

ST. JOHN'S UNIVERSITY
OFFICE OF EQUAL OPPORTUNITY AND COMPLIANCE
BIRT LOG (BIAS INSTANCES REPORT TRACKER)
FALL 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
Fall 2017	7/15/18	7/31/18	Sexual orientation	Unsubstantiated	Student reported inappropriate comments and behavior by an employee.
7/15/18	7/16/18	7/30/18	Race	Substantiated	3rd party reported inappropriate comments by a student.
8/16/18	8/18/18		Race	Substantiated	3rd party reported inappropriate comments by an employee.
Spring 2018	8/26/18	9/19/18	Sexual harassment	Unsubstantiated	Student reported inappropriate behavior by an employee.
	8/29/18	9/20/18	Gender/sex	Substantiated	Employee reported inappropriate comments by another employee.
	8/30/18	9/6/18	Race, ethnicity/national origin	Administratively closed	Student reported inappropriate comments by other students.
9/11/18	9/30/18	10/19/18	Race, ethnicity/national origin	Substantiated	Employee reported inappropriate comment by another employee.
9/11/18	9/5/18	9/12/18	Possible sexual harassment	Administratively closed	Student reported inappropriate behavior by an employee.
	9/5/18		Race	Administratively closed	Students reported inappropriate behaviors by other students.
9/6/18	9/6/18	9/12/18	Possible sexual harassment	Administratively closed	Student reported inappropriate comments by an employee.
	9/6/18	9/20/18	Other	Administratively closed	Student reported inappropriate comments and behavior by an employee.
9/10/18	9/10/18		Sexual orientation	Administratively closed. Posters were removed.	Employee reported defacing of posters in a residence hall.
9/7/18	9/11/18		Race	Administratively closed. Graffiti was removed.	3rd party reported inappropriate graffiti on University property.
9/27/18	9/11/18	10/19/18	Sexual harassment	Unsubstantiated	Student reported inappropriate comments and behaviors by an employee.
	9/12/18		Religion	Administratively closed	Student reported unfair treatment by an employee.
9/13/18	9/13/18	10/22/18	Race	Unsubstantiated	Student reported being racially profiled by employee.
9/13/18	9/14/18	10/11/18	Sexual orientation	Administratively closed.	Student reported inappropriate comments by another student.
9/13/18	9/14/18	10/9/18	Race	Substantiated	Student reported inappropriate comments by another student.
9/15/18	9/16/18	11/6/18	Race, ethnicity/national origin	Unsubstantiated	Students reported inappropriate comments by another student.
	9/17/18	10/4/18	Race, other	Administratively closed.	Student reported inappropriate comments by an employee.
9/15/18	9/17/18	10/4/18	Sexual harassment	Administratively closed.	Student reported inappropriate drawing in residence hall.
	9/17/18	11/14/18	Gender/sex	Unsubstantiated	Employee reported unfair treatment by another employee.
9/18/18	9/18/18	9/18/18	Other	Administratively closed.	Student reported inappropriate behavior by an employee.
	9/18/18	9/20/18	Sexual harassment	Administratively closed.	Student reported inappropriate comments by an employee.
9/17/18	9/19/18	10/11/18	Race, color	Administratively closed.	Student reported inappropriate comments by another student.
	9/19/18	12/10/18	Age, gender/sex, race	Unsubstantiated	Employee reported inappropriate comments by another employee.
9/17/18	9/19/18	10/4/19	Race, color	Administratively closed.	Student reported inappropriate comments by another student.
9/21/18	9/21/18	11/26/18	Race, ethnicity/national origin	Substantiated	Student reported inappropriate comments by another student.
	10/5/18	11/6/18	Sexual harassment	Unsubstantiated	Student reported inappropriate behavior by an employee.
	10/5/18	3/6/19	Race	Unsubstantiated	Student reported inappropriate comments by another student.
10/3/18	10/8/18	11/6/18	Race, color, ethnicity/national origin	Unsubstantiated	Student reported inappropriate comments and behavior by an employee.
	10/9/18	10/29/18	Gender/sex	Unsubstantiated	Employee reported unfair treatment by another employee.
	10/9/18	11/14/18	Other	Administratively closed.	Student reported inappropriate behavior by an employee.
10/9/18	10/9/18	11/6/18	Color	Administratively closed.	Student reported inappropriate behavior by an employee.
10/8/18	10/9/18	12/12/18	Race	Substantiated	Student reported inappropriate comments and behavior by another student.
	10/9/18	12/18/18	Gender/sex, race, religion	Substantiated	Students reported inappropriate comments by an employee.
	10/10/18	11/27/18	Disability, sexual harassment	Substantiated	Employee reported inappropriate comments by another employee.

10/4/18	10/15/18	11/13/18	Sexual harassment	Administratively closed.	Student reported inappropriate behavior by a 3rd party.
	10/16/18	10/30/18	Ethnicity/national origin	Administratively closed.	Student reported inappropriate behaviors by other students.
10/15/18	10/16/18	11/19/18	Sexual orientation	Administratively closed.	Student reported inappropriate comment by another student.
	10/18/18	1/17/19	Ethnicity/national origin	Substantiated.	Students reported inappropriate comments by another student.
	10/23/18	11/20/18	Sexual harassment	Administratively closed.	Students reported inappropriate behavior by employees.
	10/26/18	12/6/18	Race	Administratively closed.	Student reported inappropriate comments and behaviors by other students.
10/27/18	10/29/18	11/6/18	Gender/sex	Administratively closed.	Employee reported unfair treatment by another employee.
10/27/18	10/29/18	12/10/18	Sexual harassment	Administratively closed.	Student reported inappropriate comments and behavior by an employee.
	10/30/18	11/20/18	Race	Administratively closed.	Student reported inappropriate comments by an employee.
10/30/18	10/30/18	11/26/18	Race	Substantiated.	Student reported being racially profiled by other students.
	10/30/18	11/26/18	Race	Administratively closed.	3rd party reported unfair treatment by employee.
10/30/18	11/2/18	11/2/18	Age	Administratively closed.	Unknown party reported inappropriate behavior by an employee.
11/2/18	11/6/18	2/8/19	Ethnicity/national origin, religion, disability	Substantiated.	Employees reported inappropriate comments and behavior by another employee.
	11/7/18	6/10/19	Gender/sex, sexual orientation	Unsubstantiated.	Employee reported unfair treatment by another employee.
11/6/18	11/8/18	11/29/18	Race, ethnicity/national origin	Unsubstantiated.	Student reported inappropriate comments by another student.
	11/8/18	12/4/18	Race	Administratively closed.	Student reported inappropriate comments by another student.
10/29/18	11/8/18	1/4/19	Race, ethnicity/national origin	Substantiated.	Student reported inappropriate comments by an employee.
11/2/18	11/9/18	11/16/18	Disability	Substantiated.	Student reported inappropriate comments by an employee.
11/8/18	11/9/18	12/13/18	Race	Unsubstantiated.	Student reported inappropriate comments by an employee.
	11/9/18	1/2/19	Other	Administratively closed.	Employee reported unfair treatment by another employee.
	11/11/18	12/4/18	Ethnicity/national origin	Administratively closed.	Student reported inappropriate comments by another student.
11/14/18	11/14/18	12/4/18	Gender identity	Administratively closed.	Student reported unfair treatment by employees.
11/15/18	11/19/18	11/29/18	Other	Administratively closed.	Employee reported concerning comments by another employee.
11/18/18	11/19/18	4/2/19	Race, ethnicity/national origin	Substantiated.	Student reported inappropriate comments by another student.
	11/25/18	5/6/19	Retaliation	Unsubstantiated.	Student reported unfair treatment by employees.
	11/30/18	2/12/19	Disability	Unsubstantiated.	Student reported inappropriate comments and behavior by an employee.
	12/3/18	2/15/19	Race	Unsubstantiated.	Student reported unfair treatment by an employee.
12/3/18	12/4/18	2/12/19	Race	Substantiated.	Student reported inappropriate comments by an employee.
10/9/2018 and 10/17/2018	12/4/18	2/21/19	Sexual orientation, ethnicity/national origin	Substantiated.	Student reported inappropriate comments by another student.
	12/4/18	3/11/19	Sexual harassment	Substantiated.	Students reported inappropriate behavior by an employee.
10/5/18	12/10/18	3/18/19	Sexual orientation, gender identity	Administratively closed.	Student reported inappropriate comments by another student.
12/10/18	12/11/18	1/7/19	Other	Administratively closed.	Student reported inappropriate behavior by an employee.
12/13/18	12/13/18	1/4/19	Race, religion	Unsubstantiated.	Student reported inappropriate comments by another student.
12/14/18	12/14/18	1/17/19	Sexual harassment	Substantiated.	Student reported inappropriate behavior by an employee.
12/15/18	12/17/18	1/4/19	Sexual harassment	Administratively closed.	Student reported inappropriate comments by an employee.
9/5/18	12/20/18	1/2/19	Disability	Administratively closed.	Student reported inappropriate comments and behavior by an employee.
12/2/18	12/24/18	1/2/19	Disability	Administratively closed.	Student reported inappropriate comment by another student.
	12/27/18	3/15/19	Gender/sex	Unsubstantiated.	Student reported inappropriate behavior by an employee.