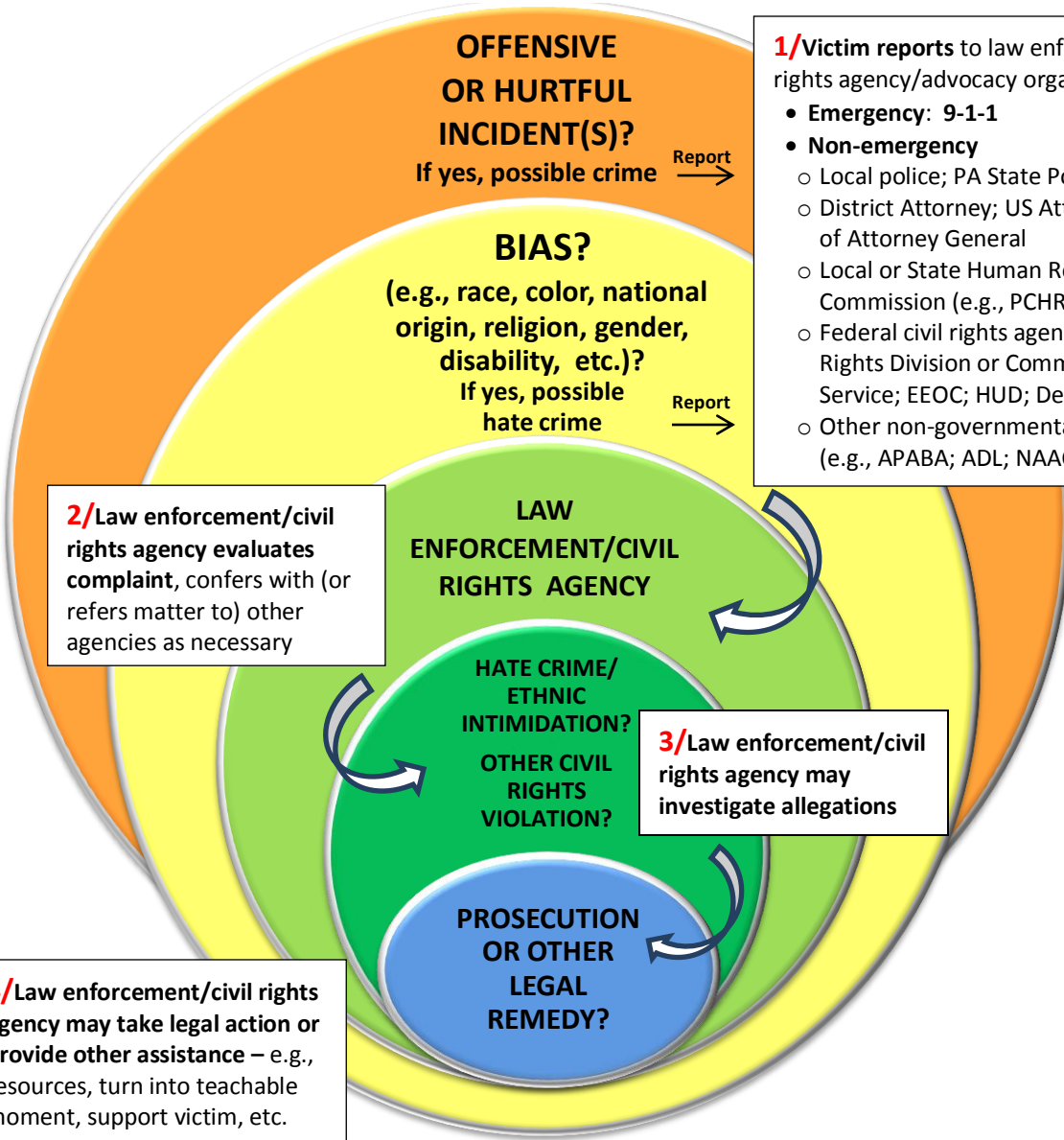# REPORTING BIAS INCIDENTS AND HATE CRIMES AND WHAT TO EXPECT FROM LAW ENFORCEMENT/CIVIL RIGHTS AGENGIES

Bias Incident: Offensive or hurtful act that is not a crime but is motivated by bias or prejudice.

Hate Crime/Ethnic Intimidation: Criminal act motivated by malicious intent toward another person's race, color, religion, national origin, gender, disability, etc. (coverage varies by jurisdiction).

Unlawful Discriminatory Practice: Civil rights statutes make it a civil offense to discriminate in various contexts: e.g., employment; housing; commercial property; public accommodations; education (coverage varies by jurisdiction).

FIRST AMENDMENT: Guarantees freedom of speech and expression but **not** absolute

OFFENSIVE OR HURTFUL INCIDENT(S)? If yes, possible crime — Report →

BIAS? (e.g., race, color, national origin, religion, gender, disability, etc.)? If yes, possible hate crime — Report →

LAW ENFORCEMENT/CIVIL RIGHTS AGENCY

HATE CRIME/ ETHNIC INTIMIDATION?

OTHER CIVIL RIGHTS VIOLATION?

PROSECUTION OR OTHER LEGAL REMEDY?

1/ Victim reports to law enforcement/civil rights agency/advocacy organization:
- **Emergency**: 9-1-1
- **Non-emergency**
  - Local police; PA State Police; or FBI
  - District Attorney; US Attorney; PA Office of Attorney General
  - Local or State Human Relations Commission (e.g., PCHR, PghCHR, PHRC)
  - Federal civil rights agency (e.g., DOJ/Civil Rights Division or Community Relations Service; EEOC; HUD; Dep't of Ed.)
  - Other non-governmental organization (e.g., APABA; ADL; NAACP; etc.)

2/ Law enforcement/civil rights agency evaluates complaint, confers with (or refers matter to) other agencies as necessary

3/ Law enforcement/civil rights agency may investigate allegations

4/ Law enforcement/civil rights agency may take legal action or provide other assistance – e.g., resources, turn into teachable moment, support victim, etc.

Victim may seek civil remedies in some circumstances (seek attorney)

5/ Complaints also help agencies:
- Monitor trends
- Compile/disseminate reports
- Conduct outreach