Elmira Business Institute Policy

Bias related crime is not tolerated at Elmira Business Institute. Any form of bias related crime listed in this pamphlet is a violation of the New York State Penal Law.

A conviction of any of the bias related crimes listed may result in incarceration and/or monetary fine to the perpetrator.

Persons who have a complaint filed against them for an incident involving bias related crime occurring on campus will be processed in accordance with the adjudication procedures contained in the College's regulations.
If an emergency does occur, immediately call 911.

EBI
a career college
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www.ebi-college.com

Elmira Business Institute

Students First. Careers that Last.

Elmira Campus
Langdon Plaza
303 N. Main Street
Elmira, NY 14901

Vestal Campus
Vestal Executive Park
4100 Vestal Road
Vestal, NY 13850

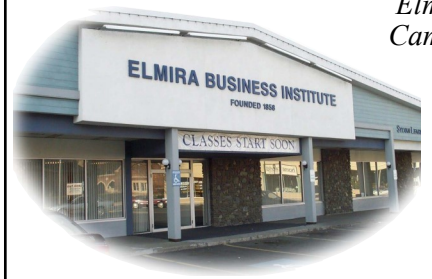
Elmira Business Institute

2015-2016

Public Safety #2

Bias Related Crime Prevention

Elmira Campus



Vestal Campus

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Bias Related Crime

New York State law, effective in the Hate Crimes Prevention Act of 2000, requires all colleges to provide students with information relating to Bias Related Crime. This information reflects Elmira Business Institute's effort to meet the requirements of this law.

What is Bias Related Crime?
Bias related crime is criminal activity motivated by the perpetrator's bias or attitude against an individual victim or group based on perceived or actual personal characteristics, such as their race, religion, ethnicity, gender, sexual orientation, or disability. Bias related behavior includes any action that discriminates against, ridicules, humiliates, or otherwise creates a hostile environment for an individual or group protected under Article 485 of the New York State Law. A copy of Article 485 is available in the Director of Student Services office and is housed in the EBI Library

Nature of and common circumstances concerning bias related crime
Such crimes can involve racial epithets, disparate treatment based on racially or gender-related assumptions, sexually discriminatory behaviors in terms of "hostile environment" (sexual harassment), and intolerance toward openly gay students (in language and action). Such incidents can be faculty/staff to student; faculty to faculty or staff to staff; or student to student.

Penalties for Bias Related Crime
Penalties for bias related crimes are very serious and range from fines to imprisonment for lengthy periods, depending on the nature of the underlying criminal offense, the use of violence or previous convictions of the offender. Hate/bias crime incidents that rise to a felony level are reported to area law enforcement. Non-felony hate/bias crime incidents may be adjudicated through the College's regulations. Sanctions imposed by the College may include suspension and expulsion depending on the severity of the crime.

Reporting an Incident
An individual who believes that he or she has been a target of a bias related crime is encouraged to immediately report an incident to the Director of Student Services. The incident will be reviewed, investigated, and a determination made as to how the allegation will be handled.

Bias Related Crime Prevention Information and Availability of Counseling
Students are informed about bias related crime prevention measures through classroom instruction, new student orientation, literature and campus programs. Information on available community counseling services is housed at the EBI Library.

Bias related crime is not tolerated at Elmira Business Institute. EBI supports an inclusive society in which racial, ethnic, social, sexual orientation, and gender differences are valued and respected. EBI seeks to protect the rights of equity and social justice and to provide a safe learning environment for all students.

Laws on and penalties for the commission on bias -related crimes can be viewed at www.assembly.state.ny.us/leg/