

# Hate/Bias Crimes

Hate crimes, also called bias crimes or bias-related crimes, are motivated by a person's bias or attitude against a victim or group based upon their protected classification, including, but not limited to, race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, marital status, veteran status, ancestry, or national or ethnic origin. The victim, and indeed the entire college community, is adversely affected by such behavior, which may include bias-related physical or verbal misconduct, use of racial or sexual slurs, threats, intimidation, harassment, and hazing.

State and federal laws (NYS Hate Crimes Act of 2000, California's Bane Act, Texas Hate Crimes Act, and the Federal Hate Crimes Prevention Act of 2009) sanction individuals convicted of a hate crime with penalties ranging from fines to imprisonment depending on the nature of the crime, use of violence, or previous convictions. A student who commits a hate crime is also subject to campus disciplinary procedures with sanctions including, but not limited to, demerits, fines, suspension, or expulsion.

Procedures for the investigation, adjudication, and reporting of hate crimes are contained within the CIA's Harassment, Sexual Misconduct, and Discrimination Policy.

For more information on hate crimes, please consult with Campus Safety/Security, a Student Affairs staff member, or the CIA's Title IX coordinator.