As one united community, it's up to us to make sure that the UC Davis Principles of Community are more than a framed document hanging on a wall. We make them a reality through our actions and by upholding the expectation that every member of our community is treated with respect and dignity, at all times.

Acts of hate or bias in our community are never acceptable. If you believe you have experienced or witnessed an act of hate or bias, please report it, even if you are unsure, so the university can determine an appropriate response.

UNDERSTANDING HATE AND BIAS

HATE OR BIAS INCIDENTS include non-criminal conduct, motivated by hatred or bigotry and directed at any individual, residence, house of worship, institution or business expressly because of the victim's real or perceived race, color, national origin, religion, sex, gender identity, gender expression, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship or service in the uniformed services. Incidents also include conduct directed against an individual or group because of their association or advocacy on behalf of a member or members of a protected class. Examples might include hate speech, display of offensive materials on one's property, the distribution of hate materials in public places and the posting of hate materials that does not result in property damage.

HATE OR BIAS CRIMES are criminal acts or attempted acts directed against a person(s), public agency or private institution based on race, nationality, religion, sexual orientation, disability or gender. A hate crime includes an act that results in injury, however slight; a verbal threat of violence that apparently can be carried out; an act that results in property damage; and property damage or other criminal act(s) directed against a public or private agency.

UC Davis is committed to ensuring that all people may exercise the constitutionally protected rights of free expression, speech, assembly and worship. Some acts of hate or bias may not violate law or policy and may, in fact, be protected expressions of speech. Protecting freedom of expression, including controversial speech, and sometimes even offensive or hurtful words, is vital to our commitment to teaching and learning. Still, UC Davis continues to reject prejudice, discrimination and acts of hate.
HOW TO REPORT AN INCIDENT AND NEXT STEPS

If you see, witness or are a victim of a hate or bias incident, submit an incident report.

• Email: hdapp@ucdavis.edu
• Online: reporthateandbias.ucdavis.edu
• Phone: 530-752-9255
• In person: at a location listed below

To remain anonymous, please use the online option or call 530-752-2255.* Please provide as much detail about the incident as possible so that the university can adequately respond.

We will contact you to confirm we received your report and to ask for more information, if needed. If sent anonymously, we will review the report and take appropriate action.

We encourage early, informal resolutions and will take your suggestions into consideration. If an informal resolution is reached, you will receive information about what steps were taken.* Potential resolutions include, but are not limited to, one or more of the following:

• Targeted education and training programs
• Retention of the incident record
• Conciliation/facilitation to resolve differences
• Mediation
• Restorative justice
• Preliminary inquiry and fact-finding
• No-contact directions to parties
• Referral to third parties or to other procedures

If a formal review is required, a neutral reviewer will conduct a fact-finding investigation. When the investigation is completed, we will follow up with all parties.* Please note that personnel actions and most student discipline matters cannot be shared.

*Reporting anonymously may limit our ability to follow up with you.

IN-PERSON REPORTING LOCATIONS

DUTTON HALL, 3RD FLOOR
Student Support and Judicial Affairs

MEMORIAL UNION, 4TH FLOOR
Center for Student Involvement

NORTH HALL
Women’s Resources and Research Center
Student Health and Counseling Services

STUDENT COMMUNITY CENTER, 1ST FLOOR
Cross Cultural Center
Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual Resource Center
Student Recruitment and Retention Center

TB 169 (NEAR GIEDT HALL)
Harassment and Discrimination Assistance and Prevention Program

FIRE AND POLICE BUILDING
UC Davis Police Department