



HATE RESPONSE TEAM PROTOCOL FOR RESPONDING TO ONLINE REPORTED HATE INCIDENTS

Incident occurs and reporter (victim/witness/third party) submits online Hate Incident Report. Report is immediately forwarded to Hate Response Team Coordinators.

If reporter wishes to be contacted, a Hate Response Advocate will phone or email reporter by the end of next business day.

Depending on wishes of the reporter, next step(s) will be determined by the Hate Response Advocate.

If reporter leaves no contact information, data will be observed for emerging patterns in hate activity.

If reporter leaves contact information, but does not wish to be contacted, an acknowledgment email will be sent, confirming receipt of report, and data will be observed for emerging patterns in hate activity.

Hate Response Team will support reporter(s) and oversee the response process while keeping the victim/target's 3 immediate needs at the forefront:
the need to feel safe, the need to be heard and the need to know what happens next.

Key stakeholders (A UW-L person, department/office, organization or other entity that is directly influential in regards to a specific hate incident/crime and can affect or be affected by the actions of the Hate Response Team) will be contacted to assist with the coordinated campus response to the hate incident.

In some cases, the campus community will be notified of the incident.

Hate Response Team will assist Campus Climate in shaping educational trainings and programming to address hate and intolerance.

Campus Climate Office will compile and report data regarding hate incidents through an online, annual, living document of UW-L reported hate incidents. End of Year Report will include all Hate/Bias Incident Reports that fit the HRT definition of hate during each academic year and recommendations will be given to Associate Dean for Diversity & Inclusion and other administrators for prevention and anticipation of future hate/bias incidents.