

Bias Incident Reports 2019-20 Academic Year

Incident Date	Incident Location	Incident Summary	General Notes
8/21/19	On Campus - University Owned	MAGA was written in crayon on a bench.	Submitted work request to have graffiti cleaned from bench.
8/28/19	Towers Hall - North	Gender biased postings.	Removed unapproved postings.
8/29/19	Towers Circle	Anatomy drawing in chalk on sidewalk.	Cleaned sidewalk.
8/30/19	Governors Hall	LGBTQ biased statement on clothing.	Spoke to student to provide education.
9/1/19	Towers Hall - South	Anatomy description on whiteboard.	Erased graffiti and spoke to residents.
9/2/19	Towers Hall - North	LGBTQ graffiti on whiteboard.	Erased whiteboard and offered support to targets.
9/3/19	Priory Hall	Gender-biased graffiti on poster.	Removed graffiti.
9/4/19	On Campus - University Owned	Racist comment in classroom	Referred to Affirmative Action Office.
9/4/19	Bridgman Hall	Anatomy drawing on whiteboard.	Erased whiteboard and contacted room residents.
9/6/19	Towers Hall - North	Anatomy drawing on whiteboard.	Erased whiteboard.
9/6/19	Bridgman Hall	Gender biased graffiti on white board.	Erased whiteboard and followed up with residents.
9/7/19	Towers Hall - North	Racist statements heard outside of room.	Informational bulletin board created for floor and support offered to target.
9/9/19	Bridgman Hall	Gender-biased graffiti on white board.	Erased whiteboard and had an educational conversation with residents involved.
9/12/19	Towers Hall - North	Racist comment written on door decoration.	Erased comment and offered support to target.
9/12/19	Bridgman Hall	Gender biased graffiti on white board.	Erased whiteboard.
9/15/19	Towers Hall - North	Racist comment written on door decoration.	Offered support to target. E-mailed building and conducted floor meetings clarifying expectations and providing education.
9/15/19	Towers Hall - South	Racial slur described in a meeting	Educational conversation used with student
9/16/19	Oak Ridge Hall	LGBTQ biased language directed at resident.	Other residents confronted language and did not request assistance.
9/17/19	In Residence Halls - University Owned	LGBTQ biased language by unknown person	Offered support to target.
9/18/19	On Campus - University Owned	Racist posting.	Removed posting and offered support to target.

9/19/19 On Campus - University Owned	Student wrote racist comments during class discussion viewable by other students.	Notified instructor and offered support to reporter.
9/20/19 On Campus - University Owned	Racist and disability biased comments in classroom.	Referred to Affirmative Action office.
9/20/19 Putnam Hall	Anatomy drawing on whiteboard.	Erased whiteboard.
9/20/19 In Residence Halls - University Owned	Gender-biased comments.	Met with student for educational discussion.
9/20/19 On Campus - University Owned	LGBTQ biased personnel action.	Referred to Affirmative Action.
9/21/19 In Residence Halls - University Owned	Racists comments made by unknown students.	Referred to Housing staff and investigated.
9/21/19 On Campus	Religious bias in performance	Following free speech campus policies, no further investigation.
9/24/19 In Residence Halls - University Owned	LGBTQ biased comments from student	Offered support to targets and investigated incident.
9/25/19 On Campus - University Owned	LGBTQ biased statements in classroom discussion.	Referred to dept chair.
9/26/19 On Campus - University Owned	LGBTQ biased classroom assignment	Referred to Affirmative Action Officer.
9/27/19 Social Media	Sexist Posts on social media	Offered support to targets.
9/28/19 Bridgman Hall	Anatomy cut-out posted on floor.	Removed cut-out.
9/29/19 Bridgman Hall	LGBTQ biased graffiti on whiteboard.	Removed graffiti and followed up with residents of room.
9/30/19 Oak Ridge Hall	Sexist postings on whiteboard.	Erased whiteboard and followed up with residents.
10/1/19 Towers Hall - North	Student staff over-enforcing elevator etiquette expectations and causing ability discrimination	Added training and clear expectations for staff around this issue.
10/5/19 Towers Hall - South	Anatomy drawings on posters.	Removed posters and investigated.
10/5/19 Governors Hall	Anatomy drawing on blackboard.	Erased drawing and sent e-mail to floor.
10/6/19 On Campus - University Owned	Sexist comments in classroom	Referred to Dean of Students.
10/7/19 On Campus - University Owned	LGBTQ biased statements in public location.	Offered support to target.
10/7/19 Towers Hall - North	Anatomy drawing on whiteboard	Erased whiteboard.
10/7/19 On Campus - University Owned	LGBTQ biased statements.	Provided educational conversation to student.
10/8/19 Towers Hall - South	Racist language used by student	Followed up with educational conversation.

10/11/19 Towers Hall - South	Residents reported enforcement of quiet hours targeted them.	HD met with students feeling targeted, investigated concerns and talked to other floor residents, and sent an e-mail to the floor clarifying community standards and expectations for the floor.
10/11/19 Bridgman Hall	Anatomy drawings on whiteboards.	Erased graffiti from whiteboards.
10/12/19 Towers Hall - South	LGBTQ biased language used by students in public space	Investigated and offered support to targets.
10/12/19 Bridgman Hall	Sexist graffiti on whiteboard.	Erased whiteboard and followed up with residents.
10/14/19 Towers Hall - South	Food thrown on Rainbow mural.	Cleaned mural and offered support to targets.
10/17/19 On Campus - University Owned	Racist comments in classroom.	Referred to Affirmative Action office.
10/21/19 In Residence Halls - University Owned	Purposeful removal of pro-LGBTQ statements on whiteboard.	Investigated and offered support to target. Removed and replaced door decoration. Resident confronted friends who were involved in writing the graffiti.
10/22/19 Putnam Hall	LGBTQ biased graffiti on door decoration.	Investigated and addressed, offered support to target.
10/23/19 Towers Hall - North	Student felt targeted for identity in Tweet.	Addressed in judicial hearing. Support offered to target.
10/24/19 Sutherland Hall	Gender biased language yelled at RA	Offered support to target.
10/29/19 Off-Campus not in Eau Claire (United States)	LGBTQ biased statement drawn in snow on car.	Erased whiteboard and followed up with residents.
10/29/19 Bridgman Hall	Gender and politically biased graffiti on whiteboard	Stopped activity and told students racist language will not be tolerated. Offered support to targets.
10/30/19 On Campus - University Owned	Racist language used in student activity.	Offered support to target and facilitated room change at target's request.
10/31/19 Towers Hall - South	LGBTQ biased comments and bullying	No action possible.
11/4/19 Contiguous Public Property (e.g city sidewalk o	Bias of unknown origin reported.	Reported to Affirmative Action.
11/5/19 On Campus	Sexist comments in classroom.	

11/11/19	Oak Ridge Hall	Racist and LGBTQ biased comments from floormates.	Talked to perpetrators' posted microaggression informational bulletin boards, and sent an e-mail to the floor. Offered support to targets and discussed incident with students.
11/14/19	Towers Hall - South	Sexist postings on whiteboard.	Wetted more of the carpet to eliminate drawing and then let dry.
11/17/19	Bridgman Hall	Anatomy drawing created on wet carpet	Investigated incident and referred through judicial process.
11/18/19	Social Media	Racist postings on social media.	Investigated report.
11/20/19	On Campus - University Owned	Racist comment by unknown student	Erased whiteboard and followed up with residents.
11/21/19	Governors Hall	Anatomy drawing on whiteboard.	Referred to Affirmative Action.
11/22/19	On Campus	Racist discussion topic in classroom.	Erased whiteboard.
11/24/19	Governors Hall	Sexist graffiti written on whiteboard.	Investigated incident and offered support to target.
12/3/19	Towers Hall - South	Racist comments from students in elevator.	Report referred to appropriate university resource
12/4/19	On Campus - University Owned	Complaint unrelated to bias	Erased whiteboard.
12/9/19	Horan Hall	Anatomy drawing on whiteboard	Referred to Affirmative Action.
12/12/19	On Campus	Racist comments from faculty member	Erased whiteboard and spoke with resident.
12/12/19	Horan Hall	Anatomy drawing on whiteboard.	Discussed with students to address concerns.
12/13/19	Social Media	Social media posts involving race	Offered support to target and discussed concern with author.
12/15/19	On Campus	Racist image in the Flipside	
12/16/19	The Suites	LGBTQ biased graffiti on posting.	Erased graffiti, offered support to target and sent email to building requesting information. Removed image, offered support to target, and investigated. Informed perpetrator that image was racist.
12/18/19	Towers Hall - North	Racist image posted on bulletin board.	
12/18/19	Haymarket Landing	Anatomy drawing in snow outside of building.	Covered image with additional snow
12/26/19	Unknown	Biased information in an on-line course	Investigated concern and followed up with provider to share feedback.

2/4/20	On Campus - University Owned	Transphobic comment in classroom	Referred to Affirmative Action Officer and support offered to target.
2/5/20	On Campus - University Owned	All gender restroom in disarray and smelling badly.	Referred to Facilities Management for cleaning and furniture adjustment.
2/6/20	Sutherland Hall	LGBTQ biased graffiti on whiteboard	Erased whiteboard and followed up with resident.
2/10/20	On Campus - University Owned	Vandalizing a political poster	Reported concern to Centers and Dean of Students.
2/11/20	Haymarket Landing	Racist comments made by other students.	Offered support to target who requested no action be taken at this time.
2/14/20	On Campus	National origin biased comment by instructor	Referred to Affirmative Action Officer and offered support to target.
2/15/20	Bridgman Hall	Anatomy drawing on whiteboard.	Erased whiteboard and spoke with residents.
2/17/20	On Campus	Racist comment by faculty in classroom	Referred to Affirmative Action Officer and offered support to target.
3/3/20	On Campus - University Owned	Racist and LGBTQ biased comments by instructor	Referred to Affirmative Action Officer and offered support to target
3/5/20	On Campus	Make America Great Again flag on campus	Following free speech campus policies, no further investigation. Offered support to reporter.
3/6/20	On Campus - University Owned	Person reported vandalizing political flag.	Investigated incident and offered support to reporter.
3/10/20	On Campus - University Owned	Bullying staff concern	Referred to Affirmative Action Officer and offered support to reporter.
3/14/20	Murray Hall	Anatomy drawing on bulletin board	Removed drawings
3/16/20	Governors Hall	Racist, sexist comments in a meme on whiteboard	Erased whiteboard and followed up with residents.
3/17/20	Towers Hall - South	Trans biased graffiti on poster.	Removed poster.
4/22/20	Unknown	Meme with racial bias	Discussed with poster and offered support to target.
5/3/20	On Campus	Mental ability biased information in classroom	Referred to Affirmative Action Officer and offered support to reporter
6/3/20	Murray Hall	Racist and sexist graffiti written on bulletin board surface.	Cleaned graffiti from surface.

6/3/20 Non-Campus - property or location associated \ Student targeting people on social media with racist comments

Referred for judicial action.