

# Bias Incident Reporting

Promoting an inclusive and welcoming environment

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## Maintaining A Safe Community

The campus community at UW-Stout is committed to ensuring an inclusive and welcoming environment for students, staff, and faculty, and strives to provide an accepting place for all to work and learn. We are a university that welcomes all ideas and a place where people can be themselves. The students and staff at UW-Stout appreciate the diversity of humanity and reject prejudice and discrimination.

The university asks for the cooperation of the campus community in monitoring the campus climate by reporting all bias incidents and hate crimes.

## Bias Incident Response Team

The campus Bias Incident Response Team consists of members who have been trained in bias incident prevention and response.

This team is one of many initiatives at Stout that reflect our commitment to a safe, inclusive and thriving campus community.

- [Emily Ascher](#), Assistant Director, Housing
- [Nate Kirkman](#), Assistant Dean
- [Jason Spetz](#), Chief of Police
- [Mai Khou Xiong](#), Director of MSS (Chair)

## Bias Incidents and Hate Crimes

Bias incidents are acts motivated by bigotry and/or hate based on the victim's actual or perceived race, ethnicity, nationality, gender, sexual orientation, gender identity/expression, religion or disability.

Hate crimes are those acts that violate criminal law, such as violence or vandalism motivated by bias against a member of a protected group; many crimes carry more severe punishments if the motivation for that crime is proven to be hate.

Bias or hate-motivated speech may be illegal such as harassment, threats, or disruptive speech. However, some bias or hate-motivated speech may be constitutionally protected and thus not subject to university disciplinary action or formal investigation.

Please note that this definition is used for reporting and statistical purposes only and carries no independent punitive weight or authority.

**EXPAND ALL**

### WHAT SHOULD I DO IF I AM A WITNESS OR VICTIM?

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### WHAT WILL HAPPEN TO MY REPORT?

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## Contact Information

### Equity, Diversity and Inclusion

217 Bowman Hall

715-232-1970

edi@uwstout.edu

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### Office Hours:

8:30 AM - 4:30 PM

Monday - Friday

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REPORT A CONCERN

BIAS INCIDENT RESPONSE PROTOCOL

2020-2021 BIAS INCIDENT ANNUAL REPORT

2019-2020 BIAS INCIDENT ANNUAL REPORT



715-232-1122

712 South Broadway Street  
Menomonie, WI 54751

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PLEASE CONTACT US IF YOU HAVE A DISABILITY-RELATED ACCESS REQUEST.

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