

## BIAS INCIDENT ACADEMIC YEAR REPORT FOR 2021-2022

This log is a summary of reported incidents to the Bias Response Coordinator (BRC) from August 2021 through July 2022. Incidents summarized on this log are situations where reported harm has been caused in the campus community and may, in some cases, include legally protected speech. The BRC works to respond within 48 hours to harmed parties, makes appropriate referrals to campus processes/resources, and coordinates proactive and restorative education with involved parties. This data is purposefully general and designed to protect the privacy of individuals involved. Questions about the content of this Bias Incident Log may be sent to Dena Salerno, salerno@susqu.edu.

Incident Date	Bias Category	Method of Expression of Bias	Location of Incident	Summary of Response Actions
8/17/2021	Other	university online platform	application process	Respondent known. Referred to HR for appropriate personnel follow-up.
8/24/2021	Religion	written	Sassafrass	Respondent known. BRC met with complainant to discuss free speech issues and ways to respond to vaccination status.
8/26/2021	Gender Identity	graffitti	Reed Hall	Respondent unknown. Graffiti removed, no response from complainant.
8/29/2021	Gender	graffitti	Smith Hall	Respondent unknown. Graffiti removed, no response from complainant.
8/30/2021	Gender Identity	written	Email Communication	Respondents known. BRC met with employee and referred to CIDO for follow-up and intervention with other staff.
8/31/2021	Gender	graffitti	Smith Hall	Respondent unknown. Referred to Res Life for community standards meeting. Whiteboard was erased.
9/2/2021	Sexual Orientation and Race	verbal	North Hall	Respondent known (non SU member). Referred to Campus Safety, increase patrols, no trespass issued, no contact order issued, student relocated.

9/4/2021	Race	verbal	Off campus, student hometown	Respondent known (non SU member). BRC met with complainant to offer support and resources. Campus Safety offered no trespass but complainant refused.
9/7/2021	Sexual Orientation	verbal	campus	Respondent known. BRC met with complainant and respondent for mediation. Res Life initiated room change.
9/8/2021	Race	verbal	Degenstein Campus Center	Respondent known. Referred to CIDO, appropriate personnel action taken to include training on racist language in the workplace.
9/8/2021	Race	verbal	Sassafrass	Respondents unknown. BRC met with complainant and referred to Campus Safety and CAPS. BRC and campus safety composed letter to the community soliciting more information.
9/8/2021	Race	verbal	West Village	Respondent known. BRC with complainant to discuss ally behavior and ways to express disagreement/strategies for intervention of bias.
9/12/2021	Disability (Mental or Physical)	written	Smith Hall	Respondent unknown. Slur erased from whiteboard and RA followed up with resident.
9/19/2021	Race	verbal	University Ave (Greek Life Housing)	Respondents unknown. BRC met with complainants and referred to Campus Safety for follow-up.
9/22/2021	Gender Identity	attempted unwelcome entry	Smith Hall	Respondents unknown. Referred to Campus Safety for follow-up.
9/26/2021	Race	graffitti	Residence Hall	Respondents unknown. "N" word removed from whiteboards. BRC met with complainant. BRC met with Facilities and Res Life to address via hall meeting on the use of white boards/hate speech and sanctions.

9/28/2021	Race	campus facilities	University Ave (Greek Life Housing)	Respondents are known. BRC met with students to understand complaints/perceptions of surveillance. Facilities repositioned cameras away from front porches.
9/29/2021	Sexual Orientation	graffitti	Aikens Hall	Respondent unknown. Whiteboard erased. FYI only.
10/4/2021	Other	verbal	none	Respondent known, complainant anonymous. Referred to President's Office and University Communications.
10/10/2021	Race	verbal	West Village	Respondent known. BRC met with students and families, referred to Campus Safety for investigation-unfounded. Students relocated and information on implicit bias was provided.
10/26/2021	Race	verbal	classroom	Respondent known. BRC met with complainant and offered mediation or shuttle diplomacy. Complainant wanted FYI only. Referred to CAPS and CDI for support.
10/27/2021	Race	verbal	classroom	Respondent known. BRC met with respondent and department chair to convey student concerns and offer suggestions for resolution. BRC followed up with students.
11/15/2021	Religion	graffitti	Smith Hall	Respondent unknown. Facilities painted over misdrawn swastikas. Referred to Campus Safety for investigation.
12/4/2021	Race	verbal	On Campus	Respondent unknown. No response from off-campus complainant.
1/28/2022	Gender	graffitti	Reed Hall	Respondent unknown. BRC offered support and resources. Referred to Title IX coordinator for potential investigation. Letter drafted to the residence hall.

1/31/2022	Race	verbal	campus - unknown	Respondent is known. BRC met with respondent and coordinator for Greek Life. Restorative Justice including public apology and educational event. Referred to VP for Student Life.
2/4/2022	Sexual Orientation	torn posters	Reed Hall	Respondents unknown. Replaced posters and CDI met with Res Life to suggest hall meeting ideas. CDI provided "a bias incident occurred here" poster.
2/14/2022	Other	graffitti	Sassafrass	Respondent is unknown. Referred to Campus Safety - unfounded.
2/17/2022	Race	verbal	campus	Respondent is known. BRC met with complainant to offer mediation/shuttle diplomacy. Complainant refused. Room reassignment was initiated. BRC followed up with departments to review possible implicit bias and processes.
2/20/2022	Sexual Orientation	torn posters	Aikens Hall	Respondent unknown. Same sex posters put back up, FYI only.
4/22/2022	Disability (Mental or Physical)	verbal	campus	Respondent known. BRC with complainant but no formal action is desired. BRC met with club advisor who intervened with the team. BRC will provide team mediation in the fall as per exec board's request.
5/1/2022	Sexual Orientation	verbal	classroom	Respondent known. Complainant cancelled meeting with BRC, worked through complaint with professor.
5/6/2022	Gender Identity & Sexual Orientation	graffitti	Smith Hall	Respondent unknown. Referral to Title IX coordinator who reached out to complainant with no reply. CDI, Title IX, Res Life will draft a fall plan to address the culture in Smith.
5/6/2022	Race	Written	Smith Hall	Respondent known. BRC met with complainant and respondent separately in shuttle diplomacy. Respondent offered apology. Res Life student staff will engage in implicit bias training in the fall

5/10/2022	Other	verbal	Sassafrass	Respondent known. Student dropped the complaint.
6/8/2022	Gender Identity	multiple	campus wide	Respondents unknown. BRC met with complainant to hear concerns over systemic/campus wide discrimination around gender identity and expression. BRC shared concerns with VP for Student Life and Inclusive Excellence Team. BRC will convene task force in the fall to examine concerns