

## **City of Chaska Bias/Hate Crime Response and Prevention Plan**

The purposes of this plan are:

- To establish a procedure for appropriate and timely local response to bias/hate crimes or incidents, demonstrating strong community support for the victim and zero tolerance for bias/hate crimes that occur within the boundaries of the City of Chaska;
- To raise awareness of this issue within the community; and,
- To establish a network of community resources that may be activated as necessary.

It is not the role of the Chaska Human Rights Commission to investigate such crimes. Rather, it provides or coordinates support to victims of such crimes, when called to do so, and to provide leadership in the community in the prevention of bias and hate crimes through education and collaborative community action against prejudice and bigotry.

### **Hate Crime Defined:**

A hate crime as defined by the State of Minnesota (Minnesota Statute Section 609.2231, Subd. 4) is an assault in the fourth degree, which is motivated because of another person's actual or perceived race, color, religion, sex, sexual orientation, disability, age or national origin. Subsequent convictions resulting from hate crimes carry enhanced penalties.

Hate crimes are different from discrimination complaints. Although discrimination is against the law, it is not a crime, but rather a civil matter.

### **Partnership:**

In order to provide timely, meaningful support to victims of bias/hate crimes, the Chaska Human Rights Commission must partner with the citizens and organizations in the community. The key partners of the Commission are:

The Chaska Police Department;  
The City Administrator and/or his or her designee;  
And when appropriate:

- The City Mayor's office and City Council;
- Community Resources;
- The School District of Eastern Carver County;
- The private schools' administration located within the boundaries of the City; and,
- Local media.

### **Response and Prevention Plan Process:**

1. The Chaska Police Department will notify the City Administrator and the Human Rights Commission Chairperson of a bias/hate crime or incident as soon as possible after a complaint has been investigated and determined to be valid. Together, the Police, City Staff and Commission Chairperson will determine the appropriate level of response including any necessary public statements.

2. The City Administrator will notify the Mayor or City Council, as appropriate.
3. A representative of the City, if deemed appropriate for the situation, shall contact the victim(s) to offer support, professional resources as well as determine what further response from the City or community the victim desires and which may be appropriate.
4. The Chief of Police, City Administrator or Commission Chairperson may call upon providers of community resources as necessary.

Community response options include:

- Contact the appropriate providers to inform them of the incident and request their support and participation in the response;
  - Contact the League of Minnesota Human Rights Commission to seek support and ensure that the Minnesota Department of Human Rights is notified, if appropriate;
  - Contact neighborhood crime watch members, where they exist and with the permission of the victim(s), who would determine whether the affected areas is participating in a watch program and who would assist in enlisting the victim(s) neighbors to attend the interview or to offer other necessary support; and,
  - Only when appropriate and after consultation with the victim(s) and in agreement with all of the key partners may the incident or other community-wide responses be made public via the local media.
5. Follow-up contact with the victim(s) should be made, if deemed appropriate, within one week in person or by telephone by a City Representative or designated contact person. Check on any recurrences, other problems and offer continued support.
  6. City Representative or designee will initiate follow-up contact in one month and beyond as appropriate.
  7. After follow-up has occurred, the Commission and other key partners involved shall meet as necessary to review the process of response and take action or make changes.
  8. The Commission will send letters of appreciation to key partners involved.
  9. As needed, the Commission will review the overall process and recommend necessary amendments to the City Council and Chief of Police.
  10. The Commission may periodically sponsor training to promote the understanding and prevention of bias/hate crimes through collaborative community action.

Adopted by the Chaska City Council on: 1/24/2011