

Bias Report and Support System Summary Report

Below is a summary of the reports submitted to the Bias Report and Support System (BRSS) between July 1, 2014 and September 30, 2014. Information from the BRSS underscores the need for the university community to recognize the impact of 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. For each member of our community, this means becoming more in tune with how what we say and do might affect others. The information in this report gives the university more insights 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.

Context

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 against students and by offering support and referral resources when requested. The BRSS is composed of a six-person team of trained Washington University students, 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.

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, and 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

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. Finally, the BRSS is not an investigative body, and thus inclusion in this summary report does not signify the completeness or accuracy of any incident. In some cases it was evident from the face of the report or after contact with the alleged reporter that the report was fictitious. Examples include reports submitted against or on behalf of fictitious names. These reports are not included in this summary.

Follow Through

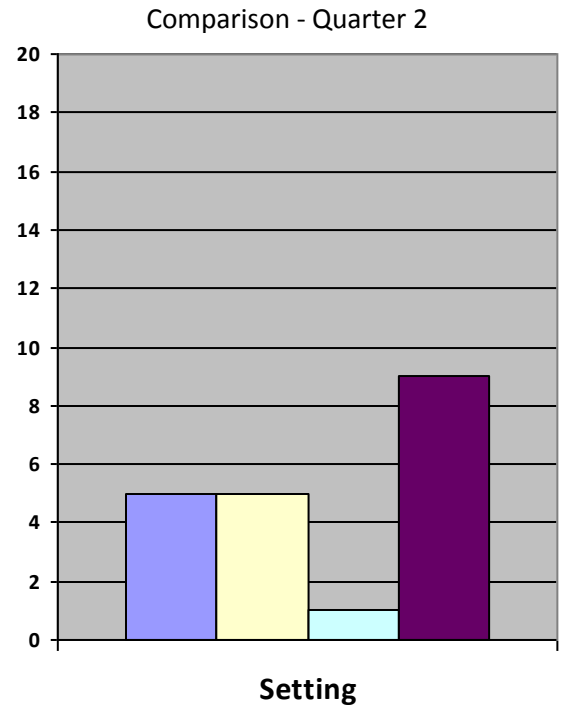
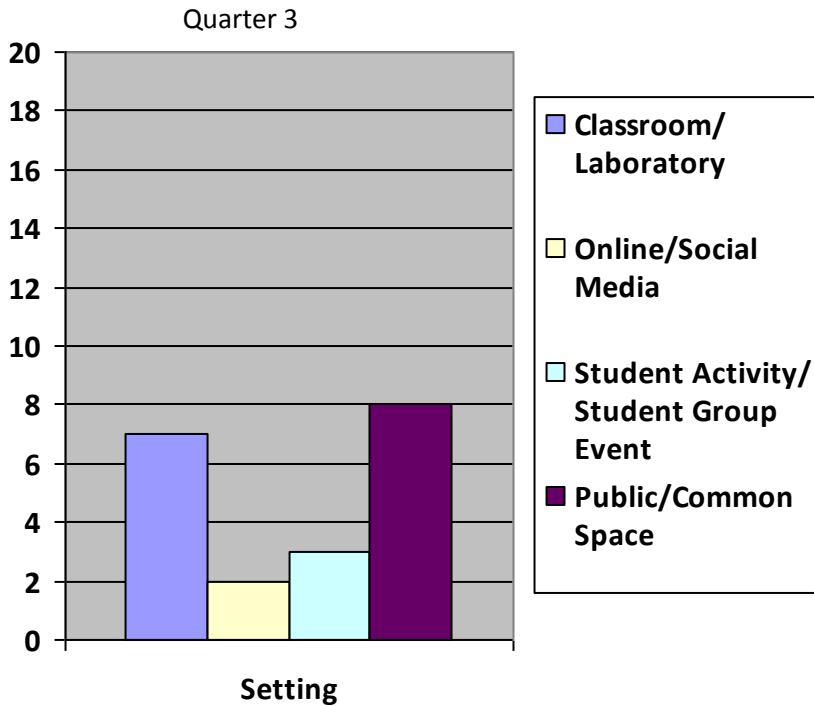
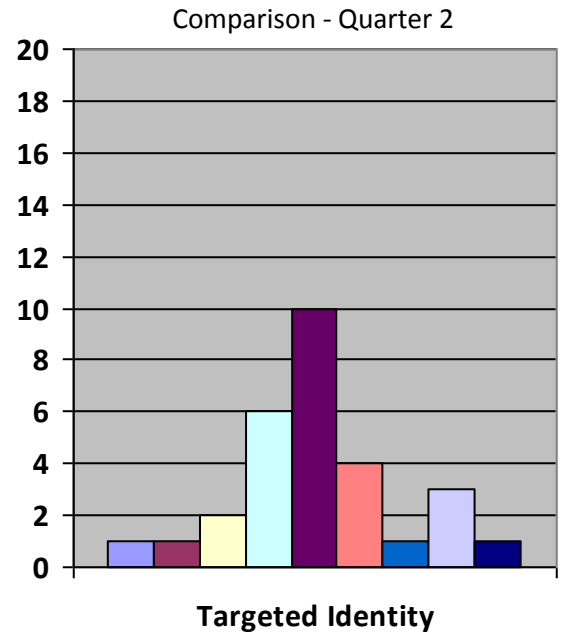
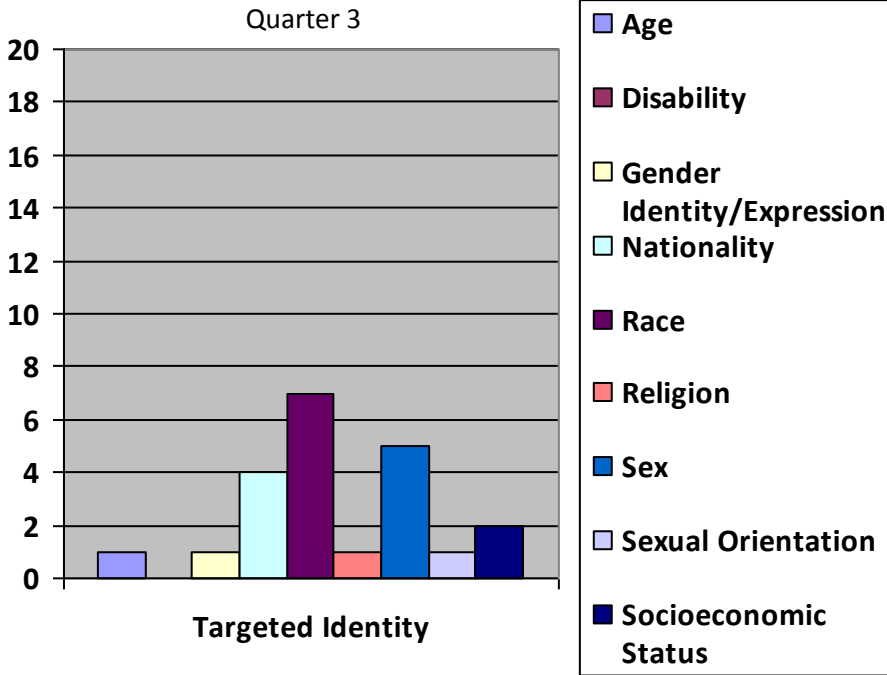
Prior to the release of this report, the BRSS Coordinator met with the Vice Chancellor for Students, the Vice Provost, and the Senior Associate Dean for Education (Medical School) to discuss trends and potential further action. These individuals have shared the information with school Deans and the Associate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

Summary Snapshot

- **20 reports/incidents** were submitted to the BRSS during this quarter (**note:** one FIO report and one FSR report was submitted for same incident)
 - For Information Only- 16
 - For Support and Referral - 4
- Breakdown of reports by setting
 - Classroom/Laboratory- 7
 - Online/Social Media- 2
 - Student Activity/Student Group event- 3
 - Public/Common Space (DUC, dining facility, library, etc.)- 8
- Breakdown of reports by targeted identity (note: reporters can select more than one targeted identity)
 - Age- 1
 - Disability- 0
 - Gender Identity/Expression- 1
 - Nationality- 4
 - Race-8
 - Religion- 1
 - Sex-5
 - Sexual Orientation- 1
 - Socioeconomic Status- 2

Summary Graphs

Below are two graphs that summarize the 20 reports (on 19 incidents) filed this quarter: 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.



Summary Narratives

Below is a de-identified list of the reports that were submitted to the BRSS in the third quarter of 2014:

One “For Support and Referral” report was submitted by a recent alum in the Brown School for Social Work regarding alleged intimidation, discriminatory comments, and perceived unequal treatment on the basis of race by a university employee in an academic building. The report was forwarded to the appropriate department supervisor.

One “For Information Only” report was submitted about a staff member regarding alleged inappropriate/discriminatory and microaggressive comments, made on the basis of socioeconomic status, ethnicity, and race, during a presentation.

One “For Information Only” report was submitted by a student in an unidentified school about a speaker at a public, on-campus event regarding perceived unequal treatment, inappropriate and microaggressive comments on the basis of socioeconomic status.

One “For Information Only” report was submitted by a student about an instructor in the Sam Fox School of Design and Visual Arts regarding a perceived inappropriate/discriminatory comment on the basis of sex.

One “For Information Only” report was submitted by an undergraduate student in an unidentified school about a group of students in a residence hall regarding an alleged discriminatory comment on the basis of sexual orientation.

One “For Support and Referral” report was submitted regarding perceived unequal treatment, sexual harassment and inappropriate comments on the basis of sex at an event in the School of Engineering & Applied Science. The reporter was referred to the Title IX Coordinator and Director of the Office of Sexual Assault and Community Health Services.

One “For Information Only” report was submitted by a student about a professor in the College of Arts & Sciences regarding a perceived discriminatory comment and microaggression on the basis of nationality.

One “For Information Only” report was submitted by an undergraduate student in an unidentified school regarding a posting on social media that targeted race and ethnicity.

One “For Information Only” report was submitted about a student organization regarding microaggressive behavior on the basis of race during a tabling event.

One “For Information Only” report was submitted by a student in the College of Arts & Sciences regarding bullying and email/social media harassment by another student on the basis of sex.

One “For Information Only” report was submitted by a student about a professor in the College of Arts & Sciences regarding a perceived inappropriate comment on the basis of ethnicity and nationality.

One “For Information Only” report was submitted by an undergraduate student in an unidentified school about a staff member regarding perceived unequal treatment and inappropriate comments on the basis of age.

One “For Information Only” report was submitted by a student about a professor in the College of Arts & Sciences regarding perceived unequal treatment, inappropriate comments, and microaggression on the basis of gender identity or expression and sex.

One “For Information Only” report was submitted by an individual regarding a framed photograph located in an administrative building that targeted race and ethnicity. The photograph has since been removed.

One “For Information Only” report was submitted by an undergraduate student in an unidentified school about another student regarding a perceived inappropriate comment and microaggression on the basis of religion.

One “For Information Only” report was submitted by an undergraduate student in the College of Arts & Sciences about a student organization regarding a perceived inappropriate comment on the basis of nationality at an event.

One “For Information Only” report was submitted by an undergraduate student about a professor in the College of Arts & Sciences regarding a perceived inappropriate comment and microaggression on the basis of ethnicity and nationality.

Two reports, one “For Information Only” and “For Support and Referral” were submitted by a graduate student about a professor in the Program in Physical Therapy regarding alleged inappropriate physical contact and discriminatory comments on the basis of race. The reporter was referred to Human Resources, School of Medicine personnel, and Student Health Services.

One “For Support and Referral” report was submitted by a student in the College of Arts & Sciences regarding perceived unequal treatment, sexual harassment, inappropriate comments, and microaggression on the basis of sex by contracted employees at the University. The reporter was referred to the Title IX Coordinator and Human Resources.