

Hate-Bias Incident Reporting Response Protocol

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 (including emergencies), by calling 301-405-3333 (mobile phone: #3333) or report online to the Office of Civil Rights & Sexual Misconduct at <https://go.umd.edu/reporthatebias>.

Response to Hate Bias Incidents

1. Report will be taken by UMPD or OCRSM as soon as it is received.
2. Acknowledge receipt of the report and review within 48 hours.
 - a. UMPD will offer a verbal acknowledgement and conduct an investigation.
 - b. OCRSM will provide electronic acknowledgment.
 - c. Copy ODI Hate-Bias Response Coordinator on acknowledgement and refer individuals who report hate-bias incidents to ODI for support and guidance.
3. Inform and consult with relevant campus administrators regarding any necessary and appropriate action.
4. ODI Hate-Bias Response Coordinator 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. Periodic (opt-in) e-mail announcements regarding newly reported hate-bias incidents will be sent to campus community.
6. Criminal and/or University sanctions may be pursued against perpetrators of true threats, hostile environment harassment or other legally actionable misconduct. Sanctions will not be pursued when speech is determined to be legally protected.

Campus Resources for Hate Bias Incidents

[University of Maryland Police Department](#)

Receives and assesses all hate-bias incident reports. Investigates reports of hate-bias incidents by gathering details, collecting evidence, sharing information with law enforcement partners, and consulting with legal experts.

Pocomoke Building, 7569 Baltimore Ave

www.umpd.umd.edu

Emergency: 911 or (301) 405-3333 (mobile phone: #3333)

Non-emergency: (301) 405-3555

Office of Civil Rights and Sexual Misconduct

Receives and assesses all hate-bias incident reports. Responds to all complaints of discrimination based on a legally protected class.

4113 Susquehanna Hall

www.ocrsm.umd.edu

(301) 405-1142

Office of Diversity and Inclusion

The ODI Hate-Bias Coordinator receives all hate-bias incident reports, and coordinates provision of campus support services to individuals affected by hate-bias incidents.

Provides campus programming in collaboration with other campus units to foster prevention efforts and facilitate responses to hate-bias incidents.

2411 Marie Mount Hall

<https://faculty.umd.edu/diversity/>

(301) 405-6810

Counseling Center

Provides free and confidential therapy, as well as comprehensive support services, to help students manage personal, social, and academic challenges.

1101 Shoemaker Building

4281 Chapel Lane

www.counseling.umd.edu

(301) 314-7651

Health Center

Offers mental health services to students, as well as faculty and staff through its [Faculty Staff Assistance Program](#).

140 Campus Drive

www.health.umd.edu/mentalhealth/services

<http://www.health.umd.edu/FSAP>

<http://www.health.umd.edu>

301-314-8180

University of Maryland Chaplains

Serves the spiritual needs of the University of Maryland community.

http://www.thestamp.umd.edu/memorial_chapel/chaplains

RESPONSE TO HATE BIAS INCIDENTS

Acknowledge receipt of the report and review within 48 hours. UMPD will offer a verbal acknowledgement and conduct an investigation. OCRSM will provide electronic acknowledgment when reports are submitted via website.

Internal Actions:

UMPD

- Receive and acknowledge complaint; assess & conduct baseline investigation.
- Exhaust investigation to determine if further action is needed or if the case is referred or closed.
- Track and map incident for criminal patterns.
- Share the report with OCRSM and ODI.

OCRSM

- Online hate-bias reporting form includes an automated response that acknowledges receipt of report.
- Track incident for pattern of bias or discrimination.
- Share data about the reports with UMPD and ODI as they are received.

ODI

- Share data about reports with UMPD and OCRSM as they are received.

Refer individuals who report to campus resources for support and guidance.

Internal Actions:

UMPD

- Provide report and contact information for individuals affected to ODI Hate-Bias Response Coordinator.

OCRSM

- Automated response for hate bias incident report form will include list of campus resources for support and guidance. Provide report and contact information for individuals affected to ODI Hate-Bias Response Coordinator.

ODI

- Consult with individuals affected by hate-bias incidents and formulate action plans in coordination with Hate-Bias Response Team.

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

UMPD, OCRSM, ODI

- Send confidential notification to relevant campus administrators.

Coordinate community outreach and educational programming to address campus climate issues.

ODI

- Consult with individuals affected by hate-bias incidents and formulate action plans in coordination with Hate-Bias Response Team.

