BIAS INCIDENT SEMESTER REPORT - Fall 2019

This log is a summary of reported incidents to the Bias Response Coordinator (BRC) from September 2019 through January 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

Incident Date	Nature of Incident	Method of Expression of Bias	Location of Incident	Summary of Response Actions
9/9/2019	Race	Online	Social Media/Snapchat	Respondent known. BRC met with complainant to discuss free speech issues and offer advocacy/empowerment. BRC met with respondent to discuss impact of language.
9/24/2019	Disability	Verbal	18th Street	Respondent known. Complainant does not desire any specific action. BRC met with disability services coordinator and residence life pro-staff to work with the complaint.
9/25/2019	Disability	Verbal	Classroom	Respondent known. BRC met with respondent and then referred to disability services coordinator and the provost for appropriate personnel action.
9/29/2019	Sexual Orientation	Verbal	West Hall	Respondent unknown. BRC met with complainant to discuss housing options and complainant was relocated. Residence Life initiated a community-impact meeting.
10/8/2019	Race	Graffitti	West Hall	Respondent unknown. Referred to public safety for investigation. BRC followed up with residence life to initiate a community-impact meeting.

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10/9/2019	Race	Verbal	SU-sponsored panel	Respondent known. BRC met with complainant and respondent in a mediated conversation. BRC met with administrative department to review panel selection criteria.
10/15/2019	Disability	Written	Smith White Board	Respondent unknown. Complainant wants no action.
10/29/2019	Gender Identity	Verbal	Campus	Respondent known. Anonymous complainant alleges transphobic departmental practices. BRC met with department head to discuss allegations and potential department training.
10/29/2019	Disability/Race	Verbal	Campus	Respondents known. BRC met with complainant and respondents (student club) in a mediated conversation. BRC met with the dean of students and SGA president to review procedures for student dismissal from clubs and organizations.
11/13/2019	Religion/Race	Written	Class Journal	Respondent known. BRC met with complainant (professor) and respondent in a mediated conversation. Respondent referred to conduct and sanctioned, including temporary removal from class.
12/11/2019	Race	Written	Smith White Board	Respondent unknown. Referred to public safety for investigation. BRC initiated hall meeting with residence life staff.