

HOW TO RESPOND TO HATE

Slide to See
The Simple
Steps



City of Boston
Human Rights
Commission

1

Key Terms

Hate & Discrimination Explained

What Is a Hate Crime?

Certain criminal conduct is a hate crime when the perpetrator is motivated by bias or prejudice against another person's race, color, religion, national origin, sexual orientation, gender identity, or disability.

What Is a Hate Incident?

A hate incident occurs when someone threatens, attacks, intimidates, harasses, or otherwise harms another person because of that person's identity, including their race, national origin, religion, disability, sexual orientation, gender, or gender identity. A hate incident may or may not be a hate crime.

Acts of Discrimination

Acts of discrimination are violations of human rights codes – these are acts of unfair treatment in services, goods, facilities, accommodation, contracts, employment, vocational associations (e.g. transit, the workplace, public accommodations, restaurants, hotels, theatres, stores, housing, schools or universities etc.), because of race, national or ethnic origin, religion, sex, sexual orientation, age or mental or physical disability.

This form of Discrimination is not criminal but a violation of the federal or provincial human rights laws.



2

What Laws Protect You

The Massachusetts Civil Rights Act

Protects all Massachusetts residents and visitors to Massachusetts against hate-based threats or attacks that interfere with their legally protected rights. This can include, for example:

- Harassment by neighbors or landlords
- Interference with protected activities, such as accessing reproductive health facilities or casting a vote
- Threats or violence in public spaces

Hate Crimes Law

It is a crime to commit assault, battery, or damage someone's property with the intent to intimidate that person because of their identity. A perpetrator can also be prosecuted if they interfere by force or threat of force with a protected right. Hateful conduct can still be a hate crime even if the perpetrator was mistaken in believing the victim was a member of a particular group or if bias was not the only motivating factor for the conduct.

Anti-Discrimination Laws

The Attorney General's Office enforces Massachusetts law which prohibits discrimination in housing, the workplace, schools, and public spaces. A person's rights may have been violated if:

- A landlord fails to protect a tenant from hate-based harassment by a neighbor

- An employer fails to take action to address a hostile work environment caused by hate or bias in the workplace
- A school fails to take action when students are bullied or harassed based on a protected characteristic
- A business fails to protect its customers from hateful conduct by its employees



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Next →

3

What to do if you experience or witness acts of hate or bias

Hate Crime

- Get medical help and if you feel comfortable, report the incident to the police.
- Retain evidence (Photos, videos) and contact information of witnesses
- Report to community organizations
- Support the victim(s)

Hate Incidents

- If you think your safety is at risk, get help and consider calling the police.
- Report cyber incidents to the platforms on which they occur.
- Report to community organizations.
- Support the victim(s)

Acts of Discrimination

- Report to government anti-discrimination agencies.
- Report to City of Boston Human Rights Commission.
- Report to community organizations.
- Support the victim(s)





THANK YOU FOR
READING

WE HOPE THESE
TIPS ARE USEFUL

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Boston Human Rights Commission

Email: HumanRights@boston.gov

Phone: 617-635-2328



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