



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 1, 2020–May 31, 2021 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, 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.

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 1, 2020, and May 31, 2021.

Reports by Campus

Table 1: Summary of Reports by Campus

Campus	Number of Reports	Proportion (%)
University Park	131	56
Unknown Location	24	10
Abington	11	5
Harrisburg	11	5
Altoona	9	4
Brandywine	9	4
Berks	8	3
World Campus	7	3
Beaver	5	2
Behrend	3	1
DuBois	3	1
Hazleton	3	1
Mont Alto	2	<1
Schuylkill	2	<1
Lehigh Valley	1	<1
New Kensington	1	<1
Penn College	1	<1
Scranton	1	<1
York	1	<1
TOTAL	233	100

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.

Table 2: Summary of Type of Offense

Type of Offense	Number of Reports	Proportion (%)
Harassment	103	24
Verbal Comments, Verbal Intimidation/Assault	87	20
Hostile Attitude/Environment	82	19
Written Fax, Email, Note, or Text Message	52	12
Other	44	10
Unknown or Not Listed	27	6
Poster/Graffiti	21	5
Physical Intimidation/Assault	7	2
Vandalism	4	<1
TOTAL	427	100

Type of Offense by Campus

Table 3: Offense Type: University Park

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	41
Hostile attitude/environment	44
Harassment	58
Written message/email/fax/text	32
Physical intimidation/assault	4
Posters/graffiti/offensive visual display	14
Vandalism	2
Other	24
Unknown or not listed	13
TOTAL	232

Table 4: Offense Type: Unknown Location

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	12
Hostile attitude/environment	7
Harassment	9
Written message/email/fax/text	5
Other	2
Unknown or not listed	8
TOTAL	43

Table 5: Offense Type: Abington

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	6
Hostile attitude/environment	5
Harassment	6
Written message/email/fax/text	2
Posters/graffiti/offensive visual display	2
Other	4
TOTAL	25

Table 6: Offense Type: Harrisburg

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	5
Hostile attitude/environment	7
Harassment	4
Written message/email/fax/text	6
Physical intimidation/assault	1
Posters/graffiti/offensive visual display	1
Other	1
TOTAL	25

Table 7: Offense Type: Altoona

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	3
Harassment	3
Hostile attitude/environment	2
Vandalism	1
Other	4
Unknown or not listed	1
TOTAL	14

Table 8: Offense Type: Brandywine

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	6
Hostile attitude/environment	5
Harassment	6
Written message/email/fax/text	1
Physical intimidation/assault	1
Other	1
TOTAL	20

Table 9: Offense Type: Berks

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	1
Hostile attitude/environment	4
Harassment	1
Written message/email/fax/text	1
Posters/graffiti/offensive visual display	1
Vandalism	1
Other	2
Unknown or not listed	1
TOTAL	12

Table 10: Offense Type: World Campus

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	1
Hostile attitude/environment	4
Harassment	3
Written message/email/fax/text	1
Physical intimidation/assault	1
Other	1
Unknown or not listed	2
TOTAL	13

Table 11: Offense Type: Beaver

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	4
Harassment	4
Other	2
Unknown or not listed	1
TOTAL	11

Table 12: Offense Type: Behrend

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	2
Harassment	2
Posters/graffiti/offensive visual display	1
Hostile attitude/environment	1
Other	1
TOTAL	7

Table 13: Offense Type: DuBois

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	1
Harassment	1
Hostile attitude/environment	1
Posters/graffiti/offensive visual display	1
TOTAL	4

Table 14: Offense Type: Hazleton

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	1
Hostile attitude/environment	1
Harassment	1
Written message/email/fax/text	2
Posters/graffiti/offensive visual display	1
Other	1
TOTAL	7

Table 15: Offense Type: Mont Alto

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	1
Harassment	2
Written message/email/fax/text	1
TOTAL	4

Table 16: Offense Type: Schuylkill

Type of Offense	Number of Reports
Unknown or not listed	1
TOTAL	1

Table 17: Offense Type: Lehigh Valley

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	1
Harassment	1
TOTAL	2

Table 18: Offense Type: New Kensington

Type of Offense	Number of Reports
Hostile attitude/environment	1
TOTAL	1

Table 19: Offense Type: Penn College

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	1
Harassment	1
TOTAL	2

Table 20: Offense Type: Scranton

Type of Offense	Number of Reports
Verbal comment/intimidation/assault	1
Harassment	1
TOTAL	2

Table 21: Offense Type: York

Type of Offense	Number of Reports
Written message/email/fax/text	1
Other	1
TOTAL	2

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 22: Summary of Targeted Issues

Targeted Issues	Number of Reports	Proportion (%)
Race	118	30
Ethnicity/Culture	59	15
Unknown or Not Listed	40	10
Other	33	8
Gender	32	8
Sexuality	23	6
Color	22	6
Disability	21	5
Socioeconomic Status	12	3
Age	8	2
Citizenship	7	2
Ancestry	6	1
Retaliation	5	1
Physical Appearance	5	1
Religion or Spirituality	3	<1
TOTAL	394	100

Status of Alleged Wrongdoer

Table 23: Summary of Status of Alleged Wrongdoer

Status of Alleged Wrongdoer	Number	Proportion (%)
Undergraduate Student	85	36
Faculty Member	68	29
Unknown or Not Listed	45	19
Staff Member	30	13
Non-Penn State Affiliate	3	1
Graduate Student	2	<1
TOTAL	233	100

Status of Submitter

Table 24: Summary of Status of Submitter

Status of Submitter	Number	Proportion (%)
Undergraduate Student	98	42
Staff Member	54	23
Graduate Student	24	10
Unknown or Not Listed	23	10
Faculty	19	8
Penn State Alum	6	3
Non-Penn State Affiliate	5	2
Parent	3	1
Prospective Student	1	<1
TOTAL	233	100

Status of Targeted Individual(s)

Table 25: Summary of Status of Targeted Individual(s)

Status of Targeted Individual(s)	Number	Proportion (%)
Undergraduate Student	117	50
Unknown or Not Listed	51	22
Graduate Student	19	8
Other	19	8
Staff Member	17	7
Faculty	9	4
Penn State Alum	1	<1
TOTAL	233	100

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 26: Summary of Responses

Incident Response	Number	Proportion (%)
Met with Submitter or Targeted Individual	69	24
Referred to Commonwealth Campus	44	15
Met with Alleged Wrongdoer	40	14
Referred to Affirmative Action Office	33	11
Referred to University Police and Addressed by University Officer	49	17
Contacted Submitter Without Response	18	6
Referred to the Office of Student Conduct	16	5
Referred to Residence Life	9	3
Referred to Local Police	7	2
Referred to Student Care and Advocacy	5	2
Referred to The Graduate School	3	1
TOTAL	293	100

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