

# BIAS REPORTS

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 John Carroll  
UNIVERSITY

Fall 2018

A review committee of students, faculty and staff convened this semester to conduct a review of the Bias Incident Reporting System at John Carroll, evaluating the current process, reviewing suggestions received during the 2017-18 academic year, and benchmarking reporting practices at similar institutions. This review is one step towards meeting Goal 1, Objective B of the 2018-2020 [Strategic Plan for Inclusive Excellence](#) to “enhance and coordinate a consistent institutional response to all discrimination complaints.”

As a result of this review, this November the Diversity, Equity and Inclusion Committee has adopted the following changes to the Bias Incident Reporting System:

- The institutional definition of “Bias” has been changed in order to be more consistent with the University’s non-discrimination statement.
- Examples of bias-related incidents are now provided online.
- Based on our benchmarking, the reporting process has been simplified.
- The Title IX Coordinator and the Director of Residence Life have been added to the Bias Response Team.
- The process of responding to reports has been clarified. The Bias Response Team reviews each reported incident to determine appropriate next steps. The goal is to ensure that everyone who submits a bias report receives a response and support, even if the incident described does not fit the definition of bias.

We are currently exploring the creation of a mechanism for the Bias Response Team to formulate and internally vet communications designed to respond publicly to the campus community when noteworthy bias incidents occur, without disclosing the identities of the parties involved.

We hope that this fall 2018 report continues to illuminate and improve the transparency of our processes for investigating and responding to acts of bias on this campus within our community’s culture of care. For more details about the Bias Reporting System, procedures, recent changes, and the bias response team, please visit [sites.jcu.edu/bias](http://sites.jcu.edu/bias).

## Narrative summary of reports, by type, and their resolutions

Fall 2018

### GRAFFITI, VANDALISM and SIGNAGE

- 7 reports received of graffiti of an offensive sexual nature defacing doors, bulletin boards or other property in the residence halls. In one case the graffiti also contained offensive racial language; in another, misogynistic slurs. In all cases graffiti was removed immediately by staff. Follow-up discussions held in person with residents to discuss issues in 2 of these cases; in others, email communication sent to building residents to address the incident.
- Poster advocating LGBTQ+ inclusion, among others advocating similar views, removed from a residence hall bulletin board. Follow-up discussion held with residents.
- Graffiti of an offensive homophobic nature reported written on a white board in a residence hall. Email communication sent to building residents to address issue.
- Images of an offensive sexual nature reported drawn in the snow on the quad. Images removed by reporting party.
- Staff member reported that a campus program advertised participation for 'girls' and 'guys'; concern that some students identify as non-binary and would receive the message they were not welcome to participate. Staff followed up with an educational conversation.

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# BIAS REPORTS

## Bias Reporting System Data, Summer-Fall 2018<sup>1</sup> John Carroll University

### Reports and actual incidents, by month<sup>2</sup>

	Reports	Actual bias incidents
May	2	1
June	2	2
July	1	1
August	12	11
September	8	5
October	9	7
November	5	5
December	4	3
<b>TOTAL</b>	<b>43</b>	<b>35</b>

### Alleged offender's role on campus

Student	28
Faculty Member	10
Staff Member	3
Contractor	1
Alumnus/Alumna	2

### Type of incident reported

Graffiti/vandalism/signage	12
Classroom incident	10
Verbal slur	5
Written remarks	7
Group behavior	4
Profiling	2
Overheard remark	1
Structural bias	1

### Reporting party's role on campus

Students	32
Staff (including RA's)	7
Faculty	4

### Types of reports filed

Identified Reports	29
Anonymous Reports	7
Private Reports	7

### Apparent basis for bias exhibited<sup>3</sup>

Sex/gender	21
Race/ethnicity	10
Disability	4
Sexual Orientation	8
Religion	1
Age	1
Not bias	5

### Institutional response<sup>4</sup>

Consciousness-Raising	10
Removal of offensive material	1
Educational conversation	17
Programming	2
Referral to other university complaint process	3
Formal apology statement issued	1
Resolution pending	1
Complainant declined to pursue	4
No action needed or possible	4
Investigated and determined not to be bias	2

1. Reported via webform at <http://sites.jcu.edu/bias>. This **does not** include complaints made in person or by other means.
2. "Reports" represents individual reports received. "Actual bias incidents" represents discrete individual incidents and does not count incidents which were determined upon in-

3. Charts reporting on bias types, incident types, and roles reflect ALL reports received, not distinct incidents reported.
4. Descriptions of institutional responses to each report are detailed in the narrative descriptions on pp. 2 and 4-5.

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### CLASSROOM INCIDENTS

- Three reports received from students of the use of offensive ableist language in the classroom; two from faculty members and one from a classmate that was not corrected by faculty member. Interim Academic Vice President met with all three faculty members to discuss the issue. (*\*ableism = discriminatory statements or behavior about or toward people with disabilities.*)
- Anonymous report received of a sexist comment made by a faculty member in the classroom. Faculty member identified as alleged offender refuted the allegation.
- Faculty member reported hearing from students about racially offensive language used by another faculty member in the classroom. Report remains under investigation.
- Student reported a pattern of offensive remarks from a faculty member in the classroom in matters of race, gender, ethnicity. Following additional similar reports in Spring 2019, situation resolved by way of an educational conversation with faculty member, department chair, and Bias Response Team member.
- Student reported offensive anti-Semitic remarks from a faculty member in the classroom. Report investigated; reporting party declined to participate in resolution.
- Student reported age and race-related discrimination from a faculty member in the classroom. Complaint withdrawn by reporting party.
- Student reported offensive sexist language from faculty member in class; complaint later withdrawn by reporting party.

### VERBAL SLUR

- Student worker reported verbal slurs and offensive comments of a racial nature from co-workers. Supervisor conducted educational conversation to reinforce community standards for a culture of mutual respect.
- Student reported offensive misogynistic comments from a contract worker. Informal resolution facilitated by the interim Title IX coordinator in collaboration with vendor management team.
- Staff member reported being recipient of an offensive verbal slur of a racial nature from a student. Educational conversation held with student via Student Conduct process to reinforce community standards for a culture of mutual respect.
- Student reported being the recipient of an anti-gay slur by a university alumnus on the phone. Upon investigation of the complaint, the alumnus refuted the allegation. It is possible that the party reached on the phone was the wrong number.
- Anonymous student reported being the recipient of an anti-gay slur for holding a door for another student. Follow-up not possible due to anonymous nature of report.

### GROUP BEHAVIOR

- Report of student meeting activity of an offensive sexual nature. Follow-up discussion held with student group to address issue.
- Student athlete reported hazing of an offensive sexual nature from teammates. Team meeting held to address issue.
- Staff member reported hearing about an off-campus party with a stereotyped ethnic theme. Issue addressed by way of an educational conversation with party hosts.

### OVERHEARD REMARK

- Faculty member reported hearing from students about a conversation between other students of an offensive transphobic\* nature; expressed concern that op-eds in student paper (see below) were contributing to hostile campus environment for LGBTQ+ individuals. (*\*transphobia = discriminatory statements or behavior about or toward transgender or transsexual people.*)

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## STRUCTURAL BIAS

- Student reported pattern of discrimination from supervisors based on disability. Referred to program administrators who indicated that a process was already underway to resolve.

## WRITTEN REMARKS

- 5 reports were received about an op-ed in the student newspaper containing disparaging commentary about the LGBTQ+ community. Responses to the ensuing campus controversy during the fall semester included the following actions:
  - meetings between administrators and concerned parties,
  - support gatherings for those negatively affected,
  - student-hosted community forum on identity and free speech,
  - formal statement from Student Affairs Vice President, and
  - formal statements from Faculty and Staff Councils.
- (Additional reports of a similar nature were received later in the academic year, leading to additional follow-up actions at that time. See Spring 2019 report for details.)
- Report received expressing concern about an op-ed in the student newspaper containing language troubling to sexual assault survivors (see associated reports about other issues in student newspaper editorial page). Anonymous nature of report made follow-up support to reporting party not possible.
- Staff member reported receiving homophobic message of a threatening nature from a university alumnus. Incident investigated; alumnus removed from university contact lists.
- Student reported being the target of offensive written and verbal remarks related to cooking odors in the residence hall related to student's cultural practices. Residence Life director met with reporting party; email sent to building residents reminding them of community standards for mutual respect.

## PROFILING

- Report received stating that an employee called JCUPD to report a group of Black high school students as 'suspicious persons' while they were visiting campus on a college tour. JCU representatives met with visitors to apologize. (Note: All university staff members have been invited to participate in Implicit Bias training sessions over the course of the academic year in which this particular variety of bias is directly addressed.)

## INVESTIGATED & DETERMINED NOT TO BE BIAS-RELATED

- Student reported racial profiling in surveillance and treatment of visitor removed from campus for violation of university policies. Incident was investigated and determined not to be bias-related.
- Student reported that a faculty member in the classroom was making offensive assumptions about students' socioeconomic status. Bias Response Team investigated and determined that the incident did not meet definition of 'bias'.
- A student's image on a poster in a residence hall was reported defaced. Incident investigated and determined not to be bias-related. Email communication sent to building residents to remind them of community standards of respect.
- Report received of student using rude hand gesture towards presenters during student presentation. Incident investigated and determined not to be bias-related.
- Students posted photo on social media of Halloween costumes using offensive stereotypes. Issue did not meet definition of 'bias'. Turned over to student conduct to address violation of community standards of respect for human dignity.

