

### Policy Approval Form

Executive Summary. (Type a short summary of the process followed to develop this policy, identify those involved in its development, reason for undertaking the process, and key features of the policy). This section is to be completed by the group or individual assigned to develop this policy.

The reality for Evergreen Students is that hate crimes and bias incidents can occur in their living communities, in their classrooms, at co-curricular activities, and in employment situations and at off campus college related activities. The Bias Related Incident Protocol Policy has been developed to ensure a timely, efficient, and coordinated response to campus incidents involving Evergreen students, which may be characterized as hate crimes or bias incidents. The policy should be implemented whenever a hate crime or bias incident is believed or perceived to have occurred. The Vice President for Student Affairs or designee will convene a response team to respond to those incidents, which have significant affect upon the College community. This policy is specific to addressing hate crimes or bias incidents directed at Evergreen students. The protocol does not cover faculty and staff. The protocol may apply in incidents off campus. This proposed interim protocol is not in lieu of and does not override established college or external processes and services available to students. Those involved in the development of this policy worked together during Spring and Summer of 2005 The group included: Vice President for Student Affairs, Dean of Student and Academic Support Services, Executive Associate to the President, Director of First Peoples' Advising Services, Director of Housing and Food Services, Academic Dean, Director of Police Services, Campus Grievance Officer, Civil Rights Officer, Associate Vice President for Human Resource Services, Director of College Relations, Director of Access Services, Special Assistance for Diversity Affairs, Director of Student Activities and Students. This policy and procedures was vetted with the following groups during Winter and Spring: Senior Staff, Academic Deans and Provost, Agenda Committee, Deans and Directors for Student Affairs, Student and Academic Support Services Directors, Resident Hall Directors and Resident Assistants, All Faculty, Unjoo leadership, Women of Color Coalition and individual students.

This policy will be in place on an interim basis for the 2005-2006 academic year. If within this period of time there are no significant changes, the policy will become permanent. In the event that such changes do occur the policy will be circulated for review and signatures.

Vice President for Academic Affairs and Provost *David J. ...* Date 11-16-05

Vice President for Finance and Administration *[Signature]* Date 11/16/05

Vice President for Student Affairs *[Signature]* Date 11/16/05

Executive Associate to the President *[Signature]* Date 11/28/05

President *[Signature]* Date 11-17-05

Date policy becomes effective 11/28/05