Report of Bias Incidents Summary – 2020-2021 Academic Year
March 12, 2021

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| 7/7/2020      | 7/8/2020      | Social media      | Report of a xenophobic social media post by a UConn student. | Non-Affiliate | Dean of Students Office | • Outreach to the two complainant/reporting parties (non-affiliate) - July 8, 2020  
• Outreach to student respondent identified in the report - July 9, 2020  
• Student respondent did not respond to outreach |
| 7/5/2020      | 7/9/2020      | Social media      | Report of a social media post by a UConn student calling someone racist for displaying a confederate flag. | Non-Affiliate | Dean of Students Office | • Outreach to complainant/reporting party (non-affiliate) - July 9, 2020  
• Outreach to student respondent identified in the report - July 9, 2020  
• Student respondent did not respond to outreach |
| 7/14/2020     | 7/14/2020     | Other (on campus) | Derogatory remarks posted in an online class about a specific nationality. | Student | Dean of Students Office | • Outreach to complainant/reporting party (student) - July 14, 2020, July 21, 2020, July 23, 2020, July 27, 2020 & July 28, 2020  
• Referral to Provost's office for faculty outreach - July 14, 2020 & July 23, 2020  
• Referral to Office of Institutional Equity (OIE) - July 14, 2020 & July 23, 2020  
• Student complainant/reporting party declined to engage with support options |
| 7/16/2020     | 7/17/2020     | Social media      | A report of a social media post by a faculty member expressing opinions of | Staff | Office of Institutional Equity | • Referral to Provost's office for faculty outreach - July 17, 2020  
• Referral to Office of Institutional Equity (OIE) - July 17, 2020  
• Case did not involve a student |
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| 7/22/2020     | 7/23/2020     | Social media      | A report of a social media post calling out a UConn student for using racist language. | Student         | Dean of Students Office | • Outreach to complainant/reporting party (student) - July 24, 2020  
• Student complainant/reporting party declined meeting but would reach out to DOSO if needed - July 27, 2020 |
| 7/30/2020     | 7/30/2020     | Social media      | A report of a social media post calling out a UConn student for using sexist and racist language online to target other individuals. | Staff           | Dean of Students Office | • Referred to Admissions for outreach to respondent - August 3, 2020  
• Outreach to complainant/reporting party (non-affiliate) requesting additional information, unable to proceed- August 3, 2020  
• Complainant/reporting party (non-affiliate) did not respond to request for additional information- August 3, 2020 |
| 8/18/2020     | 8/20/2020     | Off-Campus Non-residential | A report of a social media post calling out a UConn student for using language targeting people based on race and/or disability. | Community Member | Community Standards | • Outreach to complainant/reporting party (non-affiliate) requesting more information- August 1, 2020  
• Unable to Proceed with Investigation, complainant/reporting party did not provide information |
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| 8/21/2020     | 8/21/2020     | Other (on campus)       | Report of a faculty member treating and grading a student differently based on their racial/ethnic identity | Student        | Dean of Students Office | • Outreach to complainant/reporting party (student) - August 21, 2020  
• Referral to OIE - August 21, 2020  
• Referral to Provost's office - August 21, 2020  
• Outreach by OIE to student complainant/reporting party, they declined to participate in process - August 28, 2020  
• Student complainant/reporting party responded to DOSO, declined meeting but appreciated outreach - August 25, 2020 |
| 8/20/2020     | 8/20/2020     | West Campus Halls - exterior | A report of an individual yelling racists remarks at an individual in a car parked on campus. | Residential Life | Residential Life     | • Community email to residents on the floor where incident occurred - August 27, 2020  
• The investigation process did not identify a respondent |
| 8/24/2020     | 8/24/2020     | Gant Science Complex    | A report of a Confederate Flag on display on a vehicle parked at construction site on campus. | Student        | Dean of Students Office | • Outreach to complainant/reporting party (student) - August 25, 2020  
• Student complainant/reporting party did not respond to outreach  
• This case had no known University respondent |
| 8/25/2020     | 8/25/2020     | Stamford Residence Halls - interior | Roommate felt unsafe because of homophobic remarks made by other roommates. | Residential Life | Stamford Student Services | • Outreach to complaint/reporting party (student) - August 28, 2020  
• Outreach to students/respondents identified in the report |
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| 8/25/2020     | 9/3/2020      | Other (on campus) | A student was heard making racist and sexist remarks regarding specific individuals. | Staff           | Dean of Students Office | • Outreach to complaint/reporting party (student) - September 4, 2020  
• Outreach to students/respondent identified in the report  
• Outreach to complainant/students identified in the report - September 4, 2020  
• Complainant/ students did not respond to outreach  
• Respondent/ student did not respond to outreach |
| 9/2/2020      | 9/3/2020      | Other (on campus) | An individual in an online class entered comments in the chat directed at race/ethnicity and remarks of a sexual nature, the comments were directed at one individual. | Staff           | Dean of Students Office | • Outreach to student/complainant identified in the report - September 3, 2020  
• Student/complainant did not respond to outreach  
• The investigation process did not identify a respondent |
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| 9/9/2020      | 9/10/2020     | Other (on campus) | Report of derogatory social media posts by a UConn student which were focused on race and socioeconomic status/class | Student | Dean of Students Office | • Outreach to complainant/student identified in the report - September 15, 2020  
• Outreach to respondent/student identified in the report - September 15, 2020  
• Complainant did not respond to outreach  
• Respondent did not respond to outreach |
| 9/13/2020     | 9/13/2020     | Garrigus Suites - interior | A group of individuals in a residence hall using racist language towards another student | Residential Life | Residential Life | • Outreach to complainant/student identified in the report - September 14, 2020  
• Community email to residence hall where incident occurred - September 18, 2020  
• Community email posted on bias communications website  
• The investigation process did not identify a respondent. |
| 9/20/2020     | 9/20/2020     | North Campus Halls - exterior | The spirit rock had been painted "Black Lives Matter" and someone crossed out the black and painted All lives matter. | Student | Dean of Students Office | • Outreach to reporting party (complainant/student) - September 21, 2020  
• Individual complainant/student meeting, offered support and resource information - September 29, 2020  
• Outreach to two impacted students referred for support separate from initial report (student) - September 25, 2020 |
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| 9/18/2020     | 9/18/2020     | Towers Halls - interior | Messages found written on a poster in a Towers residence hall which targeted race and physical appearance. | Residential Life | Residential Life | • Community email posted on bias communications website - September 25, 2020  
• The investigation process did not identify a respondent. |
| 9/17/2020     | 9/17/2020     | Off-Campus Non-residential | Social media post on the UConn Buy/Sell page commenting on mask wearing and included images negatively directed at | Student | Dean of Students Office | • Outreach to impacted complainant/student - September 21, 2020  
• Complainant/student did not respond to outreach  
• The investigation process did not identify a respondent. |
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| 9/22/2020     | 9/22/2020     | Other (on campus) | Two students were called derogatory names while repainting the spirit rock. A social media post with the photo of one of the individuals wrongly accusing them of defacing the spirit rock. The comments targeted the individual based on race. | Staff          | Dean of Students Office | • Outreach to 2 impacted complainants/students - September 29, 2020  
• Complainants/students did not respond to outreach  
• Community email posted on bias communications website  
• The investigation process did not identify a respondent |
| 9/22/2020     | 9/23/2020     | Beach Hall        | In Beach Hall a Black Lives Matter poster was folded over to block the word black, leaving only lives matter visible. | Faculty        | Dean of Students Office | • Outreach to reporting party (faculty) - September 29, 2020  
• The investigation process did not identify a respondent |
| 9/21/2020     | 9/23/2020     | Social media      | During a classroom discussion a student made transphobic and racists remarks | Student        | The Graduate School | • Outreach to reporting party (complainant/student) - September 25, 2020  
• Individual complainant/student meeting, offered support and resource information - September 28, 2020 |
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| 9/23/2020     | 9/23/2020     | Buckley Hall - exterior | An individual walking through the Buckley parking lot was heard yelling language negatively targeting sexual orientation. | Residential Life | Residential Life | • Community email to residence hall where incident occurred - September 18, 2020  
• Hall Director held open office hours to provide support on designated days, no one attended - September 25, 2020  
• Community email posted on bias communications website  
• The investigation process did not identify a respondent |
| 9/24/2020     | 9/24/2020     | Off-Campus Non-residential | A student was heard using language negatively referring to the race of the teaching assistant in a particular class. | Faculty | The Graduate School | • Referral to OIE - September 25, 2020  
• Referral to Provost's office - September 25, 2020  
• Outreach to respondent/student identified in report - October 6, 2020  
• Respondent/student did not respond to outreach |
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| 10/4/2020     | 10/4/2020     | South Campus Halls - exterior | A student near South Campus heard individuals yelling out a passing car words which were targeting them based on religion. | Student          | Dean of Students Office | • Outreach to reporting party (complainant/student) - October 5, 2020  
• Complainant/student responded to DOSO, declined meeting but appreciated outreach - October 6, 2020  
• Referral to faith community liaison for support - October 5, 2020  
• Impacted party (student) identified after initial report engaged with Dean of Students Office for support - October 9, 2020  
• Outreach to 3 respondents/students identified through investigation - October 26, 2020  
• 1 respondent/student met with Associate Dean of Students for follow up - October 27, 2020 |
| 9/28/2020     | 10/5/2020     | Social media      | During a group project discussion a student made offensive remarks related to another group member’s race, religion and sexual orientation. | Faculty          | Dean of Students Office | • Outreach to complainant/reporting parties (faculty & 2 students) - October 5, 2020  
• 1 Complainant/student engaged with Dean of Students Office for support - October 5, 2020  
• Respondent engaged with Dean of Students Office to discuss issue, follow up and support - October 5, 2020  
• Follow up with 1 complainant/student, offered support and resource information - October 14, 2020 |
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| 10/6/2020     | 10/6/2020     | South Campus Halls - interior | A student found an anti-Semitic statement written on their whiteboard. | Residential Life | Residential Life | • Outreach to reporting parties (complainant/student)  
• Complainant/student identified as impacted parties engaged with Hall Director for support - October 6, 2020  
• Faith community liaison notified - October 8, 2020  
• Complainant/student identified as an Impacted party met with Hall Director for support - October 9, 2020  
• Community message emailed to residents of area and posted on bias communications website - October 9, 2020  
• Hall Director hosted virtual open office hours to process the incident, no one attended - October 13 & 15, 2020  
• An impacted student met with Hall Director for support - October 16, 2020  
• An impacted student met with Asst. Director of Student Welfare and a Hall Director for support - October 20, 2020 |
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| 10/8/2020     | 10/8/2020     | McMahon Hall - interior | A student was overheard yelling offensive verbal comments targeting gender and sexual orientation. | Residential Life | Residential Life   | • Outreach to complainant/reporting party (student) - October 12, 2020  
• Outreach to identified respondent to discuss impact - October 13, 2020  
• Community message emailed to residents of floor and posted on bias communications website - October 9, 2020  
• Community meeting held to process incident and offer support - October 12, 2020 |
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| 10/10/2020    | 10/10/2020    | South Campus Halls - interior | Students found a swastika carved into the wall in the lobby of Wilson hall. | Residential Life | Residential Life | • Outreach to reporting party (complainant/student) - October 13, 2020  
• Identified impacted parties (5 students) engaged with Hall Director for support - October 13 & 15, 2020  
• Faith community liaison notified - October 15, 2020  
• Community message emailed to residents of area and posted on bias communications website - October 15, 2020  
• Community meeting held to process incident and offer support - October 21, 2020  
• Investigation did not identify a respondent |
| 10/10/2020    | 10/11/2020    | Storrs            | A report was received of a derogatory social media post targeting race/ethnicity. The post was not made by a UConn student. | Student        | Dean of Students Office | • Outreach to reporting party (complainant/student) - October 13, 2020  
• Individual identified in report is not a student |
| 10/22/2020    | 10/22/2020    | Alumni Halls - interior | A report was received expressing concern at University message about guidance for Halloween celebrations | Community Member | Dean of Students Office | • The report was filed under a false name not identified in any UConn database |
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| 10/25/2020    | 10/25/2020    | McMahon Hall - interior | A whiteboard in a residence hall was found to have a drawing of human body with large male genitalia. | Residential Life | Residential Life | • Outreach to complainant/reporting party (student) - October 27, 2020  
• Hall Director met with identified respondent to discuss impact of incident - October 27, 2020 |
| 10/25/2020    | 10/25/2020    | South Campus Halls - interior | Someone tore down the symbols for Hanukkah and Kwanzaa on a display board showing winter holidays. | Residential Life | Residential Life | • Outreach to complainant/reporting party (student) – October 27, 2020  
• Complainant/impacted party (student) met with Hall Director for support - October 29, 2020  
• Faith community liaison notified - October 27, 2020  
• Residential Life and Dean of Students Office staff met with members of Hillel to discuss community response – October 29 and November 4, 2020  
• Community message emailed to residents of area and posted on bias communications website - October 28, 2020  
• Community message emailed to campus and posted on bias communications website – October 30, 2020  
• Community program Becoming an Upstander, Not a Bystander- How to Fight Antisemitism on Campus will be held on December 2, 2020 |
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<td>10/20/2020</td>
<td>10/22/2020</td>
<td>Other (on campus)</td>
<td>In an online class discussion board a student was referred to as a racist by another classmate.</td>
<td>Student</td>
<td>Dean of Students Office</td>
<td>• Investigation did not identify a respondent</td>
</tr>
</tbody>
</table>
| 10/28/2020    | 10/29/2020    | Other (on campus) | Grad student raised concerns about the existence of a student political group they viewed as racist. | Student | The Graduate School | • Outreach to complainant/student identified in the report - November 3, 2020  
• Complainant/student did not respond to outreach |
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| 10/29/2020    | 10/29/2020    | Garrigus Suites - interior | A Black Lives Matter bulletin board in the lobby of Garrigus had the word black removed, leaving it to read lives matter. | Residential Life | Residential Life | • Outreach to reporting party (complainant/student) - October 30, 2020  
• Individual student meeting, offered support and resource information - October 30, 2020  
• Community email to residents of the building where incident occurred - November 2, 2020  
• Community meeting held - November 4, 2020  
• Community emailed posted on bias communications website - November 2, 2020  
• Investigation did not identify a respondent |
| 10/30/2020    | 10/30/2020    | Other (on campus) | A student's profile image in an online class was meme which has linkages to antisemitism. | Faculty | Stamford Student Services | • Outreach to complainant (faculty/TA) - November 2, 2020  
• Outreach to respondent/student identified in the report - November 8, 2020  
• Individual respondent/student meeting - November 10, 2020 |
| 10/31/2020    | 11/3/2020     | Social media | Promotion of an art contest highlighting political issues involving ethnicity/religion. Involved 2 registered student organizations | Student | Dean of Students Office | • Student Affairs & Global Affairs Outreach to students identified in the report - November 2, 2020  
• Outreach to reporting party (complainant/student) November 2 & 11, 2020 |
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<td>11/4/2020</td>
<td>11/5/2020</td>
<td>Social media</td>
<td>Student posted offensive messages targeting gender and disability on another student's social media account.</td>
<td>Student</td>
<td>Community Standards</td>
<td>• Outreach to complainant/student identified in the report - November 6, 2020 Complainant/student met with Community Standards staff, is aware of support options if needed.</td>
</tr>
<tr>
<td>11/17/2020</td>
<td>11/17/2020</td>
<td>Other (on campus)</td>
<td>A student filed a report against the Office of Summer &amp; Winter Programs because they believe the office is engaging in discriminating behaviors against transfer students by not offering the same courses to them as they would to</td>
<td>Student</td>
<td>Dean of Students Office</td>
<td>• Outreach to complainant/student identified in the report - November 18, 2020 • Follow-up meeting scheduled between complainant and Dean of Students staff member.</td>
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| 11/17/2020    | 11/17/2020    | Hill Top (Stowe)  | A bulletin board providing information and campus resources for the UConn Cultural Centers was defaced and the word "Blue" was put at the start of the phrase "lives matter". | Student          | Residential Life  | • Outreach to complainant/reporting party (student) – November 17, 2020  
• Complainant/impacted party (student) met with Hall Director for support – November 20, 2020  
• Community message emailed to residents of area and posted on bias communications website – November 24, 2020  
• Investigation did not identify a respondent |
| 11/18/2020    | 11/19/2020    | Shippee Hall      | During staff meeting, RAs were participating in a development activity when one RA referred to another RA as "ethnically questionable". | Student          | Residential Life  | • Hall Director met with complainant/reporting party (student) to offer support – November 20, 2020  
• Complainant/impacted party (student) met with Hall Director for support – November 20, 2020  
• Respondent/student identified in report met with Hall Director to discuss incident, impact and next steps– November 20, 2020  
• Respondent communicated with complainant, issued apology – November 20, 2020  
• Community message emailed to students who witnessed the incident, |
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| 11/23/2020    | 11/24/2020    | Tasker Building   | Report of vandalism (spray painting) around Tasker building and on the Spirit Rock. | UCPD           | UCPD             | inviting them to a follow up meeting on – November 21, 2020  
  • Meeting occurred on November 21, 2020, discussed harm, impact on community and next steps to repair harm and move forward.  
  • Respondent issued apology to all involved– November 24, 2020 |

• Complainant/impacted party (staff member) contacted UConn Police to report vandalism on the Spirit Rock – November 23, 2020  
• UConn Police investigated the report and located respondents - November 23, 2020  
• Respondents were identified and determined to not be affiliated with UConn community – November 23, 2020  
• Community message emailed to campus community and posted on bias communications website – November 24, 2020
Report of Bias Incidents Summary – 2020-2021 Academic Year  
March 12, 2021

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| 12/10/2020    | 12/10/2020    | Other (on campus) | Use of offensive language in online classroom video | Student         | Dean of Students Office | • Outreach to complainant/impacted party to offer support – December 10, 2020  
• Referral to Provost’s office - December 10, 2020  
• Referral to Office of Diversity & Inclusion & African American Cultural Center as requested by Complainant – December 20, 2020  
• Complainant/impacted party did not respond to offer of support |
• UConn Police investigated the report, unable to locate respondents - December 16, 2020 |
| 1/16/2021     | 1/16/2021     | North Campus Halls – interior | An unknown person called RA staff the “Nazi police” after the students asked them to put on a mask due to Covid-19. | Student         | Residential Life    | • Outreach to complainant/impacted party to offer support – January 19, 2021  
• Hall Director met with complainant/impacted party to discuss impact of incident and provide support – January 20, 2021  
• Community message emailed to residents of area where incident |
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| 1/16/2021     | 1/16/2021    | Alumni Halls – interior | Report of vandalism on gender neutral bathroom doors written “Men” and “Women”. | Student | Residential Life | occurred and posted on bias communications website – January 22, 2021
- Hall Directors of the area held an open office hour to provide support to the community – January 27, 2021
- Outreach to complainant/impacted party to offer support – January 20, 2021
- Hall Director met with complainant/impacted party to discuss impact of incident and provide support – January 20, 2021
- Hall Directors of the area met to develop an action plan for addressing the community – January 21, 2021
- Community message emailed to residents of area where incident occurred and posted on bias communications website – January 26, 2021
- Hall Director of the area held an open office hour to provide support to the community – January 27, 2021 |
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| 1/19/2021     | 1/20/2021     | Other Online      | Student reported being harassed through social media regarding their nationality. | Staff           | DOS/ISSS           | • Outreach to complainant/impacted party to offer support – January 29, 2021  
• Outreach to respondent identified in report – January 29, 2021  
• Worked with International and Scholar Student Services to support individuals involved |
| 1/25/2021     | Other Online  | Student reported that a faculty member discriminated against them due to their race. | Student         | DOS/OIE/Provost  |                   | • Outreach to complainant/impacted party to offer support – January 25, 2021  
• Referral to Provost’s office - January 25, 2021  
• Referral to Office of Institutional Equity – January 25, 2021  
• Referral to the School of Business Advising to connect student with academic support resources – January 25, 2021  
• Outreach to complainant/impacted party by the School of Business to provide support – January 25, 2021 |
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| 1/25/2021     | 1/25/2021     | Hilltop Apartments| Student reported that roommate called them a slur based on their nationality. | Student         | Residential Life  | • Outreach to complainant/impacted party to offer support – January 29, 2021  
• Outreach to respondent identified in report – February 1, 2021  
• Managing through Residential Life roommate process |
| 1/12/2021     | 1/25/2021     | Online email      | Student organization reported interaction regarding alleged micro aggressions with another student during an online conversation. | Student         | Law School Student Affairs | • Outreach to complainant/impacted party to offer support – January 27, 2021  
• Referral to Law School staff for support and outreach – January 25, 2021  
• Law school staff met with complainant  
• Law school staff met with respondent  
• Exploring a program on bias and anti-racism to be held this spring  
• Law School will add an anti-racism module to orientation program for all incoming students |
| 1/30/21       | 2/1/2021      | Norwest Halls (Hanks)| Student reported hearing an unknown person yelling the N word in the hallway. | Student         | Residential Life  | • Hall Director met with complainant to offer support – February 2, 2021  
• Community message emailed to residents of floor and posted on bias communications website – February 5, 2021  
• Floor meeting held to discuss the incident, offer support and talk about impact – February 9, 2021 |
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| 2/3/2021      | 2/8/2021      | Webex USG Meeting | Offensive verbal comment focusing on race was made during a USG meeting. | Student         | Dean of Students Office | • Outreach to complainant, February 10, 2021 and February 16, 2021  
• Outreach to respondent, February 10, 2021  
• Respondent met with Associate Dean of Students - February 17, 2021  
• Complainant did not respond to outreach  
• Referral to student organization advisors to share possible training options - February 22, 2021 |
| 2/10/2021     | 2/10/2021     | North Campus (Hurley Hall) | A Black History Month bulletin board was torn down and all information was removed | Staff            | Residential Life | • Hall Director met with the RA who created the bulletin board – February 16, 2021  
• Community message sent to the residents living on the floor where this occurred – February 18, 2021  
• Unable to identify a respondent |
| 2/12/2021     | 2/14/2021     | Off Campus        | Offensive verbal comment | Student         | Dean of Students Office | • Outreach to complainant February 16, 2021  
• Meeting scheduled with respondent to meet with Associate Dean of Students and Director of Off Campus Student Services  
• Respondent cancelled meeting, indicated situation was resolved and they would reach out if additional support was needed. |
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| 2/18/2021     | 2/18/2021     | Biological Sciences & Physics Building | A student found a swastika drawn on a bathroom wall. | Student         | Dean of Students Office | • Referral to UConn faith community liaison who notified leaders of impacted faith communities – February 19, 2021  
• Outreach to complainant, February 20, 2021  
• Community message from Provost sent to the Provost’s leadership team, Deans, Associate Deans, and Department Heads and posted on bias communications website – February 22, 2021 |
| 2/19/2021     | 2/19/2021     | Biological Sciences & Physics Building | A report of a racial slur written on a bathroom wall. | Anonymous referral | Dean of Students Office | • Report does not include the name of a complainant or respondent  
• Community message from Provost sent to the Provost’s leadership team, Deans, Associate Deans, and Department Heads and posted on bias communications website – February 22, 2021 |
| 2/25/2021     | 2/25/2021     | Social Media               | Student posted offensive message targeting LGBTQIA on social media account.      | Community member | Hartford Campus Student Services       | • Outreach to complainant, March 1, 2021  
• Outreach to respondent, March 1, 2021  
• Respondent met with Associate Director of Student Services – March 2, 2021  
• Complainant did not respond to outreach |
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| 3/1/2021      | 3/1/2021      | North Campus      | Vandalism to bulletin board | Student         | Residential Life  | • Outreach to complainant/impacted party to offer support  
• Outreach to respondent to arrange meeting  
• Hall Director met with complainant/impacted party to discuss impact of incident and provide support – March 5, 2021  
• Hall Director met with respondent to discuss incident, impact and gather information – March 8, 2021  
• Meeting of area hall directors to discuss next steps in terms of community outreach |
| 3/8/2021      | 3/9/2021      | Williams Student Health | Offensive verbal comment related to race/ethnicity and physical appearance | Student         | Dean of Students  | • Outreach to complainant/impacted party to offer support – March 10, 2021  
• Referral to Office of Institutional Equity (OIE) – March 10, 2021  
• Complainant scheduled to meet with Associate Dean of Students – March 12, 2021 |