

## **BIAS ASSESSMENT AND RESPONSE TEAM ANNUAL REPORT 2017-2018**

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. These categories mirror those in the nondiscrimination policy which can be found here: <http://cam.illinois.edu/policies/hr-48/>. The categories noted in our annual report are the ones that have shown up in reports over the past five years.

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, 2017, and June 30, 2018, 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." In addition there were 21 reports that the team discussed that don't fit into bias categories listed in this report, but were still talked and follow up on.

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**

BART received 265 reports (of 128 unique incidents) in Fiscal Year 2018.\*

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

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
Disability/Ability Status (only)	0	2	1	0	<b>1</b>
Gender/Sex (only)	7	2	14	14	<b>4</b>
Gender Identity/Expression (only)	0	1	2	3	<b>1</b>
National Origin (only)	4	0	0	13	<b>6</b>
Race/Ethnicity (only)	19	23	25	30	<b>43</b>
Religion (only)	5	5	3	15	<b>22</b>
Sexual Orientation (only)	13	9	2	8	<b>11</b>
Unclassified (only)	4	0	1	8	<b>0</b>
Multiple Bias Types	10	17	13	25	<b>40</b>
<b>Total Incidents</b>	<b>62</b>	<b>59</b>	<b>61</b>	<b>116</b>	<b>128</b>

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\* 98 of these reports were about an incident involving Suburban Express and comments about Chinese people.

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. In this table more than one category could have been reported per incident.

Table B

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
Disability/Ability Status	2%	3%	3%	1%	<b>4%</b>
Gender/Sex	18%	24%	28%	27%	<b>11%</b>
Gender Identity/Expression	3%	2%	5%	7%	<b>5%</b>
National Origin	5%	3%	10%	38%	<b>18%</b>
Race/Ethnicity	34%	56%	59%	41%	<b>56%</b>
Religion	7%	10%	15%	23%	<b>24%</b>
Sexual Orientation	26%	29%	7%	11%	<b>17%</b>
Unclassified	5%	0%	2%	11%	<b>2%</b>

Tables C, D, E, F, G, and H are being included for the first time this year due to student feedback. We are using the FBI Uniform Crime Reporting Program's Hate Crime categories in order to further break down the individual(s)/group(s) that were targets of bias incidents/reports. In all of these tables more than one category could have been reported per incident.

Table C: Race/Ethnicity/Ancestry

	<b>2017-2018</b>
Anti-American Indian or Alaskan Native	<b>9</b>
Anti-Arab	<b>10</b>
Anti-Asian	<b>12</b>
Anti-Black or African American	<b>31</b>
Anti-Hispanic or Latinx	<b>10</b>
Anti-Multiple Races (group)	<b>2</b>
Anti-Native Hawaiian or other Pacific Islander	<b>0</b>
Anti-Other race/ethnicity/ancestry	<b>8</b>
Anti-White	<b>6</b>

Table D: Religion

	<b>2017-2018</b>
Anti-Buddhist	<b>0</b>
Anti-Catholic	<b>0</b>
Anti-Eastern Orthodox (Russian, Greek, Other)	<b>0</b>
Anti-Hindu	<b>0</b>
Anti-Islamic	<b>14</b>
Anti-Jehovah's Witness	<b>0</b>
Anti-Jewish/Anti-Semitic	<b>16</b>

Anti-Mormon	<b>0</b>
Anti-Multiple Religions/groups	<b>1</b>
Anti-Other Christian	<b>0</b>
Anti-Other Religion	<b>0</b>
Anti-Protestant	<b>0</b>
Anti-Atheism/Agnosticism/etc	<b>0</b>

Table E: Sexual Orientation

	<b>2017-2018</b>
Anti-Bisexual	<b>1</b>
Anti-Gay (male)	<b>14</b>
Anti-Heterosexual	<b>2</b>
Anti-Lesbian	<b>1</b>
Anti-Lesbian/Gay/Bisexual/Transgender (mixed group)	<b>7</b>

Table F: Disability

	<b>2017-2018</b>
Anti-Visible Disability	<b>0</b>
Anti-Invisible Disability	<b>4</b>

Table G: Gender

	<b>2017-2018</b>
Anti-Male	<b>0</b>
Anti-Female	<b>13</b>

Table H: Gender Identity

	<b>2017-2018</b>
Anti-Transgender	<b>3</b>
Anti-Gender Non-Conforming	<b>2</b>

Table I: Incidents by Semester

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
Fall (July 1 to December 31)	30 (48%)	34 (58%)	33 (54%)	64 (55%)	<b>81 (63%)</b>
Spring (January 1 to June 30)	32 (52%)	25 (42%)	28 (46%)	52 (45%)	<b>47 (37%)</b>

Table J: Status of Reporting Party (Complainant)

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
Faculty/Instructor	1 (2%)	3 (5%)	0 (0%)	6 (5%)	<b>3 (1%)</b>
Law Enforcement/Police	3 (5%)	1 (2%)	0 (0%)	5 (4%)	<b>2 (1%)</b>
Staff	44 (67%)	36 (61%)	23 (38%)	15 (13%)	<b>47 (18%)</b>
Student	15 (23%)	15 (25%)	31 (51%)	65 (56%)	<b>130 (49%)</b>
Other	0 (0%)	2 (3%)	4 (7%)	2 (2%)	<b>8 (3%)</b>
Unknown	3 (5%)	2 (3%)	3 (5%)	23 (20%)	<b>73 (28%)</b>

Table K: Status of Respondent (Alleged Offender)

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
Faculty/Instructor	1 (2%)	2 (3%)	2 (3%)	6 (5%)	<b>14 (11%)</b>
Law Enforcement/Police	1 (2%)	0 (0%)	0 (0%)	0 (0%)	<b>1 (1%)</b>
Not Affiliated with U of I	3 (5%)	1 (2%)	3 (5%)	7 (6%)	<b>4 (3%)</b>
Staff	2 (3%)	0 (0%)	1 (2%)	4 (3%)	<b>8 (6%)</b>
Student	15 (24%)	13 (22%)	19 (31%)	41 (35%)	<b>48 (37%)</b>
Student Organization	5 (8%)	5 (8%)	4 (7%)	8 (7%)	<b>6 (5%)</b>
University of Illinois	1 (2%)	2 (3%)	3 (5%)	2 (2%)	<b>4 (3%)</b>
Other	0 (0%)	2 (3%)	1 (2%)	2 (2%)	<b>3 (2%)</b>
Unknown	34 (55%)	34 (58%)	28 (46%)	46 (40%)	<b>42 (32%)</b>

Table L: Incidents by Location

	2013-2014	2014-2015	2015-2016	2016-2017	<b>2017-2018</b>
City Property/Campustown Bar	8 (13%)	3 (5%)	3 (5%)	6 (5%)	<b>4 (3%)</b>
Classroom	4 (6%)	4 (7%)	4 (7%)	16 (14%)	<b>18 (14%)</b>
Online/Media	2 (3%)	1 (2%)	8 (13%)	19 (16%)	<b>28 (22%)</b>
Residence Hall	38 (61%)	35 (59%)	25 (41%)	37 (32%)	<b>34 (27%)</b>
Other University Property	3 (5%)	12 (20%)	14 (23%)	23 (20%)	<b>37 (29%)</b>
Other/Private Property	7 (11%)	4 (7%)	7 (11%)	8 (7%)	<b>6 (5%)</b>
Unknown	0 (0%)	0 (0%)	0 (0%)	7 (6%)	<b>1 (1%)</b>

## 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 staff member from the Counseling Center received emails that were sexually explicit and targeting Asian women. The staff member was given information on resources and information about the person who sent the emails was given to the police.

Someone unaffiliated with the university reported that a student posted, “Fuck Israel. Long live intifada” in a Facebook group. The reporter did not give the name of the student in their complaint.

A student reported that another student posted in a Facebook group a meme that women are automatically admitted into Engineering. Both students were reached out to by a member of the team.

It was reported by two staff members that a Facebook page for “Republicans at UIUC” had Nazi and homophobic content. This was not the page of the RSO Illini Republicans. Given that the page spelled Champaign wrong it is doubtful that the person who made it is affiliated with the University. Also, the content seemed to be satire.

It was reported by someone not affiliated with the University that a student messaged her on Facebook and called her a racist white trash whore. A member of the team met with the student and he said that his brother was using his account while he was home for the summer and made this post. He showed that his brother was also responding to this person’s racist comments about Indian people on her Facebook account.

A staff member reported that two swastikas were drawn in two bathrooms in Altgeld Hall. This was reported to facilities and removed the same day.

A staff member reported “I hate Jews” carved into a bathroom stall in Altgeld Hall. This was reported to facilities and removed the same day.

Fifteen people reported that on the first day of class there was an orange piece of paper up on a blackboard in the front of a classroom in David Kinley Hall that said, “Chinese Cheat.” The students that reported it were reached out to individually. Facilities staff in David Kinley Hall went through every classroom looking for similar signs but no others were found.

A staff member reported that someone carved “Kappa Sigma is for fags” into the door of a bathroom stall in Altgeld Hall. It was reported to facilities and removed the same day.

An unaffiliated person reported that a student posted on a Facebook photo of a White woman and her Black husband a meme about Black men leaving their families. The student was followed up with by a member of our team.

A student reported that a professor said in class that flooding in the Middle East would, “displace Muslims who will then come here and take our homes.” The professor left the University before we were able to follow up with him about this incident.

Three people reported that students at a rally and online equated Zionists to fascists, Zionism as white-supremacy and Israelis as Nazis. The Chancellor sent out a campus email in response to these reports.

Flyers were distributed around Champaign recruiting for the Klu Klux Klan. The University of Illinois police determined that this was a hoax to target the people whose address was listed on the flyer.

An African American student reported that the rest of the students in her small group, who were all Caucasian students, during Engineering Orientation didn’t interact with her. This student met with a member of our team as well as a staff member in Engineering.

It was reported by an anonymous reporter that the manager of the Wendy's in the Union refused to look at or call a student by his name and instead told him that he would call him "Lee." The Director of the Illini Union met with the manager of the Wendy's about this.

A police officer reported that officers witnessed a student batter another person. The student said that the person they battered yelled racial slurs at him. A member of our team reached out to the student.

A student reported that their instructor said that Chinese students make excuses for why they can't find a method to solve problems in class. A member of our team spoke with the director of the department.

A student told staff who made this report that the student said that she did not receive a bid to join a sorority and she heard sorority members make comments about her ancestry and ethnicity to make her believe that is why she was not selected. Staff followed up with the student.

A student made a report that included a long list of things that Students for Justice in Palestine had done in the past that made her feel afraid. The Chancellor sent an email in response to this report.

A student reported that another student posted a meme about Chief Illiniwek in a Facebook group. A member of the team met with the student who posted the meme and offered to meet with the student who reported it.

A Professor reported that the Campus Charitable Fund Drive allows faculty and staff to donate to the Thomas More Law Center and that their web site say that they "battle in the courts to defend America's Christian heritage" and they are "confronting the threat of radical Islam, Muslims and Islamic organizations in America take advantage of our legal system and are waging a "Stealth Jihad" within our borders. Their aim is to transform America into an Islamic nation." A member of the team spoke with the professor and sent complaints to several members of the Campus Charitable Fund Drive Committee.

An anonymous reporter reported the UIUC Memes for Underfunded Teens Facebook Page for posting anti-Semitic jokes.

A student reported that staff told them to overcome symptoms of autism, not to flirt, not to talk about their orientation, and not to live around freshmen and sophomores due to their age.

A student reported that other students called her student White supremacists and advocated for violence against them. A member from the team reached out to the student who reported the incident and the students that were reported in this incident.

A student reported that someone contacted their RSO through Collegiate Link and inputted their name as "Fuck Fag Furrries." The reporter indicated that they were only reporting this for documentation purposes.

Two people reported that an RSO was holding a "Meeting with the Chief" program in Lincoln Hall. The team reached out the reporters and they also reached out to the leadership of the RSO.

An anonymous person reported that a speaker brought to campus by an RSO was offensive to non-US citizens by saying things like, "America is the greatest country in the world" and "pull yourself up by your bootstraps."

A student reported that she attempted to remove posters that were offensive to people of color that were posted on a public bulletin board and when she did 3 white men came up to her with their camera phones

in her face demanding to know why she took their posters down. She said they then followed her and yelled at her. The reporter met with a member of the team.

A volunteer with an RSO sports team reported that the captain of the team posted in a “Group Me” for the team “NiggerFaggot.” The captain met with a member of the BART team.

A faculty member was sent an email with questions regarding the NFL protests that seemed to be anti-African American and also blaming slavery on Muslims.

A student reported that she was in an elevator at the Grainger Library and students that she knows from their Zionist activism shoved her and her friend and said, “watch out,” as they were leaving the elevator. All of the parties involved in this situation were reached out to and some of them met with members of the team.

An anonymous student reported that a recruiter from a company told a student that she could get a job by having some type of relationship with him.

An anonymous reporter said that after a comedy show on campus that people who weren’t black were saying the “N” word “F” word and other slurs like “tranny.”

An anonymous reporter said that they read a News-Gazette article that Chief Illiniwek will be in the 2017 Homecoming parade. The reporter said that the continued presence of the mascot makes it hard for students to focus and enjoy their time here.

An anonymous student reported that a professor continuously says during her lectures how White students won’t be able to talk on any issues of race or social injustice because they have not experienced it. A member of the team reached out to the professor.

A student reported that an unknown person painted a noose on the door to her apartment with the letters N.G.H. surrounding the drawing. She said that she believes that the letters mean, “Nigger Go Home.” She said she is the only African American living in her building. The student reported it to her landlord and they said they would remove it right away, but they did not. The student met with a member of the team and a member of the team called her landlord to get the graffiti removed. The student said it was removed after the member of the team called.

An anonymous reporter said that a student posted a meme which implies all Chinese students are loud in the library. A member of the team met with the student.

A Teaching Assistant (TA) reported that another Graduate Student barged into her class while she was teaching, hit on her and then asked if she was going to a party. A member of the team met with the TA.

A student reported that another student was burning an Israeli flag at a park in Champaign. Students on both sides of this situation were reached out to and 9 students participated in a Restorative Circle about this incident.

An anonymous student reported that their English as a Second Language instructor asked the class to give her a reason to not give them homework over fall break, since they don’t even celebrate Thanksgiving. The student added that this instructor also gives preference to the European students in the class including in class language and grading. This report was forwarded to the Office for Diversity Equity and Access.

A Multicultural Advocate (MA) for University Housing reported that her community posters with her face on it were vandalized by having her picture ripped off and her name scratched out. The MA was followed up with by the Residential Life staff and an email was sent to the entire building.

A student reported that an RSO posted “#ZionistsOffOurCampus” on their Facebook page. A member of the team met with the reporter and the President of the RSO.

A staff member reported that someone sent a sex catalog to her campus address. This report was reported to the Office of Diversity Equity and Access and to the Title IX office.

A staff member reported that a coworker forwarded her an email about how the Standing Rock protestors lack common sense after finding out that the staff member, who identifies as Native American, went to Standing Rock. This report was forwarded to the Office of Diversity Equity and Access.

A student reported that the BART report putting swastikas in the unclassified section is invalidating to people who are Jewish. A member of the team met with this student, the entire team spoke about this at multiple meetings and changed the report starting during the 2017-2018 year.

A student reported that “Make America Great Again” and “Build the Wall” was written in chalk on the quad. A member of the team met with the student.

Several students reported that during a presentation of a speaker about gay rights in Israel students from another RSO came into the event and started chanting and yelling. Students from both groups were invited to meet with members of the team, and some of them chose to do so.

A student reported that another student wrote on Facebook that she was “distorting her faith with Zionism.” Both students involved in this situation were reached out to by a member of our team.

Multiple people report that a student wrote on Facebook that another student is a white supremacist, only because he is white, and a fake homosexual. All of the students involved in this incident were reached out to by a member of the team.

A student anonymously reported that another student messaged her via social media and called her a token Latina. The student who posted the comment was reached out to by a member of our team.

There were 98 reports that the shuttle service, Suburban Express sent out an email that said, “Passengers like you. You won't feel like you're in China when you're on our buses” and then sent out a follow up email that said, “Nearly 20% of U of I students are natives of China and this high percentage of nonnative English speakers places a variety of burdens on domestic students.” All of the reporters who gave their information were followed up with by a member of the team and the Vice Chancellor for Student Affairs made a statement.

Two people reported that a guest speaker in a class made jokes and spoke in a fake accent to make fun of Chinese students. The people that reported this were followed up with by member of the team. Additionally, the Chair of the program spoke with a member of the team and changed the policy regarding guest speakers based on this situation.

A member of BART reported that he held the door in the Illini Union for an unknown white male and that person responded by saying, “I don't need any niggers holding doors for me.” The team as a group talked together about this incident with the person who reported it.

A student reported that he was called “nigger” multiple times in the same class by fellow students. A member of the team met with this student.

A student reported that when she emailed a professor asking about taking a history class and he responded by giving her information about African Studies when she didn’t ask about African Studies and the class she wanted to take didn’t have anything to do with African Studies. A member of the team met with the student and followed up the Chair of the department, who followed up with the professor.

An MA reported that a student felt disrespected by her roommate because she would say negative things about her Latina identity. A room change was granted and the MA had one on one meetings with each of the roommates and held a floor meeting.

A student who identifies as transgender reported that a Building Service Worker in a dining hall said that trans people shouldn’t be in the military and called trans women “male.” This incident was forwarded to Housing Human Resources and the Office for Diversity Equity and Access.

An RA in University Housing reported that when on rounds she noticed a white board that asks passersby to rank the best language listing several languages, both real and fake “Mexicanese” in addition to some programming languages. The Housing staff met directly with the affected parties and held an educational program.

An RA brought up in the group chat for an LGBT group that heterosexual cisgender people should not be able to call themselves gay and would not stop talking about this even when the group asked that person to stop. The group had a community standards meeting without that RA present. A Residential Life staff member met with the reporting party.

A student reported to her RA that her roommate said to her, “I am happy that they kicked Muslims and Ukrainians out of Germany” and “all Muslims are rapists” and “they all hang people in their countries.” The student was granted a room change and Residential Life staff met with both parties.

An RA reported that a bulletin board was vandalized and someone had written, “I love black cock!” The parts of the board that were vandalized were covered. Inclusivity and respect were talked about at the floor meeting and an email was sent to the floor about vandalism and defacing boards.

A student reported to his RA that his roommate had images with swastikas and Nazi imagery on his computer and phone. The student said that he had told his roommate he was Jewish before they moved in and seeing these images made him worried but he hadn’t seen any physical manifestation of racism or intolerance from his roommate. The student was offered mediation.

An RA reported that they saw the words “fag” and “gay” written on a whiteboard. The RA erased and photographed the board. The RA followed up with the resident who said he didn’t see it on his door before the RA pointed it out. The RA sent an email about community and respect to the floor.

A Muslim student reported that a floor mate wrote on his whiteboard, “I’ll have you know I graduated top of my class in the Navy Seals, and I’ve been involved in numerous secret raids on A-Qaeda, and I have over 300 confirmed kills...you’re dead kiddo.” This incident was dealt with as a conduct case.

An RA reported that on the “About Your RA” bulletin board the word “Faggit!” was written. The RA took photos of the vandalism and then cut that part out of the bulletin board. A notice was sent to the floor.

An RA reported that “free pussy here” was written on the whiteboard of a resident. An email was sent to the floor about this.

A student reported that another student yelled out of a car, “Fuck you and fuck Palestine.” The student who reported this believes that the people in the car were either trying to hit her or scare her due to her identity. A no contact directive was issued and was handled as a conduct case.

RAs reported that they saw the word “retarded” and a drawing of a penis on a bulletin board while they did rounds. There was a floor meeting and a floor email about this incident.

An RA reported that while students were playing a game that prompted them to come up with the worst name for a tanning salon one of the possible answers given was “Auscheitz.” The staff immediately intervened and said that was not okay to make a joke relating a death camp to a tanning salon. There was a follow up meeting with the Multicultural Advocate and all parties as well as a notice to the hall.

An RA reported that students were having a discussion in the lounge of their residence hall and one student said, “Islam is a religion rooted in hatred” and then said to a specific student “you are one of them.” The student went on to say, “refugees don’t belong in this country.” The student that was being called Muslim identifies as Hindu, but the roommate of the person who made the comment is a resident who does identify as Muslim was very uncomfortable. A room change was granted for the roommate of the person who made the comments and a mediation was offered.

An MA overheard someone walking by in the residence hall infer that their friend was gay because they had on a necklace. The MA did not get a chance to approach these people or get their names to be able to follow up with them.

An RA reported that the word “cock” was written on one whiteboard and “gaay” was written on another board.

A staff member reported that “Go Back Ching Chong” was written on the sidewalk in front of Noyes Lab. Next to “Trump 2020” “Killary” and “MAGA”.

A student reported that after a conversation about noise with the student they shared a bathroom with in their residence hall, they overheard their guest call them a bitch. A member of the team accompanied the student to discuss this concern with their Resident Director.

A student reported that while at the poster sale in the Union they asked if any posters had content from Russia in any form. The person working replied “absolutely not” with a slightly aggressive tone and said if they did have any Russian posters he would remove them. A member of the team met with the reporting party. In addition, the Illini Union Board discussed the incident and followed up with the corporate office of the vendor/company.

An anonymous student reported that during a class discussion about fetal alcohol syndrome, the instructor pointed out the feature “flat mid-face, wide openness of eyes and epicanthal fold, kind of like Asian” as they pointed to their eyes. A member of the team reached out to the instructor’s department chair.

Two anonymous people reported that while at a protest outside the law school they could see an individual wearing apparel that displayed Nazi symbolism. Specifically “88” which stands for “Heil Hitler”. Members of the team invited those who were named in the reports to meet and a few of them did. A member of the team also reached out to the organizer/professor of the event that was being protested.

An unaffiliated person reported that a cheerleading coach at a local school was only utilizing their white cheerleaders to cheer at games, while their black cheerleaders sat on the bench. One of the coaches had also recounted a story of their boyfriend owning a “nigger-beater” and would use the N-word. A member of the team reached out to the reporting party.

A staff member reported that the Black Lives Matter sign was taken from a vandalized display case in the Channing-Murray building. This incident was dealt with as a conduct case.

A student reported that training videos they were required to watch included content that portrayed black characters as overweight, while characters of other races/ethnicities were not. Further evaluation of content supported multiple biases were displayed within the videos. A member of the team contacted the department who produces the videos. In response, the BART team was asked to review all videos and provide feedback so appropriate changes could be made to content/characters.

A TA who identifies as a person of color reported that a student wore chief shirts or shirts with references to the chief (such as gone but not forgotten) to their class in an attempt to provoke a response from them while teaching. A member of the team reached out to the reporting party.

A student reported that during a required advising meeting with their faculty mentor, they were talked down to after detailing their identities and goals. Their desire to help others was laughed off as “something that women seem to like”. The student believed their age and gender were motivating factors to how they were spoken to and assumptions they made about their knowledge of what they wanted to do with their future. A member of the team reached out to the reporting party.

A student reported that a professor asked an Asian student “And what language do you speak besides Chinese? Oh, sorry”. That student did not speak Chinese, they spoke Spanish and English. A member of the team met with the reporting party and reached out to the instructor’s department chair prior to meeting with the instructor.

A student reported that flyers put up in classrooms advertising registration for Birthright Israel trips were vandalized with “Free Palestine” and “Israel is an apartheid state”. A member of the team reached out to the reporting party.

Two people reported an incident involving an interaction between a person of color and a white officer. One report detailed that the person of color said he did not want “white people” to touch him or talk to him and that they would not cooperate until a black person was on scene. The second report detailed that while experiencing a panic attack, someone called 911. Paramedics tried to force them to go to the hospital and when they offered an alternative to seek out services on campus they were told police would be called. At which point, a request for a person of color to respond was made, but a white officer responded and coerced them to the hospital. A member of the team reached out to reporting parties and one of the two reporting individuals met with a member of team.

A student report another student posted a video on snapchat holding a poster that reads “Death to Isreal”. Members of the team met with both the reporting party and the person holding the sign.

A student reported that when they answered questions posed in class incorrectly, 5 Caucasian males would call them a “stupid a\*\* n\*\*\*\*\*”. A member of the team reached out to the reporting party.

A student working at TechZone reported that they received job related disciplinary action after requesting to be temporarily relieved from their job to tend to their mental health needs. After following up on the job related action taken against them, the manger made additional comments about their character (being

aggressive, having an attitude, being disrespectful and having an air of unapproachability) which the reporting party felt were a personal attack on them as a woman of color. A member of the team met with the reporting party and identified manager.

A student reported that at a tabling event for “human rights” they shared their belief for how their information was construed against Israel, the Jewish State and identified themselves as Jewish. They also pointed out that their flyer had pictures of Israel which lead to a disagreement over Israel being referred to as an apartheid state. As the reporting party began to walk away those at the table yelled insults such as “go fuck yourself” and “go suck a dick, bro”. A member of the team met with the reporting party.

A student reported that in their Human Sexuality professor describes anal sex in a demeaning way, which she takes as negative about gay men. She said the professor also made other inappropriate jokes. A member of the team met with the reporting party. This report was forwarded to the Office of Diversity Equity and Access.

A student reported that their TA approached them while they were conversing with another student in Chinese and told them they were not allowed to speak Chinese. The also said “This is a university of English, not a university of Chinese. You should always speak English!”. This report was forwarded to the Office of Diversity Equity and Access.

An unaffiliated person reported that an RSO distributed flyers within the State Farm center displaying the Chief logo and word “Chief”. These flyers were then held up during an early timeout. A member of the team met with the reporting party. Another member of the team invited those who were named as involved to meet and discuss the report.

A student reported that they receive messages of this nature on a daily basis: “When will you be detonating yourself? Just make sure nobody else is around when you do” “You piece of shit” “Fuck you and fuck allah and fuck all you Islamic pigs” “I hope Israel continues to take land from Palestinians”. A member of the team reached out to the reporting party.

There were three reports about 4/3/2018 being called “Punish a Muslim Day”, which encouraged acts of violence against members of the Muslim community. Members of the team reached out to reporting parties. In addition, UIPD posted a statement to their Facebook page and increased patrols around mosque’s and high traffic areas around campus.

A student reported that an individual wearing a shirt with the logo for the Jewish Defense League actively participated in an event organized by the RSO, Illini Students Supporting Israel (ISSI). A photo of those at the event was taken and uploaded to the RSO’s Facebook Page. A member of the team met with the reporting party and RSO leadership.

An RA reported that a student removed an LGBTQ poster that staff had made to inform the community about language, terms and definitions. The student removed the poster, threw it to the ground, stomped on it and said “what has this world come to?”. A member of the team reached out to the reporting party. Housing staff also reached out to the directly affected parties and involved individual.

Two students reported that earlier in the year their mezuzah and a few Jewish and Israel related stickers they had put up on their door had been stolen/removed. While they replaced some and covered their door with more stickers to make a statement that they were proud of their identities, the stickers continued to disappear. While they were studying in their room one night, they heard someone walk past their door yelling “Free, Free Palestine” “I care about human rights”. The student ran to the door and found their RA from a couple floors above them was the one saying those comments. Housing staff met with the

reporting parties and the supervisor met with the identified staff member. Additionally, a letter to the hall referencing the inclusivity statement was sent. A member of the team also reached out to reporting parties.

A staff member working at the Native American house received a call from someone who made aggressive comments about the chief. They asked who the director was and then when told who it was said he “knew no one wanted to be director of the place” and commented that they were surprised the director was a she. They continued to make comments about how “the school should have gotten an Indian to play the chief so it wouldn’t be a big deal and offer as scholarship to Indians to be it” and that “Indian’s shouldn’t care and should compromise because there are only so many and keep getting smaller”. They continued to make similar comments until the call was ended. A member of the team reached out to the reporting party. The supervisor of this staff member also followed up with them. Members of the team also conducted an open search to try to identify the caller by the number provided.

A staff member of La Casa reported that outside of their building there was chalking for the “Perils of an open border” event. Chalking language included these comments “From Palestine to Mexico, open borders gotta go!” “Time for a new right” along with event information. A member of the team followed up with the reporting party.

A staff member from La Casa and a staff member from Native American House reported that a flyer for the Lucian Wintrich film, Perils of an open border, was anonymously sent to La Casa through USPS. A member of the team followed up with the reporting parties.

A student reported that while walking past a fraternity house, two members yelled obscenities and were holding up number signs ranking the women who walked past the house. Some of the comments also were race related such as “Hey Ebony” and calling someone “Queen Latifah”. This incident was dealt with as a conduct case. Additionally, leadership within the fraternity took steps to address the behavior of the individual members.

A student reported that their instructor made comments that made the student uncomfortable. These comments included: “The government can define marriage” and “Marriage is between a man and a woman” “If students did not cheat on the English proficiency exam they could avoid feelings of isolation”. The last comment was made following a presentation the instructor had given about the isolation international students can face on campus.

A student reported that while they were standing in the parking lot behind their apartment building with their neighbor, who was another male student, another individual and their girlfriend began to walk towards a vehicle while staring at the two of them and mumbling something under their breath. The student asked the individual if they had something to say. Once in the vehicle, the individual rolled down their window and began yelling “faggots” multiple times. A member of the team reached out to the reporting parties and others identified.

A student reported they received an email from their instructor that as an international student, they found threatening and inappropriate. In the letter, the instructor called them selfish and implied their behavior was inappropriate. The student commented that in their culture, they do not say such tough words directly to others and they were aware that last year this instructor failed two international female students for not attending a guest lecture outside of class time. A member of the team met with the reporting party and this report was forwarded to the Office for Diversity Equity and Access.

A student reported that another student had been calling him a “nigger” and that after repeated requests to stop, they would not. When the student confronted the other student for using this language, the situation escalated to a physical altercation involving a knife. This incident was dealt with as a conduct case.

A student reported that while walking on Green Street with a group of their friends, all Japanese students, a Euro-American male came up to them and said “please don’t eat my dogs”. This statement was made a few times. A member of the team followed up with the reporting party.

A former student reported that in the Spring of 2016, two students in their RSO supported anti-theistic perspectives and mentioned religion as “lies”. They would also say that people would have to be stupid to believe it. A member of the team followed up with the reporting party.

A student reported that an instructor belittled their right to participate in a Graduate program because of her Hispanic ethnicity and graduation from an “inferior” university for their undergraduate degree. They believed a similar racial incident had occurred last year and had a significant impact on the student involved. A member of the team reached out to the reporting party.

A student reported that their roommate was being intolerant of her ethnic background. The roommate would make comments about her major in Latino/a Studies as being “not a real major” and in conversation with her parents would talk about her being dumb/stupid and other things about “people like her” are disrespectful. The roommate had also made comments about their GPA being really low. The reporting party felt there was a racial implication to these comments. A room change was granted and the MA had one on one meetings with each of the roommates and held a floor meeting.

Two students reported they were the victims of microaggressions from another student living in their residence hall. One student reported the individual making comments would say “a colored person” instead of a “person of color” when referencing him as a Latino. The second student reported when they spoke about black women smelling like powder, the individual making comments would say “I don’t like brown people” and that Indians smell like curry, and then would make fun of their South Asian (Indian) roommate. The individual making comments would also say they only got into UIUC because of affirmative action. They would frequently use the n-word and make section eight housing jokes about the people of color at PAR. Housing staff met with those impacted and the person who was making the comments.

An RA reported that someone used a sharpie marker to draw stick figures having sexual intercourse with the caption “I’m Gay” on a door within the residence hall. Facilities staff were contacted and removed the graffiti.

Two students reported that as they were leaving the floor lounge within their residence hall, a friend of theirs ran into the lounge, locked the door and said they were being chased by some African American n\*\*\*\*rs. The students looked around but saw no one following that individual/in the hallway. Housing staff met with the reporting individuals and the individual who utilized the reported language.

A student reported someone was writing homophobic slurs on their whiteboard. Comments included “the fag house” and “the dyke house”, along with other inappropriate terms. This incident was dealt with as a conduct case. In addition, housing staff hosted a floor meeting and sent a statement to the floor.

Two students reported that when they returned to their residence hall room from the bathroom, someone had written the word “fags” on their whiteboard. Housing staff met with the impacted individuals and sent a statement to the floor community.

A group of students reported that as their white friend was returning from their fraternity house, they entered the residence hall and stubbed their toe. To cope with the pain, their friend shouted the n-word and when questioned about their language, they said it was stated as a “coping mechanism”. This incident was dealt with as a conduct case.

Two students reported that a note was slipped under their door that read “The PR girl is loud and annoying but the Black girl is a whore though”. They clarified that PR meant Puerto Rican. Housing staff met with the impacted individuals. In addition, a statement to the floor community was sent and a floor meeting regarding respectful resolution of conflict was held.

An RA reported that while picking up their duty related materials behind their front desk, they were shown a note by the desk staff member. On the front side of the note was an advertisement for an RSO event including free cookies, on the back side of the note was a message that read “\_\_\_\_\_ (Name) 2<sup>nd</sup> floor you’re a Muslim. Does that mean you’re a Terrorist?”. Housing staff followed up with desk staff to learn how the note got there and then followed up with the named individual.

A student reported their roommate was using racial slurs while playing video games in their room. Examples included: “n\*\*\*er” “retard” “faggot”. He would joke about AIDS by saying “Oh, that move gave me AIDS”. While playing, he would call people “n\*\*\*er” when he was insulting them or joking with other players. He would also tell people this joke “What do you call three dead black people in a barn? Outdated farm equipment”. This incident was dealt with as a conduct case.

A student, who identifies as Jewish, reported that someone had written “mein kampf” on their whiteboard. Housing staff met with the impacted individual. In addition, a statement was sent to the floor community.

An RA reported that while in their bathroom, they found a flyer that looked like a template for a lost dog, but information within the flyer was altered. Specific categories that were altered included: Sex: Pansexual Dragonkin, Address: You. And in the description it said “A nigga be taking a shit and getting his stuff stole smh”. Housing staff removed the flier and sent a statement to the floor community. In addition, an educational bulletin board about “words hurt” was posted within the community.

An MA reported that while holding a community conversation and discussing the chief, one student talked about how their family supported the chief and that it was part of their family tradition. At which point another student jumped into the conversation and talked about how their family would use the n-word, fully saying the word within that space. Housing staff met with the impacted parties and offered mediation.

An RA reported that their bulletin board about social justice activism that included a variety of “hashtags” was vandalized. Specifically the “#WhitePower” hashtag was scribbled out. Housing staff covered the remark with tape and sent a statement to the floor community about inclusiveness.

Housing staff reported chalking outside of their residence hall included comments such as “Build the wall”. Housing staff contacted facilities to have the chalking removed.

There were eight reports regarding an RSO event titled “Building the Wall: A Memorial for Victims of Illegal Immigration”. Each brick used to build the wall included a description of violent behavior committed by undocumented individuals. Members of the team reached out to all identified reporting parties and the leadership of the RSO. One member of the RSO’s leadership met with a member of the team prior to the event. The conversation included the fact that multiple reports had been received.

A student, who identified as a person of color, reported they were subject to disciplinary action from a white staff member when they felt they had done nothing wrong. A member of the team reached out to the reporting party.

A student reported concerns for a student attending their RSO meetings in an attempt to spy on them and their actions. The student said in recent Facebook posts, that student had called her out because of her identity as a Palestinian and connected her to things such as gun violence and being a “crazy”. A member of the team reached out to the reporting party and met with the identified individual regarding their post.

A staff member reported graffiti was found in an elevator that included this quote “It’s ok to be white”, among others. The staff member reversed the boards so the graffiti was no longer visible within the space. In addition, they posted an educational statement within the space which included ways to report incidents. A member of our team followed up with the reporting party.

A student reported that while working out in a campus athletic facility, they went to speak to an individual of the opposite sex and were approached by another student who yelled at them and said “why are you talking to her” “why are you bothering her”. The reporting individual felt the reason for this confrontation was race related.