



# COMPREHENSIVE GUIDE FOR COLLEGES AND UNIVERSITIES

# RESPONDING TO HINDUPHOBIA AND PROTECTING HINDU STUDENTS



## Executive Summary

A comprehensive guide for University and College administrators on responding to Hinduphobia on campus



Presented to





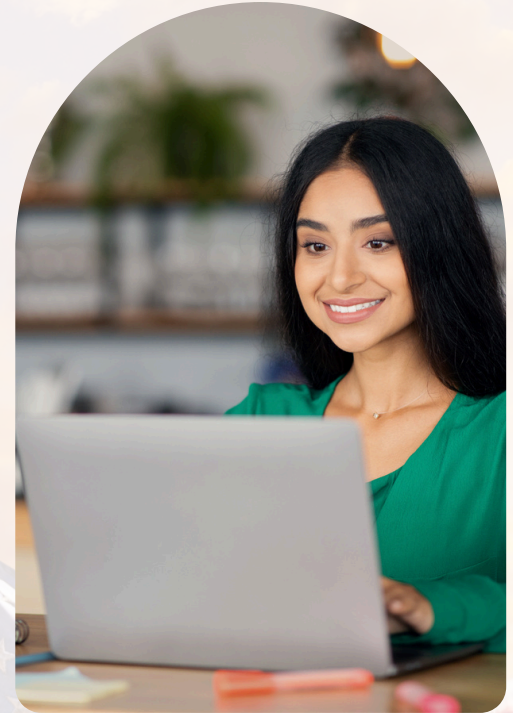


# 1 Clearly Communicate Campus Rules, Standards, and Policies

The first foundational step for universities to counter Hinduphobia is clearly articulating, applying, and consistently enforcing campus standards and community expectations. These must encompass student conduct, faculty responsibilities, and the scope of free expression within a respectful and inclusive campus environment.

## Recommended Actions:

- Publicly reaffirm the university's code of conduct and its application to all forms of bias, including Hinduphobia.
- Explicitly recognize Hinduphobia as a violation of the university's anti-harassment and anti-discrimination policy.
- Define Hinduphobia in campus-wide communications, citing examples such as harassment, defamation of sacred symbols, and disruption of Hindu spaces.
- Highlight consequences for violating campus policies, including suspending student privileges or disciplinary hearings.
- Ensure all student handbooks and event planning guides incorporate updated definitions and standards for protecting Hindu students.
- Provide annual training for residential assistants, student government leaders, and club advisors on enforcing these standards without bias.
- Send a welcome email or start-of-semester message from the Dean affirming the campus's intolerance for religious and ethnic hate, including anti-Hindu bigotry.



## Outcome Goal

Every student, staff member, and faculty member should be aware that Hinduphobia is not tolerated, and clear policies are established to prevent, report, and respond to such behavior. Policy clarity builds campus trust and enables students to act confidently against bias.





## 2 Identify and Address Hinduphobic Incidents Swiftly and Transparently

When Hinduphobic incidents happen on campus, the university's response must be immediate, transparent, and aligned with its core values of equity and student safety. Delays, ambiguity, or silence can signal institutional tolerance of bigotry and erode student trust.



### Outcome Goal

Hindu students must feel that the institution will protect them, investigate incidents impartially, and hold offenders accountable. Timely and transparent action ensures institutional credibility and student safety.

### Recommended Actions:

- Create a bias response team trained to recognize Hinduphobia, religious harassment, and ethnic intimidation.
- Publicize various channels, such as email, online forms, and student advisors, that allow students to report Hinduphobic incidents safely and confidentially.
- Commit to acknowledging all reports within 48 hours and providing a status update on the case within 10 business days.
- Define what constitutes a Hinduphobic incident: threats, demeaning language regarding Hindu beliefs, disruption of Hindu events, slurs, or denial of religious accommodations.
- Promptly remove defaced posters, vandalized temple materials, or public displays of hate. Document the incident and notify the community.
- Provide interim safety guidance if an incident involves physical threats or targeted online harassment.
- Involve Hindu student leaders and advisors in response planning to ensure culturally sensitive support.
- Publicly reiterate campus policies and principles following a verified Hinduphobic act, showcasing moral leadership.



# 3 Ensure Equal Access to Religious and Cultural Expression for Hindu Students

A truly inclusive campus allows all students to express their identity with dignity, regardless of their faith or heritage. Hindu students must be able to celebrate festivals, practice rituals, wear sacred symbols, and access facilities without interference or stigmatization.

## Recommended Actions:

- Provide Hindu student organizations equal access to event spaces, funding, and publicity for their cultural and religious activities.
- Acknowledge significant Hindu festivals (e.g., Diwali, Navaratri, Holi, Janmashtami, Shivratri) in campus communications and calendars.
- Ensure a private area is available for daily worship, meditation, or yoga, accessible to Hindu students and others as required.
- Include tilak, rudraksha, saffron, Aum, swastika, and other Hindu symbols in awareness guides as protected expressions of religious identity.
- Provide flexible class attendance or assignment deadlines during significant Hindu observances, similar to accommodations offered to other faiths.
- Avoid penalizing Hindu students for choosing vegetarian, sattvic, or fasting-based diets. Collaborate with dining services to ensure options are available.
- Designate or support a Hindu chaplain or spiritual advisor as part of the campus interfaith services.



## Outcome Goal

Hindu students should have a learning environment where their religious and cultural practices are respected, supported, and visible, not diminished or isolated. Equitable access affirms Hindu identity as essential to campus diversity.



# 4 Train Faculty and Staff to Recognize and Prevent Hinduphobia

Faculty and staff often serve as first responders to student issues and shape the classroom and campus environment. They must be equipped with knowledge to identify Hinduphobia, prevent bias-based academic distortion, and model inclusive behavior.

## Recommended Actions:

- Develop and implement annual training sessions on religious literacy, including Hindu dharma, for all faculty and staff interacting with students.
- Include case studies that demonstrate Hinduphobia in action: e.g., calling the swastika a hate symbol, labeling Hindu students 'fascist' for wearing a tilak, or stereotyping Sanskrit texts.
- Use correct context, do not misrepresent or oversimplify concepts such as caste, Hindutva, etc.
- Clarify that opposition to terrorism and respect for India's democracy do not equate to nationalism or supremacism.
- Equip staff to intervene in cases of Hindu student marginalization during classroom discussions, dorm incidents, or peer group projects.
- Include Hindu voices and subject matter experts in diversity workshops and anti-bias programs.
- Offer guidelines to prevent classroom bias, e.g., quoting colonial or anti-Hindu sources as authoritative without critique.

## Outcome Goal

Faculty and staff who are educated about Hindu dharma and Hinduphobia can serve as allies and role models. This ensures that students' academic success and well-being are not undermined by ignorance or unchecked bias.





# 5 Promote Narrative Fairness in the Indian Subcontinent and Religious Studies Curriculum

The term 'South Asia'—widely used in academic circles—erases the distinct and civilizational identity of Hindu dharma, India, and its spiritual legacy. Universities should shift toward using the term 'Indian Subcontinent' to more accurately reflect regional diversity and historic Hindu contributions and avoid politically loaded generalizations that dilute Hindu voices.

Curriculum design and academic discourse in departments related to the Indian Subcontinent and comparative religion must be critically examined to ensure they accurately, fairly, and respectfully represent Hindu dharma. Current frameworks often reflect colonial, Marxist, or anti-Hindu bias.

## Recommended Actions:

- Perform a curriculum audit to identify biased, outdated, or ideologically loaded materials in courses about the Indian Subcontinent and world religions.
- Invite Hindu scholars with expertise in Dharmic traditions to give guest lectures, create curriculum guides, or collaborate in teaching relevant modules.
- Replace the term 'South Asia' with 'Indian Subcontinent' in official course listings and programs whenever it is historically appropriate.
- Encourage the exploration of primary Hindu texts and interpretations from within the tradition, rather than only through Western or critical-theory perspectives.
- Ensure course materials on caste do not demonize Hindu dharma or overlook its reformist traditions and philosophical pluralism.
- Hold professors accountable for politicizing classrooms, vilifying Hindu symbols (e.g., Aum, saffron), or suppressing Hindu student expression.
- Encourage interdisciplinary seminars that examine Hindu contributions to science, ethics, literature, law, and governance.



## Outcome Goal

The curriculum should equip students to understand Hindu dharma as a living, diverse, and internally coherent tradition. Promoting narrative fairness helps to repair academic distortion and cultivates genuine intercultural respect.





# 6 Facilitate Equitable Interfaith and Student Leadership Representation for Hindus

Hindu students are often excluded from interfaith dialogues, misrepresented in student leadership narratives, or tokenized in campus initiatives. True inclusion means ensuring that Hindu voices are present and empowered in shaping policy, events, and identity discourse at the highest levels of campus life.

## Recommended Actions:

- Ensure representation of Hindu students in student government, interfaith councils, and other campus initiatives.
- Appoint or designate a Hindu spiritual advisor or chaplain to represent Hindu students in institutional decision-making bodies.
- Require the incorporation of Hindu festivals, perspectives, and traditions in multicultural week programs, identity forums, and religious heritage observances.
- Avoid “progressive gatekeeping,” where only anti-Hindu or non-representative speakers are given a platform to speak on Hindu dharma or India.
- Collaborate with genuine, student-led Hindu organizations (e.g., Hindu Students Council or Hindu Yuva) instead of politically affiliated or externally controlled groups.
- Conduct training sessions for student leaders to recognize Hinduphobia and incorporate Hindu perspectives into campus policy design.

## Outcome Goal

Hindu students should not feel sidelined or silenced in meaningful campus conversations. When Hindu identity is fully included in interfaith and leadership spheres, it affirms a global tradition’s civilizational dignity and cultural pride.





# 7 Build Ongoing Relationships with Hindu Civil Society and Advocacy Organizations

Universities benefit from ongoing relationships with trusted civil society and advocacy organizations. These partnerships offer access to culturally grounded expertise, responsive support during crises, and continuous education about the evolving nature of Hinduphobia and Hindu identity.

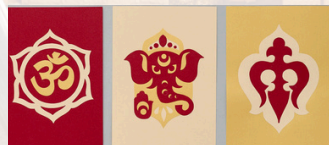
## Recommended Actions:

- Establish formal points of contact with organizations such as HinduPACT, Hindu Students Council (HSC), and Hindu Yuva.
- Invite Hindu advocacy leaders to campus forums, faculty retreats, and student orientation events.
- Use their resources, reports, and infographics for training sessions on Hinduphobia and Hindu civilizational identity.
- Collaborate with these organizations to assess crisis response protocols, cultural programming calendars, and religious accommodation policies.
- Acknowledge their contribution to fostering an informed, respectful, and pluralistic campus culture.



## Outcome Goal

By continuously engaging with Hindu civil society, campuses can avoid reactive posturing and develop a proactive, sustainable, and culturally competent strategy for religious inclusion and bias prevention.





# 8 Monitor and Respond to Online Hinduphobia Targeting Students

Hinduphobic hate speech, cyberbullying, and coordinated digital harassment campaigns increasingly target Hindu students online. Universities must treat online threats and defamation with the same seriousness as on-campus incidents, particularly when they affect safety or well-being.

## Recommended Actions:

- Establish clear university policies addressing online harassment, including off-campus posts targeting Hindu students, organizations, or beliefs.
- Develop an incident response protocol that incorporates IT services, campus security, legal counsel, and student affairs to promptly address reported online abuse.
- Monitor trending hashtags, keywords, and posts during times of India-related conflict or global Hindu news to detect narrative violence early.
- Ensure students know how to report online Hinduphobia, including threats, defamation, and doxxing, through official bias reporting systems.
- Take disciplinary action against students or faculty who share hate content or threats targeting Hindu identity or sacred symbols.
- Offer support services, including mental health resources, to students targeted in coordinated online attacks.

## Outcome Goal

The university's response to online Hinduphobia must be swift, visible, and protective. Hindu students need assurance that their safety, both digital and physical, is a non-negotiable priority.





# 9 Collect Data and Track Campus Climate on Hinduphobia Systematically

A university cannot effectively address what it does not measure. Comprehensive data collection on Hinduphobia, religious bias, student experiences, and institutional responses is essential for both accountability and strategic planning.

## Recommended Actions:

- Administer annual campus climate surveys that include specific questions about religious identity, Hinduphobia, and cultural belonging.
- Allow students to self-identify as Hindu or of Indian origin in demographic data collection, ensuring confidentiality.
- Track reported incidents of religious harassment and disaggregate data to identify patterns involving Hindu students or groups.
- Publish an annual campus climate report featuring insights, case studies, resolution outcomes, and planned improvements.
- Ensure Hindu representation in the design, analysis, and dissemination of climate studies and related focus groups.
- Utilize findings to enhance staff training, policy priorities, and student support infrastructure.



## Outcome Goal

By tracking climate and response data, universities can shift from reactive damage control to strategic, systemic reform. Data-driven accountability reinforces institutional commitment to religious equity and safety.







# 10 Commit to Long-Term Institutional Change through Policy and Partnerships

Addressing Hinduphobia must extend beyond one-time events or temporary task forces. It demands sustainable institutional commitments grounded in policy, cultural understanding, and strategic alliances that promote lasting equity for Hindu students.



## Outcome Goal

Universities should foster a lasting culture of inclusion and vigilance in which Hindu identity is protected, valued, and woven into the institutional fabric, not merely tolerated during times of crisis.

## Recommended Actions:

- Establish a standing committee or advisory council focused on religious equity, ensuring representation from Hindu students and faculty.
- Embed protections for Hindu identity in key anti-discrimination policies, handbooks, student codes, and mission statements.
- Allocate annual budget provisions for Hindu religious and cultural programming, chaplaincy, and crisis response resources.
- Incorporate Hindu perspectives in strategic planning processes concerning diversity, campus life, and global affairs programming.
- Establish enduring partnerships with Hindu civil rights, religious, and cultural organizations for training, event support, and policy reviews.
- Assess the effectiveness of Hinduphobia response strategies each academic year and release a status report on actions taken.







# 11

## Ensure Campus Safety for Hindu Students and Spaces

In times of increasing religious polarization and geopolitical conflict, Hindu students and sacred spaces have increasingly become vulnerable targets for harassment, vandalism, and even violence. Ensuring campus safety requires visible, structural measures, not just symbolic gestures, to protect Hindu identity and religious freedom.

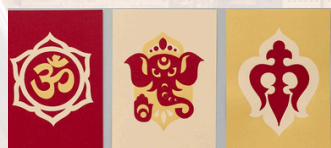
### Recommended Actions:

- Conduct a comprehensive threat assessment of Hindu-affiliated spaces such as temples, posters, club offices, and prayer venues.
- Install surveillance cameras or enhance patrols around Hindu event venues during major observances or after significant incidents abroad.
- Train campus police and security to identify Hindu religious symbols and respond sensitively to incidents of hate or threats.
- Provide private escort services for students traveling from temple programs or late-night religious events.
- Create evacuation, emergency response, and lockdown protocols that address communal targeting or hate-motivated attacks.
- Ensure that emergency alert systems and reporting apps enable students to identify Hinduphobia-related threats.
- Publicly affirm that the campus is a safe zone for all students, including Hindus, and enforce zero-tolerance policies against religious bullying or intimidation.



### Outcome Goal

Safety is a precondition for freedom. By proactively protecting Hindu students and sacred spaces, universities demonstrate that inclusion is not just rhetorical, but operational—supported by preparedness, vigilance, and accountability.





# 12

## Codify Policies and Procedures to Recognize and Respond to Hinduphobia

Universities must institutionalize protections for Hindu students by embedding Hinduphobia awareness and redress mechanisms into official policy language, faculty protocols, and emergency response systems. Clear procedures ensure consistency, accountability, and trust in the institution's commitment to religious equity.



### Outcome Goal

With codified protections, procedural integrity, and transparent disciplinary standards, universities can transition from symbolic support to structural equity. These policies safeguard not only Hindu students but also the integrity of higher education itself.

### Recommended Actions:

- Revise campus-wide anti-discrimination and harassment policies to explicitly include Hinduphobia and provide examples of its manifestation.
- Clearly define Hinduphobia in all campus materials, citing examples such as the defamation of sacred symbols, public disruptions of Hindu ceremonies, and digital hate campaigns.
- Standardize investigative and disciplinary procedures for Hinduphobic conduct across students, staff, and faculty bodies.
- Require all departments to conduct an annual review and update their compliance with anti-Hinduphobia frameworks.
- Create formal pathways for students to request religious accommodations and report violations without fear of retaliation.





## Reaffirm Faculty Responsibilities and Protect the Classrooms

- Make it a faculty responsibility to foster respectful classroom environments that avoid targeting students for their faith, heritage, or national origin.
- Hold instructors accountable if Hindu students are shamed for their identity, silenced in discussions, or unfairly graded based on their beliefs.
- Offer support for faculty who are targeted for defending Hindu students or addressing bias.

## Have an Academic Disruption Action Plan

- Develop protocols to address and de-escalate academic disruptions targeting Hindu speakers, student events, or course content.
- Safeguard academic freedom for Hindu scholars and students facing persecution for defending India or Sanatana Dharma.
- Specify restrictions on protests that disrupt academic activities or religious freedoms.







## Template for Campus Leader Statement on Hinduphobia

In response to recent global developments, including acts of massacre against Hindu tourists in Pahalgam, India, on April 22, 2025, and the subsequent actions taken by the Indian state to dismantle terror networks, Hindu students across American campuses are likely to experience heightened levels of discrimination, exclusion, and targeted hate. As an institution committed to equity and the dignity of all communities, we must take a clear, principled stand.

- We unequivocally condemn all forms of religious and ethnic hatred, including Hinduphobia.
- Our university acknowledges that Hinduphobia, manifested through verbal abuse, stereotyping, targeted disruption of cultural events, and mischaracterization of Hindu religious identity- has real consequences for the safety and inclusion of Hindu students.
- When conducted peacefully and respectfully, we affirm that expressions of Hindu faith, cultural celebration, and pride in India constitute protected rights.
- We will not tolerate the harassment, intimidation, or marginalization of any student based on religion, ethnicity, ancestry, or cultural identity expression.
- We stand with Hindu students and reaffirm their right to safety, voice, and community on this campus.
- We are committed to responding to all reports of religious bias swiftly, transparently, and with accountability.



Signed,  
[Chancellor / Dean / President]  
[Institution Name]  
[Date]



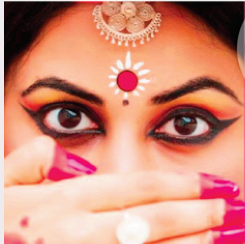


# SPOTTING HINDUPHOBIA

IF YOU SPOT ANY OF THIS, IT IS UNEQUIVOCALLY HINDU HATE

## WHAT IS HINDUPHOBIA?

Hinduphobia is an all encompassing term covering denigration, dehumanizing, and demonizing Hindu dharma and the Hindu people. Hinduphobia sustains negative perceptions about Hindu culture and ends up legitimizing hatred and violence towards Hindu communities, organizations, and institutions.



### Customs Misunderstood

Bindis wearers called "Dots | Dotheads" Hindus called as "Idol-worshippers" & Shiva Linga referred as phallus.



### Mocking Cow Reverence

Questions like, "You don't eat beef because your ancestors are reborn as cow?" and that is just a beginning.



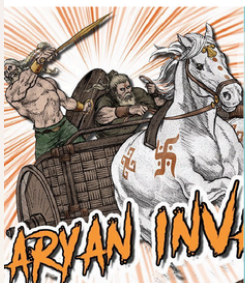
### Insult to Deities

Distorted deities in products Like music videos and movies, toilet seats, slippers, bath mats or beer bottles.



### Symbols and Icons Denigrated

Distorted AUM made it into a curse word, Swastika represented as Hitler's Hakenkreuz.



### Hindus as Invaders

Scholars and books claiming Aryans invaded India Aryans pushed the Dravidians to the South. Hindus usurped the Vedas, the Upanishads and the Bhagwad Gita from the natives.

This is How west robs eastern civilisations & native cultures of their knowledge and brand...

Scientific American @sci.am · 27/01/19 · Cardiac coherence breathing exercises can stabilize the heartbeat and have a powerful ability to dampen anxiety. bit.ly/2HJcB4



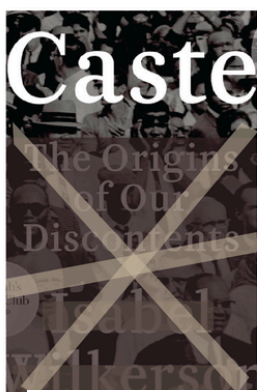
### Appropriation

Meditation becomes mindfulness, Pranayam becomes cardiac coherence breathing exercises. Sanskrit numerals as "Arabic". Yoga is "European calisthenics". Surya namaskar becomes moon nameskar.



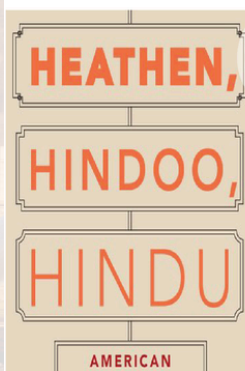
### Insult by Proxy

Distinguishing Hindu dharma (faith) from its essence (tattva), Hindutva (Hinduness) and then maligning Hindutva as a proxy for insulting Hindu faith, culture (sanskriti) and the Hindu way of life.



### Caste Affront

Reference to Hindu dharma as Brahminism, amalgamating varna and jati into "caste" and then seeking "caste as a protected class" status to make every Hindu a suspect with a aim to have Hindus shed their Hindu identity. Not to be confused with genuine concern for the downtrodden.



### The Kafir and The Heathen

Called as KAFIR by Muslims and HEATHEN by Christian missionaries. Kafirs and Heathens as epithet, dog whistles to bully, and convert Hindus by coercion, fraud or Inducements.







### THE HINDU DHARMA

- **Ekam Sat Vipraha Bahudha Vadanti**

"Truth is One, Sages call It by different names" – The unity or oneness of the destination (or goal)

- **Ayam Bandhurayam Neti Ganana Laghuchetasam Udaracharitanam tu Vasudhaiva Kutumbakam**

Only small men discriminate saying: One is a relative; the other is a stranger. For those who live magnanimously the entire world constitutes but a family.

- **Aano bhadra krtavo yantu vishwatah**

Let noble thoughts come to me from all directions



### DEFINING TATTVA

**Tattva** (/ˈtʌtvə/) is a Sanskrit word meaning essence, 'thatness', 'principle', 'reality' or 'truth'. According to various Indian schools of philosophy, a tattva is an element or aspect of reality.



### HINDUTVA, LEGALLY

As defined by the Supreme Court of India:

"Ordinarily, Hindutva is understood as a way of life or a state of mind and is not to be equated with or understood as religious Hindu fundamentalism... it is a fallacy and an error of law to proceed on the assumption... that the use of words Hindutva or Hinduism per se depicts an attitude hostile to all persons practising any religion other than the Hindu religion..."



### HINDUTVA IS PERSONAL

A quest to better ourselves to follow the dharma in all aspects of our lives; Acceptance of everyone regardless of the perceived differences; Standing up for justice as Shree Krishna directed Arjun to do in the Bhagwad Gita.



### HINDUTVA IS HINDU IDENTITY

Hindutva is based on the dharmic principles that originated in ancient India. It is "identity" of all those who identify with these dharmic principles and dharmic way of life.



### HINDUTVA IS UNIVERSAL

Hindu *Sanskriti* or Culture encompassing social behaviors, norms, knowledge, beliefs, arts, laws, customs, and capabilities. Accommodating universal diversity in Hindu fold is what defines Hindu tattva (essence) – the Hindutva. Neither in ancient Bharat, nor in today's context, Hindutva can be linked to any national ethnicity. Indeed, there is evidence that the Hindu thought and *sanskriti* spanned from Eurasia to Indo-Pacific



Hindu Policy Research and Advocacy Collective (HinduPACT) researches, educates, and advocates for dharmic values in public life.

## INITIATIVES



Established in 1997, American Hindus Against Defamation (AHAD) is the first Hindu movement in the world to create awareness and actively seek to remediate Hinduphobia, denigration of Hindu scriptures, deities, icons and cultural symbols in publications, mass media, textbooks, etc.

AHAD AI uses innovative AI methods to detect and counter Hindu hatred

CHINGARI - Coalition for Hindu Girls Abducted and their Rights is a human rights initiative to create awareness about Pakistani Hindu girls who are abducted forcibly converted and sexually abused



HinduVote brings *dharmic* values to democracy. We work with temples and community organizations to facilitate voter registration and education. We make candidates and legislators aware of our perspective.

Hindus Advancing Human Rights (HAHRI) advocates for human rights globally. It has been instrumental in bringing a formal complaint about genocide in Pakistan



HinduPACT coordinates United Colors of Holi, an effort of united Hindu temples and organizations to promote what unites us, regardless of our race, ethnicity, and national origin

