



UNIVERSITY OF OREGON
ANNUAL REPORT 2013-2014

CONTENTS

Values	3
Structure of the BRT.....	4
Case Report Statistics.....	5
Case Report Summaries - Fall.....	6
Case Report Summaries - Winter.....	10
Case Report Summaries - Spring.....	12
How to Report Bias.....	14



VALUES

Collaboration | Community
Compassion | Equity | Integrity
Respect | Understanding
Multicultural Competency

Actions

- Advocate for and empower targets and reporters of bias to participate in direct responses that enable them to live and learn in our community.
- Work collaboratively across the university to document incidents of bias to illuminate the impact on our campus community.
- Respond immediately to bias related incidents by offering support, referral, and opportunities for dialogue.
- Help the university frame responses to bias related incidents.
- Offer preventative education and information on the impact of bias on the campus community.
- Effect change by identifying, recommending, and implementing trainings with the overarching goal of eradicating bias in our community.

STRUCTURE

Bias is defined as anything that is said or done that you find discriminatory or offensive. It is not always intentional and does not always violate the student conduct code, state law or affirmative action policies. The BRT does not attempt to determine what bias is or is not, nor does the BRT investigate reported instances of bias. The BRT protects a reporter's right to define bias and supports them throughout their process.

Case Management

Reports are filed via online submission or paper form for action or information.

Action

- An advocate is assigned.
- The reporter determines their own involvement.
- The advocate and reporter work together on an effective and appropriate response.

Information

- The case details are listed in the annual report.
- Reports are studied for trends in bias incidents and used to craft educational programming.

Educational Outreach

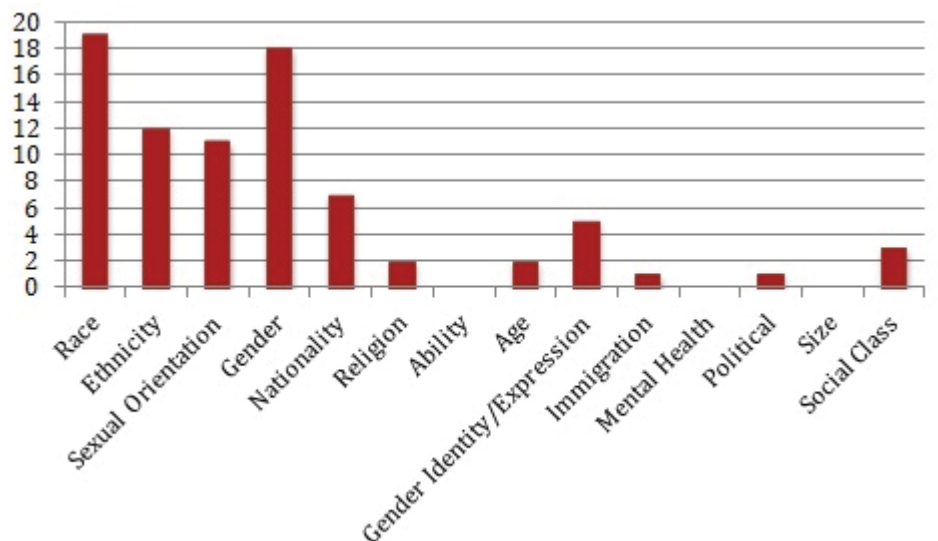
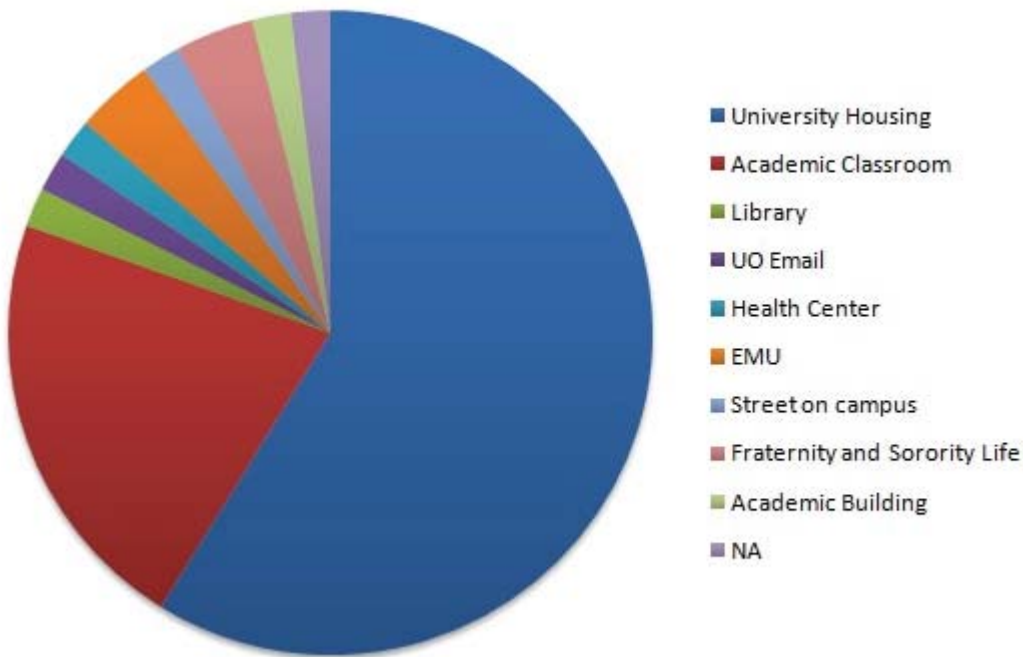
Active and passive programming is conducted for the entire campus.

Activities

- Tabling
- Film Screening
- Speakers & Discussion
- Interactive Events
- Collaboration with campus partners
- Awareness Campaigns
- Volunteer Opportunities

CASE REPORT STATISTICS

51 incidents of bias and/or discrimination were reported to the BRT at the University of Oregon in the 2013-2014 academic year.





CASE REPORT SUMMARY

Fall 2013

A staff member reported that another staff member used a racially derogatory term.

Location: University Housing

Bias Type: Race

An anonymous person reported that a student-staff member stereotyped international students as difficult to work with.

Location: University Housing

Bias Type: Ethnicity, Nationality

A resident assistant reported sexually explicit graffiti with racial slur written on a whiteboard.

Location: University Housing

Bias Type: Race

An anonymous person reported a sexually explicit whiteboard message.

Location: University Housing

Bias Type: Gender

A resident reported feeling uncomfortable in their hall due to homophobic language from other residents.

Location: University Housing

Bias Type: Sexual Orientation

A female student-staff reported being sexually harassed and casually threatened with duct tape.

Location: University Housing

Bias Type: Gender

A resident reported being sexually harassed by another resident.

Location: University Housing

Bias Type: Gender

CASE REPORT SUMMARY

A resident reported that communication between residents included gender bias.

Location: University Housing

Bias Type: Gender

A student reported that a faculty member used offensive language to refer to trans people.

Location: Academic Classroom

Bias Type: Gender Identity/Expression

A student-employee reported that their supervisor was targeting them based on their sexual orientation.

Location: University Dining

Bias Type: Sexual Orientation, Gender, Gender Identity/Expression

A faculty member reported targeted graffiti on their office door.

Location: Academic Building

Bias Type: Sexual Orientation

An anonymous person reported that sorority members wore offensive themed costumes at an event.

Location: EMU

Bias Type: Ethnicity

An anonymous person reported a sexually explicit message written on a whiteboard.

Location: University Housing

Bias Type: Gender



CASE REPORT SUMMARY

An anonymous person reported that sorority members wore offensive themed costumes at an event.

Location: Fraternity and Sorority Life

Bias Type: Ethnicity

A resident assistant reported a sexually explicit message written on a whiteboard.

Location: University Housing

Bias Type: Gender

A resident reported that another resident mockingly stereotyped gay men.

Location: University Housing

Bias Type: Sexual Orientation

An anonymous person reported a homophobic slur written on a whiteboard.

Location: University Housing

Bias Type: Sexual Orientation

A student reported that an emcee of an event made racist and sexist remarks.

Location: EMU

Bias Type: Race, Sexual Orientation, Gender

A patient reported that a staff member outed them and gave unsolicited advice regarding their gender identity.

Location: Health Center

Bias Type: Gender Identity/Expression

CASE REPORT SUMMARY

An anonymous person reported that a staff member dressed in blackface for Halloween.

Location: University Housing

Bias Type: Race

An anonymous person reported sexually explicit graffiti left on 3 whiteboards in one hall.

Location: University Housing

Bias Type: Gender

A student reported their faculty member had a lengthy, irrelevant discussion in class about sexual activity.

Location: Academic Classroom

Bias Type: Sexual Orientation, Gender

Three separate students reported that a faculty member gave relationship advice that was sexist and heterosexist.

Location: Academic Classroom

Bias Type: Sexual Orientation, Gender

A student reported that a staff member singled out and chastised a non-traditional student for napping and eating.

Location: Library

Bias Type: Age, Social Class

A resident reported being sexually harassed by a campus guest who used racially offensive language.

Location: University Housing

Bias Type: Race, Ethnicity, Gender

A resident reported sexually explicit graffiti that 'outed' another resident.

Location: University Housing

Bias Type: Sexual Orientation, Gender

CASE REPORT SUMMARY

Winter 2014

A student reported that an email marketed a program by praising Columbus and Lewis & Clark as role models.

Location: UO Email

Bias Type: Race

A resident assistant reported sexually explicit graffiti left on a whiteboard.

Location: University Housing

Bias Type: Gender

A student reported that her sexual history was used against her during a student group meeting.

Location: Academic Classroom

Bias Type: Gender

A student of color reported that a faculty member belittled her request for trigger warnings.

Location: Academic Classroom

Bias Type: Race, Ethnicity, Gender, Age

An anonymous person reported sexually explicit graffiti written on a sign on a resident's door.

Location: University Housing

Bias Type: Gender

A student reported concern about a faculty member's behavior during class.

Location: Academic Classroom

Bias Type: Gender Identity/Expression

An anonymous person reported that a sexually explicit and bullying note was left on a resident's door.

Location: University Housing

Bias Type: Gender

CASE REPORT SUMMARY

A resident reported being racially targeted by other residents on her floor.

Location: University Housing

Bias Type: Race

A report was made about an incident that was not related to bias based on a protected category.

Location: University Housing

A resident assistant reported that police detained a student of color as a suspect of alleged theft.

Location: University Housing

Bias Type: Race, Ethnicity

A resident reported that a resident assistant disciplined a resident of color more than white residents.

Location: University Housing

Bias Type: Race, Ethnicity, Social Class

A non-campus affiliated member of the community made a report.

Bias Type: Race, Ethnicity, Gender

An international student reported that an instructor scrutinized them more than other students while proctoring an exam.

Location: Academic Classroom

Bias Type: Race, Ethnicity, Nationality

A resident assistant reported graffiti written on a bulletin board that promoted sexual assault.

Location: University Housing

Bias Type: Gender



CASE REPORT SUMMARY

Spring 2014

A staff member reported that individuals in a moving car yelled racially offensive comments at a group of international students.

Location: Street on campus

Bias Type: Race, Nationality

A student reported that a faculty member singled out a student of color and demeaned their culture.

Location: Academic Classroom

Bias Type: Race, Ethnicity, Nationality, Political, Social Class

A student reported that a faculty member disciplined an international student differently than US students, publicly in front of the class.

Location: Academic Classroom

Bias Type: Race, Nationality

A resident reported a sexist and demeaning sign posted in a residence hall.

Location: University Housing

Bias Type: Gender, Gender Identity/Expression

A staff member of color reported a racist interaction with a colleague.

Location: University Housing

Bias Type: Race

A resident reported that their resident assistant was dismissive of their identity.

Location: University Housing

Bias Type: Race, Sexual Orientation, Gender



CASE REPORT SUMMARY

A resident reported that a faculty-in-residence made multiple offensive comments about people of certain countries and religions.

Location: University Housing

Bias Type: Ethnicity, Religion

A student reported that a faculty member made a comment stereotyping people of a certain race and religion.

Location: Academic Classroom

Bias Type: Race, Religion

Three separate residents reported that the outside of their apartments were vandalized.

Location: University Housing

Bias Type: Ethnicity

An anonymous person reported a theme party based on racial/ethnic stereotypes.

Location: Fraternity and Sorority Life

Bias Type: Ethnicity

HOW TO REPORT BIAS

*File a report online, or visit us in the BRT Office,
located in 164 Oregon Hall.*

Contact Information

Online	bias.uoregon.edu
Email	brt@uoregon.edu
Phone	541-346-2037