

Bias Related Incident in Garrigus Suites 10-1-21

Subject: Bias Related Incident in Garrigus Suites

Dear Residents of Garrigus Suites,

On September 17th, there was an incident that occurred which is considered to be bias related in nature. On a white board derogatory slurs that are commonly associated with the LGBTQIA+ community were written. This type of behavior is directly against the University of Connecticut's values of striving to create a safe and inclusive community for all students.

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.

We will be having a community meeting on **Wednesday, October 6, 2021 at 7:00pm, located in the Garrigus first floor lounge** to discuss the impact this incident had on the community. While this is not mandatory, we do expect that you all have an active part in building an inclusive community and hope that you can come to support members of your community who may have been negatively affected by this incident. If you are unable to attend the meeting, below is a link with information from the Anti-Defamation League (ADL) about challenging biased language, as well as responding to jokes and slurs. As a community, it is important for all of us to act as active bystanders to make our community in Garrigus Suites and the University, a welcoming place for all students.

<https://www.adl.org/education/resources/tools-and-strategies/challenging-biased-language>

<https://www.adl.org/sites/default/files/documents/assets/pdf/education-outreach/Responding-to-Jokes-and-Slurs.pdf>

This meeting is the first step to helping rebuild the trust within our community. But 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 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/>

Sincerely,

Sydney

Sydney Wein, M.Ed.

(she/her/hers)

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