

What can I do to stop discrimination and acts of bias?

The bigotry, fear, distrust and hatred associated with bias and discrimination are learned at an early age.

What you can do to help:

- Speak out and teach your children and all young people to value the differences of people.
- Work with your schools, community groups and law enforcement officials to make your neighborhood a safe place for all people.
- Participate in community-sponsored diversity activities and urge others to do the same.
- Work with the Edina Human Rights and Relations Commission's Bias/Hate Crime Response Plan to provide support for victims.
- Report all suspected cases. Discrimination and bias/hate crimes are offenses against the entire community.

Contact Information

If you have questions, concerns, or think that you may have been a victim of discrimination or a bias/hate crime, please call one of the numbers listed.

Edina Police

952-826-1610

non-emergency

Edina Human Rights and Relations Commission

City Staff Liaison

Susan Heiberg
952-826-0403

Edina Public Schools Diversity Council

Maria Giampetro
Director, Administrative Services
952-848-4946

Minnesota Department of Human Rights

1-800-657-3704
651-296-5663
TTY: 651-296-1283

www.humanrights.state.mn.us

DISCRIMINATION AND BIAS/HATE CRIMES

A Citizen's Guide

from the
Edina Human Rights
and Relations Commission

Promoting Respect and Acceptance of All Individuals



Prepared and distributed by the Edina Human Rights and Relations Commission
November, 2004

A Message from the Edina Human Rights and Relations Commission

We, the representatives of the Edina Human Rights and Relations Commission, are dedicated to ensuring the freedom, dignity and security of every individual in our community regardless of religious affiliation, race, ethnic heritage, gender, age, sexual orientation, physical or mental ability, or economic status.

We are committed to:

- *educating and collaborating through community action to prevent discrimination and bias/hate crimes;*
- *responding to bias/hate crimes with support for the victim; and*
- *establishing and communicating community standards that respect diversity.*

The **Edina Human Rights and Relations Commission** meets on the fourth Tuesday of the month at Edina City Hall at 7:00 PM. The public is welcome.

What is discrimination in Minnesota?

The law states that you cannot be treated differently in certain areas of life because of particular personal characteristics. Listed below are the areas of life in which you are protected and the personal characteristics that cannot be used as a reason to treat you differently.

PROTECTED PERSONAL CHARACTERISTICS	CREDIT	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATION	PUBLIC SERVICE	EDUCATION	BUSINESS
RACE	●	●	●	●	●	●	●
COLOR	●	●	●	●	●	●	●
CREED	●	●	●	●	●	●	
RELIGION	●	●	●	●	●	●	
NATIONAL ORIGIN	●	●	●	●	●	●	●
GENDER	●	●	●	●	●	●	●
MARITAL STATUS	●	●	●			●	●
DISABILITY	●	●	●	●	●	●	●
PUBLIC ASSISTANCE	●	●	●			●	
AGE		●				●	
FAMILIAL STATUS			●				
SEXUAL ORIENTATION	●	●	●	●	●	●	●

What is a bias/hate crime?

In Minnesota, certain crimes are called bias/hate-motivated crimes when they are committed against a person or group because of the race, color, creed, religion, age, sexual orientation, national origin, disability, sex, marital status and status with regard to public assistance or familial status of the victim. Bias/hate crimes are based on fear, misunderstanding or dislike of a certain group of people. Examples include:

- cross burning on a lawn,
- vandalism of a place of worship or place of burial,
- an attack on an individual because of his or her accent, and
- assaulting a person believed to be homosexual.

What should I do if I believe I am a victim of a bias/hate crime?

Report any suspected bias or hate crime to the Edina Police Department. Try to remember exactly what words and actions were used in the incident and report those to the officer in charge. Minnesota law (Minnesota Statute Section 2231, Subd. 4) allows for the perception of either the victim or the police officer regarding the bias motivation of the crime to cause it to be categorized as a hate crime.