

# Hate Crimes and Bias-Related Incidents Protocol

In the Office of the Dean of Students, our primary goal is to ensure all students feel safe and supported during their time at Boston College. We encourage students to reach out to us if they, or one of their peers, encounter any situation that makes them feel otherwise. We are here to help.



([https://cm.maxient.com/reportingform.php?BostonCollege&layout\\_id=1](https://cm.maxient.com/reportingform.php?BostonCollege&layout_id=1))

## Hate Crimes and Bias-Related Incidents Protocol Overview

## University Responses

The process for determining whether an incident is indeed a crime and possibly a hate crime is a complicated legal matter to be determined by the Boston College Police Department. Therefore, department administrators, faculty, staff, or students who receive reports of these incidents shall report them to the BCPD for investigation and referral. Once the initial report of an incident is made, an investigation will begin according to BCPD procedures. BCPD may refer the matter to an appropriate University official for follow-up and/or to seek prosecution.

The following chart may be useful to outline the appropriate reporting and follow-up process under this protocol:

Target	Perpetrator	Report to	Follow-up and adjudication may include	Target support
Student <i>*If in residence hall</i>	Student	BC Police or the Office of Student Conduct <i>*Residence Life</i>	the Office of Student Conduct or Residence Life	The Office of Student Conduct or Support Resources
Student	Faculty or Staff	BC Police or Academic Dean or HR or Harassment Counselor or Resources Network or the Office of Student Conduct	HR or Harassment Counselor or Academic Dean	The Office of Student Conduct or Support Resources
Faculty or Staff	Student	BC Police or the Office of Student Conduct	The Office of Student Conduct or Harassment Counselor	HR or Harassment Counselor or Resources Network or Faculty Staff Assistance Program or Academic Dean

Student or Faculty or Staff	Outsider	BC Police or the Office of Student Conduct	Non-BC police agencies	The Office of Student Conduct or HR or Harassment Counselor or Resources Network or Faculty Staff Assistance Program or Academic Dean
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## Student-Related Matters

Boston College students may report any suspected violations of the University's "bias-related incident" policy that involves other students by calling the **Office of Student Conduct** at 617-552-3470 or by filling out a Report an Alleged Violation of the Code of Conduct. If a staff or faculty member is involved in an incident, students may report to the BC Police or Academic Dean, or Human Resources or Harassment Counselor, Resources Network, or the Office of Student Conduct.

**Discriminatory Harassment**—If the offensive conduct involves a form of discriminatory harassment, it should be reported to the Harassment Counselor or to a member of the Harassment Resources Network.

**Range of Sanctions (for student perpetrators)**—Student sanctions may range from educational sanctions/community service up to and including suspension of housing privileges or dismissal from the University.

**Concerns about bias grading**—If bias is perceived to exist in grading or work assignments from the instructor the student should contact the instructor and, failing to get a satisfactory outcome should follow the procedure for appealing a course grade.

**Concerns about bias in the classroom**—In the case where there is no individually directed bias against a student, but a faculty member speaks or behaves in a way that creates an uneasy or hostile climate, the student should report the matter to the Dean of the School or to the Harassment Counselor.

## Communication

Although a hate crime or bias-related incident may take the form of a violation against a single individual or a number of individuals, in some cases such conduct can offend and impact the entire community. For that reason, communication to the broader

community about the crime or offensive conduct may require a University response. The targeted person will be consulted to determine the appropriate communication to the community.

As a University guided by the Jesuit and Catholic philosophy of *cura personalis* (care for the individual), Boston College's first responsibility is to care for its students, faculty, and staff. We value all members of our community, and feel an obligation to protect them in all cases, including their privacy and reputation whenever possible.

Boston College's communication policy mirrors this commitment. As a result, the University will only report information once facts are gathered properly and if the release of information is deemed appropriate. Administrators from Student Affairs, Boston College Police, Office of University Communications, and/or other campus partners, will share information and make a determination regarding the communication channels and means to disseminate information. Specifically, in the case of a campus-wide safety issue, the University will immediately post a safety notice on the BC website to inform the community of what Boston, Newton, Massachusetts State Police, or BC Police deem a "threat to the community."

Safety notices will provide pertinent information about the incident, such as location of the incident and the numbers of individuals involved.

The University recognizes the need to manage rumors and misinformation that often accompany hate crimes and bias-motivated offenses. The University will disseminate information, as it becomes known, in the most appropriate and effective means that the situation dictates.

## BCPD Response

The Boston College Police Department will investigate any report concerning a hate crime and has established a zero-tolerance policy toward these offenses or any bias-related incident. Once reported, a uniformed member of the department will respond to the scene, talk to the victim, arrange to have the area photographed, preserve any evidence, arrange for cleaning or covering offensive material, and file an initial intake report. Uniformed supervisory staff will respond as needed to oversee the initial investigation and help to ensure victims have the support they may need from the University.

The initial written intake report and any supporting documentation is then turned over

to the commanding officer of the detective unit where a specially trained BCPD detective and hate crime investigator will be assigned the case. This officer will reach out to the victim and any witnesses to discuss the case once they feel comfortable doing so and will further investigate the incident as determined by the nature of the offense. Note: Any hate incident is logged and initially investigated as a hate crime; the final determination, for state and federal reporting purposes, is completed later.

The investigating detective will look for similar offenses over a period of time, identify modus operandi or the manner of operation, especially the characteristic method employed by a person in completing such a hate incident. The detective will attempt to identify suspects and additional witnesses and will readily consult with off-campus criminal systems experts as needed.

All such reports are forwarded to Student Conduct for review and internal action as warranted. Any court prosecution will be determined after consultation with the appropriate district attorney's office and only if the victim feels comfortable doing so.

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## OFFICE OF THE DEAN OF STUDENTS

Maloney Hall, Suite 448

617-552-3470

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