



NEVADA STATE COLLEGE  
POLICY LIBRARY

Date Issued: 10/24/2008

## Hate Crimes

Approved: \_\_\_\_\_  
Fred Maryanski, President                      Date

Approved: \_\_\_\_\_  
Lesley Di Mare, Provost                      Date

---

### POLICY STATEMENT

It is the policy of Nevada State College to prevent, respond to, and resolve incidents and/or crimes motivated by bias, prejudice, bigotry, or hatred against individuals, groups, organizations, businesses, or institutions on the basis of actual or perceived race, color, religion, national origin, physical or mental disability or sexual orientation.

---

### REASON FOR POLICY

The Nevada System of Higher Education Board of Regents has mandated that its institutions formulate and submit Hate Crimes policies. **NSC's policy reflects policies at other NSHE institutions and was modeled after Western Nevada College and Great Basin College's Hate Crimes Policies.**

The policy and procedures set forth relate to a secondary process (aside from the criminal investigation) where the institution responds to the alleged commission of a hate crime on campus. **It is a law enforcement matter to determine if a hate crime occurs.** It is an institutional matter to **prevent, respond to and** investigate **hate crimes and any** alleged acts of discrimination and violations of the NSHE Code and the student code of conduct when those occur. As per NSHE Code, it is forbidden for a member of the NSHE community to commit a hate crime.

---

### ENTITIES AFFECTED BY THIS POLICY

- President
- Provost
- Vice Presidents
- Provost Council
- Dean/Directors
- All Faculty
- All Staff

# NSC Hate Crimes Policy

- NSC Students

---

## WHO SHOULD READ THIS POLICY

- President
- Provost
- Vice Presidents
- Provost Council
- Dean/Directors
- All Faculty
- All Staff

NSC students, faculty and staff should be aware of this policy, and, as such, this policy should be provided to all employees at time of hire. The Hate Crimes Policy should also be incorporated into student publications to ensure that students are aware of this policy.

---

Date Issued:

# NSC Hate Crimes Policy

## CONTENTS

<b>Policy Statement 3.1</b>	1
<b>Reasons for Policy</b>	1
<b>Entities Affected by this Policy</b>	1
<b>Who Should Read This Policy</b>	2
<b>Contacts</b>	4
<b>Policy</b>	5

Date Issued:

# NSC Hate Crimes Policy

## CONTACTS

---

Direct any general question about the Hate Crimes Policy to Dr. René Cantú Jr., Vice President of Multicultural Affairs. If you have questions about specific issues, contact us:

Question	Contact	Telephone	E-mail
Any Question	Dr. René Cantú Jr.	(702) 992-2011	<a href="mailto:Rene.cantu@nsc.nevada.edu">Rene.cantu@nsc.nevada.edu</a>
	Ly Doan	(702) 992-2142	<a href="mailto:Ly.doan@nsc.nevada.edu">Ly.doan@nsc.nevada.edu</a>

## POLICY STATEMENT

### Policy

It is the policy of Nevada State College to prevent, respond to, and resolve incidents and/or crimes motivated by bias, prejudice, bigotry, or hatred against individuals, groups, organizations, businesses, or institutions on the basis of actual or perceived race, color, religion, national origin, physical or mental disability or sexual orientation.

### Definitions

A hate crime is defined in Nevada law as a crime listed under NRS 193.1675 or NRS 207.185 against another person that is motivated by virtue of the victim's actual or perceived race, color, religion, national origin, physical or mental disability or sexual orientation. Hate crimes are particularly repugnant to the mission of the Nevada System of Higher Education (NSHE) and detrimental to the responsibility of NSHE to provide a safe environment for education, research and service for the NSHE community. (NSHE Title 4, Chapter 1, Section 30)

- A. Bias incidents refer to acts of bias, prejudice, bigotry, and/or hatred that do not violate laws but do constitute conduct prohibited by NSHE Code, Chapter 6.
- B. Hate crimes refer to acts of bias, prejudice, bigotry, and/or hatred that do break laws and do constitute conduct prohibited by NSHE Code, Chapter 6.
- C. Bias incidents and hate crimes are acts, or threatened or attempted acts, by any person or group of persons intended to cause emotional suffering, physical injury, or property damage against the person or property of another individual or group, which is or appears to be motivated, all or in part, by bias, prejudice, bigotry, and/or hatred.

### Reporting Hate Crimes

At NSC hate crimes, like any other crime, should be reported by students or employees immediately. Anyone who needs to report a hate crime, or any other crime, should call the Henderson Police or 911 if it is an emergency or 9 911 from a campus telephone. All crimes, including hate crimes, require a call to the local police department to file a complaint.

### Prevention, Response and Investigation

- A. NSC has a legal and ethical obligation to provide a safe learning and working environment free from discrimination, threats or violence. Just as supervisors, managers, and administrative faculty have a legal and ethical obligation to address and/or report suspected bias incidents and/or hate crimes, academic faculty members have a legal and ethical obligation to address and/or report such incidents that occur in the academic environment. Every employee and student can actively contribute to a safe and respectful campus environment by reporting suspected bias incidents and/or hate crimes immediately to the NSC Office of Multicultural Affairs, Campus Security and/or local law enforcement authorities. The Multicultural Affairs Office can be reached at campus telephone extension

# NSC Hate Crimes Policy

- 2142 or (702) 992-2142. Campus Security can be reached at campus telephone extension 2222; calling (702) 992-2222. Local law enforcement authorities can be reached by dialing 911, or 9-911 from a campus telephone.
- B. All reports of suspected bias incidents and/or hate crimes will be investigated. Depending upon the circumstances of the incident, the investigation will be conducted by the Vice President of Multicultural Affairs, the State Department of Personnel, or local law enforcement authorities.
  - C. In the event a member of the NSC campus community, including faculty, staff, and students, engages in a bias incident or hate crime, the college may, in addition to reporting the activity to local law enforcement authorities, place the student or employee on administrative leave pursuant to NSHE Code, Title 2, Chapter 6, Section 6.5 to protect life, limb or property pending a disciplinary hearing, and initiate a Chapter 6 proceeding to determine whether disciplinary sanctions should be imposed against the student or college employee.
  - D. In the event a person who is not a member of the NSC campus community engages in a bias incident or hate crime, the president or president's designee may, in addition to reporting the activity to local law enforcement authorities, inform the person that the person is not authorized to remain on the premises and that the person's continued presence could subject the person to liability for trespass or loitering as prescribed by law pursuant to NSHE Code, Title 2, Chapter 6, Section 6.18.
  - E. This policy will be disseminated to all employees and will be published in the NSC Student Handbook.
-