

African American Student Programs

249 KSC (218) 726-6187
www.d.umn.edu/mlrc/aasp/

American Indian Learning Resource Center

315 KPlz (218) 726-6379
www.d.umn.edu/ailrc/

Asian/Pacific American Student Programs

235 KSC (218) 726-6335
www.d.umn.edu/mlrc/apasp/

Gay Lesbian Bisexual Transgender Services

245 KSC (218) 726-7300
www.d.umn.edu/mlrc/glbtf/

Health Services

Counseling (218) 726-7913
Medical (218) 726-8155
www.d.umn.edu/hlthserv

Housing/Residence Life

Housing (218) 726-8178
Residence Life (218) 726-7390
www.d.umn.edu/housing/

International Student Services

237 KSC (218) 726-7531
www.d.umn.edu/admissions/istudents/

Latino/Chicano Student Programs

231 KSC (218) 726-8389
www.d.umn.edu/mlrc/lcsp

Office of Cultural Diversity

270 KSC (218) 726-8444
www.d.umn.edu/mlrc/ocd/

Office of Disability Resources

258 KSC (218) 726-8217
www.d.umn.edu/access/

Office of Equal Opportunity

255 DAdb (218) 726-6849; 726-6827
www.d.umn.edu/umdoeo/

Office of Student Conduct

245 KPLz (218) 726-7255
www.d.umn.edu/conduct/

Campus Resources

DAdb = Darland Administrative Building
KSC = Kirby Student Center
KPLz = Kirby Plaza
LSH = Lake Superior Hall

Reporting

One may report a hate incident or an incident of racial harassment or discrimination to anyone on campus.

You may also file a report online at:
<http://www.d.umn.edu/chancellor/climate/reporting/>

University Police

287DAdb Emergency: 911;(218) 726-7000
www.d.umn.edu/police/

MN Department of Human Rights

1-800-657-3704
www.humanrights.state.mn.us/

"Hate crimes are among the most dehumanizing of crimes because the perpetrator views his or her victims as lacking full human worth due to his or her skin color, language, religion, sexual orientation, or disability. In addition, a hate crime impacts the entire group to which the victim belongs, spreading concern throughout the community."

-Bill Lockyer, Attorney General,
State of California

University of Minnesota, Duluth
Office of Cultural Diversity
Updated: 9/11/12

University of Minnesota Duluth



Take a Stand Against Hate Crime Incidents and Hate Crimes

The University of Minnesota is an equal
opportunity educator and employer

What are Hate Incidents and Hate Crimes?

Definition of Hate Incident

A *hate incident* is some type of behavior or action motivated by hate but one that is protected by 1st Amendment rights (e.g. offensive jokes, name calling). Hate incidents are expressions of disrespected bias, hate, harassment, or hostility against an individual or group's actual or perceived race, color, creed, religion, national origin, gender, gender identification, age, marital status, disability, public assistance status, veteran status, or sexual orientation. The conduct underlying some hate incidents might be protected speech, but still violate the University of Minnesota's commitment to civility and diversity. Constitutional rights will continue to be protected, but members of the University community also have the right to speak and engage in educational dialogue.

Examples of hate incidents include offensive hate flyers, social media or other hate materials, such as demeaning caricature of a certain group. *A hate incident is non-criminal in nature.*

Definition of a Hate Crime

If the behavior or action interferes with the civil rights of others, it is then a *hate crime*. The victim is intentionally selected because of his or her race, color, creed, religion, national origin, gender, gender identification, age, marital status, disability, public assistance status, veteran status, or sexual orientation (which includes gender identity in its definition).

Examples of hate crimes include acts that result in injury, criminal damage to property, threats made or carried out, assault, and stalking. *A hate crime is a criminal act or attempted criminal act.*

Advice for Victims

- If you are a victim of a hate incident, you may report to anyone on campus. The office of Student Conduct code and Human Resources and Equal Opportunity conducts investigations of such complaints.
- Immediately call **911** for emergencies or (218) 726-7000 for University Police if you are a victim of a hate crime.
- If you need medical attention, seek help at UMD Health Services, St. Luke's Hospital, or Essentia Health.
- Photograph offensive graffiti, physical injuries, and evidence of vandalism.
- Save any evidence, including offensive email, text, or voice-mail messages.
- Write a chronology of the event, which may assist you later in recalling the facts:
 - The exact words that were used
 - A description of the perpetrator and his or her vehicle, if relevant
 - Exactly where and when the incident occurred
 - Names, addresses, and telephone numbers of other victims and any witnesses
- Make photocopies of hate mail or any other pertinent documents
- Keep a log of hate calls.

What You Can Do

The university encourages the gathering of people having diverse experiences and perspectives. You can contribute to and benefit from the community by exploring the different viewpoints and ideas that are represented. The following is some suggestions on what you can do to promote a healthy campus climate.

- Speak out against hate. If you are uncomfortable about a joke or statement that has been made, explain why it is not tolerable.
- Recognize your own stereotypes and prejudices.
- Be open to and respectful of what you can learn from others, both inside and outside the classroom, without prejudging or dismissing their opinions. Disagreements and open debates are expected, but remember to remain respectful of other points of views.
- Serve as a positive Role Model
- Support the victim and listen to what he/she has to say. Victims of hate have been attacked simply because of who they are and tend to feel especially vulnerable. You can help victims by assuring them that they are valued members of our community. Visit or call the victim and show that you care. If the crime includes damage to property, gather your friends to help clean it up--but not until the investigation is complete.
- Broaden your experience. Attend campus lectures and workshops, participate in cultural events and hate/bias crime prevention training. Take a course in human diversity, or join an organization promoting diversity and social justice.
- Work with community leaders to form organizations and offer resources to assist victims and to prevent future hate incidents and hate crimes.
- Make others feel included and valued in the community.