



2022-2023 BIAS ANNUAL REPORT

Institutional Equity & Diversity
Office of the Provost - Princeton University

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EXECUTIVE SUMMARY

Introduction

The Bias Annual Report at Princeton University presents trends and observations related to reported bias incidents and complaints of discrimination and harassment from July 1, 2022 through June 30, 2023. The report summarizes the following:

- Related University policies and key definitions (e.g., bias, discrimination, harassment, microaggressions, and protected identity characteristics)
- Bias prevention initiatives that foster community engagement (e.g., departmental climate and inclusion committees and Employee Resource Groups) and community education workshops around topics such as bias awareness and reduction, inclusive community, and bystander intervention
- University reporting options (direct, online, and anonymously) and the bias review process, illustrated through images including the updated bias reporting infographic
- The intersection of bias and the University's principles of free expression
- Non-disciplinary approaches to address bias incidents that do not constitute violations of University policy
- Commitments to strengthen the University's bias prevention, reporting, and response program going forward

The University responds to all bias-related reports. In those circumstances where a reported incident could constitute a violation of policy, a formal investigation is initiated, with the possibility of disciplinary consequences. However, the majority of bias-related reports do not involve conduct that would be considered a violation of policy. Princeton responds to these concerns as well, using individualized support measures and meetings; facilitated dialogues, conflict resolution, or other restorative strategies; community programming and training opportunities; public statements and/or other appropriate activities. All reports of bias, discrimination and harassment are assessed through the policy lenses of equity, inclusivity and freedom of expression.

The Bias Prevention and Review Advisory Group, which is composed of representatives across administrative offices campus-wide, helps to coordinate the University's bias response protocol, monitor reporting trends, and make recommendations for community education and other bias reduction and response efforts.

The Cyber Response Working Group, which is composed of representatives across administrative offices campus-wide, coordinates the University's response to incidents of cyber harassment; serves as a clearinghouse for communications to the University community about cyber harassment; and develops appropriate cyber-related response protocols, policies and procedures.

Annually, the University provides a variety of educational sessions to the campus community related to preventing and responding to bias, harassment, and discrimination. Learning sessions include bias awareness and reduction, inclusive community, and bystander intervention, and are delivered in-person, online, and on virtual platforms.

Data Observations

Data trends and observations for reported incidents of bias, discrimination, and harassment during 2022-2023 are presented in two categories: disciplinary investigations and non-disciplinary bias reports. Complaints and reports alleging sexual misconduct under the Title IX Sexual Harassment policy or the University Sexual Misconduct policy are not included in this report.

Disciplinary Investigations

- There were 36 complaints of harassment/discrimination; of those, 21 resulted in formal disciplinary investigations.
- Investigations resulted in 1 policy violation and appropriate penalty.
- The largest number of formal complaints alleged policy violations based on race/ethnicity, followed by sex/gender identity, and disability. More than 60% of all complaints were brought by staff against supervisors, managers, or department leadership and alleged discriminatory decision-making, harassing/unfair treatment, and/or retaliation.

Non-disciplinary bias reports

- There were 50 reports of bias-related incidents that did not constitute a policy violation and therefore were not referred for investigation. The largest number of bias reports included claims based on race/ethnicity.
- Reported incidents involving electronic/online harassment increased from 21% of all bias reports in 2021-2022 (when the campus fully reopened following the pandemic) to 26% in 2022-2023; of these, nearly all were perpetrated by anonymous/unknown and nonaffiliated third parties.
- Reports of biased interpersonal interactions on campus decreased from 42% in 2021-2022 (when the campus fully reopened following the pandemic) to 30% in 2022-2023; 40% of these reported incidents were based on race/ethnicity.
- Anonymous/unknown individuals and nonaffiliated third parties were the alleged perpetrators of nearly 60% of reported bias incidents, which included electronic/online harassment, interpersonal interactions on campus grounds, and offensive visual images/graffiti.

Inquiries or requests for more information regarding this report may be directed to Director for Institutional Equity and EEO Cheri Burgess at clawson@princeton.edu.

TERMINOLOGY & POLICIES

Key Terms

Princeton's bias prevention, reporting and response program is grounded in its nondiscrimination and free expression policies, which are guided by federal and state law. The following key terms are defined in the University's policies and FAQs:

Bias is a broad category of behaviors including discrimination, harassment, and other actions which demean or intimidate individuals or groups because of personal characteristics or beliefs or their expression. Some forms of bias, including discrimination and harassment on the basis of protected characteristics, are prohibited by University policy as well as federal and state laws.

Discrimination is defined by Princeton's policy as adverse treatment of an individual based on a protected characteristic, rather than individual merit.

Free Speech and Expression Princeton has a fundamental commitment to the free and open exchange of ideas and guarantees members of the campus community broad latitude to engage in speech and expression, including academic inquiry, peaceful protest, ordinary conversation, and online discussion, even when such speech is unwelcome, disagreeable or offensive. The University may restrict expression in limited instances.

Harassment is defined as unwelcome verbal or physical behavior which is directed at a person based on a protected characteristic, when these behaviors are sufficiently severe and/or pervasive to have the effect of unreasonably interfering with an individual's educational experience, working conditions or living conditions by creating an intimidating, hostile, or offensive environment.

Protected Characteristics include personal traits such as race, creed, color, sex, pregnancy/childbirth, gender identity or expression, age, national origin, ancestry, religion, physical or mental disability, veteran status, marital or domestic partnership status, affectional or sexual orientation, and/or other characteristics protected by law.

Retaliation or "retaliatory action" is prohibited against any member of the University community who in good faith: (1) files a report, complaint or grievance under this policy (or with an external entity); (2) opposes in a reasonable manner an action believed to constitute a violation of University policy; (3) participates in University investigations, compliance reviews, or discipline proceedings; or (4) files a request for an accommodation under a University policy. (For purposes of this policy, "retaliatory action" is defined as intimidation, threat, coercion, discrimination, or adverse educational or employment action; acts of impoliteness and the like typically do not qualify.)

Policies

For more information on the related University policies and Frequently Asked Questions (“FAQs”), see:

[Addressing Concerns of Bias, Harassment and Discrimination](#)

[Policy on Discrimination and/or Harassment and related FAQs](#)

[Statement on Freedom of Expression and related FAQs](#)

[Disability and Accessibility](#)

[Retaliation FAQs](#)

BIAS PREVENTION

Princeton's initiatives and strategies to prevent bias, harassment and discrimination within the campus community take several forms. Members of the University community play an especially important role in setting the tone and supporting an inclusive culture for all.

Community Engagement

The Offices of Institutional Equity and Diversity and Human Resources provide support and resources for inclusion and climate committees and/or designated diversity/equity/inclusion leaders in academic and administrative departments. More than 35 administrative and academic units now have inclusion and climate committees or representatives. These committees are intentionally composed to capture a variety of perspectives within departments. In administrative departments, committees include members representing different types and levels of positions; in academic departments, committee representatives include undergraduate and graduate students, postdocs, staff, and faculty.

With the support of central University offices, some of the initiatives these committees have advanced include (but are not limited to):

- Developing departmental community values statements
- Issuing departmental policies on professional conduct
- Administering departmental climate surveys to gather relevant information about experiences of department members
- Hosting speakers and professional development workshops on topics related to bias prevention, bystander intervention, and inclusive mentoring, teaching, and innovation

In addition to establishing formal departmental committees and department-level diversity/equity/inclusion roles, the University has invited individual community members to engage in this effort through the creation and support of campus-wide working groups and taskforces, such as the CPUC Committee on Sexual Climate, Culture and Conduct; as well as student organizations focused on issues related to diversity, equity, and inclusion.

For employees at all levels, the University has supported the formation of 12 different [Employee Resource Groups](#) (volunteer, employee-led organizations based on shared interests, experiences, and/or identities), which are charged with promoting a more inclusive campus community through efforts including bias prevention education.

Community Education

On an ongoing annual basis, the University offers a variety of learning opportunities to all members of the campus community related to promoting inclusion and preventing bias, harassment and discrimination. Workshops on bias prevention topics (e.g., bias awareness and reduction, inclusive community, and bystander intervention) are delivered in-person, asynchronously online, and on virtual platforms. These collective learning opportunities include (but are not limited to):

- A mandatory *Preventing Sexual Harassment* online program for second-year graduate students and new faculty and staff (with a mandatory refresher every three years)
- Workshops on *Fostering Inclusion* for students, faculty, and staff
- Workshops on understanding Jewish identity and antisemitism for students, faculty and staff
- *Allies for Access (supporting disability access)* workshops for students, faculty and staff
- *Ally Project* (supporting the LGBTQIA+ community) workshops for faculty and staff
- *Leveraging Race, Equity and Diversity in Higher Education* series for faculty and staff
- Workshops on mitigating bias in admissions/hiring, inclusive mentoring, and communicating inclusively for faculty and staff
- Workshops on understanding free expression on university campuses for University leadership, Campus Life and other staff, facilitated by [PEN America](#)
- Workshops on bias awareness, support resources, bystander intervention, and reporting options for students, faculty and staff
- Certificate programs in Digital Accessibility and Inclusion & Diversity for staff
- Annual programming on related topics for students through student orientation sessions, residential colleges, and various identity centers and offices (e.g., Carl A. Fields Center; Gender + Sexuality Resource Center; Davis International Center; AccessAbility Center; Office of Religious Life; Office of Access, Diversity and Inclusion-Graduate School; Campus Life Office of Diversity & Inclusion)

BIAS REPORTING & RESPONSE

Bias Prevention and Review Advisory Group

As bias incidents can involve any member of the campus community, in various settings and under a range of circumstances, the University convenes a campus-wide administrative group to coordinate its bias response protocol and advise on prevention education. The Bias Prevention and Review Advisory Group assesses how the University handles reports of bias-related incidents, monitors reporting trends, and makes recommendations for community education and other proactive bias prevention efforts. This campus-wide administrative group includes representatives from the Offices of Institutional Equity and Diversity, Dean of the College, Dean of the Faculty, Campus Life, Dean of Undergraduate Students, Graduate School, Human Resources, Communications, Ombuds, and the Department of Public Safety. The Bias Prevention and Review Advisory Group's activities have included:

- Developing internal protocols for fielding/handling bias reports
- Standardizing the inclusion of campus support resources in individual response messages
- Developing criteria for institutional responses to bias incidents
- Logging and tracking bias reports for centralized data collection and annual trend analysis of bias reports and harassment/discrimination complaints
- Recommending proactive community education for bias prevention
- Coordinating with the University's Protests & Demonstrations Group
- Coordinating with the University's Restorative Practices Working Group
- Coordinating with the University's Cyber Response Working Group

Cyber Response Working Group

The use of digital tools, particularly social media, to harass or offend the sensibilities of members of the Princeton University community has accelerated in recent years. The public and often threatening nature of these electronic and online incidents requires a coordinated response process by the University. The University established a campus-wide administrative group to manage incidents of cyber harassment, serve as a clearinghouse for communications to the University community about cyber harassment, and develop appropriate cyber-related response protocols, policies and procedures. This group is composed of representatives from the Offices of Institutional Equity and Diversity, Information Technology, Communications, Admission, Human Resources, Dean of the Faculty, Dean of the College, Dean of Undergraduate Students, Graduate School, and the Departments of Public Safety and Athletics.

Campus Bias Reporting and Response Program

Members of the University community are encouraged to report all acts of bias, discrimination and harassment so that the University can take appropriate action. Designated [confidential resources](#) are available to help individuals process their experiences and consider their options should they wish to address the incident.

Individuals who feel they have experienced bias, harassment, or discrimination have several options to report the incident including: filing a formal report or complaint [online](#) or submitting a report by email to bias@princeton.edu or to the Director for Institutional Equity and EEO in the Office of Institutional Equity and Diversity.

Reports may also be submitted anonymously through the [EthicsPoint Hotline](#), a third-party service provided to the University. However, the University may not be able to conduct a full investigation of anonymous reports due to limited information or access to the individual who submitted the report.

Individuals who feel that safety is a concern or wish to report a criminal incident motivated by bias on the basis of identity characteristics (i.e., a hate crime) may contact the [Department of Public Safety](#).

University policy prohibits retaliation against any individual who utilizes these mechanisms to report concerns of bias, discrimination, and harassment. For more information regarding how the University addresses concerns of retaliation see these [Retaliation FAQs](#).

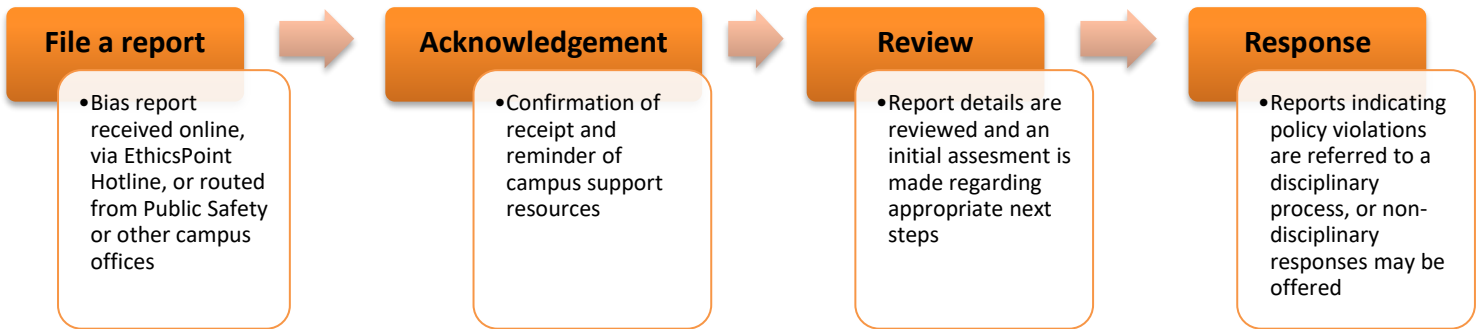
All reports of bias, harassment or discrimination made to campus offices, Public Safety, or to the EthicsPoint Hotline are routed to the Office of Institutional Equity and Diversity.

After submitting a bias report or complaint of harassment or discrimination, the reporting individual receives an acknowledgement of receipt and information about support resources available on campus. (Reports made to the EthicsPoint Hotline will receive reply communications via EthicsPoint.)

Reports that indicate a potential violation of University policy are referred to the appropriate office(s) for review under existing disciplinary processes.

Not every experience can or should be addressed through a disciplinary process, but there are campus resources available to help individuals manage the experience and, as discussed in the next section, non-disciplinary responses to address it.

BIAS REVIEW STEPS



For more information on the reporting process (step-by-step guidance), policy, definitions, procedures and FAQs related to bias, discrimination, and harassment, see [Addressing Concerns](#).

Non-disciplinary Response and Resources

Many reported instances of bias are not appropriate for an investigative disciplinary process. In some cases, the alleged offender is unknown or not affiliated with the University and therefore not subject to University jurisdiction. In other cases, the reported behavior, especially that involving speech or expression, may not satisfy the threshold to constitute a violation of University policy.

The intersections of bias, inclusivity, and offensive speech can be challenging given the University's dual commitments to free expression and inclusivity. When bias-related incidents involve offensive speech, the University's response is determined in light of the [Statement on Freedom of Expression](#). Because most forms of speech are protected, the University will only take disciplinary action against offensive speech and expression in limited, narrowly-defined situations. For more information, see [FAQs on Free Expression and Inclusivity](#).

Sometimes reports of bias involving staff and faculty respondents are academic-related. When reported incidents of bias involve academic evaluation, pedagogical inquiry, or faculty-student interactions in the classroom or other academic setting, the matter is considered in light of the University's [Statement on Freedom of Expression](#) and the [Policy on Classroom Learning Environment](#), and often includes a consultation with or referral to a Dean or Assistant Dean for Studies.

Although discipline will often not be the appropriate response to offensive protected speech, that does not mean the conduct goes unaddressed. Because unwelcome speech can create emotional distress and undermine campus culture and workplace morale, a variety of non-disciplinary resources and strategies are available to address harmful speech and support those who have been affected:

- All members of the campus community have the right to use their own speech to counter speech that they find problematic
- The University may call the offending individual to a meeting with a Dean, Assistant Dean for Student Life, supervisor or other appropriate administrator to explain how the speech-related incident impacted others and reinforce Princeton's expectations for promoting community
- The University may offer informal conflict resolution resources such as mediation, facilitated group dialogues, or employ other restorative strategies between the parties
- The University may sponsor debates or discussions on the topic, or offer awareness programs and trainings to the campus community, in whole or in part
- In some instances, University officials may make public statements regarding problematic speech in order to reaffirm institutional values
- No contact and no communication orders can be put in place between parties
- In limited circumstances, certain privileges may be revoked or curtailed
- Instances of cyber harassment may be addressed through various strategies (e.g., restricted access to campus networks, removal of postings from University-sponsored web platforms, concealment or removal of profile/contact information from University web pages, engagement of external mitigation resources, etc.)

Despite the limitations for a disciplinary response, reporting concerns about problematic speech can help to identify hostile environments or patterns of problematic behavior, or assist the University administration in identifying opportunities to educate the campus community with the goal of improving the campus climate.

WHERE CAN I LEARN MORE?

The Office of Institutional Equity and Diversity has produced informational materials as part of its engagement efforts to ensure members of the community are aware of the various campus [support resources](#) and [reporting options](#) available if they experience a bias-related incident.

HAVE YOU EXPERIENCED OR WITNESSED
BIAS, DISCRIMINATION OR HARASSMENT?

SPEAK UP. REACH OUT.

YOU HAVE RESOURCES & OPTIONS



Scan the QR code or visit <https://bit.ly/3z1qrO4> to learn about support resources and reporting options when you have experienced or witnessed a bias-related incident.

Questions? Feel free to email: bias@princeton.edu

 **KNOW YOUR CONFIDENTIAL RESOURCES**

Deciding how to proceed can be difficult. You are encouraged to seek assistance from Confidential Resources who are trained to understand issues of discrimination or harassment and can talk through your options in confidence.


Ombuds Office
609-258-1775
ombuds@princeton.edu

Office of Religious Life Chaplains
609-258-3047
orle@princeton.edu

Counseling and Psychological Services
609-258-5141
uhse@princeton.edu

Sexual Harassment/Assault Advising, Resources and Education (SHARE)
609-258-5510
share@princeton.edu

Carebridge Employee Assistance Program
800-457-0911

 **FILE A REPORT**

University members are encouraged to report all acts of bias, discrimination and/or harassment.

File a report directly: Visit inclusive.princeton.edu/addressing-concerns/file-a-report

File a report anonymously: Call the EthicsPoint Hotline at 866-478-9804 or visit princetonuniversity.ethicspoint.com

 **FILE A CRIMINAL COMPLAINT**

If safety is a concern, or to report a criminal incident in connection with your experience, contact Public Safety or local law enforcement.

Department of Public Safety
609-258-1000 (on campus)
911 (in case of emergency)

Local Police Departments

Plainsboro	Princeton	West Windsor
609-799-2333	609-921-2100	609-799-1222

LOOKING FORWARD

Bias Prevention, Reporting and Response Program: Action Plan 2024 - 2027

During the three-year period 2024 - 2027, the Office of Institutional Equity and Diversity will focus on the following strategic actions to further strengthen the University's efforts toward prevention, reporting, and response to bias, discrimination, harassment, and cyber harassment.

Policies and procedures

- Continually review policies and procedures for opportunities to provide clarity, alignment, and consistent application of the University's values and standards across campus populations
- Continue to review and revise policies and procedures to ensure compliance with state and federal laws and regulations

Community Awareness and Education

- Expand communication and educational strategies regarding identifying, preventing, and reporting bias, discrimination, and harassment, as well as disciplinary and non-disciplinary response options
- Expand learning opportunities regarding freedom of expression, bias awareness, and promoting an inclusive campus community
- Identify opportunities to link to other positive reinforcements of a healthy and respectful campus culture (e.g., identity-based programming, climate-focused activities, inclusive pedagogy strategies, etc.)

Intervention and response strategies

- Implement restorative practices and other mediation and conflict resolution strategies to support community well-being and combat residual effects of bias incidents and discrimination/harassment investigations

Use of data/systems/resources to increase effectiveness

- Strengthen use of climate/engagement surveys, workforce/affirmative action and other data to more effectively identify trends, patterns, and "hot spots"
- Identify and utilize resources and evaluative methods to assess effectiveness of initiatives and processes in this area (e.g., pre/post-initiative attitude surveys, internal spot audits, etc.)

Transparent communication of reporting trends

- Increase transparency of communication to the University community regarding the prevalence and nature of reported bias incidents, prevention initiatives, and response efforts, as broader communication of information in this area is essential to improving campus climate over time

We will report progress toward these goals in the next annual report. Inquiries or requests for more information regarding this report may be directed to Director for Institutional Equity Cheri Burgess at clawson@princeton.edu.

BY THE NUMBERS

This section presents trends and observations related to reported incidents involving members of the University community from July 1, 2022 through June 30, 2023. Such data trends and observations are presented in two categories: disciplinary complaint investigations and non-disciplinary bias reports. Complaints and reports alleging sexual misconduct under the Title IX Sexual Harassment policy or the University Sexual Misconduct policy are not included in this report; information regarding those complaints is available on the [Sexual Misconduct & Title IX website](#).

Disciplinary Investigations

When a complaint constitutes alleged harassment or discrimination based on a protected characteristic, it can be investigated, and if the behavior violates University policy, such conduct is subject to appropriate discipline. The range of penalties for violations of University-wide rules of conduct are referenced in [Rights, Rules, Responsibilities 1.1.7](#).

In 2022-2023, the University received 36 complaints of discrimination, harassment, and retaliation (related to alleged discrimination or harassment). The University formally investigated 21 of those complaints. Fifteen complaints were not investigated because they were withdrawn by the complainant; referred externally because the University lacked jurisdiction over the respondent; or dismissed on initial assessment because the alleged conduct, even if substantiated, would not constitute a policy violation (in appropriate cases, the concerns were addressed by non-punitive measures, e.g., individual discussions regarding the impact of offensive protected speech and reinforcement of University values, delivery of community training).

In 2022-2023, the largest number of complaints alleged discrimination or harassment based on race/ethnicity, followed by complaints alleging discrimination based on sex/gender identity or disability.

Complaints of Discrimination and/or Harassment	
Race/Ethnicity	16
Sex/Gender Identity	8
Disability	5
Age	4
Sexual Orientation	4
Non-protected Characteristic/Other	3
Pregnancy/Childbirth	3
Marital Status	1
National Origin	1
Religion	1
Retaliation	1

Some complaints alleged discrimination and/or harassment based on multiple types of protected characteristics.

More than 60% of all complaints made in 2022-2023 were brought against specific supervisors/managers or department leadership in general and involved concerns of discriminatory decision-making (e.g., hiring, termination, denial of accommodations) in the workplace, harassing or unfair treatment, and retaliation.

Nature of Complaints Based on Alleged Perpetrator	
Alleged Perpetrator	Nature of conduct alleged
Department/University	Discriminatory decision making – 3 Denial of accommodation – 1
Supervisors/Managers	Discriminatory decision making – 2 Denial of accommodation – 1 Retaliation – 1 Harassing/Unfair treatment – 14
Staff	Harassing/Unfair treatment – 9
Faculty	Discriminatory decision making – 1 Harassing/Unfair treatment – 5
Students	No reports – 0
Anonymous/Non-affiliated third parties	Discriminatory decision making – 1

Investigation Outcomes

Investigations of harassment and discrimination complaints in 2022-2023 resulted in **1** finding of policy violation. [Rights, Rules, Responsibilities 1.1.7](#) provides for a range of penalties from a warning to separation from the University for policy violations; however, the applicability and exact nature of the penalty may vary for faculty, staff, and students.

Although most investigations did not result in findings of policy violations, the University uses investigation-related data to identify opportunities to enhance training and equitable best practices. In recent years, such opportunities have resulted in updates to policies and processes for reasonable accommodations related to disability, religion, and pregnancy, and the development of learning sessions for academic and administrative leaders on interrupting bias in admissions, hiring and promotions.

Non-disciplinary Bias Reports

In 2022-2023, 50 incidents of bias were reported that were not appropriate for further investigation based on University policy.

The largest number of reported incidents were based on race/ethnicity, followed by reports of incidents involving no protected characteristic basis, and incidents based on religion. Reports based on sex/gender identity (which typically represent the second largest number of reported bias incidents) comprised 12% of all bias reports in 2022-2023; this is a significant decrease from 24% in 2021-2022.

Reports of Bias	
Race/Ethnicity	14
Non-protected Characteristic/Other	10
Religion	7
Sex/Gender Identity	6
Sexual Orientation	6
Disability	3
National Origin	2
Political Viewpoint	2
Age	1

Some reports concerned bias incidents involving multiple types of protected characteristics.

In 2022-2023, reports of bias incidents were brought against a variety of individuals, spanned several categories, and alleged incidents of varying circumstances.

Reports of biased interpersonal interactions on campus comprised 30% of all bias reports in 2022-2023, compared to 42% in 2021-2022, when the campus fully reopened following the pandemic. Of the reported interpersonal incidents in 2022-2023, 40% were based on race/ethnicity.

Reports of offensive visual images/graffiti increased slightly from 13% in 2021-2022 to 16% in 2022-2023.

Incidents of electronic/online harassment represented 26% of all reports of bias in 2022-2023, which represents an increase from 21% in 2021-2022 (but is less than the approximately 50% of reported incidents in 2020-2021 when the campus community was largely remote). Nearly all the reported incidents of electronic/online harassment in 2022-2023 were perpetrated by anonymous, unknown, and nonaffiliated third parties.

As we continue to shift to an increasingly virtual society, incidents of electronic/online harassment continues to increase and can arise in many forms (e.g., unwelcome messages/images, doxxing, online threats, cyberstalking, and hacked or fabricated accounts). The University provides [resources](#), including a webinar series covering reporting protocols and best practices, for individuals who experience online harassment and participate in courses and public meetings and events online.

Nature of Bias Reports Based on Alleged Perpetrator	
Alleged Perpetrator	Nature of conduct reported
Alumni	Electronic/Online harassment – 1
Anonymous/Non-affiliated third parties	Electronic/Online harassment – 11 Offensive visual images/Graffiti – 7 Interpersonal interactions – 9 Campus grounds – 2
Department/University	Discriminatory decision-making – 3 Harassing/Unfair treatment – 2
Faculty	Harassing/Unfair treatment – 4
Students	Electronic/Online harassment – 1 Interpersonal interactions – 1 Offensive visual images/Graffiti-1
Supervisors/Managers	Discriminatory decision-making – 1 Harassing/Unfair treatment – 1
Staff	Harassing/Unfair treatment – 1 Interpersonal interactions – 5

Outcomes

The majority of bias incidents reported to the University do not meet the definitions of discrimination or harassment and are addressed through non-disciplinary approaches. See Bias Reporting & Response above for a description of non-disciplinary responses and resources.

ABOUT US

The Office of Institutional Equity and Diversity coordinates Princeton’s commitment to diversity, inclusion, and fair treatment of all members of our community—including undergraduate and graduate students, faculty members, postdoctoral fellows, staff, and alumni. Our office facilitates Princeton’s efforts to build an inclusive culture; prevent and respond to bias, discrimination, and harassment; and promote equitable access for people with disabilities. In doing so, we oversee Princeton’s compliance with University policies and laws pertaining to discrimination and harassment (e.g., Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments, Section 504 of the Rehabilitation Act and the Americans with Disabilities Act, and the New Jersey Law Against Discrimination).

Our staff is composed of members of the Office of the Provost. The following individuals support our work on issues related to bias, harassment, and discrimination.



[Michele Minter](#)

Vice Provost for Institutional
Equity and Diversity
Title IX Coordinator
ADA/Section 504 Coordinator



[Cheri Burgess](#)

Director for Institutional Equity
and Equal Employment
Opportunity



[Randy Hubert](#)

Director of Gender
Equity and
Title IX Administration



[Heather Boyce](#)

Administrative Assistant



[Felicia Edwards](#)

Equity and Diversity Specialist



[Donna Maywar](#)

Assistant Director for Equity
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