

**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 [Office of Student Conduct](#). 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, [RESPECT](#), 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](#)

DATE OF INSTANCE	DATE REPORTED	DATE CLOSED	CLASSIFICATION	STATUS	SUMMARY
	1/6/20	2/26/20	Retaliation, disability	Unsubstantiated.	Student reported inappropriate behavior by an employee.
	1/7/20	4/24/20	Sexual harassment	Substantiated.	Student reported inappropriate comments and behavior by an employee.
	1/8/20	1/15/20	Race, gender/sex	Administratively closed.	Employee reported unfair treatment by other employees.
8/1/19	1/9/20	1/27/20	Race	Unsubstantiated.	Student reported inappropriate comments by an employee.
9/14/19	1/23/20	3/11/20	Sexual harassment, race	Administratively closed.	Student reported inappropriate comments by another student.
12/18/19	1/24/20	1/28/20	Disability	Administratively closed.	Student reported inappropriate comment by an employee.
1/3/20	1/28/20	3/12/20	Sexual harassment	Substantiated.	Students reported inappropriate comments by an employee.
12/18/18	1/28/20	3/26/20	Disability	Administratively closed.	Student reported inappropriate comments and behavior by an employee.
1/24/20	1/29/20	3/13/20	Race	Substantiated.	Students reported inappropriate comment by another student.
1/29/20	1/30/20	4/24/20	Gender/sex	Unsubstantiated.	Student reported unfair treatment by an employee.
2/1/20	2/3/20	3/6/20	Disability, retaliation	Unsubstantiated.	Employee reported unfair treatment by another employee.
	2/5/20	4/6/20	Race	Unsubstantiated.	Student reported unfair treatment by an employee.
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.
2/6/20	2/6/20	2/10/20	Race	Administratively closed.	Student reported inappropriate behavior by another student.
3/5/20	2/6/20	2/21/20	Race	Administratively closed.	Student reported inappropriate comments by other students.
	2/12/20	5/19/20	Race	Substantiated.	Student reported inappropriate behavior by an employee.
2/18/20	2/18/20	3/27/20	Color	Unsubstantiated.	Student reported unfair treatment by an employee.
2/12/20	2/18/20	4/15/20	Disability	Unsubstantiated.	Employee reported unfair treatment by another employee.
	2/19/20	3/11/20	Race	Administratively closed.	Student reported inappropriate behavior by an employee.
2/18/20	2/19/20	3/12/20	Race	Administratively closed. Writing was removed.	Student reported offensive writing in residence hall.
2/19/20	2/19/20	3/13/20	Race	Unsubstantiated.	Student reported unfair treatment by an employee.
2/20/20	2/20/20	3/12/20	Race	Administratively closed.	Student reported inappropriate comment by an employee.
	2/20/20	6/26/20	Sexual harassment	Unsubstantiated.	3rd party reported inappropriate behavior by an employee.
2/20/20	2/20/20	9/23/20	Ethnicity/national origin	Substantiated.	Student reported inappropriate behavior by an employee.
2/24/20	2/25/20	2/25/20	Race, sexual orientation	Administratively closed.	Student reported inappropriate comments by other students.
2/25/20	2/25/20	5/26/20	Gender identity	Unsubstantiated.	Student reported inappropriate comments and behavior by an employee.
	2/26/20	3/20/20	Ethnicity/national origin, age	Unsubstantiated.	Employee reported unfair treatment by another employee.
2/26/20	2/28/20	3/13/20	Race	Administratively closed.	Student reported inappropriate comment by another student.
2/28/20	2/28/20	4/24/20	Ethnicity/national origin	Substantiated.	Student reported inappropriate comments and behavior by an 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.
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	3/12/20	4/27/20	Race	Unsubstantiated.	Employee reported inappropriate comments and behavior by another employee.
3/23/20	3/24/20	4/28/20	Ethnicity/national origin	Substantiated.	Unknown party reported inappropriate comments by a student.
4/7/20	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.
3/9/20	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.
5/1/20	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	6/1/20	Race	Administratively closed.	Unknown party reported inappropriate comments made by a 3rd party.
6/3/20	6/3/20	6/3/20	Race	Administratively closed.	Student reported inappropriate comments made by a 3rd party.
6/3/20	6/3/20	6/4/20	Race	Administratively closed.	3rd party reported inappropriate comments made by a 3rd party.
6/3/20	6/3/20	6/9/20	Race	Substantiated.	Students reported inappropriate behavior by another student.
6/3/20	6/3/20	7/6/20	Race, color	Substantiated.	Students and 3rd parties reported inappropriate comments by a student.
6/3/20	6/4/20	6/12/20	Race	Administratively closed.	Employees reported inappropriate behavior by another employee.
6/3/20	6/4/20	6/12/20	Retaliation	Administratively closed.	Student reported unfair treatment by an employee.
6/5/20	6/5/20	7/1/20	Race	Substantiated.	3rd party reported inappropriate comments by a student.
6/2/20	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	6/18/20	8/12/20	Race	Substantiated.	3rd party reported inappropriate comments and behavior by an employee.
4/18/20	6/25/20	7/31/20	Race	Administratively closed.	Student reported inappropriate behavior by another student.