



Addressing Hate Crimes and Bias Incidents

Civil Rights Town Hall Forum

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Definitions...

- **Hate Crime:**

A criminal offense committed against a person or property which is motivated by the offender's bias against a race, religion, disability, ethnic/national origin groups or sexual-orientation group.

(per U.S. Department of Justice Hate Crimes Data Collection Guidelines)

Definitions cont....

- **Bias Incident:**

Acts or behavior motivated by the offender's bias against a race, religion, disability, veteran status, ethnic/national origin groups or sexual-orientation group. While these acts do not necessarily rise to the level of a crime, a violation of state law, University policy, or the Code of Student Conduct, a bias act may contribute to creating an unsafe, negative, or unwelcome environment for the victim, anyone who shares the same social identity as the victim, and/or community members of the University.

What's the difference?

- Hate crimes, if charged and prosecuted, will be dealt with in the court system. They typically carry enhanced penalties, such as longer sentences.
- Bias incidents occur with no clear path or procedure for recourse.
- Both, however, demand unified and unflinching denouncement from individuals, groups and entire communities.

What's the impact?

- Hate crimes and bias incidents don't just victimize individuals; they torment entire communities. When someone scrawls graffiti targeting New Americans, for example, the entire community of New Americans may feel frightened or unsafe, as may members of other ethnic or racial groups.

Why report?

- Institutions/officials respond to documented incidents.
- Important to identify trends.
- Affected individuals may need timely referrals to campus and area resources.
- Holding our communities/institutions accountable.

Sharing Our Stories...

- What have you seen/experienced in your communities?
- How did your community respond?
- What did you wish had happened?
- Ripple effects?

What can we do?

- Act
- Unite
- Support the Victims
- Do Your Homework
- Create an Alternative
- Speak Up
- Lobby Leaders
- Look Long Range
- Teach Tolerance, Respect, Inclusion, Justice
- Dig Deeper