In the Fall of 2014, fourteen (14) bias incidents were reported to the Dean of Students Office. This number was equal to the number of incidents reported in the 2013-2014 academic year. The number of incidents reported in the last two years is higher than what we have seen in previous years. The numbers and composition of bias related incidents reported in the last 5 years are listed below.

- Four (4) of the incidents were reported through the Community Concern Form, four (4) were reported directly to the Department of Public Safety, and six (6) were reported to various offices/departments.
- Five (5) incidents involved someone yelling out of a car window or passing by on the street where the offender(s) could not be identified.
- Two (2) incidents (including one captured as both sexual orientation based and religion based bias) were through electronic forms. One in the form of an email leading to an unknown person and one in the form of a Facebook account that was being used as an alias.
- Two (2) incidents are still actively under investigation/review.
Two (2) incidents were cases of faculty allegedly making bias comments. These incidents were addressed by the Provost's Office.

In the three (3) cases where students were identified as the respondent(s), those cases were adjudicated (administratively or through the Student Conduct Review Board). In various cases, some involving more than one respondent, outcomes included:

- Two (2) students were found not responsible for violating policy.
- Three (3) students were found responsible and sanctioned to conduct probation and other educational sanctions.
- One (1) student was suspended for a semester.

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

This summary of reported bias incidents has been reviewed and evaluated by the Bias Education & Advisory Council whose members include:

- Rashida Aluko-Roberts ’15
- Jeanne Arnold, Chief Diversity Officer
- Josef Brandauer, Associate Professor, Health Sciences
- Jordan G. Cinderich ’15
- Erin Duran, Director of LGBTQ Advocacy and Education
- Emily F. Hall ’15
- Craig Lair, Assistant Professor, Sociology
- Jennifer McCary, Assistant Dean/Director of Student Rights & Responsibilities
- Joanne Myers, Associate Professor, English
- Julie Ramsey, Vice President for College Life and Dean of Students
- Dwayne Taylor, Associate Director of Residential & First-Year Programs

The Council wants you, the campus community, to be aware of these incidents and think about what you can do to prevent bias on our campus. Some things include:

- Raise awareness and state your concerns.
- Talk with your friends and colleagues about these issues.
- Participate in Bystander Education training programs.
- Contact the Women’s Center, Intercultural Resource Center and/or LGBTQ Advocacy and Education offices to learn about more commonly occurring bias incidents and their prevention.
- Attend programs and events in support of diversity themes
- Participate in eRace, nGender, iBelieve, Healthy Relationship Discussion Groups and other campus dialogues
- Read and write for SURGE (http://surgegettysburg.wordpress.com/)
- Attend a future Social Justice Institute (www.gettysburg.edu/socialjustice)
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.