

Rationale:

- to create an environment free from harassment or intimidation;
- to provide resources to those who feel harassed;
- to inform students of possible responses to such acts.

Hate Crimes and Bias-Motivated Incidents Policy

Statement of Purpose

This Protocol serves three purposes. First, it outlines options available for targeted individuals and groups to report bias-motivated incidents and/or hate crimes. Second, this protocol describes the general procedures for acting upon the reports. And, third, it recognizes and validates the importance of the Grinnell College Nondiscrimination Policy that the College “does not discriminate on the basis of race, color, ethnicity, national origin, age, sex, gender, sexual orientation, gender identity or expression, marital status, veteran status, pregnancy, childbirth, religion, disability, creed or any other protected class.”

The Protocol applies when students are the targets. Faculty members who have been the target of a bias-motivated action and/or hate crime should contact the Dean of the College. Staff members should contact Human Resources.

Why do bias-motivated actions and hate crimes require a special protocol? While the College does not condone any sort of bigotry, bias-motivated actions and hate crimes are particularly destructive because they threaten the safety of anyone who shares the identifying or perceived characteristics of the individual or group specifically targeted—regardless of the relationship to the actual target. Bias-motivated actions and hate crimes erode the sense of community required to learn actively and cooperatively.

Definitions

This protocol provides direction for how to react to two types of events. In this protocol we refer both to a **hate crime**, which is a *criminal act* that is committed against a protected class, and to a **bias-motivated incident**, which is an *expression* of hostility toward, a person, group, or property thereof because of such person’s (or group’s) identifying or perceived race, ethnicity, national origin, age, sex, gender, sexual orientation, gender identity or expression, marital status, veteran status, pregnancy, childbirth, religion, disability or creed. The distinc-

tion between the two types of acts is critical because while Campus Safety and other College personnel can label an act a bias-motivated incident, hate crimes are defined by law. While all hate crimes are bias-motivated events, not all bias-motivated events fit the legal definition of a hate crime,

Members of the **Response Team** include the Chief Diversity Officer, the Dean for Diversity, Equity, and Inclusion, the Director of Intercultural Affairs and appointed additional staff as needed and appropriate.

Confidentiality and Privacy Statement

Privacy

Efforts will be made to protect the privacy of the reporter and targeted individual(s) or group(s) of a hate crime or bias-motivated incident. Any responding College employee will strive to maintain the level of privacy requested by the reporting party, and the targeted individual(s) or group(s) will be included in conversations about what information is shared, and with whom, and at what times. Targeted individuals may self-identify or remain anonymous. Anonymous reporting may, however, impact the College's ability to respond or pursue appropriate action against the alleged perpetrators.

Discretion will be used at all times when sharing information about the incident(s); names and any identifying characteristics of the reporting party will be removed from any public communication unless approved by the reporting or targeted party. In general, summary information such as the nature and location of the incident, may be shared in the form of safety announcements, incident reports, or end of year reports and as required by law.

Confidentiality

Three resources on campus are confidential to the fullest extent permitted by law. These resources are legally prohibited from sharing this information with anyone, including other College employees unless they fear that the reporting party is a danger to themselves or to others. These resources can provide information about formalized reporting options, should the targeted individual(s) choose to move forward with that process. These confidential resources are: 

Student Health and Counseling Services, 641-269-3230,

<https://www.grinnell.edu/about/offices-services/student-health>

College Chaplains, 641-269-4981, <https://www.grinnell.edu/about/offices-services/crssj/chaplain>

Ombuds, 641-269-4981, <https://www.grinnell.edu/about/offices-services/ombuds>

Reporting an Incident

Students who have been affected by an incident can seek support from the three confidential resources listed above. Students may also seek support from any trusted member of the staff or faculty who are non-confidential resources that may be required to report the incident.

When non-confidential staff or faculty become aware of an incident of this nature, they should follow the reporting instructions listed below.

Where to Report

In an emergency situation, contact Campus Safety (1432 East Street, 641-269-4600) or call 911 immediately.

In non-emergency situations, a report can be filed by completing the **Report A Bias Incident** form or by calling 641-269-3700 to speak with a member of the Response Team during normal business hours.

If a situation is urgent and outside of normal business hours, Campus Safety can connect a reporter with the Residence Life Coordinator or Dean on-call, who can respond quickly and work directly with the targeted student(s) or group(s). Campus Safety may also notify additional members of the response team.

Grinnell College students always have the right, but are not required, to file a report with the Grinnell Police Department. Their offices are located at 1020 Spring Street, 641-236-2670.

What to Report

When reporting an incident, documentation is very helpful when it is appropriate, available and relevant. Immediate documentation while an incident is fresh is recommended whenever possible. Details may include a description or summary of the incident, date, time, location, and names of people involved or witnesses to the incident and contact information when available, and any other pertinent information that may assist

CONTACT INFORMATION WHICH IS AVAILABLE, AND ANY OTHER PERTINENT INFORMATION THAT MAY ASSIST the Response Team.

Depending on the nature of the incident, please keep the following in mind as applicable:

1. Do not erase or remove graffiti, vandalism or public postings. Take a photo to include in a report and contact Campus Safety who will also photograph, document, investigate and arrange for removal.
2. If the incident was verbal, please try to write down verbatim what was said.
3. If the incident is in the form of e-mail, keep the email in your in-box. Do not delete, alter, or forward the message.
4. If the incident occurred on social media, take screen shots immediately whenever possible.
5. If the incident is in the form of a telephone call, do not engage in or encourage conversation. Please try to write down verbatim what was said by all parties.

Response

After a Report is Filed

Immediately following an online report of a hate crime/bias incident, a reporter will receive a confirmation email that details information about next steps, which will include contact information and an offer of support by a member of the Response Team. Then, follow-up will occur with the targeted individual(s) or group(s) to discuss the incident, collect more information and review potential actions for response.

Notifying our Community

When appropriate, it may be necessary to notify our community about a hate crime or bias-motivated incident. Depending on the situation, this notification may include: community-wide opportunities for support and advocacy, general information about the incident itself, such as the nature or location of the incident, relevant policy reminders and safety announcements.

Community Response and Immediate Service

Unfortunately, some hate crimes and bias motivated events have a significant impact on our entire College community. When the Response Team determines it is appropriate, a community wide response may be necessary. Community-wide responses have included,

but are not limited to: immediate availability of special counseling sessions, candlelight vigils, rallies, mediation or facilitated dialogues, on-campus forums, community conversations or “teach-ins”, and external speakers or trainers with relevant areas of expertise. The responses and resources will be coordinated, tailored and mobilized by the Response Team and appropriate administrators.

Outcomes and Evaluations

Campus Conduct Charges

If the College’s investigation indicates that the alleged perpetrator(s) are Grinnell College students, the case may be brought to the College Hearing Board. For full information about the student conduct process, please visit the **Conduct Process** section within this Student Handbook. Since these behaviors are not reflective of our Community Standards, student(s) found responsible for bias-related charges may face outcomes up to and including suspension, dismissal or degree withdrawal.

Criminal Charges

If an investigation leads to a legal designation of the incident as a *hate crime*, affected parties have the right to file criminal and/or civil charges.

Preserving institutional memory and data tracking

The Chief Diversity Officer and the Dean for Diversity, Equity, and Inclusion, as leaders of the Response Team, will create and maintain an official and confidential record of submitted reports, including supporting documentation (such as photographs, screenshots or written statements) and a written description of actions taken, including a copy of any announcements distributed to the campus community or records of public meetings. This official and confidential record will be used to create and maintain a permanent, de-identified and publicly available record of hate crimes and bias motivated incidents and the nature of each response. This record will be used to identify patterns of concern, opportunities for professional development, and areas for intervention. This record will not include identifying information to maintain the privacy and safety of the targeted individual(s) or group(s).

Education and Prevention

In order to sustain a more diverse, equitable and welcoming community where hate crimes and bias-motivated incidents are not tolerated, Grinnell College will provide regu-

lar training for faculty, staff, and students about this policy and best practices for promoting a diverse and inclusive campus community.

Evaluating our response

As bias-motivated incidents and hate-crimes are directed at individuals, groups and the campus community, the College seeks to prevent these events when possible and respond quickly and effectively when they do occur. Toward these goals, the Chief Diversity Officer and the Dean for Diversity, Equity, and Inclusion will review annually, assess, and revise

this policy and response protocol as necessary with the goal of improving institutional response processes.

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Author: Chief Diversity Officer & Director of Intercultural Affairs

Rationale:

- to create an environment free from hate crimes and bias-motivated incidents;
- to provide resources to those targeted based on their perceived or actual social identities;
- to inform Grinnell College community members of possible responses to such acts.

Immigration Status

Grinnell College is committed to international education as a core value. We have a long tradition of enrolling students from around the globe, and we know that citizenship and immigration status can impact access to a variety of services and opportunities.

The Office of International Student Affairs (OISA) is responsible for Grinnell's compliance with the Student and Exchange Visitor Information System (SEVIS) and we help F and J visa holders understand their legal rights and obligations to maintain lawful status.

Most international students hold an F-1 visa, and we also enroll students in other statuses. We are familiar with many of the nuances that students encounter when they don't hold U.S. citizenship or permanent resident status. Your questions will be treated with respect and privacy. If your regulatory needs exceed our purview or expertise, we will encourage you to pursue legal counsel at your own expense. The OISA can help to offer referrals for students who need international, more specialized assistance.

- Karen Edwards, Dean for International Student Affairs, PDSO/RO