

Report of Bias Incidents Summary – 2020-2021 Academic Year

February 22, 2021

The information below provides a summary of the University response to each bias related referral. Student education records are protected under FERPA and as a result all identifying information has been removed. This chart will be updated every third Friday.

Incident Date	Reported Date	Incident Location	Incident Summary	Reporting party	Responding Office	University Response
7/7/2020	7/8/2020	Social media	Report of a xenophobic social media post by a UConn student.	Non-Affiliate	Dean of Students Office	• Outreach to the two complainant/reporting parties (non-affiliate) - July 8, 2020 • Outreach to student respondent identified in the report - July 9, 2020 • Student respondent did not respond to outreach
7/5/2020	7/9/2020	Social media	Report of a social media post by a UConn student calling someone racist for displaying a confederate flag.	Non-Affiliate	Dean of Students Office	• Outreach to complainant/reporting party (non-affiliate) - July 9, 2020 • Outreach to student respondent identified in the report - July 9, 2020 • Student respondent did not respond to outreach
7/14/2020	7/14/2020	Other (on campus)	Derogatory remarks posted in an online class about a specific nationality.	Student	Dean of Students Office	• Outreach to complainant/reporting party (student) - July 14, 2020, July 21, 2020, July 23, 2020, July 27, 2020 & July 28, 2020 • Referral to Provost's office for faculty outreach - July 14, 2020 & July 23, 2020 • Referral to Office of Institutional Equity (OIE) - July 14, 2020 & July 23, 2020 • Student complainant/reporting party declined to engage with support options
7/16/2020	7/17/2020	Social media	A report of a social media post by a faculty member expressing opinions of	Staff	Office of Institutional Equity	• Referral to Provost's office for faculty outreach - July 17, 2020 • Referral to Office of Institutional Equity (OIE) - July 17, 2020 • Case did not involve a student

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			political issues related to immigration laws.			
7/22/2020	7/23/2020	Social media	A report of a social media post calling out a UConn student for using racist language.	Student	Dean of Students Office	• Outreach to complainant/reporting party (student) - July 24, 2020 • Student complainant/reporting party declined meeting but would reach out to DOSO if needed - July 27, 2020
7/30/2020	7/30/2020	Social media	A report of a social media post calling out a UConn student for using sexist and racist language online to target other individuals.	Staff	Dean of Students Office	• Referred to Admissions for outreach to respondent - August 3, 2020 • Outreach to complainant/reporting party (non-affiliate) requesting additional information, unable to proceed- August 3, 2020 • Complainant/reporting party (non-affiliate) did not respond to request for additional information- August 3, 2020
8/18/2020	8/20/2020	Off-Campus Non-residential	A report of a social media post calling out a UConn student for using language targeting people based on race and/or disability.	Community Member	Community Standards	• Outreach to complainant/reporting party (non-affiliate) requesting more information- August 1, 2020 • Unable to Proceed with Investigation, complainant/reporting party did not provide information

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8/21/2020	8/21/2020	Other (on campus)	Report of a faculty member treating and grading a student differently based on their racial/ethnic identity	Student	Dean of Students Office	• Outreach to complainant/reporting party (student) - August 21, 2020 • Referral to OIE - August 21, 2020 • Referral to Provost's office - August 21, 2020 • Outreach by OIE to student complainant/reporting party, they declined to participate in process - August 28, 2020 • Student complainant/reporting party responded to DOSO, declined meeting but appreciated outreach - August 25, 2020
8/20/2020	8/20/2020	West Campus Halls - exterior	A report of an individual yelling racist remarks at an individual in a car parked on campus.	Residential Life	Residential Life	• Community email to residents on the floor where incident occurred - August 27, 2020 • The investigation process did not identify a respondent
8/24/2020	8/24/2020	Gant Science Complex	A report of a Confederate Flag on display on a vehicle parked at construction site on campus.	Student	Dean of Students Office	• Outreach to complainant/reporting party (student) - August 25, 2020 • Student complainant/reporting party did not respond to outreach • This case had no known University respondent
8/25/2020	8/25/2020	Stamford Residence Halls - interior	Roommate felt unsafe because of homophobic remarks made by other roommates.	Residential Life	Stamford Student Services	• Outreach to complaint/reporting party (student) - August 28, 2020 • Outreach to students/respondents identified in the report

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						- Individual student meeting, offered support and resource information - September 9, 2020 - Follow up with impacted complainant/student - September 14, 2020
8/25/2020	9/3/2020	Other (on campus)	A student was heard making racist and sexist remarks regarding specific individuals.	Staff	Dean of Students Office	- Outreach to complaint/reporting party (student) - September 4, 2020 - Outreach to students/respondent identified in the report - Outreach to complainant/students identified in the report - September 4, 2020 - Complainant/ students did not respond to outreach - Respondent/ student did not respond to outreach
9/2/2020	9/3/2020	Other (on campus)	An individual in an online class entered comments in the chat directed at race/ethnicity and remarks of a sexual nature, the comments were directed at one individual.	Staff	Dean of Students Office	- Outreach to student/complainant identified in the report - September 3, 2020 - Student/complainant did not respond to outreach - The investigation process did not identify a respondent

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9/9/2020	9/10/2020	Other (on campus)	Report of derogatory social media posts by a UConn student which were focused on race and socioeconomic status/class	Student	Dean of Students Office	• Outreach to complainant/student identified in the report - September 15, 2020 • Outreach to respondent/student identified in the report - September 15, 2020 • Complainant did not respond to outreach • Respondent did not respond to outreach
9/13/2020	9/13/2020	Garrigus Suites - interior	A group of individuals in a residence hall using racist language towards another student	Residential Life	Residential Life	• Outreach to complainant/student identified in the report - September 14, 2020 • Community email to residence hall where incident occurred - September 18, 2020 • Community email posted on bias communications website • The investigation process did not identify a respondent.
9/20/2020	9/20/2020	North Campus Halls - exterior	The spirit rock had been painted "Black Lives Matter" and someone crossed out the black and painted All lives matter.	Student	Dean of Students Office	• Outreach to reporting party (complainant/student) - September 21, 2020 • Individual complainant/student meeting, offered support and resource information - September 29, 2020 • Outreach to two impacted students referred for support separate from initial report (student) - September 25, 2020

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						- Community email posted on bias communications website - September 25, 2020 - The investigation process did not identify a respondent.
9/18/2020	9/18/2020	Towers Halls - interior	Messages found written on a poster in a Towers residence hall which targeted race and physical appearance.	Residential Life	Residential Life	- Outreach to reporting party (complainant/student) - September 22, 2020 - Individual complainant/student meetings, offered support and resource information September 22, 2020 - Community email to residents on the floor where incident occurred - September 21, 2020 - Community Floor meeting - September 23, 2020 - Community emailed posted on bias communications website - The investigation process did not identify a respondent.
9/17/2020	9/17/2020	Off-Campus Non-residential	Social media post on the UConn Buy/Sell page commenting on mask wearing and included images negatively directed at	Student	Dean of Students Office	- Outreach to impacted complainant/student - September 21, 2020 - Complainant/student did not respond to outreach - The investigation process did not identify a respondent

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			race/ethnicity and cultural identity			
9/22/2020	9/22/2020	Other (on campus)	Two students were called derogatory names while repainting the spirit rock. A social media post with the photo of one of the individuals wrongly accusing them of defacing the spirit rock. The comments targeted the individual based on race.	Staff	Dean of Students Office	• Outreach to 2 impacted complainants/students - September 29, 2020 • Complainants/students did not respond to outreach • Community email posted on bias communications website • The investigation process did not identify a respondent
9/22/2020	9/23/2020	Beach Hall	In Beach Hall a Black Lives Matter poster was folded over to block the word black, leaving only lives matter visible.	Faculty	Dean of Students Office	• Outreach to reporting party (faculty) - September 29, 2020 • The investigation process did not identify a respondent
9/21/2020	9/23/2020	Social media	During a classroom discussion a student made transphobic and racist remarks	Student	The Graduate School	• Outreach to reporting party (complainant/student) - September 25, 2020 • Individual complainant/student meeting, offered support and resource information - September 28, 2020

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						Referral to Provost's office - September 25, 2020
9/23/2020	9/23/2020	Buckley Hall - exterior	An individual walking through the Buckley parking lot was heard yelling language negatively targeting sexual orientation.	Residential Life	Residential Life	- Community email to residence hall where incident occurred - September 18, 2020 - Hall Director held open office hours to provide support on designated days, no one attended - September 25, 2020 - Community email posted on bias communications website - The investigation process did not identify a respondent
9/24/2020	9/24/2020	Off-Campus Non-residential	A student was heard using language negatively referring to the race of the teaching assistant in a particular class.	Faculty	The Graduate School	- Referral to OIE - September 25, 2020 - Referral to Provost's office - September 25, 2020 - Outreach to respondent/student identified in report - October 6, 2020 - Respondent/student did not respond to outreach

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10/4/2020	10/4/2020	South Campus Halls - exterior	A student near South Campus heard individuals yelling out a passing car words which were targeting them based on religion.	Student	Dean of Students Office	• Outreach to reporting party (complainant/student) - October 5, 2020 • Complainant/student responded to DOSO, declined meeting but appreciated outreach - October 6, 2020 • Referral to faith community liaison for support - October 5, 2020 • Impacted party (student) identified after initial report engaged with Dean of Students Office for support - October 9, 2020 • Outreach to 3 respondents/students identified through investigation - October 26, 2020 • 1 respondent/student met with Associate Dean of Students for follow up - October 27, 2020
9/28/2020	10/5/2020	Social media	During a group project discussion a student made offensive remarks related to another group member's race, religion and sexual orientation.	Faculty	Dean of Students Office	• Outreach to complainant/reporting parties (faculty & 2 students) - October 5, 2020 • 1 Complainant/student engaged with Dean of Students Office for support - October 5, 2020 • Respondent engaged with Dean of Students Office to discuss issue, follow up and support - October 5, 2020 • Follow up with 1 complainant/student, offered support and resource information - October 14, 2020

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						1 Complainant/student did not engage in outreach and support
10/6/2020	10/6/2020	South Campus Halls - interior	A student found an anti-Semitic statement written on their whiteboard.	Residential Life	Residential Life	- Outreach to reporting parties (complainant/student) - Complainant/student identified as impacted parties engaged with Hall Director for support - October 6, 2020 - Faith community liaison notified - October 8, 2020 - Complainant/student identified as an Impacted party met with Hall Director for support - October 9, 2020 - Community message emailed to residents of area and posted on bias communications website - October 9, 2020 - Hall Director hosted virtual open office hours to process the incident, no one attended - October 13 & 15, 2020 - An impacted student met with Hall Director for support - October 16, 2020 - An impacted student met with Asst. Director of Student Welfare and a Hall Director for support - October 20, 2020

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						- Community meeting held to process incident and offer support - October 22, 2020 - Investigation did not identify a respondent
10/8/2020	10/8/2020	McMahon Hall - interior	A student was overheard yelling offensive verbal comments targeting gender and sexual orientation.	Residential Life	Residential Life	- Outreach to complainant/reporting party (student) - October 12, 2020 - Outreach to identified respondent to discuss impact - October 13, 2020 - Community message emailed to residents of floor and posted on bias communications website - October 9, 2020 - Community meeting held to process incident and offer support - October 12, 2020

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10/10/2020	10/10/2020	South Campus Halls - interior	Students found a swastika carved into the wall in the lobby of Wilson hall.	Residential Life	Residential Life	• Outreach to reporting party (complainant/student) - October 13, 2020 • Identified impacted parties (5 students) engaged with Hall Director for support - October 13 & 15, 2020 • Faith community liaison notified - October 15, 2020 • Community message emailed to residents of area and posted on bias communications website - October 15, 2020 • Community meeting held to process incident and offer support - October 21, 2020 • Investigation did not identify a respondent
10/10/2020	10/11/2020	Storrs	A report was received of a derogatory social media post targeting race/ethnicity. The post was not made by a UConn student.	Student	Dean of Students Office	• Outreach to reporting party (complainant/student) - October 13, 2020 • Individual identified in report is not a student
10/22/2020	10/22/2020	Alumni Halls - interior	A report was received expressing concern at University message about guidance for Halloween celebrations	Community Member	Dean of Students Office	• The report was filed under a false name not identified in any UConn database

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			referencing cultural appropriation.			
10/25/2020	10/25/2020	McMahon Hall - interior	A whiteboard in a residence hall was found to have a drawing of human body with large male genitalia.	Residential Life	Residential Life	• Outreach to complainant/reporting party (student) - October 27, 2020 • Hall Director met with identified respondent to discuss impact of incident - October 27, 2020
10/25/2020	10/25/2020	South Campus Halls - interior	Someone tore down the symbols for Hanukkah and Kwanzaa on a display board showing winter holidays.	Residential Life	Residential Life	• Outreach to complainant/reporting party (student) – October 27, 2020 • Complainant/impacted party (student) met with Hall Director for support - October 29, 2020 • Faith community liaison notified - October 27, 2020 • Residential Life and Dean of Students Office staff met with members of Hillel to discuss community response – October 29 and November 4, 2020 • Community message emailed to residents of area and posted on bias communications website - October 28, 2020 • Community message emailed to campus and posted on bias communications website – October 30, 2020 • Community program Becoming an Upstander, Not a Bystander- How to Fight Antisemitism on Campus will be held on December 2, 2020

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						Investigation did not identify a respondent
10/20/2020	10/22/2020	Other (on campus)	In an online class discussion board a student was referred to as a racist by another classmate.	Student	Dean of Students Office	- Outreach to complainant/student identified in report - October 27, 2020 - Outreach to respondent/student identified in report – October 27, 2020 - Meetings with complainant/student who submitted the report to discuss impact and offer support/resource information - November 16, 2020 - Respondent/student did not respond to outreach
10/28/2020	10/29/2020	Other (on campus)	Grad student raised concerns about the existence of a student political group they viewed as racist.	Student	The Graduate School	- Outreach to complainant/student identified in the report - November 3, 2020 - Complainant/student did not respond to outreach

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10/29/2020	10/29/2020	Garrigus Suites - interior	A Black Lives Matter bulletin board in the lobby of Garrigus had the word black removed, leaving it to read lives matter.	Residential Life	Residential Life	• Outreach to reporting party (complainant/student) - October 30, 2020 • Individual student meeting, offered support and resource information - October 30, 2020 • Community email to residents of the building where incident occurred - November 2, 2020 • Community meeting held - November 4, 2020 • Community emailed posted on bias communications website - November 2, 2020 • Investigation did not identify a respondent
10/30/2020	10/30/2020	Other (on campus)	A student's profile image in an online class was meme which has linkages to antisemitism.	Faculty	Stamford Student Services	• Outreach to complainant (faculty/TA) - November 2, 2020 • Outreach to respondent/student identified in the report - November 8, 2020 • Individual respondent/student meeting - November 10, 2020
10/31/2020	11/3/2020	Social media	Promotion of an art contest highlighting political issues involving ethnicity/religion. Involved 2 registered student organizations	Student	Dean of Students Office	• Student Affairs & Global Affairs Outreach to students identified in the report - November 2, 2020 • Outreach to reporting party (complainant/student) November 2 & 11, 2020

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			and 2 identified UConn students.			- Students did not respond to Associate Dean outreach - Referral to faith community liaison for support November 2, 2020 - Referral to student organization advisors to offer support to impacted students - November 3, 2020 Student organization advisors did respond - Collaborated with Cultural Center staff on response/support November 2, 3, 5 & 19, 2020
11/4/2020	11/5/2020	Social media	Student posted offensive messages targeting gender and disability on another students social media account.	Student	Community Standards	Outreach to complainant/student identified in the report - November 6, 2020 Complainant/student met with Community Standards staff, is aware of support options if needed.
6/17/2020	11/17/2020	Other (on campus)	A student filed a report against the Office of Summer & Winter Programs because they believe the office is engaging in discriminating behaviors against transfer students by not offering the same courses to them as they would to	Student	Dean of Students Office	- Outreach to complainant/student identified in the report - November 18, 2020 - Follow-up meeting scheduled between complainant and Dean of Students staff member.

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			incoming first year students.			
11/17/2020	11/17/2020	Hill Top (Stowe)	A bulletin board providing information and campus resources for the UConn Cultural Centers was defaced and the word "Blue" was put at the start of the phrase "lives matter".	Student	Residential Life	• Outreach to complainant/reporting party (student) – November 17, 2020 • Complainant/impacted party (student) met with Hall Director for support – November 20, 2020 • Community message emailed to residents of area and posted on bias communications website – November 24, 2020 • Investigation did not identify a respondent
11/18/2020	11/19/2020	Shippee Hall	During staff meeting, RAs were participating in a development activity when one RA referred to another RA as "ethnically questionable".	Student	Residential Life	• Hall Director met with complainant/reporting party (student) to offer support – November 20, 2020 • Complainant/impacted party (student) met with Hall Director for support – November 20, 2020 • Respondent/student identified in report met with Hall Director to discuss incident, impact and next steps– November 20, 2020 • Respondent communicated with complainant, issued apology – November 20, 2020 • Community message emailed to students who witnessed the incident,

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						inviting them to a follow up meeting on – November 21, 2020 • Meeting occurred on November 21, 2020, discussed harm, impact on community and next steps to repair harm and move forward. • Respondent issued apology to all involved– November 24, 2020
11/23/2020	11/24/2020	Tasker Building	Report of vandalism (spray painting) around Tasker building and on the Spirit Rock.	UCPD	UCPD	• Complainant/impacted party (staff member) contacted UConn Police to report vandalism on the Spirit Rock – November 23, 2020 • UConn Police investigated the report and located respondents - November 23, 2020 • Respondents were identified and determined to not be affiliated with UConn community – November 23, 2020 • Community message emailed to campus community and posted on bias communications website – November 24, 2020

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12/10/2020	12/10/2020	Other (on campus)	Use of offensive language in online classroom video	Student	Dean of Students Office	• Outreach to complainant/impacted party to offer support – December 10, 2020 • Referral to Provost's office - December 10, 2020 • Referral to Office of Diversity & Inclusion & African American Cultural Center as requested by Complainant – December 20, 2020 • Complainant/impacted party did not respond to offer of support
12/15/2020	12/16/2020	Hilltop Halls – Exterior	Report of vandalism (spray painting) on a construction fence. “All Lives Matter”	Staff	UCPD	• Complainant/impacted party (staff member) contacted UConn Police to report vandalism on Construction fence on Hillside Rd – December 15, 2020 • UConn Police investigated the report, unable to locate respondents - December 16, 2020
1/16/2021	1/16/2021	North Campus Halls – interior	An unknown person called RA staff the “Nazi police” after the students asked them to put on a mask due to Covid-19.	Student	Residential Life	• Outreach to complainant/impacted party to offer support – January 19, 2021 • Hall Director met with complainant/impacted party to discuss impact of incident and provide support – January 20, 2021 • Community message emailed to residents of area where incident

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						occurred and posted on bias communications website – January 22, 2021 Hall Directors of the area held an open office hour to provide support to the community – January 27, 2021
1/16/2021	1/16/2021	Alumni Halls – interior	Report of vandalism on gender neutral bathroom doors written “Men” and “Women”.	Student	Residential Life	- Outreach to complainant/impacted party to offer support – January 20, 2021 - Hall Director met with complainant/impacted party to discuss impact of incident and provide support – January 20, 2021 - Hall Directors of the area met to develop an action plan for addressing the community – January 21, 2021 - Community message emailed to residents of area where incident occurred and posted on bias communications website – January 26, 2021 - Hall Director of the area held an open office hour to provide support to the community – January 27, 2021

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1/19/2021	1/20/2021	Other Online	Student reported being harassed through social media regarding their nationality.	Staff	DOS/ISSS	• Outreach to complainant/impacted party to offer support – January 29, 2021 • Outreach to respondent identified in report – January 29, 2021 • Worked with International and Scholar Student Services to support individuals involved
	1/25/2021	Other Online	Student reported that a faculty member discriminated against them due to their race.	Student	DOS/OIE/Provost	• Outreach to complainant/impacted party to offer support – January 25, 2021 • Referral to Provost's office - January 25, 2021 • Referral to Office of Institutional Equity – January 25, 2021 • Referral to the School of Business Advising to connect student with academic support resources – January 25, 2021 • Outreach to complainant/impacted party by the School of Business to provide support – January 25, 2021

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1/25/2021	1/25/2021	Hilltop Apartments	Student reported that roommate called them a slur based on their nationality.	Student	Residential Life	• Outreach to complainant/impacted party to offer support – January 29, 2021 • Outreach to respondent identified in report – February 1, 2021 • Managing through Residential Life roommate process
1/12/2021	1/25/2021	Online email	Student organization reported interaction regarding alleged micro aggressions with another student during an online conversation.	Student	Law School Student Affairs	• Outreach to complainant/impacted party to offer support – January 27, 2021 • Referral to Law School staff for support and outreach – January 25, 2021 • Law school staff met with complainant • Law school staff met with respondent • Exploring a program on bias and anti-racism to be held this spring • Law School will add an anti-racism module to orientation program for all incoming students
1/30/21	2/1/2021	Norwest Halls (Hanks)	Student reported hearing an unknown person yelling the N word in the hallway.	Student	Residential Life	• Hall Director met with complainant to offer support – February 2, 2021 • Community message emailed to residents of floor and posted on bias communications website – February 5, 2021 • Floor meeting held to discuss the incident, offer support and talk about impact – February 9, 2021

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Incident Date	Reported Date	Incident Location	Incident Summary	Reporting party	Responding Office	University Response
2/3/2021	2/8/2021	Webex USG Meeting	Offensive verbal comment focusing on race was made during a USG meeting.	Student	Dean of Students Office	• Outreach to complainant, February 10, 2021 and February 16, 2021 • Outreach to respondent, February 10, 2021 • Respondent met with Associate Dean of Students - February 17, 2021 • Complainant did not respond to outreach • Referral to student organization advisors to share possible training options - February 22, 2021
2/10/2021	2/10/2021	North Campus (Hurley Hall)	A Black History Month bulletin board was torn down and all information was removed	Staff	Residential Life	• Hall Director met with the RA who created the bulletin board – February 16, 2021 • Community message sent to the residents living on the floor where this occurred – February 18, 2021 • Unable to identify a respondent
2/18/2021	2/18/2021	Biological Sciences & Physics Building	A student found a swastika drawn on a bathroom wall.	Student	Dean of Students Office	• Referral to UConn faith community liaison who notified leaders of impacted faith communities – February 19, 2021 • Outreach to complainant, February 20, 2021 • Community message from Provost sent to the Provost's leadership team, Deans, Associate Deans, and Department Heads and posted on bias communications website – February 22, 2021

**Report of Bias Incidents Summary – 2020-2021 Academic Year
February 22, 2021**

The information below provides a summary of the University response to each bias related referral. Student education records are protected under FERPA and as a result all identifying information has been removed. This chart will be updated every third Friday.

Incident Date	Reported Date	Incident Location	Incident Summary	Reporting party	Responding Office	University Response
2/19/2021	2/19/2021	Biological Sciences & Physics Building	A report of a racial slur written on a bathroom wall.	Anonymous referral	Dean of Students Office	• Report does not include the name of a complainant or respondent • Community message from Provost sent to the Provost's leadership team, Deans, Associate Deans, and Department Heads and posted on bias communications website – February 22, 2021