

ANNUAL BIAS-MOTIVATED INCIDENTS REPORT 2025



Credit: Centre County Historical Society



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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 258 bias incident report submissions received from January 1 - December 31, 2025.

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, 55%. Followed by

- Staff, 22%
- Graduate students, 12%
- Faculty, 7%

38% of alleged wrongdoers are undergraduate students. Followed by

- Faculty, 25%
- Staff, 15%

73% of impacted individuals are undergraduate students. Followed by

- Graduate students, 11%
- Unknown, 6%

The targeted identity most often reported is race or color, 28%. Followed by

- Ancestry or national origin, 12%
- Religion or creed, 10%
- Gender or gender identity, 9%
- Physical or mental disability, 8%

The incident type most often reported is hostile environment/attitude, 25%.

Followed by

- Verbal harassment, 18%
- Offensive visual display, 17%
- Bias in the classroom, 12.6%
- Written harassment, 6%

CAMPUS LOCATION

Table 1: Reports by campus (all submissions)

Campus	Number of reports	Percent of total
Penn State University Park	133	51.6
Penn State Abington	22	8.5
Penn State Behrend	15	5.8
Penn State Berks	13	5.0
Penn State World Campus	13	5.0
Penn State Altoona	12	4.7
Penn State Harrisburg	11	4.3
Penn State Brandywine	11	4.3
Unknown	10	3.9
Penn State Scranton	3	1.2
Penn State Beaver	2	0.8
Penn State Mont Alto	2	0.8
Penn State Fayette	2	0.8
Penn State Dickinson Law	2	0.8
Penn State Dubois	2	0.8
Penn State Greater Allegheny	2	0.8
Penn State Schuylkill	2	0.8
Penn State Wilkes-Barre	1	0.4
Penn State Hazleton	1	0.4
TOTAL	258	100

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

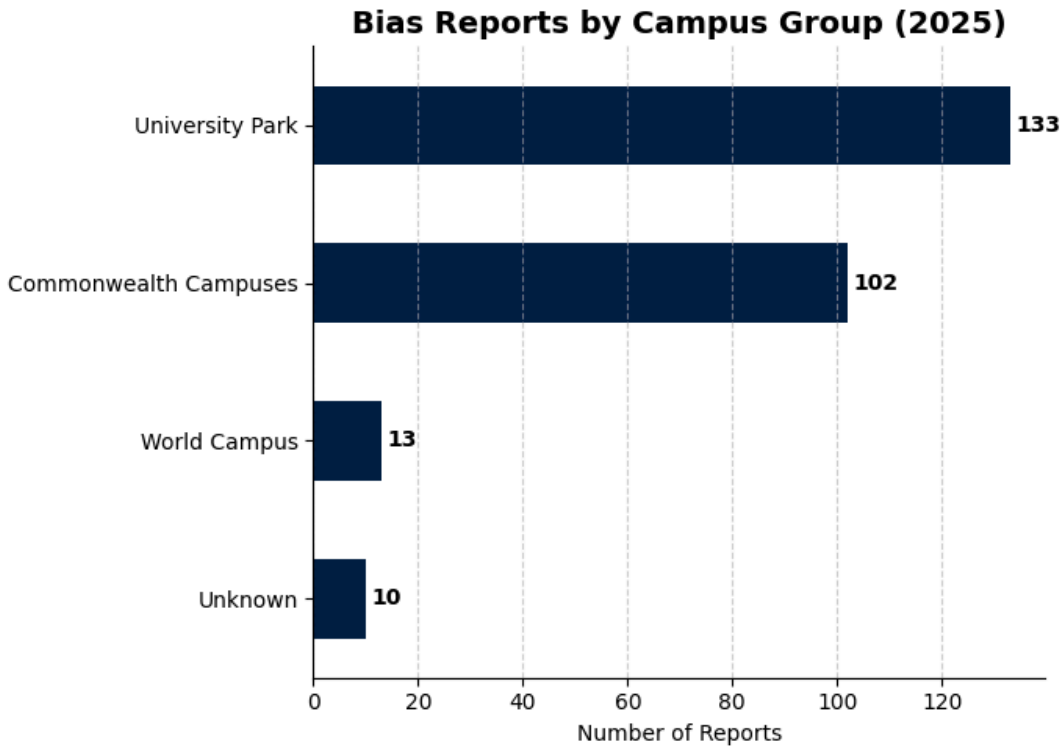
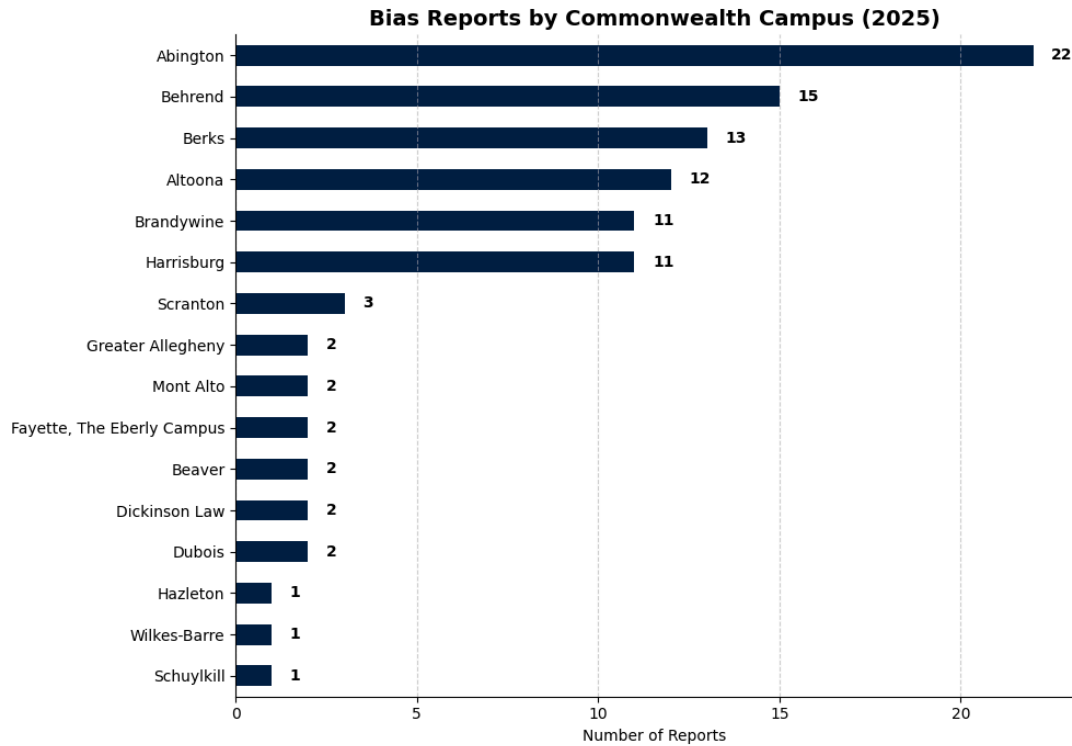


Figure 3: Bias reports submitted by each Commonwealth Campus



INCIDENT TYPE

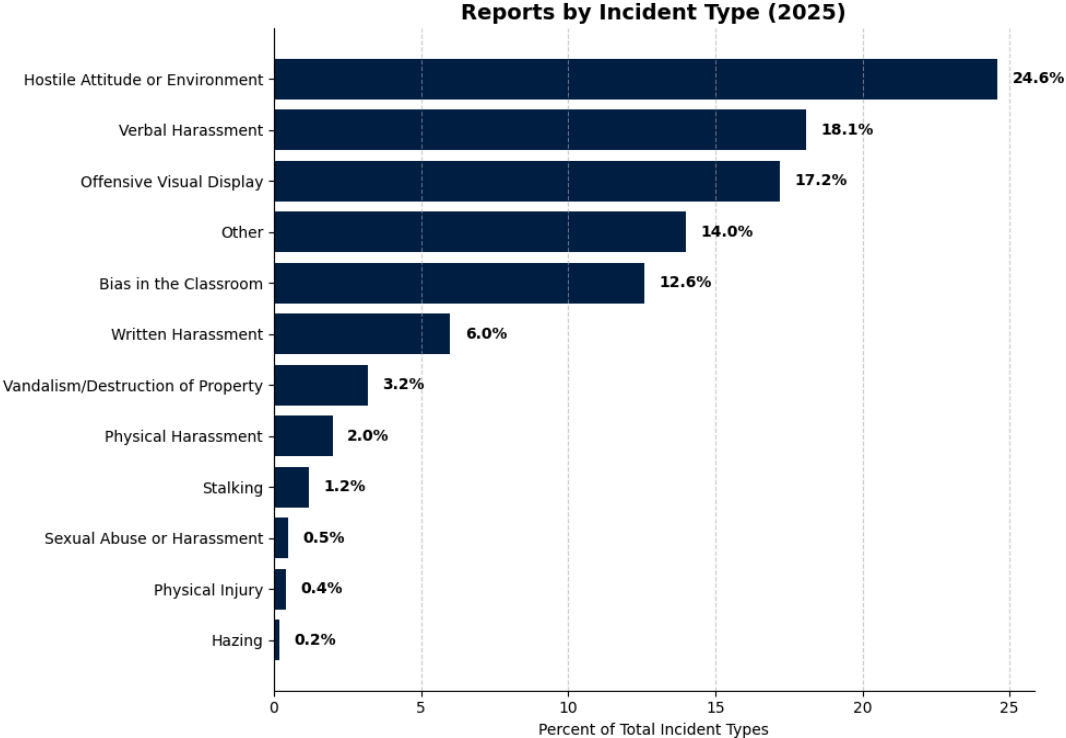
Table 2: Incident type (all campus locations)

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	139	24.6
Verbal harassment	102	18.1
Offensive visual display	97	17.2
Bias in the classroom	71	12.6
Written harassment	34	6.0
Vandalism/destruction of property	18	3.2
Physical harassment	11	2.0
Stalking	7	1.2
Sexual abuse or harassment	3	0.5
Physical Injury	2	0.4
Hazing	1	0.2
Other	1	0.2
TOTAL	486	100

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

Figure 4: Types of bias-related incidents reported across Penn State campuses in 2025.



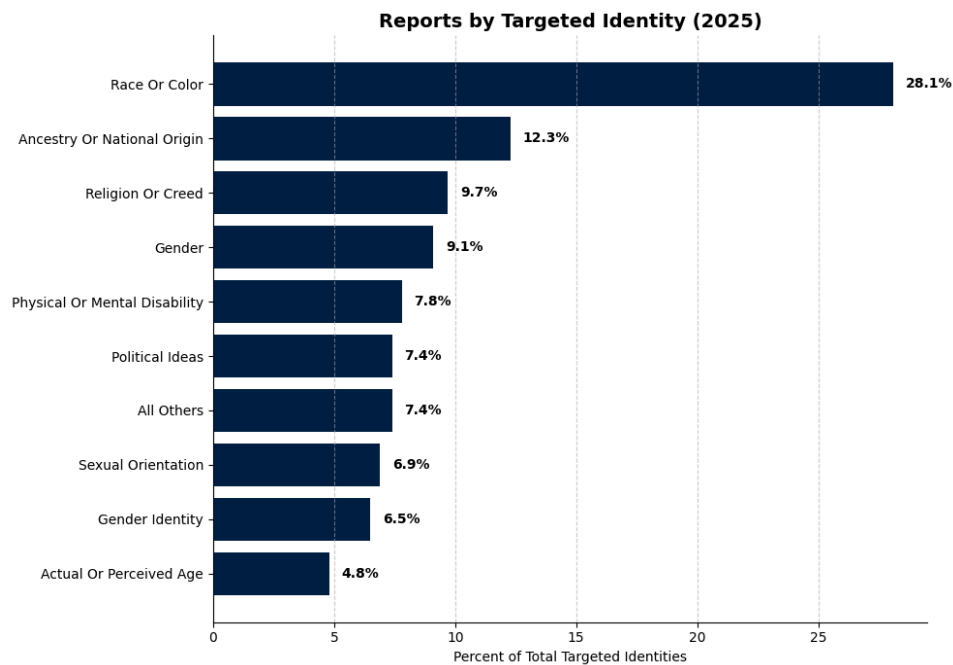
TARGETED IDENTITIES

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	130	28.1
Ancestry or national origin	57	12.3
Religion or creed	45	9.7
Gender	42	9.1
Physical or mental disability	36	7.8
Political ideas	34	7.4
Sexual orientation	32	6.9
Gender identity	30	6.5
Actual or perceived age	22	4.8
Sex	17	3.7
Veteran status	6	1.3
Genetic information	6	1.3
Marital or family status	3	0.6
Pregnancy or pregnancy-related conditions	2	0.4
TOTAL	462	100

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

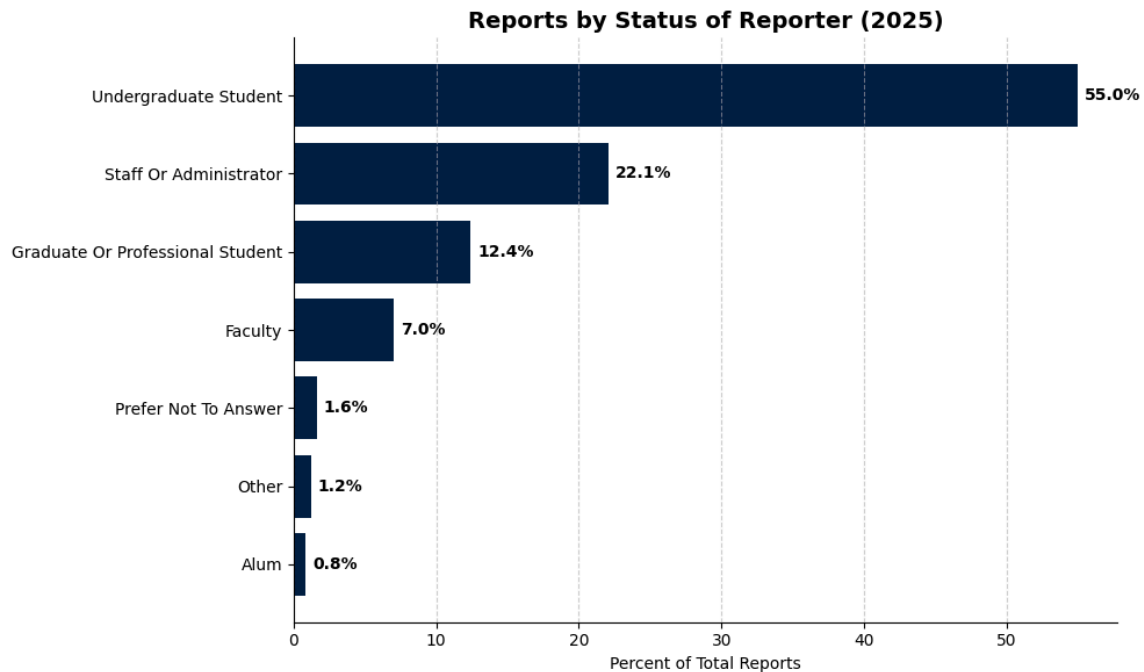


STATUS OF REPORTER

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

Status of reporter	Number reported	Percent of total
Undergraduate student	142	55.0
Staff or administrator	57	22.1
Graduate or professional student	32	12.4
Faculty	18	7.0
Prefer not to answer	4	1.6
Other	3	1.2
Alum	2	0.8
TOTAL	258	100

Figure 6: Reports categorized by submitter status.

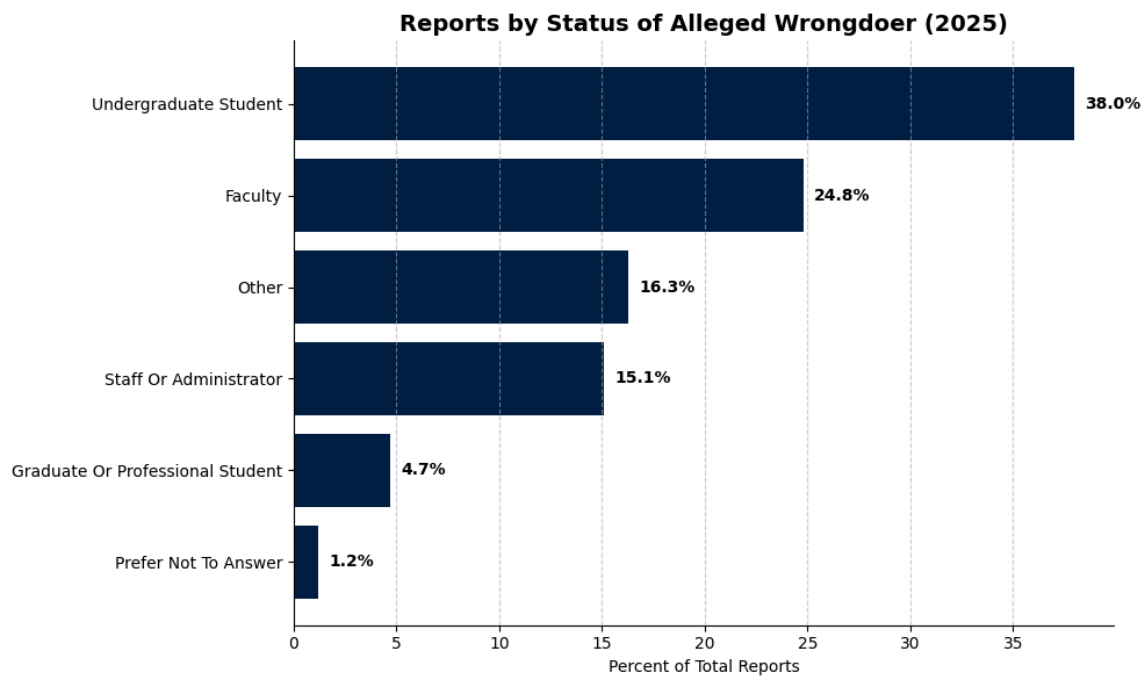


STATUS OF ALLEGED WRONGDOER(S)

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

Status of alleged wrongdoer(s)	Number reported	Percent of total
Undergraduate student	98	38.0
Faculty member	64	24.8
Other	42	16.3
Staff or administrator	39	15.1
Graduate student	12	4.7
Prefer not to answer	3	1.2
TOTAL	258	100

Figure 7: Reports categorized by alleged wrongdoer status.

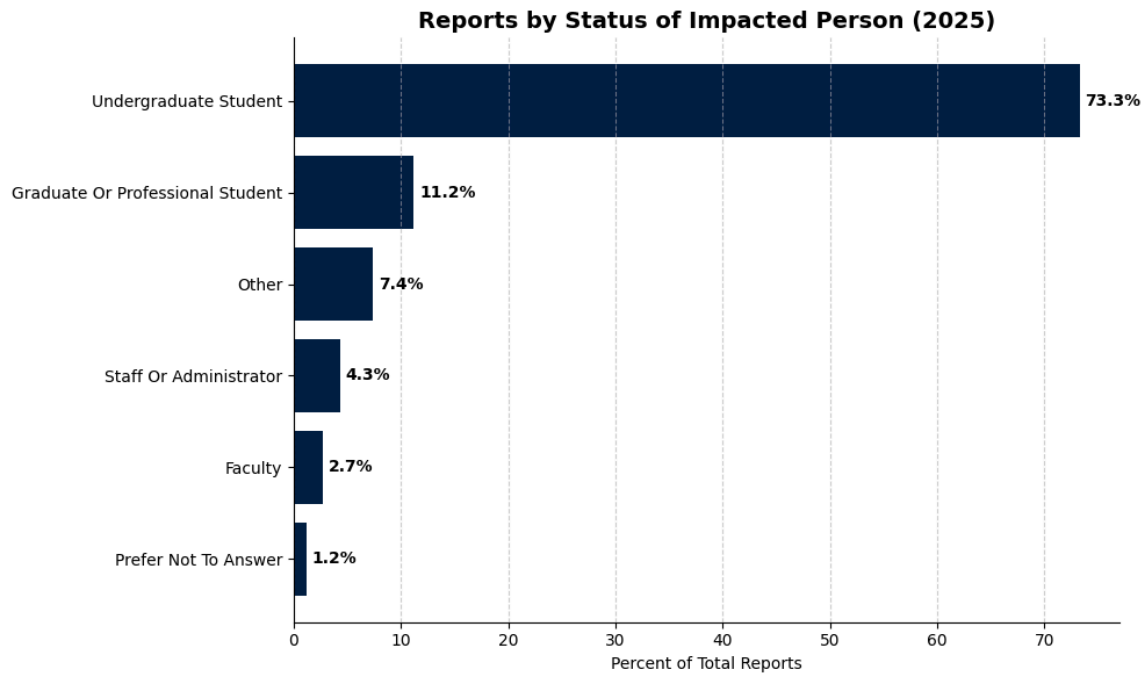


STATUS OF IMPACTED PERSON(S)

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

Status of impacted person(s)	Number	Percent of total
Undergraduate student	189	73.3
Graduate student	29	11.2
Other	19	7.4
Staff or administrator	11	4.3
Faculty	7	2.7
Prefer not to answer	3	1.2
TOTAL	258	100

Figure 8: Reports categorized by impacted individual status.



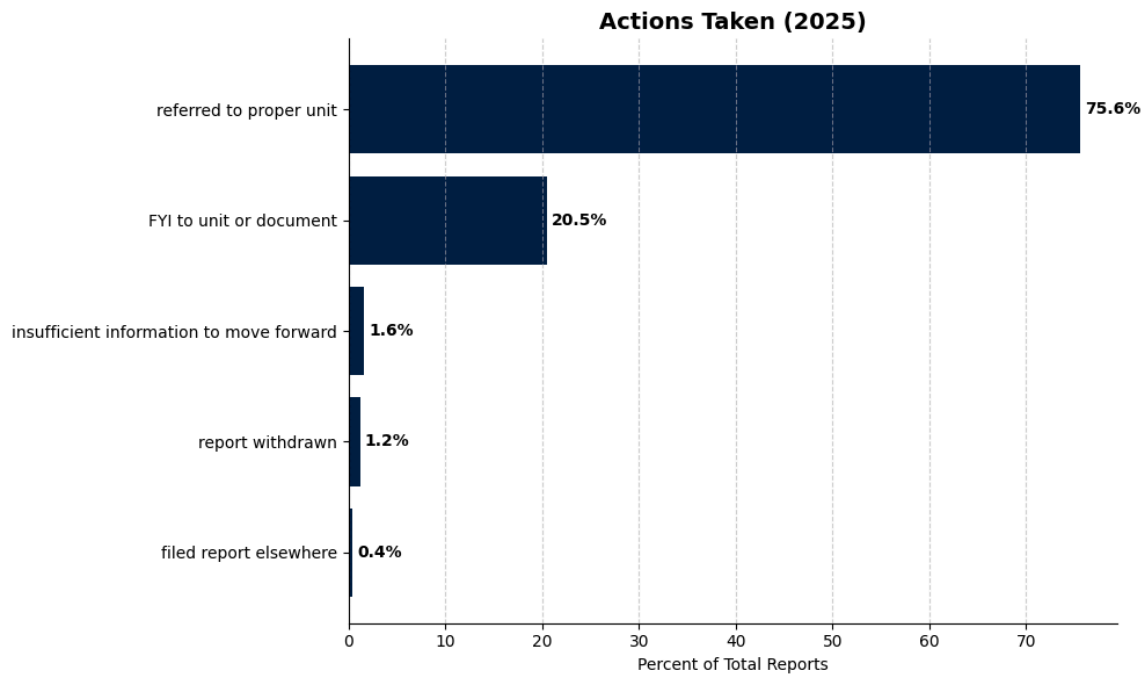
ACTIONS TAKEN

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 proper unit	195	75.6%
FYI to unit or document	53	20.5%
Insufficient information; contacted submitter	4	1.6%
Report withdrawn	3	1.2%
Filed report elsewhere	1	0.4%
TOTAL	258	100

Figure 9: Breakdown of actions taken at Penn State in 2025



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