INTRODUCTION
Celebration of Diversity is one of Cal Poly Pomona’s core values. Southern California and Cal Poly Pomona provide us with a rich multicultural community to embrace and celebrate. Each year, our campus provides hundreds of programs, courses, support services, and training designed to educate our campus community about social justice issues and support our diverse community. However, we cannot take this multicultural community for granted. We must recognize that this supportive campus climate is not immune to hate crimes and hate incidents. Hate crimes and hate incidents that occur on campus are unacceptable within our community.

Cal Poly Pomona has an Incident Response Team (IRT) that consists of several standing members and an extended network of administrators, faculty, staff, and students. This team will serve as resources to the campus community and provide a coordinated response when these incidents occur on campus.

WHAT IS A HATE CRIME?
A hate crime is legally defined as the following: California State Penal Code 422.55: “For purposes of this title, and for purposes of all other state law unless an explicit provision of law or the context clearly requires a different meaning, the following shall apply: "Hate crime" means a criminal act committed, in whole or in part, because of one or more of the following actual or perceived characteristics of the victim: disability, gender, nationality, race or ethnicity, religion, sexual orientation or association with a person or group with one or more of these actual or perceived characteristics. "Hate crime" includes, but is not limited to, a violation of Section 422.6.” Any criminal act against a protected identity may be classified as a hate crime.

WHAT IS A HATE INCIDENT?
A hate incident is described as the following: any speech, behavior, or expression that is motivated by bias towards an individual or a group based on one’s identity. A hate incident does not necessarily involve criminal activity. The Cal Poly Pomona Student Code of Conduct states the university may hold students responsible for: “Disorderly, lewd, indecent or obscene behavior at a University related activity, or directed toward a member of the University community.”

HOW TO REPORT A HATE CRIME OR HATE INCIDENT: Provide as much information as possible.

- Call the Dean of Students, Dr. Byron Howlett, at (909) 869-3306. Send an email to behowlett@cpp.edu or police@cpp.edu (emails are held in confidence, but are not anonymous).
- Call the University Police at (909) 869-3070 for incidents of a serious, immediate or emergency nature (including individuals that need medical attention).
- Report incidents on-line through Student Conduct & Integrity’s Report Form.

If there is physical evidence of an incident – graffiti, vandalism, leave the area untouched until it can be thoroughly examined by authorities for further evidence.

INCIDENT RESPONSE TEAM (IRT)
The standing members of the Cal Poly Pomona Incident Response Team (IRT) will consist of the Chief of Police, Vice President for Student Affairs, Associate Vice President & Dean of Students, Director of Public Affairs, and appropriate Vice President (or designee).

Every hate crime or hate incident is unique and therefore the response to each incident will need to be individualized. Appropriate members of the extended network will be added to the team, based on the situation at hand. The IRT will come together and determine the most appropriate steps to take, depending on the factors that impact the situation. Certain factors may include the safety of an individual(s), safety of the campus, and an on-going investigation.
MEMBERS OF THE HATE CRIME & HATE INCIDENT RESPONSE EXTENDED NETWORK
The Cal Poly Pomona Incident Response Team is affiliated with the Cal Poly Pomona PolyCARES Network. Each year, new members of the campus community are invited to be part of the Extended Network. This is a list of representatives that will be invited to participate, more may be added. They will be invited to attend an orientation session, a training program, and debriefing of the previous year’s incidents. This will provide an opportunity for continued growth & development. The Incident Response Team (IRT) will appoint 2 members from the extended network to plan and implement trainings and manage communications for the group. When the members of the Extended Network are updated each year, the names, e-mail address, and phone numbers of each member will be available online.

AFFINITY GROUP REPRESENTATIVES
Access & disABILITY Alliance
Asian Pacific Faculty Staff and Students Association
Black Faculty Staff Association
Latino Faculty Staff and Students Association
Pride Alliance

CULTURAL CENTER REPRESENTATIVES
African American Student Center
Asian and Pacific Islander Student Center
Cesar E. Chavez Center for Higher Education
Native American Student Center
Pride Center
Women’s Resource Center

STUDENT REPRESENTATIVES
Agricultural Council
Associated Students, Inc. Representative
CEIS Council
CLASS Council
Educational Interest Council
Engineering Council
Environmental Design Student Council
Greek Council
Hospitality Management Council
Interhall Council
Multicultural Council
OSLCC Student Representatives
Science Council
United Business Student Senate

UNIVERSITY REPRESENTATIVES
Associate Vice President for Faculty Affairs
Associated Students, Inc.
Club and Organization Advisors
CPP Foundation
Disability Resource Center
Diversity and Compliance
Ethnic & Women’s Studies Department
Faculty Affairs
Human Resources
Office of Student Life & Cultural Centers
Ombuds Office
Orientation Services
Police Department
President’s Office
Public Affairs
Student Affairs AVPs (Enrollment Management, Student Affairs Administration, and Student Services)
Staff Council
Student Conduct & Integrity
Student Health and Counseling Services
The University Village
University Housing Services

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Approved: January 12, 2012
Rev. October 2015