

# BIAS REPORTS

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 John Carroll  
UNIVERSITY

Fall 2017

The JCU Bias Response Team, under the leadership of the Diversity, Equity and Inclusion Committee and the Office for University Mission & Identity, offers the JCU community the following report of data collected by the Bias Reporting System, and a summary of institutional response to those reports, during the fall of 2017.

In this mid-year summary, you will find a brief report on numbers and statistics associated with reported incidents in one semester, as well as narrative descriptions of each incident. Our year-end report for 2017-18 will provide additional longitudinal data and analysis.

As we have stated in prior reports, though the overall numbers of reports may be small, each report represents some level of harm experienced by members of our community. Narrative details of these reports are shared here, therefore, in order to ensure that reported incidents of bias are seen and heard in an authentic way by the entire university community. The descriptions are intended to be general enough so as to not individually identify the parties involved and protect the privacy of the reporting and responding parties to the extent possible.

We emphasize that these reports are taken seriously. When an incident is reported that could be bias-related, the university attempts to respond to affected parties wherever possible. The type of action taken depends on the facts of each incident, but we always attempt to center the needs, dignity and rights of the individual person in an inclusive, mission-driven way, and to provide support to all those affected. For more details about the Bias Response Team's process, please see our website at [sites.jcu.edu/bias](https://sites.jcu.edu/bias).

We hope that this status report on the Bias Reporting System serves its purpose of bringing to light the concerns of our community and being as transparent as possible about our attempts to remedy those concerns.

# BIAS REPORTS

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

Fall 2017

### GRAFFITI and VANDALISM

- Eight reports this semester of graffiti in residence hall of an offensive sexual nature. Email communication sent to all building residents about each incident. In two cases, educational conversations about community standards were held with multiple individual students.
- Report of a student's photo being defaced on a poster; may be bias-related. Vandalized poster was removed and replaced.
- Report of signs promoting diversity and inclusion being removed from residence hall bulletin boards. Email communication sent to all building residents to address the issue.
- Two reports of graffiti in men's residence hall study lounge, authorship unknown, referring to individual women using sexist and ethnic slurs. Email communication sent to all building residents; educational conversations about community standards held with multiple individual students.

### GROUP BEHAVIOR

- Eight reports received about members of a student organization behaving insensitively toward students with accessibility issues. Mandatory training held for the group to address ongoing issue.
- Report of student organization event being planned with an inappropriate sexist theme. Educational conversation with organization facilitated by Title IX coordinator and other staff.

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## Bias Reporting System Data, Fall 2017<sup>1</sup> John Carroll University

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

	Reports	Incidents
August	6	5
September	12	11
October	6	3
November	10	9
December	4	3
<b>TOTAL</b>	<b>38</b>	<b>31</b>

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

Disability	5
Race/ethnicity	8
Sex/gender	14
Sexual Orientation	3
Not bias	6

### Type of incident reported

Assault	1
Classroom incident	2
Graffiti/vandalism	12
Group behavior	9
Intimidation	1
Overheard remark	1
Social media	1
Structural bias	1
Verbal slur	4
Not bias	6

### Alleged perpetrator's role on campus

Faculty Member	3
Student	24
Staff Member	1
Student Group	5
Institution itself	2
Unknown	3

### Reporting party's role on campus

Students	21
Staff (including RA's)	16
Faculty	1

### Types of reports filed

Anonymous Reports	6
Identified Reports	25
Private Reports	7

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

Consciousness-Raising	18
Educational conversation	4
Disciplinary action	1
Mediation and training	6
Resolution pending	1
Referral to other university complaint process	2
Removal of offensive material	2
No action needed/possible	8

1. Reported via webform at <http://sites.jcu.edu/bias>. This **does not** include complaints made in person or by other means.
2. A total of 8 reports were received between August and December that described an ongoing pattern of a specific behavior in one group of students; these multiple reports of recurrences of the same behavior are counted here as one discrete "incident" per month.
3. Some reports indicated more than one form of bias; while others alleged behavior that was found, upon investigation, not to be bias-related. Numbers of bias and incident types are reported according to 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.

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## CLASSROOM INCIDENTS

- Report of instructor making insensitive comments pertaining to sexual assault in class. Determined by Title IX coordinator not to be a Title IX issue. Associate Academic Vice President met with instructor to address issue.
- Report of instructor making racially insensitive comments in class. Associate Academic Vice President met with instructor to address issue.

## VERBAL SLUR

- Report of student using homophobic slurs toward a staff person. Incident addressed through student conduct process.
- Report of student using homophobic and ableist slurs toward another student. Incident addressed through student conduct process.
- Report of racial slur shouted from undetermined residence hall window at a group of students. Email communication sent to all building residents about the incident.
- Report of homophobic slur overheard outdoors near residence hall. Email communication sent to all building residents about the incident.

## OVERHEARD REMARK

- Report from a faculty member about a student experiencing disparaging remarks from peers in the classroom. May be bias-related. No action desired by reporting party at this time.

## STRUCTURAL BIAS

- Report from student organization stating that a university department appeared to be handling their request in a biased manner. Parties met to resolve issue.

## SOCIAL MEDIA

- CSDI posting on a social media account received an offensive response. CSDI removed original post.

## INTIMIDATION

- Report of male student behaving in an intimidating fashion toward two female students. Resolved through the Sexual Harassment and Interpersonal Violence informal complaint resolution process.

## ASSAULT

- Report of a student assault in which anti-gay bias appeared to play a role. Determined by Title IX coordinator not to be a Title IX issue. Incident addressed through the student conduct process.

## INCIDENTS DETERMINED NOT TO BE BIAS-RELATED

- Report of faculty member's posting of material that reporting party felt was politically biased. Associate Academic Vice President met with reporting party to clarify university definition of "bias" and to emphasize university commitment to academic freedom and freedom of political speech.
- Anonymous report of hazing activities. Report did not reference any bias-related behaviors. Report investigated and determined no evidence to support allegations of hazing or bias.
- Report of offensive writing of a sexual nature on a residence hall room whiteboard. After investigation, incident was determined not to be bias-related.
- Anonymous report expressed concern that International Day event included only selected countries' flags (e.g., the countries of origin of current JCU international students) rather than flags of all nations. Incident determined not to be bias-related.
- Report that student organization event did not receive room set specified by their room reservation; upon investigation it was found that furniture was moved by an unknown person after room was set by Facilities staff for the event. Believed not to be bias-related.
- Report of vandalism in a residence hall. Incident investigated and determined not to be bias-related.

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