



The University of Scranton Police Department

Hate or Biased Type Incident Protocol



As a Catholic, Jesuit institution of higher learning, the University of Scranton is committed to providing an educational, residential, and working environment that is free from harassment and discrimination. Harassment or discrimination based on race, color, religion, ancestry, gender, sex, pregnancy, sexual orientation, gender identity and expression, age, disabling condition, genetic information, national origin, veteran status, or any other characteristic protected by applicable law is prohibited. The University strives to offer care and support for students, employees, or guests who have experienced hate or biased type incidents, as well as to provide for the safety and well-being of the larger University community.

What is a Hate or Biased Motivated Type Incident?

Generally, a hate or biased motivated type incident is an act(s), language and/or behavior characterized demonstrated by some expression of hate or bias against a particular group, or towards an individual based on race, color, religion, ancestry, gender, sex, pregnancy, sexual orientation, gender identity and expression, age, disabling condition, genetic information, national origin, veteran status, or any other characteristic protected by applicable law is prohibited. Hate or biased type incidents may range from acts considered to be offensive to actions that cause harm.

Although hate or biased type incidents sometimes constitute hate crimes or discrimination (as defined under [The University's Non-Discrimination and Anti-Harassment Policy](#)), not all hate-bias incidents rise to the level of a hate crime or discrimination.

What is a Hate or a Biased Type Crime?

Any crime that is committed against a person or property which is motivated by the offender's bias toward a group of persons based on their race, color, sex, gender, religion, disability, sexual orientation, gender identity, or ethnicity/national origin.

Report a Hate or Biased Type Incident

There are several ways members of the University Community may report incidents of hate or bias to the University. Hate crimes should be reported by contacting University Police (including emergencies), by calling 570-941-7777 or report online to the [Silent Witness Form](#).

Incidents of hate, bias, discrimination and harassment can also be reported to the Office Equity and Diversity by calling 570 - 941-6645, or emailing elizabeth.garcia@scranton.edu or christine.black@scranton.edu, or completing an on-line [Incident Reporting Form](#).

Response to Hate Bias Incidents

All reports of hate or biased type incidents reported to University Police will be investigated as required by law. Reports made to the Office of Equity and Diversity will be reviewed and investigated in accordance with the Non-Discrimination and Anti-Harassment Policy.

On Campus Resources for Hate or Bias Motivated Type Incidents

[University Police Department](#)
[Residence Life](#)

[Cross Cultural Centers](#)
[Office of Student Conduct](#)
[Counseling Center](#)

[Office of Equity and Diversity](#)
[Campus Ministries](#)