

## Acts of Intolerance Protocol

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# Definitions

## Why AOI?

The University is committed to providing a safe living and learning environment in which every person is valued and respected, inclusion is assured and free expression and debate encouraged.

The University accepts the task of educating the next generation of leaders to understand and appreciate the ideas and opinions generated by an increasingly global community. The Acts of Intolerance Protocol establishes a mechanism for addressing situations involving a real or perceived act of intolerance. In such an instance we wish to proceed thoughtfully, providing support to all of those affected, while also affirming that we value differences, free expression and debate as sources of strength for our community.

## Purpose

The goal of the protocol is to set forth the procedures to be followed when acts of intolerance (or perceived acts of intolerance) occur and to promote a climate of respect. This protocol is not intended to be used as a means of censorship or to limit in any way dialogue and the free expression of opinions and ideas.

Specifically, this protocol establishes:

- A reporting process for any student who believes that s/he has experienced or observed an act of intolerance.
- Mechanisms for delivering a rapid response to reported acts of intolerance.
- A clearly defined consultation process to insure broad collaboration for assessing incidents and allegations.
- A statement conveying the University's commitment to creating a respectful and civil environment

## Definition of Act of Intolerance

For the purpose of this protocol, an **act of intolerance** is conduct that adversely and unfairly targets an individual or group on the basis of one or more of these actual or perceived characteristics:

- Gender or gender identity
- Race or ethnicity
- Disability
- Religion
- Sexual orientation
- Nationality
- Age
- Social or economic class

## Definition of Hate Crime

Some acts of intolerance may rise to the level of a hate crime. A **hate crime** is any conduct that would be a crime under California or federal laws and which is committed whole or in part because of one or more of the above characteristics (or perceived characteristics) of the target or targets. Hate crimes can include: physical assault, vandalism, threats of harm, criminal harassment, including threatening or repeated telephone calls or electronic communications. A hate crime is a violation of both California law and Stanford's Fundamental Standard.

Hate crimes should be reported to the Stanford University **Department of Public Safety** and to the **Office of Community Standards (OCS)**. More information regarding reporting hate crimes can be found on the "Reporting Procedure" page of this website.

Acts of intolerance that do not rise to the level of a hate crime may involve **constitutionally protected speech**. Engaging in constitutionally protected expressive activities will not subject a student to discipline under the Fundamental Standard. Regardless, they should be reported here to the Acts of Intolerance Protocol.

The University may respond to acts of intolerance through education. Acts of intolerance, (or perceived acts of intolerance), will be addressed by the University on a case-by-case basis.

## Other Terms

For the 2020-2021 Academic Year, we anticipate different student status dependant on enrollment. Our response to students will depend on those statuses. Please see this **matrix** for more information.

**Active, Enrolled:** Undergraduates who are expected to complete 12 units in a quarter; analogous to a typical fall, winter, spring on-campus experience.

**Active, Not Enrolled:** Undergraduates who are matriculated but not enrolled to complete units in a quarter (Flex Quarter)

**Leave of Absence:** Students (undergraduate or graduate) who wish to withdraw from the University for a given quarter, or who wish to not attend a future quarter.

Furthermore, here are a few terms to help understand roles:

**Informing Party:** Person who is filling out the AOI form

**Responding Party:** Person/Organization that is thought to have played a part in AOI.

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## Student Affairs

The Dean of Students Office is proud to be part of **Student Affairs**, which educates students to make meaningful contributions as citizens of a complex world.

## Helpful Links

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