



STUDENT
ADVOCACY

Bias Education and Response Team

2023-2024 Annual Report

The Bias Education and Response Team (BERT) applies the university's response protocol to bias incidents, providing a process to comprehensively, collaboratively, and consistently address bias incidents that impact Auburn University students, faculty, and staff. The BERT annually produces a report summarizing bias incident data over time as part of its work.

During the 2023-2024 academic year, 37 unique bias-related incidents were reported to BERT. The tables and charts represent a general overview of the bias-related incidents reported from August 1, 2023 - to July 31, 2024. Data from previous academic years is provided as a comparison and to show trends in behavior.

Notable trends for 2023-2024 include:

- No one has served in the Student Advocacy Administrator role since fall 2023.
- A new Student Conduct and Advocacy Administrator began work at Auburn in June 2024.
- There was a minimal increase (<2%) in the percentage of bias reports submitted.

Data from bias-related reports

How many bias-related reports were submitted? *

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Unique Reports	14	50	40	41	34	37
Total Reports	17	56	42	45	34	37
Unique Individuals	23	98	93	96	65	75
Total Individuals Involved	25	110	96	113	78	80

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

Who submitted the bias-related report?

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Student	3	17	15	18	13	16
Staff	10	16	11	14	13	7
Other	1	10	8	8	6	8
Faculty	0	7	6	1	2	2
Total	14	50	40	41	34	37

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

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Student	1	23	27	23	17	12
Unknown	4	8	4	7	13	8
Faculty	1	2	3	7	5	4
Other	0	6	5	3	4	2
Staff	1	0	2	1	0	1
Organization						0
Total	7	39	41	41	39	27

*Please see BERT Data Reporting below. "Person of Concern" could also be "Alleged"

Who was the target of the bias-related incident?

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Student	7	11	12	17	14	15
Unknown	0	1	1	3	2	2
Other	0	0	0	1	0	1
Faculty	0	3	1	0	0	2
Staff	0	1	1	0	0	2
Organization						2
Total	7	16	15	21	16	24

What types of bias-related behaviors were reported? *

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Verbal Behavior	9	7	8	15	14	10
Online Behavior	3	26	23	15	12	9
Phone/Text Behavior	0	0	3	1	5	0
Physical Behavior	0	4	0	1	3	5
Symbol/Display	1	2	2	2	3	1
Defacement/ Damage to Property	0	5	0	4	0	2
Written Behavior	1	6	5	3	1	2
Total	14	50	40	41	38	29

*Multiple behaviors could be present in each report

What types of bias were reported? *

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Race	6	36	17	17	17	18
Ethnicity	2	4	9	11	9	0
Sexual Orientation	1	3	4	7	7	6
Disability	0	0	0	3	4	2
Sex	3	3	3	12	4	1
National Origin/ Immigration Status	3	7	7	6	4	1
Gender Identity/ Expression	1	3	4	6	3	2
Gender	0	0	0	2	3	3
Religion	1	6	4	1	2	1
Age	0	0	1	1	1	0
Other	3	2	13	5	0	2
Genetic Information	0	0	0	0	0	1
Veteran Status	0	0	0	0	0	0
Total	20	64	62	71	54	37

**Multiple types of bias could be present in each report. BERT charges only as of 2023-24 reporting.*

Where did the bias-related incident occur?

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
On-campus	9	19	14	19	19	17
Online	3	26	21	16	11	15
Off-campus	1	4	3	1	3	4
Unknown/ Other	1	1	2	5	1	1
Total	14	50	40	41	34	37

BERT Data Reporting

The BERT is not an investigatory body and has no authority to recommend or impose 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 make 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 biased behavior or experiences and request that the BERT take no further action. An anonymous report describing biased behavior 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 record-keeping and reporting via annual reports. During 2023-2024, 20 of 80 reports (25%) received by BERT were concern reports.

For this report, the BERT captures the number of unique individuals allegedly involved in biased behaviors. Each report could contain multiple alleged per report. Unique reports may also be received about the same alleged individual.

BERT also supports the students impacted by bias incidents by providing referrals to appropriate resources. The BERT gathers information about the incident and identifies specific resources that may assist in addressing the report. In the past reporting year, the BERT has worked with campus partners such as Auburn Cares, University Housing, Campus Safety and Compliance, Student Counseling and Psychological Services, faculty and staff to ensure students have access to support resources.

Information collected by BERT is shared with the community as a part of reporting on the campus climate surrounding bias incidents and informing 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.