



## BIAS-MOTIVATED INCIDENTS REPORT

May 1, 2021–May 31, 2022

# 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](https://equity.psu.edu/reportbias)

**1-800-560-1637** | **24-HOUR  
HOTLINE**



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

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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. Previous years’ summary reports may be viewed at [equity.psu.edu/reportbias](https://equity.psu.edu/reportbias).

The Report Bias website provides a web form for reporting incidents motivated by bias that occur 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.

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 may select multiple categories to describe the type of incident that occurred (e.g., verbal harassment, bias in the classroom, vandalism) and select multiple targeted identities to describe the incident (e.g., gender or gender identity, ethnicity, religious identity). The alleged bias may involve multiple categories and targeted identities. Therefore, the number of incident types and targeted identities exceeds the number of reports received.

Because of the relatively small number of reports received, privacy and confidentiality concerns, anonymous reports, and/or incomplete or missing report fields, it is not possible to provide meaningful trend conclusions or analyses, nor are we able to disclose the disposition of submissions.

The following sections summarize the reports received between May 1, 2021 and May 31, 2022. All data reported reflect the submitters’ responses.

## CAMPUS LOCATION

**Table 1: Reports by Campus (all submissions)**

A total of 241 reports were received between May 1, 2021 and May 31, 2022. The distribution by campus location appears below.

Campus	Number of Reports	Proportion (%)
Penn State University Park	166	69
Penn State Brandywine	14	6
Penn State Altoona	10	4
Penn State Abington	7	4
Penn State Beaver	8	3
Penn State World Campus	7	3
Penn State Harrisburg	7	3
Penn State Behrend	4	2
Unknown Location	3	<1
Penn State York	3	<1
Penn State Lehigh Valley	2	<1
Penn State Fayette	2	<1
Penn State Dickinson Law	2	<1
Penn State Greater Allegheny	2	<1
Penn State Hershey	1	<1
Penn State New Kensington	1	<1
Penn State Berks	1	<1
Penn State Wilkes-Barre	1	<1
TOTAL	241	100

## INCIDENT TYPE

**Table 2: Incident Type (all campus locations)**

Submitters may select the type of incident that occurred from the categories that appear below and may select all categories that apply. All responses below reflect the submitters' selections.

Type of Incident	Number reported	Proportion (%)
Hostile attitude or environment created	88	22
Verbal harassment	85	21
Bias in the classroom	65	16
Other	43	11
Discrimination from unit on campus	40	10
Written harassment	35	9
Offensive visual display	13	3
Vandalism	9	2
Physical harassment	9	2
Stalking	6	1
Sexual abuse or harassment	6	1
Hazing	3	<1
Indecency or exposure	2	<1
Physical injury	1	<1
TOTAL	405	100

## TARGETED IDENTITIES

**Table 3: Summary of Targeted Issues (all campus locations)**

Submitters may select all targeted identity categories that apply.

Targeted Identity	Number reported	Proportion (%)
Racial identity	98	25
Gender or gender identity	61	16
Ethnic Identity	56	14
Sexual Identity	43	11
Disability	29	7
Unknown or not indicated	28	7
Other	23	6
Religious identity	16	4
Age	15	4
Citizenship	14	4
Socioeconomic status	6	2
Veteran status	2	<1
TOTAL	391	100

## STATUS OF INVOLVED PARTIES

**Table 4: Summary of Status of Submitter (all campus locations)**

Status of Submitter	Number	Proportion (%)
Undergraduate student	130	54
Staff or administrator	45	19
Unknown or not listed	29	12
Faculty	18	7
Graduate Student	16	6
Guest or affiliate	2	<1
Penn State alum	1	<1
TOTAL	241	100

**Table 5: Summary of Status of Alleged Wrongdoer (all campus locations)**

Status of Alleged Wrongdoer	Number	Proportion (%)
Undergraduate student	77	32
Faculty member	64	27
Unknown or not listed	51	21
Staff or administrator	27	11
Non-Penn State affiliate	9	4
Graduate student	6	2
Student organization	5	2
Other	2	<1
Total	241	100

**Table 6: Summary of Status of Targeted Individual(s) (all campus locations)**

Status of Targeted Individual(s)	Number	Proportion (%)
Undergraduate student	148	56
Unknown or not listed	42	16
Staff	24	9
Faculty	20	9
Graduate student	13	6
Other	9	3
Penn State alum	1	<1
TOTAL	257	100

**ACTIONS TAKEN****Table 7: Summary of Actions Taken (all campus locations)**

Each report received was addressed by direct response from the Bias Report Network and/or referral to the most appropriate office. One report may have required multiple referrals or responses.

Actions taken	Number	%
Referred to Commonwealth Campus/World Campus	58	19.5
Contacted submitter or targeted individual	56	18.8
Referred to Affirmative Action Office	29	9.7
Contacted alleged wrongdoer	22	7.4
Documented only	19	6.4
Referred to Residence Life	15	5.0
Referred to Title IX	10	3.4
Contacted submitter with no response	10	3.4
Referred to Office of Student Accountability and Conflict Response	9	3.0
Referred to student support office(s)*	9	3.0
Referred to Student Rights & Responsibilities	8	2.7
Referred to college	7	2.3
Referred to Human Resources	7	2.3
Referred to the Graduate School	7	2.3
Referred to Student Activities	5	1.7
Referred to Behavioral Threat Management Team	3	1.0
Referred to Fraternity and Sorority Life	2	<1
Referred to Office of Veterans Programs	2	<1
Referred to Faculty Affairs	1	<1
	298	100

\*Center for Counseling and Psychological Services, Student Care and Advocacy, Center for Sexual and Gender Diversity, Gender Equity Center, Student Legal Services, and other student support offices.

## TYPE OF INCIDENT BY CAMPUS

**Table 8: Type of Incident at Penn State University Park**

Type of Incident	Number reported
Verbal harassment	66
Hostile attitude or environment created	64
Bias in the classroom	42
Discrimination from unit on campus	31
Other	25
Written harassment	20
Offensive visual display	8
Physical harassment	7
Sexual abuse or harassment	6
Vandalism	4
Stalking	4
Hazing	3
Indecency or exposure	2
Physical injury	1
TOTAL	283

**Table 9: Type of Incident at Penn State Brandywine**

Type of Incident	Number reported
Bias in the classroom	7
Hostile attitude or environment created	6
Verbal harassment	6
Written harassment	3
Offensive visual display	1
Other	1
TOTAL	24

**Table 10: Type of Incident at Penn State Altoona**

Type of Incident	Number reported
Hostile attitude or environment created	5
Other	5
Verbal harassment	4
Discrimination from unit on campus	3
Bias in the classroom	2
Written harassment	2
Physical harassment	1
Stalking	1
TOTAL	23

**Table 6: Type of Incident at Penn State Abington**

Type of Incident	Number reported
Hostile attitude or environment created	5
Discrimination from unit on campus	3
Other	3
Verbal harassment	2
Bias in the classroom	2
Written harassment	1
TOTAL	16

**Table 7: Type of Incident at Penn State World Campus**

Type of Incident	Number reported
Bias in the classroom	4
Discrimination from unit on campus	2
Written harassment	1
Hostile attitude or environment	1
Stalking	1
Other	1
TOTAL	10

**Table 8: Type of Incident at Penn State Behrend**

Type of Incident	Number reported
Verbal harassment	2
Written harassment	2
Hostile attitude or environment created	2
Vandalism	1
Other	1
TOTAL	8

**Table 9: Type of Incident at Penn State Harrisburg**

Type of Incident	Number reported
Other	3
Vandalism	1
Verbal harassment	1
Bias in the classroom	1
Hostile attitude or environment created	1
Offensive Visual display	1
TOTAL	8

**Table 10: Type of Incident Location Unknown**

Type of Incident	Number reported
Bias in the classroom	1
Hostile attitude or environment created	1
Verbal harassment	1
Offensive visual display	1
Physical harassment	1
Other	1
TOTAL	6

**Table 11: Type of Incident at Penn State York**

Type of Incident	Number reported
Bias in the classroom	2
Vandalism	1
Hostile attitude or environment created	1
Offensive visual display	1
TOTAL	5

**Table 12: Type of Incident at Penn State Beaver**

Type of Incident	Number reported
Vandalism	1
Written harassment	1
Offensive visual display	1
Other	1
TOTAL	4

**Table 13: Type of Incident at Penn State Greater Allegheny**

Type of Incident	Number reported
Verbal harassment	1
Hostile attitude or environment created	1
Discrimination from unit on campus	1
Bias in the classroom	1
TOTAL	4

**Table 14: Type of Incident at Penn State Dickinson Law**

Type of Incident	Number reported
Bias in the classroom	2
Verbal harassment	1
TOTAL	3

**Table 15: Type of Incident at Penn State Lehigh Valley**

Type of Incident	Number reported
Written harassment	2
Other	1
TOTAL	3

**Table 16: Type of Incident at Penn State Wilkes-Barre**

Type of incident	Number reported
Vandalism	1
Written harassment	1
Hostile attitude or environment created	1
TOTAL	3

**Table 17: Type of Incident at Penn State Fayette**

Type of Incident	Number reported
Verbal harassment	1
Other	1
TOTAL	2

**Table 18: Type of Incident at Penn State Berks**

Type of Incident	Number reported
Bias in the classroom	1
TOTAL	1

**Table 19: Type of Incident at Penn State Hershey**

Type of Incident	Number reported
Written harassment	1
TOTAL	1



**Table 20: Type of Incident at Penn State New Kensington**

Type of Incident	Number reported
Written harassment	1
TOTAL	1

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