Hate-Bias Incident Reporting

What is a Hate-Bias Incident?
Generally, hate-bias incidents are acts characterized by some expression of hate or bias against a particular group, or towards an individual because of their membership (or perceived membership) in that group. Hate-bias incidents may range from acts considered to be offensive to actions that cause harm.

Although hate-bias incidents sometimes constitute hate crimes or discrimination (as defined under the University’s Non-Discrimination Policy), not all hate-bias incidents rise to the level of a hate crime or discrimination.

What is a Hate Crime?
A hate crime is a criminal act (against person or property) that is motivated, in whole or in part, by the offender’s hate or bias towards a particular individual or group because of membership in that group (as defined by law).

Report a Hate Bias Incident
To report an incident of hate-bias you may contact UMPD by calling:
Emergency 911 or 301.405.3333; Mobile Phone #3333 | Non-Emergency 301.405.3555
You can also report online to the Office of Diversity and Inclusion at:
https://www.diversity.umd.edu

Response to Hate-Bias Incidents
1. The report will be taken by UMPD or ODI as soon as it is received.

2. Acknowledge receipt of the report and review within 48-72 hours.
   a. UMPD will offer a verbal acknowledgement and conduct an investigation.
   b. ODI will provide electronic acknowledgment

3. Inform and consult with relevant campus administrators regarding any necessary and appropriate action.

4. The Program Manager for Hate-Bias Response, will consult with individuals affected by the hate-bias incident and formulate an action plan in coordination with Hate-Bias Response Team.

5. ODI will maintain a log of hate-bias incidents on a webpage that will be updated as reports are received. This log will be accessible to the campus community.

6. Criminal and/or University sanctions maybe pursued against perpetrators of true threats or other legally actionable misconduct. Sanctions will not be pursued when speech is determined to be legally protected.
The purpose of the Hate-Bias response protocol is to create a more inclusive and safe environment for the campus community, by ensuring that there is an accessible venue to report hate and bias incidents. This is a continuous improvement process, and the protocol will continue to be refined through feedback from our campus community.