

## **ANNUAL REPORT OF NON-CRIMINAL ACTS OF HATE, BIAS, OR INTOLERANCE: 2023–24 ACADEMIC YEAR**

Beginning with academic year 2017–18, the University of California (UC) has reported annually on the incidence of non-criminal acts of “hate, bias, or intolerance” that are not reported through policy processes. For the 2023–24 academic year report, the UC Office of the President asked each campus to report on the number of unduplicated acts of hate, bias, or intolerance that were reported (regardless of method, such as online, phone, email, or in-person or whether anonymous) to campus officials during the 2023–24 Academic Year (July 1, 2023 to June 30, 2024). This report is not intended to include reports of sexual violence or sexual harassment, hate crimes, or other forms of protected category discrimination, harassment or retaliation, as these are generally reported separately, as required under the UC Sexual Violence and Sexual Harassment Policy and Anti-Discrimination Policy. However, to date, campus interpretations of the request and approaches to identifying qualifying reports have varied. Further, UC’s systemwide Anti-Discrimination Policy became effective only after the reporting period. As such, while the purpose of the request is meant to capture reports that do not fall under official reporting processes mandated by UC policy, there may nonetheless be some duplication; for example, offensive remarks may be reported as non-criminal acts of hate, bias, or intolerance for purposes of this report, and also have been reported to the local civil rights office for appropriate response under UC policy. Additionally, the data request is for reported concerns only, and a report is not the same as a complaint or request for review or campus action.

The table below displays the systemwide summary of incidences for the 2023–24 Academic Year.

<b>University of California Report on Non-Criminal Acts of Intolerance or Hate AY 2023–24</b>	
<b>Issue Type</b>	<b>Total</b>
Offensive Speech	1,201
Physical Intimidation, Threats/Bullying	359
Graffiti/Vandalism	186
Unknown	100
Other*	63
<b>Grand Total</b>	<b>1,909</b>

\*Other responses include: hostile climate, expressions of bias, bias

## GLOSSARY:

**Offensive speech:** Spoken or written communication or gestures that disparage, harass, intimidate, or incite violence or prejudicial action against an individual or group of people because of their actual or perceived race, color, national origin, religion, sex, gender, gender expression, gender identity, gender transition status, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship or service in the uniformed services, including protected veterans. Examples include gestures, taunts, mockery, unwanted jokes or teasing, and derogatory or disparaging comments of a biased nature.

**Physical intimidation or threats:** Physical intimidation, harassment or threats against an individual or group of people because of their race, color, national origin, religion, sex, gender, gender expression, gender identity, gender transition status, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship or service in the uniformed services, including protected veterans. Intimidation is intentional behavior which causes a person of ordinary sensibilities fear of injury or harm.

**Bullying:** Bullying is unwanted, aggressive behavior that involves real or perceived power imbalance and is repeated or has the potential to be repeated. Bullying can take the form of physical contact, words and/or gestures.

**Graffiti/vandalism:** Images, pictures, photographs, symbols, lettering or any type of public markings that target an individual or group of people based on their race, color, national origin, religion, sex, gender, gender expression, gender identity, gender transition status, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship or service in the uniformed services, including protected veterans. Examples include posters, signs, chalking, graffiti, drawings or cartoons that deface property without the owner's consent.

*Report submitted December 11, 2024.*

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