

## Bias Incidents Update

During the 2017-2018 school year twenty four (24) incidents of bias were reported to Gettysburg College. 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 charts.

<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	24
<b>Fall Total</b>	2	12	14	15	17	11
<b>Spring Total</b>	4	2	10	9	12	13

<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	12
<b>Gender Identity</b>	3	1	11	10	5	8
<b>Bias Motivated by Sex</b>	0	1	5	1	3	2
<b>Religion</b>	1	0	2	2	2	2

The 2017-2018 reported data are summarized as follows:

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

- Seventeen (17) incidents were of race/ethnicity, gender identity, bias motivated by sex, or religion bias from students or student organizations and were captured through social media postings or word of mouth from the student body.
  - Five (5) of the incidents involving students provided enough information to allege a student of a bias policy violation.
- Three (3) incidents were with a faculty member saying unwelcoming comments in the classroom, in their office, or by email to students.
  - These incidents were resolved by a conversation with the Associate Provost.
- Three (3) incidents were of an unknown source.
  - The Department of Public Safety investigated these incidents and could not determine if it was another student, faculty, staff, or a non-community member responsible for the behavior.
- One (1) incident involved students saying derogatory comments to a faculty member.
  - This information was reported from a third party and the students were unknown.
- In the five (5) cases where students were alleged as the respondent(s), five (5) were adjudicated through administrative hearings in the College Life Office. The outcomes in these various cases were as follows:
  - Three (3) students were found responsible in three (3) individual cases for bias policy violations. These students were sanctioned to reflective assignments, educational sanctions, meeting with various college staff, participation in Stop Bias at the Burg week activities, and formal apology letters to the individuals harmed if a victim was identified.
  - 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 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 continuously working on a comprehensive plan for educating our community on bias.

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.