

STUDENT TOOL KIT: RESPONDING TO HATE

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WHEN HATE HAPPENS . . .

There are several ways to be an active participant in the fight against hate on campus. (1) Document what happened; (2) report the incident; (3) and reach out to those affected.

1. Document the Incident

Take a screenshot, photo, video, or recording for evidence. If there is no audio/visual evidence, write down from memory as much detailed information as possible as soon as possible.

2. Report It Immediately

Use school resources including: incident reporting websites, Resident Advisors, staff and faculty, and your campus safety department.

3. Reach Out to Campus Community Members

Ask those affected by the incident what they need and remember to listen. You can also reach out to campus leaders (including student government) and collaborate with administrators.



Prevent hate through inclusion | **Prepare** procedures and response teams | **Respond** in the moments after the incident occurs | **Heal** and re-build trust when the community feels divided | **Educate** with specific attention to the type of bias or hate that occurred

What is a Hate Crime?

A hate crime is a crime (i.e. vandalism, assault, etc.) motivated in whole or in part by bias, prejudice, or bigotry. The federal government, 45 states, and the District of Columbia have hate crime laws, which impose tougher penalties on those who target victims because of protected characteristics like race, religion, ethnicity, sexual orientation, gender, gender identity, or disability.

What is a Hate Incident?

A “hate incident” occurs when a person makes bigoted, biased, or prejudiced comments to another individual based on race, religion, national origin, gender, gender identity, sexual orientation, disability, age, immigration status, or other protected characteristics. Hate incidents can also include images, symbols, objects and non-verbal communication. The most common example is hate speech.

In a campus setting, the term “bias incident” or “hate-bias incident” creates a broader umbrella for defining actions that do not comport with the institution’s values of diversity, inclusion, equity, and belonging.

How are they different?

Both hate crimes and incidents are deeply offensive and hurtful, but crimes have specific legal implications and incidents are often forms of protected speech. Americans are free to think and believe whatever they want. However, hate speech can trigger a hate crime statute if an individual intentionally targets another with physical violence, direct threats, or vandalism.

Your campus is a place that values diversity, equity, inclusion, and belonging—even though hate incidents are not crimes they can have a deep and lasting effect on the campus community if not addressed. **Be sure to report both hate crimes and incidents.**

Why words matter?

Hate speech is free speech but hate speech hurts. Disrespectful language and hurtful behaviors (like joke memes) send the message to the target that “you don’t belong.” We all have things that make us uniquely individual. When someone attacks one person’s identity, they may be willing to attack any person’s identity. Hate incidents can directly affect you, your friends, and the greater campus community. It’s important to join together in the fight against hate.

How Can the U Help You?

Talk to your student activities office for guidance on making your groups and spaces more welcoming to students of all identities and backgrounds.

Tip: there are great trainings to learn about bias, ally behavior, and bystander intervention.

WHAT TO EXPECT . . .

WHEN FILLING OUT A HATE OR BIAS INCIDENT REPORTING FORM

If you experience or witness a hate incident, you may be asked to share details about the incident on a reporting form. Usually these forms can be found on your college or university's website. Other community organizations may also have forms to report and collect data about hate incidents.

Even if you don't have answers to all of the questions, fill out as much information as you can. Also remember that your residence hall staff, advisors, and professors are there to answer questions and help you with next steps.

Incident Details (Date and time of incident? Location? What happened? Who was involved?)

Focus on facts and observations. Try not to make assumptions or interpretations.

Do you have a photo, video, screenshot, or email from the incident? Yes No

Describe any evidence:

Additional details about the incident or those involved (What else, if anything, will help the college/university and community to respond effectively?)

How would you like to be supported?

Have you reached out to anyone else? Yes No

Who?