

ST. JOHN'S UNIVERSITY
OFFICE OF EQUAL OPPORTUNITY AND COMPLIANCE
BIRT LOG (BIAS INSTANCES REPORT TRACKER)
SPRING 2019

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
	1/2/19	1/4/19	Race	Administratively closed.	Student reported unfair treatment and inappropriate comments by an unknown party.
	1/7/19	1/25/19	Sexual harassment	Administratively closed.	Student reported inappropriate behavior by a 3rd party.
1/4/19	1/7/19	3/18/19	Sexual orientation	Unsubstantiated.	Student reported inappropriate comments by another student.
	1/11/19	1/16/19	Religion	Administratively closed.	Employee reported inappropriate comments and behaviors by another employee.
	1/15/19	3/1/19	Disability	Unsubstantiated.	Employee reported unfair treatment by another employee.
	1/16/19	1/31/19	Other	Administratively closed.	Employee reported unfair treatment by another employee.
1996	1/17/19	2/6/19	Sexual harassment	Administratively closed.	3rd party reported inappropriate behaviors by an employee.
	1/19/19	2/6/19	Sexual harassment, ethnicity/national origin	Administratively closed.	Student reported inappropriate comments and behavior by an employee.
4/1/12	1/21/19	3/28/19	Ethnicity/national origin, veteran/military status	Unsubstantiated.	Student reported inappropriate comments by an employee.
	1/22/19	3/1/19	Retaliation	Unsubstantiated.	Employee reported unfair treatment by other employees.
1/24/19	1/25/19	2/6/19	Gender identity	Administratively closed.	Student reported inappropriate comments by an employee.
1/26/19	1/26/19	2/15/19	Race	Administratively closed.	Student reported inappropriate behavior by an employee.
1/28/19	1/28/19	3/13/19	Race	Administratively closed.	Student reported inappropriate behavior by a 3rd party.
1/31/19	2/1/19	2/14/19	Gender/sex	Administratively closed.	Student reported inappropriate comments by an employee.
2/1/19	2/4/19	3/1/19	Race	Administratively closed.	Student reported inappropriate comment by an employee.
	2/4/19	3/11/19	Gender/sex	Unsubstantiated.	Employee reported inappropriate comments and behavior by another employee.
2/7/19	2/7/19	4/16/19	Race	Unsubstantiated.	Employee reported unfair treatment by another employee.
	2/11/19	2/12/19	Race	Administratively closed.	Student reported inappropriate comments by another student.
2/8/19	2/11/19	5/14/19	Race	Unsubstantiated.	Student reported unfair treatment by an employee.
	2/12/19	3/28/19	Age	Unsubstantiated.	Employee reported unfair treatment by another employee.
2/12/19	2/14/19	3/1/19	Sexual harassment	Unsubstantiated.	Student reported inappropriate comments and behavior by an employee.
2/14/19	2/14/19	3/1/19	Ethnicity/national origin	Administratively closed.	Student reported inappropriate behavior by an employee.
2/14/19	2/15/19	3/12/19	Sexual harassment	Unsubstantiated.	Student reported inappropriate behavior by an employee.
	2/19/19	2/20/19	Other	Administratively closed.	Student reported unfair treatment by an employee.
1/30/19	2/20/19	3/26/19	Race	Unsubstantiated.	Students reported inappropriate comments by an employee.
	2/21/19	2/26/19	Other	Administratively closed.	Employee reported unfair treatment by another employee.
2/21/19	2/21/19	4/15/19	Sexual orientation	Unsubstantiated.	Student reported inappropriate comment by another student.
2/22/19	2/23/19	12/19/19	Gender/sex, gender identity, sexual orientation, color, race	Administratively closed.	Students reported inappropriate behavior by another student.
2/1/19	3/1/19	4/2/19	Sexual orientation	Unsubstantiated.	Student reported inappropriate comments by another student.
	3/6/19	3/12/19	Ethnicity/national origin	Unsubstantiated.	Employee reported unfair treatment by another employee.
3/13/19	3/13/19	3/29/19	Race	Unsubstantiated.	Student reported unfair treatment by an employee.
3/15/19	3/18/19	5/7/19	Ethnicity/national origin	Unsubstantiated.	Student reported inappropriate comments by an employee.
3/18/19	3/19/19	5/23/19	Gender/sex	Unsubstantiated.	Student reported unfair treatment by an employee.
3/18/19	3/21/19	4/9/19	Ethnicity/national origin	Administratively closed.	Student reported inappropriate comments and behavior by another student.
2/17/19	3/21/19	4/15/19	Non-discrimination, race	Unsubstantiated.	Student reported inappropriate comments and behaviors by an employee.
	3/21/19	4/30/19	Race, ethnicity/national origin, religion, sexual orientation	Unsubstantiated.	Students reported inappropriate comments by other students.

	3/21/19	4/30/19	Race, ethnicity/national origin, religion, sexual orientation	Substantiated	Students reported inappropriate comments by other students.
	3/22/19	4/16/19	Retaliation	Unsubstantiated	Employee reported unfair treatment by another employee.
	3/22/19	6/25/19	Sexual harassment	Substantiated	Student reported inappropriate behavior by an employee.
	3/26/19	4/10/19	Disability	Administratively closed	Student reported unfair treatment by an employee.
	3/26/19	5/16/19	Ethnicity/national origin	Substantiated	Student reported inappropriate comments by other students.
	3/27/19	5/15/19	Gender/sex	Unsubstantiated	Student reported inappropriate comments by another student.
3/13/19	3/29/19	5/7/19	Race	Unsubstantiated	Student reported inappropriate comment by an employee.
3/28/19	4/2/19	4/9/19	Other	Administratively closed	Student reported unprofessional behavior by an employee.
4/3/19	4/3/19	5/8/19	Gender/sex	Substantiated	Student reported inappropriate comments by an employee.
4/3/19	4/3/19	5/22/19	Sexual harassment	Substantiated	Employee reported inappropriate behavior by another employee.
4/4/19	4/4/19	6/24/19	Disability	Substantiated	3rd parties reported inappropriate comments by students.
4/8/19	4/8/19	4/28/19	Age, race	Administratively closed	Student reported unfair treatment by an employee.
10/10/18	4/8/19	5/23/19	Allegation/citizenship status	Substantiated	Student reported inappropriate comments by an employee.
4/9/19	4/11/19	6/11/19	Gender/sex	Substantiated	Student reported inappropriate comments by another student.
	4/12/19	5/3/19	Race	Administratively closed	Student reported unfair treatment by an employee.
	4/12/19	5/8/19	Gender/sex	Administratively closed	Employee reported unfair treatment by another employee.
4/12/19	4/13/19	4/13/19	Other	Administratively closed	Unknown party made an unspecified complaint.
	4/14/19	4/23/19	Other	Administratively closed	Student reported unprofessional behavior by an employee.
4/13/19	4/14/19	5/7/19	Race	Administratively closed	Students reported inappropriate comments by employees.
	4/22/19	1/15/20	Race, gender/sex	Unsubstantiated	Employee reported unfair treatment by another employee.
	4/23/19	5/13/19	Sexual harassment	Administratively closed	Student reported inappropriate behavior by an employee.
3/21/19	4/23/19	6/3/19	Race	Unsubstantiated	Student reported inappropriate comments by an employee.
4/25/19	4/26/19	7/31/19	Gender/sex, race, religion	Substantiated	Students reported inappropriate comments by another student.
	4/29/19	5/23/19	Race, other	Unsubstantiated	Student reported inappropriate comments by an employee.
	5/1/19	5/7/19	Other	Administratively closed	Student reported unprofessional behavior by an employee.
12/5/17	5/1/19	6/3/19	Disability, retaliation	Unsubstantiated	Student reported inappropriate behavior by an employee.
4/1/18	5/1/19	6/3/19	Retaliation	Administratively closed	Student reported unfair treatment by an employee.
	5/1/19	7/1/19	Age, gender/sex	Unsubstantiated	Employee reported unfair treatment by another employee.
	5/1/19	7/17/19	Race	Substantiated	Student reported inappropriate comments made by an employee.
	5/1/19	7/29/19	Gender/sex, other	Unsubstantiated	Student reported inappropriate comments by an employee.
4/25/19	5/3/19	5/29/19	Gender/sex	Administratively closed	Employee reported inappropriate behavior by another employee.
	5/7/19	12/9/19	Sexual harassment	Administratively closed	Employee reported inappropriate behavior by a 3rd party.
	5/8/19	5/10/19	Gender/sex, age	Administratively closed	Employee reported unfair treatment by another employee.
5/7/19	5/9/19	6/20/19	Gender/sex, gender identity	Unsubstantiated	Student reported inappropriate behavior by an employee.
	5/10/19	6/5/19	Gender/sex	Administratively closed	Student reported unfair treatment by an employee.
5/9/19	5/13/19	7/11/19	Gender/sex, sexual orientation	Unsubstantiated	Student reported unfair treatment by an employee.
5/14/19	5/15/19	5/17/19	Ethnicity/national origin, race	Administratively closed	Student reported unfair treatment by an employee.
5/1/19	5/15/19	6/12/19	Gender/sex	Unsubstantiated	Employee reported unfair treatment by other employees.
5/14/19	5/16/19	5/31/19	Sexual harassment	Administratively closed	Student reported inappropriate comments by an employee.
	5/20/19	5/21/19	Gender/sex, retaliation	Administratively closed	Employee reported unfair treatment by other employees.
	5/21/19	6/19/19	Gender/sex	Administratively closed	Employee reported inappropriate comments by another employee.
	5/31/19	7/15/19	Race, gender/sex	Administratively closed	Student reported unfair treatment by an employee.
6/12/19	6/12/19	11/4/19	Gender identity, sexual orientation, race, religion, ethnicity/national origin	Substantiated	Employee reported inappropriate comments by other employees.
6/14/19	6/17/19	6/20/19	Race, gender/sex	Administratively closed	Employee reported inappropriate comment by a 3rd party.
6/11/19	6/17/19	6/20/19	Sexual harassment	Administratively closed	Student reported inappropriate behavior by a 3rd party.
	6/20/19	6/24/19	Other	Administratively closed	Student reported inappropriate behavior by a 3rd party.
6/19/19	6/20/19	11/15/19	Sexual orientation	Unsubstantiated	Student reported inappropriate comments by other students.
6/24/19	6/27/19	8/9/19	Religion, retaliation	Unsubstantiated	Employee reported unfair treatment by another employee.