

Report of Bias Incidents Summary – 2021-2022 Academic Year

January 14, 2022

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
7/12/2021	7/19/2021	Storrs	Student shared concerns about course grade he received and believes it may be related to his ethnicity.	Student	Dean of Students Office	• Outreach to the complainant - July 22, 2021 & August 3, 2021 • Complainant did not respond to outreach • Referral to Provost's office for faculty outreach - July 22, 2021 • Referral to Office of Institutional Equity (OIE) - July 21, 2021 • OIE reached out to complainant
7/31/2021	7/31/2021	Social media	Report of a social media post by a UConn alum sharing about an incident where individuals in a in a car shouted racial slurs out a car window, comments were directed at Asian individuals.	Student	Dean of Students Office	• Outreach to complainant/reporting party – August 2, 2021 • Referral to ODI and Asian American Cultural Center for support/resources • Referral to UConn Police- August 3, 2020 • Complainant connected with campus resources
7/31/2021	8/2/2021	Off Campus – non residential	Report by a UConn alum sharing about an incident where individuals in a in a car shouted racial slurs out a car window, comments were directed at Asian individuals.	Alumni	Dean of Students Office	• Outreach to complainant/reporting party (alum) – August 3, 2021 • Referral to ODI and Asian American Cultural Center for support/resources – August 3, 2021 • Referral to UConn Police- August 3, 2020 • Complainant met with Associate Dean and ASACC Director for support/resources – August 6, 2021 • Associate Dean will connect complainant with UCPD for

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						investigation – August 6, 2021
8/19/2021	8/19/2021	South Campus Halls – Interior	Report of a swastika drawn on the wall in a stairwell.	Staff	Residential Life	- Incident reported to UCPD to investigate - Hall Director met with RAs who were involved in the training session when the incident was reported – 8/23/21 & 8/24/21 - Referral to UConn faith community liaison who notified leaders of impacted faith communities – 8/23/2021 - Hall Director emailed residents living in the building at the time of the incident offering support and included anti-Semitic resource information – 8/26/2021 - Hall Director will hold open office hours on August 31, 2021 for residents looking for support - No one attended the office hours
8/24/2021	9/3/2021	UConn Health Center	Report of offensive verbal comment targeting someone based on race/ethnicity	Staff	Dean of Students Office	- Outreach to the complainant by staff at UCHC - Complainant provided support by UCHC Student Affairs and Office of Multicultural Affairs and Diversity - Referral to Provost's office for faculty outreach - Referral to Office of Institutional Equity (OIE) - OIE reached out to reporting staff to discuss steps moving forward

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8/25/2021	8/25/2021	Stamford Campus	Report of a photo of a student using language targeting someone based on immigration status	Community member	Dean of Students Office	- Complainant sent an email to Admissions to report the behavior - Associate Dean reached out to complainant requesting additional information - Unable to proceed with investigation as complainant did not respond to request for information.
8/26/2021	8/31/2021	Husky Village	Report of verbal comment targeting someone based on racial identity	Student	Residential Life	- Complainant reported to incident to Residential Life staff - Residential Life staff investigating to try and determine possible respondent - Hall Director working directly with complainant to provide support
9/9/2021	9/9/2021	Social Media	Social media post targeting a student based on racial identity	Student	Dean of Students Office	- Outreach to the complainant – September 10, 2021 - Associate Dean met with complainant – September 10, 2021 - Complainant met with supervisor for support, this was coordinated with staff in Dean of Students Office - Complainant referred to UConn police to file a report - Case is still under review
9/7/2021	9/8/2021	Northwest Halls – interior	Graffiti of genitalia posted on a student's white board.	Student	Residential Life	- Complainant reported to incident to Residential Life staff - Residential Life staff investigating to try and determine possible respondent - Hall Director working directly with complainant to provide support

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9/4/2021	9/10/2021	Shippee Hall - interior	Report of roommate conflict where individual felt targeted by race/ethnicity	Student	Residential Life	- Hall Director reached out to complainant, and met with them on September 17, 2021 to offer support - Hall Director met with the respondent to discuss the referral, the impact and steps to move forward – September 20, 2021
5/7/2021	9/10/2021	Student Union	Report of student feeling targeted at internship experience based on race/ethnicity	Staff	Dean of Students	- Outreach to the complainant – September 13, 2021 - Associate Dean to meet with complainant week of September 20, 2021 - Referral to Office of Institutional Equity (OIE) – September 13, 2021
9/12/2021	9/12/2021	Northwest Halls – Interior	Graffiti posted on a student's white board targeting sexual orientation	Staff	Residential Life	- Outreach to the complainant – September 14, 2021 - Hall Director to meet with complainant week of September 20, 2021
9/17/2021	9/18/2021	Garrigus Suites - Interior	Graffiti posted on a student's door tags targeting sexual orientation	Staff	Residential Life	- Outreach to the complainants – September 21, 2021 - Hall Director met with RAs who filed the report – September 22, 2021 - Hall Director met with the complainants to offer support and resources. – September 23, 2021 - Hall Director has not received response from 2 of the complainants

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9/18/2021	9/20/2021	North Campus Halls - interior	Verbal remarks that are bias in nature	Staff	Residential	- Hall Director reached out to complainants, they responded that they do not wish to participate in the bias response process. - Hall Director met with the respondent to discuss the referral, the impact and steps to move forward – October 4, 2021
9/21/2021	9/21/2021	McHugh Hall (Laurel)	Reports of individuals preaching on Fairfield Way, making remarks targeting individuals based on sexual orientation, religion and gender identity	Students	Dean of Students Office	- Associate Dean reached out to Director of Rainbow Center to offer support for impacted students– September 21, 2021 - Associate Dean reached out to 18 complainants, offering to meet with each one, two meetings have been scheduled. – September 22, 2021 - Associate Dean spoke with one complainant by phone to offer support and resources. – September 22, 2021 - Assistant Dean met with one complainant to offer support and resources – September 21, 2021 - Faith liaison confirmed the respondents are not affiliated with any of the organizations connected to UConn Faith – September 21, 2021 - ODI held a Community Healing space in the Rainbow Center on September 28, 2021 - Associate Dean met with 3 students to offer support and resources
9/21/2021	9/22/2021	Northwest Halls - interior	Writing on a student's white board targeting religion	Staff	Residential Life	- Outreach to complainants to offer support and resources - Outreach to respondent – HD met with respondent on September 30, 2021 - HD met with RAs (complainants) to offer support and resources – September 28, 2021

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9/24/2021	9/24/2021	Route 195 near Mirror Lake	Report of an incident where individuals in a car shouted homophobic slurs out a car window, comments were directed at the people walking.	Staff	Dean of Students Office	- Associate Dean reached out to Director of Rainbow Center to offer support for impacted students– September 21, 2021 - Students are not identified so further outreach is not possible - UCPD has reached out to Associate Dean offering to meet with impacted students - Associate Dean shared information with Rainbow Center Director about police offer of a meeting, will follow up if students wish to pursue this option
9/26/2021	9/27/2021	Other (on campus)	Report of individual who felt targeted based on disability status	Student	Dean of Students Office	- Associate Dean reached out to the complainant, offering to meet. – September 27 2021, no response received - Associate Dean connected with SHaW supervisor to share the concerns related to staff - Referral shared with Community Standards, UConn Police and OIE - Concerns being addressed with staff through supervisory channels
9/28/2021	9/29/2021	Garrigus Suites – Interior	Report of verbal comments targeting a student based on sexual orientation	Staff	Residential Live	- Hall Director reached out to complainant to arrange a meeting. - Residential Life staff managing the response through bias protocol - Hall Director met with complainant to offer support and resource information 10/27/21 a community meeting was held in Garrigus Suites to talk about ongoing incidents and conclude with an activity about bias language

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9/30/2021	9/30/2021	Northwest Halls – interior	Written remarks on a white board based on sexual orientation	Staff	Residential Life	• Outreach to the complainants – October 5, 2021 • Hall Director met with residents of room to offer support and resources – October 8, 2021 • Students indicated they did want a community message sent out and passive programming about how to support the LGBTQIA+ community
9/30/2021	9/30/2021	Student Union	Report of verbal comments targeting a student based on gender identity	Student	Dean of Students Office	• Associate Dean reached out to 3 complainants, offering to meet with each one– September 30, 2021 • Associate Dean met with the 3 complainants to offer support and resources. – October 1, 2021 • Associate Dean reached out to Director of Rainbow Center to offer support for impacted students– October 1, 2021 • Associate Dean connected with Interim Director of Dining Services to share the concerns related to staff • Referral shared with Community Standards, UConn Police and OIE • Associate Dean reached out to One Card Office to inquire about preferred name on One Card • On 10/25/21, Dining Services retail operations began using an order numbering system rather than asking customers for names. • 10/26/21, One Card began offering customers the option of updating their ID card with a chosen (preferred) name change one time, free of charge. • 10/26/21 – changes listed above reported to complaint.

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10/2/2021	10/2/2021	Northwood Apartments – exterior	Report of racists and sexual verbal comments being yelled out a car window at students walking on campus.	Student	Dean of Students Office	- Graduate School Student Affairs providing outreach to the students - Students did not respond to outreach and offer of support
10/4/2021	10/7/2021	Stamford Residence Halls – Interior	Offensive social media post targeting sexual orientation	Student	Community Standards	Community Standards & Stamford Student Services staff managing the response through bias protocol
10/5/2021	10/6/2021	Garrigus Suites – Interior	Written remarks/slur on a white board based on sexual orientation	Staff	Residential Life	- Hall Director reached out to complainant to arrange a meeting. - Residential Life staff managing the response through bias protocol - Hall Director met with complainant to offer support and resource information 10/27/21 a community meeting was held in Garrigus Suites to talk about ongoing incidents and conclude with an activity about bias language 10/27/21 a bias newsletter was sent to the community and posted on the bias communications website.

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10/6/2021	10/6/2021	Werth Tower (NextGen) – Interior		Staff	Residential Life	- Hall Director reached out to complainant to arrange a meeting. - Residential Life staff managing the response through bias protocol - Hall Director met with complainant to offer support and resource information - Complainant did not want further action taken related to this matter
10/02/2021	10/8/2021	Off-Campus non-residential	Verbal remarks directed at race	Community member	Dean of Students Office	- Complainant received an email of support from event organizers - Director of Center for Fraternity/Sorority Development providing support to complainant - Complainant did not respond to offers of support
10/08/2021	10/8/2021	Student Union	Report of verbal comments targeting a student based on gender identity	Student	Dean of Students Office	- Associate Dean reached out to complainant, offering to meet - Associate Dean met with the complainant to offer support and resources. – October 19, 2021 - Associate Dean connected with Interim Director of Dining Services to share the concerns related to staff - Referral shared with Community Standards, UConn Police and OIE - Associate Dean reached out to One Card Office to inquire about preferred name on One Card - On 10/25/21, Dining Services retail operations began using an order numbering system rather than asking customers for names. 10/26/21, One Card began offering customers the option of updating their ID card with a chosen (preferred) name change one time, free of charge.

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						10/26/21 – changes listed above reported to complaint.
10/8/2021	10/9/2021	Garrigus Suites	Report of verbal remarks directed at race/ethnicity	Staff	Residential Life	- Residential Life staff reached out to complainant and respondent to arrange a meeting. - Residential Life staff met with complainant to offer support and resources - Residential Life staff met with the respondent to discuss the referral 10/27/21 a community meeting was held in Garrigus Suites to talk about ongoing incidents and conclude with an activity about bias language 10/27/21 a bias newsletter was sent to the community and posted on the bias communications website.
10/9/2021	10/10/2021	Student Recreation Facility	A verbal slur directed at sexual orientation was yelled out a car window.	Student	Dean of Students Office	- Associate Dean reached out to complainant, offering to meet - Associate Dean met with the complainant to offer support and resources. – October 19, 2021 - Residence Hall staff met with the complainant to offer support and resources
10/14/2021	10/14/2021	Student Union	Report of verbal comments targeting a student based on gender identity	Student	Dean of Students Office	- Associate Dean reached out to complainant, offering to meet - Associate Dean met with the complainant to offer support and resources. – October 18, 2021 - Associate Dean connected with Interim Director of Dining Services to share the concerns related to staff

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						- Referral shared with Community Standards, UConn Police and OIE - Associate Dean reached out to One Card Office to inquire about preferred name on One Card - On 10/25/21, Dining Services retail operations began using an order numbering system rather than asking customers for names. 10/26/21, One Card began offering customers the option of updating their ID card with a chosen (preferred) name change one time, free of charge. 10/26/21 – changes listed above reported to complaint.
10/13/2021	10/14/2021	Alumni Halls	Written remarks/slur on a bulletin board targeting ethnicity and disability	Community Member	Residential Life	- Residential Life staff removed offensive information from bulletin board which was causing harm - October 22, 2021 an email was sent to the community and posted on the bias communications website.
10/18/2021	10/19/2021	Alumni Halls	Report of verbal comments targeting a student based on race/ethnicity	staff	Residential Life	- Residential Life staff reached out to complainants to arrange a meeting. - October 28, 2021 an email was sent to the community and posted on the bias communications website.
10/16/2021	10/25/2021	Busby Suites	Report of verbal comments targeting a student based on race/ethnicity	Staff	Residential Life	- Residential Life staff reached out to complainants to arrange a meeting. - Residential Life staff met with respondent to offer support and resources. - Respondent indicated they didn't need resources - October 29, 2021 an email was sent to the community and posted on the bias communications website.

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10/23/2021	10/23/2021	Garrigus Suites	Written image/slur on a wall targeting sexual orientation	Staff	Residential Life	• Unable to identify respondent in this case • 10/27/21 a community meeting was held in Garrigus Suites to talk about ongoing incidents and conclude with an activity about bias language • 10/27/21 a bias newsletter was sent to the community and posted on the bias communications website.
10/26/2021	10/26/2021	Husky Village	Report of verbal comments targeting an individual based on disability and sexual orientation	Staff	Residential Life	• Residential Life staff reached out to residents to arrange a meeting. • Residential Life staff met with residents to discuss incident and steps moving forward
10/23/2021	10/23/2021	Hale	Written image/slur on a wall targeting nationality/immigration status	Staff	Residential Life	• Residential Life staff reached out to complainants to arrange a meeting. • Residential Life staff met with respondent to offer support and resources. • 11/12/21 a community message went out to the floor and is posted on the bias communications page • 11/16/21 HD held open office hours to discuss the incident, no one attended
10/27/2021	10/27/2021	Student Union	Report of concerns about UConn practices which are not supportive of individuals gender identity	Student	Dean of Students Office	• Associate Dean of Students reached out and offered to meet with complainant to gather more information – 10-28-21

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10/29/2021	10/29/2021	Social Media	Offensive social media post targeting gender	Community Member	Dean of Students Office	- Associate Dean reached out to complainant - Associate Dean reached out to respondent
11/8/2021	11/7/2021	North Campus Halls – Interior	Offensive verbal comment based on race	Residential Life	Residential Life	- Residential Life staff reached out to complainant and respondent to arrange a meeting - Residential Life staff met with complainant to offer support and resources - Residential Life staff met with the respondent to discuss the referral - Residential Life staff working with North Campus hall staff to determine next steps
10/29/21	11/2/21	Greater Hartford Campus	Offensive verbal comment based on race, ethnicity, physical appearance	Student	Hartford Student Services Staff	Associate Director of Student Services reached out to complainant and witnesses to arrange a meeting
11/4/21	11/4/21	Oak Hall	Graffiti directed at disability	Student	Dean of Students Office	- Associate Dean sent outreach letter to complainant 11/8/21 - No response to outreach efforts
11/4/21	11/4/21	Stamford Residence Halls - interior	Verbal comments directed at race, sexual orientation, ethnicity, nationality/immigration status	Residential Life	Stamford	- Director of Student Services reached out to complainants & respondent - Director of Student Services met with both complainants, offered support/resources and discussed a possible meeting with the respondent to address the concerns - Director of Student Services has reached out to respondent, no response to date

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11/7/21	11/8/21	Babbidge Library	Verbal comments directed at race, sexual orientation, ethnicity, nationality/immigration status	Staff	Dean of Students Office	Unable to proceed with investigation as individual respondents or complainants were not identified in the referral
11/2/21	11/8/21	McHugh Hall (Laurel)	Verbal comments directed at ethnicity & religion	Student	Dean of Students Office	- Associate Dean is partnering with Director of Diversity Initiatives and Director of Asian American Cultural Center to provide support to impacted individuals. - Associate Dean outreach to complainant to offer to meet - Referral to UConn faith community liaison who notified leaders of impacted faith communities - Associate Dean, Director of Diversity Initiatives and Director of Asian American Cultural Center met with complainants and student organization advisor to offer support, resources and to discuss next steps - Associate Dean & Director of Diversity Initiatives attending meeting of student leaders with the complainants to discuss referral and how to help the community heal - Associate Dean, Director of Diversity Initiatives, UConn Police Chief and SHaW-MH Director met with student organization members to offer support and resources - Associate Dean reached out to respondents to offer to meet - Associate Dean reached out to Student Union Director to share concerns about reservation process, SU Director will review and address as appropriate - Referral shared with Community Standards and UConn Police for review

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						- Associate Dean met with respondents to discuss, intent, impact and approaches to move forward - Associate Dean, Director of Community Standards, AVP/Dean of Students and VP/Chief Diversity Officer met with complainants and their advisor to go over investigation findings and discuss next steps - Office for Diversity & Inclusion social media posts to raise awareness of Islamophobia and harm caused – 11/19/21
11/8/21	11/9/21	Northwest Halls – Interior	Verbal comments directed at race	Staff	Residential Life	- Residential Life staff reached out to complainants to arrange a meeting. - Residential Life staff met with respondent to offer support and resources. - Residential Life staff met with complainants and witnesses to offer support, resources and discuss next steps. 11/19/21 a community message went out to the floor and is posted on the bias communications page
9/29/21	11/10/21	Avery Point campus	Verbal comments directed at gender	Staff	Dean of Students Office	Associate Dean coordinating outreach and support efforts with the Director of Student Services

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11/10/21	11/10/21	Alumni Halls – Interior	Remarks directed at sexual/gender identity	Residential Life	Residential Life	- Residential Life staff reached out to complainant and arrange a meeting - Residential Life staff met with complainant to offer support, offer resources and discuss next steps
11/11/21	11/11/21	United Technologies Engineering Building	Homophobic graffiti found in a bathroom in the UTE building	Student	Dean of Students Office	- Associate Dean reached out to complainant to arrange a meeting - Complainant contacted UCPD to report the incident - Associate Dean met with complainant
11/13/21	11/13/21	Hilltop Halls – Interior	Verbal remarks directed at sexual/gender identity	Residential Life	Residential Life	- Residential Life staff reached out to complainant and respondent to arrange a meeting - Residential Life staff met with complainant to offer support and resources 11/23/21 a community message went out to the floor and is posted on the bias communications page
11/13/21	11/14/21	Alumni Halls - Interior	Written remarks directed at gender/sexual identity	Residential Life	Residential Life	- Residential Life staff reached out to complainant to arrange a meeting - Residential Life staff met with complainant to offer support and resources - Complainant felt a community email would be beneficial 11/17/21 a community message went out to the floor and is posted on the bias communications page

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11/15/21	11/15/21	Northwest Halls - Interior	Homophobic slur written on door	Residential Life	Residential Life	- Residential Life staff reached out to complainant to arrange a meeting - Residential Life staff met with complainant to offer support and resources - Complainant declined offer of broader community educational engagement
11/18/21	11/18/21	Other (on campus)	Referral outlined concerns that course instructor has been removed from teaching due to age	Faculty	Office of Institutional Equity	- Referral to Provost's office for faculty outreach – November 18, 2021 - Referral to Office of Institutional Equity (OIE) – November 18, 2021 - OIE Staff will manage outreach
11/3/21	11/24/21	Other (on campus)	Student shared concerns about offensive course content	Student	Dean of Students Office	- Outreach to complainant to arrange a meeting - Associate Dean of Students and Director of Diversity Initiatives met with complainant to offer support, resources and identify next steps - Referral to Provost's office for faculty outreach - Referral to Office of Institutional Equity (OIE) - Associate Dean met with student, professor and TA to discuss the referral and identify steps to consider in the future
11/30/21	12/2/21	Charter Oak Apartments – interior	Verbal remarks directed at race	Residential Life	Residential Life	- Referral to Office of Institutional Equity (OIE) - OIE Staff will manage outreach as report involves staff

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12/5/21	12/6/21	Werth Tower	Student reported that information was erased from the whiteboard on their door, specifically information about their sexual orientation and the fact that they are an LGBTQA+ peer advocate.	Student	Residential Life	- Residential Life staff reached out to complainant to arrange a meeting - Residential Life staff met with complainant to offer support and resources - Complainant declined offer of broader community educational engagement
12/5/21	12/5/21	Northwest Halls – Interior	Homophobic Slur written on a door	Residential Life	Residential Life	- Residential Life staff reached out to complainant to arrange a meeting - Residential Life staff met with complainant to offer support and resources – 12/15 & 12/16 12/10/21 a community message went out to the Northwest community and is posted on the bias communications page
12/11/21	12/12/21	Werth Tower	Report of social media/email message with offensive visual representation and written slur	Student	Residential Life	- Residential Life staff reached out to complainant to arrange a meeting - Residential Life staff met with complainant to offer support and resources - Referral to UConn faith community liaison who notified leaders of impacted faith communities – 12/14/21 12/21/21 a community message went out to the community and is posted on the bias communications page

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12/2/21	12/15/21	Avery Point	Offensive classroom comment	Faculty	Dean of Students Office	Associate Dean will work with Avery Point staff on follow up and outreach
12/4/2021	1/6/2022	Charter Oak Apartments – Interior	Offensive verbal comments	Residential Life	Residential Life	- Residential Life staff reached out to complainant and respondent to arrange a meeting - Residential Life staff met with all parties to learn more about incident and assess the situation. - During meetings it was determined this was not a bias incident but an issue with communication - Residential Life staff discussed communication strategies, intent versus impact and provided resources to all involved.
12/21/2021	12/22/2021	Other (on campus)	Student shared concerns that course grade was lowered due to accommodations	Student	Dean of Students office	- Associate Dean reached out to complainant to update on process, offer to meet and shared grade appeal policy - Referral shared with OIE as it involves a faculty member, OIE will manage outreach - Complainant did not respond to outreach
1/12/2022	1/13/2022	Off-Campus Non-residential	Report of offensive social media posts	Community member	Dean of Students Office	- Associate Dean reached out to respondent to arrange a meeting - Unable to reach out to complainant as report was anonymous