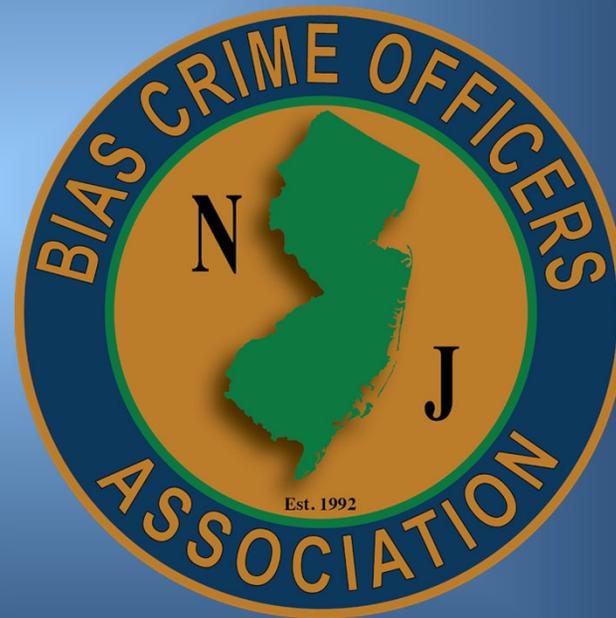
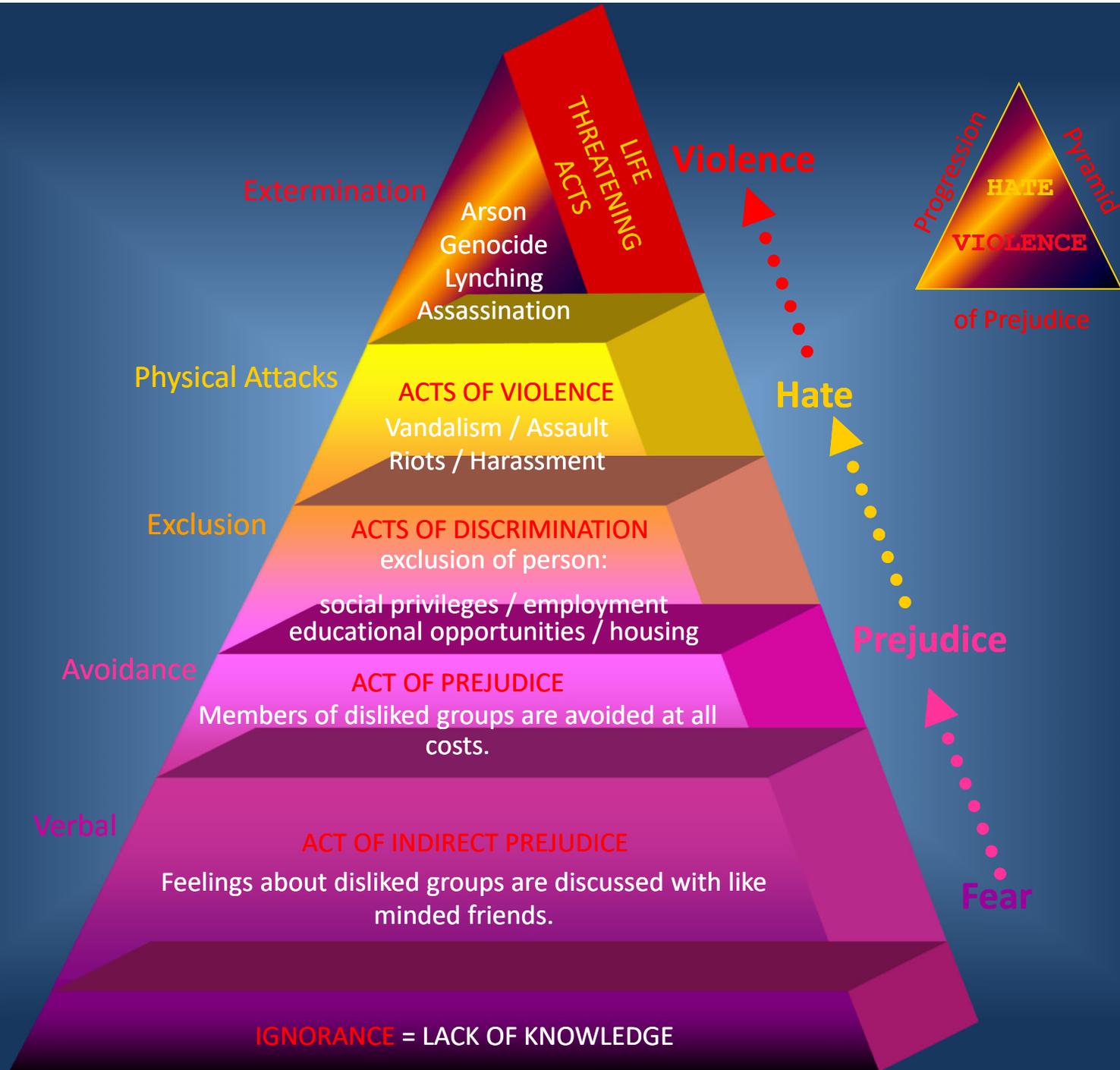


# Recognizing & Reporting Bias



Chief Rick Abrams, Highland Park Police Department





## Highland Park Police Department



### Hate Crimes Terrorize Entire Communities

The primary effect of any hate or bias incident/crime is to instill a **sense of fear**, not only in the victim but in the victim's larger community.

# Recognizing Bias Incidents and Bias Crimes



## Highland Park Police Department



# What's the difference between a “**Bias Incident**” and a “Bias Crime”?

**BIAS INCIDENT**: Any *non-criminal* act that is **motivated** by bigotry and bias regarding a person's **real** or **perceived** race, color, religion, gender, disability, sexual orientation, gender identity or expression, national origin, or ethnicity.

Examples of these incidents include name calling, offensive language, or inappropriate gestures/behavior.



## Highland Park Police Department



# What's the difference between a "Bias Incident" and a "**Bias Crime**"?

**BIAS CRIME - NJSA 2C:16-1**: Any *criminal* act that is **committed, attempted, conspired to commit, or is threatened to be committed immediately** and is **motivated** by a bias regarding a person's **real or perceived** race, color, religion, gender, disability, sexual orientation, gender identity or expression, national origin, or ethnicity.

Examples of these incidents include harassment, terroristic threats, assault, and weapons offenses.

# Reporting Bias Incidents and Bias Crimes



## Highland Park Police Department



### Importance of Reporting

Bias Crimes are important to document because:

- They typically possess uniquely violent and assaultive characteristics
- There is increased trauma to the victim(s)
- They pose an imminent threat to community stability
- They carry great potential for community unrest



## Highland Park Police Department



### Importance of Reporting

Numerous studies show:

- Bias and hate crimes are more violent than any other criminal act
- Most victims experience a series of incidents which escalate in severity
- Early Intervention will prevent future and more severe incidents



Highland Park Police Department



To Report a Bias Incident or a Bias Crime

In an **Emergency:**

**Call 911**

Contact Highland Park Police Headquarters  
732-572-3800 ext 0

You can report bias offenses anonymously



## Highland Park Police Department



To Report a Bias Incident or a Bias Crime

Contact the Middlesex County Prosecutor's  
Office Bias Investigations Unit:

732-745-3300

You can report bias offenses anonymously



## Highland Park Police Department



### To Report a Bias Incident or a Bias Crime

You may report bias incidents directly to the NJ  
Attorney General's Office

- Online at: [nj.gov/oag/bias](http://nj.gov/oag/bias)  
[bias.njcivilrights.gov](http://bias.njcivilrights.gov)
- Via email at: [NJBIAS@NJDCJ.org](mailto:NJBIAS@NJDCJ.org)
- Call the Bias Hotline: 800-277-BIAS (2427)

You can report bias offenses anonymously



# Highland Park Police Department



## Reporting Myths

- You are “inconveniencing” or “bothering” the Police Officers or the Police Department
  - We are here to serve the public and to make you feel safe and secure in your homes and communities. Investigating a bias incident/crime is not an inconvenience
- Bias Incidents are “no big deal”
  - These incident can quickly escalate, and perpetrators are emboldened when not identified and confronted by police
- You are “just being overly sensitive” or “Sticks and stones...”
  - Those committing bias crimes are attempting to bully and intimidate you, possibly escalating over time to violence



# Highland Park Police Department



## Reporting Myths

- The actor will retaliate if I report this
  - Police being able to identify and confronting the perpetrator reduces the potential for retaliation
- Reporting will sensationalize the event, spread fear, and encourage more bias acts
  - Reporting lets the community know that police are aware and vigilant which builds confidence and a feeling of security in an affected community
  - Reporting lets potential perpetrators know that police are aware, involved, and actively pursuing all allegations of bias and that the community won't tolerate these acts



# Highland Park Police Department



## Resources

For more information on bias and bias incidents please visit the following websites:

- Borough of Highland Park:  
<https://www.hpboro.com/departments/public-safety/police/information-resources>
- Middlesex County Prosecutor's Office:  
<http://www.middlesexcountynj.gov/Government/Departments/PSH/Prosecutor/Pages/MCPO/Bias.aspx>
- NJ Office of the Attorney General:  
<https://www.nj.gov/oag/bias/>



**RICK ABRAMS**

**CHIEF of POLICE**

**732.572.3800 x 4252 – (Office)**

**[Rabrams@hpboro.com](mailto:Rabrams@hpboro.com)**



**DAVID L. D'AMICO**  
INVESTIGATOR

**CHIEF**

**732.952.3359 – (Office)**

**David.damico@co.Middlesex.nj.us**