

ST. JOHN'S UNIVERSITY
OFFICE OF EQUAL OPPORTUNITY AND COMPLIANCE
BIRT LOG (BIAS INSTANCES REPORT TRACKER)
FALL 2020

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
2019	7/7/20	7/16/20	Race	Substantiated.	Employee reported inappropriate comments and behavior by a student.
	7/8/20	8/5/20	Religion, sexual orientation	Substantiated.	Student reported inappropriate comments by another student.
	7/10/20	7/13/20	Religion	Administratively closed.	Employee reported unfair treatment by another employee.
7/13/20	7/12/20	8/5/20	Race	Administratively closed.	Student reported inappropriate comments by another student.
1/21/20	7/20/20	7/24/20	Sexual orientation	Administratively closed.	Unknown party reported inappropriate comments by a student.
	7/22/20	9/29/20	Retaliation, age	Unsubstantiated.	Employee reported unfair treatment by another employee.
	7/23/20	7/30/20	Race	Administratively closed.	Student reported unfair treatment by another student.
	8/17/20	9/10/20	Disability	Unsubstantiated.	Employee reported unfair treatment by another employee.
	8/18/20	8/24/20	Other	Administratively closed.	3rd party reported inappropriate behavior by an employee.
	8/20/20	8/26/20	Other	Administratively closed.	Student reported unfair treatment by an employee.
	8/21/20	10/28/20	Retaliation, race	Substantiated.	Employee reported unfair treatment and inappropriate behavior by another employee.
7/29/20	8/22/20	8/27/20	Color, ethnicity/national origin, race	Administratively closed.	Employee reported inappropriate comments by a 3rd party.
	8/27/20	9/24/20	Gender/sex	Administratively closed.	Employee reported unfair treatment by other employees.
	8/28/20	9/2/20	Other	Administratively closed.	Employee reported unfair treatment by another employee.
Fall 2018	8/30/20	9/23/20	Race	Unsubstantiated.	Student reported inappropriate comments by an employee.
8/30/20	9/1/20	8/31/20	Gender/sex	Administratively closed.	3rd party reported inappropriate comments by a 3rd party.
9/1/20	9/1/20	9/22/20	Gender/sex	Administratively closed.	Student reported inappropriate behavior by another student.
9/1/20	9/2/20	10/2/20	Sexual harassment	Administratively closed.	Student reported inappropriate behavior by an employee.
	9/4/20	9/11/20	Disability, other	Administratively closed.	Student reported inappropriate behavior by an employee.
9/4/20	9/4/20	10/1/20	Gender identity, gender expression	Administratively closed.	Student reported inappropriate comments by another student.
9/7/20	9/7/20	9/30/20	Sexual harassment	Administratively closed.	Students reported inappropriate behavior by another student.
9/7/20	9/7/20	10/5/20	Race	Substantiated.	Student reported inappropriate comments and behavior by an employee.
9/13/20	9/13/20	10/2/20	Race	Administratively closed.	Students reported inappropriate behavior by another student.
9/16/20	9/16/20	10/12/20	Gender/sex, sexual harassment, other	Administratively closed.	Student reported inappropriate behavior by other students.
9/17/20	9/17/20	9/30/20	Sexual harassment	Administratively closed.	Student reported inappropriate comments by another student.
9/17/20	9/17/20	9/30/20	Race	Administratively closed.	Student reported inappropriate comments by an employee.
5/28/20	9/18/20	9/23/20	Other	Administratively closed.	Employee reported unprofessional behavior by another employee.
2/18/20	9/18/20	10/13/20	Race	Administratively closed.	Unknown party reported inappropriate comments by a 3rd party.
9/20/20	9/21/20	9/23/20	Race	Administratively closed.	Student reported inappropriate comments by other students.
9/11/20	9/21/20	9/30/20	Ethnicity/national origin	Substantiated.	Employee reported inappropriate comment by another employee.
9/15/20	9/22/20	9/30/20	Disability	Administratively closed.	Student reported unfair treatment by employees.
5/15/20	9/22/20	10/5/20	Retaliation, other	Administratively closed.	Employee reported inappropriate behavior by another employee.
9/23/20	9/23/20	9/30/20	Religion	Administratively closed.	Employee reported unfair treatment by other employees.
9/30/20	9/30/20	10/28/20	Disability, retaliation, sexual orientation	Unsubstantiated.	Student reported inappropriate comments and behavior by other students.
	10/2/20	10/19/20	Age	Administratively closed.	Employee reported unfair treatment by another employee.
10/2/20	10/7/20	10/14/20	Gender/sex, sexual harassment	Administratively closed.	Student reported inappropriate comments by another student.
10/27/20	10/28/20	10/30/20	Gender/sex	Administratively closed.	Student reported inappropriate comment by another student.