

ST. JOHN'S UNIVERSITY
OFFICE OF EQUAL OPPORTUNITY AND COMPLIANCE
BIRT LOG (BIAS INSTANCES REPORT TRACKER)
FALL 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
7/11/19	7/14/19	9/6/19	Ethnicity/national origin, race	Unsubstantiated.	3rd party reported unfair treatment by employees.
5/21/19	7/18/19	9/26/19	Race	Administratively closed.	Employees reported inappropriate comments by a student.
7/23/19	7/23/19	8/9/19	Sexual harassment	Administratively closed.	Employee reported inappropriate comment by a 3rd party.
	7/23/19	10/15/19	Race, color, sexual harassment	Substantiated.	Student reported inappropriate comments and behavior by an employee.
7/20/19	7/23/19	10/21/19	Race	Unsubstantiated.	Students reported inappropriate behavior by an employee.
7/23/19	7/23/19	9/26/19	Race, sexual orientation, sexual harassment	Administratively closed.	Student reported defacing of classroom by 3rd parties.
7/20/19	7/23/19	9/10/19	Gender/sex	Administratively closed.	Student reported unfair treatment by employees.
	7/24/19	8/9/19	Age, gender/sex	Administratively closed.	Employee reported unfair treatment by other employees.
	7/31/19	10/14/19	Gender/sex	Substantiated.	Student reported unfair treatment by employees.
8/6/19	8/7/19	10/15/19	Race	Substantiated.	Students reported inappropriate comments by another student.
8/1/19	8/8/19	10/3/19	Age, gender/sex	Unsubstantiated.	Employee reported unfair treatment by another employee.
8/12/19	8/12/19	9/16/19	Gender/sex, race	Unsubstantiated.	Employee reported inappropriate behavior by another employee.
7/25/19	8/13/19	10/25/19	Age	Unsubstantiated.	Employee reported unfair treatment by another employee.
	8/20/19	9/12/19	Race, gender/sex	Unsubstantiated.	Student reported unfair treatment by an employee.
	8/21/19	10/3/19	Retaliation	Unsubstantiated.	Employee reported unfair treatment by other employees.
7/16/19	8/22/19	9/11/19	Sexual orientation, race, sexual harassment	Unsubstantiated.	3rd party reported inappropriate comments by a student.
	8/28/19	10/25/19	Gender/sex	Administratively closed.	Employee reported unfair treatment by other employees.
	8/30/19	8/8/20	Age	Unsubstantiated.	Employee reported unfair treatment by other employees.
	9/4/19	9/10/19	Race, age	Administratively closed.	Employee reported unfair treatment by another employee.
	9/4/19	9/30/19	Race	Administratively closed.	Employee reported inappropriate behavior by another employee.
	9/4/19	10/21/19	Retaliation	Administratively closed.	Employee reported unfair treatment by another employee.
8/8/19	9/9/19	9/13/19	Sexual orientation	Administratively closed.	Student reported defacing of their property.
5/14/17	9/9/19	12/9/19	Sexual harassment	Unsubstantiated.	Unknown party reported inappropriate behavior by an employee.
9/9/19	9/10/19	9/11/19	Race	Administratively closed.	Students reported inappropriate behavior by another student.
9/9/19	9/10/19	10/3/19	Ethnicity/national origin, race	Administratively closed.	Student reported inappropriate comments by another student.
9/11/19	9/12/19	10/7/19	Gender/sex, sexual harassment	Administratively closed.	Student reported inappropriate behavior by an employee.
	9/12/19	3/10/20	Gender/sex, race	Unsubstantiated.	Student reported unfair treatment by an employee.
	9/17/19	10/21/19	Race	Administratively closed.	Employee reported inappropriate comment by another employee.
9/14/19	9/20/19	10/21/19	Sexual orientation	Administratively closed.	Students reported inappropriate comments by another student.
	9/23/19	10/3/19	Sexual harassment	Administratively closed.	Student reported inappropriate comments and behavior by an employee.
9/24/19	9/26/19	10/23/19	Gender/sex	Administratively closed.	Employee reported unfair treatment by another employee.
9/26/19	9/27/19	10/25/19	Race	Administratively closed.	Student reported inappropriate comments by an employee.
9/27/19	9/27/19	12/13/19	Race	Unsubstantiated.	3rd party reported inappropriate behavior by an employee.
9/2/19	9/30/19	9/30/21/19	Race	Administratively closed.	Student reported unfair treatment by other students.
Sep-19	10/4/19	11/22/19	Race, retaliation	Unsubstantiated.	Student reported inappropriate behavior by an employee.

9/30/19	10/4/19	1/31/20	Age, color, ethnicity/national origin, race	Unsubstantiated.	Student reported inappropriate comments by an employee.
4/24/19	10/5/19	11/15/19	Ethnicity/national origin	Unsubstantiated.	Student reported inappropriate comments by an employee.
10/6/19	10/7/19	2/7/20	Race	Substantiated.	Students reported inappropriate comments by an employee.
	10/10/19	11/25/19	Sexual harassment, race	Substantiated.	Student reported inappropriate behavior by an employee.
Spring 2019	10/10/19	12/3/19	Religion	Unsubstantiated.	Student reported inappropriate comments by an employee.
10/11/19	10/11/19	10/21/19	Race	Administratively closed.	Student reported inappropriate comments by an unknown party.
8/16/2019 and 10/10/2019	10/14/19	12/17/19	Gender identity, race, ethnicity/national origin	Unsubstantiated.	Student reported inappropriate comments and behavior by an employee.
	10/16/19	12/3/19	Race, disability	Unsubstantiated.	Student reported inappropriate comments and behavior by an employee.
10/17/19	10/18/19	11/21/19	Race	Administratively closed.	Student reported inappropriate behavior by other students.
10/23/19	10/25/19	11/8/19	Sexual orientation, gender identity	Administratively closed.	3rd party reported inappropriate comments by a student.
10/22/19	10/30/19	11/7/19	Retaliation, veterans/military status	Administratively closed.	Student reported inappropriate behavior by an employee.
	10/31/19	11/18/19	Race	Administratively closed.	Student reported inappropriate comment by an employee.
	10/31/19	11/8/19	Race, sexual orientation, sexual harassment	Unsubstantiated.	Student reported inappropriate comments and behavior by an employee.
	11/4/19	11/18/19	Race, gender/ies	Administratively closed.	Student reported inappropriate behavior by an employee.
	11/4/19	11/18/19	Unknown	Administratively closed.	Employee requested investigation of other employees.
	11/5/19	11/18/19	Race	Administratively closed.	Student reported inappropriate comments by another student.
11/6/19	11/6/19	5/19/20	Gender/ies, gender identity, sexual orientation, ethnicity/national origin	Unsubstantiated.	Students reported inappropriate comments and behavior by an employee.
	11/8/19	12/3/19	Gender/ies	Administratively closed.	Employee reported inappropriate behavior by another employee.
	11/12/19	2/6/20	Ethnicity/national origin	Unsubstantiated.	Student reported inappropriate behavior by an employee.
	11/14/19	12/13/19	Race	Unsubstantiated.	Student reported unfair treatment by an employee.
	11/14/19	12/19/19	Race	Substantiated.	Student reported inappropriate behavior by another student.
11/15/19	11/15/19	12/9/19	Disability	Unsubstantiated.	Student reported inappropriate comments and behavior by an employee.
	11/15/19	2/12/20	Gender/ies	Unsubstantiated.	Employee reported inappropriate behavior by another employee.
	11/20/19	12/13/19	Race	Administratively closed.	Student reported unfair treatment by an employee.
	11/21/19		Other	Administratively closed.	Employee reported inappropriate behavior by a student.
	12/3/19	1/15/20	Race	Administratively closed.	Employee reported defacing of their property.
	12/4/19	12/19/19	Sexual harassment	Administratively closed.	3rd party reported inappropriate behavior by an employee.
11/7/19	12/5/19	4/3/20	Gender/ies	Unsubstantiated in part, substantiated in part.	Employees reported inappropriate comments and behavior by other employees.
12/4/19	12/6/19	12/12/19	Gender/ies, ethnicity/national origin	Administratively closed.	Employee reported inappropriate comments by a 3rd party.
10/22/19	12/6/19	12/13/19	Race	Administratively closed.	Employee reported that a student accused the employee of making inappropriate comments.
12/7/19	12/9/19	1/8/20	Sexual orientation, race	Substantiated.	Student reported inappropriate comments by other students.
	12/9/19	1/14/20	Other	Administratively closed.	Student reported unprofessional behavior by an employee.
	12/9/19	2/28/20	Gender/ies	Substantiated.	Student reported unfair treatment by employees.
	12/10/19	12/13/19	Other	Administratively closed.	Student reported inappropriate behavior by an employee.
12/9/19	12/12/19	1/6/20	Race	Administratively closed.	Student reported inappropriate comments by other students.
12/12/19	12/13/19	3/27/20	Ethnicity/national origin	Unsubstantiated.	Student reported inappropriate comments by an employee.
	12/16/19	1/27/20	Race	Administratively closed.	Student reported inappropriate comment by another student.
12/11/19	12/17/19	1/6/20	Ethnicity/national origin, religion	Administratively closed.	Student reported unfair treatment by an employee.
12/16/19	12/18/19	3/6/20	Gender/ies	Unsubstantiated.	Employee reported inappropriate comments and behavior by another employee.
	12/20/19	12/20/19	Disability	Administratively closed.	Employee reported unfair treatment by other employees.
	12/20/19	1/6/20	Gender/ies, veterans/military status	Administratively closed.	Student reported unfair treatment by an employee.