Hate/Bias Incidents Reported
Fall 2013

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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| 9/20/13          | Bay tree Building. 3rd Floor, Men’s Restroom | It was reported that the words, “Boys have dicks, Girls have vaginas, Your inability to accept this spawns all the..” the last word was ineligible. | AP: Unknown  
Alleged CSC Violation: Vandalism  
UCPD Contacted: Yes  
REP: Student, staff  
REP Contacted by: DOS  
Others Contacted: DOS  
Additional follow up details: UC police confirmed graffiti was removed. University approved signage placed on restroom doors informing single stall restrooms available with a map of gender neutral restrooms.  
Case Closed: 9/25/13 |

Incident Report Received: 9/22/13  
Confirmation Email Sent: 9/24/13  
Bias Category Reported: Gender, Gender Identity  
Action Requested: Associate Chancellor contact
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| 9/28/13          | Porter Building A-328| It was reported that a CA’s door tag had been vandalized. | AP: Unknown  
Alleged CSC Violation: Vandalism  
UCPD Contacted: no  
REP: Staff  
REP Contacted by: ACAO  
Others Contacted: AVC-CHES  
Action Requested: Information only, no action requested |
| 10/12/13         | Kresge water tanks in the woods | It was reported that a student was verbally and physically harassed due to his gender identity. | AP: Student  
Alleged CSC Violation: disorderly/lewd conduct  
UCPD Contacted: Yes  
REP: Student  
REP Contacted by: DOS  
Others Contacted: UCPD, AVC-DOS  
Additional follow up details: Restorative justice case processed.  
Case Closed: 12/17/13 |
| 10/21/13         | Bay Tree Restroom 3rd Floor | It was reported that career center staff removed the transgender signage from the women’s restroom door, crumpling the sign, and putting it in the trash. Creating a hostile workplace for staff members. | AP: Staff Member  
Alleged CSC Violation: N/A  
UCPD Contacted: No  
REP: Staff  
REP Contacted by: ERC  
Others Contacted: ADEOP, AVC-DOS  
Additional follow up details: signs are being framed and will become permanent fixtures for the building, Staff HR contact and educational follow-up.  
Case Closed: 10/29/13 |
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| 10/21/13         | Men’s Restroom near Stevenson 175 | It was reported that the word “beaner” was written next to a phrase in Spanish on the men’s bathroom wall. | AP: Unknown  
Alleged CSC Violation: Vandalism  
UCPD Contacted: No  
REP: Staff  
REP Contacted by: N/A  
Others Contacted: CAO  
Additional follow up details: CAO drafted communication for Stevenson Community. Graffiti removed.  
Case Closed: 10/21/13 |
| 11/7/13          | Quarry Plaza         | It was reported that the “Ski & Snowboarding” club were in the Quarry Plaza wearing sombreros advertising a fiesta themed party. | AP: Several Students  
Alleged CSC Violation: N/A  
UCPD Contacted: No  
REP: Staff  
REP Contacted by: N/A  
Others Contacted: N/A  
Additional follow up details:  
Case Closed: 11/7/13 |
| 11/14/13         | Ohlone House, College Ten | It was reported that someone wrote the words fag and dick sucker on a community white board under a specific person’s name. | AP: Unknown  
Alleged CSC Violation: Vandalism  
UCPD Contacted: No  
REP: Staff  
REP Contacted by: ACAO  
Others Contacted: DOS, AVC-CHES  
Additional follow up details: Case forwarded to ACAO; communication sent to residents and addressed at floor meeting. |
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| 11/11/13         | Baskin Engineering lab 109 | It was reported that a TA made racial and sexist comments to a student.  
**Incident Report Received:** 11/18/13  
**Confirmation Email Sent:** 11/18/13  
**Bias Category Reported:** Gender, Race  
**Action Requested:** Review for possible student disciplinary action.  
**AP:** Student  
**Alleged CSC Violation:** Harassment  
**UCPD Contacted:** No  
**REP:** Student  
**REP Contacted by:**  
**Others Contacted:** ADOS  
**Additional follow up details:**  
**Case Closed:** 11/22/13 |
| 11/15/13         | Cowell-Morrison 108 | It was reported that Cowell housing staff was biased in dealing with housing change request with/from a student.  
**Incident Report Received:** 11/22/13  
**Confirmation Email Sent:** 11/22/13  
**Bias Category Reported:**  
**Action Requested:** AC Contact, DOS Contact  
**AP:** Staff  
**Alleged CSC Violation:** N/A  
**UCPD Contacted:** No  
**REP:** Student  
**REP Contacted by:**  
**Others Contacted:** AVC-CHES  
**Additional follow up details:**  
**Case Closed:** |
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| 11/10 – 22/13    | Merrill Housing A-Dorm | It was reported that a student was racially profiled and harassed by housing staff. | AP: Staff  
Alleged CSC Violation: N/A  
UCPD Contacted: Yes  
REP: Student Parent  
REP Contacted by: AVC-CHES  
Others Contacted: AVC-CHES, DOS, AC, Title IX, CARE  
Additional follow up details:  
Case Closed: 11/25/13 |
| 11/19/13         | Cowell Dining Hall    | It was reported that a student and staff member were harassed and profiled by a staff member at the Cowell Dining Hall. | AP: Staff Member  
Alleged CSC Violation: N/A  
UCPD Contacted: No  
REP: Staff  
REP Contacted by: AVC-CHES  
Others Contacted: AC  
Additional follow up details:  
Case Closed: 12/13/013 |
| 10/3/13          | Academic Advisory Office at ARC Center | It was reported that a staff member asked biased questions and provided biased advising to a student. | AP: Staff Member  
Alleged CSC Violation: N/A  
UCPD Contacted: No  
REP: Student  
REP Contacted by: Asst DOS, Director EOP  
Others Contacted:  
Additional follow up details:  
Case Closed: 12/19/13 |
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| 1/7/14           | Merrill Classroom 102| It was reported that a faculty member made inappropriate jokes of grading like a “nazi” and continually addresses the class as “guys”.  
Incident Report Received: 1/9/14  
Confirmation Email Sent: N/A  
Bias Category Reported: Race  
Action Requested: Information only, no action requested.                                                                                                                                                                                                 | AP: Faculty Member  
Alleged CSC Violation: N/A  
UCPD Contacted: No  
REP: Student  
REP Contacted by:  
Others Contacted: AVC-DOS, VP Academic Affairs  
Additional follow up details:  
Case Closed: 1/15/14                                                                                   |

Respectfully submitted  
Dean of Students Office