

Bias Related Incident in Garrigus Suites – 9/22/22

Subject: Bias Related Incident in Garrigus Suites

Dear Residents of Garrigus Suites,

On September 4, 2022, there was an incident that occurred which is considered to be bias related in nature. The investigation into this matter has concluded and I wanted to be transparent about what occurred: A resident's door was vandalized by someone taking a Puerto Rican flag from their door, as well as tearing down a flier for a Brazilian bake sale. When this resident confronted a group of students, who were possibly involved in this matter, in the hall, the unknown students played Spanish music as a way to get a reaction out of this resident. 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.

Below you will find some of the policies that are directly connected to this case. In the future please be mindful of how these actions can have a harmful impact on our community and how we can prevent them.

Theft

Conduct Rules and Regulations

As members of the University community, students and student organizations have a responsibility to uphold [The Student Code](#) as well as to adhere to federal, state, and local laws. The Director of Community Standards shall make the final determination on what constitutes a potential violation of The Student Code and shall establish the specific code violation(s) as appropriate. The following list of behaviors is intended to represent the types of acts that constitute violations of The Student Code. Although the list is extensive, it should not be regarded as all-inclusive. All community members are responsible for knowing and observing all University policies and procedures:

- 14. Theft, which includes, but is not limited to, attempted or actual theft of property or services.

Vandalism

8.10.2 Writing, vandalism and alterations on/to doors is prohibited. If damages to the exterior surface of a room door occur due to vandalism, the Resident(s) must inform a hall staff member of the incident within 24-hours. This will enable the Resident to contest responsibility for the charges. If damages occur to common areas within buildings, such as lounges, bathrooms, lobby areas and responsibility cannot be ascertained, the damage charge can be assessed equally among the residents in the floor/building.

Guests

9.10.1 General Policies (applicable to all residential areas and facilities): Anyone not assigned to the specific room/suite/apartment/house is considered a guest. All guests must be escorted through the building by the Resident host. Resident hosts are responsible for the actions of their guests. Resident hosts are expected to take reasonable action to prevent guests from violating University policies. Resident hosts may be held accountable for behaviors and/or damages caused by the Residents' guests. Residents should consult with the roommates/suitemates/apartmentmates/housemates when inviting guests. Residents must strictly respect the privacy of all fellow residents and fellow residents' right to normal use of their assigned facilities.

As we move forward in building a strong welcoming and inclusive community, keep in mind that we need to work together to ensure that all residents feel safe and supported by respecting each other's differences and exercising common courtesy when engaging with one another. Small actions can have a major impact on the community. In future situations such as this, we can be proactive in the following ways: Hold your peers accountable for their decisions; If you see something, say something, whether that be to your RA or your Residence Hall Director. Remind your guests that you are responsible for their behavior and that you will not tolerate these 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/>

Lastly, if you would like to meet to discuss this or any other concerns, please feel free to contact me to set up an appointment.

Respectfully,
Sydney

Sydney Wein, M.Ed.

(she/her/hers)

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