



BATES CAMPUS SAFETY OFFICE

Policies HATE/BIAS

JUSTIFICATION: Institutions of higher learning are communities made up of persons from diverse backgrounds and where scholarly endeavors and social growth take place. Sometimes individuals or groups wish to disrupt the mission of an institution by targeting the differences of individuals that our community values. These incidents can lead to Hate Crimes and Bias Incidents.

Hate Crimes: Under Maine law, a hate crime is defined as any unlawful action designed to frighten, harm, injure, intimidate or harass an individual, in whole or part, because of bias motivation against the actual or perceived race, religion, ethnic background, or sexual orientation of the victim. These actions can include murder, rape, robbery, aggravated assault, burglary, larceny-theft, motor vehicle theft, arson, simple assault, intimidation, vandalism, and harassment.

Bias Incident: Bates College defines a Bias Incident as “any event of intolerance or prejudice, not involving violence or other criminal conduct, intended to threaten, offend or intimidate another because of the other’s race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age or physical or mental disability. Examples of bias incidents may include hate speech, gay bashing, racist epithets, religious slurs, sexist jokes or cartoons, hate mail, offensive graffiti, or disparaging remarks on social media sites. Such incidents create a socially divisive atmosphere for members of the community targeted and negatively affect the campus climate.”

POLICY DETAILS:

Bates College Security Personnel Response Procedures to Hate Crimes

Security personnel who receive notice of a hate crime shall proceed as follows:

1. Initiate an investigation by interviewing complainant(s) and all possible witnesses. Protection and preservation of evidence is key.
2. Take custody of physical evidence, and photograph and document hate/bias writing or symbols that cannot be collected.
3. Contact the Dean on Call and advise of the incident. The Dean on Call will determine immediately, if the Dean of Students and Chief Diversity Officer should be notified.
4. Promptly report the incident to the Lewiston Police Department (LPD) and provide copies of reports, evidence, photographs, etc.



BATES CAMPUS SAFETY OFFICE

Policies

HATE/BIAS

5. No evidence is to be disturbed or removed until an LPD Officer arrives and makes a preliminary assessment as to whether or not a hate and/or bias incident has taken place. The LPD and Bates Campus Safety Director shall determine if other law enforcement agencies should be notified of the complaint and evidence gathered by the investigation.
6. No hateful writing or symbols will be removed until LPD **and** the Dean on Call have authorized removal.
7. The initial report will be completed promptly and provided to the Campus Safety Director and/or his/her designee within a timeframe established by Standard Operating Procedures.
8. The final report will be faxed to the Maine Attorney General's office (207) 822-0259 by the Campus Safety Director or the Chief Diversity Officer.
9. Security personnel are expected to familiarize themselves with LPD's SOP concerning Hate/Bias.

Bates College Security Personnel and the Bates Community Response Team (BCRT)

The Bates Community Response Team (BCRT) is a group of senior administrators who work to assess campus climate and to ensure a comprehensive institutional response to bias, discrimination, and hate crimes. Bates College Campus Safety personnel coordinate with the BCRT because security personnel are listed as report takers for Bias/Hate Incidents that activate and inform the BCRT. Additionally, the Campus Safety Director serves as a member of the BCRT.