

Academic Affairs and at all college locations. It states, “Sexual harassment of either employees or students will not be tolerated. The college accepts the proposition that sexual harassment, like any civil rights violation, generates a harmful atmosphere. The college will act positively to investigate alleged harassment and to effect a remedy when an allegation is substantiated.”

Action Following a Report to a College Official for Harassment

Discrimination complaints against a member of the college staff or faculty, including sexual harassment, are handled by the college’s affirmative action officer. Resolution of such complaints involves an investigation and the attempt to achieve an informal resolution. If an informal resolution cannot be achieved, the case goes to a three-member panel for a hearing. In either case, a recommendation is made to the president regarding disciplinary action, if warranted. A variety of outcomes are possible and may range from no action to termination of the employee.

A copy of the Empire State College campus crime statistics as reported annually to the United States Department of Education will be provided upon request. Please direct all such requests to the Office of Administration at 518 587-2100 ext. 2233. Information can also be obtained from the United States Department of Education web site at: <http://ope.ed.gov/security/>.

Empire State College takes bias crimes seriously. We provide the following information to students to assist in the prevention of and response to bias crimes. This statement meets the requirements of the New York State Hate Crimes Act of 2000 (Penal Law Article 485). Copies of the New York law are available on the college’s web site.

BIAS CRIMES

Hate crimes, also called bias crimes or bias-related crimes are criminal activities motivated by the perpetrator’s bias or attitude against an individual victim or group based on perceived or actual personal characteristics, such as race religion, ethnicity, gender, sexual orientation or disability.

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 offence, the use of violence or previous convictions of the offender.

If you are the victim of, or witness to a hate/bias crime at a college location or event, report it to the appropriate local police agency. Since college services are delivered through locations across the state and the college does not have its own police force, we rely on local law enforcement to respond to reported crimes at our locations.

Reporting a Bias Crime to the College

After you have seen to your own and the victim’s safety and well being, you may need to report the incident to a college official. The college has procedures in place to facilitate reporting:

You may report the crime to the dean of your center or program (see p. 11 - 15 for a listing). He or she will ensure that the proper individuals in the college are notified.

You may also report the incident to the appropriate staff member at the college’s Coordinating Center in Saratoga Springs:

- If the accused is a member of the college faculty or staff, in addition to filing a police report, report the crime to the assistant vice president for human resources, who can be reached at 518 587-2100 ext. 2240.
- If the accused is a student at the college, in addition to filing a police report, report the crime to the college’s student ombudsperson who can be reached at 518 587-2100 ext. 2263.

Bias Incidents

Bias incidents directed at a member of a group within Empire State College that does not rise to the level of a crime include bigotry, harassment or intimidation based on national origin, ethnicity, race, age, religion, gender, sexual orientation, disability, veteran status, color, creed or marital status. Such incidents may be addressed through the State University’s Discrimination Complaint Procedure or the college’s Student Conduct Policies and Procedures. Bias incidents can be reported to the following individuals:

Mary Caroline Powers
Assistant to the President and Affirmative Action Officer
Office of the President
Empire State College
One Union Avenue
Saratoga Springs, NY 12866-4391
518 587-2100 ext. 2265

Brian Gabriel
Senior Assistant for Academic Affairs
Office of Academic Affairs
Empire State College
One Union Avenue
Saratoga Springs, NY 12866-4391
518 587-2100 ext. 2263

Leslie Cohen
Assistant Vice President for Human Resources
Empire State College
One Union Avenue
Saratoga Springs, NY 12866-4391
518 587-2100 ext. 2240

Victims of bias crimes or incidents may seek counseling services from their own health care providers. The college does not offer counseling services.