

# THE NEW YORK CONSERVATORY FOR DRAMATIC ARTS

FILM + TELEVISION + THEATER

## **Bias-Related Crimes Prevention**

It is a NYCDA mandate to protect all members of the NYCDA community by preventing and prosecuting bias or hate crimes that occur within the school community.

Hate crimes, also called bias crimes or bias-related crimes, are 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 race, religion, sexual orientation, gender, gender identity, disability, ethnicity or national origin. Hate/ bias crimes have received renewed attention in recent years, particularly since the passage of the federal Hate/Bias Crime Reporting Act of 1990 and the New York State Hate Crimes Act of 2000 (New York State Penal Law Article 485). Copies of the New York State law may be accessed electronically at <http://ypdcrime.com/penal.law/article485.htm>.

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 and previous convictions of the offender. Perpetrators who are students will also be subject to campus disciplinary procedures, where sanctions including dismissal are possible.

In addition to preventing and prosecuting hate/bias crimes, NYCDA will assist in addressing bias-related activities that do not rise to the level of a crime. These activities, referred to as bias incidents and defined by NYCDA as acts of bigotry, harassment or intimidation directed at a member or group within the NYCDA community based on national origin, ethnicity, race, age, religion, gender, sexual orientation, disability, veteran status, color, creed or marital status, may be addressed through the NYCDA complaint procedure. Bias incidents may be reported to Student Services.

If you are a victim of, or witness to, a hate/bias crime on campus, report it to NYCDA by calling Student Services at 646-216-2872 (or 911 in an emergency). NYCDA will investigate and follow the appropriate adjudication procedures.

Victims of bias crime or bias incidents may avail themselves of counseling and support services from Student Services, who will find necessary resources.

Information about hate/bias crime, including statistics on bias crimes, may be obtained from NYCDA's Annual Security and Crime Report at <https://www.nycda.edu/wp-content/uploads/2023/09/NYCDA-Annual-Safety-and-Security-Report-Fire-Safety-Report-2023.pdf>