

## TOLERANCE PROGRAM ANNUAL REPORT 2014-2015

Bias-motivated incidents are actions or expressions that are motivated, at least in part, by prejudice against or hostility toward a person (or group) because of that person's (or group's) actual or perceived age, disability/ability status, ethnicity, gender, gender identity/expression, national origin, race, religion/spirituality, sexual orientation, socioeconomic class, etc. The Tolerance Program, housed within the Office for Student Conflict Resolution, functions as a clearinghouse to which members of the University of Illinois community may report behavior believed to be bias-motivated. The program's response to each report is determined by a team of dedicated professionals (the Bias Incident Investigation Team). Although each response is tailored to the specifics of the report and the wishes of the reporting party, the Tolerance Program generally seeks to provide support to alleged victims of bias, to facilitate civil dialogue between parties, and to offer opportunities for educative discussion to all involved.

This document includes information on all incidents reported to the Tolerance Program between July 1, 2014, and June 30, 2015, with data from previous years included for comparison. In categorizing incidents, the program relies on the perceptions of the reporting party, when available, and on the judgment of team members. If a specific type of bias is indiscernible on the basis of the report or investigation, the incident is listed as "unclassified."\*

If you have any questions or concerns about this document, please call the Office for Student Conflict Resolution at (217) 333-3680 or email [tolerance@illinois.edu](mailto:tolerance@illinois.edu).

### I. Statistical Information

The Tolerance Program received 60 reports (of 59 unique incidents) in Fiscal Year 2015. Table A (below) characterizes the incidents by the type of bias alleged. Incidents that involve allegations of more than one type of bias are counted as a separate category.

Table A

	2010-2011	2011-2012	2012-2013	2013-2014	<b>2014-2015</b>
Disability/Ability Status (only)	0	0	0	0	<b>2</b>
Gender/Sex (only)	1	7	3	7	<b>2</b>
Gender Identity/Expression (only)	0	0	1	0	<b>1</b>
National Origin (only)	0	0	0	4	<b>0</b>
Race/Ethnicity (only)	14	12	30	19	<b>23</b>
Religion (only)	4	12	2	5	<b>5</b>
Sexual Orientation (only)	11	26	10	13	<b>9</b>
Unclassified (only)	4	11	6	4	<b>0</b>
Multiple Bias Types	4	13	10	10	<b>17</b>
<b>Total Incidents</b>	<b>38</b>	<b>81</b>	<b>62</b>	<b>62</b>	<b>59</b>

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\* Incidents that involve swastikas, Nazi imagery, and references to Hitler are often listed as "unclassified." Although bias-motivated incidents that invoke this imagery are often targeted at people of Jewish faith and/or descent, the Tolerance Program does not assume this particular motivation unless the reporting party identifies religious bias (or anti-Semitism) or unless additional evidence clearly establishes it.

Table B (below) gives the percentage of total incidents that involve bias of the identified type. These percentages do not add up to 100% because they take into account those incidents that involve allegations of more than one bias type.

Table B

	2010-2011	2011-2012	2012-2013	2013-2014	<b>2014-2015</b>
Disability/Ability Status		0%	0%	2%	<b>3%</b>
Gender/Sex		20%	16%	18%	<b>24%</b>
Gender Identity/Expression		0%	2%	3%	<b>2%</b>
National Origin		0%	0%	5%	<b>3%</b>
Race/Ethnicity		23%	58%	34%	<b>56%</b>
Religion		19%	5%	7%	<b>10%</b>
Sexual Orientation		42%	24%	26%	<b>29%</b>
Unclassified		15%	15%	5%	<b>0%</b>

The following tables are self-explanatory:

Table C: Incidents by Semester

	2010-2011	2011-2012	2012-2013	2013-2014	<b>2014-2015</b>
Fall (July 1 to December 31)	30 (79%)	44 (54%)	30 (48%)	30 (48%)	<b>34 (58%)</b>
Spring (January 1 to June 30)	8 (21%)	37 (46%)	32 (52%)	32 (52%)	<b>25 (42%)</b>

Table D: Status of Reporting Party (Complainant)

	2010-2011	2011-2012	2012-2013	2013-2014	<b>2014-2015</b>
Faculty/Instructor			5 (8%)	1 (2%)	<b>3 (5%)</b>
Law Enforcement/Police			8 (13%)	3 (5%)	<b>1 (2%)</b>
Staff			38 (61%)	44 (67%)	<b>36 (61%)</b>
Student			8 (13%)	15 (23%)	<b>15 (25%)</b>
Other			1 (2%)	0 (0%)	<b>2 (3%)</b>
Unknown			2 (3%)	3 (5%)	<b>2 (3%)</b>

Table E: Status of Respondent (Alleged Offender)

	2010-2011	2011-2012	2012-2013	2013-2014	<b>2014-2015</b>
Faculty/Instructor			3 (5%)	1 (2%)	<b>2 (3%)</b>
Law Enforcement/Police			1 (2%)	1 (2%)	<b>0 (0%)</b>
Not Affiliated with U of I			2 (3%)	3 (5%)	<b>1 (2%)</b>
Staff			3 (5%)	2 (3%)	<b>0 (0%)</b>
Student			21 (34%)	15 (24%)	<b>13 (22%)</b>
Student Organization			1 (2%)	5 (8%)	<b>5 (8%)</b>
University of Illinois			0 (0%)	1 (2%)	<b>2 (3%)</b>
Other			0 (0%)	0 (0%)	<b>2 (3%)</b>
Unknown			31 (50%)	34 (55%)	<b>34 (58%)</b>

Table F: Incidents by Location

	2010-2011	2011-2012	2012-2013	2013-2014	<b>2014-2015</b>
City Property/Campustown Bar	2 (5%)	3 (4%)	4 (6%)	8 (13%)	<b>3 (5%)</b>
Classroom	3 (8%)	4 (5%)	6 (10%)	4 (6%)	<b>4 (7%)</b>
Online/Media	5 (13%)	3 (4%)	8 (13%)	2 (3%)	<b>1 (2%)</b>
Residence Hall	13 (34%)	53 (65%)	31 (50%)	38 (61%)	<b>35 (59%)</b>
Other University Property	12 (32%)	11 (14%)	10 (16%)	3 (5%)	<b>12 (20%)</b>
Other/Private Property	3 (8%)	7 (9%)	3 (5%)	7 (11%)	<b>4 (7%)</b>

## II. Reporting Incidents to the Tolerance Program

Bias-motivated incidents that have occurred within the university community or that involved members of that community may be reported in any of the following ways:

- Email [tolerance@illinois.edu](mailto:tolerance@illinois.edu) with a detailed description of the incident.
- Submit an online report at [go.illinois.edu/intolerance/](http://go.illinois.edu/intolerance/). This report can be submitted anonymously.
- Call the Office for Student Conflict Resolution at (217) 333-3680 (between the hours of 8:30 a.m. and 5 p.m., Monday through Friday).
- Call the Emergency Dean at (217) 333-0050 (after 5 p.m. and on weekends).

## III. Tolerance Program Procedures

The steps listed below constitute a generalization of the process the Tolerance Program uses to respond to an incident report. Not all cases will require that each step be taken or that they be taken in the order listed. Each case is assessed on an individual basis.

1. When an incident report is received, the Tolerance Program Coordinator will assign it a case number.
2. As needed, the Tolerance Program Coordinator (or a designated BIIT member) will communicate with the reporting party to answer the following questions:
  - a. With whom may the Tolerance Program share the reporting party's personally identifiable information? (Until this question is answered, this information will not be shared with anyone who is not associated with the Tolerance program.)
  - b. What, if any, additional limitations or restrictions does the reporting party desire that BIIT members respect in responding to the report? (For instance, a reporting party may desire nothing beyond the inclusion of the report in annual statistics, or s/he may direct the BIIT not to contact a particular individual.)
  - c. What is the reporting party's desired outcome?
3. The Tolerance Program Coordinator will present the case to the BIIT at the next regularly scheduled meeting or at a specially convened meeting.
4. The BIIT will review and discuss the case and develop an action plan for responding, given the information available. This plan may include meeting with involved parties, facilitating discussions/meetings between parties, suggesting and assisting with programming, drafting letters of concern, making referrals to other offices, or any other actions deemed appropriate for addressing the incident. The action plan will be developed in accordance with the limitations and restrictions identified by the reporting party, provided that doing so is in compliance with both university policy and the law.

5. The case will be assigned to a BIIT member, who will be responsible for the implementation of the action plan. Other BIIT members may be called upon to assist as needed.
6. If a meeting with the reporting party (or an impacted party) occurs, the assigned BIIT member will provide her/him with (a) general information about bias-motivated incidents and the Tolerance Program, (b) information about responding to similar behavior in the future, and (c) information about other relevant campus and community resources.
7. If a meeting with the respondent(s) occurs, the assigned BIIT member will provide her/him with general information about bias-motivated incidents and the Tolerance Program and will give her/him the opportunity to respond to the report.
8. The assigned BIIT member will provide updates to the Tolerance Program Coordinator and to the BIIT and will suggest revisions to the action plan as needed.
9. An action plan revision may be approved either by the BIIT at its next meeting or by the Tolerance Program Coordinator at any time.
10. Once the BIIT has implemented the action plan to the best of its ability and no further action is deemed necessary, the case will be closed. Cases may be reopened at any time and for any legitimate reason.
11. The Tolerance Program coordinator will be responsible for including the case in the Tolerance Program's annual statistics.

#### IV. Campus Diversity Resources

African American Studies	<a href="http://www.afro.illinois.edu/">www.afro.illinois.edu/</a>
American Indian Studies	<a href="http://www.ais.illinois.edu">www.ais.illinois.edu</a>
Asian American Cultural Center	<a href="http://oiir.illinois.edu/aacc">oiir.illinois.edu/aacc</a>
Asian American Studies	<a href="http://www.aasp.illinois.edu">www.aasp.illinois.edu</a>
Bruce D. Nesbitt African American Cultural Center	<a href="http://oiir.illinois.edu/bnaacc">oiir.illinois.edu/bnaacc</a>
Disability Resources and Educational Services	<a href="http://www.disability.uiuc.edu">www.disability.uiuc.edu</a>
Diversity & Social Justice Education	<a href="http://oiir.illinois.edu/diversityed">oiir.illinois.edu/diversityed</a>
Gender and Women's Studies	<a href="http://www.gws.illinois.edu/">www.gws.illinois.edu/</a>
Inclusive Illinois	<a href="http://inclusiveillinois.illinois.edu">inclusiveillinois.illinois.edu</a>
Inner Voices Social Issues Theatre	<a href="http://www.innervoices.illinois.edu/">www.innervoices.illinois.edu/</a>
International Student and Scholar Services	<a href="http://iss.illinois.edu/">iss.illinois.edu/</a>
La Casa Cultural Latina	<a href="http://oiir.illinois.edu/la-casa-cultural-latina">oiir.illinois.edu/la-casa-cultural-latina</a>
Latina/Latino Studies	<a href="http://www.lis.illinois.edu">www.lis.illinois.edu</a>
Lesbian, Gay, Bisexual, Transgender Resource Center	<a href="http://oiir.illinois.edu/lgbt-resource-center">oiir.illinois.edu/lgbt-resource-center</a>
Lunch on Us, OIIR	<a href="http://oiir.illinois.edu/events/lunch">oiir.illinois.edu/events/lunch</a>
Native American House	<a href="http://oiir.illinois.edu/native-american-house">oiir.illinois.edu/native-american-house</a>
Office of Diversity, Equity, and Access	<a href="http://diversity.illinois.edu">diversity.illinois.edu</a>
Office of Inclusion and Intercultural Relations	<a href="http://oiir.illinois.edu/">oiir.illinois.edu/</a>
Office of the Dean of Students	<a href="http://www.odos.uiuc.edu/">www.odos.uiuc.edu/</a>
Student Affairs at Illinois	<a href="http://studentaffairs.illinois.edu/">studentaffairs.illinois.edu/</a>
University Housing	<a href="http://www.housing.illinois.edu/">www.housing.illinois.edu/</a>
Women's Resources Center	<a href="http://oiir.illinois.edu/womens-center">oiir.illinois.edu/womens-center</a>