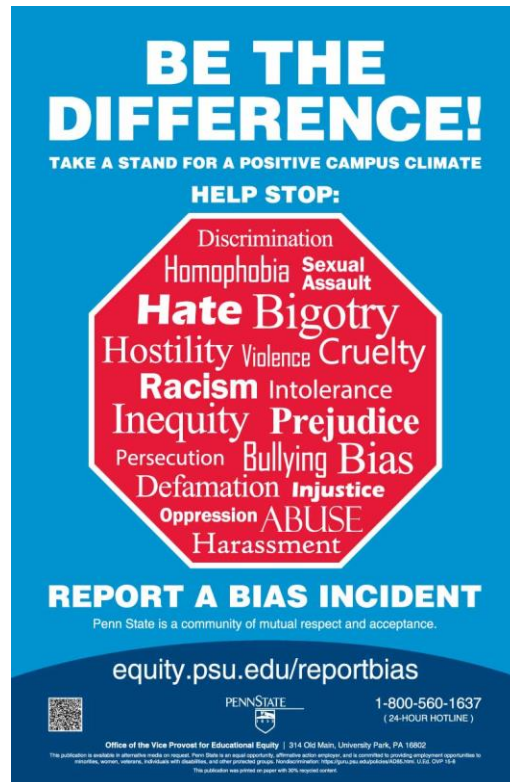




PennState
Educational Equity



Office of the Vice Provost for Educational Equity

BIAS MOTIVATED INCIDENTS REPORT

Summer/Fall 2015

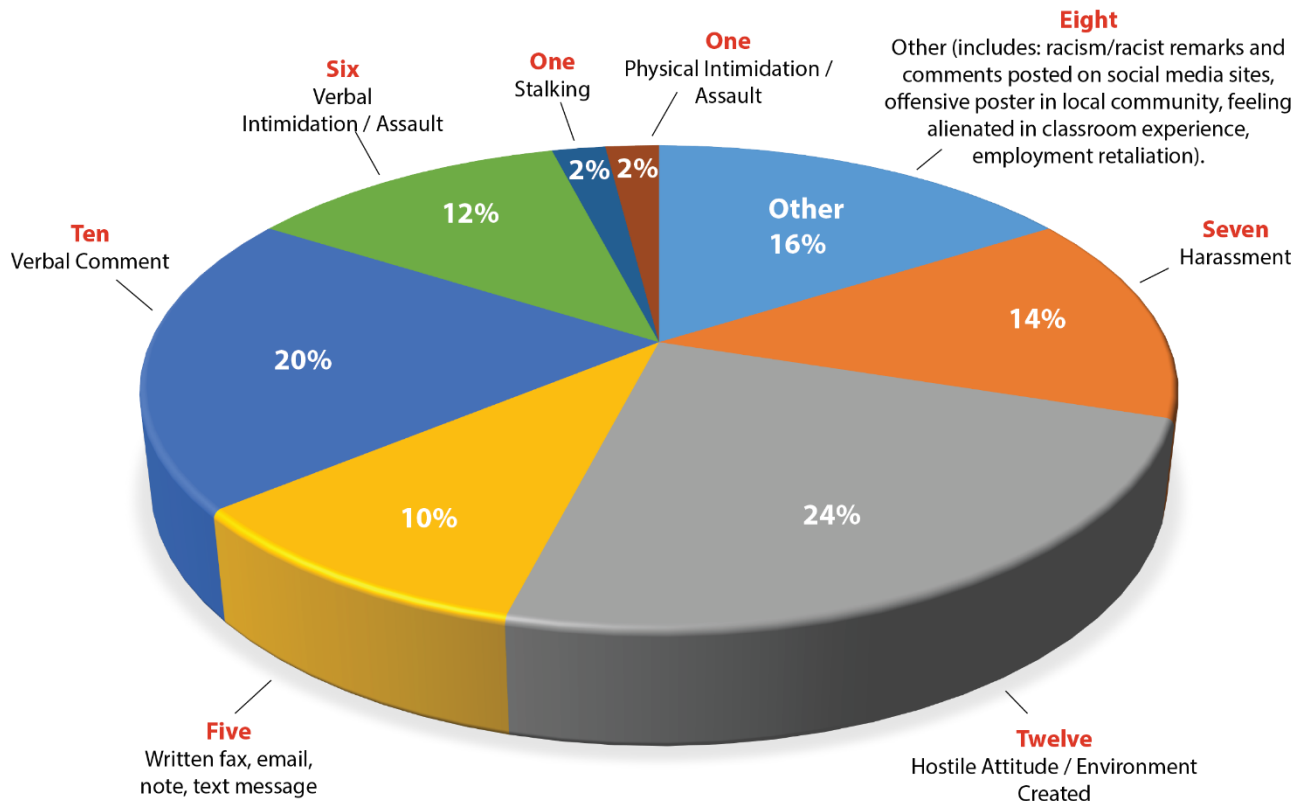
Posted on
Thursday, June 30, 2016

Prepared by
Debra Simpson-Buchanan
MRC Counselor/Diversity Advocate for Students

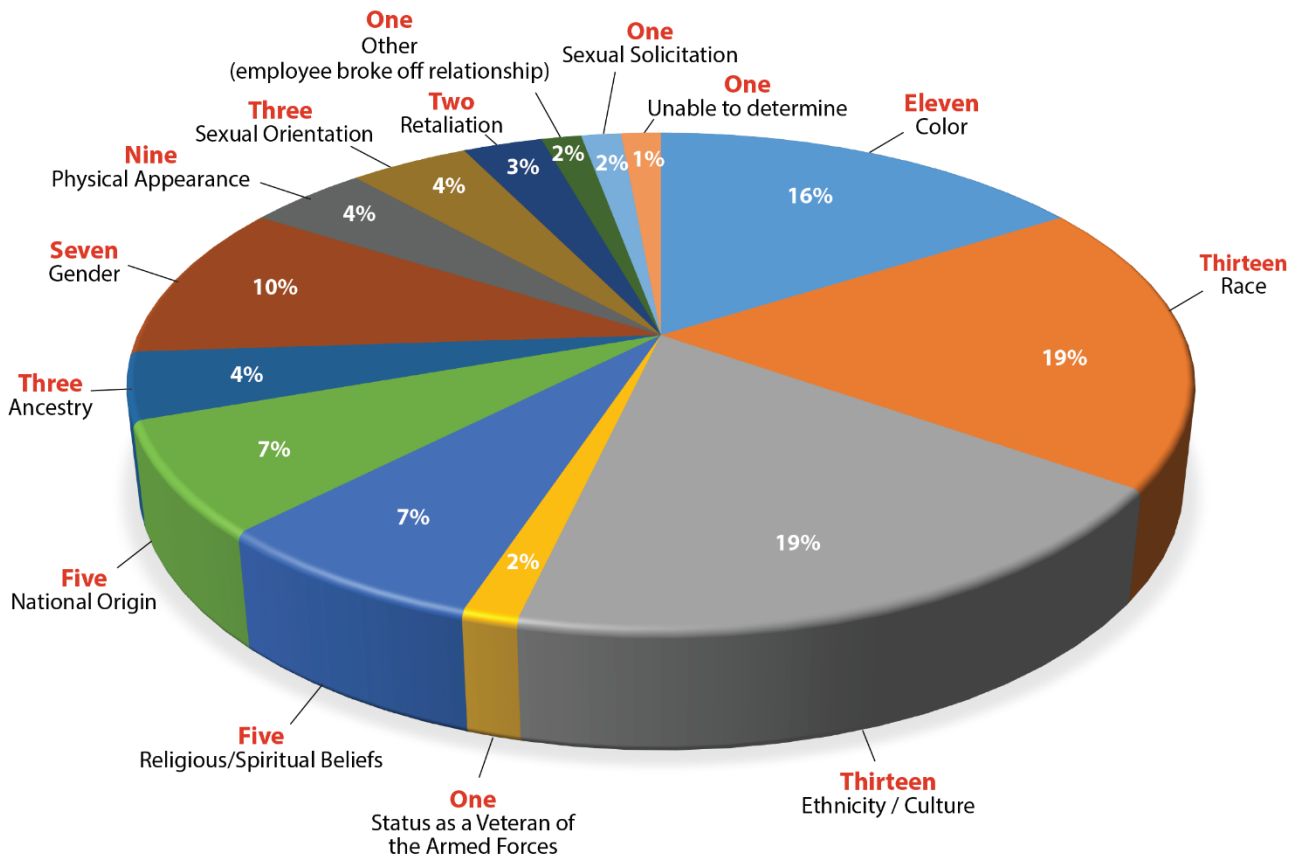
Bias Motivated Incidents Report Discussion

- Twenty-three reports were reported for the summer/fall 2015 semester as compared to sixteen reports for spring 2015. The breakdown includes: University Park (seventeen reports), Behrend (one report), Dickinson Law School (one report), Harrisburg (two reports), World Campus (one report), Off-campus (one report).
- One report from University Park was related to a student feeling excluded in coursework from student to student.
- One report from University Park was related to a racist poster from community to students.
- One report from University Park was related to a racist remark from staff to student.
- One report from University Park was related to a racist note from student to student.
- One report from University Park was related to a written note and published on a social media site from student to student.
- One report from University Park was related to a written note and published on a social media site from an unknown person to student group.
- One report from University Park was related to a verbal comment from staff to student.
- One report from University Park was related to a verbal comment created by a community member to student.
- Four reports from University Park were related to harassment, hostile attitude/environment, verbal/racist comments, verbal intimidation/assault, and written comments created from faculty to student.
- Five reports from University Park were related to harassment, hostile attitude/environment, verbal, written or text message comments created from student to student.
- Two reports from Harrisburg were related to harassment, hostile attitude/environment, and verbal intimidation/assault created from student to student.
- One report from Behrend campus was related to an ethics questionnaire concern created from faculty to student.
- One report from Dickinson School of Law University Park was related to hostile attitude/environment and verbal comment from faculty to student.
- One report from World Campus was related to harassment, hostile attitude/environment and written fax, email, note, text message created from student to student.
- One report from a study abroad program in South Africa was related to hostile attitude/environment, physical intimidation/assault, verbal comment, and verbal intimidation/assault from faculty and staff member to student.

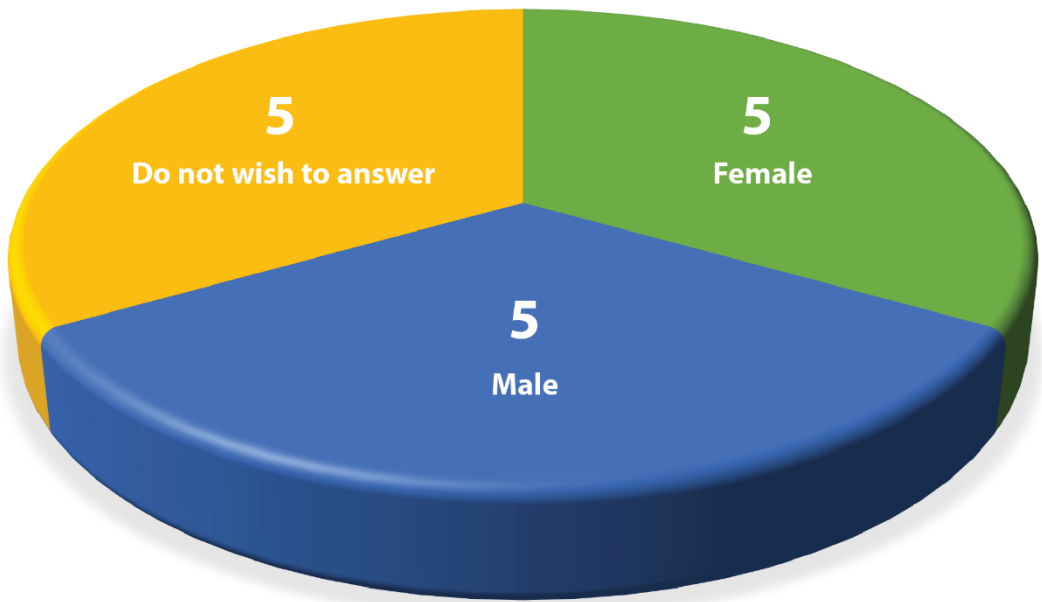
TYPE OF OFFENSE



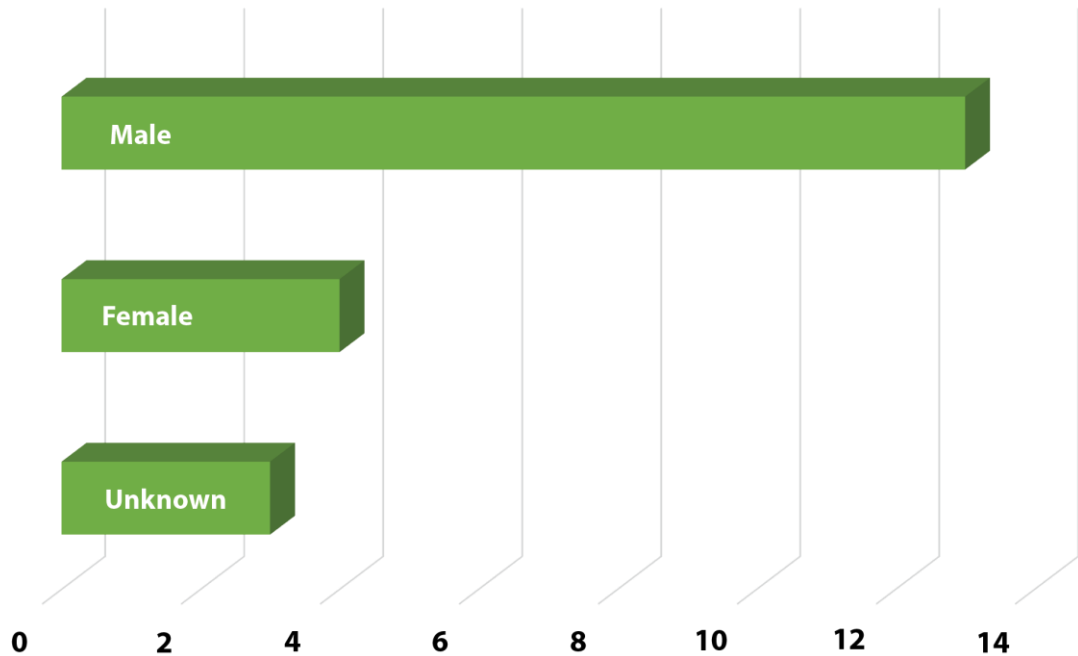
TARGETED ISSUES



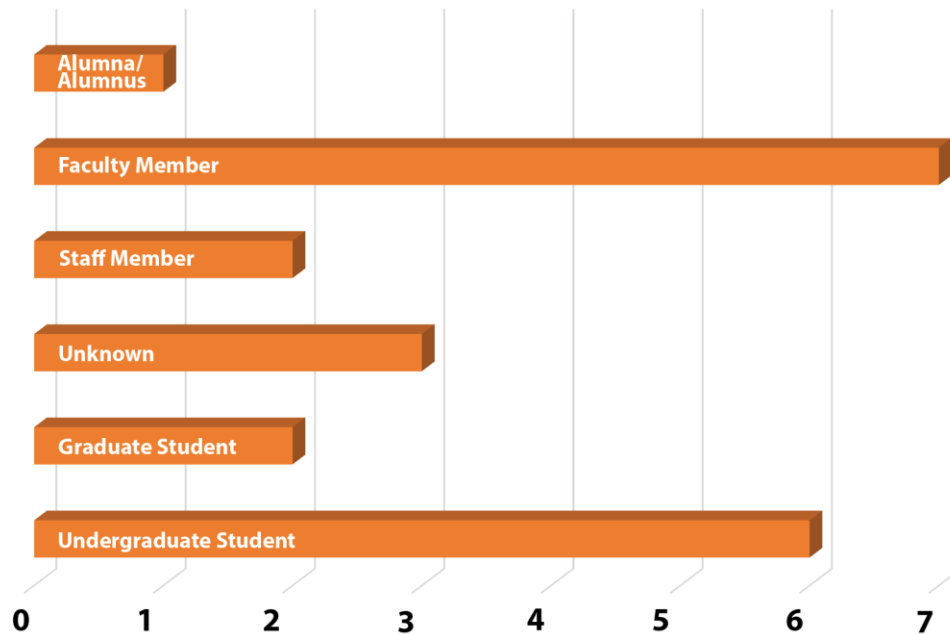
GENDER OF TARGETED PERSON



GENDER OF ALLEGED PERPETRATOR



STATUS OF ALLEGED PERPETRATOR



- As always, confidentiality of identities and information was respected, unless otherwise indicated by the submitter or targeted person.
- Multiple categories often exist for the status of Targeted Person, Race/Ethnicity, Targeted Issues, and Type of Offense. An effort is made to indicate one choice and which best describes an incident or individual, or how that individual may identify themselves. However, in some instances when appropriate and where overlap exists, more than one category is chosen and indicated. This accounts for the occasional slightly higher numbers within a category than the total number of reports given. In addition, two or more alleged perpetrators may act in concert, two or more submitters may report together on the same incident, and two or more targeted persons may be affected by a bias incident.
- Each of these reports were followed up on and responded to.

Finally, the intended target for an alleged perpetrator may be more than one student, a student organization, the University community in general, or a subgroup of the community. Also, the number of targeted persons involved can be higher than the number of reports made or may not be able to be determined.

This publication is available in alternative media on request. The University is committed to equal access to programs, facilities, admission, and employment for all persons. It is the policy of the University to maintain an environment free of harassment and free of discrimination against any person because of age, race, color, ancestry, national origin, religion, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions, physical or mental disability, gender, perceived gender, gender identity, genetic information, or political ideas. Discriminatory conduct and harassment, as well as sexual misconduct and relationship violence, violates the dignity of individuals, impedes the realization of the University's educational mission, and will not be tolerated. Direct all inquiries regarding the nondiscrimination policy to Dr. Kenneth Lehrman III, Vice Provost for Affirmative Action, Affirmative Action Office, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-5901; Email: kfl2@psu.edu; Tel 84-863-0471. U.Ed. OVP 16-38