

## Recent Bias-Related Incident in Garrigus

There has been a trend observed in recent weeks regarding derogatory slurs that are commonly associated with the LGBTQIA+ community. These slurs were written on white boards and a wall in our community. The use of derogatory language like this that target or threaten individuals, or a group based on their identities is unacceptable and is not in line with our values as a community.

### What is a bias-related incident?

A bias-related incident is an incident that negatively targets, intimidates, or threatens an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical, mental, and intellectual disabilities, as well as past/present history of mental disorders. This includes, but is not limited to, graffiti, or images that harass or intimidate individuals or groups due to the above characteristics.

### What is Homophobia?

#### Homophobia

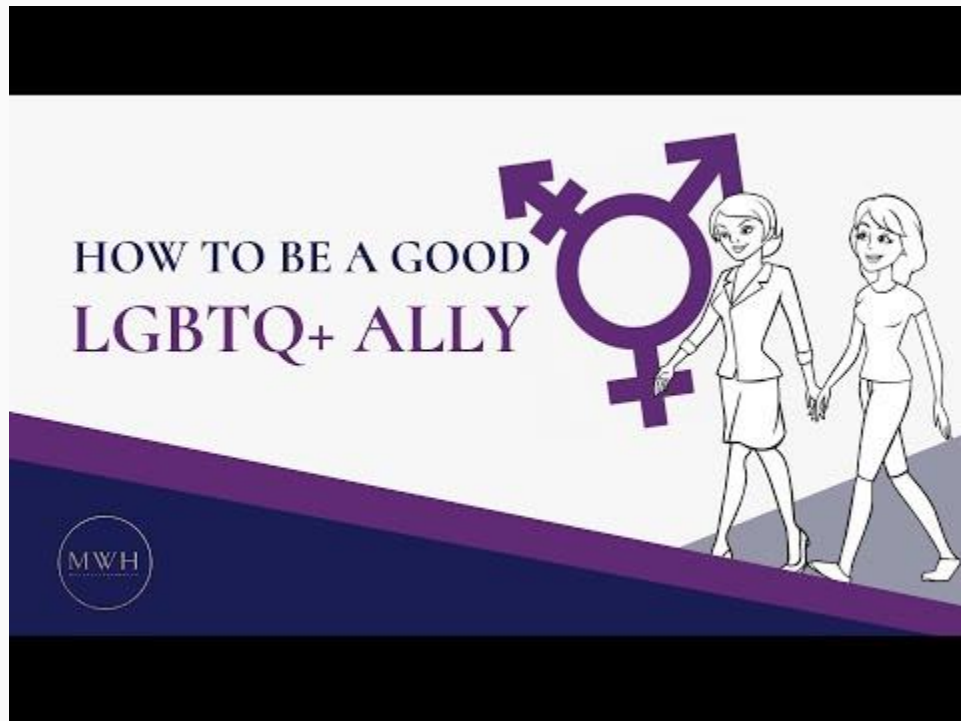
*noun*: an umbrella term for a range of negative attitudes (e.g., fear, anger, intolerance, resentment, erasure, or discomfort) that one may have toward LGBTQ people. The term can also connote a fear, disgust, or dislike of being perceived as LGBTQ. homophobic –  
*adj*: a word used to describe actions, behaviors, or individuals who demonstrate elements of this range of negative attitudes toward LGBTQ people.

*definition from: <https://www.itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtq-term-definitions/>*

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## RESIDENTIAL LIFE

### How to be a good ally!



## What Can I Do to Be A Part of the Solution?

1. Educate yourself
2. Hold yourself accountable for your words and actions and how they impact others
3. Hold others accountable and assist in their learning if you're able to

Visit resources such as:

- RAINBOW Center: [rainbowcenter.uconn.edu](http://rainbowcenter.uconn.edu)
- LGBTQIA+ Vocabulary Definitions: <https://www.itspronouncedmetrosexual.com/2013/01/a-comprehensive-list-of-lgbtg-term-definitions/>
- Gay & Lesbian Alliance Against Defamation (GLAAD): [www.glaad.org](http://www.glaad.org)
- The Trevor Project: [www.thetrevorproject.org](http://www.thetrevorproject.org)

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## RESIDENTIAL LIFE

### LGBTQ-INCLUSIVE LANGUAGE DOs and DON'Ts

AVOID SAYING...	SAY INSTEAD...	WHY?	EXAMPLE
"Hermaphrodite"	"Intersex"	Hermaphrodite is a stigmatizing, inaccurate word with a negative medical history.	"What are the best practices for the medical care of intersex infants?"
"Homosexual"	"Gay"	"Homosexual" often connotes a medical diagnosis, or a discomfort with gay/lesbian people.	"We want to do a better job of being inclusive of our gay employees."
"Born female" or "Born male"	"Assigned female/male at birth"	"Assigned" language accurately depicts the situation of what happens at birth	"Max was assigned female at birth, then he transitioned in high school."
"Female-bodied" or "Male-bodied"		"-bodied" language is often interpreted as as pressure to medically transition, or invalidation of one's gender identity	
"A gay" or "a transgender"	"A gay/transgender person"	Gay and transgender are adjectives that describe a person/group	"We had a transgender athlete in our league this year. "
"Transgender people and normal people"	"Transgender people and cisgender people"	Saying "normal" implies "abnormal," which is a stigmatizing way to refer to a person.	"This group is open to both transgender and cisgender people."
"Both genders" or "Opposite sexes"	"All genders"	"Both" implies there are only two; "Opposite" reinforces antagonism amongst genders	"Video games aren't just a boy thing -- kids of all genders play them."
"Ladies and gentlemen"	"Everyone," "Folks," "Honored guests," etc	Moving away from binary language is more inclusive of people of all genders	"Good morning everyone, next stop Picadilly Station."
"Mailman," "fireman," "policeman," etc.	"Mail clerk," "Firefighter," "Police officer," etc.	People of all genders do these jobs	"I actually saw a firefighter rescue a cat from a tree."
"It" when referring to someone (e.g., when pronouns are unknown)	"They"	"It" is for referring to things, not people.	"You know, I am not sure how they identify."

## How to Report a Bias-Related Incident



"We speak of ourselves as UConn Nation and I would like for that term to be synonymous with a community that cares deeply about one another. As Connecticut's flagship university, our highest aspirations can only be reached when all of us feel welcome, supported, and heard. We created InForm because we value every member of our community and care about your concerns."

President Thomas Katsouleas

**SUBMIT A REPORT**

Go here if you know which report you want to use.

**FORM FINDER**

Get help finding the right form for your situation.

<https://inform.uconn.edu/>

## What's Next?

You are invited to join together in solidarity for the Garrigus Suites Community Meeting to discuss these recent events as well as how we can move forward. We will meet **TODAY, October 27, 2021 at 8:30pm in the first floor lounge.**