

Definition: Bias Incident

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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 and Residential Life staff. If those people are not easily available or appropriate, please use [B / /](#)

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 be in the form of language, words, signs, symbols, threats, or actions that could potentially cause alarm, anger, fear, or resentment in others and 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

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