

BIAS INCIDENT SEMESTER REPORT - Spring 2020

This log is a summary of reported incidents to the Bias Response Coordinator (BRC) from January 2020 through August 2020. Incidents summarized on this log are situations where reported harm has been caused in the campus community and may, in some cases, include legally protected speech. The BRC works to respond within 48 hours to harmed parties, makes appropriate referrals to campus processes/resources, and coordinates proactive and restorative education with involved parties. This data is purposefully general and designed to protect the privacy of individuals involved. Questions about the content of this Bias Incident Log may be sent to Dena Salerno, salerno@susqu.edu. **Due to the Corona Virus pandemic, the university switched to remote learning on March 7, potentially impacting incidents and reporting.

Incident Date	Nature of Incident	Method of Expression of Bias	Location of Incident	Summary of Response Actions
1/15/2020	Sexual Orientation	Written	Campus-wide Pamphlet	Respondent unknown. The pamphlet violated university posting policy and all were removed from campus.
2/6/2020	Race	Verbal	Classroom	Respondent known. BRC initiated mediated conversation between complainant and respondent (professor).
2/12/2020	Race	Verbal	Residence Hall	Respondent known. BRC followed up with complainant who wants no specific action. BRC initiated educational meetings across residence life buildings.
2/25/2020	Disability	Verbal	Classroom	Respondent known. BRC met with department head and provost and appropriate personnel action was taken.
5/16/2020	Race/Religion	Verbal/Phone	Individual VoiceMail	Respondent unknown. Antisemitic voicemail messages were referred to public safety for investigation. A report was filed with the Anti-Defamation League and senior leadership followed up with complainants.