*What is a hate crime?*

A hate crime occurs when one person intentionally subjects another to offensive physical contact, threatens or inflicts physical injury, or threatens or causes damage to the property of another person because of their race, color, religion, sexual orientation, gender identity or national origin.

*What can you do about a hate crime?*

Report it immediately to local, state or federal law enforcement. You can also report it to Oregon Department of Justice: <http://www.doj.state.or.us/help/pages/explain_report_a_crime.aspx>

*What is a hostile environment?*

A hostile environment occurs when an individual is subjected to verbal or physical conduct involving bias, the conduct was unwelcome, and the conduct was sufficiently severe or pervasive. Schools, employers, housing providers, and public accommodations have a legal responsibility to address and take steps to prevent hostile environments.

*What can you do about a hostile environment?*

Immediately report any verbal or physical conduct involving bias to a school leader, supervisor, employer, or other person in charge. You may want to consult an attorney who specializes in civil rights, employment, housing, or education law.

*What is a bias incident?*

A bias incident is conduct, speech or expression that is motivated by bias or prejudice but does not involve a criminal act.

*What can you do about a bias incident?*

If you are a witness to any form of discrimination, you can help. Stand next to the victim. Talk to them while the attack is occurring. Film it and report it. Stay afterward and offer help. Even if a crime has not occurred, there are many ways for individuals, groups, and communities to denounce bias and stand up for inclusion. The Southern Poverty Law Center has an excellent resource guide: <https://www.splcenter.org/20100216/ten-ways-fight-hate-community-response-guide>