



Incidents of Hate and Bias

2019-2020 Report

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.

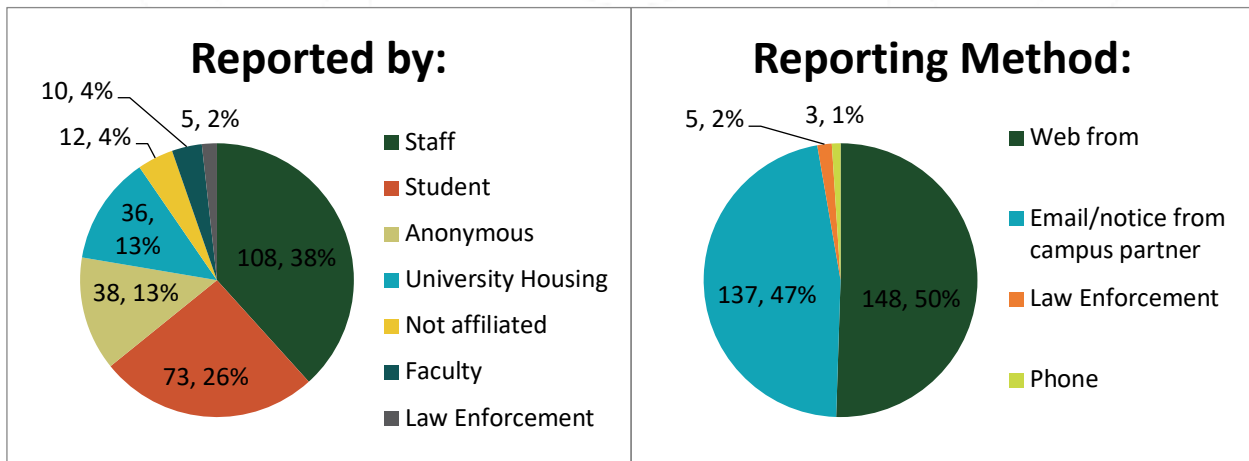
282  **Total Number of Bias Reports Received FY2019-2020**

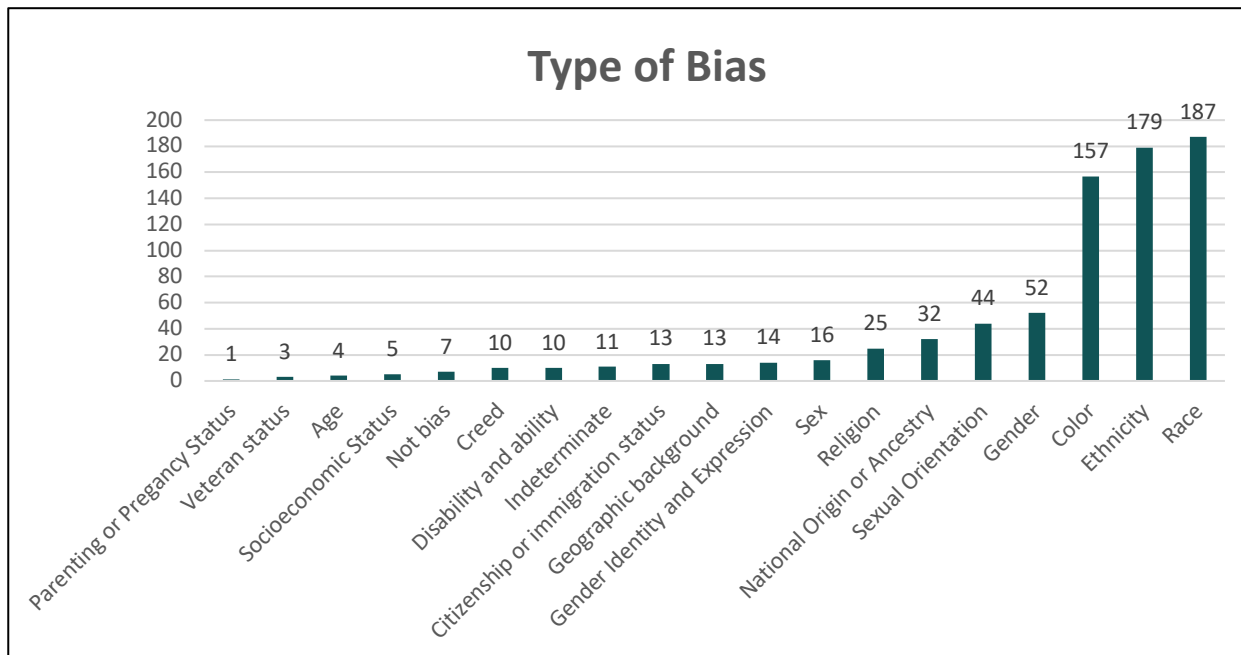


*CSU moved to online instruction starting March 25, 2020

Monthly Report Numbers FY2019-2020

Month	July 19	Aug 19	Sept 19	Oct 19	Nov 19	Dec 19	Jan 20	Feb 20	Mar 20	April 20	May 20	June 20
Number of Incidents	10	16	90	34	21	20	10	18	9	11	6	37



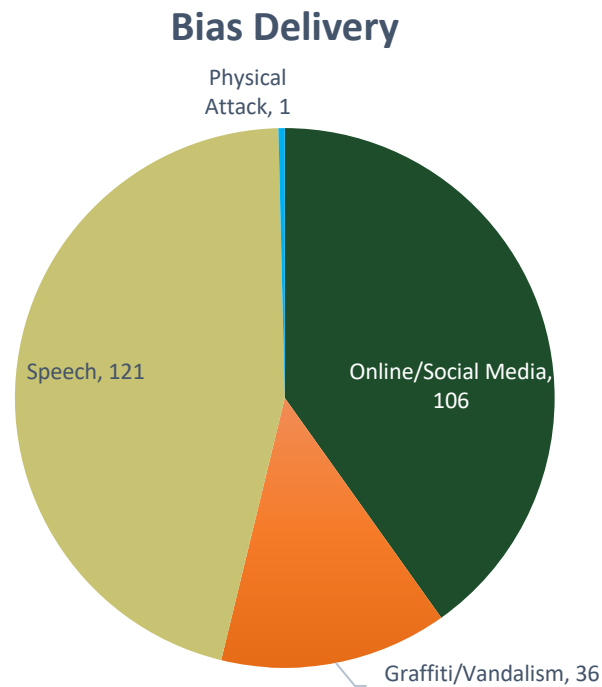


**One incident may contain more than one type of bias

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.

Bias Location	Number of Reports
Student Services	32
Employee Spaces	20
Residential Spaces	108
Sporting Events	2
Academic Spaces	44
Online/Social Media	43
Off Campus	7
Special Events	8

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