

# HATE/BIAS-RELATED CRIME POLICY

## POLICY STATEMENT:

The New York State Legislature found and determined that "criminal acts involving violence, intimidation, and destruction of property based upon bias and prejudice" have become more prevalent in New York State in recent years. The intolerable truth is that in these crimes, commonly and justly referred to as "hate crimes," victims are intentionally selected, in whole or in part, because of their race, color, national origin, ancestry, gender, religion, religious practice, age, disability, or sexual orientation. Hate crimes do more than threaten the safety and welfare of all citizens. They inflict on victims incalculable, physical and emotional damage and tear at the very fabric of free society. Crimes motivated by invidious hatred toward particular groups not only harm individual victims but send a powerful message of intolerance and discrimination to all

## HATE/BIAS RELATED CRIME REPORTING

There are numerous ways available within the University to report a hate/bias-related crime. Hate/Bias crimes may be reported to the Affirmative Action Officer (AAO), who is the University official delegated with responsibility to investigate all reports of discrimination within the University.

**The Title IX Coordinator / Executive Director of Institutional Equity, Bernard Dufresne, has an office in New York City (212) 346- 1310 or [bdufresne@pace.edu](mailto:bdufresne@pace.edu) located at 161 William St., 3rd Floor, Room 340, New York, New York 10038; and can be reached in Westchester at (914) 923-2610.** All crimes, including hate/bias-related crimes, may be reported to the Campus Security Office, Dean for Students, Office of Multicultural Affairs (New York City) or Diversity Programs (Westchester) or the Human Resources Offices. All crime emergencies on campus may be reported to the Pace Campus Security via the Intra University Emergency Phone, extension 777.

If you are unsure as to whether a hate/bias-related crime may have occurred, or desire to speak with someone confidentially, you may contact the Counseling Centers in New York City (212) 346-1526 or Westchester (914) 773-3710.

The University is required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. §1092(f), to report all hate/bias-related crimes to the United States Department of Education as part of its annual crime statistics reporting. You can find these statistics on the [Pace University website](#) (select "S" from the A- Z index, Safety and Security, Campus Statistics). When a hate/bias-related crime occurs on campus, the University community will be notified at the time and in the manner described in the section on Safety and Security, Crime Reporting, which is in this handbook.

## PROCEDURES FOR HANDLING HATE/BIAS-RELATED CRIMES

Complaints involving hate/bias-related crimes may be initiated as appropriate, through the [University Policy and Procedure Non Sex-Based Discrimination, Harassment and Retaliatio](#) **the [University Sex-Based Misconduct Policy and Procedur](#)** or [the University Disciplinary Procedures](#), which are described in the handbook. Complaints involving faculty or staff should be initiated through the AAO [see above] or the Human Resource Office. Any complaint involving a bias-related crime may be made directly to local law enforcement agencies.

## **PENALTIES FOR COMMISSION OF A HATE/BIAS-RELATED CRIME**

Internal University sanctions against a student, student group or organization can include a wide range of penalties as enumerated in the handbook including actions such as warning, restitution, probation, and up to and including expulsion (permanent separation) from the University. Penalties against faculty and staff are determined through established employment practices and may include up to termination.