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## How do I know if I have been a victim of hate or bias activity?

Hate or bias activity is defined as any incident, violent or non-violent, that is perceived by the victim or any other person to be biased due to: race, religion, color, sex, marital or familial status, national origin, age, disability, sexual orientation, gender identity, or source of income.

Besides a legally defined act of intimidation, that you may report to law enforcement, you may have experienced hate or bias in other ways that you may report to the Commission. This may include:

- Offensive language, actions or symbols
- Written or verbal threats
- Bullying
- Abusive phone calls, emails, or messages

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## What is a hate crime?

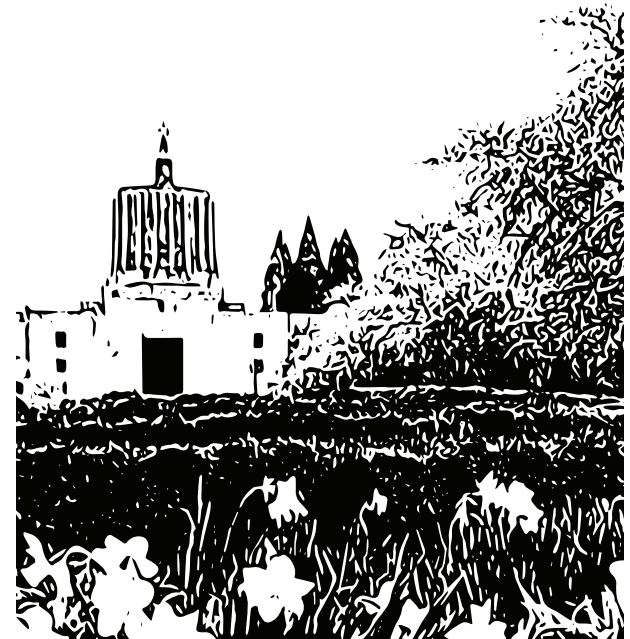
A hate crime occurs when one person intentionally, knowingly, or recklessly subjects another to offensive physical contact, threatens or inflicts physical injury, or threatens or causes damage to the property of another person because of their race, color, religion, sexual orientation, gender identity or national origin. A hate crime may also target a person's family member.

*Si necesita ayuda para comprender esta información, por favor llame 503.540.2371.*



**Human Rights Commission**  
Core Response Team  
555 Liberty Street SE, Room 220  
Salem, Oregon 97301  
Phone: 503.540.2371  
Fax: 503.588.6354  
[humanrights@cityofsalem.net](mailto:humanrights@cityofsalem.net)

*In our effort to make Salem a safe, respectful and all-inclusive community, this brochure is offered to assist with concerns of hate or bias activity.*



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# Hate & Bias Activity



**Human Rights Commission**

# What do I do if I think a hate crime happened?

*If you believe a crime occurred, you are encouraged to immediately call the Salem Police Department. If the crime is in progress and there is a direct threat to life or property, immediately call 911. If the crime occurred in the past, call the non-emergency line at 503.588.6123.*

**Core Response Team is a subcommittee of the City of Salem Human Rights Commission.** Our specially trained staff proactively respond in the wake of discrimination, hate or bias crime and offers support in various ways:

## Identification

We help you identify if what has happened to you is hate/bias activity. For example, if someone verbally abuses you in the street or sends you hate mail or messages because of your religion, is that a hate crime or is physical injury required before it is considered a crime? If not sure, talk to us at 503.540.2371. We can help you identify and advise what to do next.

## Follow through

We will stay in touch with you throughout the investigation from start to finish. Our goal is to contact you within three business days of the initial report. We will give you a direct number to call in case you need to talk about something that might be worrying you or find out how your case is going.

## Find help

With your consent, we may be able to put you in touch with other support organizations that understand your specific needs. For example, the Crime Victims Compensation Program may provide assistance in paying uncovered medical bills relevant to the crime.

## Salem Police Department investigates reports of hate or bias crimes.

No hate activity is too minor to report. We hear all incidents brought to our attention whether or not a crime has been committed. Hate activity in all its forms can affect the whole community, in addition to those involved. Even if you feel you do not need help, please remember by reporting such incidents, you are helping others who are facing or who may have faced similar situations. Your experience helps shape our educational and training programs.

## How can the Core Response Team help?

The Team supports anyone who has suffered due to another's bias or prejudice. The Core Response Team denounces hate or bias activity and offers support to victims. Here's how:

If you are unsure of what has happened and need help sorting out the situation the team is available to assist. In some instances, victims may directly notify team members, staff, or members of the Human Rights Commission.

There are times when bias crime is appropriately reported to the Salem Police Department. The Department connects directly with staff to the Core Response Team.