

# NORTH CAMPUS NEWSLETTER



## Notice on recent bias-related incidents

## A LETTER FROM THE NORTH HALL DIRECTORS

There has been a trend observed in recent weeks regarding verbal bias in our community. Throughout the past two months we have had incidents occur both inside and outside our halls in North Campus. Let us be clear, bias in all forms, especially verbal and vandalism, 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.

### HOW DO YOU REPORT A BIAS-RELATED INCIDENT?

#### INFORM:

"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."

Visit the Website:  
<https://inform.uconn.edu/>

## HERE IS AN EXAMPLE:

### WHAT IS RACISM?

Racism is the process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people based on race. Racism is more than just prejudice in thought or action. It occurs when this prejudice – whether individual or institutional – is accompanied by the power to discriminate against, oppress or limit the rights of others. Rhetorical and physical manifestations of racism are directed towards an individual or group who does not possess power in our society.



### WHAT HAPPENS WHEN A BIAS INCIDENT IS REPORTED?

When the University receives a report of an act of bias to a designated office, the incident will be shared with one or more of the offices listed below.

### CONTEMPORARY EXAMPLES OF RACISM AND BIAS:

- Calling for, aiding, or justifying the killing or harming of Jewish persons in the name of a radical ideology or an extremist view of religion
- Using symbols and images associated with classic racism against people of color
- Purposely coughing at Asian students as they walk by
- Purposely calling someone by a racialized caricature of a name native to their culture/race

Staff will review the report and take actions as appropriate. The actions include:

- identify and provide support to impacted parties,
- review incident to determine possible violations of the law and/or student code of conduct,
- determine action steps to educate the impacted community and work to repair harm

## 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:

UConn Hillel:

<https://www.uconnhillel.org>

AAJC:

<https://www.advancingjustice-aajc.org/>

UConn Cultural

Centers:

<https://office.diversity.uconn.edu/>