

Equal Opportunity and Affirmative Action

Definition: Bias Incident

Bias-Related Incident Response

PLEASE LET US KNOW if you, someone you know, or a group within our university community, has experienced bias, discrimination, or hostility. We are concerned about incidents based on race, color, creed, religion, national origin, gender, gender identification, age, marital status, disability, public assistance status, veteran status and/or sexual orientation. The University of Minnesota is ready and willing to provide support, and address disrespectful bias and discrimination within our community. We need to know what happens and how that we can respond and help those who are targeted. By reporting incidents, you become part of the solution.

We encourage you to report potential crimes directly to the police and incidents that occur in University housing to the local Housing & Residential Life staff. If those people are not easily available or appropriate, please use [Bias / Discrimination / Harassment Report Form](#).

What do we mean by "bias incident"? Expressions of disrespectful bias, hate, harassment or hostility against an individual or group of the 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 and/or sexual orientation can be forms of discrimination. Expressions vary, and can take the form of language, words, signs, symbols, threats, or actions that could potentially cause alarm, anger, fear, or resentment in other ways that endanger the health, safety, and welfare of a member(s) of the University community, even when presented as a joke.

Minnesota does not have a "hate crimes law." Instead, the Legislature has identified particular crimes that, if perpetrated because of a victim's actual or perceived race, color, religion, sex, sexual orientation, disability, age, or national origin, trigger heightened penalties. Included crimes are criminal damage to property, assault, and harassment/stalking. If you think an incident might be a crime, please report it by calling 911.

Reasons for reporting an incident:

- So you or someone you know can receive support
- So any damage to property can be repaired
- So we can follow-up with any alleged perpetrators
- So we can track campus climate and work towards improving it
- So we can try to prevent further acts of bias
- Because suffering in silence can be a suffocating experience

The conduct underlying some bias incidents might be protected speech, but still violate the University of Minnesota's commitment to free speech and diversity. Constitutional rights will continue to be protected, but University staff will also exercise their right to speak and engage in educational dialogue.

The University of Minnesota's Mission Statement commits us to "establish and nurture an environment that actively acknowledges and respects diversity and is free from racism, sexism, and other forms of prejudice, intolerance or harassment." Be an ally, and help us achieve it.

Twin City Campus Resources

Many University of Minnesota offices and staff members are willing to assist you, and provide support. If you are unsure of whom to contact, please contact the [Office of Equal Opportunity and Affirmative Action](#) at (612) 624-9547, or the [Office for Student Affairs](#) at (612) 624-4444. We are able to work with you directly or connect you with the resources of your choosing.

Additional Resources

- [University of Minnesota Police Department](#) (report possible crimes) - (612) 624-2677
- [Aurora Center](#) (sexual assault and relationship violence) - (612) 626-2929 or 24-hour - (612) 626-9111
- [Housing & Residential Life](#) - (612) 624-2994

For medical services:

- [Boynton Health Service](#) - (612) 625-8400

For cultural support:

- [Circle of Indigenous Nations](#) - (612) 624-2555
- [Disability Services](#) – (612) 626-1333
- [Equity and Diversity](#) – (612) 624-0594
- [Gay, Lesbian, Bisexual, Transgender, Ally \(GLBTA\) Programs Office](#) – (612) 625-0537
- [International Student and Scholar Services](#) - (612) 626-7100
- [Women's Center](#) - (612) 625-9837

For individual support, consultation and referral services:

- [University Counseling & Consulting Services](#) (students) – (612) 624-3323
- [Employee Assistance Program](#) (civil service/bargaining unit employees) – (612) 625-2820 (Sand Creek Group, Ltd.)
- [Faculty and Academic Staff Assistance Program](#) – (612) 625-4073
- [Boynton Health Service](#) - (612) 625-8400

For academic support or problem solving:

- [Student Conflict Resolution Center](#) – (612) 624-7272
- [Multicultural Center for Academic Excellence](#) - (612) 624-6386
- [Office for Student Affairs](#) - (612) 624-3560

Off-campus crisis support

- [Hennepin County Crisis Intervention Center](#) (24-hour Support) - (612) 347-3161
- [Minneapolis Crisis Connection](#) (24-hour Support) – (612) 379-6363

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