

Bias Incident/Hate Crime

Baldwin-Wallace College considers acts motivated by bias and other forms of discrimination to be forms of harassment and intimidation. These types of acts violate Baldwin-Wallace policy, as described in the Student Code of Conduct (contained in the Student Handbook), and the Community Standards of Conduct (contained in the Employee Handbook). These acts may also violate federal, state, and local criminal codes, as well as being civil rights violations.

Baldwin-Wallace College will not tolerate these acts or any hate crimes and will aggressively investigate reports of any such incidents on its campus. Baldwin-Wallace will report all crimes of bias and hate crimes to the Berea Police Department so that the appropriate police and city, county or federal prosecutor can gather information and evidence, and consider criminal prosecution of these acts in the appropriate court of law.

A bias incident is a threatened, attempted, or completed action that is motivated by the appearance of bigotry and bias regarding a person's real or perceived race, ethnicity, national origin, religion, age, gender, gender identity, sexual orientation, disability, gender identity/expression, marital or parental status, citizenship, or military or veteran status. Examples of these incidents include name calling, offensive language/acts, graffiti, or inappropriate gestures/behavior. Hate crimes (also known as bias-motivated-crimes) occur when a perpetrator targets a victim because of his or her perceived membership in a certain social group, usually defined by racial group, religion, sexual orientation, disability, ethnicity, nationality, age, gender, gender identity or political affiliation.

Faculty, staff and students can report an incident by completing and submitting an electronic Bias Incident Report Form by going to this link: <http://www.bw.edu/quickfacts/diversity/diversityaffairs/biasincidentform/>.

Those who wish to report an incident in person, should immediately contact Safety and Security at (440) 826-2336. Calls can be placed 24 hours a day – seven days a week. The Director of Safety and Security can also be contacted at (440) 826-2377.

If you have any questions or if you need assistance completing this form, contact the following offices:

- Residence Life Central Staff Members (ext. 2114)
- Disability Services Specialist – for Students (ext. 5936)
- Asst. Dean, Office of Student Affairs (ext. 2772)
- Assoc. Academic Dean, Academic Affairs (ext. 2251)
- Director, Diversity Affairs (ext. 2426)
- Coordinator, Multicultural Student Services (ext. 8520)
- Coordinator, GLBT Services (ext. 2116)
- Asst. VP, Human Resources & Disability Services for Employees (ext. 2220)
- Director, Health and Counseling Center (ext. 2178)
- Director, International Student Services (ext. 2771)

Note: on campus, dial four-digit ext. listed above; off campus dial (440) 826-followed by ext.

Handwritten forms should be completed and returned to Safety and Security, Attn: Gary Black, 296 Beech Street.