

## **COLUMBIA UNIVERSITY POLICY ON THE RESPONSE TO INCIDENTS OF BIAS**

### **Introduction**

Bias crimes, also known as hate crimes, are criminal activity motivated by the perpetrator's bias toward certain actual or perceived personal characteristics of the victim. University policy and federal and state law prohibit crimes motivated by bias on the basis of race, color, sex or gender, age, ancestry, national origin, religious belief or practice, disability, sexual orientation, or political persuasion. The University is required to report annually on the statistical incidence of bias crimes on or around campus as part of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act (the "Clery Act")

### **Federal Law**

The Clery Act defines hate crimes as any of the crimes otherwise reportable under the Clery Act or any bodily injury to any person in which the victim is intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity or disability of the victim.

### **New York State Law**

New York Penal Law specifies that a person commits a hate crime, when he or she commits a specified offense and either intentionally selects the person against whom the offense is committed or intended to be committed in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of the person, regardless of whether the perception or belief is correct, or intentionally commits the act or acts constituting the offense in whole or in substantial part because of a belief or perception with respect to the categories enumerated above.

The specified offenses are assault in the third degree; assault in the second degree; assault in the first degree; aggravated assault upon a person less than eleven years old; menacing in the first degree; menacing in the second degree; menacing in the third degree; reckless endangerment in the second degree; reckless endangerment in the first degree; manslaughter in the first degree; manslaughter in the second degree; murder in the second degree; stalking in the fourth degree; stalking in the third degree; stalking in the second degree; stalking in the first degree; rape in the first degree; criminal sexual act in the first degree; sexual abuse in the first degree; aggravated sexual abuse in the second degree; aggravated sexual abuse in the first degree; unlawful imprisonment in the second degree; unlawful imprisonment in the first degree; kidnapping in the second degree; kidnapping in the first degree; coercion in the second degree; coercion in the first degree; criminal trespass in the third degree; criminal trespass in the second degree; criminal trespass in

the first degree; burglary in the third degree; burglary in the second degree; burglary in the first degree; criminal mischief in the fourth degree; criminal mischief in the third degree; criminal mischief in the second degree; criminal mischief in the first degree; arson in the fourth degree; arson in the third degree; arson in the second degree; arson in the first degree; petit larceny; grand larceny in the fourth degree; grand larceny in the third degree; grand larceny in the second degree; grand larceny in the first degree; robbery in the third degree; robbery in the second degree; robbery in the first degree; harassment in the first degree; aggravated harassment in the second degree; or any attempt or conspiracy to commit any of the foregoing offenses.

When a person is convicted of a hate crime where the specified offense is a violent felony offense, the hate crime shall be deemed a violent felony offense. When a person is convicted of a hate crime where the specified offense is a misdemeanor or a class C, D or E felony, the hate crime shall be deemed to be one category higher than the specified offense the defendant committed, or one category higher than the offense level applicable to the defendant's conviction for an attempt or conspiracy to commit a specified offense, whichever is applicable.

### **University Policy and Procedure**

An individual, who believes he/she may have been the victim of a hate crime or may have witnessed a hate crime, should contact the Columbia University Department of Public Safety immediately. The Department of Public Safety can be reached at the Morningside Campus, located in room 111 Low Library by calling 212-854-2797 or Ext. 99 from any Rolm telephone on campus. Our office at the Columbia University Medical Center is located in 109 Black Building, telephone number 212-305-8100.

When Public Safety receives a report of a hate crime, an investigator will interview witnesses, collect evidence and make any and all notifications. Depending on the seriousness of the matter, the Department of Public Safety may refer the matter immediately to the New York City Police Department, may conduct an investigation, or may refer the matter to the appropriate dean or supervisor for Dean's Discipline or other action.

There are times when an individual may believe that he or she has been victim to or witnessed an act of bias activity but there has been no apparent crime committed. In those incidents, victims or witnesses may contact the Department of Public Safety or may choose one of the other resources listed below.

Additionally, students who become aware of bias activity or hate crimes may choose to notify the deans of their respective schools.

## **Resources**

Columbia University and the surrounding community have a variety of resources available to victims of hate crimes. Counseling and Psychological Services on the Morningside Campus is staffed with professional counselors. St. Luke's Roosevelt Hospital Center and the New York Presbyterian Columbia University Medical Center Campus provide medical attention and emotional support for victims of violent crimes. In addition, the following is a listing of specific Columbia University resources that are available:

### **Columbia University Resources in the Event of a Bias Incident / Hate Crime**

#### **I.) University Wide Resources**

##### **Department of Public Safety:**

M.S. Campus  
111 Low Library  
Tel: (212) 854-2796  
Emergency: (212) 854-5555

CUMC Campus  
109 Black Building  
Tel: (212) 305-7979  
Emergency: (212) 305-7979

<http://www.columbia.edu/cu/publicsafety/>

The mission of the Department of Public Safety is to enhance the quality of life for the entire Columbia community by maintaining a secure and open environment in which the safety of all is balanced with the rights of the individual.

##### **The Office of Equal Opportunity and Affirmative Action:**

Melissa Rooker, Associate Provost for Equal Opportunity and Affirmative Action  
535 West 116<sup>th</sup> Street  
103 Low Memorial Library  
Tel: (212) 854-5918

<http://www.columbia.edu/cu/vpaa/eoaa/>

The Office of Equal Opportunity and Affirmative Action (EO&AA) is responsible for managing and coordinating University policies, procedures, and programs governing

equal opportunity and affirmative action concerns--from employment to education and from applications to treatment of termination. The Office handles complaints of discrimination and harassment based on race, color, sex, religion, national or ethnic origin, citizenship, sexual orientation, age, marital status, disability, or status as a Vietnam-era or disabled veteran.

**Ombuds Office:**

Joan Waters, Ombuds Officer  
M.S. Campus  
660 Schermerhorn Extension  
Tel: (212) 854-1234

CUMC Office  
50 Haven Avenue  
101 Bard Hall  
Tel: (212) 304-7026  
Fax: (212) 854-6046

<http://www.columbia.edu/cu/ombuds/>

The Ombuds Office offers confidential and neutral complaint handling. The Ombuds Office helps callers assess options and makes referrals to appropriate University resources. It is an independent resource for conflict resolution. It serves all members of the University community—students, faculty, and employees.

**University Chaplain:**

Office of the University Chaplain  
710 Lerner Hall  
Tel: (212) 854-6242

<http://www.columbia.edu/cu/earl>

The mission of the Office of the University Chaplain is to help respond to the individual and collective needs of the Columbia community. It does so by collaborating with other University departments to provide and foster pastoral care and counseling, by sponsoring diverse programming initiatives and organizing University-wide ceremonies, and by assisting in the development of University policy.

**Office of Disability Services:**

M.S. Campus  
Lerner Hall, 8<sup>th</sup> Floor

CUMC Office  
50 Haven Avenue  
101 Bard Hall  
Tel: (212) 854-2388

<http://www.health.columbia.edu/ods/index.html>

The Office of Disability Services surveys and determines the specific needs of students with disabilities, and develops and implements programs and policies to meet those needs by enabling these students to achieve their academic and personal potential, and facilitates their integration into all aspects of campus life.

**Sexual Violence Prevention and Response Program:**

Tel: (212) 854-HELP (4357)

<http://www.health.columbia.edu/svpr>

The Sexual Violence Prevention and Response Program provides comprehensive and integrated education, support and advocacy about sexual and relationship violence. This program oversees the Rape Crisis/Anti-Violence Support Center.

The Barnard Columbia Rape Crisis/Anti-Violence Support Center (RC/AVSC) offers a safe and supportive place for survivors of sexual assault and other forms of violence, including bias crimes, in addition to disseminating important information to the University community. The Center provides peer counseling and 24-hour advocacy services to survivors and co-survivors.

**University Gender-Based Misconduct Office**

Jeri Henry, Interim Director  
Tel: (212) 854-1717

<http://sexualrespect.columbia.edu>

The University has established the Gender-Based Misconduct Office to support and provide assistance to students affected by gender-based misconduct. The Office does not act as an advocate, but is a neutral resource available to all students. The Gender-Based

Misconduct Office is responsible for referring students to available resources, offering appropriate protections, and coordinating the disciplinary process. The Office can provide support and assistance immediately following an incident, throughout the investigation and disciplinary process and throughout a student's time at the University. Contact information for the Gender-Based Misconduct Office is in the Resources listing at the back of this Policy.

## **II.) Morningside Campus Only**

### **Office of Multicultural Affairs (C.C. & S.E.A.S. Students only):**

510 Lerner Hall  
Tel: (212) 854-0720

<http://www.studentaffairs.columbia.edu/multicultural/>

The Office of Multicultural Affairs seeks to strengthen and enhance the richly diverse fabric of the Columbia community by providing and supporting programs and services in the following areas: Diversity Education and Training; Cultural Student Organization Advising; Advocacy; Intercultural Community Programming; Leadership Development and Training; Mentoring.

### **Housing and Residential Life:**

#### **Office of Residential Programs:**

515 Lerner Hall  
Tel: (212) 854-6805

<http://www.studentaffairs.columbia.edu/resprograms/>

The staff of the Office of Residential Programs strives to enhance the quality of residential life by cultivating an atmosphere conducive to educational pursuits and the development of community within the student body. These contributions form an integral part of a Columbia education by stimulating mutual understanding and by fostering an atmosphere based on the appreciation of the differences and similarities characterizing our diverse cultural community.

**Health Services:****Medical Services**

John Jay Hall, 3<sup>rd</sup> & 4<sup>th</sup> Floors  
Tel: (212) 854-9797

<http://www.health.columbia.edu/pcwh/index.html>

Primary Care Medical Services provides urgent, routine, and follow-up medical care. They also offer wellness and self-care programs, as well as laboratory tests, immunizations, and the monitoring of certain health conditions. Primary Care also provides well-woman care, lesbian health care, contraception, emergency contraception, pregnancy testing, referral for prenatal care and abortion, and other assistance to women with health problems.

**Counseling and Psychological Services:**

Lerner Hall, 8<sup>th</sup> Floor  
Tel: (212) 854-2878

<http://www.health.columbia.edu/cps/index.html>

CPS offers free psychological counseling to all undergraduate and graduate students who have paid the Health Service fee. Emergency consultations and crisis intervention are provided to students in acute distress.

**Gay Health Advocacy Project:**

John Jay Hall, 4<sup>th</sup> Floor  
Tel: (212) 854-7970 / (212) 854-6655

<http://www.health.columbia.edu/ghap/index.html>

The Gay Health Advocacy Project (GHAP) promotes the health and civil rights of lesbian, gay, bisexual and transgender (LGBT) people on campus. In addition to providing HIV testing, counseling and treatment, GHAP's staff and volunteers provide services concerning sexuality, sexual health and LGBT support.

**III.) Medical Center (CUMC) Campus Only****Housing and Residential Life:****Health Sciences Housing Assignment Office**

Bard Hall, 50 Haven Avenue

Tel: (212) 304-7000

<http://www.cumc.columbia.edu/dept/hshousing/>

## **Student Health Services (SHS):**

### **Medical Center**

60 Haven Avenue, Lobby Floor

Tel: (212) 305-3400 (For Appointments and After-Hours Emergencies)

<http://www.columbiahealth.info/about.php?me=MedicalServices&w=medicalcare>

The SHS delivers health care to enrolled members on the CUMC Campus. Physicians, nurse practitioners, and nurses provide primary care services, including general health maintenance and routine gynecological exams, and are available throughout the day for urgent and acute health problems. Patients may be examined by appointment or on a walk-in basis. Emergency care after hours is coordinated through the physician on call.

## **Counseling:**

### **Mental Health Services**

Tel: (212) 496-8491

<http://www.columbiahealth.info/about.php?w=MentalHealthServices>

Professional mental health staff is available to assist CUMC students with a broad range of mental health issues that may interfere with their personal and educational goals while at Columbia University Medical Center. Services are available throughout the year for issues large or small, new or recurring.

## **Off-Campus Resources in the Event of a Bias Incident / Hate Crime**

- **All Emergencies**  
Dial 911
- **New York Police Department – 26<sup>th</sup> Precinct**  
520 West 126<sup>th</sup> (between Amsterdam & Old Amsterdam)  
Tel: (212) 678-1311 (24 hrs)
- **NYPD Special Victims**  
Tel: (212) 694-3010, from 8am-1am



**Safe Horizon**

Tel: (212) 523-4728

- **NYS Crime Victim Board**

Tel: (800) 579-0689

(888) 289-9747 (TTY)

(718) 923-4325

- **NYC Gay and Lesbian Anti-Violence Project**

240 West 35<sup>th</sup> Street, Suite 200

Hotline: (212) 714-1141

<http://www.avp.org/>

The nation's largest crime-victim service agency for the lesbian, gay, transgender, bisexual, and HIV-affected (LGTBH) communities, AVP assists thousands of crime victims every year from all five boroughs of the city, providing free and confidential advocacy, counseling, referrals and training.

- **Crime Victims Treatment Center at St. Luke's-Roosevelt Hospital Center**

411 West 114<sup>th</sup> Street

Tel: (212) 523-4728

Provides medical services, advocacy, counseling, referral services and community and professional training for survivors of any crime with an emphasis on rape, sexual abuse and domestic violence. CVB reimbursement is utilized when applicable, and / or fee is waived.

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