

Bias Incident Policy

POLICY ON BIAS MOTIVATED MISCONDUCT AND CRIMINAL OFFENSES

Bucknell University is committed to maintaining an academic environment in which members of its community can pursue their academic and professional activities in an environment where each member of the University community is valued as an individual and is treated respectfully. Bias incidents and hate crimes are antithetical to the standards and values of the University, violate University policy and, in some instances, state and federal law, and will not be tolerated.

Bucknell recognizes that excellent educational experiences include and must allow for divergent viewpoints and perspectives, some of which may challenge individual beliefs, values, or cultural norms. As a campus community, we value and protect academic freedom and the open exchange of ideas. This bias policy is not intended to undermine or weaken these precepts; rather it is meant to address those incidents that fall beyond professional and academic discourse. All members of the university community are responsible for the maintenance of an environment in which people are free to learn and work without fear of discrimination or abuse.

Key Definitions:

Hate Crime: Criminal homicide, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny, theft, simple assault, intimidation, or destruction/damage/vandalism of property, where such crime manifests evidence that the target was intentionally selected because of the perpetrator's bias related to the target's actual or perceived race, gender, religion, sexual orientation, ethnicity, national origin, gender identity and/or disability.

Bias Incident: Completed, attempted or threatened abusive or hostile acts against persons, property or an institution, where such acts manifest evidence that the target was intentionally selected on the basis of the target's actual or perceived age, class, color, disability ethnic/regional/national origin group, gender, gender identity, gender expression, race, religion, sex or sexual orientation, including any Hate Crime.

Bias Harassment: A Bias Incident that has the purpose or effect of unreasonably interfering with a person's employment or education, or creating a hostile employment or educational environment, and has no legitimate relationship to the subject matter of a course or academic research.

For

If the Bias Incident involves a Hate Crime or presents safety concerns, please contact the Department of Public Safety:
570-577-1111 (emergency) or 570-577-3333 (non-emergency)
580 Snake Road
www.bucknell.edu/publicsafety

What happens after I submit the report?
Once a report has been received, the Dean of Students or

