I. Purpose

Saint Louis University welcomes students, faculty and staff from diverse backgrounds and identities, and strives to create a sense of community that facilitates their development as men and women for others. In accordance with its Mission, Saint Louis University considers acts of hate and bias unacceptable and antithetical to its commitment to an inclusive community that respects the fundamental dignity of all human beings.

The goal of this protocol is to: (i) address acts of hate, bias, or other acts of intolerance that impact members of our University community, (ii) appropriately inform the community about such incidents, and (iii) take appropriate actions to demonstrate that Saint Louis University will not tolerate incidents of hate, bias, or other acts of intolerance.

It should be noted, however, that while the expression of an idea or point of view may be offensive or inflammatory to some, it may not necessarily be a hate crime or bias-related incident. The University values freedom of expression and the open exchange of ideas and, consequently, the expression of controversial ideas and differing views that is a vital part of the University discourse. While this value of openness protects the expression of controversial ideas, it does not protect harassment or expressions of bias or hate aimed at individuals that violate the Code of Student Conduct or the University’s Policy on Harassment.

II. Scope

A. What is a hate crime?

Pursuant to federal law, a hate crime is a criminal act where an individual willfully causes bodily injury to any person, or attempts to do so through the use of fire, a firearm, a dangerous weapon, or an explosive or incendiary device, because of the actual or perceived race, color, religion, national origin, gender, sexual orientation, gender identity, or disability of any person. 18 U.S.C. § 249.

B. What is a bias-related incident?

Not all hateful behavior rises to the level of a crime. This protocol uses the term “bias-related incidents” to refer to any act or behavior that is a violation of the Code of Student Conduct and/or the Policy on Harassment and reasonably believed to be motivated by a consideration (real or perceived) of race, sex, color, religion, national origin, ancestry,
disability, age, sexual orientation, marital status, military status, veteran status, pregnancy, or any other protected classification.

Examples of bias-related incidents include epithets, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to sex, race, color, religion, national origin, ancestry, disability, age, sexual orientation, marital status, military status, veteran status, pregnancy, or any other characteristic protected by law.

III. Adjudication Under University Policy

Incidents of hate crimes or bias-related incidents will be subject to investigation and procedures according to existing University policy, including the Code of Student Conduct and the Policy on Harassment. If the results of a hate crime or bias-related incident investigation warrant the initiation of conduct charges and a conduct hearing, all such cases will be advanced for consideration in the hearing schedule of the Conduct Body, which is defined in 2.1.7 of the Code of Student Conduct.

Absent mitigating circumstances, once the Conduct Body determines that a student has committed a bias-related incident, the student will normally receive a minimum sanction of separation from the University for one semester.

A member of the University community accused of a hate crime may be charged both within the scope of University policy and procedures and in the criminal justice system. Even if criminal justice authorities or the victim choose not to prosecute, the University may pursue disciplinary action through the Code of Student Conduct. See 2.8 of the Code of Student Conduct.

IV. Response Protocols

The following outlines the steps that: (i) a student should follow to report an incident; and (ii) the University will follow upon receiving a report of an incident.

A. Reporting an Incident: Upon experiencing or learning of a bias-related incident, contact the appropriate party ("Responding Party") listed below:

1. Department of Public Safety ("DPS"): If the incident involves criminal activity, requires immediate emergency attention, or occurs after hours, contact DPS. If a student is a victim of an alleged hate crime, DPS will inform the student of criminal reporting options and assist with contacting St. Louis Police Department.

2. Residence Hall Coordinator: If the incident occurs in a University-owned or operated residence hall or apartment, contact the Residence Hall Coordinator on duty.
3. Dean of Students: All incidents can be reported to the Dean of Students.

4. Office of Diversity and Affirmative Action: All incidents can also be reported to the Office of Diversity and Affirmative Action.

Upon contacting the Responding Party, report all known information. The Responding Party will document the incident (including photographing any damage or vandalism). Until the incident can be documented appropriately by the Responding Party, the scene should not be disturbed if at all possible.

B. Incident Response Process: The University's Response Process will be initiated immediately:

1. Upon receiving a report, the Responding Party will notify the Dean of Students and report all known information. In the event an incident involves criminal activity or requires immediate emergency attention, DPS will evaluate the incident and notify appropriate authorities.

2. The Dean of Students will notify the Vice President for Student Development and report all known information and convene the Bias Incident Response Team (B.I.R.T.) within 48 hours of receiving a report (see Section IV. C.).

3. The Vice President for Student Development will notify the University’s executive leadership and report all known information.

C. Bias Incident Response Team (B.I.R.T.).

1. B.I.R.T. is comprised of a diverse group of individuals from within the SLU community, who, in response to a bias incident report, will coordinate an appropriate institutional response.

2. B.I.R.T. is chaired by the Assistant Vice President for Student Development and Dean of Students.

3. B.I.R.T. is minimally comprised of the following members or their designee:
   - Assistant Director, Student Health & Counseling (Senior Counselor)
   - Associate Director, Housing and Residence Life
   - Associate Vice President for Community Engagement, Frost Campus
   - Director, Campus Ministry
   - Director, Diversity and Affirmative Action
   - Director, Housing and Residence Life
   - Director, International Services
   - Director, Public Safety
   - Director, Student Life
4. The Dean of Students may appoint additional members or resources as needed.

D. B.I.R.T. Assessment and Recommendations: B.I.R.T. will assess any threat to parties involved and recommend appropriate actions to protect the safety of the impacted individual(s) or group. Such actions may include relocation of targeted individual(s) or offender(s). B.I.R.T. will also assess the need for emergency services (emergency medical or psychological assessment or treatment) follow-up, recommend if conduct charges should be initiated against an individual or group, and recommend a response to specific individuals involved, as well as segments of community(s) impacted.

E. Communication with Other Units: The Dean of Students will communicate as necessary with other units impacted to make directors or department chairs aware of the incident.

F. Case Coordinator: With advisement from B.I.R.T, the Dean of Students will assign a Case Coordinator to the student who reports an incident and/or who is the reported victim of an incident. The assigned Case Coordinator will be responsible for maintaining contact with the student(s) throughout the process, from the initial incident and as long as necessary to address academic, personal, and other issues which may have developed as a result of the incident while the student is enrolled at the University (see Appendix A).

V. University Tracking and Reporting of Hate Crimes and Bias-Related Incidents

All reports of hate crimes and bias-related incidents will be documented and tracked via an Incident Report Log. The log will contain relevant information related to each report within the limitations of privacy laws. The log will be posted online and available to all members of the University community. An email notification will be sent to the University community when a new incident is reported.

VI. Communication of Hate Crimes

In the event a reported hate crime poses an ongoing threat to the campus community, the Department of Public Safety will issue a timely warning crime alert, as described in the Department of Public Safety's Annual Campus Security Report.
VII. On-Campus Resources

Saint Louis University provides resources and support to those who are affected by bias-related incidents, including the following:

A. Campus Ministry
   Wuller Hall
   Ph: (314) 977-2425

B. Cross Cultural Center
   Busch Student Center, Suite 237
   Ph: (314) 977-2119

C. Dean of Students
   Busch Student Center, Suite 313
   Ph: (314) 977-7326

D. Diversity and Affirmative Action
   DuBourg Hall, Room 36
   Ph: (314) 977-3838

E. Housing and Residence Life
   Village Building B
   Ph: (314) 977-2811

F. Public Safety
   DuBourg Hall, Room 9
   Emergencies: (314) 977-3000
   General Information: (314) 977-2376

G. Student Conduct
   Busch Student Center, Suite 313
   Ph: (314) 977-7326

H. Student Health Counseling Services
   Marchetti Towers East
   Ph: (314) 977-2323

I. Student Life
   Student Involvement Center
   Busch Student Center, Room 319
   Ph: (314) 977-2805
VIII. Relevant University Policies and Other References

A. Saint Louis University Policies
   i. Code of Student Conduct
   ii. Saint Louis University Policy on Harassment
   iii. Saint Louis University Sexual Assault Policy (section 1.11)

B. Saint Louis University Department of Public Safety Annual Campus Security Report

C. Missouri Hate Crime Laws

§ 574.085 R.S.Mo.
Criminalizes vandalism or damage to places used for religious worship or other religious purpose, schools, community centers, and any personal property contained therein.

§ 557.035 R.S.Mo.
Provides enhanced penalties for crimes “the state believes to be knowingly motivated because of race, color, religion, national origin, sex, sexual orientation or disability of the victim or victims.”
Appendix A

B.I.R.T. Case Coordinator

Role and Assignment of a Case Coordinator

- The Case Coordinator assists a student who reports a bias-related incident, or is the reported victim of a bias-related incident, in accessing campus and local support services and resources and intervenes or facilitates in matters related to the student's(s') academic and personal well-being.
- The Case Coordinator is assigned to the student(s) until the bias-related incident is resolved.
- Based on interactions with the student(s), it may be appropriate to assign a Case Coordinator who is from the individual's social identity group, if possible.

Responsibilities of the Case Coordinator

- Encourage the student(s) to file a report with Department of Public Safety; inform student(s) that DPS can explain when and how to utilize St. Louis Metropolitan Police (offer to facilitate such a meeting).
- Encourage the student(s) to consider using any available support services or campus resources (e.g., counseling services, pastoral support, multicultural resources), and, when requested by the student(s), accompany the student(s) to appointments or meetings with University officials when appropriate. If this is not possible, every effort should be made for the Case Coordinator to identify who within the University community could assist as additional support to the student(s).
- Advise the student(s) regarding University policies and inform the student of the conduct process for bias-related incidents and that this can be confidentially discussed with a staff member in the Office of Student Conduct.
- Determine if the student has a safe place to go. If not, the Case Coordinator will offer to call the Department of Housing and Residence Life to discuss temporary housing options.
- Consult with B.I.R.T. and the Dean of Students.