



# BIAS REPORT AND SUPPORT SYSTEM

## **Bias Report and Support System Summary Report**

Below is a summary of the reports submitted to the Bias Report and Support System (BRSS) during the Fall 2015 semester. Information from the BRSS underscores the need for members of the university community to recognize the impact of their actions and words on fellow community members.

Washington University in St. Louis is committed to fostering an environment that values diversity, inclusion and human dignity. Each member of our university community plays a role in shaping the campus environment. The information in this report gives the university community more insight on students' day-to-day experiences with the intention of promoting discussion and taking steps to ensure that our community is inclusive and respects everyone.

### **Overview**

The Bias Report and Support System (BRSS) at Washington University was created to promote an inclusive community by providing a clear and streamlined process for reporting incidents of hate, bias, and/or discrimination. This process focuses on offering support and referral resources for students and witnesses who have been affected by hate, bias, or discrimination. The BRSS is composed of a team of trained Washington University staff, and administrators who are tasked with three primary responsibilities:

- Support: Support students who have reported that they witnessed or were the target of a bias-related incident
- Refer: Refer students to campus partners, groups, or individuals who can provide ongoing support;
- Inform: Inform the larger Washington University community of the frequency and general nature of bias incidents reported through the BRSS.

The BRSS does not have investigative or dispute resolution capacity. Instead the BRSS will connect students to the relevant campus authorities to pursue any investigative function. Additionally the BRSS is not a replacement for crisis or emergency services.

## **Reporting Structure**

Reports can be submitted in one of two ways: “For Information Only” or “For Support and Referral”. If the first option is selected, the reporter will remain anonymous and as such, there is no opportunity for the BRSS team to follow up with the reporter. Depending on the circumstances, the information disclosed may be forwarded to appropriate university administrators. If the latter option is selected, a BRSS team member will schedule an in-person meeting with the reporter to discuss the incident in greater depth to identify and explain available campus resources and other referrals. After the meeting, the assigned BRSS team member will send a follow-up email to the reporter to ask if additional support is needed. Brief de-identified descriptions of all of the submissions will be published in this summary report.

## **Reading This Report**

The BRSS is not an investigative body and serves primarily as a referral and support function for students. In this report, graphs summarizing the identities perceived to be targeted and the location or setting of the bias incident are presented first, followed by brief narrative descriptions of the reports. Reporter confidentiality is crucial to the success of the system; as such, any potentially identifying information has been removed from the narrative summaries. For reports that were filed “For Support and Referral”, the referrals given are noted. Given the confidential nature of the submissions, the BRSS Coordinator will not answer questions about specific reports.

## **Follow Through**

Prior to the release of this report, the BRSS Coordinator met with the Vice Chancellor for Student Affairs, the Vice Provost, and the Senior Associate Dean for Education (Medical School) to discuss trends and potential further action. These individuals have shared the information with school Deans and the Associate Vice Chancellors in Student Affairs.

The staff in the Center for Diversity and Inclusion analyze the current trends in order to utilize the information from the BRSS to identify priority student support services, and campus wide education.

## Summary

46 reports/incidents were submitted to the BRSS during the Fall 2015 semester:

- For Information Only- 38
- For Support and Referral- 8

Breakdown of reports by setting

- Classroom-23
- Online, Email, Social Media-4
- Student Activity/Student Group event-4
- Public/Common Space-8
- Undergraduate Residential Space-7

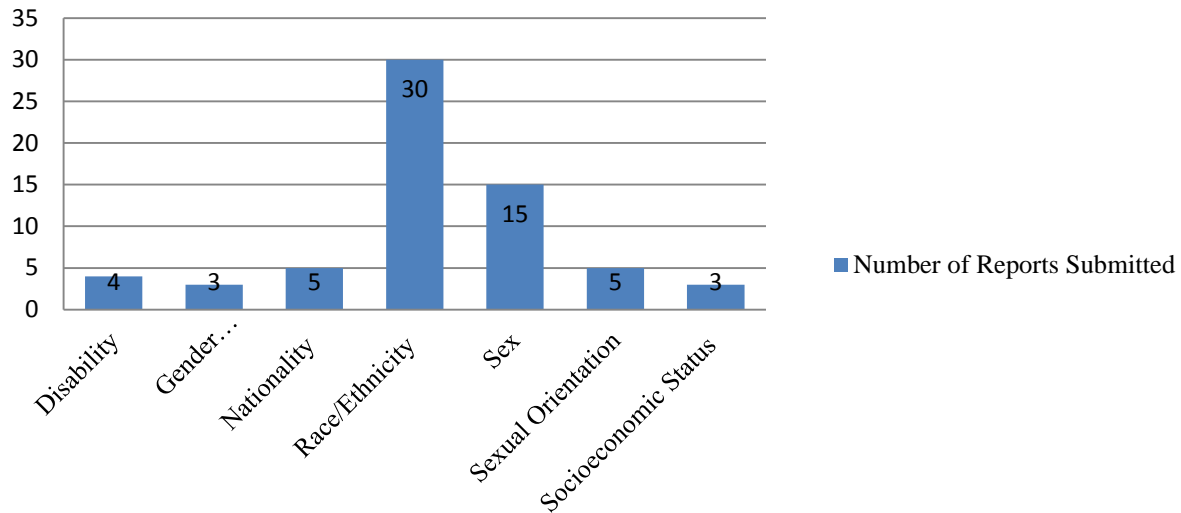
Breakdown of reports by targeted identity (note: reporters can select more than one targeted identity)

- Disability-4
- Gender Identity/Expression-3
- Nationality-5
- Race/Ethnicity-30
- Sex-15
- Sexual Orientation-5
- Socioeconomic Status-3
- Age-1
- Mental Health-5
- Religion-5
- Veteran Status-1

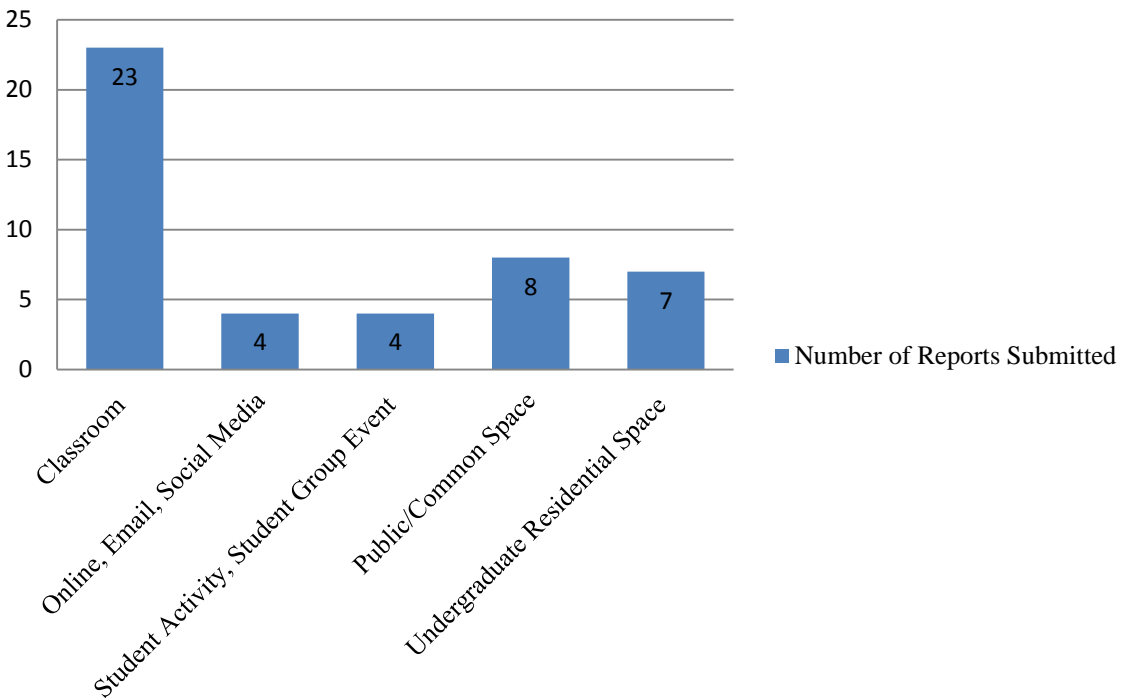
## Fall 2015 Reports

Below are two graphs (Fall 2015) that summarize the 46 reports filed this semester: the first presents the identities targeted and the second presents the setting in which the bias incident reportedly occurred. The y-axis represents the number of reports that were submitted.

### Number of Reports Submitted



### Reports according to Location



## Summary Narratives

Below is a de-identified list of the reports that were submitted to the BRSS in the Fall Semester of 2015:

Note: An asterisk (\*) denotes that multiple reports have been submitted on the same incident

A "For Information Only" report was submitted by an unidentified student regarding a perceived verbal assault by another student on the basis of race and sex.
A "For Information Only" report was submitted by an unidentified student regarding an inappropriate/discriminatory comment by another student on the basis of sex.
A "For Information Only" report was submitted by an unidentified student regarding a perceived microaggression from a staff member in the Athletic Complex on the basis of race and ethnicity.
A "For Support and Referral" report was submitted by an unidentified student regarding a perceived inappropriate/discriminatory comment by another student on the basis of race and sex. This incident took place within a classroom environment. This student was referred to personnel within the academic unit.
A "For Information Only" report was submitted by an undergraduate student in the College of Arts and Sciences regarding a perceived inappropriate/discriminatory comment made by a professor on the basis of sex. This incident took place within a classroom environment.
A "For Information Only" report was submitted by an unidentified student regarding a perceived inappropriate/discriminatory comment, harassment, and unwanted sexual conduct/harassment from another student in a public place. This report was referred to the Title IX coordinator.
A "For Support and Referral" report was submitted by a graduate student in the Olin Business School regarding perceived bullying, harassment, intimidation, inappropriate/discriminatory comments, microaggressions, and perceived unequal treatment from other students and a professor. This student was referred to personnel within the academic unit.
A "For Information Only" report was submitted by an unidentified student regarding perceived vandalism on the basis of gender identity/expression, sex, and sexual orientation in the undergraduate residence halls.
A "For Information Only" report was submitted by an undergraduate student in the Sam Fox School of Art and Design regarding a perceived microaggression in an assignment given by a professor.
A "For Information Only" report was submitted by an unidentified student regarding perceived inappropriate or discriminatory comments from another student on the basis of ethnicity and nationality within the undergraduate residence halls.
A "For Information Only" report was submitted by an unidentified student regarding a perceived microaggression related to ethnicity, nationality, and race made by an undergraduate student group.
A "For Support and Referral" report was submitted by a graduate student in the College of Arts and Sciences regarding perceived discrimination related to disability and mental health by a faculty member. This student was referred to Cornerstone: The Center for Advanced Learning.
A "For Information Only" report was submitted by a graduate student in the Sam Fox School of Art and Design regarding a microaggression related to race and ethnicity made by a faculty member.
A "For Information Only" report was submitted by an unidentified undergraduate student regarding a perceived microaggression related to race and ethnicity made by a student group.

A “For Information Only” report was submitted by an unidentified undergraduate student regarding perceived unequal treatment related to religion in a university department.
A “For Information Only” report was submitted by an unidentified undergraduate student regarding perceived inappropriate/discriminatory comments made by another student in a student group interaction.
A “For Information Only” report was submitted by an unidentified undergraduate student regarding perceived microaggression and perceived unequal treatment within an undergraduate student organization.
A “For Information Only” report was submitted by a graduate student in the Brown school who observed perceived harassment and inappropriate/discriminatory comments between one graduate student to another on the basis of sex and sexual orientation.
A “For Information Only” report was submitted by an undergraduate student in the College of Arts and Sciences regarding a perceived inappropriate/discriminatory comment made by a staff member on the basis of mental health.
A “For Information Only” report was submitted by an unidentified undergraduate student regarding perceived property damage/vandalism on the basis of gender identity/expression and sexual orientation in the undergraduate residence halls.
Two “For Information Only” reports were submitted by an unidentified undergraduate student in the College of Arts and Sciences regarding a perceived inappropriate/discriminatory comment and microaggression on the basis of disability and ethnicity in a lecture class.*
A “For Information Only” report was submitted by an unidentified undergraduate regarding a perceived inappropriate or discriminatory comment on the basis of gender identity/expression made by a staff member in the undergraduate residence halls.
A “For Information Only” report was submitted by an unidentified undergraduate student regarding a perceived inappropriate or discriminatory comment, and microaggression on the basis of gender identity/expression and sex between a WUPD officer and an undergraduate student within the undergraduate residence halls.
A “For Support and Referral” and a “For Information Only” report was submitted by undergraduate students in the Sam Fox School of Art and Design regarding a perceived inappropriate /discriminatory comment and a verbal assault. This incident took place within a classroom context between an instructor and a student.* This student was referred to personnel within the academic unit.
A “For Information Only” report was submitted by an unidentified student in the Sam Fox School of Art and Design regarding perceived microaggressions from instructors on the basis of ethnicity.
A “For Information Only” report was submitted by an unidentified undergraduate student regarding perceived inappropriate/discriminatory comments made by another student group on an online forum.
A “For Information Only” report was submitted by an unidentified community member regarding a perceived inappropriate display on the basis of race in an on-campus dining facility. The report was referred to the appropriate personnel and the display was removed.
A “For Information Only” report was submitted by an unidentified student regarding a perceived microaggression between students on the basis of ethnicity. This interaction took place off campus.

<p>A “For Support and Referral” report was submitted by an unidentified undergraduate student regarding a perceived inappropriate/discriminatory comment from another student on the basis of religion. This interaction took place over email. This student was referred to campus resources for mediation.</p>
<p>A “For Information Only” report was submitted by an unidentified campus community member regarding a perceived inappropriate/discriminatory comment in a campus affiliated publication on the basis of gender identity/expression and sex. This was referred to the Title IX Coordinator.</p>
<p>A “For Information Only” report was received from a graduate student in the Brown School regarding a perceived microaggression in a classroom on the basis of ethnicity, race, and veteran status.</p>
<p>A “For Support and Referral” and 3 “For Information Only” reports were received by graduate students in unidentified schools regarding a perceived microaggression in a classroom on the Medical Campus. This incident took place between a faculty member and a student and was on the basis of ethnicity and race.* This student was referred to personnel within the academic unit.</p>
<p>A “For Information Only” report was submitted by an unidentified undergraduate student regarding a perceived microaggression on the basis of ethnicity from a university contract personnel.</p>
<p>A “For Information Only” report was submitted by an undergraduate student in the College of Arts and Sciences regarding a perceived microaggression on the basis of ethnicity. This incident took place in a university classroom between a faculty member and a student.</p>
<p>A “For Information Only” report was submitted by an unidentified student regarding perceived harassment from a staff member in a departmental library. This incident was referred to the Title IX Coordinator.</p>
<p>A “For Information Only” report was submitted by an undergraduate student in the College of Arts and Sciences regarding a perceived inappropriate/discriminatory comment on the basis of socioeconomic status. This incident took place in a university classroom between a faculty member and student.</p>
<p>A “For Information Only” report was submitted by an unidentified student regarding a perceived microaggression and inappropriate/discriminatory comments made by a guest lecturer in a College of Arts and Sciences course.</p>
<p>A “For Information Only” report was submitted by a graduate student in the Olin Business School regarding perceived harassment and microaggression on the basis of gender identity/expression and sex between classmates. This incident took place on and off campus.</p>
<p>A “For Information Only” report was submitted by an unidentified undergraduate student regarding perceived online harassment from an anonymous source on the basis of religion.</p>
<p>A “For Information Only” report was submitted by an unidentified undergraduate student regarding perceived inappropriate/discriminatory comments from another undergraduate student. These took place in the undergraduate residence halls and were on the basis of disability, race, and sexual orientation.</p>
<p>A “For Support and Referral” report was submitted by a graduate student in the Sam Fox School of Design and Art regarding a perceived microaggression from an instructor. This microaggression was on the basis of ethnicity, nationality, religion, and race. The student desired no referral services as personnel had already responded from the academic unit.</p>