

## Bias Related Incidents Update

During the 2015-2016 school year 24 incidents of bias were reported to Gettysburg College. This number is consistent with the bias incidents reported to the College in the 2014-2015 school year. A quantitative summary of the bias incidents by year and by type is below. Additionally, there is a qualitative summary about the 2015-2016 incidents.

<b>Bias Incidents by Year</b>							
	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
<b>Total Incidents</b>	11	9	11	6	14	24	24
<b>Fall Total</b>	8	3	8	2	12	14	15
<b>Spring Total</b>	3	6	3	4	2	10	9

<b>Bias Incidents by Type</b>							
	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
<b>Race or Ethnicity</b>	4	6	5	2	12	6	11
<b>Religion</b>	4	2	2	1	0	2	2
<b>Sexual Orientation</b>	2	1	3	3	1	11	10
<b>Gender Identity</b>	1	0	1	0	1	5	1

The 2015-2016 reported data is summarized as follows:

- Six (6) of the incidents were reported through the Community Concern Form, twelve (12) were reported directly to the Department of Public Safety, six (6) were reported to various offices/departments.
- Thirteen (13) incidents involved someone yelling out of a car window or in passing where the offender(s) could not be identified.
- Six (6) incidents were of racial, ethnicity, or sexual orientation bias from students or student organizations and were captured through social media postings or word of mouth from the student body.

- Four (4) incidents involved some form of defacement or vandalism of posters or white boards.
- One (1) incident was a case of a faculty member making a bias comment. This incident was addressed by the Provost's Office.
- In the six (6) cases where students were alleged as the respondent(s), six (6) were adjudicated administratively through an administrative hearing. The outcome in these various cases included:
  - Five (5) students were found responsible in five (5) individual cases for violating policy. These students were sanctioned to reflective assignments, educational sanctions, and formal apology letters to the person impacted if a victim was identified.
  - One (1) case involved two (2) Greek organizations that were found responsible and sanctioned to social probation, learning about the impact of bias behaviors on the community, demonstrating that learning to the community members harmed, creating a bias awareness pamphlet for the Greek community, and a behavior contract with Gettysburg College.

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

\* Please note that College's Bias Incident Policy is scheduled to be reviewed during the 2016-2017 school year. Lastly, a new committee chaired by Jeanne Arnold and Chris Fee has been formed to assist with bias response and awareness.

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.