

The following types of abusive behavior are prohibited at Chapman University according to the Student Conduct Code (Article III). Any student who feels threatened or intimidated may bring charges against another student(s), staff or faculty member for alleged hate behavior, incident, act or a hate crime.

Hate Incident: Any occurrence that involves a verbal, written, or physical action that is intended to create emotional suffering, physical harm, or property damage to a person(s) because of their perceived or actual race, ethnic background, religious belief, ancestry, national origin, sexual orientation, physical or mental disability, biological sex, veteran status, gender identity or expression, or any other state or federally protected status.

Violations may include but are not limited to the following: slurs, name-calling, epithets, symbols, posting, demeaning jokes, leaflets, flyers, caricatures, gestures, defacing, removing or destroying posted materials, distributing or posting hate literature, internet communication, editorials or letters to the editor, instant messaging, e-mails, use of Facebook, Myspace, etc.

Hate Crime: The State of California defines a Hate Crime as any criminal acts or attempted criminal acts to cause physical injury, emotional suffering, or property damage where there is a reasonable cause to believe that the crime was motivated in whole or in part, by the victim's actual or perceived race, ethnicity, religion, gender, sexual orientation, national origin, or physical or mental disability (California Penal Code, Section 13023). **Violations may include but are not limited to the following:** graffiti, damage to a car or personal property, threat of violence, stalking, theft, assault, harassment, damage to a community space.

How to Report a Hate Incident or Hate Crime

If anyone is physically injured or in danger, call 911.

If no one is injured or in danger, contact one or more of the following:

- ✓ Public Safety immediately (714) 997-6763
- ✓ Vice Chancellor for Student Affairs & Dean of Students soon (714) 997-6721
- ✓ Student Psychological & Counseling Services (714) 997-6778
- ✓ Equal Opportunity Office (714) 997-6847
- ✓ Orange Police Department (714) 744-7444

- ➔ You can call *22 from any pay phone on campus for emergencies.
- ➔ Make sure the person who was the target of the incident or crime is in a safe place.
- ➔ Help preserve evidence by not removing, cleaning or disposing of any offending graffiti or other materials before they have been documented by police or Public Safety.
- ➔ If the target of the incident does not want police or Public Safety involvement, it is strongly encouraged that another party document and report the incident.
- ➔ If the incident took place within the residence halls, contact a Resident Advisor or a Resident Director.
- ➔ Remember to affirm that the incident or crime is not the target's fault.
- ➔ Seek support.

Why is it so important to report hate incidents or crimes?

- Keep people safe by being proactive
- Help victims and targeted communities by having appropriate supports in place
- Observe current trends and have an understanding of the Chapman climate
- Strengthen institutional responses in order to improve the Chapman climate

How do you respond after reporting the hate incident or hate crime?

- **Refer affiliate who was targeted and/or witness to appropriate resources on or off campus.**
- **For trauma or stress related to the hate incident or hate crime:**
 - ✓ Student Psychological Counseling Services (714) 997-6778
 - ✓ Human Resources (714) 997-6686
- **Targeted identity and religious belief resources:**
 - ✓ Student Psychological Counseling Services (714) 997-6778
 - ✓ Vice Chancellor for Student Affairs & Dean of Students (714) 997-6721
 - ✓ Fish Interfaith Center (714) 628-7260
 - ✓ The Office of Church Relations (714) 997-6760
 - ✓ Equal Opportunity Officer (714) 997-6847
- **For experiences of sexual assault, stalking, sexual harassment, sexual, gender and domestic violence:**
 - ✓ Dani Smith, Chapman CARES (714) 744-7080
 - ✓ Chapman Sexual Assault Info Line (714) 744-7000
 - ✓ CSP Rape Crisis Hotline-24 Hours (714) 957-2737
 - ✓ Student Psychological Counseling Services (714) 997-6778
 - ✓ Domestic Violence Hotline (714) 992-1931
 - ✓ Human Resources (714) 997-6686
 - ✓ Department of Public Safety (714) 997-6763
 - ✓ Orange Police Department (714) 744-7444

When there is a hate incident or hate crime without a known perpetrator:

- Public Safety will inform Vice Chancellor for Student Affairs & Dean of Students of all reports made
- Vice Chancellor for Student Affairs & Dean of Students will inform the appropriate offices within 24 hours of receipt
- Vice Chancellor for Student Affairs & Dean of Students will record all reports made within the online conduct system for tracking trends and patterns over time

When there is a hate incident or hate crime with a known perpetrator:

If the perpetrator is a **student**, he/she will be referred to Student Conduct in accordance with the *Student Conduct Code*.

- If the perpetrator is a **faculty or staff member**, he/she will be referred to the Equal Opportunity Officer in accordance with the *Harassment & Discrimination Policy*.
- If the perpetrator is a **non-Chapman affiliate and a criminal act was not committed**, Chapman Public Safety will not trespass her/him from campus for 24 hours.
- If the perpetrator is a **non-Chapman affiliate and a criminal act was committed**, Chapman Public Safety will proceed with the appropriate protocol in relation to the perpetrator through the local criminal justice system.

Reporting allegations of discrimination:

University officials who become aware of conduct that they believe may be discriminatory, a hate incident or a hate crime are should report that conduct to the Vice Chancellor for Student Affairs & Dean of Students and Public Safety. University officials who are encouraged to report allegations of hate include, but may not be limited to, a supervisor or manager; a chair, director, or dean of an academic unit; any other person with a title at the level of Director or higher; and personnel with oversight responsibilities for students or employees. Members of the Division of Student Affairs must report hate incidents or hate crimes immediately.