



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

May 6, 2019–May 8, 2020

Annual Report

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Introduction

The purpose of this report is 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 eighty-six reports were submitted between May 6, 2019, and May 8, 2020. The reports were disaggregated by campus. The breakdown includes: University Park (one hundred and five reports); Abington (twelve reports); Harrisburg (eleven reports); Brandywine (eight reports); Berks (eight reports); World Campus (eight reports); Altoona (seven reports); campus unknown (five reports); Behrend (four reports); Lehigh Valley (four reports); Scranton (three reports); Beaver (two reports); Penn College (two reports); Shenango (one report); Hazleton (one report); Schuylkill (one report); York (one report); New Kensington (one report); and social media-no campus (two reports).

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 offense 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 offense types and issues exceeds the number of reports received.

The following sections summarize the reports received between May 6, 2019, and May 8, 2020.

Table 1

Campus	Number of Reports	Proportion (%)
University Park	105	56
Abington	12	6
Harrisburg	11	6
Brandywine	8	4
Berks	8	4
World Campus	8	4
Altoona	7	4
Campus Unknown	5	3
Behrend	4	2
Lehigh Valley	4	2
Scranton	3	2
Social Media-no campus	2	1
Beaver	2	1
Penn College	2	1
Shenango	1	1
Hazleton	1	1
Schuylkill	1	1
York	1	1
New Kensington	1	1
TOTAL	186	100

Source: Penn State's Office of Educational Equity:
Bias Motivated Incidents Report May 6, 2019–May 8, 2020

TYPE OF OFFENSE

Submitters may select the type of offense that occurred and may select all categories that apply. All responses below reflect the submitter's selections.

University Park Campus

- Sixty-one reports: incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Forty-eight reports: incidents related to hostile attitude/environment created.
- Thirty-eight reports: incidents related to harassment.
- Seventeen reports: incidents related to "other."
- Thirteen reports: incidents related to a written fax, email, note, or text message.

- Five reports: incidents related to physical intimidation/assault.
- Four reports: incidents related to posters or graffiti.
- Three reports: incidents related to “unknown or not listed” offenses.
- Two reports: incidents related to vandalism.
- One report: incident related to stalking.

Abington Campus

- Five reports: incidents related to a written fax, email, note, or text message.
- Four reports: incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Three reports: incidents related to harassment.
- Two reports: incidents related to hostile attitude/environment created.
- Two reports: incidents related to “other.”
- One report: incident related to an “unknown or not listed” offense.

Harrisburg Campus

- Seven reports: incidents related to hostile attitude/environment created.
- Six reports: incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Three reports: incidents related to harassment.
- One report: incident related to a written fax, email, note, or text message.
- One report: incident related to “other.”
- One report: incident related to physical intimidation/assault.
- One report: incident related to vandalism.
- One report: incident related to an “unknown or not listed” offense.

Brandywine Campus

- Five reports: incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Two reports: incidents related to hostile attitude/environment created.
- One report: incident related to harassment.
- One report: incident related to “other.”
- One report: incident related to an “unknown or not listed” offense.

Berks Campus

- Three reports: incidents related to hostile attitude/environment created.

- Three reports: incidents related to harassment.
- Three reports: incidents related to posters or graffiti.
- Two reports: incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Two reports: incidents related to vandalism.
- One report: incident related to a written fax, email, note, or text message.
- One report: incident related to "other."

World Campus

- Seven reports: incidents related to a written fax, email, note, or text message.
- Five reports: incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Three reports: incidents related to hostile attitude/environment created.
- Three reports: incidents related to harassment.
- One report: incident related to physical intimidation/assault.
- One report: incident related to stalking.

Altoona Campus

- Five reports: incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- Three reports: incidents related to hostile attitude/environment created.
- One report: incident related to "other."

Campus Unknown

- Two reports: incidents related to a written fax, email, note, or text message.
- One report: incident related to biased or discriminatory verbal comments or verbal intimidation/assault.
- One report: incident related to hostile attitude/environment created.
- One report: incident related to harassment.

Behrend Campus

- Two reports: incidents related to "other."
- One report: incident related to a written fax, email, note, or text message.
- One report: incident related to posters or graffiti.
- One report: incident related to an "unknown or not listed" offense.

Lehigh Valley Campus

- Three reports: incidents related to biased or discriminatory verbal comments or verbal intimidation/assault.
- One report: incident related to harassment.
- One report: incident related to a written fax, email, note, or text message.
- One report: incident related to "other."

Scranton Campus

- One report: incident related to hostile attitude/environment created.
- One report: incident related to "other."

Social Media

- Two reports: incidents related to "other."

Beaver Campus

- Two reports: incidents related to "other."
- One report: incident related to harassment.
- One report: incident related to a written fax, email, note, or text message.

Penn College

- Reports did not indicate the type of incident.

Shenango Campus

- One report: incident related to a written fax, email, note, or text message.

Hazleton Campus

- One report: incident related to "other."

Schuylkill Campus

- One report: incident related to an "unknown or not listed" offense.

York Campus

- One report: incident related to "other."

New Kensington Campus

- One report: incident related to biased or discriminatory verbal comments or verbal intimidation/assault.

Table 2

Offense Type	Number of Reports	Proportion (%)
Verbal Comments, Verbal Intimidation/Assault	94	30
Hostile Attitude/Environment	71	23
Harassment	54	17
Written Fax, Email, Note, or Text Message	33	11
Other	32	10
Poster/Graffiti	8	3
Unknown or Not Listed	8	3
Physical Intimidation/Assault	7	2
Vandalism	5	2
Stalking	2	1
TOTAL	314	100

*Source: Penn State's Office of Educational Equity:
Bias Motivated Incidents Report May 6, 2019–May 8, 2020*

Targeted Issues

Submitters may select the perceived motives behind the intolerance of wrongdoers and may select all categories that apply. All responses below reflect the submitter's selections.

Table 3

Targeted Issues	Number of Reports	Proportion (%)
Race	66	19
Ethnicity/Culture	61	17
Gender	35	10
Color	33	9
National Origin	28	8
Unable to Determine	23	7
Physical Appearance	17	5
Other	16	5
Disability	14	4
Sexuality	13	4
Religion/Spirituality	13	4
Ancestry	9	3
Unknown or Not Listed	8	2
Retaliation	7	2
Age	6	2
TOTAL	349	100

Source: Penn State's Office of Educational Equity:
Bias Motivated Incidents Report May 6, 2019–May 8, 2020

Status of Alleged Wrongdoer

Table 4

Status of Alleged Wrongdoer	Number	Proportion (%)
Undergraduate Student	53	28
Faculty Member	46	24
Unknown or Not Listed	35	19
Staff Member	30	16
Non-Penn State Affiliate	12	6
Graduate Student	9	5
Penn State Alum	3	2
TOTAL	188	100

Source: Penn State's Office of Educational Equity:
Bias Motivated Incidents Report May 6, 2019–May 8, 2020

Status of Submitter

Table 5

Status of Submitter	Number	Proportion (%)
Undergraduate Student	87	47
Staff Member	46	25
Faculty Member	23	12
Graduate Student	18	10
Unknown or Not Listed	8	4
Penn State Parent	2	1
Penn State Alum	2	1
TOTAL	186	100

Source: *Penn State's Office of Educational Equity:
Bias Motivated Incidents Report May 6, 2019–May 8, 2020*

Status of Targeted Individual(s)

Table 6

Status of Targeted Individual(s)	Number	Proportion (%)
Undergraduate Student	102	55
Unknown or Not Listed	35	19
Graduate Student	23	12
Staff Member	11	6
Faculty Member	10	5
Non-Penn State Affiliate	3	2
Penn State Alum	2	1
TOTAL	186	100

Source: *Penn State's Office of Educational Equity:
Bias Motivated Incidents Report May 6, 2019–May 8, 2020*

Summary of Responses

Each report received was addressed by direct response from the Office of Educational Equity or referral to the most appropriate office. One report may have required multiple referrals or responses.

Table 7

Incident Response	Number	Proportion (%)
Referred to Campus Director of Student Affairs	53	19
Referred to Affirmative Action Office	43	15
Met with Submitter or Targeted Individual	38	14
Referred to Other Department*	37	13
Referred to University Police	26	9
Referred to Office of Student Conduct	17	6
Met with Alleged Wrongdoer	15	5
Referred to Office of Ethics and Compliance	13	5
No Action, Information Not Provided	10	4
Contacted Submitter, No Response Received	8	3
Referred to The Graduate School	7	2
Referred to Title IX	7	2
Referred to Student Care and Advocacy	5	2
Contacted Targeted Individual, No Response Received (If Different from Submitter)	3	1
Met with Targeted Individual (If Different from Submitter)	2	<1
TOTAL	279	100

* Included: Student Activities, Center for Religious and Spiritual Life, Naval Reserve Officer's Training Corps, College of Engineering, Student Affairs, Strategic Communications, Penn College, Residence Life and Housing, Office of Veterans Programs, Local Government and Community Relations, Eberly College of Science, Outreach and Online Education, Campus Recreation, Smeal College of Business, Donald P. Bellisario College of Communications, Student Disability Resources, Complete Penn State, Office of Student Aid, Transportation Services, Office of Physical Plant, Admissions, Fraternity and Sorority Life, Behavioral Threat and Management Team

Source: *Penn State's Office of Educational Equity: Bias Motivated Incidents Report May 6, 2019–May 8, 2020*

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