



STUDENT ADVOCACY

Bias Education and Response Team

2019-2020 Annual Report

The Bias Education and Response Team (BERT) is responsible for applying the university's response protocol to bias incidents, which provides a process to comprehensively, collaboratively, and consistently address bias incidents that impact Auburn University students, faculty, and staff. As part of its work, the BERT produces a report annually to summarize bias incident data over time.

During the 2019-2020 academic year, 50 unique bias-related incidents were reported to BERT. The tables and charts represent a general overview of the nature of the bias-related incidents that were reported from August 1, 2019 - to July 31, 2020. Data from previous academic years is provided to provide a comparison and to shows trends in behavior.

Notable trends for 2019-2020 include:

- 52% of the bias-related incidents were reported to have occurred online.
- Concurrently, online behavior represents 52% of all bias behaviors during the 2019-2020 academic year.
- 63% of the bias-related incidents reported involved racial or ethnic bias.
- As reports of online behaviors increased significantly, there was an increase in students involved in bias-related incidents as the alleged (59%) and the impacted party (69%).

2019-2020 Annual Report

How many bias-related reports were submitted?

	2016-2017	2017-2018	2018-2019	2019-2020
Unique Reports	52	22	14	50
Total Reports	52	23	17	56
Unique Individuals	64	52	23	98
Total Individuals Involved	104	55	25	110

**Unique incidents may have resulted in more than one report submitted.*

Who submitted the bias-related report?

	2016-2017	2017-2018	2018-2019	2019-2020
Student	24	8	3	17
Staff	15	9	10	16
Other	5	1	1	10
Faculty	8	4	0	7
Total	52	22	14	50

Who is alleged to have caused the bias-related incident?

	2016-2017	2017-2018	2018-2019	2019-2020
Student	12	10	1	23
Unknown	24	2	4	8
Other	1	1	0	6
Faculty	0	0	1	2
Staff	0	0	1	0
Total	37	13	7	39

**Multiple people could have caused each report*

Who was the target of the bias-related incident?

	2016-2017	2017-2018	2018-2019	2019-2020
Student	11	10	7	11
Faculty	0	0	0	3
Staff	0	0	0	1
Unknown	1	0	0	1
Other	1	0	0	0
Total	13	10	7	16

What types of bias-related behaviors were reported?

	2016-2017	2017-2018	2018-2019	2019-2020
Online Behavior	5	3	3	26
Verbal Behavior	14	12	9	7
Written Behavior	8	3	1	6
Defacement/ Damage to Property	8	1	0	5
Physical Behavior	3	1	0	4
Symbol/Display	5	2	1	2
Phone/Text Behavior	0	0	0	0
Total	43	22	14	50

**Multiple behaviors could be present in each report*

What types of bias were reported?

	2016-2017	2017-2018	2018-2019	2019-2020
Race	30	12	6	36
National Origin/ Immigration Status	14	6	3	7
Religion	13	1	1	6
Ethnicity	6	1	2	4
Sex	2	2	3	3
Sexual Orientation	4	2	1	3
Gender Identity/Expression	5	1	1	3
Other	4	1	3	2
Disability	0	1	0	0
Gender	2	0	0	0
Age	0	0	0	0
Genetic Information	0	0	0	0
Veteran Status	0	0	0	0
Total	80	27	20	64

**Multiple types of bias could be present in each report.*

Where did the bias-related incident occur?

	2016-2017	2017-2018	2018-2019	2019-2020
Online	9	3	3	26
On-campus	40	19	9	19
Off-campus	3	1	1	4
Unknown/Other	0	0	1	1
Total	52	23	14	50

BERT Data Reporting

The BERT is not an investigatory body and does not have the authority to recommend or impose any discipline on students, faculty, or staff. When a reported incident contains information indicating a possible violation of university policy, the BERT works with the Office of Affirmative Action/Equal Employment Opportunity, the Department of Campus Safety and Security, and Student Conduct to assess if any university policies have been violated and makes the appropriate referrals.

The BERT Team provides opportunities for all reporters to meet with a BERT team member and explore resources and support available throughout the university. Sometimes individuals report bias behavior or experiences and request no further action be taken by the BERT. An anonymous report that describes bias behavior that occurred on campus would be one example of a concern report. In this instance, a referral is made to the BERT and logged as a concern report for use in record keeping and reporting via annual reports.

Information collected by BERT is shared with the community as a part of reporting on the campus climate surrounding bias incidents as well as to inform the campus community of the resources available. This information could also be used to create support resources and awareness programs that will continue to support the mission and vision of Auburn University.