

**Report of Bias Incidents Summary – 2021-2022 Academic Year**

**April 8, 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	<ul style="list-style-type: none"> <li>• Outreach to the complainant - July 22, 2021 &amp; August 3, 2021</li> <li>• Complainant did not respond to outreach</li> <li>• Referral to Provost's office for faculty outreach - July 22, 2021</li> <li>• Referral to Office of Institutional Equity (OIE) - July 21, 2021</li> <li>• OIE reached out to complainant</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting party– August 2, 2021</li> <li>• Referral to ODI and Asian American Cultural Center for support/resources</li> <li>• Referral to UConn Police- August 3, 2020</li> <li>• Complainant connected with campus resources</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting party (alum) – August 3, 2021</li> <li>• Referral to ODI and Asian American Cultural Center for support/resources – August 3, 2021</li> <li>• Referral to UConn Police- August 3, 2020</li> <li>• Complainant met with Associate Dean and ASACC Director for support/resources – August 6, 2021</li> <li>• Associate Dean will connect complainant with UCPD for</li> </ul>

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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	<ul style="list-style-type: none"> <li>• Incident reported to UCPD to investigate</li> <li>• Hall Director met with RAs who were involved in the training session when the incident was reported – 8/23/21 &amp; 8/24/21</li> <li>• Referral to UConn faith community liaison who notified leaders of impacted faith communities – 8/23/2021</li> <li>• 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</li> <li>• Hall Director will hold open office hours on August 31, 2021 for residents looking for support</li> <li>• No one attended the office hours</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to the complainant by staff at UCHC</li> <li>• Complainant provided support by UCHC Student Affairs and Office of Multicultural Affairs and Diversity</li> <li>• Referral to Provost's office for faculty outreach</li> <li>• Referral to Office of Institutional Equity (OIE)</li> <li>• OIE reached out to reporting staff to discuss steps moving forward</li> </ul>
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	<ul style="list-style-type: none"> <li>• Complainant sent an email to Admissions to report the behavior</li> <li>• Associate Dean reached out to complainant requesting additional information</li> <li>• Unable to proceed with investigation as complainant did not respond to request for information.</li> </ul>

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8/26/2021	8/31/2021	Husky Village	Report of verbal comment targeting someone based on racial identity	Student	Residential Life	<ul style="list-style-type: none"> <li>Complainant reported to incident to Residential Life staff</li> <li>Residential Life staff investigating to try and determine possible respondent</li> <li>Hall Director working directly with complainant to provide support</li> </ul>
9/9/2021	9/9/2021	Social Media	Social media post targeting a student based on racial identity	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>Outreach to the complainant – September 10, 2021</li> <li>Associate Dean met with complainant – September 10, 2021</li> <li>Complainant met with supervisor for support, this was coordinated with staff in Dean of Students Office</li> <li>Complainant referred to UConn police to file a report</li> <li>Case is still under review</li> </ul>
9/7/2021	9/8/2021	Northwest Halls – interior	Graffiti of genitalia posted on a student’s white board.	Student	Residential Life	<ul style="list-style-type: none"> <li>Complainant reported to incident to Residential Life staff</li> <li>Residential Life staff investigating to try and determine possible respondent</li> <li>Hall Director working directly with complainant to provide support</li> </ul>
9/4/2021	9/10/2021	Shippee Hall - interior	Report of roommate conflict where individual felt targeted by race/ethnicity	Student	Residential Life	<ul style="list-style-type: none"> <li>Hall Director reached out to complainant, and met with them on September 17, 2021 to offer support</li> <li>Hall Director met with the respondent to discuss the referral, the impact and steps to move forward – September 20, 2021</li> </ul>
5/7/2021	9/10/2021	Student Union	Report of student feeling targeted at internship experience based on race/ethnicity	Staff	Dean of Students	<ul style="list-style-type: none"> <li>Outreach to the complainant – September 13, 2021</li> <li>Associate Dean to meet with complainant week of September 20, 2021</li> <li>Referral to Office of Institutional Equity (OIE) – September 13, 2021</li> </ul>

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9/12/2021	9/12/2021	Northwest Halls – Interior	Graffiti posted on a student’s white board targeting sexual orientation	Staff	Residential Life	<ul style="list-style-type: none"> <li>• Outreach to the complainant – September 14, 2021</li> <li>• Hall Director to meet with complainant week of September 20, 2021</li> </ul>
9/17/2021	9/18/2021	Garrigus Suites - Interior	Graffiti posted on a student’s door tags targeting sexual orientation	Staff	Residential Life	<ul style="list-style-type: none"> <li>• Outreach to the complainants – September 21, 2021</li> <li>• Hall Director met with RAs who filed the report – September 22, 2021</li> <li>• Hall Director met with the complainants to offer support and resources. – September 23, 2021</li> <li>• Hall Director has not received response from 2 of the complainants</li> </ul>
9/18/2021	9/20/2021	North Campus Halls - interior	Verbal remarks that are bias in nature	Staff	Residential	<ul style="list-style-type: none"> <li>• Hall Director reached out to complainants, they responded that they do not wish to participate in the bias response process.</li> <li>• Hall Director met with the respondent to discuss the referral, the impact and steps to move forward – October 4, 2021</li> </ul>
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	<ul style="list-style-type: none"> <li>• Associate Dean reached out to Director of Rainbow Center to offer support for impacted students– September 21, 2021</li> <li>• Associate Dean reached out to 18 complainants, offering to meet with each one, two meetings have been scheduled. – September 22, 2021</li> <li>• Associate Dean spoke with one complainant by phone to offer support and resources. – September 22, 2021</li> <li>• Assistant Dean met with one complainant to offer support and resources – September 21, 2021</li> <li>• Faith liaison confirmed the respondents are not affiliated with any of the organizations connected to UConn Faith</li> </ul>

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						<ul style="list-style-type: none"> <li>– September 21, 2021</li> <li>• ODI held a Community Healing space in the Rainbow Center on September 28, 2021</li> <li>• Associate Dean met with 3 students to offer support and resources</li> </ul>
9/21/2021	9/22/2021	Northwest Halls - interior	Writing on a student's white board targeting religion	Staff	Residential Life	<ul style="list-style-type: none"> <li>• Outreach to complainants to offer support and resources</li> <li>• Outreach to respondent – HD met with respondent on September 30, 2021</li> <li>• HD met with RAs (complainants) to offer support and resources – September 28, 2021</li> </ul>
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	<ul style="list-style-type: none"> <li>• Associate Dean reached out to Director of Rainbow Center to offer support for impacted students– September 21, 2021</li> <li>• Students are not identified so further outreach is not possible</li> <li>• UCPD has reached out to Associate Dean offering to meet with impacted students</li> <li>• Associate Dean shared information with Rainbow Center Director about police offer of a meeting, will follow up if students wish to pursue this option</li> </ul>
9/26/2021	9/27/2021	Other (on campus)	Report of individual who felt targeted based on disability status	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to the complainant, offering to meet. – September 27 2021, no response received</li> <li>• Associate Dean connected with SHaW supervisor to share the concerns related to staff</li> <li>• Referral shared with Community Standards, UConn Police and OIE</li> <li>• Concerns being addressed with staff through supervisory channels</li> </ul>

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9/28/2021	9/29/2021	Garrigus Suites – Interior	Report of verbal comments targeting a student based on sexual orientation	Staff	Residential Live	<ul style="list-style-type: none"> <li>• Hall Director reached out to complainant to arrange a meeting.</li> <li>• Residential Life staff managing the response through bias protocol</li> <li>• Hall Director met with complainant to offer support and resource information</li> <li>• 10/27/21 a community meeting was held in Garrigus Suites to talk about ongoing incidents and conclude with an activity about bias language</li> </ul>
9/30/2021	9/30/2021	Northwest Halls – interior	Written remarks on a white board based on sexual orientation	Staff	Residential Life	<ul style="list-style-type: none"> <li>• Outreach to the complainants – October 5, 2021</li> <li>• Hall Director met with residents of room to offer support and resources – October 8, 2021</li> <li>• Students indicated they did want a community message sent out and passive programming about how to support the LGBTQIA+ community</li> </ul>
9/30/2021	9/30/2021	Student Union	Report of verbal comments targeting a student based on gender identity	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to 3 complainants, offering to meet with each one– September 30, 2021</li> <li>• Associate Dean met with the 3 complainants to offer support and resources. – October 1, 2021</li> <li>• Associate Dean reached out to Director of Rainbow Center to offer support for impacted students– October 1, 2021</li> <li>• Associate Dean connected with Interim Director of Dining Services to share the concerns related to staff</li> <li>• Referral shared with Community Standards, UConn Police and OIE</li> <li>• Associate Dean reached out to One Card Office to inquire about preferred name on One Card</li> <li>• On 10/25/21, Dining Services retail operations began using an order numbering system rather than asking customers for names.</li> </ul>

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						<ul style="list-style-type: none"> <li>• 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.</li> <li>• 10/26/21 – changes listed above reported to complaint.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Graduate School Student Affairs providing outreach to the students</li> <li>• Students did not respond to outreach and offer of support</li> </ul>
10/4/2021	10/7/2021	Stamford Residence Halls – Interior	Offensive social media post targeting sexual orientation	Student	Community Standards	<ul style="list-style-type: none"> <li>• Community Standards &amp; Stamford Student Services staff managing the response through bias protocol</li> </ul>
10/5/2021	10/6/2021	Garrigus Suites – Interior	Written remarks/slur on a white board based on sexual orientation	Staff	Residential Life	<ul style="list-style-type: none"> <li>• Hall Director reached out to complainant to arrange a meeting.</li> <li>• Residential Life staff managing the response through bias protocol</li> <li>• Hall Director met with complainant to offer support and resource information</li> <li>• 10/27/21 a community meeting was held in Garrigus Suites to talk about ongoing incidents and conclude with an activity about bias language</li> <li>• 10/27/21 a bias newsletter was sent to the community and posted on the bias communications website.</li> </ul>

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10/6/2021	10/6/2021	Werth Tower (NextGen) – Interior	Written remarks on a white board were edited to remove the words identifying gender/sexual identity advocacy	Staff	Residential Life	<ul style="list-style-type: none"> <li>• Hall Director reached out to complainant to arrange a meeting.</li> <li>• Residential Life staff managing the response through bias protocol</li> <li>• Hall Director met with complainant to offer support and resource information</li> <li>• Complainant did not want further action taken related to this matter</li> </ul>
10/02/2021	10/8/2021	Off-Campus non-residential	Verbal remarks directed at race	Community member	Dean of Students Office	<ul style="list-style-type: none"> <li>• Complainant received an email of support from event organizers</li> <li>• Director of Center for Fraternity/Sorority Development providing support to complainant</li> <li>• Complainant did not respond to offers of support</li> </ul>
10/08/2021	10/8/2021	Student Union	Report of verbal comments targeting a student based on gender identity	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant, offering to meet</li> <li>• Associate Dean met with the complainant to offer support and resources. – October 19, 2021</li> <li>• Associate Dean connected with Interim Director of Dining Services to share the concerns related to staff</li> <li>• Referral shared with Community Standards, UConn Police and OIE</li> <li>• Associate Dean reached out to One Card Office to inquire about preferred name on One Card</li> <li>• On 10/25/21, Dining Services retail operations began using an order numbering system rather than asking customers for names.</li> <li>• 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.</li> <li>• 10/26/21 – changes listed above reported to complaint.</li> </ul>



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10/8/2021	10/9/2021	Garrigus Suites	Report of verbal remarks directed at race/ethnicity	Staff	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant and respondent to arrange a meeting.</li> <li>• Residential Life staff met with complainant to offer support and resources</li> <li>• Residential Life staff met with the respondent to discuss the referral</li> <li>• 10/27/21 a community meeting was held in Garrigus Suites to talk about ongoing incidents and conclude with an activity about bias language</li> <li>• 10/27/21 a bias newsletter was sent to the community and posted on the bias communications website.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant, offering to meet</li> <li>• Associate Dean met with the complainant to offer support and resources. – October 19, 2021</li> <li>• Residence Hall staff met with the complainant to offer support and resources</li> </ul>
10/14/2021	10/14/2021	Student Union	Report of verbal comments targeting a student based on gender identity	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant, offering to meet</li> <li>• Associate Dean met with the complainant to offer support and resources. – October 18, 2021</li> <li>• Associate Dean connected with Interim Director of Dining Services to share the concerns related to staff</li> <li>• Referral shared with Community Standards, UConn Police and OIE</li> <li>• Associate Dean reached out to One Card Office to inquire about preferred name on One Card</li> <li>• On 10/25/21, Dining Services retail operations began using an order numbering system rather than asking customers for names.</li> <li>• 10/26/21, One Card began offering customers the option of updating their ID card with a chosen (preferred) name</li> </ul>

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						<p>change one time, free of charge.</p> <ul style="list-style-type: none"> <li>10/26/21 – changes listed above reported to complaint.</li> </ul>
10/13/2021	10/14/2021	Alumni Halls	Written remarks/slur on a bulletin board targeting ethnicity and disability	Community Member	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff removed offensive information from bulletin board which was causing harm</li> <li>October 22, 2021 an email was sent to the community and posted on the bias communications website.</li> </ul>
10/18/2021	10/19/2021	Alumni Halls	Report of verbal comments targeting a student based on race/ethnicity	staff	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainants to arrange a meeting.</li> <li>October 28, 2021 an email was sent to the community and posted on the bias communications website.</li> </ul>
10/16/2021	10/25/2021	Busby Suites	Report of verbal comments targeting a student based on race/ethnicity	Staff	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainants to arrange a meeting.</li> <li>Residential Life staff met with respondent to offer support and resources.</li> <li>Respondent indicated they didn't need resources</li> <li>October 29, 2021 an email was sent to the community and posted on the bias communications website.</li> </ul>
10/23/2021	10/23/2021	Garrigus Suites	Written image/slur on a wall targeting sexual orientation	Staff	Residential Life	<ul style="list-style-type: none"> <li>Unable to identify respondent in this case</li> <li>10/27/21 a community meeting was held in Garrigus Suites to talk about ongoing incidents and conclude with an activity about bias language</li> <li>10/27/21 a bias newsletter was sent to the community and posted on the bias communications website.</li> </ul>

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10/26/2021	10/26/2021	Husky Village	Report of verbal comments targeting an individual based on disability and sexual orientation	Staff	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to residents to arrange a meeting.</li> <li>Residential Life staff met with residents to discuss incident and steps moving forward</li> </ul>
10/23/2021	10/23/2021	Hale	Written image/slur on a wall targeting nationality/immigration status	Staff	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainants to arrange a meeting.</li> <li>Residential Life staff met with respondent to offer support and resources.</li> <li>11/12/21 a community message went out to the floor and is posted on the bias communications page</li> <li>11/16/21 HD held open office hours to discuss the incident, no one attended</li> </ul>
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	<ul style="list-style-type: none"> <li>Associate Dean of Students reached out and offered to meet with complainant to gather more information – 10-28-21</li> </ul>
10/29/2021	10/29/2021	Social Media	Offensive social media post targeting gender	Community Member	Dean of Students Office	<ul style="list-style-type: none"> <li>Associate Dean reached out to complainant</li> <li>Associate Dean reached out to respondent</li> </ul>
11/8/2021	11/7/2021	North Campus Halls – Interior	Offensive verbal comment based on race	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainant and respondent to arrange a meeting</li> <li>Residential Life staff met with complainant to offer support and resources</li> <li>Residential Life staff met with the respondent to discuss the referral</li> <li>Residential Life staff working with North Campus hall</li> </ul>

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						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	<ul style="list-style-type: none"> <li>Associate Director of Student Services reached out to complainant and witnesses to arrange a meeting</li> </ul>
11/4/21	11/4/21	Oak Hall	Graffiti directed at disability	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>Associate Dean sent outreach letter to complainant 11/8/21</li> <li>No response to outreach efforts</li> </ul>
11/4/21	11/4/21	Stamford Residence Halls - interior	Verbal comments directed at race, sexual orientation, ethnicity, nationality/immigration status	Residential Life	Stamford	<ul style="list-style-type: none"> <li>Director of Student Services reached out to complainants &amp; respondent</li> <li>Director of Student Services met with both complainants, offered support/resources and discussed a possible meeting with the respondent to address the concerns</li> <li>Director of Student Services has reached out to respondent, no response to date</li> </ul>
11/7/21	11/8/21	Babbidge Library	Verbal comments directed at race, sexual orientation, ethnicity, nationality/immigration status	Staff	Dean of Students Office	<ul style="list-style-type: none"> <li>Unable to proceed with investigation as individual respondents or complainants were not identified in the referral</li> </ul>

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11/2/21	11/8/21	McHugh Hall (Laurel)	Verbal comments directed at ethnicity & religion	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean is partnering with Director of Diversity Initiatives and Director of Asian American Cultural Center to provide support to impacted individuals.</li> <li>• Associate Dean outreach to complainant to offer to meet</li> <li>• Referral to UConn faith community liaison who notified leaders of impacted faith communities</li> <li>• 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</li> <li>• Associate Dean &amp; Director of Diversity Initiatives attending meeting of student leaders with the complainants to discuss referral and how to help the community heal</li> <li>• Associate Dean, Director of Diversity Initiatives, UConn Police Chief and SHaW-MH Director met with student organization members to offer support and resources</li> <li>• Associate Dean reached out to respondents to offer to meet</li> <li>• Associate Dean reached out to Student Union Director to share concerns about reservation process, SU Director will review and address as appropriate</li> <li>• Referral shared with Community Standards and UConn Police for review</li> <li>• Associate Dean met with respondents to discuss, intent, impact and approaches to move forward</li> <li>• 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</li> <li>• Office for Diversity &amp; Inclusion social media posts to raise awareness of Islamophobia and harm caused –</li> </ul>
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11/8/21	11/9/21	Northwest Halls – Interior	Verbal comments directed at race	Staff	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainants to arrange a meeting.</li> <li>• Residential Life staff met with respondent to offer support and resources.</li> <li>• Residential Life staff met with complainants and witnesses to offer support, resources and discuss next steps.</li> <li>• 11/19/21 a community message went out to the floor and is posted on the bias communications page</li> </ul>
9/29/21	11/10/21	Avery Point campus	Verbal comments directed at gender	Staff	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean coordinating outreach and support efforts with the Director of Student Services</li> </ul>
11/10/21	11/10/21	Alumni Halls – Interior	Remarks directed at sexual/gender identity	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant and arrange a meeting</li> <li>• Residential Life staff met with complainant to offer support, offer resources and discuss next steps</li> </ul>

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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	<ul style="list-style-type: none"> <li>Associate Dean reached out to complainant to arrange a meeting</li> <li>Complainant contacted UCPD to report the incident</li> <li>Associate Dean met with complainant</li> </ul>
11/13/21	11/13/21	Hilltop Halls – Interior	Verbal remarks directed at sexual/gender identity	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainant and respondent to arrange a meeting</li> <li>Residential Life staff met with complainant to offer support and resources</li> <li>11/23/21 a community message went out to the floor and is posted on the bias communications page</li> </ul>
11/13/21	11/14/21	Alumni Halls - Interior	Written remarks directed at gender/sexual identity	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainant to arrange a meeting</li> <li>Residential Life staff met with complainant to offer support and resources</li> <li>Complainant felt a community email would be beneficial</li> <li>11/17/21 a community message went out to the floor and is posted on the bias communications page</li> </ul>
11/15/21	11/15/21	Northwest Halls - Interior	Homophobic slur written on door	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainant to arrange a meeting</li> <li>Residential Life staff met with complainant to offer support and resources</li> <li>Complainant declined offer of broader community educational engagement</li> </ul>
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	<ul style="list-style-type: none"> <li>Referral to Provost's office for faculty outreach – November 18, 2021</li> <li>Referral to Office of Institutional Equity (OIE) – November 18, 2021</li> <li>OIE Staff will manage outreach</li> </ul>

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11/3/21	11/24/21	Other (on campus)	Student shared concerns about offensive course content	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to complainant to arrange a meeting</li> <li>• Associate Dean of Students and Director of Diversity Initiatives met with complainant to offer support, resources and identify next steps</li> <li>• Referral to Provost's office for faculty outreach</li> <li>• Referral to Office of Institutional Equity (OIE)</li> <li>• Associate Dean met with student, professor and TA to discuss the referral and identify steps to consider in the future</li> </ul>
11/30/21	12/2/21	Charter Oak Apartments – interior	Verbal remarks directed at race	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Referral to Office of Institutional Equity (OIE)</li> <li>• OIE Staff will manage outreach as report involves staff</li> </ul>
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	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant to arrange a meeting</li> <li>• Residential Life staff met with complainant to offer support and resources</li> <li>• Complainant declined offer of broader community educational engagement</li> </ul>



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12/5/21	12/5/21	Northwest Halls – Interior	Homophobic Slur written on a door	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainant to arrange a meeting</li> <li>Residential Life staff met with complainant to offer support and resources – 12/15 &amp; 12/16</li> <li>12/10/21 a community message went out to the Northwest community and is posted on the bias communications page</li> </ul>
12/11/21	12/12/21	Werth Tower	Report of social media/email message with offensive visual representation and written slur	Student	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainant to arrange a meeting</li> <li>Residential Life staff met with complainant to offer support and resources</li> <li>Referral to UConn faith community liaison who notified leaders of impacted faith communities – 12/14/21</li> <li>12/21/21 a community message went out to the community and is posted on the bias communications page</li> </ul>
12/2/21	12/15/21	Avery Point	Offensive classroom comment	Faculty	Dean of Students Office	<ul style="list-style-type: none"> <li>Associate Dean will work with Avery Point staff on follow up and outreach</li> </ul>
12/4/2021	1/6/2022	Charter Oak Apartments – Interior	Offensive verbal comments	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainant and respondent to arrange a meeting</li> <li>Residential Life staff met with all parties to learn more about incident and assess the situation.</li> <li>During meetings it was determined this was not a bias incident but an issue with communication</li> <li>Residential Life staff discussed communication strategies, intent versus impact and provided resources to all involved.</li> </ul>

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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	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant to update on process, offer to meet and shared grade appeal policy</li> <li>• Referral shared with OIE as it involves a faculty member, OIE will manage outreach</li> <li>• Complainant did not respond to outreach</li> </ul>
1/12/2022	1/13/2022	Off-Campus Non-residential	Report of offensive social media posts	Community member	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to respondent to arrange a meeting</li> <li>• Unable to reach out to complainant as report was anonymous</li> </ul>
12/8/2021	1/15/2022	Sherman Family Sports Complex	Report of students feeling targeted by other individuals based on race/ethnicity	Student	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant, respondent and witnesses to arrange meetings with each</li> <li>• Residential Life staff met with all parties to learn more about incident and assess the situation.</li> <li>• During meetings Residential Life staff discussed, the incident, intent versus impact, and provided resources to all involved.</li> </ul>
1/19/2022	1/21/2022	Storrs	Student report of classroom comment directed at ethnicity, nationality/immigration status and race	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant to offer a meeting</li> <li>• Referral shared with Provost's Office and Office for Diversity &amp; Inclusion</li> <li>• Referral shared with Office of Institutional Equity (OIE)</li> <li>• Complainant did not respond to outreach</li> </ul>

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1/18/2022	1/21/2022	Northwest Halls - interior	Verbal comment targeting race, religion and politics	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant, and respondent to arrange meetings with each</li> <li>• Referral to UConn faith community liaison who notified leaders of impacted faith communities</li> <li>• Residential Life staff met with all parties to learn more about incident and assess the situation.</li> <li>• During meetings Residential Life staff discussed, the incident, intent versus impact, and provided resources to all involved.</li> </ul>
1/31/2022	1/31/2022	Garrigus Suites - interior	Verbal comment targeting sexual orientation	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant, and respondent to arrange meetings with each</li> <li>• Residential Life staff met with all parties to learn more about incident and assess the situation.</li> <li>• During meetings Residential Life staff discussed, the incident, intent versus impact, and provided resources to all involved.</li> </ul>
1/21/2022	2/1/2022	Off-Campus Non-residential	Verbal comment directed at race/ethnicity	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant &amp; witness to offer a meeting</li> <li>• Referral did not provide name of respondent, unable to identify based on what was provided</li> <li>• Complainant &amp; witness did not respond to outreach</li> </ul>
2/8/2022	2/9/2022	South Campus Halls – interior	Roommate conflict between suitemates; bias comments were made	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant, and respondent to arrange meetings with each</li> <li>• Residential Life staff met with 3 of the 4 individuals to learn more about incident and assess the situation</li> <li>• A meeting is pending with the 4<sup>th</sup> student</li> <li>• During meetings Residential Life staff discussed, the incident, intent versus impact, and provided resources to all involved.</li> <li>• A room change was facilitated for one student as part of this process.</li> </ul>

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1/31/2022	2/11/2022	Pharmacy/Biology Building	Verbal classroom comment targeting disability	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to witness who filed the report was conducted on 2/11/22. Outreach included a cc to CSD and ODI at reporters request.</li> <li>• Referral to Provost's office for faculty outreach</li> <li>• Referral to Office of Institutional Equity (OIE) to address faculty aspect</li> <li>• Student has not responded to Outreach</li> </ul>
2/4/2022	2/11/2022	Babbidge Library	Offensive email directed at race/ethnicity	Staff	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to respondent to follow up on the referral</li> <li>• Respondent responded and discussed the incident with the Associate Dean.</li> <li>• Respondent was remorseful and indicated they would refrain from this type of messaging in the future.</li> </ul>
2/7/2022	2/15/2022	Other (on campus)	Vandalism directed at religion	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant to follow up on the referral</li> <li>• Referral to UConn faith community liaison who notified leaders of impacted faith communities</li> <li>• Associate Dean met with complainant to offer support, learn more about the incident and offered to arrange a meeting with UConn Police and/or faith leaders for possible follow up.</li> <li>• Complainant expressed interest in meeting with faith leaders</li> <li>• Faith community liaison met with faith leaders to discuss the incident</li> <li>• Associate Dean will arrange a meeting with complainants and faith liaison and faith leader</li> </ul>

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2/17/2022	2/18/2022	Northwest Halls - Dining Hall	Verbal comment targeting race/ethnicity	Staff	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant to follow up on the referral</li> <li>• Associate Dean reached out to respondent to follow up on the referral</li> </ul>
2/16/2022	2/21/2022	Social Media	Social media post with language directed at race	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to respondent to follow up on the referral</li> <li>• Associate Dean reached out to complainant to follow up on the referral</li> </ul>
2/21/2022	2/22/2022	McMahon Hall - exterior	Report by a UConn student about an incident where individuals in a in a car shouted racial/religious slurs out a car window, comments were directed at Muslim individuals.	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to complainants to arrange a meeting</li> <li>• Associate Dean of Students, Director of the Asian American Cultural Center and Director of Diversity Initiatives met with complainant and concerned students to offer support, resources and identify next steps</li> <li>• Associate Dean met with the complainants to offer support, resources and an overview of the process</li> <li>• Chief of Police met with the complainants and connected them to an officer to file a report</li> <li>• Associate Dean of Students &amp; AVP for Student Affairs messaged Muslim Student organization members to acknowledge the bias referral and outline ongoing process</li> <li>• Campus message sent by President acknowledging the incident</li> <li>• Associate Dean of Students, Director of the Asian American Cultural Center and Director of Diversity Initiatives met with complainant and concerned students to offer support, resources and identify next steps</li> </ul>

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						<ul style="list-style-type: none"> <li>• UConn Police investigation identified vehicle, driver and passengers. Interview with the individuals confirmed they have no affiliation with UConn. The individuals admitted they were listening to music and said thing out the car window but were not directing the comments at anyone. They were apologetic and shared with the officer that they had not intended to cause harm.</li> <li>• UConn Police Office followed with the complainants and share the update. Complainants indicated they do not wish to pursue criminal charges.</li> <li>• Associate Dean of Students followed up with complainants to check-in, no response.</li> </ul>
2/21/2022	2/21/2022	Alumni Halls - interior	Written remarks targeting race	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant to schedule a meeting and offer support</li> <li>• Complainant met with staff and talked about impact on floor community and had suggestions for how to move forward</li> <li>• Learning Community held two floor meetings and Residential Life staff followed up with all impacted students</li> <li>• A newsletter was sent to community on 3/10/22 and posted to bias communications page</li> <li>• Three Women of Color Seminars were held on 3/22, 3/24 &amp; 3/25 to promote positivity, growth and comradery</li> </ul>
2/23/2022	2/23/2022	Charter Oak Apartments- interior	Verbal comment targeting race and/or sexual orientation	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainants, and respondent to arrange meetings with each</li> <li>• Residential Life staff met with all of the individuals to learn more about incident and assess the situation</li> <li>• During meetings Residential Life staff discussed, the incident, intent versus impact, and provided resources to all involved</li> </ul>

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2/23/2022	2/24/2022	McMahon Hall - interior	Written slur on a bulletin board targeting race, ethnicity, nationality/immigration status	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to 8 students identified in the report to arrange meetings with each</li> <li>• Residential Life staff met with the individuals to learn more about incident and assess the situation</li> <li>• During the meetings the individual responsible for the phrases on the white board was identified</li> <li>• During meetings Residential Life staff discussed, the incident, intent versus impact, and provided resources to all involved</li> <li>• Since the phrases were written and erased while the 8 individuals were in the room and all participated in the meetings no further community outreach would be conducted.</li> </ul>
2/24/2022	2/24/2022	East Campus Halls - interior	Information displayed on wall targeting Ethnicity, Nationality/immigration status	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Upon receipt of referral, Residential Life staff went to floor to see the display and communicated with residents in the rooms adjacent to the information</li> <li>• Staff asked that the items be removed from the hallway wall and student shared he would relay information to roommate</li> <li>• Next morning the items were removed, one item was posted to an individual room door, this was left as it was on an individual door and not on the public hallway wall</li> <li>• Residential Life staff met with the individuals to learn more about incident and assess the situation</li> <li>• During meetings Residential Life staff discussed, the incident, intent versus impact, and provided resources to all involved</li> <li>• A community message was sent to East Campus residents and posted to Bias Communications page on 3/10/22</li> </ul>

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2/18/2022	2/23/2022	Alumni Halls - interior	Vandalism targeting race	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant to arrange a meeting</li> <li>• Residential Life staff met with complainant to offer support and resources and discuss possible next steps</li> <li>• A community message will go out to the Alumni community during the week of 3/28 and will be posted on the bias communications page</li> </ul>
2/28/2022	2/28/2022	Garrigus Suites - interior	Vandalism directed at LGBTQIA+ community	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Referral was submitted by Hall Director of impacted area</li> <li>• HD created a bulletin board on bias to be displayed in lobby of Garrigus and on each floor</li> <li>• A community message was sent to Garrigus residents and posted to Bias Communications page on 3/14/22</li> </ul>
2/28/2022	3/1/2022	Babbidge Library	Verbal comments targeting religion and ethnicity	Students	Dean of Students Office	<ul style="list-style-type: none"> <li>• Received two separate referrals regarding same incident</li> <li>• Referrals were reviewed by Community Standards and UConn Police for potential criminal or code violations</li> <li>• Associate Dean sent outreach emails to students identified in referrals</li> <li>• ODI Instagram page post condemns acts of Islamophobia</li> <li>• Assistant Dean of students met with two complainants for support, outreach to professors was provided</li> <li>• Assistant Dean followed up with contact information for faith leader and Director of Diversity Initiatives</li> <li>• Associate Dean met with three complainants to provide support, outreach to professors was provided</li> <li>• Associate Dean arranged for three complainants to meet with UConn Police to file a report</li> <li>• Two complainants met UConn Police to file a report</li> <li>• Faith Liaison communicated with faith leaders of impacted communities</li> <li>• Associate Dean met with two other complainants to offer support beyond what Assistant Dean provided</li> </ul>



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						<ul style="list-style-type: none"> <li>• UConn Police concluded their investigation and determined the case would not move forward with criminal charges– information was shared with all parties</li> <li>• Community Standards completed their review of the case and determined there were no Student Code violations – information was shared with all parties</li> <li>• Associate Dean sent follow up to all complainants</li> <li>• Campus wide message</li> </ul>
3/3/2022	3/3/2022	Busby Suites – interior	Graffiti posted on a student's white board targeting race and sexual orientation	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant to arrange a meeting</li> <li>• Residential Life staff met with complainant to offer support and resources and discuss possible next steps</li> <li>• A community message was sent to the Busby community on 3/11/22 and posted on the bias communications page</li> <li>• Office for Diversity &amp; Inclusion Instagram post “It is not ok to use the N word” on 3/29/2022</li> <li>• UConn Police investigation identified the individuals involved with this vandalism, (1 non-student and 1 UConn student)</li> <li>• Non-UConn student has been arrested and will be processed through court system</li> <li>• UConn student was determined to not be directly involved but will be referred to Residential Life for potential violation of the Student Code</li> <li>• Community message sent to Busby residents with an update on incident and posting on social media – 4/7/2022 and is posted on the Bias Communications page</li> </ul>

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3/6/2022	3/6/2022	Garrigus Suites - interior	Vandalism targeting race	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainant to arrange a meeting</li> <li>Residential Life staff met with complainant to offer support and resources and discuss possible next steps</li> <li>Garrigus community will hold a Diversity Showcase to provide an opportunity for residents to learn about diversity and social justice topics</li> <li>A community message was sent to the Garrigus community during on 3/14 and posted on the bias communications page</li> </ul>
2/28/2022	3/2/2022	Putnam Refectory	Verbal comment targeting sexual orientation	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>Associate Dean reached out to complainant to arrange a meeting</li> <li>Associate Dean met with complainant to offer support and resources</li> <li>Respondent not identified</li> </ul>
2/28/2022	3/2/2022	Charter Oak Apartments - exterior	Verbal comment targeting sexual orientation	Student	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainants, and respondent to arrange meetings with each</li> <li>Residential Life staff met with all of the individuals to learn more about incident and assess the situation</li> <li>During meetings Residential Life staff discussed, the incident, intent versus impact, and provided resources to all involved</li> </ul>
3/5/2022	3/5/2022	Off-Campus Non-residential	Verbal comments targeting a student based on gender identity/expression and/or sexual orientation	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>Associate Dean reached out to complainant to arrange a meeting</li> </ul>

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1/25/2022	3/6/2022	Storrs	Email message targeting a student based on disability and/or socioeconomic status/class	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainant to arrange a meeting</li> <li>Meeting will take place week of March 28, 2022</li> </ul>
3/5/2022	3/6/2022	East Campus Halls - interior	Written remarks on a white board targeting race/ethnicity	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff reached out to complainant to arrange a meeting</li> </ul>
3/6/2022	3/7/2022	Stamford Residence Halls - interior	Verbal comment targeting ethnicity, physical appearance & race	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Assistant Director of Stamford Student Services reached out to the complainants to arrange a meeting</li> <li>One Complainant acknowledged email and indicated they did not wish to participate in the process</li> <li>Second complainant met with staff, provided update and asked for the case to not move forward.</li> <li>Complainant is aware of resources and does not need further support</li> </ul>
3/6/2022	3/8/2022	Werth Tower (NextGen)- interior	Verbal comment targeting gender, physical appearance & religion	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Residential Life staff met with complainant about incident which was reported</li> <li>Residential Life staff met with respondents about incident</li> <li>During meetings Residential Life staff discussed, the incident, intent versus impact, and provided resources to all involved</li> <li>Referral to UConn faith community liaison who notified leaders of impacted faith communities</li> </ul>

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3/1/2022	3/9/2022	Stamford Campus	Classroom comment targeting student based on religious identity	Student	Stamford Student Services	<ul style="list-style-type: none"> <li>• Assistant Director of Stamford Student Services connected with complainant to discuss support related to classes and religious accommodations</li> <li>• Assistant Director notified faculty of need for accommodations</li> <li>• Complainant reached back out to Student Services to share that a faculty member has not been accommodating</li> <li>• Student Services staff connected with Office of Institutional Equity about the concern</li> <li>• Student Services staff reached out to instructor to remind them of the religious accommodations policy and asked them to work with the student</li> <li>• Student has been encouraged to work with the instructor and keep Student Services staff apprised of any concerns.</li> </ul>
3/24/2022	3/24/2022	Stamford Campus	Information displayed on wall targeting Ethnicity, Nationality/immigration status	Staff	Stamford Student Services	<ul style="list-style-type: none"> <li>• Student Activities staff connected with the complainant to arrange a meeting as follow up to referral</li> <li>• Student Activities staff met with the complainant to discuss the flyers, the bias protocol and support options available</li> <li>• Staff worked with complainant to identify response options for student organization</li> <li>• Complainant decided not to pursue further action related to this referral</li> </ul>
3/24/2022	3/24/2022	East Campus Halls – interior	Verbal comments directed at race	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant and witness to request a meeting and offer support</li> <li>• Referral to Office of Institutional Equity (OIE) to address faculty aspect</li> <li>• Complainant and witness have not responded to outreach by Associate Dean</li> </ul>

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3/28/2022	3/28/2022	North Campus Halls - interior	Written remarks directed at physical appearance	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant to arrange a meeting</li> <li>• Residential Life staff met with complainant to offer support and resources and discuss possible next steps</li> <li>• A community message was sent to the North campus community during on 4/4 and posted on the bias communications page</li> </ul>
3/30/2022	3/30/2022	Stamford Campus	Information displayed on wall targeting Ethnicity, religion, nationality	Staff	Stamford Student Services	<ul style="list-style-type: none"> <li>• Staff member reported posters hung in public area of the Stamford campus</li> <li>• Director of Student Services reached out to UConn Police to request a review of video footage to try and identify individual responsible for hanging the posters</li> <li>• Posters were removed as they were not hung in compliance with posting policy. Held in Directors Office in the event someone comes forward to claim them</li> <li>• Referral to UConn faith community liaison who notified leaders of impacted faith communities</li> <li>• Review of video footage resulted in identification of respondent</li> <li>• Director of Student Services reached out to respondent to request a meeting</li> </ul>
4/1/2022	4/1/2022	Towers Hall – interior	Written remarks directed at gender identity	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant to arrange a meeting</li> <li>• Residential Life staff met with complainant to offer support and resources and discuss possible next steps</li> <li>• Complainant appreciated outreach and shared that she did not believe a community message was needed at this time</li> </ul>

### Report of Bias Incidents Summary – 2021-2022 Academic Year

April 8, 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.

4/1/2022	4/2/2022	Alumni Halls – interior	Written remarks directed at religion	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• RA identified graffiti and Hall Director and UConn Police came to floor in response to referral</li> <li>• Residential Life staff reached out to complainant to arrange a meeting</li> </ul>
4/2/2022	4/4/2022	Northwest Halls – interior	Verbal remarks directed at race	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant and respondents to arrange meetings</li> <li>• Residential Life staff met with complainant to offer support and resources and discuss possible next steps</li> <li>• Complainant appreciated outreach and shared that she did not want to be engaged in further actions but appreciated the situation being acknowledged and validated</li> <li>• Residential Life staff met with respondents, talked about incident, intent versus impact and to offer support and resources and discuss possible next steps</li> </ul>
4/2/2022	4/4/2022	Towers Halls – Interior	Verbal remarks directed at race	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Residential Life staff reached out to complainant and respondents to arrange meetings</li> <li>• UConn Police met with respondent to follow up on referral</li> </ul>
4/6/2022	4/8/2022	Other (on campus)	Report of student feeling excluded from a student organization based on ethnicity, nationality, immigration status	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant and respondent to request a meeting</li> </ul>

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4/8/2022	4/8/2022	McMahon Hall – exterior	Verbal remarks directed at race, nationality, immigration status	Student	Dean of Students Office	<ul style="list-style-type: none"><li>• Associate Dean reached out to complainant and respondent to request a meeting</li></ul>
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