What is a bias incident?
Bias incidents are verbal or non-verbal conduct or behavior that is threatening, harassing, intimidating, discriminatory, or hostile and is based on a person's age, color, disability status, gender, gender identity, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status or weight, all of which are prohibited under the MSU Anti-Discrimination Policy (ADP). However, because the expression of an idea or point of view may be offensive or inflammatory to some, it is not necessarily a bias-related incident or a discriminatory act, under the ADP.

MSU values freedom of expression and the open exchange of ideas and, in particular, the expression of controversial ideas and differing views that is a vital part of the university discourse. A bias incident that is not an act of discrimination or harassment prohibited under the ADP may only be recorded for internal monitoring purposes in order to target resources and support to specific areas within campus.

To report a Bias Incident, call 517-432-3650, the central telephone number for the MSU campus community. This line is intended to make reporting as easy as possible and to efficiently direct the community member to the appropriate campus resources.

Does this line—517-432-3650—permit anonymous reporting?
Yes, but, the line is intended to capture information and potentially respond to bias incidents reported by the individual affected. Anonymous reporting does not permit the University to respond appropriately

What can I expect when I call to report a bias incident?
The reporting line will direct your call to either the Department of Student Life or the Office for Inclusion, depending on the type of claim. Those offices will take your information, direct you to the appropriate resources and/or potentially schedule a follow-up meeting for further discussion. As stated above, depending on the nature of the claim, the extent of the offices' response may be only to take your information for recording purposes.

What is the difference between a bias incident, a hate crime and an act of discrimination?
A bias incident is defined more broadly than an act of discrimination. Not all bias incidents are considered prohibited discrimination or harassment under the MSU Anti-Discrimination Policy. An act of discrimination generally is defined as an adverse action taken based on a category protected by the Policy. An act of harassment, generally, is defined as unwelcome behavior, based on a category protected by the Policy that is severe, persistent or pervasive.

A "hate crime" is a term used to describe a bias incident that also constitutes a criminal act. Under Michigan criminal law, bias incidents that also constitute criminal acts are made unlawful under Michigan's "Ethnic Intimidation" law.

For more information about Bias Incident Reporting, please contact Kristine Moore, Assistant Director for Institutional Equity, (517) 432-3839, Monday through Friday, 8:00am to 5:00pm.

You will need the latest version of Adobe Reader to view PDFs.