



PennState
Educational Equity

REPORT BIAS

A bias incident is an action or behavior committed against another person or property that is motivated by a person's bias or prejudice.

If you experience, witness, or learn of a bias incident...

REPORT IT.

equity.psu.edu/reportbias

1-800-560-1637

**24-HOUR
HOTLINE**



PennState

Office of the Vice Provost for Educational Equity | 314 Old Main, University Park, PA 16802

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BIAS MOTIVATED INCIDENTS REPORT July 2, 2018–May 5, 2019 Annual Report

Posted on
Wednesday, December 4, 2019

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Introduction

It is the purpose of this report to summarize the submissions received by the “Report Bias” website and the Office of the Vice Provost for Educational Equity. 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, privacy 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 to students, faculty, staff, alumni, and guests with a Penn State User ID, 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 involve 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., the Affirmative Action Office, the Office of Ethics and Compliance), 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 and thirty reports were submitted between July 2, 2018, and May 5, 2019. The reports were disaggregated by campus. The breakdown includes: University Park (eighty reports); Harrisburg (thirteen reports); Brandywine (ten reports); Dickinson Law (five reports); World Campus (five reports); Behrend (four reports); Altoona (two reports); Berks (two reports); New Kensington (two reports); York (two reports); Scranton (two reports); Abington (one report); Schuylkill (one report); and Penn College (one report).

In this document, report refers to the notification received by the Office of the Vice Provost for Educational Equity regarding alleged bias. Incident refers to the specific situation described by the submitter. Submitters are able to select multiple categories to describe the type of incident that occurred (e.g., verbal comment, hostile environment), and to select multiple targeted issues to describe the incident (e.g., gender, ethnicity, religious identity). The bias alleged may involve multiple categories and targeted issues. Therefore, the number of incident types and issues exceeds the number of reports received.

The following sections summarize the reports received between July 2, 2018, and May 5, 2019.

University Park Campus

- Sixty-nine reports listed incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Thirty-eight reports listed incidents related to hostile attitude/environment created.
- Twenty-six reports listed incidents related to harassment.
- Fourteen reports listed incidents related to a written fax, email, note, or text message.
- Eleven reports listed incidents related to "other."
- Seven reports listed incidents related to physical intimidation/assault.
- Three reports listed incidents related to posters or graffiti.
- One report listed an incident related to stalking.
- One report listed an incident related to vandalism.

Harrisburg Campus

- Nine reports listed incidents related to hostile attitude/environment created.
- Eight reports listed incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Three reports listed incidents related to a written, fax, email, note, or text message.
- Two reports listed incidents related to harassment.
- Two reports listed incidents related to "other."
- One report listed an incident related to stalking.

Brandywine Campus

- Seven reports listed incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Four reports listed incidents related to hostile attitude/environment created.
- Four reports listed incidents related to "other."
- Two reports listed incidents related to harassment.

Dickinson Law

- Four reports listed incidents related to harassment.
- Four reports listed incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Three reports listed incidents related to hostile attitude/environment created.
- Three reports listed incidents related to "other."
- One report listed an incident related to a poster.

World Campus

- Four reports listed incidents related to harassment.
- Three reports listed incidents related to a written fax, email, note, or text message.
- Three reports listed incidents related to hostile attitude/environment created.
- One report listed an incident related to verbal intimidation/assault.

Behrend Campus

- Five reports listed incidents related to verbal comment or verbal intimidation/assault.
- Two reports listed incidents related to hostile attitude/environment created.
- One report listed an incident related to a written fax, email, note, or text message.
- One report listed an incident related to stalking.
- One report listed an incident related to vandalism of property.

Altoona Campus

- Two reports listed incidents related to hostile attitude/environment created.
- Two reports listed incidents related to biased or discriminatory verbal comments.

New Kensington Campus

- Two reports listed incidents related to biased or discriminatory verbal comments.

York Campus

- Two reports listed incidents related to hostile attitude/environment created.
- Two reports listed incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.

Scranton Campus

- Two reports listed incidents related to hostile attitude/environment created.
- Two reports listed incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.

Abington Campus

- One report listed an incident related to hostile attitude/environment created.
- One report listed an incident related to biased or discriminatory verbal comments or verbal intimidation/assault.

Berks Campus

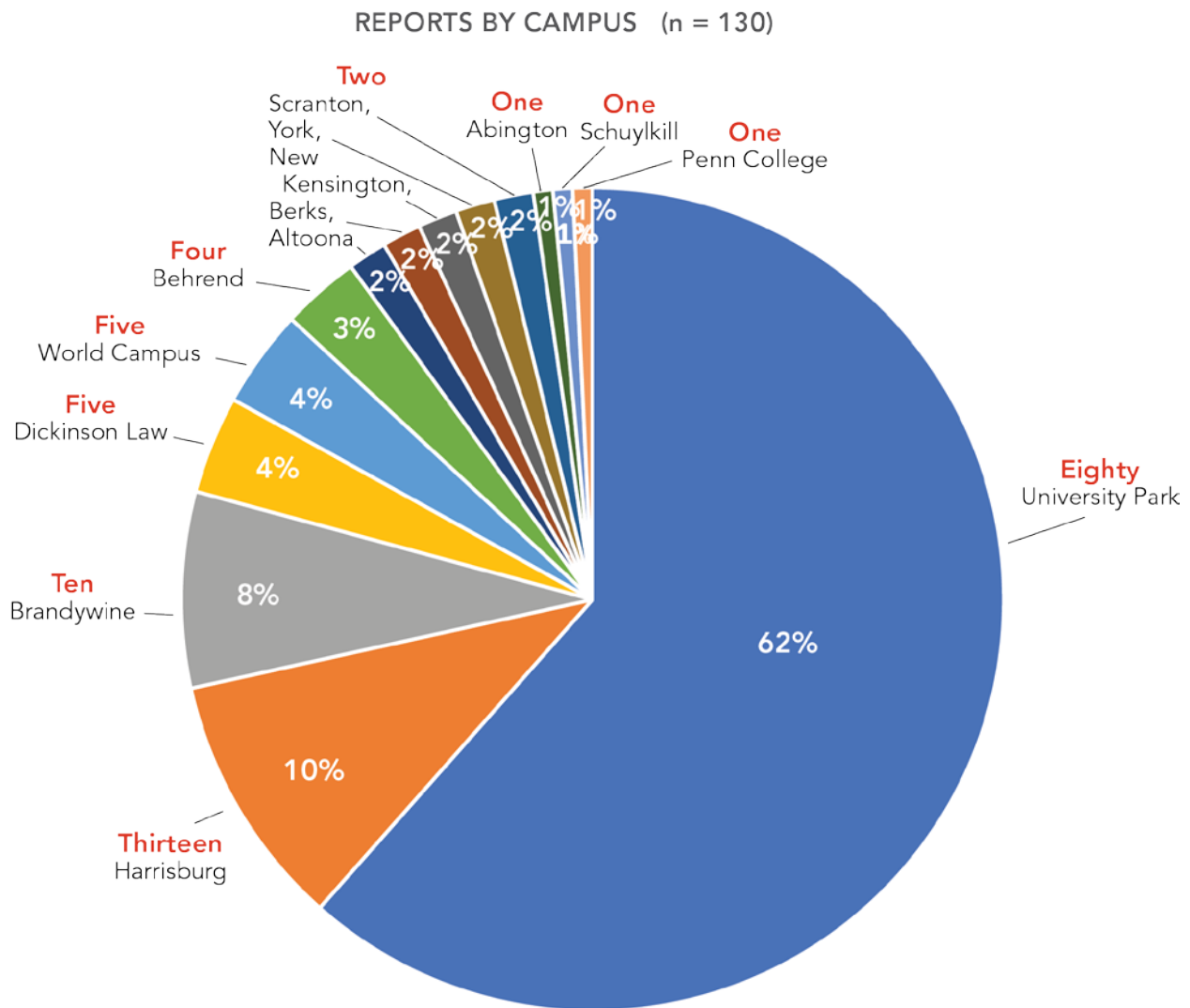
- Two reports listed incidents related to hostile attitude/environment created.
- One report described an incident related to biased or discriminatory verbal comments.

Schuylkill Campus

- One report listed an incident related to hostile attitude/environment created.
- One report listed an incident related to biased or discriminatory verbal comments or verbal intimidation/assault.

Penn College

- One report listed an incident related to hostile attitude/environment created.
- One report listed an incident related to biased or discriminatory verbal comments.



Source: Penn State Educational Equity, Bias Motivated Incidents Report July 2, 2018–May 5, 2019

(cont.)

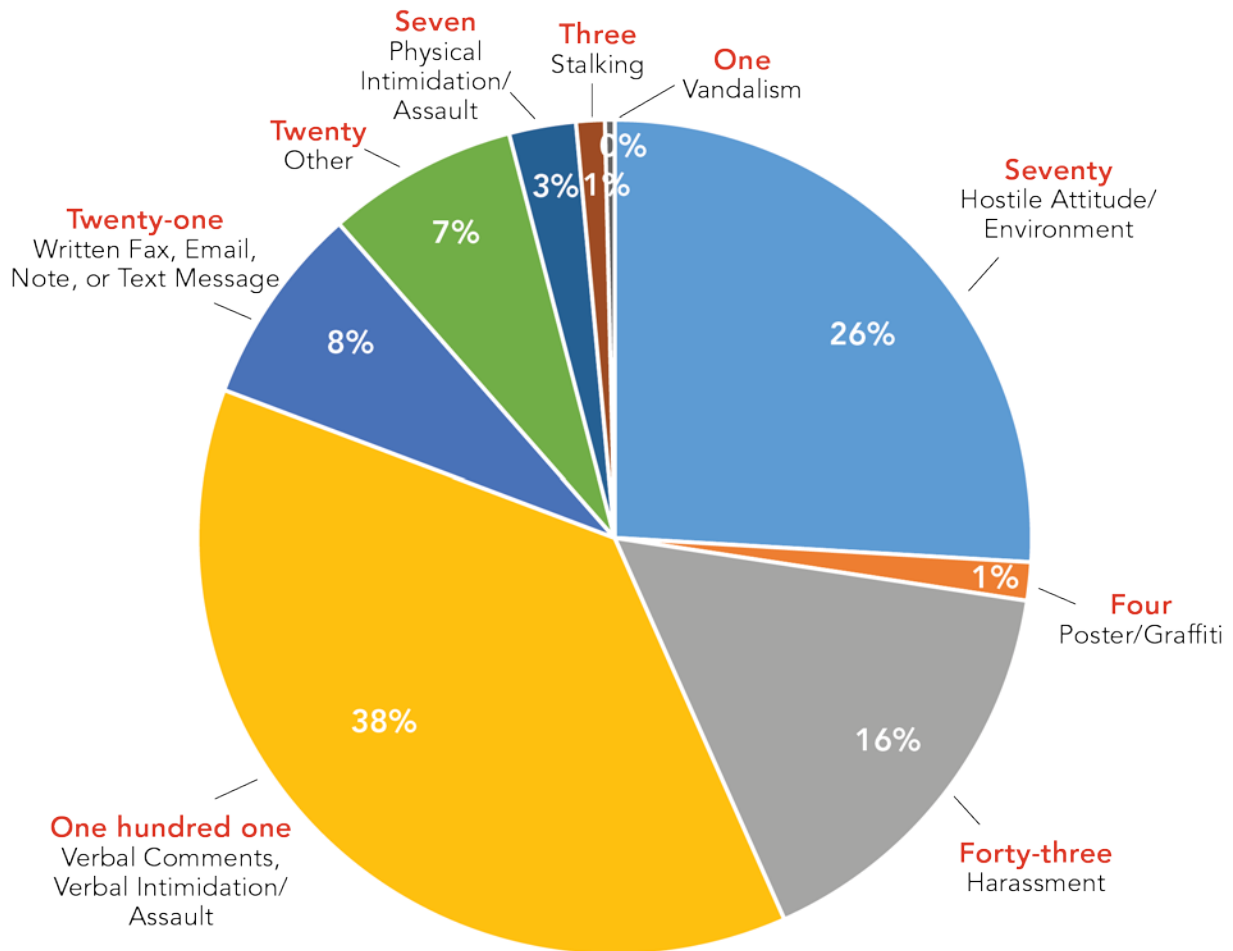
Table 1 Reports by Campus

Campus	Number of Reports	Proportion (%)
University Park	80	62
Harrisburg	13	10
Brandywine	10	8
Dickinson Law	5	4
World Campus	5	4
Behrend	4	3
Altoona	2	2
Berks	2	2
New Kensington	2	2
York	2	2
Scranton	2	2
Abington	1	1
Schuylkill	1	1
Penn College	1	1
TOTAL	130	100

Source: Penn State Educational Equity, Bias Motivated Incidents Report July 2, 2018–May 5, 2019

TYPE OF OFFENSE (n = 270)

Submitters are able to select the type of offense that occurred and can select all categories that apply.



Source: Penn State Educational Equity, Bias Motivated Incidents Report July 2, 2018–May 5, 2019

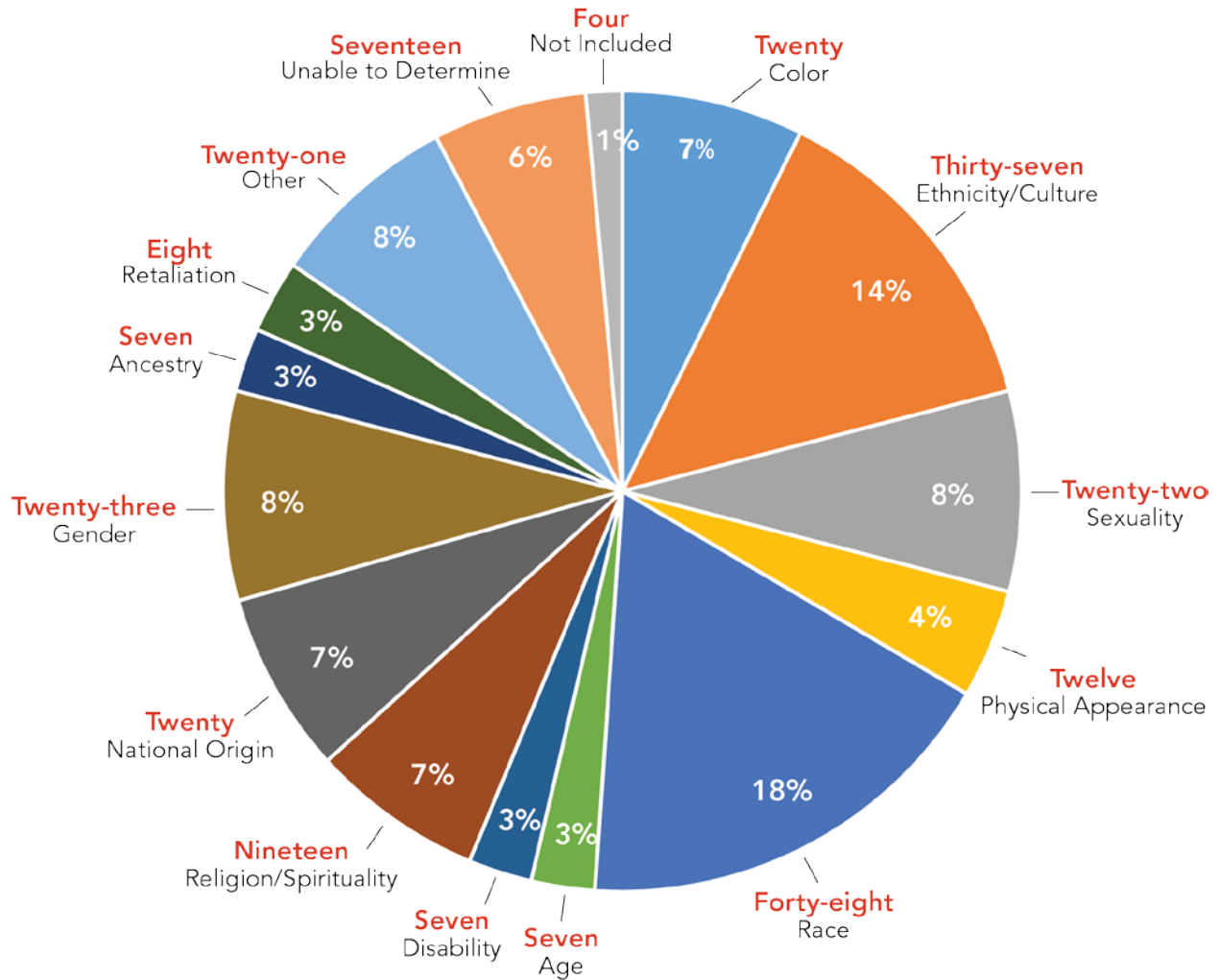
Table 2 Type of Offense

Offense	Number of Reports	Proportion (%)
Verbal Comments, Verbal Intimidation/Assault	101	37
Hostile Attitude/Environment	70	26
Harassment	43	16
Written Fax, Email, Note, or Text Message	21	8
Other	20	7
Physical Intimidation/Assault	7	3
Poster/Graffiti	4	1
Stalking	3	1
Vandalism	1	0.37
TOTAL	270	100

Source: Penn State Educational Equity, Bias Motivated Incidents Report July 2, 2018–May 5, 2019

TARGETED ISSUES (n = 272)

Submitters are able to select the perceived motives behind the intolerance of alleged wrongdoers and can select all categories that apply.



Source: Penn State Educational Equity, Bias Motivated Incidents Report July 2, 2018–May 5, 2019

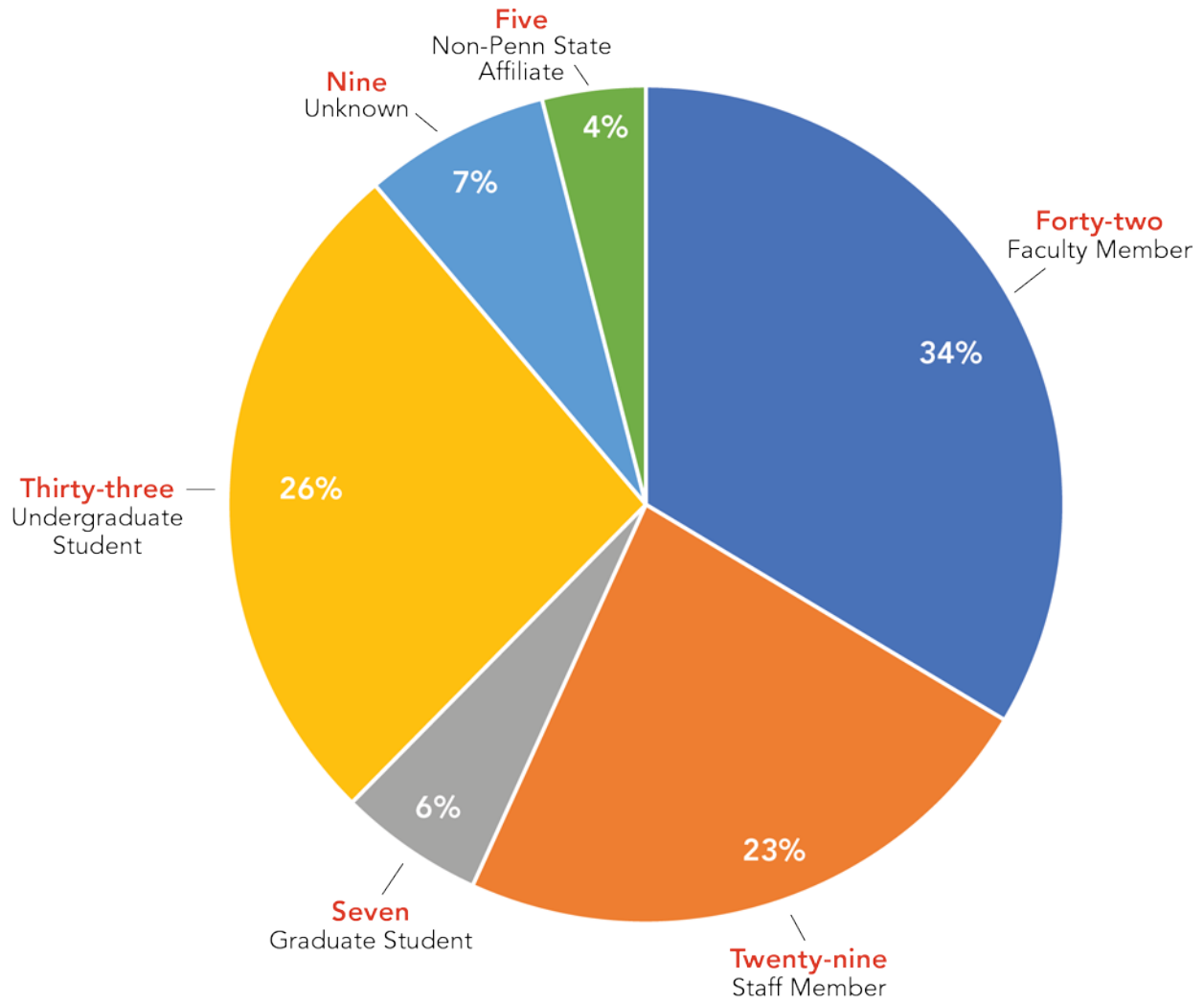
(cont.)

Table 3 Targeted Issues

Issue	Number of Reports	Proportion (%)
Race	48	18
Ethnicity/Culture	37	14
Sexuality	22	8
Gender	23	8
Other	21	8
Color	20	7
National Origin	20	7
Religion/Spirituality	19	7
Unable to Determine	17	6
Physical Appearance	12	4
Age	7	3
Disability	7	3
Ancestry	7	3
Retaliation	8	3
Not Included	4	1
TOTAL	272	100

Source: Penn State Educational Equity, *Bias Motivated Incidents Report July 2, 2018–May 5, 2019*

STATUS OF ALLEGED WRONGDOER (n = 125)



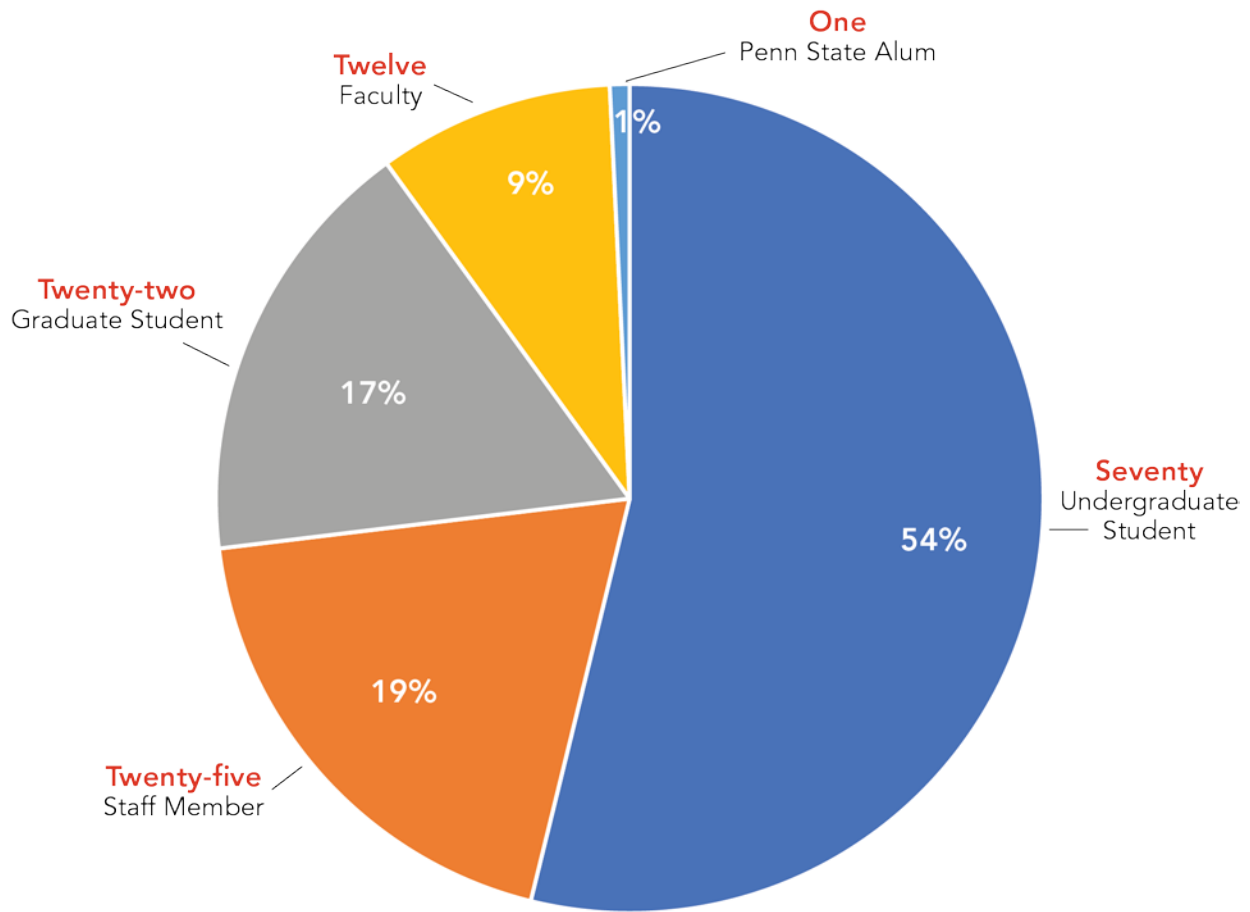
Source: Penn State Educational Equity, Bias Motivated Incidents Report July 2, 2018–May 5, 2019

Table 4 Status of Alleged Wrongdoer

Alleged Wrongdoer	Number of Reports	Proportion (%)
Faculty Member	42	34
Undergraduate Student	33	26
Staff Member	29	23
Unknown	9	7
Graduate Student	7	6
Penn State Affiliate	5	4
TOTAL	125	100

Source: Penn State Educational Equity, Bias Motivated Incidents Report July 2, 2018–May 5, 2019

STATUS OF SUBMITTER (n = 130)



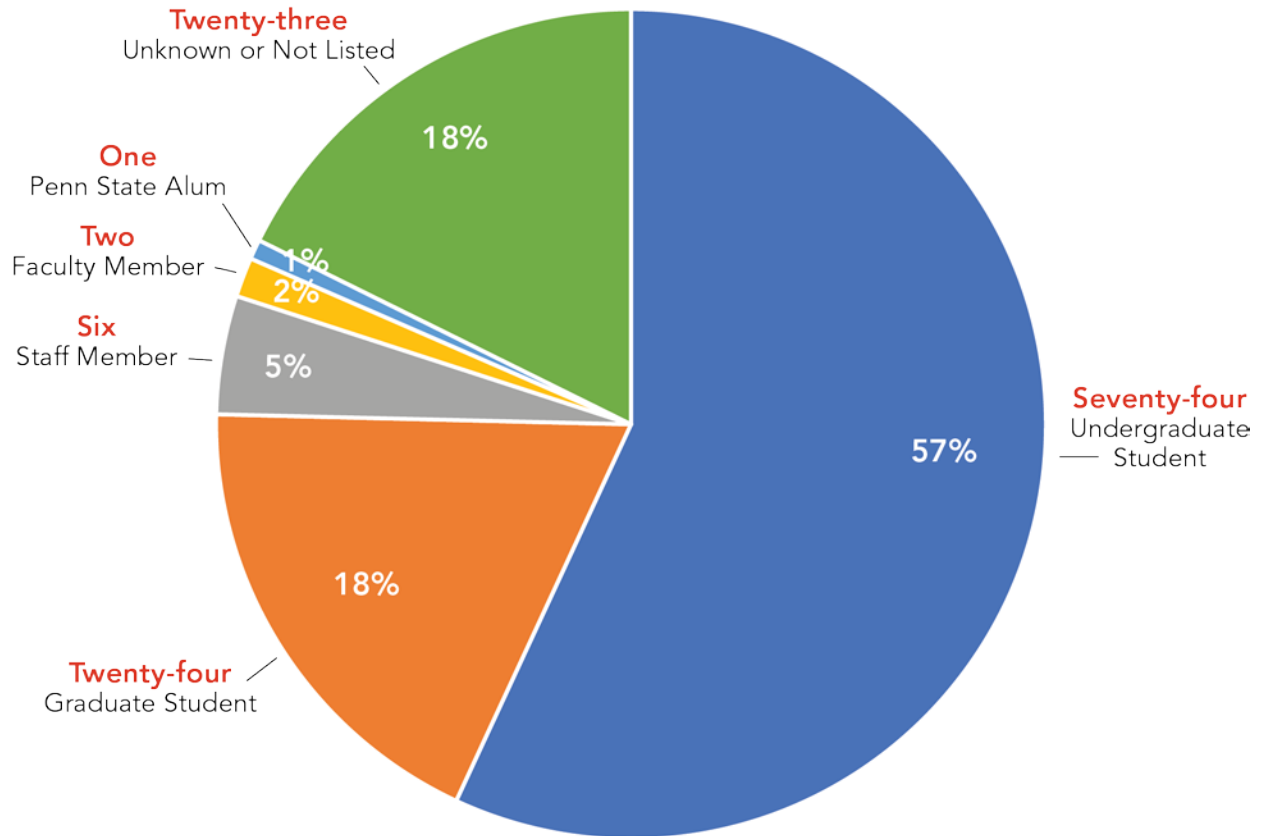
Source: Penn State Educational Equity, Bias Motivated Incidents Report July 2, 2018–May 5, 2019

Table 5 Status of Submitter

Submitter	Number of Reports	Proportion (%)
Undergraduate Student	70	54
Staff Member	25	19
Graduate Student	22	17
Faculty Member	12	9
Penn State Alum	1	1
TOTAL	130	100

Source: Penn State Educational Equity, Bias Motivated Incidents Report July 2, 2018–May 5, 2019

STATUS OF TARGETED INDIVIDUAL(S) (n = 130)



Source: Penn State Educational Equity, Bias Motivated Incidents Report July 2, 2018–May 5, 2019

Table 6 Status of Targeted Individual(s)

Targeted Individual(s)	Number of Reports	Proportion (%)
Undergraduate Student	74	57
Graduate Student	24	18
Staff Member	6	5
Faculty Member	2	2
Penn State Alum	1	1
Unknown or Not Listed	23	18
TOTAL	130	100

Source: Penn State Educational Equity, Bias Motivated Incidents Report July 2, 2018–May 5, 2019

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