

POLICIES

BIAS REPORTING

The University of Wisconsin-Madison values a diverse community where all members may participate fully in the Wisconsin Experience. Incidents of bias or hate affecting a person or group create a hostile campus climate and negatively impact the quality of the Wisconsin Experience for community members. UW-Madison takes such incidents seriously and will investigate and respond appropriately to reported or observed incidents of bias or hate.

Definition of bias: Single or multiple acts toward an individual, group, or their property that are so severe, pervasive, and objectively offensive that they create an unreasonably intimidating, hostile, or offensive work, learning, or program environment, and that one could reasonably conclude are based upon actual or perceived age, race, color, creed, religion, gender identity or expression, ethnicity, national origin, disability, veteran status, sexual orientation, political affiliation, marital status, spirituality, cultural, socio-economic status, or any combination of these or other related factors.

Students at The University of Wisconsin-Madison who witness or experience bias or hate in the campus community are encouraged to report, and can do so via the online portal: [Online Reporting](#)

In addition, as a student employee within University Housing, you have additional resources for reporting concerns regarding bias or hate in the workplace. University Housing is committed to creating a welcoming and safe work environment for all employees. University Housing does not tolerate incidents of bias or hate in the workplace, and reported incidents will be investigated and responded to appropriately.

To report an incident of bias or hate in the University Housing workplace:

- Contact University Housing Human Resources Director, Teri Engelke: (608) 262-6112
- Contact University Housing Human Resources Employment Relations Manager, Rae Herbrand: (608) 890-1858
- Online: [Bias Incident Report Form](#)

For more information on bias reporting as a student, visit:

<https://doso.students.wisc.edu/services/bias-reporting-process/>