



# BIAS-MOTIVATED INCIDENTS REPORT

June 1, 2023 – June 31, 2024

## Introduction

This report summarizes the submissions received on the [Bias Response website](#), which is administered by the Office of the Vice Provost for Educational Equity.

The Bias Response website provides a form for reporting bias-motivated incidents at Penn State. Students, faculty, staff, alumni, and guests with a Penn State user ID at any campus location may use the form to report any act of bias they experience themselves or observe being directed against someone else.

Submitters may select multiple categories to describe the type of incident they report (e.g., verbal harassment, bias in the classroom, vandalism) and select more than one targeted identity to describe the incident (e.g., race or color, gender, religion or creed, ancestry or national origin). Therefore, the number of incident types and targeted identities exceeds the number of reports received.

Bias incident reports have increased steadily over the past several years:

Reporting year	Number of reports submitted
2017–2018	116
2018–2019	130
2019–2020	186
2020–2021	233
2021–2022	241
2022–2023	320
2023–2024	373

The following tables summarize the reports received between June 1, 2023, and June 31, 2023. All data reported reflect the submitters' responses.

## CAMPUS LOCATION

**Table 1: Reports by campus (all submissions)**

A total of 373 reports were received between June 1, 2023, and June 31, 2024. The distribution by campus location appears below.

Campus	Number of reports	Percent of total
Penn State University Park	216	57.91
Penn State Harrisburg	32	8.58
Penn State Behrend	26	6.97
Penn State Berks	22	5.60
Penn State Abington	20	5.36
Unknown Location	10	2.68
Penn State Altoona	10	2.68
Penn State Brandywine	9	2.41
Penn State World Campus	8	2.14
Penn State New Kensington	3	0.80
Penn State Hazleton	2	0.63
Penn State Scranton	2	0.54
Penn State York	2	0.54
Penn State Lehigh Valley	2	0.54
Penn State Wilkes-Barre	2	0.54
Penn State Dickinson Law	1	0.27
Penn State Mont Alto	1	0.27
Penn State Beaver	1	0.27
Penn State Schuylkill	1	0.27
Penn State Greater Allegheny	1	0.27
Penn State Schuylkill	1	0.27
Penn State Shenango	1	0.27
Penn State Fayette	0	0.31
TOTAL	373	100

## INCIDENT TYPE

**Table 2: Incident type (all campus locations)**

Submitters may select the type of incident they are reporting from the categories below and may select all that apply; therefore, the number of incident types reported exceeds the number of reports submitted.

Incident type	Number reported	Percent of total
Hostile attitude or environment created	199	32.52
Verbal harassment	136	22.22
Bias in the classroom	99	16.18
Written harassment	64	10.46
Offensive visual display	45	7.35
Vandalism/destruction of property	15	2.45
Physical harassment	13	2.12
Hazing	10	1.63
Other	7	1.14
Sexual abuse or harassment	7	1.14
Indecency or exposure	6	0.98
Physical injury	6	0.98
Stalking	5	0.82
TOTAL	612	100

*Note: Incident type "other" indicates a write-in entry.*

## TARGETED IDENTITIES

**Table 3: Summary of targeted identities (all campus locations)**

Submitters may select all targeted identity categories that apply; therefore, the number of targeted identities reported exceeds the number of reports submitted.

Targeted identity	Number reported	Percent of total
Race or color/ethnic identity	164	29.29
Gender, perceived gender, or gender identity	74	13.21
Citizenship/ancestry or national origin	66	11.79
Physical or mental disability	65	11.61
Age or perceived age	37	6.61
Religious identity/religion or creed	35	6.25
Other	30	5.36
Political ideas	27	4.82
Sexual Identity/sexual orientation	21	3.75
Sex	14	2.50
Socioeconomic status	12	2.14
Veteran status	6	1.07
Marital or family status	6	1.07
Pregnancy or pregnancy-related conditions	3	0.54
<b>TOTAL</b>	<b>560</b>	<b>100</b>

*Note: Targeted identity "other" indicates a write-in entry.*

## STATUS OF INVOLVED PARTIES

**Table 4: Summary of status of reporter (all campus locations)**

Status of reporter	Number reported	Percent of total
Undergraduate student	228	61.13
Staff or administrator	90	24.13
Graduate or professional student	30	8.04
Faculty	13	3.49
Prefer not to answer	5	1.34
Unknown or not provided	3	0.80
Alum	3	0.80
Guest or affiliate	1	0.27
<b>TOTAL</b>	<b>373</b>	<b>100</b>

**Table 5: Summary of status of alleged wrongdoer(s) (all campus locations)**

Status of alleged wrongdoer(s)	Number reported	Percent of total
Undergraduate student	140	37.53
Staff or administrator	81	21.72
Faculty member	77	20.64
Unknown or not provided	54	14.48
Graduate student	14	3.75
Guest or affiliate	4	1.07
Prefer not to answer	2	0.54
Alum	1	0.27
TOTAL	373	100

**Table 6: Summary of status of impacted person(s) (all campus locations)**

Status of impacted person(s)	Number	Percent of total
Undergraduate student	260	69.71
Unknown or not provided	52	13.94
Graduate student	29	7.77
Staff or administrator	14	3.75
Prefer not to answer	10	2.68
Faculty	6	1.61
Guest or affiliate	2	0.54
TOTAL	373	100

## ACTIONS TAKEN

**Table 7: Summary of actions taken (all campus locations)**

Each report received was addressed by referral to the most appropriate office or direct response from the Bias Response Network.

Actions taken	Number	Percent of total
Referred to Commonwealth Campus/World Campus	102	27.35
Referred to academic college	61	16.35
Referred to Office of Equal Opportunity and Action	40	10.72
Referred to Office of Student Accountability and Conflict Response	38	10.19
Referred to Residence Life (UP)	35	9.38
Documented only	25	6.70
Referred to Title IX/Office of Sexual Misconduct Reporting & Response	17	4.56
Referred to Student Rights & Responsibilities	15	4.02
Referred to administrative unit*	14	3.75
Referred to The J. Jeffrey and Ann Marie Fox Graduate School	11	2.95
Referred to University Police & Public Safety	9	2.41
Referred to Fraternity and Sorority Life	2	0.54
Referred to student organization adviser	1	0.27
Referred to Behavioral Threat Management Team	1	0.27
Referred to Provost	1	0.27
Sent to President as FYI	1	0.27
<b>TOTAL</b>	<b>373</b>	<b>100</b>

\* "Administrative unit" refers to non-academic units (Finance & Business, Undergraduate Education, Intercollegiate Athletics, Student Affairs, etc.)

## TYPE OF INCIDENT BY CAMPUS

**Table 8: Type of incident at Penn State University Park**

Type of Incident	Number reported
Hostile attitude or environment created	110
Verbal harassment	76
Bias in the classroom	36
Written harassment	34
Other*	31
Offensive visual display	29
Physical harassment	10
Hazing	6
Sexual abuse or harassment	4
Physical injury	4
Stalking	4
Unknown or not indicated	1
TOTAL	345

\* Incident type "other" indicates a write-in entry. Incident type "unknown or not indicated" means the submitter did not complete this field.

**Table 9: Type of incident at Penn State Abington**

Type of Incident	Number reported
Verbal harassment	14
Hostile attitude or environment created	9
Bias in the classroom	2
Offensive visual display	1
TOTAL	26

**Table 10: Type of incident at Penn State Altoona**

Type of Incident	Number reported
Bias in the classroom	5
Verbal harassment	5
Written harassment	4
Other	3
Hostile attitude or environment	3
TOTAL	20

**Table 11: Type of incident at Penn State Beaver**

Type of Incident	Number reported
Written harassment	1
TOTAL	1

**Table 12: Type of incident at Penn State Behrend**

Type of Incident	Number reported
Bias in the classroom	13
Hostile attitude or environment created	12
Verbal harassment	9
Offensive visual display	3
Other	2
Written harassment	2
Other	1
Vandalism	1
Physical harassment	1
TOTAL	44

**Table 13: Type of incident at Penn State Berks**

Type of Incident	Number reported
Verbal harassment	11
Hostile attitude or environment created	10
Bias in the classroom	4
Offensive visual display	4
Written harassment	4
Other	2
Sexual abuse or harassment	2
TOTAL	37

**Table 14: Type of incident at Penn State Brandywine**

Type of Incident	Number reported
Verbal harassment	7
Hostile attitude or environment created	7
Bias in the classroom	5
Written harassment	1
Other	1
TOTAL	21



**Table 15: Type of incident at Penn State Dickinson Law**

Type of Incident	Number reported
Bias in the classroom	1
TOTAL	1

**Penn State Fayette** – no reports

**Table 16: Type of incident at Penn State Greater Allegheny**

Type of Incident	Number reported
Hostile attitude or environment created	1
TOTAL	1

**Table 17: Type of incident at Penn State Harrisburg**

Type of Incident	Number reported
Hostile attitude or environment created	16
Bias in the classroom	15
Verbal harassment	13
Written harassment	6
Other	4
Offensive visual display	2
Hazing	2
TOTAL	58

**Table 18: Type of incident at Penn State Hazleton**

Type of Incident	Number reported
Offensive visual display	1
Physical injury	1
TOTAL	2

**Table 19: Type of incident at Penn State Lehigh Valley**

Type of Incident	Number reported
Bias in the classroom	1
Verbal harassment	1
TOTAL	2

**Table 20: Type of incident at Penn State Mont Alto**

Type of incident	Number reported
Verbal harassment	1
TOTAL	1

**Table 21: Type of incident at Penn State New Kensington**

Type of Incident	Number reported
Hostile attitude or environment created	2
Verbal harassment	2
Bias in the classroom	1
TOTAL	5

**Table 22: Type of incident at Penn State Schuylkill**

Type of Incident	Number reported
Verbal harassment	1
TOTAL	1

**Table 23: Type of incident at Penn State Scranton**

Type of Incident	Number reported
Hostile attitude or environment created	2
Vandalism	1
Verbal harassment	1
Bias in the classroom	1
TOTAL	5

**Table 24: Type of incident at Penn State Shenango**

Type of Incident	Number reported
Hostile attitude or environment created	1
Verbal harassment	1
TOTAL	2

**Table 25: Type of incident at Unknown Location**

Type of Incident	Number reported
Written harassment	6
Hostile attitude or environment created	5
Bias in the classroom	2
Physical harassment	1
Other	1
Physical injury	1
Verbal harassment	1
Offensive visual display	1
TOTAL	18

**Table 26: Type of incident at Penn State Wilkes-Barre**

Type of Incident	Number reported
Bias in the classroom	2
Hostile attitude or environment created	1
Verbal harassment	1
Written harassment	1
TOTAL	5

**Table 27: Type of incident at Penn State World Campus**

Type of Incident	Number reported
Bias in the classroom	6
Hostile attitude or environment created	4
Written harassment	2
Offensive visual display	1
Hazing	1
TOTAL	14

**Table 28: Type of incident at Penn State York**

Type of Incident	Number reported
Hostile attitude or environment created	2
Verbal harassment	1
TOTAL	3

This publication is available in alternative media on request.

The University is committed to equal access to programs, facilities, admission, and employment for all persons. It is the policy of the University to maintain an environment free of harassment and free of discrimination against any person because of age, race, color, ancestry, national origin, religion, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions, physical or mental disability, gender, perceived gender, gender identity, genetic information or political ideas. Discriminatory conduct and harassment, as well as sexual misconduct and relationship violence, violates the dignity of individuals, impedes the realization of the University's educational mission, and will not be tolerated. Direct all inquiries regarding the nondiscrimination policy to the Office of Equal Opportunity and Access, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-5901, Email: [oeoa@psu.edu](mailto:oeoa@psu.edu), Tel 814-863-0471. UBR OVP 24-30.