2018-2019 Bias Incidents Update

The Bias Incidents Update has been published to the campus community annually since fall 2011. The purpose of this report is to increase awareness about bias behaviors in our community. The College hopes to increase transparency about bias behaviors and thus engage the community in ongoing education and response to reduce bias behavior.

During the 2018-2019 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 2018-2019 incidents following the quantitative tables.

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<tbody>
<tr>
<td>Total Incidents</td>
<td>14</td>
<td>24</td>
<td>24</td>
<td>29</td>
<td>24</td>
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</tr>
<tr>
<td>Fall Total</td>
<td>12</td>
<td>14</td>
<td>15</td>
<td>17</td>
<td>11</td>
<td>12</td>
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<tr>
<td>Spring Total</td>
<td>2</td>
<td>10</td>
<td>9</td>
<td>12</td>
<td>13</td>
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<tbody>
<tr>
<td>Race/Ethnicity</td>
<td>12</td>
<td>6</td>
<td>11</td>
<td>19</td>
<td>12</td>
<td>15</td>
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<tr>
<td>Gender Identity</td>
<td>1</td>
<td>11</td>
<td>10</td>
<td>5</td>
<td>8</td>
<td>6</td>
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<tr>
<td>Bias Motivated by Sex</td>
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<td>5</td>
<td>1</td>
<td>3</td>
<td>2</td>
<td>2</td>
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<tr>
<td>Religion</td>
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<td>2</td>
<td>2</td>
<td>2</td>
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The 2018-2019 reported data are summarized as follows:

- Ten (10) of the incidents were reported through the Community Concern Form, eight (8) were reported by e-mail to the Office of College Life, three (3) were reported directly to the Department of Public Safety, and three (3) were reported by word of mouth.
- Sixteen (16) 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.
  - Four (4) of the incidents provided enough information to allege a student of a bias policy violation.
• Three (3) incidents were of an unknown source.
  o 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.
• Two (2) incidents were with a faculty member saying unwelcoming comments or engaging in an insensitive act in the classroom.
  o These incidents were resolved by a conversation with the Associate Provost.
• Two (2) incidents involved students saying derogatory comments to a faculty or staff member.
  o Two (2) incidents provided enough information to allege a student of a bias policy violation.
• One (1) incident involved an employee saying insensitive comments in an employee common space.
  o This issue was resolved by the Office of Human Resources.
• In the six (6) cases where students were alleged of a bias policy violation, six (6) were adjudicated through administrative hearings in the Office of College Life. The outcomes in these various cases were as follows:
  o Five (5) individual cases involved five (5) students being found responsible for bias policy violations. These students were sanctioned to conduct probation, loss of privileges, residence hall relocation, educational assignments, no trespass orders, and formal apology letters to the individuals harmed if a victim was identified.
  o One (1) case involved one (1) student that was found not responsible for a bias violation.
    ▪ There was not enough information to substantiate the allegation.

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 2018-2019 school year. The revised policy is called the Anti-Discrimination, Harassment, and Bias Conduct Policy.

The College recognizes that not all bias incidents are reported for various reasons. The College is working to improve its bias reporting and resolution process. Feedback on these improvements will be sought throughout the 2019-2020 school year.

The Bias Awareness and Resource Committee (BARC) is continuously working on improving education in our community around bias. Visit the BARC website for more information.

Please contact DPS or use the Community Concern Form to report bias. Contact the Office of College Life with questions about this summary at 717.337.6900.

The Bias Incidents Update is published on the Digest for faculty, staff, and students every year. A copy of this report is also kept on the Diversity and Inclusion website at https://www.gettysburg.edu/offices/diversity-inclusion/.