Adelphi’s Commitment to Safety

Adelphi University is committed to providing an atmosphere in which students, faculty, and staff can pursue their educational goals and achieve personal growth. Maintaining a safe environment for students, faculty, and staff has long been recognized as an essential part of University life.

At Adelphi, safety and security are of the highest priority and are considered a shared responsibility, requiring the cooperation of everyone concerned—students, faculty, and staff.

The University has established policies and procedures, and offers comprehensive services, to ensure the well-being of members of the University community. All forms of discrimination, harassment (including sexual misconduct), dating violence, domestic violence, stalking and retaliation are prohibited on the campus. See Adelphi University’s Anti-Discrimination Policy, Harassment (Including Sexual Misconduct), Dating Violence, Domestic Violence, Stalking) and Retaliation Policy at adelphi.edu/policies/title-ix for complete information.

The University advises and updates students, staff, and faculty about security procedures through a variety of means, including University publications, on-campus meetings and trainings, new student and employee Orientation programs, email, and the emergency notification system, as necessary. For information on resources and reporting, visit adelphi.edu/safety-transportation.

The following information was developed for victims of bias-related crimes and for those individuals at Adelphi University who might be called upon to support and advise them.

What is a Bias Related Crime?

A swastika spray-painted on the University’s Interfaith Center
door
A student physically assaulted by a group yelling racial slurs
Harassing letters containing homophobia, slurs, or other forms of hate

These are just a few examples of how bias-related crimes can touch a college campus. Also called hate crimes, bias-related crimes are criminal acts such as aggravated harassment, assault, sexual assault, racist, anti-Semitic, or anti-immigrant.

Bias-related crimes can increase in frequency during certain times of the year and may be fueled by the consumption of alcohol or other substances. These crimes are unique in that they affect not only the victim(s), but also the group to which the victim belongs, and, as such, threaten to tear at the fabric that holds the community together.

What to Do If a Bias Related Incident Takes Place

1. Your safety is of utmost priority. If you are in danger, go to a safe place immediately and contact the proper authorities by dialing 911. Please see the Reporting a Bias-Related Incident section of this brochure.

2. Seek medical treatment at once for any injuries you might have sustained.

3. Try to document the incident as best as possible. Take photographs of your injuries and the scene and record the names and contact information of any possible witnesses. Save any threatening voicemail messages, text messages, or any other electronic or written communications or postings.

4. Because bias-related incidents often strike at the heart of personal identity, reporting them can be a sensitive and embarrassingly issue. However, you should consider reporting any bias incidents to the Adelphi University Department of Public Safety at 516.877.3511 and the police. Reporting highlights the importance of increased security, raises awareness of bias throughout the University and community and may enable prosecution of the perpetrator.

5. Bias-related incidents may be violations of University policy, and victims of these offenses should consider bringing University disciplinary proceedings.

6. In the aftermath of a bias-related incident, victims often feel shock, anger, fear, powerlessness and depression. Contact the Student Counseling Center or other off-campus organizations for support that can help you cope. Refer to the Campus Support Services and Community Support Services sections of this pamphlet for more information.

7. If you are the victim of a bias-related crime, and you have reported that crime to the police, you may be eligible for compensation through the New York State Crime Victims Board. Call 800.247.8035 or TTY: 888.289.9747 or visit ovs.ny.gov for eligibility requirements.

Reporting a Bias Related Crime

To report to the police: Dial 911.

Garden City Campus
Public Safety can be reached by dialing 516.877.3511, or by dialing 5 on any campus phone located inside and outside the buildings.

Hauppauge Education and Conference Center
Dial 516.237.8805

NYC-Brooklyn Center
Contact the SFC Security Guard located in the Lobby at the SFC Campus Security desk at 718.489.2100 or 2105

Hudson Valley Center
Dial 845.471.3348

Title IX Coordinator
Contact Allison Vernace, located in Levermore Hall, Room 207, at 516.877.4819 or titleix@adelphi.edu.

Online Reporting
To file an online report, visit adelphi.edu/title-ix or email titleix@adelphi.edu. For an immediate emergency response, follow the instructions and report to Public Safety at 516.877.3511, or dial 911.

Confidential Campus Support Services

The Student Counseling Center offers confidential individual and group counseling and crisis intervention for victims of bias-related incidents. Counseling services are available on-site at the Garden City campus and the Manhattan Center. Day and evening hours are available by calling 516.877.3646. Counseling services are also available for Hudson Valley Center students through The Workplace Employee Assistance Program (EAP) by calling 845.431.8740.

Confidential support services are also available at the Interfaith Center, Earle Hall, Lower Level – Rooms 020, 021 and 022, 516.877.3113, and the Health Services Center, Waldo Hall, 516.877.6000.

Confidential Campus Support Services

Student Counseling Center
845.451.8740

Student Support Services
516.877.3646

4:00 p.m. – 9:00 p.m., Monday – Friday)

Community Support Services

New York State [Main Campus and Centers]
New York State Office of Victim Services

1.800.247.8035 (toll-free hotline with live operators 9:00 a.m. – 5:00 p.m., Monday – Friday)

ovs.ny.gov/locate-program

Safe Horizon Hotlines:
866.604.5350 (24-hour hotline)
866.604.5350 (TDD phone number)

safehorizon.org

SUNY SAVR Resource
sunny.edu/violence-response/

In the Manhattan Center area:
New York City Anti-Violence Project (serving LGBTQ and HIV affected communities)

212.712.4411 (24-hour bilingual hotline)

avp.org

In the Hudson Valley Center area:
Crime Victims Hotline
845.452.7272

familyservicesny.org

University Disciplinary Options

Under the Adelphi University Code of Conduct, a member of the University community who alleges that a person, or group of people, has committed nonacademic misconduct on the campus has the right to file a formal notice of complaint. Such complaints should be filed with the Office of Student Conduct and Community Standards at 516.877.3612 or the Title IX Coordinator at 516.877.4819.

The complainant and respondent are entitled to present witnesses and evidence and have a fair and impartial investigation conducted in a reasonable time frame.

Both a student complainant and a student respondent are each entitled to the assistance of a faculty advocate from the date a complaint is filed until the case is concluded.

University officials view bias-related incidents as very serious offenses that can result in a range of sanctions, including removal from the University.

All University proceedings against the alleged offender are independent of civil or criminal actions, and the accuser of a bias-related incident, contact the Title IX Coordinator at 516.877.4819.

Complaints of bias-related incidents against University employees can be filed with the Office of Human Resources or the Title IX Coordinator at 516.877.4819.

Confidential support services are also available at the Interfaith Center, Earle Hall, Lower Level – Rooms 020, 021 and 022, 516.877.3113, and the Health Services Center, Waldo Hall, 516.877.6000.
LEGAL OPTIONS

Pursue civil remedies. Civil proceedings are independent of campus disciplinary proceedings.

Criminal Prosecution

Report the incident to the local or state police for possible arrest and prosecution. Criminal investigations are independent of campus disciplinary proceedings. Complainants can be assisted by University personnel in reporting these incidents to the police.

Civil Remedies

Pursue civil remedies. Civil proceedings are independent of campus disciplinary proceedings.

APPLICABLE LAWS AND PENALTIES

New York was the 41st state in the nation to enact hate crime legislation with the passage of the Hate Crimes Act of 2000, codified in Section 485 of the New York Penal Law. Under this law, bias crimes carry enhanced penalties that can mean longer sentences. In the case of a misdemeanor or a Class C, D or E felony, the law steps up the punishment of those who commit specified offenses deemed to be bias motivated by raising them one category higher.

Please refer to the charts below for a list of offenses and a list of maximum penalties.

RETAILIATION

Retaliation is an intentional action taken by an accused individual or allied third party, absent legitimate nondiscriminatory purposes, that harms or attempts to harm an individual as reprisal for filing a complaint, supporting a complainant, or otherwise participating in a proceeding. Under no circumstances will Adelphi University tolerate any form of the above retaliation.

TITLE IX

Title IX is a federal law that prohibits discrimination on the basis of sex in all education programs and activities and in employment. It applies to all forms of sex discrimination and can apply to bias-related incidents. It protects students and employees from the above discrimination by any University employee, student, or non-employee third party. All such incidents should be reported to Adelphi University Title IX Coordinator Allison Vernace, Levermore Hall, Room 207, at 516.877.4819 or titleix@adelphi.edu.

LEGAL OPTIONS

Complainants of bias-related incidents have the following options:

Criminal Prosecution

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