

BIAS ASSESSMENT AND RESPONSE TEAM ANNUAL REPORT 2016-2017

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.

Housed within the Office for Student Conflict Resolution at the University of Illinois at Urbana-Champaign, the Bias Assessment and Response Team (BART) is a group of dedicated professionals responsible for (a) collecting reports of bias-motivated incidents that impact students; (b) supporting those impacted by bias; (c) providing opportunities for educational conversation and dialogue; and (d) publishing data (without personally identifiable information) on reported incidents.

This document includes information on all incidents reported to BART between July 1, 2016, and June 30, 2017, 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

BART received 176 reports (of 116 unique incidents) in Fiscal Year 2017. 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

| | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
|-----------------------------------|-----------|-----------|-----------|-----------|------------------|
| Disability/Ability Status (only) | 0 | 0 | 2 | 1 | 0 |
| Gender/Sex (only) | 3 | 7 | 2 | 14 | 14 |
| Gender Identity/Expression (only) | 1 | 0 | 1 | 2 | 3 |
| National Origin (only) | 0 | 4 | 0 | 0 | 13 |
| Race/Ethnicity (only) | 30 | 19 | 23 | 25 | 30 |
| Religion (only) | 2 | 5 | 5 | 3 | 15 |
| Sexual Orientation (only) | 10 | 13 | 9 | 2 | 8 |
| Unclassified (only) | 6 | 4 | 0 | 1 | 8 |
| Multiple Bias Types | 10 | 10 | 17 | 13 | 25 |
| Total Incidents | 62 | 62 | 59 | 61 | 116 |

* 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, BART 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

| | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
|----------------------------|-----------|-----------|-----------|-----------|------------------|
| Disability/Ability Status | 0% | 2% | 3% | 3% | 1% |
| Gender/Sex | 16% | 18% | 24% | 28% | 27% |
| Gender Identity/Expression | 2% | 3% | 2% | 5% | 7% |
| National Origin | 0% | 5% | 3% | 10% | 38% |
| Race/Ethnicity | 58% | 34% | 56% | 59% | 41% |
| Religion | 5% | 7% | 10% | 15% | 23% |
| Sexual Orientation | 24% | 26% | 29% | 7% | 11% |
| Unclassified | 15% | 5% | 0% | 2% | 11% |

The following tables are self-explanatory:

Table C: Incidents by Semester

| | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
|-------------------------------|-----------|-----------|-----------|-----------|------------------|
| Fall (July 1 to December 31) | 30 (48%) | 30 (48%) | 34 (58%) | 33 (54%) | 64 (55%) |
| Spring (January 1 to June 30) | 32 (52%) | 32 (52%) | 25 (42%) | 28 (46%) | 52 (45%) |

Table D: Status of Reporting Party (Complainant)

| | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
|------------------------|-----------|-----------|-----------|-----------|------------------|
| Faculty/Instructor | 5 (8%) | 1 (2%) | 3 (5%) | 0 (0%) | 6 (5%) |
| Law Enforcement/Police | 8 (13%) | 3 (5%) | 1 (2%) | 0 (0%) | 5 (4%) |
| Staff | 38 (61%) | 44 (67%) | 36 (61%) | 23 (38%) | 15 (13%) |
| Student | 8 (13%) | 15 (23%) | 15 (25%) | 31 (51%) | 65 (56%) |
| Other | 1 (2%) | 0 (0%) | 2 (3%) | 4 (7%) | 2 (2%) |
| Unknown | 2 (3%) | 3 (5%) | 2 (3%) | 3 (5%) | 23 (20%) |

Table E: Status of Respondent (Alleged Offender)

| | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
|----------------------------|-----------|-----------|-----------|-----------|------------------|
| Faculty/Instructor | 3 (5%) | 1 (2%) | 2 (3%) | 2 (3%) | 6 (5%) |
| Law Enforcement/Police | 1 (2%) | 1 (2%) | 0 (0%) | 0 (0%) | 0 (0%) |
| Not Affiliated with U of I | 2 (3%) | 3 (5%) | 1 (2%) | 3 (5%) | 7 (6%) |
| Staff | 3 (5%) | 2 (3%) | 0 (0%) | 1 (2%) | 4 (3%) |
| Student | 21 (34%) | 15 (24%) | 13 (22%) | 19 (31%) | 41 (35%) |
| Student Organization | 1 (2%) | 5 (8%) | 5 (8%) | 4 (7%) | 8 (7%) |
| University of Illinois | 0 (0%) | 1 (2%) | 2 (3%) | 3 (5%) | 2 (2%) |
| Other | 0 (0%) | 0 (0%) | 2 (3%) | 1 (2%) | 2 (2%) |
| Unknown | 31 (50%) | 34 (55%) | 34 (58%) | 28 (46%) | 46 (40%) |

Table F: Incidents by Location

| | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
|------------------------------|-----------|-----------|-----------|-----------|-----------------|
| City Property/Campustown Bar | 4 (6%) | 8 (13%) | 3 (5%) | 3 (5%) | 6 (5%) |
| Classroom | 6 (10%) | 4 (6%) | 4 (7%) | 4 (7%) | 16 (14%) |
| Online/Media | 8 (13%) | 2 (3%) | 1 (2%) | 8 (13%) | 19 (16%) |
| Residence Hall | 31 (50%) | 38 (61%) | 35 (59%) | 25 (41%) | 37 (32%) |
| Other University Property | 10 (16%) | 3 (5%) | 12 (20%) | 14 (23%) | 23 (20%) |
| Other/Private Property | 3 (5%) | 7 (11%) | 4 (7%) | 7 (11%) | 8 (7%) |
| Unknown | 0 (0%) | 0 (0%) | 0 (0%) | 0 (0%) | 7 (6%) |

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 faculty member reported that a campus activity being planned by a student was being promoted on this student's Facebook page in a way that she thought was racially insensitive. A team member spoke with the supervisor of the student employee and the supervisor spoke with the student employee about their departmental social media policy. A team member also spoke to the faculty member.

An anonymous reporter provided screenshots from someone who claimed to be affiliated with the University of Illinois posting that immigrants and Muslims are animals that should be shipped back to their country. No last name was given for the person who made the posts and we could not match the poster to anyone affiliated with the University at this time.

A Resident Advisor in University Housing reported that an unknown person vandalized a poster about undocumented students. The flier was removed by the Resident Advisor.

A Resident Advisor in University Housing reported that someone wrote the word "fag" on a Building Service Worker's dry erase board. The board was erased by the Resident Advisor.

A Residence Hall Director in University Housing reported that someone scratched a less than/greater than sign between the two characters on the bathroom signage. The symbol was covered with tape until the sign could be replaced.

A Resident Advisor in University Housing reported that someone had written "your gay!!" on a resident's dry erase board. The RA spoke to both residents and they said that they were unaffected by the message, but said that it kept showing up when they would erase it.

An anonymous reporter who has a Facebook blog called "I'm Black Now" reported that a student posted on Facebook that he is an idiot for being trans-race. A team member reached out to both

the reporter and the student. The reporter would only communicate via email. The student came in to talk to our team member.

A Resident Advisor in University Housing reported that “Das Jew Bananas” was written on a dry erase board. The residents did not respond when the RA tried to talk to them.

A Resident Advisor in University Housing reported that someone had drawn a violent depiction of a dead Native American Chief after being fought by the ISU Redbirds mascot on a study lounge dry erase board. Also included on the board was the word “\$quaaaa.” The board was erased.

A Resident Advisor in University Housing reported that unknown male students stood outside the room of female residents and said sexual comments using the resident’s name through the door. One of the residents opened the door and the males left down the stairwell.

A student reported to a staff member, who then reported to BART, that his Economics Professor asked questions about supply and demand using the value of pick-up lines based on how many women are in a bar. There were also questions about men’s reactions to the changing ratio of men to women on campus. A team member followed up with the student and with the professor.

A student reported that students were discussing a kickball team and when one student nominated another student to lead the team they introduced him as “Fuhrer” with a photo of the student with a Hitler mustache put on to the photo. A member of the team reached out to the reporting student.

An anonymous reporter wrote that a woman told him that she doesn’t shake hands with men.

An anonymous student reported that another student in their Education class had a racist caricature of a Native American on his laptop. A member of the team reached out to the instructor of this course, and the instructor spoke to the student with the sticker on his laptop.

A Resident Advisor in University Housing reported that “be gay” was written on the list of community standards posted on the bulletin board in the lounge.

A Resident Advisor in University Housing reported a roommate conflict because one roommate was making insensitive comments and jokes about the other student’s religion. The RA and the Multicultural Advocate had a mediation with the residents and the resident that made the comments said she didn’t know that the comments made her roommate uncomfortable.

A Resident Advisor in University Housing reported hearing women in the hallway saying, “Don’t act like you don’t want some nigger dick” and then began to talk about which African American men they wanted to have sex with. The RA then went into the hallway to confront the situation but they were already on the elevator when she got there.

A Resident Advisor in University Housing reported that an unknown person wrote, “You can take down our board but not our sex positions” and a drawing of an ejaculating penis on top of breasts was next to the words on the bulletin board in her bathroom.

A Resident Advisor in University Housing reported that an unknown individual wrote “I miss 9/11” on a Muslim student’s dry erase board on her door. The RA followed to check on the resident the next day.

A student reported receiving unwanted, explicit text messages from another student. The student who sent the messages was identified and charged through the student conduct process.

An anonymous person reported that a fraternity held a party where the theme was Around the World and fraternity brother dressed in racist costumes, specifically sombreros and ponchos. The co-chairs of the team met with the leadership of the fraternity to discuss the party.

A Resident Assistant in University Housing reported that, after she posted on the hall's Facebook page to stay safe in the context of a shooting that happened near campus, a resident came up to her in person and made jokes about the shooting and then asked if she spoke Spanish. When she did not reply, the resident started repeatedly asking, "Como estas?" The Residence Hall Director followed up with the resident and the RA about the situation.

A Residence Hall Director reported that a resident drew a picture of a cartoon penis on top of a depiction called "innocent vag" on their own dry erase board and that another resident was offended by it. The RD scheduled an ICARE workshop for the community and met with both the resident who was offended and the resident who the dry erase board belonged to.

A student reported that another student dunked a flier into her glass of juice in the dining hall. She told the student who did this to take the cup to the dish return belt and he replied, "No, I won't put the cup away, you hoe." This case was charged through the student conduct process.

A Resident Assistant reported that memes with "Pepe the Frog" on a confederate flag with swastikas was posted in a hall-based GroupMe.

A Resident Assistant reported that people were in a shouting match through the vents in the hall. When confronted about this, one of the residents said that he started participating because someone had yelled "Yo Asian ass" and he found that offensive. The RD sent a building-wide email about the situation and talked about inclusive language.

A student reported a sign hanging in Gregory Hall that said, "Police: Losers from shop class with guns and a grudge."

A staff member reported that the following was posted on reddit: "Looking for members of the new opposition group Hanging Fields we will hang out in the Quad trees. See you in the Trees. P.S. Bring Rope. P.S.S. Only allowing POC in our gathering to be sure to have a safe space."

UIPD reported that neo-Nazi graffiti was carved into the wood in the inner side of the door of a bathroom in the main library.

A student reported that she was walking in front of a fraternity house, and a guy sitting on the porch yelled out "chink" to her and her friend multiple times. The Co-Chairs of the team met with the fraternity leadership.

A student reported that signs that say "Resist Sodomite Orders. Commonfilth.com" were in the Armory. The team requested that Facilities remove these signs.

An unknown person reported that the Illini Union's twitter page posted a photo with an old chief image as a homecoming memory. A member of the team followed up with the Union's marketing director and the image was taken down.

An anonymous person reported that the Honor the Chief Society had a car in the Homecoming parade and the chief walked through the parade with the car. A member of the team reached out to the RSO office.

A student reported that, while she was on an MTD Bus, a man started to forcefully pull off her scarf off of her head and said, "Fuck Muslims." A member of the team reached out to the student and asked what she needed and encouraged her to report the situation to the police. A member of the team also reached out to MTD, and they said that they would turn over video footage to the police.

A Resident Advisor in University Housing reported that two dry erase boards had swastikas all over them. The RA met with the residents of the rooms, and an email was sent to the floor.

A staff member reported that inappropriate drawings were in the mechanical room of the Illini Union. They depicted staff members making fun of their ethnicity and ability status. The team contacted the Illini Union Human Resources and the pictures were taken down.

A Resident Advisor in University Housing reported that students filled out their roommate agreement with racially offensive information. The Resident Director met with the students.

A Resident Advisor in University Housing reported that someone wrote, "flirting with the hoes" on a bulletin board. There was a floor meeting with the Multicultural Advocate to follow up.

A trans student reported that a note on their dry erase board in outside their residence hall room was changed from "Caution, Depressed Human Inside" to "Caution Depressed Man Inside."

A student reported that, when she would go to the showers in her Residence Hall, other students would make sex noises. The Resident Director met with all of the students involved.

A faculty member reported that someone posted "Send the Muslims back to Mexico" on an online forum in class. A member of the team reached out to the professor who said he was comfortable with addressing the class and said he would do so.

A student reported that she was called "chink" when walking to her car and then, when she didn't react, the individual said, "We're going to call ICE on you and they are going get you and revoke your Visa." A member of the team reached out to the student.

The pillars outside of Foellinger Auditorium were chalked with the phrases, "Women are Worthless" and "Go White Privilege." Facilities removed the chalking within an hour of it being reported.

An alumnus reported seeing messages on Twitter about a Muslim student having a knife pulled on them on a bus. After numerous attempts to follow up with the person who sent the tweet and after communicating with UIPD, the team could not confirm that this took place.

An anonymous student reported that her friend was walking out of the bookstore when two male students yelled, "Go back to where you came from, bitch. You don't belong here." A member of the team reached out to the manager of the bookstore.

A student reported that, when she stepped on to an elevator, a man said to her, “You should smile more beautiful” and when she ignored him he said, “Trump is President now, honey, your feminist bullshit is over.” A member of the team reached out to the student who reported.

An international student reported that someone told her that she should be deported for expressing that she was unhappy with the US Presidential election results. A member of the team followed up with the student.

A student reported that another student was verbally harassing and sending racial slurs to black women over text message. This incident was referred to the student conduct system.

A faculty member reported that anti-Semitic threats and the words, “race war” were written on the bathroom walls in the English department. Facilities removed the words the same day of the report.

A student reported that, in the TA Office in the Physics department, there was a paper posted that said, “Women in Physics” and had a ranking list and notes about the bodies of the women in her department. The department head met with the students and sent an email to the entire graduate student class about this. A member of the team also filled out a Title IX report and met with the student who reported this incident.

A student reported that another student said to him, “I voted for Trump because I want to deport you guys. Enjoy the last few months in America.” A member of the team met with both of the students involved.

A student reported that another student was posting offensive comments on a Facebook event page about Israeli culture. A member of the team met with both of the students involved.

An anonymous person reported that they were called a crazy Norwegian and told, “Uff-dah, Olga dance” and had a cabbage thrown at them.

An anonymous reporter said they were having a phone conversation in Spanish on the quad and someone passing by told them, “You need to speak English now,” and said, “Go back to Mexico.”

Someone reported that there was a preacher on the quad making comments that were anti-Jewish as well as anti-gay. This person was able to get help from the LGBT Resource Center, and a member of the team reached out to them as well.

A student reported that she was told by another student that she will never understand oppression as a white Jewish woman. A member of the team reached out to both students.

A student reported another student wearing blackface in their residence hall. The Residence Hall Director met with both students to follow up.

A Resident Advisor in University Housing reported that a resident told the Multicultural Advocate that, if Trump is elected President, they would be deported. The Residence Hall Director met with the resident and the impacted students.

A Resident Advisor in University Housing reported that posters were vandalized to say, “My length is for hurting,” “Men can rape,” “For XXX B/C he’s super gay,” and “F XXX in the Butt.”

Someone reported that posters reading “Stop obeying sodomites” were posted at a bus stop.

An anonymous reporter said that someone posted an article in the Foreign Language Building referring to Indigenous people as “redskins.”

Someone reported that Suburban Express was posting signs that said, “Go home” and this person felt like these were targeted at international students because as an Asian student they hear this phrase regularly.

Several students reported that a professor told female students that, for interviews, they needed to wear make-up, said “if your hair is fizzy or poofy, you need to straighten it,” and then specifically talked about a Latina student in the class and how she needed to cover up her frizz.

An anonymous reporter said that there was someone who was making jokes about being genderfluid and going into a women’s restroom.

A UIPD officer reported that a student was resisting arrest and repeatedly calling the officers “faggots.” This case was referred to the student conduct system.

A Resident Advisor in University Housing reported that all of the papers containing content about social identity on their floor were torn down. The board was replaced, and an email was sent to the floor.

An anonymous student reported that he was studying in a residence hall while other students were making racist jokes about Black people and Asian people, specifically about their sexual anatomy. The hall staff of the building followed up about this incident.

Someone reported that, as he was at a salon getting a haircut, someone entered, yelled “Fuck you,” and then, after they walked out, looked into the window while pulling on their eyelids to make them slanted. A member of the team followed up with the reporter.

A student reported racist behavior by the staff at the DMV.

A Resident Advisor in University Housing reported that the posters for the Black Student Union in their hall and the “Cotton Club” event were torn down.

A student posted a sign on her residence hall floor that white people who are saying “the n-word” on the floor are offending her. The hall staff followed up with the resident and with the rest of the floor.

A Resident Advisor in University Housing reported that someone had written “I eat ass” on her bulletin board about social identities. The RA took down the part of the board that was vandalized and sent an email to the community.

A Resident Advisor in University Housing reported that someone had written “gay couple, join if you please, don’t disturb” and drawn something on a dry erase board. The RA followed up with the resident, who felt it was a joke.

UIPD reported that there was an exchange on Facebook reported to them about someone making threatening comments about someone wearing a "Birthright Israel" t-shirt. UIPD followed up with all of the parties involved.

An anonymous person reported that an RSO posted a racist image depicting a Chief on their Facebook page. A member of the team met with the leadership of the RSO.

There were multiple reports that members of an RSO chalked the following on the Quad: "Build the wall, deport," "build the wall," "leave immigrants," "get the fuck out," "Shariah free zone," "imagine a country without immigrants," and "deport." Members of the team met with reporters and with the leadership of the RSO.

An anonymous reporter said that a white male yelled "Nigger" at his friend.

A student reported to her Resident Advisor that she was ending her friendship with another resident because she found out about the other resident's age and feels uncomfortable. The hall staff followed up with both of the students.

A Resident Advisor in University Housing reported that someone was yelling "Nigger" into the hallway at 1 a.m. The person could not be located.

A Resident Advisor in University Housing reported that the definition of "gender" on their social identity bulletin board had been vandalized.

The Ask-a-librarian chat service reported that someone said that they wanted a refund because they didn't want their hot chocolate served to him by a gay person who had his fingernails painted like a girl.

Multiple people reported that a group of students came into an RSO meeting and started screaming and using offensive rhetoric against another student because she is Latina and a republican. A member of the team met with the student and reached out to the other people involved.

There were multiple reports (41) that an RSO posted on Facebook that they were going to hold an "Affirmative Action Bake Sale" where they would charge different prices based on race and ethnicity. A member of the team met with the leadership of the RSO. All of the people that reported were contacted, and many of them met with a member of the team.

A student reported that another student said "there are too many black people in here" at a party. A member of the team reached out to both students involved.

An anonymous student reported that her TA said, "usually on Unofficial all the Asian kids come to class because their parents would be mad that they're not studying hard enough or something." The team reached out to the TA's department.

UIPD reported that they were called to remove someone from the Illini Union who was not a student. When they arrived they found out that the person, a black man in his 30s, was a student, and they felt the staff member at the Illini Union was being biased by assuming that he was not a student. The team followed up with the Illini Union Human Resources.

A staff member reported that members of an RSO attempted to intimidate students who were gathering off campus for a book club that was only for black people and other people of color. The RSO also reported that their members were discriminated against because they were not allowed to come to the book club. The RSO indicated that their members had not read the book. The team reached out to the reporting party and spoke to the leadership of the RSO.

Five people anonymously reported that an RSO posted on their Facebook page that they would be hosting a program where they “Build that Wall” by building a wall made out of blocks outside of the Illini Union. The team spoke to the leadership of the RSO.

A student reported that there were multiple swastikas spray painted on to a brick wall on campus. Facilities removed the spray paint within 24 hours.

A student reported that an alum was jumped and beaten by a man yelling racial slurs at him and telling him to “go back to your country” and “stop taking our jobs.” The police followed up on this incident.

A faculty member reported that a student posted on Facebook, “The fact that my school hosted Shaun King, the leader of the Black Lives Matter today really pissed me off. Just as bad as having the leader of the KKK here if you ask me. Just keep dragging white hate all over campus. Sick and tired of it.” The faculty member followed up with the student and the people who responded to his post.

An anonymous student reported that their professor was being anti-Semitic in their teaching of the Arab-Palestinian conflict. A member of the team followed up with the instructor.

An anonymous reporter said that the director of a religious organization near campus was engaging in aggressive bias against Arab and Muslim students and hosts events that explicitly accuse Muslims on campus with having ties to terrorism.

A student reported that white male students in a truck yelled racist and homophobic slurs at him while he was waiting for a bus. A member of the team reached out to the student.

A parent reported that her daughter is being treated poorly and being called anti-Semitic names by the students organizing a campus referendum.

An anonymous reporter said that a student posted on his Facebook photos that were of men of color with white paint on their face.

An anonymous reporter said that there are leaflets on bulletin boards targeting Chinese students about ethics.

A student reported that, while she was in a bar, someone told her and her friends to go back to Korea and go to a Chinese bar. When she complained, she said another person told her that there are a lot of racist people and that she needs to learn how to handle this.

A student reported that someone is holding a large sign on the Quad that says, “Israel Nuked WTC 9-11.”

A student reported that a faculty member used the Chief logo as a demonstration of team logos during an online lecture.

A student reported that her instructor was publicly berating her in a way that he does not treat white or male students. A member of the team followed up with the student.

A student reported that another student was targeting student groups with racist messaging.

A student made a report about a faculty member making cruel remarks about black people and preaching white supremacy. A member of the team followed up with the parties.

An anonymous reporter said that they saw posters saying that a hijab ban will begin on April 21, 2017. Facilities was contacted to remove these posters.

A student reported that a leasing manager posted on her social media a photo of a student with the caption, "Need a Chinese translation...how do you ask someone where their pants are? This chick seriously has no pants on sitting next to me at Texas Roadhouse." A member of the team followed up with the employee and the student.

Six people reported that there were posters in David Kinley Hall of the Prophet Mohammed along with an announcement that there is a cartoon drawing contest of him. Facilities was notified to remove all of these posters.

UIPD reported that two students said that they were going to beat up and then hang one of the student staff members in a residence hall.

A student reported feeling uncomfortable with a demonstration by an RSO. She said she was specifically upset by lines in their song saying, "From the river to the sea, Palestine will be free" and "Netanyahu, you can't hide, we charge you with genocide." She said these statements threaten the existence of Israel and threaten people of her religion and ethnicity.

A professor reported that a truck belonging to a contractor had a sticker of a confederate flag in the window. A member of the team reached out to the contractor, and they agreed not to have that truck on campus.

A staff member reported that the words "Chinese International Students Deserve to be Dismembered" were written on the wall in a men's bathroom stall in Altgeld Hall.

A student reported that an incoming student posted a meme on Facebook that was a picture of a trans person jumping along with the words "the floor is basic biology." A member of the team has followed up with the person who reported.

A faculty member reported that a piece of art in Loomis Laboratory was damaged to turn a wire into something resembling a noose.

A staff member reported that an incoming student posted online that someone's tan has them "looking like a n---" A member of the team met with the incoming student.

A staff member reported that there is a car parked in the Facilities parking lot with a confederate flag sticker in the window of the car. A member from the team has followed up with the staff member, and human resources has been notified.

A student reported that, at her apartment building, an African American man said to her, “Hey white girl! Come get some cuck!”