	Outreach to reporter	
90	N/A	11/11/2016	N/A	Not a hate/bias incident	N/A	N/A	White Female Staff	No	No contact requested	
91	74	11/11/2016	On campus - Cartwright Center	Statement	Sexual Orientation, Gender Identity/Expression, Sex, Disability	Victim/Target	White Female Student	No	No contact requested	
92	74a	11/11/2016	On campus - Cartwright Center	Statement	Sexual Orientation, Gender Identity/Expression, Sex, Disability	Victim/Target	White Female Student/Staff	No	No contact requested	
93	75	11/11/2016	On campus - Outdoor grounds	Harassment	Sex	Victim/Target	White Female Student	No	Outreach to reporter; forwarded to Violence Prevention, University Police	
94	76	11/13/2016	Off campus	Statement, Harassment	Sexual Orientation	Victim/Target	White Female Student	No	No contact requested; no contact information given	
95	77	11/16/2016	On campus - Outdoor grounds	Physical Assault, Statement, Harassment	Race/Ethnicity	Victim/Target	Mexican Female Student	No	Met with reporter	
96	78	11/16/2016	On campus - Centennial Hall	Statement	Race/Ethnicity	Victim/Target	Hmong Female Student	No	No contact requested; no contact information given	
97	79	11/16/2016	On campus - Eagle Residence Hall	Statement	Gender Identity/Expression	Victim/Target	White Agender Student	No	No contact requested	

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
98	N/A	11/17/2016	N/A	Not a hate/bias incident	N/A	N/A	N/A	No	No contact requested; no contact information given	
99	80	11/17/2016	On campus - Outdoor grounds	Statement, Harassment	Religion	Victim/Target	Male Student	Yes	Met with reporter	
100	81	11/22/2016	On campus - Angell Residence Hall	Graffiti/Vandalism	Sex, Sexual Orientation	Third Party	White Female Student/Staff (GA)	No	No contact requested	
101	N/A	11/28/2016	N/A	Not a hate/bias incident	N/A	N/A	White Female Student	No	No contact requested; no contact information given	
102	82	12/4/2016	On campus - Outdoor grounds	Graffiti/Vandalism	Sexual Orientation	Witness	Male Student	No	No contact requested	
103	83	12/5/2016	On campus - Sanford Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Female Staff	No	No contact requested	
104	84	12/6/2016	On campus - Drake Residence Hall	Statement	Sex	Third Party	Staff	No	No contact requested; no contact information given	
105	85	12/9/2016	Off campus	Harassment	Race/Ethnicity	Third Party	White Male Student	Yes	Outreach to reporter; Forwarded to Student Life	
106	86	12/11/2016	On campus - Residence Hall	Statement	Race/Ethnicity	Witness	White Female Student	Yes	Outreach to reporter; Outreach to Hall Director	
107	87	12/11/2016	Off campus	Statement	Race/Ethnicity	Witness	White Male Student	No	No contact requested; Outreach to Hall Director	
108	88	12/12/2016	On campus - Eagle Residence Hall	Graffiti/Vandalism	Sex, Gender Identity/Expression	Third Party	White Male Staff	No	No contact requested	
109	N/A	12/12/2016	N/A	Not a hate/bias incident	N/A	N/A		No	N/A	
110	89	12/22/2016	On campus - Eagle Residence Hall	Graffiti/Vandalism	Gender Identity/Expression	Victim/Target	Student Staff	No	No contact requested	
111	90	12/25/2016	On campus - Eagle Residence Hall	Statements	Disability	Witness	White Female Student	No	No contact requested	
112	91	1/13/2017	Online - Social Media (Facebook)	Statement	Race/Ethnicity	Witness	Mexican Female Student	No	No contact requested	1/30/2017

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
113	92	1/24/2017	On campus - Morris Classroom	Statement	Disability, Other	Victim/Target	White Non-binary Student	No	No contact requested; outreach to reporter; outreach to department chair	1/30/2017
114	N/A	1/31/2017	N/A	Not a hate/bias incident	N/A	N/A	Male Student	No	No contact requested; no contact information given	2/13/2017
115	N/A	2/7/2017	N/A	Not a hate/bias incident	N/A	N/A	Hmong Female Student	No	No contact requested; no contact information given	2/13/2017
116	N/A	2/8/2017	N/A	Not a hate/bias incident	N/A	N/A	N/A	No	No contact requested	2/13/2017
117	93	2/13/2017	On campus - Classroom	Statement	Race/Ethnicity	Third Party	White Female Student/Staff (RA)	No	No contact requested	
118	94	2/13/2017	On campus - Hutchison Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Female Staff	No	No contact requested	
119	95	2/16/2017	On campus - The Student Union	Threat of Violence	Race/Ethnicity	Victim/Target	White Female Student	No	Outreach to reporter	4/10/2017
120	N/A	2/17/2017	N/A	Not a hate/bias incident	Other	Victim/Target	White Male Staff	No	Outreach to reporter	4/10/2017
121	96	2/23/2017	On campus - The Student Union	Statement	Race/Ethnicity	Victim/Target	White Male Student	No	No contact requested; no contact information given	
122	97	2/23/2017	On campus - Centennial Classroom	Statement	Race/Ethnicity	Witness	White Female Student	No	Requested No Contact; Outreach to Dept. Chair	2/27/2017
123	98	2/25/2017	On campus - Outdoor grounds	Statement	Sex	Victim/Target	White Female Student	No	No contact requested; no contact information given; Forwarded to Hall Director	2/27/2017
124	99	2/26/2017	On campus - Whitney Dining Center	Statement	Sexual Orientation	Victim/Target	White Female Student	No	Outreach to reporter	2/27/2017
125	100	2/28/2017	On campus - Classroom	Discriminatory Conduct	Sex	Victim/Target	White Female Student	No	No contact requested; outreach to reporter; outreach to professor	3/20/2017

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
126	101	3/1/2017	On campus - Sanford Residence Hall	Graffiti/Vandalism	Gender Identity/Expression, Sex	Third Party	White Female Staff	No	No contact requested	3/27/2017
127	102	3/1/2017	On campus - Drake Residence Hall	Other Hate/Bias Incident	Race/Ethnicity, Other	Third Party	White Female Staff	No	Outreach to Residence Life	3/27/2017
128	103	3/7/2017	On campus - Classroom	Discriminatory Conduct/Harrasment	Gender Identity/Expression	Victim/Target	White Male Student	Yes	Outreach to reporter	3/27/2017
129	104	3/7/2017	On campus - Recreational Eagle Center	Statement	Race/Ethnicity	Victim/Target	Asian Female Student	No	No contact requested; no contact information given	3/27/2017
130	105	3/8/2017	On campus - Eagle Residence Hall and Online - Social Media (Yik Yak)	Harrasment	Sex	Victim/Target	White Female Student/Staff (RA)	No	No contact requested; Outreach to reporter	3/27/2017
131	106	3/9/2017	On campus - Hutchison Residence Hall	Graffiti/Vandalism	Sexual Orientation	Third Party	White Male Student Staff (GA)	No	No contact requested; Outreach to reporter	3/27/2017
132	107	3/22/2017	Off campus	Threat of Violence	Race/Ethnicity, Sex, Gender Identity/Expression	Third Party	N/A	No	No contact requested; no contact information given	3/27/2017
133	108	3/24/2017	On campus - Eagle Residence Hall	Statement	Gender Identity/Expression	Third Party	White Male Staff	No	No contact requested	3/27/2017
134	109	3/26/2017	On campus - classroom	Discriminatory Conduct	Race/Ethnicity	Victim/Target	Asian Female Student	Yes	Meeting with reporter is set	3/27/2017
135	110	3/28/2017	On campus - Centennial Classroom	Discriminatory Conduct	Gender Identity/Expression	Victim/Target	White Non-binary Student	No	No contact requested; no contact information given	4/10/2017
136	111	3/28/2017	On campus - Centennial Classroom	Statement	Disability	Victim/Target	White Non-binary Student	No	No contact requested; no contact information given	4/10/2017
137	112	3/30/2017	On campus - Centennial Classroom	Discriminatory Conduct	Gender Identity/Expression	Witness	White Student	No	No contact requested; no contact information given	4/10/2017
138	113	3/31/2017	On campus - Murphy Library	Statement	Race/Ethnicity, Religion	Witness	White Female Student	Yes	Outreach to reporter; met with reporter. Outreach to perpetrator .	4/10/2017

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
139	114	4/3/2017	On campus - Murphy Library	Statement	Race/Ethnicity, Religion	Witness	White Female Faculty	Yes	Outreach to reporter; met with reporter	4/10/2017
140	115	4/5/2017	On campus - Student Union	Statement	Race/Ethnicity	Witness	White Female Student	Yes	Met with reporter	4/10/2017
141	116	4/7/2017	Off campus	Harrasment	Sexual Orientation	Victim/Target	Hispanic Male Student	Yes		4/10/2017
142	117	4/7/2017	On campus - Wentz Residence Hall	Graffiti/Vandalism	Sexual Orientation, Gender Identity, Sex	Witness	White Female Student/Staff (RA)	No	No contact requested; no contact information given	4/10/2017
143	118	4/10/2017	On campus - Outdoor grounds	Statement	Sexual Orientation	Witness	White Female Student	No	No contact requested	4/17/2017
144	119	4/11/2017	On campus - Wimberly Classroom	Statement	Race/Ethnicity	Victim/Target	Hmong Female Student	No	No contact requested; no contact information given	4/17/2017
145	120	4/11/2017	Online - Social Media (Yik Yak)	Statement	Gender Identity/Expression	Witness	White Staff	No	No contact requested	4/17/2017
146	121	4/12/2017	On campus - Centennial Classroom	Graffiti/Vandalism	Gender Identity/Expression	Witness	White Non-binary Student	No	No contact requested	4/17/2017
147	122	4/17/2017	On campus - Drake Residence Hall	Other Hate/Bias Incident	Race Ethnicity/Gender/Other	Witness	White Female Staff	Yes	Outreach to reporter	4/17/2017
148	123	4/17/2017	On campus - Center for the Arts	Graffiti/Vandalism	Gender Identity/Expression	Third Party	White Male Student	Yes	Outreach to reporter	4/24/2017
149	124	4/17/2017	On campus - Wentz Residence Hall	Statement/Harassment	Race/Ethnicity, Sexual Orientation, Gender Identity/Expression	Witness	White Student	No	No contact requested/Follow-up with Hall Director	4/24/2017
150	125	4/19/2017	On campus - Centennial Hall	Statement	Race/Ethnicity, Religion, Other	Witness	Mixed Female Student	No	No contact requested	4/24/2017
151	126	4/20/2017	On campus - Centennial Classroom	Discriminatory Conduct	Religion	Third Party	White Male Staff	No	No contact requested	4/24/2017
152	127	4/20/2017	On campus - Hutchison Residence Hall	Statement	Sexual Orientation	Witness	White Female Student	No	No contact requested	4/24/2017
153	128	5/4/2017	On campus - Wimberly Classroom	Statement	Race/Ethnicity	Witness	Hmong Female Student	Yes	Outreach to reporter	5/8/2017
154	129	5/4/2017	On campus - Hall of Nations	Statement	Race/Ethnicity	Third Party	Latinx Female Student	Yes	Outreach to reporter	5/8/2017

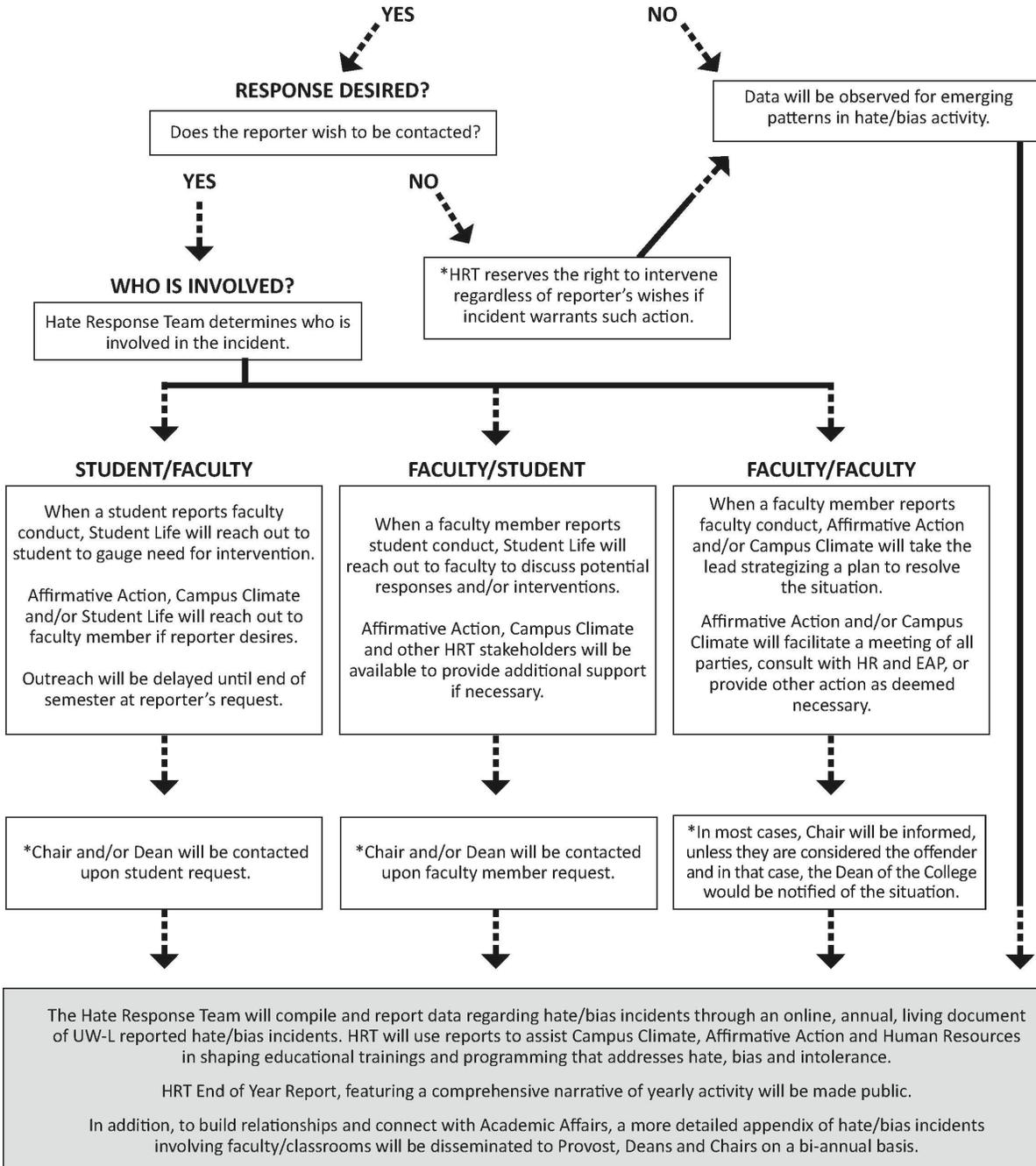
REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
155	130	5/5/2017	On campus - classroom	Statement	Race/Ethnicity	Third Party	Asian Female Student	Yes	Outreach to reporter	5/8/2017
156	131	5/5/2017	On campus - Graff Main Hall Classroom	Statement	Race/Ethnicity	Witness	White Female Student	No	No contact requested/Follow-up with Professor	5/8/2017
157	132	5/6/2017	On campus - classroom	Statement	Size	Victim/Target	White Female Student	No	Outreach to reporter	5/8/2017
158	133	5/10/2017	On campus - Library/Murphy's Mug	Statement	Race/Ethnicity	Victim/Target	Asian Female Student	No	No contact requested	
159	N/A	5/29/2017	N/A	Not a hate/bias incident	Sex	Victim/Target	White Male	Yes	No contact information given	5/30/2017
160	134	6/8/2017	On campus - University Bookstore	Other Hate/Bias Incident	Gender Identity/Expression, Sex	Witness	Latina/White Female Student	Maybe	Forwarded to University Centers	6/8/2017



## 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