

# Definitions

## Hate Crime

Under Massachusetts law, hate crimes are traditional crimes that are motivated by the offender's bias toward the victim because the victim is a member of a protected group.

Under the primary Massachusetts hate crime statute, M.G.L c. 265, § 39, there are three elements of hate crimes:

- Underlying Criminal Offense: The offender committed an assault or a battery upon the victim or damaged the victim's property.
- Offender's Intent: The offender acted with the intent to intimidate the victim.
- Victim's Protected Characteristic: The offender targeted the victim because of the victim's race, religion, national origin, sexual orientation, gender identity, or disability.

<http://www.mass.gov/ago/consumer-resources/your-rights/civil-rights/hate-crimes.html>

## Bias Incident

A bias incident is an offense – including physical harm, harassment (online or in person), or damage to property – against a person or property that is motivated, in whole or in part, by bias against a group or a group's characteristics, including race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, or national or ethnic origin.

Although MIT does not have a formal "bias incident policy," in most cases acts constituting a bias incident will violate other MIT policies.

## MIT Statement of Non Discrimination

The Institute does not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, ancestry, or national or ethnic origin in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs, and other Institute administered programs and activities, but may favor US citizens or residents in admissions and financial aid.

Harassment on the basis of any of these protected categories is also a form of discrimination and is prohibited.

*MIT Community Partners, including the following offices, are here to support you:*

- **International Students Office**
- **Institute Community and Equity Office**
- **LGBTQ@MIT**
- **Mental Health and Counseling**
- **MIT Chaplains**
- **Office of Graduate Education**
- **Office of Minority Education**
- **Office of Multicultural Programs**
- **Ombuds Office**
- **Student Disability Services**
- **Student Support Services**
- **Title IX and Bias Response**
- **Undergraduate Advising and Academic Programming**
- **Violence Prevention & Response**

Visit [T9BR.mit.edu](http://T9BR.mit.edu) for contact information. For a full list of campus resources, visit [resources.mit.edu](http://resources.mit.edu).



## MIT Response to Acts of Bias



**TITLE IX  
& BIAS RESPONSE**

**T9BR** [t9br.mit.edu](http://t9br.mit.edu)

[T9BR@mit.edu](mailto:T9BR@mit.edu) 617-715-4080

## Reporting

### Concerns regarding students or student clubs/organizations

A reporting form is available at [T9BR.mit.edu](https://T9BR.mit.edu).

Students are encouraged to seek assistance from one of the helping resources at the Institute. They can also speak to a trusted resource on campus, including advisors, department heads, or someone in their living group.

### Concerns regarding Faculty or Staff

To report a bias incident committed by a faculty or staff member, individuals should contact Human Resources or consult with their Academic or Administrative Department.

**In the event of an emergency, a concern over one's safety, or a possible hate crime, individuals are encouraged to contact the MIT Police.**

**For emergencies, including safety concerns** for members of the MIT community, call the MIT Police at 617-253-1212 or X100 from a campus phone.

**For health concerns**, call MIT Medical and Urgent Care at 617-253-4861.

## Response

### THE BIAS RESPONSE TEAM (BRT)

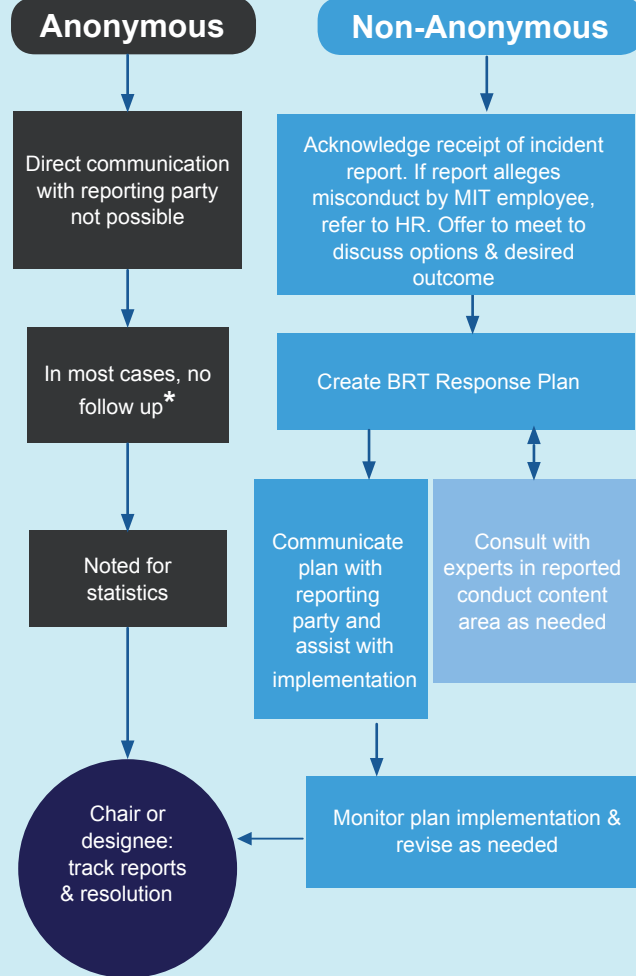
The role of the BRT is to conduct an initial assessment of any reported or identified incidents of bias or discrimination alleged to have been committed by MIT students, and to coordinate a response plan that is tailored to the specific circumstances. The BRT reviews and assesses all reports it receives of bias and discrimination as soon as possible and, together with other campus stakeholders, coordinates an appropriate response, including identifying ongoing support and intervention actions for the affected individual and/or community, and communicating as appropriate with the MIT community about the incident.

### POTENTIAL RESPONSE OPTIONS

- Assistance filing a formal complaint with the Committee on Discipline against a student or student group;
- Information about counseling, healthcare, academic support options and resources;
- Accommodations such as assistance changing living arrangements, class or work schedule, and no-contact requests;
- Educational follow up with an individual or group, awareness campaigns, etc.;

Additionally, students may report incidents for MIT data collection and trend tracking purposes only.

## Incident Reported



**\*An accused person named in an anonymous report will typically not be contacted by the BRT. Anonymous reports indicating a climate issue in a particular community (dorm, class, lab, club, etc.) may be responded to through an educational outreach or other.**

For questions about the reporting process, contact [T9BR@mit.edu](mailto:T9BR@mit.edu)