

Discrimination, Harassment, and Bias Response and Education Protocol

I. Prohibited Conduct

Discrimination

Differential treatment of people based upon their actual or perceived race, color, national origin, ethnicity, sex, gender, gender identity/expression, sexual orientation, age, religion, disability, veteran status, or any other trait protected by law. Certain forms of discrimination are prohibited by federal and state law. The College prohibits illegal discrimination, as well as other forms of discrimination that violate its policies.

Harassment

Unwelcome and offensive conduct that is based on the actual or perceived race, color, national origin, ethnicity, sex, gender, gender identity/expression, sexual orientation, age, religion, disability, veteran status, or any other protected trait. Certain forms of harassment are prohibited by federal and state law. The College prohibits illegal harassment, as well as other forms of harassment that violate its policies.

Harassment may also constitute a criminal offense when there is a course of conduct or repeated acts that serve no legitimate purpose and are intended to harass, annoy, or alarm another person

Bias Incident

A communication or action that is stereotypical, exclusionary, mocking, degrading, or invalidating, and usually related to actual or perceived affiliation to what are classified by law as protected classes, as well as other traits. Bias incidents may not constitute a violation of law or College policy, but may, nevertheless, have a significant negative effect on members of the campus community.

Hate Crimes Hate Speech, Title VI, Title VII and Title IX

Hate Crimes:

A crime, often involving violence or a threat of violence, that is motivated by bias against individuals or groups based on their actual or perceived race, color, religion, national origin, sexual orientation, gender, gender identity, or disability or other protected trait. A hate crime often involves violence or the threat of violence.

Hate Speech:

Any form of expression through which speakers intend to denigrate, vilify, or incite hatred against a group or a class of persons based on their actual or perceived race, color, national origin, ethnicity, religion, sexual identity, gender identity, ethnicity, disability, or other protected trait, without inciting violence or creating a clear and present danger. In some contexts, hate speech may be protected by principles of free expression.

Title VI:

A federal law that prohibits discrimination on the basis of race, color and national origin by entities that receive federal funding.

Title VI was adopted as part of the Civil Rights Act of 1964.

Title VII:

A federal law that prohibits discrimination in employment on the basis of race, color, religion, sex (including pregnancy) or national origin. Title VII was adopted as part of the Civil Rights Act of 1964.

Title IX:

A federal law that prohibits sex-based discrimination by any educational program or activity that receives federal financial assistance. The law requires institutions to have a policy that outlines its response to reports of certain forms of sexual harassment or sexual violence. Title IX was adopted as part of the 1972 Federal Education Amendments.

II. Reporting

Any member of the College Community can report complaints of the Discrimination or Harassment Policy to College Life Office at extension 6907 or Campus Safety at 6912. Complaints can also be submitted electronically via the [Community Concern Form](#).

Students, faculty, and staff can report a bias-related incident through the appropriate links below:

For students: https://cm.maxient.com/reportingform.php?GettysburgCollege&layout_id=3

For employees: https://cm.maxient.com/reportingform.php?GettysburgCollege&layout_id=12

III. Resources

Below is a list of offices and committees that can be helpful in addressing concerns of discrimination, harassment, and bias.

For Employees:

┆ [Office of Diversity & Inclusion](#)

┆ [Human Resources](#)

┆ [Provost's Office](#)

┆ [College Ombuds](#)

┆ [Diversity & inclusion Advisory Committee](#)

| [College Chaplain](#)

For students:

| [Office of Diversity & Inclusion](#)

| [Associate Dean for Inclusion & Belonging, College Life](#)

| [Office of Multicultural Engagement,](#)

| [Gender & Sexuality Resource Center,](#)

| [International Student Services](#)

| [College Chaplain](#)

| [Counseling & Wellness](#)

IV. Retaliation

No individual who makes or intends to make a complaint of the Discrimination and Harassment Policies, participates in an investigation, hearing, or inquiry by the College or an appropriate authority, or participates in a court proceeding shall be subject to retaliation from any member of the college community. Any community member who believes they have been subjected to retaliation should report the concerns to the College Life Office at 6907, Campus Safety at 6912, or electronically via the [Community Concern Form](#).

**Some materials have been adapted from Bucknell University, Franklin and Marshall College, Georgetown University, and Davidson College.*

**Approved April 17, 2019 by the Student Life Committee.*

Policy and Guidelines for Public Expression, Invited Speakers, and Distribution of Written Materials on Campus