

STOP THE HATE

First, two definitions

HATE CRIME

A criminal offense committed against person(s) or property that is motivated by the offender's bias against a person's or group's actual or perceived race, religion, ethnicity, national origin, disability, gender, age, or sexual orientation.

BIAS-RELATED INCIDENT

An expression of hostility against person(s) or property based on the perpetrator's bias against a person's or group's actual or perceived race, religion, ethnicity, national origin, disability, gender, age or sexual orientation. Depending upon the circumstances, a bias-related incident may or may not be a crime.

Many hate crimes and bias-related incidents are anonymous and acquiring enough evidence to pursue them is challenging. Other hurtful incidents constitute neither a hate crime nor a bias-related incident. That doesn't mean that we should ignore them. If you are unsure what to do, contact one of the resources listed in this brochure.

For more information about hate crimes and bias motivated incidents, visit these websites:

National Criminal Justice Reference Service:

http://www.ncjrs.gov/spotlight/hate_crimes/summary.html

Tolerance.Org: <http://www.tolerance.org/index.jsp>

What can I do if I believe I'm the victim of a hate crime or bias-related incident because of my actual or perceived race, religion, ethnicity, national origin, disability, gender, age, disability, or sexual orientation?

Make sure you are safe. Remove yourself from potentially dangerous situations as quickly as possible.

Report the incident immediately. People to whom you can report include:

- Dean of Students Office staff
- Diversity Center Director
- Residential Life staff
- Safety and Security officers
- St. Peter Police officers

Preserve any evidence (graffiti, phone call recordings, e-mail messages, letters, etc.)

What will the College do in such cases?

Gustavus will respond to situations promptly and seriously, treat students and their concerns with respect and sensitivity, and identify options for action.

When a hate crime or bias-related incident involving a student or student group is reported to the College, the Dean of Students or his designee will convene a response team to review what has occurred, to identify options for action, and to assist both victims of bias-related incidents as well as the campus community. Assistance may include changes in campus housing or course schedule, the initiation of criminal or campus judicial action, a range of support for individuals and groups, and communication about the incident as appropriate, taking into account various interests such as personal safety and confidentiality, the promotion of education and awareness, and the value of community discussion.

What support exists for victims of bias incidents?

Gustavus encourages students to seek support and assistance from the following College resources:

• **Counseling Center**

Victims of bias incidents often need assistance to work through their complex emotional and psychological consequences. Victims of such acts are not limited to the individuals who've personally experienced them. Others in the

targeted group may experience bias incidents as personal attacks also. All victims of such acts are encouraged to contact the Counseling Center. Counselors are aware of and sensitive to the impact of bias incidents. They can offer caring support and help in working through difficult issues.

• **Residential Life**

Residential Life staff are trained to take threats or expressions of hostility seriously and to provide support for victims. Hall, section, or floor meetings are sometimes convened to discuss bias-motivated incidents and to urge a residential community to stand as a community against them. Students who have received direct threats may request relocation to other housing accommodations.

• **Diversity Center**

The Diversity Center is an educational resource center and source of direct support for individuals and groups who may have been affected by bias-related incidents. These individuals and groups are welcome to approach the Director of the Diversity Center for direct assistance.

What can I do to make a difference?

- Speak out when jokes or comments are made that are harmful or demean others because of race, religion, gender, sexual orientation, or disability.
- Check to see if you use derogatory, degrading, or offensive terms in describing others and if you avoid people who are different than you.
- Ask yourself how you think about and are sensitive to others' perspectives.
- Become familiar with terms that members of racial minority groups regard as respectful names for themselves, and make them a part of your vocabulary.
- Educate yourself about cultures not your own by reading, attending cultural events on campus and in the community.
- Take classes that teach about cultural perspectives different from yours, and share what you learn.
- Reflect upon your own values and beliefs, and examine how they've been shaped by your culture, race, gender, sexual orientation, etc.