

Report of Bias Incidents Summary – 2022-2023 Academic Year

December 9, 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
7/8/2022	7/11/2022	Werth Tower-Interior	Residence hall communication identifying bathroom use based on gender	Student	Residential Life	- Residential Life staff met with the staff member who originated the email to discuss impact – Week of July 11th - Associate Dean of Students met with complainant/reporting party and provided support/resources- 7/14/22 - Rainbow Center Director notified - Updated community email sent clarifying gender identity and bathroom use- 7/19/22 - Posters hung in the community addressing gender expression and identity – 7/20/22 - Conversation held with summer staff about policing gender identity
7/10/2022	7/11/2022	South Campus Halls-Interior	Verbal remarks directed at race/ethnicity identity	Student	Residential Life	- Residential Life staff met with complainant/reporting party and provided support and resources. 7/13/22 - Residential Life staff met with the respondent to discuss intent and impact- 7/18/22 - Complainant/reporting party informed the Bridge Program Director
7/14/22	7/14/22	Werth Tower (NextGen) - interior	Verbal remarks directed at religious identity in reference to Israel/Palestine conflict	Student	Dean of Students Office	- Incident reported to Residential Life staff by complainant/reporting party - 7/12/22 - Hall Director met with the respondent to discuss the referral, the impact and steps to move forward – 7/13/22 - Faith Liaison made outreach to impacted faith communities – 7/21/22

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7/14/22	7/14/22	Werth Tower (NextGen) - interior	Verbal remarks directed at sexual identity	Student	Residential Life	- Incident reported to Residential Life staff by complainant/reporting party - 7/12/22 - Hall Director met with the respondent to discuss the referral, the impact and steps to move forward – - Complainant did not want to pursue further action on the matter
7/29/22	8/1/22	Stamford Campus	Verbal remarks directed at race/ethnicity	Student	Stamford Student Services	Outreach to the complainant to offer support and resources– No response after multiple attempts
8/13/22	8/15/22	Werth Tower (NextGen) - interior	Report of Asian students feeling targeted based on race/ethnicity	Student	Residential Life	- Outreach to the complainants to offer support and resources – 8/16/22 - Complainants did not want to pursue the matter - Impact Circle Held for complainants – 8/19/22 -No Students attended - Residential Life notified the Director of the Asian American Cultural Center (AACC) of the report-8/23/22
8/18/22	8/18/22	Stamford	Bias/Race Behavior – Email or internet message	Staff	Residential Life	Stamford Student Services Director met with the respondent to discuss intent vs impact of the social media post -8/19/22

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8/25/22	8/29/22	Social Media	Social Media post targeting race/ethnicity	Community Member	Dean of Students Office	- Associate Dean reached out to Director of Asian American Cultural Center and International Scholar and Student Services (ISSS) to offer support for impacted students– 8/29/22 - Associate Dean attended ISSS sponsored orientation to offer support and review bias incident protocol on 9/8/22 - Associate Dean attended ISSS coffee hour and Pan Asian Council to offer support and review bias incident reporting
8/27/22	9/1/22	Jorgensen Center for Performing Arts	Verbal remarks directed at race/ethnicity, religion, gender identity/expression and sexual orientation	Student	Dean of Students office	- Associate Dean of Students made outreach to the complainant to offer support and resources 9/6/22 - Associate Dean of Students met with SUBOG members who planned the event -9/8/22 - SUBOG members met with students who were upset or offended by the comedian - Beyond the complainant other students are not identified so further outreach is not possible
8/31/22	9/1/22	Buckley Hall-Interior	Vandalism directed at gender/sexual identity	Student	Residential Life	- Residential Life staff met with complainants to offer support and resources - 9/8/22 - Complainants did not want to pursue action beyond a community email - September 9, 2022, an email + bias newsletter was sent to the community and posted on the bias communications website

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9/4/22	9/5/22	Garrigus Suites- Interior	Vandalism directed at race/ethnicity identity- Cultural Flag removed from a resident's door	Student	Residential Life	• UCPD identified respondent • Residential Life staff met with respondent • Flag returned to complainant • Residential Life staff met with complainant to offer support and resources
9/5/22	9/5/22	Werth Tower(Next Gen)- Interior	Verbal remarks directed at religious identity	Student	Residential Life	• Residential Life staff met with complainant to offer support and resources -9/12/22 • Residential Life made outreach to respondent • Respondent has not confirmed meeting
9/3/22	9/3/22	Northwest Halls- Interior	Vandalism directed at race/ethnicity identity – Graffiti on RA Door	Student	Residential Life	• Residential Life staff met with complainant to offer support and resources -9/7/22 • Community message sent to the building and posted on the bias communications page - 9/21/22
9/6/22	9/6/22	Werth Tower(Next Gen)- Interior	Comments directed at gender/sexual identity- Sign on residents' door	Student	Residential Life	• Residential Life staff met with complainant to provide resources- 9/7/22

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9/6/22	9/7/22	Social Media	Social Media post targeting race/ethnicity	Staff	Dean of Students Office	- Associate Dean of Students made outreach to the complainant to offer support and resources - 9/7/22 - Associate Dean of Students made additional outreach to complainant to arrange a meeting- 9/12/22 - Associate Dean will meet with complainant week of 9/19/22
9/8/22	9/8/22	Towers Halls- Interior	Verbal remarks directed at race/ethnicity	Student	Residential Life	- RA held an impact circle on their floor with residents 9/9/22 - Hall Director met with the respondent and discussed intent and impact- 9/12/22
9/5/22	9/8/22	Buckley Hall- Interior	Vandalism directed at gender identity/expression /sexual orientation	Student	Residential Life	Community message sent to the building and posted on the bias communications page - 9/14/22
8/27/22	9/11/22	UConn Bookstore	Verbal remarks directed at race/ethnicity	Student	Dean of Students Office	- Associate Dean of Students made outreach to the complainant to meet with the student to support and resources - 9/12/22 - Associate Dean of Students made outreach to the Director of the Asian American Cultural Center as complainant indicated they would like support from the Asian American Cultural Center- 9/12/22 - Waiting to hear from complainant

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7/26/22	9/12/22	Campus-Academic	Verbal remarks directed at race/ethnicity	Student	Dean of Students Office	- Associate Dean of Students made outreach to the reporter to remind them of the offer to meet with student to support and resources if/when they wish to be identified -9/12/22 - Associate Dean of Students made outreach to OIE to share referral and indicated without names of student or faculty cannot proceed - 9/12/22 - Unable to proceed- names of individuals impacted not provided in report
9/10/22	9/14/22	Alumni Halls-Interior	Verbal remarks directed at race/ethnicity gender/sexuality	Student	Residential Life	- Residential Life staff met with respondent to discuss intent and impact of their language- 10/5/22 - Residential Life staff met with the complainant to offer support and resources- 10/17/22
9/13/22	9/14/22	Northwest Halls-Interior	Vandalism directed at sexual identity – Comments on white board	Student	Residential Life	- Community Meeting held to offer an educational forum to discuss the incident-9/27/22 - Community message sent to the building - 9/29/22 - Individual student meetings held by Residential Life staff- 9/15/22
9/15/22	9/16/22	North Campus Halls-Interior	Verbal remarks directed at race/ethnicity	Student	Residential Life	- Hall Director met with the respondent and discussed intent and impact- 9/28/22 - Hall Director met with the complainant to provide support and resources- 9/28/22

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9/17/22	9/17/22	North Campus Halls-Interior	Verbal remarks directed at race/ethnicity	Student	Residential Life	Residential Life staff met with the respondent and discussed intent and impact- 9/23/22
9/16/22	9/16/22	Hilltop Halls-Interior	Vandalism directed at Race/Ethnicity	Student	Residential Life	Residential Life staff met with the complainant to offer support and resources- 9/21/22
9/2/22	9/19/22	Off Campus - Non-Residential	Verbal Remarks directed at gender/sexuality	Student	Dean of Students Office	- Faith Liaison made outreach to impacted faith communities – 9/21/22 - Faith Liaison met with faith leaders to discuss the incidents- 9/23/22 - ODI Staff met with complainants to discuss their concerns and offer support - Outreach made to the complainants to schedule a meeting -9/28/22
9/19/22	9/19/22	North Campus Halls-Interior	Verbal Remarks directed disability	Student	Residential Life	- Residential Life staff met with the complainant to offer support and resources- 9/23/22 - Residential Life staff met with the respondent to offer support and resources to discuss intent vs impact

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9/19/22	9/20/22	Oak Hall - Classroom	Verbal remarks directed at Gender Expression/ Identity	Student	Dean of Students Office	- Complainant is not identified on the referral. Phone number listed on referral called-no answer/mailbox full - Referral shared with OIE to review faculty component - Referral shared with Provost's Office to review the faculty component
9/21/22	9/23/22	Waterbury Campus- Classroom	Verbal remarks directed at Gender Identity/ Expression	Teaching Assistant- Graduate Student	Dean of Students Office	- Associate Dean communicated bias process with Department Head. - Graduate School communicating with the Teaching Assistant to provide support
9/21/22	10/3/22	Towers Hall- Interior	Verbal remarks directed at Race/Ethnicity – Unknown Student	Student	Residential Life	- Respondent not identified - Residential Life staff offered support and resources to the students present when comments were made
9/24/22	9/24/22	Towers Hall- Interior	Written Comments directed at Sexual Orientation- Vandalism on white board	Student	Residential Life	- Residential Life staff met with impacted students and offered support and resources – 10/6/22 - Community message sent to the building – 10/12/22

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9/28/22	9/28/22	Towers – Interior Location	Vandalism/Graffiti- Written Slur- Bias directed at gender (Writing on student’s white board)	Student	Residential Life	Residential Life staff met with impacted students and offered support and resources – 10/6/22
10/2/22	10/8/22	Northwest Halls- Interior	Vandalism- Hispanic Heritage Month Bulletin Board	Student	Residential Life	- Residential Life staff met with impacted student and offered support and resources – 10/20/22 - Community message sent to the building – 10/27/22
10/6/22	10/6/22	Alumni Halls- Interior	Harassment-Bias directed at Race/Ethnicity	Student	Residential Life	- Residential Life staff met with impacted student and offered support and resources - Respondents Identified - Residential Life staff met with respondents and discussed intent versus impact
10/10/22	10/11/22	Towers Halls- Interior	Bias/Behavior - Offensive verbal comment directed at Socioeconomic status/class/race	Student	Residential Life	- Residential Life facilitated a mediation between respondent and complainant- 10/14/22 - Residential Life staff met with respondent to discuss intent versus impact of comments made- 10/18/22

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10/12/22	10/12/22	Stamford Campus-Interior	Bias- Offensive Visual Representation: Political Poster containing bias directed at race/ethnicity/ religion	Staff	Stamford Campus	Stamford Student Services staff met with the identified student political groups on campus. It was determined that the political marketing was not connected to a student group- 10/18/22
10/14/22	10/14/22	Alumni Halls-Interior	Bias directed at gender sexual identity- remarks on a student's white board	Staff	Residential Life	- Residential Life staff met with residents where remarks were written on white board. Resident of the room admitted to writing the message as a joke- 10/20/18 - Residential Life staff explained intent versus impact related to the remarks.
10/14/22	10/15/22	Alumni Halls-Interior	Verbal Comments directed at Bias – Gender Identity/Expression Bias - Race Bias - Sexual Orientation	Student	Residential Life	- Residential Life staff met with respondent and discussed intent versus impact of comments made- 10/31/22 - Residential Life staff met with complainant to provide support and resources – 10/31/22
10/16/22	10/18/22	North Campus Halls-Exterior	Comments and Actions directed at Race/Ethnicity/ Nationality	Student	Residential Life	- Residential Life staff provided support and resources to the complainant - Unable to identify the respondent

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10/17/22	10/17/22	Buckley Hall- Interior	Report of a student making harmful comments directed	Student	Residential Life	- Residential Life staff facilitated a Community Meeting with impacted students on the floor- 10/21/22 - Email sent to the community outlining concerns of bias and inviting members of the floor to a meeting on 11/1/22 - Residential Life staff met with the respondent to discuss concerns, impact and intent- 11/1/22
10/18/22	10/19/22	Alumni Halls- Interior	Harassment-Bias directed at Race/Ethnicity	Student	Residential Life	- Residential Life staff met with impacted student and offered support and resources - Respondents Identified - Residential Life staff met with respondents and discussed intent versus impact
10/18/22	10/18/22	Alumni Halls- Interior	Harassment-Bias directed at Race/Ethnicity	Student	Residential Life	- Residential Life staff met with impacted student and offered support and resources - Respondents Identified - Residential Life staff met with respondents and discussed intent versus impact
10/20/22	10/21/22	McMahon Hall- Interior	Student reported verbal remarks directed at race/ethnicity	Student	Residential Life	- Residential Life staff made outreach to complainant – 10/21/22 - Complainant reported that the incident was a misunderstanding- no bias language was used- 10/23/22

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10/24/22	10/24/22	Classroom	Report of inappropriate language being used by a faculty member	Community Member	Office of Institutional Equity	• Unable to identify Complainant • Referred to Office of Institutional Equity
10/27/22	10/28/22	Stamford Residence Hall- Interior	Verbal remarks directed at sexual orientation/ identity	Student	Stamford Student Services	• Stamford Student Services staff met with complainant to provide support/resources- 10/31/22
10/27/22	10/28/22	Alumni Halls- Interior	Verbal remarks directed at sexual orientation/ identity	Student	Residential Life	• Support provided to Complainant by Residential Life staff • Mutual conversation between respondent and complainant resulted in increased awareness.
10/27/22	10/30/22	Shippee Hall- Interior	Report of a student making comments directed at Ethnicity, Gender, Nationality/immigration status, Race, Sexual orientation, Socioeconomic status/class	Student	Residential Life	• Support provided to complainant by Residential Life staff • Residential Life staff met with respondent and discussed intent versus impact. 11/10/22

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10/30/22	10/30/22	Alumni Halls – Interior	Vandalism directed at gender identity-LGBTQIA+ bulletin board torn down	RA Staff	Residential Life	- Hall Director sent email to the community outlining concerns of bias and inviting members of the floor to a meeting on - 12/1/22 - Hall Director identified respondent and discussed intent versus impact of their actions. Respondent indicated that the vandalism was random and not because of bias- 11/15/22 - Hall Director provided support to the complainant - 11/16/22
10/31/22	10/31/22	Shippee Hall- Interior	Verbal remarks directed at race – Roommate Conflict	Student	Residential Life	Hall Director met with the complainant to provide support and resources 11/4/22
8/28/22	11/1/22	Pharmacy/Biology Building	Verbal remarks directed at disability	Student	Dean of Students Office	- Dean of Students Office providing support to the complainant - OIE Investigating
10/25/22	11/1/22	Monteith Building	Verbal remarks directed at Nationality/Immigration Status	Student	Dean of Students Office	- Dean of Students Office providing support to the complainant - OIE Investigating

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11/1/22	11/1/22	Stamford Campus Residence Hall	Roommate conflict involving race/ethnicity	Student	Stamford Student Services	- Outreach made to complainant by Student Services Staff. No response from student - Unable to proceed with investigation
10/28/22	11/1/22	Werth Tower (NextGen)-Interior	Verbal remarks directed at race/ethnicity	Student	Residential Life	Residence Hall Staff met with respondents to discuss use of the language being used. Intent versus impact had with both respondents
11/3/22	11/4/22	Off Campus Non-Residential (online)	Cyberbullying a student directed at race, sexual orientation, and gender	Student	Dean of Students Office	- Respondent identified as a Non-UConn student - Associate Dean of Students made outreach made to complainant to offer support and resources- 12/12/22
11/6/22	11/7/22	Buckley Hall-Interior	Offensive poster targeting a student- Bias directed at Gender Identity, Race, Appearance	Staff	Residential Life	- Outreach made to respondent -11/29/22 (No Response) - Outreach made to respondent – 12/12/22

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11/5/22	11/7/22	North Campus Halls-Interior	Written comments on a whiteboard directed at gender/sexual identity	Staff	Residential Life	- Residence Life staff met with both roommates. Neither felt targeted or knew who wrote on their whiteboard. Support and resources provided to both students – 12/8/22 - No respondent identified
11/4/22	11/4/22	Classroom/ Academic	Student reported mistreatment by faculty member based on Nationality/ Immigration Status	Student	Dean of Students Office	- Assistant Dean made outreach to Complainant - 11/11/22 - No response from complainant - Unable to proceed
10/25/22	11/3/22	Classroom/ Academic	Student reported mistreatment by faculty member based on Nationality/ Immigration Status	Student	Dean of Students Office	- Assistant Dean met with Complainant 11/1/22 - Assistant Dean made additional outreach to student
11/10/22	11/10/22	Off Campus Non-Residential (online)	Social Media post negatively depicting religion/spirituality	Student	Dean of Students Office	- Assistant Dean made outreach to Complainant 11/15/22 - No response from complainant. - Unable to identify respondent - Unable to proceed

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11/13/22	11/13/22	North Campus Halls- Interior	Vandalism/ Behavior directed at Race/Ethnicity	Student	Residential Life	Residence Life staff met with all students involved. It was determined that the behavior/actions were not motivated by bias.
11/14/22	11/14/22	Stamford Campus- Interior	Flier misrepresenting a politically based Student Organization	Student	Stamford Student Services	- Student Services staff met with members of the student organization represented on the flier- 11/16/22 - Student organization members denounced the flier and stated it was not produced by their organization
11/14/22	11/14/22	Northwest Halls- Interior	Student reported being mocked relative to Covid- Bias directed at Race/Ethnicity	Student	Residential Life	- Residence Life staff met with all students involved in the referral. There was indication that the actions were motivated by bias- 11/28/22 - Community Email sent to all floor residents emphasizing quiet hours and mutual respect in the living environment – 11/29/22
11/17/22	11/18/22	Classroom/ Academic	Offensive classroom comment directed at socioeconomic status/class/ race/ethnicity	Student	Dean of Students Office	- Assistant Dean met with complainant to offer support and resources– 11/1/22 - Assistant Dean emailed complainant with additional resources- 11/11/12 - OIE Investigating

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11/16/22	11/22/22	On Campus- Non-Residential	Student reported a vehicle with two unknown occupants made offensive actions and verbal comment directed at gender identity	Student	Dean of Students Office	• UConn Police investigating • Dean of Students making outreach to complainant
11/23/22	11/23/22	Northwood Apartments- Interior	Offensive Verbal comment directed at Race/Ethnicity	Student	Residential Life	• Residential Life staff met with the two students involved to discuss intent and impact of the language used.
11/14/22	11/14/22	Buckley Hall- Interior	Students wearing middle eastern clothing in the residence hall	Staff	Residential Life	• Residence Life staff met with all students involved. It was determined that the student wearing the clothing has middle eastern heritage- 12/5/22 • No indication that the actions were motivated by bias
12/1/22	12/1/22	Alumni Halls- Interior	Bias directed at gender identity - Offensive language/actions directed at LGBTQ+ Community	Student	Residential Life	• Residence Life staff made outreach to respondents- 12.6.22 • No response from students

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12/2/22	12/2/22	Academic / Classroom (Storrs)	Verbal comments directed at Gender Identity	Faculty	Dean of Students Office	- OIE provided support and resources to complainant- 12/5/22 - Associate Dean of Students met with complainant to review the referral and process-12/8/22 - Associate Dean of Students met with respondents to discuss intent versus impact + Harm Reduction -12/9/22
9/23/22	12/6/22	Off Campus- Non-Residential – Text Message	Bias-Physical Appearance	Student	Dean of Students Office	Pending Updates
12/8/22	12/8/22	Buckley Hall – Interior	Derogatory verbal comments directed at Race/Ethnicity	Student	Residential Life	Pending Updates
12/9/22	12/10/22	Hilltop Apartments- Interior	Derogatory verbal comments directed at Race/Ethnicity	Student	Residential Life	- No respondent identified - Outreach and Support to complainant- 12/12/22