

## Bias Report and Support System Summary Report

Below is a summary of the reports submitted to the Bias Report and Support System (BRSS) between October 1, 2014 and December 31, 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.

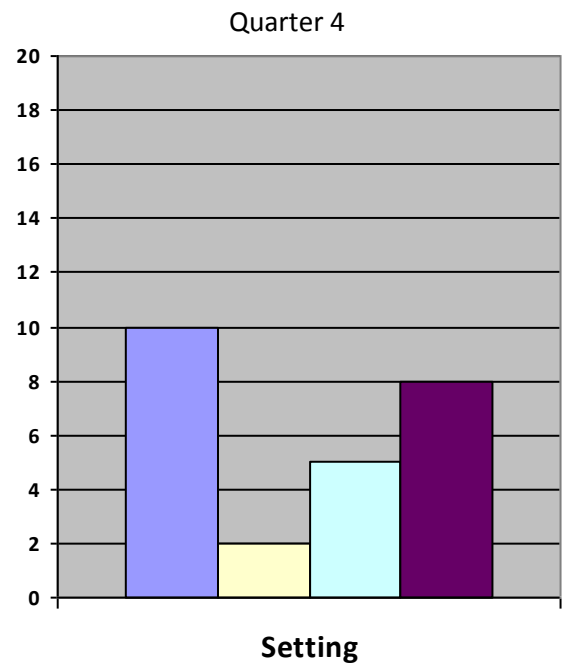
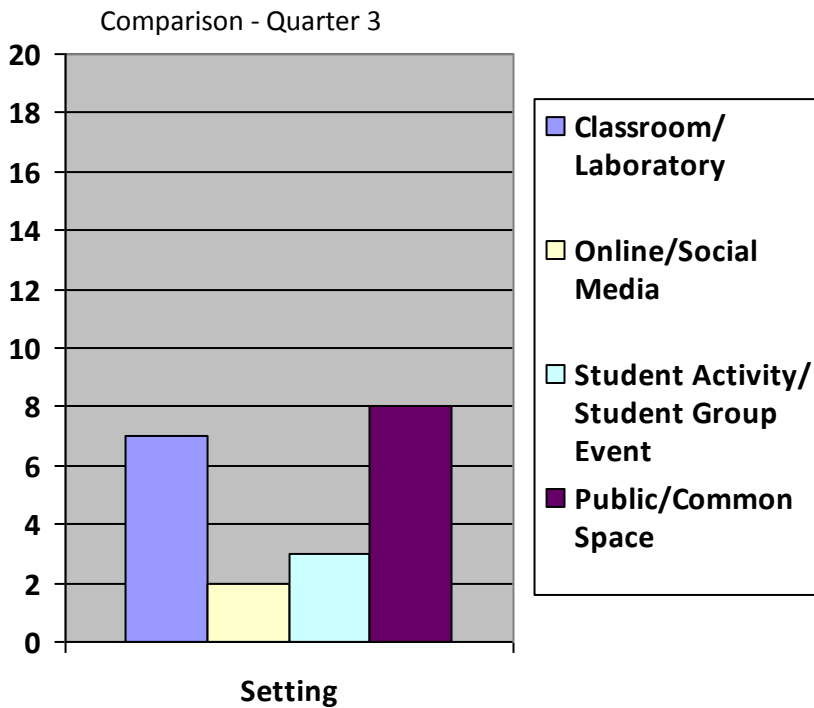
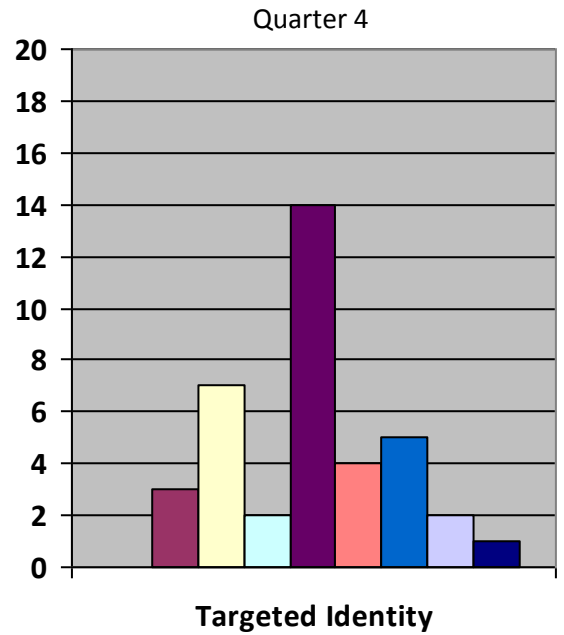
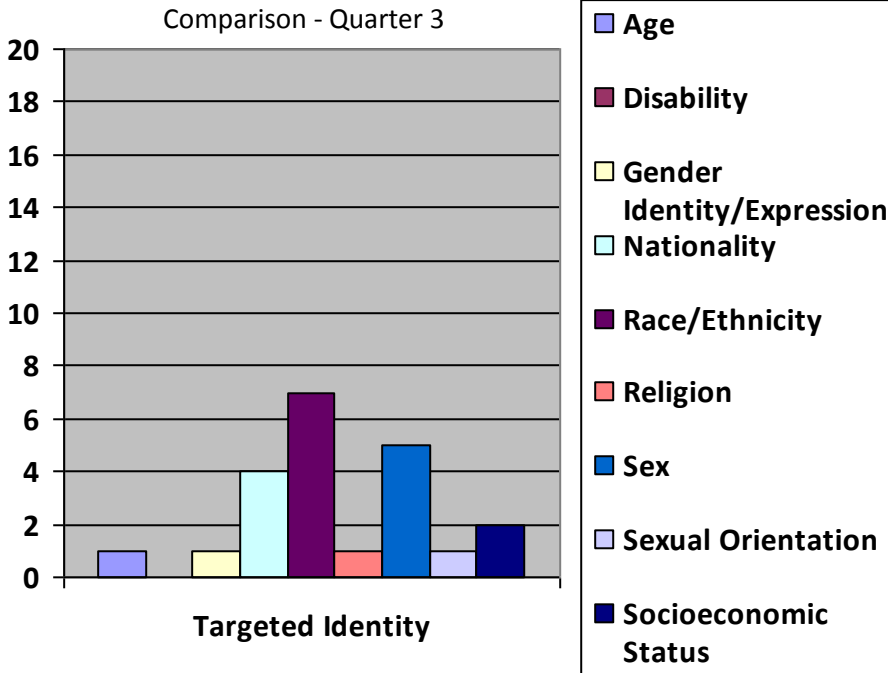
## **Summary Snapshot**

**25 reports/incidents** were submitted to the BRSS during this quarter:

- For Information Only- 22
- For Support and Referral - 3
- Breakdown of reports by setting
  - Classroom/Laboratory- 10
  - Online/Social Media- 2
  - Student Activity/Student Group event- 5
  - Public/Common Space (DUC, dining facility, library, etc.)- 8
- Breakdown of reports by targeted identity (note: reporters can select more than one targeted identity)
  - Disability- 3
  - Gender Identity/Expression- 7
  - Nationality- 2
  - Race/Ethnicity-14
  - Religion- 4
  - Sex-5
  - Sexual Orientation- 2
  - Socioeconomic Status- 1

### Summary Graphs

Below are two graphs that summarize the 25 reports 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 fourth quarter of 2014:*

One “For Support and Referral” report was submitted by an undergraduate student in the College of Arts & Sciences regarding a perceived discriminatory comment and microaggression posted on social media on the basis of ethnicity and religion.

One “For Information Only” report was submitted by an undergraduate student in the College of Arts & Sciences regarding perceived unequal treatment, unwanted sexual conduct, inappropriate comments and microaggressions by faculty members in an academic department, on the basis of sex and gender identity. The report was forwarded to Title IX Coordinator.

One “For Information Only” report was submitted by a student in an unidentified school regarding the perceived unequal treatment and microaggressive behavior by a student organization at an event, on the basis of sexual orientation and gender identity. The report was forwarded to the Title IX Coordinator.

One “For Information Only” report was submitted by a student in an unidentified school regarding perceived inappropriate comments made by a professor on the basis of gender identity. The report was forwarded to Title IX Coordinator.

One “For Support and Referral” report was submitted by an undergraduate student in the College of Arts & Sciences, regarding perceived inappropriate and discriminatory comments made frequently by a professor, on the basis of ethnicity, nationality and race.

One “For Information Only” report was submitted by a student about a professor in the College of Arts & Sciences, regarding perceived microaggressive behavior and inappropriate comments based on ethnicity, race and religion.

One “For Information Only” report was submitted by a student in an unidentified school regarding perceived inappropriate comments made by a staff member, at a university event, on the basis of race.

One “For Information Only” report was submitted by an undergraduate student in the College of Arts and Sciences school regarding perceived inappropriate comments made by a professor and student during class, based on ethnicity and race.

One “For Information Only” report was submitted by a student in an unidentified school regarding the perceived microaggressive behavior and inappropriate comments made by staff member at a university event, on the basis of ethnicity.

One “For Support and Referral” was submitted by an undergraduate student in the College of Arts and Sciences regarding the perceived microaggressive behavior and inappropriate comments made by staff member at a university event, on the basis of race and ethnicity.

One "For Information Only" report was submitted by a student in an unidentified school regarding perceived discrimination, the basis of disability, due to the lack of accessibility in classroom seating.

One "For Information Only" report was submitted regarding the perceived harassment, on the basis of sex, of a student by a professor in the College of Arts & Sciences. The report was forwarded to the Title IX Coordinator.

One "For Information Only" report was submitted by an undergraduate student about a professor in the College of Arts and Sciences regarding perceived microaggressive behavior and inappropriate comments made during class, on the basis of race.

One "For Information Only" report was submitted by a student in an unidentified school regarding the perceived microaggressive behavior of another student, on the basis of race.

One "For Information Only" report was submitted by an undergraduate student in the Sam Fox School of Design & Visual Arts, regarding the perceived microaggressive behavior and inappropriate comments made by a staff member, on the basis of ethnicity and nationality.

One "For Information Only" report was submitted by a student in an unidentified school regarding perceived discriminatory comments and written hate graffiti, based on religion.

One "For Information Only" report was submitted by a student in the Brown School of Social Work regarding perceived microaggressive behavior by an instructor, on the basis of gender identity.

One "For Information Only" report was submitted by an undergraduate student in an unidentified school regarding the perceived sexual harassment, inappropriate comments, physical and verbal assault towards them by another student in a residence hall. The report was forwarded to the Title IX Coordinator.

One "For Information Only" report was submitted by a student in an unidentified school regarding perceived microaggressive behavior and inappropriate comments made by a professor during class time, on the basis of disability and mental health.

One "For Information Only" report was submitted by a student in the College of Arts & Sciences regarding a perceived inappropriate and discriminatory comment made by a student during class, on the basis of race and ethnicity.

One "For Information Only" report was submitted by an undergraduate student in an unidentified school regarding perceived unequal treatment, sexual harassment and inappropriate comments made by another student in a residence hall, on the basis of gender identity. The report was forwarded to the Title IX Coordinator.

One "For Information Only" report was submitted by an undergraduate student in an unidentified school regarding perceived inappropriate comments made by another student in a residence hall, on the basis of gender identity and sex. The report was forwarded to the Title IX Coordinator.

One "For Information Only" report was submitted by an undergraduate student in an unidentified school regarding perceived microaggressive behavior and inappropriate comments made by another student in a residence hall, on the basis of sexual orientation. The report was forwarded to the Title IX Coordinator.

One "For Information Only" report was submitted by an undergraduate student in an unidentified school regarding perceived unequal treatment based on religion.

One "For Information Only" report was submitted by a student in an unidentified school regarding perceived inappropriate comments and microaggressions, based on socioeconomic status and race, which was posted on social media.