

Student Health and Counseling Services, 641-267-3230,

<https://www.grinnell.edu/about/ces-services/student-hl>

but are not limited to: immediate availability of special counseling sessions, candlelight vigils, rallies, mediation or facilitated dialogues, on-campus forums, community conversations or “teach-ins”, and external speakers or trainers with relevant areas of expertise. The responses and resources will be coordinated, tailored and mobilized by the Response Team and appropriate administrators.

Outcomes and Evaluations

Campus Conduct Charges

If the College’s investigation indicates that the alleged perpetrator(s) are Grinnell College students, the case may be referred to the College Hearing Board. For full information about the student conduct process, please visit the [Conduct Process](#) section within this Student Handbook. Since these behaviors are not reflective of our Community Standards, student(s) found responsible for bias-related charges may face outcomes up to and including suspension, dismissal or degree withdrawal.

Criminal Charges

If an investigation leads to a legal designation of the incident as a *hate crime*, affected parties have the right to file criminal and/or civil charges.

Preserving Institutional Integrity

lar training for faculty, staff, and students about this policy and best practices for promoting a diverse and inclusive campus community.

Evaluating our response

As bias-motivated incidents and hate-crimes are directed at individuals, groups and the campus community, the College seeks to prevent these events when possible and respond quickly and effectively when they do occur. Toward these goals, the Chief Diversity Officer and the Dean for Diversity, Equity, and Inclusion will review annually, assess, and revise

this policy and response protocol as necessary with the goal of improving institutional response processes.

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Author: Chief Diversity Officer & Director of Intercultural Affairs

Rationale: [/font](#)

- to create an environment free from hate crimes and bias-motivated incidents;
- to provide resources to those targeted based on their perceived or actual social identities;
- to inform Grinnell College community members of possible responses to such acts.

Immigration Status

Grinnell College is committed to international education as a core value. We have a long tradition of enrolling students from around the globe, and we know that citizenship and immigration status can impact access to a variety of services and opportunities.

The Office of International Student Affairs (OISA) is responsible for Grinnell's compliance with the Student and Exchange Visitor Information System (SEVIS) and we help F and J visa holders understand their legal rights and obligations to maintain lawful status.

Most international students hold an F-1 visa, and we also enroll students in other statuses. We are familiar with many of the nuances that students encounter when they don't hold U.S. citizenship or permanent resident status. Your questions will be treated with respect and privacy. If your regulatory needs exceed our purview or expertise, we will encourage you to pursue legal counsel at your own expense. The OISA can help to offer referrals for students who need additional, more specialized assistance. [uan](#)