

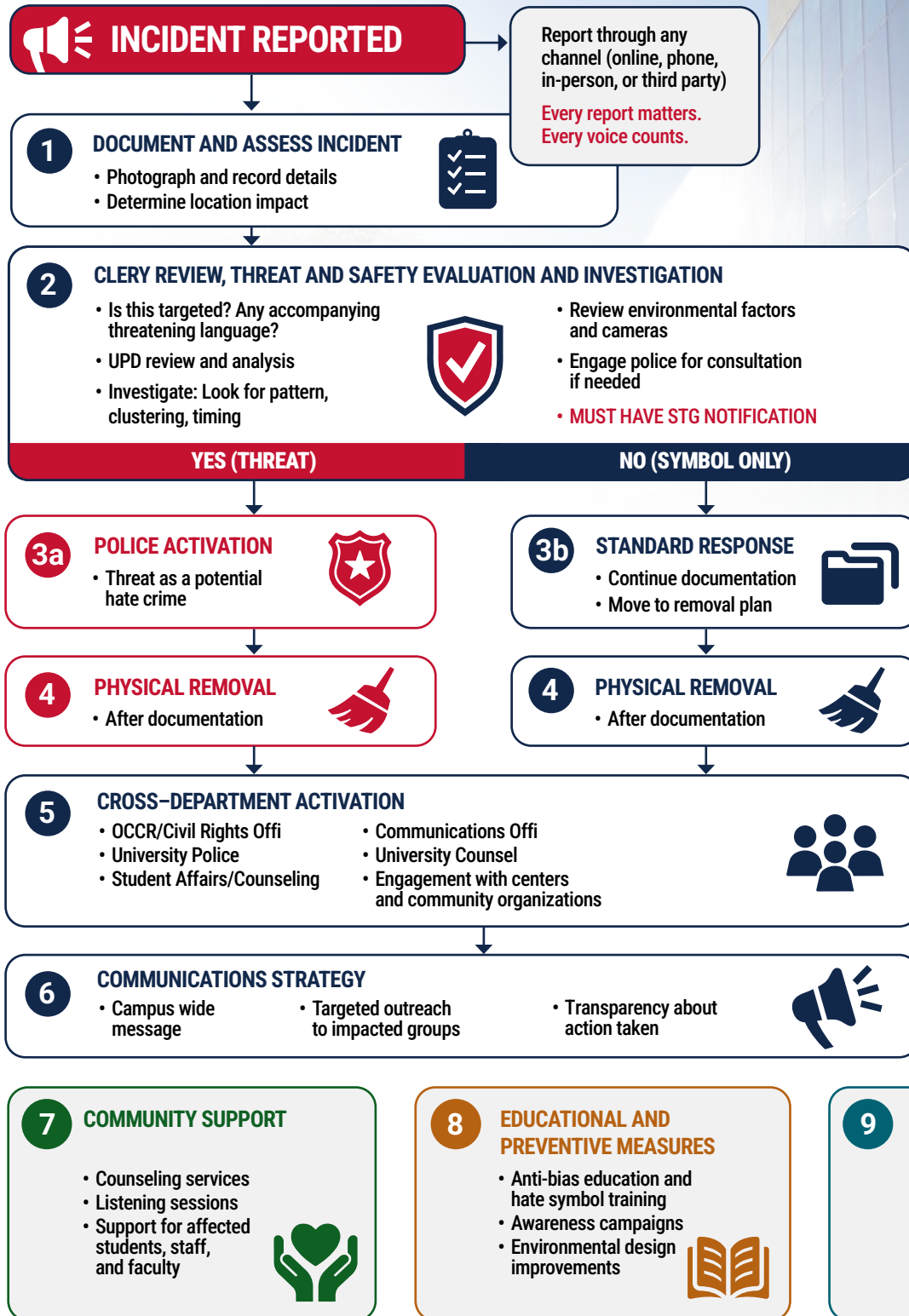
HATE SYMBOL INCIDENT RESPONSE PLAN

Prompt. Coordinated. Supportive. Accountable.

FRESNOSTATE

Office of Compliance
and Civil Rights

*We See It.
We Take It Seriously.
We Act – Together.*



ONGOING PRINCIPLES

Safety first
People always.



Data drives
decisions.



Transparency
builds trust.



Community
voice matters.



Accountability
leads to change.



See it. Report it.
Support it. Stop it.



OUR VALUES
IN ACTION



RESPECT
every person.



PROTECT
our community.



PROMOTE
fairness & dignity.



ENGAGE
in open dialogue.



CREATE
a campus for all.