Annual Report of Bias Incidents for the 2017-2018 Academic Year
Purpose

The Bias Incident Assessment & Support (BIAS) Team exists to:

• Support individuals and communities impacted by bias incidents and hate crimes.

• Assess and make recommendations on the impact of bias incidents and hate crimes on Gonzaga’s overall campus climate.
# Summary of Reports

<table>
<thead>
<tr>
<th>Report Date</th>
<th>Incident Date</th>
<th>Submitted by</th>
<th>Identity/ies Targeted</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oct: 9 (26.5%)</td>
<td>Sept: 2 (5.9%)</td>
<td>Anonymous: 1 (2.9%)</td>
<td>Disability: 2 (5.9%)</td>
<td>Campus Building: 5</td>
</tr>
<tr>
<td>Nov: 2 (5.9%)</td>
<td>Oct: 7 (20.6%)</td>
<td>Faculty: 1 (2.9%)</td>
<td>Gender: 3 (8.8%)</td>
<td>(14.7%)</td>
</tr>
<tr>
<td>Dec: 3 (8.8%)</td>
<td>Nov: 2 (5.9%)</td>
<td>Other: 1 (2.9%)</td>
<td>National Origin: 2 (5.9%)</td>
<td>Classroom: 9</td>
</tr>
<tr>
<td>Jan: 1 (2.9%)</td>
<td>Dec: 2 (5.9%)</td>
<td>Staff: 14 (5 RDs) (41.2%)</td>
<td>No Bias: 2 (5.9%)</td>
<td>(26.5%)</td>
</tr>
<tr>
<td>Feb: 8 (23.5%)</td>
<td>Fall 2017: 1 (2.9%)</td>
<td>Student: 17 (6 RAs) (50.0%)</td>
<td>Other (multiple): 9 (26.5%)</td>
<td>Off-Campus: 2</td>
</tr>
<tr>
<td>Mar: 1 (2.9%)</td>
<td>Jan: 6 (17.6%)</td>
<td></td>
<td>Race: 11 (32.4%)</td>
<td>(5.9%)</td>
</tr>
<tr>
<td>Apr: 9 (26.5%)</td>
<td>Feb: 6 (17.6%)</td>
<td></td>
<td>Religion: 1 (2.9%)</td>
<td>Online: 1</td>
</tr>
<tr>
<td>May: 1 (2.9%)</td>
<td>Mar: 2 (5.9%)</td>
<td></td>
<td>Sex: 1 (2.9%)</td>
<td>(2.9%)</td>
</tr>
<tr>
<td></td>
<td>Apr: 6 (17.6%)</td>
<td></td>
<td>Sexual Orientation: 3 (8.8%)</td>
<td>Other (snail mail): 1</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td>(2.9%)</td>
</tr>
</tbody>
</table>

**Total Number of Reports: 34**
- Notification Only: 17 (50%)
- Response Requested: 17 (50%)
Report Date

Number of Reports Received

- August: 0 reports
- September: 0 reports
- October: 9 reports
- November: 1 report
- December: 3 reports
- January: 1 report
- February: 8 reports
- March: 1 report
- April: 9 reports
- May: 1 report

Legend: Number of Reports Received
Incident Date

Number of Reports Received

- Aug: 1
- Sept: 2
- Oct: 7
- Nov: 2
- Dec: 2
- Fall 2017: 1
- Jan: 6
- Feb: 6
- Mar: 2
- Apr: 6
- May: 2
Submitted by...

Number of Reports Received

- Anonymous: 0
- Faculty: 2
- Other: 4
- Staff: 16
- Student: 18
Submitted by...
Identity/ies Targeted

Number of Reports Received

- Disability
- Gender
- National Origin
- No Bias
- Other (multiple)
- Race
- Religion
- Sex
- Sexual Orientation

Number of Reports Received
Identity/ies Targeted

Number of Reports Received

Disability    Gender    National Origin    No Bias    Other (multiple)    Race    Religion    Sex    Sexual Orientation
Location

Number of Reports Received

- Campus Building: 4
- Classroom: 8
- Off-Campus: 1
- Online: 1
- Other (snail mail): 1
- Outside: 1
- Residence Hall: 14

Legend: Number of Reports Received
Location

Number of Reports Received

- Campus Building
- Classroom
- Off-Campus
- Online
- Other (snail mail)
- Outside
- Residence Hall
Notification Only or Response Requested

Number of Reports Received

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Notification Only</td>
<td>16</td>
</tr>
<tr>
<td>Response Requested</td>
<td>18</td>
</tr>
</tbody>
</table>
Follow-Up Actions

Each report was received electronically and reviewed by co-chairs of the BIAS team, Joan Iva C. Fawcett and Matt Lamsma, as well as co-chairs of the Council for Equity, Inclusion, and Intercultural Awareness, Chris Purviance and Raymond Reyes. All reports were followed up on by the BIAS Team, Human Resources, Office of Community Standards, Housing & Residence Life, Campus Security and Public Safety (CSPS), or the Chief Diversity Officer as appropriate. Follow-up actions included investigation by CSPS, removal of graffiti by Plant Services, support for targeted individual(s), residence hall meetings and educational conversations.

Any community member who experiences or witnesses bias is encouraged to file a report. The bias incident form can be found online at www.gonzaga.edu/reportbias.