



Title: Bias and Hate Crimes	Policy No.: ADM 9.05	Date: 8/1/14 Rev.: 7/20/18
Areas Affected: All BSMCON		Page 1 of 1

The College seeks to foster a safe environment conducive to learning and the free exchange of ideas. Any offense motivated by bias will not be tolerated.

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, 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, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation 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, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation 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 on or around campus annually as part of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the Clery Act).

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 Title IX will be handled as described in policy ADM 9.06.

Reference Policy #_
 ADM 9.06

Approved by: Signature	Dean of Administration Provost/VP Title	Date <u>8.1.18</u>
Approval History: Dean of Administration - 9/5/13 Policy Committee - 9/16/13, 5/19/14, 7/30/18e		