

The College: 2018-2020 Bias Related Incident Report

The College of Arts, Sciences & Engineering at the University of Rochester—is committed to a safe, open, and respectful campus, where every member is valued and welcomed. This is the College’s second public report on bias-related incidents since the reporting system launched in 2016. It covers data from 2018-2020. For information on the first report, please refer to [The College: 2016-2018 bias-related incident report](#).

A bias-related incident refers to a behavior or act—verbal, written, or physical—that is personally directed against or targets an individual or group based on perceived or actual characteristics such as race, color, religious belief, sex, marital status, sexual orientation, gender identity or expression, national or ethnic origin, disability, veteran status, or age.

The online reporting system allows members of the University of Rochester an avenue to document perceived or actual bias-related incidents occurring at the College. This system enables the College to track incidents, refer them to the appropriate authorities, coordinate a response, and communicate with others when appropriate.

Response Team’s Role

The bias-related incident response team, which includes the Dean of the College, Dean for Diversity, Dean of Students, Assistant Dean and Director of the Office of Minority Student Affairs, and the Director of the Paul J. Burgett Intercultural Center play a vital role in fostering an inclusive, welcoming, and equitable climate in the College and for supporting individuals when bias incidents occur.

When it is determined that an incident has the potential to disrupt the college community in a significant way, the bias-related incident response team is responsible for making an immediate determination about the incident, reaching out to others, and formulating a response. Regular updates are provided to members of the [College Diversity Roundtable](#).

What happens when a report is submitted?

STEP 1: Report Submitted

When a bias-related incident is submitted via our [online form](#), this activates the reporting system. Anyone from our campus community may submit a report. This report is triaged to the appropriate offices for review and response. For example, the University's Office of Equity and Inclusion is contacted for the following incidents:

- Title IX Office - report involves sexual misconduct
- Equal Opportunity Investigators - report involves a university employee

STEP 2: Confidentiality

When the reports are sent to the Paul J. Burgett Intercultural Center for review and response, they are received by:

Dr. Jessica Guzman-Rea
Director, Paul J. Burgett Intercultural Center
jessica.guzman-rea@rochester.edu
585-275-5678

Your confidentiality and trust are very important to us! We will make every effort to respect your privacy. Please be aware, however, in certain circumstances involving safety or criminal action, we may not be able to guarantee anonymity.

The reporter may include their contact information for follow up or the report may be submitted anonymously. Every effort is made to contact and meet with the reporter (if noted) and then every effort is made to reach out to the person(s) involved and named in the report as conducting the harm.

Step 3: Report Review

After the initial review, the Bias-Related Incident Response Team is contacted and assists in determining if the report is actionable.

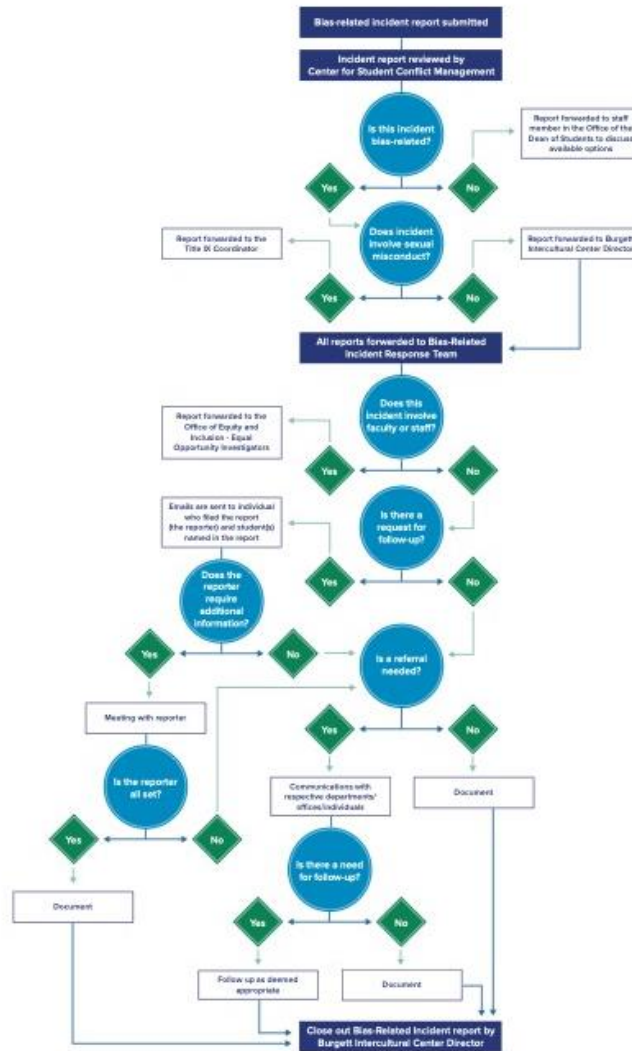
If no action is possible or warranted, the report is documented for the purposes of assessing campus climate and culture. If the incident is actionable, then the report is forwarded to the necessary stakeholders or departments to respond appropriately to the incident.

STEP 4: Actions Taken

Every incident is different and may require various approaches. For example, if the person involved is unknown - such as in the case of graffiti, the Department of Public Safety is notified to document the incident and to open an investigative case. University Facilities and Services is then notified to assist in removing the graffiti from the location. Other incidents may require restorative conversations or a supportive planning agreement to hold the person who conducted the harm accountable.

Flow Chart

What Happens to My Bias-Related Incident Report?



Summary Data

The data contained in this document refers to reports submitted via the online Bias-Related Incident Reporting System. The following data provides an overview of the reports submitted from 2018-2020.

How many reports were submitted?

Bias-Related Incident Reports	Unique Incidents*	Reports Submitted
2019–2020 Academic Year	84	364
2018–2019 Academic Year	53	124
Total # of Reports Submitted	137	488

*Unique incidents may include more than one report submitted.

Who submitted the reports?

Reporter	2019-2020	2018-2019	Total
Anonymous	221	47	268
Undergraduate Student	114	56	170
Staff	15	13	28
Graduate Student	9	3	12
Community Member/Alumni	2	4	6
Faculty/Administrator	3	1	4
Total # of Reports Submitted	364	124	388

Who is the respondent in the reports?

Respondent*	2019-2020	2018-2019	Total
Undergraduate Student(s)	35	24	59
Unknown	14	17	31
Faculty	12	9	21
Staff	7	2	9
Graduate Student(s)	6	1	7
University Employee (bus driver; dining)	4	0	4
Other (prospective student; landlord)	3	0	3
Total # of Unique Incidents	84	53	137

*Respondents may occupy different University campus roles. This chart indicates the role while in performance of their responsibilities.

What types of bias are alleged in these reports?

Types of Bias*	2019-2020	2018-2019	Total
Race/Ethnicity	32	19	51
Religion/Creed	8	11	19
National Origin	17	2	19
LGBTQ Identity	8	9	17
Disability	5	8	13
Other**	9	2	11
Gender	3	1	4
Age	0	1	1
Retaliation	2	0	2
Total # of Unique Incidents	84	53	137

*Individual reports that were submitted may have indicated more than one type of bias. The primary type of bias was chosen for reporting purposes.

** Other types of bias include items where there wasn't a clear motivation for the bias, community concern, or graffiti.

Where do these bias-related incidents occur?

Location of Incident	2019-2020	2018-2019	Total
Digital Land (emails, texts, etc.)	27	8	35
Academic Building	17	8	25
Student Life Space	10	10	20
Residential Housing	8	12	20
Other–Not Listed	3	10	13
River Campus Libraries	7	1	8
Off Campus	4	1	5
Dining Halls	4	1	5
Painted Tunnel	2	0	2
Walkways and Roads	1	1	2
Medical Center	1	1	2
Total # of Unique Incidents	84	53	137

2018-2019 ACTIONS TAKEN

What happened with these bias-related incident reports once they were submitted? Some examples of these Bias-Related Incident Reports from the 2018-2019 academic year include, but are not limited to:

59 reports submitted for posters titled “Bus Rider Etiquette” that were discovered on a university shuttle bus. These posters were offensive and hurtful towards our Chinese students and members of our community. There were several email messages sent to our university community condemning these actions and noting that they were not official University statements from the Department of Transportation and Parking Management. Following an investigation by the Department of Public Safety, the individual responsible for creating these posters was identified and removed from all University bus routes. Communication about the follow up of this incident was also sent out to our campus community.

3 reports submitted for Anti-Semitic faxes that were sent to four different academic departments on the River Campus. As a result, the Department of Public Safety worked closely with the Federal Bureau of Investigation in locating the person involved.

4 reports submitted for “Identity Evropa” business cards that were found on campus. These cards were removed for inappropriate posting policies. Other reports mentioned not feeling safe with

the additional local news coverage on the inappropriate posting policies on local bulletin boards in neighboring towns.

6 reports submitted for Swastikas found on the River Campus and at the Eastman School of Music. On one occasion, an individual was found responsible. Follow up with the individual regarding this incident occurred via the Center for Student Conflict Management. All incidents were investigated and documented by the Department of Public Safety and swiftly removed by University Facilities and Services.

2019-2020 ACTIONS TAKEN

Some examples of the Bias-Related Incident Reports from the 2019-2020 academic year include, but are not limited to:

10 reports submitted for a Racist N-Word Graffiti in a Residential Hall Bathroom. In response, the Resident Director sent an email and called for a mandatory all hall meeting. The Bias-Related Incident Response Team sent an email to all ASE undergraduates, staff, and faculty regarding the incident. Communication was also sent out about participation in two restorative conversations - one including facilities employees that were involved in the incident. The topic was discussed at a College Diversity Roundtable (CDR) meeting which Public Safety Officers attended to update the group regarding the process and outcomes of the open investigation.

7 reports submitted for Tibet Dialogue Event Notification. Meeting held with staff to discuss the logistics of the upcoming events sponsored by the College Republicans. As a follow up, the advisors of the College Republicans and Chinese Students Association (CSA) asked if members of the Executive Boards could meet with each other to discuss the upcoming event, which they did. CSA President presented to members of the CDR to discuss the upcoming event and why it was a concern for students.

42 reports submitted in response to the Tibet Dialogue: Democracy in Exile and the Future of Tibet Event and related to Tibetan monks in Starbucks. Members of a group not affiliated with CSA called the "Tibet Event Group" presented a document to share their side of the issues during the Questions & Answer portion of the event sponsored by the College Republicans. Conducted numerous meetings with folks impacted or named in the bias-related incident reports and held a restorative circle with the executive board members from CSA and the College Republicans. In response, a Civil Discourse Workshop hosted by the Office of the Dean of Students was conducted and a restorative conversation was held for folks impacted by these incidents.

40 reports submitted for Painted Tunnel Exchanges. Different groups of students, including undergraduate and graduate students painted messages within the tunnel. Other students found these statements offensive and painted over them. Numerous meetings were held with students impacted by these paintings. None of the paintings violated our painting guidelines and therefore were not removed.

163 reports submitted for the Hands Up Don't Shoot Image Mockery that was posted on social media. In response, a One Community Dialogue on Race was held and garnered over 220

University of Rochester students, alums, faculty, staff, and administrators who wanted to examine the impact of this incident on the campus community. Participants generated ideas about how our community should best respond to heal. Participants at this dialogue were asked to respond to the following questions: 1. What do I need to heal? And 2. What would I like to see happen? In response to these questions, participants stated that they would like to see the two students involved attend mandatory education on racism, resulting in a supportive planning agreement.

Next Steps

The bias-related incident reporting system has been a good platform to submit reports as well as review and respond to bias incidents in real time. We have been able to collect data and be more transparent by producing this report summary for the 2018-2020 academic years. We have made sure to include clear examples of incidents that occurred on campus, how we responded to them, and outcomes if appropriate.

However, we have heard from our students that in an effort for us to live our Meliora Values and to create a safe and equitable campus community, we must make structural change and take a clear stance as an anti-racist institution where the safety of our Black students is prioritized. By focusing on addressing issues of racism, moving away from a generalized diversity and inclusion umbrella, we would be better able to educate and challenge the everyday racism that our Black students face.

To help accomplish this goal, the Bias-Related Incident Response Team commits to the following items:

- Updating the main website
- To include clear instructions on how to submit a report, what happens when a report is submitted, resources and supports for the reporter/persons harmed, and possible outcomes and educational opportunities for the respondent
- Provide updated resources, trainings, and workshops for folks who want to learn how to be an active bystander, practice good allyship, and take responsibility by educating themselves on issues pertaining to race, intercultural communication, and cultural humility
- Continue to offer One Community dialogues, conversations about race, and on-going restorative conversations for our campus community to confront racial disparities and discrimination
- Create academic and educational opportunities for learning, which may include speakers from the Greater Rochester community.
- Better on-boarding and marketing of the bias-related incident reporting system to all members of our campus community, so they can be made aware of the resource and utilize it
- Increase in the communication, transparency, and response rate to incidents of racism on campus

Lastly, we will hold more frequent College Diversity Roundtable discussions that are better advertised to engage our campus community and discuss and respond to current bias-related incidents.