

**Hate Crime or Bias incident occurs**

Incident is reported to OIIE

If the incident occurred within residence halls, HRL staff may provide immediate interim measures such as emergency housing, notices to the community, removal of vandalism, etc.

If the harmed individual has been identified and/or is the reporter, they will receive an email from OIIE within 72 hours of the report being submitted. Interim measures will be offered.

If the reporter was not the harmed party, they will receive a thank you notice from OIIE within 72 hours of the report being submitted.

OIIE completes and initial review of the report

OIIE determines evidence does not meet the threshold to investigate. OIIE coordinates educational efforts in response to the incident where appropriate.

If the conduct reported is believed to be a hate crime, the case will be referred to TUPD for investigation.

If the conduct reported could be a violation of policy, OIIE will investigate.



**TOWSON  
UNIVERSITY**