

TOLERANCE PROGRAM ANNUAL REPORT 2015-2016

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 and Response 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, 2015, and June 30, 2016, 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.

I. Statistical Information

The Tolerance Program received 93 reports (of 61 unique incidents) in Fiscal Year 2016. 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

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Disability/Ability Status (only)	0	0	0	2	1
Gender/Sex (only)	7	3	7	2	14
Gender Identity/Expression (only)	0	1	0	1	2
National Origin (only)	0	0	4	0	0
Race/Ethnicity (only)	12	30	19	23	25
Religion (only)	12	2	5	5	3
Sexual Orientation (only)	26	10	13	9	2
Unclassified (only)	11	6	4	0	1
Multiple Bias Types	13	10	10	17	13
Total Incidents	81	62	62	59	61

* 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

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Disability/Ability Status	0%	0%	2%	3%	3%
Gender/Sex	20%	16%	18%	24%	28%
Gender Identity/Expression	0%	2%	3%	2%	5%
National Origin	0%	0%	5%	3%	10%
Race/Ethnicity	23%	58%	34%	56%	59%
Religion	19%	5%	7%	10%	15%
Sexual Orientation	42%	24%	26%	29%	7%
Unclassified	15%	15%	5%	0%	2%

The following tables are self-explanatory:

Table C: Incidents by Semester

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Fall (July 1 to December 31)	44 (54%)	30 (48%)	30 (48%)	34 (58%)	33 (54%)
Spring (January 1 to June 30)	37 (46%)	32 (52%)	32 (52%)	25 (42%)	28 (46%)

Table D: Status of Reporting Party (Complainant)

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Faculty/Instructor		5 (8%)	1 (2%)	3 (5%)	0 (0%)
Law Enforcement/Police		8 (13%)	3 (5%)	1 (2%)	0 (0%)
Staff		38 (61%)	44 (67%)	36 (61%)	23 (38%)
Student		8 (13%)	15 (23%)	15 (25%)	31 (51%)
Other		1 (2%)	0 (0%)	2 (3%)	4 (7%)
Unknown		2 (3%)	3 (5%)	2 (3%)	3 (5%)

Table E: Status of Respondent (Alleged Offender)

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Faculty/Instructor		3 (5%)	1 (2%)	2 (3%)	2 (3%)
Law Enforcement/Police		1 (2%)	1 (2%)	0 (0%)	0 (0%)
Not Affiliated with U of I		2 (3%)	3 (5%)	1 (2%)	3 (5%)
Staff		3 (5%)	2 (3%)	0 (0%)	1 (2%)
Student		21 (34%)	15 (24%)	13 (22%)	19 (31%)
Student Organization		1 (2%)	5 (8%)	5 (8%)	4 (7%)
University of Illinois		0 (0%)	1 (2%)	2 (3%)	3 (5%)
Other		0 (0%)	0 (0%)	2 (3%)	1 (2%)
Unknown		31 (50%)	34 (55%)	34 (58%)	28 (46%)

Table F: Incidents by Location

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
City Property/Campustown Bar	3 (4%)	4 (6%)	8 (13%)	3 (5%)	3 (5%)
Classroom	4 (5%)	6 (10%)	4 (6%)	4 (7%)	4 (7%)
Online/Media	3 (4%)	8 (13%)	2 (3%)	1 (2%)	8 (13%)
Residence Hall	53 (65%)	31 (50%)	38 (61%)	35 (59%)	25 (41%)
Other University Property	11 (14%)	10 (16%)	3 (5%)	12 (20%)	14 (23%)
Other/Private Property	7 (9%)	3 (5%)	7 (11%)	4 (7%)	7 (11%)

II. Incident Descriptions

Please note that the descriptions provided below are based on the information provided by the reporting party, independent of any subsequent investigation. Although team members may attempt to confirm the information provided, such confirmation is not always possible.

Warning: The following descriptions may include graphic and offensive language. If reading this report causes strong emotions or any degree of psychological trauma or anxiety, we encourage you to seek support from the Counseling Center at (217) 333-3704 (for students) or from the Faculty-Staff Assistance Program at (217) 244-5312 (for faculty and staff).

A student at another university reported that an Illinois student had tweeted a number of statements that the reporter believed to be racist and offensive, directed specifically at immigrant populations. A team member contacted the Illinois student for an educational conversation.

An anonymous nonstudent reported that an Illinois student had been harassing and bullying the reporter online as a result of their interactions in a massively multiplayer online roleplaying game. Specifically the reporter alleged that the Illinois student had called him “queer” and “a faggot” in-game. A team member attempted to contact the reporting party for additional information but received no response.

An African American student reported that she walked into a room of coworkers to find that one of them, a Caucasian student, had black makeup on his face. This individual told the reporter that the two of them were now related. The report was originally submitted for information only, but a team member did meet with the reporter to provide support and advice.

Multiple individuals reported that an unknown person had written “RAPE IS GOOD 4 FILTHY WHORES” in a university classroom following a FYCARE workshop. Attempts to identify the responsible party were unsuccessful.

A student reported that a man on the quad had been screaming that rape was not a crime, that God gave women vaginas in order to get pregnant, and that men could decide to impregnate women as they wish.

A student reported that he was treated poorly by two teaching assistants during office hours and believed this treatment was racially motivated. A team member met with the reporting party and conveyed these concerns to the faculty member in charge of the course, who spoke to the teaching assistants involved.

An anonymous individual reported that a residence hall staff member had commented to a police officer that a student had only been respectful “because [the officer] had a penis.” The team provided this information to University Housing staff, who took appropriate action.

Several individuals reported the existence of the “Illini White Student Union” Facebook group/page and associated events. Team members participated in reporting the page to Facebook and consulted with police, who were unable to identify those responsible for the page.

A staff member reported that an unidentified individual wearing a Chief Illiniwek jacket had been marching with the Alumni Band at a men’s football game.

A nonstudent reported that an Illinois fraternity was using a jack-o’-lantern in traditional Native American ceremonial garb to advertise for an event. The team provided this information to Fraternity and Sorority Affairs.

A student reported that her professor had created a hostile environment for women, racial minorities, and others in class through a series of comments and interactions with students. A team member met with the reporting party, referred her to the appropriate formal grievance procedures, and offered to assist in the navigation of this process. This team member also met with the professor’s department head, who had requested advice and consultation. Note: This case and the one that immediately follows describe allegations against the same individual.

A student reported that her professor had created a hostile environment for women, racial minorities, and others in class through a series of comments and interactions with students. A team member reached out to the reporting party, referred her to the appropriate formal grievance procedures, and offered to assist in the navigation of this process. The reporting party chose not to meet with the team member. This team member also met with the professor’s department head, who had requested advice and consultation.

An anonymous student reported that he and his friends were offended and felt unwelcome on campus as a result of a recent Black Lives Matter event.

An anonymous individual reported that a named student had called a female student a “privileged honky” and had denigrated her looks and abilities. A team member met with the named student to discuss the report.

A Sikh alumna reported an incident that had occurred several months earlier. As she was walking down Green Street, one member of a group of white men shouted the following to her: “Just because your boyfriend is wearing red white and blue headband does not mean you're American or you belong here.”

A student reported that they had recently attended an I-Connect workshop, during which the facilitator failed to use their preferred gender pronouns and made statements about gender identity being a matter of choice. A team member and OIIR staff member contacted the reporting party, identified the facilitator, and had an educational conversation with that facilitator.

A student wrote a letter to campus administration in which she expressed concern for her safety following the vandalism of the Chabad menorah and the university’s failure to publicly condemn the act. A team member responded to the student’s letter and corresponded with her, but ultimately the student decided that no meeting was necessary. The report of vandalism was forwarded to the student discipline system.

An anonymous student reported that, while in a bathroom, he overheard a conversation in which other unidentified students referred to a woman as a “dumb bitch” and a “retard bitch.”

A student reported that, while walking on Green Street, a car pulled up to her, and a white male passenger in the vehicle called her a “spic.” Only a few seconds earlier, someone in another moving car had thrown an empty bottle a few feet in front of her. A team member contacted the reporting party to offer support, but she indicated in her response that she was reporting the incident for information only.

A student from Puerto Rico reported that he was followed on the street by a group of unidentified individuals who targeted him with comments such as “Hey senior, Trump won, he is sending you back where you came from” and “Trump is coming for you.” A team member contacted the reporter but received no response.

A student reported that an event, which was advertised via social media as occurring at an off-campus facility frequented by students, was offensive, as it included positive language regarding the Israeli Defense Forces (IDF). A team member met with the reporting party and discussed this student’s concerns with the director of the facility. Shortly after the student submitted the report, the online advertisement was removed, but the event did still take place.

Multiple individuals, including at least one student, reported several political chalkings on the sidewalk near Lincoln Hall. Among the messages reported was “Trump Build a Wall.” A team member offered support to the student reporter.

Multiple individuals, including students, reported that they had seen a picture on social media of an event hosted by two Greek organizations, one fraternity and one sorority. In the picture, some students appeared to be dressed as TSA agents, and they were standing near two individuals wearing traditional Arab clothing (thawb and keffiyeh). Another person featured in the picture was wearing a sombrero. A team member and a Fraternity and Sorority Affairs staff member met with the leadership of the two organizations for an educational conversation and to offer advice on moving forward. The organizations authored a joint statement of apology, which they published on social media. Some of the individuals who submitted reports also included images of a different event they believed was connected to the same organizations. In these images, several students appeared to be wearing sombreros, ponchos, and/or false mustaches. It was later determined that this second event was hosted by a different Greek organization, which was also contacted by Fraternity and Sorority Affairs. The final response in this case is still pending.

A student reported that another student had interrupted him during a discussion of counter-terrorism to say, “Most terrorists are Arab, though.” A team member contacted the reporting party, who requested that the team member meet with the respondent for an educational conversation, and this was done.

An anonymous student reported that Chief Illiniwek imagery remained prevalent on campus and criticized the university for failing to address this issue.

An unidentified individual reported that Chief Illiniwek shirts were commonly worn on campus and criticized the university for not taking a stronger stance on this issue.

A student reported that multiple events hosted and sponsored by a particular registered student organization were anti-Semitic in nature or included speakers who made anti-Semitic claims. A team member met with the reporting party to offer support and to discuss his concerns.

An anonymous student reported that a particular registered student organization was hosting an off-campus event, the title of which was connected to a series of violent uprisings against Israel.

A staff member reported chalkings, which included the messages “FEMINISM RAPES” and “WOMEN FOR TRUMP,” on the sidewalk outside of the Women’s Resources Center.

Anonymous individuals from an anti-abortion organization reported that unknown persons were erasing their chalked messages or countering their chalkings with pro-choice messages. The reporters identified these actions as infringements of their rights and examples of religious bias.

An anonymous individual reported that an incoming Illinois student had been posting sexist and misogynistic statements on a feminist social media page. The reporter also noted that this student used offensive hashtags on his own social media accounts. The final response in this case is still pending.

A student reported that a local business had engaged in online harassment, including racial harassment, directed toward her as well as others. A team member offered to meet with the reporter to discuss this issue, but she did not call to schedule.

A student reported the existence of the “Homicidal Apes of Champaign” Facebook page, which, in addition to including generally racist posts, appeared to target a particular African American student. The police were also notified of the page but were unable to identify those responsible for its creation. Team members reported the page to Facebook, and a team member and at least one administrator reached out to the targeted student to offer support.

A staff members reported that swastikas had been painted near/on the Armory and Lincoln Hall. Police responded, and the marks were removed.

A student reported that she had seen a confederate flag displayed in the window of a residence hall room. A team member responded to the reporting party and forwarded the information to University Housing staff, who had an educational discussion with the resident. The resident voluntarily removed the flag from the window.

An anonymous individual reported that an Illinois student had posted videos online in which she portrayed herself as a “Neo Nazi.” The link provided was broken, and the reporting party did not respond to the team’s email communication.

A staff member reported that one of the attendees at a Native American House event had left an evaluation form which included the statement “Refuse to answer because of anti-chief propaganda” and the hashtag “#Longlivethechief.”

An anonymous student reported that a drag show that had recently taken place in a campus dining hall “was a disgrace.”

University Housing staff reported that a bulletin board had been vandalized with the phrase “BANG MY RA.” This case was addressed by residence hall staff.

University Housing staff reported that multiple “anti-rape” posters had been vandalized. This case was addressed by residence hall staff.

University Housing staff reported that a bulletin board had been vandalized with a picture of a penis and the sentence “If it was impossible to fail what would you do...to fuck my RA <3.” This case was addressed by residence hall staff.

University Housing staff reported that an identified resident was alleged by other students to have expressed numerous racial/ethnic microaggressions. This case was addressed by residence hall staff.

University Housing staff reported that a bulletin board had been vandalized with the phrase “NIGGA U GAY.” This case was addressed by residence hall staff.

University Housing staff reported that a bulletin had been vandalized by someone who changed “I am an aspiring physical therapist” to “I am an aspiring physical the/rapist.” This case was addressed by residence hall staff.

University Housing staff reported that a resident’s white board included the phrase “pick 1 I eat your mom’s ass.” This case was addressed by residence hall staff.

University Housing staff reported that an identified resident was alleged by other students to have made microaggressive comments regarding race/ethnicity. This case was addressed by residence hall staff.

University Housing staff reported that a window screen had been vandalized with the drawing of a penis and the phrase “[NAME] likes Black Dick.” This case was addressed by residence hall staff.

University Housing staff reported that a resident’s white board included a drawing of Mario along with the phrase “retard Mario.” This case was addressed by residence hall staff.

University Housing staff reported that a resident’s white board included the words “Cunt! Ass tits bitch.” This case was addressed by residence hall staff.

University Housing staff reported that they had discovered two Chief Illiniwek posters, one on a resident’s door and another on a bathroom door. This case was addressed by residence hall staff.

University Housing staff reported that a group of residents referred to a resident assistant using the word “bitch.” This case was addressed by residence hall staff.

University Housing staff reported that the word “nigga” had been written on a bulletin board. This case was addressed by residence hall staff.

University Housing staff reported that a resident stated “Can't you see that they're not here? Oh wait, you can't - because of your eyes.” to a resident assistant who identifies as Asian. This case was addressed by residence hall staff.

University Housing staff reported that someone had vandalized a bulletin board on gender identity by scratching out the content of the board and writing “Fuck This” and “Not Okay” on the board. This case was addressed by residence hall staff.

University Housing staff reported that the word “FAG” had been written on the door of a resident’s room and the phrase “Fag, you’re a fuck!” had been written on the door decorations of the same room. This case was addressed by residence hall staff.

University Housing staff reported that an unknown person had written the word “don’t” above the hashtag “#blacklivesmatter” on a resident assistant’s white board. This case was addressed by residence hall staff.

University Housing staff reported that a resident’s door had been vandalized with the word “slut.” This case was addressed by residence hall staff.

University Housing staff reported that a sign stating “Join the Bring Back Chief Illiniwek club” had been posted on a bathroom door. This case was addressed by residence hall staff.

University Housing staff reported that someone had written the words “Slut” and “Whore” on a resident’s white board. This case was addressed by residence hall staff.

University Housing staff reported that someone had written “Jews vs. Us” along with a statement suggesting that all non-Christians are “Cursed” on a white board left behind in a lounge. This case was addressed by residence hall staff.

University Housing staff reported that an anonymous individual emailed them to say that a particular resident had made numerous overtly racist statements to other students on the floor. This case was addressed by residence hall staff.