

REPORTING HATE-BIAS INCIDENTS ON CAMPUS

The reporting of incidents allows for data to be collected and for community members to receive necessary support and education. Consider the following suggestions for increasing awareness and removing barriers to hate-bias incident reporting on your campus. When individuals report, and institutions report, we can work to develop actionable and insight-based solutions to fight hate.

For further information visit
adl.org/hateuncycled

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Having Systems in Place

1. Reporting Mechanisms

Websites, offices and hotlines should have a clear channel for addressing reports, questions and complications.

2. Bias Incident Response Teams (BIRT)

- Ensure that a team represents a cross-section of the campus community, including mental health and student success professionals.
- Organize roles and communication processes among the team and other stakeholders.
- Consider a variety of professional development sessions and resources about diversity/equity/inclusion, trends in hate, bystander intervention, trauma-informed services, race-conscious practices, and serving various constituents.

3. Hate-Bias Incident Coordinator

Several institutions have implemented a full-time staff position for this role.

Communicating What to Expect

1. Post an FAQ

Make information available on the institution's incident reporting website, such as

- What is a hate or bias incident
- What will happen when an individual files a report. Is it different for students/staff/faculty
- What is the timeline for the process
- Where to easily find other helpful resources and support staff
- How to help a friend

2. Do a "BIRT Roadshow"

Raise awareness of a BIRT team and increase familiarity with the people and process by visiting or presenting to various events, meetings and groups across campus. This can also serve as a "listening tour" to better understand community trends and needs.

3. Introduce Incident Reporting at Orientations

When students, staff and faculty arrive on campus, it is important to both discuss inclusive practices, and, also what to do if this university value is violated.

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Removing Barriers to Access

1. Make People Available

Have a cross-campus team of ambassadors who understand the reporting systems and can direct community members to resources available.

2. Prioritize Programming

Prepare Residence Life staff and student leaders to facilitate creative programming about preventing and responding to bias and hate of all forms.

3. Train Advisors

Academic, career and student life advisors have regular contact with students. This is an opportunity to hire and train professionals with the skills to support students and colleagues in navigating how to report bias and hate as well as how to intervene when appropriate.

Encouraging Conversation & Further Advocacy

1. Publish Hate-Bias Incident Records

Recording hate-bias incidents can contribute to further understanding the landscape of bias, hate, free speech and campus climate. Understanding consistent issues and emerging trends can help campuses move toward best practices in equity, inclusion and student success.

Currently, colleges and universities disclose hate crimes to the U.S. Department of Education under the Clery Act. While campus safety departments can also report hate-crimes data to the FBI, many do not. Campuses that report on hate-bias incidents—in addition to reporting hate crimes—contribute to establishing a more robust conversation of best practices, decreasing the stigma or shame often associated with reporting.

2. Support State Legislation

In April of 2018, Maryland lawmakers overwhelmingly approved an initiative requiring public colleges and universities to create more robust systems for tracking and preventing hate-bias incidents. Encouraging other states to prioritize and fund similar initiatives would build support for addressing hate on campus, working toward constructive solutions in collaboration with educators.

3. Utilize Education Resources

Anti-bias and bystander intervention education programs are a way to help communities to build respect and understanding for their peers and others in society. Along with hate-prevention efforts, ADL has resources about how to address hate if it occurs and to work toward healing.

ADL is a leading anti-hate organization that uses education, research, and advocacy to "...stop the defamation of the Jewish people and secure justice and fair treatment to all." Through a network of 25 Regional Offices, ADL is on the ground providing resources, programs, and legislative initiatives to prevent and respond to all forms of hate. Hate/Uncycled is an ADL resource designed specifically for understanding bias and hate on campus.