

Policy Title	Bias and Hate Crimes
Policy Number:	ADM 9.05
Department:	BSMCON
Functional Area:	Administration
Contributing Department	
Approved by:	RHEI Leadership Team
Effective Date:	8/1/2024
Version:	1
Status:	Approved
Manual	To be entered by Compliance360 System administrators or N/A if not in C360
Section	ADM 9

I. Mission, Vision and Values

This policy reflects our commitment to human dignity, integrity, compassion, stewardship, and service by guiding decisions and actions that uphold respect for all individuals and promote excellence in our work.

This policy aligns with our mission of extending the compassionate ministry of Jesus by improving the health and well-being of our communities and providing good help to those in need, especially the poor, dying, and underserved by ensuring that our practices support ethical, effective, and accountable service across all areas of the organization.

II. Policy

Bon Secours Memorial College of Nursing (BSMCON), a department operated and controlled by the Bon Secours Memorial Regional Medical Center, LLC, seeks to foster a safe environment conducive to learning and the free exchange of ideas. Any offense motivated by bias and hate will not be tolerated.

III. Purpose

Establish a framework aimed at preventing and addressing incidents of bias and hate related crimes within the BSMCON community.

IV. Scope

This policy applies to all BSMCON faculty, staff, students, and visitors.

V. Policy Details

Bias-related incidents are behaviors which constitute an expression of hostility against the person or property of another because of the targeted person's race, religion, sexual orientation, ethnicity, national

origin, sex, gender, gender identity, age, or disability status, or inclusion in any group protected by law. The incidents as depicted below will be cause for action:

1. Intentionally selects the person against whom the offense is committed or intended to be committed in whole or in substantial part because of a belief or perception regarding the race, religion, sexual orientation, ethnicity, national origin, sex, gender, gender identity, age, or disability status of a person, regardless of whether the belief or perception is correct, or
2. Intentionally commits the act or acts constituting the offense in whole or in substantial part because of a belief or perception regarding the race, religion, sexual orientation, ethnicity, national origin, sex, gender, gender identity, age, or disability status of a person, regardless of whether the belief or perception is correct.

Examples of hate crimes may include, but are not limited to: threatening phone calls, hate mail (including electronic mail), physical assaults, verbal assaults, vandalism, destruction of property, intimidation, and larceny. BSMCON is required to report statistical incidence of hate crimes that occur within its Clery Geography as defined in ADM 9.03 Annual Security Report.

Penalties for bias-related crimes are very serious and range from fines to imprisonment for lengthy periods, depending on the nature of the underlying criminal offense, the use of violence or previous conviction of the offender. Students, staff or faculty who commit bias crimes are also subject to disciplinary procedures where a range of sanctions is available both up to and including suspension, expulsion or termination of employment.

In order to effectively handle and investigate incidents of bias related crimes and prevent future occurrences of such crimes, victims or witnesses of a hate crime are encouraged to immediately report incidents to the Dean of Administration. Incidents related to Sex Discrimination and/or Sex-Based Harassment will be handled as described in policy ADM 9.06 Sex Discrimination and Sex-Based Harassment.

VI. Definitions

None

VII. Attachments

N/A

VIII. Related Policies and Procedures

ADM 9.03 Annual Security Report

ADM 9.06 Sex Discrimination and Sex-Based Harassment

IX. Regulatory Notices

Nothing in this policy creates a contractual relationship between Bon Secours Memorial College of Nursing (BSMCON), a department operated and controlled by Bon Secours Memorial Regional Medical Center, LLC, and any party. BSMCON, in its sole discretion, reserves the right to amend, terminate or discontinue this policy at any time, with or without advance notice.

X. Version Control

Version	Effective Date	Next Review Date	Description	Supersedes, if applicable	Prepared By
1.0	4/13/2020	N/A	Revisions and new template	N/A	Dean of Administration
1.1	2/25/2022	N/A	Revisions	1.0	Dean of Administration
1.1	2/6/2024	N/A	Review – No Changes	1.1	Dean of Administration
1.2	7/24/2024	7/24/2027	Updated language to align with U.S. DOE regulations	1.1	Dean of Administration
1	7/24/2024	7/24/2027	Version changed – BSMH Template Adopted	1.1	Dean of Administration

This policy/procedure/guideline is not intended to establish a standard of clinical or non-clinical care or practice. Rather, this policy/procedure/guideline creates a general tool to help guide decision-making with the understanding that different action(s) may be necessary in response to the totality of the circumstances presented.

Sites revised 05/06/2025- Bon Secours Mercy Health adopts the above policy, procedure, policy & procedure, guideline, manual / reference guide / instructions, or principle / standard / guidance document for all Bon Secours Mercy Health entities including, but not limited to, facilities doing business as Mercy Health – St. Vincent Medical Center, St. Vincent – St. Charles Hospital, St. Vincent – St. Anne Hospital, Mercy Health – Perrysburg Medical Center, Mercy Health – Tiffin Hospital, Mercy Health – Willard Hospital, Mercy Health – Defiance Hospital, Mercy Health Allen Hospital LLC, Mercy Health - Lorain Hospital, Mercy Health St. Elizabeth Youngstown Hospital, Mercy Health St. Joseph Warren Hospital, Mercy Health - St. Elizabeth Boardman Hospital, Mercy Health - St. Rita's Medical Center, Mercy Health – Springfield Regional Medical Center, Mercy Health - Urbana Hospital, Mercy Health - Anderson Hospital, Mercy Health - Clermont Hospital, Mercy Health – Fairfield Hospital, Mercy Health - West Hospital, The Jewish Hospital – Mercy Health, Mercy Health – Kings Mills Hospital, LLC, Mercy Health - Lourdes Hospital LLC, Mercy Health – Marcum and Wallace Hospital, Chesapeake Hospital Corporation DBA Rappahannock General, Maryview Hospital, Bon Secours Richmond Community, Bon Secours Memorial Regional Medical Center, Bon Secours – St. Mary's Hospital, Bon Secours St. Francis Health System, Bon Secours St. Francis Medical Center, Bon Secours Mary Immaculate Hospital, Bon Secours - Southside Medical Center, Bon Secours Mercy Health Franklin, LLC, Southern Virginia Medical Center, and Bon Secours Harbour View Medical Center. This also may apply to Bon Secours Mercy Health Medical Group LLC and its medical group affiliates.