

HATE/BIAS RESPONSE PROGRAM

All campus entities will adhere to FERPA [regulations](#) when administering reports and information relating to students that is submitted via this website. All reports (whether about faculty, staff, or students) adhere to information privacy [principles](#) fundamental to UC's mission and [values](#) enshrined in the California constitution.

For a definition of hate crime, please [click here](#).

An incident of bias involves action(s) committed against a person or property that are motivated, in whole or in part, by a bias against race, religion, sexual orientation, ethnicity, national origin, ancestry, gender, gender identity, age or disability.

2 All members of the Hate/Bias Response Team receive incident reports

4 Hate/Bias Response Team meets to coordinate individual response and additional actions to address climate and community impact

6 Team member will keep the student updated throughout the process

1 ODEI assigns incident to appropriate team member to assess the needs of the impacted party (if known)

3 Team member conducts outreach to reporting party and impacted student(s) with resources and options

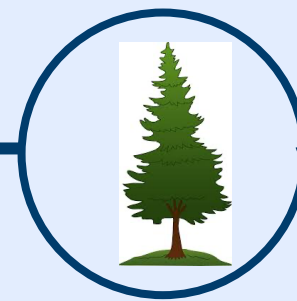
5 Team members commit to actions intended to remedy and prevent future harm and report progress back to ODEI

Hate/Bias Response What to Expect



Resources

Email confirming the incident report has been received and outreach with a list of resources including confidential resources



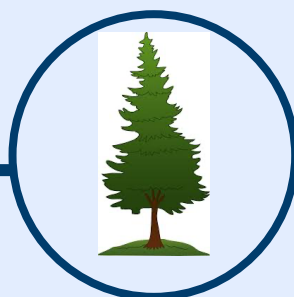
Meeting

Meeting with a member of the Hate/Bias Response Team to discuss your rights and options



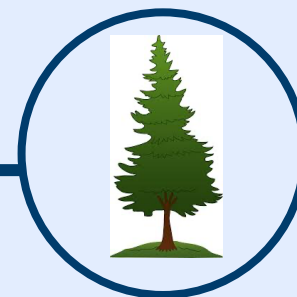
Outcomes i.e.

Support & academic resources
Restorative justice practices
Education & prevention
Support making police report
Sanctions after investigation



Updates

Clear communication about next steps and institutional action



Voice

Input about what type of resolution and participation

MEMBERS OF THE HATE/BIAS RESPONSE TEAM

Dean of Students Office

Respond to students holistically and make space for their lived experiences to guide the process. Assess and review impact on student body and campus climate.

Colleges Housing & Educational Services

Evaluate and review for on campus community safety and facilities.

Conduct & Community Standards

Evaluate applicability of Student Code of Conduct to the incident and assess for community safety.

Equity & Equal Protection

Review incident and analyze relevant applicable campus policies to ensure folks know their complaint resolution rights and options.

Office for Diversity, Equity & Inclusion

Stewards the process and ensures the Chief Diversity Officer is aware to address campus climate impacts.

Report Hate using the [online form](#) or by contacting

Office for Diversity, Equity & Inclusion

Phone: (831) 459-1590

Email: odei@ucsc.edu

THERE IS
NO PLACE FOR
HATE
AT UC SANTA CRUZ