

ST. JOHN'S UNIVERSITY
OFFICE OF EQUAL OPPORTUNITY AND COMPLIANCE
BIRT LOG (BIAS INSTANCES REPORT TRACKER)
SPRING 2018

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
	7/18/17	5/4/18	Gender/sex	Unsubstantiated	Employee reported inappropriate behavior by another employee.
	8/18/17		Gender/sex	Administratively closed	3rd party reported inappropriate comments and behavior by an employee.
	9/15/17	5/1/18	Ethnicity/national Origin	Substantiated	Student reported inappropriate comment by an employee.
Fall 2017	1/22/18	5/22/18	Race	Substantiated	Students reported inappropriate behaviors by an employee.
	1/29/18	6/4/18	Ethnicity/national origin, race	Substantiated	Student reported inappropriate comment by another student.
	Feb-18	4/3/18	Sexual harassment, other	Administratively closed	Student reported inappropriate behavior by an employee.
	2/13/18	3/28/18	Gender/sex	Unsubstantiated	Unknown party reported inappropriate behavior by an employee.
	2/14/18	4/6/18	Sexual Harassment	Substantiated	Employee reported inappropriate behavior by another employee.
	2/15/18	5/4/18	Ethnicity/national origin	Substantiated	Student reported inappropriate comment by an employee.
2/15/18	2/16/18	5/2/18	Religion, other	Unsubstantiated	Student reported inappropriate comment by an employee.
Fall 2016 - Spring 2017	2/21/18	6/4/18	Sexual harassment, other	Administratively closed	Employee reported inappropriate comment by another employee.
	2/21/18	1/27/20	Sexual harassment	Administratively closed	3rd party reported inappropriate comments and behavior by an employee.
2/27/18	2/27/18	3/8/18	Ethnicity/national origin	Administratively closed	Student reported inappropriate comment by an employee.
2/27/18	2/28/18	3/8/18	Ethnicity/national origin	Administratively closed	Student reported inappropriate comment by an employee.
4/1/17	3/1/18	5/17/18	Sexual harassment	Unsubstantiated	Student reported inappropriate behavior by an employee.
	3/7/18	3/13/18	Race	Administratively closed	Employee reported inappropriate behavior by another employee.
3/8/18	3/8/18	3/13/18	Race	Unsubstantiated	Student reported being racially profiled by a student worker.
3/7/18	3/12/18	5/15/18	Ethnicity/national origin	Administratively closed	Student reported inappropriate behavior by another student.
3/8/18	3/13/18	3/20/18	Race	Administratively closed	Employee reported inappropriate comment by another employee.
Dec-17	3/13/18	5/22/18	Other	Unsubstantiated	Student reported inappropriate behavior by an employee.
2/15/18	3/19/18	4/24/18	Race	Administratively closed	Student reported inappropriate behavior by an employee.
3/18/18	3/19/18	4/26/18	Race	Administratively closed	Student reported inappropriate comment by another student.
	3/19/18	4/27/18	Race	Administratively closed	Employee reported inappropriate comment by a 3rd party.
	3/19/18	6/4/18	Race, ethnicity/national origin	Administratively closed	Employee reported unfair treatment by another employee.
	3/20/18	4/30/18	Disability	Unsubstantiated	Student reported inappropriate comment by an employee.
3/8/18	3/26/18	5/7/18	Sexual orientation	Administratively closed	Student reported inappropriate comment by an employee.
Nov-17	4/4/18	5/22/18	Sexual harassment	Substantiated	Employee reported inappropriate behavior by another employee.
	4/5/18		Disability	Administratively closed	Employee reported unfair treatment by another employee.
4/6/18	4/6/18		Race	Administratively closed	Student reported being racially profiled by an employee.
	4/9/18	6/4/18	Race	Administratively closed	Employee reported unfair treatment by another employee.
3/27/18	4/9/18	6/25/18	Race	Unsubstantiated	Students reported unfair treatment by employees.
	4/11/18	6/4/18	Race	Administratively closed	Student reported unfair treatment by employees.
	4/12/18	11/28/18	Gender, age	Unsubstantiated	Employee reported unfair treatment by another employee.
4/13/18	4/13/18		Sexual orientation	Substantiated	Employee reported inappropriate comment by a student.
Week of 4/9/2018	4/13/18	5/31/18	Race	Administratively closed	Student reported inappropriate comment by an employee.
	4/16/18	6/20/18	Gender, other	Unsubstantiated	Employee reported inappropriate comments and unfair treatment by an employee.

4/18/18	4/19/18	5/14/18	Race	Substantiated	Student reported inappropriate behavior by other students.
4/14/18	4/27/18	5/7/18	Religion	Administratively closed. Posters were removed.	Student reported inappropriate posters displayed on campus.
	4/27/18	7/11/18	Race, gender	Unsubstantiated	Student reported inappropriate comments and unfair treatment by an employee.
5/2/18	5/3/18	5/31/18	Race	Administratively closed	Employee reported that a student accused the employee of inappropriate behavior.
	5/3/18		Gender, age, other	Unsubstantiated	Student reported inappropriate comments by an employee.
	5/8/18		Race	Administratively closed	Student reported unfair treatment by a 3rd party.
5/9/18	5/11/18	5/21/18	Race	Administratively closed	Student reported inappropriate behavior by an employee.
	5/14/18	6/5/18	Sexual harassment, retaliation, other	Unsubstantiated	Student reported inappropriate behaviors by an employee.
	5/16/18	5/31/18	Other	Administratively closed	Student reported unfair treatment by an employee.
	5/17/18	7/2/18	Race	Administratively closed	Student reported being racially profiled by an employee.
	5/18/18	5/30/18	Sexual harassment, other	Administratively closed	Student reported inappropriate behaviors by employees.
5/15/18	5/21/18	5/30/18	Other	Administratively closed	Employee reported unprofessional behavior by another employee.
5/10/18	5/30/18	7/31/18	Race	Unsubstantiated	Student reported inappropriate behavior by an employee.
	6/12/18	6/20/18	Sexual harassment, non-sexualization	Unsubstantiated	3rd party reported inappropriate behavior by an employee.
	6/12/18	8/20/18	Sexual harassment and retaliation	Unsubstantiated	Employee reported inappropriate comments and behavior by another employee.
	6/13/18		Sexual harassment	Administratively closed	Student reported inappropriate comments by a 3rd party.
	6/21/18	7/3/18	Religion	Administratively closed	Student reported unfair treatment by employees.
6/19/18	6/21/18	10/2/18	Gender/sex	Unsubstantiated.	Employee reported inappropriate comment by another employee.