

# Zero Tolerance for Hate Crimes

Florida National University (FNU) has Zero Tolerance towards violence or threats or Hate Crimes against members of the community.

FNU encourages everyone to report all incidents or crimes to prevent and protect all FNU stakeholders and its community. Anyone who witnesses an incident or crime is encouraged to submit detailed notes or descriptions to contribute to the university's investigation and potential action.

## Hate Crimes

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

Hate Crimes are criminal acts or attempted criminal acts against an individual or group due to race, skin color, ancestry, national origin, religious affiliation, sexual orientation, gender or gender identity, or disability.

Types of Hate Crimes include:

- Aggravated Assault
- Arson
- Burglary
- Destruction/Damage/Vandalism of Property
- Graffiti or public posts
- Harassment
- Intimidation
- Larceny-Theft
- Mail or email threats
- Motor Vehicle Theft
- Murder and Non-Negligent Manslaughter
- Physical Assaults
- Robbery
- Sexual Assault
- Simple Assault(s)
- Social media posts
- Stalking
- Verbal intimidation or threats

Hate Crimes are regulated and addressed according to FNU Title IX Policy and Procedures. Any incident, if founded, may lead to suspension or expulsion in the case of students, or to a warning or termination in the case of employees.

## Report Hate Crimes

### **Hialeah Campus**

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Campus Dean - Yedi Cepero

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Assistant Dean - Harold Flores

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### **South Campus**

Ph. # 305-226-9999

Campus Dean - Guillermo Araya

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### **Training Center**

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Campus Dean - Jose Valdes

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### **Online Learning Division**

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Director - Emry Somnarain

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### **Human Resources**

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Isel Casales or Andrea Wybranski

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