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