

University Terminology

Bias Motivated Behavior

Bias-motivated behavior is defined as any offense or act that manifests evidence of prejudice based in whole or in part, on one's actual or perceived race, color, religion, ancestry, national origin, disability, gender, socioeconomic status or sexual orientation. Bias--motivated behavior includes any action that discriminates against, ridicules, humiliates, or otherwise creates a hostile environment for an individual or group.

A person commits a bias act when he or she commits a specified offense and either:

- (a) intentionally selects the person against whom the offense is committed or intended to be committed or
- (b) intentionally commits the act or acts constituting the offense because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct..

CIVIL RIGHTS COMPLAINTS and BIAS MMOTIVATED INCIDENT POLICY

I. STATEMENT OF POLICY

A. Overview

In accordance with its Jesuit Catholic mission, Regis University is committed to maintaining a humane atmosphere in which the rights of every individual are recognized and respected. Regis University is committed to prevention and timely remediation of Bias Motivated Behavior and violations of applicable nondiscrimination laws and regulations. All University community members (faculty, students, staff, administrators, trustees, contract personnel, agents, visitors, invitees, volunteers and other individual associated with the University) are prohibited from engaging in act of discrimination directed toward other Regis University community members which, on the basis of one's race, color, religion, national origin, creed, ancestry, gender, age, marital status, sexual orientation, military or veteran status, physical or mental disability, or any characteristic protected by applicable law intentionally:

- Subjects another person to offensive physical contact or gestures;
- Harms or intimidates another person by malicious conduct
- Interferes with or damages the property of another person
- Threatens another person using abusive or intimidating language (either verbal or written)

- Subjects another person to alarm by threatening to inflict physical injury to or to cause damage to the property of that other person.

This prohibition threatening, abusive or intimidating language (verbal or written), gesture(s), or physical conduct (including, but not limited to, damage or destruction of property)

This bias-motivated incident policy is intended to help foster a campus climate that discourages acts of intolerance and bias including incidents that may involve criminal conduct such as assault, threats, or property damage which are punishable under the current Regis University Student Conduct Code.

B. Scope of Policy

All Regis University community members (as specified above) are prohibited from engaging in acts of discrimination and bias directed toward other members of the community. Regis University community members have the right to be free from bias-motivated acts at the University.

Clubs, associations and other organizations (and their members) affiliated with or partaking of the benefits, services or privileges afforded by the University are required to abide by this policy in the conduct of their University-related programs and activities.

II. UNDERSTANDING BIAS MOTIVATED BEHAVIOR

A. Definition

Bias-motivated behavior is defined as any offense or act that manifests evidence of prejudice based in whole or in part, on one's actual or perceived race, color, religion, ancestry, national origin, disability, gender, socioeconomic status or sexual orientation. Bias--motivated behavior includes any action that discriminates against, ridicules, humiliates, or otherwise creates a hostile environment for an individual or group.

A person commits a bias act when he or she commits a specified offense and either:

(a) intentionally selects the person against whom the offense is committed or intended to be committed or

(b) intentionally commits the act or acts constituting the offense because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct.

Examples include but are not limited to:

- Lewd, indecent or obscene behavior and/or speech
- Inappropriate personal questions

- Derogatory verbal remarks made to an individual or a group
- Offensive jokes
- Degrading written or verbal comments
- Destruction of property

B. Availability of counseling and other support services

Counseling and personal support is available to victims of bias-motivated incidents through the Counseling Center located in the Coors Life Direction Center ([303-458-3507](tel:303-458-3507)) and through the Office of University Ministry on the second floor of the Student Center ([303-458-4153](tel:303-458-4153)).

Confidentiality

Individuals who do not wish to have their claims of bias incidents investigated may limit their contact to licensed counselors or campus ministers. However, all individuals are encouraged to report their claims so that immediate and appropriate action can be taken.

Dissemination of information relating to the complaint should be limited to those disclosures appropriate to the conduct of the University's investigation and responsibilities under law and policy and should seek to assure that the privacy of individuals involved is safeguarded as fully as feasible.

III. BIAS MOTIVATED INCIDENT COMPLAINT PROCEDURES

An individual who believes that s/he has been a target of bias-motivated behavior is encouraged to immediately report it to the Executive Assistant to the President, Office of Campus Safety, the Office of Residence Life, or Associate to the Provost for Diversity.. The incident will be reviewed, investigated, and a determination made as to how the allegation will be handled.

These procedures apply to complaints of bias-motivated by any member of the Regis University community against any other member. Detailed procedures for filing a complaint, investigation, where to file and time limits may be found on [page 69](#) of the *Student Handbook* under III. Bias Motivated and Sexual Harassment Complaint Procedures.

Actions likely to result in a minimum sanction of probation with additional conditions or alternative requirements on the first occurrence include, but are not limited to, the following violations. (In the event the violation is not the first incident for the student in the academic year, the likely minimum sanction would include three steps in addition to any sanctions currently in effect.)

- Intentionally or recklessly causing emotional harm to another person (through such acts as lewd, indecent or obscene behavior and/or speech, inappropriate personal questions, derogatory verbal remarks made to an individual or a group, offensive jokes, or degrading written or verbal comments) on University premises or at University sponsored activities, including, but not limited to, residence hall or security staff, or intentionally or recklessly causing reasonable apprehension of such harm. (Listed in Item 2 of Prohibited Conduct section.)
- Minor theft or intentionally or recklessly causing minor damage to University property or property belonging to others. (Listed in Items 4 and 6 of Prohibited Conduct section.)