RESPONDING TO BIAS INCIDENTS OR HATE CRIMES AT UC MERCED

Introduction
The University of California, Merced values the right to free speech and the open exchange of ideas and views in our academic community. We, as a community, are committed to embracing multiculturalism, inclusiveness, and all forms of diversity, including race, ethnicity, gender, sexual orientation, ability status, age, religious, economic or geographic origin.

UC Merced is dedicated to maintaining a respectful environment free from all forms of harassment, hostility, and violence. Any act that has the purpose or effect of unreasonably or substantially interfering with an individual's safety and security by creating an intimidating, hostile, or offensive educational or working environment will not be tolerated.

UC Merced will respond to hate and bias incidents in order to:
1. Re-assert our Principles of the community
2. Coordinate support for affected individuals and communities
3. Ensure that the response is appropriate
4. Re-establish a sense of safety and security on the campus
5. Promote learning opportunities for the broader University community

Definitions
(From the University of California, Office of the President)

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<th>ISSUE TYPE</th>
<th>DEFINITION</th>
<th>LAYER</th>
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<td>Expression of Bias</td>
<td>A general communication not directed toward a particular individual, which disparages a group of people on the basis of some characteristic such as actual or perceived race, color, ancestry, gender, gender identity, ethnicity, national origin, religion, disability or sexual orientation. Expressions of bias may violate student conduct code or other University policies; other expressions of bias may be fully protected expressions of speech.</td>
<td>Disparaging Behavior Slur Stereotyping</td>
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<td>Hate Speech/Hate Crime</td>
<td>Hate speech is any speech, gesture or conduct, writing, or display which is illegal because it may incite violence or prejudicial action against someone based on actual or perceived race, color, ancestry, gender, gender identity, ethnicity, national origin, religion, sexual orientation or disability. A hate crime is a criminal act or attempted criminal act against an individual or group of individuals because of their actual or perceived race, color, religion, ancestry, national origin, sexual orientation, gender, or disability.</td>
<td>Hateful Speech Hateful Writing Hateful Gestures or Conduct Display of Hate Symbols Threat of Violence Hate Crime</td>
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**Graffiti/Vandalism**  
Graffiti includes images, lettering or any type of public markings that deface property without the owner’s consent. Vandalism includes graffiti as well as other sorts of physical damage to property.  
*Damage to Personal Property*  
*Damage to Common Property*  
*Damage to Public Property*

**Intimidation, Bullying or Physical Violence**  
Intimidation is intentional behavior that causes a person of ordinary sensibilities fear of injury or harm. Bullying involves a real or perceived social or physical power imbalance, where an individual or group physically or psychologically abuses those who are less powerful through repeated acts over time.  
*Isolated Incident of Intimidation*  
*Group Intimidation Scheme*  
*Harassment*  
*Ongoing Bullying Physical Violence*

**Bias Incident**  
Acts of conduct, speech, or expression that targeted individuals or groups based on actual or perceived race, color, ancestry, religion, ethnicity, national origin, gender, gender identity, age, disability, or sexual orientation. Bias incidents are not criminal offenses, but may violate student conduct code or other University policies; other acts of bias may be fully protected expressions of speech.  
*Isolated Bias Incident*  
*Collusion in Bias Incident(s)*  
*Common Occurrence of Bias*

**Hostile Climate**  
A focus on the race, ethnicity, national origin, religion, gender or sexual orientation of another person or group which is severe or pervasive enough to affect campus or academic life. Examples include unwanted jokes or teasing, derogatory or disparaging comments, posters, cartoons, drawings, or pictures of a biased nature.  
*Mockery, Unwanted Jokes or Teasing*  
*Demeaning Behavior*  
*Derogatory or Defaced Posters, Flyers, Photographs, Drawings or Cartoons*  
*Failure to Invite Participation in Events*

**Other Campus Climate Issues**  
Any other type of intolerant behavior not specified above.  
*Other Campus Intolerance*

**Reporting of Bias Incidents**  
Students, faculty and staff who experience, witness, or become aware of a possible hate crime or bias incident, are asked to report the crime or incident immediately to a designated university office or official:

- Associate Vice Chancellor for Student Affairs
- University Police Services
- Director of Housing and Residence Life
- Director of Student Life and Judicial Affairs
- Assistant Vice Chancellor for Human Resources
- Assistant Vice Chancellor for Academic Personnel
Or through an on-line report form linked from campus websites: the Student Response Team, University Police Department, Intercultural Programs, and Judicial Affairs.

Community Bias Incident/Crime Notification Procedures
Because bias incidents and hate crimes are an affront to the entire community, if one occurs, the entire UC Merced community should be informed. Notification about hate incidents is necessary both to protect the safety of community members, as well as to raise campus awareness. Notification is necessary for facilitating the healing process for the targeted person, group, and the entire community through campus dialogue and collective problem solving.

Community Expectations Regarding Hate Crimes/Incidents
UC Merced commits itself to creating a diverse and inclusive community of scholars dedicated to the development of knowledge and leadership, scholarship, and service. If this purpose is to be achieved, every member of this community has a responsibility to create a welcoming, respectful, and supportive community.

We are all responsible for maintaining a respectful environment free from all forms of harassment, hostility, and violence. Specifically, all faculty, staff, and students are expected to actively participate in achieving community through the following actions:

- Speak out against, denounce, and/or interrupt all forms of hate (harassment, hostility, violence, etc.), which threaten the safety, dignity, and well-being of members of this community.
- Report acts of intolerance and hate crimes.
- Fully participate in investigations by supplying information to investigating staff or officers.
- Take advantage of opportunities for continued education about multiculturalism and diversity issues (courses, workshops, professional development, campus programs, etc).
- Educate and take responsibility for this community and the guests we invite into this community to ensure that language and action do not violate the diversity policy, the hate crime/incident protocol, or the rights of any member of this community.

* Adapted from Hamline University Hate Incident and Crime Protocol and Evergreen State College Bias Incident Response Protocol