

RESOURCES

Reports can also be made by visiting the following offices where staff will assist students in submitting the report.

- Multicultural Student Center (MSC), 2nd Floor Red Gym
- Lesbian, Gay, Bisexual, and Transgender Campus Center (LGBTCC), 123 Red Gym
- Dean of Students Office (DoSO), 70 Bascom Hall
- International Student Services (ISS), 217 Red Gym
- McBurney Disability Resource Center, 702 W. Johnson Street, Suite 2104
- Residence Life/University Apartments, Main office in Slichter Hall or any House Fellow
- Center for the First-Year Experience (CYFE), 101 Ingraham Hall
- Center for Leadership and Involvement (CfLI), 3rd Floor Red Gym
- Office of Student Conduct and Community Standards, 70 Bascom Hall

HATE — & — BIAS



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

The University of Wisconsin-Madison values a diverse community where all members are able to participate fully in the Wisconsin Experience. Incidents of hate or bias affecting a person or group may create a hostile climate and negatively impact the quality of the Wisconsin Experience for community members. UW-Madison takes such incidents seriously and will investigate and respond to reported or observed incidents of hate and bias.

students.wisc.edu/reportheateandbias

STATE OF WISCONSIN'S DEFINITION OF HATE CRIME

Where an individual commits a crime¹ and intentionally selects the person against whom the crime is committed or selects the property that is damaged or otherwise affected by the crime committed in whole or in part because of the individual's belief or perception regarding the race, religion, color, disability, sexual orientation, national origin or ancestry of that person or the owner or occupant of that property, whether or not the individual's belief or perception was correct.²

“At Wisconsin, we value our diversity, in all of its forms, and are trying to create a safe and inclusive community for everyone.”

–Lori Berquam
Dean of Students

¹ Defined as crimes under Chapters 939 to 948 of the Wisconsin Statutes.

² 939.645(1)(a) and (b), Wis. Stats.

Hate and bias incidents are single or multiple acts toward an individual, group, or their property that have a negative impact and that one could reasonably conclude is based upon actual or perceived age, race, color, creed, religion, gender identity or expression, ethnicity, national origin, disability, veteran status, sexual orientation, political affiliation, marital status, spirituality, cultural, socio-economic status, or any combination of these or other related factors.²

Hate and bias incidents include, but are not limited to:

Slurs, degrading language, epithets, graffiti, vandalism, intimidation, symbols, and harassment that are directed toward or affect the targeted individual or group.

Microaggressions

Microaggressions are also examples of hate and bias incidents in the form of “everyday slight, putdown, indignity, or invalidation unintentionally directed toward a marginalized group.”³

² University of Wisconsin Madison Dean of Students Office: Reporting and Response to Incidents of Bias/Hate

³ Sue, D. et al., 2007

ADDRESSING HATE AND BIAS AT UW-MADISON

- Incidents of hate or bias may contribute to a hostile campus environment and can occur even if the act itself is unintentional or delivered as a joke, prank, or having humorous intent.
- Students who engage in hate or bias acts that violate university codes of conduct will be subject to the disciplinary process. When university officials learn of these incidents, they investigate, seek disciplinary action where appropriate, and provide support for the victims.⁴
- When a bias incident occurs, our university's first priority is to respond immediately to the community most directly affected. All incidents are tracked but not all of them result in a campus-wide notification.⁵

Three ways to create inclusive and supportive environments:

- Treat all community members with respect and civility. These incidents are not “funny” and have real impact on the lives of our students.
- Look out for one another. If you see an act of hate or bias, interrupt and intervene on behalf of other members of our community.
- Report acts of hate and bias at:

students.wisc.edu/repotheandbias.⁶

⁴ Open Letter to the UW-Madison Community from Office of the Chancellor

⁵ Responding to incidents of hate and bias Letter from Dean of Students Lori Berquam

⁶ Badgers, we need your help Letter from Dean of Students Lori Berquam