

Addressing Bias and Theft within our Community –

10/6/22

Subject: Addressing Bias and Theft within our Community

Hello Third Floor Community,

It has been brought to our attention that there have been a few instances of theft within the community. While under no circumstance is this acceptable and is a direct violation of the housing contract, one of the incidents was identified to be bias related in nature. The university treats actions like this as bias-related incidents.

A bias-related incident is an incident that negatively targets, intimidates, or threatens an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical, mental, and intellectual disabilities, as well as past/present history of mental disorders. This includes, but is not limited to: graffiti or images that harass or intimidate individuals or groups due to the above characteristics.

As members of the University of Connecticut and residents of the Engineering LC and La Comunidad Intelectual, we expect that you all understand that it is important to create an environment that supports diversity, equity, inclusion, and above all else safety. You have a responsibility as community members to uphold these values and the mission of the university as we continue to live together.

Lastly, please understand that we take these matters seriously and encourage you all to speak up when things of this nature happen within the community. Your voices, your stories, your perspectives, they all matter and are valuable so please share them with us with confidence knowing that we will support you the best we can. As you move forward in immersing yourself into the community, please keep in mind that small actions have a major impact. We can be proactive and not reactive to situations like this by making the following changes in our daily behaviors:

- Hold your peers accountable for their decision
- If you see something, say something. To your RA, or your Hall Director
- Remind your guests that you are responsible for their behavior and that you will not tolerate acts within your community

If you encounter any other bias related incidents within the community please do not hesitate to report it through the bias reporting form. <https://dos.uconn.edu/bias-reporting-2/>

Thank you,

Josue, Jasmine, & Shannon

Sent by **Shannon Healey** via **Roompact**