

## Bias Incidents Update

During the 2017-2018 school year ten (10) incidents of bias were reported to Gettysburg College as of the fall 17 semester. Quantitative summaries of the bias incidents by semester and by type are below. Additionally, there is a qualitative summary of the 2017-2018 incidents following the quantitative tables.

<b>Bias Incidents by Semester</b>						
	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>
<b>Total Incidents</b>	6	14	24	24	29	10
<b>Fall Total</b>	2	12	14	15	17	10
<b>Spring Total</b>	4	2	10	9	12	NA

<b>Bias Incidents by Type</b>						
	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>
<b>Race/Ethnicity</b>	2	12	6	11	19	5
<b>Gender Identity</b>	3	1	11	10	5	3
<b>Bias Motivated by Sex</b>	0	1	5	1	3	1
<b>Religion/Other</b>	1	0	2	2	2	1

The 2017-2018 reported data are summarized as follows:

- Five (5) incidents were race/ethnicity bias, three (3) incidents were gender identity bias, one (1) incident was bias motivated by sex, and one (1) incident was religious bias.
- Six (6) of the incidents were reported through the Community Concern Form, three (3) incidents were reported by e-mail to the College Life Office, and one (1) incident was reported directly to the Department of Public Safety.
- Eight (8) incidents were of racial, ethnicity, sexual orientation, or religious bias from students and were captured through social media postings or word of mouth from the student body.

- Two (2) of the incidents involving students provided enough information to allege a student of a bias policy violation.
- One (1) incident involved a passing vehicle yelling derogatory comments at a student.
- One (1) incident involved writing a derogatory symbol on a student's car.
- In the two (2) cases where students were alleged as the respondent, two (2) were adjudicated through administrative hearings in the College Life Office. The outcomes in these cases were as follows:
  - One (1) student was found responsible in one (1) individual case for a bias policy violation. This student was sanctioned to a formal apology letter to the individual harmed by the behavior and meetings with the Director of Student Rights and Responsibilities.
  - One (1) student was found not responsible in one (1) individual case for a bias policy violation.

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

\*Please note that sexual orientation and gender identity bias were of similar behaviors and have been combined into one category of gender identity. \*Bias motivated by sex represents bias behaviors that occur because of someone's biological sex (male or female).

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 during 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.