

BIAS REPORTS

 John Carroll
UNIVERSITY

Spring 2018

The JCU Bias Response Team, under the leadership of the Diversity, Equity and Inclusion Committee and the Office for University Mission & Identity, offers the following report of data collected by the Bias Reporting System, and a summary of institutional response to those reports, during the spring of 2018.

General narrative descriptions of incidents, as in previous reports, are included to provide an overview of how bias incidents are reported and responded to, while protecting the privacy of the reporting and responding parties to the extent possible.

In its recently developed 2020 Strategic Plan for Inclusive Excellence, the University has adopted an objective to “enhance and coordinate a consistent institutional response to all discrimination complaints” in order to ensure equity across all categories of discrimination. We expect to conduct a thorough review and audit of the effectiveness of the Bias Reporting System during the 2018-19 year in order to respond to this objective. A longitudinal analysis of submitted data from the system will be incorporated into this audit and should be available next year.

The Bias Reporting System, as you will see in this report, presents a dynamic opportunity for community members to report incidents of bias and ask for change. Many of this semester’s reports proposed new or different ways of responding to reports of bias. These proposals are being taken under consideration now, and many have already been adopted. For example, in response to several reports requesting the ability to upload documentation such as photographs, we have upgraded the Bias Reporting Form this semester to allow reporters to upload additional files.

We hope that this 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 Response process and team, please visit sites.jcu.edu/bias.

Narrative summary of reports by type and their resolutions

Spring 2018

GRAFFITI and VANDALISM

- A staff member reported an image that may have been intended as a swastika drawn on the wall of an elevator in a campus building. Graffiti was removed by Facilities staff.
- A faculty member reported finding anti-Semitic graffiti drawn on a classroom whiteboard. Incident investigated by JCUPD; responsible party unable to be identified.
- A student reported that signs advocating gender identity inclusion were taken down and thrown away during a campus event. Incident investigated; responsible party unable to be identified.
- 11 separate reports were received reporting graffiti and/or vandalism of an offensive sexual nature. Of these, 9 occurred within or immediately outside of residence halls and 2 were reported in classrooms. All incidents of graffiti were removed by staff as quickly as possible. Residence Life staff responded to the 9 incidents in residence halls with email communications to building residents, floor meetings and/or individual educational conversations, where appropriate, to help educate residents about community standards. Further programming and/or educational efforts to address this behavior pattern are under consideration.

GROUP BEHAVIOR

- Three reports were received about members of a student organization engaging in offensive caricaturing based on race and body type during campus event. Planning is underway for educational programming for the student organization about community standards and respect. (See also STRUCTURAL BIAS.)

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Bias Reporting System Data, Spring 2018¹ John Carroll University

Reports and actual incidents, by month²

	Reports	Actual bias incidents
January	3	3
February	7	7
March	10	7
April	17	6
May	5	3
TOTAL	42	26

Apparent basis for bias exhibited³

Sex/gender	15
Race/ethnicity	9
Physical appearance/body type	6
Disability	6
Sexual Orientation	1
Religion	1
Age	1
Not bias	13

Type of incident reported

Graffiti/vandalism	14
Structural bias	5
Group behavior	3
Overheard remark	3
Classroom incident	3
Verbal slur	3
Not bias	13

Alleged offender's role on campus

Student	19
Faculty Member	5
Staff Member	3
Student Group	3
Institution itself	3
Unknown	14

Reporting party's role on campus

Students	20
Staff (including RA's)	20
Faculty	1
Visitor	1

Types of reports filed

Identified Reports	27
Anonymous Reports	9
Private Reports	6

Institutional response⁴

Consciousness-Raising	18
Removal of offensive material	13
Educational conversation	7
Referral to other university complaint process	3
Resolution pending	1
No action needed or possible	10

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 a count of individual reports received. "Actual bias incidents" represents a number of discrete individual incidents (about which more than one report may have been filed) and does not count incidents which were determined upon investigation not to be bias-related.
3. Some reports suggest that more than one form of bias was present, while others allege behavior that was found, upon investigation, not to be bias-related. 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.

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CLASSROOM INCIDENTS

- Report of instructor making an inappropriate ableist* comment in class. Associate Academic Vice President met with instructor to address issue. **ableism: discrimination against people with disabilities.*
- Student reported age and race-related discrimination from a faculty member in the classroom. Report remains under investigation.
- Report of instructor engaging in discrimination in the classroom on the basis of sex. Incident addressed through the Title IX Office's Sexual Harassment and Interpersonal Violence policy and process.

VERBAL SLUR

- Two reports were received of students using ableist slurs in conversation. In both cases, a staff member intervened immediately with reminders to the students about community standards for a culture of mutual respect.
- Report of an unidentified individual shouting a homophobic slur out of a car window at a group of people leaving an athletic event. Report will be brought to the Bias Reporting System review working group for further discussion about implementing a code of conduct for campus sporting events.

OVERHEARD REMARK

- Report of student making offensive comments about another culture while watching an athletic event on television with a group. Staff member intervened immediately to address the issue by providing reminders of community standards. Plans underway to address issues of cultural bias through community programming.
- Report of unidentified students overheard shouting offensive gender/sexual slurs in a residence hall hallway. Email sent to residence hall community about the incident.
- Report of overheard offensive remark from a member of a student group about sexual assault at a campus event. Incident addressed through the Title IX Office's Sexual Harassment and Interpersonal Violence policy and process. Educational programming for student group is planned for Fall 2018.

STRUCTURAL BIAS

- Five reports were received in response to one incident (see GROUP BEHAVIOR) alleging structural bias and procedural problems in the university's handling of this particular incident and reporting party. Procedural and structural concerns expressed in these reports will be addressed in next year's review of the Bias Response System.

INCIDENTS DETERMINED NOT TO BE BIAS-RELATED

- Student reported interpersonal conflict with another student; later retracted. Incident determined not to be bias-related.
- Student reported feeling uncomfortable due to faculty members' conversation and posting of material that reporting party felt was politically biased. Associate Academic Vice President met with reporting party and faculty members to clarify university definition of "bias" and to emphasize university commitment to academic freedom and freedom of political speech.
- Student reported being the target of unfair treatment by a faculty member. Associate Academic Vice President met with reporting party to address issue. Determined not to be bias-related.
- Three anonymous reports alleged that a named student made offensive comments of a racial nature about staff members. Investigation revealed that the reports appear to have emerged in the context of an interpersonal conflict between students and are likely untrue.
- Two anonymous reports alleged that a named student made offensive statements targeting another student's appearance and body type. Investigation revealed that the reports appear to have emerged in the context of an interpersonal conflict between students and are likely untrue.
- Student reported that invitations to a campus event appeared to have been extended solely to white students and that students of color in the same group were left out. Report was investigated and allegations found to be inaccurate.
- Two reports received of a single incident in which written content of a political nature was defaced on a residence hall whiteboard and statements of an inflammatory political nature were added. Incident was investigated and determined not to be bias-related. Email sent to residence hall community reminding residents of community standards for respectful dialogue.
- One report alleged violations of hazing and alcohol policies at a campus party. Report determined not to be bias-related. Referred to appropriate office for follow-up on hazing allegations.
- Report of offensive signage, later retracted due to a misunderstanding about the nature and purpose of the sign. Determined not to be bias-related.

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