

UNIVERSITY of WISCONSIN

LA CROSSE

Hate Response Team

End of Year Report

2017-2018

Hate happened here

102

reports

92

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 8 offices and 9 people. Meetings were held weekly during the 2017-18 academic year (July 1, 2017 through June 30, 2018).

Offices represented and team members:

- [Campus Climate](#) | Amanda Goodenough & AJ Clauss
- [Pride Center](#) | Will Van Roosenbeek
- [Multicultural Student Services](#) | Antoiwana Williams
- [Residence Life](#) | Matt Evensen
- [Equity and Affirmative Action](#) | Nizam Arain
- [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 2017-18 academic year, the Hate Response Team received and reviewed 102 hate/bias incident reports, 92 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 102 reports might appear alarming to some, the Hate

Response Team believes that hate/bias is a reality on all campuses and this number only represents a fraction of all occurrences. In fact, the [Southern Poverty Law Center](#) estimates that every minute, a college student somewhere sees or hears racist, sexist, homophobic or otherwise biased words or images.¹ The [U.S. Department of Justice](#) has stated “there is no place where hate crimes (and/or incidents) are occurring with increasing frequency, more visibility and hostility than in institutions of higher education.”² Therefore, out of necessity, responsibility and support, the 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.

Reporting Trends

	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Total Reports	109	109	192	160	102
Total Incidents	94	100	165	134	92

On the other hand, the number of reports has decreased by 42 distinct incidents from 2016-2017 and by 73 incidents from 2015-2016. This trend in decreasing incidents has numerous factors. The Hate Response Team believes this is due to the lessening of programming requests to educate the campus community and the overall political and social environment.

The following report is a snapshot of reported hate/bias activity during the 2017-18 academic year, explained by charts and themes that highlight trends of location, identity targeted, reporter demographics, perpetrators, and incident by issue.

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

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

Location

Of the 92 incidents received by the Hate Response Team, 83 (approximately 90%) happened on-campus as opposed to 8 incidents off-campus. The on-campus numbers include reports in residence halls (44), classrooms (22) and other on-campus locations (13), and social media (7). Two incidents happened in more than one location. The majority of the approximately 10,500 UWL students live off-campus. Only 3,500 students live in the 11 residence halls.

The higher number of on-campus reports may be reflective of the population that was best reached by hate response educational efforts. The SEEDs (Students Educating & Embracing Diversity) peer education program, focuses over 100 social justice programs in the residence halls. 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.

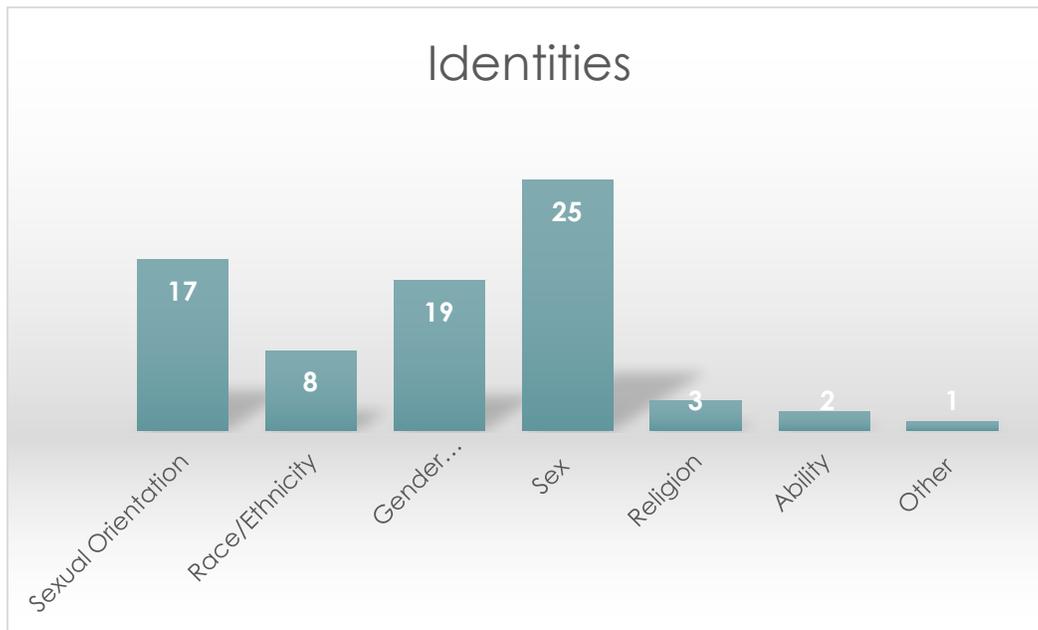
Residence Halls

44 of this year's 92 on-campus hate/bias incidents happened in the residence halls (47% of incidents).

The breakdown is as follows:

- Angell Hall (7)
- Coate Hall (3)
- White Hall (1)
- Hutch Hall (11)
- Wentz Hall (2)
- Drake Hall (5)
- Sanford Hall (0)
- Laux Hall (4)
- Reuter (7)
- Eagle Hall (4)

Targeted Identities within the Residence Halls



The majority of these incidents targeted sex. Other targeted identities included, gender identity/expression, sexual orientation, and race/ethnicity. 14% were submitted by students in residence halls and 86% were submitted by Residence Life staff (including, Resident Assistants, Graduate Assistants, Hall Directors, and Desk Coordinators).

Of these 44 Hate/Bias Incident Reports, 23 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), 11 were statements, 5 were harassment, 2 were discriminatory conduct, 1 was a threat of violence, 1 was published media, and 1 was 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 for Residence Life, encourages student staff to fill out a Residence Life Incident Report and the Hall Director reviews it and determines if it should be submitted as a Hate/Bias Incident Report, continued to create 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 Sanford Hall and only one report from White Hall.*

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

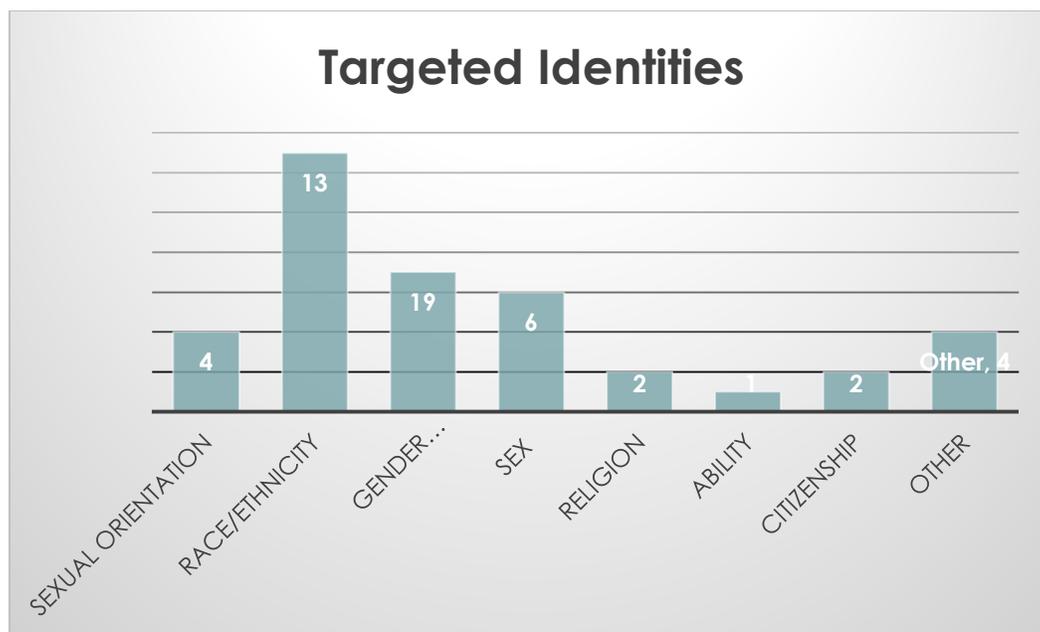
Claire and wanted to create a program specifically for UWL. Campus Climate and Residence Life began implementing this peer education program in Spring 2016 for residence halls in order to create more inclusive environments and reduce hate/bias incidents on campus.

Overall, the incidents were concentrated in Hutchinson Hall (11), Angell Hall (7), and Reuter (7) Hall. Of the 44 incidents, 22 happened first semester and 22 happened second semester.

Classrooms

22 separate incidents took place in a classroom setting. Only one incident was submitted by staff/faculty and the other 21 were submitted by students. 20 of these involved statements or discriminatory conduct by instructors (faculty or instructional academic staff) and 2 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, citizenship/immigration status, and sex.



One example of a classroom incident report was reported by a student after they confronted their professor. The professor told their class that gay marriage should not have been legalized because it was “unconstitutional.” The student also reported that the same professor lectured that victims of sexual assault scandals shouldn’t wait so long to come forward and shouldn’t take hush money. They stated that “if it really happened they should have confronted them sooner.”

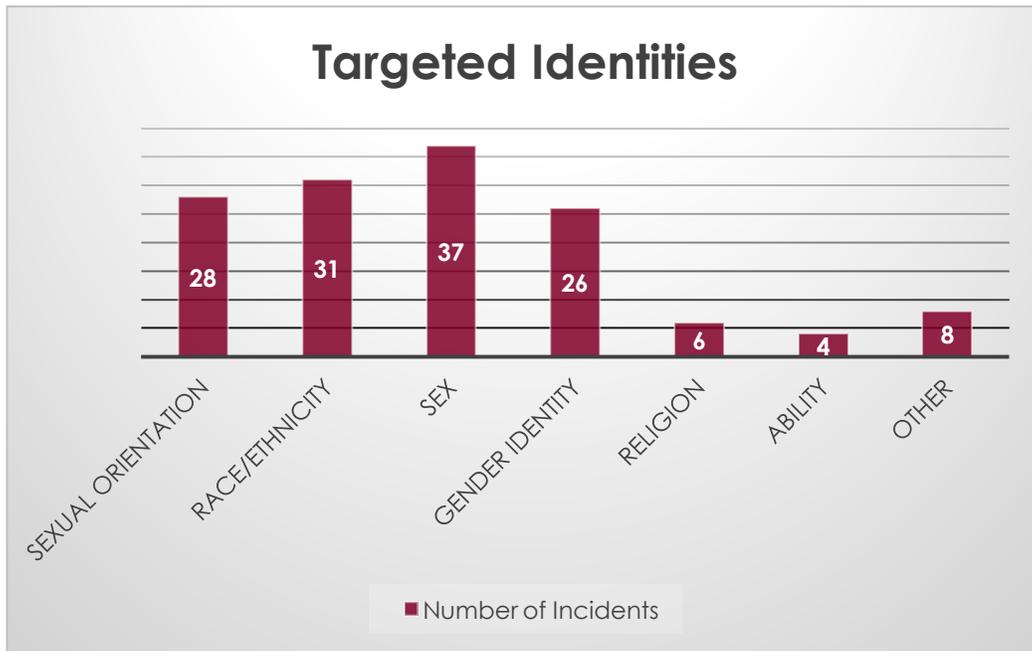
The student shared the impact of the incident:

I lost an hour of class time due to PTSD and was also late to their next class to talk to the professor. They were scared to leave because they did not want to get yelled at or have their grade changed.

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 followed the HRT Protocol for Responding to Hate/Bias Incidents Involving Faculty and/or Classrooms)

Identity Targeted

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



Trends in targeted identity include:

- Race/Ethnicity (31 incidents), Sex (37 incidents), gender identity/expression (26 incidents) and sexual orientation (28 incidents) were the most targeted identities in the 2017-18 reports.
- There was an overall decrease in reported incidents.

- The overall number of reported incidents has decreased by 44% over the past two academic years.
- Sexual Orientation and religion reports have continued to stay consistent over the past three academic years.

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 102 reports with 92 distinct incidents (not all reports were considered hate/bias incidents).

Targeted Identities Names in Reports

	2015-2016	2016-2017	2017-2018
Race/Ethnicity	92	70	31
Sexual Orientation	27	25	28
Sex	55	51	37
Gender Identity/Expression	24	44	26
Religion	8	13	6
Disability	9	12	4
Other	33	22	8

The number of hate/bias incidents reported around gender identity/expression, race/ethnicity, and sex can be linked to the political propoganda, the #BlackLivesMatter movement, the #MeToo movement, continued police brutality against people of color, and inclusive bathroom policies to name a few. Numerous executive orders caused heightened discussions around immigration, sexual harassment, women's health, and LGBTQ+ rights.

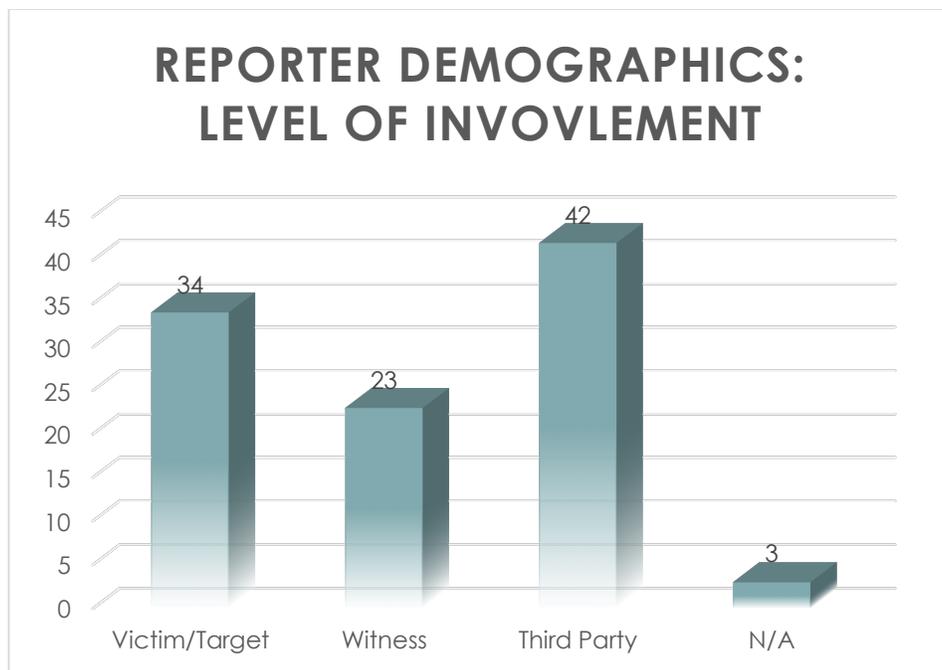
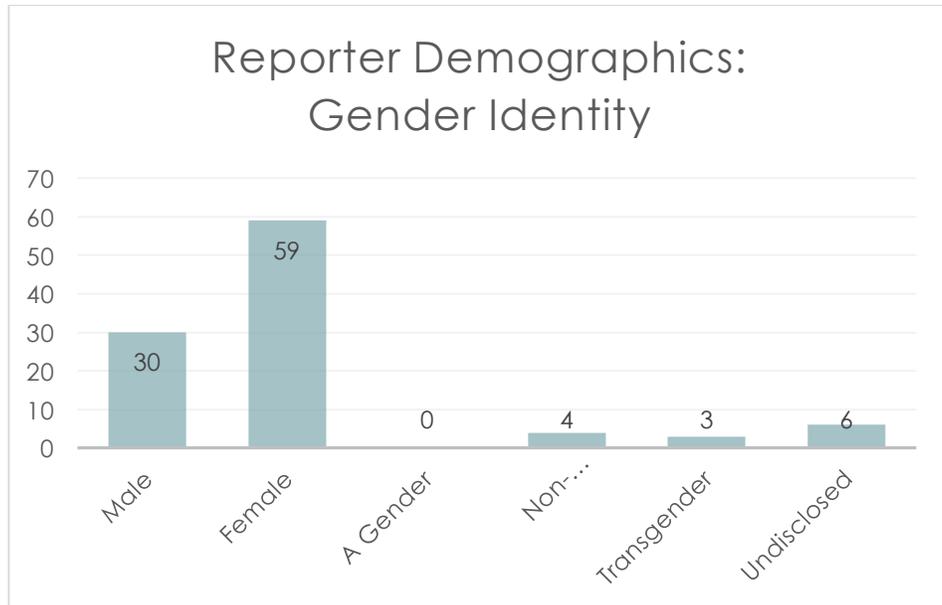
The identities of "Sex," "Gender Identity/Expression," and even "Sexual Orientation" are sometimes difficult for the Hate Response Team to distinguish between. For example, we had numerous reports of sexually explicit graffiti/vandalism occur in the residence halls. Due to the intersection of identities, 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.

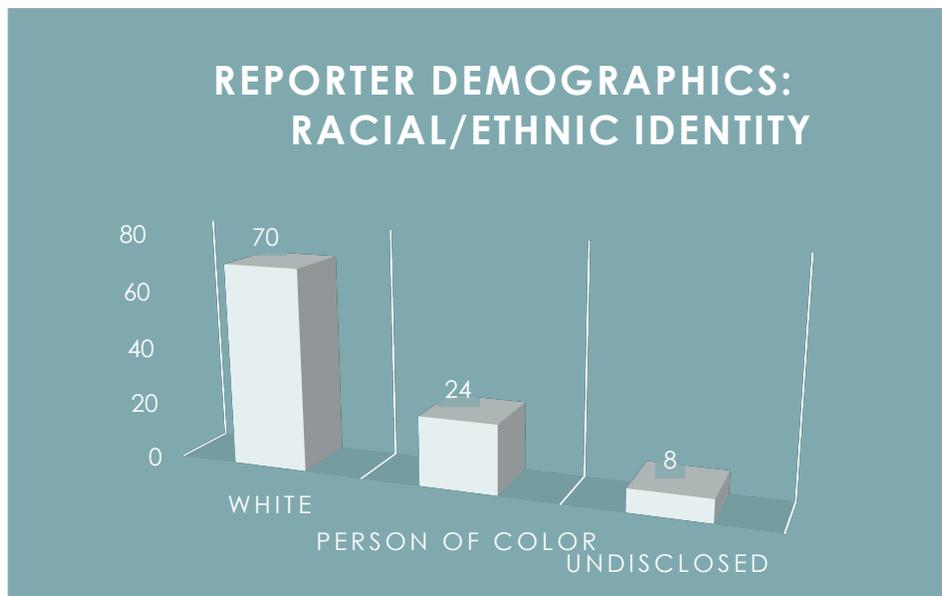
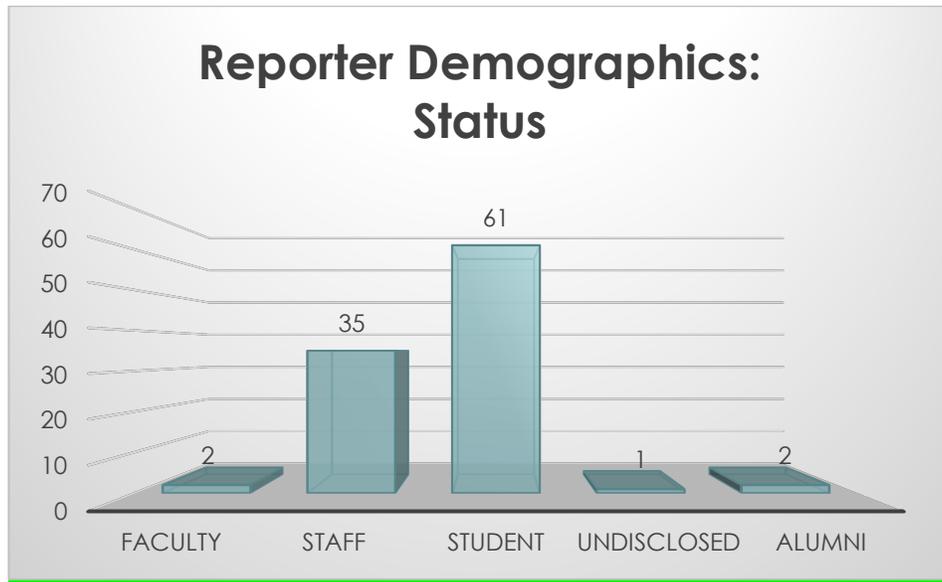
Reporter Demographics

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 Hate Response Team determined that every reporter who left contact information, would be contacted. The team wanted to make sure that the reporters know their information was reviewed by our team and have no obligation to return our outreach.

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 two faculty members. In 17-18, we only received one report from a 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 17 of 102 reporters (17%) requested contact from a Hate Response Team advocate. *This is down from last year, where 34% of reporters requested contact.* However, it almost equals 2016-2017 of 18% of reporters wanting contact. This fluctuation is cause for an assessment of our reporters. We need to evaluate our impact on reporters requesting contact: are we meeting their needs? On the the

hand, the fluctuation 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 34 victim/target reports that were submitted, 13 of them (38%) *requested contact* from a Hate Response Team advocate. In comparison, of the 65 witness/third party reports that were submitted, only 4 of them (6%) requested contact from a Hate Response Team advocate. The victim/target reports tend to request contact at a much higher rate.

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. 6 reported incidents occurred on or via social media sites, representing approximately 7% of the total reported incidents. In 2015-2016, 20% of the total reported incidents involved social media.

The team recognizes that the previously anonymous sites now require 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.

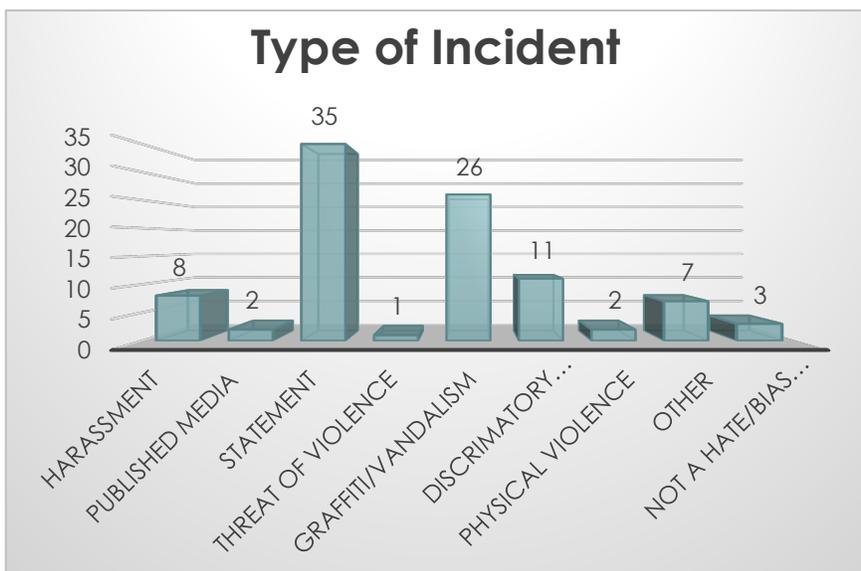
When submitting a Hate/Bias Incident Report, the reporter is prompted to state whether or not the identity of the perpetrator is known to them. They are also asked to provide identifying information about the perpetrator if they wish to do so.

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. "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 “Discriminatory Conduct” 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. Only 3 reports were categorized as “not a hate/bias incident”. Seven incidents were labeled as “other” incidents as they did not fit in a specific category or were considered electronic messages.

- “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.

Incident Type	Number of Incidents 2015-2016	Number of Incidents 2016-2017	Number of Incidents 2017-2018
Physical Violence	2	1	2
Threat of Violence	6	5	1
Harassment	1	25	8
Discriminatory Conduct	15	6	11

One of the reported incidents of *physical violence* involved students who reported being targeted based on their sex and race/ethnicity. The students reported that they were walking off-campus by an apartment complex. There were a group of males on the balcony and yelled out "if you're over 180, you're not a lady" and racial slurs. The reporters and their friends told them not to say things like that and one of the males threw a full can of beer at one of the womyn in the neck. The reporters indicated that her neck was bruised and they reported the incident to the police.

The three threat of violence and physical violence reports targeted sex and one report targeted race and ethnicity. Of the 8 incidents of harassment, 5 targeted gender identity/expression, 4 targeted sexual orientation, and 3 targeted sex.

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 political climate and national rhetoric continue to fuel violence throughout the United States.

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 2017-18 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, 145 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) is a social justice peer education program. These 12 SEEDs created approximately 100 social justice educational opportunities (both passive and active events) within the residence halls. SEEDs educators were able begin to build relationships with Residence Life staff and gain an understanding of the needs of the residence halls. Together they created opportunities for discussion and development for their peers to try to lessen the amount of hate/bias incidents occurring in the residence halls.

Furthermore, the Campus Climate staff hosted three *Teach-Ins* (Rape Culture Part 2, The Rise of White Supremacy in the United States, and U Mad Bro? Toxic Masculinity) that were a direct result of reported hate/bias incidents.

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 types of hate/bias reports, HRT utilized the representatives from University Police, Faculty, and Student Life. These representatives enhance the opportunity to share and appropriately address increased incidents of hate/bias.
- Responded to 102 reports: 37% decrease in reports from last academic year. Due to the limited staffing in Campus Climate, the amount of trainings and classroom discussions around hate/bias response was limited. If the number of reports continues to decrease, assessment will be needed to address the effectiveness of the report.
- HRT continued the “*core response team*” to support each other to ensure a timely response to all reporters of hate/bias.
- UWL HRT hosted the third Regional Symposium on Hate/Bias Response. The symposium was limited to approximately 80 people from the University of Wisconsin System and other regional campuses attended due to the lack of available space on-campus. The symposium was also held in February to host a special guest speaker, Dr. Janet Helms.
- Open records requests continued the conversation around the need to protect the identity of reporters, especially the faculty and staff whose 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.
- The Residence Life protocol for responding to hate/bias was implemented. Hall Directors were required to file the reports. In prior years, Student Staff were supported and encouraged to file reports. 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](#).
- Campus-wide conversations continue regarding the role HRT can play with the campus reaction and counter-protests to uninvited guests.
- Phone Slider promotional items were distributed, but were found to be defective.

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 102 reports/92 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 creation of the "core response team" assisted in the effectiveness and timeliness of response to the reporters.
- 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.
- As HRT continues to value transparency, the team needs to continue to address how to create more opportunities for discussion around hate/bias response for the greater UWL community. Many pockets/silos around campus are still unaware of the campus climate issues UWL faces.
- We will continue 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. Campus Climate will have to address this issue this academic year.
- 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 by bringing more people to the table.
- Update Residence Life protocol continues to create 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, sexual orientation, and 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 2017-18 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.
- Continued outreach to Barbara Stewart, Vice Chancellor for Diversity & Inclusion, to establish needs of communication between HRT and leadership.
- 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.
- 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 and WGSS 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 fourth Regional Symposium gathering for January 2019.
- 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 2017-2018

REPORT #	INCIDENT #	DATE OF REPORT	LOCATION	TYPE OF INCIDENT	TARGETED IDENTITY	SUBMITTED BY	DEMOGRAPHICS OF REPORTER	CONTACT REQUESTED	ACTION TAKEN	DATE REVIEWED
1	1	7/3/17	Off Campus	Statement	Other - Size	Third Party	Staff	No	No Contact Requested	9/11/17
2	2	7/16/17	Campus - Eagle Residence Hall	Statement	Race/Ethnicity	Third Party	Hmong Female Staff	No	No contact requested	9/11/17
3	2a	7/16/17	Campus - Eagle Residence Hall	Statement	Race/Ethnicity	Witness	Black Female Student/Staff	No	No contact requested	9/11/17
4	2b	7/16/17	Campus - Eagle Residence Hall	Statement	Race/Ethnicity	Witness	Asian Female Student/Staff	No	No contact requested	9/11/17
5	3	8/17/17	Campus - Coate Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Male Staff	No	No contact requested	9/11/17
6	4	9/4/17	Other: Angell Hall Volleyball Court	Statement	Sex/Rape Culture	Third Party	White Female	No	No contact requested	9/11/17
7	NA	9/4/17	NA	Not a Hate Bias Incident	NA	NA	White Male Student	No	No contact requested	9/11/17
8	5	9/5/17	Campus - White Residence Hall	Graffiti/Vandalism	Sexual Orientation	Third Party	White Female Staff	No	No contact requested	9/11/17

9	6	9/6/17	Campus - Reuter Residence Hall	Statement	Gender Identity	Third Party	White Female Staff	No	No contact requested	9/11/17
10	7	9/6/17	Campus - Hutch Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Male Staff	No	No contact requested	9/11/17
11	8	9/6/17	Campus - Hutch Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Male Staff	No	No contact requested	9/11/17
12	9	9/6/17	Campus - Hutch Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Male Staff	No	No contact requested	9/11/17
13	10	9/15/17	Classroom	Statement	Socio Economic Status and Sex	Witness	White Male Student	No	No contact requested	9/18/17
14	11	9/16/17	Other: Outdoor Campus Grounds	Statement	Sexual Orientation	Witness	Native American Female Student	No	No contact requested	9/18/17
15	12	9/16/17	Social Media	Statement	Race/Ethnicity	Witness	White Female Student Staff	No	No contact requested	9/18/17
16	13	9/25/17	Campus - Hutch Residence Hall	Other Hate/Bias Incident	Race/Ethnicity and Sex	Third Party	White Male Student	No	No contact requested	10/2/17

17	14	9/25/17	Campus - Coate Residence Hall	Individually Directed Statement	Sex	Victim	White Female Student Staff	No	No contact requested	10/2/17
18	15	9/26/17	Other: Student Union	Print Media	Race/Ethnicity	Third Party	White/Native American Staff	No	No contact requested	10/2/17
19	16	9/27/17	Campus - Reuter Residence Hall	Written Statement	Gender Identity/expression	Third Party	White Female Staff	No	No contact requested	10/2/17
20	17	9/29/17	Off Campus	Statement	Race/Ethnicity	Victim	African American Male Student	Yes	Spoke to Victim 10/9/17	10/2/17
21	18	9/30/17	Off Campus	Verbal Statements and Violence	Race/Ethnicity and Sex	Victim	White Female Alumni	No	No contact requested	10/2/17
22	18a	9/30/17	Off Campus	Verbal Statements	Race/Ethnicity and Sex	Witness	White Male Alumni	Yes	Email sent 10/2/17 and forwarded incident to Student Life	10/2/17
23	NA	10/6/17	Online	Not a Hate Bias Incident	Race/Ethnicity	Victim	Male Student	Yes		10/9/17
24	19	10/7/17	Classroom - Centennial Hall	Verbal Statements	Race/Ethnicity	Victim	Asian Male Faculty	No	No contact requested	10/9/17

25	20	10/9/17	Other: sidewalk by Centennial Hall and Wittch Lawn	Verbal Statements	Race/Ethnicity	Witness	Asian Male Student	No	No contact requested	10/16/17
26	21	10/13/17	Campus - Wentz Residence Hall	Graffiti/Vandalism	Religion	Victim	White Male Student Staff	Yes	Email sent 10/13/17	10/16/17
27	22	10/17/17	Classroom	Discriminatory Conduct	Race/Ethnicity and Citizenship Status/Immigration	Third Party	Latina Female Alumni	No	No contact requested	10/23/17
28	22a	10/19/17	Social Media	Discriminatory Conduct	Race/Ethnicity	Third Party	Native American Female Student	No	No contact requested	10/23/17
29	22b	10/19/17	Classroom	Discriminatory Conduct	Race/Ethnicity and Gender Identity/Expression	Victim	Latina Female Student	Yes	Student was contacted and outreach to Chair.	10/23/17
30	23	10/20/17	Campus - Hutch Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Cisgender Male Staff	No	No contact requested	10/23/17
31	24	10/24/17	Campus - Hutch Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Cisgender Female Staff	No	No contact requested	10/30/17

32	25	10/24/17	Campus - Hutch Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Cisgender Female Staff	No	No contact requested	10/30/17
33	26	10/27/17	Off Campus	Other Hate/Bias Incident	Gender Identity/Expression	Third Party	White Female Student Staff	No	No contact requested	10/30/17
34	27	10/28/17	Social Media	Written Statement	Sexual Orientation	Third Party	White Female Student	No	No contact requested	10/30/17
35	28	10/31/17	Classroom - Graff Main Hall	Other Hate/Bias Incident	Race/Ethnicity/Sexual Orientation/Gender Identity & Expression /Sex	Victim	White Female Student	Yes	Email sent 10/31/17	11/13/17
36	29	10/31/17	Campus - Reuter Residence Hall	Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression, and Sex	Third Party	White Female Staff	No	No contact requested	11/13/17
37	30	10/31/17	Campus - Reuter Residence Hall	Published Media	Race/Ethnicity and other	Witness	White Female Staff	No	No contact requested	11/13/17
38	31	11/1/17	Social Media	Electronic Message	Race/Ethnicity	Victim	Multi-Racial Male Student	Yes	Email sent 11/1/17	11/13/17

39	32	11/5/17	Off Campus Party	Harrasment	Sexual Orientation and Gender Identity/Expression	Victim	Female White Student	No	No contact requested	11/13/17
40	33	11/6/17	Campus - Hutch Residence Hall	Threat of Violence and Harrasment	Sex	Third Party	White Cisgender Male Staff	No	No contact requested	11/13/17
41	34	11/9/17	Campus - Coate Residence Hall	Harrasment	Sex	Witness	Whtie Female Staff Member	No	No contact requested	11/13/17
42	35	11/15/17	Classroom - Centennial Hall	Discriminat ory Conduct	Religion	Witness	Female Student	No	No contact requested	11/20/17
43	36	11/18/17	Campus - Reuter Residence Hall	Graffiti/Va ndalism	Gender Identity/Ex pression	Victim	Mixed Student Staff	Yes	Email sent 11/19/17	11/20/17
44	37	11/20/17	Social Media	Electornic Message	Race/Ethni city and Other	Victim	White Female Student	No	No contact requested	11/20/17
45	38	11/20/17	Campus - Reuter Residence Hall	Harrasment	Sexual Orientatio n, Gender Identity/Ex pression, and Sex	Third Party	Whtie Female Staff Member	No	No contact requested	11/27/17
46	39	11/28/17	Classroom - Centennial Hall	Statement	Sexual Orientatio n, Religion, & Disability	Victim	Multi-Racial Female Student	No	No contact requested	12/11/17

47	40	11/29/17	Campus - Eagle Hall	Harrasment	Sexual Orientation & Gender Identity	Victim	Non-Binary White Student	No	Met with victim. Also met with CRU advisor.	12/11/17
48	41	11/30/17	Campus - Angell Residence Hall	Statement	Sexual Orientation	Victim	Female White Student	No	No contact requested	12/11/17
49	42	12/4/17	Classroom - Wimberly	Discriminatory Conduct	Race/Ethnicity & Sexism	Victim	Female Student	No	No contact requested; Outreach to reporter; Outreach to professor	12/11/17
50	43	12/4/17	Campus - Angell Residence Hall	Graffiti/Vandalism	Gender Identity/Expression & Sex	Third Party	Female White Staff Member	No	No contact requested	12/11/17
51	44	12/4/17	Campus - Drake Residence Hall	Graffiti/Vandalism	Sexual Orientation	Witness	White Female Student	No	No contact requested	12/11/17
52	45	12/5/17	Classroom	Discriminatory Conduct	Race/Ethnicity	Witness	White Female Student	No	Met with accused.	12/11/17
53	46	12/6/17	Classroom - Wimberly	Discriminatory Conduct	Gender Identity/Expression and Sex	Victim	White Female Student	Yes	Met with victim 12/6/17.	12/11/17
54	46a	12/6/17	Classroom - Wimberly	Discriminatory Conduct	Gender Identity/Expression	Victim	White Student	Yes	Emailed victim 12/6/17.	12/11/17

55	47	12/8/17	Off Campus - Downtown Bar & Restaurant	Physical Violence	Sex	Victim	Biracial Cis Female Student	No	Referred to Campus and La Crosse Police	12/11/17
56	48	12/11/17	Other: Pit between Hutch and Angell Halls	Graffiti/Vandalism	Sexual Orientation and Sex	Third Party	White Cis Female Staff Person	No	No contact requested	12/18/17
57	49	12/13/17	Classroom	Discriminatory Conduct	Race/Ethnicity	Third Party	Hmoob Student	No	No contact requested; Met with professor	12/18/17
58	50	12/13/17	Classroom - Cowley Hall	Group Directed Statement	Sexual Orientation and Gender Identity/Expression	Victim	White Male Student	No	No contact requested	12/18/17
59	51	12/13/17	Classroom - Cowley Hall	Individually Directed Statement	Sex and Other - rape/sexual assault survivors	Victim	White Male Student	No	No contact requested	12/18/17
60	52	12/13/17	Campus - Hutch Residence Hall	Discriminatory Conduct	Sexual Orientation, Gender Identity/Expression, and Sex	Witness	White Female Staff Member	No	No contact requested	12/18/17
61	53	12/18/17	Campus - Classroom	Discriminatory Conduct	Race/Ethnicity	Witness	White female Student	No	No contact requested	1/29/18

62	54	12/18/17	Campus - Eagle Hall	Verbal Statements	Race/Ethnicity, Sexual Orientation, Gender Identity/Expression, Religion, Disability, and Sex	Third Party	White Female Student	No	No contact requested	1/29/18
63	55	12/19/17	Other: Murphy Library	Individually Directed Statement	Race/Ethnicity	Third Party	Non-binary, Multiracial Student Staff	No	No contact requested; No contact information given	1/29/18
64	56	1/23/18	Campus - Angell Residence Hall	Graffiti/Vandalism	Sexual Orientation	Third Party	White Female Staff Member	No	No contact requested; Outreach to reporter	1/29/18
65	57	1/26/18	Campus - Classroom	Group Directed Statement	Race/Ethnicity	Third Party	White Female Student	No	No contact requested; Outreach to reporter	1/29/18
66	58	1/29/18	Campus - Laux Residence Hall	Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression, and Sex	Third Party	White Male Staff Member	No	No contact requested	2/5/18
67	NA	2/6/18	Campus - Hutch Residence Hall	Not a Hate Bias Incident		Third Party	White Male Student Staff	No	No contact requested	2/12/18

							Member			
68	59	2/9/18	Campus - Eagle Residence Hall	Written Statement	Race/Ethnicity	Witness	White Female Student	Yes	Outreach to reporter	2/12/18
69	60	2/11/18	Campus - Laux Residence Hall	Graffiti/Vandalism Group Directed	Sex, Sexual Orientation, Gender Identity & Expression	Third Party	White Male Staff Member	Yes	Outreach to reporter and turned over to Student Life	2/12/18
70	61	2/12/18	Other: Outside of Sanford Residence Hall	Graffiti/Vandalism	Sex	Third Party	White Female Staff Member	No	No Contact Requested	2/19/18
71	62	2/13/18	Campus - Angell Residence Hall and Social Media	Harassment, Undetermined	Sex	Victim	Student of Color Female	Yes	Turned over to Student Life	2/19/18

72	63	2/13/18	Campus - Angell Residence Hall and Social Media	Harrasment, Individually Directed	Sexual Orientation	Victim	White, Male, Student Staff	No	No Contact Requested and turned over to Student Life, Violence Prevention, Residence Life and University Police	2/19/18
73	64	2/16/18	Campus - Laux Residence Hall	Verbal Statements group and individually directed	Race/Ethnicity	Witness	White, Male, Staff	No	No Contact Requested ; Residence Life and HR notified	2/19/18
74	65	2/16/18	Other: Whitney Center	Harrasment individually directed	Sexual Orientation	Third Party	White, Male, Staff	No	No Contact Requested	2/19/18
75	67	2/19/18	Campus - Reuter Residence Hall	Vandalism	Race/Ethnicity	Victim	Student of Color Female, Student Staff	No		
76	68	2/21/18	Classroom - Centennial Hall	Verbal Statements individually Directed	Race/Ethnicity	Victim	Black Female Student	No	No Contact Requested . Met with victim and determine	2/25/18

									d a plan.	
77	69	2/22/18	Classroom - Wimberly Hall	Verbal Statements individually Directed	Race/Ethnicity, Immigration Status	Witness	White, Male, Student	No	No Contact Requested	2/25/16
78	69a	2/22/18	Classroom - Wimberly Hall	Verbal Statements individually Directed	Race/Ethnicity, Immigration Status	Witness	White, Female, Student	No	No Contact Requested	2/26/18
79	69b	2/23/18	Classroom - Wimberly Hall	Verbal Statements Individually Directed	Race/Ethnicity, Immigration Status	Victim	Female, Student of Color	Yes	Outreach to the victim	2/26/18
80	70	3/1/18	Other: Centennial Hall	Verbal Statement Individually Directed	Race/Ethnicity	Third Party	Female Staff Member	No	Passed information on to Steve Martens, Chartwells and Larry Ringgenberg, University Centers	3/5/18
81	71	3/5/18	Campus - Drake Residence Hall		Race/Ethnicity and Sex	Third Party	White Female Staff	Yes	Outreach to reporter	3/19/18

82	72	3/6/17	Campus - Wentz Residence Hall	Graffiti/Va ndalism	Sex	Third Party	White Female Staf	No	No contact requested	3/19/18
83	73	3/6/17	Classroom - Centennial Hall	Verbal Statement s Group Directed	Gender Identity/Ex pression	Witness	Female, White Student	No	Outreach to Witness	3/19/18
84	74	3/7/18	Classroom - Cowley Hall	Verbal Harrasme nt Individually Directed	Gender Identity/Ex pression	Victim	Transmale, White, Student	No	No contact requested. Outreach to Chemistry Stockroom Instructor.	3/19/18
85	75	3/7/18	Classroom - Wimberly Hall	Verbal Statement s Group Directed	Race/Ethic ity, Sexual Orientatio n, Gender Identity/Ex pression, Sex	Witness	Cis female, white student	No	Outreach to Witness throughout the semester	3/19/18
86	76	3/7/18	Off Campus - Saferide Bus	Verbal Statement s Group Directed	Sexual Orientatio n and Sex	Third Party	Female, White Staff	No	No contact requested	3/19/18
87	77	3/28/17	Off Campus - West and State Street Stop Light (Moka)	Verbal Statement s Individually Directed	Race/Ethni city	Victim	Female, Asian, Student	No	No contact requested	4/9/18

88	78	3/30/18	Campus - Drake Residence Hall	Graffiti/Vandalism	Sex & Sexual Orientation	Third Party	Female, White, Cisgender, Staff Member	No	No contact requested	4/9/18
89	79	3/31/18	Campus - Angell Residence Hall	Graffiti/Vandalism	Sex, Sexual Orientation, Gender Identity & Expression	Third Party	Female, White, Cisgender, Staff Member	No	No contact requested	4/9/18
90	80	4/2/18	Classroom	Discriminatory Conduct	Race/Ethnicity	Victim	Male Student of Color	No	No contact requested	4/9/18
91	81	4/2/18	Campus - Drake Residence Hall	Written Statement Group Directed	Disability	Third Party	Student Staff	No	No contact requested	4/9/18
92	82	4/12/18	Classroom	Statement	Gender Identity/Expression	Victim/Target	White, Cis, Female Student	No	No contact requested	4/16/18
93	83	4/12/18	Campus - Laux Residence Hall	Statement	Religion	Third Party	White, Male, Staff Member	No	No contact requested	4/16/18
94	84	4/12/18	Other: Online - email	Statement	Religion	Witness	White, Male, Staff Member	No	No contact requested	4/16/18
95	85	4/19/18	Other: Outside of Hutch & Angell Hall	Graffiti/Vandalism	Sexual Orientation, Gender Identity & Expression, Sex	Third Party	White, Female, Student Staff	No	No contact requested	4/23/18

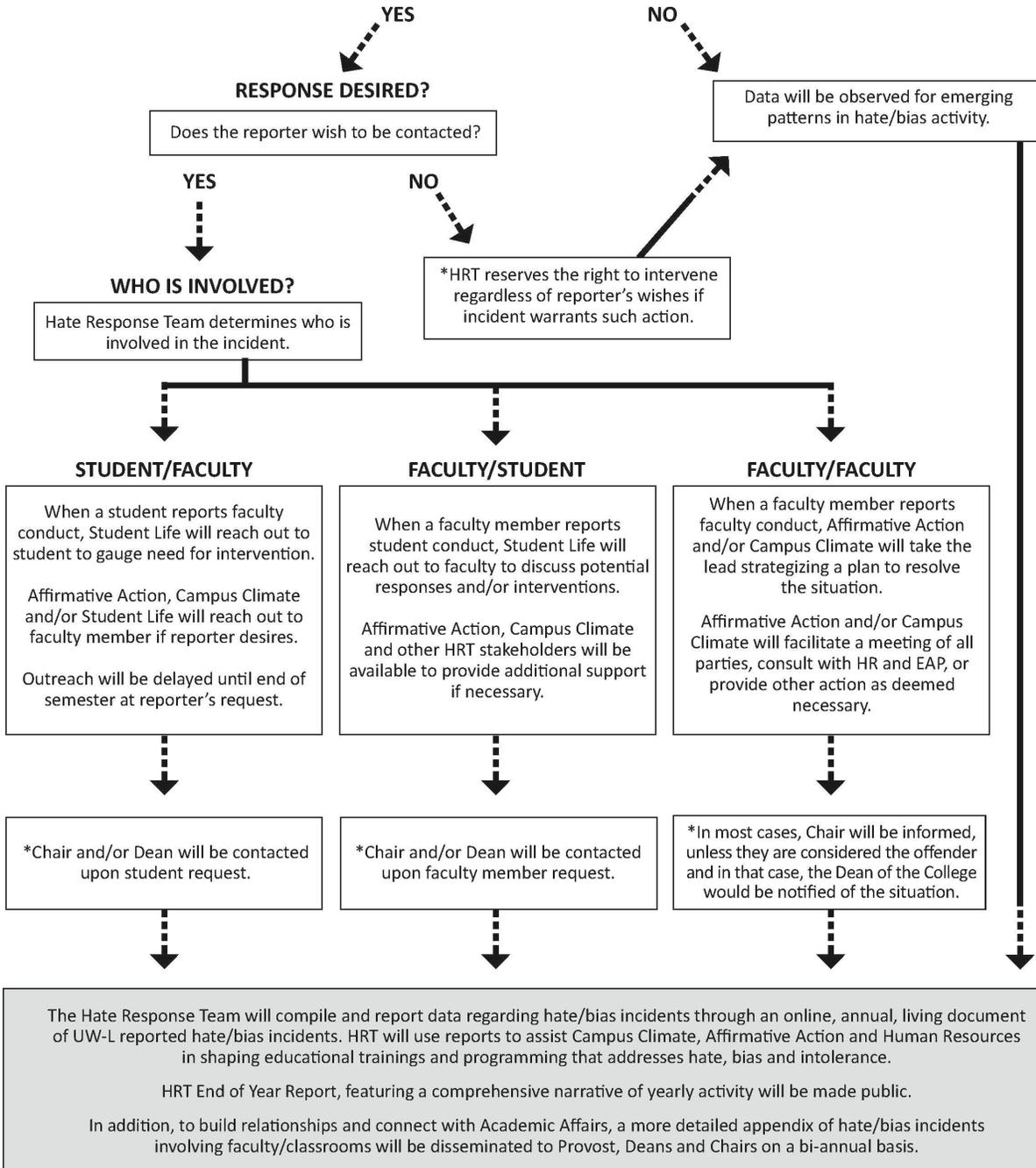
96	86	4/19/18	Campus - Hutch Residence Hall	Graffiti/Vandalism	Sexual Orientation, Gender Identity & Expression	Victim	White, Trans Student	No	No contact requested. Outreach to reporter.	4//23/18
97	87	4/25/18	Other: Online - email	Electronic Message	Gender Identity/Expression	Victim	White, Transgender/Non-binary, student staff	Yes	Outreach to reporter.	4/30/18
98	88	4/26/18	Campus - Drake Residence Hall	Discriminatory Conduct	Sex	Witness	White, female student /staff	No	No contact requested.	4/30/18
99	89	4/27/18	Classroom - Wimberly Hall	Discriminatory Conduct	Race/Ethnicity	Victim	Asian-American, male student	No	No contact requested. Outreach to reporter.	5/7/18
100	90	5/4/18	Campus - Hutch Residence Hall	Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression	Victim	White, non-binary student	Yes	Outreach to reporter.	5/7/18
101	91	5/13/18	Centennial Hall	Statement	Disability	Victim/Target	Male Faculty	No	No contact requested	5/24/18
102	92	5/14/18	Campus - Angell Residence Hall	Graffiti/Vandalism	Sexual Orientation, Gender Identity/Expression, Sex	Third Party	White Female Staff	No	No contact requested	5/24/18



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.





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