



Division of Student Life

UNIVERSITY OF WISCONSIN-MADISON

Dean of Students Office

Bias Incidents & Reports Summary Summer 2018

During the reporting period for Summer 2018, the bias reporting system received 27 reports for 15 bias-related incidents. For example, one incident generated seven reports. None of the 11 incidents were processed through the [UWS 17](#), non-academic misconduct process. There were 3 additional reports received, but they were not bias-related. Follow-up meetings, phone calls or emails with appropriate campus partners occurred in 14 out of 15 incidents.

Reporters are asked to identify the singular or multiple identities that the incident targeted, allowing for an intersectional viewpoint in collecting data. The data shows that the most common type of targeted identity was race/ethnicity with the second largest category being gender. The majority of incidents were microaggressions both threatening and non-threatening.

Reporters are requested to indicate the location of the incident. Some reporters did not provide specific locations of the incident but gave a general sense of where the incident occurred. Overall, out of the 15 incidents, 10 of the incidents occurred on-campus, three occurred online, one occurred in the residence halls and one case occurred off-campus.

The reporters vary in their role on campus and range from being targeted individuals themselves to bystanders or witnesses of bias or hate incidents. The majority of the reporters were the direct impacted party. Additionally, the majority of the reporters who were affiliated with UW, were undergraduate students. Four reporters were UW staff and three reporters were graduate students. There were four reports submitted anonymously. Eight of the 27 reporters asked for action or follow-up with Dean of Students Office or the Bias Response Coordinator.

The Bias Response Coordinator and colleagues in the Dean of Students Office respond to incidents by offering direct support and assistance as well as collaborating with colleagues across campus. The most common type of response provided is a support meeting which provides a time and space for the targeted individual or reporter to share what happened, to receive support and guidance and get connected to campus resources/partners. Additionally, educational conversations and restorative conversations make up the other types of responses when engaging with the offender or respondent of an incident. When cases involved faculty or staff, the Bias Response Coordinator collaborated with Human Resources and the Office of the Provost to address the incident.