

ANTI-SEMITIC INCIDENT #3
(FAIRHAVEN RESIDENCE HALL, [REDACTED])
SUMMARY REPORT

By

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At the request of the University President, the Equal Opportunity (EO) Office looked into the incident described below. The EO Office now provides this Summary Report regarding its review of what occurred.

The Incident

Based on a Symplicity Incident Report, on February 14, 2016 at 1:20pm, [REDACTED] [REDACTED] emailed [REDACTED], Resident Director (RD) Simone Staley, and informed her that a swastika had been drawn next to his name on [REDACTED] [REDACTED] that was posted on his door). On February 16th, RD Staley met with Mr. [REDACTED] Mr. [REDACTED] explained that a resident in the Fairhaven community, [REDACTED], saw the swastika drawn in pencil and erased it from the sign-up sheet but not before taking a picture of the swastika.

Follow Up with Residence Life and the EO Office

During his meeting with RD Staley, Mr. [REDACTED] explained that he chose to send an email to her, [REDACTED] rather than contact the RD “On Call” because he felt the swastika was not targeted at him personally but [REDACTED]. According to RD Staley, Mr. [REDACTED] reflected on the personal impact to himself after speaking with his parents. RD Staley explained reporting options as well as campus resources to Mr. [REDACTED] (this information was contained in two Equal Opportunity (EO) Office hand-outs provided to Mr. [REDACTED]). Additionally, Mr. [REDACTED] expressed a desire for the RD to hold a “Stack” meeting to discuss the issue and asked RD Staley to send an email to Fairhaven residents in Mr. [REDACTED] Residence Hall [REDACTED]

On February 24, 2016, RD Staley was contacted by resident [REDACTED] and given a request for RD Staley to meet with Mr. [REDACTED] and Ms. [REDACTED]. In a meeting the next day, Mr. [REDACTED] explained to RD Staley that resident [REDACTED] had admitted to drawing the swastika on Mr. [REDACTED] sign-up sheet. Specifically, Mr. [REDACTED] recounted that on February 21, 2016, approximately between 5 and 5:30pm, he returned to Fairhaven [REDACTED] with a group of residents including Ms. [REDACTED]. Ms. [REDACTED] went by Mr. [REDACTED] door and made the following statement: “The swastika I drew here has been erased.” Mr. [REDACTED] said that he and others talked to Ms. [REDACTED] about her comment and that Ms. [REDACTED] then took back her statement and corresponded with neighbors through social media claiming that she was intoxicated at the time and did not know what she was saying. Three days later, Ms. [REDACTED] sent an email to RD Staley and explained that her comment to others about the sign-up sheet was a joke; that she apologized and talked to Mr. [REDACTED] to “clear everything up.”

On February 25, 2016, RD Staley talked to Mr. [REDACTED] via phone. Mr. [REDACTED] confirmed that he had a conversation with Ms. [REDACTED] where Ms. [REDACTED] admitted that she made the joke but stated she would never commit such an act. Mr. [REDACTED] mentioned that he was annoyed by the fact that Ms. [REDACTED] seemed to be saying “let’s forget about this” but indicated that he thought that

Ms. [REDACTED] had learned from the incident and that he still felt comfortable [REDACTED]. During the conversation, RD Staley offered Mr. [REDACTED] an interim room transfer or no contact directive but Mr. [REDACTED] denied both offers. RD Staley also indicated to Mr. [REDACTED] that he had “full control of next responses to the situation” and that Mr. [REDACTED] responded that he didn’t “want the environment of the community to be affected by someone getting kicked out.”

On February 26, 2016, Assistant Dean of Students, Michael Sledge scheduled an appointment for March 1 to meet with Ms. [REDACTED] in response to allegations that Ms. [REDACTED] may have been the individual responsible for the swastika on Mr. [REDACTED] sign-up sheet.

Mr. Sledge met with both Mr. [REDACTED] and Ms. [REDACTED]. Mr. [REDACTED] indicated that he did not know who was responsible for drawing the swastika on his sign-up sheet and aside from the incriminating statement that Ms. [REDACTED] withdrew, there was no evidence to indicate that Ms. [REDACTED] drew the swastika. Thus, Mr. Sledge determined there was a lack of sufficient evidence to find a violation of the Code by Ms. [REDACTED].

Upon hearing of the incident, Dr. Sue Guenter-Schlesinger, Vice Provost for Equal Opportunity and Employment Diversity, contacted RD Staley and requested that RD Staley reach out to Mr. [REDACTED] to let him know that the EO Office was interested in talking to him about the incident, as well as discuss reporting options and resources for Mr. [REDACTED]. She asked RD Staley to ask Mr. [REDACTED] to call her in order to discuss the incident and to ask Mr. [REDACTED] if he would come to the EO Office to meet with her. RD Staley indicated that she informed Mr. [REDACTED] of Dr. Guenter-Schlesinger’s request. Dr. Guenter-Schlesinger made several attempts by phone and left multiple voice messages for Mr. [REDACTED]. Mr. [REDACTED] responded to one of the messages but was not available when Dr. Guenter-Schlesinger called him back. Despite multiple additional attempts by the EO Office, Mr. [REDACTED] did not respond back nor did he meet with Dr. Guenter-Schlesinger to discuss the matter.

Finding

Based on Mr. Sledge’s finding that he lacked sufficient evidence to move forward with identifying the perpetrator of this incident, and given Mr. [REDACTED] decision not to meet with Dr. Guenter-Schlesinger, further investigation of this incident was not possible. Nonetheless, the Incident Report includes a photograph of the swastika that appeared on Mr. [REDACTED] sign-up sheet. Therefore, a preponderance of evidence exists that this incident occurred as reported by Mr. [REDACTED] and as such, constitutes illegal discrimination. Further, it is a violation of University Policy 1600.02, “Ensuring Equal Opportunity and Prohibiting Discrimination and Retaliation.” Since there is no identified perpetrator, Dr. Guenter-Schlesinger will coordinate and collaborate with Leonard Jones, Director of University Residences, in ensuring that students in residence halls receive training to enhance awareness and sensitivity about preventing and responding to anti-Semitism.