

understand the deep pain and consequence hate crimes/ bias-related actions have on our entire community. Any behavior motivated by hate will not be tolerated. CC/SEAS students involved in perpetrating a hate crime/ bias incident will be subject to an educational and/or disciplinary process determined by Judicial Affairs.

Hate crimes are acts of hate and bias that are accompanied by crime through such actions as threats of violence, property damage, personal injury, and other illegal conduct. If a reported incident is designated by the NYPD as a hate crime, perpetrators will be prosecuted under state and federal laws. After a full investigation by the NYPD and the legal process are complete, CC/SEAS students involved will also be subject to a judicial process through Dean's Discipline, which may result in suspension or expulsion.

CONFIDENTIALITY

Any personal information obtained during the course of an investigation of a hate crime/ bias-related incident and/or adjudication of such matter will be handled with discretion and kept confidential to the extent possible.

A CALL TO OUR COMMUNITY

While this brochure is here to provide resources and an administrative protocol when an act of bias or hate occurs, the best way to combat hate is to be proactive about campus education, challenge ourselves and each other to be an ally to communities different than our own, and to actively take leadership in shaping and promoting the principles we want to uphold as a collective community. Here are some ways offered through the CC/SEAS Division of Student Affairs that can help facilitate important dialogue, action, and coalition building to promote a truly safe and inclusive home at Columbia for all of our students (contacts for the



following can be found under "Additional Resources"):

- * Attend diversity trainings and dialogues. Learn about the multiple identities we all bring to campus, social responsibility to one another, the complex systems/ histories in which we operate, and how to be an effective ally to communities different from our own.
- * Become a Residential Advisor and provide support, resources, and programming to fellow students.
- * Get involved with student organizations and connect with other members of the community; take leadership positions that can influence social change on campus.
- * Participate in the Community Principles Initiative that helps guide the community on how we want to live and interact with one another on campus while understanding and embracing the differences among us.

Additional Resources

CC/SEAS Dean of Student Affairs, 854-2446
CC/SEAS Office of Multicultural Affairs, 854-0720
Residential Programs, 854-6805
Judicial Affairs, 854-6872
Student Development and Activities, 854-3611
Office of Student Group Advising, 854-4196
Center for Student Advising, 854-6378
Counseling and Psychological Services, 854-9797

Resources for Students in the School of General Studies and Barnard College

Columbia Public Safety, 854-5555
Barnard Public Safety, 854-3362
Dean of the College, Barnard, 854-3075
Dean of Students, General Studies, 854-2881

For immediate assistance and for reporting an incident, please call Public Safety at 212-854-5555. For general questions, concerns, and feedback, please email communitysupport@columbia.edu.



Community Support: Responding to Acts of Bias and Hate



DIVISION OF STUDENT AFFAIRS
AT COLUMBIA UNIVERSITY



As members of Columbia College and the Fu Foundation School of Engineering and Applied Science, we share the University's commitment to creating a learning environment free from unlawful discrimination and harassment. Unfortunately, we acknowledge that no campus community is removed from larger systemic issues, such as racism, homophobia, religious intolerance, sexism, and classism.

The CC/SEAS Division of Student Affairs has worked with students and key administrative offices to develop a protocol, outlined in this brochure, responding to acts of hate and bias in our community in order to better create a safe and secure environment for all of our students.

Students who witness, hear of, or are victim to acts of bias and hate should immediately contact Public Safety at 212-854-5555. Once Public Safety is notified, the CC/SEAS Deans and relevant Student Affairs administrators are alerted, and several steps are taken to respond to the needs of our community:

PUBLIC SAFETY

Public Safety will provide any immediate assistance necessary regarding safety. If there is physical harm or threat of harm to individuals involved, Public Safety will provide appropriate support and action. If the act is in the form of public defacement of property, Public Safety will secure the premises and/or cover-up the area until:

- * thorough documentation (see "Documentation") is taken
- * the defacement is removed by Facilities, a unit which also is contacted immediately after the initial report to Public Safety

DOCUMENTATION

Documentation by Public Safety includes formally taking an incident report and gathering information (e.g. taking photographs of defacement of property, interviewing victims or witnesses to an act).

If the incident may involve a hate crime, NYPD will be contacted. (see "Disciplinary Action for Hate Crimes and Bias Incidents" for more information)



SUPPORT

For individual(s) who may be specifically targeted:

Most importantly, members of the Students Affairs team (e.g. Multicultural Affairs, Residential Programs, Center for Student Advising) meet with the individual(s) to address the personal, physical, emotional, and psychological safety of those targeted. While providing ongoing support and referrals to additional resources as needed, the staff works with the student(s) involved in creating an appropriate community response. Depending on the nature of an incident, personal situation, and concern of safety, a student may not want wide publicity. In such cases, the University will be considerate of the student's wishes and attempt to minimize and/or limit the publicity to the extent possible. However, reporting the incident will still help inform general community education programs and support services.

For a community or communities that may be targeted:

Members of the Student Affairs team, led by the Dean of Student Affairs, meet with members or organizational leaders of communities most immediately targeted by the bias-related act. In the initial meeting, students are alerted to the incident and have the opportunity to share their concerns and the concerns heard among their peers. Administrator will collaborate with students to create needed programs to support their communities internally as well as programs to educate the campus. Follow-up meetings to plan and implement programs, to provide

STEPS STUDENTS CAN TAKE

If you witness or become aware of a bias-related incident, you should take the following steps:

- * Contact Public Safety immediately at 212-854-5555.
- * Contact your Resident Adviser (RA), Advising Dean, Multicultural Affairs, or another campus resource to be of support to you and the situation.
- * Keep all the evidence intact.
- * Stay with the affected person(s) until help arrives.
- * Serve as a complainant or witness in the judicial process, if necessary.
- * If you feel you are able to, work with students and administrators to educate the community following the incident.
- * Seek help and support if you need it.
- * Email communitysupport@columbia.edu for general questions or concerns.

ongoing support, and to continue dialogue are held as needed.

NOTIFICATION

In addition to Public Safety notifying relevant administrative units (including deans, Student Affairs staff, and Facilities) and Student Affairs notifying targeted constituencies, outreach to the general CC/SEAS community takes place when appropriate. After meeting with, consulting, and receiving consent from the individual(s) or constituencies most affected, public notification (through email, floor meetings, or other forums) will be sent out to students describing the nature of the incident and reminding all that these acts are against the collective principles of our community. The amount of details about the incident that will be disclosed to the community will depend on several factors including but not limited to the decision of the students/groups most targeted, level of concern that repeating exact details may re-victimize targeted person(s), and pending legal and judicial processes.

CAMPUS EDUCATION

Response programming is informed and shaped by meetings with student leaders and individual(s) and communities most affected. Student Affairs staff and students collaborate to create relevant forums, town halls, and dialogues. Additionally, all documentation and records of incidents help inform future programming and improvement of existing programs and services. For instance, if biased or hateful behavior seems to stem from misinformation of particular communities' cultures or experiences, new programming or better promotion of current resources can be implemented. Similarly, if a bias-related action continually occurs, educational campaigns and accompanying dialogues can be held.

DISCIPLINARY ACTION FOR HATE CRIMES AND BIAS INCIDENTS

Hate crimes/ bias-related incidents involve behavior that is motivated by hostility to race, religion, sexual orientation, ethnicity, national origin, gender identity and expression, age, or disability. We

