Incidents of Hate and Bias

2020-2021 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.

Total Number of Bias Reports Received
2020-2021 (5/18/2020-5/16/2021)

This number represents the total reports submitted to the Bias Reporting System. One incident of bias may be reported several times.

<table>
<thead>
<tr>
<th>Month</th>
<th>May 20</th>
<th>June 20</th>
<th>July 20</th>
<th>Aug 20</th>
<th>Sept 20</th>
<th>Oct 20</th>
<th>Nov 20</th>
<th>Dec 20</th>
<th>Jan 21</th>
<th>Feb 21</th>
<th>Mar 21</th>
<th>April 21</th>
<th>May 21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Incidents</td>
<td>6</td>
<td>37</td>
<td>15</td>
<td>12</td>
<td>17</td>
<td>21</td>
<td>16</td>
<td>6</td>
<td>18</td>
<td>14</td>
<td>37</td>
<td>17</td>
<td>6</td>
</tr>
</tbody>
</table>

Reported by:
- Staff
- Student
- Anonymous
- University Housing
- Not affiliated
- Student Resolution Center
- Faculty
- Other

Reporting Method:
- Web from
- Email/notice from campus partner
- Law Enforcement
- Other
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.

Cases classified as “Not Bias” and “Indeterminate” (20) are not included in this chart.
Bias Location

Bias location indicates where the incident took place.

- **Employee spaces** can include 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>Academic Spaces</td>
<td>17</td>
</tr>
<tr>
<td>Employee Spaces</td>
<td>7</td>
</tr>
<tr>
<td>Off Campus</td>
<td>18</td>
</tr>
<tr>
<td>Online/Social Media</td>
<td>112</td>
</tr>
<tr>
<td>Residential Spaces</td>
<td>24</td>
</tr>
<tr>
<td>Special Events</td>
<td>5</td>
</tr>
<tr>
<td>Sporting Events</td>
<td>1</td>
</tr>
<tr>
<td>Student Services</td>
<td>13</td>
</tr>
</tbody>
</table>

*Cases classified as “Not Bias” and “Indeterminate” (20) are not included in this chart*