Report of Bias Incidents Summary – 2022-2023 Academic Year
December 9, 2022

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| 7/8/2022      | 7/11/2022     | Werth Tower-Interior | Residence hall communication identifying bathroom use based on gender | Student | Residential Life | • Residential Life staff met with the staff member who originated the email to discuss impact – Week of July 11th  
• Associate Dean of Students met with complainant/reporting party and provided support/resources- 7/14/22  
• Rainbow Center Director notified  
• Updated community email sent clarifying gender identity and bathroom use- 7/19/22  
• Posters hung in the community addressing gender expression and identity – 7/20/22  
• Conversation held with summer staff about policing gender identity |
| 7/10/2022     | 7/11/2022     | South Campus Halls-Interior | Verbal remarks directed at race/ethnicity identity | Student | Residential Life | • Residential Life staff met with complainant/reporting party and provided support and resources. 7/13/22  
• Residential Life staff met with the respondent to discuss intent and impact- 7/18/22  
• Complainant/reporting party informed the Bridge Program Director |
| 7/14/22       | 7/14/22       | Werth Tower (NextGen) - interior | Verbal remarks directed at religious identity in reference to Israel/Palestine conflict | Student | Dean of Students Office | • Incident reported to Residential Life staff by complainant/reporting party - 7/12/22  
• Hall Director met with the respondent to discuss the referral, the impact and steps to move forward – 7/13/22  
• Faith Liaison made outreach to impacted faith communities – 7/21/22 |
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| 7/14/22       | 7/14/22       | Werth Tower (NextGen) - interior | Verbal remarks directed at sexual identity | Student | Residential Life | • Incident reported to Residential Life staff by complainant/reporting party - 7/12/22  
• Hall Director met with the respondent to discuss the referral, the impact and steps to move forward  
• Complainant did not want to pursue further action on the matter |
| 7/29/22       | 8/1/22        | Stamford Campus | Verbal remarks directed at race/ethnicity | Student | Stamford Student Services | • Outreach to the complainant to offer support and resources – No response after multiple attempts |
| 8/13/22       | 8/15/22       | Werth Tower (NextGen) - interior | Report of Asian students feeling targeted based on race/ethnicity | Student | Residential Life | • Outreach to the complainants to offer support and resources – 8/16/22  
• Complainants did not want to pursue the matter  
• Impact Circle Held for complainants – 8/19/22  
- No Students attended  
• Residential Life notified the Director of the Asian American Cultural Center (AACC) of the report-8/23/22 |
| 8/18/22       | 8/18/22       | Stamford | Bias/Race Behavior – Email or internet message | Staff | Residential Life | • Stamford Student Services Director met with the respondent to discuss intent vs impact of the social media post -8/19/22 |
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| 8/25/22       | 8/29/22       | Social Media                       | Social Media post targeting race/ethnicity                                      | Community Member         | Dean of Students Office            | • Associate Dean reached out to Director of Asian American Cultural Center and International Scholar and Student Services (ISSS) to offer support for impacted students – 8/29/22  
• Associate Dean attended ISSS sponsored orientation to offer support and review bias incident protocol on 9/8/22  
• Associate Dean attended ISSS coffee hour and Pan Asian Council to offer support and review bias incident reporting |
| 8/27/22       | 9/1/22        | Jorgensen Center for Performing Arts | Verbal remarks directed at race/ethnicity, religion, gender identity/expression and sexual orientation | Student                  | Dean of Students office            | • Associate Dean of Students made outreach to the complainant to offer support and resources 9/6/22  
• Associate Dean of Students met with SUBOG members who planned the event -9/8/22  
• SUBOG members met with students who were upset or offended by the comedian  
• Beyond the complainant other students are not identified so further outreach is not possible |
| 8/31/22       | 9/1/22        | Buckley Hall-Interior              | Vandalism directed at gender/sexual identity                                    | Student                  | Residential Life                   | • Residential Life staff met with complainants to offer support and resources - 9/8/22  
• Complainants did not want to pursue action beyond a community email  
• September 9, 2022, an email + bias newsletter was sent to the community and posted on the bias communications website |
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| 9/4/22        | 9/5/22        | Garrigus Suites-Interior   | Vandalism directed at race/ethnicity identity- Cultural Flag removed from a resident’s door | Student         | Residential Life        | • UCPD identified respondent  
• Residential Life staff met with respondent  
• Flag returned to complainant  
• Residential Life staff met with complainant to offer support and resources |
| 9/5/22        | 9/5/22        | Werth Tower(Next Gen)-Interior | Verbal remarks directed at religious identity         | Student         | Residential Life        | • Residential Life staff met with complainant to offer support and resources -9/12/22 
• Residential Life made outreach to respondent  
• Respondent has not confirmed meeting |
| 9/3/22        | 9/3/22        | Northwest Halls-Interior   | Vandalism directed at race/ethnicity identity – Graffiti on RA Door | Student         | Residential Life        | • Residential Life staff met with complainant to offer support and resources -9/7/22 
• Community message sent to the building and posted on the bias communications page - 9/21/22 |
| 9/6/22        | 9/6/22        | Werth Tower(Next Gen)-Interior  | Comments directed at gender/sexual identity- Sign on residents’ door | Student         | Residential Life        | • Residential Life staff met with complainant to provide resources- 9/7/22 |

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| 9/6/22        | 9/7/22        | Social Media      | Social Media post targeting race/ethnicity | Staff           | Dean of Students Office | • Associate Dean of Students made outreach to the complainant to offer support and resources - 9/7/22  
• Associate Dean of Students made additional outreach to complainant to arrange a meeting- 9/12/22  
• Associate Dean will meet with complainant week of 9/19/22 |
| 9/8/22        | 9/8/22        | Towers Halls-Interior | Verbal remarks directed at race/ethnicity | Student         | Residential Life   | • RA held an impact circle on their floor with residents 9/9/22  
• Hall Director met with the respondent and discussed intent and impact- 9/12/22 |
| 9/5/22        | 9/8/22        | Buckley Hall-Interior | Vandalism directed at gender identity/expression/sexual orientation | Student         | Residential Life   | • Community message sent to the building and posted on the bias communications page - 9/14/22 |
| 8/27/22       | 9/11/22       | UConn Bookstore   | Verbal remarks directed at race/ethnicity | Student         | Dean of Students Office | • Associate Dean of Students made outreach to the complainant to meet with the student to support and resources - 9/12/22  
• Associate Dean of Students made outreach to the Director of the Asian American Cultural Center as complainant indicated they would like support from the Asian American Cultural Center- 9/12/22  
• Waiting to hear from complainant |
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| 7/26/22       | 9/12/22       | Campus-Academic   | Verbal remarks directed at race/ethnicity | Student          | Dean of Students Office | • Associate Dean of Students made outreach to the reporter to remind them of the offer to meet with student to support and resources if/when they wish to be identified - 9/12/22  
• Associate Dean of Students made outreach to OIE to share referral and indicated without names of student or faculty cannot proceed - 9/12/22  
• Unable to proceed- names of individuals impacted not provided in report |
| 9/10/22       | 9/14/22       | Alumni Halls-Interior | Verbal remarks directed at race/ethnicity gender/sexuality | Student          | Residential Life | • Residential Life staff met with respondent to discuss intent and impact of their language- 10/5/22  
• Residential Life staff met with the complainant to offer support and resources- 10/17/22 |
| 9/13/22       | 9/14/22       | Northwest Halls-Interior | Vandalism directed at sexual identity – Comments on white board | Student          | Residential Life | • Community Meeting held to offer an educational forum to discuss the incident 9/27/22  
• Community message sent to the building - 9/29/22  
• Individual student meetings held by Residential Life staff- 9/15/22 |
| 9/15/22       | 9/16/22       | North Campus Halls-Interior | Verbal remarks directed at race/ethnicity | Student          | Residential Life | • Hall Director met with the respondent and discussed intent and impact- 9/28/22  
• Hall Director met with the complainant to provide support and resources- 9/28/22 |
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<td>North Campus Halls-Interior</td>
<td>Verbal remarks directed at race/ethnicity</td>
<td>Student</td>
<td>Residential Life</td>
<td>• Residential Life staff met with the respondent and discussed intent and impact- 9/23/22</td>
</tr>
<tr>
<td>9/16/22</td>
<td>9/16/22</td>
<td>Hilltop Halls-Interior</td>
<td>Vandalism directed at Race/Ethnicity</td>
<td>Student</td>
<td>Residential Life</td>
<td>• Residential Life staff met with the complainant to offer support and resources- 9/21/22</td>
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| 9/2/22        | 9/19/22       | Off Campus - Non-Residential | Verbal Remarks directed at gender/sexuality | Student | Dean of Students Office | • Faith Liaison made outreach to impacted faith communities – 9/21/22  
• Faith Liaison met with faith leaders to discuss the incidents- 9/23/22  
• ODI Staff met with complainants to discuss their concerns and offer support  
• Outreach made to the complainants to schedule a meeting -9/28/22 |
| 9/19/22       | 9/19/22       | North Campus Halls-Interior | Verbal Remarks directed disability | Student | Residential Life | • Residential Life staff met with the complainant to offer support and resources- 9/23/22  
• Residential Life staff met with the respondent to offer support and resources to discuss intent vs impact |
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| 9/19/22       | 9/20/22       | Oak Hall - Classroom | Verbal remarks directed at Gender Expression/Identity | Student | Dean of Students Office | • Complainant is not identified on the referral. Phone number listed on referral called-no answer/mailbox full  
• Referral shared with OIE to review faculty component  
• Referral shared with Provost's Office to review the faculty component |
| 9/21/22       | 9/23/22       | Waterbury Campus-Classroom | Verbal remarks directed at Gender Identity/Expression | Teaching Assistant-Graduate Student | Dean of Students Office | • Associate Dean communicated bias process with Department Head.  
• Graduate School communicating with the Teaching Assistant to provide support |
| 9/21/22       | 10/3/22       | Towers Hall-Interior | Verbal remarks directed at Race/Ethnicity – Unknown Student | Student | Residential Life | • Respondent not identified  
• Residential Life staff offered support and resources to the students present when comments were made |
| 9/24/22       | 9/24/22       | Towers Hall-Interior | Written Comments directed at Sexual Orientation-Vandalism on white board | Student | Residential Life | • Residential Life staff met with impacted students and offered support and resources – 10/6/22  
• Community message sent to the building – 10/12/22 |
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<td>9/28/22</td>
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<td>Towers – Interior Location</td>
<td>Vandalism/Graffiti-Written Slur- Bias directed at gender (Writing on student’s white board)</td>
<td>Student</td>
<td>Residential Life</td>
<td>• Residential Life staff met with impacted students and offered support and resources – 10/6/22</td>
</tr>
</tbody>
</table>
| 10/2/22       | 10/8/22       | Northwest Halls-Interior | Vandalism-Hispanic Heritage Month Bulletin Board                                  | Student         | Residential Life  | • Residential Life staff met with impacted student and offered support and resources – 10/20/22  
|               |               |                       |                                                                                    |                |                   | • Community message sent to the building – 10/27/22                                                                                                   |
| 10/6/22       | 10/6/22       | Alumni Halls-Interior  | Harassment-Bias directed at Race/Ethnicity                                        | Student         | Residential Life  | • Residential Life staff met with impacted student and offered support and resources  
|               |               |                       |                                                                                    |                |                   | • Respondents Identified  
|               |               |                       |                                                                                    |                |                   | • Residential Life staff met with respondents and discussed intent versus impact                                                                   |
| 10/10/22      | 10/11/22      | Towers Halls-Interior  | Bias/Behavior - Offensive verbal comment directed at Socioeconomic status/class/race | Student         | Residential Life  | • Residential Life facilitated a mediation between respondent and complainant- 10/14/22  
|               |               |                       |                                                                                    |                |                   | • Residential Life staff met with respondent to discuss intent versus impact of comments made- 10/18/22                                                                          |
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<td>10/12/22</td>
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<td>Stamford Campus-Interior</td>
<td>Bias- Offensive Visual Representation: Political Poster containing bias directed at race/ethnicity/religion</td>
<td>Staff</td>
<td>Stamford Campus</td>
<td>• Stamford Student Services staff met with the identified student political groups on campus. It was determined that the political marketing was not connected to a student group- 10/18/22</td>
</tr>
</tbody>
</table>
| 10/14/22      | 10/14/22      | Alumni Halls-Interior | Bias directed at gender sexual identity- remarks on a student’s white board | Staff | Residential Life | • Residential Life staff met with residents where remarks were written on white board. Resident of the room admitted to writing the message as a joke- 10/20/18  
• Residential Life staff explained intent versus impact related to the remarks. |
| 10/14/22      | 10/15/22      | Alumni Halls-Interior | Verbal Comments directed at Bias – Gender Identity/Expression Bias - Race Bias - Sexual Orientation | Student | Residential Life | • Residential Life staff met with respondent and discussed intent versus impact of comments made- 10/31/22  
• Residential Life staff met with complainant to provide support and resources – 10/31/22 |
| 10/16/22      | 10/18/22      | North Campus Halls-Exterior | Comments and Actions directed at Race/Ethnicity/Nationality | Student | Residential Life | • Residential Life staff provided support and resources to the complainant  
• Unable to identify the respondent |
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| 10/17/22      | 10/17/22      | Buckley Hall-Interior | Report of a student making harmful comments directed | Student          | Residential Life  | • Residential Life staff facilitated a Community Meeting with impacted students on the floor- 10/21/22  
• Email sent to the community outlining concerns of bias and inviting members of the floor to a meeting on 11/1/22  
• Residential Life staff met with the respondent to discuss concerns, impact and intent- 11/1/22 |
| 10/18/22      | 10/19/22      | Alumni Halls-Interior | Harassment-Bias directed at Race/Ethnicity | Student          | Residential Life  | • Residential Life staff met with impacted student and offered support and resources  
• Respondents Identified  
• Residential Life staff met with respondents and discussed intent versus impact |
| 10/18/22      | 10/18/22      | Alumni Halls-Interior | Harassment-Bias directed at Race/Ethnicity | Student          | Residential Life  | • Residential Life staff met with impacted student and offered support and resources  
• Respondents Identified  
• Residential Life staff met with respondents and discussed intent versus impact |
| 10/20/22      | 10/21/22      | McMahon Hall- Interior | Student reported verbal remarks directed at race/ethnicity | Student          | Residential Life  | • Residential Life staff made outreach to complainant – 10/21/22  
• Complainant reported that the incident was a misunderstanding- no bias language was used- 10/23/22 |
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| 10/24/22      | 10/24/22      | Classroom         | Report of inappropriate language being used by a faculty member | Community Member | Office of Institutional Equity | • Unable to identify Complainant  
• Referred to Office of Institutional Equity |
| 10/27/22      | 10/28/22      | Stamford Residence Hall- Interior | Verbal remarks directed at sexual orientation/identity | Student | Stamford Student Services | • Stamford Student Services staff met with complainant to provide support/resources- 10/31/22 |
| 10/27/22      | 10/28/22      | Alumni Halls-Interior | Verbal remarks directed at sexual orientation/identity | Student | Residential Life | • Support provided to Complainant by Residential Life staff  
• Mutual conversation between respondent and complainant resulted in increased awareness. |
| 10/27/22      | 10/30/22      | Shippee Hall-Interior | Report of a student making comments directed at Ethnicity, Gender, Nationality/immigration status, Race, Sexual orientation, Socioeconomic status/class | Student | Residential Life | • Support provided to complainant by Residential Life staff  
• Residential Life staff met with respondent and discussed intent versus impact. 11/10/22 |
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| 10/30/22      | 10/30/22      | Alumni Halls – Interior | Vandalism directed at gender identity-LGBTQIA+ bulletin board torn down | RA Staff        | Residential Life   | • Hall Director sent email to the community outlining concerns of bias and inviting members of the floor to a meeting on - 12/1/22  
• Hall Director identified respondent and discussed intent versus impact of their actions. Respondent indicated that the vandalism was random and not because of bias-11/15/22  
• Hall Director provided support to the complainant - 11/16/22 |
| 10/31/22      | 10/31/22      | Shippee Hall-Interior  | Verbal remarks directed at race – Roommate Conflict | Student         | Residential Life   | • Hall Director met with the complainant to provide support and resources 11/4/22 |
| 8/28/22       | 11/1/22       | Pharmacy/Biology Building | Verbal remarks directed at disability | Student         | Dean of Students Office | • Dean of Students Office providing support to the complainant  
• OIE Investigating                                      |
| 10/25/22      | 11/1/22       | Monteith Building     | Verbal remarks directed at Nationality/Immigration Status | Student         | Dean of Students Office | • Dean of Students Office providing support to the complainant  
• OIE Investigating                                      |
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| 11/1/22       | 11/1/22       | Stamford Campus Residence Hall | Roommate conflict involving race/ethnicity | Student | Stamford Student Services | • Outreach made to complainant by Student Services Staff. No response from student  
• Unable to proceed with investigation |
| 10/28/22      | 11/1/22       | Werth Tower (NextGen)-Interior | Verbal remarks directed at race/ethnicity | Student | Residential Life | • Residence Hall Staff met with respondents to discuss use of the language being used. Intent versus impact had with both respondents |
| 11/3/22       | 11/4/22       | Off Campus Non-Residential (online) | Cyberbullying a student directed at race, sexual orientation, and gender | Student | Dean of Students Office | • Respondent identified as a Non-UConn student  
• Associate Dean of Students made outreach made to complainant to offer support and resources- 12/12/22 |
| 11/6/22       | 11/7/22       | Buckley Hall-Interior | Offensive poster targeting a student- Bias directed at Gender Identity, Race, Appearance | Staff | Residential Life | • Outreach made to respondent -11/29/22 (No Response)  
• Outreach made to respondent – 12/12/22 |
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| 11/5/22       | 11/7/22       | North Campus Halls-Interior | Written comments on a whiteboard directed at gender/sexual identity | Staff | Residential Life | • Residence Life staff met with both roommates. Neither felt targeted or knew who wrote on their whiteboard. Support and resources provided to both students – 12/8/22
• No respondent identified |
| 11/4/22       | 11/4/22       | Classroom/Academic | Student reported mistreatment by faculty member based on Nationality/Immigration Status | Student | Dean of Students Office | • Assistant Dean made outreach to Complainant - 11/11/22
• No response from complainant
• Unable to proceed |
| 10/25/22      | 11/3/22       | Classroom/Academic | Student reported mistreatment by faculty member based on Nationality/Immigration Status | Student | Dean of Students Office | • Assistant Dean met with Complainant 11/1/22
• Assistant Dean made additional outreach to student |
| 11/10/22      | 11/10/22      | Off Campus Non-Residential (online) | Social Media post negatively depicting religion/spirituality | Student | Dean of Students Office | • Assistant Dean made outreach to Complainant 11/15/22
• No response from complainant.
• Unable to identify respondent
• Unable to proceed |
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<th>Incident Summary</th>
<th>Reporting party</th>
<th>Responding Office</th>
<th>University Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/13/22</td>
<td>11/13/22</td>
<td>North Campus Halls-Interior</td>
<td>Vandalism/ Behavior directed at Race/Ethnicity</td>
<td>Student</td>
<td>Residential Life</td>
<td>• Residence Life staff met with all students involved. It was determined that the behavior/actions were not motivated by bias.</td>
</tr>
</tbody>
</table>
| 11/14/22      | 11/14/22      | Stamford Campus-Interior | Flier misrepresenting a politically based Student Organization | Student | Stamford Student Services | • Student Services staff met with members of the student organization represented on the flier 11/16/22  
• Student organization members denounced the flier and stated it was not produced by their organization |
| 11/14/22      | 11/14/22      | Northwest Halls-Interior | Student reported being mocked relative to Covid-Bias directed at Race/Ethnicity | Student | Residential Life | • Residence Life staff met with all students involved in the referral. There was indication that the actions were motivated by bias 11/28/22  
• Community Email sent to all floor residents emphasizing quiet hours and mutual respect in the living environment – 11/29/22 |
| 11/17/22      | 11/18/22      | Classroom/Academic | Offensive classroom comment directed at socioeconomic status/class/race/ethnicity | Student | Dean of Students Office | • Assistant Dean met with complainant to offer support and resources 11/1/22  
• Assistant Dean emailed complainant with additional resources 11/11/12  
• OIE Investigating |
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.

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| 11/16/22      | 11/22/22      | On Campus-Non-Residential | Student reported a vehicle with two unknown occupants made offensive actions and verbal comment directed at gender identity | Student | Dean of Students Office | - UConn Police investigating  
- Dean of Students making outreach to complainant |
| 11/23/22      | 11/23/22      | Northwood Apartments-Interior | Offensive Verbal comment directed at Race/Ethnicity | Student | Residential Life | - Residential Life staff met with the two students involved to discuss intent and impact of the language used. |
| 11/14/22      | 11/14/22      | Buckley Hall-Interior | Students wearing middle eastern clothing in the residence hall | Staff | Residential Life | - Residence Life staff met with all students involved. It was determined that the student wearing the clothing has middle eastern heritage- 12/5/22  
- No indication that the actions were motivated by bias |
| 12/1/22       | 12/1/22       | Alumni Halls-Interior | Bias directed at gender identity - Offensive language/actions directed at LGBTQ+ Community | Student | Residential Life | - Residence Life staff made outreach to respondents- 12.6.22  
- No response from students |
Report of Bias Incidents Summary – 2022-2023 Academic Year
December 9, 2022

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.

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| 12/2/22       | 12/2/22       | Academic / Classroom (Storrs)               | Verbal comments directed at Gender Identity            | Faculty         | Dean of Students Office                | • OIE provided support and resources to complainant - 12/5/22  
• Associate Dean of Students met with complainant to review the referral and process - 12/8/22  
• Associate Dean of Students met with respondents to discuss intent versus impact + Harm Reduction -12/9/22 |
| 9/23/22       | 12/6/22       | Off Campus-Non-Residential – Text Message   | Bias-Physical Appearance                               | Student         | Dean of Students Office                | • Pending Updates    |
| 12/8/22       | 12/8/22       | Buckley Hall – Interior                     | Derogatory verbal comments directed at Race/Ethnicity  | Student         | Residential Life                       | • Pending Updates    |
| 12/9/22       | 12/10/22      | Hilltop Apartments-Interior                 | Derogatory verbal comments directed at Race/Ethnicity  | Student         | Residential Life                       | • No respondent identified  
• Outreach and Support to complainant - 12/12/22 |