

Bias Incident FAQ's

Q1. What is the difference between a hate crime and a bias incident?

A1. The College defines hate crimes, in accordance with Massachusetts General Laws Chapter 22C, Section 32 as “any criminal act coupled with overt actions motivated by bigotry and bias including, but not limited to, a threatened, attempted or completed overt act motivated at least in part by racial, religious, ethnic, handicap, gender, gender identity or sexual orientation prejudice, or which otherwise deprives another person of his constitutional rights by threats, intimidation or coercion, or which seek to interfere with or disrupt a person’s exercise of constitutional rights through harassment or intimidation.”

Bias-Related Harassment includes but is not limited to, conduct whether verbal, written, electronic, physical or otherwise that is motivated by bias toward an individual or group based on actual or perceived race, color, religion, national origin, gender, gender identity, sexual orientation, disability, age, or other characterization protected by applicable law of the individual or group is prohibited by the College and by federal and state law.

Q2. What is a microaggression?

A2. Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, with or without awareness, that communicate hostile, negative slights and insults toward members of racial, social, or cultural minorities (race, class, gender, LGBTQ, ability-status, nationality, etc.). Persons responsible for microaggressions are often unaware that they engage in such communications when they interact with members of such groups. The power of microaggressions lies in the invisibility to the person(s) responsible for them, and often times, the recipient, because of the existence of plausible alternative explanations for such comments, behavior, and/or environmental cues. Moreover, persons subjected to microaggressions often experience a negative impact on academic or work performance and mental-emotional well-being.

Q3. Where do I go to get information about an incident that has occurred?

A3. Incident notifications and response actions will be posted to the Diversity & Inclusion myCurry portal site. Monthly summaries will commence in the Fall 2017 semester, and will be posted to the Diversity & Inclusion portal site for the prior month by the 15th of each month.

Q4. How do I report an incident?

A4. You can call Public Safety at (617) 333-2222, contact a member of the Bias Incident Response Team (BIRT) or complete the online Bias Incident Report form. Both the list of BIRT members and the form are on the [Office of Diversity & Inclusion portal site](#).

Q5. Can I report anonymously?

A5. Yes, you can report an incident anonymously using the online Bias Incident Report Form or in person. If you report in person, please inform the staff member you wish to remain anonymous. You can also choose to call the anonymous report line at (617) 391-5280 or e-mailing PublicSafety_tipline@curry.edu.

Q6. What happens after I report an incident?

A6. Once an alleged incident is reported, it is promptly sent to the Vice President of Student Affairs/Dean of Students. From there it is referred to the BIRT for review and determination of next steps. In many cases, Curry College Public Safety conducts a simultaneous investigation, and in some cases the Milton Police Department is involved. Please note that each case is different as some may be referred directly to Student Conduct or another appropriate department. In each case, a BIRT member will reach out to the person who filed the report, if they have chosen to identify themselves.

Q7. Why have I not heard anything about an incident that happened?

A7. Each reported incident is different, however it is important to note that the majority of cases that are reported to the BIRT are graffiti incidents regarding race, gender, sexual identity or religion. In these cases, the perpetrator may never be identified so there may not be a resolution. It is important to note that although a case maybe “closed with no resolution”

(i.e. a perpetrator was never identified), if evidence is brought forward against an identifiable person(s), that case will be re-opened.

Q8. What can I do to stop these incidents from happening?

A8. Curry College is deeply committed to fostering and maintaining a safe and inclusive environment. The Office of Diversity & Inclusion (ODI) works with and supports several clubs and organizations, and events throughout the year. ODI can be reached at diversity@curry.edu and you can also visit ODI's [portal site](#).

You may also contact [Student Activities](#) at activities@curry.edu for a full list of clubs and organizations on campus that maybe of interest.

Q9. I want to organize a peaceful protest to stand up against the biased incidents that are happening. What do I need to do?

A9. The policy regarding “Peaceful Protests” is listed in the Student Handbook, and is as follows:

Peaceful Protests, Organized Marches and Demonstrations

Recognizing the rights of free speech and peaceful assembly as fundamental to the democratic process, the College supports students and student groups/organizations in expressing their views or to peacefully protest and peacefully dissent against actions and opinions with which they disagree.

A campus environment that is diverse in all its forms enriches our lives and provides students the broad range of experiences which are so necessary for deep personal and professional growth and development. This philosophy is consistent with our Mission as an “inclusive community” where all voices are treated with respect, civility and tolerance. Interacting daily with people whose backgrounds and beliefs may be different than our own benefits each and every one of us. Such interaction enhances who we are and what we have to offer to one another - inside and outside of the classroom, in the residence halls, across the campus, in our own local communities, and in the workplace. It leads to ethical decision making based in broad, multiple perspectives and prepares us for empathetic and engaged citizenship as members of an ever-evolving and global society.

- In order to assure equal opportunity for all, promote civility, adhere to the College’s mission, and provide a secure, safe environment, the

College has established a set of guidelines governing the time, place, and manner of expression.

- The open areas designated for peaceful protests, speeches, marches, and demonstrations are 1) Westhaver Park and 2) Academic Quad. Both spaces are regularly used as gathering areas for campus events and activities and are prominent places in the daily life of the Curry community.
- The Student Activities Office, acting on behalf of the Vice President of Student Affairs & Dean of Students, requires that students and student groups/organizations interested in the use of these areas to register with the Student Activities. Registration forms are available in the Student Activities Office, located on the second floor of the Student Center.
- Organized marches traveling throughout other areas of campus must be coordinated with Public Safety prior to the event.
- All structures, signs, and litter resulting from the activity must be removed from public areas by the end of the event. All sponsors of events may be subject to costs for cleanup or repair of College property resulting from the participants in the event.
- Failure to adhere to these guidelines will result in a referral to the College's student conduct process and may result in an interim removal from campus if the Vice President for Student Affairs & Dean of Students, Director of Public Safety (or designee) finds that the speech, march, or demonstration 1) creates significant hazards to the public; 2) includes language or conduct that is so severe, pervasive, and objectively offensive that it denies or limits an individual's ability to work, or participate in, or benefit from, an educational program or activity; or 3) unduly interrupts or interferes with the orderly and peaceful conduct of the College.. In the interest of allowing equal time for all points of view, the College may consider other limitations on the time, place, and manner of the speech.

EXPECTATIONS

In order to ensure that the students and student groups/organizations exercising freedom of expression do not interfere with the operation of the College, or rights of others, the following expectations are required:

1. Events that may obstruct vehicular, pedestrian, or other traffic must be approved in advance by the Vice President of Student Affairs & Dean of Students (or designee).
2. Use of sound amplification on campus is regulated and must be approved in advance by the Vice President of Student Affairs & Dean of Students.
3. Events must not result in the obstruction of entrances or exits to buildings.
4. Events must not interfere with educational activities inside or outside of campus buildings.
5. Any form of harassment of passersby or other disruptions of normal activities is prohibited.
6. Events must not interfere with scheduled College ceremonies or events.
7. Malicious or unwarranted damage to, or destruction of, property owned or operated by the College or by students, faculty, staff, or visitors to the College is prohibited. Students or student groups/organizations causing such damage will be referred to the College's student conduct process.
8. Students and/or student groups/organizations are required to comply with all applicable state and federal laws as well as the College's Code of Conduct. Students and/or student groups/organizations who do not comply will be referred to the appropriate disciplinary action.
9. A peaceful protest, outdoor speech or demonstration may invite another form of protest. When these occasions arise, the expression of all parties is important. Please note that a separate protest area may be designated by the College for those persons with views that differ from the views held by the event organizers.
10. Exceptions to this policy may be appealed to the Vice President of Student Affairs & Dean of Students.

Questions regarding the Peaceful Protest Policy can be directed to the Vice President of Student Affairs/Dean of Students.