



## Bias Incident Support Services

[Bias Incident Support Services](#) ► **Bias Incident Response Protocol**

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# Bias Incident Response Protocol

### What is a bias incident?

Generally, bias incidents are acts characterized by some expression of bias against a particular group, or towards an individual because of their membership (or perceived membership) in that group. Bias incidents may range from acts considered to be offensive to actions that cause harm.

Although bias incidents sometimes constitute hate crimes or discrimination (as defined under the university's [Non-Discrimination Policy](#)), not all bias incidents rise to the level of a hate crime or discrimination.

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### What is a hate crime?

A hate crime is a criminal act (against person or property) that is motivated, in whole or in part, by the offender's hate or bias towards a particular individual or group because of

membership in that group (as defined by law). Bias incidents are sometimes considered to be hate crimes, but not always.

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## Report a bias incident

To report a bias incident, you may email [BiasSupport@umd.edu](mailto:BiasSupport@umd.edu) or [submit a report online](#).

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## BISS Reporting Protocol

### When a Bias Incident Report is Received:

#### BISS will...

##### Support

- Intake conversation(s) centering impacted person and exploring options
- Outreach to support others impacted

##### Share Information

- Daily website updates showing incident numbers and trends

- Ongoing support & check-ins

- Bi-weekly response team meetings & monthly student advisory group meetings

## BISS may...

### Refer (As Needed)

*\*Note: BISS is not a sanctioning body and does not determine or implement consequences*

### Other Reporting Options

#### UMPD (criminal activity)

[301-405-3555](tel:301-405-3555)

or #3333 (*from most cell phones*)

#### Office of Student Conduct (*student policy violation*)

[studentconduct@umd.edu](mailto:studentconduct@umd.edu)

[go.umd.edu/oscreport](https://go.umd.edu/oscreport)

#### Office of Civil Rights and Sexual Misconduct

[civilrights@umd.edu](mailto:civilrights@umd.edu)

#### CONFIDENTIAL CAMPUS RESOURCES:

**Counseling Center**

[301-314-7651](tel:301-314-7651)

**CARE to Stop Violence**

[301-741-3442](tel:301-741-3442)

[uhc-care@umd.edu](mailto:uhc-care@umd.edu)

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## Resources

[BISS Reporting Protocol \(pdf\)](#) 

[BISS Reporting Protocol \(txt\)](#) 

The purpose of the bias incident response protocol is to create a more inclusive and safe environment for the campus community by ensuring that there is an accessible venue to report bias incidents. This is a continuous improvement process and the protocol will continue to be refined through feedback from our campus community. Please contact Bias Incident Support Services at [BiasSupport@umd.edu](mailto:BiasSupport@umd.edu) or [301-405-0980](tel:301-405-0980) with any questions or suggestions.



**Bias Incident Support Services**

2417 Marie Mount Hall  
College Park, MD 20742



[BiasSupport@umd.edu](mailto:BiasSupport@umd.edu)

Phone: [301.405.0980](tel:301.405.0980)

**A unit of the Office of Diversity & Inclusion**

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