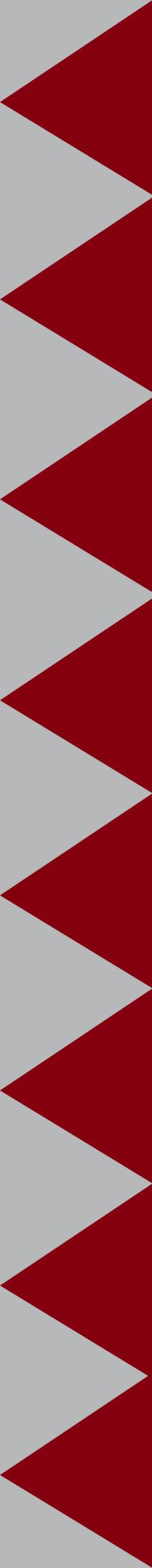




UNIVERSITY OF OREGON
ANNUAL REPORT 2014-2015

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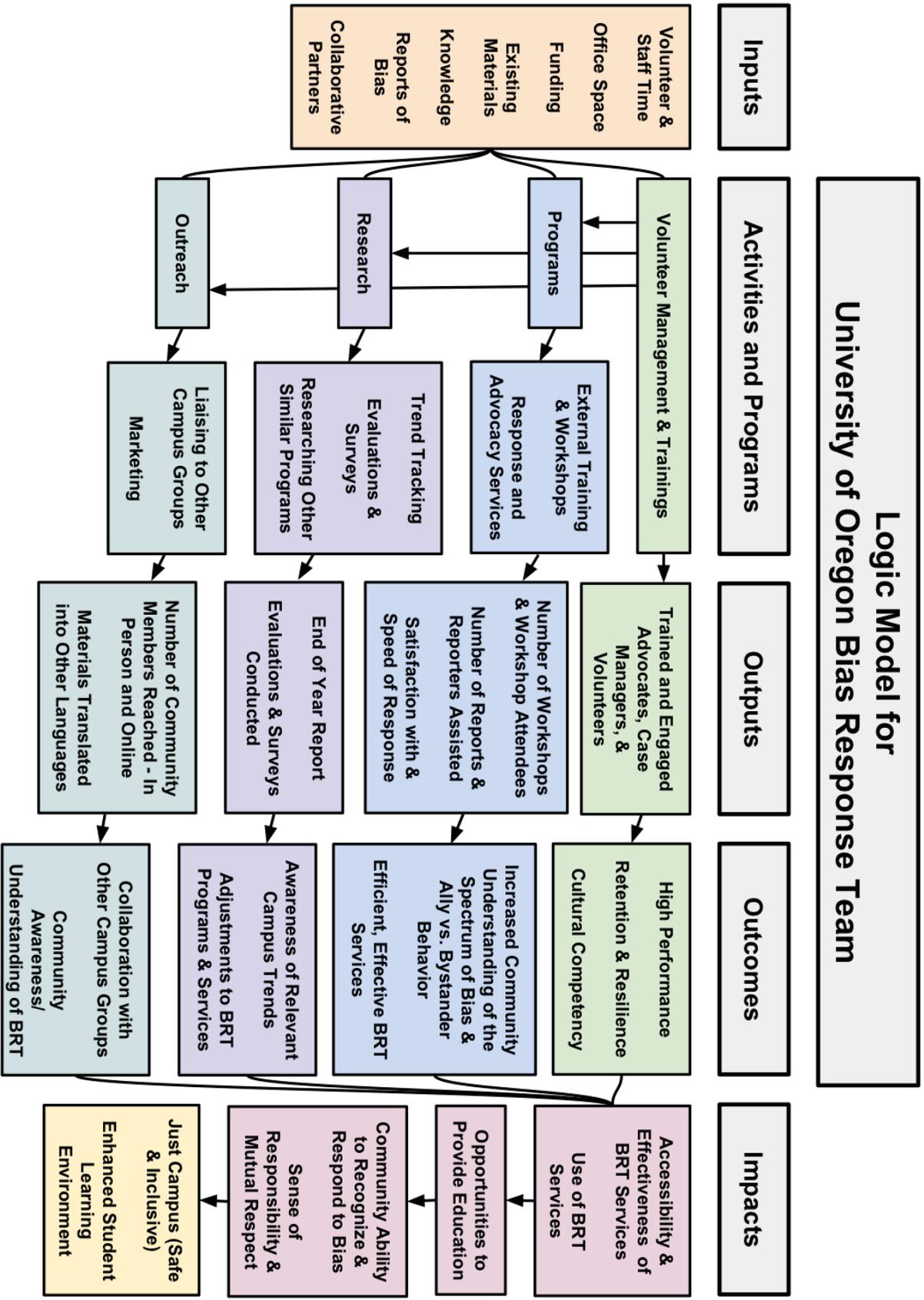
MISSION

The BRT seeks to create a just campus by providing resources for the university community to respond to incidents of bias and harassment. Our mission is to encourage an understanding of the effects of bias, to create a sense of community responsibility, and to build an environment of mutual respect through education and dialogue.

We do this by:

- Working collaboratively throughout the university to document the incidents of bias in order to illuminate the impact on our campus community.
- Advocating for and empowering the targets and reporters of bias incidents to participate in direct responses that renew their ability to live and learn in our community.
- Responding immediately to bias related incidents by offering support, referral, and opportunities for dialogue.
- Striving to help the university frame responses to bias related incidents.
- Offering preventative education and information on the impact of bias to the campus community.
- Identifying, recommending, and implementing trainings with the overarching goal of eradicating bias incidents in our community.

In Fall 2014, two graduate students from Conflict and Dispute Resolution, Dulce Castro and Wesley Lucas, created a logic model of the UO Bias Response Team. Dulce stayed to complete an internal program evaluation of the BRT as her terminal master's project.



(Castro & Lucas, 2014)

ANTI-BIAS TRAININGS

The BRT identifies, recommends, and implements trainings with the overarching goal of eradicating bias incidents in our community.

5 BRT 101 Trainings

In this training, we answer the following questions:
How does the BRT define bias? What does the BRT do?
How can the BRT serve you and your network?

- Residence Life Coordinators – July 24, Summer 2014
- Resident Assistants – Sept. 17, Summer 2014
- International Affairs – Feb. 26, Winter 2015
- American English Institute students – March 31, Spring 2015
- Accessible Education Center – April 21, Spring 2015

5 Specialized Anti-Bias Trainings

These trainings were developed based on the requests and needs of individual departments and programs.

- Implicit and explicit bias in the workplace –
Hamilton West Dining Staff – Dec. 16, Fall 2014
- Intercultural awareness –
Financial Aid – Feb. 13 and 20, Winter 2015
- Facilitated listening session between students and faculty –
Dept. of Planning, Public Policy, and Management –
April 10, Spring 2015
- Inclusive demographic survey questions –
Graduate School – April 20, Spring 2015
- Gender identity/expression –
Student Leader Dining Course – May 6, Spring 2015

5 Bystander Intervention Trainings

In these trainings, attendees discuss personal experiences of bias and learn strategies for intervention.

- Delta Gamma Sorority – Nov. 10, Fall 2014
- ASUO Women's Center Privilege and Allyship Conference – Nov. 22, Fall 2014
- BRT Lunch "How to Respond to Bias" – Jan. 8, Winter 2015

"I really enjoyed the facilitation (very skillful) and the use of vignettes to stimulate discussion. Fantastic job!"

How prepared do you feel to respond to bias? (Scale 1-10)
Before the training: average 6.4, median 6
After the training: average 7.8, median 7

- Fraternity and Sorority Life Presidents – Jan. 24, Winter 2015

"It really opened everyone's eyes to each other's bias and our own."

"I still have a lot to accomplish, but I feel I have the necessary tools."

The most interesting strategy I learned was *"how to effectively disarm negative language in a respectful and constructive manner."*

How knowledgeable do you feel about bias? (Scale 1-10)
Before the training: average 6.3, median 7
After the training: average 8.7, median 9

- BRT Lunch "Bias at UO: What is it and how can I address it?" – March 9, Winter 2015

The strongest aspect of the training was *"people's written examples of implicit bias" and "allowing participants to describe their own experiences."*

The most interesting thing I learned was *"the ally continuum."*
What suggestions do you have for us? *"More please."*

How knowledgeable do you feel about bias on campus?
Before the training: average 8.1, median 8
After the training: average 8.7, median 9

COLLABORATION

2 BRT Advocate Trainings

In these trainings, volunteers from across campus learn how to serve as BRT Advocates.

- 13 new BRT Advocates – Dec. 10, Fall 2014
- 6 new BRT Advocates – Jan. 9, Winter 2015

New Online Resources

In Fall 2014, the BRT website moved onto the Dean of Students website platform. This allowed for new features, such as resources for faculty:

- [Examples of Diversity and Respect Statements for Course Syllabi](#)
- [Examples of including the Bias Response Team in Course Syllabi](#)

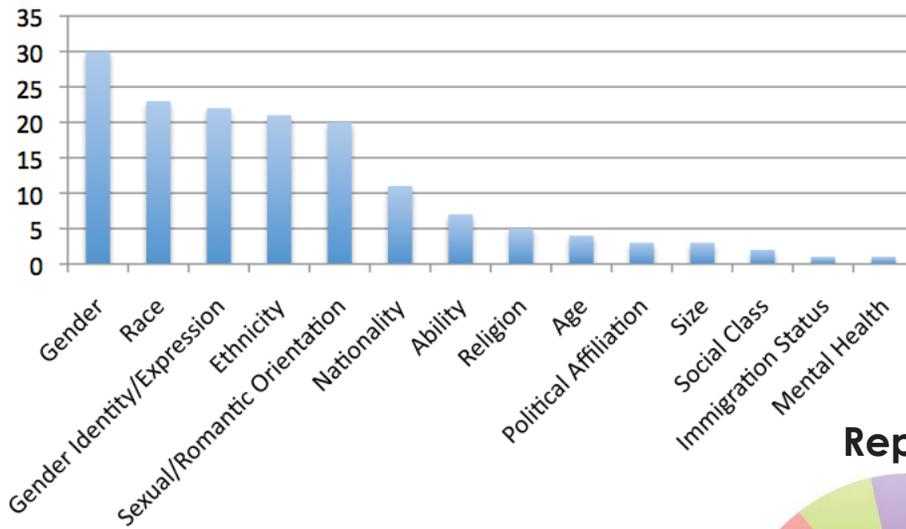
Campus Collaborations

- The BRT helped the **ASUO Women's Center** plan and lead the Privilege and Allyship Conference.
- The BRT frequently consults and collaborates with **Student Conduct and Community Standards**.
- The BRT met multiple times with **Conflict Resolution Services** to define and differentiate our roles.
- The BRT updated information about BRT services in the **International Affairs** Student Handbook.
- The BRT frequently consults and collaborates with **Affirmative Action and Equal Opportunity**.
- The BRT collaborated with **Fraternity and Sorority Life** to send an email in response to the bias incident involving fraternity members at the University of Oklahoma.
- The BRT collaborated with **Division for Student Life** to send an email about biased costumes prior to Halloween.
- The BRT facilitated resident assistants responding to scenarios of bias as part of the **Residence Life** training, "Life in the Halls."
- The BRT collaborated with **Student Orientation Programs** to lead sessions about diversity, equity and inclusion for students and parents/families at IntroDUCKtion in Summer 2015.

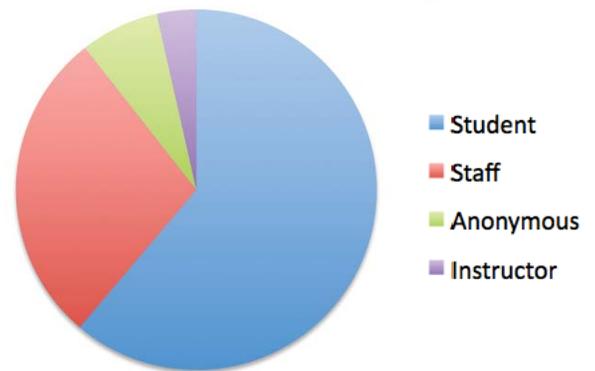
CASE REPORT STATISTICS

85 incidents of bias were reported to the BRT at the University of Oregon in the 2014-2015 academic year.

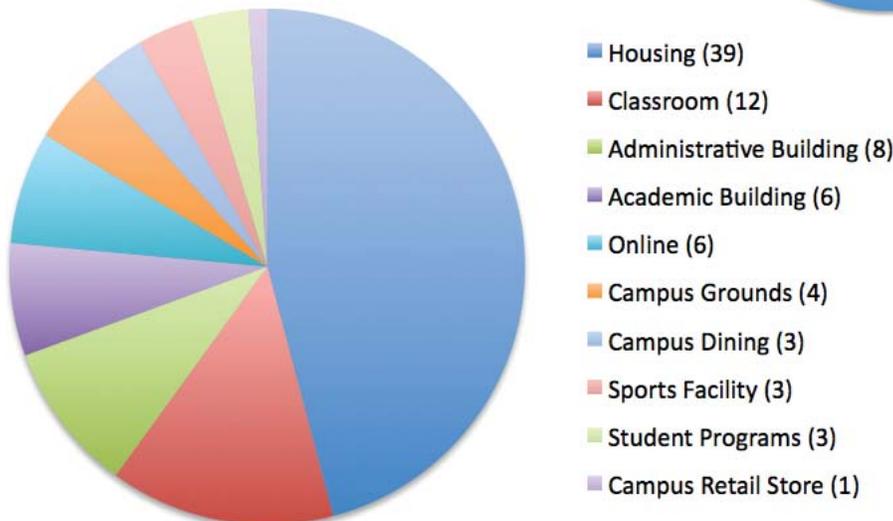
Bias Type



Reporter Demographics



Incident Location



CASE REPORT SUMMARIES

A staff member reported that a poster featured a triggering image.

Bias Type: Body Size

Location: Housing

Response: Reported for information only. A BRT Advocate offered support to the reporter.

A student reported an offensive comment written on a whiteboard.

Bias Type: Sexual/Romantic Orientation

Location: Housing

Response: Reported for information only. A BRT Advocate offered support to the reporter.

A student reported a culturally appropriative themed party.

Bias Type: Ethnicity, Race

Location: Student Programs

Response: A BRT Advocate reached out to the reporter. A BRT Case Manager met with the president of the student program to discuss the incident.

A student reported that residents of a house regularly catcall women and physically assault passersby.

Bias Type: Gender Identity/Expression, Gender

Location: Student Programs

Response: A BRT Advocate spoke with the reporter, and the case was referred to the Office of Student Conduct and Community Standards.

An anonymous student reported that an official online form asked for demographic information in a way that excluded certain identity groups.

Bias Type: Gender Identity/Expression, Ethnicity, Race

Location: Administrative Building

Response: A BRT Case Manager met with administrators of the form to provide resources on inclusive surveying techniques. The administrators used these techniques on a survey they sent out the very next week.

An instructor reported that a student called them a derogatory slur in a course evaluation.

Bias Type: Gender, Gender Identity/Expression

Location: Online

Response: A BRT Advocate spoke with the reporter, and a BRT Case Manager met with the registrar, who was able to have the slur redacted from the evaluation and is exploring the possibility of preventing this in the future.

Anonymous staff members reported that another staff member asked a coworker inappropriate questions and did not refer to them correctly.

Bias Type: Gender Identity/Expression

Location: Campus Dining

Response: A BRT Case Manager contacted the appropriate supervisor, who checked in with the target of these incidents and held a professional development conversation with the coworker.

An anonymous student reported that a newspaper gave less press coverage to trans students and students of color.

Bias Type: Ethnicity, Race, Political Affiliation

Location: Online

Response: A BRT Case Manager held an educational conversation with the newspaper reporter and editor.

An anonymous individual reported that a police officer reacted to a conflict in a biased way.

Bias Type: Religion

Location: Campus Grounds

Response: A BRT Case Manager held an informative conversation with the chief of police, and offered to lead a training for officers on implicit bias.

An international student reported they were not admitted to an academic program.

Bias Type: Nationality

Location: Academic Building

Response: A BRT Advocate met with the reporter, and a BRT Case Manager held an informational conversation with the department.

A non-traditional student reported that a professor exclaimed that they were too old to answer a question about current events.

Bias Type: Age

Location: Classroom

Response: A BRT Advocate met with the reporter, and a BRT Case Manager held an educational conversation with the professor.

A staff member reported that residents called a student staff member a derogatory slur and tried to vandalize their room.

Bias Type: Gender Identity/Expression, Gender

Location: Housing

Response: Reported for information only. A BRT Advocate offered support to the reporter.

A staff member reported that a visitor called a student staff member a derogatory slur.

Bias Type: Sexual/Romantic Orientation

Location: Housing

Response: A BRT Advocate met with a student staff member, and helped them prepare for an informative conversation with residents of the hall about the issue.

An international student reported that an instructor asked them for a different name that was easier to pronounce.

Bias Type: Ethnicity, Nationality

Location: Sports Facility

Response: A BRT Advocate met with the reporter, and a BRT Case Manager held a professional development conversation with the instructor.

A staff member reported that another staff member said that an all-white committee was diverse enough.

Bias Type: Race

Location: Housing

Response: Reported for information only.

A staff member reported that another staff member regularly interchanged the names of two staff members of color.

Bias Type: Race

Location: Housing

Response: Reported for information only.

An anonymous individual reported that the signage for a gender inclusive restroom was hidden and unclear.

Bias Type: Gender Identity/Expression

Location: Administrative Building

Response: A BRT Advocate spoke to the building manager; signage was updated.

A student who identifies as an ally reported being excluded from a identity-based student group.

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

Location: Student Programs

Response: A BRT Advocate met with the reporter, and a BRT Case Manager held multiple professional development conversations with the student group leaders.

A student reported that another resident purposefully avoided them in a biased manner.

Bias Type: Ethnicity, Race

Location: Housing

Response: A BRT Advocate met with the reporter, and a BRT Case Manager referred to Housing Staff to communicate community standards and expectations.

An anonymous individual reported that a campus department treats students unjustly.

Bias Type: Political Affiliation

Location: Administrative Building

Response: A BRT Case Manager held a conversation with the campus department.

An anonymous individual reported that a staff member referred to a disliked object with a derogatory term.

Bias Type: Sexual/Romantic Orientation

Location: Sports Facility

Response: Reported for information only.

A staff member reported that a female student staff member felt threatened and harassed by 3 male residents.

Bias Type: Gender

Location: Housing

Response: Report for information only. A BRT Advocate offered support to the reporter.

A staff member reported a culturally insensitive activity in staff meetings.

Bias Type: Religion

Location: Housing

Response: A BRT Case Manager held a conversation with the meeting facilitator.

A student reported an offensive comment written on the whiteboard of a resident.

Bias Type: Size

Location: Housing

Response: Report for information only. A BRT Advocate offered support to the reporter.

A student reported that another student made multiple racially insensitive comments.

Bias Type: Ethnicity, Race

Location: Classroom

Response: Report for information only. A BRT Advocate offered support to the reporter.

An international student reported that another student laughed at her English comprehension skills.

Bias Type: Nationality

Location: Academic Building

Response: Report for information only. A BRT Advocate met with the reporter.

A student reported that an instructor acted in a biased way.

Bias Type: Gender, Nationality

Location: Classroom

Response: A BRT Advocate met with the reporter.

Two students reported to police that someone in a passing car threw a beverage on them.

Bias Type: Gender, Religion

Location: Campus Grounds

Response: A BRT Advocate reached out to the reporters. The police investigated the incident.

A staff member reported that a driver of a passing car referred to him with a derogatory slur.

Bias Type: Ethnicity, Race

Location: Campus Grounds

Response: A BRT Advocate met with the reporter.

A staff member reported that residents made inappropriate gender-based comments.

Bias Type: Gender

Location: Housing

Response: A BRT Case Manager referred the case to Sexual Violence Support Services.

A staff member reported that student staff was uncomfortable with a resident's behavior and felt unsafe.

Bias Type: Ability, Gender

Location: Housing

Response: A BRT Case Manager referred the case to University Housing staff.

A student reported that a staff member treated them disrespectfully.

Bias Type: Nationality

Location: Housing

Response: A BRT Advocate met with the reporter and empowered them to share their concerns with another staff member.

A student reported that a faculty member retaliated against them for sending a written notification of disability and accommodations.

Bias Type: Ability

Location: Classroom

Response: A BRT Advocate met with the reporter and connected them with the Accessible Education Center, and a BRT Case Manager held a professional development conversation with the department head.

A student reported that a guest lecturer characterized a group of people in a biased and discriminatory manner.

Bias Type: Race

Location: Classroom

Response: A BRT Advocate met with the reporter, and a BRT Case Manager facilitated a conversation between the student and the professor.

An anonymous student reported that an unknown man covertly took a picture of them without their consent.

Bias Type: Gender

Location: Library

Response: Reported for information only.

An anonymous individual reported that a resident yelled a derogatory slur.

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

Location: Housing

Response: Reported for information only.

A student reported that other students targeted them about their Sexual/Romantic Orientation.

Bias Type: Sexual/Romantic Orientation

Location: Housing

Response: Reported for information only. A BRT Advocate offered support to the reporter, and a BRT Case Manager referred to Housing Staff to communicate community standards and expectations to the entire hall.

A student reported that three residents used a derogatory term to describe a category of people whom they were trying to get kicked out of their residence hall.

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

Location: Housing

Response: Reported for information only. A BRT Advocate offered support to the reporter, and a BRT Case Manager referred to Housing Staff to communicate community standards and expectations to the entire hall.

A staff member reported that a male student called a female student derogatory slurs.

Bias Type: Gender

Location: Housing

Response: A BRT Advocate spoke with the reporter, and a BRT Case Manager worked with the Director of Sexual Violence Support Services to draft talking points for Housing staff to use in an educational conversation with the male student.

A student reported that a hand-made poster used a derogatory term and offensive stereotypes to describe a category of people.

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

Location: Housing

Response: Reported for information only. A BRT Case Manager referred to Housing Staff to communicate community standards and expectations to the entire hall.

A student reported that residents were frustrated about being referred to incorrectly.

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

Location: Housing

Response: Reported for information only. A BRT Case Manager referred to Housing Staff to communicate community standards and expectations to the entire hall.

A student reported that residents referred to another resident using a derogatory term.

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

Location: Housing

Response: A BRT Case Manager referred to Housing Staff to communicate community standards and expectations to the entire hall.

An anonymous student reported that a hand-made poster used a derogatory term to refer to a category of people.

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

Location: Housing

Response: A BRT Case Manager referred to Housing Staff to communicate community standards and expectations to the entire hall.

A faculty member reported that a student group included a derogatory slur in a Facebook event description.

Bias Type: Ethnicity, Race

Location: Online

Response: A BRT Advocate spoke with the reporter, and a BRT Case Manager held an educational conversation with the president and the advisor of the group.

A student reported unhelpful, unequal treatment from an employee.

Bias Type: Ability

Location: Campus Retail Store

Response: A BRT Advocate met with the reporter and empowered them to submit a complaint to the employee's supervisor, and a BRT Case Manager followed up with that supervisor.

A student reported to staff that two staff members made ethnic-stereotyping jokes about another staff member.

Bias Type: Ethnicity, Race

Location: Campus Dining

Response: A BRT Advocate spoke with the reporter, and a BRT Case Manager spoke to the appropriate supervisor, who held a professional development conversation with staff members.

An anonymous student reported that she felt excluded from a group project and accused of wrong-doing by other group members.

Bias Type: Ethnicity, Race, Nationality

Location: Classroom

Response: Reported for information only.

A student reported receiving an offensive and demeaning anonymous letter.

Bias Type: Ethnicity, Race

Location: Online

Response: Reported for information only.

A student reported that a professor refused to provide them with accommodations for health issues.

Bias Type: Ability, Mental Health

Location: Classroom

Response: A BRT Advocate offered to meet with the reporter, who chose to instead meet with the Accessible Education Center. A BRT Case Manager also held an informative conversation with the professor.

A staff member reported that another staff member made a culturally incompetent remark while facilitating a training.

Bias Type: Ability, Gender Identity/Expression

Location: Administrative Building

Response: A BRT Case Manager referred the case to the Dean of Students.

A student reported that a tutor consistently ignores him.

Bias Type: Age, Ethnicity, Gender, Race

Location: Academic Building

Response: A BRT Advocate met with the reporter, and a BRT Case Manager held an informative conversation with the supervisor of the tutoring center.

A staff member reported that a male resident consistently makes sexist remarks about women to a student staff member.

Bias Type: Gender

Location: Housing

Response: A BRT Advocate met with the affected student staff member, who requested no further action at that time.

A student reported that residents physically threatened another student.

Bias Type: Gender I.D./Expression, Gender, Sexual/Romantic Orientation

Location: Housing

Response: A BRT Case Manager referred to Housing Staff to communicate community standards and expectations to the entire hall.

A student reported that residents physically threatened another student.

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

Location: Housing

Response: A BRT Case Manager referred to Housing Staff to communicate community standards and expectations to the entire hall.

A student reported that residents physically threatened another student.

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

Location: Housing

Response: A BRT Case Manager referred to Housing Staff to communicate community standards and expectations to the entire hall.

A student staff member reported post-its with sexually explicit drawings and sexual phrases targeting residents.

Bias Type: Size, Sexual/Romantic Orientation

Location: Housing

Response: A BRT Advocate reached out to the reporter, and the student staff held a meeting about community standards and expectations.

A group of graduate students reported experiences of exclusion and a lack of cultural competency in their department.

Bias Type: Ability, Immigration Status, Gender Identity/Expression, Age, Ethnicity, Gender, Race, Political Affiliation, Nationality, Social Class

Location: Academic Building

Response: A BRT Advocate met with the reporters, and a BRT Case Manager facilitated a conversation between 12 students and 14 faculty/staff members.

A student staff member reported sexually explicit items and whiteboard messages outside a residence hall room.

Bias Type: Gender

Location: Housing

Response: A BRT Advocate spoke with the reporter, and a BRT Case Manager helped Housing Staff to develop talking points for a conversation with the residents about sexual harassment and Title IX.

An anonymous student reported feeling unsafe due to other students expressing anger about oppression.

Bias Type: Gender Identity/Expression

Location: Housing

Response: A BRT Case Manager referred to Housing Staff to communicate community standards and expectations to the entire hall.

A staff member reported that a bulletin board was vandalized in a targeted way.

Bias Type: Gender

Location: Housing

Response: Reported for information only. A BRT Advocate spoke with the reporter.

A student reported that a professor taught a concept based on stereotypes and misrepresentation of certain identities.

Bias Type: Sexual/Romantic Orientation, Gender

Location: Classroom

Response: Reported for information only. A BRT Case Manager spoke with the reporter, who requested no further action.

An anonymous instructor reported that students avoided them out of fear that they had a contagious disease from their country of origin.

Bias Type: Ethnicity, Nationality

Location: Classroom

Response: Reported for information only.

A student reported that a sign encouraging cleaning up after oneself was sexist.

Bias Type: Gender

Location: Housing

Response: A BRT Advocate met with the reporter and empowered them to contact Housing staff. A BRT Case Manager followed up to ensure that the sign was removed, and the program staff had an educational conversation about the issue.

A supervisor reported to the Office of Affirmative Action and Equal Opportunity that they were CCed on an offensive email that their employee sent to another staff member.

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

Location: Administrative Building

Response: The Office of Affirmative Action and Equal Opportunity referred the case to the BRT. A BRT Case Manager held a professional development conversation with the staff member and supervisor.

A student staff member reported that a bulletin board showcasing LGBTQIA historical figures was vandalized.

Bias Type: Gender Identity/Expression, Sexual/Romantic Orientation, Gender
Location: Housing

Response: Reported for information only. A BRT Advocate offered support to the reporter.

A student reported a racially offensive comment written on a whiteboard.

Bias Type: Ethnicity, Nationality
Location: Housing

Response: A BRT Advocate met with the reporter, and a BRT Case Manager helped create and implement an educational campaign that the reporter requested.

A staff member reported that another staff member made racially offensive comments about their name and skin tone.

Bias Type: Ethnicity, Race
Location: Housing

Response: A BRT Advocate met with the reporter, and a BRT Case Manager facilitated a conversation between the two individuals.

An anonymous individual reported photos on Facebook of student groups dressed in culturally stereotypical Halloween costumes.

Bias Type: Ethnicity, Race
Location: Sports Facility

Response: A BRT Case Manager spoke with the advisors of the student groups.

A student reported that a professor wrote an insulting comment on their online blog.

Bias Type: Religion
Location: Online

Response: A BRT Advocate met with the reporter, and a BRT Case Manager held a professional development conversation with the professor.

A student reported culturally insensitive interactions with an administrative department.

Bias Type: Ethnicity, Race
Location: Administrative Building

Response: A BRT Advocate met with the reporter, and BRT Case Managers facilitated two cultural sensitivity trainings for the department.

A student reported that a potential employer rejected her application and sent an offensive email based on incorrect assumptions.

Bias Type: Age
Location: Online

Response: A BRT Advocate spoke with the reporter. A BRT Case Manager contacted the appropriate campus partner, who held a professional development conversation with the employer.

A staff member reported that a resident's door was vandalized.

Bias Type: Race

Location: Housing

Response: A BRT Advocate spoke with the reporter and offered support to the resident. BRT Case Managers worked with Housing staff to host a community-wide safety meeting.

A student reported a conflict with another student that did not include bias against a protected category or group.

Location: Housing

Response: A BRT Case Manager referred the case to Housing staff.

A staff member reported that a flier depicted offensive gender stereotypes.

Bias Type: Gender

Location: Administrative Building

Response: Reported for information only.

A student reported that residents were publicizing a racist and sexist themed party.

Bias Type: Ethnicity, Gender, Race

Location: Housing

Response: A BRT Case Manager contacted Housing staff, who held an educational conversation with the residents.

A student reported that a male visitor cat-called her and made inappropriate comments when she exited the shower.

Bias Type: Gender

Location: Housing

Response: Reported for information only. A BRT Advocate offered support to the reporter and to Housing staff.

A student reported that other students assumed she was an international student and made offensive stereotyping comments.

Bias Type: Race

Location: Campus Grounds

Response: A BRT Advocate met with the reporter, and a BRT Case Manager helped create and implement an educational campaign that the reporter requested.

A student reported that an instructor referred to students in the classroom using derogatory slurs.

Bias Type: Gender Identity/Expression, Ethnicity, Sexual/Romantic Orientation, Gender, Race, Nationality

Location: Classroom

Response: The BRT Coordinator consulted with the Office of Affirmative Action and Equal Opportunity, and referred the case to them.

An anonymous student reported that a professor made a joke about sexual assault.

Bias Type: Gender

Location: Classroom

Response: A BRT Case Manager referred the case to the Office of Affirmative Action and Equal Opportunity.

A staff member reported that a resident's door was vandalized, and the resident wondered if it was faith-based bias.

Bias Type: Religion

Location: Housing

Response: A BRT Advocate spoke with the reporter, who offered BRT support to the resident. BRT Case Managers met with all student staff in the complex, and worked with Housing staff to host a community-wide safety meeting.

A staff member reported that a resident's property was destroyed.

Bias Type: Ethnicity, Nationality

Location: Housing

Response: A BRT Advocate spoke with the reporter, who offered BRT support to the resident. BRT Case Managers met with all student staff in the complex, and worked with Housing staff to host a community-wide safety meeting.

An anonymous staff member reported a threat of "outing."

Bias Type: Sexual/Romantic Orientation

Location: Administrative Building

Response: Reported for information only.

A staff member reported that a student was asked to leave a dining facility because they had a service animal with them.

Bias Type: Ability

Location: Campus Dining

Response: Reported for information only. A BRT Advocate offered support to the reporter.

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

Bias Type: Race, Nationality

Location: Classroom

Response: A BRT Advocate met with the reporter, and a BRT Case Manager contacted the appropriate supervisor, who had a professional development conversation with the instructor.

A student reported that another student made an inappropriate sexual comment.

Bias Type: Gender

Location: Academic Building

Response: A BRT Advocate spoke with the reporter. The reporter decided to address the issue themselves, and held an educational conversation with the other student.