## ST. JOHN'S UNIVERSITY OFFICE OF EQUAL OPPORTUNITY AND COMPLIANCE

## BIRT LOG (BIAS INSTANCES REPORT TRACKER) SPRING 2020

St. John's University aims to foster an inclusive community for all to feel welcomed. St. John's is committed to addressing bias related reports. Acts of biased are words or actions that are motivated by bias against a person or group's race, color, ethnicity, national origin, gender, sex, gender identity, gender expression, sexual orientation, disability, religion, age, veteran status, or any other legally protected characteristic. When the University receives a report, the following process occurs:

- 1. The report is reviewed by the Office of Equal Opportunity and Compliance (EOC)
- 2. EOC reaches out to the person who experienced the harm.
- 3. If the person who experienced the harm wishes to pursue a complaint and investigation, EOC proceeds to collect evidence, interview any witnesses, and interview the person alleged to have caused the harm.
- 4. At the conclusion of an investigation, EOC determines whether a violation of the University's bias/discrimination policy (Policy No. 704) has occurred.
- 5. If a violation has occurred and the person who caused the harm is a student, the matter is referred to the <u>Office of Student Conduct</u>. If the person who caused the harm is an employee, the matter is referred to their supervisor (collective bargaining agreement procedures apply for faculty).
- 6. As an alternative to the grievance and investigation process, <u>RESPECT</u>, the University's bias response team, can work with people affected by bias instances towards restorative outcomes.

To submit a bias report please follow the link provided: **St. John's Bias Reporting Portal** 

To learn more about Policy 704 please follow this link: Policy 704

For access to the RESPECT Brochure follow the link: **RESPECT Brochure** 

1919 1919 1919 1919 1919 1919 1919 191						
100	DATE OF INSTANCE	DATE REPORTED	DATE CLOSED	CLASSIFICATION	STATUS	SUMMARY
1979   1979		1/6/20	2/26/20	Retaliation, disability	Unsubstantiated.	Student reported inappropriate behavior by an employee.
1919   1920		1/7/20	4/24/20	Sexual harassment	Substantiated.	Student reported inappropriate comments and behavior by an employee.
1,150		1/9/20	1/15/20	Race, gender/sex	Administratively closed.	Employee reported unfair treatment by other employees.
1,000	8/1/19	1/9/20	1/27/20	Race	Unsubstantiated.	Student reported inappropriate comments by an employee.
120	9/14/19	1/23/20	3/11/20	Sexual harassment, race	Administratively closed.	Student reported inappropriate comments by another student.
1920   1920	12/18/19	1/24/20	1/28/20	Disability	Administratively closed.	Student reported inappropriate comment by an employee.
1900   1900   1900   1900   1900   2xx   1900   1	1/23/20	1/28/20	3/12/20	Sexual haras sment	Substantiated.	Students reported inappropriate comments by an employee.
1909   1909	12/18/18	1/28/20	3/26/20	Disability	Administratively closed.	Student reported inappropriate comments and behavior by an employee.
10.00   10.	1/24/20	1/29/20	3/13/20	Race	Substantiated.	Students reported inappropriate comment by another student.
25:00   4:00   26:00	1/29/20	1/30/20	4/24/20	Gender/sex	Unsubstantiated.	Student reported unfair treatment by an employee.
250   250	2/1/20	2/3/20	3/6/20	Disability, retaliation	Unsubstantiated.	Employee reported unfair treatment by another employee.
1900 1900 1900 1900 1900 1900 1900 1900		2/5/20	4/6/20	Race	Unsubstantiated	Student reported unfair treatment by an exployee.
200   200   2000   2000   Eace   Administratively closed.   Student reported imagrospriate behavior by unother rendent.	2/4/20	2/5/20	4/30/20	Other	Unsubstantiated.	Student reported inappropriate comments and behavior by other students.
	1/30/20	2/6/20	2/6/20	Disability	Administratively closed.	Student reported inappropriate behavior by an employee.
21200 \$19:00 Color Unsubstantianed. Student reported languagesiate behavior by an employee.  1820 \$19:00 \$19:00 Color Unsubstantianed. Student reported unfair treatment by an employee.  1920 \$19:00 \$11:00 Race Administratively closed. Student reported unfair treatment by an employee.  1920 \$19:00 \$11:00 Race Administratively closed. Writing was removed. Student reported inappropriate behavior by an employee.  1920 \$19:00 \$11:00 Race Administratively closed. Writing was removed. Student reported inappropriate behavior by an employee.  1920 \$19:00 \$11:00 Race Administratively closed. Writing was removed. Student reported distinct wastering in residence hall.  1920 \$19:00 \$11:00 Race Administratively closed. Writing was removed. Student reported inappropriate behavior by an employee.  2020 \$19:00 \$10:00 Race Administratively closed. Writing was removed. Student reported inappropriate behavior by an employee.  2020 \$19:00 \$10:00 Race Administratively closed. Student reported inappropriate behavior by an employee.  2020 \$20:00 \$10:00 Race Administratively closed. Student reported inappropriate behavior by an employee.  2020 \$20:00 \$20:00 \$20:00 Race Race Administratively closed. Student reported inappropriate behavior by an employee.  2020 \$20:00 \$20:00 Race Race Race Administratively closed. Student reported inappropriate behavior by an employee.  2020 \$20:00 \$20:00 Race Race Race Race Administratively closed. Student reported inappropriate comments and behavior by an employee.  2020 \$20:00 \$10:00 Race Race Race Race Race Race Race Race	2/6/20	2/6/20	2/10/20	Race	Administratively closed.	Student reported inappropriate behavior by another student.
1820 21820 32720 Color Unsubstandard. Student apported under treatment by an employee.  1220 21820 41520 12120 22120 22120 222	2/5/20	2/6/20	2/21/20	Race	Administratively closed.	Student reported inappropriate comments by other students.
1920 91500 91500 91500 92500 9		2/12/20	5/19/20	Race	Substantiated.	Student reported inappropriate behavior by an employee.
219:00 311:00 Race Administratively closed. Student reported inappropriate behavior by an employee.  18:20 319:00 319:00 313:00 Race Administratively closed. Writing was removed. Student reported efficiency writing in residence hall.  19:20 219:00 313:00 Race Unsubstantiated. Student reported unfair treatment by an employee.  20:00 313:00 Race Administratively closed. Student reported inappropriate comment by an employee.  20:00 6:06:00 Secual harassument Unsubstantiated. Student reported inappropriate behavior by an employee.  20:00 9:03:00 Particular desired inspection of improved inappropriate behavior by an employee.  20:00 9:03:00 Particular desired inspection of improved inappropriate behavior by an employee.  20:00 9:03:00 Particular desired inspection of improved inappropriate comments by other students.  20:00 9:03:00 Particular desired inspection of improved inappropriate comments by other students.  20:00 9:03:00 Particular desired inspection of improved inappropriate comments by other students.  20:00 9:03:00 Particular desired inspection of improved inappropriate comments by an employee.  20:00 9:00 9:00 9:00 Particular desired inspection of improved inspection of	2/18/20	2/18/20	3/27/20	Color	Unsubstantiated.	Student reported unfair treatment by an employee.
1820 219:00 312:00 82:00 Race Administratively closed. Writing was removed. Student reported coffensive writing in residence ball 1920 219:00 313:00 Race Unsubstantated. Student reported unfair treatment by an employee. 2020 2020 312:00 Race Administratively closed. Student reported inappropriate comment by an employee. 2020 52:00 52:00 Secual harasiment Unsubstantated. Student reported inappropriate comment by an employee. 2020 22:00 92:00 92:00 Secual harasiment Unsubstantated. Student reported inappropriate behavior by an employee. 2020 22:00 92:00 92:00 Race, secual crientation Administratively closed. Student reported inappropriate comment by other students. 2020 22:00 92:00 92:00 Race, secual crientation Administratively closed. Student reported inappropriate comment and behavior by an employee. 2020 22:00 92:00 Packs, secual crientation Administratively closed. Student reported inappropriate comment and behavior by an employee. 2020 22:00 92:00 Student reported impropriate comment by another employee. 2020 22:00 92:00 Educity instantant crigin. age Unsubstanted. Student reported inappropriate comment by another employee. 2020 92:00 93:00 Student reported inappropriate comment and behavior by an employee. 2020 92:00 92:00 Educity instantant crigin. Substantant. 2020 92:00 92:00 Student reported inappropriate comment by another student. 2020 92:00 93:00 Student reported inappropriate comment and behavior by an employee. 2020 93:00 93:00 Other Administratively closed. Student reported inappropriate comments by another student. 2020 93:00 93:00 Other Administratively closed. Student reported unfor treatment by another student. 2020 93:00 93:00 Other Administratively closed. Student reported unfor treatment by another student.	2/12/20	2/18/20	4/15/20	Disability	Unsubstantiated	Employee reported unfair treatment by another employee.
1920 21920 31320 Bace Unaubstantiated. Student reported unfor treatment by an employee.  2020 31220 Face Administratively closed. Student reported inappropriate comment by an employee.  2020 5200 5200 5200 5200 5200 5200 520		2/19/20	3/11/20	Race	Administratively closed.	Student reported inappropriate behavior by an employee.
2020 31200 Bace Administratively closed. Student reported inappropriate comment by an employee.  2020 67600 Secual harassment Unsubstantiated. Student reported inappropriate behavior by an employee.  2020 97300 Behavior has employee.  2020 2020 Bace, secual orientation Administratively closed. Student reported inappropriate comments by other students.  2020 2020 Scoto Gender identity Unsubstantiated. Student reported inappropriate comments by other students.  2020 Scoto Gender identity Unsubstantiated. Student reported inappropriate comments and behavior by an employee.  2020 Scoto Scoto Gender identity Unsubstantiated. Employee reported unfair treatment by another employee.  2020 Scoto Scoto Behavior has employee.  2020 Scoto Scoto Scoto Behavior has employee.  2020 Scoto Scoto Scoto Scoto Scoto Gender identity Unsubstantiated. Employee reported unfair treatment by another employee.  2020 Scoto Sco	2/18/20	2/19/20	3/12/20	Race	Administratively closed. Writing was removed.	Student reported offensive writing in residence hall.
2000 6/300 Secual harassument Unsubstantiated. 3st party apported inappropriate behavior by an employee.  2000 9/300 9/300 Ethnicity tastional origin. Substantiated. Student reported inappropriate behavior by an employee.  2400 22500 5/200 Gender identity Unsubstantiated. Student reported inappropriate comments by other students.  2500 3/200 5/200 Gender identity Unsubstantiated. Student reported inappropriate comments and behavior by an employee.  2600 3/200 3/300 Ethnicity inational origin. ape Unsubstantiated. Employee reported unfair treatment by another employee.  2600 3/200 3/300 Race Administratively closed. Student reported inappropriate comments and behavior by an employee.  2820 3/200 3/300 Student reported inappropriate comment by another employee.  3500 3/300 Sexual extention Administratively closed. Student reported impropriate comment by another student.  3600 3/300 Sexual extention Administratively closed. Student reported impropriate comment by another student.  3720 3/300 3/300 Other Administratively closed. Student reported impropriate comment by another student.  3720 3/300 3/300 Other Administratively closed. Student reported unfair treatment by another student.	2/19/20	2/19/20	3/13/20	Race	Unsubstantiated.	Student reported unfair treatment by an employee.
2000 9/300 Principles Substantiated. Student reported inappropriate behavior by an employee.  2400 27500 27500 Price Section of Gender identity Unsubstantiated. Student reported inappropriate comments by other students.  2500 37500 37500 Price Section of Gender identity Unsubstantiated. Student reported imaging optical comments and behavior by an employee.  2500 37500 37500 Price Section of Gender identity Unsubstantiated. Employee reported unfair treatment by another employee.  2600 37500 37300 Price Administratively closed. Student reported inappropriate comment by another employee.  2820 27500 47420 Educity inational origin. Substantiated. Student reported inappropriate comment by another student.  2820 37500 37700 Secula crientation Administratively closed. Student reported inappropriate comments and behavior by an employee.  37500 37700 Secula crientation Administratively closed. Student reported inappropriate comment by another student.  37500 37700 Other Administratively closed. Student reported unspire resources by an employee.	2/20/20	2/20/20	3/12/20	Race	Administratively closed.	Student reported inappropriate comment by an employee.
2420 27520 27520 Pack, sexual orientation Administratively closed. Student apported inappropriate comments by other students.  2520 27520 57620 Gender identity Unsubstantiated. Student apported imagine propriate comments and behavior by an employee.  2620 37020 37020 Pack Pack Administratively closed. Employee reported imagine propriate comment by another employee.  2620 27820 37820 Advanced Pack Pack Administratively closed. Student reported imagine propriate comment by another student.  2620 27820 Advanced Pack Pack Pack Administratively closed. Student reported imagine propriate comment by another student.  2620 37920 Advanced Pack Pack Pack Pack Pack Pack Pack Pack		2/20/20	6/26/20	Sexual harassment	Unsubstantiated.	3rd party reported inappropriate behavior by an employee.
2500 27500 57600 Gender identity Unsubstantiated. Student apported inappropriate comments and behavior by an employee.  2600 37600 37300 Edmicity stational origin, age Unsubstantiated. Employee reported unifor treatment by another employee.  2620 27800 37300 Race Administratively closed. Student reported inappropriate comment by another student.  2820 27800 47400 Edmicity stational origin Substantiated. Student reported inappropriate comment by another student.  3520 37700 Secula orientation Administratively closed. Student reported inappropriate comments and behavior by an employee.  3520 37700 Secula orientation Administratively closed. Student reported inappropriate comments by another student.  3620 37700 Secula orientation Administratively closed. Student reported impropriate comments by another student.  3620 37700 Secula orientation Administratively closed. Student reported unifor treatment by an employee.	2/20/20	2/20/20	9/23/20	Ethnicity/national origin	Substantiated.	Student reported inappropriate behavior by an employee.
2/26/20 3/20/20 3/3/20 Edmicity transformed origin, age Unsubstantiated. Employee reported unfair treatment by another employee.  2/6/20 3/3/20 3/3/20 Race Administratively closed. Student reported inappropriate comment by another student.  2/6/20 2/28/20 4/24/20 Edmicity transform Substantiated. Student reported inappropriate comments and behavior by an employee.  3/6/20 3/17/20 Secual orientation Administratively closed. Student reported inappropriate comments and behavior by an employee.  3/6/20 3/5/20 3/3/20 Other Administratively closed. Student reported inappropriate comments by another student.  3/6/20 3/6/20 3/6/20 Other Administratively closed. Student reported unfair treatment by an employee.	2/24/20	2/25/20	2/25/20	Race, sexual orientation	Administratively closed.	Student reported inappropriate comments by other students.
260 27820 31320 Eace Administratively closed. Student sported inappropriate comment by another student.  2820 27820 47420 Educity stational origin Substantand. Student reported inappropriate comment and behavior by an employee.  35720 31720 Secula estention Administratively closed. Student reported inappropriate comments and behavior by an employee.  3520 3520 3520 Other Administratively closed. Student reported impropriate comments by another student.  3620 3520 Employee reported unifor treatment by an employee.	2/25/20	2/25/20	5/26/20	Gender identity	Unsubstantiated.	Student reported inappropriate comments and behavior by an employee.
2820 2/2820 4/2420 Ethnicity testional origin Substantiated. Student reported inappropriate comments and behavior by an employee.  3/5/20 3/1720 Secual orientation Administratively closed. Student reported inappropriate comments by another student.  3/5/20 3/5/20 3/5/20 Other Administratively closed. Student reported unfair treatment by an employee.  9/5/20 3/5/20 3/5/20 Other Administratively closed. Employee reported unspecified behavior by another employee.		2/26/20	3/20/20	Ethnicity/national origin, age	Unsubstantiated.	Employee reported unfair treatment by another employee.
35/20 31/170 Sexual orientation Administratively closed. Student reported inappropriate comments by another student.  300 35/20 33/20 Other Administratively closed. Student reported unfair treatment by an employee.  900 39/20 31/20 Other Administratively closed. Employee reported unspecified behavior by another employee.	2/26/20	2/28/20	3/13/20	Race	Administratively closed.	Student reported inappropriate comment by another student.
320 3520 3900 Other Administratively closed. Stadent reported unfair treatment by an employee. 920 3900 31220 Other Administratively closed. Employee reported unspecified behavior by another employee.	2/28/20	2/28/20	4/24/20	Ethnicity/national origin	Substantiated.	Student reported inappropriate comments and behavior by an employee.
9/20 3/9/20 Other Administratively closed. Employee reported unspecified behavior by another employee.		3/5/20	3/17/20	Sexual orientation	Administratively closed.	Student reported inappropriate comments by another student.
	3/3/20	3/5/20	3/30/20	Other	Administratively closed.	Student reported unfair treatment by an employee.
9/0 3/9/0 3/23/0 Ethnicity/national origin Administratively closed. Student reported inappropriate comments and behavior by other students.	3/9/20	3/9/20	3/12/20	Other	Administratively closed.	Employee reported unspecified behavior by another employee.
	3/9/20	3/9/20	3/23/20	Ethnicity/national origin	Administratively closed.	Student reported inappropriate comments and behavior by other students.

3/12/20	4/1/20	Race	Unsubstantiated.	Student reported unfair treatment by an employee.
3/12/20	4/27/20	Race	Unsubstantiated.	Employee reported inappropriate comments and behavior by another employee.
3/24/20	4/28/20	Ethnicity/national origin	Substantiated.	Unknown party reported inappropriate comments by a student.
4/8/20	4/27/20	Color, race, retaliation	Administratively closed.	Student reported inappropriate behavior by another student.
4/27/20	4/27/20	Gender/sex	Administratively closed.	Employee reported inappropriate comments and behavior by another employee.
4/27/20	5/6/20	Ethnicity/national origin	Substantiated.	Student reported inappropriate comment by another student.
4/27/20	6/8/20	Race	Substantiated.	3rd party reported inappropriate comments by a student.
5/4/20	5/12/20	Race	Administratively closed.	Employee reported inappropriate comment by a student.
5/19/20	6/9/20	Other	Administratively closed.	3rd party reported inappropriate behavior by an employee.
6/1/20	6/1/20	Race	Administratively closed.	Unknown party reported inappropriate comments made by a 3rd party.
6/3/20	6/3/20	Race	Administratively closed.	Student reported inappropriate comments made by a 3rd party.
6/3/20	6/4/20	Race	Administratively closed.	3rd party reported inappropriate comments made by a 3rd party.
6/3/20	6/9/20	Race	Substantiated.	Students reported inappropriate behavior by another student.
6/3/20	7/6/20	Race, color	Substantiated.	Students and 3rd parties reported inappropriate comments by a student.
6/4/20	6/12/20	Race	Administratively closed.	Employees reported inappropriate behavior by another employee.
6/4/20	6/12/20	Retaliation	Administratively closed.	Student reported unfair treatment by an employee.
6/5/20	7/1/20	Race	Substantiated.	3rd party reported inappropriate comments by a student.
6/7/20	6/17/20	Race	Substantiated.	Employee reported inappropriate comments by another employee.
6/8/20	6/10/20	Race	Substantiated.	Unknown party reported inappropriate comments by an employee.
6/14/20	7/24/20	Gender/sex	Administratively closed.	Student reported inappropriate comments and behavior by employees.
6/18/20	8/12/20	Race	Substantiated.	3rd party reported inappropriate comments and behavior by an employee.
6/25/20	7/31/20	Race	Administratively closed.	Student reported inappropriate behavior by another student.
	1/12/20 1/24/20 1/24/20 1/27/20 1/27/20 1/27/20 1/4/20 1/4/20 1/3/20 1/3/20 1/3/20 1/4/20 1/4/20 1/4/20 1/4/20 1/4/20	1/12/20 1/12/20		