

Bias Related Incidents Update

During the 2016-2017 school year twenty nine (29) incidents of bias were reported to Gettysburg College. A quantitative summary of the bias incidents by semester and by type is below. Additionally, there is a qualitative summary of the 2016-2017 incidents following the quantitative charts.

Bias Incidents by Semester						
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Total Incidents	11	6	14	24	24	29
Fall Total	8	2	12	14	15	17
Spring Total	3	4	2	10	9	12

Bias Incidents by Type						
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Race/Ethnicity	5	2	12	6	11	19
Gender Identity	3	3	1	11	10	5
Bias Motivated by Sex	1	0	1	5	1	3
Religion/Other	2	1	0	2	2	2

The 2016-2017 reported data is summarized as follows:

- Nineteen (19) incidents were race/ethnicity bias, five (5) incidents were gender identity bias, three (3) incidents were bias motivated by sex, and two (2) incidents were religious or other forms of bias.
- Twelve (12) of the incidents were reported through the Community Concern Form, eight (8) were reported by e-mail to the College Life Office, six (6) were reported directly to the Department of Public Safety, and three (3) were reported by word of mouth.

- Twenty (20) incidents were of racial, ethnicity, sexual orientation, religious, or other forms of bias from students or student organizations and were captured through social media postings or word of mouth from the student body.
 - Seven (7) of the incidents involving students provided enough information to allege a student or student organization of a bias policy violation.
- Four (4) incidents involved a passing vehicle yelling derogatory comments at our students.
- Four (4) incidents were with a faculty member saying unwelcoming comments in the classroom or in their office.
 - These incidents were resolved by a conversation with the Associate Provost.
- One (1) incident involved derogatory comments spray painted underneath a bridge contiguous to campus.
 - The College is working with CSX Railroad Company to resolve this issue.
- In the seven (7) cases where students were alleged as the respondent(s), seven (7) were adjudicated through administrative hearings in the College Life Office. The outcome in these various cases were as follows:
 - Four (4) students were found responsible in four (4) individual cases for bias policy violations. These students were sanctioned to weekend suspension, reflective assignments, educational sanctions, meetings with the Director of Student Rights Responsibilities and the Executive Director of the Office of Multicultural Engagement, and formal apology letters to the individuals impacted if a victim was identified.
 - One (1) case involved one (1) Greek organization that was found responsible for a bias policy violation. This organization was sanctioned to social probation, learning about the impact of bias behaviors on the individuals impacted and the Greek community, and demonstrating that learning in a presentation.
 - Two (2) students were found not responsible in two (2) individual cases for bias policy violations.

Information on specific individual outcomes or sanctions is classified under the Family Educational Rights and Privacy Act (FERPA).

* Please note that the College's [Bias Conduct Policy](#) was revised during the 2016-2017 school year and can be accessed at the link above. The Bias Awareness and Resource Committee (BARC) is working on a comprehensive plan for educating our community on bias for the 2017-2018 school year.

Visit the [Bias Resource Site](#) for more information on bias. Please contact DPS or use the [Community Concern Form](#) to report bias. Contact the College Life Office with questions about this summary at 717.337.6900.