

From: [Scarbeck, Susie](#)
Subject: Hale Hall Newsletter - IMPORTANT
Date: Friday, November 12, 2021 12:07:46 PM
Attachments: [image001.png](#)
[oledata.mso](#)



Dear Residents of Hale,

On Saturday, October 23, 2021, a staff member discovered the following phrase written on their door, "Go back to your country. You are a disgrace." This type of behavior is directly against the University of Connecticut's values of striving to create a safe and inclusive community for all students.

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

I will be having open office hours on Tuesday, November 16, 2021 from 2:30pm-3:30pm in-person in my office on the 1st floor of Ellsworth to discuss the impact this incident had on the community. While this is not mandatory, I do expect that you all have an active part in building an inclusive community and hope that you can come to support members of your community who may have been negatively affected by this incident. If you cannot make it to my open office hours, but would still like to chat with me, please feel free to email me to set up an appointment.

Additionally, we have noticed several incidents of vandalism throughout both buildings, including the destruction of several bulletin boards. All the boards in the buildings are created by our RA team, who often spend hours of their lives creating content for the community. The behavior observed has not only been disrespectful, but disappointing because I know our community is stronger than this. Vandalism and language rooted in hate is not what Huskies are known for.

If you have concerns with the content of a board or sign and would like to have a conversation about it anyone of staff is ready to talk with you and I'd encourage you to reach out to your RA or myself, your Hall Director. You are also welcome to chat with me should you have a concern about a member of my team. Living in a community means working together to solve problems and understand differences, not disrespecting others who are trying to help.

As you move forward in immersing yourself into the community, please keep in mind that these actions have a major impact. We can be proactive and not reactive to situations like this by making the following changes in our daily behaviors: Hold your peers accountable for their decisions; if you see something, say something. You can report this to your RA or to myself.

If you encounter any other bias related incidents within the community please do not hesitate to report it through the [bias reporting form](#).

Best,
Susie Scarbeck, Residence Hall Director & the Hilltop Halls Staff

Click the image to the left to watch people talk about the impact that being told to "Go back" has had on them

Scan to visit the Bias Incident Reporting Form

Connect with HD Susie!
E: susie.scarbeck@uconn.edu
P: 860-486-5574

The complex block contains a video player with a dark blue background. The video player shows a video with the text "Have you ever been told to 'go back' to your country?". To the right of the video player is a dark blue box with white text that says "Click the image to the left to watch people talk about the impact that being told to 'Go back' has had on them". Below the video player is a dark blue box with white text that says "Scan to visit the Bias Incident Reporting Form". To the right of this box is a QR code. Below the QR code is another dark blue box with white text that says "Connect with HD Susie! E: susie.scarbeck@uconn.edu P: 860-486-5574".

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