POLICY STATEMENT
Upstate Medical University does not tolerate bias-related behavior. The University Police are charged with enforcing the laws of the State of New York on Upstate campuses. The University Police will prosecute bias or hate crimes that occur within the campus’ jurisdiction. Hate crimes, also called bias crimes or bias-related crimes, are criminal activity motivated by the perpetrator’s bias or attitude against an individual victim or group based on perceived or actual personal characteristics, such as their race, color, national origin, ancestry, gender, religion, religious practice, age, disability, or sexual orientation regardless of whether the belief or perception is correct.

REASON FOR POLICY
It is the policy of the State University of New York (University) to comply with legal requirements of §6436 of Article 129-A of New York State Education Law (Regulation by Colleges of Conduct on Campuses and Other College Property Used for Educational Purposes). Accordingly, campuses must provide information to incoming students regarding bias-related crime and its prevention. Education and Information - Incoming students are educated about bias-related crime prevention measures at orientation and through various programs. Topics of information and education include:
1. the applicable laws, ordinances, and regulations on bias-related crime, including the provisions and coverage of the hate crimes act of 2000 codified in article 485;
2. the penalties for commission of bias-related crimes;
3. the procedures in effect at the college for dealing with bias-related crime;
4. the availability of counseling and other support services for the victims of bias-related crime;
5. the nature of and common circumstances relating to bias-related crime on college campuses; and
6. the methods the college employs to advise and to update students about security procedures.

ADDITIONAL INFORMATION
Hate/bias crimes have received renewed attention in recent years, particularly since the passage of the federal Hate/Bias Crime Reporting Act of 1990 and the New York State Hate Crimes Act of 2000 (Penal Law Article 485). Copies of the New York law are available from The University Police.

In addition to preventing and prosecuting hate/bias crimes, State University of New York, Upstate Medical University Police also assist in addressing bias-related activities that do not rise to the level of a crime. These activities, referred to as bias incidents and defined by the University as acts of bigotry, harassment, or intimidation directed at a member or group within the Upstate community based on national origin, ethnicity, race, age, religion, gender, sexual orientation, disability, veteran status, color, creed, or marital status, may be addressed through the State University’s Discrimination Complaint Procedure or the campus conduct code. Bias incidents can be reported to University Police, the Dean of Student Affairs (1225 Weiskotten Hall, 315-464-4816) and/or the Office of Diversity and Inclusion (711 Jacobsen Hall, 315-464-5234).

Victims of, or witnesses to, a hate/bias crime on campus, are encouraged to report it to University Police by calling x4-4000 in an emergency, using an emergency call box located throughout the campus, or stopping by Rm. 3126UH. The University Police will investigate and follow the appropriate adjudication procedures. Victims of bias crimes or bias incidents can avail themselves of counseling and support services, for students from the Campus Counseling Service, 713 Harrison Ave, Rm. 311, or by calling 315-464-3120. Staff may obtain counseling thru the Employee Assistance Program, Rm. 510, Jacobsen Hall or by calling 315-464-5760. For general information on Upstate Medical University security procedures, see the University Police web site at, http://www.upstate.edu/universitypolice, or call 315-464-4134.

ADDITIONAL CONTACTS: 
Associate Dean of Multicultural & Student Affairs
Chief Diversity Officer

RESPONSIBILITIES
Student policies and their effectiveness are reviewed annually as the Student Handbook is updated.