

Students are sometimes targets of hateful acts that are motivated by bias related to race, gender, sexual orientation, religion, age, ethnicity, or disability.

Gustavus condemns such acts.

At Gustavus a hateful incident directed at an individual or group is an attack on the entire community.

This publication explains how the Gustavus community responds to students who may be targets of hate or bias, and provides basic guidance to College resources.

- **Speak out** when jokes or comments are made that harm or demean others because of race, religion, gender, sexual orientation, or disability.
- **Check** to see if you use derogatory, degrading, or offensive terms in describing others and if you avoid people who are different than you.
- **Ask yourself** how you think about and are sensitive to others' perspectives.
- **Become familiar** with terms that members of racial minority groups regard as respectful names for themselves, and make them a part of your vocabulary.
- **Educate yourself** by reading about cultures not your own, and attending events on campus and in the community.
- **Take classes** that teach about cultural perspectives different from yours, and share what you learn.
- **Reflect** upon your own values and beliefs, and examine how they've been shaped by your culture, race, gender, sexual orientation, or ability.

Produced by the Dean of Students Office
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STOP THE HATE

**Important information about
bias-motivated harassment
and hate incidents
and the College Policy**



DEFINITIONS

HATE or BIAS-MOTIVATED BEHAVIOR

Any act or expression directed against a person, group or their property that is motivated, in whole or in part, by a belief or perception regarding their real or perceived identities.

BIAS INCIDENT

An expression of hostility, whether spoken, written, symbolic or other form, which is motivated by some form of prejudice based on the victim's actual or perceived identity (i.e. sexual orientation, race, ethnicity, national origin, gender identity, ability, religious affiliation, etc.).

HATE CRIME

A committed criminal offense that is motivated, in whole or in part, by the offender's bias(es) against a race, disability, sexual orientation, ethnicity, gender or gender identity. A hate crime is a violation of campus policy and will be investigated and adjudicated.

Many hate crimes and bias-related incidents are anonymous and acquiring enough evidence to pursue them is challenging. Other hurtful incidents constitute neither a hate crime nor a bias-related incident. That doesn't mean that we should ignore them. If you are unsure what to do, contact one of the resources listed here.

What can I do if I'm the victim of a hate crime or bias-related incident?

Make sure you are safe. Remove yourself from any potentially dangerous situation immediately. Report the incident as soon as possible through any of the following campus resources:

- Campus Safety, 507-933-8888
- Dean of Students Office Staff, 507-933-7526
- Diversity Center Staff, 507-933-7449
- Residential Life Staff, 507-933-7529
- Campus Safety Director, 507-933-8809
- St. Peter Police Department, 507-931-1550
- Dean of Students webpage, click on the "Report Hate and Bias" button

www.gustavus.edu/deanofstudents/incident_report.php

Preserve any evidence (graffiti, phone call recordings, email messages, letters, etc.) if possible. Take note of witnesses to the incident.

What will the College do in such cases?

When a hate crime or bias-related incident involving a student or student group is reported, the College will respond to the situation promptly and seriously while treating students and their concerns with respect and sensitivity. The Dean of Students or her designee will convene the Gustavus Bias Response Team to review what has occurred and identify options for action to assist the victims and communicate to the campus community.

Assistance for victims may include:

- Change in campus housing or course schedule
- Initiation of criminal or campus judicial action
- Participation in mediation as an alternative dispute resolution process
- Referral to support services and resources
- Organization of community discussion

Communication from the College to the campus community considers the following:

- Personal and community safety
- FERPA laws and necessity for confidentiality
- Promotion of education and awareness

What support exists for victims?

Gustavus encourages students to seek support and assistance from the following College resources:

• **Counseling Center**

Victims of bias incidents often need assistance to work through their complex emotional and psychological consequences. Others in the targeted group may experience bias incidents as personal attacks also. All direct or indirect victims are encouraged to contact the Counseling Center for confidential support. Counselors are aware of and sensitive to the impact of bias incidents and can offer caring support and help in working through difficult issues.

• **Diversity Center**

The Diversity Center is an educational resource center and source of direct support for individuals and groups who may have been affected by bias-related incidents. All victims, direct or indirect, are welcome to approach the Diversity Center staff for direct assistance.

• **Residential Life**

Residential Life staff are trained to take threats or expressions of hostility seriously and to provide support for victims. Hall, section, or floor meetings are sometimes convened to discuss bias-motivated incidents and to urge a residential community to stand as a community against them. Students who have received direct threats may request relocation to other housing accommodations.

• **Office of the Chaplains**

The Chaplains of the College seek to support religious, spiritual, ethical, and cultural life for all members of the Gustavus community. The Chaplains serve alongside people of all faith perspectives and worldviews through compassion and hospitality, especially in times of pain and crisis. The Chaplains are an important confidential resources for victims and all others on campus, and are able to listen and connect victims with a wide variety of resources.