

ANNUAL BIAS-MOTIVATED INCIDENTS REPORT 2024



Prepared by
Barbara Welshofer, Bias Response Coordinator, and
Leslie Pearson, PhD, Learning and Professional Development Specialist

INTRODUCTION

At Penn State, we believe that responding to bias is essential to living our six core values: integrity, respect, responsibility, discovery, excellence, and community. These values shape not only our academic mission, but also how we treat one another as students, faculty, staff, and community members. In that spirit, this 2024 Annual Bias Report is a step in aligning our actions with our values.

REPORT OVERVIEW AND METHODOLOGY

This report summarizes the submissions received on the Bias Response website, which is administered by the Office of the Vice Provost for Educational Equity. It reflects the 425 bias incident report submissions received from January 1 - December 31, 2024.

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. Each report was reviewed and routed to the appropriate office or unit.

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.

HIGHLIGHTS

Undergraduate students submit the majority of reports, 62%. Followed by

- Staff, 18%
- Graduate students, 12%
- Faculty, 5%

42% of alleged wrongdoers are undergraduate students. Followed by

- Faculty, 20%
- Staff, 14%

65% of impacted individuals are undergraduate students. Followed by

- Graduate students, 10%
- Staff, 10%

The targeted identity most often reported is race or color, 24%. Followed by

- Ancestry or national origin, 15%
- Religion or creed, 14%
- Gender or gender identity, 11%
- Political ideas, 9%

The incident type most often reported is hostile environment/attitude, 30%.

Followed by

- Verbal harassment, 22%
- Bias in the classroom, 14%
- Written harassment, 11%
- Offensive visual display, 11%

CAMPUS LOCATION

Table 1: Reports by campus (all submissions)

Campus	Number of reports	Percent of total
Penn State University Park	275	64.7
Penn State Harrisburg	22	5.2
Penn State Behrend	22	5.2
Penn State Berks	19	4.5
Penn State Abington	15	3.5
Unknown Location	15	3.5
Penn State Altoona	15	3.5
Penn State World Campus	12	2.8
Penn State Brandywine	9	2.1
Penn State Beaver	6	1.4
Penn State Lehigh Valley	3	0.7
Penn State Wilkes-Barre	3	0.7
Penn State York	2	0.5
Penn State Dickinson Law	2	0.5
Penn State New Kensington	1	0.2
Penn State Hazleton	1	0.2
Penn State Scranton	1	0.2
Penn State Mont Alto	1	0.2
Penn State Schuylkill	1	0.2
Penn State Greater Allegheny	0	0.0
Penn State Shenango	0	0.0
Penn State Fayette	0	0.0
TOTAL	425	100

Figure 2: University Park, Commonwealth Campuses, and World Campus.

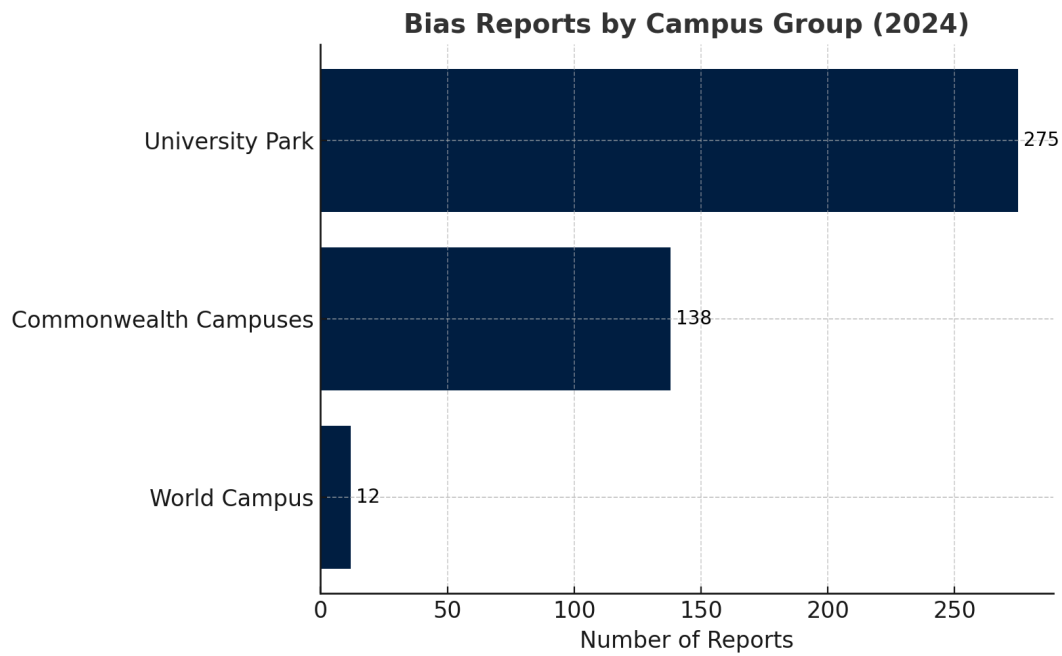
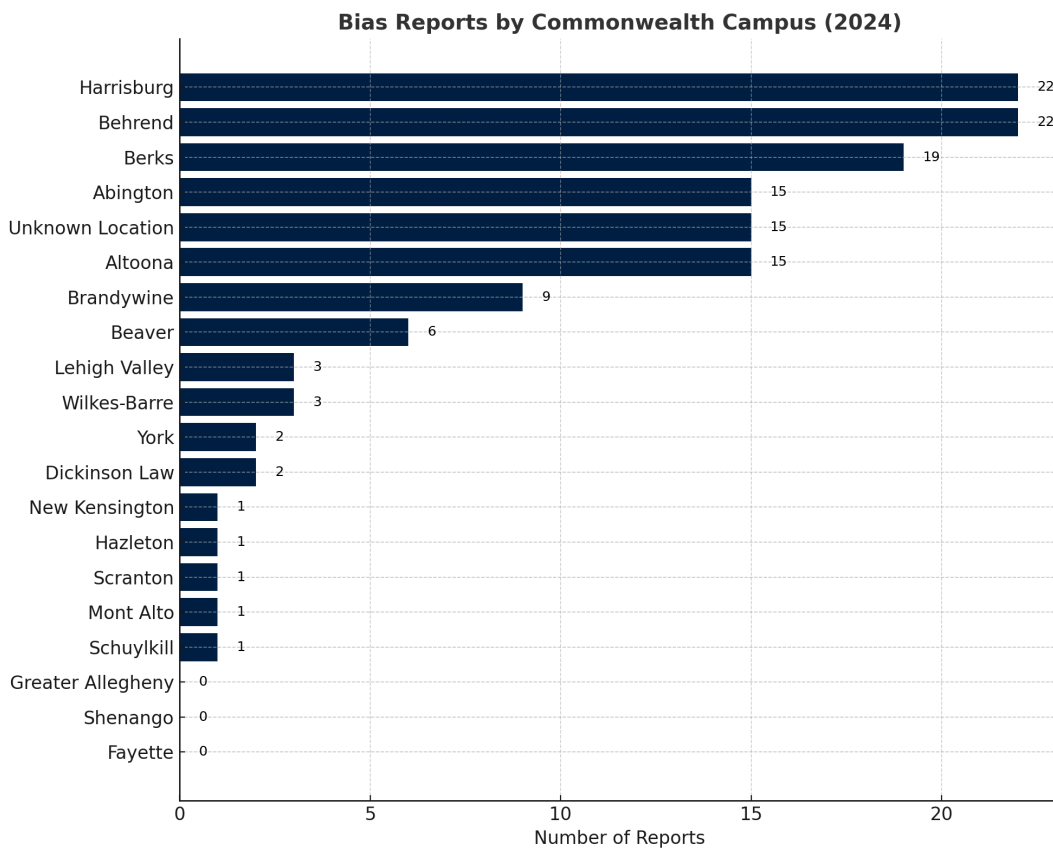


Figure 3: Bias reports submitted by each Commonwealth Campus



INCIDENT TYPE

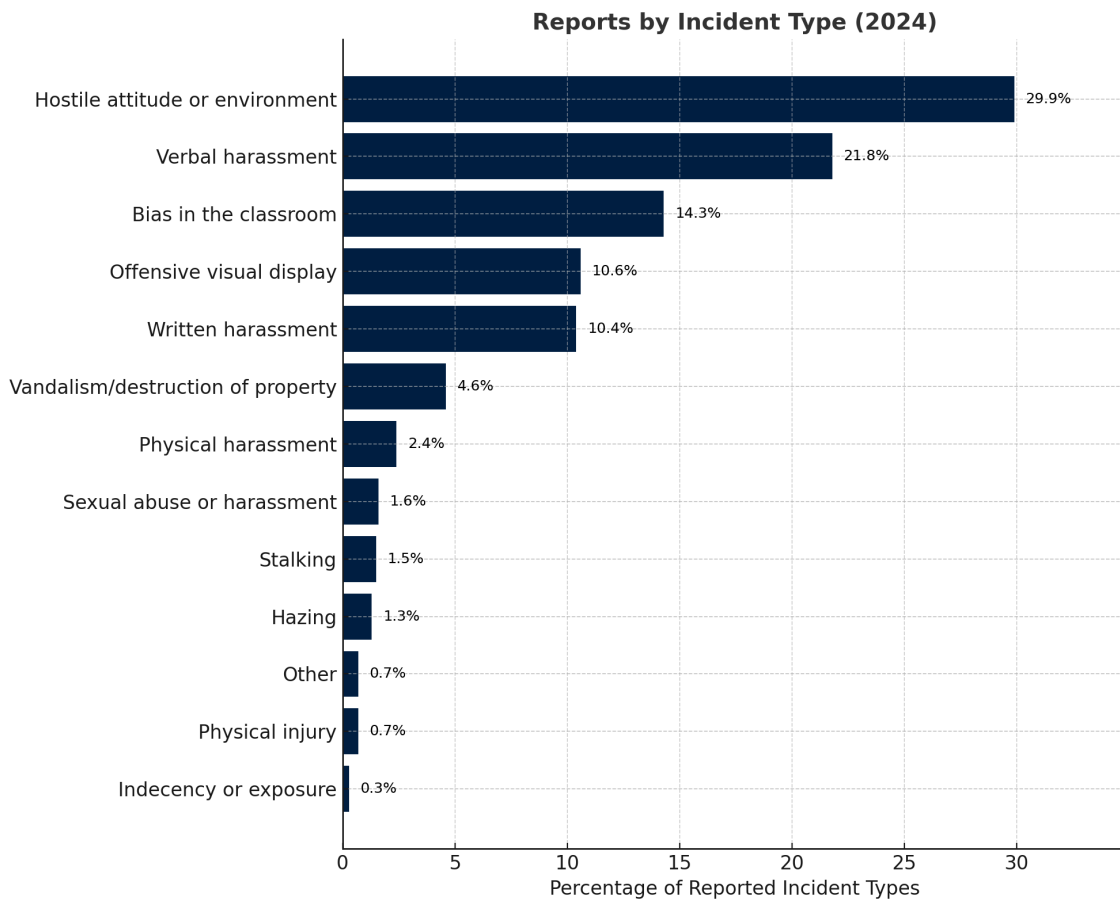
Table 2: Incident type (all campus locations)

Submitters may select all incident types 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	225	29.9
Verbal harassment	164	21.8
Bias in the classroom	108	14.3
Offensive visual display	80	10.6
Written harassment	78	10.4
Vandalism/destruction of property	35	4.6
Physical harassment	18	2.4
Sexual abuse or harassment	12	1.6
Stalking	11	1.5
Hazing	10	1.3
Other	5	0.7
Physical injury	5	0.7
Indecency or exposure	2	0.3
TOTAL	753	100

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

Figure 4: Types of bias-related incidents reported across Penn State campuses in 2024.



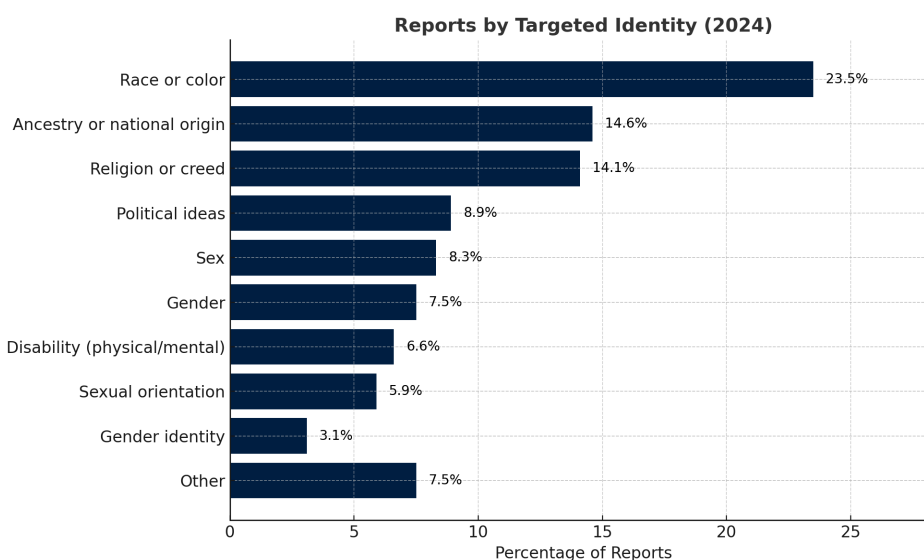
TARGETED IDENTITIES

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	204	23.5
Ancestry or national origin	127	14.6
Religion or creed	122	14.1
Political ideas	77	8.9
Sex	72	8.3
Gender	65	7.5
Physical or mental disability	57	6.6
Sexual orientation	51	5.9
Gender identity	27	3.1
Actual or perceived age	24	2.8
Genetic information	21	2.4
Marital or family status	10	1.2
Veteran status	6	0.7
Pregnancy or pregnancy-related conditions	4	0.5
TOTAL	867	100

Figure 5: Bar chart displaying targeted identities in bias-related reports.

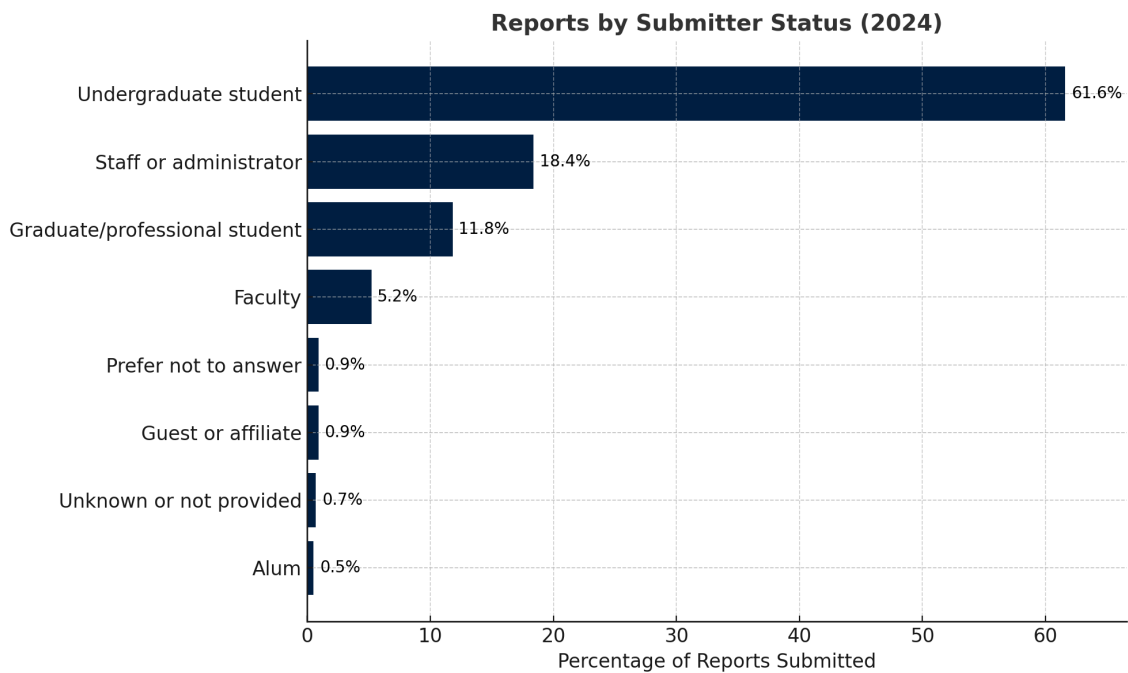


STATUS OF REPORTER

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

Status of reporter	Number reported	Percent of total
Undergraduate student	262	61.6
Staff or administrator	78	18.4
Graduate or professional student	50	11.8
Faculty	22	5.2
Prefer not to answer	4	0.9
Guest or affiliate	4	0.9
Unknown or not provided	3	0.7
Alum	2	0.5
TOTAL	425	100

Figure 6: Reports categorized by submitter status.

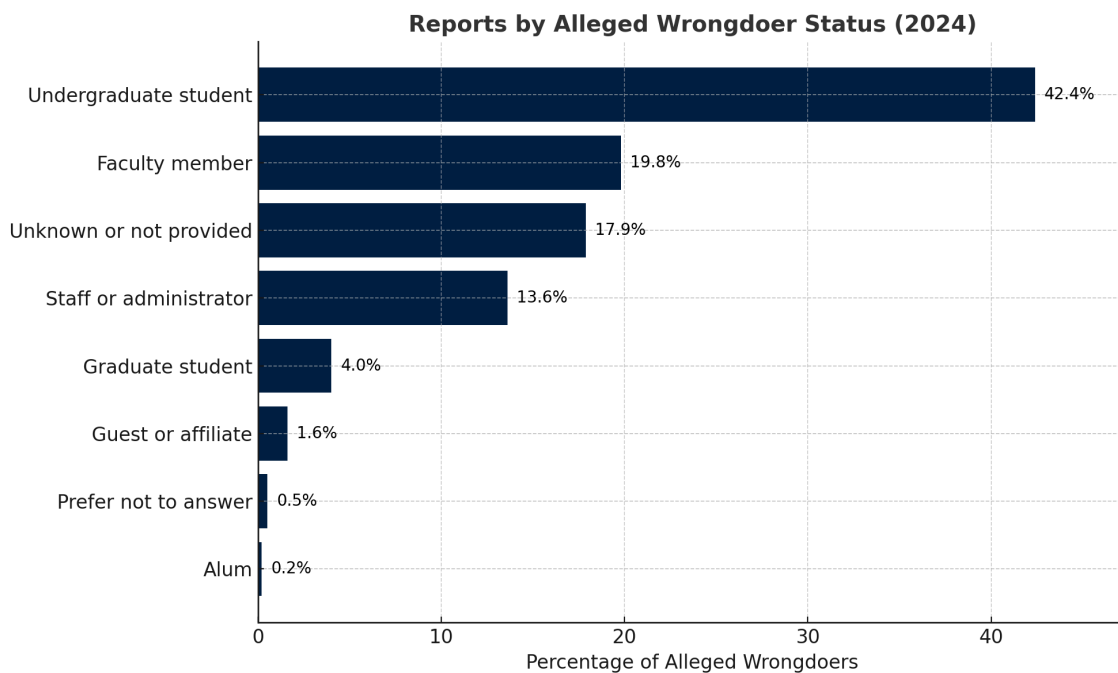


STATUS OF ALLEGED WRONGDOER(S)

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

Status of alleged wrongdoer(s)	Number reported	Percent of total
Undergraduate student	180	42.4
Faculty member	84	19.8
Unknown or not provided	76	17.9
Staff or administrator	58	13.6
Graduate student	17	4.0
Guest or affiliate	7	1.6
Prefer not to answer	2	0.5
Alum	1	0.2
TOTAL	425	100

Figure 7: Reports categorized by alleged wrongdoer status.

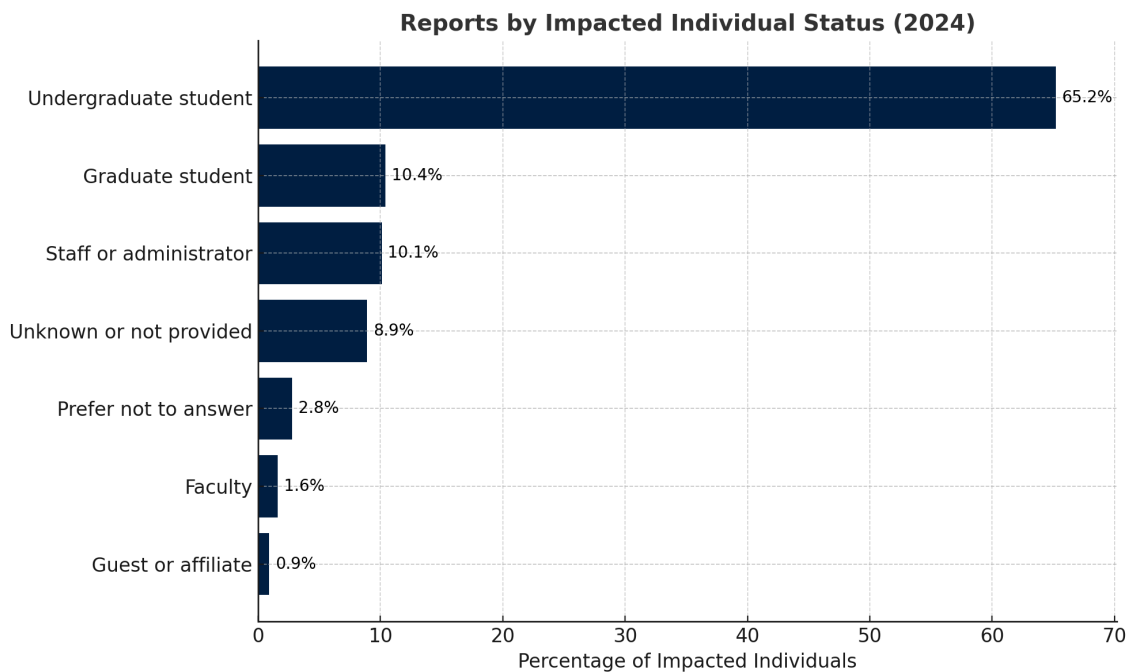


STATUS OF IMPACTED PERSON(S)

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

Status of impacted person(s)	Number	Percent of total
Undergraduate student	276	65.2
Graduate student	44	10.4
Staff or administrator	43	10.1
Unknown or not provided	38	8.9
Prefer not to answer	12	2.8
Faculty	7	1.6
Guest or affiliate	4	0.9
TOTAL	425	100

Figure 8: Reports categorized by impacted individual status.



ACTIONS TAKEN

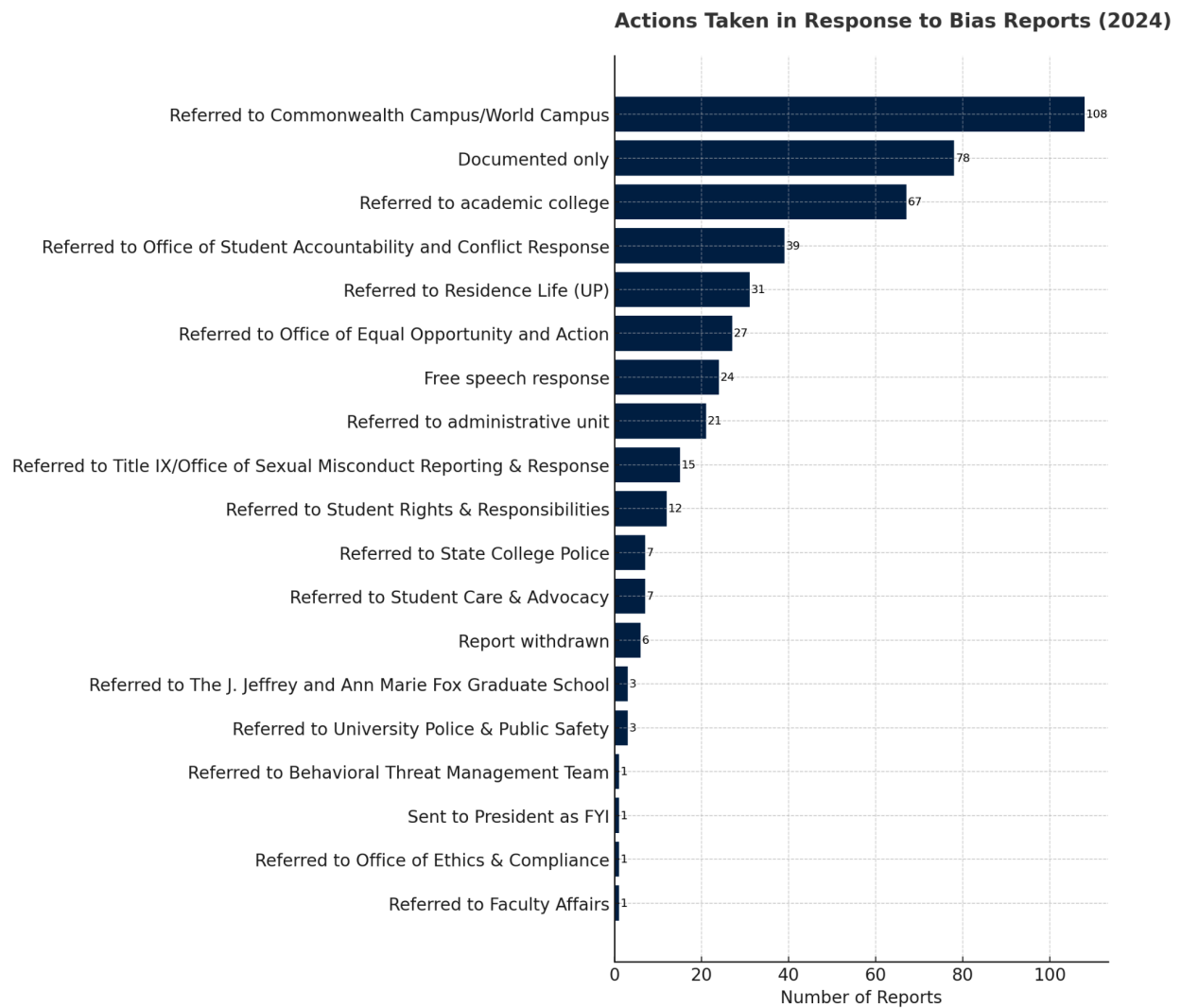
Table 7: Summary of actions taken (all campus locations)

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	108	23.9
Documented only	78	17.3
Referred to academic college	67	14.8
Referred to Office of Student Accountability and Conflict Response	39	8.6
Referred to Residence Life (UP)	31	6.9
Referred to Office of Equal Opportunity and Action	27	6.0
Free speech response	24	5.3
Referred to administrative unit*	21	4.6
Referred to Title IX/Office of Sexual Misconduct Reporting & Response	15	3.3
Referred to Student Rights & Responsibilities	12	2.7
Referred to State College Police	7	1.5
Referred to Student Care & Advocacy	7	1.5
Report withdrawn	6	1.3
Referred to The J. Jeffrey and Ann Marie Fox Graduate School	3	0.7
Referred to University Police & Public Safety	3	0.7
Referred to Behavioral Threat Management Team	1	0.2
Sent to President as FYI	1	0.2
Referred to Office of Ethics & Compliance	1	0.2
Referred to Faculty Affairs	1	0.2
TOTAL	452	100

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

Figure 9: Breakdown of actions taken at Penn State in 2024.



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 Penn State's [non-discrimination 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, Tel (814) 863-0471. UBR OVP 25-24