



MOST RECENT CHANGES

Version #:2

- 1. Policy was rewritten into the approved format, as per GEN 1.2

I. POLICY PURPOSE

The College of Southern Nevada (CSN) is committed to providing a safe and secure environment to all students, faculty, staff, and college visitors. CSN will continuously strive to enhance the quality of life at its campuses, centers and sites by implementing policies and procedures to protect these environments.

Hate crimes cannot be tolerated in the college environment.

The reporting and pursuit of disciplinary action and criminal prosecution of hate crimes helps to protect faculty, staff, students, and members of the general public against future occurrences.

II. POLICY STATEMENT

- A. Hate crimes are defined generally as crimes which in whole or part are motivated by the perpetrator's bias toward the victim's actual or perceived race, color, religion, national origin, physical or mental disability, or sexual orientation
- B. Hate crimes not only harm individual victims but send a powerful message of intolerance and discrimination to all members of the group to which the victim belongs
- C. CSN is committed to maintaining a positive learning environment which is safe and secure for students, faculty, staff, and visitors to our college campuses, centers, and sites. Hate crimes are not consistent with the mission of CSN, therefore crimes which target individuals due to race, color, religion, national origin, physical or mental disability, or sexual orientation will not be tolerated. Furthermore, CSN will strive to ensure that hate crimes are prosecuted by the appropriate authorities.
- D. CSN will promptly investigate all allegations of hate crimes, gather evidence related to the allegation, and review and analyze evidence to identify perpetrators. Incidents involving students will be referred to the office of the Vice President for Student Affairs for disciplinary action based upon due process as outlined in the NSHE Student Conduct Code.
- E. Incidents involving allegations against faculty or staff will be referred to the Department of Human Resources for disciplinary action based upon due process as outlined in the NSHE Code and Nevada Administrative Code. This policy does not negate CSN's commitment to and protection of academic freedom.
- F. Contact information or specific questions about this policy should be directed to the Office of the Vice President for Student Affairs, Campus Student Conduct Officers, CSN Police Department, or the Human Resources Department

III. PROCEDURE

- A. All students, faculty and staff should foster an environment in which hate crimes will not be tolerated and have a responsibility to report allegations of hate crimes.
- B. The CSN Police Department will investigate alleged violations of this policy at the institutional level in accordance with the NSHE Code of Conduct. In addition, the CSN Police Department has the responsibility to report their findings and/or recommendations regarding allegations of hate crimes to the appropriate campus authority and criminal conduct to the appropriate civil authority.
- C. CSN, through the Vice President for Student Affairs or his/her designee, has the responsibility to pursue disciplinary action against students who have been found to have violated this

- policy.
- D. CSN, through the Human Resources department and appropriate policies has the responsibility to pursue disciplinary action against any employee of CSN who has been found to have violated this policy.

IV. AUTHORITY AND CROSS REFERENCE LINKS

- The basis for this policy is provided in the following:
- Title 18, U.S.C., Section 241, Section 245, Section 994
 - N.R.S. 193.1675, 206.125, 207.185
 - NSHE Title 4 Chapter 1 Section 30
 - CSN Student Rights and Responsibilities
 - Any additional laws that may be enacted

V. DISCLAIMER (Include in All Policies)

The President has the discretion to suspend or rescind all or any part of this policy or related procedure(s). The President shall notify appropriate CSN personnel, including the Administrative Code Officer and Faculty Senate Chair, of the suspension or rescission.

Questions about this policy should be referred to the CSN Administrative Code Officer (general.counsel@csn.edu, 702.651.7488) and/or the Recommending Authority.

VI. SIGNATURES

Recommended by (add additional signature lines as appropriate):

<u>s/ William R. Kerney</u>	<u>4/18/11</u>
Signature	Date
<u>Faculty Senate Chair</u>	
Recommending Authority Title	

Reviewed for Legal Sufficiency:

<u>s/ Richard L. Hinckley</u>	<u>4/25/11</u>
General Counsel	Date

Approved by:

<u>s/ Michael D. Richards</u>	<u>4/26/11</u>
CSN President	Date

VII. ATTACHMENTS

- A. History.

ATTACHMENT "A"**HISTORY**

- Version 2:
 - 04/26/2011: Approved by CSN President Mike Richards
 - 04/25/2011: Reviewed by General Counsel
 - 04/14/2011: Recommended by Senate Faculty Chair (B. Kerney)
 - 03/17/2011: Policy was rewritten into the approved format, as per GEN 1.2. Submitted by Policy Review Committee (F. Jackson)

- Version 1:
 - 12/16/2008: Approved by CSN President Michael D. Richards