**TEMPLATE**

The highlighted parts of this document require you to add parts that are specific to your institution if you have questions visit difficult-discussions.com and send us an email.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***A Statute Calling For The Creation Of A Hate and Bias Response Team***

**Whereas:** the insert organization name Mission states that insert verbiage that establishes your organization’s commitment to diversity and inclusion (if no such verbiage exists delete this clause);

**Whereas:** insert a non-discrimination clause that you could find in your organization’s policy;

**Whereas:**a key component of our organization’s community consists of people who are from a variety of different backgrounds, experiences, and levels of exposure to different cultures;

**Whereas:**No college campus is immune to hate or bias. Thus it is important to provide an outlet for campus community members to report such incidents and feel supported;

**Whereas:** According to the U.S. Department of Justice, “there is no place where hate crimes (and/or incidents) are occurring with increasing frequency, more visibly and hostility than in institutions of higher education.”;

**Whereas:** Hate and Bias Response Teams are becoming more common on college campuses that are committed to providing students and staff with an inclusive and safe place to work, live, and learn. According to the Foundation of Individual Rights in Education, publicly available records, indicate that there were at least 231 Bias Response Teams publicized by four-year or post-graduate institutions during 2016. Of these, 143 were at public institutions, all of which are bound by the First Amendment, while 88 were at private institutions, most of which advertise or commit to respecting students’ freedom of expression and freedom of academic inquiry in official policy. At a conservative estimate, at least 2.84 million American students utilize often-anonymous reporting systems monitored by administrators and police officers;

**Whereas:** The creation of such a team will not cost insert the name of your organization any additional funds as the team will consist of existing insert the name of your organization employees. Acts of hate, bias and intolerance will be tracked using the existing hate and bias reporting form found on the University website; (if no such form exists, look at how your institution tracks reports of hate and bias)

**Therefore it be resolved:** The insert the name of the body you are passing this through calls for the creation of an active Hate and Bias Response Team and a publicly released annual hate and bias Incident Report which will maintain the anonymity of those involved;

**Therefore it be further resolved:** The Hate and Bias Response Team will consist of one designee from the following offices/groups- the office of the Dean of Students, insert the name of your diversity and inclusion office, insert the name of your gender and sexuality/LGBTQ+ resource office if one exists, insert the name of multicultural resource center, insert the name of your Native American Center, insert the name of your faculty/staff diversity committee, Residential Living Office, Affirmative Action Office, insert the name of your Inclusive Teaching and Learning department, Disability Services and Assistive Technology Center, insert the name of your universities Police and Security Services, Veteran Affairs office, and Counseling Center; (If any of these offices do not exist on your campus or if you want to make your membership different this will be the place to add the names of the departments)

**Therefore it be further resolved:** All members of the Hate and Bias Response Team must complete and abide by a signed statement of confidentiality and ethics;

**Therefore it be further resolved:** The mission of the team would be to provide a challenging, dynamic, and diverse learning environment in which the university community is fully engaged in supporting student success;

**Therefore it be further resolved:** The team will not infringe on First Amendment rights, limit academic freedom, conduct investigations, impose disciplinary sanctions or other acts of punishment;

**Therefore it be further resolved:** The team will focus on collecting and responding to information on any and all incidents of hate, bias, and intolerance. The team will provideimmediate support, assist targets and victims in connecting with support services, encourage constructive dialog between individuals involved, facilitate proactive and ongoing educational training about the impact of hate and bias, raise awareness and empower bystanders to promote a culture of civility and respect, inform administration and recommend best practices in terms of policy and action based on trends and findings;

**Therefore it be further resolved:** All hate and bias reports filed to the office of the Dean of Students (if the Dean of Students does not do this, look at how your institution tracks reports of hate and bias) will be sent to the Hate and Bias Response Team and will continue to be forwarded to the appropriate department(s) as stated by university protocol and state laws;

**Therefore it be further resolved:** All hate and bias Incident Reports will be immediately communicated to the members of the team, documented and reviewed on a regular basis;

**Therefore it be further resolved:** Depending on the information provided and the wishes of the reporter, a Hate and Bias Response advocate will respond within 24-hours of report and determine action steps on a case-by-case basis;

**Therefore it be further resolved:** The team will compile all information over the course of each academic year to shape educational trainings and programs geared towards the proactive prevention of possible future hate and bias incidents in consultation with the Dean of Students(if the Dean of Students does not do this, look at how your institution tracks reports of hate and bias);

**Therefore it be further resolved:** The team will also compile a report that will be released annually to the campus community in a manner that protects the identity of those involved at the end of every academic year;

**Therefore it be finally resolved:** Upon approval, this resolution shall be forwarded on to insert list of necessary departments;

**Authors:**

**Sponsor(s):**

**Sponsoring Committee:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

We do not require you to give us any credit for using this template but we request that you indicate that you used it to let your colleagues and future leaders know about this resource as they read the document. To give us credit, you could add us to the author section by saying “Outline taken from difficult-discussions.com”.

Difficult-Discussions Inc. is a free resource and we would appreciate your help in increasing the accessibility that people have to the resources we have to offer. If you would like to help with this please follow us and share our resources in your circles. 

**Follow us:**

Facebook- @difficultdiscussions

Instagram- @difficult\_discussions

Linkedin- www.linkedin.com/company/difficult-discussions