



**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

Report Date

- Oct: 9 (26.5%)
- Nov: 2 (5.9%)
- Dec: 3 (8.8%)
- Jan: 1 (2.9%)
- Feb: 8 (23.5%)
- Mar: 1 (2.9%)
- Apr: 9 (26.5%)
- May: 1 (2.9%)

Incident Date

- Sept: 2 (5.9%)
- Oct: 7 (20.6%)
- Nov: 2 (5.9%)
- Dec: 2 (5.9%)
- Fall 2017: 1 (2.9%)
- Jan: 6 (17.6%)
- Feb: 6 (17.6%)
- Mar: 2 (5.9%)
- Apr: 6 (17.6%)

Submitted by

- Anonymous: 1 (2.9%)
- Faculty: 1 (2.9%)
- Other: 1 (2.9%)
- Staff: 14 (5 RDs) (41.2%)
- Student: 17 (6 RAs) (50.0%)

Identity/ies Targeted

- Disability: 2 (5.9%)
- Gender: 3 (8.8%)
- National Origin: 2 (5.9%)
- No Bias: 2 (5.9%)
- Other (multiple): 9 (26.5%)
- Race: 11 (32.4%)
- Religion: 1 (2.9%)
- Sex: 1 (2.9%)
- Sexual Orientation: 3 (8.8%)

Location

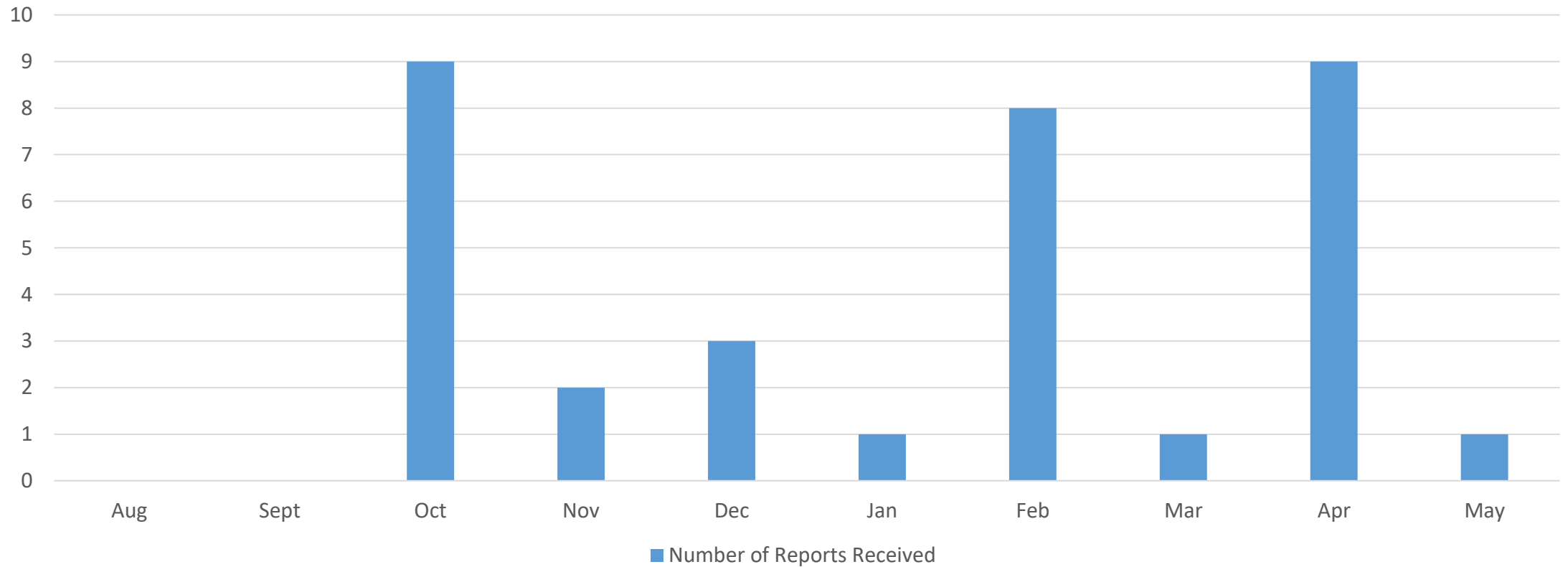
- Campus Building: 5 (14.7%)
- Classroom: 9 (26.5%)
- Off-Campus: 2 (5.9%)
- Online: 1 (2.9%)
- Other (snail mail): 1 (2.9%)
- Outside: 2 (5.9%)
- Residence Hall: 14 (41.2%)

Total Number of Reports: 34

- Notification Only: 17 (50%)
- Response Requested: 17 (50%)

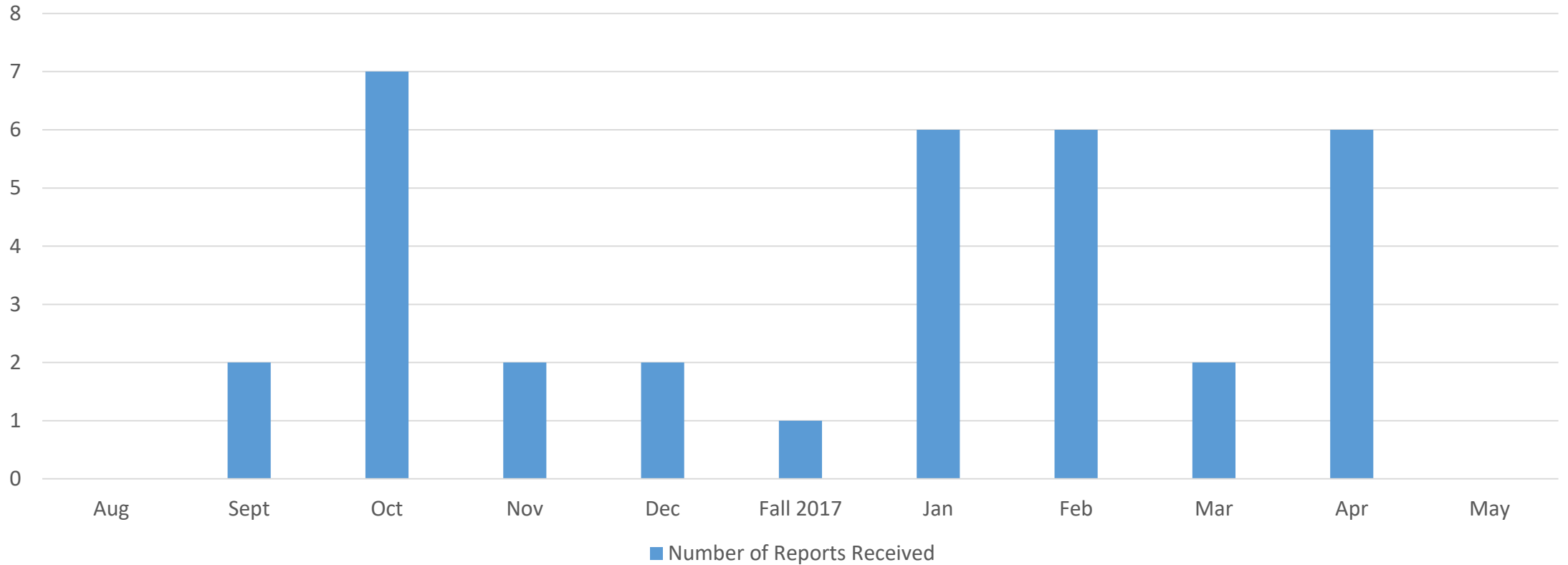
Report Date

Number of Reports Received

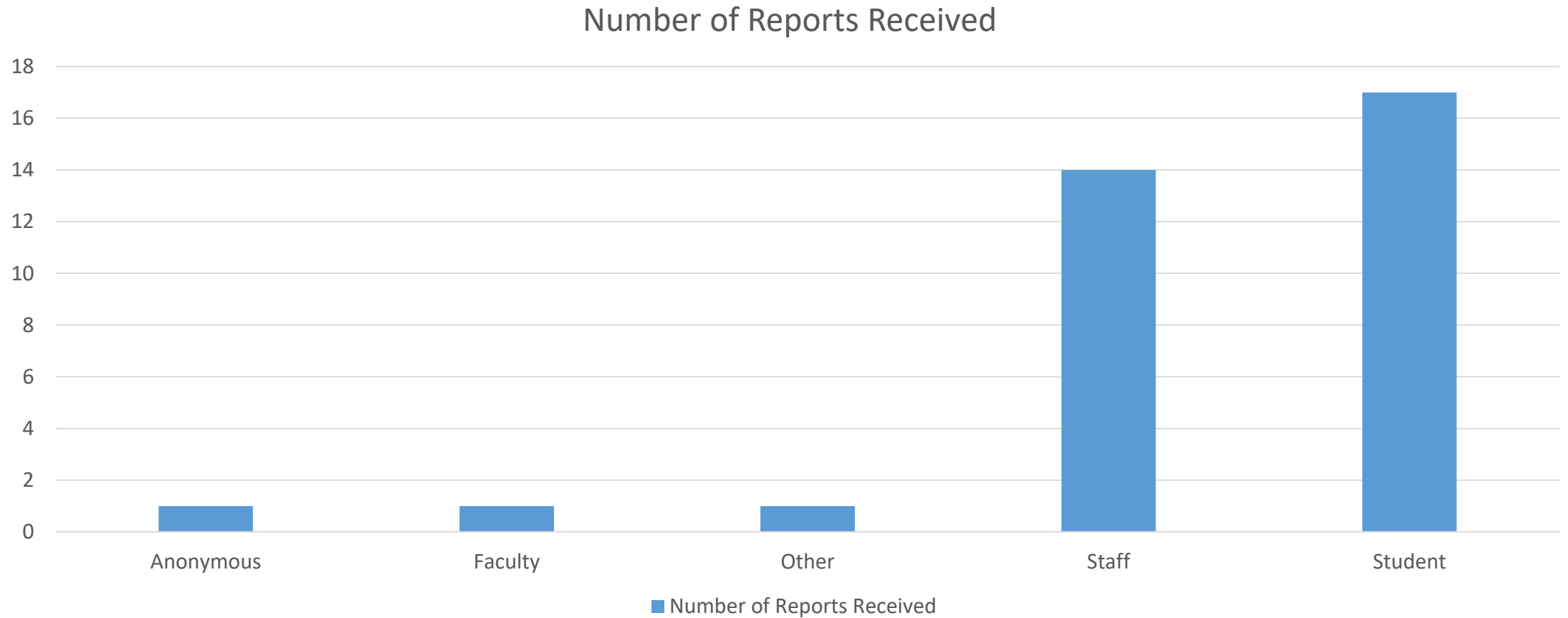


Incident Date

Number of Reports Received

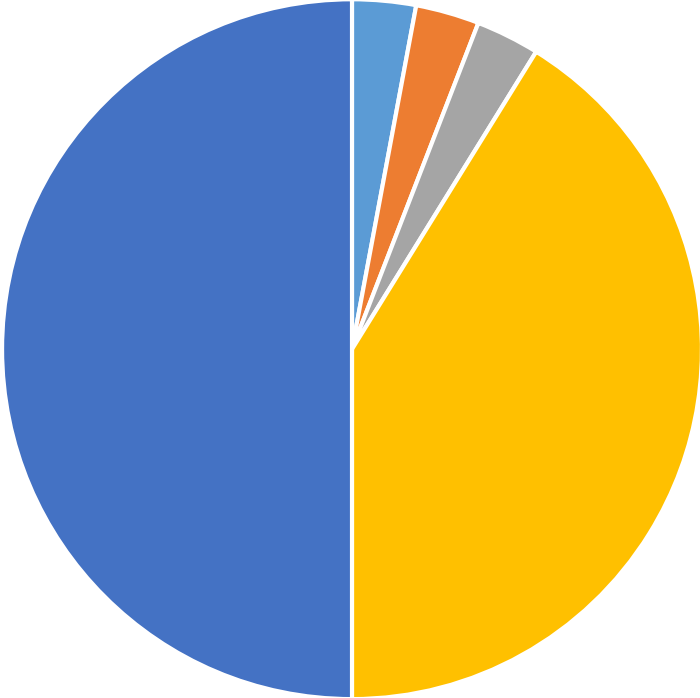


Submitted by...



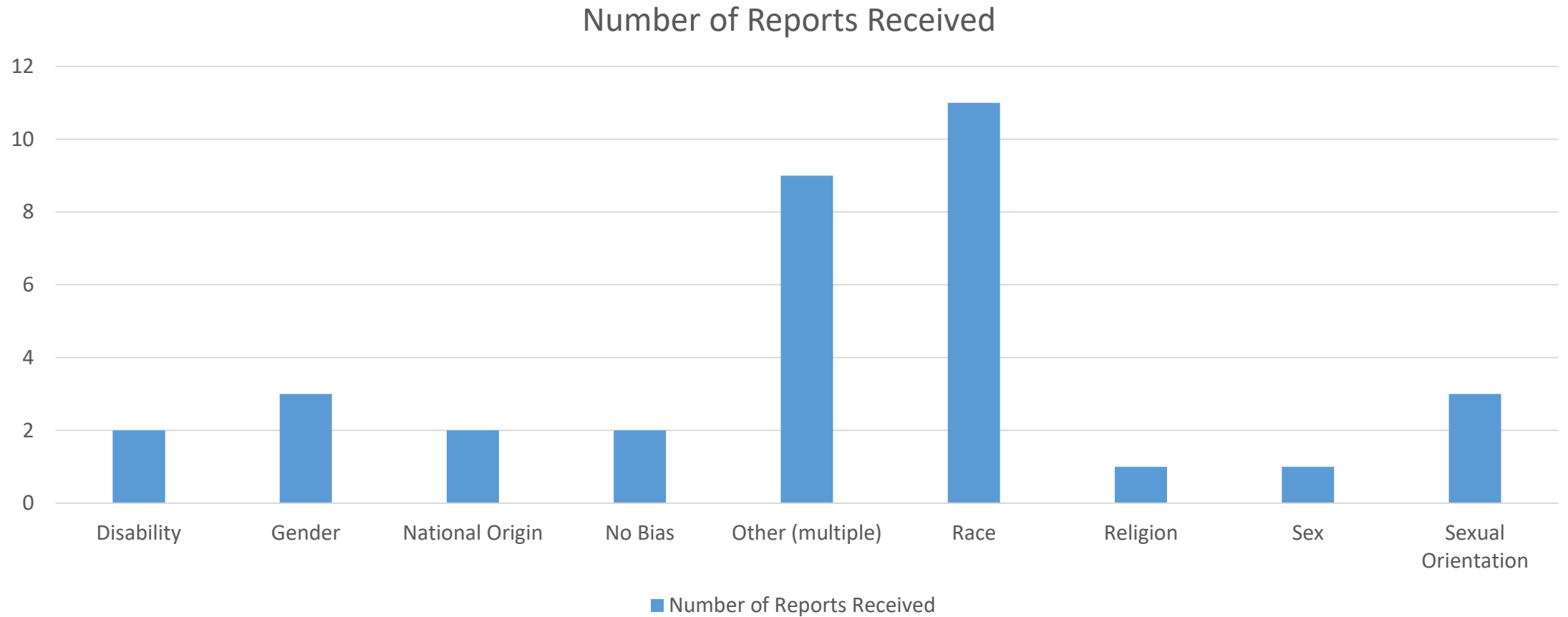
Submitted by...

Number of Reports Received



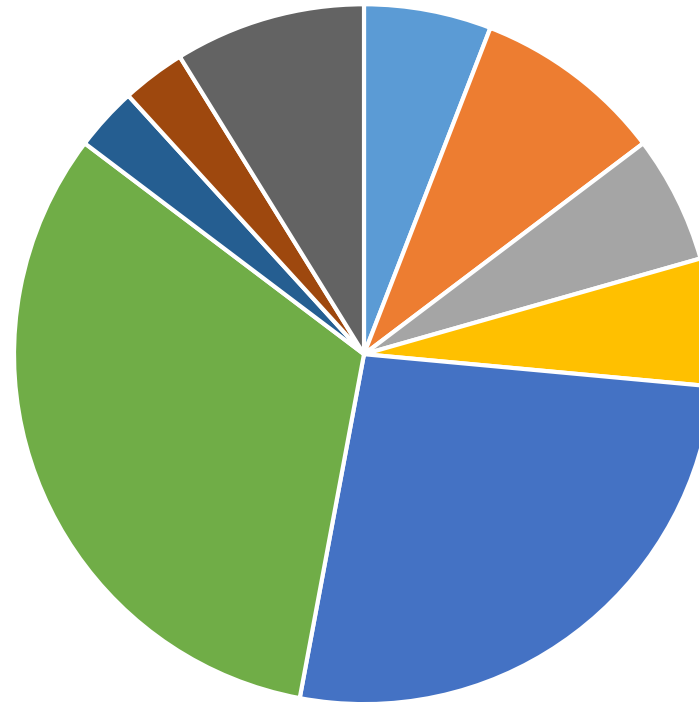
■ Anonymous ■ Faculty ■ Other ■ Staff ■ Student

Identity/ies Targeted



Identity/ies Targeted

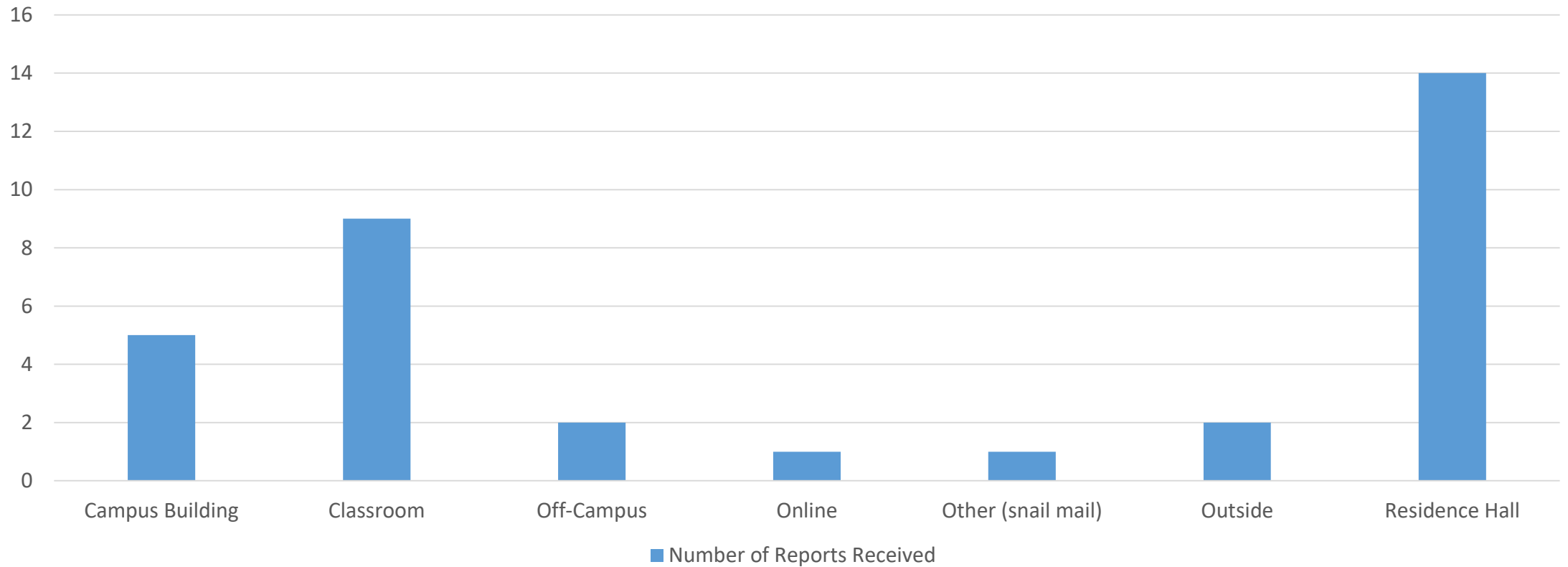
Number of Reports Received



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

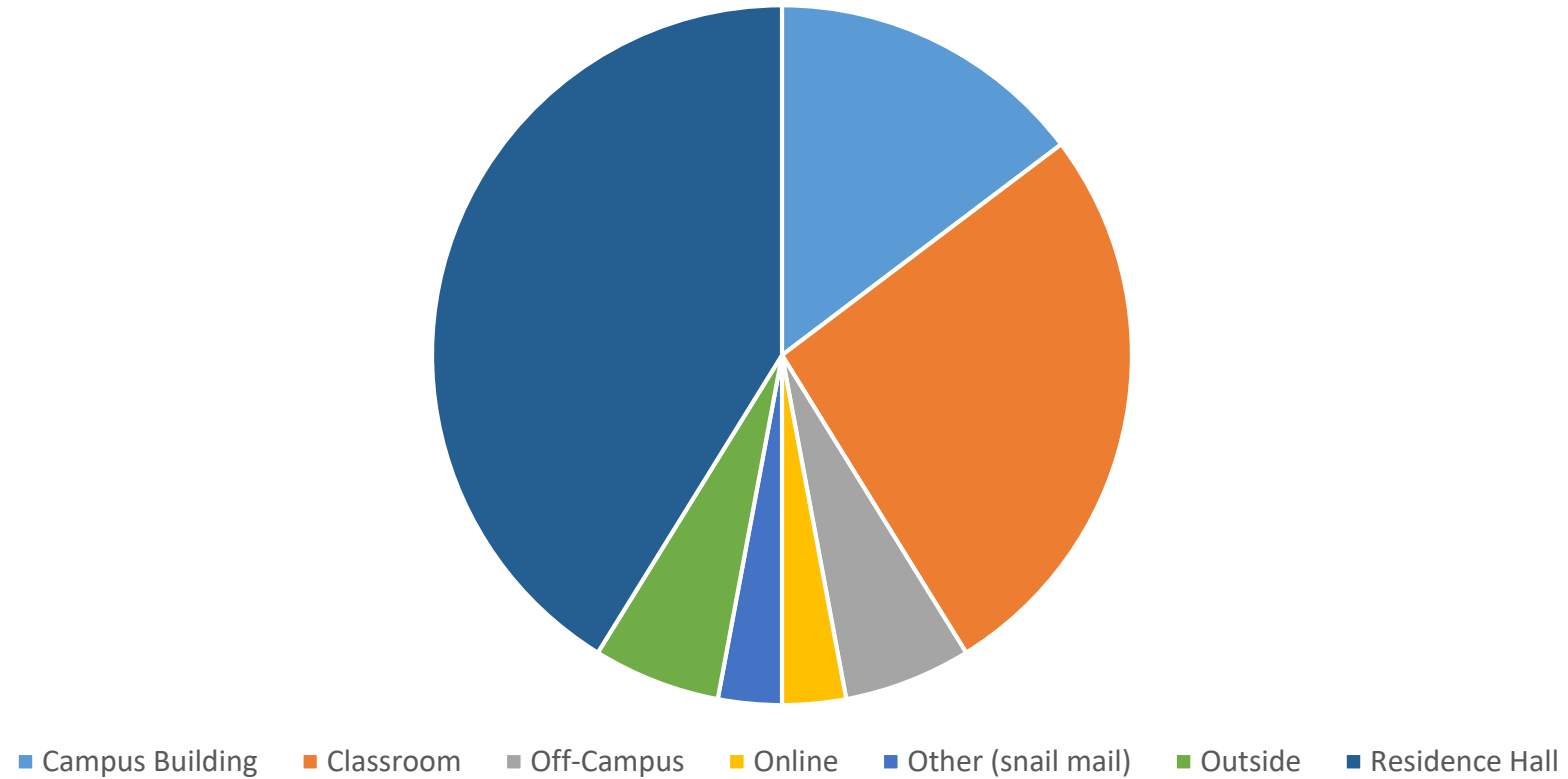
Location

Number of Reports Received



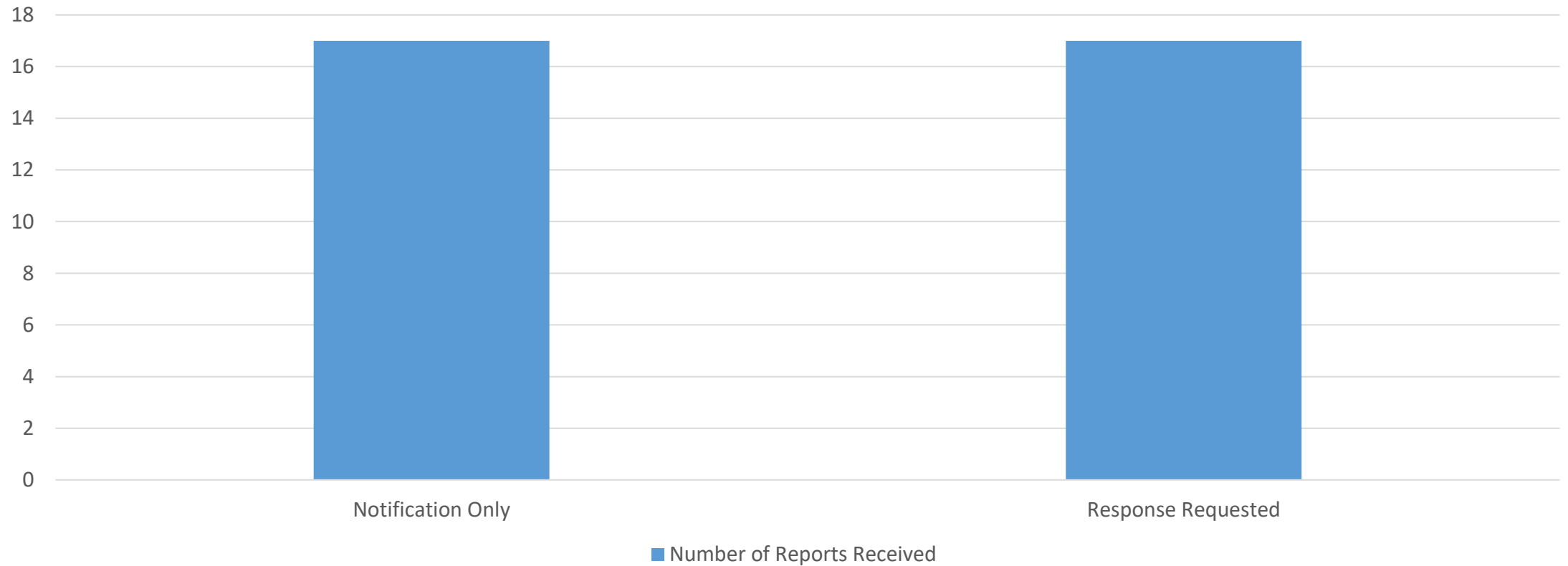
Location

Number of Reports Received



Notification Only or Response Requested

Number of Reports Received



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.