The Bias Acts Response Team (BART) met eleven times during the 2011-2012 academic year; meetings were called on an as-needed basis when reports were received. The team reviewed reports of 31 acts/incidents, of which three were considered not to be bias incidents. The team was able to identify 39 students or employees who felt targeted in the incidents; all were contacted at least once by a member of the BART, informed about their options regarding action/adjudication, and asked to give suggestions for resolution.

Of the 28 bias incidents, 14 were based on race or ethnicity, nine were based on sexual orientation, two were based on both race and sexual orientation, two were sexist, and one was based on religion.

Of the 28 bias incidents, there were 11 incidents of graffiti on public bulletin boards, white erase boards, or public signs. It’s not possible to know exactly how many students or employees saw and were affected by the graffiti. Although UPD investigated the graffiti incidents, no perpetrators could be identified.

The Office of Residential and Community Life responded to all reports of biased graffiti in residence halls with bulletin board campaigns, programming, and written notices to the entire residential community. In the case of graffiti in a classroom, all of the faculty who taught in the room were informed that the graffiti was removed and an anti-bias flyer was posted for one week. One of the affected faculty consulted with UPD re: workplace violence. Two of the faculty requested presentations to their classes by members of the BART.

Apart from the graffiti, there were 17 incidents of harassment. Of those incidents, 14 were student to student, one was faculty to student, one was staff to student, and one was student to staff.

Most of those who felt targeted by graffiti preferred to remain anonymous and preferred indirect responses to the event. The most frequent request from those who felt targeted by some form of harassment was for facilitated conversations with the perpetrators of the harassment. Cases were also adjudicated through the Judicial Office.

<table>
<thead>
<tr>
<th># of bias incidents from 8-11 to 5-9-12</th>
<th># of known targets</th>
<th>Incidents</th>
<th># re: Race</th>
<th># re: Sex orient</th>
<th># race &amp; Sex orient</th>
<th># re: Sexism</th>
<th># re: Religion</th>
</tr>
</thead>
<tbody>
<tr>
<td>28</td>
<td>39</td>
<td>28</td>
<td>14</td>
<td>9</td>
<td>2</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>
The members of the team for '11-'12:
Charlene Christie  Psychology (appointed by dean)
Lorraine Hall  Human Resources (Affirmative Action Advisory Committee)
Bart Ingersoll  UPD
Amanda Kiakis  Student Judicial Affairs
Miki Luettger  Residential Community Life
Jeanne Miller, chair  Student Development
Robin Nussbaum  GSRC and LEAD@Oneonta
Kathleen O’Mara  Africana/Latino Studies
Elizabeth Seale  Women and Gender Studies
Bernadette Tiapo  Office of Multicultural Student Affairs

The members of the team for '12-'13:
Charlene Christie  Psychology (appointed by dean)
Dan Chambers  UPD
Amanda Kiakis  Student Judicial Affairs
Miki Luettger  Residential Community Life
Jeanne Miller, chair  Student Development
Kathleen O’Mara  Africana/Latino Studies
Elizabeth Seale  Women and Gender Studies
Bernadette Tiapo  Office of Multicultural Student Affairs (Faculty to be appointed by dean)

At [www.oneonta.edu/bias](http://www.oneonta.edu/bias) are the policy and procedures for reporting bias acts and hate crimes as well as resources and information about the Bias Acts Response Team.