
**OFFICE OF
Equity/Diversity Services**

Hate/Bias

UWM is committed to creating and supporting a campus climate that is respectful and supportive of all who work, live, study or participate in activities or events in our campus community.

Members of the UWM community who have been subjected to, or who have witnessed, an incident of hate or bias are encouraged to submit a report to EDS. The purpose of the reporting system is to provide support and resources to affected parties.

UWM defines a hate- or bias-motivated incident as any disruptive conduct — oral, written, graphic or physical — that is directed against an individual, or individuals, because of their actual or perceived protected characteristics, as defined by [UWM's Discriminatory Conduct Policy](#).



After reviewing the report, a member of the EDS staff will contact the reporter to discuss the incident, to provide options for addressing the concerns, and to share information about campus and community support services. Those services include UWM's **Rapid Response Team (RRT)**, a group composed of representatives from different campus offices — including the Dean of Students Office, Inclusive Excellence Center, and the student cultural and advocacy centers — which provides care and support in response to incidents of hate and bias but does not investigate such reports.

Hate or bias incidents do not necessarily violate the law or university policy. As a public university, UWM is bound by the [First Amendment](#) and will not sanction or punish a member of the university community for exercising their right to freedom of speech and expression. The term “[hate speech](#)” is used to describe hateful comments that demean a person or group of people based on their personal characteristics such as race, gender, religion, or sexual orientation. This is often misunderstood, but what people call “hate speech” is protected by the First Amendment. However, in those situations involving speech that is protected by the First Amendment and is not subject to sanction, UWM is committed to providing care and support to those impacted by hateful and offensive speech and expression through the hate/bias reporting process and the RRT.

If you wish to report a hate/bias incident, please use the [Hate/Bias Incident Reporting online form](#). You may also contact our office at (414) 229-5923 or report in person in Mitchell Hall, Rm. 359.

