

Hate & Bias Prevention Support & Education

TU is dedicated to creating a diverse space where all feel welcomed and to strengthening our efforts to fight hate and bigotry. We continue to develop our response and prevention efforts to best meet the needs of our diverse community. All reports and incidents of hate or bias are taken seriously with a focus on providing support to affected parties. We ask that all members of our community embrace the challenge of speaking up and seeking help in the face of hate and bias.

TU strives to create a learning environment that is inclusive of diverse groups, ideas, and opinions and that is sensitive to individual rights of expression. The university promotes a campus community that allows for understanding and civility among those living, working, teaching, learning, and studying, while discussing, discovering, and debating different viewpoints.

Acts of destruction or violence which are motivated by animosity against a person or group because of race, color, religion, sexual orientation, gender, disability, national origin, or homelessness, or which infringe on the rights and freedom of others will not be tolerated at TU. The university will investigate and respond to all reports of hate crimes and bias incidents.

Education Resources and Opportunities

Alternative Resolution Process

The [Alternative Resolution Process \(ARP\)](https://www.towson.edu/student-accountability/alternative-resolution.html) (<https://www.towson.edu/student-accountability/alternative-resolution.html>) provides students and student groups with a pathway to resolving interpersonal conflict and empowers all parties to participate fully in the accountability process. When students agree to participate in an ARP, they engage in dialogue about the harm that has been caused, the impact of that harm, and what needs to be done to repair the harm. The ARP is designed using a restorative philosophy which supports accountability that is formulated WITH involved parties.

Official Reporting

To foster a safe and inclusive campus, the university will investigate all incidents motivated by bias. In order to prompt an investigation, the incident must be reported. If you have been a victim, or have witnessed or learned of a hate crime or bias incident, you can file a report using the Hate Crimes and Bias Incident Report Form.

**Submit an Official Report
regarding a Hate Crime or
Incidents of Bias or
Discrimination for Cases
involving Students**

Submit a Report (https://towson-advocate.symplicity.com/public_report/index.php/pid941264)



Submit an Official Report regarding a Hate Crime or Incidents of Bias or Discrimination for Cases involving Employees

Submit a Report (https://towson-gme-advocate.symplicity.com/public_report/)



To report a hate crime or bias incident you may also contact the [Towson University Police Department](https://www.towson.edu/public-safety/index.html) (<https://www.towson.edu/public-safety/index.html>) for immediate assistance and response at 410-704-4444 or by contacting OIIE via email BiasResponse@towson.edu or phone 410-704-0203.

For Additional Support

[Center for Student Diversity](https://www.towson.edu/studentdiversity/index.html) (<https://www.towson.edu/studentdiversity/index.html>): 410-704-2051

[Department of Housing and Residence Life](https://www.towson.edu/studentlife/housing/campus/housing-residence-life/index.html) (<https://www.towson.edu/studentlife/housing/campus/housing-residence-life/index.html>): 410-704-2516

[Office of Student Accountability and Restorative Practices](https://www.towson.edu/student-accountability/index.html) (<https://www.towson.edu/student-accountability/index.html>): 410-704-2057

[Counseling Center](https://www.towson.edu/counseling/index.html) (<https://www.towson.edu/counseling/index.html>): 410-704-2512

[International Student and Scholar Office](https://www.towson.edu/academics/international/isso/index.html) (<https://www.towson.edu/academics/international/isso/index.html>): 410-704-2421

Public Information

Due to privacy laws, TU is not able to provide the name and specific sanction(s) related to incidents where an individual is found responsible for violating university policy. For more information contact us via email at BiasResponse@towson.edu or by phone at 410-704-0203.

Hate Crimes and Bias Incidents Reported

CURRENT YEAR

Please note that the number of reported bias incidents and hate crimes does not reflect whether the alleged incident was substantiated or whether a violation of the law or TU Policy occurred. The number of reports may also reflect duplicate reports rising from the same incident, but being tracked as individual reports.

MONTH	BIAS INCIDENTS	HATE CRIMES
January 2023	4	0
February 2023	8	0
March 2023	3	0
April 2023	4	0
May 2023	-	-
June 2023	-	-
July 2023	-	-
August 2023	-	-
September 2023	-	-
October 2023	-	-
November 2023	-	-
December 2023	-	-
Total	19	0

ARCHIVED YEAR

YEAR	BIAS INCIDENTS	HATE CRIMES
2021	42	0
2020	69	0
2022	45	1

University Response

The person reporting the incident can expect a confirmation of receipt of their report within two business days. Once the report is made, a review will begin. The reviewing authority will be determined by the status of the persons involved as well as the nature and location of the incident. Investigations might include interviewing all involved parties and reviewing camera footage.

In cases of hate crimes, individuals can be punished with fines and/or imprisonment. Felony offenses demonstrated to be motivated by bias are subject to enhanced penalties.

In cases where a student is found responsible of a university policy violation, penalties may include: educational sanctions, probation, and/or suspension/expulsion. No-contact orders can be requested even if there is no finding of a violation of university policy. Please review the [Code of Student Conduct \(PDF\)](https://www.towson.edu/studentaffairs/policies/documents/code_of_student_conduct.pdf) (https://www.towson.edu/studentaffairs/policies/documents/code_of_student_conduct.pdf) for possible sanctions related to prohibited conduct.

In cases where a faculty or staff member is found responsible for a hate crime or bias incident, penalties may include transfer, unpaid suspension, or termination.

Confidentiality

Any personal information obtained during the course of an investigation of a hate crime and/or bias incident will be handled with discretion and kept confidential to the greatest extent possible. At times, administrators or investigating police officers may need to share information with appropriate parties.

For instance, if the behavior or language in question seems to stem from a misunderstanding or dispute between students, information may be shared with the alleged offender in order to address the matter expeditiously.

Additionally, the university may respond to the incident with actions including - but not limited to - campus-wide programming, conversations with student leaders and/or meetings with individuals and communities most impacted separate from and while the investigation is on-going.

FAQs

What is a hate crime?

What is a bias incident?

Bias incidents involve verbal, written, or physical behaviors that are not criminal offenses but target a person because of their actual or perceived identity or group membership(s) and may violate a university policy. This includes inflicting mental or emotional distress upon a person through a course of conduct involving abuse or disparagement of that person's actual or perceived identity or group membership(s). It is important to note that all hate crimes are bias incidents, but not all bias incidents are hate crimes.

What is Prohibited Conduct?

Sometimes it is unclear if bias is the motivation behind an incident, but the behavior may still violate university policies. Some examples of prohibited conduct include but are not limited to; disruption or obstruction of university-sponsored activities or events; off-campus conduct that is disorderly and disrupts others in the community; abuse of any person; this includes written,

e-mail, or telephone abuse or personal property of another; and harassment of any person; and other behaviors found in the [Code of Student Conduct \(PDF\)](https://www.towson.edu/studentaffairs/policies/documents/code_of_student_conduct.pdf) (https://www.towson.edu/studentaffairs/policies/documents/code_of_student_conduct.pdf).

What if I am not sure if what happened to me is a bias incident or hate crime?

What happens after I file a report?

What if I have not heard from someone in 72 hours?

When my meeting to talk about the event has been scheduled can I have someone with me?

What does it mean if my case is considered “unactionable”?

When a case is deemed unactionable it means the event does not violate policy or the law. This means that the event will not result in traditional consequences for the offender such as suspension, expulsion, or arrest.

Does “unactionable” mean that what happened doesn’t matter?

No, if we cannot address the incident as a policy violation, that does not invalidate how you feel or mean that nothing further can happen. Our focus is on providing support for you, which can come in the form of participating in alternative resolution practices, counseling, and continuing to discuss the event to assess other steps. The point is what happens to you MATTERS and that does not change for us regardless of the outcome.

Why are we “protecting” people who cause harm?

CONTACT INFORMATION

Coordinator for Hate Crimes and Bias Response and Advocacy, Civil Rights Investigator

EQUITY AND COMPLIANCE

Andrea Williams, MS, CNCM (She / Her / Hers)

LOCATION

Administration Building
Suite 214 ([Map \(https://www.towson.edu/maps/?id=AD\)](https://www.towson.edu/maps/?id=AD))

HOURS

Monday to Friday
8:30 a.m. to 5 p.m.


PHONE

[410-704-0203](tel:410-704-0203)

EMAIL

BiasResponse@towson.edu

8000 York Road
Towson, MD 21252

 410-704-2000

[Contact Us](#)


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