

HATE SYMBOL INCIDENT RESPONSE PLAN

Prompt. Coordinated. Supportive. Accountable.



A coordinated,
compassionate,
and accountable
response to hate
symbols and bias
incidents.



INCIDENT REPORTED



Report through any
channel (online, phone,
in person, or third party).
Every report matters.
Every voice counts.

1



DOCUMENT & ASSESS INCIDENT

- Photograph & record details
- Determine location impact

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CLERY REVIEW, THREAT & SAFETY EVALUATION, AND INVESTIGATION

- Is this targeted? Any accompanying threatening language?
- UPD Review and Analysis
- Investigate: Look for patterns, clustering, timing
- Review environmental factors & cameras
- Engage police for consultation if needed
- **MUST HAVE STG NOTIFICATION**

YES (THREAT)

NO (SYMBOL ONLY)

3a.



POLICE ACTIVATION

- Treat as a potential hate crime

3b.



STANDARD RESPONSE

- Continue documentation
- Move to removal plan

4.



PHYSICAL REMOVAL

- After documentation

4.



PHYSICAL REMOVAL

- After documentation

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CROSS-DEPARTMENT ACTIVATION

- OCCR / Civil Rights Office
- University Police
- Student Affairs / Counseling
- Communications Office
- University Counsel
- Engagement with Centers and Community Organizations
- Time, Place and Manner Review

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COMMUNICATIONS STRATEGY

- Campus-wide message
- Targeted outreach to impacted groups
- Transparency about actions taken

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COMMUNITY SUPPORT



- Counseling services
- Listening sessions
- Support for affected students, staff, and faculty

8

EDUCATIONAL & PREVENTIVE MEASURES



- Anti-bias education & hate symbol training
- Awareness campaigns
- Environmental design improvements

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LONG-TERM MONITORING & ACCOUNTABILITY



- Track trends & incidents
- Annual reporting
- Evaluate policy effectiveness

ONGOING PRINCIPLES



Safety first.
People always.



Data drives
decisions.



Transparency
builds trust.



Community
voice matters.



Accountability
leads to change.



See It. Report It.
Support It. Step It.

**OUR VALUES
IN ACTION**



RESPECT
Every person.



PROTECT
Our community.



PROMOTE
Fairness & dignity.



ENGAGE
In open dialogue.



CREATE
A campus for all.



*We See It.
We Take It Seriously.
We Act—Together.*

