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**Policy Name:** Bias and Hate Crimes  
**Policy Number:** ADM 9.05  
**Title of Policy Owner:** Dean of Administration  
**Policy Type:** RHEI/Shared Services BSMCON SCHS SOMI  
**Approved by:** RHEI Leadership Team  
**Effective Date:** 8/1/2024  
**Version:** 1.2  
**Policy Status:** Approved

## I. Policy

Bon Secours Memorial College of Nursing (BSMCON) 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.

## II. Purpose

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

## III. Scope

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

## IV. Definitions

None

## 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. Attachments**

None

#### **VII. Related Policies**

ADM 9.03 Annual Security Report  
ADM 9.06 Sex Discrimination and Sex-Based Harassment

#### **VIII. Disclaimers**

Nothing in this policy creates a contractual relationship between Bon Secours Memorial College of Nursing (BSMCON) 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.

#### **IX. Version Control**

Version	Date	Description	Prepared by
1.0	04/13/2020	Revisions and new template	Dean of Administration
1.1	02/25/2022	Revisions	Dean of Administration
1.1	02/06/2024	Review – No Changes	Dean of Administration
1.2	7/24/2024	Updated language to align with U.S. DOE regulations	Dean of Administration