



Summary of Bias Incident Reports

June 1, 2024 - May 31, 2025

Purpose

The Bias Assessment and Reporting Team (BART) is a reporting process that provides a system to assist individuals and groups affected by bias incidents, track and document these occurrences, and propose responses and interventions aimed at reducing bias on campus.

Our aim is to cultivate a campus culture where everyone feels valued and respected while honoring individual rights. The safety and well-being of community members are our top priorities.

Do you have a report you need to submit? [Submit a report here.](#)

BART Team

The Bias Assessment and Reporting Team (BART) is a collaborative system involving several offices, including the Office of Equity and Inclusion, the Office of Student Rights and Responsibilities, the Division of Student Life, Deans Offices, and the Office of Human Resources, among others. The team assembled for any given case depends on the nature of the case and the community members involved. All team members are experienced, knowledgeable, and committed to upholding a fair, neutral, constructive, community-centered, and efficient process.

The team is led by the Office of Equity and Inclusion staff.

More information about BART is available on the [OEI website](#).

Report Information

56 total reports, 37 unique*

The Bias Assessment and Reporting Team received 56 reports from June 1, 2024 - May 31, 2025, with 37 being unique*.

Submitted By	# of Reports	Percentage
Students	34	92%
Staff	0	0%
Faculty	0	0%
Other	3	8%

* “Unique” is defined as unduplicated incident reports

Submissions of Reports

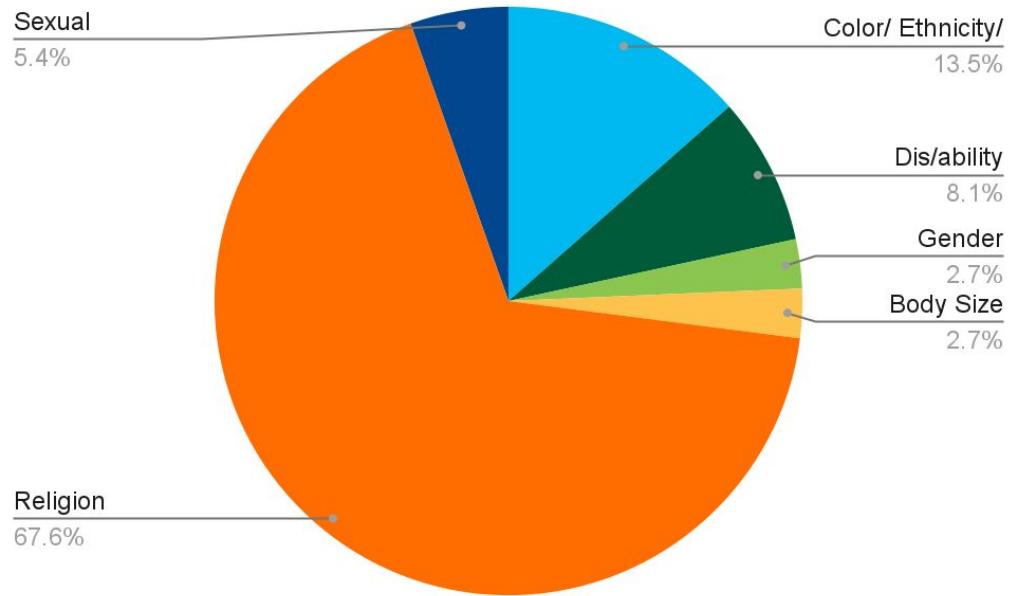
The vast majority of reports were submitted by students about students. “Other” may include community members and anonymous reporters.

Submitted About	# of Reports	Percentage
Students	29	78%
Staff	1	3%
Faculty	4	11%
Other	3	8%

* Includes 6 reports made about student clubs

Submitted Reports: Categories of Bias

Categories of Bias	# of Reports
Religion	25
Color/ Ethnicity/ Race	5
Dis/ability	3
Sexual Orientation	2
Gender (Identity)	1
Body Size	1

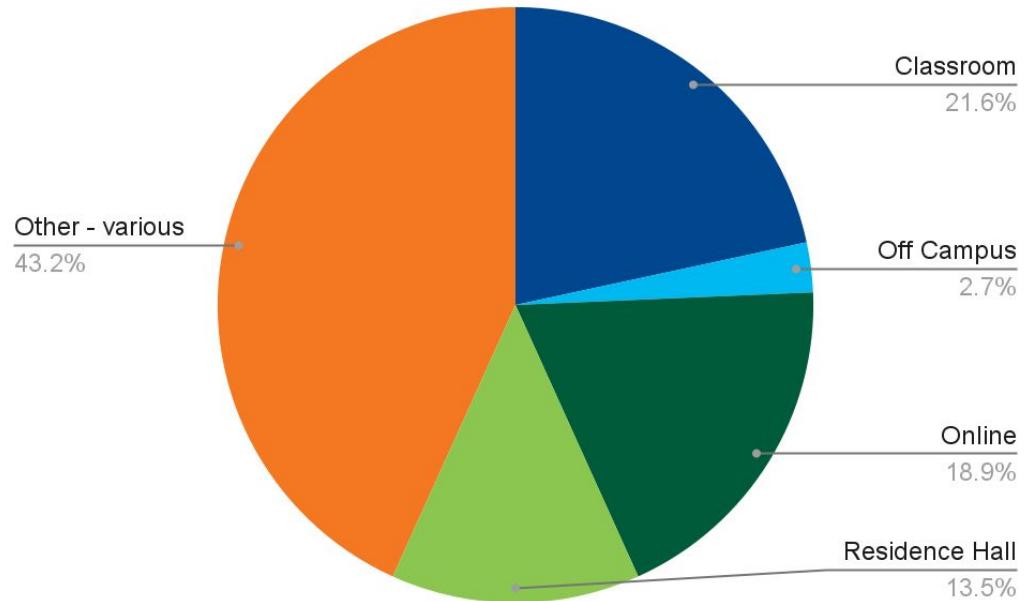


This data is from the 37 unique* reports in 2024-25.

* “Unique” is defined as unduplicated incident reports.

Incident Location

Location	# of Reports
Classroom	8
Off Campus	1
Online	7
Residence Hall	5
Other - various on campus locations	16



This data is from the 37 unique* reports in 2024-25.

* “Unique” is defined as unduplicated incident reports.

Duplicative Reporters

BART Submissions	Number of students	Number of reports submitted
Students who submitted 6 reports	1	6
Students who submitted 4 reports	1	4
Students who submitted 2 reports	5	10
Students who submitted 1 report	17	17
Totals	24	37

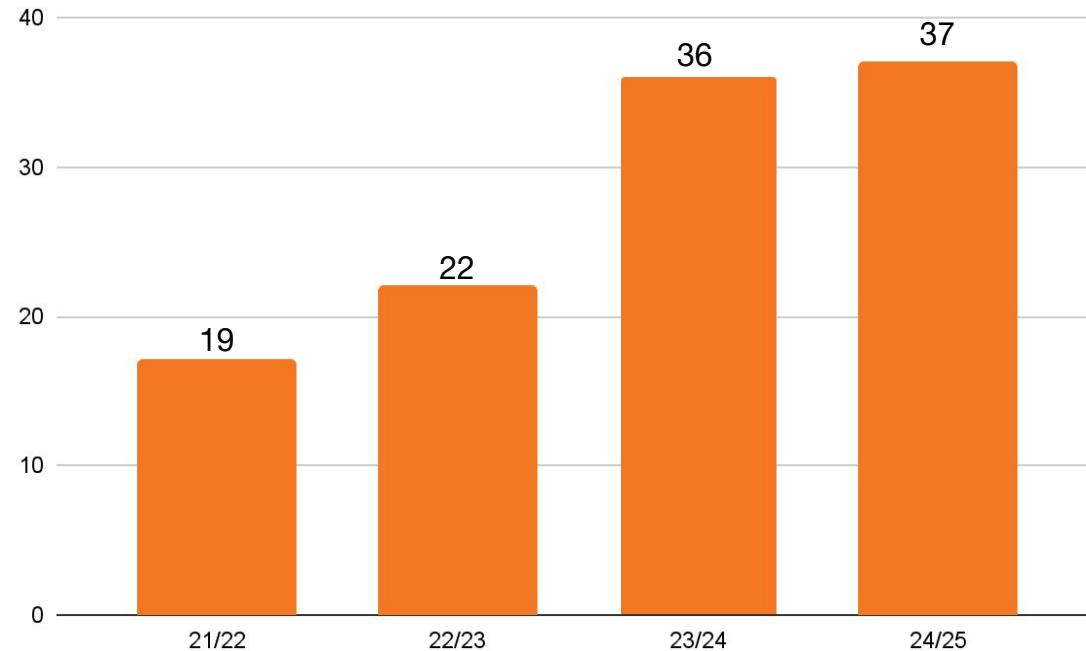
- 37 total reports submitted
- 24 individual students accounted for submitting 37 reports
- 7 students within this group submitted multiple reports

This is evidence of a higher proportion of reports coming from a smaller subset of students.

This may indicate:

- Increased engagement/awareness from highly involved students.
- Representation of specific perspectives or experiences
- Potential for additional outreach to broaden understanding of use, function, and processes of reporting system.

Total Number of Reports: Year to Year Comparison

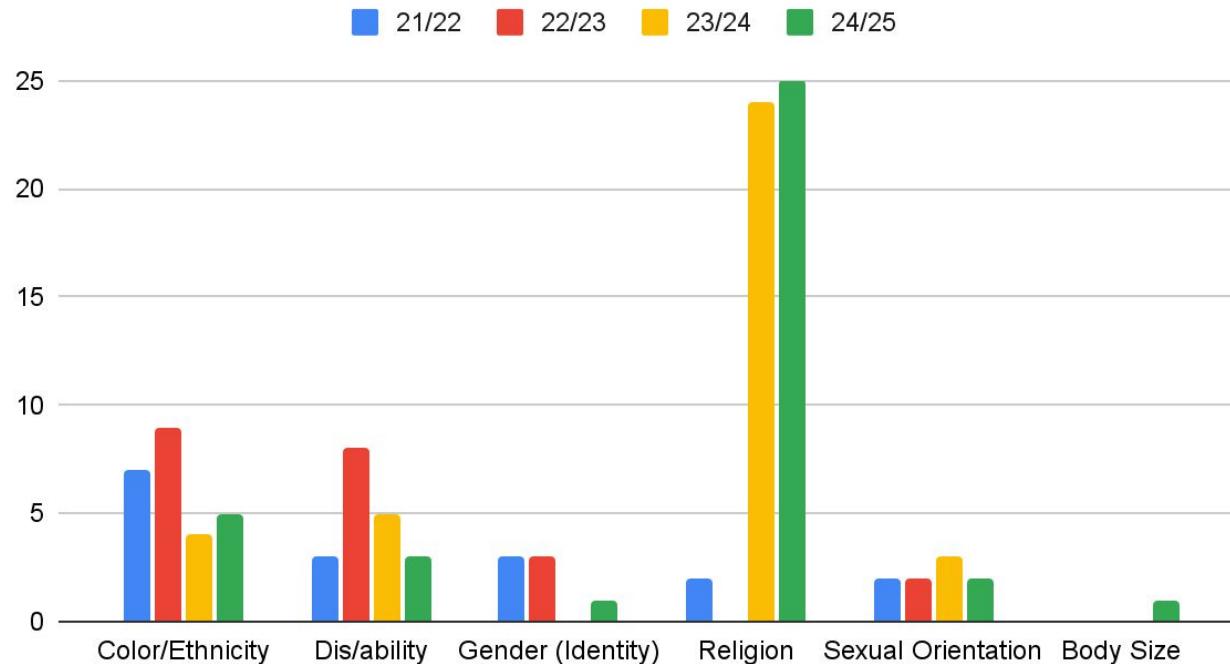


This data is from the unique* reports from the last four years.

* “Unique” is defined as unduplicated incident reports.

Categories of Bias: Year to Year Comparison

Submitted Reports: Categories of Bias



Incident Location: Year to Year Comparison

Most Frequent Incident Location by Academic Year

Year	First Location	% of First Location	Second Location	% of Second Location
2024-2025	On campus (other)	68%	Classroom	35%
2023-2024	Online	38%	Classroom and Residence Hall (tied)	25% each
2022-2023	Residence Hall	32%	Classroom	27%
2021-2022	Classroom	43%	Online	24%

Trends

Who is reporting?

- *Students* are the primary reporters, which has been consistent over the past four years.
- *Staff and faculty* did not make reports in the 2024-25 academic year.
- Increased reporting over time may indicate overall increased awareness and effective outreach efforts to alert L&C community members of the BART system.

What is reported?

- In 2020-21 *race* was identified as the most frequent category of reports, whereas in 2023-24 and 2024-25, *religion* was the frequent category.
- *Religion* related reports rose sharply in both 2023-24 and 2024-25 years, which also corresponded with a rise in online and anonymous reports.
- *Sexual orientation* related reports have been consistent over the past four years.
- *Gender* related reports have decreased over the past four years.

Where are incidents taking place?

- Most reported incidents are taking place *on campus and in classrooms*—the locations that students frequent most often.
- There has been a significant increase in the number of reports of *online bias* and *harassment issues* over the past two years.
- *Online* incidents often present unique challenges related to anonymous identities and postings.

Outcome Examples: What happens as a result of a BART report?

In a situation in which there is a Known Reporter and Known Person(s) of Concern, there are several options:

- **Informal conversation:** BART team staff member meets with one or both parties to discuss the incident and offer supports. Both parties agree to informal outcome (education, learning opportunity, accord, etc.)
- **Formal conversation:** The parties agree to talk to one another in a guided conversation about the incident in attempts to repair and/or restore the relationship, results, or harm. Ongoing individual supports are also offered.
- **Referral to Conduct:** If a case warrants the review of conduct policies and potential violations, an investigation may occur involving the appropriate lead offices, at times including a formal hearing and potentially resulting in sanctions.
- In some circumstances, email correspondence with the reporter and/or involved party will suffice, and the case will be closed.

Outcome Examples: What happens as a result of a BART report?

In a situation in which there is an **Anonymous Reporter** and/or an **Anonymous Person(s) of Concern**, there are options:

- BART team staff member communicates with reporter (email, phone or in-person—if contact information is provided) to discuss event and impacts.
- There are some limitations to the tracking and resolution of reports involving an anonymous reporter and/or an anonymous person(s) of concern.
- If the report concerns media, postings, or online behavior, the BART team can discuss options, supports, and decisions related to personal agency, safety, current policy, and potential future incidents.
- All reports, even anonymous reports, are logged and maintained.

Outcomes: Academic Year 2024-2025

The BART team does not share specific outcomes of reports, in an effort to maintain confidentiality in a small campus community.

- As part of our usual processes, cases in the 2024-2025 academic year concluded in a variety of outcomes:
 - Consultations and sessions*** with OEI (Office of Equity and Inclusion) and CACE (Community Accountability and Conflict Education) offices
 - Facilitated conversations*** between parties, at times involving faculty members, staff and outside mediators/consultants
 - Education and learning*** opportunities for various parties
 - Disciplinary and conduct*** processes or hearings
- In the last 4 years (2021-2025), there have been 4 or fewer reports referred to the conduct office each year.

Actions and Goals 2025-2026

As a result of the past year's data, we have identified the following future directions:

- Implement strategies informed by the 2024-25 HEDS Campus Climate Survey: prioritize increasing awareness of the BART system, promoting understanding, simplifying online explanations of campus reporting processes, in response to survey findings.
- Continue to actively engage with campus religious and affinity groups, leaders, and support services to co-create and enact proactive and responsive services that address the rise in religious incidents.
- Continue to improve feedback loops between the OEI office and involved parties that ensure best practices, within the scope of privacy and confidentiality guidelines.
- Offer professional learning opportunities for staff and faculty to strengthen skills in supporting students from marginalized identities, to enhance classroom inclusivity, and to foster welcoming campus spaces.



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