1. Introduction

August 31, 2009 marked the end of the second full year of operation of The Boston College Hate Crimes and Bias Motivated Offensive Conduct Protocol. The Protocol was “developed to provide members of the Boston College community with information on the process for reporting a hate crime or bias-motivated offensive conduct and on the resources available to those who have been the targets of hate.” The Protocol was the product of a community-wide effort led by the Office of the Vice President of Student Affairs and the Office for Institutional Diversity; in the wake of disturbing campus hate incidents during the 2006-2007 academic year. Those incidents and a concern that our response processes were not well understood helped galvanize a commitment in the community to develop the Protocol. The Protocol text including information about associated resources is available to the BC community on the Office for Institutional Diversity (OID) website. In fulfillment of its obligation under the Protocol to report annually on hate crimes and bias motivated offensive conduct impacting the Boston College community, the Office for Institutional Diversity maintains a database that tallies reported incidents and tracks a standard set of details related to them. The purpose of the mandated report is:

- to provide community members information about campus safety
- to identify the nature of incidents that have occurred so that steps can be taken (e.g. education and training) to prevent and better respond to incidents motivated by hate in the future, and
- to reassure all members of the community that campus authorities are attentive to all reports of bias-motivated incidents

2. Reporting and Maintaining Data

The Protocol identifies the Boston College Police (BCPD) as the organization primarily responsible for receiving reports of hate crimes and bias motivated offensive conduct. Department administrators, faculty, staff, or students who receive reports of these incidents are encouraged to report them to the BCPD for investigation and referral. The Police and others receiving reports must in turn report them to the Office for Institutional Diversity so that they may be recorded in the database.

3. Determining whether reported incidents meet Protocol criteria

The Protocol defines “hate crime” and “bias motivated offensive conduct,” the two types of conduct that it seeks to address. The Executive Director for Institutional Diversity is responsible for determining whether conduct reported for inclusion in the database in fact
meets the criteria provided in the definitions. If they do not they will not be included in the final reported tally.

4. Reporting and maintaining data

Data is reported and maintained by OID. Most reports come to OID via email and may include:

- Police reports,
- Residence Life Incident reports,
- Other documents, and
- Photographs

Reports are maintained in both paper and electronic formats

- Information about each incident is maintained electronically, in a separate folder having a unique identifying folder name on a secure department server
- A separate paper folder is maintained on each incident that essentially duplicates the electronic folder content
- Each incident is tracked and categorized in an excel database that employs a standard set of data elements

Data elements tracked in the database include:

- Control number (a unique identifier assigned to each incident)
- Is this a new or updated report
- Name of the person reporting incident to database
- Status of person reporting incident (student, faculty, staff etc.)
- Number of persons targeted by the reported conduct
- Status of targets (student, faculty, staff etc.)
- Identity targeted (race, gender/transgender status, sexual orientation etc.)
- Status of perpetrator (student, faculty, staff, unknown etc.)
- Form incident took - written/verbal, vandalism, physical assault, other
- Date reported to database
- Incident date
- Approximate time
- Type of location where incident happened (residence hall, classroom, off campus etc.)
- Other location information (specific location of incident if known)
- Was incident reported (was incident reported to BC Police or other authority before it was reported to OID for recording in the database-this anticipates the ability to make a report to OID only via an online form that will be discussed below)
- Was a trained advocate requested (this will be an option available via the online form)
- Comments (primarily used to capture a brief narrative description of the incident or other information related to it such as follow-up undertaken.)

5. Snapshot of Activity for the 2008-2009 year
During the reporting period September 1, 2008 to August 31, 2009, six out of the seven incidents reported to OID were ultimately recorded in the database. None of the incidents reported during the period were prosecuted as crimes, therefore all recorded incidents fall under the category of bias motivated offensive conduct. These incidents displayed the following characteristics:

**Person or office reporting the incident**
Initial reports came from two separate sources (follow-up reports on an incident may have come from other sources).

- Four from Boston College Police and one from ODSD and one was Residential Life

**Number of people targeted**

- Four incidents had non-specific targets. (graffiti not aimed at a particular person)
- Two incidents targeted at one or more individuals. One involved email and another verbal abuse.

**Status of Target**
• One was a BC Staff member
• One was a BC students
• Four graffiti incidents targeted resident hall students (both the individual on whose door the graffiti was written and the others in the residence hall community who were impacted by the incident.

Type of identity targeted
• One race
• Four sexual orientation
• One gender/transgender identity

Status of perpetrator
• One a BC student
• Five unknown

Form incident took
• One verbal
• Four graffiti in or near living space
• One email

Approximate time of incident
• Four unknown
• One 3:43 a.m.
• One 6:12 p.m.

Type of location
• Four residence halls
• One cyberspace
One on campus (parking lot)

**Was incident reported (to authorities outside of OID)?**

- All of these incidents were reported

**Was a trained advocate requested?**

- No one had asked for the assistance of a trained advocate

6. **What We Learned**

- Four of the six incidents involved sexual orientation. This issue needs to be addressed urgently.

- Because of the secretive nature of some of this conduct, the perpetrators have not been identified nor are they likely to be.

- Residence Hall Graffiti continues to be a problem. Four of the six recorded incidents involved this type of behavior. Continued focus on respectful behavior and encouraging people to report incidents right away are needed. Members of the community need encouragement to come forward in the event that they have information about an incident. Resources also need to be put in place to support students who may be impacted by these incidents. More emphasis need to be given to the fact that this kind of conduct impacts the quality of life of the entire community not just the person whose property is. The importance of civility in the community need to be emphasized also.

- Offices reporting incidents to OID for recording need to be certain to provide status updates. In particular it will be important to know about how cases are ultimately resolved, including whether a perpetrator has been identified.

- We need to reinforce with all first responders and investigators, the importance of making sure that all reported incidents are recorded in the OID database.

7. **Next Steps**

   See 2009-2010 Annual report