Reported Incidents of Bias

A bias incident is any conduct, speech, or expression, motivated in whole or in part by bias or prejudice that is meant to intimidate, demean, mock, degrade, marginalize, or threaten individuals or groups based on that individual or group’s actual or perceived identities.

282 Total Number of Bias Reports Received FY2019-2020

168 Total Number of Bias Reports Received Fall 2019 Semester (8/29/19-12/20/19)

46* Total Number of Bias Reports Received Spring 2020 Semester (1/21/20-5/15/20)

*CSU moved to online instruction starting March 25, 2020


<table>
<thead>
<tr>
<th>Month</th>
<th>July 19</th>
<th>Aug 19</th>
<th>Sept 19</th>
<th>Oct 19</th>
<th>Nov 19</th>
<th>Dec 19</th>
<th>Jan 20</th>
<th>Feb 20</th>
<th>Mar 20</th>
<th>April 20</th>
<th>May 20</th>
<th>June 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Incidents</td>
<td>10</td>
<td>16</td>
<td>90</td>
<td>34</td>
<td>21</td>
<td>20</td>
<td>10</td>
<td>18</td>
<td>9</td>
<td>11</td>
<td>6</td>
<td>37</td>
</tr>
</tbody>
</table>

Reported by:

- Staff: 12, 4%
- Student: 36, 13%
- Anonymous: 38, 13%
- University Housing: 73, 26%
- Not affiliated: 108, 38%
- Faculty: 5, 2%
- Law Enforcement: 10, 4%

Reporting Method:

- Web from: 137, 47%
- Email/notice from campus partner: 148, 50%
- Law Enforcement: 3, 1%
- Phone: 5, 2%
One incident may contain more than one type of bias

**Bias Delivery**

Bias Delivery encompasses how the bias was presented in the report.

- **Online/social media** includes incidents that used Facebook, Twitter, Instagram, Snapchat, online messaging platforms, dating apps, and more.
- **Graffiti/vandalism** includes destruction to property such as drawings, writing, or carvings, or damage to posters or boards.
- **Speech** is a broad term that includes not only verbal speech, but written speech including emails.
- **Physical attack** is defined as physical harm done to a person based on biases.

**removed cases classified as "Not Bias" and "Indeterminate" (18)**
Bias Location
Bias location indicates where the incident took place. Employee spaces can be emails or offices.

- **Sporting events** are Division I and club level sporting events.
- **Academic spaces** are classrooms, online learning environments, labs, advising, academic committees.
- **Online/social media** includes incidents that took place on Facebook, Twitter, Instagram, Snapchat, online messaging platforms, dating apps, and more.
- **Off Campus** includes incidents that took place outside of University grounds.
- **Residential Spaces** includes incidents that take place in residence halls, on-campus apartments, and dining halls.
- **Student Services** encompasses incidents taking place at the LSC, the Plaza, the Student Rec Center, non-academic settings, and clubs and organizations.
- **Special Events** includes guest speakers, banquets, demonstrations, or non-athletic university events.

<table>
<thead>
<tr>
<th>Bias Location</th>
<th>Number of Reports</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Services</td>
<td>32</td>
</tr>
<tr>
<td>Employee Spaces</td>
<td>20</td>
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<tr>
<td>Residential Spaces</td>
<td>108</td>
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<tr>
<td>Sporting Events</td>
<td>2</td>
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<tr>
<td>Academic Spaces</td>
<td>44</td>
</tr>
<tr>
<td>Online/Social Media</td>
<td>43</td>
</tr>
<tr>
<td>Off Campus</td>
<td>7</td>
</tr>
<tr>
<td>Special Events</td>
<td>8</td>
</tr>
</tbody>
</table>

***removed cases classified as “Not Bias” and “Indeterminate” (18)