



**PennState**  
Educational Equity

## BIAS-MOTIVATED INCIDENTS REPORT

May 1, 2022 – May 31, 2023

# 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**



**PennState**

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

This publication is available in alternative media on request.  
Penn State is an equal opportunity, affirmative action employer and is committed to providing employment opportunities to all qualified applicants without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. U.Ed. OVP 19-12

## Introduction

This report aims to summarize the submissions received by the [Report Bias website](#) administered by the Office of the Vice Provost for Educational Equity.

The Report Bias website provides a form for reporting bias-motivated incidents 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.

Submitters may select multiple categories to describe the type of incident they report (e.g., verbal harassment, bias in the classroom, vandalism) and select more than one targeted identity to describe the incident (e.g., gender or gender identity, racial identity, religious identity). 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.

Bias incident reports have increased steadily over the past several years:

Reporting year	Number of reports submitted
2017–2018	116
2018–2019	130
2019–2020	186
2020–2021	233
2021–2022	241
2022–2023	320

The following sections summarize the reports received between May 1, 2022, and May 31, 2023. All data reported reflect the submitters' responses.

## CAMPUS LOCATION

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

A total of 320 reports were received between May 1, 2022, and May 31, 2023. This represents a 33% increase over the last reporting year's total of 241. The distribution by campus location appears below.

Campus	Number of reports	Percent of total
Penn State University Park	187	58.44
Penn State Harrisburg	24	7.52
Penn State Berks	20	6.27
Penn State Abington	19	5.96
Penn State Altoona	14	4.39
Penn State World Campus	11	3.45
Penn State Behrend	10	3.13
Penn State Brandywine	9	2.82
Unknown Location	5	1.57
Penn State Beaver	3	0.94
Penn State Schuylkill	3	0.94
Penn State Dickinson Law	2	0.63
Penn State Hazleton	2	0.63
Penn State Mont Alto	2	0.63
Penn State Scranton	2	0.63
Penn State York	2	0.63
Penn State Fayette	1	0.31
Penn State Greater Allegheny	1	0.31
Penn State Lehigh Valley	1	0.31
Penn State New Kensington	1	0.31
Penn State Wilkes-Barre	1	0.31
TOTAL	320	100

## INCIDENT TYPE

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

Submitters may select the type of incident they are reporting 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	Percent of total
Hostile attitude or environment created	172	30.55
Verbal harassment	118	20.96
Bias in the classroom	88	15.63
Other	51	9.06
Written harassment	47	8.35
Offensive visual display	21	3.73
Discrimination from unit on campus	18	3.20
Sexual abuse or harassment	18	3.20
Physical harassment	10	1.77
Vandalism	9	1.60
Stalking	4	0.71
Indecency or exposure	3	0.53
Physical injury	3	0.53
Hazing	1	0.18
Unknown or not indicated	1	0.18
TOTAL	564	100

*Note: Incident type "other" indicates a write-in entry. Incident type "unknown or not indicated" means the submitter did not complete this field.*

## TARGETED IDENTITIES

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

Submitters may select all targeted identity categories that apply; therefore, the number of targeted identities reported exceeds the number of reports submitted.

Targeted Identity	Number reported	Percent of total
Racial identity	142	24.78
Ethnic Identity	96	16.75
Gender or gender identity	91	15.88
Disability	57	9.95
Sexual Identity	51	8.90
Religious identity	35	6.11
Other	30	5.24
Citizenship	22	3.84
Socioeconomic status	19	3.32
Age	17	2.97
Unknown or not indicated	8	1.40
Veteran status	5	0.87
TOTAL	573	100

*Note: Targeted identity "other" indicates a write-in entry. Targeted identity "unknown or not indicated" means the submitter did not complete this field.*

## STATUS OF INVOLVED PARTIES

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

Status of Submitter	Number	Percent of total
Undergraduate student	193	60.31
Staff or administrator	62	19.38
Graduate Student	36	11.25
Faculty	17	5.31
Unknown or not listed	11	3.44
Penn State alum	1	0.31
Guest or affiliate	0	0.00
TOTAL	320	100

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

Status of Alleged Wrongdoer(s)	Number	Percent of total
Undergraduate student	134	40.98
Faculty member	99	30.28
Staff or administrator	42	12.84
Unknown or not listed	29	8.87
Graduate student	14	4.28
Non-Penn State affiliate	6	1.83
Student organization	2	0.61
Other	1	0.31
TOTAL	327	100

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

Status of Targeted Individual(s)	Number	Percent of total
Undergraduate student	226	70.63
Graduate student	39	12.19
Unknown or not listed	31	9.69
Staff	12	3.75
Faculty	5	1.56
Other	3	0.94
Non-Penn State affiliate	2	0.63
All students	2	0.63
TOTAL	320	100

## ACTIONS TAKEN

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

Each report received was addressed by direct response from the Bias Reporting Network and/or referral to the most appropriate office. One report may have required multiple referrals or responses; thus, the number of actions taken exceeds the number of reports submitted.

Actions taken	Number	Percent of total
Referred to Commonwealth Campus/World Campus	109	29.38
Referred to Equal Opportunity and Action Office	43	11.59
Documented only	8	2.16
Referred to Residence Life	32	8.63
Referred to Title IX/Office of Sexual Misconduct Reporting & Response	21	5.67
Contacted submitter with no response	2	0.54
Referred to Office of Student Accountability and Conflict Response	30	8.10
Referred to Student Rights & Responsibilities	22	5.93
Referred to college	71	19.14
Referred to The Graduate School	11	2.96
Referred to Behavioral Threat Management Team	1	0.27
Referred to Fraternity and Sorority Life	2	0.54
Referred to administrative unit*	12	3.23
Referred to Ethics & Compliance	2	0.54
Referred to University Police & Public Safety	5	1.35
	371	100

\* "Administrative unit" refers to non-academic units (Finance & Business, Undergraduate Education, Intercollegiate Athletics, Penn State Global, Student Affairs, etc.)

## TYPE OF INCIDENT BY CAMPUS

Note: Incident type "other" indicates a write-in entry. Incident type "unknown or not indicated" means the submitter did not complete this field.

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

Type of Incident	Number reported
Hostile attitude or environment created	104
Verbal harassment	72
Bias in the classroom	48
Other	31
Written harassment	24
Offensive visual display	14
Discrimination from unit on campus	13
Sexual abuse or harassment	12
Physical harassment	6
Vandalism	6
Hazing	1
Indecency or exposure	1
Physical injury	1
Stalking	1
Unknown or not indicated	1
TOTAL	335

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

Type of Incident	Number reported
Hostile attitude or environment created	11
Verbal harassment	10
Bias in the classroom	4
Written harassment	4
Physical harassment	3
Sexual abuse or harassment	3
Offensive visual display	2
Stalking	2
Other	1
Physical injury	1
TOTAL	41



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

Type of Incident	Number reported
Verbal harassment	12
Hostile attitude or environment created	11
Bias in the classroom	4
Other	2
Discrimination from unit on campus	2
Offensive visual display	2
Sexual abuse or harassment	1
Written harassment	1
TOTAL	35

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

Type of Incident	Number reported
Hostile attitude or environment created	12
Bias in the classroom	8
Other	4
Verbal harassment	3
Written harassment	3
Discrimination from unit on campus	1
Indecency or exposure	1
Offensive visual display	1
Stalking	1
Vandalism	1
TOTAL	35

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

Type of Incident	Number reported
Hostile attitude or environment	8
Bias in the classroom	5
Verbal harassment	4
Other	3
Written harassment	3
Discrimination from unit on campus	1
TOTAL	24

**Table 13: Type of Incident at Penn State World Campus**

Type of Incident	Number reported
Bias in the classroom	8
Hostile attitude or environment created	5
Other	2
Written harassment	2
Unknown or not indicated	1
Verbal harassment	1
TOTAL	19

**Table 14: Type of Incident at Penn State Behrend**

Type of Incident	Number reported
Hostile attitude or environment created	6
Bias in the classroom	3
Offensive visual display	3
Other	2
Verbal harassment	2
Written harassment	1
Vandalism	1
TOTAL	18

**Table 15: Type of Incident at Penn State Brandywine**

Type of Incident	Number reported
Verbal harassment	7
Hostile attitude or environment created	5
Written harassment	2
Bias in the classroom	1
Offensive visual display	1
Other	1
Physical injury	1
TOTAL	18

**Table 16: Type of Incident at Unknown Location**

Type of Incident	Number reported
Written harassment	3
Hostile attitude or environment created	2
Bias in the classroom	1
Indecency or exposure	1
Verbal harassment	1
TOTAL	8

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

Type of Incident	Number reported
Hostile attitude or environment created	2
Bias in the classroom	1
Discrimination from unit on campus	1
Other	1
Verbal harassment	1
Written harassment	1
TOTAL	7

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

Type of Incident	Number reported
Hostile attitude or environment created	2
Sexual abuse or harassment	1
Verbal harassment	1
Written harassment	1
TOTAL	5

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

Type of Incident	Number reported
Written harassment	2
Bias in the classroom	1
Verbal harassment	1
TOTAL	4

**Table 20: Type of Incident at Penn State Hazleton**

Type of Incident	Number reported
Hostile attitude or environment created	1
Physical harassment	1
Sexual abuse or harassment	1
Vandalism	1
TOTAL	4

**Table 21: Type of Incident at Penn State Dickinson Law**

Type of Incident	Number reported
Bias in the classroom	1
Offensive visual display	1
Other	1
TOTAL	3

**Table 22: Type of Incident at Penn State Mont Alto**

Type of incident	Number reported
Bias in the classroom	2
Other	1
TOTAL	3

**Table 23: Type of Incident at Penn State Scranton**

Type of Incident	Number reported
Hostile attitude or environment created	1
Other	1
Verbal harassment	1
TOTAL	3

**Table 24: Type of Incident at Penn State New Kensington**

Type of Incident	Number reported
Hostile attitude or environment created	1
Verbal harassment	1
TOTAL	2

**Table 25: Type of Incident at Penn State Wilkes-Barre**

Type of Incident	Number reported
Bias in the classroom	1
Hostile attitude or environment created	1
TOTAL	2

**Table 26: Type of Incident at Penn State Fayette**

Type of Incident	Number reported
Verbal harassment	1
TOTAL	1

**Table 27: Type of Incident at Penn State Greater Allegheny**

Type of Incident	Number reported
Other	1
TOTAL	1

**Table 28: Type of Incident at Penn State Lehigh Valley**

Type of Incident	Number reported
Unknown or not indicated	1
TOTAL	1

---

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 the Affirmative Action Office, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-5901, Email: [aao@psu.edu](mailto:aao@psu.edu), Tel 814-863-0471. U.Ed. OVP 24-10.