

TOLERANCE PROGRAM ANNUAL REPORT

2008-2009

The Tolerance Program investigates all reported bias-motivated incidents that occur within the campus community or involve members of the University community. The Program's primary mission is to provide a clearinghouse for members of the campus community to report incidents perceived to be motivated by bias towards the victim's actual or perceived identity. The Program offers support to alleged victims of bias incidents, and whenever possible, seeks to educate parties allegedly responsible for the bias-motivated behavior in question in line with the University's mission of inclusivity, tolerance, and student development.

Through this report, we seek not only to inform the campus community of the types of incidents that are reported to the program, but to also encourage all members of the community to report and confront acts of intolerance. On a campus as diverse as Illinois, it is unreasonable to believe that bias and narrow-mindedness do not exist and are not occasionally acted out. In publishing these incidents, our hope is that this report will not re-victimize those involved in these incidents or have a negative impact on prospective or current members' perception of the Illinois community. Instead, we hope that the report will demonstrate that we take measures to address and respond to bias and discrimination, respecting the parameters of free speech while also acknowledging society's moral philosophy and the University's overarching mission to attract and produce quality individuals who reflect the University's ideals.

All incidents reported to the program are included in this report. The report categorizes incidents by the identity of the group that was impacted or at whom the action was targeted. If a specific bias is indiscernible based upon the information provided in the report or from the investigation, the incident is listed as "unclassified".

If you have any questions or concerns about the report, please contact the Office for Student Conflict Resolution at 217.333.3680 or stophate@illinois.edu.

Incident Summary: There were 46 total incidents reported to the Tolerance Program in FY 09; twenty-seven of the incidents occurred in the residence halls. Incidents pertaining to the victim’s actual or perceived sexual orientation were the most prominent type of bias reported, followed closely by incidents targeting the victim’s race/ethnicity. See the data below for a more comprehensive analysis of all of the incidents reported and the attached report for incident summaries.

Statistics-at-a-glance

By Bias Type:

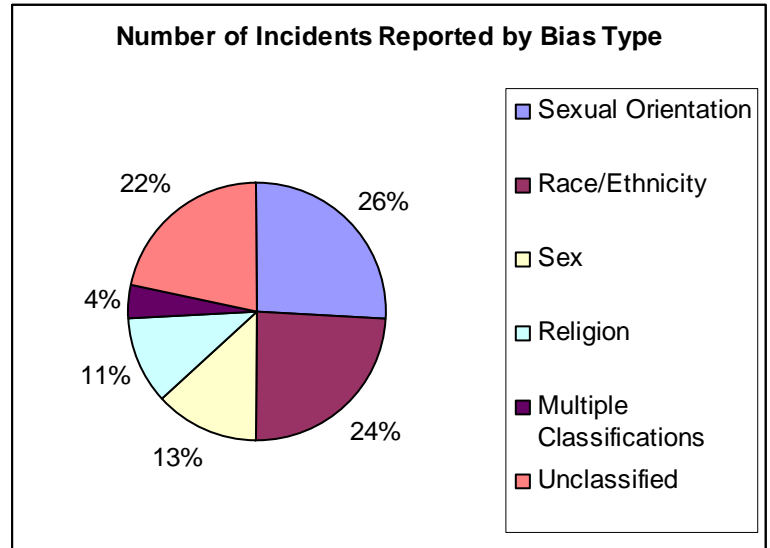
- Sexual Orientation – 12
- Race/Ethnicity – 11
- Sex – 6
- Religion – 5
- Multiple Classifications – 2
- Unclassified – 10
- Total – 46

By Location:

- Residence Hall – 27
- Classroom – 3
- Online – 9
- University Property – 3
- City Street – 2
- Other – 2

By Semester:

- Fall – 29
- Spring – 17



Those person’s interested in a paper copy of the short summary of individual incidents may pick one up at the Office of the Dean of Students or the Office for Student Conflict Resolution during regular business hours.

Reporting

Incidents should be reported to the Office for Student Conflict Resolution at 217.333.3680, the Office of the Dean of Students at 217.333.0050, or via email to stophate@illinois.edu. Reports can also be submitted anonymously at <http://www.odos.illinois.edu/>.

Procedures*

1. When an incident is reported, the Tolerance Program Coordinator convenes the Bias Incident Investigation Team (hereinafter referred to as BIIT or the Team). The Team reviews and discusses the incident, and determines the most appropriate course of action provided the information available. The Team will devise and implement a comprehensive action plan. The action plan may include meeting with relevant parties, mediation, facilitated discussions/meetings between parties, programming, mass notice, or any other action deemed appropriate to addressing and remedying the incident.
2. If the case requires follow-up, it is assigned to a member of the BIIT who will implement appropriate elements of the action plan.
3. In meeting with the reporting or impacted party, the BIIT member will explain the investigation process, ascertain the impacted party's expectations from the investigation, and apprise the impacted party of available campus and community resources.
4. In meeting with the responsible or allegedly-responsible party, the BIIT member will provide the party an opportunity to respond to the reported incident; discuss the incident in relation to the University's mission and values and its impact on the campus community; and, if applicable, recommend appropriate follow-up action.
5. If the incident necessitates concurrent or primary involvement by other units (i.e. University of Illinois Police Department, Office for Student Conflict Resolution), a member of the Team will contact the appropriate unit(s) to apprise the unit of the incident for further or alternative action.
6. Upon completion of the investigation, the Team will reconvene to evaluate how the case was handled, address additional concerns from impacted parties, and propose new action plans if necessary.
7. If it is determined that no further action is warranted or possible, the case is filed and closed.

* Note that this is a generalization of the process that the Tolerance program will take upon receiving an incident report. The steps listed are not exhaustive, nor will each case require that all steps be taken or in the order listed. Each case is assessed on an individual basis.