Bias Related Crime

Any activity or action on the part of an individual or group that constitutes a bias related crime will not be tolerated. A biased related crime is any activity or action taken against another based on race, religion, ethnicity, gender, sexual orientation, national origin, age, or disability. Violation of the College’s policy on bias crime will result in strict disciplinary action including possible suspension or dismissal from the College.

Applicable Laws

A person commits a hate crime when he or she commits a specified criminal offense and either:

(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. See New York Penal Law 485.05

Examples of hate crimes may include, but are not limited to: threatening phone calls, hate mail (including electronic mail), physical assaults, vandalism, destruction of property, and fire bombings.

Campus Procedures for Dealing with Bias Related Crime

A student or employee in possible violation of an all-campus regulation is subject to a hearing and possible disciplinary action (see Student Conduct Process, All College Regulations). The Assistant Vice President for Student Affairs or the Director of Residence Life will be the hearing officer for grievances brought by students against students. The Assistant Vice President for Human Resources will serve as the hearing officer for grievances brought by students or employees against an employee. The Vice President for Finance and Administration may appoint a different hearing officer if so requested by the Assistant Vice President for Human Resources.

Appeal Process

The student in possible violation or the complainant may appeal the decision of such a hearing in writing within two working days of the receipt of the decision letter. Refer to Appeal Procedures in the Student Conduct Process Section. The Vice President for Student Affairs will serve as the appeal officer in student cases. The Vice President for Finance and Administration or the Vice President for Academic Affairs will serve as the appeal officer for employee cases.
What to Do if I’m the Victim of a Crime

1. Report the incident to Campus Security and/or the police if you feel comfortable doing so.

2. File a complaint following the campus student conduct process if the perpetrator is a member of the Saint Rose Community. An investigation for appropriate disciplinary action under the College’s prohibition against bias related crimes will occur.

3. Tell your story soon to avoid forgetting details. Alternatively, write out the details or use a tape recorder.

4. Seek counseling. Professional counseling is available, free of charge, through the Counseling Center. Counseling can be beneficial as you work through your reaction to being the victim of a crime. The Counseling Center may be reached at 454-5200.