INTRODUCTION -- UC SANTA CRUZ STATEMENT OF COMMUNITY

The University of California, Santa Cruz is a community which requires the free and open exchange of ideas and the widest possible range of opportunity in the pursuit of knowledge in order to thrive. We are committed to maintaining an objective, civil, diverse and supportive community, free of coercion, hate, intimidation, dehumanization or exploitation. The campus is dedicated to the promotion and protection of an environment that values and supports every person in an atmosphere of honesty, cooperation, professionalism and fairness as reflected in our UCSC Principles of Community.

I. POLICY STATEMENT

The University of California, Santa Cruz expressly prohibits students from engaging in conduct constituting unlawful discrimination, harassment or bias. In keeping with the UCSC Principles of Community, we expect students and their guests to refrain from any acts or behaviors that are directed at other members of the campus community, and that result in unlawful discrimination, harassment or bias for an individual or group, and/or that substantially disrupt University operations or interfere with the rights of others. The campus does not seek to limit freedom of speech but rather strives to ensure that all members of the campus community are able to participate in University programs and activities to the fullest extent possible.

II. REASON FOR POLICY

Acts of bias and hate are divisive, unwelcome, and have a direct impact on both the academic mission of the University and individual student success. In some cases, these acts are illegal and/or violate University policies. In other cases, these acts are protected by principles of free speech. When acts of bias or hate are tolerated, the academic mission and climate of the University are undermined, which in turn directly affects the success and well-being of individuals and groups. As a University community, we strive to create, foster and maintain an environment that provides support for students to feel safe and respected which will in turn enhance their ability to be successful.

If a hate/bias incident violates the UCSC Code of Student Conduct (including federal/state law) or is perpetrated in conjunction with a violation of University policy, discipline may include enhanced sanctions (see Code of Student Conduct Code Section 104.90, Enhanced Sanctions). Law enforcement will be involved as appropriate.

III. APPLICATION OF POLICY

Any UCSC student may report suspected hate crimes, or alleged incidents of hate or bias under this policy. This policy is managed by the Dean of Students.

1 Hate or bias incidents perpetrated by or targeting staff or academic employees are managed by the Campus Diversity Officers: For staff employees, the Associate Chancellor at (831) 459-4380; and for academic employees, the Vice Provost for Academic Affairs at (831) 459-2351. If a staff or faculty member is identified as the responsible party or target, the complaint will be reviewed by either the Associate Chancellor or the (footnote continued)
IV. DEFINITIONS

A. What is a Hate Crime?

A hate crime is a criminal offense, in whole or in part, because of the victim's race, religion, sexual orientation, disability, ethnicity, national origin, gender, gender identity, or association with a member of these groups. While such a definition may make identifying a hate crime seem like a simple task, criminal acts motivated by bias can easily be confused with forms of expression protected by the First Amendment to the U.S. Constitution. For information on federal and state hate crime laws, please contact the UCSC Police Department at (831) 459-2231.

For information on reporting a crime to University police, please go to: http://police.ucsc.edu/report/index.html or call the University Police Department at (831) 459-2231.
Emergencies - 911 UCPD Anonymous tip line (voicemail only) - (831) 459-3847

B. What is an Incident of Hate or Bias?

Not every expression of hate or group bias rises to the level of a hate crime as defined in state and federal law. Derogatory words or epithets directed against a member of a protected class -- if not accompanied either by action with an intent to threaten harm with the ability to carry it out, or other applicable rules violations -- are considered protected speech and not a hate crime.

Even when the incident is not a crime, however, the campus seeks to prevent and respond to these incidents by educating the campus community and providing a clear, accessible way to report experiences of hate or bias. Any communication or behavior that maligns another individual or group on the basis of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition, genetic information, ancestry, marital status, age, sexual orientation, citizenship or service in the uniformed services, may be an incident of hate or bias within the scope of this policy. If the communication or behavior substantially disrupts or interferes with University operations or the rights of others, it may be subject to additional review and investigation consistent with the University's student discipline procedures or employee personnel policies.

Further guidance regarding hate crimes, the difference between a hate crime and hate speech, and the indicators of a hate crime or bias incident may be found at http://reporthate.ucsc.edu/about/definitions.html

V. TO REPORT INCIDENTS OF HATE OR BIAS

The University strongly encourages anyone who believes he or she has been a target of, or a witness to, an incident of hate or bias to report the incident using the Hate/Bias Incident Report Form available online at http://reporthate.ucsc.edu/how-to-report/online-report-form.html, or located in the Schedule of Classes. Reports should be made as soon as possible following the incident to optimize the University's ability to collect all relevant information and expedite corrective actions where appropriate. Incidents of property damage, graffiti, threats or assault should be reported to University Police immediately and all evidence should be preserved. (See also Section VII -- "To Report a Hate Crime")

(footnote continued from previous page) Vice Provost for possible action and/or referral to appropriate campus offices consistent with University personnel policies or collective bargaining agreements. (See Section VI).

UCSC Bias Incidents/Hate Crimes Policy & Procedures
All Hate/Bias Incident Reports will be referred to the Hate/Bias Response Team (HBRT), which will acknowledge receipt and review the report to determine, whether, if true, the facts as stated are sufficient to constitute an incident of hate or bias within the scope of this policy.

The Dean of Students (459-4446) or designee will make every reasonable effort to contact the complainant within two (2) campus business days of receipt to gather additional information. The Dean of Students will also monitor the progress of all reports, including confirming that complainants have been contacted, that all reports have been be addressed as appropriate, and that the matters have been closed. All reported incidents are entered into the campus confidential hate/bias incident data base.

VI. PROCEDURE FOR REVIEW OF HATE/BIAS INCIDENT REPORTS

After initial contact with the complainant, the Dean of Students will conduct further review of the alleged incident of hate or bias as necessary; or as appropriate, forward the matter to another appropriate campus office or HBRT member for investigation. Results of the review should be forwarded to the complainant within twenty-one (21) campus business days of receipt of the complaint. This time period may be extended, as necessary, based on the complexity of the matter.

If a student is identified as the responsible party for the incident, the Dean of Students will refer the matter to Student Judicial Affairs for adjudication consistent with student disciplinary procedures. If a hate/bias incident violates the UCSC Code of Student Conduct or federal/state law or is perpetrated in conjunction with a violation of University policy, discipline may include enhanced sanctions (see Code of Student Conduct Code Section 104.90, Enhanced Sanctions).

If a student is identified as the responsible party, but there is no violation of the UCSC Code of Student Conduct or other University policy, or if there is no identified responsible party, the Dean of Students may nevertheless recommend an educational or informational intervention to the appropriate residential, academic or other administrative office.

If a staff or faculty member is identified as the responsible party or target, the complaint will be reviewed by either the Associate Chancellor or the Vice Provost for Academic Affairs, respectively, for possible action and/or referral to appropriate campus offices consistent with University personnel policies or collective bargaining agreements.

If a report pertains to a gender-based hate/bias incident, it will be forwarded to the Title IX/Sexual Harassment Officer for resolution.

If a report pertains to a possible hate crime, the HBRT will immediately refer the matter to campus police for investigation as appropriate.

The Dean of Students will coordinate with the HBRT, the Associate Chancellor, the Office for Diversity, Equity, and Inclusion (ODEI), Title IX and/or other relevant campus offices regarding: preventive education; the facilitation of dialogue among individuals, local communities or the campus community; and/or the facilitation of campus or community support services as appropriate.

In addition, the Dean of Students will coordinate with the HBRT, the Associate Chancellor, the ODEI, Title IX and/or other relevant campus offices concerning any appropriate communications to the campus community. The nature and extent of such communications will depend on an assessment of many factors, including but not limited to, the severity of the alleged incident(s), the impact of such
communication on the targeted individual(s) or community at large, the potential for "copycat" behavior as a result of publicity, and the potential for interference with ongoing investigation(s).

**Confidentiality**

All reports are confidential to the extent permitted by law and University policy. Personal information will not be shared with others except with those University staff who have a business need to know, such as those involved with investigating a report, responding to student support needs, or assessing disciplinary action. Any student's personal information gathered during the review of an alleged hate/bias incident will be subject to disclosure only to the extent permitted by law such as the Family Education Rights & Privacy Act (FERPA) or University policy.

**VII. TO REPORT A HATE CRIME**

University police maintain law enforcement authority on the UCSC campus to investigate criminal activity. University police will conduct an investigation to determine whether a hate crime has occurred.

For information on reporting a crime to University police, please go to: [http://police.ucsc.edu/report/index.html](http://police.ucsc.edu/report/index.html) or call the University Police Department at 459-2231.

Emergencies - 911  
UCPD Anonymous tip line (voicemail only) -- 459-3847

The UCSC Police Department is the office of record for hate crimes.

**VIII. THE HATE/BIAS RESPONSE TEAM (HBRT)**

The HBRT will assist the Dean of Students in the resolution of reports alleging incidents of hate or bias. The Dean of Students will convene the HBRT on a bi-annual basis. For a list of HBRT members, please go to: [http://reporthate.ucsc.edu/response-team/index.html](http://reporthate.ucsc.edu/response-team/index.html)

**IX. ADDITIONAL RESOURCES FOR SUPPORT AND ADVOCACY**

The following Student Support Services are also available for any UCSC student who would like support or assistance, either as a victim of a hate/bias incident or crime, or in seeking to help another student.

- Counseling and Psychological Services 459-2629
- Disability Resource Center 459-2089
- Office for Diversity, Equity, and Inclusion 459-1758
- Student Organization Advising and Resources (SOAR) 459-2934
- Chancellor's Office 459-2058
- Student Judicial Affairs 459-1738
- Title IX Coordinator/Sexual Harassment Officer 459-2462

**X. WEBSITE ADDRESS FOR THIS POLICY AND RELATED INFORMATION**

This policy and all related forms may be found at: [http://reporthate.ucsc.edu](http://reporthate.ucsc.edu)

Hate/Bias Policy  
XI. **RESOURCE FOR CAMPUS HATE/BIAS STATISTICS**

The Dean of Students is the office of record for maintaining reports of Hate/Bias complaints and publishes a bi-annual summary report of campus-wide statistics. This information may be found at http://reporthate.ucsc.edu/incidents-data/.

NOTE: The summary report contains every complaint made by a reporting party without determining whether the facts as alleged, if true, would constitute an incident of hate or bias within the scope of this policy. Duplicate reports for the same incident are omitted.