**LWTech Bias Response Team Urgency Matrix**

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| Type of Incident  *Bias Incident Criminal Activity* | More likely to meet the definition of a hate crime against an individual. Examples include:   * *One on one threat of bodily harm based on protected class* * *Physical aggression against a targeted individual*   *Q3* | More likely to meet the definition of a hate crime against a group.Examples include:   * *Threat of mass shooting based on protected class* * *Zoombombing\*\* that includes a direct threat against a protected class* * *May be an egregious act against a targeted group*   *Q4* |
| More likely to meet the definition of a bias incident. Examples include:   * *One on one racial slur* * *Private message during class in a chat feature with bias language* * *Student turns in a homework assignment that included hate speech*   *Q1* | More likely to meet the definition of a bias incident. Examples include:   * *Email to the campus or zoombombing\*\* to a class with offensive comments, but no threats, about a group of people* * *Posts on social media with offensive comments or imagery about a group of people* * *Graffiti, without threat, in a bathroom or outside of a building*   Q2 |
|  | Audience/Recipient  *Individual Group* | |

*\*\* Zoombombing is a practice used in virtual meetings/classes/events where someone co-opts screen sharing, chat options, or otherwise interrupts the virtual meeting/class/event with audio or visual disruptions that are inappropriate, off topic, and may contain bias and/or hate speech*