



Common Questions

What is a bias-related incident?

A bias incident is any conduct, speech, or expression, motivated in whole or in part by bias or prejudice that is meant to intimidate, demean, mock, degrade, marginalize, or threaten individuals or groups based on that individual or group's actual or perceived:

- Ability (physical, psychological and cognitive)
- Age
- Citizenship or immigration status
- Color
- Creed
- Ethnicity
- First generation status
- Geographic background
- Gender
- Gender identity and expression
- Genetic Information
- National origin or ancestry
- Parenting and pregnancy status
- Race
- Religion
- Sex
- Sexual orientation
- Socioeconomic status
- Veteran status

What is the difference between a bias-related incident and a hate crime?

For an incident to be classified as a hate crime, it must first meet the definition of a crime. Some examples of crimes that can be classified as hate crimes include murder, manslaughter, robbery, vandalism, assault, and arson. To be classified as a hate crime, the incident must first be determined to be a criminal act, and evidence must also exist that the crime was motivated by the offender's bias against the victim based on one or more of these identities, as defined by law. Those identity factors can include:

- Disability
- Ethnicity
- Gender
- Gender identity
- Race
- Religion
- Sexual orientation

Hate crimes are against the law. If you believe you have been the victim of a hate crime, please contact CSU Police Department at 970-491-6425. A bias-related incident differs from a hate crime in that no criminal activity is involved. A bias incident is any conduct, speech, or expression, motivated in whole or in part by bias or prejudice that is meant to intimidate, demean, mock, degrade, marginalize, or threaten individuals or groups based on that individual or group's actual or perceived identity (see list above). Matters of discrimination and harassment based on protected bases must be addressed by the Office of Equal Opportunity. If your concern is about unlawful discrimination or harassment, contact the Office of Equal Opportunity at oeo@colostate.edu or (970)491-5836.

Please be aware, however, that just because a member of our community finds the expression of ideas, thoughts and differing points of view, including ideas or views that may be controversial to some people. Learn more about the [First Amendment and the University](#).

What is the purpose of a Bias Incident Report?

Bias Incident Reports help Colorado State University monitor success toward our goal to welcome, value, and affirm all of its members. These reports help the University track trends and patterns, address bias incidents, and improve University climate. When information is provided that identifies an individual in connection with a reported behavior, or a pattern of behavior identifies an actionable approach for the University, the appropriate office at the University will address the incident reported. If we are provided with contact information for the reporting party or impacted party someone from the appropriate office will contact the individual to offer support. Once that contact has been made there is no obligation to anyone to respond or engage in any formal communication if that is not what they are seeking.

Bias-related incident reports are not intended to replace existing processes for reporting and addressing acts of discrimination, harassment, or violence, including but not limited to, processes of the [Office of Human Resources](#), the [Office of Equal Opportunity](#), [Student Resolution Center](#), [Support and Safety Assessment](#), and the [CSU Police Department](#).

Why are some incidents shared publicly but not others?

There are two primary reasons for not publicly reporting all bias incidents to the university community: 1. Not all incidents are reported through the Bias Reporting System. 2. Not all incidents reported through the Bias Reporting System are shared publicly due to a variety of factors, including the wishes of the individual(s) targeted or reporting, confidentiality, safety concerns, conflicts with ongoing police investigations, and more. Incidents of bias that are shared publicly are those that are listed in the following section and/or have been emailed through university or division-wide notifications.

All incidents of bias submitted through the Bias Reporting System are included in a confidential aggregate report released at the end of each academic semester, with summer semester data included in fall semester reports.

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Principles of Community

Inclusion

Integrity

Social Justice

Equity

Respect



REPORT AN INCIDENT OF BIAS

Reports are reviewed by the Bias Assessment Team members.

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