



WHAT HAPPENS IN AN INVESTIGATION?

The investigator will take appropriate action to resolve the situation in a timely manner. Resolution may include one, several, or all of the following steps:

- a. Make a record of the incident.
- b. Refer the report to the appropriate University office for additional action (i.e. Student Life Judicial Affairs or Human Resources)
- c. Coordinate supportive services including, but not limited to, counseling to the involved parties, no-contact orders, and academic accommodations.
- d. Report the incident to appropriate internal departments and/or outside agencies.
- e. Following the investigation process, possible sanctions taken under the Student Code of Conduct or employee handbook.

If the reported matter does not meet the criteria for a bias incident or a bias crime committed, the report will be referred to the appropriate office (if applicable) or filed with no additional action taken.

CONTACT US

Office of Equity and Diversity
Monmouth University
Great Hall Room 304
400 Cedar Avenue
West Long Branch, NJ 07764
732-571-7577
nanderso@monmouth.edu or
aarlequi@monmouth.edu

Online Reporting Form
bit.ly/mureportbias
(With the option to report anonymously)

Monmouth University
Police Department
732-571-4444

MONMOUTH
UNIVERSITY

STOP HATE REPORT BIAS

**RECOGNIZE
INTERVENE
REPORT**



WHAT IS A BIAS INCIDENT OR CRIME?

Bias Incident– A “Bias Incident” is defined an act – either verbal, written, physical, or psychological that threatens or harms a person or group on the basis of actual or perceived race, religion, color, sex, age, sexual orientation, gender identity or expression, national origin, ancestry, disability, marital status, civil union status, domestic partnership status, atypical heredity or cellular blood trait, military service or veteran status (or other protected class).

Bias Crime- A "Bias Crime" is a crime that threatens or harms a person or group on the basis of actual or perceived race, religion, color, sex, age, sexual orientation, gender identity or expression, national origin, ancestry, disability, marital status, civil union status, domestic partnership status, atypical heredity or cellular blood trait military service or veteran status (or other protected class).



Reporting a Bias Incident or Crime

If you think you have experienced, witnessed, or learned about a potential bias incident/crime, whether from a student, faculty, staff member, or visitor to the university, you can make a report by:

Contacting the Monmouth University Police Department (MUPD), available 24 hours a day/7 days a week

Contacting the Office of Equity & Diversity (OED) by phone, email, in-person, or if you wish to report anonymously, via online form.

If an incident occurs in University Housing, you may contact Residential Life Staff for assistance in reporting.

WHEN A BIAS INCIDENT OR CRIME OCCURS AND THE UNIVERSITY IS NOTIFIED USING THE PREVIOUSLY REFERENCED PROCESS, THE FOLLOWING STEPS ARE FOLLOWED:

01

MUPD follows their mandated law enforcement protocol. OED will notify other relevant departments. Examples of relevant offices may include but are not limited to:

- a. Reports involving students:
Office of Judicial Affairs
- b. Reports involving employees:
Human Resources

02

OED and relevant offices will investigate the matter. The investigation may include, but is not limited to: speaking with the reporter; identifying and speaking with relevant witnesses; identifying and reviewing relevant documentation or other evidence; visiting the location of the alleged incident.

03

Reported incidents are investigated even when the person(s) believed to have committed the act or acts in question cannot be identified (i.e. graffiti), or when the person or persons subjected to an act constituting a bias incident do not wish to pursue campus disciplinary or criminal charges.