

# **Model Hate Crime & Hate Incident Policy**

## **What are Hate crimes and Hate incidents?**

A hate incident is any incident where a victim or anyone else thinks it was motivated by hostility or prejudice based on perceived or actual:

- Disability
- Gender identity
- Race or ethnic origin
- Religion or belief (or lack of)
- Sexual orientation

A hate incident becomes a hate crime when a criminal offence has occurred.

A Hate crime typically involves violence (but not exclusively), that is motivated by prejudice on the basis of the above.

Hate crimes can be (but are not limited to):

- A physical attack
- Verbal abuse/insults (name calling/offensive jokes)
- Offensive graffiti
- Spitting, insulting gestures
- Threats, harassment
- Unfounded malicious complaints
- Offensive letters / emails / phone calls / social media posts etc
- Damage to property
- Bullying

## **Impact of hate crime**

Hate crime can impact on an individual in different ways. Responses may be physical, emotional or psychological. Increased stress levels, anxiety, depression, PTSD, injuries and time off work have all been noted.

## Introduction

This policy represents an agreement between:

[.....] 'the Employer' and

[.....] 'the Union'

on [ ] / [ ] / [ ]

This policy applies to all staff, employees, contractors and visitors.

[*Employer's name*] is committed to tackling hate crime and incidents surrounding this.

This policy will be used in conjunction to a set of policies and guidelines around equality and diversity. Other policies include (but are not limited to):

- Grievance
- Disciplinary
- Wellbeing
- Sickness Absence
- Whistleblowing
- Bullying & Harassment
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## Aims

The aims of this policy are to clarify and strengthen [*the employer's*] commitment to tackling all forms of hate crime. To ensure employees are clear on acceptable behaviour, employees are aware of how to report any incidents and that support is always available. [*Employer's name*] has a zero tolerance approach to all forms of hate crime and any abusive or discriminatory behaviour (inside or outside work) may not only be subject to company disciplinary policy but could also result in a criminal conviction if of a severe enough nature.

## Training & Guidance

[*Employer's name*] will ensure that all employees are aware of this policy and the role they play both in their own behaviour and the reporting of any hate crime incident they are aware of. Compulsory training will be made available to all employees via [*what source of training used*]

## Reporting

Everyone has the right to live and work without the fear of hostility or prejudice. If you are a victim of, or a witness to an instance of hate crime it is important that it is reported to your line manager. This will then be investigated and dealt with in confidence following, if necessary the company's disciplinary policy. If the complaint is of a severe enough nature it may be necessary to report it to the police as well.

## How to report a hate crime

- If work-related, report it to your line manager

- The police

In an emergency dial 999

For non-emergencies dial 101

- True Vision

A police website based reporting system [www.report-it.org.uk](http://www.report-it.org.uk) , there is also an app you can download

- Stop Hate UK

An independent organisation that will only pass details to the police with your consent  
0800 138 1625

[talk@stophateuk.org](mailto:talk@stophateuk.org)

- TellMAMA

Independent organisation that supports victims of islamophobia

## Support

*[Employer's name]* is committed to an inclusive workforce where everyone is free from prejudice and fear. Anyone who is a victim or a witness of hate crime will be provided with support via [...] if required.

This policy will be reviewed every 12 months in consultation with the trade union.