



sexual orientation, verbal use of slurs regarding perceived sexual orientation, and microaggressions used in the classroom by faculty.

Graph 1 shows the breakdown of types of bias reports by percentage of the total reports submitted.

***Table 1. Total Number of Incidents by Type***

Nature of Bias	Number of Incidents
Race	6
Sexual Orientation	4
Religion	2
Gender Identity	1
<b>Total</b>	<b>13</b>

Table 2 shows how many reports of bias incidents were made and who reported them. The majority of bias reports (6) were reported by staff, such as Public Safety or another professional staff member. The next largest number of reports came through the Resident Assistant staff, who either encountered the alleged bias incident or took the reported information from the victim. Graph 2 shows the percentage breakdown of who reported the bias incident compared to the total number of incidents reported.

**Table 2. Total Number of Reports by Reporter**

Reported By	Number of Incidents
Student	2
RA	4
Staff	6
Non-Student/Unknown	1

**Graph 2. Percentage of Total Reports by Reporter**

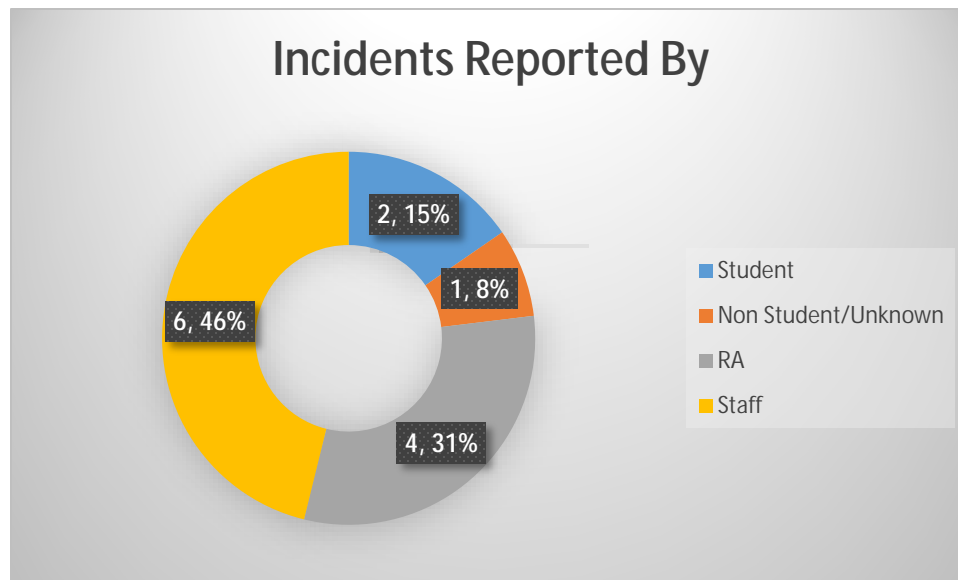


Table 3 shows the category of the respondent of the alleged incident. The majority of respondents in reported bias incidents were students (80%). This number may reflect more than one student respondent per reported incident. Graph 3 shows the percentage of the type of respondent compared to the total number of respondents.

**Table 3. Number of Respondents by Type**

Respondent Type	Number of Respondents
Student	12
Staff	0
Faculty	1
Non-Student/Unknown	2

*\*Some incidents contained multiple respondents*

**Graph 3. Percentage of Respondent Type**

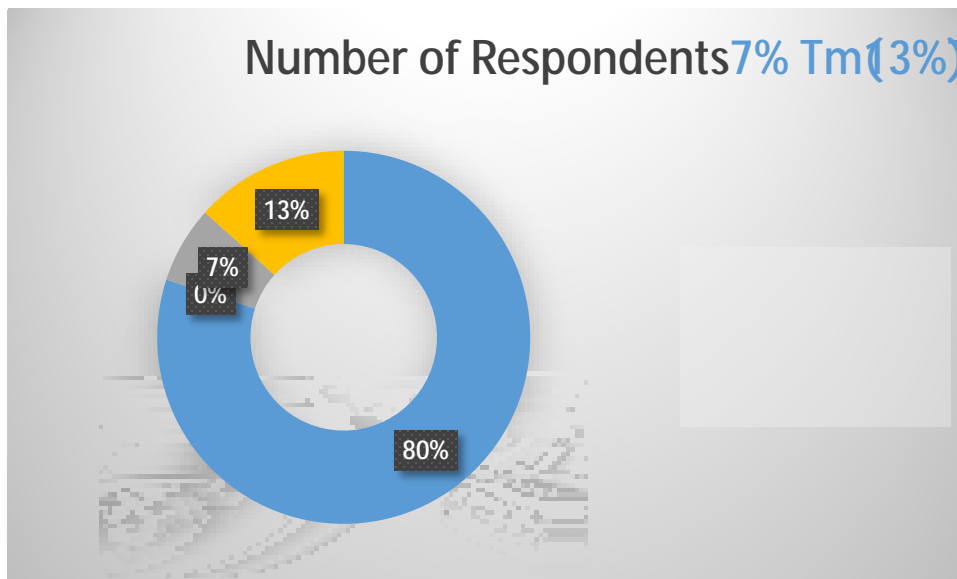


Table 4 shows what type of follow up was conducted with the respondent of the reported bias. Educational conversations with the respondents resulted in 12 of the follow ups. These conversations were generally centered on understanding impact versus intent, and provided an opportunity to reflect on the incident in order to promote awareness that elicits change behavior toward greater sensitivity and inclusivity.

**Table 4. Number of Incident Follow Ups by Type**

Follow Up Type	Number of Follow Ups
Conversation	12
None	1

Graph 4 shows the percentage of types of follow ups compared to the total number of follow ups conducted.

**Graph 4. Percentage of Follow up Type**

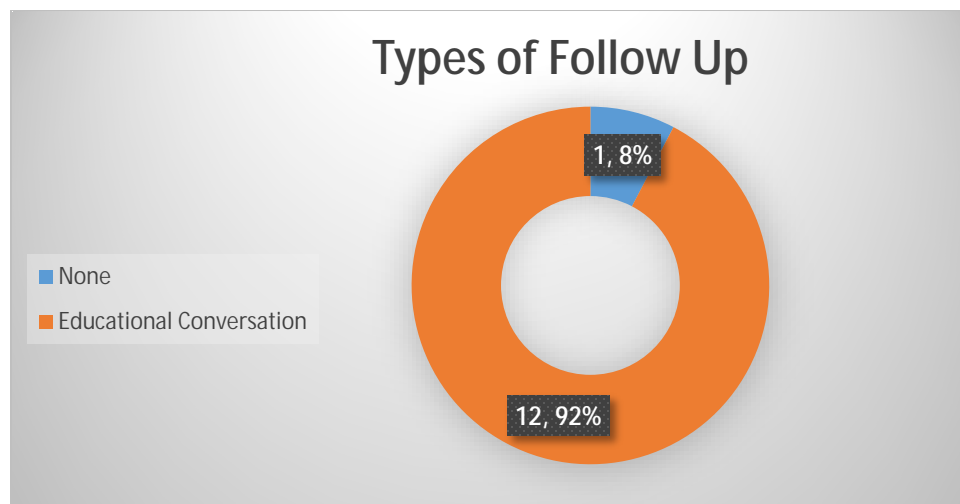


Table 5 shows the location of the reported incident and the number of incidents reported in that location. Chart 5 shows the number of reported bias incidents by location. The majority (76.9%) were reported to have taken place in a university residence hall and 15% were reported to have taken place on campus grounds, which includes areas outside a residence hall or classroom but remaining on campus property. 1