Hate/Bias Incidents Reported  
Fall 2012

NOTE: This summary report contains every complaint made by a reporting party without passing judgment on the nature of the incident or whether it conforms to the definition of hate or bias. Duplicate reports for the same incident have been omitted. Please keep in mind that the individuals who made these reports perceived the incident they experienced to be an instance of hate or bias. All incidents reported are reviewed by the Associate Chancellor/Campus Diversity Officer – Staff and Students, Vice Provost for Academic Affairs/Campus Diversity Officer – Faculty, Associate Vice Chancellor for Campus Life and Dean of Students, Associate Vice Chancellor for Colleges, Housing and Educational Services, the Director for Student Judicial Affairs and others as appropriate. Those individuals who report an incident and provide contact information will receive a confirmation of receipt. The Director for Student Judicial Affairs as well as other campus officials will follow up with all identified reporting persons upon request and as appropriate.

Key (Revised: 9/1/2011):
AP = Accused Person(s)/Party   REP = Reporting Person   CSC = Code of Student Conduct   SJA = Student Judicial Affairs   AC = Associate Chancellor   VPAA = Vice Provost for Academic Affairs   AVC-DOS = Associate Vice Chancellor for Campus Life and Dean Of Students   AVC-CHES = Associate Vice Chancellor for Colleges, Housing and Educational Services   DSJA = Director for Student Judicial Affairs   CAO = College Administrative Officer   ACAO = Associate College Administrative Officer   CRE = Coordinator for Residential Education

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| 10/21/12         | Bus Stop             | A student reported overhearing a conversation between two other students talking about how another student had told her in a joking manner, "We lynch black people where I come from"  
Incident Report Received: 10/28/12  
Confirmation Email Sent: 11/7/12  
Bias Category Reported: Race  
Action Requested: DOS contact student for support |

AP: Unknown  
Alleged CSC Violation: No Violation  
UCPD Contacted: No  
REP: Student  
REP Contacted by: AVC-DOS  
Others Contacted: Ethnic Resource Center Director  
Additional follow up details: DOS contacted student. Student Judicial Affairs Director determined this falls under protected speech.  
Case Closed: 11/7/12
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| 10/31/12         | Family Student Housing | A student reports that on Halloween another student confronted her and said: “You’re not a real Mexican, why would you give candy to a black girl? You’re as fake as your costume, you’re just full of sxxx,” after she gave a young black girl candy on Halloween. | Action taken: Information only, No action requested  
Incident Report Received: 10/31/12  
Confirmation Email Sent: 12/1/12  
Bias Category Reported: Race, Campus Climate  
Action Requested: Information only, No action requested  
AP: known  
Alleged CSC Violation: No Violation  
UCPD Contacted: No  
REP: Staff  
REP Contacted by: Student Judicial Affairs  
Others Contacted: Family Student Housing Director, AVC-CHES  
Additional follow up details: Student met with the Director of Student Judicial Affairs and reviewed the Principles of Community.  
Case Closed: 12/1/12 |
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<td>11/12/12</td>
<td>S&amp;E Library Front Desk</td>
<td>A student reported that a staff member working at the library made demeaning comments when the student asked for assistance in citing a report. The comments reported being made included, “why are you making this so complicated,” and how it was “bugging her” how the student was writing notes on a small piece of paper. <strong>Incident Report Received</strong>: 11/9/12 <strong>Confirmation Email Sent</strong>: 11/9/12 <strong>Bias Category Reported</strong>: Disability <strong>Action Requested</strong>: Have the Associate Chancellor Contact me.</td>
<td>AP: Unknown <strong>Alleged CSC Violation</strong>: Disability <strong>UCPD Contacted</strong>: No <strong>REP</strong>: Student <strong>REP Contacted by</strong>: Associate Chancellor contacted student to acknowledge report and informed student that someone from his office will contact to set up an appointment. <strong>Others Contacted</strong>: N/A <strong>Additional follow up details</strong>: <strong>Case Closed</strong>: 11/9/12</td>
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<td>11/14/12</td>
<td>Women’s Restroom-Oakes College</td>
<td>A student reported a swastika sign drawn on the wall with the word “kill” next to it located in a stall of a women’s restroom in Oaks College. <strong>Incident Report Received:</strong> 11/14/12 <strong>Confirmation Email Sent:</strong> Anonymous report <strong>Bias Category Reported:</strong> Ethnicity, Race <strong>Action Requested:</strong> Information only, No action requested</td>
<td>AP: Unknown <strong>Alleged CSC Violation:</strong> Vandalism, Threat. <strong>UCPD Contacted:</strong> No <strong>REP:</strong> Student <strong>REP Contacted by:</strong> N/A <strong>Others Contacted:</strong> ADAO</td>
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<td>11/20/12</td>
<td>College 9/10 Bus Stop and other Bus Stops.</td>
<td>A student reported posters saying, &quot;Islam will obliterate Israel&quot; and &quot;Muslims must kill Jews&quot; as well as many other hateful accusations. <strong>Incident Report Received:</strong> 12/8/12 <strong>Confirmation Email Sent:</strong> 12/10/12 <strong>Bias Category Reported:</strong> Race <strong>Action Requested:</strong> DOS contact for support, Review of possible student disciplinary action.</td>
<td>AP: Known <strong>Alleged CSC Violation:</strong> No <strong>UCPD Contacted:</strong> Yes <strong>REP:</strong> Student <strong>REP Contacted by:</strong> DSJA and AVC-DOS <strong>Others Contacted:</strong> CAO, AVC-CHES, AC <strong>Additional follow up details:</strong> Case Closed: 12/10/12</td>
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<td>12/3/12</td>
<td>College 9/10</td>
<td>It was reported by a staff member that someone tagged/vandalized the C.R.E.A.T.E. (Cultural Resources To Educate And To Empower) mural. Someone scribbled in blue marker over the &quot;Of Color&quot; portion of the mural, and commented &quot;This is racist believe it or not please change this its not right&quot;. <strong>Incident Report Received:</strong> 1/16/13 <strong>Confirmation Email Sent:</strong> 1/16/13 <strong>Bias Category Reported:</strong> Race, Ethnicity, Climate Issue <strong>Action Requested:</strong> Information Only</td>
<td>AP: Unknown <strong>Alleged CSC Violation:</strong> Vandalism <strong>UCPD Contacted:</strong> No <strong>REP:</strong> Staff <strong>REP Contacted by:</strong> AC, DSJA <strong>Others Contacted:</strong> AVC-CHES <strong>Additional follow up details:</strong> work order desk contacted. Graffiti removed. <strong>Case Closed:</strong> 1/16/13</td>
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<td>12/8/12</td>
<td>Family Student Housing</td>
<td>It was reported that a student made comments to two other individuals at Family Student Housing that included, “I’m going to call the cops on you two Mexican guys from being all gay in the neighborhood,” “You don’t belong here because you’re not students, you are not smart enough to be students at a real college.”</td>
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|                  |                                 | **Incident Report Received:** 1/31/13  
**Confirmation Email Sent:** 2/1/13  
**Bias Category Reported:** Race, ethnicity, sexual orientation  
**Action Requested:** Information only, No action requested.                                                                                                                             |              |
|                  |                                 | **AP:** Known  
**Alleged CSC Violation:** No  
**UCPD Contacted:** No  
**REP:** Staff  
**REP Contacted by:** N/A  
**Others Contacted:** Student Judicial Affairs, AVC-DOS, AVC-CHES, Family Student Housing Director  
**Additional follow up details:** Student met with Assistant Director of Conduct to discuss appropriate behavior and the principles of community.                                                                                     |              |
|                  |                                 | **Case Closed:** 2/1/13                                                                                                                                                                                                                                                                                                                                     |              |

Respectfully submitted,
Doug Zuidema  
Director, Student Judicial Affairs