

BIAS REPORTS

 John Carroll
UNIVERSITY

Spring 2019

In this report we are pleased to present data and findings from the John Carroll University Bias Reporting System received during the Spring 2019 semester.

As noted in our Fall 2018 report, we have made a number of changes to the Bias Reporting System process and response team this year. With the planned creation of a new University division for Diversity, Equity and Inclusion in 2019-2020 and the expected hiring of a new Vice President to head this division, we anticipate that the community will see further refinements to our process for responding to, resolving and reporting about issues of bias and discrimination, as we move closer to becoming “an inclusive environment in which we understand and embrace the distinctiveness of each person’s experience and the common humanity that unites us all” (2018-2020 Strategic Plan for Inclusive Excellence).

More information is available on our website at sites.icu.edu/bias.

Narrative summary of reports, by type, and their resolutions

Spring 2019

CLASSROOM INCIDENTS

- Student reported a pattern of faculty member making comments in the classroom of an insulting and patronizing nature about particular religious traditions. Resolution pending.
- 3 additional reports of classroom incidents were received, but upon investigation, these were determined not to be bias-related. Descriptions on p. 5.

GRAFFITI, VANDALISM and SIGNAGE

- Report received of offensive graffiti of a sexual and homophobic nature on a classroom desk. Graffiti documented and removed.
- Report received of graffiti of an offensive sexual nature on a residence hall bulletin board. Graffiti documented and removed; email notification sent to building residents to address incident.
- Faculty member reported graffiti on a campus whiteboard containing offensive racial slurs about a specific individual. Faculty and staff documented and removed graffiti and met with targeted individual in order to offer support.
- Staff member reported finding racial slurs written on multiple white boards in a residence hall. Graffiti documented and removed. Email notice sent to building residents to address the issue.
- One additional report in this category was investigated and determined not to be bias-related. See description on p. 5.

WRITTEN REMARKS

- 10 reports were received about disparaging comments about the LGBTQ+ community appearing in two op-eds in the student newspaper. (See discussion of similar concerns in Fall 2018 report.) Student government and student newspaper editorial board produced written responses on behalf of their respective organizations. Additional responses included a University-wide message from the Bias Response Team as well as a message to the campus community from the University president.

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BIAS REPORTS

Bias Reporting System Data, Spring 2019¹ John Carroll University

Reports and actual incidents, by month²

	Reports	Actual bias incidents
January	6	4
February	8	6
March	2	1
April	20	9
May	6	6
TOTAL	42	26

Alleged offender's role on campus

Student	25
Faculty Member	9
Staff Member (including RA's)	1
Contractor	1
Student group	1
Institution itself	2
Unknown	3

Type of incident reported

Graffiti/vandalism/signage	5
Classroom incident	4
Verbal remark	6
Intimidation	3
Written remarks	10
Social media	4
Profiling	1
Overheard remark	5
Property damage	1
Structural bias	3

Types of reports filed

Identified Reports	31
Anonymous Reports	9
Private Reports	2

Reporting party's role on campus

Student	30
Staff (including RA's)	7
Faculty	2
Alumnus/a	1
Campus visitor	2

Apparent basis for bias exhibited³

Sex/gender	12
Gender expression/identity	13
Race/ethnicity/color	14
Disability	1
Sexual Orientation	15
Religion	3
Not bias	6

Institutional response⁴

Consciousness-Raising	3
Removal of offensive material	4
Educational conversation	7
Change to policy/practice	2
Referral to other University complaint process	7
Formal statement issued	2
Resolution pending	2
Support to affected party/ies	2
No action needed or possible	2
Investigated and determined not to be bias	6

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, 4-5.

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VERBAL REMARKS

- 3 reports were received of a member of student government verbally denigrating women and LGBTQ+ people during a student government meeting. (See discussion above about written remarks of a similar nature in the student newspaper.) Follow-up to these 3 reports was incorporated into resolutions for reports indicated above.
- 3 reports were received this semester about a faculty member approaching female students on the quad to engage in unsolicited conversation about the students' real or perceived ethnicity. (Also see prior report from Fall 2018 with the same concern.) Department chair and Title IX coordinator met with faculty member to review the concerns, and to discuss engaging students in an appropriate way.
- Student reported being the recipient of a hurtful remark from another student based on ethnic identity. Referred to Student Conduct to address violation of Hate-Free Policy. Sanctions imposed.
- Student reported hearing that an instructor had discussed the reporting party's disability accommodations with a classmate. Support resources provided to reporting party through referral to appropriate channels.

INTIMIDATION

- 2 anonymous reports were received expressing concern about emails sent to the community from student government and the Bias Response Team (in response to written material in the student newspaper, as described above), asserting that the email statements were repressive of certain political and religious speech, intimidating to those who hold unpopular opinions, and made traditional Catholics feel unwelcome on campus. Anonymous nature of reports made follow-up with complainants impossible.
- Student reported a conflict with another student in which the other student made threatening and insulting statements based on ethnicity. Referred to Student Conduct to address violation of Hate-Free Policy. Sanctions imposed.

PROPERTY DAMAGE

- Student reported that informational pamphlets in the student government offices containing information and resources for LGBTQIA+ community and allies had been destroyed. Referred to staff advisor for follow-up in the fall semester. Resolution pending.

OVERHEARD REMARK.

- Report received of a student making racist comments and comments of an offensive sexual nature during a University activity. Referred to Student Conduct to address violation of Hate-Free Policy. Sanctions imposed.
- Report received about a pattern of micro-aggressive comments overheard from a faculty member on matters of race and ethnicity. Bias response team member and department chair met with faculty member to address the concern.
- Staff member reported overhearing an offensive term of a sexual nature shouted from a residence hall window. Staff member identified the person responsible, who apologized for the comment. Email sent to building residents to address issue.

STRUCTURAL BIAS

- Report received from JCU alumnus expressing concern that an invited campus speaker might potentially exhibit bias during a campus program. Bias Response Team responded via email defending the institution's decision to invite the speaker to campus.

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- Faculty member reported the presence of racial stereotypes in a required online training course. Training vendor was notified of the concern and agreed to make changes to the training content.
- Report expressed concern that many restrooms were no longer adequately stocked with needed menstrual products. Bias Response Team members met with Facilities Department to help identify sustainable solutions to the problem.

SOCIAL MEDIA

- Report received indicating that a JCU student had been sending threatening, racist text messages to another individual in the wake of an interpersonal conflict. Issue referred to Student Conduct; sanctions imposed.
- 2 reports received about a person making offensive racist remarks in a video posted to social media in which a JCU student was also present. Educational conversation held with JCU student identified in the video.
- Report received of residence hall group text conversation of an offensive sexual and homophobic nature. RA met with residents to discuss the issue.
- One additional report in this category was investigated and determined not to be bias. See below.

INVESTIGATED & DETERMINED NOT TO BE BIAS-RELATED

- Anonymous report of a faculty member behaving insensitively in a classroom discussion about bullying. Incident did not meet definition of "bias." Referred to academic dean.
- Student reported a pattern of unprofessional behavior from a faculty member. Upon investigation, report was determined not to fit the definition of "bias." Bias Response Team consulted with department chair, who will follow up with faculty member to provide professional development support.
- Student reported feeling singled out by faculty member for negative comments in class. Upon investigation, incident was determined not to fit the definition of "bias." Referred to department chair for follow-up with faculty member.
- Student reported experiencing discomfort with signage posted during a diversity training program designating certain restrooms as 'gender neutral'. Upon investigation, incident was determined not to fit the definition of "bias." Bias Response Team member met with reporting party to discuss.
- Student reported being the target of a verbal attack by other students in the residence hall. Upon investigation, incident determined not to be motivated by bias. Referred to Residence Life to address violation of community standards.
- Anonymous report of conflict between students carried out via social media that reporting party characterized as bullying. Investigated and determined not to be bias-related. Referred to Residence Life for mediation of interpersonal conflict.

More information on the bias reporting system at JCU can be found at <http://sites.jcu.edu/bias>.