Introduction
The University of Wisconsin-Madison is committed to creating a safe and supportive
environment for all people. The institution values a diverse community where all members
are able to fully participate in the Wisconsin Experience. As Chapter 17 of the UW System
code states, the university can accomplish its educational mission only if living and learning
environments are safe and free from violence, harassment and intimidation.

Incidents of bias or hate affecting a person or group negatively impact the quality of the
Wisconsin Experience for community members. UW-Madison takes such incidents
seriously and will respond appropriately to reported or observed incidents of bias or hate.
Only when faculty, staff and students feel welcome and accepted can the university achieve
its mission of learning, research, and outreach on behalf of the state of Wisconsin.

Institutional Statement on Diversity
“Diversity is a source of strength, creativity, and innovation for UW-Madison. We value the
contributions of each person and respect the profound ways their identity, culture,
background, experience, status, abilities, and opinion enrich the university community. We
commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity
as inextricably linked goals. The University of Wisconsin Madison fulfills its public mission
by creating a welcoming and inclusive community for people from every background -
people who as students, faculty, and staff serve Wisconsin and the world.”

Overview of Reporting System
The purpose of the reporting system is to provide support and resources to the involved
parties of bias or hate incidents impacting the UW-Madison community. The reporting
system allows the University to understand and respond to situations that affect UW-
Madison students, to educate and inform the community about such events, and to create
awareness of intolerance as it relates to bias or hate incidents. The reporting system is
primarily intended to be a resource for UW-Madison students. On occasion, the reporting
system is utilized by faculty, staff and community members to report incidents that impact
our student population.

Responses to incidents of bias or hate will vary depending on the severity of the event.
Responses range from educational conversations and restorative justice initiatives to
possible conduct sanctions which include written reprimands, educational sanctions and
housing contract jeopardies. When the student code of conduct is violated, the Office of
Conduct and Community Standards begins an investigation and determines possible
sanctions. When criminal activity occurs, UWPD or Madison Police Department are
notified and pursue their own investigation and respond accordingly.

Bias Incident Report Form
Definitions

Incident
An incident is a single event or occurrence for which we’ve received at least one report.

Report
A report is one submission of the online report through our bias reporting process. There may be multiple reports submitted per incident depending on how many people were impacted.

Bias Incident
Single or multiple acts toward an individual, group, or their property that have a negative impact and that one could reasonably conclude are 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. Bias incidents may rise to the level of being a crime, a conduct violation, and/or an incident that creates a hostile environment.

Hate Crime
In the state of Wisconsin, if someone commits a crime and intentionally selects the person against whom the crime is under or committed or selects the property that is damaged or otherwise affected by the crime under in whole or in part because of the actor'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 actor's belief or perception was correct. For example, spray-painting a swastika on a Jewish-affiliated sorority house.

Conduct Violation
Conduct by a student that violates the list of prohibited actions outlined in the university's student nonacademic misconduct code contained in UWS 17. For example, disrupting a university-sponsored or authorized event for students.

Not Bias Related
A report that is received but is not any type of incident or crime that targets a specific protected identity. For example, a report submitted by a student who is upset because UW-Madison has a Gender and Sexuality Resource Center.

Summary of Reports
This summary provides information for Fall semester of 2019. During this reporting period from September through December, the bias reporting system received 63 reports for 58 incidents. For example, for one incident that occurred, we may have received five reports. When we receive multiple reports for one incident, we respond to all reporters to offer support. Nine (9) reports were submitted anonymously and there were no reports received
that were not bias-related. When applicable, these cases are referred to the appropriate resources or offices on-campus for follow-up.

Reporters are asked to identify the singular or multiple identities that the incident targeted, allowing for an intersectional viewpoint in collecting data. Out of the 63 reports, 33 reports indicated more than one identity being targeted in the incident. The data shows that the most common type of targeted identity was race/ethnicity with the second largest category being gender. Gender identity/expression was the third largest category.

Reporters are requested to indicate the location of the incident. Some reporters did not provide specific locations of the incident but gave a general sense of where the incident occurred. Overall, out of the 58 incidents that occurred, 46 were on campus, nine (9) occurred online, and three (3) incidents occurred off campus.

Reporters are also allowed to select multiple types of categories that best describe the nature of the incident. Microaggressions was the largest categorization with 39 reports including it as a descriptor for the type of incident that occurred. The categorization of public space was the second largest descriptor with 30 reports and written (not vandalism) was the third largest descriptor with 20 reports. Again, a reporter may indicate that an incident was a microaggression and a verbal (non-threatening) exchange as they are given the option to select multiple types of descriptor categories.

**Demographics Summary**
Undergraduates were the largest category of reporters, followed by staff members of UW-Madison.

Thirty-six (36) of the sixty-three (63) reporters did not ask for action or follow-up with Dean of Students Office and twenty-seven (27) wanted follow-up. Some changed their minds when the BRAC or DoSO staff emailed a receipt of report. In most cases the reporter did not want contact, resources or further action taken. Their intent was rather to inform the University about the incident.

**Actions Taken**
Reports to the Assistant Director for Bias Response and DoSO staff have led to numerous interventions and responses on behalf of the University. The most common response to a bias or hate incident is a support meeting. This meeting provides a time and space for the targeted individual or reporter to share what happened, to receive support and guidance and get connected to campus resources/partners. This meeting allows the individual to share the impact that the incident had on them and provides guidance on how to move forward with an appropriate response.

None of the 58 incidents were charged as hate crimes through the criminal justice process none were conduct violations through the UWS 17, non-academic misconduct process. It is important to note that targeted individuals or reporters may choose to not pursue the conduct process or file a criminal report. Additionally, the offender or respondent may not be known and may not be found guilty if an investigation occurs.
The Assistant Director and DoSO staff also facilitated educational and restorative-based conversations as responses to bias or hate incidents. These conversations were requested on behalf of the targeted individuals and mutually agreed upon with the respondents. Educational conversations comprised the bulk of responses when engaging with the offender or respondent of an incident. Sometimes, emailed letters were sent out to particular residential communities when incidents occurred in Housing.

When cases involved faculty or staff, the Assistant Director and DoSO staff collaborated with the Office of the Provost, Human Resources and the Office of Compliance on addressing the incident or concern. The Assistant Director and DoSO staff also consulted with the Madison Police Department and UW Police Department on appropriate cases and with colleagues in the Office of Conduct and Community Standards.

**Bias Response Advisory Board**

The purpose of the Bias Response Advisory Board is to advise the process of responding to incidents of bias or hate and to also support the Assistant Director for Bias Response in their role as a student advocate.

**Fall 2019 Membership**

Kathy Kruse, Dean of Students Office  
Mick Miyamoto, Recreation and Well Being  
Mickey Kienast, UW Police Department  
Adrian Lampron, Associated Students of Madison  
Craig Mayer, Facilities Planning and Management  
Gabe Javier, Office of the Vice Chancellor for Student Affairs  
Luis Piñero, Office for Equity and Diversity  
Ryan Podolak, Office of Student Conduct & Community Standards  
Will Hoffman, Wisconsin Union  
Cleda Wang, University Housing  
Andrea Lawson, University Health Services  
Amy Kuether, Graduate School  
Heather Shimon, Steenbock Library  
Samantha Becker, Multicultural Student Center  
Cheryl Gittens, DDEEA  
Michael Bernard-Donals, Provost Office and Faculty in College of Letters and Science  
Meleah Cue, Graduate School Admissions  
Elisa Lopez, UW Police Department  
Christina Olstad, Dean of Students