

For example, if the victim is concerned about any type of retaliation from the perpetrator or their acquaintances, the College can impose a “no contact” condition between all parties involved. If someone violates the “no contact” (i.e., tries to contact the victim through friends), they will be charged disciplinarily and can be subject to immediate dismissal from the College.

Informing Campus Community on Security Procedures

North Country Community College notifies students of security concerns in a number of ways. Most importantly, in a pro-active manner, students are reminded during orientation, the residential check-in process, and periodically during the semester of the importance of good choices and personal security as they go about their daily lives. In addition:

- Flyers reminding students of areas of concern are produced and distributed across the campus.
- The importance of locking doors and securing personal possessions is also widely addressed and student staff is instructed to secure any door that is found unlocked.
- Equally important, students are reminded of the importance of exercising good judgment in the selection of activities in which they engage and individuals with whom they affiliate.
- Students and parents are encouraged to investigate and ask questions about campus crime statistics which are maintained by the Office of Campus Life and Student Life.

Obtaining Support and Assistance

Students may seek support and assistance by initiating a conversation with their Resident Assistant, the Residence Hall Director on the Saranac Lake Campus, academic advisor, faculty, human resource specialist in the Office of Organizational Effectiveness and Technology Solutions, support staff in any office about any concern or incident regarding a bias-related crime or bias-related harassment.

North Country Community College also refers students who has been a victim of a crime, bias-related or otherwise to off-campus counseling services agencies. Students who are victims of bias-related crimes (and any other acts of violence) and students charged with a bias-related crime can also receive support throughout any investigation or criminal process.

BIAS-RELATED CRIME PREVENTION INFORMATION

North Country Community College supports a community in which differences enrich the educational climate. These differences include but are not limited to race, socio-economic status, ethnicity, gender and sexual orientation. We care about each and every single student that becomes a part of our community. North Country Community College promotes equality within our community by respecting one another and encouraging a community of tolerance.

As a community, we will not tolerate any bias-related offenses involving any of our employees or students. North Country Community College will apprehend and adjudicate persons responsible for bias-related crimes committed against any member of our community. Aggravated harassment and assault are two examples of criminal acts which can be motivated by bias against individuals based on their race, color, national origin, ancestry, gender, age, disability, religion or religious practice or sexual orientation. We encourage anyone who witnesses or is a victim of such offenses to come forward and seek justice. Acceptance, safety, peace and equality are what we stand for and you are asked to support this mission as well.

Have you been a victim of *or* witnessed a bias related crime?

- Someone might have used a derogatory word that disrespected your gender.
- Someone might have written something on the wall, desk or door that made you feel uncomfortable about your religion.
- Someone sent you an email that made you feel unwelcome based on your sexual orientation.
- Someone physically harmed you because you looked different than them.
- Someone made fun of your background because you were born in a foreign country.
- Someone touched you in a way that made you feel ashamed of your body.

If you have experienced or observed any one of these situations, you may have been part of an incident that qualifies as a bias-related offense. A bias-related victim has a number of options that can be explored with our staff ranging from counseling referral, to anonymous reporting to pursuing formal action. Many bias-related behaviors may also qualify as a hate crime.

WHAT IS A BIAS RELATED HATE CRIME?

Hate Crimes Act 2000 (Title Y, Chapter 107, Article 485, New York State Penal Code)

Under New York State law, a hate crime is committed when a person commits a "specified offense," such as murder, assault, kidnapping, arson, or other crimes against an individual because of his or her race, color, national origin, ancestry, gender, age, disability, religion or religious practice or sexual orientation.

A *bias related crime* is an act or a threatened or attempted act by any person or group of persons against the person or property of another individual or group which in any way constitutes an expression of hostility toward the victim because of his/her race, religion, sexual orientation, national origin or ethnicity. This includes, but is not limited to: threatening phone calls, hate mail, physical assaults, vandalism, cross burning, or destruction of religious symbols, and fire bombings.

EXAMPLES OF BIAS RELATED CRIMES

- Words, symbols, or acts, which are or may be offensive to an identifiable group used by the perpetrator. Ex. Burning cross, swastika, derogatory words or slurs directed at a particular race, religion, sexual orientation, national origin, ethnicity, or gender.
- Written words, slurs or graffiti on walls, boards, buildings, desks, posters, and emails directed at a particular race, religion, sexual orientation, national origin, ethnicity, or gender.
- The victim and the perpetrator are members of different race, religion, sexual orientation, national origin, ethnicity, or gender.
- The victim or victim's group has been subjected to past incidents of a similar nature.
- There has been tension or hostility between the victim's group and another particular race, religion, sexual orientation, national origin, ethnicity, or gender.
- When multiple incidents occur at the same time, and all victims of the same particular race, religion, sexual orientation, national origin, ethnicity, or gender.
- The perpetrator responsible has a true understanding of the impact of the crime/incident on the victim or other group members.
- The crime/incident indicates possible involvement by an organized hate group.

Criminal Penalties and Campus Disciplinary Sanctions

Bias-related offenses may lead to penalties up to and including expulsion from the college. Students charged disciplinarily (refer to the Code of Conduct) and found responsible will be sanctioned accordingly.

We know that the responsibility for bias-related offenses as true for other acts of violence rest squarely on the perpetrator. North Country Community College is dedicated to your safety and will vehemently pursue those who are responsible for acts of misconduct, especially those acts of bias-related violence (and any other form of violence). Students need to understand that they are responsible for their individual and group conduct. North

Country Community College expects members of its community to exercise not only safe habits, but self control and civil respect for the dignity of others.

Reporting Bias-Related Complaints

Students should report any act of violence to any staff member at North Country Community College. Staff and faculty are encouraged to immediately report any act of violence and any other offense. Reports should be directed to the Director of Campus and Student Life (518)891-2915 ext. 1205 in a confidential setting and explore options at that time. College staff also reserves the right to consult with local law enforcement agencies to determine if the incident also qualifies as a reportable offense under the state law.

Anonymous Reporting

North Country Community College also encourages anonymous reporting of bias-related crimes to the Director of Campus Life and Student Life or directly to the local police agency. Anonymous reporting helps North Country Community College collect valuable information and may help in any investigation current or in the future.

Campus Notification (Timely Warning)

In the event of an incident, the Director of Campus Life and Student Life (or their designee) will publish information to the campus that contains information intended to sensitize the campus community to the nature of any current concern. The privacy of the individual(s) involved is pre-eminent, but in most cases sufficient detail is included that provides the campus community with valuable information to decrease the likelihood of further occurrence.

Concerns of Personal Safety

In addition, if at any time following an incident, the victim feels his/her personal safety is at risk; he/she should immediately contact the Director of Campus Life and Student Life who will complete an assessment of the risk and render a decision that is appropriate to the situation.