BIAS MOTIVATED INCIDENTS REPORT

2017–2018 Annual Report

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Introduction

It is the purpose of this report to summarize the submissions received by the "Report Bias" website. Please visit **equity.psu.edu/reportbias** to review summary reports for previous years. It is not possible to provide any trend conclusions or analyses owing to the small number of complaints received, confidentiality concerns, anonymous reports, and/or incomplete or missing report fields; nor are we able to disclose the disposition of the submissions.

The Report Bias website provides students, faculty, staff, alumni, and guests with a Penn State User ID, with a web form for reporting acts of bias or intolerance that occur at Penn State. We recommend that students use the form to report any act of intolerance they experience themselves or observe being directed against someone else; and all others should use the form to report acts they observe that are directed against students. Beginning in the fall of 2018, all students received information on their course syllabi about how to submit a bias report.

When reports are received, a determination is made regarding the need for emergency services; and, if a report is not made anonymously, within forty-eight hours of a report submission, a senior administrator within the Office of the Vice Provost for Educational Equity contacts the submitter and/or target of bias. This administrator assists in addressing any safety concerns and provides support and referrals as needed.

Any reports received that implicate the behavior of a faculty or staff member are referred to the appropriate University partner (e.g., Affirmative Action Office, the Office of the Vice Provost for Faculty Affairs), and alleged violations of the student code of conduct are referred to the Office of Student Conduct.

Please contact us at eeweb@psu.edu with any questions.

One hundred sixteen reports were submitted during the 2017–2018 academic year. The reports were disaggregated by campus. The breakdown includes: University Park (sixty-six reports); Harrisburg (fourteen reports); Brandywine (four reports); Penn State Erie, The Behrend College (three reports); Shenango (two reports); World Campus (six reports); Altoona (two reports); Abington (one report); New Kensington (one report); Berks (five reports); Wilkes-Barre (one report); Fayette (one report); and Mont Alto (one report). Reports submitted without a known campus location are marked as unknown (two reports).

Submitters are able to select categories describing the type of offense that occurred. The demonstrated bias may involve multiple categories. The following section summarizes report submissions by type of offense.

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University Park Campus

- Thirty-seven reports included hostile attitude/environment created as a primary or secondary incident type.
- Fifteen reports detailed incidents related to displaying posters or graffiti.
- Eighteen reports included harassment as a primary or secondary incident type.
- Thirty reports described incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Nine reports identified incidents related to a written fax, email, note, or text message.
- Nine reports were submitted using "other" as the incident type. Included descriptors provided in the "other" category include terms such as "unfair treatment," "racism," "oppression," "insensitive language," and "wrong use of the first amendment."
- Six reports included physical intimidation/assault as the primary incident type.
- Two reports included stalking as a category used to describe the reported incident.

Harrisburg Campus

- Eleven reports included hostile attitude/environment created as a primary or secondary incident type.
- Six reports described incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Six reports included harassment as a primary or secondary incident type.
- Two reports included stalking as a category used to describe the reported incident.

Brandywine Campus

- Three reports listed hostile attitude/environment created as the primary incident type.
- One report listed verbal intimidation/assault as the primary incident type.

Shenango Campus

- Two reports identified incidents related to a written fax, email, note, or text message.
- Two reports included harassment as a primary or secondary incident type.
- Two reports included hostile attitude/environment created as a primary or secondary incident type.

- Two reports included "other" as a selection to describe the incident type. In addition to selecting "other" the submitter(s) also described the incident as a "public Facebook post."

World Campus

- Two reports identified incidents related to a written fax, email, note, or text message.
- One report included harassment as a primary or secondary incident type.
- Two reports included hostile attitude/environment created as a primary or secondary incident type.
- One report included verbal comment and verbal intimidation/assault as a primary or secondary incident type.

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- Two reports included "other" as a selection to describe the incident type. In addition to selecting "other" the submitter(s) also described incidents as an "economic prejudice" and "retaliation/unfairness."

Altoona Campus

- One report described physical intimidation/assault as the primary incident type.

New Kensington Campus

- One report included harassment as a primary or secondary incident type.
- One report included hostile attitude/environment created as a primary or secondary incident type.
- One report described an incident related to bias or discriminatory verbal comments.

Berks Campus

- One report listed vandalism of property as a primary or secondary incident type.
- Two reports included hostile attitude/environment created as a primary or secondary incident type.
- Three reports included harassment as a primary or secondary incident type.
- Three reports described incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- One report described an incident related to a written fax, email, note, or text message.
- One report was submitted using "other" as a primary or secondary incident type.

Fayette, The Eberly Campus

- One report described an incident related to a written fax, email, note, or text message.
- One report listed harassment as a primary or secondary incident type.

Mont Alto Campus

- One report listed harassment as a primary or secondary incident type.
- One report included hostile attitude/environment created as a primary or secondary incident type.
- One report included verbal comment and verbal intimidation/assault as a primary or secondary incident type.

Abington Campus

- One report included verbal comment and verbal intimidation/assault as a primary or secondary incident type.
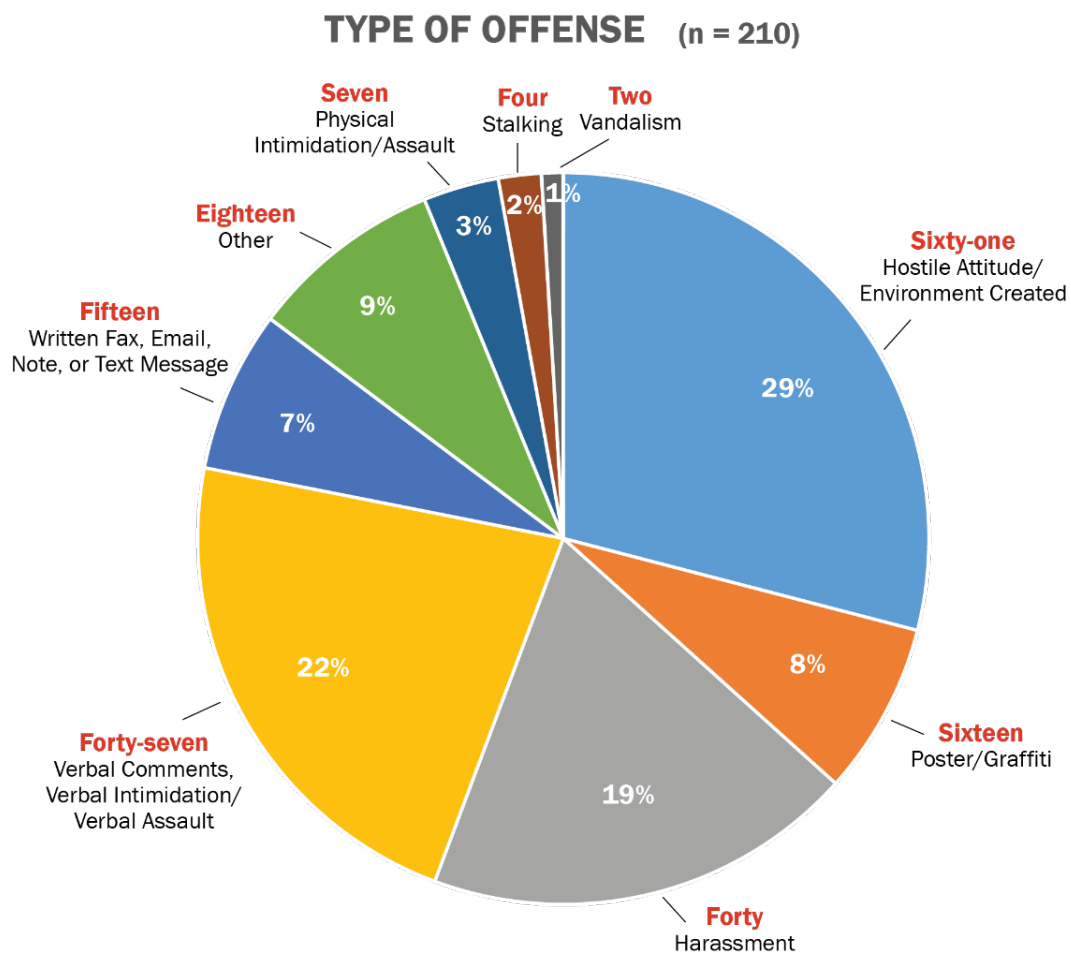
Behrend Campus

- One report detailed an incident related to displaying a poster or graffiti.
- One report included verbal comment and verbal intimidation/assault as a primary or secondary incident type.

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- One report included harassment as a primary or secondary incident type.
- One report included hostile attitude/environment created as a primary or secondary incident type.

Wilkes-Barre Campus

- One report included hostile attitude/environment created as a primary or secondary incident type.
- One report included harassment as a primary or secondary incident type.

- One report described incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- One report was submitted using "other" as the incident type.

TYPE OF OFFENSE (n = 210)

- **Seven** Physical Intimidation/Assault — 3%
- **Four** Stalking — 2%
- **Two** Vandalism — 1%
- **Sixty-one** Hostile Attitude/Environment Created — 29%
- **Eighteen** Other — 9%
- **Fifteen** Written Fax, Email, Note, or Text Message — 7%
- **Sixteen** Poster/Graffiti — 8%
- **Forty-seven** Verbal Comments, Verbal Intimidation/Verbal Assault — 22%
- **Forty** Harassment — 19%

Source: Penn State Educational Equity, Bias Motivated Incidents Report Summer/Fall 2017 and Spring 2018.

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Table 1

Offense Type	Number of Reports	Proportion
Hostile Attitude/Environment Created	61	29
Poster/Graffiti	16	8
Harassment	40	19
Verbal Comments, Verbal Intimidation/Assault	47	22
Written Fax, Email, Note, or Text Message	15	7
Other	18	9
Physical Intimidation/Assault	7	3
Stalking	4	2
Vandalism	2	1
Total	210	100

Note. Percentage may not total 100 due to rounding.
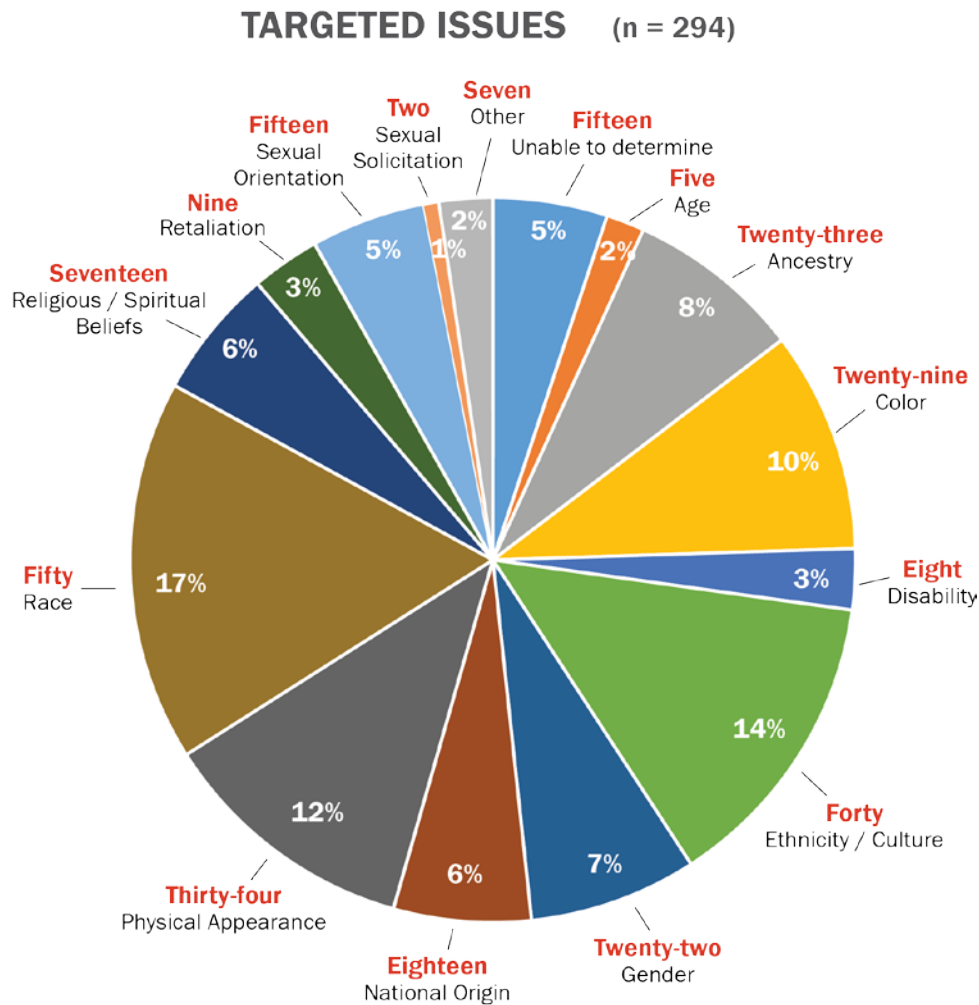
Source: Penn State Educational Equity, Bias Motivated Incidents Report Summer/Fall 2017 and Spring 2018.

TARGETED ISSUES (n = 294)

Source: Penn State Educational Equity, Bias Motivated Incidents Report Summer/Fall 2017 and Spring 2018.

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Targeted Issues

Submitters are able to select the perceived motives behind the intolerance of perpetrators, and can select all categories that apply.
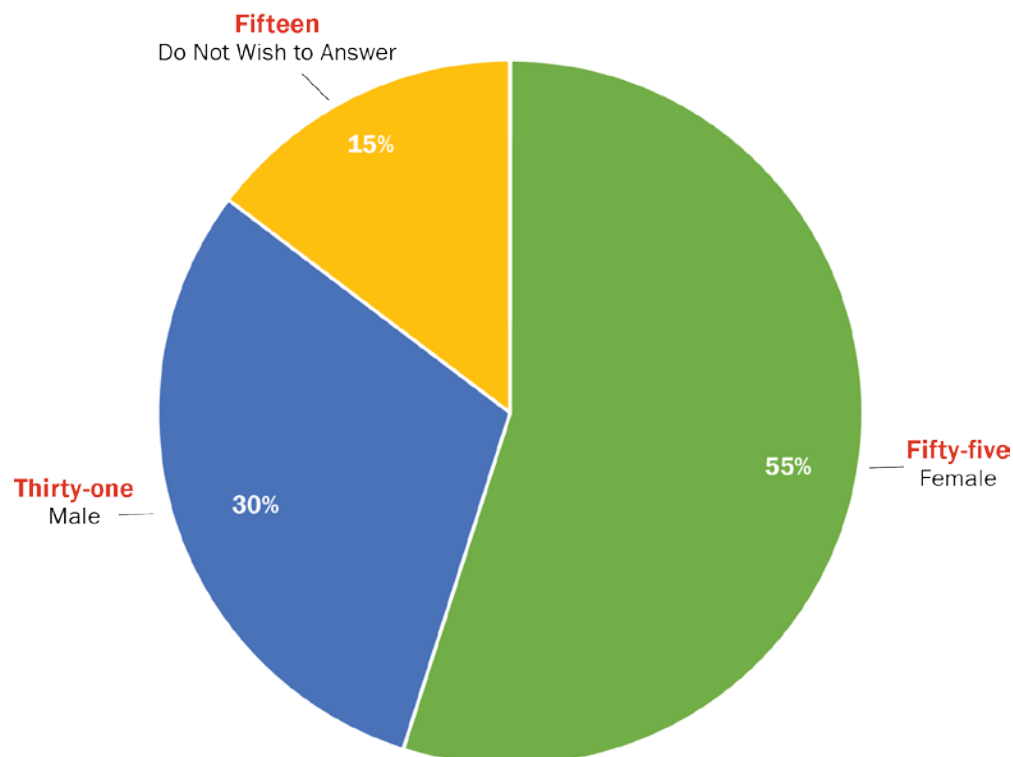
Table 2

Targeted Issues	Number of Reports	Proportion
Unable to determine	15	5
Age	5	2
Ancestry	23	8
Color	29	10
Disability	8	3
Ethnicity/Culture	40	14
Gender	22	7
National Origin	18	6
Physical Appearance	34	12
Race	50	17
Religious/Spiritual Beliefs	17	6
Retaliation	9	3
Sexual Orientation	15	5
Sexual Solicitation	2	1
Other	7	2
Total	294	100

Note. Percentage may not total 100 due to rounding.

Source: Penn State Educational Equity, Bias Motivated Incidents Report Summer/Fall 2017 and Spring 2018.

BIOLOGICAL SEX OF TARGETED PERSON (n = 102)

Fifteen
Do Not Wish to Answer
15%

Thirty-one
Male
30%

Fifty-five
Female
55%

Source: Penn State Educational Equity, Bias Motivated Incidents Report Summer/Fall 2017 and Spring 2018.

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Table 3

Biological Sex of Targeted Person	Number	Proportion
Female	56	55
Male	31	30
Do not wish to answer	15	15
Total	102	100

Note. Percentage may not total 100 due to rounding.

Source: Penn State Educational Equity, Bias Motivated Incidents Report Summer/Fall 2017 and Spring 2018.

BIOLOGICAL SEX OF ALLEGED PERPETRATOR (n = 96)
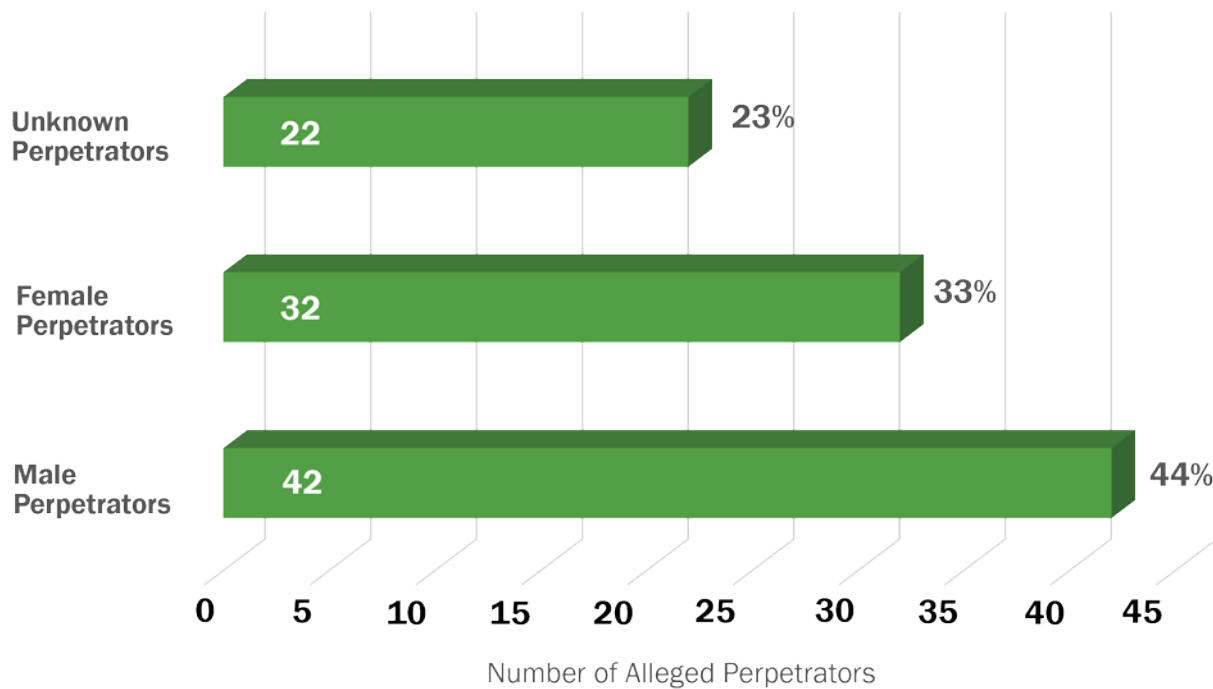
Unknown Perpetrators 22 23%

Female Perpetrators 32 33%

Male Perpetrators 42 44%

0 5 10 15 20 25 30 35 40 45

Number of Alleged Perpetrators

Source: Penn State Educational Equity, Bias Motivated Incidents Report Summer/Fall 2017 and Spring 2018.

Table 4

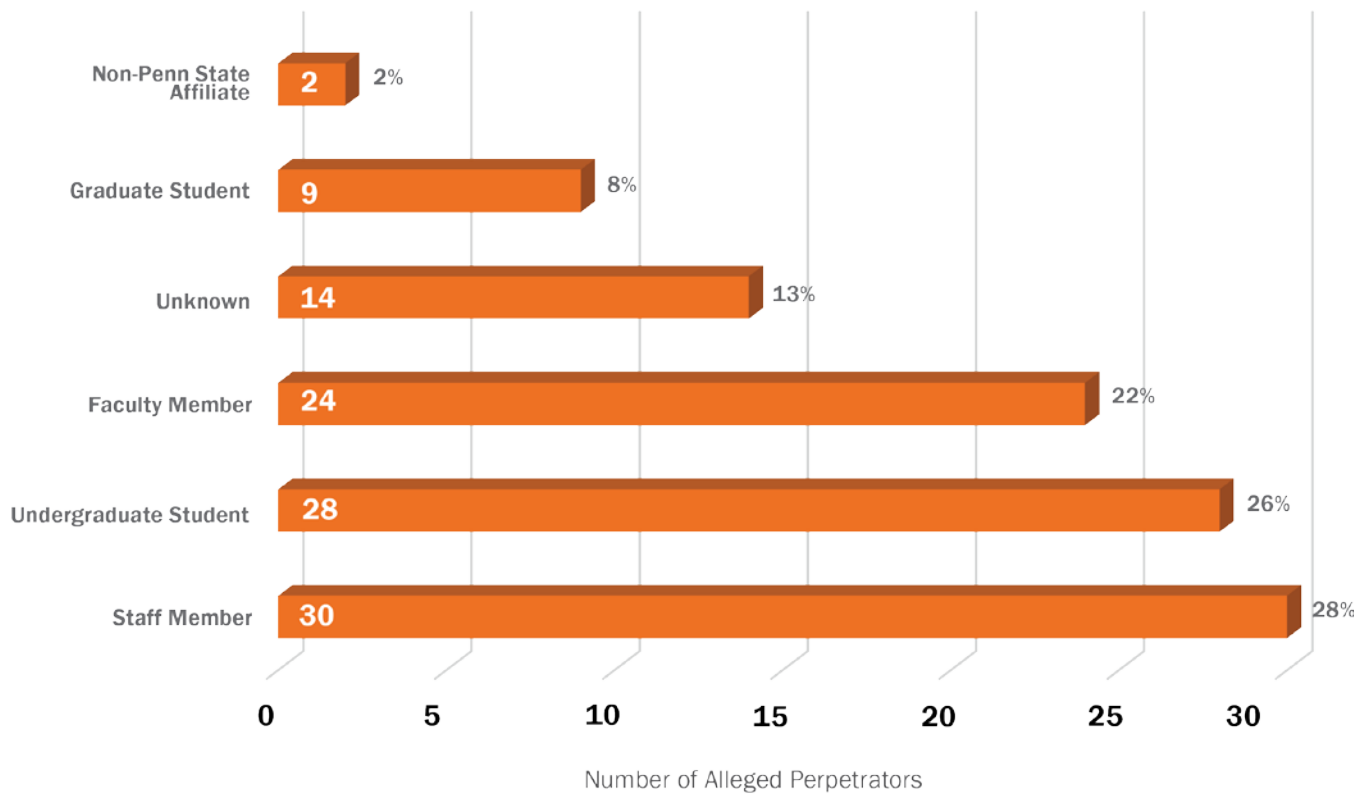| Biological Sex of Alleged Perpetrator	Number	Proportion
Female	32	33
Male	42	44
Unknown	22	23
Total	96	100

Note. Percentage may not total 100 due to rounding.

Source: Penn State Educational Equity, Bias Motivated Incidents Report Summer/Fall 2017 and Spring 2018.

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STATUS OF ALLEGED PERPETRATOR (n = 107)

Note. Percentage may not total 100 due to rounding.

Source: Penn State Educational Equity, Bias Motivated Incidents Report Summer/Fall 2017 and Spring 2018.

Table 5

Status of Alleged Perpetrator	Number	Proportion
Faculty Member	24	22
Graduate Student	9	8
Staff Member	30	28
Undergraduate Student	28	26
Unknown	14	13
Non-Penn State Affiliate	2	2
Total	107	100

Note. Percentage may not total 100 due to rounding.

Source: Penn State Educational Equity, Bias Motivated Incidents Report Summer/Fall 2017 and Spring 2018.

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