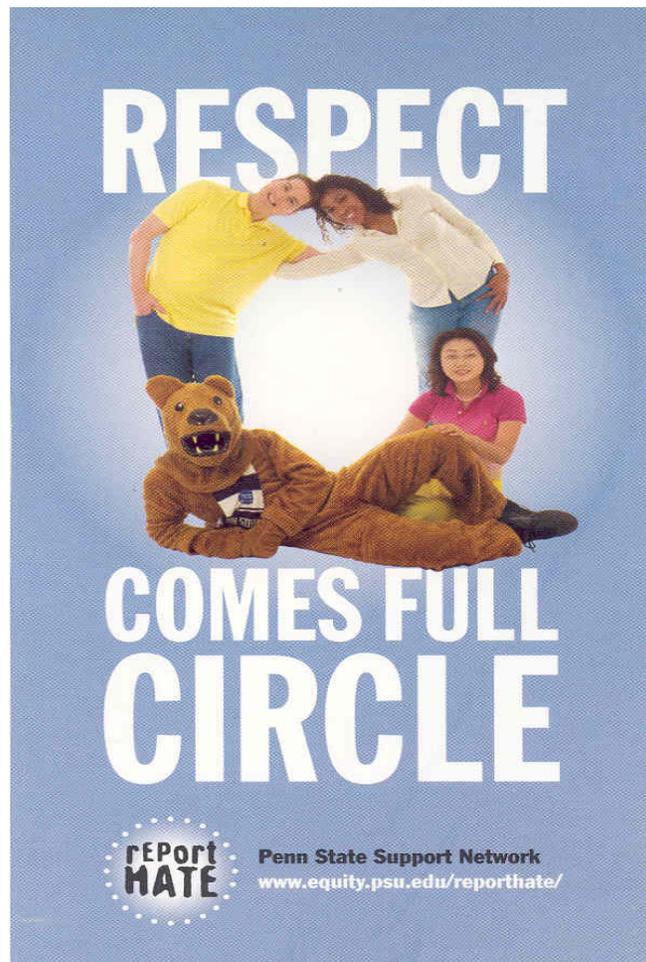


PENNSTATE



Office of the Vice Provost for Educational Equity



**BIAS
MOTIVATED
INCIDENTS
REPORT
Spring 2006**

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THE PENNSYLVANIA STATE UNIVERSITY

BIAS MOTIVATED INCIDENTS REPORT SPRING 2006

Start Date: January 09, 2006

Closing Date: May 05, 2006

The following is a collection of statistical information from reports of bias incidents that occurred during the 2006 spring semester at Penn State.

The criteria for reporting such incidents include the following:

- made by a person with a current Penn State identification number;
- made in response to a bias motivated incident, as defined within this report;
- the incident may occur on or off one of Penn State's campuses;
- the target of the incident is a Penn State student or students;
- the perpetrator is either a member of the Penn State community (faculty, staff, administrator, student) or unknown

<i>Total Number of Reports (All Sources):</i>	43
<i>Total Number of Incidents Reported (explained in discussion):</i>	36
<i>Total Number of Reports that Fit our Existing Criteria and Penn State Policies AD29 and 42:</i>	30
<i>Distribution of Campus Locations for Reports:</i>	
University Park	43
<i>Report Hate Web Site Reports:</i>	28
<i>Report from University Police:</i>	14
<i>Reported Directly to the Diversity Advocate</i>	1

Statistical Breakdown for Bias Incidents Reported

Status of Targeted Persons:

Student = 42 (16 single individuals; 17 pairs/groups)

Staff/Officers = 1

University Office or Community in General = 10

Gender of Targeted Persons:

Male = 22

Female = 13

General Population = 19

Sexual Orientation (Actual or Perceived) of Targeted Persons:

Heterosexual = 1

LGBT = 20 (12 Gay, 1 Lesbian, 0 Bisexual, 0 Transgender, all LGBT persons in general 7)

Unknown = 22

Race/Ethnicity (Actual or Perceived) of Targeted Persons:

White = 1

Hispanic = 3

Black = 10

Asian = 15

Pacific Islander = 0

Indian = 0

Bi/Multiracial = 0

Unspecified/ Unrelated = 14

Religious Beliefs of those Targeted:

Muslim = 5

Jewish = 2

Unspecified = 1

* In 27 cases, the targeted person and the submitter of the report were the same.

Submitter's Status:

Student = 37

Faculty = 1

Staff = 2

Unspecified = 3

Submitter's Gender:

Male = 27

Female = 11

Unspecified = 5

Submitter's Sexual Orientation:

Heterosexual = 4

LGBT = 8 (1 Lesbian; 7 Gay; 0 Bisexual; 0 Transgender)

Unspecified = 31

Submitter's Racial/Ethnic Identity:

White = 10
Hispanic = 2
Black = 8
Asian = 11
Unspecified = 12

Submitter's Religious Affiliation:

Christian = 1
Jewish = 2
Muslim = 4
Unspecified = 36

Identification of Perpetrators known (most often unknown), or believed to be:

Student = 18
Staff = 2
Faculty = 1
Alumni = 1
Other = 4
Gender Unknown = 15
Male (actual or suspected) = 41
Female (actual or suspected) = 8
Undetermined = 20
White = 34
Black = 4 (includes persons of African ancestry)
Hispanic = 1 (includes Puerto Ricans, South Americans, Central Americans,
and Spanish). The rest remain undetermined.
Individuals = 12
Groups = 8
Organizations = 12
Unknown = 11 (Some incidents involved multiple perpetrators)

Motives/Targeted Issues (behind the intolerance of perpetrators; sometimes multiple):

Sexual Orientation = 13
Race = 14
Ethnicity/Culture = 5
National Origin = 6
Ancestry = 4
Gender = 3
Age = 1
Political Views = 4
Religious/Spiritual Beliefs = 7
Disability/Perceived Illness = 1
Departmental Affiliation = 1

Type of Offense:

*Harassment (verbal/written/e-mail/phone) = 17

(Verbal Comment = 19)

Physical Threat/Intimidation = 7

Physical Assault = 3

Attempted Assault = 7

Graffiti = 8

Vandalism = 3

Written note = 4

Poster/Flier = 7

Media/Newspaper bias = 1

Hostile Attitude/Environment Created (in person/on facebook; includes targets' belief that Penn State's principles have been abandoned) = 7

* Nineteen "verbal comments" however, are protected speech under Penn State policy AD29 Statement on Intolerance.

Geographic Location:

On Campus = 37

Off Campus = 6

Month Incident Occurred:

January = 10

February = 5

March = 15

April = 10

May = 3

Day of Incident:

Sunday = 2

Monday = 3

Tuesday = 10

Wednesday = 7

Thursday = 10

Friday = 6

Saturday = 6

Time of Incident:

6:00 a.m. to Noon = 1

Noon to 6:00 p.m. = 6

6:00 p.m. to Midnight = 4

Midnight to 6:00 a.m. = 3

Time Unspecified = 29

Intoxicant Involved:

Yes = 0

No or Unknown = 43

Weapon Involved:

Yes = 0

No or Unknown = 43

Follow-up if Required or Requested/Results After Incident Reported (Confidentiality Respected):

Ongoing Investigation = 11

Contact with the Police Department = 5

Medical Treatment = 1

Counseling Referral = 3

Contact with the Submitter = 23

Contact with the Targeted Person = 12

Documentation with Photos/Evidence = 6

Witnesses/Others Questioned/Offered Comments = 2

Unfounded Complaint = 1

Defacement removed = 9

Verbal/Written Reprimand = 4

Apology Requested/Given = 3

Contact with the Perpetrator or Affiliations Thereof = 12

Contact with Authority over Perpetrator = 5

Contact with Other Offices/Staff/Teams/Student Organizations = 23

Targeted Person Moved = 1

Compensation Sought = 1

Contact with the Office of Affirmative Action = 4

Contact with Judicial Affairs = 2

Diversity Sensitivity Training Requested by Academic Department = 1

Civil Court Proceedings = 1

Request/Referral for Religious Counseling = 1

Forum/Protest/Special Meetings Attended = 8

Communication with Media/Newspaper = 1

Referral to Pennsylvania Human Relations Commission = 2

Bias Motivated Incidents Report Discussion

- On May 19, 2006, Penn State revised its AD29 policy on Intolerance <http://guru.psu.edu/policy/ad29.html> and its AD42 policy on Nondiscrimination and Harassment <http://guru.psu.edu/policy/ad42.html>. As related to this report, individuals reporting bias motivated incidents do not always make adequate distinction between intolerance, discrimination, and harassment, or fit current policies. Often, the term “hate crime” is used as a label to describe each of the above. This sometimes causes the confounding of statistical reporting. Below are

the definitions that have been accepted, and which may aid in the submitting of more accurate reports in the future:

Definitions:

An act of intolerance refers to conduct that is in violation of a University policy, rule or regulation and is motivated by discriminatory bias against or hatred toward other individuals or groups based on characteristics such as age, ancestry, color, disability or handicap, national origin, political belief, race, religious creed, sex, sexual orientation, gender identity or veteran status. [from AD29 policy found at <http://guru.psu.edu/policy/ad29.html>]

Discrimination is conduct of any nature that violates the policy set forth (in AD42) by denying equal privileges or treatment to a particular individual because of the individual's age, ancestry, color, disability or handicap, national origin, race, religious creed, sex, sexual orientation, gender identity or veteran status. [from AD42 policy found at <http://guru.psu.edu/policy/ad42.html>]

Harassment is a form of discrimination consisting of physical or verbal conduct that (1) is directed at an individual because of the individual's age, ancestry, color, disability or handicap, national origin, race, religious creed, sex, sexual orientation, gender identity or veteran status; and (2) is sufficiently severe or pervasive so as to substantially interfere with the individual's employment, education or access to University programs, activities and opportunities. To constitute prohibited harassment, the conduct must be such that it detrimentally affects the individual in question and would also detrimentally affect a reasonable person under the same circumstances. [from AD 42 policy found at <http://guru.psu.edu/policy/ad42.html>]

A "bias-related incident" is any incident in which an action taken by a person or group is perceived to be malicious or discriminatory toward another person or group based on bias or prejudice relating to such characteristics as race, color, religion, national origin, ancestry, age, mental or physical disability, sexual orientation, gender, or gender identity or any situation in which intergroup tensions exist based on such group characteristics. Bias-related incidents may be violations of criminal law, such as "[Hate Crimes](#)," or violations of civil law, such as unlawful discrimination in employment, housing, education or public accommodations. In Pennsylvania, the legal definition of a hate crime is determined by Pennsylvania's "Hate Crime" Law, the Ethnic Intimidation and Institutional Vandalism Act. [from the Pennsylvania Interagency task force on civil tension, found at www.stopbias.org].

- In this spring 2006 report, 43 incidents were reported: four were related to one incident involving bias towards Muslims, four were related to a student program "Catch the Illegal Immigrant" game initiated by the Penn State College Republicans, and two were related to the University's response to the investigation of a staff member. This places the total number of bias incidents at

36. The fourteen bias incidents reported to the University Police were included in this spring report.

- Incidents in this report were not rated in terms of their perceived severity, but were given equal weight. It is decidedly the targeted person who can know the impact of the offense and just how they are affected by it. It is also decidedly the submitter of the report who categorizes and labels perceived intent or motive of the perpetrator. This may or may not always be accurate, but observation at the scene gives one a better idea of intent and motive. Categories under Motives and Types of Offenses have been expanded in order to give the reader an improved description of the incident. Follow-up and results were given for the first time to provide the reader with an understanding of possible outcomes and consequences. This list is not exhaustive.
- As always, confidentiality of identities and information is kept, unless otherwise indicated by the submitter or targeted person.
- Some incidents are and can be categorized under multiple targeted issues (i.e., one report was categorized under both age and sexual orientation); multiple types of offenses (i.e., one report was categorized under both vandalism and graffiti); and other multiple identifiers that naturally occur, overlap, and exist in the real world (i.e., Black and Latino, White and Latino, Jewish and White, Arab and Asian, Muslim and Asian, Muslim and White, Biracial, Multiracial, Multiethnic, etc.). Muslim persons, Jewish persons and any ethnic group can have members belonging to more than one racial or ethnic group. In this report, Arab people and Turkish people are merged under the Asian category along with other Asian groups, and Jewish people are merged under the White category, according to the race given by the targeted persons in this report. A good attempt has been made to keep things simple, while providing an accurate and important picture of an incident and the probable motive for its occurrence.
- As seems to be the case in national research review, white males comprised the largest number of perpetrators known to commit bias incidents.
- The words “targeted person(s)” were used in this report to replace the word “victim” as it detracts from the empowerment of those who have experienced acts of intolerance or bias behavior against them.
- The primary target was the one recorded for statistical purposes. However, in 17 incidents reported, there was more than one person targeted in each report. Also, in 10 incidents reported, the public in general or the entire Penn State community was designated the target.

- Most of the incidents represented in this report reflect acts of intolerance or bias behavior. Six have been reported as violent physical attacks. While some of these incidents do not fit the recently revised policies AD29 and 42, words that wound, property damage, and psychological threats or harassment have just as much to do with feelings of despair and a climate where individuals do not feel accepted, safe or valued. Lowered self-esteem, poor academic performance, and a lack of a sense of community belonging are some of the negative results experienced when hate, bias or intolerance exists on our university campuses.
- It should be noted that *perceived* sexual orientation, racial identity, and gender identity, may still be motives for bias behavior and acts of intolerance, even if the targeted person is not what they are perceived to be. In some reported incidents, the targeted person did not identify as what they had been perceived to be.
- There was an increase in bias incidents occurring with the use of the internet (3), and with posters, fliers or picture representations (7).
- One case was found to have been contrived by the targeted student. Caution should be exercised so that the reporting of incidents does not become a false tool, used for purposes other than for which it was intended.
- As reported, most acts of intolerance and bias behavior occurred or were known to have occurred on campus (as opposed to off campus), in the months of March (15 reports), January (10 reports) and April (10 reports). The most frequent time for incidents to have occurred could not be pinpointed in most (29) of the cases.
- All of the reports (43) are from the University Park campus. The Report Hate Web site is available to all Penn State students at all campuses. Efforts are being made to encourage the use of the Report Hate Web site throughout Penn State, as well as the inclusion of bias reports from police departments at all campuses.
- There has been a broadening of the range of targeted persons to include reports submitted by conservative student organizations and their representatives, such as the Penn State College Republicans and the Young Americans for Freedom. Such reports are of conflicts with African Americans, Latinos, and Lesbian, Gay, Bisexual, Transgender students who have protested or have spoken out against their conservative views.