

**Report of Bias Incidents Summary – 2020-2021 Academic Year**

**July 16, 2021**

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
7/7/2020	7/8/2020	Social media	Report of a xenophobic social media post by a UConn student.	Non-Affiliate	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to the two complainant/reporting parties (non-affiliate) - July 8, 2020</li> <li>• Outreach to student respondent identified in the report - July 9, 2020</li> <li>• Student respondent did not respond to outreach</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting party (non-affiliate) - July 9, 2020</li> <li>• Outreach to student respondent identified in the report - July 9, 2020</li> <li>• Student respondent did not respond to outreach</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting party (student) - July 14, 2020, July 21, 2020, July 23, 2020, July 27, 2020 &amp; July 28, 2020</li> <li>• Referral to Provost's office for faculty outreach - July 14, 2020 &amp; July 23, 2020</li> <li>• Referral to Office of Institutional Equity (OIE) - July 14, 2020 &amp; July 23, 2020</li> <li>• Student complainant/reporting party declined to engage with support options</li> </ul>
7/16/2020	7/17/2020	Social media	A report of a social media post by a faculty member expressing opinions of political issues related to immigration laws.	Staff	Office of Institutional Equity	<ul style="list-style-type: none"> <li>• Referral to Provost's office for faculty outreach - July 17, 2020</li> <li>• Referral to Office of Institutional Equity (OIE) - July 17, 2020</li> <li>• Case did not involve a student</li> </ul>

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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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting party (student) - July 24, 2020</li> <li>• Student complainant/reporting party declined meeting but would reach out to DOSO if needed - July 27, 2020</li> </ul>
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	<ul style="list-style-type: none"> <li>• Referred to Admissions for outreach to respondent - August 3, 2020</li> <li>• Outreach to complainant/reporting party (non-affiliate) requesting additional information, unable to proceed- August 3, 2020</li> <li>• Complainant/reporting party (non-affiliate) did not respond to request for additional information- August 3, 2020</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting party (non-affiliate) requesting more information- August 1, 2020</li> <li>• Unable to Proceed with Investigation, complainant/reporting party did not provide information</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting party (student) - August 21, 2020</li> <li>• Referral to OIE - August 21, 2020</li> <li>• Referral to Provost's office - August 21, 2020</li> <li>• Outreach by OIE to student complainant/reporting party, they declined to participate in process - August 28, 2020</li> <li>• Student complainant/reporting party responded to DOSO, declined meeting but appreciated outreach - August 25, 2020</li> </ul>

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8/20/2020	8/20/2020	West Campus Halls - exterior	A report of an individual yelling racist remarks at an individual in a car parked on campus.	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Community email to residents on the floor where incident occurred - August 27, 2020</li> <li>The investigation process did not identify a respondent</li> </ul>
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	<ul style="list-style-type: none"> <li>Outreach to complainant/reporting party (student) - August 25, 2020</li> <li>Student complainant/reporting party did not respond to outreach</li> <li>This case had no known University respondent</li> </ul>
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	<ul style="list-style-type: none"> <li>Outreach to complaint/reporting party (student) - August 28, 2020</li> <li>Outreach to students/respondents identified in the report</li> <li>Individual student meeting, offered support and resource information - September 9, 2020</li> <li>Follow up with impacted complainant/student - September 14, 2020</li> </ul>
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	<ul style="list-style-type: none"> <li>Outreach to complaint/reporting party (student) - September 4, 2020</li> <li>Outreach to students/respondent identified in the report</li> <li>Outreach to complainant/students identified in the report - September 4, 2020</li> <li>Complainant/ students did not respond to outreach</li> <li>Respondent/ student did not respond to outreach</li> </ul>

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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	<ul style="list-style-type: none"> <li>• Outreach to student/complainant identified in the report - September 3, 2020</li> <li>• Student/complainant did not respond to outreach</li> <li>• The investigation process did not identify a respondent</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/student identified in the report - September 15, 2020</li> <li>• Outreach to respondent/student identified in the report - September 15, 2020</li> <li>• Complainant did not respond to outreach</li> <li>• Respondent did not respond to outreach</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/student identified in the report - September 14, 2020</li> <li>• Community email to residence hall where incident occurred - September 18, 2020</li> <li>• Community email posted on bias communications website</li> <li>• The investigation process did not identify a respondent.</li> </ul>

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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	<ul style="list-style-type: none"> <li>• Outreach to reporting party (complainant/student) - September 21, 2020</li> <li>• Individual complainant/student meeting, offered support and resource information - September 29, 2020</li> <li>• Outreach to two impacted students referred for support separate from initial report (student) - September 25, 2020</li> <li>• Community email posted on bias communications website - September 25, 2020</li> <li>• The investigation process did not identify a respondent.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to reporting party (complainant/student) - September 22, 2020</li> <li>• Individual complainant/student meetings, offered support and resource information September 22, 2020</li> <li>• Community email to residents on the floor where incident occurred - September 21, 2020</li> <li>• Community Floor meeting - September 23, 2020</li> <li>• Community emailed posted on bias communications website</li> <li>• The investigation process did not identify a respondent.</li> </ul>
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 race/ethnicity and cultural identity	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to impacted complainant/student - September 21, 2020</li> <li>• Complainant/student did not respond to outreach</li> <li>• The investigation process did not identify a respondent</li> </ul>

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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	<ul style="list-style-type: none"> <li>• Outreach to 2 impacted complainants/students - September 29, 2020</li> <li>• Complainants/students did not respond to outreach</li> <li>• Community email posted on bias communications website</li> <li>• The investigation process did not identify a respondent</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to reporting party (faculty) - September 29, 2020</li> <li>• The investigation process did not identify a respondent</li> </ul>
9/21/2020	9/23/2020	Social media	During a classroom discussion a student made transphobic and racists remarks	Student	The Graduate School	<ul style="list-style-type: none"> <li>• Outreach to reporting party (complainant/student) - September 25, 2020</li> <li>• Individual complainant/student meeting, offered support and resource information - September 28, 2020</li> <li>• Referral to Provost's office - September 25, 2020</li> </ul>
9/23/2020	9/23/2020	Buckley Hall - exterior	An individual walking through the Buckley parking lot was heard yelling language	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>• Community email to residence hall where incident occurred - September 18, 2020</li> <li>• Hall Director held open office hours to provide support on designated days, no one attended - September 25, 2020</li> </ul>

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			negatively targeting sexual orientation.			<ul style="list-style-type: none"> <li>Community email posted on bias communications website</li> <li>The investigation process did not identify a respondent</li> </ul>
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	<ul style="list-style-type: none"> <li>Referral to OIE - September 25, 2020</li> <li>Referral to Provost's office - September 25, 2020</li> <li>Outreach to respondent/student identified in report - October 6, 2020</li> <li>Respondent/student did not respond to outreach</li> </ul>
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	<ul style="list-style-type: none"> <li>Outreach to reporting party (complainant/student) - October 5, 2020</li> <li>Complainant/student responded to DOSO, declined meeting but appreciated outreach - October 6, 2020</li> <li>Referral to faith community liaison for support - October 5, 2020</li> <li>Impacted party (student) identified after initial report engaged with Dean of Students Office for support - October 9, 2020</li> <li>Outreach to 3 respondents/students identified through investigation - October 26, 2020</li> <li>1 respondent/student met with Associate Dean of Students for follow up - October 27, 2020</li> </ul>

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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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting parties (faculty &amp; 2 students) - October 5, 2020</li> <li>• 1 Complainant/student engaged with Dean of Students Office for support - October 5, 2020</li> <li>• Respondent engaged with Dean of Students Office to discuss issue, follow up and support - October 5, 2020</li> <li>• Follow up with 1 complainant/student, offered support and resource information - October 14, 2020</li> <li>• 1 Complainant/student did not engage in outreach and support</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to reporting parties (complainant/student)</li> <li>• Complainant/student identified as impacted parties engaged with Hall Director for support - October 6, 2020</li> <li>• Faith community liaison notified - October 8, 2020</li> <li>• Complainant/student identified as an Impacted party met with Hall Director for support - October 9, 2020</li> <li>• Community message emailed to residents of area and posted on bias communications website - October 9, 2020</li> <li>• Hall Director hosted virtual open office hours to process the incident, no one attended - October 13 &amp; 15, 2020</li> <li>• An impacted student met with Hall Director for support - October 16, 2020</li> <li>• An impacted student met with Asst. Director of Student Welfare and a Hall Director for support - October 20, 2020</li> <li>• Community meeting held to process incident and offer support - October 22, 2020</li> <li>• Investigation did not identify a respondent</li> </ul>



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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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting party (student) - October 12, 2020</li> <li>• Outreach to identified respondent to discuss impact - October 13, 2020</li> <li>• Community message emailed to residents of floor and posted on bias communications website - October 9, 2020</li> <li>• Community meeting held to process incident and offer support - October 12, 2020</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to reporting party (complainant/student) - October 13, 2020</li> <li>• Identified impacted parties (5 students) engaged with Hall Director for support - October 13 &amp; 15, 2020</li> <li>• Faith community liaison notified - October 15, 2020</li> <li>• Community message emailed to residents of area and posted on bias communications website - October 15, 2020</li> <li>• Community meeting held to process incident and offer support - October 21, 2020</li> <li>• Investigation did not identify a respondent</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to reporting party (complainant/student) - October 13, 2020</li> <li>• Individual identified in report is not a student</li> </ul>
10/22/2020	10/22/2020	Alumni Halls - interior	A report was received expressing concern at University	Community Member	Dean of Students Office	<ul style="list-style-type: none"> <li>• The report was filed under a false name not identified in any UConn database</li> </ul>

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			message about guidance for Halloween celebrations referencing cultural appropriation.			
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting party (student) - October 27, 2020</li> <li>• Hall Director met with identified respondent to discuss impact of incident - October 27, 2020</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting party (student) – October 27, 2020</li> <li>• Complainant/impacted party (student) met with Hall Director for support - October 29, 2020</li> <li>• Faith community liaison notified - October 27, 2020</li> <li>• Residential Life and Dean of Students Office staff met with members of Hillel to discuss community response – October 29 and November 4, 2020</li> <li>• Community message emailed to residents of area and posted on bias communications website - October 28, 2020</li> <li>• Community message emailed to campus and posted on bias communications website – October 30, 2020</li> <li>• Community program Becoming an Upstander, Not a Bystander- How to Fight Antisemitism on Campus will be held on December 2, 2020</li> <li>• Investigation did not identify a respondent</li> </ul>

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10/20/2020	10/22/2020	Other (on campus)	In an online class discussion board a student was referred to as a racist by another classmate.	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to complainant/student identified in report - October 27, 2020</li> <li>• Outreach to respondent/student identified in report – October 27, 2020</li> <li>• Meetings with complainant/student who submitted the report to discuss impact and offer support/resource information - November 16, 2020</li> <li>• Respondent/student did not respond to outreach</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/student identified in the report - November 3, 2020</li> <li>• Complainant/student did not respond to outreach</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to reporting party (complainant/student) - October 30, 2020</li> <li>• Individual student meeting, offered support and resource information - October 30, 2020</li> <li>• Community email to residents of the building where incident occurred - November 2, 2020</li> <li>• Community meeting held - November 4, 2020</li> <li>• Community emailed posted on bias communications website - November 2, 2020</li> <li>• Investigation did not identify a respondent</li> </ul>
10/30/2020	10/30/2020	Other (on campus)	A student's profile image in an online class was meme that has linkages to antisemitism.	Faculty	Stamford Student Services	<ul style="list-style-type: none"> <li>• Outreach to complainant (faculty/TA) - November 2, 2020</li> <li>• Outreach to respondent/student identified in the report - November 8, 2020</li> <li>• Individual respondent/student meeting - November 10, 2020</li> </ul>

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10/31/2020	11/3/2020	Social media	Promotion of an art contest highlighting political issues involving ethnicity/religion. Involved 2 registered student organizations and 2 identified UConn students.	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Student Affairs &amp; Global Affairs Outreach to students identified in the report - November 2, 2020</li> <li>• Outreach to reporting party (complainant/student) November 2 &amp; 11, 2020</li> <li>• Students did not respond to Associate Dean outreach</li> <li>• Referral to faith community liaison for support November 2, 2020</li> <li>• Referral to student organization advisors to offer support to impacted students - November 3, 2020 Student organization advisors did respond</li> <li>• Collaborated with Cultural Center staff on response/support November 2, 3, 5 &amp; 19, 2020</li> </ul>
11/4/2020	11/5/2020	Social media	Student posted offensive messages targeting gender and disability on another students social media account.	Student	Community Standards	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
6/17/2020	11/17/2020	Other (on campus)	A student filed a report against the Office of Summer & 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	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to complainant/student identified in the report - November 18, 2020</li> <li>• Follow-up meeting scheduled between complainant and Dean of Students staff member.</li> </ul>

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			incoming first year students.			
11/17/2020	11/17/2020	Hilltop (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	<ul style="list-style-type: none"> <li>• Outreach to complainant/reporting party (student) – November 17, 2020</li> <li>• Complainant/impacted party (student) met with Hall Director for support – November 20, 2020</li> <li>• Community message emailed to residents of area and posted on bias communications website – November 24, 2020</li> <li>• Investigation did not identify a respondent</li> </ul>
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	<ul style="list-style-type: none"> <li>• Hall Director met with complainant/reporting party (student) to offer support – November 20, 2020</li> <li>• Complainant/impacted party (student) met with Hall Director for support – November 20, 2020</li> <li>• Respondent/student identified in report met with Hall Director to discuss incident, impact and next steps– November 20, 2020</li> <li>• Respondent communicated with complainant, issued apology – November 20, 2020</li> <li>• Community message emailed to students who witnessed the incident, inviting them to a follow up meeting on – November 21, 2020</li> <li>• Meeting occurred on November 21, 2020, discussed harm, impact on community and next steps to repair harm and move forward.</li> </ul>

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						<ul style="list-style-type: none"> <li>Respondent issued apology to all involved– November 24, 2020</li> </ul>
11/23/2020	11/24/2020	Tasker Building	Report of vandalism (spray painting) around Tasker building and on the Spirit Rock.	UCPD	UCPD	<ul style="list-style-type: none"> <li>Complainant/impacted party (staff member) contacted UConn Police to report vandalism on the Spirit Rock – November 23, 2020</li> <li>UConn Police investigated the report and located respondents - November 23, 2020</li> <li>Respondents were identified and determined to not be affiliated with UConn community – November 23, 2020</li> <li>Community message emailed to campus community and posted on bias communications website – November 24, 2020</li> </ul>
12/10/2020	12/10/2020	Other (on campus)	Use of offensive language in online classroom video	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>Outreach to complainant/impacted party to offer support – December 10, 2020</li> <li>Referral to Provost's office - December 10, 2020</li> <li>Referral to Office of Diversity &amp; Inclusion &amp; African American Cultural Center as requested by Complainant – December 20, 2020</li> <li>Complainant/impacted party did not respond to offer of support</li> </ul>

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12/15/2020	12/16/2020	Hilltop Halls – Exterior	Report of vandalism (spray painting) on a construction fence. “All Lives Matter”	Staff	UCPD	<ul style="list-style-type: none"> <li>Complainant/impacted party (staff member) contacted UConn Police to report vandalism on Construction fence on Hillside Rd – December 15, 2020</li> <li>UConn Police investigated the report, unable to locate respondents - December 16, 2020</li> </ul>
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	<ul style="list-style-type: none"> <li>Outreach to complainant/impacted party to offer support – January 19, 2021</li> <li>Hall Director met with complainant/impacted party to discuss impact of incident and provide support – January 20, 2021</li> <li>Community message emailed to residents of area where incident occurred and posted on bias communications website – January 22, 2021</li> <li>Hall Directors of the area held an open office hour to provide support to the community – January 27, 2021</li> </ul>
1/16/2021	1/16/2021	Alumni Halls – interior	Report of vandalism on gender-neutral bathroom doors written “Men” and “Women”.	Student	Residential Life	<ul style="list-style-type: none"> <li>Outreach to complainant/impacted party to offer support – January 20, 2021</li> <li>Hall Director met with complainant/impacted party to discuss impact of incident and provide support – January 20, 2021</li> <li>Hall Directors of the area met to develop an action plan for addressing the community – January 21, 2021</li> <li>Community message emailed to residents of area where incident occurred and posted on bias communications website – January 26, 2021</li> </ul>

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Incident Date	Reported Date	Incident Location	Incident Summary	Reporting party	Responding Office	University Response
						<ul style="list-style-type: none"> <li>Hall Director of the area held an open office hour to provide support to the community – January 27, 2021</li> </ul>
1/19/2021	1/20/2021	Other Online	Student reported being harassed through social media regarding their nationality.	Staff	DOS/ISSS	<ul style="list-style-type: none"> <li>Outreach to complainant/impacted party to offer support – January 29, 2021</li> <li>Outreach to respondent identified in report – January 29, 2021</li> <li>Worked with International and Scholar Student Services to support individuals involved</li> </ul>
1/25/2021	1/25/2021	Other Online	Student reported that a faculty member discriminated against them due to their race.	Student	DOS/OIE/Provost	<ul style="list-style-type: none"> <li>Outreach to complainant/impacted party to offer support – January 25, 2021</li> <li>Referral to Provost's office - January 25, 2021</li> <li>Referral to Office of Institutional Equity – January 25, 2021</li> <li>Referral to the School of Business Advising to connect student with academic support resources – January 25, 2021</li> <li>Outreach to complainant/impacted party by the School of Business to provide support – January 25, 2021</li> </ul>



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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	<ul style="list-style-type: none"> <li>• Outreach to complainant/impacted party to offer support – January 29, 2021</li> <li>• Outreach to respondent identified in report – February 1, 2021</li> <li>• Managing through Residential Life roommate process</li> </ul>
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	<ul style="list-style-type: none"> <li>• Outreach to complainant/impacted party to offer support – January 27, 2021</li> <li>• Referral to Law School staff for support and outreach – January 25, 2021</li> <li>• Law school staff met with complainant</li> <li>• Law school staff met with respondent</li> <li>• Exploring a program on bias and anti-racism to be held this spring</li> <li>• Law School will add an anti-racism module to orientation program for all incoming students</li> </ul>
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	<ul style="list-style-type: none"> <li>• Hall Director met with complainant to offer support – February 2, 2021</li> <li>• Community message emailed to residents of floor and posted on bias communications website – February 5, 2021</li> <li>• Floor meeting held to discuss the incident, offer support and talk about impact – February 9, 2021</li> </ul>

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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	<ul style="list-style-type: none"> <li>• Outreach to complainant, February 10, 2021 and February 16, 2021</li> <li>• Outreach to respondent, February 10, 2021</li> <li>• Respondent met with Associate Dean of Students - February 17, 2021</li> <li>• Complainant did not respond to outreach</li> <li>• Referral to student organization advisors to share possible training options - February 22, 2021</li> </ul>
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	<ul style="list-style-type: none"> <li>• Hall Director met with the RA who created the bulletin board – February 16, 2021</li> <li>• Community message sent to the residents living on the floor where this occurred – February 18, 2021</li> <li>• Unable to identify a respondent</li> </ul>
2/12/2021	2/14/2021	Off Campus	Offensive verbal comment	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to complainant February 16, 2021</li> <li>• Meeting scheduled with respondent to meet with Associate Dean of Students and Director of Off Campus Student Services</li> <li>• Respondent cancelled meeting, indicated situation was resolved and they would reach out if additional support was needed.</li> </ul>

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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	<ul style="list-style-type: none"> <li>Referral to UConn faith community liaison who notified leaders of impacted faith communities – February 19, 2021</li> <li>Outreach to complainant, February 20, 2021</li> <li>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</li> </ul>
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	<ul style="list-style-type: none"> <li>Report does not include the name of a complainant or respondent</li> <li>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</li> </ul>
2/25/2021	2/25/2021	Social Media	Student posted offensive message targeting LGBTQIA on social media account.	Community member	Hartford Campus Student Services	<ul style="list-style-type: none"> <li>Outreach to complainant, March 1, 2021</li> <li>Outreach to respondent, March 1, 2021</li> <li>Respondent met with Associate Director of Student Services – March 2, 2021</li> <li>Complainant did not respond to outreach</li> </ul>

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3/1/2021	3/1/2021	North Campus	Vandalism to bulletin board	Student	Residential Life	<ul style="list-style-type: none"> <li>• Outreach to complainant/impacted party to offer support</li> <li>• Outreach to respondent to arrange meeting</li> <li>• Hall Director met with complainant/impacted party to discuss impact of incident and provide support – March 5, 2021</li> <li>• Hall Director met with respondent to discuss incident, impact and gather information – March 8, 2021</li> <li>• Meeting of area hall directors to discuss next steps in terms of community outreach</li> <li>• Community email posted on bias communications website</li> <li>• Hall Director of the area held an open office hour to provide support to the community – March 15, 2021</li> </ul>
3/8/2021	3/9/2021	Williams Student Health	Offensive verbal comment related to race/ethnicity and physical appearance	Student	Dean of Students	<ul style="list-style-type: none"> <li>• Outreach to complainant/impacted party to offer support – March 10, 2021</li> <li>• Referral to Office of Institutional Equity (OIE) – March 10, 2021</li> <li>• Complainant scheduled to meet with Associate Dean of Students – March 12, 2021</li> </ul>

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11/14/2019	3/14/2021	Shippee Hall	Offensive verbal comment related to race/ethnicity and physical appearance	Student	Dean of Students Office & Residential Life	<ul style="list-style-type: none"> <li>Complainant previously met with Associate Dean of Students and will continue receiving support from that office.</li> <li>Complainant met with Associate Dean and discussed impact, resources and how to make changes in culture on campus. Informed him case will be managed through bias protocol – March 26, 2021</li> <li>Hall Director reached out to and met with multiple respondents and witnesses March 22 – 25, 2021</li> </ul>
3/16/2021	3/16/2021	Spirit Rock	Painting of the spirit rock, all black with a blue stripe.	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>Outreach to complainant - no response – March 22, 2021</li> <li>Rock was painted in its entirety so no violation of the rock painting policy</li> </ul>
3/16/2021	3/17/2021	Alumni Halls	Remarks written on a white board directed at sexual/gender identity	Student	Residential Life	<ul style="list-style-type: none"> <li>HD met with complainant to discuss the incident, gather information and offer support – March 22, 2021</li> <li>HD met with student identified as potentially targeted by the drawing. Student did not feel they were the individual referred to in the drawings. HD offered resource information. – March 23, 2021</li> <li>HD reached out to another student identified as potentially targeted by the drawing, they did not want to participate in the process. – March 25, 2021</li> <li>Community message distributed by the Hall Director and posted on the Bias Communications website – March 29, 2021</li> </ul>

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Incident Date	Reported Date	Incident Location	Incident Summary	Reporting party	Responding Office	University Response
						<ul style="list-style-type: none"> <li>Rainbow Center Director and ODI posted a message to their websites and shared with units across campus. The message is posted on the Bias Communications page. – March 29, 2021</li> </ul>
3/20/2021	3/20/2021	North Eagleville Rd	Verbal remarks directed at sexual/gender identity	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>Outreach to complainant with a message sent to the Rainbow Center Director for support - March 22, 2021</li> <li>Rainbow Center Director reached out to complainant and will meet with them on 3/26/21</li> <li>Investigation was unable to identify individual responsible</li> </ul>
3/20/2021	3/20/2021	North Eagleville Rd	Verbal remarks directed at sexual/gender identity	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>Outreach to complainant – March 22, 2021</li> <li>Complainant did not respond to outreach</li> <li>Investigation was unable to identify individual responsible</li> </ul>

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3/22/2021	3/23/2021	Social Media	Student posted offensive anti-Asian message in social media group chat.	Anonymous referral	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to respondent to request a meeting – March 25, 2021</li> <li>• Associate Dean of Students met with respondent, discussed intent versus impact. Student was provided with resources to review and will have a follow up meeting on April 8, 2021</li> </ul>
3/27/2021	3/27/2021	Chemistry Building	Anti-Semitic graffiti found on exterior of Chemistry Building	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainants – March 28, 2021 – no response from complainant as of 4/2/2021</li> <li>• Referral to faith community liaison who notified leaders of impacted faith communities, Hillel and Chabad – 3/28/2021</li> <li>• Investigation unable to identify individual responsible</li> <li>• University leadership sent out a community message, posted on Bias Communications page– March 30, 2021</li> <li>• Investigation ongoing as of 4/23/2021</li> </ul>
3/28/2021	3/27/2021	Off Campus	Received report of a fight at an off campus party that was racially motivated.	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant – March 28, 2021 – no response from complainant as of 4/23/2021</li> <li>• Associate Dean reached out to individual identified in report – March 30, 2021 &amp; April 13, 2021– no response as of 4/23/2021</li> <li>• Referral to Office of Fraternity &amp; Sorority Development for review and outreach to identified organization</li> </ul>

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3/28/2021	3/29/2021	Mansfield Rd	A student reported that while walking by mirror lake holding a box of Matzah and kippah individuals in a Jeep slowed down, opened up their window and yelled anti-Semitic slurs	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Associate Dean reached out to complainant – March 29, 2021 &amp; April 1, 2021 – no response from complainant</li> <li>• Referral to faith community liaison who notified leaders of impacted faith communities, Hillel and Chabad – 3/29/2021</li> <li>• Complainant receiving support from Hillel staff</li> <li>• Investigation unable to identify individual responsible</li> <li>• University leadership sent out a community message, posted on Bias Communications page– March 30, 2011</li> <li>• UConn Police increase patrols in and around Hillel and Chabad</li> </ul>
3/30/2021	3/30/2021	Austin Building (CLAS)	Anti-Semitic graffiti found on exterior of Austin Building (CLAS)	Staff	Dean of Students Office	<ul style="list-style-type: none"> <li>• Referral to faith community liaison who notified leaders of impacted faith communities, Hillel and Chabad – 3/30/2021</li> <li>• UConn Police increase patrols in and around Hillel and Chabad</li> <li>• University leadership sent out a community message, posted on Bias Communications page– March 30, 2011</li> <li>• Investigation ongoing as of 4/23/2021</li> </ul>
4/1/2021	4/2/2021	Spirit Rock	Painting of the spirit rock, all black with a blue stripe.	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to complainant - no response – April 5, 2021</li> <li>• Rock was painted in its entirety so no violation of the rock painting policy</li> </ul>



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4/4/2021	4/4/2021	McMahon Hall	Remarks directed at race/ethnicity	Student	Residential Life	<ul style="list-style-type: none"> <li>• Hall Director met with the complainants to discuss the incident and offer support. – April 6, 2021</li> <li>• The complainants did not want a broader community message sent out as it was being handled with the respondent directly.</li> <li>• Hall Director met with the respondent to discuss the incident, it's impact on the community and steps to move forward. – April 5, 2021</li> <li>• Respondent will complete a Perception Reflection educational project help develop a greater understanding of the impact of their actions.</li> </ul>
4/9/2021	4/9/2021	Alumni Halls – Interior	Written remarks directed at sexual/gender identity	Residential Life Staff	Residential Life	<ul style="list-style-type: none"> <li>• Assistant Director of Residence Education met with the complainant to discuss the incident and offer support.</li> <li>• Respondent was offered information about campus resources</li> <li>• UConn Police currently investigating to try and identify the respondent</li> </ul>
4/15/2021	4/15/2021	UConn Health Center	Written remarks directed at race/ethnicity	Community Member	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to Complainant</li> <li>• Referral was shared with Provosts Office as it involved a Faculty</li> </ul>

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4/22/2021	4/23/2021	Off-Campus Non-residential	Offensive social media post and video images shared in new student snapchat group	Community Member	Dean of Students Office	<ul style="list-style-type: none"> <li>Complainant reached out to Student Support Services staff to report incident Associate Dean responded and provided link to bias reporting form</li> <li>Report was shared with Admissions to provide outreach to impacted individuals identified as new admits to offer support</li> <li>UConn Police currently investigating to try to identify the respondent</li> </ul>
4/22/2021	4/27/2021	Off-Campus Non-residential	Offensive verbal comment at an off campus meeting	Staff	Dean of Students Office	<ul style="list-style-type: none"> <li>Outreach to complainant</li> <li>Referral was shared with Provosts Office as it involved a Faculty</li> </ul>
4/28/2021	4/29/2021	Stamford Residence Halls – interior	Offensive verbal comment	Staff	Stamford Campus	<ul style="list-style-type: none"> <li>Outreach to complainant by Hall Director</li> <li>Hall Director met with complainant to offer support</li> <li>Complainant declined to participate in the process</li> </ul>
5/4/2021	5/5/2021	North Campus Halls – interior	Offensive verbal comment, Property damage/graffiti, Written slur	Residential Life	Residential Life	<ul style="list-style-type: none"> <li>Hall Director was able to identify occupant of room and reached out for support, which was declined.</li> <li>Hall Director met with RA to follow up on incident and offer support</li> </ul>

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1/29/2021	5/6/2021	Stamford Campus	Offensive classroom comment, offensive verbal comment	Faculty	Dean of Students Office	<ul style="list-style-type: none"> <li>• Referral to Provost's Office and Office of Institutional Equity as report involves a faculty member</li> <li>• Outreach to respondent by Associate Dean</li> <li>• No response from respondent</li> </ul>
5/8/2021	5/8/2021	Hillel - UConncontact	Offensive written comment	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to complainant, May 11, 2021 &amp; May 14, 2021,</li> <li>• Referral to UConn faith community liaison who notified leaders of impacted faith communities – May 11, 2021</li> <li>• Referral to Student Activities to investigate UConncontact submission</li> <li>• Referral to UCPD to investigate</li> <li>• Outreach to complainant by UCPD to investigate and present status update</li> <li>• Associate Dean and Director of Community Standards met with complainant</li> <li>• Unable to identify respondent</li> <li>• Student Activities has shared this issue with the vendor supporting the University's use of UConncontact with the possibility of exploring the implementation of a two-factor authentication system that might allow only UConn community members to make requests in the system in the future.</li> <li>• Complainant was updated on 6.4.2021</li> <li>• Faith liaison updated on 6.4.21 and will notify impacted faith communities of status</li> </ul>

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4/24/2021	5/10/2021	Off Campus	Offensive verbal comment	Student	Grad School	<ul style="list-style-type: none"> <li>• Referred to Grad School for outreach and support</li> <li>• Grad School staff met with complainant to offer support and options</li> <li>• Complainant did not want other individuals contacted, asked Grad School to connect with academic department to talk about trainings or discussions around use of language</li> <li>• Grad School staff member met with faculty from the program and discussed approaches to take at department level</li> <li>• Grad School will collaborate with faculty to offer training in fall to all grad students in the specific program on microaggressions</li> <li>• Grad school will continue to partner with academic department to offer similar training each fall to new students entering the department</li> </ul>
5/13/2021	5/14/2021	Off Campus	Verbal remarks directed at sexual/gender identity	Community Member	Dean of Students Office	<ul style="list-style-type: none"> <li>• Referred to Admissions as it involves a new admit</li> <li>• Associate Dean of Students followed up with reporter to confirm report would be reviewed through Bias Response protocol</li> <li>• Director of Admissions has requested a meeting with the respondent</li> <li>• Director of Admissions met with respondent about referral and followed up with letter outlining UConn behavioral expectations</li> </ul>

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5/17/2021	5/17/2021	North Campus Halls – interior	Verbal remarks directed at sexual/gender identity	Staff	Residential Life	<ul style="list-style-type: none"> <li>• Residence hall staff heard respondent make verbal remarks directed at sexual/gender identity</li> <li>• Respondent was growing agitated with hall staff during move out process and repeated statements directed at sexual/gender identity</li> <li>• Residence hall staff contacted UConn Police for assistance as respondent was not complying with move out instructions</li> <li>• Respondent moved out without further problems</li> <li>• Associate Director of Residential Life met with hall staff who were impacted, they were offered resource/support information</li> <li>• Associate Director of Residential Life contacted respondent to meet about the incident</li> <li>• Respondent has not replied to meeting request</li> </ul>
5/18/2021	5/18/2021	Off Campus	Offensive social media post	Community member	Stamford Student Services	<ul style="list-style-type: none"> <li>• Email sent to Admissions from community member (complainant) to relay the concern, bias referral created</li> <li>• Outreach to respondent requesting a meeting</li> <li>• Director of Student Services, Stamford will meet with respondent week of June 7<sup>th</sup></li> <li>• Director of Student Services, Stamford met with respondent on June 8<sup>th</sup> to discuss referral, impact and how to move forward</li> <li>• Respondent was receptive to conversation and remorseful of harm caused.</li> </ul>

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5/24/2021	5/24/2021	Off Campus	Offensive verbal comment related to race/ethnicity and physical appearance	Staff	Graduate School	<ul style="list-style-type: none"> <li>• Complainant reached out to Off Campus and Commuter Student Services to share concerns about treatment by landlord</li> <li>• Complainant spoke to Director of OCCSS who explained bias protocol and provided Connecticut Fair Housing resource information</li> <li>• Director of OCCSS submitted a bias referral</li> <li>• Graduate School staff reached out to complainant offering to meet</li> <li>• Student declined meeting and will reach back out if needed</li> </ul>
6/12/2021	6/14/2021	Social Media	Offensive social media post about the current unrest between Israel and Palestine	Community member	Dean of Students	<ul style="list-style-type: none"> <li>• Office for Diversity and Inclusion responded to message from complainant, indicating report would be reviewed through Bias Response Protocol -</li> <li>• Referral to UConn faith community liaison who notified leaders of impacted faith communities – June 16, 2021</li> <li>• Director of Community Standards reached out to complainant, no response received as of 6/25/2021</li> <li>• Associate Dean of Students reached out to respondent – 6/25/2021</li> </ul>
6/14/2021	5/28/2019	Physics Building	Report of alleged discrimination based on identities	Former Student	Graduate School & Office of Institutional Equity	<ul style="list-style-type: none"> <li>• Complainant filed bias referral and sent individual report to Office of Institutional Equity for investigation</li> <li>• Graduate School staff reached out to complainant to offer support – 6/16/2021</li> </ul>

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6/17/2021	6/17/2021	Babbidge Library	Political message written on a faculty members whiteboard sometime between March 2020 and May 2021	Staff	Dean of Students Office	<ul style="list-style-type: none"> <li>• Report shared with UCPD for review/investigation</li> <li>• Referral to Provost's office for faculty outreach - June 25, 2021</li> </ul>
6/19/2021	6/25/2021	Off-Campus Non-residential	Offensive written/verbal comment directed at race/ethnicity and physical appearance	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to complainant/impacted party to offer support – June 28, 2021</li> <li>• Outreach to respondent identified in report – June 30, 2021</li> <li>• Response from complainant acknowledging offer of support and declining offer to meet</li> <li>• No response from the respondent</li> </ul>
2/22/2021	6/29/2021	Family Studies Building	Offensive classroom verbal comment directed at age, disability, ethnicity, gender, physical appearance, race, socioeconomic status/class	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to complainant/impacted party to offer support – June 28, 2021</li> <li>• Referral to Provost's Office and Office of Institutional Equity as report involves a faculty member</li> <li>• Response from complainant acknowledging offer of support and declining offer to meet</li> </ul>

**Report of Bias Incidents Summary – 2020-2021 Academic Year**

**July 16, 2021**

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
2/24/2021	6/25/2021	Off-Campus Non-residential	Offensive class assignment directed at race	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to complainant/impacted party to offer support – June 28, 2021</li> <li>• Referral to Provost's Office and Office of Institutional Equity as report involves a faculty member</li> <li>• Response from complainant acknowledging offer of support and declining offer to meet</li> </ul>
4/27/2021	6/25/2021	Off-Campus Non-residential	Offensive visual representation directed at race	Student	Dean of Students Office	<ul style="list-style-type: none"> <li>• Outreach to complainant/impacted party to offer support – June 28, 2021</li> <li>• Referral to Provost's Office and Office of Institutional Equity as report involves a faculty member</li> <li>• Response from complainant acknowledging offer of support and declining offer to meet</li> </ul>