



ANOKA HUMAN RIGHTS COMMISSION BIAS/HATE CRIME RESPONSE & PREVENTION PLAN

MISSION STATEMENT

***“Work with the community to promote
human rights and dignity, eliminate hate,
prejudice and discrimination, and respect diversity***

The purposes of this plan are:

- To establish a procedure for appropriate and timely local response to bias/hate crimes or incidents, showing strong community support for the victim(s) and zero community tolerance for bias/hate crimes that occur within the boundaries of the City of Anoka;
- To raise awareness of this issue within the community;
- To establish a network of community resources that can be activated as needed.

It is not the role of the Anoka Human Rights Commission to investigate such crimes. Rather, it provides or coordinates *support to victims* of such crimes and collaborative community action against prejudice and bigotry.

HATE CRIME DEFINED:

A hate crime, as defined by criminal statute (Minnesota Statute Section 609.223 1, Subd. 4), is a criminal act committed against a person, institution, or property, of which the primary motivation is the victim’s affiliation with a protected class.

This includes such criminal acts as arson, assault, vandalism, threats, harassment, and physical acts of violence. State law establishes the following protected classes: *race, color, religion, gender, sexual orientation, age, disability, and national origin*. A recent change in the law allows for the perception of either the victim or the police officer regarding bias motivation of the crime to cause it to be categorized as a hate crime. Convictions resulting from hate crimes carry enhanced penalties.

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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 Commission must partner with the citizens and organizations in the community.

The key partners include:

- The Anoka Human Rights Commission
- The Anoka City Police Department
- The Anoka Bias/Hate Crime Response Plan Community Resources Network*
- The Mayor, City Council and City Manager, as appropriate
- Anoka School District, if appropriate
- Local media, if appropriate
- Anoka County

RESPONSE AND PREVENTION PLAN PROCESS:

1. The Anoka Police Department will notify City Staff of a bias/hate crime or incident as soon as possible after a complaint has been classified as a bias/hate crime. City staff will in turn contact the members of the Anoka Human Rights Commission. Together, the Police, City Staff and Commission Chair will determine the appropriate level of response, including any necessary public statements.
2. City Staff will notify the Mayor or City Council as appropriate. The Mayor or Commission Chair will promptly contact the victim(s) to offer support and determine what further response from the City or community the victim desires, as appropriate.
3. The Commission Chair will call upon members of the Community Resources Network as needed. Community Response options include:
 - Contacting appropriate members of the Community Resources Network to inform them of the incident and request their support and participation in the response.
 - Contacting the Project Coordinator of the League of Minnesota Human Rights Commission to seek support and ensure that the Minnesota Department of Human Rights is notified.

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- Only where appropriate, and after consultation with the victim(s) and the City Manager, the Mayor or City Staff, the Commission and/or network representatives may coordinate and send letters to the media, conduct interviews with the local cable channel and plan other community-wide response.
4. Follow-up contact with the victim(s) should be made within one week, in person or by telephone, by the Commission Chair or designated contact person to check on any recurrences, or other related issues or problems and offer continued support.
 5. Commission Chair or designee will initiate follow-up contact in one month and beyond as appropriate.
 6. After follow-up has occurred, the Commission and network representatives involved shall meet as necessary to review the process of response and take action or make changes.
 7. The Commission will send letters of appreciation to network representatives involved.
 8. The Commission will provide a summary report of the response to the Anoka City Council and Police Chief.
 9. At least annually, the Commission will review the overall process and recommend necessary amendments to the City Council and Police Chief.
 10. The Commission will periodically sponsor training to promote the understanding and prevention of hate/bias crimes through collaborative community action.

Plan Adopted by the Anoka Human Rights Commission on October 18, 2007.

****Community Resource Network:***

Anoka County Victims Assistance Program (763-323-3128)
Anoka County Sheriff's Office Victim Services Coordinator (763-323-5128)
Anoka County Public Information Officer (Martha Weaver) (763-323-5744)
Anoka County Cultural Coordinator (Andre Koen) (763-323-5689)
Anoka County Attorney's Office (763-323-5586)
MN Office of Justice Program's Crime Victim Justice Unit (651-205-4823)
Crime Victims Reparations Board (651-282-6256)
MN Dept of Human Rights (651-296-5663)
MN Attorney General's Office (consumer assistance) (651-296-5663)