

ATTACHMENT II

UMBC PROCEDURES FOR RESPONDING TO HATE/ BIAS INCIDENTS

I. Purpose and Applicability

A. The essential nature of the University requires an atmosphere of tolerance and understanding of diverse groups, ideas, and opinions. Acts of destruction, violence or harassment which are racially, ethnically, religiously, and/or otherwise motivated against the personal property of others or which infringe on the rights and freedom of others will not be tolerated at UMBC. Individuals committing such acts at the University are subject to campus judicial and personnel action including suspension, expulsion or termination.

B. The University will investigate and report hate/bias incidents or crimes, required by applicable laws and regulations as defined by Md. Criminal Law Code Ann. § 10-301 through 10-308.

II. Prohibitive Conduct:

A. Acts of harassment, violence and/or destruction of property because of another's race, color, religion, age, national origin, sex, sexual orientation or disability are prohibited.

III. Reporting Hate/Bias Incidents:

A. Anyone who is a victim of or learns of a hate/bias incident should report the incident to any of the following offices on campus:

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| 1. | University Police | 410-455-5555 (emergency) |
| | | 410-455-3134 (non-emergency) |
| 2. | Office of Student Life | 410-455-3462 |
| 3. | Office of Human Relations | 410-455-5745 |
| 4. | Office of Human Resources | 410-455-2337 |

B. The Office of Student Life, the Office of Human Relations, or the Office of Human Resources will notify the University Police.

C. The University Police will conduct an initial investigation and assessment to determine if the matter should be handled by police or another campus office.

D. If the Police determine that the incident does not involve criminal activity, it will contact the Office of Human Relations and/or the Office of Human Resources, or the Office of Student Life, as determined by the status of the alleged victim and status of the alleged perpetrator (e.g. student, faculty, staff, visitor, etc.), so that the appropriate administrative action, if warranted, can be taken pursuant to existing procedures.

IV. Communication with University Administration:

A. The University Police, the Division of Student Affairs, the Office of Student Life or the Office of Human Resources responding to the complaint will communicate information about the incident promptly to the Hate/Bias Response Team and the Office of the President.

B. The nature of the incident will dictate the appropriate courses of action:

1. Criminal Behavior:

a) If the incident is determined to be a crime, the UMBC Police Department will conduct a criminal investigation and offer support services to the victim. University Police will make the appropriate notifications of an incident to other University administrators. If the person responsible for the crime is a student, faculty, or staff member, in addition to criminal prosecution, appropriate referrals will also be made to the Office of Student Life and/or the Office of Human Resources, and/or the Division of Student Affairs for necessary action.

2. Violation of Residence Hall Rules and Contract:

a) The Department of Residential Life will determine if an incident is in violation of residence hall rules and if so, determine appropriate disciplinary action.

3. Violation of UMBC Personnel Policies and Procedures:

a) An incident occurring in the work environment will be subject to review and action by the Office of Human Resources.

4. Violation of the Code of Student

a) Conduct: The Office of Student Judicial Programs administers the Code of Student Conduct. Incidents found to be in violation of the code will be subject to disciplinary action up to and including suspension or expulsion from the University.

V. On-Going Educational Programs:

The Office of Human Relations is charged with designing and implementing educational programs and cross cultural activities designed to promote tolerance and an appreciation of diversity for faculty and staff. The Office of Student Life is charged with designing and implementing educational programs and multicultural activities for students.