



Report on Campus Climate and Sexual Violence at Maryland Colleges and Universities MSAR #11669

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Report on Campus Climate and Sexual Violence at Maryland Colleges and Universities #11669

Education Article §11–601 puts forth a number of requirements for all higher education institutions in the State of Maryland. These requirements include providing the Maryland Higher Education Commission (MHEC) a report including institution-level data on incidents of sexual assault and other sexual misconduct and conducting and submitting the results of a sexual assault campus climate survey.

Every two years institutions must submit to MHEC:

- A report on school-specific results of a sexual assault campus climate survey; and
- A report aggregating the data collected by the institution regarding sexual assault complaints made to the institution, including the:
 - Types of misconduct;
 - Outcome of each complaint;
 - Disciplinary actions taken by the institution;
 - Accommodations made to students in accordance with the sexual assault policy; and
 - Number of reports involving alleged nonstudent perpetrators.¹

The following statewide report addresses survey narrative and incident data, as required by the legislation.²

For the 2018-2020 cycle, all institutions were required to submit incident data and the survey narrative report on or before June 1, 2020, as mandated by law, and this deadline was extended until January 1, 2021.³ Of the 51 institutions of higher education in the state that were required to submit reports and data to MHEC, 46 were fully compliant.⁴

Survey Narratives

Each cycle MHEC distributes guidelines to institutions regarding the requirements for the survey narrative reporting. For this cycle, all institutions were required to report on the following four areas.

- Survey administration
- Perceptions of safety and general campus climate
- Perceptions of institution's readiness and ability to address issues of sexual violence
- Institutional analysis and action steps

Institutions were asked to report on their findings of prevalence of sexual assault and other sexual misconduct if they collected those data via their survey. All institutions fulfilled the requirements put forth in the legislation and the guidelines for administering the sexual assault campus climate survey and reporting on the survey's findings.

All campus climate survey report narratives can be found later in this volume.

¹ Institutions are also required to provide a link to their most recent data, per the federal Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act.

² The reports for the 2016 and 2018 cycles can be found at MHEC's research website <https://mhec.state.md.us/publications/Pages/research/index.aspx> under Periodic Reports.

³ Under Governor Larry Hogan's state of emergency [proclamation](#) in Maryland due to the coronavirus/COVID-19 pandemic, MHEC extended deadlines on reports.

⁴ The five non-compliant institutions were private institutions, including faith-based colleges; MHEC is working with these institutions to ensure they will be compliant for the 2022 cycle.

Statewide Incident Data

In an effort to collect a standardized set of data on sexual assault and other sexual misconduct at Maryland's colleges and universities, the institutions were required to report on all incidents via an incident report template developed by MHEC; this same template was used for the 2016-2018 reporting cycle, as well, in an effort to keep data collection consistent and allow institutions and the State to report trend data using the same standard measures.

According to the MHEC guidelines, an incident was defined as an allegation of sexual assault or other sexual misconduct involving a student which was reported or referred to the institution's Title IX coordinator or other appropriate institution designee.⁵ An incident did not have to result in a formal complaint or investigation to be reported.

To ensure consistent reporting of the incident data by institutions, MHEC uses a standard set of definitions. These terms more closely reflect the definitions included in the policies and procedures of the State's colleges and universities than the definitions used in Maryland criminal law. These definitions are broader and more inclusive than those in state criminal law, thereby allowing for a more robust collection of incident data.

These definitions are:

- (1) **Sexual Assault I:** non-consensual sexual intercourse: any act of sexual intercourse with another individual without consent. Sexual intercourse includes vaginal or anal penetration, however slight, with any body part or object, or oral penetration involving mouth to genital contact.
- (2) **Sexual Assault II:** non-consensual sexual contact: any intentional touching of the intimate parts of another person, causing another to touch one's intimate parts, or disrobing or exposure of another without consent. Intimate parts may include genitalia, groin, breast, or buttocks, or the clothing covering them, or any other body part that is touched in a sexual manner. Sexual contact also includes attempted sexual intercourse.
- (3) **Other Sexual Misconduct:** incidents should be included in this category if they relate to any other category of violence or misconduct as defined by the institution. These may include dating violence, domestic violence, sexual exploitation, sexual harassment, sexual intimidation, sexual violence, and stalking.

Regardless of the institutions' sexual assault policies and corresponding definitions of sexual assault and other sexual misconduct, these three definitions were used by all institutions in classifying and reporting incidents for the incident report. This ensured consistency across all campus reports and allowed for reliable aggregation of the data.

In addition, institutions were asked to report on the primary source of the reported incident. These could be reported by complainants⁶, witnesses, responsible employees (e.g., faculty, student affairs staff,

⁵ Institutions were instructed, in complex cases, to have their data reflect only one category of sexual assault or other sexual misconduct. In addition, institutions were instructed to prioritize in order of the severity of the incident (e.g., the aspect of the alleged incident which is defined under Sexual Assault I would take priority over aspects of the alleged incident that are defined under Sexual Assault II or Other Sexual Misconduct). This mirrors the Hierarchy Rule, as described in the Violence Against Women Reauthorization Act of 2013.

⁶ Throughout this report the terms "victim," and "complainant," are used interchangeably to refer to persons who have experienced sexual assault, sexual misconduct, and other forms of sexual violence. All terms are used in federal and state laws as well as in college and university policies. It must be acknowledged that there is some debate about the use of these terms, and that different individuals and organizations encourage the use of one over the other in different contexts and for a variety of reasons. MHEC encourages respect for the expressed preferences of individuals for one term or another.

coaches), or anonymously.⁷ Data were also collected on the location and timing of the reported incident, the number of incidents reported to sworn law enforcement officers, and the number of incidents that involved non-student perpetrators.^{8 9}

Institutions also reported on the accommodations offered to students following allegations of sexual misconduct. These include housing adjustments, counseling services, medical assistance, and references to off-campus resources such as a rape crisis center. Other interim measures might be extended to the respondent, such as training, interim suspension, and no-trespass orders.¹⁰

In addition, institutions reported on the number of outcomes after the initial investigation or assessment of the reported incident. These outcomes could result in completing a formal investigation or finding an informal resolution. In addition, institutions reported on those incidents in which the Title IX staff could not proceed due to a lack of authority over the perpetrator (e.g., a student from another campus, a domestic partner) or did not have enough information to proceed with a formal investigation. Institutions also reported on those incidents in which the victim did not want to move forward.

The data also holds information on the outcomes of formal complaints.¹¹ Students found responsible for sexual assault or other sexual misconduct could face multiple sanctions, which could include suspension, expulsion, housing restrictions, disciplinary probations/warnings, fines, and non-contact orders. Educational sanctions (in the form of trainings, workshops, and/or reflective writing exercises) might also be issued to the respondent. Imposing sanctions can be guided by institutional protocols and policies and may be informed by the frequency and severity of the misconduct, the previous history of the respondent, the respondent's adherence to interim measures, and the circumstances surrounding the incident (e.g., use of force or weapon, level of threat to the complainant).

It is important to note that sanctions can only be imposed on those individuals within the campus community (students, faculty, and staff). Due to the constraints posed by jurisdictional limitations, an institution's role can be limited should the perpetrator be someone unaffiliated with the college or university. Institutions can offer assistance to the victim, such as counseling services or support should the student want to pursue the case through civil or criminal justice systems.

Statewide findings

Institutions reported 2,913 incidents of sexual assault or other sexual misconduct during the 2018 to 2020 cycle.¹² Of them 16.9% were Sexual Assault I, 11.7% were Sexual Assault II and the remaining 71.4%

⁷ A responsible employee is any college or university employee who has been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX coordinator or other appropriate school designee, or whom a student could reasonably believe has this authority or duty.

⁸ Sworn law enforcement officers are defined as persons formally authorized to make arrests while acting within the scope of explicit legal authority.

⁹ A non-student perpetrator is defined as a person who is alleged to have committed a sexual assault or other sexual misconduct who is not a student of the same institution as the person who made the incident report. This can include individuals such as family members, visitors to the campus, faculty, or staff members.

¹⁰ A respondent is an individual who is reported to have committed act(s) of sexual assault or other sexual misconduct.

¹¹ A formal complaint is a formal report completed by the student regarding the alleged incident; the complaint can initiate a proceeding under the campus student disciplinary system or trigger a formal investigation by the institution. Not all incidents result in complaints. The student filing a complaint is considered a complainant.

¹² Each institution could choose, based on its institutional calendar, the appropriate date in spring 2020 for the reporting cycle to end. The institution's cycle start date was based on the end date of their 2018 cycle, which could also vary.

were Other Sexual Misconduct. The proportion of these incidents vary by institutional segment. See Tables 1 and 2.

Table 1: Number of Incidents Reported by Type: Statewide and by Segment, 2018-2020 Cycle

	All incidents of Sexual Assault and Other Sexual Misconduct	Sexual Assault I	Sexual Assault II	Other Sexual Misconduct
Statewide	2,913	492	342	2,079
Community Colleges	238	19	25	194
Public Four-Year Institutions	1,786	325	215	1,246
MICUA + Other Privates	889	148	102	639

Table 2: Incident Totals and Rates of Incident Types; Statewide and by Segment, 2018-2020 Cycle

	All incidents of Sexual Assault and Other Sexual Misconduct	Sexual Assault I	Sexual Assault II	Other Sexual Misconduct
Statewide	2,913	16.9%	11.7%	71.4%
Community Colleges	238	8.0%	10.5%	81.5%
Public Four-Year Institutions	1,786	18.2%	12.0%	69.8%
MICUA + Other Privates	889	16.6%	11.5%	71.9%

Of the 2,913 incidents reported, over 90% of them were from the State’s four-year institutions (61.3% at Maryland’s public four-year institutions and 30.5% at Maryland’s state-aided and other private institutions¹³). A much smaller proportion of the incidents were reported at the community colleges. These patterns are consistent across incident types. See Table 3.

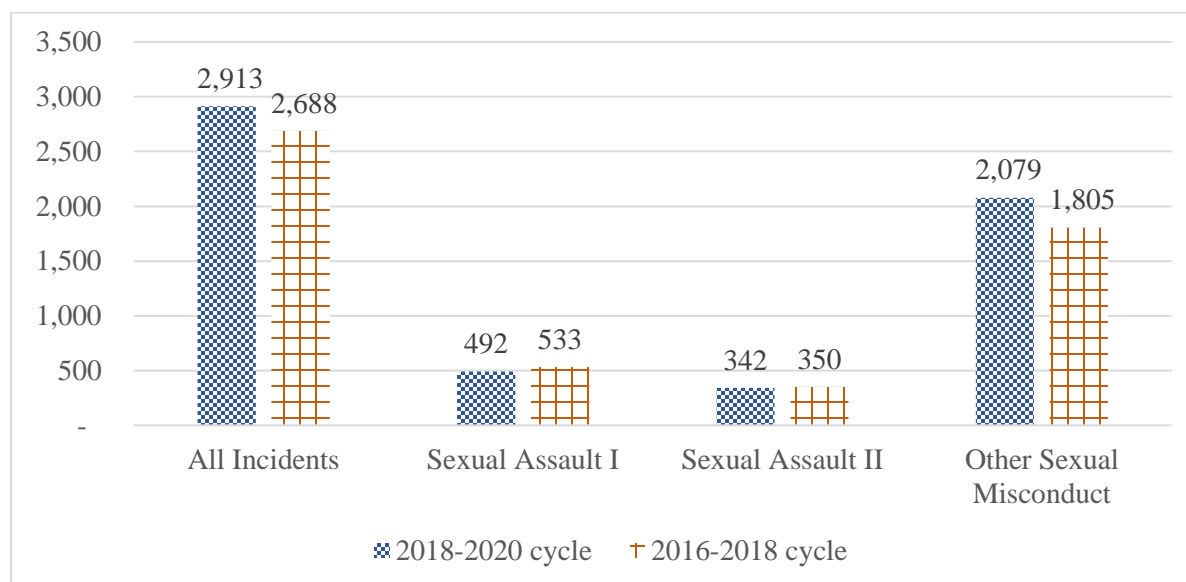
Table 3: Incident Totals and Rates by Segment: All Incidents and by Type: 2018-2020 Cycle

	All incidents of Sexual Assault and Other Misconduct	Sexual Assault I	Sexual Assault II	Other Sexual Misconduct
Statewide	2,913	492	342	2,079
Community Colleges	8.2%	3.9%	7.3%	9.3%
Public Four-Year Institutions	61.3%	66.1%	62.9%	59.9%
MICUA + Other Privates	30.5%	30.1%	29.8%	30.7%

The statewide and segmental data are consistent since the last reporting cycle. Overall counts of incidents are slightly higher than the previous cycle, and that change is due to an increase in reports of other sexual misconduct. See Figure 1.

¹³ Of the four private institutions that submitted incident data, all but one had no incident data to report.

Figure 1: Comparison of the 2020 and 2018 Incident Reporting Cycles: All Incidents and by Type



Of the “Other Sexual Misconduct” incidents reported (n=2,079), most were sexual harassment (see Table 4). Institutions report that “Other” incidents within this category can include reports of retaliation as well as reports of general sexual assault where information available was not specific enough to definitively categorize the matter as Sexual Assault I or Sexual Assault II.

Table 4: Statewide Incident Rates of Other Sexual Misconduct by Type

Sexual harassment	40.0%
Other	18.4%
Dating violence	15.7%
Stalking	15.5%
Domestic violence	6.9%
Sexual exploitation	3.5%

Additional statewide and segment data can be found in the appendix of this report.

The institutional survey narratives and incident data collected from the 2018-2020 cycle continue to assist both the institutions and the State in addressing the issue of sexual assault and violence on college campuses. During the 2018-2020 reporting cycle additional legislation, regulations, and guidance came from state and federal leaders around areas of adjudication of cases¹⁴ and Title IX¹⁵. Amidst these changes, institutions continue to improve programming, education, and training, while addressing longer-term issues tied to the larger campus climate and students feelings of support and care. The State of

¹⁴ Pursuant to Education Article §11-601, the Maryland Higher Education Commission (MHEC) maintains a list of attorneys willing to represent students in Title IX Campus Sexual Assault Proceedings pro bono or at reduced fees. Attorneys must register with the agency and participate in a training that includes training on trauma-informed representation, provided by the Maryland State Bar Association; a county bar association or the Bar Association of Baltimore City; or an organization funded by the Maryland Legal Services Corporation (MLSC).

¹⁵ Summary of Major Provisions of the Department of Education's Title IX Final Rule – May 2020, <https://www2.ed.gov/about/offices/list/ocr/docs/titleix-summary.pdf>.

Maryland and its colleges and universities continue to be a leader in the nation's in efforts to address the issues of sexual violence on campuses.

Appendix A

Incidents of Sexual Assault I: 2018-2020

		MICUA	P4YR	CC
1	Total number of incidents classified as Sexual Assault I reported to Title IX staff or other appropriate institution designee.	148	325	19
	For question 2, please indicate the primary source of the report. The totals for these figures must equal the number in Q1.			
2	How many incidents were reported:			
	a. by victim	64	79	7
	b. by witness(es)	6	7	0
	c. anonymously	2	10	0
	d. by responsible employee(s)	57	206	10
	e. other	19	23	2
	The responses for Questions 3 and 4 must each equal the number in Q1.			
3	How many Sexual Assault I incident reports occurred			
	a. within 24 hours of incident	22	49	1
	b. within same semester	64	119	11
	c. after the end of the semester or longer	51	83	5
	d. prior to enrollment	6	16	1
	e. unknown	5	58	1
4	How many Sexual Assault I incidents occurred in these locations:			
	a. On-campus	67	112	1
	b. At a school-sponsored off-campus activity/event	1	2	1
	c. Off-campus	55	138	17
	d. Undisclosed/Unknown	25	73	
5	To your knowledge, how many of the Sexual Assault I incidents from Q1 were reported to sworn law enforcement officers?	20	68	5
	For question 6, the response may not exceed the number in Q1, and 6a., 6b., and 6c. must total the response in 6.			
6	How many Sexual Assault I incidents involved one or more non-student perpetrators? (ensure 6a., 6b., and 6c. sum to the figure in 6).	62	159	11
	a. Of the incidents involving non-student perpetrators, how many involved faculty or staff (or otherwise affiliated with the campus)?	5	2	0

Incidents of Sexual Assault I: 2018-2020

		MICUA	P4YR	CC
	b. Of the incidents involving non-student perpetrators, how many involved those not affiliated with the campus in any way (visitor, domestic partner, stranger)?	57	158	11
	c. Of the incidents involving non-student perpetrators, how many involved both affiliated and unaffiliated individuals?	23	2	0
	For question 7, the responses MAY exceed the number in Q1 due to the possibility of multiple accommodations being offered per incident.			
7	How many of the following accommodations were made for the Sexual Assault I incidents, regardless of whether the incident resulted in a formal complaint?			
	a. Alternative housing	12	15	0
	b. Referral to counseling/health services	125	251	10
	c. No-contact or stay orders	40	64	3
	d. Interim suspension	5	10	0
	e. Academic accommodations (e.g., class scheduling, test rescheduling, etc.)	52	119	11
	f. Referral to off-campus resources (e.g., rape crisis center, MCASA, women's shelter, hotline)	78	184	10
	g. Additional training or support	49	4	4
	h. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	15	17	2
	i. Security escorts	8	7	5
	j. Referral to campus crime victims advocate	38	22	1
	k. Other	49	18	4
	If "Other," in the blank below please provide examples of other accommodations offered			
	For question 8, the responses (a through g) should total the number in Q1.			
8	Please indicate the Sexual Assault I incident report outcomes after the initial assessment/review/preliminary investigation:			
	a. Completed formal investigation	27	48	3
	b. Not enough information provided	26	78	2
	c. No authority over perpetrator	41	93	11
	d. Victim did not want to move forward	41	84	2
	e. Informal resolution found	4	0	1
	f. Formal investigation still in progress	2	6	0
	g. Other	6	16	0

Incidents of Sexual Assault I: 2018-2020

		MICUA	P4YR	CC
	For question 9 and 10, the individual responses may not exceed the number in Q1.			
9	Total number of Sexual Assault I incidents resulting in formal complaints	38	64	3
10	In how many formal complaints for Sexual Assault I was one or more perpetrators found to be responsible?	15	26	1
	For question 11, the responses may exceed the amount in Q10 should multiple sanctions be imposed per case.			
11	How many of the following sanctions/outcomes were imposed in those cases?			
	a. Suspension	3	14	0
	b. Expulsion	6	8	0
	c. Alternative resolution	3	1	0
	d. Housing restriction	1	4	0
	e. Disciplinary warning	1		0
	f. Disciplinary probation	3	2	0
	g. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	5	17	1
	h. Non-contact order	11	13	1
	i. Administration of fines	0	0	0
	j. Education/writing	5	13	0
	k. Termination of employment/contract not renewed	1	0	0
	l. Mental health evaluation	2	2	0
	m. Other	9	2	0
12	In how many formal complaints was a finding of responsibility appealed?	10	10	0
13	Of those appeals, please indicate the final result:			
	a. Affirmed	8	9	0
	b. Overturned	0	1	0
	c. Modified	1	0	0
	d. Other	1	0	0
14	In how many formal complaints was a finding of non-responsibility appealed?	2	3	0
15	Of those appeals, please indicate the final result:			

Incidents of Sexual Assault I: 2018-2020

		MICUA	P4YR	CC
	a. Affirmed	2	2	0
	b. Overturned	0	0	0
	c. Modified	0	0	0
	d. Other	0	1	0
16	In how many formal complaints was a sanction appealed?	9	10	0
17	Of those appeals, please indicate the final result:			
	a. Affirmed	5	8	0
	b. Overturned	0	1	0
	c. Modified	3	1	0
	d. Other	1	0	0

Appendix B

Incidents of Sexual Assault II: 2018-2020

		MICUA	P4YR	CC
1	Total number of incidents classified as Sexual Assault II reported to Title IX staff or other appropriate institution designee.	102	215	25
	For question 2, please indicate the primary source of the report. The totals for these figures must equal the number in Q1.			
2	How many incidents were reported:	0	0	0
	a. by victim	69	39	13
	b. by witness(es)	3	17	1
	c. anonymously	0	3	0
	d. by responsible employee(s)	22	142	11
	e. other	8	14	0
		0	0	0
	The responses for Questions 3 and 4 must each equal the number in Q1.			
3	How many Sexual Assault II incident reports occurred			
	a. within 24 hours of incident	17	32	9
	b. within same semester	56	86	9
	c. after the end of the semester or longer	23	37	6
	d. prior to enrollment	1	21	1
	e. unknown	5	39	0
4	How many Sexual Assault II incidents occurred in these locations:			
	a. On-campus	61	77	18
	b. At a school-sponsored off-campus activity/event	8	4	0
	c. Off-campus	26	90	7
	d. Undisclosed/Unknown	6	44	0
5	To your knowledge, how many of the Sexual Assault II incidents from Q1 were reported to sworn law enforcement officers?	6	43	7
	For question 6, the response may not exceed the number in Q1, and 6a., 6b., and 6c. must total the response in 6.			
6	How many Sexual Assault II incidents involved one or more non-student perpetrators? (ensure 6a., 6b., and 6c. sum to the figure in 6).	24	98	8
	a. Of the incidents involving non-student perpetrators, how many involved faculty or staff (or otherwise affiliated with the campus)?	11	10	1

Incidents of Sexual Assault II: 2018-2020

		MICUA	P4YR	CC
	b. Of the incidents involving non-student perpetrators, how many involved those not affiliated with the campus in any way (visitor, domestic partner, stranger)?	13	85	7
	c. Of the incidents involving non-student perpetrators, how many involved both affiliated and unaffiliated individuals?	0	3	0
	For question 7, the responses MAY exceed the number in Q1 due to the possibility of multiple accommodations being offered per incident.			
7	How many of the following accommodations were made for the Sexual Assault II incidents, regardless of whether the incident resulted in a formal complaint?			
	a. Alternative housing	7	29	1
	b. Referral to counseling/health services	80	156	9
	c. No-contact or stay orders	41	29	14
	d. Interim suspension	3	6	5
	e. Academic accommodations (e.g., class scheduling, test rescheduling, etc.)	11	45	4
	f. Referral to off-campus resources (e.g., rape crisis center, MCASA, women's shelter, hotline)	49	106	12
	g. Additional training or support	48	1	1
	h. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	9	11	5
	i. Security escorts	6	3	9
	j. Referral to campus crime victims advocate	11	28	2
	k. Other	15	7	2
	If "Other," in the blank below please provide examples of other accommodations offered			
	For question 8, the responses (a through g) should total the number in Q1.			
8	Please indicate the Sexual Assault II incident report outcomes after the initial assessment/review/preliminary investigation:			
	a. Completed formal investigation	22	16	5
	b. Not enough information provided	12	57	2
	c. No authority over perpetrator	10	62	6
	d. Victim did not want to move forward	31	64	7
	e. Informal resolution found	8	5	2
	f. Formal investigation still in progress	7	6	2
	g. Other	8	5	2

Incidents of Sexual Assault II: 2018-2020

		MICUA	P4YR	CC
	For question 9 and 10, the individual responses may not exceed the number in Q1.			
9	Total number of Sexual Assault II incidents resulting in formal complaints	37	27	6
10	In how many formal complaints for Sexual Assault II was one or more perpetrators found to be responsible?	18	8	4
	For question 11, the responses may exceed the amount in Q10 should multiple sanctions be imposed per case.			
11	How many of the following sanctions/outcomes were imposed in those cases?			
	a. Suspension	3	5	1
	b. Expulsion	1	0	2
	c. Alternative resolution	2	1	0
	d. Housing restriction	3	3	0
	e. Disciplinary warning	4	0	0
	f. Disciplinary probation	7	1	1
	g. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	5	3	3
	h. Non-contact order	10	5	4
	i. Administration of fines	0	0	0
	j. Education/writing	8	5	0
	k. Termination of employment/contract not renewed	1	3	0
	l. Mental health evaluation	2	0	1
	m. Other	10	0	0
12	In how many formal complaints was a finding of responsibility appealed?	6	2	0
13	Of those appeals, please indicate the final result:			
	a. Affirmed	6	1	0
	b. Overturned	0	0	0
	c. Modified	0	1	0
	d. Other			
14	In how many formal complaints was a finding of non-responsibility appealed?	1	1	0
15	Of those appeals, please indicate the final result:			

Incidents of Sexual Assault II: 2018-2020

		MICUA	P4YR	CC
	a. Affirmed	1	1	0
	b. Overturned	0	0	0
	c. Modified	0	0	0
	d. Other	0	0	0
16	In how many formal complaints was a sanction appealed?	6	2	0
17	Of those appeals, please indicate the final result:	0	0	0
	a. Affirmed	3	1	0
	b. Overturned	0	0	0
	c. Modified	1	1	0
	d. Other	2	0	0

Appendix C

Incidents of Other Sexual Misconduct: 2018-2020

		MICUA + Privates	P4YR	CC
1	Total number of incidents classified as Other Sexual Misconduct reported to Title IX staff or other appropriate institution designee.	639	1246	194
	Of the items in Q1, how many were incidents of (sum should total number of incidents reported in Q1):			
	a. dating violence	82	220	25
	b. stalking	115	158	48
	c. domestic violence	34	81	28
	d. sexual exploitation	12	55	6
	e. sexual harassment	303	442	86
	f. other	93	288	1
	If "Other," in the blank below please share examples.			
	For question 2, please indicate the primary source of the report. The totals for these figures must equal the number in Q1.			
2	How many incidents were reported:			
	a. by victim	280	241	82
	b. by witness(es)	41	29	3
	c. anonymously	8	6	1
	d. by responsible employee(s)	271	920	106
	e. other	24	50	3
	The responses for Questions 3 and 4 must each equal the number in Q1.			
3	How many Other Sexual Misconduct incident reports occurred			
	a. within 24 hours of incident	120	304	55
	b. within same semester	284	586	127
	c. after the end of the semester or longer	128	142	8
	d. prior to enrollment	0	42	4
	e. unknown	107	172	1
4	How many Other Sexual Misconduct incidents occurred in these locations:			
	a. On-campus	356	637	119
	b. At a school-sponsored off-campus activity/event	15	31	9
	c. Off-campus	143	310	61
	d. Undisclosed/Unknown	125	262	5

Incidents of Other Sexual Misconduct: 2018-2020

		MICUA + Privates	P4YR	CC
5	To your knowledge, how many of the Other Sexual Misconduct incidents from Q1 were reported to sworn law enforcement officers?	62	328	29
	For question 6, the response may not exceed the number in Q1, and 6a., 6b., and 6c. must total the response in 6.			
6	How many Sexual Assault I incidents involved one or more non-student perpetrators? (ensure 6a., 6b., and 6c. sum to the figure in 6).	289	524	94
	a. Of the incidents involving non-student perpetrators, how many involved faculty or staff (or otherwise affiliated with the campus)?	121	143	17
	b. Of the incidents involving non-student perpetrators, how many involved those not affiliated with the campus in any way (visitor, domestic partner, stranger)?	144	366	76
	c. Of the incidents involving non-student perpetrators, how many involved both affiliated and unaffiliated individuals?	30	15	1
	For question 7, the responses MAY exceed the number in Q1 due to the possibility of multiple accommodations being offered per incident.			
7	How many of the following accommodations were made for the Other Sexual Misconduct incidents, regardless of whether the incident resulted in a formal complaint?			
	a. Alternative housing	36	40	3
	b. Referral to counseling/health services	520	1043	116
	c. No-contact or stay orders	115	172	66
	d. Interim suspension	6	17	9
	e. Academic accommodations (e.g., class scheduling, test rescheduling, etc.)	73	184	65
	f. Referral to off-campus resources (e.g., rape crisis center, MCASA, women's shelter, hotline)	473	418	69
	g. Additional training or support	409	32	17
	h. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	66	53	21
	i. Security escorts	35	9	49
	j. Referral to campus crime victims advocate	33	132	2
	k. Other	97	79	18
	If "Other," in the blank below please provide examples of other accommodations offered			

Incidents of Other Sexual Misconduct: 2018-2020

		MICUA + Privates	P4YR	CC
	For question 8, the responses (a through g) should total the number in Q1.			
8	Please indicate the Other Sexual Misconduct incident report outcomes after the initial assessment/review/preliminary investigation:			
	a. Completed formal investigation	41	74	34
	b. Not enough information provided	114	447	34
	c. No authority over perpetrator	143	197	61
	d. Victim did not want to move forward	140	304	22
	e. Informal resolution found	50	161	27
	f. Formal investigation still in progress	10	5	0
	g. Other	141	54	2
	For question 9 and 10, the individual responses may not exceed the number in Q1.			
9	Total number of Other Sexual Misconduct incidents resulting in formal complaints	93	151	36
10	In how many formal complaints for Other Sexual Misconduct was one or more perpetrators found to be responsible?	29	41	23
	For question 11, the responses may exceed the amount in Q10 should multiple sanctions be imposed per case.			
11	How many of the following sanctions/outcomes were imposed in those cases?			
	a. Suspension	2	6	4
	b. Expulsion	2	4	4
	c. Alternative resolution	1	3	4
	d. Housing restriction	1	3	0
	e. Disciplinary warning	3	2	2
	f. Disciplinary probation	7	12	9
	g. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	11	5	7
	h. Non-contact order	16	16	21
	i. Administration of fines	0	1	0
	j. Education/writing	8	16	4
	k. Termination of employment/contract not renewed	7	15	2
	l. Mental health evaluation	0	6	1
	m. Other	18	7	1

Incidents of Other Sexual Misconduct: 2018-2020

		MICUA + Privates	P4YR	CC
12	In how many formal complaints was a finding of responsibility appealed?	3	8	2
13	Of those appeals, please indicate the final result:			
	a. Affirmed	3	6	2
	b. Overturned	0	1	0
	c. Modified	0	0	0
	d. Other	0	1	0
14	In how many formal complaints was a finding of non-responsibility appealed?	1	1	0
15	Of those appeals, please indicate the final result:			
	a. Affirmed	1	1	0
	b. Overturned	0	0	0
	c. Modified	0	0	0
	d. Other	0	0	0
16	In how many formal complaints was a sanction appealed?	4	7	3
17	Of those appeals, please indicate the final result:			
	a. Affirmed	4	7	3
	b. Overturned	0	0	0
	c. Modified	0	0	0
	d. Other	0	0	0

Note: Only one of the Private Institutions reported any incidents of Sexual Assault or Other Sexual Misconduct; all were categorized as Other Sexual Misconduct and were added to the MICUA totals

Community Colleges

Allegany College of Maryland

Survey Administration

Allegany College of Maryland is a rural community college, serving approximately 3,200 credit students, the majority of which are commuters. The institution selected 1,080 active students out of the general student population. The selection criteria was based primarily on age and whether the student had an active class on the main campus. The target population was considered to be only those 18 to 24 years of age. The survey was administered through the College’s official paid Survey Monkey account on 2/17/2020 through 3/08/2020, exclusively online. Students were also sent a preliminary email promoting the survey before administration began. The MHEC Model Survey Instrument was used with slight variations in certain questions. Approximately 9.4% of the target population responded to the survey. Of the 9.4%, approximately 60.9% responded to all questions and 39.1% of respondents stopped answering question after completion of “Section 1: Respondent Information”. The adjusted response rate for the remainder of the survey was 5.7%. This is comparable to the 5.0% of the 2018 administration. Unlike 2016 to 2018, 2018 to 2020 results will be comparable. Covid-19 did not have an impact on survey administration as the survey went out to students before the college shifted to all-virtual classes and services.

	Load (Full Time)	Year (2 nd Year)	Living Situation (Commuter)	Gender (Female)	Ethnicity (Hispanic)	Race (White)
Target Pop.	61.1%	52.4%	82.5%	66.8%	*	76.2%
Respondents	81.3%	36.3%	65.7%	67.2%	*	68.9%

Perceptions of Safety and General Campus Climate

Students were asked to rate their level of agreement with questions regarding general campus climate, such as feeling valued in the classroom, being respected, fair treatment, perception of safety on campus, how concerned faculty and administrators are about the students’ welfare. The statements and percentages of those agreeing or strongly agreeing with the statement can be seen in the table below. For the majority of the statements, at least 72.0% of the respondents either Agreed or Strongly Agreed. In 2020, the largest improvements were with the students’ perceptions about how fairly they are treated and their overall feeling of safety on campus. Most of the other responses saw a slight improvement compared to 2018 as well.

Percent of Respondents Agree or Strongly Agree with Statement

	I feel valued in the classroom/learning environment.	Faculty, staff, and administrators respect what students on this campus think.	I think faculty are genuinely concerned about my welfare.	The faculty, staff, and administrators at this school treat students fairly.	I feel safe on this campus.
2018	71.7%	73.3%	78.3%	71.7%	71.7%
2020	74.2%	75.8%	72.6%	77.4%	77.0%

Another set of questions asked students to rate how likely a certain type of reaction from their peers would be if a report of sexual assault was made by the student.

Percent of Respondents Rating a Statement as Likely or Highly Likely

	Most students at this college would not believe the person making the report.	Most students at this college would support the person who made the report.	The alleged offender(s) or their friends would try to get back at the person making the report.	The college would take action to address retaliation.
2018	28.3%	63.3%	50.0%	66.7%
2020	23.0%	57.4%	39.3%	71.7%

The majority of respondents said that it is unlikely their peers would not believe them if they made a report. This is an improvement of 5.3% from the previous survey. Two statements are of particular importance to gauging campus safety: if the friends of the accused would retaliate against the one reporting and if the college would take measures to protect against retaliation. In 2020 only 39.3% said that it is Likely or Highly Likely that friends of the accused could retaliate, this is an improvement of 10.7% compared to 2018 when half of the students said that it was Likely or Highly Likely. At the same time, 71.7% believe that the college is Likely or Highly Likely to take action to address retaliation, this is also an improvement over 2018. Not only do students feel safe on campus but they also have more trust in their peers.

Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence

Students were asked their perception on how the college would handle a sexual assault/violence report. The majority of students, 80% or greater, rated Likely or Highly Likely that the college would take a report seriously, maintain the privacy of the student, forward the report to the appropriate authorities, protect the student’s safety, and provide supportive resources.

Percent of Respondents Rating a Statement as Likely or Highly Likely

	The college would take the report seriously.	The college would do its best to maintain the privacy of the individual making the report.	If requested by the individual, the college would forward the report to criminal investigators	The college would take steps to protect the safety of the individual making the report.	The college would offer supportive resources to the individual making the report.	The college would take action to address factors that may have led to the sexual assault and sexual violence.
2018	81.7%	81.7%	83.3%	81.7%	81.7%	76.7%
2020	80.3%	83.6%	90.2%	80.3%	85.2%	82.0%

The above table demonstrates that the majority of students at Allegany place trust in the institution to handle sexual assault cases properly. Additionally, more students agreed with the above statements in 2020 compared to 2018.

One of the most important questions on the survey gauges a student’s knowledge on what to do if a student or friend is sexually assaulted; students marked three statements on a five-point scale between Strongly Disagree and Strongly Agree.

Percent of Respondents Agree or Strongly Agree with Statement

	If a friend or I were sexually assaulted, I know where to go to get help on campus.	I understand what happens when a student reports a claim of sexual assault at the college.	If a friend or I were sexually assaulted, I know where to go to make a report of sexual assault.
2018	53.3%	41.7%	48.3%
2020	50.0%	48.4%	52.5%

Half of the students marked Agree or Strongly Agree with the statements “I know where to get help on campus” and “I know where to go to make a report of sexual assault.” In 2020 48.4% marked Agree or Strongly Agree with “I understand what happens when a student reports a claim of sexual assault at the college.” Even though this improved by 7.1% from 2018 there is still work to be done to raise agreement with this statement. There does not appear to be any skew towards particular demographic groups signifying that any subgroup is just as likely as the other to not fully understand reporting procedures.

Students were also asked if they had received information on five factors, either written or verbal, about the definition of sexual assault, how to report, where to go to get help, Title IX protections, and how to prevent a sexual assault. Approximately two-thirds of the respondents indicated that they had received at least one of those communications since arriving to the college. When separating those factors individually, 75.0% said they had received communication on Title IX protections against sexual assault - up by 25.0% from 2018 and the largest improvement on any question in this survey.

Institutional Analysis and Action Steps

As can be seen from the tables above, Allegany improved in most categories; students feel safe on campus, trust the institution to handle incidents properly, and have greater faith in their peers.

A. What relationship do you see between the changes in the incident data over the past three cycles and the trends you are finding in the survey data?

Our data shows that we continue to build strength in the areas we do well and to steadily improve across the areas where there is room. It is also noteworthy that our incidents remain quite low and comparable in the first two cycles with a significant drop in the third cycle (possibly due to Covid as the College shifted to all virtual classes and services in March 2020.

2016*: 20 (1 sexual assault I, 2 sexual assault II, 17 other)

2018 : 46 (2 sexual assault I, 4 sexual assault, 40 other)

2020: 19 (3 sexual assault I, 2 sexual assault II, 14 other)

*first year / one year’s data

B. What have been the results of changes implemented since the last survey cycle?

The data is clear as summarized above. Student education and awareness-raising were again the areas ripe for improvement from the 2018 survey results which immediately preceded changes in federal regulation. Building on prior practices, the Title IX Coordinator implemented the following changes or improvements to practices: student group presentations focused on reporting incidents, student emails more prominently featured Title IX information, increased written communications to students who live on campus, and added to the content delivered to family orientations. Thus, Allegany College of Maryland saw a significant improvement since the last survey administration in one important area: 75% of students said they received communication on Title IX protections against sexual assault compared to 50% in 2018.

C. What activities, services, programs, or other results have arisen from what was learned from the survey results?

FY19 was Student Affairs' first Comprehensive Unit Review, a new 5-year assessment process. This Unit Review included extensive content related to Title IX – history, practices, and analysis of the campus climate surveys. A unit goal for the next cycle was created related to Title IX with objectives, measures, targets/benchmarks, and action steps that were set, tracked, and achieved. Nine specific strategies were identified; they included policy revision, procedure updates, employee education, and student education; all were successfully completed including 2 separate policy revisions (compliance with Maryland law in Summer 2019 and compliance with federal regulations in Summer 2020). One objective to train and support new Team members is vitally important to do quality work with formal investigations. (Over 40 invitations were sent to faculty/staff with highly successful response creating a strong team: investigators, hearing officers, advisors, and appeal personnel.) Unit Review also resulted in the creation of a new position: Student Support Coordinator. This position builds and enhances services including greater emphasis on student mental health and outreach to students in need or at risk. This position also assists with programming devoted to sexual assault and relationship violence. In FY20, one of the college's sexual assault cases was reported through this position with the student's consent thereby opening another vitally important pathway for students.

D. What actions will the institution most likely take on the basis of the survey results?

Once again, improving student knowledge of Title IX reporting and process will drive actions for the next cycle. (Supporting data from survey: (1) "I know where to go to get help on campus" and "I know where to go to make a report of sexual assault" are unchanged; approximately 50% agreed or strongly agreed which is the same as 2018. (2) The question, "I understand what happens when a student reports a claim of sexual assault at the college" improved from 41% to 47% this year, so closer to half which is better.) We would like to do better. Technology is a growing tool in reaching students and managing student matters. The College purchased reporting and data collection software "Maxient"; a primary justification for the purchase was Title IX documentation and case management. The College also purchased an anonymous reporting platform "Lighthouse"; the platform contains Title IX specific fields which permits any person to report an incident, and these reports are automatically directed to the Title IX Coordinator for action. The Title IX Coordinator has plans to use Brightspace, the College's learning management system, to construct a course for students to learn about Title IX, resources, and prevention. Lastly, starting Fall 2020, Student Affairs emails were changed to target messaging to students by topic area including one focused solely on safety – which naturally includes Title IX information.

ANNE ARUNDEL COMMUNITY COLLEGE

Survey Administration

Anne Arundel Community College (AACC) is committed to ensuring a safe, healthy, and nondiscriminatory environment for its students, faculty and staff. In compliance with Maryland HB 571, the College administered its Bi-Annual Institutional Sexual Assault and Campus Climate Survey, a required web-based survey designed to explore the sexual assault climate on campus. AACC adopted the Maryland Higher Education Commission (MHEC) Model Survey Instrument—Sexual Assault Campus Climate Survey to investigate students' perceptions on safety. To best align with AACC's campus structure and student population, the instrument excluded items concerning graduate student status, residential housing, and Greek Affairs. To ensure consistency with federal and state guidelines for the survey, and to maximize the scope of potential participation, AACC administered the survey via two methods: (1) Canvas, the College's course management platform, and (2) students' college email address. In the past, administration occurred through students' college email only.

Survey criteria required that participants be: (1) 18 years of age or older; and (2) enrolled in at least one credit course in Spring 2020, but not concurrently enrolled in high school. The survey link was placed on Canvas, for all spring 2020 enrolled students (more than 11,100 students) to access for a period of nearly four weeks, from 2/20/20 through 3/15/20. Additionally, an email with the survey link was sent on 2/20/20 to 9,002 students which included all enrolled students 18 years or older. In total, 1,293 students began and qualified for the Sexual Assault Campus Climate survey, and nearly 1,040 completed the survey in its entirety. Based on the population of students who received the targeted email, our response rate was 14.4%--more than three times the response rate in previous cycles.

Questions concerning demographic characteristics of respondents were optional. Of those that responded, nearly two thirds of respondents (64.2%, 792 students) were part-time students and enrolled in fewer than 12 credits, and the majority (84.5%, 1,037 students) were returning AACC students. More women (68.8%, 715 students) than men (27.9%, 290 students) took the survey. Overall, we had a diverse pool of respondents, although nearly half of our respondents were 18-21 years old (45.7%, 475 students) and most were White (69.5%, 711 students).

Perceptions of Safety and General Campus Climate

We asked students to indicate their level of agreement with a variety of statements on a five-point scale, with 1 being strongly disagree and 5 being strongly agree. On average, students rated the following six statements as 4.0 or higher, indicating they agreed or strongly agreed. In general, students feel safe, happy, and valued at AACC and feel that faculty, staff and administrators are concerned about their welfare, treat them fairly, and respect them.

- I feel valued in the classroom/learning environment (4.22).
- Faculty, staff, and administrators respect what students on this campus think (4.21).
- I feel safe on this campus (4.19).
- I am happy to be at AACC (4.17).
- The faculty, staff, and administrators at this school treat students fairly (4.16).
- I think faculty are genuinely concerned about my welfare (4.13).

Students were less inclined to agree or strongly agree with the following three statements, rating each on average below a 4.0. Students were least likely to indicate they felt close to others on campus, and did not feel very strongly that they belonged at AACC or that administrators cared about their welfare.

- I think administrators are genuinely concerned about my welfare (3.88).
- I feel like I belong at AACC (3.83).
- I feel close to people on this campus (3.28)

Largely, students' perceptions had not changed since the 2018 survey administration.

Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

In rating their perceptions of how AACC would respond to crisis and incidents, on average, respondents rated all statements just slightly under 4.0, indicating that students have a reasonable, but not a strong belief that AACC would respond to problems well.

- If a crisis happened on campus, the college would handle it well (3.97)
- AACC responds rapidly in difficult situations (3.95)
- College officials handle incidents in a fair and responsible manner (3.93)
- AACC does enough to protect the safety of students (3.93)

When considering incidents related to sexual assault and sexual violence, students reported more positive perceptions towards AACC's ability to respond if such incidents were reported. Students rated their agreement as 4.0 or higher towards all statements in the following section, which indicates positive attitudes towards AACC's potential to respond to incidents of a sexual nature.

- If requested by the victim, AACC would forward the report to criminal investigators (for example, the police) (4.47)
- AACC would do its best to maintain the privacy of the person making the report (4.42)
- AACC would take the report seriously (4.41)
- AACC would take steps to protect the safety of the person making the report (4.37)
- AACC would support the person making the report (4.30)
- AACC would handle the report fairly (4.30)
- AACC would take action to address factors that may have led to the sexual assault and sexual violence (4.29)

Respondents were then asked to rate the likelihood that they would act in a few potential situations related to sexual assault and sexual violence. On average, respondents indicated that they were likely (4.0 rating and above) to act in every situation noted in the following statements.

- Go with a friend to the police department if the friend said she or he was raped (4.81)
- Confront a friend who was hooking up with someone who was passed out (4.70)
- Confront a friend if you hear rumors that they forced someone to have sex (4.57)
- Tell campus authorities about information you might have about a sexual assault case (4.51)
- Call the police or authorities if you saw a group bothering someone in a parking lot or similar situation (4.25)

Further, students were asked to rate their agreement with statements about their awareness of how to act in a crisis or incident situation. Even though 74.0% of respondents (770

students) reported receiving education about sexual assault *before* coming to AACC, we learned from this survey that on average, students are not well aware of what to do or how to report an incident of sexual assault or violence -- the average rating all of the following statements fell below a 3.5.

- If a friend or I were sexually assaulted, I know where to go get help on campus (3.41)
- If a friend or I were sexually assaulted, I know where to go to make a report of sexual assault (3.32)
- I understand what happens when a student reports a claim of sexual assault at AACC (3.18)

Additionally, in asking what type of information students had received from AACC about sexual assault, sexual violence, how to report incidents, and/or resources for help and prevention, fewer than half of the respondents (only 523 students) indicated they received any literature at all.

Institutional Analysis and Action Steps

Student perceptions have remained largely consistent over the last three cycles of the survey. In general, students feel safe and perceive a generally positive campus climate. They also have a reasonable, but not a strong belief, that AACC would respond to reports of sexual violence appropriately. However, the data show that fewer students have high levels of education and awareness, and at times, fewer students reported that they were likely to get involved, report, and/or address incidents of sexual violence on campus. Given this, the college has placed emphasis on bystander intervention and ensuring that incoming students receive written or verbal information from anyone at the college about sexual violence reporting options and procedures, as well as available resources.

Since the last survey cycle, the college has made significant changes. In 2018, the AACC implemented the Relationship and Sexual Violence Prevention, Intervention, and Postvention project (RSVPIP), a federally funded grant project designed to reduce acts of sexual violence on campus, increase prosocial intervening behaviors and attitudes, and support survivors of sexual violence. Initial outcomes of have included the hiring of a full-time sexual violence prevention coordinator and establishing and expanding a coordinated community response team to include partnerships with the Baltimore Washington Medical Center Forensic Nurse Examiner's program and the Domestic Violence and Victims Services program for the Office of the State's Attorney for Anne Arundel County. In addition, the college has enhanced its workshop and co-curricular program offerings to include tailored approaches for vulnerable and at-risk student populations including student-athletes, low-income students, and military and veteran students. The College is in the process of establishing a mandatory sexual violence prevention and education program for all incoming students, and developing a trauma informed response training program for all campus law enforcement and all campus administrators who investigate and adjudicate incidents of sexual misconduct.

Although AACC currently engages many efforts to build awareness, and prevent and respond to sexual violence on campus, the results of this survey suggest that AACC's response is not coordinated in such a way that will maximize impact. Given that less than half of the survey participants reported receiving literature from the college regarding sexual violence prevention and education once enrolled, the College recognizes there is a continued opportunity strengthen education and awareness programs. Although only 3.0% of respondents to this survey indicated

they had experienced an incident of sexual assault or violence, and fewer reported that it occurred on AACC's campus, AACC remains committed to educating students about reporting options and procedures, as well as available resources. We intend to continue the work of the RSVPIP project, enhancing training for law enforcement and student conduct officials. Furthermore, since the survey data reveal that a significant percentage of students come to college having already experienced some form of sexual assault or sexual violence, AACC intends to strengthen its current programs to increase availability and accessibility of postvention services for survivors. Lastly, the college will review its sexual misconduct policy and procedures, in accordance with the most recent guidance under Title IX.

Prevalence of Sexual Assault and Other Sexual Misconduct

Respondents to the survey were asked whether they had experienced any unwanted sexual violence or unwanted sexual contact since coming to AACC. Thirty-six students (3.0%) expressed that they had experienced sexual violence or unwanted sexual contact since starting at AACC. Two-thirds of these students indicated that they did report the incident (24 students), but only 11 students reported the incident to an employee at AACC. Those who did not report the incident had various reasons for withholding, with seven students expressing that they did not believe others would think it was serious. More than half (54.0%, 19 students) indicated that the incident took place on campus.

Baltimore City Community College: Sexual Assault Campus Climate Survey Narrative

Survey Administration

Baltimore City Community College (BCCC) elected to utilize the model survey instrument provided by the Maryland Higher Education Commission (MHEC) with minor revisions primarily related to questions or responses intended for residential campuses. The spring 2020 survey items remained largely the same as those in the fall 2017 survey with the addition of those questions recommended by MHEC. The College believes that there may have been a reduction in respondents due to the COVID-19 pandemic as well as a different mindset due to the rapidly changing circumstances. Both the 2017 and 2020 surveys were administered via SurveyMonkey with 90 respondents in fall 2017 and 91 respondents in spring 2020. (In fall 2017, the College enrolled 4,188 credit students and in spring 2020, there were 4,272 credit students enrolled.) A link to the spring 2020 survey was posted via Canvas, the College's learning management system, and the survey was open for three weeks beginning in March 2020. To ensure higher visibility, the link to the survey was placed on the landing page in Canvas.

In terms of the characteristics of the respondents, distributions are like the general population of credit students for gender, age, and instructional modality.

- 69.2% of the general population are female compared to 76.0% of the survey respondents.
- 40.3% of the general population are 30 years of age or more compared to 34.6% of the respondents.
- Prior to the COVID-19 crisis, 15.9% of the general population were enrolled exclusively in online classes compared to 10.5% of the respondents.

There are some differences in terms of attendance status (full-time versus part-time) and ethnic background as noted below.

- 32.2% of the general population are enrolled full-time versus 61.5% of the respondents.
- 80.7% of the general population are African American compared to 75.0% of the respondents; 8.2% of the general population are White compared to 17.3% of the respondents; and 4.2% indicated that they are Hispanic or Latino (only or multi-race) compared to 5.0% of the general population.

Perceptions of Safety and General Campus Climate

Based upon student responses received, students indicated that they feel valued and BCCC faculty and staff are concerned about their welfare. The items for this section of the survey were modified from the prior years' versions and are noted as such when referencing results.

- 84.6% of respondents strongly agree or agree with the statement "I feel valued in the classroom/learning environment."

- A noteworthy improvement from the spring 2016 administration to the fall 2017 administration was the increase from 75.0% to 89.8% of respondents indicating their agreement with the statement “BCCC employees are genuinely concerned about the welfare of students.” In spring 2020, the statement was broken into two categories with the following results.
 - 83.0% strongly agree or agree with the statement “I think faculty are genuinely concerned about the welfare of students”.
 - 62.5% strongly agree or agree with the statement “I think administrators are genuinely concerned about my welfare.”
- 76.5% of respondents agreed that “I am happy to be at this college”. (New item.)

The perception of the College’s ability to handle a crisis and respondent’s feeling of safety has declined. For example, in 2017, 59.7% of respondents agreed that “The College is prepared to handle a crisis”; in 2020, 58.7% agreed that “If a crisis happened on campus, the College would handle it well”.

Areas where declines occurred include the following.

- The proportion indicating that they feel safe on campus declined from 81.5% in 2017 to 70.6% in 2020.
- The percentage in agreement that “The College would handle incidents in a fair and responsible manner” declined from 83.8% to 61.7%.
- In fall 2017, the percentage in agreement that “The College would issue a timely warning of a crisis or incident to students” was 81.3%; in spring 2020, 50.0% agreed that the College responds rapidly in difficult situations.

The BCCC Department on Public safety is recognized as a certified police force by Maryland State law. The department operates 24 hours a day, seven days a week to ensure the safety of students, staff and visitors on campus. To increase safety, officers conduct safety escort services for our students, faculty, and staff. The Department of Public Safety manages Omnilert, the College’s emergency notification system. In accordance with the Clery Act, Omnilert enables Public Safety to provide timely notifications of emergencies and other pertinent information to the College community.

Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence

It is encouraging to see increases in the proportions of respondents who indicated they received written or verbal information about the following items noted in the survey.

- Title IX protections against sexual assault (20.0% in spring 2016, 54.4% in fall 2017, and 59.3% in spring 2020)
- Definition of sexual assault (30.0% in spring 2016, 54.4% in fall 2017, and 59.3% in spring 2020)

- Where to go for help if someone you know is sexually assaulted (22.5% in spring 2016, 44.4% in fall 2017, and 46.3% in spring 2020)

There were declines in the percentages of respondents indicating they have received information in two areas.

- How to report sexual assault (25.0% in spring 2016, 43.3% in fall 2017, and 38.9% in spring 2020)
- How to help prevent sexual assault (25.0% in spring 2016, 45.6% in fall 2017, and 42.6% in spring 2020)

The four items related to how the College might handle a report of sexual assault or sexual violence declined in terms of the proportion of students in agreement with the following statements.

- The College would take the report seriously. (91.6% in fall 2017 and 71.1% in spring 2020)
- If requested by the victim, the College would report the incident to local law enforcement officials. (91.3% in fall 2017 and 79.5% in spring 2020)
- The College would protect the confidentiality (reworded to “privacy” in 2020) of the victim. (88.3% in fall 2017 and 75.6% in spring 2020)

The following items were added to the spring 2020 survey and show fairly strong responses, ranging from 71.1% to 74.4% responding that the College would take the report seriously, support the individual making the report, take action to address factors that may have led to the sexual assault, and handle the report fairly.

Institutional Analysis and Action Steps

The College is striving to be both preventative and responsive to sexual assault and sexual misconduct on campus. Survey results will help inform ways to enhance the campus climate as the College continues to promote a student-centered environment free from sexual violence, sexual assault, and sexual misconduct

To that end, the College will continue to promptly and equitably respond to reports of prohibited conduct to eliminate the act(s), prevent its recurrence, and remedy its effects on any individual, group, or the community. The mission of the Office of Judicial Affairs and Title IX is to encourage fairness, civility and due process throughout the College community. The College prides itself on being an advocate for the federal, state and local laws, College policies and the BCCC Student Code of Conduct. BCCC plans to accomplish the following objectives.

- Respond to reports of sexual misconduct and sexual assault in a trauma-informed, compassionate, fair, and prompt way.
- Promote a culture of healthy relationships and sexual respect.

- Reduce the incidence of sexual misconduct and sexual assaults on campus.
- Maintain a trusted reporting and referral system and environment.
- Communicate effectively with the campus community

In August 2018, the Office of Judicial Affairs and Title IX, in collaboration with the Office for Public Safety, successfully implemented the “Title IX One Classroom at a Time” campaign. During the 2018 - 2020 survey period, more than 2,700 students have participated. This presentation has been conducted in all sections of the College’s Preparation for Academic Achievement (PRE 100) course, a one-credit course required of all students attending college for the first time. During New Student Orientation for all first-time and incoming transfer students, a presentation is conducted about campus sexual misconduct and Title IX which includes defining consent, warning signs of domestic violence, how to help a friend who has been affected by sexual assault or relationship violence, and other issues related to sexual and dating violence. During orientation, Information is shared about Omnilert, the College’s emergency alert system, escort services for students, faculty and staff, and campus resources and referral information on the BCCC website. Each academic year, the men’s and women’s basketball team also participate in Title IX information sessions.

During the 2018 – 2020 cycle, over 70 new faculty and staff received a Title IX overview training at New Hire Orientation and twice annually as a professional development offering. In addition, staff in various Divisions received training during departmental meetings. In April 2019, a partnership was developed with the College’s Human Resources Department to provide information sessions and programming during Sexual Assault Awareness month. Each semester informational presentations were conducted with the Faculty Senate regarding general safety practices which included sexual harassment, sexual assault and sexual misconduct.

The concerns of all College community members are taken seriously. To that end, the information ascertained in this survey will be reviewed and shared to further explore areas which showed declines in the students’ ratings and to maintain or increase student satisfaction in areas that showed stable or increased ratings. Most declines were not substantial. However, the College will use these data for continued improvement.

Prevalence of Sexual Assault and Other Sexual Misconduct

The spring 2020 survey includes questions related to students’ experiences with unwanted sexual violence or unwanted sexual contact (which can include kissing, touching, harassment, stalking). There were 48 students who responded with a “yes” or “no” response; four of them responded “yes”. All four indicated that the incident took place on campus. Two of the responses indicated that they had not told anyone about the incident. Neither responses indicated that anyone they told was affiliated with the College.

There were two official reports both made by the victim of the incident. Both incidents were reported to the College’s Public Safety office and reports were forwarded to the Office of Judicial Affairs and Title IX within 24 hours.

The College is committed to creating a safe and supportive environment. The assessment of our safety systems is an ongoing process to identify safety risks and needs for improvement in our mission to keep the College community safe. Since 2017, the Department of Public Safety has made the following efforts to enhance the overall safety of BCCC.

- The replacement of the exterior emergency call stations and additional exterior lighting was added to the main campus including South and West Pavilions.
- The replacement of the interior emergency phones.
- Conducting safety presentations at new hire and new student orientation.
- Active shooter presentations at Town Hall and to the Faculty Senate.
- Encouraged use of the emergency notification system, Omnilert.

In addition, the College is taking steps to support community engagement and increase awareness of Public Safety services and practices. In fall 2019, BCCC's Department of Public Safety began its Student Internship program. The program helped foster relationships between the student population and the Department of Public Safety. The program also helped increase the security presence at BCCC. The Omnilert system serves as a valuable tool alerting the College community of crisis or emergent events on or around College sites and the surrounding areas. As reflected in the 2019 Clery Report, BCCC noted very little criminal activity, including crimes of violence and sex offenses. The College remains committed to providing a safe environment for the entire College community.

Cecil College – Campus Climate 2020

Survey Administration

The survey was created Tracy Bakowski, Manager of Institutional Research using Survey Monkey. The survey was distributed to all spring 2020 registered credit students 18 and older via Survey Monkey. 222 students completed the survey, out of 1,745 students who received the survey. The overall response rate was 12.7%

Respondents were comparable to the general population. 73% female (total female population is 64%), 61% were 18-24 years old (total 18-24 year old campus population is 53%) and 77% were white (total campus population of white students is 77%).

There were no additional costs, other than personnel resources, incurred in developing and administering the climate survey. The survey was updated in Survey Monkey to improve the response rate. Despite the fact that the survey was administered late due to COVID-19, the response rate improved by over 11%.

Perceptions of Campus Safety and General Climate

Over 81% feel valued/respected in the classroom, by faculty, staff and administrators. This is an increase in percentage who reported feeling valued/respected in 2018.

68% that administrators are concerned about their welfare and 78% feel that faculty are concerned about their welfare.

43% feel close to people on the campus; and nearly 60% they feel a part of the College. Over 77% are happy to be at Cecil and report that faculty, staff and administrators treat students fairly.

Perception of institutional policies, procedures and response to sexual misconduct

Over 90% are neutral, agree or strongly agree with the following statements:

- I feel safe on this campus. (97%)
- If a crisis happened on campus, the college would handle it well. (94%)
- The college responds rapidly in difficult situations. (92%)
- College officials handle incidents in a fair and responsible manner. (96%)
- The college does enough to protect the safety of students. (91%)

The following statements describe how the college might handle it if an individual reported an incident of sexual assault and sexual violence

- The college would take the report seriously. (97%)
- The college would do its best to maintain the privacy of the individual making the report. (97%)
- If requested by the individual, the college would forward the report to criminal investigators (for example, the police). (97%)

- The college would take steps to protect the safety of the individual making the report. (97%)
- The college would support the individual making the report. (96%)
- The college would take action to address factors that may have led to the sexual assault and sexual violence. (95%)
- The college would handle the report fairly. (95%)

The majority, 67%, of students would believe and support another student reporting a sexual assault; however nearly 25% thought there might be retaliatory action against the person making the report.

Over 80% would report harassment or information about a sexual assault and over 85% would confront a peer about rumors of forced sex or hooking up with someone who is incapacitated. 93% would accompany a friend to report an assault.

Just over half reported knowing where on campus to get help if they are assaulted and know where to go to make a report. 61% understand the campus process when a student reports sexual assault. A majority report receiving information from the College about sexual assault policies and the basics of Title IX.

3 students reported experiencing unwanted sexual violence or contact (including kissing, touching, harassment or stalking) since coming to Cecil with 2 of these incidents reported occurring on campus. None of these students reported the incident to someone or seeking help outside of campus.

Institutional action items

While Cecil has taken major steps in improving our policies and awareness, it is clear that we need to continue to educate our students about the sexual misconduct policy and the specific procedures to report any concerns about sexual misconduct on our campus. General information about Title IX is included in every course syllabus and provided to faculty annually.

Some awareness and/or training initiatives the College took to educate campus community on/around sexual misconduct:

- New Student Orientation and Early College Academy Orientation, Fall and Spring
- Distributed Title IX and Sexual Misconduct Resource Brochure, Fall and Spring
- Revamped of Behavioral Intervention Team Training , Fall and Spring
- Faculty Title IX Orientation and Training, Fall and Spring
- Athletic Coaches Orientation and Training, Fall
- Safe College Training, Fall, Sexual Assault Prevention for Community Colleges, On Line
- Safe College Training, Spring, Bystander Intervention Strategies for Students, On Line
- Safe College Training, Fall, Drug Awareness and Abuse, On Line
- Safe College Training, Fall, Title IX Rights and Responsibilities, On Line
- Updated Title IX and Sexual Misconduct resources on Cecil.edu, Fall and Spring
- Participated in monthly best practice webinars and trainings

The College utilized two graduate student interns (one who was a Cecil College graduate) who offered programming and resources to the campus community on a weekly basis. Additionally the college educated the campus community through partnership with the local Cecil County health department in hosting two Safety and Mental Health Resource Fairs that also included information on sexual misconduct.

When compared to 2018, nearly 200 additional students responded to our campus climate survey for the 2020 collection. While this is an improvement, we will strive to increase the response rate for the 2022 collection. Due to Covid-19, we were not able to distribute the survey on our standard timeline. Similarly, due to the COVID – 19 pandemic we have seen a reduction in student participation in our extra-curricular programs and on line programming across most of our student activities (excluding Athletics) this academic year. We will continue to solicit student feedback and input about programming and other methods of connecting with students about sexual assault and bystander intervention.

Carroll Community College Sexual Assault Campus Climate Survey Narrative

The Sexual Assault Campus Climate Survey Narrative Report is presented in this document as required by the House Bill 571 of all Maryland higher education institutions and submitted to the Maryland Higher Education Commission on or before June 1, 2020. Due to the COVID-19 pandemic an extension was instituted. All institutions must have the report submitted to MHEC by January 1, 2021.

I. Survey Administration

- Director of Institutional Research and Title IX Coordinator created the survey instrument modified from the survey used in 2018. Responses were collected via an online survey that was open in February and March 2020.
- Modifications from the last survey were mostly changing Likert-scale questions to “yes-no” and we shortened the survey to focus only on the areas that were most important to the college and the Commission.
- Survey responses were solicited from all enrolled credit-seeking students ages 18 and older via emailed invitation. Students were emailed more than once to encourage responses, and instructors were reminded to encourage students to respond. The survey was available through email link, QR code and posted on student life announcement page.
- There were 2,643 students in the population, with 215 responses for a response rate of 8% (not every respondent answered every question, thus there are some discrepancies in the total responses provided).
- The majority of respondents are Full time students. First year students were 42% of respondents, 29% were second year and 23% were in their third year or higher.
- Respondent population was slightly more female compared to the overall campus population; the age range and racial and ethnic composition of survey respondents were roughly similar to the overall campus population.

What is your sex?			
	Responses	Surv. %	Pop. %
Male	39	25.7%	40%
Female	107	70.4%	60%
Prefer not to say	*	3.9%	0

What is your age?			
	Responses	Surv. %	Pop. %
18 - 24	121	79.6%	75.0%
25 - 29	*	5.3%	
30 - 39	*	5.3%	
40 - 59	12	7.9%	
60 and over	*	0.7%	
Prefer not to say	*	1.3%	

What is your ethnic/racial identify?			
	Responses	Surv. %	Pop. %
White or Caucasian	130	85.5%	82.8%
Black or African American	*	2.0%	4.4%
Hispanic or Latino	*	3.3%	4.6%
Asian or Asian American	*	2.0%	2.8%
American Indian or Alaska Native	*	0.7%	0.2%
Native Hawaiian/Pacific Islander	0	0.0%	0.0%
More than one race	*	2.6%	2.4%
Another race	*	0.7%	0.3%
Prefer not to say	*	3.3%	2.6%

II. Perceptions of Safety and General Campus Climate

- The results on the perceptions of safety and general campus climate are similar across all questions, with respondents answering “yes” to value, respect, care, fairness and welfare while on campus, shown below. All are consistent with the 2016 and 2018 surveys.
- The overall sense of safety on campus is strong, with 89.9% of respondents indicating that marking “yes” to the statement, “I feel safe on campus.”

The following statements address your perceptions regarding the college.	Yes	No	Unsure	Total
I feel valued in the classroom/learning environment.	167	8	14	189
	88.4%	4.2%	7.4%	
Faculty, staff, and administrators respect what students on this campus think.	168	4	16	188
	89.4%	2.1%	8.5%	
I think faculty are genuinely concerned about my welfare.	160	9	20	189
	84.7%	4.8%	10.6%	
I think staff and administrators are genuinely concerned about my welfare.	150	10	29	189
	79.4%	5.3%	15.3%	
I feel like I am a part of this college.	143	17	29	189
	75.7%	9.0%	15.3%	
The faculty, staff, and administrators at this school treat students fairly.	156	8	25	189
	82.5%	4.2%	13.2%	
I feel safe on this campus.	169	4	15	188
	89.9%	2.1%	8.0%	

III. Perceptions of Institution’s Readiness and ability to address Issues of Sexual Violence

- A majority of survey respondents feel the college would respond rapidly and fairly to crisis incidents and does enough to protect students.

- More than half of the Respondents, indicated they had received information relating to sexual assault/sexual misconduct

The following statements address perceptions of how the college you are attending would respond to crisis and incidents.				
	Yes	No	Unsure	Total
The college responds rapidly in difficult situations.	115	7	67	189
	60.8%	3.7%	35.4%	
College officials handle incidents in a fair and responsible manner.	123	4	62	189
	65.1%	2.1%	32.8%	
The college does enough to protect the safety of students.	145	7	37	189
	76.7%	3.7%	19.6%	

The following statements describe how the college might handle it if an individual reported an incident of sexual assault and sexual violence.				
	Yes	No	Unsure	Total
The college would take the report seriously.	122	2	38	162
	75.3%	1.2%	23.5%	
If requested by the individual, the college would forward the report to criminal investigators (for example, the police).	125	0	37	162
	77.2%	0.0%	22.8%	
The college would take steps to protect the safety of the individual making the report.	118	1	43	162
	72.8%	0.6%	26.5%	
The college would support the individual making the report.	124	1	37	162
	76.5%	0.6%	22.8%	
The college would take action to address factors that may have led to the sexual assault and sexual violence.	117	0	44	161
	72.7%	0.0%	27.3%	
The college would handle the report fairly.	118	1	43	162
	72.8%	0.6%	26.5%	
The college is supportive.	135	2	25	162
	83.3%	1.2%	15.4%	

IV. Institutional Analysis and Action Steps

- The incident data has not substantially changed over the three cycles of the Climate Survey. There is indication that awareness of misconduct has increased, and that our efforts to describe healthy relationships and consent have been well-received.
- Since the last survey cycle of 2018, Carroll has continued trainings of investigators, the Title IX Coordinator and Deputy Coordinator.
- Updates are provided at all three college-wide meeting held each year; information is provided at all new student orientations.
- We increased the number of in-class trainings, and added more educational resources in various places throughout campus including the backs of bathroom stall doors and high-traffic areas such as in hallways and in our dining areas.
- We provided trainings for new athletics coaches.

- The Title IX office networked with student life and clubs to offer information on domestic and intimate partner violence; and added training on bystander intervention and One Love Foundation trainings on healthy relationships.
- Moving forward, Carroll will continue to train faculty and staff on reporting Title IX incidents, and provide additional regular training to our Title IX team of hearing officers and advocates.
- We will continue to network with Campus Police, Student Life and the Director of Student Care and Integrity to offer additional student programming.
- We also intend to continue our networking with local community resources to support students (MCASA, Rape Crisis, Family and Children’s Center, etc.).

V. Prevalence of Sexual Assault and Other Sexual Misconduct

- Not all survey respondents answered the series of questions related to the prevalence of sexual assault and other sexual misconduct. This was the first time that this data has been collected. However, with any responses we can learn what our campus needs to improve upon and strive to do better. We can and will continue to distribute reporting importance, and how to report move vastly among students.
- Respondent answers are comparable to the incident data reported
- Carroll continues to have a low rate of reported incidents of sexual misconduct or assault.

Since coming to the college, have you experienced any unwanted sexual violence or unwanted sexual contact (which can include kissing, fondling, harassment, stalking)?		
	Responses	%
Yes	9	5.8%
No	138	88.5%
Prefer not to say	9	5.8%
Total	156	100.0%

Introduction

In compliance with Maryland HB 571, the Community College of Baltimore County (CCBC) concluded its Bi-Annual Institutional Sexual Assault and Campus Climate Survey on Monday, October 12, 2020. After more than five weeks of surveying, we concluded with an overall response rate of 10% (n=525).

Survey Administration

Sample

For our survey, the college began by inviting all first-time students to participate. After two weeks, we then targeted all students taking Health 101- Introduction to Health and Wellness as our sample population to increase our response rate. The Health 101 population is approximately 5.0% of CCBC enrollment, has similar demographics to CCBC's total percentage of gender, has similar demographics to CCBC's total percentage of race/ethnicity, has similar demographics to CCBC's total percentage of age, has similar demographics to CCBC's total percentage of campus location, and has similar demographics to CCBC's total percentage of student status. Overall, it was statistically representative of the student body.

In terms of a targeted population, the college chose this population for two reasons: Students in this class would be exposed to topics being discussed in the survey, and Health 101 is a required course that is taken by a wide cross-section of our student population.

This year, with the majority of our students taking on-line courses, students checking their e-mail at greater frequency, and students having additional time between classes we believe these factors helped increased our response rate to 10.5% (n=525) from our previous rate of 4% (n=199) in 2018.

Instrument

CCBC chose to use an adapted form of the Maryland Higher Education Commission sample climate survey. Being a two-year institution, we changed some of the language questions offered for use. Taking the advice of MHEC, we adapted the survey to meet our population and needs. The final survey consisted of 44 questions in total. Eleven questions were demographic/response questions, 33 of the questions asked students to respond on a four-point Likert like scale: 1- Strongly Disagree, 2. Disagree, 3. Agree, 4. Strongly Agree or 1- Very Unlikely, 2. Unlikely, 3. Likely, 4. Very Likely (see Appendix A).

Implementation

The survey was designed using a software package licensed to the college called SnapSurveys®. The survey was delivered completely online.

On September 7, 2020, an email was sent to all first-time students at CCBC, inviting them to participate in the survey (see Appendix B). With slightly more than a week remaining, on

October 2, 2020, a reminder was sent to survey participants in an attempt to increase the overall participation in the survey.

Results

Demographics

Are you currently a full-time or part-time student at CCBC?

Full-time (12 or more credits) (respondents – 42.7%; 224) (student body – 28.0%), Part-time (11 or fewer credits) (respondents – 49.0%; 257) (student body – 72.0%)

Which campus/location do you consider your primary location?

Catonsville (33.5%; 176), Dundalk (*), Essex (38.9%; 204), Owings Mills (*), Online (*)

- Some students cannot be tracked by “primary” campus as students often take classes at multiple locations within the same semester.

What is your current gender identity?

Male (respondents – 19.8%; 104) (student body – 36.0%), Female (respondents 69.5%; 365) (student body – 64.0%), Prefer not to say (*) - not asked in admissions, Other. (Please specify) (*)- Not asked in admissions.

What is your age?

18-24 (respondents – 46.3%; 243) (student body – 11.0%), 25-29 (14.1%; 74) (student body – 14.0%), 30-39 (respondents – 21.1%; 111) (student body – 15.0%), 40-59 (*) (student body – *), 60 and over (*) (student body – *), Prefer not to say (*)

- 6.1% of the student population is under the age of 18 which were excluded from participating in the survey.

What is your ethnicity (as you define it)?

Hispanic or Latino/a (*), Not Hispanic or Latino/a (77.7%; 408) Not asked in admissions/ Prefer not to say (respondents – (*).

What is your race (as you define it)? Check all that apply

Asian (10.1%; 53) (student body *), Black or African American (respondents – 36.4%; 191) (student body – 41.0%), White (respondents 39.2%; 206) (student body – 37.0%), Prefer not to say (*)

*- Indicates a sample less than 10%

How do Respondents perceive the safety of the campus and the general climate?

Percentage answering (Agree/Strongly Agree or Likely/Very Likely):

- I think administrators are genuinely concerned about my welfare- 80.0% (2018-71.3%; 2016-73.0%)
- I feel like I am a part of CCBC- 70.7% (2018-71.3%; 2016-82.0%)
- I am happy to be at CCBC- 86.3% (2018-83.9%; 2016-88.0%)
- The faculty, staff, and administrators at CCBC treat students fairly- 84.0% (2018-83.9%; 2016-87.0%)
- I feel safe at CCBC- 86.9% (2018-85.0%; 2016-92.0%)

If a crisis happened on campus, CCBC:

- Would handle it well- 86.1% (2018-83.4%; 2016-84.0%)
- Respond rapidly in difficult situations- 83.3% (2018-83.4%; 2016-87.0%)
- Officials handle incidents in a fair and responsible manner- 84.9% (2018-86.9%; 2016-87.0%)
- Does enough to protect the safety of students- 83.0% (2018-78.4%; 2016-83.0%)

Most of the responses remain statistically similar in 2020 as they did in 2018 and 2016. The sample population in 2020 was much more similar to the average population served (older, more part-time, etc.). The slight increase in some of the responses informs us that the College's efforts to increase its awareness and educational campaign to reach a broader audience, especially targeting part-time students has been successful and should continue.

How do respondents perceive the institution's readiness and ability to address issues of sexual assault and sexual violence in the areas of training, and education, support for persons reporting sexual assault and other misconduct, and administrators responsible for investigating misconduct?

Percentage answering (Agree/Strongly Agree or Likely/Very Likely):

- CCBC would take the report seriously- 95.1 (2018-92.9%; 2016-94.0%)
- CCBC would do its best to maintain the privacy of the individual making the report- 95.2% (2018-90.9%; 2016-96.0%)
- If requested by the individual, CCBC would forward the report to criminal investigators- 96.3 (2018-88.9%; 2016-98.0%)
- CCBC would take steps to protect the safety of the individual making the report- 93.6% (2018-87.4%; 2016-91.0%)
- CCBC would support the individual making the report- 92.9% (2018-87.9%; 2016-95.0%)
- CCBC would take action to address factors that may have led to the sexual assault and/or sexual violence- 91.0% (2018-82.9%; 2016-90.0%)
- CCBC would handle the report fairly- 93.4% (2018-86.4%; 2016-93.0%)
- Most students at CCBC would support the person who made the report- 85.8% (2018-78.9%; 2016-82.0%)

It is important to note that since our last survey in 2018, participation in the 2020 survey has shown an increase in full-time students as well as an increase in students between the ages of 18-24. This shift is in part due to a new way of distributing the survey, higher response rates from the general population, and a shift in our enrollment demographics. As a result of our efforts from 2018-2020, our numbers are slightly higher across the board. This tells us that we need to continue to engage with our part-time student population on issues around Title IX. As of 2018, the college has moved to an online primary prevention program. Moving to an online program has increased our participation rates by almost double. This increase in awareness has demonstrated itself in this survey with higher scores on a majority of the response questions.

What actions have you taken as a result of the 2018 survey results?

- Campus-wide annual Sexual misconduct prevention training for all college employees.
- Programs aimed at bystander education.
- Targeted programming offered to special populations (Athletics, Men's groups).
- Joined a coalition with other institutions of higher education and worked to secure a grant from the Office of Violence Against Women.
- Campus-wide sexual misconduct prevention materials.
- Electronic materials were developed for all students, faculty, and staff.
- Developed and distributed brochures for victims, referred students, and faculty on an annual basis.

What actions will the institution most likely take on the basis of the survey results?

We are very pleased with our overall survey results. There are two areas we found as outliers in both the 2020 and 2018 survey results. We continue to develop educational strategies and programmatic solutions to improve our scores in two specific areas. Percentage answering (Agree/Strongly Agree or Likely/Very Likely):

- The alleged offender(s) or their friends would try to get back at the person making the report- 57.2% (2018-78.9%). Though we are quite pleased with the drop in our numbers, we continue to increase our awareness programming around the issue of retaliation and continue to support programmatic efforts to decrease this belief and remove it as a possible barrier for reporting. Our goal is to have this score below 50% in the next 1-2 reporting cycles.
- If a friend or I were sexually assaulted, I know where to go to make a report at CCBC- 61.7 (2018-56.7%). We are pleased that this number has increased by more than five percentage points from 2018, we plan to increase the advertising to students on multiple ways to report sexual assault/misconduct. Our goal is to have this score over 75% in the next 1-2 reporting cycles.

Institutional Steps

What have been the results of the changes implemented since the last survey cycle?

- Targeted programming offered to special populations (Athletics, Men's groups).

- Continue to work as a coalition with other institutions of higher education and work to complete a grant from the Office of Violence Against Women.

What activities, services, programs, or other results have arisen from what was learned from the survey results?

- Campus-wide annual Sexual misconduct prevention training for all college employees.
- Programs aimed at bystander education.
- Campus-wide sexual misconduct prevention materials.
- Electronic materials are developed for all students, faculty, and staff.
- Developed and distributed updated brochures for victims, referred students, and faculty on an annual basis.

College of Southern Maryland
Sexual Assault Campus Climate Survey-Report
FY20

Section 1: Survey Administration

College of Southern Maryland (CSM) is working to combat sexual assault on campus. In fiscal year 2020, CSM administered its third Sexual Assault Campus Climate Survey, as part of a consortium of community colleges organized by the Maryland Higher Education Commission to better understand the attitudes and experiences of students with respect to sexual assault and misconduct. The results will assist CSM in enhancing a campus climate that is both free from sexual assault and misconduct, and supportive of survivors.

In spring 2020, the College of Southern Maryland invited 951 first-time, full-time students from fall 2019 and spring 2020 who were 18 years or older to complete a Sexual Assault Campus Climate Survey. The office of Planning, Institutional Effectiveness, and Research administered the survey in March 2020. Students were invited via email to participate in the online survey using the SurveyMonkey application. Students were informed that by completing the survey, they would have the opportunity to be entered into a drawing to win one of ten \$10 gift cards. The survey was available online from March 5, 2020 – March 31, 2020. In addition to a letter from Dr. Murphy encouraging participation, two follow-up emails were sent, reminding students to participate in this important survey in the hopes of increasing the response rate.

A total of 95 students participated in the survey representing 9.9% of the population. The response rate for the 2018 administration was 24.6%. During the survey administration time period, the college shifted all instruction to a virtual learning environment due to the COVID-19 virus. This likely contributed to the lower response rate.

Not all survey respondents who started a survey completed it. As a result, statistics throughout this document are calculated based on the number of respondents for a particular survey question, and total number of responses may fluctuate from one item to the next due to survey attrition.

Table 1, below, shows the age, gender, and race/ethnicity of the survey respondents compared to the first-time, full-time student population. The table shows that the respondents were similar to the population for age. For gender, females were overrepresented, and males underrepresented. For race/ethnicity, white students were overrepresented and African American and Hispanic/Latino students were underrepresented.

Table 1 *Survey Respondent Profile*

	Fiscal Year 2020 First-Time Full-Time Students n=951	2020 Survey Respondents n=95
Age	18-24	93.9%
	25-29	2.6%
	30-39	1.7%
	40-59	1.8%
	60 and over	0.0%
	Gender	Female
	Male	22.9%
Race/Ethnicity	American Indian or Alaskan Native	0.0%
	Asian	7.2%
	Black or African American	15.9%
	Hispanic or Latino	5.8%
	Native Hawaiian or Other Pacific Islander	0.0%
	White	63.8%
	Two or more races	10.1%
	Ethnicity Unknown	2.9%
	Non-resident Alien	0.0%

The confidential survey assessed the occurrence and characteristics of incidents of sexual assault and misconduct. It also evaluated the overall campus climate with respect to perceptions of risk, knowledge of resources available to victims, and perceived reactions to an incident of sexual assault or misconduct. No changes were made to survey administration since the last cycle.

Section 2: Perceptions of Safety and General Campus Climate

Most survey respondents have a positive perception of the campus climate. In particular, participants felt safe at CSM and believed faculty, staff and administrators care about students' safety, opinions, and treated them fairly. Sixty-seven percent of students believed faculty were concerned about their welfare, slightly down from 69.3% in 2018. Seventy-five percent of students reported that they feel valued in classroom, similar to findings in 2018 (78.5%). Almost two-thirds of students, 63.6%, felt a strong sense of community at the college. This is a slight decrease from the 2018 administration, 68.2%.

Seventy-five percent of students believed that faculty, staff, and administrators respect what students think, and 71.8% felt that faculty, staff, and administrators at CSM treat students fairly. In the last administration, 83.6% of students believed that faculty, staff, and

administrators respect what student think and 81.8% reported that faculty, staff and administrators treat students fairly.

More than one-half of students, 57.6%, believed that if a crisis happened on campus, college officials would handle it well, which is in line with the 2018 results, 57.4%. One-half of students, 50.6%, believe that CSM responds rapidly in difficult situations, up from 45.6% in the last administration. Almost two-thirds of participants, 62.4%, reported that CSM does enough to protect safety of students, up from 58.7% in 2018. Fifty-three percent of students believed that CSM officials handle incidents in a fair and responsible manner, down from 59.5% in the last administration.

Most students felt they had a role to play in addressing sexual assault and indicated that they would get involved in efforts to combat the problem. Seventy-one percent of respondents reported that they would call police or campus authorities if they saw a group bothering someone in the parking lot, up from 66.8% in 2018. Three-fourths of participants would confront a friend who was about to take advantage of an intoxicated individual, down from 83.9% in 2018. Most participants, 82.9%, would confront a friend who allegedly sexually assaulted someone, a decrease of 6.6% from the last survey administration.

Almost three quarters of students, 74.3%, reported they would tell campus authorities about information they might have about a sexual assault case. Nearly all participants, 91.4%, would accompany a friend to the police department to report a rape. In the last administration, 83.2% of students indicated they would tell campus authorities about information they might have regarding a sexual assault case, while 96.0% would accompany a friend to report a rape.

Section 3: Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

Almost two-thirds of students, 65.7%, said they received information or education about sexual assault before coming to CSM. Since coming to CSM, 64.5% of participants received written or verbal information from the college about the definition of sexual assault, up from 36.2% in 2018. Twenty-nine percent of participants received information on Title IX protections against sexual assault, up from 17.0% in 2018. Since coming to CSM, 58.1% of participants obtained information about how to prevent sexual assault compared to 27.5% in 2018.

An opportunity exists to further educate students about where they can go for help at CSM and about the process of reporting a claim of sexual assault. Almost one-third of students, 32.8%, knew where to go for help at CSM, while 23.6% understood the process of reporting a claim of sexual assault at CSM. In the last administration, 47.4% of participants knew where to go for help, while 41.3% understood the process of reporting a sexual assault.

Sixty percent of participants believed that most students would support the person making the report, slightly down from 62.5% in 2018. Twelve percent of respondents felt that most students at CSM would label the person making the report a liar, compared to 19.8% in 2018. Thirty-three percent of participants believed the person making the report may face retaliation from the alleged offender. This is similar to the 2018 findings, 32.2%.

The majority of participants, 78.9%, felt that CSM would support the individual making the report, up from 77.9% in 2018. More than seven out of ten respondents, 72.4%, felt that CSM would take actions to address factors that may have led to sexual assault, down from 80.5% in the last administration.

Most respondents, 82.9%, believed CSM would take a report of sexual assault or sexual misconduct seriously, and 73.7% felt that CSM would handle the report fairly. In the last administration, 86.0% believed CSM would take a report of sexual assault or misconduct seriously and 80.9% felt CSM would handle the report fairly.

Eighty percent of respondents felt CSM would take steps to protect the safety of the individual making the report, similar to the findings in 2018 (82.2%). The majority of students, 81.6%, felt that CSM would do its best to maintain the privacy of the individual making the report. This is a slight decrease from the 2018 administration, 86.5%.

Section 4: Institutional Analysis and Action Steps

CSM has had minimal reported sexual assaults in the last three years. The results have been consistent. CSM has been fortunate that reports of sexual assault on our campuses has been minimal. CSM has provided programming throughout our campuses on sexual assault awareness, Title IX and what it means, and have the Student Policy Guide easily accessible to all students. We have provided more awareness and programs on Title IX and our counselors have provided training Sexual Assault, Relationship Violence and other relevant topics. We will review the data and improve our services as needed.

Section 5: Prevalence of Sexual Assault and Other Sexual Misconduct

Since coming to CSM, 5.7% of participants report having experienced unwanted sexual violence or sexual contact, compared to 3.0% of participants in 2018. Three-fourths of those who reported experiencing sexual assault or sexual violence respond that the incident took place on-campus, while 25.0% respond that the incident took place off-campus. Of those who reported having experienced sexual assault or sexual violence, 25.0% told someone about the incident, 50.0% did not tell anyone about incident while 25.0% preferred not to say if they told anyone about the incident. In 2018, 28.6% of respondents who reported experiencing sexual assault or sexual violence reported the incident, 57.1% did not tell anyone about incident while 14.3% preferred not to say if they told anyone about the incident.

None of the respondents that reported having experienced sexual assault or sexual misconduct say they reported the incident to a CSM employee nor an external resource center/person. The primary reasons participants chose not report the incident include: didn't think what happened was serious enough to talk about, didn't think others would think it was serious, didn't think the incident had anything to do with the college, and wanted to forget it happened. This is consistent with the CSM 2018 incident data as no incident reports were investigated by the Title IX Officer.

Frederick Community College

Survey Administration

A task force consisting of the Executive Director of Planning and Institutional Research, the Research Analyst, the Title IX Coordinator, and the Executive Director of Diversity, Equity, and Inclusion convened to update the Title IX/Sexual Harassment Campus Climate Survey 2020, previously deployed in spring 2018. The survey assesses increased student awareness of Title IX, perceptions of the level of safety and the College general climate relates to sexual harassment, and gauged their impressions of the College readiness and ability to address issues of sexual harassment. The questions, approved by the Senior Leadership Team, were reduced from thirty-one to twenty-six for clarity. Also, the term sexual harassment was used throughout the survey based on the new federal government definition using “*sexual harassment as an umbrella category includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking.*”

The Premier SurveyMonkey software was utilized to administer the Title IX/Sexual Harassment Campus Climate Survey in 2020. Due to the COVID-19 pandemic, the survey was deployed in September 2020 instead of March as originally planned. The task force determined students over the age of 18, who had attended the College in the spring 2020 and enrolled in the fall 2020 classes, would be the appropriate cohort to survey.

Survey invitations were deployed to 2,544 college email or personal student email addresses (if provided at registration). As a means of encouraging more engagement, announcements were pinned to the Blackboard landing page which all courses use it. Also, the announcement was posted to FCC’s Facebook page and Twitter feed. Additionally, the automatic reminder notices for non-respondents were used ten days after the start of the project. Lastly, two days before the project's conclusion, updated messages reminding students of the closing date posted on Blackboard, Facebook, and Twitter. Furthermore, an additional survey link (disseminated with the Blackboard and social media reminders) to reach potential respondents who did not access their emails with regularity. Disqualification questions were included at the start of the survey to exclude students who had completed the survey via invitation, did not attend the spring semester, and/or were under 18 years of age. The data analysis for this report is prepared based on 318 completed surveys which provides a 95% confidence level. This results can be used with 5%+/- confidence interval for generalizing to the total fall 2020 18 years or older returning students.

The demographics of the respondents were somewhat resembled that of the general campus population. All racial/ethnic categories almost resembled with the fall 2020 students except the Hispanic/Latino survey participants were 6% fewer than the fall enrollment, males comprised 38% of the student population; however, they submitted 33% of the completed surveys, ages of campus population vs. respondents varied slightly between 1% to 5% for different age groups. However, full-time students participated in 11% more than the general population for the fall of 2020.

Awareness about Sexual Misconduct Policy and Procedures

The first two questions in the survey were about students' awareness related to the sexual harassment policy and procedures. We were encouraged by the student response to the question, *"Are you aware that FCC has a Title IX Sexual Misconduct Policy and Procedures which addresses sexual and gender-based harassment?"* In 2018 and 2020, 90% reported that they were aware of the policy and procedures and only 10% reported that they were not aware of the policy and procedures. The first year this survey was conducted in 2016, 62.1% of students reported that they were uncertain or were not aware of the policy and procedures, and 37.9% reported that they were aware of the policy and procedures. We consider this to be progress on our efforts to inform students about the policy and procedures. We were also encouraged by the response to the question, *"Are the FCC procedures for reporting and addressing sexual harassment easy to find?"* In 2020, 42.0% reported that the sexual harassment procedures were easy to find while 56.4% of the students responded that they had never looked for them, and 1.6% reported that they were not easy to find. These ratings have improved compared to the past two cycles of this survey. In 2018, 39.6% reported it was easy to find the sexual harassment procedures compared to the 2016 survey that 16.4% reported that they were easy to find.

Perceptions of Safety and General Campus Climate

Section two of the survey had four prompts that assessed the safety and the general climate concerning how the FCC handles incidents of sexual misconduct. *"If I need to report sexual misconduct at FCC, I know a faculty or staff member who could help me,"* 67.7% of the students responded that they strongly agreed or agreed, 11.6% responded that they were neutral, and 6.0% disagreed. The other 14.6% of the students responded that they "Did not know/were uncertain/had no basis to judge." For the second prompt, *"I understand what happens when a student reports sexual misconduct at FCC,"* 60.4% of the students responded that they strongly agreed or agreed, 11.6% responded that they were neutral, and 11.0% disagreed. The rest or 16.9% percent of the students responded that they "Did not know/were uncertain/had no basis to judge." We are encouraged by the response to the third prompt, *"Addressing the issue of sexual misconduct is the responsibility of the entire College community,"* 89.4% of the students responded that they strongly agreed or agreed, 5.3% responded that they were neutral, and 1% disagreed. Only 4.3% of the students responded that they "Did not know/were uncertain/had no basis to judge." For the last prompt in this question, *"I believe FCC provides an environment that clearly communicates that sexual harassment and misconduct is not tolerated,"* 80.7% of the students responded that they strongly agreed or agreed, 9.3% responded that they were neutral, and 2.3% disagreed. Only 4.7% of the students responded that they "Did not know/were uncertain/had no basis to judge." The aggregate responses for the four prompts displayed the agreements with the statements declined five percent. In 2018, 79.2% of the respondents agreed with the four statements about the general climate about how FCC handles incidents of sexual misconduct compared to 74.6% in the 2020 survey.

Perception of the Institution's Readiness and Ability to Address Issues of Sexual Violence

This section of the survey had four prompts related to the readiness and ability of the College to address issues of sexual violence. For the first prompt, *"FCC considers any report of sexual harassment a serious matter,"* 80.0% of the students responded positively, 1.3% expressed disagreement, 5.8% of students were neutral, and 12.9% responded that they "Did not know/were uncertain/had no basis to judge." The second prompt, *"FCC protects the safety and well-being of everyone involved in the Title IX process,"* 77.2% of the students responded positively, 1.3% expressed disapproval, 5.8% of students were neutral, and 15.6% responded that they "Did not know/were uncertain/had no basis to judge." For the third prompt, *"FCC ensures fairness to everyone involved in the Title IX process,"* 75.1% of the students responded positively, 1.3% expressed disagreement, 7.8% of students were neutral, and 15.7% responded that they "Did not know/were uncertain/had no basis to judge." For the fourth prompt, *"FCC provides education and training related to Title IX sexual harassment,"* 75.6% of the students responded positively, 2.4% expressed disagreement, 9.2% of students were neutral, and 12.9% responded that they "Did not know/were uncertain/had no basis to judge." We are encouraged by these results and by the comparison of the aggregate results. The aggregate for the same prompts last cycle and this year were identical and 77.0% of the students responded positively, 2.0% expressed disapproval, 21.0% of students were neutral, or responded that they "Did not know/were uncertain/had no basis to judge."

The responses about the awareness of receiving written or verbal information about sexual harassment were encouraging. For the first prompt, 25.8% of the students in 2020 compared to 23.2% in 2018 reported they received information about *"Dating, domestic, or intimate partner violence"*, followed by 35.8% of the 2020 respondents reported affirmatively to the item *"Where to go to get help if you or someone you know has experienced sexual misconduct"* compared to 26.8% in 2018, followed by 33.6% in 2020 survey reported they know *"How to help prevent sexual misconduct."* in 2020 compared to 27.4% in 2018, 39.3% of the respondents reported received "Definition of sexual harassment". This item was not included in the previous questionnaire. The last section listed reasons for *"What would keep you from reporting sexual harassment at FCC?"* 14% reported *"feel nothing will happen"*, 16.7% *"fear of retaliation"*, 10.4% *"unsure of reporting process"*, 13.5% *"fear of gossip and persecution by others on campus"*, 10.1% *"concerned about potential stigma"*, 14.2% *"feelings of shame"*, 59.4% of FCC students in the 2020 survey selected *"Nothing would stop me. I would report an incident of sexual misconduct."* Compared to 42.3% in 2018. The increase in this rate is promising and is an indication of improved awareness among our students about the importance of reporting the incident of sexual misconduct.

The positive results for 2020 is more promising since the survey was conducted when the College was operating remotely.

Institutional Steps

It is evident that the actions articulated in previous reports have had a positive effect on our students' perceptions related to sexual assault and misconduct. These goals will be the responsibility of the Student Title IX Coordinators, the Center for Student Engagement, the Office of the Dean of Students including Wellness and Behavior Health, and the Office of Diversity, Equity, and Inclusion.

Goals by Spring 2022:

The overarching goals for the next few years are around strengthening awareness through trainings, posting education campaigns to raise awareness and strengthen Campus Climate with a goal of reaching 25% of students through either the Safe Colleges Online Training, New Student Orientation, and/or virtual or in-person presentations and/or trainings. The specifics of the initiatives are:

- Addressing Awareness of Title IX Protections:
 - Make the Title IX Sexual Harassment Webpage more accessible and have a reporting mechanism via the webpage.
 - Poster campaign to raise awareness of the Title IX protections, policies, and processes, with a focus on where to go if you need help around sexual misconduct including potentially passive education in bathrooms.
- Perceptions of Safety & Campus Climate:
 - Increase number of students taking the online Safe College Title IX training to 25% of fall student population (1,400 students by 2022).
 - Continue a focus on new students and parents with a focus on minimizing stigma and fear around reporting.
 - Continue offering fall and spring focused events on Sexual Assault Awareness and Prevention, Bystander Intervention Training, Domestic Abuse Support, Special focus on Veterans, Identifying and Avoiding High Risk Behaviors, Understanding Sexual Orientation, Inclusive Language involving Sexual Identity
 - Include community organizations with relevant support and information at the Wellness Fairs offered each semester. Continue to have a strong College presence at the Frederick LGBTQ Pride event with a College information table. Continue the College partnership with The Frederick Center to provide sensitivity training to the College and community

HAGERSTOWN COMMUNITY COLLEGE

Sexual Assault Campus Climate Survey Report: 2020

Survey Administration

During the 2015 legislative session, the State enacted HB 571 (Md. Education Article, §11-601), a law requiring all higher education institutions to conduct a sexual assault campus climate survey. Results of the survey, along with an incident report, are to be submitted to the Maryland Higher Education Commission (MHEC) by June 1. MHEC, in turn, is required to compile a report aggregating institution-level data on the incident report.

During the reporting period of May 6, 2019 (first day of summer session) through May 16, 2020 (the original date of commencement, postponed due to COVID-19), Hagerstown Community College (HCC) received no reports of any incidences related to sexual assault or other sexual misconduct.

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In February 2020, HCC sent via Qualtrics to all registered full-time and part-time credit students aged 18 and older (3,022) a link to the Sexual Assault and Misconduct Campus Climate Survey. The purpose of the survey was to ascertain students' perceptions related to safety, sexual assault/unwanted sexual and relationship aggression/violence experiences among students. The link was included in a cover email explaining the purpose of the survey, which was sent to the students by the Dean of Students, who also serves as the Title IX Coordinator. Consistent with the 2018 survey administration, reminder emails were sent later.

There were 391 students who clicked on the link, and of those, 64.5 percent (252) completed the survey. There was an increase in survey responses compared to the surveys in 2016 and 2018.

	2016 Survey	2018 Survey	2020 Survey
FT and PT Students	3,435	3,352	3,022
Interacted with Survey	172	324	391
Survey Responses	121	241	252
Overall Response Rate	3.5%	7.2%	8.3%
Response Rate of Those That Interacted	70.3%	74.4%	64.5%

Of those respondents, 53.8 percent were full-time students, 57.8 percent were aged 18 to 24, 72.4 percent were female, and 68.6 percent were white. This is fairly reflective of the composition of the HCC student body and consistent with the previous surveys, with the exception that full-time students account for less than 30% of the student population and the survey also slightly overrepresents female students.

Perceptions of Safety and General Campus Climate

According to responses, 96.1 percent feel welcome on campus, 96.8 percent feel safe, and 96.8 percent feel that HCC employees are genuinely concerned about the welfare of students. These responses are higher than the results from the 2018 survey.

There was also an increase amongst the survey respondents in terms of HCC police officers' presence on campus in comparison to 2018: 85.7 percent (vs 72.2%) of those responding strongly agree/agree the officers are present on campus, but down from 89.8 percent in 2016.

Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

When asked about perceptions of how HCC might handle a report of sexual assault or violence, 97.7 percent felt the college would report the incident to local law enforcement officials (compared to 93.6% in 2018), 95.1 percent felt that the report would be taken seriously (compared to 92.4% in 2018), and 93.5 percent feel that HCC will make appropriate referrals to counseling or mental health agencies.

In terms of questions related to reporting/contacting campus officials for help, responses were somewhat consistent with 2018's survey and indicate that HCC needs to improve information sharing with students. Over half of the respondents (57.7 percent) indicated they strongly agreed/agreed that they know who to contact on campus for help, while 57.1 percent know what happens when a student reports a claim of sexual assault on campus.

Institutional Analysis and Action Steps

Student responses will guide HCC in making more positive changes to its campus to help ensure safety for all students and increase student knowledge about sexual misconduct awareness, reporting and procedures on campus. Student responses made college officials more aware of the greater need for information sharing and awareness training related to sexual assault and relationship violence. The college is committed to reviewing efforts from 2018-2020 to those implemented in prior years. Many efforts remain consistent, including information regarding Title IX and related issues, along with the name of the Title IX Coordinator, continue to appear on two different pages in the Student Handbook and several links to relevant pages within the HCC Web site, and Title IX continues to be discussed by the Dean of Students during New Student Orientation. New initiatives included sharing Title IX Sexual Misconduct information in a new virtual orientation program (required of students beginning Spring 2018 who do not attend the in person new student orientation before they can receive a parking pass and student ID card), more regular emails sent to all students (every 7.5 weeks, or twice a semester) that includes sexual misconduct information, and an online Student Assistance Form option located within the Current Students tab on the HCC website and on Web Advisor, our student registration system (reports submitted go directly to the Dean of Students for immediate response). Enhanced initiatives in the coming year will include more signage across campus more likely to attract students' attention, more focused emails on sexual misconduct reporting,

enhancement of slide information shared in the virtual student orientation and enhanced campus programming coordinated by our BIT/CARE team and the Student Activities Office.

Particular focus in the year ahead will be made on ensuring more students are aware of resources and knowing what happens when a student reports a claim of sexual misconduct. A detailed, cross-campus review of the Campus Climate Survey results will take place prior to the start of the new academic year.

Harford Community College 2020 Campus Climate Narrative Report

Introduction and Methodology

Harford Community College (HCC) is committed to a secure, healthy, non-discriminatory learning environment for its students and supports the efforts of the State to assure that all students in Maryland are safe and informed about the laws and resources available to them. The College, in accordance with Maryland Education Article §11-601, participated in the sexual assault climate survey in 2020. The survey used was a modified version of the Maryland Higher Education Commission Model Survey instrument. The College decided to include *Section Three: Experiences* in the questionnaire to learn more about the lived experiences of our students relating to sexual assault. Directions were clear that answering the survey would not result in the reporting of a crime due to the anonymity that was built into the survey design.

The Harford Community College Sexual Assault Campus Climate Survey was administered using an online survey tool (Survey Monkey) to all enrolled credit students age 18 and older during the month of February 2020. The survey was delivered via email to all credit students, with several email reminders sent throughout the month. The total survey population was 4,954 students; 312 responses were received for a response rate of 6.3%; the overall response rate in 2018 was 10.5%. As in 2018, female respondents were overrepresented in the responding population, with 67.5% female respondents versus being 58% of the credit student population. Similarly, full-time students were overrepresented, with 52.1% full-time respondents versus being 32.6% of the full-time credit student population. As in the prior surveys, most respondents live at home with parents or guardian; 66.6% in 2020 and 64.4% in 2018. Furthermore, 69.9% of the total respondents were aged 18-24 in 2020 versus 69.6% in 2018. This report reflects the responses from the credit population of students across all age groups.

Campus Safety and Climate

Respondents feel safe, cared for, and included on the HCC campus. In 2020, 89.5% agreed or strongly agreed with the statement “I feel safe on this campus” (Q6.13). This is a slight increase from the 2018 level of 88.2% (Q4.10). Also, 67.1% respondents agreed or strongly agreed with the statement “[t]he College does enough to protect the safety of students” (Q7.7). This is a slight decrease from the 2018 level of 73.0% (Q5.7). Most respondents continue to believe that HCC employees are concerned about their welfare. Regarding the welfare of the respondents, in 2020, 77.1% of the respondents think that instructors/faculty are genuinely concerned about their welfare (Q6.6). Furthermore, 59.0% think that other administrators are genuinely concerned for their welfare (Q6.7), and 66.5% think that other College employees are genuinely concerned for their welfare. (Q6.8). Also, in 2020, 83.3% of respondents continue to agree or strongly agree that they are treated fairly by College employees (Q6.12). Most respondents continue to feel that they are valued in the classroom/learning environment (87.6% for Q6.4) and that instructors and employees respect what students think (85.7% for Q6.5). Furthermore, 66.5% of respondents in 2020 continue to either agree or strongly agree that they feel like they are a part of the College (Q6.10).

Reporting and Response

Most survey respondents (83.2%) report that they would be likely or very likely to tell campus authorities about a sexual assault (Q10.7). In addition, 72.6% of respondents stated that they would call police or campus authorities if they witnessed someone bothering someone else (Q10.4). Furthermore, most respondents (81.6%) would confront a friend if they heard that they forced someone to have sex (Q10.6), and 89.4% of respondents would confront or intervene to stop a friend who was hooking up with someone who was passed out (Q10.5).

Survey respondents agree or strongly agree that the College would handle a campus crisis well (64.9% for Q7.4). Similarly, 62.0% of the respondents think that the College responds rapidly in difficult situations (Q7.5); and 67.1% of the respondents think that the College does enough to protect the safety of students (Q7.7). Additionally, most respondents (76.7%) believe the College would take any report of sexual assault or violence seriously (Q8.4). Regarding privacy, 78.6% of respondents believe the College would maintain the privacy of the individual making a report of an assault (Q8.5). Respondents also believe that the College would if requested forward as appropriate a report of an assault to investigators such as local police (78.1% for Q8.6); would protect the safety of and support the individual making the report (76.6% for Q8.7); and would address factors that may have led to the assault or violence (71.0% for Q8.9). For 2020, respondents continue to believe HCC would handle the report of an incident fairly (74.6% for Q8.10).

Action Steps

Since the last survey cycle the College applied for and was awarded funding from the Department of Justice Office of Violence Against Women as part of the Grants to Reduce Sexual Assault, Dating Violence, Domestic Violence, and Stalking on Campus Program. In November 2018 the College officially launched the Sexual Assault and Violence Education (SAVE) Project, which is a core team of campus and community personnel from the Sexual Assault Spouse Abuse Resource Center (SARC) and the Harford County Sheriff's Office. The team works together to strategically plan and implement activities informed by best practices, research, and community needs. They provide training and educational programs to students and employees, strategize ways to increase access to 24-hour confidential victim services, and work together to improve the response to sexual assault and intimate partner violence incidents in the campus community.

The College implemented new educational and training programs for students and employees in January 2020, including a) a one-hour bystander intervention program tailored for students and employees; b) a peer educator program comprised of 4 peer educators and 6 weeks of intensive training; c) an online program by EVERFI which is now part of new student orientation; and d) training programs developed to increase the capacity of Public Safety officers and campus personnel responsible for disciplinary process to respond to incidents of intimate partner violence using trauma-informed response skills.

One of the highest needs based on the 2020 survey results are to improve efforts to disseminate written (i.e., brochures, email) or verbal (i.e., presentations, training) information about sexual assault and misconduct. Out of 140 respondents, 41.4% said they received information about where to go to get help if you or someone you know is sexually assaulted (Q14.7), 45.0% said they received information about how to report sexual misconduct (Q14.5), and 50.0% said they received information about how to help prevent sexual assault (Q14.6). Additionally, 65.0% of respondents said they received information about Title IX protections against sexual misconduct or assault (Q14.8) and 67.9% said they received information about the definition of sexual misconduct or assault, which can be improved as well (Q14.4). The College anticipates revisiting existing communications strategies, working closely with its victim service agency partner SARC, and the SAVE Project peer educators to determine the most promising and comprehensive ways to disseminate information.

Furthermore, the College is prioritizing the concerns expressed in the 2020 survey that illustrate the barriers which prevent students from reporting to a campus authority and use that feedback to improve educational and training programs. When asked which concerns or thoughts might make them unlikely to tell campus authorities about a sexual assault they might know about at the College, the top three responses were: 54.1% of respondents said, “I didn’t know how to report it on campus” (Q11.4), 38.4% said, “I was afraid the person who did it would try to get back at me” (Q11.15), and 34.3% said, “I was afraid I would not be believed” (Q11.9). Other top concerns were related to victim blaming (i.e., being blamed for what happened, fear of harassment or negative reaction of others), self-stigma (i.e., embarrassment, shame, wanting to forget), and wanting privacy (i.e., it has nothing to do with the College, it is a private matter, wanting to deal with it on their own).

With a better understanding of the barriers to reporting, HCC is tailoring its educational programs to address those specific concerns and suggest possible ways to work through those barriers to seek help. Further, the College’s community partner SARC has offered their assistance with conducting focus groups with students about how to best educate the public about confidential victim services, with the hope that their feedback will help the College increase access to reporting to campus authorities.

Howard Community College
Sexual Assault Campus Climate Survey Report

December 15, 2020

Survey Administration

Dr. Hetherington, president, and her senior management team reviewed the model survey provided by the Maryland Higher Education Commission (MHEC). It was decided to use most of the questions on that model (see Appendix A- Howard Community College (HCC) Survey). On February 20, 2020, the president emailed the 5,262 students attending HCC during the spring semester who were between the ages of 18-24 years old. This is 56.6% of the spring semester student body. The message contained the link to the web survey form. Over the next two months, Dr. Hetherington made two further email appeals for participation. This is the same process and survey as used in 2018.

After three appeals, 237 students responded; 1 person was under age and 1 did not indicate their age. This report is based on the 235 valid respondents; 2.5% of the spring population and 4.5% of the sample selected for the survey. Therefore, we have established a 95% confidence level with a confidence interval of +/-6.2%. The respondent pool contained students representative (gender, race, ethnicity) of the overall sample and spring student composition although a higher percent of males answered and more students chose transgender or not to identify their gender.

	Respondents	18-24 Year Olds in Spring Semester	All Spring Semester Students
Gender			
Male	25.3%	44.0%	37.1%
Female	71.2%	46.5%	52.1%
Transgender/Unknown	3.5%	9.5%	10.8%
Racial/Ethnic Group			
American Indian/Native American	0.6%	0.3%	0.2%
Asian	16.0%	15.1%	14.5%
Black/African American	19.5%	26.5%	27.6%
Hispanic/Latino	13.9%	14.5%	11.9%
Native Hawaiian/Other/Pacific-Islander	0.6%	0.2%	0.2%
White	45.0%	31.7%	32.6%
2 or more races	14.2%	7.7%	6.4%
Unknown	4.1%	4.1%	6.6%

Perceptions of Safety and General Campus Climate

Respondents reported that HCC provides a safe campus with a positive campus climate. Question five provided the most relevant information for this answer. 84.7% of the respondents chose agreed or strongly agreed when asked if they felt safe on this campus. 80.5% said “I am happy to be at this college”. 81.1% strongly agreed or agreed that faculty, staff, and administrators respect what students on this campus think. 80.4% of the respondents agreed or strongly agreed that they feel valued in the classroom/learning environment and 81.1% felt that the faculty, staff, and administrators at this school treat students fairly. 74.7% reported that faculty are genuinely concerned about their welfare and 65.4% thought administrators are genuinely concerned about their welfare. Since many of these students are fairly new to campus, it was not surprising that only 48.7% felt “close to people on this campus” and 21.2% disagreed or strongly disagreed. These results modestly improved compared to those in the 2018 survey.

Perceptions of HCC’s Readiness and Ability to Address Issues of Sexual Violence

Respondents reported that HCC is ready and able to address issues of sexual assault and sexual violence in areas including training and education, support for persons reporting sexual assault and other misconduct, and administrators responsible for investigating misconduct. Questions six and seven provided the most relevant information for this answer.

	Strongly Disagree/ Disagree	Neutral	Strongly Agree/ Agree
Question 6			
If a crisis happened on campus, the college would handle it well.	4.7%	19.4%	75.9%
The college responds rapidly in difficult situations.	4.2%	17.9%	77.9%
College officials handle incidents in a fair and responsible manner.	3.7%	22.1%	74.2%
The college does enough to protect the safety of students.	5.3%	17.4%	77.4%
Question 7			
The college would take the report seriously.	3.0%	12.4%	87.5%
The college would do its best to maintain the privacy of the individual making the report.	0.6%	11.9%	87.5%
If requested by the individual, the college would forward the report to criminal investigators (for example, the police).	0.6%	16.0%	83.4%
The college would take steps to protect the safety of the individual making the report.	1.8%	14.8%	83.4%
The college would support the individual making the report.	2.4%	14.3%	83.3%

The college would take action to address factors that may have led to the sexual assault and sexual violence.	3.0%	20.4%	76.6%
The college would handle the report fairly.	3.0%	17.4%	79.6%

As in 2018, the students were confident that the college would be highly responsive.

Institutional Analysis and Action Steps

Based upon the 2018 survey results, the college continued its efforts to maintain a safe learning and working environment free from any form of sexual misconduct. Additionally, HCC enacted a public safety sexual misconduct response protocol to ensure consistency in utilizing best practices when responding to sexual misconduct incidents. The Title IX deputies also trained 100% of the academic divisions on sexual misconduct, Title IX, and related accommodations. Lastly, HCC increased the amount of training offerings related to Title IX for students and employees.

The college will continue its sexual misconduct information and training campaigns, to inform students, faculty and staff of what to do and where to go for help, if an incident occurs. Questions nine, ten, eleven, and twelve provided the most relevant information for this answer.

Before coming to HCC, 79.0% of the respondents reported that they had already received information or education about sexual assault. 92.8% of the respondents said they would go with the friend to the police department if they reported they were raped.

Since coming to the HCC, respondents reported that they had received written (such as brochures and emails) or verbal information (such as presentations and training) about the following: HCC Sexual Misconduct policy (82.7%), the definition of sexual assault (63.2%), how to report a sexual assault (36.1%), where to go to get help if someone you know has been sexually assaulted (44.4%), Title IX protections against sexual assault (80.5%), and how to help prevent sexual assault (42.1%).

Question 10	Strongly Disagree/ Disagree	Neutral	Strongly Agree/ Agree
a. If a friend or I were sexually assaulted, I know where to go to get help on campus.	23.2%	20.8%	56.0%
b. I understand what happens when a student reports a claim of sexual assault at the college.	29.8%	23.2%	47.0%
c. If a friend or I were sexually assaulted, I know where to go to make a report of sexual assault.	33.9%	20.2%	45.8%

Although most students knew where to get help and where to make a report and 47.0% understood what happened when a report is made to the college, there is room for improvement in this area since a 23.2% of the students did not. Hence the college will continue its sexual misconduct information and training campaigns.

Montgomery College

Survey Administration

Montgomery College (MC) administered the same survey that was adopted for the 2016 and 2018 survey, which was based on the MHEC model survey and institutional priorities.

The survey was administered using a web based survey, Survey Gizmo, which was a change from previous survey administrations. The online survey was open February 17 - March 9, 2020. Invitations to participate in the survey were sent by email to all 19,215 credit-bearing students at the beginning of the survey. In addition, course sections were recruited from each academic department chair to administer the survey. Forty course sections were identified to administer the survey. MC faculty were also encouraged to promote student participation and received regular emails about the climate survey throughout its administration period.

A survey event was also held on each campus, and pizza was provided as incentives for participation. Three \$50 gift cards to the MC bookstore was also used as an incentive to increase participation.

MC Credit Student Census vs. Respondent Census

	MC Pop. Size Spring 2020 (%)	Survey Pop. Size Spring 2020 (%)
Race/Ethnicity		
Black/Afr.	5554 (28.9%)	221 (3.9%)
Hispanic	5599 (29.1%)	232 (4.1%)
White	4488 (23.3%)	220 (4.9%)
Asian	2699 (14.0%)	105 (3.8%)
Unknown	124 (0.6%)	104 (83.8%)
Multi-race	649 (3.3%)	88 (13.5%)
Native Am/Pacific Is.	102 < (1%)	11 (10.7%)
Gender		
Female	10358 (54%)	460 (4.4%)
Male	8722 (45%)	316 (3.6%)
Other	135 (0.5%)	32 (23.7%)
Age Range		
18 to 24	12627 (65.7%)	643 (5.0%)
25 and over	5743 (29.8%)	143 (2.4%)
17 and under	845 (4.3%)	0 (0.0%)
Unknown*	N/A	15 (1.5%)
Total	19215	981 (5.1%)

* Due to an error in survey question logic, a smattering of respondents did not indicate their age
Survey Response Rate is $(981/19215) = 5.1\%$

Perceptions of Safety and General Campus Climate

As shown in the below Q5 grid, most students favorably rated the campus climate. And the “I feel safe on this campus,” subitem strongly supports their perception of overall safety at 88.0%. In comparison with the 2018 survey, the results demonstrated slight increases in all but two categories.

Comparison of Q5 (2020) to Q4 (2018) responses*	2018 responses (%)	2020 responses (%)	% Change
I feel valued in the classroom/learning environment.	937 (92.5%)	741 (91.5%)	-1
I think faculty, staff, and administrators respect what students on this campus think.	904 (89.1%)	724 (89.5%)	0.4
I think faculty are genuinely concerned about my welfare.	819 (81.0%)	672 (83.2%)	2.2
I think administrators are genuinely concerned about my welfare.	722 (71.7%)	628 (77.8%)	6.1
I feel close to people on this campus.	622 (61.6%)	542 (67.2%)	5.6
I feel like I am a part of this college.	780 (77.6%)	642 (80.0%)	2.4
I am happy to be at this college.	863 (86.6%)	707 (88.2%)	1.6
I think the faculty, staff, and administrators at this school treat students fairly.	891 (88.1%)	701 (86.9%)	-1.2
I feel safe on this campus.	836 (82.8%)	711 (88.0%)	5.2
I believe this school is trying hard to make sure that all students are treated equally and fairly.	866 (85.4%)	695 (86.3%)	.9
I believe that students at this school respect one another.	807 (79.6%)	695 (86.2%)	6.6
I feel Public Safety officers are visible and accessible	N/A	620 (77.1%)	

*Combined Agree and Strongly Agree

Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

When assessing MC's Training and Readiness, in 2020, Q16 (and 2018, Q8) reads, "Since you came to Montgomery College, have you received written information (such as brochures or

emails) or verbal information (such as presentations or training) from anyone at Montgomery College about the following? Please check all that apply.” The table below provides a summary of the responses.

Comparison of Q16 (2020) to Q8 (2018) Responses	2018 Responses (%)	2020 Responses (%)	% Change
Student Code of Conduct	556 (57.9%)	405 (51.8%)	-6.1
How to report an incident of sexual misconduct	324 (33.7%)	242 (30.9%)	-2.8
Where to go to get help if someone you know experiences sexual misconduct	280 (29.1%)	245 (31.3%)	2.2
The definitions of types of sexual assault	270 (28.1%)	248 (31.7%)	3.6
Title IX protections against sexual misconduct	259 (27.0%)	221 (28.3%)	1.3
How to help prevent sexual misconduct	242 (25.2%)	212 (27.1%)	1.9
None of the above	268 (27.9%)	247 (31.6%)	3.7

The results suggest a smaller percentage of students in 2020 know how to report an incident of sexual misconduct than in 2018. However, slightly more students are aware of how to help a friend, definitions, Title IX protections, and how to prevent sexual misconduct.

In addition, when assessing support for persons reporting sexual misconduct, Q12 in 2020 and Q9 in 2018 provide further comparison:

Comparison of Q12 (2020) to Q9 (2018) Responses*	2018 Responses (%)	2020 Responses (%)	% Change
If a friend or I experienced sexual misconduct, I know where to go to get help on campus.	524 (54.8%)	473 (59.5%)	4.7
I understand what happens when a student reports a claim of sexual misconduct at Montgomery College.	430 (45.0%)	452 (57.3%)	12.3
I would know where to go to make a report of sexual misconduct.	497 (52.2%)	450 (57.1%)	4.9

*Combined Agree and Strongly Agree

These results indicate a significant increase in students’ understanding about what happens when a student makes a report. There were slight increases in students’ understanding of where to get help and where to make a report.

When assessing respondents perception of MC ability to address sexual violence, Q7 asks how MC might respond if a student reported an incident of sexual misconduct. Data shows that Respondents (average 82.4% likelihood) feel that MC would take the report seriously and respond promptly to address the issue fairly, protect the reporting party and honor their request on how to proceed, and provide support services.

The 2020 survey measures student perception of their willingness to seek assistance from MC Offices and local community resources. Students reported a 50.3% likelihood that they would

seek assistance from MC's Title IX Office, compared to 2018, 54.9% likelihood. The survey shows the largest percentage of students would seek assistance from MC Public Safety office, 82.7% likelihood, local law enforcement, 82.8% likelihood, counseling faculty, 76.0% likelihood, and instructional faculty, 67.2% likelihood.

Institutional Steps

In examining the data over the last three cycles, a strong relationship emerges between how survey respondents say they would report and how reports are actually received by the College. The survey data shows that students say they are most likely to report to someone other than the Title IX Coordinator. The incident reports show that 97.2% make an initial report to a responsible employee. There is also a relationship between the number of incidents reported and the number of formal investigations completed over the last three cycles. Of the incidents reported each cycle, 11.4% (average) resulted in formal investigations. Another trend highlighted throughout the survey data over the last three cycles reveals that while most students have a positive perception of MC response and ability to address an incident of sexual misconduct, the survey data indicates only 29.8% (average) of students receive information on sexual misconduct.

After the last survey cycle, MC implemented a Title IX module in its online orientation for new students. The majority of students are completing College orientation online. As a result of this module, we saw a significant increase (12.3 %) in students aware of the Title IX process and slight increases in awareness and prevention of sexual violence. Additionally, MC appointed a dedicated person as the VAWA coordinator. The VAWA coordinator is responsible for the overall prevention education efforts of sexual violence. The VAWA Coordinator implements MC's bystander intervention program and has increased student participation. Bystander intervention continues to be an influential program at MC and survey data demonstrates its efficacy, with 84.0% of the respondents indicating they would be a prosocial bystander.

In an effort to provide more transparency to MC's sexual misconduct process, we added a dedicated Title IX investigator and updated MC's sexual misconduct policy to ensure that both parties are afforded due process rights and understand the evidence collected during the formal investigation process. Both of these changes have resulted in increased confidence in the investigation process.

In light of the 2020 survey results and incident report data, MC will most likely take the following actions:

- Identify and expand processes to ensure students are receiving information about MC's Title IX Coordinator, sexual misconduct process, and prevention of sexual violence through:
 - The Title IX office commits to increasing visibility and awareness by increasing in-person events.
 - The Title IX Office will partner with Student Affairs, VAWA Coordinator, to increase student participation in the online training: Sexual Violence Prevention for Community College Students.

Prevalence of Sexual Assault and Other Sexual Misconduct

The survey data indicates that the prevalence rates of sexual assault and other sexual misconduct is 7.3% (58 students indicated they experienced sexual violence since coming to MC, out of 792 respondents). When comparing this to the incident data collected, there were a total of 81 reports of sexual misconduct.

Sexual Misconduct	2020 Survey response (%)	2020 incident report data
Sexual Intimidation	12 (20.0%)	0 (0%)
Sexual Harassment	30 (50.0%)	32 (39.5%)
Sexual Exploitation	11 (18.3%)	4 (4.9%)
Stalking	23 (38.3%)	12 (14.8%)
Dating Violence	7 (11.7%)	4 (4.9%)
Domestic Violence	5 (8.3%)	15 (18.5%)
Sexual Assault I - Non-Consensual Sexual Intercourse	8 (13.3%)	8 (10.0%)
Sexual Assault II - Non-Consensual Sexual Contact	12 (20.0%)	6 (7.5%)
None/Other	12 (20.0%)	0 (0%)

MC's survey does not directly answer the number of students who reported. MC's survey asks if the student "told" someone, rather than reported it to the appropriate resource at MC. 66.0% (33 respondents) indicated they told someone about the experience. Of the 66.0% only 29.4% (10 respondents) reported this to someone at MC. The primary reasons for not reporting include, I wanted to deal with it on my own; It is a private matter (54.5%), I fear of not being believed (45.5%), I felt embarrassed or ashamed (45.5%), I didn't think the incident had anything to do with the college (36.4%), and I wanted to forget it happened (36.4%).

Prince George's Community College Campus Climate and Sexual Assault Survey 2020

Part I: Survey Administration

For the 2020 Campus Climate and Sexual Assault Survey, Prince George's Community College (PGCC) used an online survey, which included primarily items suggested by MHEC. Most items were the same as the 2018 and 2016 administrations of the survey to aid in longitudinal analyses. The institution did not incur additional costs related to the administration of this survey. The survey instrument was developed by existing employees and distributed by software that was already licensed for use. The survey was administered in February 2020.

The target population for this survey was students who were 18 years or older and taking credit courses for Fall 2019 and Spring 2020. A total of 13,171 students met this criterion and received an anonymous link to the survey through their college email account. Each student was sent an email inviting them to participate in the survey, followed by two subsequent email reminders. In total, 1,255 students responded to the survey (625 complete and 630 partial) resulting in a 9.5% response rate. Both complete and partial responses were included in the analysis in an attempt to use all available information to inform the college's decisions for future actions. Students were informed that the survey was voluntary in the email communications and on the survey itself. Students were allowed to skip any question that they did not feel comfortable answering. We did not offer any incentives for participation. Since the last administration of the survey, we altered the survey slightly to improve clarity and applicability for our student population.

Similar to the college student population as a whole (62.8%), a larger proportion of the survey respondents were females (74.9%). The majority of the college student population (68.8%) is Black or African American, and 69.5% of the survey respondents fell into that category. Asian (4.8%), Hispanic (13.7%), and White (4.8%) survey completers were also representative of the student population at the institution (Asian – 4.4%, Hispanic – 13.4%, White – 3.7%). The respondent population also had more representation from full-time students (45.1% full-time vs. 49.1% part-time) than the general population at the college which is predominately part-time (29.5% full-time vs. 70.5% part-time).

Part II: Perceptions of Safety and General Campus Climate

Students were asked about the general campus climate and their experiences on campus regarding inappropriate behaviors on campus (e.g. making sexist jokes, being sent offensive sexual materials, etc.). Participants were also asked if they experienced any of the following inappropriate behaviors in a class or work setting at the college, in a social setting at the college, or any other settings at the college (e.g., off-campus events, school trips). Different from the 2018 administration, we moved the campus climate questions to the beginning of the survey to make it clearer that we are asking about general campus climate, rather than climate related to sexual misconduct.

General Campus Climate

Attitudes toward PGCC

Item (N)	% Strongly Agree or Agree
I feel valued in the classroom/learning environment. (N=958)	77.1%
Faculty, staff, and administrators treat students fairly. (N=947)	73.9%
Faculty, staff, and administrators respect what students on campus think. (N=952)	73.3%
I feel safe on campus. (N=947)	72.2%
I feel like I am part of this college. (N=949)	64.1%
I think faculty are genuinely concerned about my welfare. (N=950)	62.7%

How PGCC would respond to a crisis or serious incident.

Item (N)	% Strongly Agree or Agree
The college does enough to protect the safety of students. (N=953)	57.7%
If a crisis happened on campus, the college would handle it well. (N=957)	55.6%
College officials handle incidents in a fair and responsible manner. (N=953)	54.0%
The college responds rapidly in difficult situations. (N=951)	52.4%

Incidents/Experiences on Campus

- Sexist remarks or jokes in your presence (N=634, 80.3% never experienced)
- Inappropriate comments about your or somebody else's body or appearance in your presence (N=620, 80.2% never experienced)
- Crude sexual things to you, or tried to get you to talk about sexual matters when you didn't want to (N=613, 90.4% never experienced)
- E-mailed, texted, or used social media to send offensive sexual jokes, stories, or pictures to you (N=616, 94.8% never experienced)
- Bribing with some sort of reward if you agreed to engage in a romantic relationship with that person (N=596, 96.1% never experienced)

Compared to the previous administrations of this survey, a greater percentage (69.5%, N=636) of respondents reported having never experienced any of these types of incidents or behaviors on campus in 2020 (2018: 67.0%; N=427 and 2016: 55.5%; N=364).

Part III: Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

Participants were asked if they received written or verbal communications around sexual assault or sexual misconduct since arriving at the college related to the following (N=841):

- The definition of sexual assault (36.3% received)
- How to report a sexual assault (39.1% received)
- Where to go to get help if someone you know is sexually assaulted (35.0% received)
- Title IX protections against sexual assault (20.7% received)
- How to help prevent sexual assault (26.2% received)

- How to intervene if they were a bystander (16.3% received)

Of those who answered this question, 52.6% (compared to 61.4% in 2018) indicated they had not received any information about any of the topics listed above. The most common way respondents ($N=393$) indicated they received sexual misconduct information or training was at their new student orientation (65.4%). Additionally, 17.6% report receiving this information during a class presentation, 7.1% in student learning training, and 9.9% in some other way. Of the respondents that indicated they received sexual misconduct training or information on various topics, 79.3% - 93.9% indicated that those trainings or information were *useful* or *very useful* (similar to 2018: 76.2% - 94.6%).

In addition to the education and training, participants were asked to rate the institution's preparedness to handle sexual misconduct cases. This year, the scale was changed to an agreement Likert scale from a likelihood scale in 2018. In 2018, 64.4% - 76.2% of students responded *likely* or *very likely* to the following items:

Item (N)	% Strongly Agree or Agree
If requested by the individual, the college would forward the report to criminal investigators (for example, the police). ($N=665$)	79.3%
The college would do its best to maintain the privacy of the individual making the report. ($N=666$)	78.0%
The college would take steps to protect the safety of the individual making the report. ($N=662$)	75.2%
The college would take the report seriously. ($N=666$)	73.4%
The college would take action to address factors that may have led to the sexual assault and sexual violence. ($N=662$)	71.6%
The college would handle the report fairly. ($N=658$)	70.5%
The college would support the individual making the report. ($N=664$)	69.7%

Students were also asked about their awareness and use of the following campus resources:

- College Police and Public Safety ($N=665$, 69.6% aware, 9.2% used)
- Counseling Services ($N=666$, 61.6% aware, 14.9% used)
- Blue Emergency Call Boxes ($N=661$, 56.0% aware, 9.1% used)
- Violence Prevention Center ($N=664$, 39.8% aware, 2.3% used)
- Title IX Coordinator ($N=664$, 27.3% aware, 2.0% used)

The Senior Director of Compliance serves as the Title IX Coordinator. This position is supported by the Vice President for Student Affairs and the Associate Vice President for Human Resources and Organizational Development who serve as Deputy Title IX Coordinators. This leadership team is supported by the Chief of the Department of Public Safety, Manager of Labor Relations, Program Coordinator for Student Conduct and Community Standards, and mental health counselors in the Wellness Center. Under the new Title IX regulations, the Senior Director of Compliance conducts investigations of alleged sexual misconduct involving students; while others serve as hearing officers and decision makers or support for the process or students.

Part IV: Institutional Analysis and Action Steps

The survey response rate was higher during this cycle compared to the response rate of the 2018 survey. The responses concerning general campus climate and students' experiences on campus regarding inappropriate behaviors on campus are moving in a positive direction. The responses indicate improvement in the general feeling of safety on campus and a continued reduction in the number of students who report experiencing inappropriate behaviors described in the survey. From the survey responses, it is clear that continued effort is needed to bring awareness of reporting and available resources. In addition, continued improvement is needed to demonstrate reassurance of the college's response in crisis situations.

Several changes in personnel and the college environment have changed since the last survey cycle. During this reporting cycle, the college experienced personnel changes in the Program Coordinator for Conduct and Community Standards and added a Senior Director of Compliance/Title IX Coordinator roles. The Senior Director of Compliance provides a focused and dedicated resource to lead and support increased efforts of communication and awareness. The offices of human resources, Title IX, and college police/public safety continue to collaborate with the conduct office and increased our efforts to provide a variety of in-person and online awareness programs. Some examples include implementing conduct-related videos during new-student orientations, awareness campaigns for staff and faculty, and gender-based violence prevention and personal safety programs by college police. The Senior Director of Compliance and the Vice President for Student Affairs is allocated a 1.5 hour session in each semester to speak with all faculty during their opening week schedule of mandatory meetings. This is to ensure their understanding of regulations and also how they can assist students and refer them to the appropriate team. Before the Covid-19 restrictions, we continued to conduct sexual harassment and domestic violence informational popup tables.

As a result of the new Title IX regulations and the results of this survey, we are completely revising the web page related to Title IX to more clearly articulate the necessary information for students. The college is working to expand the number of personnel who are trained to serve as advisors for students throughout the process of a formal investigation and hearing.

Regarding the environment, the college took safety precautions by reducing in-person classes at the start of the 2020 spring break. It is clear that not only is the college committed to preventing the spread of COVID-19, but we are also committed to expanding our online awareness campaigns throughout the college community. Our online efforts will continue to expand our concentration on cyber harassment awareness during the next cycle.

Part V: Prevalence of Sexual Assault and Other Sexual Misconduct

A survey question asked if the student experienced any unwanted sexual violence or unwanted sexual contact on campus such as kissing, touching, harassment, stalking, etc. Of the 640 students who answered this question, 91.7% indicated they had not experienced any unwanted sexual violence or unwanted sexual contact, 4.7% preferred not to answer, and 3.6% (23 students) indicated they had such experiences. The 3.6% of respondents is a result of asking

more qualifying questions and providing examples of related offenses, such as kissing, touching, stalking, etc.

The data shows that of these 23 students who indicated they experienced unwanted behaviors, 10 reported no prior relationship with the person committing the offense. Of the 23 respondents, 18 answered whether or not they reported the incident, and only one (5.6%) indicated that they reported the incident. That respondent also reported that the colleges' process completely solved the problem. Thirteen (72.2%) said they did not report the incident, and four (22.2%) said they preferred not to say.

Of the 13 respondents that did not report the sexual violence or unwanted sexual contact on campus, more than one gave the following concerns (students could report more than one-response):

- Didn't think what happened was serious enough to talk about ($n=9$)
- Didn't think others would think it was serious ($n=5$)
- Wanted to forget it happened ($n=5$)
- Unaware of the location to get help ($n=4$)
- I thought I would be blamed for what happened ($n=4$)
- Had other things I needed to focus on and was concerned about (such as classes or work) ($n=4$)
- Felt embarrassed or ashamed ($n=3$)
- Didn't know reporting procedure on campus ($n=3$)
- Didn't think the incident had anything to do with the college ($n=3$)
- Didn't think the school would do anything about my report ($n=3$)
- Fear of not being believed ($n=2$)
- I didn't feel the campus leadership would solve my problems ($n=2$)
- I feared others would react negatively toward me ($n=2$)

Wor-Wic Community College

Survey Administration

In November 2019, credit students were invited to respond to the college's sexual assault campus climate survey. The survey questions, created during the first survey cycle in 2015-2016, were designed to gather information regarding student perceptions related to safety and sexual assault. Employees from various areas on campus, such as public safety and student development, were involved in reviewing sample surveys and developing questions appropriate for Wor-Wic students.

The survey was administered to credit students between 18 and 24 years old who were enrolled in the fall of 2019. Students in the following special populations were excluded: students living on campus at Salisbury University through a joint program, incarcerated students participating in the Second Chance Pell program, corrections and law enforcement students training at the college's criminal justice academy and students enrolled in high school.

The survey was conducted in an online format and invitations were emailed to Wor-Wic student email addresses. Two reminder emails were sent within the next week. The survey was then sent to personal email addresses. Five reminder emails were sent over the next three weeks. Of the 1,297 students surveyed, 271 responded, resulting in a 20.9% response rate. Race and gender breakdowns (60% white and 37% male) for the respondents were reflective of all students in the population of interest. The sample was large enough to generalize the results for the student population with a 95 percent confidence level and a 5.3 percent margin of error.

To encourage responses to the survey, the email subject line included an engaging message and the first question of the survey was embedded in the email body. Demographic questions were removed to shorten the survey and that information was acquired from the college's student information system. Reminder emails were sent every two to three days. Faculty teaching the college's student development course were asked to mention the upcoming survey in class and encourage students to respond. More than half of the enrollments in this course are students between 18 and 24 years old.

In past survey cycles, students in the college's student development course completed a paper survey in the classroom. All new students attending college for the first time are required to take this course in their first term. The survey format for the current cycle was changed to an online administration in order to streamline administrative and reporting process, as well as to reach out to all students in the population of interest.

Perceptions of Safety and General Campus Climate

According to research experts, campus climate surveys are one of the best ways to get a true description of sexual assault concerns on a campus. Students were asked about their perception of the campus climate.

Of the respondents, the following agreed or strongly agreed that:

98.1%	they feel safe on campus
97.0%	employees respect what students think
96.6%	they feel welcome on campus
95.9%	public safety officers are present on campus
95.9%	employees are genuinely concerned about the welfare of students
94.4%	employees treat students fairly

The results seem to indicate that Wor-Wic students who are 18-24 years old have a very positive perception of the campus climate. Almost all agreed that they feel safe (98.1%) and welcome (96.6%) on campus, and that employees respect what students think (97.0%).

More than 95% of respondents agreed with these statements during the last administration of the survey, except for employees being genuinely concerned about the welfare of students (93.1%). The percentage of agreement with this statement increased to 95.9% for this year's results. Agreement with employees treating students fairly decreased from the last administration (96.9%), however agreement was still almost 95% for the current survey administration.

Perception of Institution's Readiness and Ability to Address Issues of Sexual Violence

Sexual assault and sexual violence is widespread in America. Often times, sexual assault can leave victims feeling helpless and in need of support to regain a sense of control. Therefore, it is the college's responsibility to give survivors the assistance they need to regain their educational confidence, as well as to provide a safe learning environment for all students. Students were asked about their perceptions of how the college would respond to a crisis or incident on campus.

Of the respondents, the following agreed or strongly agreed that:

98.9%	the college would make sure that local law enforcement agencies were contacted for crimes occurring on campus
95.5%	the college would issue a timely warning of a crisis or incident to students
94.4%	college officials would handle incidents in a fair and responsible manner
91.4%	the college is prepared to handle a crisis

In addition, students were also asked how the college might handle a report of sexual assault or sexual violence. Of the respondents, the following agreed or strongly agreed that:

98.1%	the college would take the report seriously
97.8%	the college would report the incident to local law enforcement officials, if requested by the victim
95.9%	the college would provide the victim with referrals to appropriate counseling, mental health or other agencies
95.1%	the college would protect the confidentiality of the victim

Finally, students were asked if they knew who to contact and if they understood the process of what would happen in the reporting of a claim of sexual assault at the college. Of the respondents, the following agreed or strongly agreed that:

86.1%	victims or witnesses can report crimes by sending a confidential text message to the college's public safety department
78.7%	if they or a friend were assaulted, they would know who to contact
78.2%	they understood what happens when a student reports a claim of sexual assault at the college

The results indicate that Wor-Wic students who are 18-24 years old have a very positive perception of the college's ability to respond to a crisis (91.4%), give timely notification to students (95.5%) and contact local law enforcement officials (98.9%). They also have confidence that the college will provide support for persons who report sexual assault or other sexual misconduct. Students perceive that the college will take a report seriously (98.1%), ensure that the victim's confidentiality is protected (95.1%) and provide the victim with referrals to appropriate agencies for help (95.9%). They also felt that college officials would handle incidents in a fair and responsible manner (94.4%).

In addition to training provided in the college's "Fundamentals of College Study" course, students are informed at various campus activities how to report an incident and what happens afterwards. More than two-thirds of respondents reported that they had received written or verbal communication from someone at the college about the definition of a sexual assault, how to report one and where to go for help. More than half recalled learning about Title IX protections and how to help prevent sexual assault. Almost 80% of respondents reported that they know who to contact if they or a friend were assaulted and that they understand what happens when a claim is reported. A larger percentage (86.1%) were aware that crimes can be reported by sending a confidential text message to the college's public safety department.

The percentage of students who understand that they can report crimes via a confidential text message and what happens afterwards decreased by 2 percentage points from the last survey administration. Knowing who to contact on campus for help increased by half a percentage point. Overall, there was not much change in the percentage of respondents who reported that they know how to report an incident and what happens afterwards.

Institutional Analysis and Action Steps

Perceptions of campus climate continue to be very positive, and trend data over the last three reporting cycles for the survey indicate a stable, welcoming climate where students feel safe and believe they are treated fairly. Wor-Wic continues to emphasize safety to all students during New Student Welcome sessions and orientations, as well as in the required Fundamentals of College Study course. The college also trains employees, both full time and part time, on the importance of safety and measures to take to prevent and report safety incidents.

Trend data over the last three reporting cycles also demonstrate that students believe the college will appropriately respond to a crisis, and that the college will correctly handle reports of sexual

assault or sexual violence. Again, an emphasis on safety and sexual misconduct issues from the beginning of a student's tenure with the college gives students confidence that the college is prepared to handle these issues. Frequent training and awareness activities across the campus also help create positive perceptions about the college's willingness to be transparent about a crisis or incident, and to assure students that the college will take any reports of sexual misconduct seriously. The college's Eastern Shore Criminal Justice Academy, and the presence of law enforcement officers on campus associated with the academy, also inspires confidence among students that the college will correctly report incidents to local law enforcement.

Survey trend data regarding actions that students should take if they are sexually assaulted, who to ask for help and acknowledgements of communications regarding sexual assault and Title IX continue to remain steady, but the percentages of agreement leave room for improvement. Worcester will continue to increase prevention and awareness activities for students and employees in the next reporting cycle, and the college will also continue to train employees how to appropriately handle incidents and assist victims. As part of the next reporting cycle, new regulations regarding Title IX require the college to be more proactive as students and employees are educated on the complexity of new policies and procedures regarding sexual misconduct. New definitions of sexual harassment that include sexual assault and sexual violence must be explained to students and employees. Due to these regulatory changes, additional staff time must be dedicated to Title IX reporting and hearings, campus communications and prevention and awareness activities.

Public Four-Year Colleges and Universities

BOWIE STATE UNIVERSITY

Report on Findings from the Sexual Assault Campus Climate Survey to the Maryland Higher Education Commission

This report was prepared in accordance with the Maryland Higher Education Commission's (MHEC) *Institutional Guidelines for the Sexual Assault Campus Climate Survey*. During the 2015 legislative session, the State enacted HB 571 (Md. Education Article, §11-601), a law requiring all higher education institutions to conduct a sexual assault campus climate survey. The survey was conducted before the March 1, 2020 deadline, and the results are shared below in accordance with MHEC reporting guidelines.

Survey Administration

Bowie State University's (BSU) Office of Equity Compliance (OEC) in conjunction with the Office of Planning, Analysis and Accountability (OPAA) reviewed the MHEC Guidelines, developed a survey plan, administered the survey, analyzed the results and prepared recommendations for action. The University developed the survey using the MHEC Model Survey Instrument as a template and adjusting the survey instrument used during the previous cycle. The University administered the survey online from March 1, 2020 – April 1, 2020. The Office of Equity Compliance planned to administer a paper version of the survey at University events and sporting activities as in the previous cycle. Those plans were halted when the Maryland Governor issued a “Stay Home” order due to the spread of COVID-19.

The survey yielded 245 responses; thus, there is a significant decrease of nearly 50% in the number of responses collected from the previous cycle. The responses represent 4.0% of the student population (UG=3.9%; Grad=4.0%) enrolled as of the spring 2020 term census date. The respondents are representative of the population in race/ethnicity and enrollment status. The number of respondents by gender varied greatly with 114 respondents identifying as female, 32 respondents identifying as male and 2 respondents identifying as non-binary or other. Rather than selecting a representative sample of students as in the previous cycle, all enrolled university students received this year’s survey electronically as an opportunity for all students to relay their experience. Additionally, the Title IX Coordinator contacted University partners, including Residence Life, Student Activities, Greek Life, and faculty who teach the first year health class, to inform them of the survey and request that they encourage their respective student populations to complete the survey.

The survey findings described in this report examine all responses and describe results by respondent’s type of residential housing status, gender, and those who reported having experienced unwanted sexual contact or sexual violence since coming to BSU.

Safety on Campus and General Campus Climate

Question 47f, "I feel safe on this campus," was selected as the indicator for students’ perception of overall campus safety. Of the respondents, 87.9% agreed or strongly agreed that they felt safe on BSU’s campus. That is an increase of 4.0% since the last reporting cycle. Only 12.2% disagreed with this statement. When examining types of residential housing, students living on campus

expressed a lower level of safety, with 54.6% of respondents agreeing or strongly agreeing that they felt safe on campus and 45.5% of respondents disagreeing with that statement. Additionally, female and male students had different perspectives of safety on campus. Ninety-eight percent (98.3%) of males agreed or strongly agreed that they felt safe on campus, while 85.5% of females agreed or strongly agreed with that statement. There was a significant difference from respondents who expressed having experienced unwanted sexual contact in the past. Those students expressed a lower level of safety on campus: 55.5% agreed or strongly agreed they felt safe on BSU's campus and 44.4% disagreed with the statement.

Approximately seventy-seven percent (77.3%) of respondents agreed or strongly agreed that they feel a part of the University community, and 9.3% of respondents strongly disagreed. Again, a significant difference exists for respondents who reported a sexual incident, with 56.4% agreeing or strongly agreeing regarding their feeling of belonging to the University community. Forty-three (43.3%) percent disagreed with that statement. There was a significant difference in perception in regards to this question between genders. Ninety (90.6%) percent of male students agreed or strongly agreed that they feel part of the University community. Seventy-three (73.2%) percent of females agreed or strongly agreed that they feel part of the University community.

61.8% of students agreed or strongly agreed that the University cares more about its students than its reputation, 38.3% disagree. This represents a significant decrease when compared to the last reporting cycle. Students who reported a sexual incident indicated that 30% agree or strongly agree with the statement and 56.7% disagree and 13.3% strongly disagree. When controlling for gender, seventy-seven (77.4%) percent of male students agreed that the University cares more about its students than its reputation while only 56.3% of female students agreed with that statement.

Institutional Readiness and Responsiveness

Questions 48a – 48e addressed respondents' perception of how BSU would respond to crises and incidents. Eighty-eight (88.1%) percent of respondents strongly agreed or agreed that the campus has a plan in place. That is a five percent increase when compared to the last reporting cycle. There was a significant difference in feelings for those living on campus. Students living on campus either disagreed or strongly disagreed with the statement at a rate of 54.6%. There was also a significant difference in perception when controlling for gender. Ninety-three (93.1%) percent of male students agreed or strongly agreed that the University had a plan in place. Female students had a lower rate of agreement, with 85.0% of female students agreeing with the statement. Those who had experienced unwanted sexual contact since coming to BSU expressed higher levels of disagreement (47.8%).

Approximately eighty-seven (87.3%) of respondents strongly agreed or agreed that the University would follow its plan in a crisis situation. Again, there were lower levels of agreement for students living on campus (45.5%) and higher levels of disagreement (54.6%). Respondents who had experienced unwanted sexual contact since coming to BSU expressed higher levels of disagreement (42.9%) and lower levels of agreement (57.2%).

Seventy-six (76.2%) percent of respondents strongly agreed or agreed the University would respond rapidly to difficult situations. Only 36.4% of those students living on campus stated they

agreed that the University responds rapidly to situations. 27.3% of residential students disagreed with that statement. By contrast, respondents who had experienced unwanted sexual contact since coming to BSU had a higher percentage of disagreement in the University's rapid response (65.5%) and lower levels of agreement with this statement (34.5%). This question also produced a difference in response for the genders, with 82.1% of male students agreeing with the statement and 74.3% of females agreeing with the statement.

Eighty-one (81.9%) percent of respondents agreed or strongly agreed that University officials handle incidents in a fair and responsible manner. This represents a significant increase, 26.0%, compared to the last reporting cycle. Eighteen (18.1%) percent of respondents disagreed or strongly disagreed with that statement. 72.2% of respondents living on campus stated that it was unlikely that the University would handle incidents in a fair and responsible manner. Those who had experienced unwanted sexual contact since coming to BSU expressed higher levels of disagreement (63.6%) and lower levels of agreement (36.3%). There was no significant difference in response when controlling for gender.

Fifty-four (54.2%) percent agreed the University does enough to protect the safety of students, 19% disagreed. There was a significant difference in response for students living on campus. Respondents who live on campus indicated that they did not feel that the University did enough to protect the safety of students with approximately sixty-four (63.7) disagreeing or strongly disagreeing with that statement. Only 36.4% of residential students agreed or strongly agreed with that statement. However, respondents who had experienced unwanted sexual contact expressed higher levels of disagreement (62.1%). There was no significant difference in response when controlling for gender.

Nearly seventy-six (75.9%) of respondents agreed or strongly agreed that if they or a friend were to be sexually assaulted they would know where to get help on Campus. Male students reported higher levels of agreement with this statement than female students at 83.3% and 73.1%, respectively. Those who reported unwanted sexual contact expressed higher levels of disagreement with the statement (50.0%). Since coming to the University, 41.0% of respondents had heard of the Office of Equity Compliance/Title IX Coordinator (Q10) – a significant decrease from the last reporting cycle (14.0%).

Although the difference in the number of respondents between cycles makes it difficult to infer how perspectives of university action and responses have shifted, it is clear that students continue to feel uneasy with the University's ability to protect students from sexual violence.

Prevalence of Sexual Assault and Other Sexual Misconduct

The survey showed that 18.4% of respondents experienced a sexual assault or some other form of sexual misconduct. The incident data collected for this survey cycle indicates that only 1% of students reported a sexual assault or other form of sexual misconduct to the University. The survey responses indicated that a large majority, 93.0%, of individuals who experienced sexual assault or other form of sexual misconduct chose not to report the incident. 35.6% of respondents indicated that they did not report the incident because they did not believe that the University would do anything to address their complaint. 26.7% indicated that they were afraid their family and friends would find out and 24.4% indicated that they were too ashamed or embarrassed to

report the incident. Of the male respondents, only two answered this question, resulting in insufficient data for the University to analyze.

Institutional Steps

Students remain hesitant to trust the University's ability to respond in a meaningful way to their incidents, if reported. The University has implemented many changes in response to earlier reporting cycles, some of which are addressed below, and continues to develop ways to increase students feelings of safety on campus and confidence in our processes.

The BSU Office of Equity Compliance (OEC) works with all members of the University community to design and implement programs that will increase diversity and ensure equal opportunity for students, employees, and applicants for employment or admission. OEC proactively educates students, faculty, and staff on sexual assault and sexual misconduct prevention. The University offers live training for employees, annual, in-person training in Freshman Seminar classes, sponsors special events, and revamped its written materials.

In 2019, the University's Title IX Coordinator noted that the majority of sexual misconduct complaints received in office were from students in upper level classifications, which supported concerns that a lack of on-going training for non-freshmen students may factor into the overall student experience. Therefore, in Spring 2019, the University's Title IX Coordinator recommended the University shift from vendor Workplace Answer/Campus Answers to a more robust training module to offer online training to upperclassmen and all graduate students.

The University continues to offer in-person training to Freshman students during their Freshman Seminar class and as of March 2018, began to provide employees with necessary information related to Title IX during the state-mandated, in-person Sexual Harassment in the Workplace training. In Summer 2019, BSU updated its Sexual Misconduct Policy and implemented clear procedures related to the investigation of sexual misconduct complaints. The Office of Equity Compliance and the Title IX Coordinator continues to work with the Office of Residence Life, the Athletics Department, Student Activities, Greek Life and Health and Wellness to train and educate student leaders on sexual misconduct and the University policy and procedures.

Prior to the university's closure, OEC planned to partner with Partners in Peace, a university organization focused on Sexual assault awareness and prevention, to bring an event to campus focused on the increased dangers of sex trafficking. The event, which will be rescheduled, is slated to be a Ted-talk style presentation followed by a question and answer section presented by a survivor of sex trafficking. The OEC intends to reschedule the event when appropriate. OEC is partnering with the Coordinator of Student Activities in providing new, virtual education opportunities to continue its outreach to students during the pandemic, particularly in response to the information gathered during this survey cycle. Beginning summer 2020, the OEC will shift to in-person sexual misconduct training during the New Student Orientation for students and parents. The OEC also plans to work with the Office of Greek Life to provide in-person training during "Greek 101" – a mandatory seminar for all students who are interested in Greek life.

Coppin State University 2020 Campus Climate Narrative Report

I. Survey Administration

Coppin State University administered a campus climate survey to gain analytics of student perspectives as well as clarity surrounding their understanding of the campus climate pertaining to sexual misconduct. The University used the model survey distributed by the Maryland Higher Education Commission and customized some terminology to better assess the attitudes, feelings and perceptions of the student body. Students provided feedback to questions regarding faculty, staff, fellow students, awareness, knowledge, comfort level, their experiences, concerns and overall university facilities.

The survey was successfully delivered to 2349 undergraduate and graduate students through an email campaign in March of 2020, and due to the University's pivot to remote instruction in the Spring of 2020, the survey was administered via a web-based platform only. The students were able to conveniently access the survey via their mobile phone, tablet or computer for free. Students were informed that participation was completely voluntary yet highly encouraged and reassured that all the information collected would remain strictly confidential.

Several cohorts were targeted to capture as diverse an audience as possible. These cohorts included Residential Students, Student Government, Greek Life Organizations, Student Activities Programming Board, Student Athletes, First Year Students, and Graduate Students. One cohort (residence life) held a contest amongst their population to see which immediate community would gain the highest percentage of participants in order to win a pizza party for the floor. No additional incentives were offered, provided, and at no time were students coerced into participation. Every respondent participated voluntarily.

Overall, 198 students successfully completed the 15-minute web-based climate survey, as shown in the demographics table below. 73.2% of the respondents were between the ages of 18-24, and 11.1% were ages 40-59. 83.3% of the respondents were black or African-American and 11.1% were either white or mixed race. 83.4% of the respondents were full-time students, and 15.7% were part-time. Also reflected in the survey demographics table below, the response rate was higher for females (82.3 %) than for males (6.6%), and higher for undergraduates (80.5%) than for graduate (19.5%) students, consistent with previous surveys administered. One respondent indicated non-binary for gender and four opted not to disclose gender.

	Number of Respondents	Response Rate	Percent of all CSU students
Overall	198		8.9
Gender			
Female	163	82.3	14.4
Male	30	6.6	7.8
Class			
Undergraduate	189	80.5	12.4
Graduate	9	19.5	87.6

There were no changes to the survey administration since the last survey cycle.

II. Perceptions of Safety and General Campus Climate

Student perceptions of safety and the general campus climate are detailed in the table below. Summarily, 68.7 of respondents indicated that they felt safe on campus, and 72.7% thought that Coppin does enough to protect the safety of students.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I feel safe on this campus.	27.8	40.9	25.8	4.0	1.5
I feel informed about incidents pertaining to safety and wellbeing of students.	37.4	43.9	14.1	3.0	1.5
If a crisis happened on campus, Coppin would handle it well.	26.8	41.9	26.8	2.5	2.0
I am knowledgeable about policies surrounding student safety.	33.3	43.9	16.7	4.5	1.5
Coppin responds rapidly in difficult situations.	22.2	37.4	34.8	4.0	1.5
University officials handle incidents in a fair and responsible manner.	25.3	44.9	24.7	2.0	3.0
Coppin does enough to protect the safety of students.	30.3	42.4	22.2	3.5	1.5

Although our participation percentage was less than in previous years, the data reflects a 19.8% increase in students feeling overall safe on campus.

III: Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

Coppin State provides on-going educational and training opportunities in an effort to proactively equip students with a heightened awareness, as well as tools, resources, and

responsible staff to help anyone who experiences or witnesses sexual misconduct. The following responses were generated when students were asked if they had received written (i.e. brochures, emails) or verbal information (presentation, training) or participated in our online educational platform about sexual misconduct since coming to Coppin:

62.6% responded that they received information about the definition of sexual misconduct. 52.5% indicated receiving information about how to report sexual misconduct. 51.0% reported knowing where to get help if someone they knew were sexually assaulted. 44.9% acknowledged receiving information about Title IX protections against sexual misconduct. 52.0% indicated receiving information about how to prevent sexual misconduct. Additional attitudes and feelings are reported in the chart below:

	Very Likely	Likely	Neutral	Unlikely	Very Unlikely
Coppin would take the report seriously.	64.1	23.4	9.4	1.6	1.6
The University would take steps to protect the safety of the individual making the report.	62.0	27.1	8.9	1.0	1.0
Coppin would take action to address factors that may have led to the sexual assault and sexual violence.	66.0	21.5	9.4	1.0	2.1
Coppin would handle the report fairly.	58.5	28.2	11.2	0.5	1.6

Nearly 60.0% of respondents felt Coppin responds swiftly in difficult situations and 87.5% reported believing that Coppin would take action to address factors that influence sexual misconduct on campus. More than one half of the respondents also reported that Coppin’s facilities are safe and closely monitored and would take steps necessary to protect the safety of individuals who make reports of sexual misconduct. Since the previous survey administration, 15% more students indicated receiving information about the definition of sexual misconduct and how to report sexual misconduct.

IV: Institutional Analysis and Action Steps

Coppin State University strives to continuously educate students on the policies and procedures for responding to sexual assault and sexual violence on campus. The University community remains committed to providing a safe, healthy environment free of sexual misconduct of any kind. While the analytics included in this narrative may show that the University has more effectively promoted campus safety in the past three years, the data also shows that it takes time and effort to maintain positive attitudes about the campus climate. The University will continue to evaluate its policies, procedures, programs and services to promote positive student perceptions, experiences, and outcomes and to ensure they meet the needs of the students and compliance mandates.

The University will continue to have personnel dedicated to orientating and educating students on the Title IX program and services, and the University will continue to target cohorts, as the data shows student engagement in initiatives is enhanced when utilizing this approach. The University will work to ensure awareness of sexual assault and sexual violence prevention campaigns among all genders and classifications. Pursuant to the recent changes to the Title IX policy, the University is also keenly aware of the need to launch a more extensive educational campaign to apprise all students of changes related to the policy amendments, procedural rights, and available services and support as it relates to the University's management of claims.

As such, the University must utilize various platforms for education and training and be consistent offering events that have been successful in providing students with relevant and timely information to aid in their personal and academic well-being. Coppin State University will also look to reassess its student population by administering the survey more frequently to capture real-time data that can be used to measure whether program management strategies are maintaining effectiveness.

Frostburg State University Campus Climate Survey – 2020 Survey Administration and Response Rate

Frostburg State University (the “University” or “FSU”) administered the Campus Climate Survey, named FSU Student Safety & Experience Survey from October 1, 2019 until December 31, 2019 to assess students’ experiences, attitudes, and perceptions related to campus climate and safety. FSU used the model MHEC Campus Climate Survey to develop the survey, in conjunction with the information and data from the National College Health Assessment II, and other research informed, nationally recognized research projects. All FSU undergraduates were invited to participate via the Frostburg email system. In addition, the FSU Office of Gender Equity, reached out to students via messaging to the Student Government Association leadership.

FSU Institutional Research and Development Department analyzed the survey results. There were indirect costs associated with survey planning, Institutional Review Board (IRB) proposal and approval, administrative oversight of survey, and analysis of the results by the Office of Research and Development.

The total undergraduate student full-time enrollment population for the Fall 2019 semester was 3073 (15233 male and 1550 female). Survey links were emailed to all 3073 undergraduate students. 244 students completed the campus climate survey, for an overall response rate of 7.94%. This rate was lower than the 10.4% response rate from 2018, and plans for reopening the survey for those who had not yet participated were in place for March, 2020. However, as a result of COVID-19, this was unable to occur. Therefore, it should be noted that one must exercise caution in interpreting the results as representative.

Of the students responding to the survey, 63.97% identified as female, 30.16% identified as male, 1.4% identified as Gender-Queer/Gender-Nonconforming, 3.68% identified as Trans and 0.74% identified as Other; 76.47% identified as White/Caucasian, 9.56% as Black/African American, 1.4% identified as Hispanic or Latino, 2.94% identified as Asian, 5.15% identified as multi-racial and 2.21% identified as other. The demographic characteristics of the sample of undergraduate students who completed the 2020 survey was not representative to the demographic profile of the undergraduate population in Fall 2019, as the sample population more heavily represented females, and those identifying as White/Caucasian. By comparison the University population for Females is 50.43% and the University population for White/Caucasians is 49.51%. Lastly, it should be noted that African Americans were heavily underrepresented in this sample population, as the University population for African Americans is 29.5%.

The relative underrepresentation of male identifying students in the respondent sample may be related to perceptions among students that issues related to Title IX are primarily the concern of female students or may simply reflect the likelihood that female students are more typically engaged or identified with the University.

Perceptions of Safety and General Campus Climate Overall, students who completed the survey reported having a positive experience at the University. Students feel safe on the campus, and feel the University, faculty, staff and administration are concerned about their well-being, safety and protecting their rights.

Specifically, 75% reported they feel valued as an individual at the university (Question “Q”2); 84.2% feel “proud to be a student at FSU” (Q4). 75.4.1% of the students agreed with the statement, “I believe the school is trying hard to protect the rights of all its students” (Q11). In regard to safety, 96.7% of students agreed with the statement, “I feel safe on campus when I am on campus during the day” (Q5), and 78.7% agreed they felt safe on campus in the evening (Q6). 77.6% of the students agreed with the statement, “University Police are genuinely concerned about my well-being” (Q 18), and 76.5% agreed with the statement, “University Police are doing all that they can to protect students from harm” (Q16). 77.1% agreed with the statement, “I would reach out to University Police if I felt unsafe in any way” (Q19). Faculty received high marks for their care and treatment of students. 84.3 % of students agreed that faculty are genuinely concerned about their well-being (Q22) and 86.3% believe faculty “are doing all they can to protect students from harm” (Q20). 74.7% agreed with the statement, “I would reach out to faculty if I felt unsafe in any way (Q23). Further, 82.2% of the students agreed that” faculty treat students fairly” (Q21). Similarly, 78.8% of the students agreed that “FSU Staff and Administrators are doing all they can to protect students from harm” (Q24). 82.2% agreed that “FSU Staff and Administrators treat students fairly” (Q25.) 74.7% agreed that they would reach out to FSU Staff and Administrators if they “felt unsafe in any way” (Q27). The survey results show 72.1% of students believe FSU students “trust one another” (Q13) and 70% of FSU students respect one another” (Q14).

In comparing the 2020 administration of the survey to the 2018 results, there are varied conclusions to be drawn based on the differences on items common to both survey administrations. First, in response to the statement, “I feel valued as an individual at this school,” respondents feel nearly the same in 2020 (75% positive) as they did in 2018 (80.4% positive). Moreover, among the questions seeking to understand how students felt about the staff and administration in treating students fairly (Q25), protecting students from harm (Q24), and being genuinely concerned about student well-being (Q26), the results from 2020 were on average approximately the same as 2018 (78.6% positive in 2018 vs. 77.6% positive in 2018). Additionally, this pattern held across the same items as related to student perceptions of University police, with 77.1% positive in 2020 versus 79.5% positive in 2018.

For FSU faculty, student respondents’ perceptions of these same items increased noticeably from 2018 (80.3% positive) to 2020 (86.3%). Additionally, there were significant increases from 2018 to 2020 in how safe students felt on campus (96.7% positive in 2020 vs. 90% positive in 2018) and the extent to which FSU students trust and respect one another (71.04% positive in 2020 vs. 64.7% positive in 2018).

Perceptions of Readiness and Ability to Address Issues of Sexual Violence remained relatively constant, as 87.1 % of students surveyed in 2020 believe the University takes the issues of

sexual violence and sexual assault seriously (Q90-91), as compared to 88.3% in 2018 (Q90-91). With regard to the question of whether or not the University takes issues of relationship violence seriously (Q89), it too remained constant, as 86.7% agreed in 2020, as compared to 85.2% who agreed in 2018. Questions regarding whether participants believe the University takes issues of physical and verbal, harassment seriously (Q85 &86), remained constant as well. In 2020 77.6% answered in the positive as compared to 77.1% in 2018.

In summary, a high percentage of students surveyed, as discussed above, believe the administration, faculty and University Police are doing all they can to protect students from harm, and the students also believe they would reach out to University Police, Faculty Staff and Administrators if they felt unsafe in any way. Similarly, a high percentage of students believed the University took the issues of sexual violence and sexual assault, relationship violence seriously, and an overwhelming majority of students surveyed felt safe on campus. As to questions asking students if they believed perceived the staff and the administration treated students fairly, protected students from harm, and were genuinely concerned about student wellbeing, students again answered in high number to the positive. Lastly, with regard to student sense of community and the culture of trust and respect among the student body, The University received high marks as well, with students reporting in large number that they felt valued, were proud to be a member of the university and felt trusted and respected by their peers, while also trusting and respecting their peers to the same degree.

Institutional Response to the Data

The University is committed to providing a safe and inclusive learning, living and working environment for the entire campus community and will continue to analyze the results of the survey for the purpose of identifying how to further educate students about the scope of the University's gender-based harassment and sexual violence policy and related procedures for investigating and resolving reports of prohibited conduct, as well as their reporting options and on-campus and community resources. Continuing in the work detailed in the 2018 survey report, the University has prioritized student education with online and in-person training and prevention programming. It has streamlined the process for students to report incidents of sexual and other misconduct, coordinated on-campus services, and encouraged student activism on these issues. The current FSU webpage for the Office of Gender Equity at <https://frostburg.edu/titleix> was developed in furtherance of the above-mentioned priorities. The information is easily accessible and provides students with the ability to file online complaints of sexual misconduct. The webpage includes the following information: Getting Help, Reporting Options, Online Reporting Form, Definitions, Education and Training, Policy, Procedures and Forms (FSU Gender-Based Harassment and Violence Policy and Procedures for Resolving Reports of Prohibited Conduct, Anti-Harassment and Retaliation Policy, Amnesty Policy, Know Your Rights for Complainants and Respondents), Information for Faculty, Information for LGBTQIA Individuals, Gender-Based Harassment and Violence Task Force The University's Gender-Based Harassment & Violence Elimination Task Force was established to review research and best-practice information related to the prevention of gender-based harassment, sexual violence, intimate-partner violence and stalking. It serves as a campus

resource to guide institutional efforts to prevent gender-based harassment and violence through program development, policy development, implementation of prevention strategies and program assessment.

The University continues to review and develop its training and education/prevention programs for all students, faculty, staff and administrators. Some of the trainings and education programs for students during this reporting period include Thinking About It, Sexual Assault Prevention For Under Graduates and Relating, and Dating, and Communicating. The online programs Thinking About It and Sexual Assault Prevention for Undergraduates educate students on topics of gender-based harassment and violence. Currently, Sexual Assault Prevention for Undergraduates is required for all incoming students. Relating, and Dating, and Communicating is a workshop that incoming students are also provided. The workshop takes a positive, proactive approach to sexual violence prevention by blending sexual health promotion with interpersonal communication skill building to equip students with the necessary information to care for themselves and other FSU students. In Fall Semester 2018 and continuing through the present and current semester, the University Title IX Coordinator provided in person Title IX Rights, informational sessions to all Freshman Orientation classes. The sessions covered the broad spectrum of Title IX protections, reporting options and the supports, resources and services available through the University Office of Gender Equity. The University, in response to the NCAA policy instituted in August 2017 has continued mandating additional education and training for all student athletes and athletic departments, requires student athletes to complete the online training program, Sexual Assault Prevention for Student Athletes to ensure that issues including sexual violence, harassment, discrimination, and hazing are directly combatted.

As part of its commitment to maintaining a positive, productive work environment, in March, 2019, all full-time University employees and contractual faculty were required to complete the training program Harassment and Discrimination Prevention for the Workplace. This program discusses how to identify harassment, discrimination, retaliation and related misconduct, prevent their recurrence, and report such instances to the appropriate department. Since all University employees, other than those listed as Confidential Employees (such as counselors) are considered Responsible Employees, the training provides the knowledge and skill needed to fulfil their responsibilities for reporting alleged violations of University's Gender-Based Harassment and Violence Policy. This training initiative is the result of collaborative effort between the Office of Human Resources, Office of ADA/EEO and Immigration Compliance, and the Office of Gender Equity. Another program offered to meet the required annual training for those identified as Clery Campus Security Authorities is Clery Basics from EverFi.

Lastly, The University will continue to explore ways to further engage students and to reinforce the protections and rights they have under the University's relevant policies and procedures. It will encourage students and the entire campus community to be proactive in combating sexual misconduct and gender-based harassment.

Morgan State University

A total of 471 students responded to the survey that was administered from April 10, 2020 through May 15, 2020. This represents 4.8% of the total student population (7,059 students as of Spring 2020). The number of undergraduate students was 388 (6.6% of total undergraduate student population), and 79 were graduate students (6.4% of total graduate student population).

Female students comprised 68.5% of survey respondents while male students comprised 28.4%. Students who self-identified as transgender male or female comprised 0% of those who responded and students who self-identified as other comprised 2.1% of those who responded. As compared to the general student population, female students were over represented while male students were under represented among survey respondents as the campus is comprised of 58.9% female students and 41.0% male students. The majority of survey respondents (87.5%) were full-time students while 10.2% were part-time students. As compared to the overall student population, full-time students were over represented as the student population is comprised of 69.3% full-time students. 65.7% of survey respondents were age 18-24 while those 24 and older comprised 34.3% of respondents. As compared to the general student population, students 24-89 and under were over represented as the student population is comprised of 71% students 24 and under. Freshman comprised 35.7% of survey respondents, sophomores comprised 24% of respondents, juniors comprised 12.9%, seniors comprised 10.1% and graduate students comprised 14.4% of survey respondents. Students that did not fit any of these categories were listed as other which was 3% of respondents. As compared to the general student population, freshmen were over represented while graduate students were under represented among survey respondents.

Survey questions 6 through 13 addressed student perceptions of the general campus climate. Overall, students expressed positive perceptions of the general campus climate. Students indicated they felt valued (73.2%); were happy to be at the University (75.1%); felt like a part of the University (60.2%); believed faculty, staff and administrators respected what students thought (64%); felt close to people at the University (54.3%); believed faculty were concerned about their welfare (60.8%); believed administrators were concerned about their welfare (55.5%); and thought faculty, staff and administrators treated students fairly (55.4%). Questions 14 through 18 were the most relevant to student perceptions of campus safety. Students were asked to indicate if they agree or strongly agree with the following statements: 1) I feel safe on campus (47.5%); 2) if a crisis happened on campus, the University would handle it well (45.7%); 3) the University responds rapidly in difficult situations (46.9%); 4) University officials handle incidents in a fair and responsible manner (42.6%); and 5) the University does enough to protect the safety of students (36.9%). While these results are lower than the last survey, what should be taken into consideration is the fact that this survey was administered during unprecedented, unpredictable times due to the worldwide pandemic and its effect of closing down the campus and transferring it to remote operations.

Survey questions 34 through 38 addressed the University's sexual assault education and training efforts. A majority of students (56.4%) say they know where to go to get help regarding sexual assault and they know where to go to make a report of sexual assault (55.3%). Just under half of students (40.21%) stated they understood what happens when a report of sexual assault is made. Prior to coming to the University, 73.6% of students indicated they had received information or education about sexual assault. A minority of students indicated they had received written or

verbal information since coming to the University relative to the definition of sexual assault (19.6%), how to define consent (20.8%), how to report a complaint (14.27%), where to go to get help if someone was sexually assaulted (14.4%), Title IX protections (15.67%), and the prevention of sexual assault (15.1%).

Survey questions 23 and 26 through 33 addressed this topic. Students generally noted there is support available for persons reporting sexual assault and other misconduct as 81.4% agree that it is either likely or very likely that the University would support the individual making a report. The majority of students (59.1%) indicated students would support the person making the report. But only (21.6%) would not label the person making the report a liar. However, 59% indicated a belief that the alleged offender or their associates would retaliate against the person making a report. In terms of bystander intervention, 74.3% of students indicated they would call police if they saw a group bothering someone in a parking lot or similar setting. Almost all students (89.3%) indicated they would confront a friend who was hooking up with someone who was passed out. The majority of students indicated they would confront a friend if they heard rumors that they forced someone to have sex (82.5%) and would tell campus authorities about information they might have about a sexual assault case (79.7%). Administrators Responsible for Investigating Misconduct Survey questions 19 through 25 were the most relevant regarding perceptions of administrators responsible for investigating misconduct reports. Students overwhelmingly indicated a positive perception (likely or very likely) about administrators responsible for investigating misconduct reports. The majority of students (63.9%) indicated administrators would take a report seriously. 61.9 % of students felt the University would handle the report fairly. The majority of students, 78.1%, agreed that administrators would take steps to maintain the privacy of the individual making the report. The majority of students indicated administrators would forward a report to local law enforcement for criminal investigation (72.2%), and would take correction action to address factors that may have led to a sexual assault (60%).

In general students' perceptions of the general campus climate held steady since the 2018 survey administration. Students' perception of safety declined; however, the survey was administered during the COVID-19 pandemic, which could have impacted responses. The survey results indicate that students were aware of reporting options and resources for sexual assault. The survey results indicate the need to expand upon the University's sexual misconduct training and education efforts. Consequently, the following actions will be considered:

- Continue to train peer educators to provide in person training opportunities for the general student body, including bystander intervention.
- Revise the University's sexual misconduct policy and procedures to incorporate the new federal regulations, effective August 14, 2020, which re-defines sexual harassment.
- Continue to provide online sexual assault prevention training for all students, faculty, and staff.

St. Mary's College of Maryland

A. Survey Administration

St. Mary's College of Maryland (the College) conducted its annual sexual misconduct campus climate survey from January 21 – February 11, 2020. The College used the same survey instrument, with modifications, that the Maryland Higher Education Commission work group initially developed in 2015. The College has administered the same general survey instrument annually since 2016, although the survey instrument has been modified each year.

The survey was administered through the Qualtrics online platform, to which the College maintains a subscription for various research initiatives. The survey was open to all students over the age of 18. A total of 379 students responded for a response rate of 27.1%, down from a response rate of 30.1% in 2019 but above the response rate of 20.3% in 2018.

In order to bolster the response rate, the College sent each student an email invitation containing a unique link to the survey, as well as reminder emails. The College posted flyers and engaged in targeted outreach through student organizations, Student Affairs, and Athletics. Students who completed the survey could enter a drawing to win an all-campus parking pass or one of several College blankets.

Overall, the 2020 survey participant population was representative of the general population on campus, although students who identified as white and students who identified as female were overrepresented. Since the administration of the 2016 survey, the College has changed the kinds of incentives that are offered to encourage student participation. The survey instrument has been adjusted each year to add or omit questions, clarify language, or correct minor errors. In 2020, the College switched to use the Qualtrics survey platform rather than Baseline.

B. Perceptions of Safety and General Campus Climate

Perceptions of campus culture, which have always been generally positive, increased on all indicators in the 2020 survey, as compared to the 2019 survey. In the 2020 survey, 72.8% of participants agreed or strongly agreed that they felt safe on campus (up from 68.2% in 2019), 19.7% were neutral (the same as in 2019), and 7.5% disagreed or strongly disagreed that they felt safe on campus (down from 11.5% in 2019).

A total of 220 participants provided comments regarding their perceptions of safety on campus. These comments were analyzed for major themes that provided additional information, resulting in a total of 203 themes from 160 individuals. (Some participants' answers were coded into multiple themes, and some comments that did not provide additional detail were not coded.) The top two reasons that participants said they felt safe were appreciation of the College community and the presence of Public Safety. The top two reasons participants said they felt unsafe were darkness on campus and a perception that there are too few consequences for those accused of and/or found responsible for sexual misconduct.

Regarding the general campus climate, 90.8% of participants felt valued in the classroom/leaving environment (up from 88.0% in 2019); 76.9% were happy to be at the College (up from 72.4% in 2019); 75.4% felt close to people on campus (up from 69.5% in 2019); and 77.5% felt like they were a part of the College (up from 65.5% in 2019).

C. Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

Perceptions of the College's Handling of Incidents of Sexual Misconduct

Survey participants were asked to indicate their agreement with statements about the likelihood of a given scenario if an individual reported an incident of sexual misconduct to the College. Compared to all previous College climate surveys since 2016, participant perceptions have substantially improved in all of these scenarios. The improvements across all survey items in this section is highly encouraging.

In the 2020 survey, 89.8% agreed or strongly agreed that, if requested by the individual, the College would forward the report to criminal investigators (up from 79.6% in 2019); 86.5% agreed or strongly agreed that the College would do its best to maintain the privacy of the individual making the report (up from 83.7% in 2019); 81.4% of participants agreed or strongly agreed that the College would take the report seriously (up from 75.1% in 2019); 77.5% agreed or strongly agreed that the College would support the individual making the report (up from 67.0% in 2019); 76.3% agreed or strongly agreed that the College would take steps to protect the safety of the individual making the report (up from 69.4% in 2019); 71.0% agreed or strongly agreed that the College would handle the report fairly (up from 59.0% in 2019); and 65.3% agreed or strongly agreed that the College would take action to address factors that may have led to sexual misconduct (up from 56.4% in 2019).

A total of 62 participants provided open comments regarding the Title IX system at the College. Comments from 55 participants provided additional information, and were coded into 60 themes (some comments were coded with multiple themes). The most frequent theme among the comments, expressed by 21 participants (33.8%), was positive sentiment regarding the Title IX office and/or process. This is an increase from about 22.0% of participants expressing positive feedback in 2019. The leading concern, addressed by 13 participants (21.0%), was regarding insufficient consequences for offenders, remarking on alleged perpetrators being able to remain on campus and/or remaining in proximity to victims on campus. Close behind were reports by 11 respondents (17.7%) of dissatisfaction with Title IX procedures, including the perception that sexual misconduct cases were mishandled and/or cases were not taken seriously. These two proportions are similar to the comments on the 2019 survey.

Knowledge of Campus Resources

Survey participants were asked about their knowledge of campus resources related to sexual misconduct. Improvements were observed on all measures in this section. Students are more aware of resources and where to find them than they have ever reported in five years.

In the 2020 survey, 93.4% agreed or strongly agreed that if they or a friend were sexually assaulted, they know where to go to get help on campus (up from 82.7% in 2019); 91.9% agreed or strongly agreed that if they or a friend experienced sexual misconduct, they know where to go to make a report of sexual misconduct (up from 77.1% in 2019); and 78.3% agreed or strongly agreed that they understand what happens when a student reports a claim of sexual misconduct at the College (up from 67.7% in 2019).

Title IX Programming

Survey participants were asked which, if any, programming they had attended or participated in since arriving at the College. Some programs, including Title IX orientation meetings and online training, are a required component of new student programming. Other programs, such as the Escalation Workshop and A Call To Men events, are targeted to specific campus audiences such as student-athletes and male sports teams.

In the 2020 survey, 86.1% of participants attended Title IX orientation meetings; 74.8% participated in online training; 47.1% attended team/club conversations; 43.8% participated in bystander intervention training; 22.9% attended the Escalation Workshop; 15.2% participated in A Call to Men programming; 13.2% participated in Domestic Violence Awareness Month programming; and 6.5% attended Take Back the Night.

D. Institutional Analysis and Action Steps

The annual climate survey results have helped the College focus its efforts to build and maintain a safe, inclusive, and welcoming campus environment. Since the 2019 climate survey, the College has engaged in new initiatives and developed new resources, including the following:

Grant-Funded Sexual Violence Prevention Initiatives

In spring 2019, the College applied for, and was awarded, a five-year grant entitled “Preventing Campus Sexual Assault Through Social Norms Change” from the Maryland Department of Health. The grant is administered through the Rape and Sexual Assault Prevention Program at the Center for Injury and Sexual Assault Prevention.

Over the next five years, the College will receive \$50,000 (\$10,000 per year) to implement strategies to mobilize men and boys as allies to prevent sexual violence. This strategy has proven to be effective in reducing perpetration. The College will also use grant funds to support student professional fellows and seniors working on capstone St. Mary’s Projects on related topics.

The College will use these funds to continue developing a relationship with A Call to Men, the national violence prevention organization that first came to campus in 2017. For the next five years, trainers from A Call to Men will come to campus each semester to engage in ongoing programming and development with the general campus community as well as targeted male populations, such as certain men’s sports teams and the residents of the all-male residence hall.

In September 2019, the College hosted the kick-off event to launch this initiative. A trainer from A Call to Men led two campus events, drawing an audience of 160 students, faculty, and staff. The vast majority of attendees were members of the men's sports teams and residents of the male residence hall. The trainer returned in February 2020 for meetings with individual men's teams, coaches, and Student Affairs personnel, reaching approximately 150 campus community members. Both of these campus events garnered positive feedback and have led to ongoing collaborations with partners across campus.

Ongoing Training Initiatives

The College has continued to engage in in-person and online training for students. In August 2018, the College revamped training for returning and new students to develop a new narrative framework called "Four Stories." This training program interwove four scenarios with information on campus resources, policies, and data on Title IX reports. The scenarios emphasized what happens after a Title IX report is filed and used actual data to illustrate, and hopefully influence, campus social norms.

The College continues to engage first-years, new transfer students, and junior students in an ongoing training requirement. Students are required to either complete an online training module, attend an in-person session, or contact the Title IX Office to be excused from training due to personal reasons. The completion of this requirement ensures that every student on campus has participated in an intensive Title IX training opportunity within the last two years. This is an important milestone, since research indicates that a single training program will not be effective and other training dosages are required to make an impact.

The College has engaged in other training and prevention programming, including a January 2020 Escalation Workshop attended by 325 students; campus-wide poster campaigns featuring students talking about healthy relationships and healthy manhood; and an April 2020 Instagram campaign to promote Sexual Assault Awareness Month.

In addition, College Title IX officials continue to host open meetings to share information, attend Student Government Association meetings, engage with social media and the student newspaper, and meet with athletic teams and clubs.

New Resources

In January 2019, the College rolled out two new posters: "Support and Reporting Options for Sexual Misconduct," which includes a flow chart of what happens after a report is filed; and "If You Experience Sexual Misconduct, Support Is Available And You Have Options," which includes extensive resource information and messaging on prevention.

In summer 2019, with assistance from the Maryland Department of Health, the College developed a logic model to organize its sexual violence prevention efforts. The College also refreshed its publications, updated the website, and launched a new logo to unify the College's sexual violence prevention initiatives.

E. Prevalence of Sexual Assault and Other Sexual Misconduct

The 2020 survey asked participants about their own personal experiences with incidences of sexual assault or sexual violence (which may include sexual assault, stalking, and relationship violence). Of the 329 survey participants answering questions in this section, 238 (72.3%) stated that they had no personal experience with sexual misconduct. Another 72 participants (21.9%) indicated that they had experienced these forms of sexual misconduct since coming to the College, slightly up from the 20.4% reported in 2019. Nineteen students (5.8%) declined to answer the question.

Whom Students Told about the Misconduct

Of the 46 participants answering questions about their personal experience with sexual misconduct, 42 indicated that they told someone else about the incident(s), most often a close friend. Further details on who they told are shown below. The pattern of whom 2020 participants chose to tell is very similar to the reports by 2019 participants.

In the 2020 survey, 39 participants said they told a close friend; 23 said they told the College Title IX Office and their parents, respectively; 22 said they told their romantic partner; 20 said they told another family member; 15 said they told College counseling services and College Public Safety, respectively; 14 told College Residence Life; 12 told a College faculty member; seven told the College Sexual Assault Advocate; six told the College Sexual Misconduct Advocacy and Resource Team (SMART); four told another College resource; and 17 told other, non-College resources.

Participants were also asked to assess the quality of the help they received from the resources they informed about the incident. The following percentages indicate the percentage of survey participants assessing the quality of help from the given College resource as good or very good: Counseling Services, 86.7%; the Sexual Assault Advocate, 85.7%; the Title IX Office, 78.3%; Residence Life, 71.4%; Faculty member, 66.7%; Public Safety, 66.7%.

Students Who Chose Not to Report

Only two survey participants said that they chose not to report their experience(s) of sexual assault or sexual violence. These two participants each gave different reasons for not reporting, which are not listed here due to the low number of responses.

Salisbury University 2020 Campus Climate Narrative Report

Survey Administration

Salisbury University (“SU”) conducted a Campus Climate Survey in October of 2020. The questionnaire was largely based on a model survey instrument made available by the Maryland Higher Education Commission (“MHEC”) in the “Institutional Guidelines for Sexual Assault Campus Climate Survey for 2020 Reporting Year” publication.

The survey was submitted to all 8,124 undergraduate and graduate students (full- and part-time, degree- and non-degree seeking) enrolled at the time of administration, regardless of where they were based.

The survey was sent out via email by the Office of Institutional Equity (“OIE”) and administered by the Office of University Analysis, Reporting, and Assessment (“UARA”) who are the experts in handling confidential student information and are the only individuals with access to the password-protected survey platform, as well as the ability to manually deactivate the option to record IP addresses of subjects through this questionnaire. The online survey was electronically submitted on October 2020, using the UARA's "Qualtrics" account and had a field period of five weeks, ending on November 30, 2020.

Of the 7150 undergraduate students surveyed, 415 responded to the survey, which represents 5.8% of this population. This is an increase from 2016 where 4.9% of undergraduate students surveyed responded, but a decrease from 2018 where 10.9% responded. With regard to graduate students, 974 received the survey, with a total of 36 (3.7%) graduate student responding. This decreased from 2018 and 2016 where 6.6% and 4.2% responded respectively.

To encourage responses, regular reminder emails were sent on November 2, November 20, November 30 of 2020 and SU offered and advertised five incentives of \$100.00 each to students that wanted to participate in a drawing after completing the survey.

In regard to how the respondent population compares to the overall population of SU, most of the response rates were fairly representative of the overall population. The greatest differences between respondent population and overall population were found in responses regarding gender and residency status. Specifically, those who identify as “male” make up 45.7% of SU’s overall student population, but only 21.0% of survey respondents identified as “male.” Those who identify as “female” make up 58.0% of SU’s overall student population, but 75.5% of survey respondents identified as “female.” In regard to residency status, SU’s overall student population is composed of 57.5% of students living “off-campus” and 41.9% students living “on-campus.” However, of the survey respondent population, 78.1% identified their residency status as “off - campus” and 21.9% identified their residency status as “on-campus.”

The instrument was changed from the previous instrument on Q4 by adding the selections for “Third year” and “Fourth year of enrollment” and on Q5 by eliminating the “fraternity/sorority house” options. The 2020 instrument also eliminated questions about: “degree seeking or not,”

“where taking the majority of your courses,” “sex assigned at birth, on your original birth certificate,” and “current sexual orientation.”

Campus Safety and the General Campus Climate

In regard to respondent perceptions about the safety of campus, in Q7(09), 65.7% of respondents agreed or strongly agreed with the statement, “I feel safe on this campus.” Also, in regard to respondent perceptions about safety, in Q8(04), 50.7% of respondents agreed or strongly agreed with the statement, “SU does enough to protect the safety of students.”

In regard to perceptions about overall or general campus climate, most responses were positive, with a majority of student respondents agreeing/strongly agreeing with the following statements: “I feel valued in the classroom/learning environment” (72.5%), “I am happy to be at SU” (71.8%), “Faculty, staff, and administrators respect what students on this campus think” (66.9%), “I think faculty is genuinely concerned about my welfare” (66.9%), “The faculty, staff, and administrators at this school treat students fairly” (60.3%), “I feel like I am part of SU” (60.2%), “I feel close to people on this campus” (51.6%), and “I think administrators are genuinely concerned about my welfare” (49.5%).

In regard to how perceptions about safety and general campus climate have changed since the previous survey administrations, it should be noted that while the majority had positive responses about campus safety and general campus climate, overall the positive responses decreased in comparison with the other administration results/responses. See table below:

Safety & Campus Climate	2016	2018	2020
I feel safe on this campus	72.6	78.4	65.7
SU does enough to protect the safety of students	61.5	61.6	50.7
I feel valued in the classroom/learning environment	78.6	83.0	72.5
I am happy to be at SU	75.1	79.0	71.8
Faculty, staff, and administrators respect what students on this campus think	73.6	79.5	66.9
I think faculty is genuinely concerned about my welfare	70.4	75.5	66.9
The faculty, staff, and administrators at this school treat students fairly	68.5	73.9	60.3
I feel like I am part of SU	66.2	71.2	60.2
I feel close to people on this campus	60.2	64.2	51.6

I think administrators are genuinely concerned about my welfare	54.9	63.2	49.5
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As displayed in the table, greatest response difference was a 13.7% decrease in respondents who either agreed or strongly agreed with the statement “I think administrators are genuinely concerned about my welfare” More regarding the overall decreases is expounded upon in “Institutional Analysis and Action Steps” section of this narrative (below).

Institution’s Readiness and Ability to Address Issues of Sexual Violence

In regard to how respondents perceive University’s readiness and ability to address issues, which could include sexual assault and violence, 44.5% respondents either agreed or strongly agreed with the statement “If a crisis happened on campus, SU would handle it well,” 48.9% of respondents either agreed or strongly agreed with the statement “SU responds rapidly in difficult situations,” 50.7% of the respondents either agreed or strongly agreed with the statement “The University does enough to protect the safety of students,” and 49.6% of respondents either agreed or strongly agreed with the statement “University officials handle incidents in a fair and responsible manner.”

Specific to sexual assault and sexual violence and SU addresses a reported allegation of sexual assault/sexual violence, most responses were positive, as most respondents either agreed or strongly agreed with the following statements: “If requested by the individual, SU would forward the report to criminal investigators (for example, the police)” (78.3%), “SU would take the report seriously” (66.5%), “SU would do its best to maintain the privacy of the individual making the report” (77.1%), “SU would take steps to protect the safety of the individual making the report” (68.1%), “SU would handle the report fairly” (59.6%), and “SU would take action to address factors that may have led to the sexual assault and sexual violence” (59.8%).

In regard to University’s training/education about sexual assault and sexual violence, respondents were asked whether they had received any written (i.e., brochures, emails) or verbal information (presentations, training) from anyone at SU about different sexual assault topics. Most respondents (69.8%) indicated that they have received information on “the definition of sexual assault” (76.7%), “Title IX protections against sexual assault” (73.8%), and “how to help prevent sexual assault” (62.1%), However, while it is still the majority of respondents, only 55.2% of respondents indicated having received information on “where to go get help if someone you know is sexually assaulted” and 54.6% responded that they knew “how to report a sexual assault.”

Regarding support for persons reporting sexual assault and other sexual misconduct, 65.7% of respondents answer that “SU would support the individual making the report.” Additionally, 48.8% indicated that they agreed that “If a friend or [themselves] were sexually assaulted, [they] know where to go to get help on campus,” However, only 32.1% of respondents indicated that they agreed/strongly agreed that “[They] understand what happens when a student reports a claim of sexual assault at the University.” Similarly, 44.2% of respondents agreed/strongly agreed that “If a friend or [themselves] were sexually assaulted, [they] know where to go to file a report of sexual assault.”

The administrators responsible for investigating misconduct are Humberto Aristizábal, Title IX Coordinator and SU's Fair Practices Officer, Kelly Taylor, Deputy Fair Practices Officer and Robynn Powell, Fair Practices Coordinator.

In comparing the 2018 and 2020 responses regarding perceptions of how SU might handle a reported issue/crisis, including those related to sexual assault and sexual violence, respondents who either agreed or strongly agreed with statements indicating a positive University response decreased for all sections/questions associated with this topic. More regarding the overall decreases is expounded upon in "Institutional Analysis and Action Steps" section of this narrative (below).

Institutional Analysis and Action Steps

The survey provided SU leadership and those responsible for addressing campus sexual assault and sexual violence with invaluable information that will allow us to tailor our campus response, intervention and prevention efforts to meet the needs of our campus community. We were particularly pleased to learn that perceptions of how SU handles reports of sexual assault and sexual violence are generally and consistently (2016-2020) regarded as positive. Another positive trend can be seen in the response to Q16 in which most respondents indicated having received written (i.e., brochures, emails) or verbal information (presentations, training) from someone at SU on "Title IX protections against sexual assault" (73.8%). This is an increase as compared to the previous cycles in which only 52.8% (2018) and 42.9% (2016) of respondents indicated having received information on "Title IX protections against sexual assault." As it relates to incident data, our number of incidents has increased by 21.1% overall since 2018, but we believe this to be a combination of increased awareness/ability to report and also an increase in incidents. The survey training/education statistics support this.

Despite largely positive feedback regarding SU's sexual assault/violence response and support for students that report an assault, there are opportunities for improvement. Approximately 24.3% of respondents indicated having experienced some form of unwanted sexual violence or unwanted sexual contact. While this statistic has dropped slightly since 2016 (25.0%), it increased from 2018 (23.4%) and is consistent with the increase we saw in our 2020 incident data. This calls for increased focus on prevention strategies.

Although we would like to prevent and decrease occurrences of sexual violence, our data is showing that after this experience, more students are reaching out for help. Among those respondents who reported experiencing sexual assault/sexual violence, 32.6% told at least one faculty or staff member about their experience. This is an 11.8% increase from 2018. Also, of students who reported experiencing sexual violence, (21.7%) sought help from a resource outside SU. This increased from 2016 (4.5%) and 2018 (8.7%). This is a positive trend for SU as we have worked over the last several years to build strong partnerships with local law enforcement agencies and that Wicomico County State's Attorney's Office so that if they become aware of a SU student involved in a sexual assault, they consistently notify SU and we are then able to either address the matter internally and/or ensure the student has support and resources available to them through SU. We also have worked diligently to continue and foster the relationship with our local Life Crisis Center ("LCC"), a local 24/hour resource for victims

of sexual assault and violence. Whether internal or external to SU, any increase in students seeking help or speaking with a University faculty or staff member after having experienced sexual assault/sexual violence is a positive outcome. This only highlights the benefits of continuing to develop all resources and relationships that support our students and emphasizes the necessity in continuing to do so.

SU takes sexual misconduct prevention, awareness, and response very seriously. In addition to carefully following Title IX reporting mandates, since the 2018 survey we: have expanded the “You Are Not Alone” sexual assault reporting awareness campus-wide campaign by providing the information handouts in the size of business cards; increased training and support for our Housing and Residence Life staff related to sexual assault/sexual violence response; improved and kept close monitoring of SU’s website “Report a Concern” button; updated sexual assault resources brochure and map; co-sponsored Sexual Assault Awareness Week programs campus-wide; participated in University Sexual Health Fair; improved the use of the sexual assault case management system (Advocate GME); developed and conducted multiple targeted sexual assault awareness trainings throughout the year/campus-wide; supported the Athletics Department and led the organization of NCAA-mandated sexual assault awareness training for athletics staff, coaches and student athletes; continued the MOU with the Life Crisis Center and co-hosted multiple campus trainings about trauma, sexual assault and bystander intervention with the LCC; organized domestic violence forums in conjunction with several constituents of the community; drafted the Title IX verbiage related to faculty and staff’s responsibility to report and to be considered for inclusion in class syllabi; restructured the Student Counseling Center to better serve the students in need including implementing emergency appointments for those who have experienced sexual violence; participated in ongoing Sexual Assault Response Team meetings and training; developed and implemented Policy and Procedures in compliance with the 2020 Title IX regulations issuance; trained campus stakeholders on this new Policy and Procedures; restructured the Office of Institutional Equity so that more resources are allocated to addressing alleged discrimination, including matters of sexual misconduct; and developed various campus initiatives to raise awareness about where to report complaints of sexual assault on campus.

Upon careful analysis of the results of the survey, SU plans on continuing to develop programs, trainings, educational campaigns, and targeted initiatives with the goal of reducing and/or eliminating sexual assaults and increasing campus awareness of available resources with a strong emphasis on where and how to report sexual assault on campus. Additionally, and as informed by the data that more students are coming forward or seeking help after having experienced a sexual assault/sexual violence and in accordance with the new Title IX regulations, SU will increase communication with campus and community partners to maximize resources and supportive measures available to SU’s students.

In 2019, SU’s campus experienced several incidents of racist graffiti on-campus. This was a painful event for our community and in addition to the hurt inflicted on our minority faculty, staff and students, the events created a distrust and divide between SU’s administration and our students. We believe (and have evidence both from the MHEC survey and our first-ever comprehensive Campus Climate survey conducted in 2020) that these events impacted how students perceive not only SU’s response to incidents, but also impacted how valued, safe and included they feel at our institution. We have taken several steps to facilitate campus healing,

including a massive study regarding general campus climate and appointed a Chief Diversity Officer to centralize the multitude of projects/initiatives and resources allocated towards restoring our campus to a place of inclusivity. We are actively working to improve our University response to incidents like these, but also working to restore the trust of our students in their University. We will continue to work for inclusivity and to heal from these events.

Prevalence of Sexual Assault and Other Sexual Misconduct

Regarding the rates of prevalence of sexual violence or unwanted sexual contact, the survey data found that 24.3% of respondents said they have experienced unwanted sexual violence or unwanted sexual contact. Of those 24.3% respondents, 41.1% indicated that the incident took place on campus, and 50.0% indicated that the incident took place off-campus.

As previously stated, there was a slight increase for those who reported having experienced sexual assault on the survey (23.4% in 2018 as compared to 24.3% in 2020.) An increase was expected as our Incident data showed a 21.1% increase in sexual misconduct incidents between the 2018 and 2020 reports. From the incident data and of the total 109 incidents reported, 48.6% occurred on-campus, 21.1% occurred off-campus. However, in the additional available categories, in 22.94% of the cases the location was unknown, largely due to the victim/complainant choosing not to provide the information or pursue the matter. This could explain the difference between the survey responses and the incident data.

Regarding the rates of those who chose to report to SU, of the 51.1% of respondents who indicated that they told someone about the incident, 32.6% indicated that they told at least one faculty or staff affiliated with SU.

The survey data also found that 37.8% of respondents indicated that they did not tell anyone about the incident. Of the 51.1% of respondents who indicated that they told someone about the incident, 63.0% indicated that they chose not to report the incident to SU. Also, 21.7% of respondents indicated that they sought help from “a resource outside the University, such as a rape crisis center, medical facility, or mental health center.”

The primary reason for not reporting the incident was “It is a private matter; I wanted to deal with it on my own” (88.2%). The other primary reasons selected were “Didn’t think what happened was serious enough to talk about” (79.4%), followed with “Didn’t think others would think it was serious” (58.8%). In the previous (2018) cycle, the primary reason selected by respondents was “Didn’t think what happened was serious enough to talk about” (71.8%), followed with (48.7%) selecting “Didn’t think others would think it was serious.” Interestingly, the survey data results from the 2018 cycle show that “It is a private matter; I wanted to deal with it on my own” was not a primary reason, with only 12.7% of respondents selecting this.

Towson University
Climate Survey Report (per Maryland State Law – HB 571)
June 1, 2020

Survey Administration

Towson University (“TU” or “University”) administered the Climate Survey created by the Maryland Higher Education Commission to a randomly selected sample of 4,000 degree-seeking undergraduate students who (i) enrolled at Towson University for the spring 2020 semester and (ii) were between the ages of 18 and 24. The University used an online survey tool to collect responses and communicate, via email, with the sample of students.

The survey collected data from March 10, 2020 through April 10, 2020. Participants were sent one invitation and four reminder emails. TU offered each participant a chance to win one of ten \$50 gift cards to the University Bookstore. Of the 4,000 students selected, 543 responded to the survey, a response rate of 13.58%. This is on par with the 13.5% response rate in 2018. It is important to note that in response to COVID-19, students departed campus on March 13, 2020, three days after the survey began. Despite student departure from the main campus, we successfully administered this climate survey with a meaningful response.

Compared to the selected sample, respondents were more likely to be female (74.4% of respondents versus 59% of the sample and 60% of the general population on campus) and more likely to be white (61.84% versus 56% of the sample and 57% of the general population on campus).

No changes to the survey were implemented since the last cycle in 2018.

Perceptions of Safety and General Campus Climate

General Campus Climate: Overall, the majority of students responded favorably (with approval, support, or a positive reflection on the University’s administration) is on measures relating to general campus climate. More than three-quarters of respondents reported feeling valued in the classroom/learning environment (79.9%). This is a very slight increase since the last cycle in which 79.6% reported that they felt valued.

74.2% of students reported that they are respected by faculty, staff, and administrators, which is a decrease from 2018 in which 79.3% reported feeling respected. Over half (60.9%) reported feeling they are a part of the university, which is an increase since the prior cycle (58.2%). Two-thirds (70.2%) indicated students are treated fairly by faculty, staff, and administrators, and 74.5% said they are happy to be at Towson University. Approximately two-thirds (66.98% a slight increase from 66.4%) said they think faculty are genuinely concerned about their welfare, while only 54.03% (an increase from 52.6%) said they feel that administrators are genuinely concerned about their welfare. (Survey questions 1-8).

Perceptions of Safety: When asked about their perception of campus safety, 67.1% of respondents agreed that they feel safe on campus (a decrease from 79.1%). 10.3% of respondents indicated that they do not feel safe on campus. 58.2% of respondents agreed the university does enough to protect student safety (a decrease from 63.1%). Additionally, 67.1% agreed that the university would handle a crisis (a decrease from 72.8%), 62.8% reported that they believe the university responds to crisis rapidly (a decrease from 64.1%), and 63.4% said university officials would handle incidents in a fair and responsible manner (similar to 63.3% (Survey questions 9-13).

Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

Training and Education: Overall, survey responses indicate that most students have received information about sexual misconduct, including the definition of sexual assault (74.4%, a slight decrease from 75.3%), how to report (71.8%, a slight decrease from 72%), where to get help (68.5%, an increase from 65.6%), and how to prevent sexual assault (62.3%, a decrease from 66.7%), through the university's current educational efforts. There was a decrease in respondents reporting receiving information through their orientation program (68.1% compared to 70.7% in 2018).

Students appear to be retaining the information provided in their training better than in the past. For instance, 68.5% of respondents stated that they would know where to seek help for sexual assault on campus, which is an increase from 60.9%. Similarly, 46.9% said they understood what happens when a student reports a claim of sexual assault to the university (an increase from 43.2%), and 26.8% (versus 24.7% in 2018) said they did not know where to go to report an incident. (Survey questions 15, 16, 32-41).

Administrators Responsible for Investigating Misconduct: More than three-quarters (82.1%) of respondents said that they believe the university will take a report of sexual violence or assault seriously. Students reported a similar belief in 2018 (81.5%). Moreover, 89.4% (compared to 86.4% in 2018) of respondents said the university will do its best to maintain the privacy of the individual reporting. The number of students who believed that the university would take steps to protect the safety of the individual reporting slightly rose from 78.7% in 2018 to 78.9% this cycle. If requested by the individual, 84.4% (compared to 84.5%) of respondents stated the university would forward the report to investigators. Similarly, (70.6%, compared to 70.0% in 2018) indicated the university would handle the report fairly. (Survey questions 17-23, 41).

Support for Reporters: Nearly three quarters of respondents (75.1%, an increase from 74.2%) indicated that that the university would support a reporter of sexual assault. Regarding students' treatment of someone making a report, 65.85% of respondents said it was unlikely that most students would label a reporter a liar (a big improvement from 57.4%), while 11.9% said that it was likely that a reporter would be labeled a liar, which is similar to 2018 when 11.5%. thought it was likely a reporter would be labeled a liar. 75.2% respondents said that it is likely that most students would support the person making the report. Only 5.8% of respondents found it unlikely that students would support the person reporting. Furthermore, 28.9% of respondents said that it is likely that the alleged offender would try to get back at the person reporting (a decrease from

30.9%), while 32.96% of respondents think that it is unlikely that retaliation may occur. This is an area for more education about the importance of supporting reporters of sexual assault and university consequences for retaliation. (Survey questions 20-26).

Institutional Steps

As noted above, in nearly every category there has been a sustained awareness about Title IX standards, policies, and procedures observed at TU. This demonstrates increased student confidence in the University's ability to properly handle matters involving sexual misconduct. Student confidence regarding overall concern about student welfare and safety has increased. TU believes this increased awareness is due in part to the restructuring of the Title IX Office with the addition of a new Title IX Coordinator in 2018. Unfortunately, student perception of overall safety has declined which may in part be due to high visibility incidents reported by the local media.

Since 2018, all orientation programs, including on-line training, have been revised to ensure new and transfer students receive accurate, accessible, and appropriate information about the Towson University Sexual Misconduct Policy, reporting and response resources, as well as how to be a bystander and support a friend.

In addition to formalizing and improving the information provided to incoming students, there has been an increase in in-person trainings, events, and environmental interventions to prevent sexual violence throughout the academic year. Sexual Assault Peer Educators, a group of current students trained and managed through Student Health Services, provide in-person interactive trainings on topics such as bystander intervention, healthy relationships, consent as a component of sexual health, and supporting survivors. Due to an increase in staff dedicated to sexual violence prevention, TU can provide a higher quantity and quality of events and educational resources to promote consent, healthy relationships, and bystander intervention. The University also implemented an initiative to educate and empower men on campus to assist in efforts to prevent sexual misconduct.

All incoming students are required to participate in in-person orientation training which includes Title IX, as well as required to complete online Title IX training.

Additionally, TU continues providing information and training to faculty and staff in order to ensure the University responds to allegations of sexual misconduct in an informed, appropriate, and compliant way. The Office of Inclusion and Institutional Equity works with each University department to provide in-person Title IX training.

Finally, TU has implemented a strategic plan to ensure compliance with its obligations under the National Collegiate Athletic Association's ("NCAA") sexual misconduct prevention programs for athletics. A core component of this plan is to provide education to both student-athletes and employees in the Athletic Department. Student-athletes also receive additional online training designed specifically for college athletes.

University of Baltimore

The University of Baltimore (UB) Sexual Assault Campus Climate Survey was administered by the Schaefer Center for Public Policy at the University of Baltimore, through a web-based survey hosted on the Qualtrics survey platform, between November 13 and December 6, 2019. The last survey was done in Fall 2017. Email invitations were sent to all students who were at least 18 years of age and who were enrolled in the fall semester of 2019 (at a time of overall decreased enrollment. There was no sampling; all students were invited to participate (undergraduate, graduate, law and students taking classes at any campus location, including online courses). Reminder emails were sent weekly after the initial invitation to encourage participation from those students who had not yet responded. All percentages rounded to the nearest whole number.

Response

Of the 4,160 students invited to participate, 400 students started the survey. Seventeen (17) students opted-out of the survey directly from the email invitation and one hundred and three (103) students started the survey but did not complete it. The response rate was 10.0% including those opting out. Not all students elected to answer all the questions, the partial responses of 103 students are included. Percentages reported exclude missing responses. Caution should be used in generalizing these findings to the student population at UB for three reasons. First, there is likely to be significant self-selection bias among those who chose to or not to participate in the survey. Second, some questions have a significant amount of missing data because respondents did not answer the questions. Third, some questions have a very small number of responses.

Demographics

The comparison of respondent demographics can be done for those who completed the survey, since the demographics were at the end of the survey.

While the university collects gender data as a “male/female/unknown” variable, the survey allowed students to select the category that represented their gender identity. Males accounted for 30.0% of the respondents, female students accounted for 67.0% of the respondents, and 2.0% identified as transgendered or non-binary, the remaining 1.0% did not provide a response to the question. Most respondents indicated that they were not of Hispanic or Latino origin (91.0%); a small number (5.0%) self-identified as Hispanic or Latino, and a handful preferred not to say (3.0%).

Respondents were primarily split between those who described themselves as Black or African American (43.0%) as those who described themselves as White or Caucasian (48.0%). The additional categories were American Indian or Alaskan Native (2.0%), Native Hawaiian or Pacific Islander (1.0%) or Asian (6.0%). Six percent (6.0%) indicated they would prefer not to say.

Perception of Safety

Safety of the Campus

The majority of the students that completed the survey (95.0%) take some or all of their classes on either the main Baltimore or Shady Grove campus with the remaining students taking only online classes. Of the students that attend classes on a campus, 98% take some or all of their classes on the main Baltimore campus. About 84% of the main Baltimore campus students report

being on the campus in the afternoons and evenings during the week. The students who responded to the survey were generally knowledgeable about how to contact various campus resources relating to instances of sexual misconduct. The majority of respondents indicated they were aware of when and how to contact UB Police Department (82.0%) but less than half were familiar with how to contact the Student Assistance Program (46.0%), the new online counseling service and other student resources. Students were also less aware of how to contact specific resource staff, with less than a third of students saying that they knew how to contact the Title IX coordinator (32.0%) or deputy Title IX coordinator (30.0%). The survey also asked about the UB Police Department's Secure Escort Program. Since the last survey, students have become more knowledgeable about the Program. The Secure Escort Program was familiar to 57.0% of respondents (compared to 56.0% in 2019 and 50.0% in 2017).

General Campus Climate

Out of the 400 responses, the survey asked if students had personally experienced sexual misconduct since coming to UB (though this could include instances that were not related to the UB campus environment). Most students reported not having experienced any form of sexual misconduct (84.0%), though 9.0% responded that they had. Seven percent (7.0%) said they would prefer not to say but 2.06% did not answer the question. Of the small percentage (9.0%) that responded by saying yes, more than half of those individuals indicated the misconduct was on campus while nearly one-quarter said it was off-campus. Students continue to have positive reactions to how UB would handle reports of sexual misconduct (percentages are of those selecting "likely" or "very likely"). On par with the last survey, students said: UB would take reports of sexual misconduct seriously (79.0% in both surveys); UB would forward the report for criminal investigation if asked (81.0% in 2019 compared to 80.0% in 2017). Slightly decreasing from last survey, students said that UB would maintain the privacy of the person making the report (77.0% in 2019 compared to 81.0% in 2017); and UB would take steps to protect the safety of reporters of sexual misconduct (74.0% in 2019 compared to 80.0% in 2017); and that UB would address factors that lead to the misconduct (72.0% in 2019 compared to 74.0% in 2017). Overall, students perceive UB as a supportive and responsive institution in handling incidents of sexual misconduct in terms of following up on reports and handling them appropriately.

In general, students were divided about the potential reactions of others at UB to a person reporting misconduct. A majority thought it was "unlikely" or "very unlikely" that the reporter of misconduct would be labeled a troublemaker (67.0%) or that students would have a hard time supporting the reporter (69.0%). Though, they were less certain about retribution from friends of the alleged offender(s), with 36.0% selecting that it was unlikely or very unlikely that this would happen, 22.0% neutral, and 24.0% reporting that it would be either likely or very likely (18.0% said they did not know).

Students are more familiar with where to seek help and communicate a report of sexual misconduct. More students said that they would know where to go to get help on campus if they or a friend were sexually assaulted (60.0% said agree or strongly agree in 2019 compared to 63.0% in 2017). Students also understood what happens when reporting sexual assault (50.0% agree or strongly agree compared to 51.0% in 2017). Students knew where to go to make a report if they or a friend were sexually assaulted (61.0% agree or strongly agree in 2019 compared to 62.0% in 2017).

Readiness and Ability to Address Sexual Assault and Violence

Training and Education

The survey addressed perceptions about training and education. Over three-quarters of students reported having received information or education about sexual misconduct before they came to UB (82.0%). Since coming to UB, most respondents reported that they have received written or verbal information about various aspects of sexual misconduct. There was an increase in the percentage of respondents who said they received certain written or verbal information, such as written or verbal information on where to get help (52.0% in 2019 compared to 46.0% in 2017) and how to prevent sexual misconduct (60.0% in 2019 compared to 55.0% in 2017). However, in separate questions, students continued to indicate significant *familiarity* with these same categories (percentage of those saying very or somewhat familiar). For example, how to report sexual misconduct (94.0% in 2019 compared to 91% in 2017); where to get help (90.0% in 2019 compared to 92.0% in 2017); and how to help prevent sexual misconduct (96% in 2019 compared to 98.0% in 2017).

Support for Persons Reporting Sexual Assault/Misconduct

As discussed under the general campus climate, the survey explored student perceptions of the support available at UB. These responses show a very positive feeling about the following: that UB would take positive actions in response to reports of sexual misconduct; that there would be positive reactions of others in response to someone who reported sexual misconduct at UB; and that the student respondents themselves would take positive actions in the future to prevent misconduct or help another person who has experienced sexual misconduct.

Administrators Responsible for Investigating Sexual Misconduct

The survey addressed students' perceptions and understanding of administrators and staff as being responsible for reporting or investigating allegations of misconduct. Students were asked to choose which employees were "responsible employees" (percentage of those who responded to this questions, making one or more selections): UB Title IX coordinator (82.0%); any UB staff member (71.0%); regular faculty (65.0%); and adjunct faculty (52.0%).

What actions will the institution most likely take on the basis of these results?

UB actions will include the following: 1) UB has experienced higher participation rates for its previously issued, 2016 survey (16.7%). UB will evaluate the circumstances of the 2016 survey to model its application for the next issued survey to help increase participation rates. Greater participation will allow for generalizations about the UB student populations based on the responses. For example, UB will explore alternative timeframes for launching the survey and incentives for future surveys; 2) UB will explore supplementing current training offerings to focus on digital consent, given the current social climate; and 3) UB will update and maintain materials in accordance with changes to federal and state laws and regulations.

University of Maryland, Baltimore

I. Survey Administration

A. Survey Instrument

The University of Maryland, Baltimore (UMB) administered the Administrator-Researcher Campus Climate Collaborative (ARC3) Climate Survey. ARC3's survey was created by a collaboration of student and legal affairs professionals, campus advocates, students, campus law enforcement, and sexual assault and harassment researchers in response to the White House Task Force on Keeping Students Safe on Campus. This survey was chosen at the request of UMB students, who identified it as being the most robust and comprehensive climate survey model.

B. Survey Recipients

All students received the survey.

C. Survey Method

The survey was sent to students via Constant Contact, which is UMB's campus-wide communication mode. The survey questions were imported into Qualtrics, which allows for anonymous submission and result reporting.

D. Survey Administration/Response Rate

The survey was available to all students from January 14, 2020, through March 1, 2020. A reminder communication was sent on February 18, 2020, for students to complete the survey. A total of 114 students out of 6,777 students completed the survey.

E. Steps to Encourage Responses

Students were emailed a reminder on February 18, 2020, to complete the survey.

F. Respondent Population

Survey respondent demographics were as follows: With respect to gender, 79.7% were women, 15.9% were men, and 4.4% were genderqueer/gender nonconforming. With an enrollment that is 73.0% female and 27.0% male, women were slightly overrepresented and men were underrepresented in the survey. With regard to race, 62.7% of survey participants identified themselves as American White/Caucasian, 14.4% were Black/African, 11.0% were Asian or Asian American, 7.6% were Hispanic or Latino/a, 3.4% were a race not listed, and 0.9% were Hawaiian or Pacific Islander. UMB data based on Fall 2019 enrollment indicates that 49.7% of UMB students were white, 17.5% were black, 15.6% were Asian, 3.6% were mixed or other race, 7.2% were Hispanic, and 1.9% are unknown.

Based on the survey results, white and Hispanic students were overrepresented; black and Asian students were underrepresented. Given that respondents were able to select more than one race rather than identify as mixed race, a comparison was not possible.

G. Survey Changes

The changes to the survey administration include transition to a different survey, which resulted in questions being added, removed, or rephrased. The previous survey was conducted by adding questions to an existing Student Affairs survey, which offered incentives for survey completion.

II. Perceptions of Safety and General Campus Climate

A. Respondent Perceptions

The survey included questions regarding student perception of safety. Of the respondents, 54.4% either agreed or strongly agreed with the statement, “I feel safe on campus,” while 18.4% either disagreed or strongly disagreed with the statement. The survey requested students provide specificity regarding safety based on the potential threat. The survey revealed: 80.9% agreed or strongly agreed with the statement, “On or around this campus, I feel safe from dating violence;” 72.7% agreed or strongly agreed with the statement, “On or around this campus, I feel safe from sexual violence;” and 66.7% agreed or strongly agreed with the statement, “On or around this campus, I feel safe from sexual harassment.”

B. Comparison to Last Survey

The survey results demonstrate a reduction in the perception of safety as reported through the previous survey, which provided that 86.0% of respondents either strongly agreed or agreed with the statement, “I feel safe at this school” and 14.0% either disagreed or strongly disagreed.

III. Perceptions of Readiness and Ability to Address Issues

A. Institutional Readiness

a. Training and Education

Respondents were asked, “Since coming to the University of Maryland Baltimore, have you received written (e.g., brochures, emails) or verbal information (e.g., presentations, training) from anyone at the University of Maryland Baltimore about the following?” The question allowed for multiple responses. The results indicated that 86.8% of respondents received information regarding Title IX protections against sexual misconduct, 79.8% received information regarding the definitions of types of sexual misconduct, 78.1% received information regarding the student code of conduct or honor code, 69.3% received information regarding how to help prevent sexual misconduct, 57.9% received information regarding how to report an incident of sexual misconduct, and 55.3% received information regarding where to go to get help if someone they know experiences sexual misconduct.

b. Support

Respondents were asked about their level of agreement with several statements involving support for persons reporting sexual harassment and other misconduct. When asked if they agree the university would take steps to protect the safety of the person making the report, 72.8% said the university is likely or very likely to do so. Also, 74.6% stated it was unlikely or very unlikely the institution would label a reporter a troublemaker.

B. Administrators

The survey did not specifically ask about the perception of administrators; however, 10.0% stated UMB actively supported them with either formal or informal resources; 8.3% stated they were not actively supported, and 81.7% stated it was not applicable.

C. Perception Changes

The perception regarding training and information has increased significantly. The previous survey asked whether students had received information or training, and 63.2% responded that they had; the 2020 survey results indicate an increase in multiple areas.

Regarding support for persons reporting sexual misconduct, there has been a decrease (from 79.0% in 2018 to 72.8% in 2020) regarding the perception of whether UMB would take steps to protect the safety of the person making the report. There was an improvement in the perception regarding whether a person making a report would be negatively impacted. In 2018, 32.0% agreed or strongly agreed that the educational achievement/career of the person making the report would suffer; in 2020, the percentage declined to 10.5% responding that the institution is likely or very likely to label the person a troublemaker.

IV. Institutional Analysis and Action Steps

A. Incident and Survey Data Relationship

UMB has identified an increase in the percentage of respondents stating they received training and outreach, which was potentially reflected in by the increase in incident reporting based on incident data.

According to the 2020 survey, 86.8% indicated they received Title IX training or information, and relatively high percentages were also reported regarding the provision of other categories of training and information. This is an increase from 2018, when 63.2% of respondents indicated they had received training or information. The number of reported incidents of sexual assault or misconduct increased from 40 cases in the 2018 incident data to 69 cases in the 2020 data, a 72.5% increase. There was also an increase in reporting by responsible employees. According to the 2018 data, 65.0% of the cases were reported by responsible employees. In the 2020 data, 84.1% of the cases were reported by responsible employees.

These increases may indicate that the training and information provided has resulted in more students reporting sexual assault and misconduct to responsible employees, and responsible employees are increasingly taking action and submitting reports.

Data from 2016 was not preserved and therefore could not be used for comparison.

B. Results since Previous Survey

Due to an aggressive outreach and education campaign implemented since the last survey cycle, there has been a surge in campus engagement regarding the topic of sexual misconduct. Reports of sexual misconduct have increased, to include a rise in reporting by responsible employees.

C. Actions since Previous Survey

As a result of the last survey, a major emphasis was placed on increasing support, training, and outreach. The following efforts were implemented:

- UMB eased the process for filing complaints and locating resources. UMB's hotline website was updated to simplify the reporting process, and the online resources list was revamped to be more inclusive of campus, state, and national supports.
- Title IX presentations became a staple of student orientation. New students now receive information about Title IX policies and resources at the start of the academic year, in addition to annual online training.

- Outreach efforts expanded. The Title IX office now provides information and resources at nearly every campus activity, and communications have expanded to include electronic billboards and social media.

Independent of the survey results, town hall meetings and Q&A sessions focused on sexual harassment and prevention efforts were held in 2019. The effort included the creation of a President's Task Force on Sexual Harassment, which produced recommendations addressing issues related to sexual misconduct.

D. Likely Actions Based on Current Results

To increase survey participation, UMB will collaborate across its Student Affairs and Title IX offices to align the next Sexual Assault Campus Climate Survey to the larger student climate survey efforts. This approach yielded a higher response rate. UMB is also examining best practices to encourage survey participation. This is a priority as the 2020 survey did not yield a large response, possibly due in part to the COVID-19 pandemic.

UMB is also hiring an additional equity and access compliance investigator to assist with investigations, support efforts, and education and outreach initiatives.

UMB will continue to explore ways to improve resources and communications to build a more supportive campus climate surrounding issues of sexual misconduct. To achieve this goal, UMB is discussing collaborations with other campus resources.

V. Prevalence of Sexual Assault and Other Sexual Misconduct

A. Prevalence Rates

The survey included questions regarding the prevalence of sexual assault and misconduct in multiple categories. Among the responses, 3.6% stated someone had put their penis, fingers, or other objects into their vagina one or more times without consent by using force; 6.3% said someone had fondled, kissed, or rubbed against their private areas or removed some of their clothes one or more times without consent by using force. Regarding sexual harassment, 16.8% stated a faculty member, instructor, or staff member has treated them differently because of their sex, and 15.2% said a student has treated them differently. In response to questions addressing domestic violence, 5.5% responded that a hook-up, boyfriend, girlfriend, husband, or wife, including exes, had hit them since they enrolled at UMB.

B. Incident Data/Survey Comparison

The incident data indicated a 10.1% rate of Sexual Assault I, which was slightly higher than in the survey results; Sexual Assault II rates were similar in the incident and survey data.

In both the incident and survey reports, sexual harassment was the most prevalent matter.

Domestic violence comprised 14.5% of the incident data, which was more prevalent than in some survey responses.

C. Reporting Rates

Based on the survey responses involving sexual harassment, 12.8% reported the incident when it involved a faculty member, instructor or staff member, and 87.2% responded to the sexual harassment by doing nothing, avoiding the person, treating the matter like a joke, telling the person to stop, or asking someone for advice or support. If the sexual harassment was perpetrated by a student, 2.4% reported the incident, and 97.6% responded by doing nothing or taking other action. The survey did not specify to whom reports were made nor reasons for not reporting.

**UNIVERSITY OF MARYLAND BALTIMORE COUNTY (“UMBC”)
Institutional Report for the April 2020 Sexual Assault Campus Climate Survey**

I. Survey Administration

UMBC utilized the survey instrument developed by the Educational Advisory Board (EAB) for the 2020 survey. EAB was selected as the most appropriate vendor for this survey administration in 2018. Survey administrators decided to continue with this instrument in 2020. The survey was administered as a population survey and distributed via email, to 12,864 enrolled, undergraduate, graduate, and continuing education students (over the age of 18). The rate of response was 13% with a total of 1,711 survey respondents. Of the total survey respondents, 1,117 were full completers and 591 were partial completers.

As incentives for completing the survey, the Office of Equity and Inclusion offered the following:

- a. The first 150 participants were eligible to receive \$10.00 Retriever Dollars on their UMBC Campus Card.
- b. The First 300 participants were entered into a drawing to win an Amazon Echo Dot

Below is a comparison table of the survey respondents versus the UMBC general population:

<i>UMBC April 2020 Survey Respondents vs. General Population</i>		
	<i>Survey Respondents</i>	<i>General Population</i>
Race/Ethnicity	Percentage	Percentage
American Indian/Alaskan Native	2	.1
Asian	37	20
Black/African-American	20	18.9
Hispanic or Latino	7	8.2
Native Hawaiian/Pacific Islander	0.4	0.1
White	42	45.6
Other	6	7.1
Gender Identity		
Woman	56.2	46.4
Man	41.0	53.6
Genderqueer/non-conforming	2	Unknown
Other	.4	Unknown
Transgender	3	Unknown
Classification		
Undergraduate	77.5	81
Graduate	17.3	19

There were few changes made to the survey administration. This cycle, UMBC offered more money in Retriever dollars for the first completers. Additionally, all outreach was digital due to the campus going remote in response to COVID 19.

II. Perceptions of Safety and General Campus Climate

UMBC students overwhelmingly report feeling safe on campus and perceive the general campus climate as positive, as based on the following: 96% of the survey respondents either strongly agreed or agreed feeling safe on campus; 75% of the survey respondents indicated that they either strongly agreed or agreed feeling close to people at school; 86% either strongly agreed or agreed that they think faculty are genuinely concerned about their welfare; and 73% either strongly agreed or agreed that they think the administrators are genuinely concerned about their welfare.

Both the March 2018 and the April 2020 survey used the EAB instrument. This allows for easy comparison between years. In comparison from the March 2018 survey administration, the survey respondents reported feeling about the same level of safety. In 2020 1% fewer of the survey respondents either strongly agreed or agreed that they feel safe on campus. The rest of the categories saw a positive percent change between survey administrations with the greatest gain in feelings about faculty and administrator concern for welfare which both improved by 5%. The 2018 survey asked about feeling safe reporting to campus police. However, this administration of the survey asked if respondents feel it is easy to find people on campus who understand them. This question received a “strongly agree or agree” response rate of 74%.

III. Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence

77% of all survey respondents reported receiving information or training related to sexual violence, though this number increases to 93% for first year respondents. Of the survey respondents that reported receiving training related to sexual violence, 67% received training at New Student Orientation and 39% reported receiving training at two or more programs. Of the survey respondents that reported receiving training related to sexual violence: 91% believed that the training was useful or very useful in increasing knowledge of sexual violence resources; 88% believed that the training was very useful or useful in increasing knowledge about the definition of sexual violence; 90% believed that the training was either very useful or useful in increasing knowledge about reporting an incident of sexual violence; and 83% believed the training was very useful or useful in increasing knowledge about the school’s procedures for investigating an incident of sexual violence. The positive response rate was higher in all categories than it was in the March 2018 survey administration. The most dramatic changes were in the categories pertaining to receiving training with a change of +27% of respondents reporting receiving information or training related to sexual violence. The response rate pertaining to receiving training at new student orientation also increased by +27%.

84% of the survey respondents either strongly agreed or agreed that the school would take the report seriously if someone reported an incident of sexual violence to a campus authority. 82% of survey respondents either strongly agreed or agreed that the school would take steps to protect the person making the report from retaliation. In comparison, from the March 2018

administration of the survey, 81.1% of the survey respondents believed it was likely that the university would take the report of sexual violence and/or sexual assault seriously and 73.9% of survey respondents believed the school would take steps to protect the person making the report from retaliation.

81% of the survey respondents either strongly agreed or agreed that they were confident that the school would administer the formal procedures to fairly address reports of sexual violence which is about the same as the March 2018 administration. This administration also found that 86% of respondents reported knowing what confidential resources are available and 85% of respondents reported that if they or a friend experienced sexual violence, they would know where to go for help.

IV. Institutional Analysis and Action Steps (approximately 600 words)

Many institutional changes have been made since the last survey cycle in March 2018. Many of these changes were brought about after student protests and a lawsuit against the university which sparked a community conversation about sexual violence and prevention efforts. In response, UMBC hired a consultant and convened two committees: a student advisory committee (SAC), a faculty/staff advisory committee (FSAC). Additionally, UMBC had the outside company sultans review and assess the Title IX process and policies. Each of the advisory groups made formal reports to the university as well as recommendations for improvements. The consultants also provided a report on their findings. The details of these reports and the improvements suggested by these groups can be found on retrievercourage.org.

In response to this work, UMBC has made several large changes such as:

- Implementing mandatory online training for all students, faculty and staff
- Founding the Office of Equity and Inclusion (OEI) in January 2020.
 - This new office is responsible for receiving complaints about sexual and gender based violence as well as discrimination and hate bias.
- Hiring a new Title IX Coordinator in February 2020
- Hiring a Training and Case Manager in February 2020 to increase training capacity and manage OEI complaints.

Since its implementation in early 2020, the Office of Equity and Inclusion has:

- Created an online reporting form so that the campus community can report sexual misconduct electronically at any time
- Implemented new case management software that will assist in collecting, tracking, and responding to complaints
- Launched a brand new website (oei.umbc.edu) and populated with resources, FAQs, policies and more
- Drafted and implemented sample Title IX syllabus language for responsible employees
- Redesigned and launched annual mandatory training for responsible employees
- Redesigned and launched annual mandatory training for students

- Held community forums to discuss issues around sexual misconduct and Title IX reporting
- Summarized and shared the findings of this survey with the campus community
- Provided training for:
 - Incoming students at welcome week and orientation
 - Student organization leaders
 - Student government leaders
 - All athletics teams
 - Faculty and staff organizations
 - Human Resources professionals
 - New Hires
 - Department chairs and other university leadership

While it is encouraging that respondents report more experiences with training, more trust in the administration and faculty, and overall better knowledge of resources and the reporting process, these continue to be areas of focus for the new office. Rebuilding trust by increasing transparency and keeping open lines of communication with the community are key areas for the upcoming two year reporting cycle. Additionally, OEI will focus on :

- **Increasing transparency**
 - Provide more data about number and type of reports to the campus community such as annual reports, quarterly newsletters, and informal reports to student, faculty and staff leadership.
 - Continue to find innovative and inclusive ways to provide information about the reporting process, university response to reports, and available support and resources
 - Continue to ensure visibility of office staff in the campus community informally through attendance at events and meetings and formally through training efforts and public conversations
- **Resource collection and dissemination**
 - Increase cultural competency of available resources to better reflect UMBC community population
 - Build relationships with community partners who can offer additional support to UMBC students, faculty and staff
 - Continue to cultivate the OEI website into a one-stop resource hub
 - Continue to cultivate meaningful relationships with campus partners to raise the profile of the office and provide more touch points with students
- **Diversifying and Innovating Prevention and Education Efforts**
 - Continue to build culturally competent training opportunities for specific populations
 - Increase evaluation for and implementation of measures to increase accessibility
 - Continue to collaborate with campus partners to create and implement innovative training and education initiatives that are aligned with best practices and responsive to the community's needs
 - Collect and maintain quality training data and feedback from participants

University of Maryland, College Park (UMD)

Survey Administration

What survey instrument was used in the 2018-2020 cycle? How was it developed or obtained?

The University of Maryland utilized the Student Environment and Experiences Survey (SEES) for the 2018-2020 cycle. This instrument was developed by the Office of Civil Rights and Sexual Misconduct (OCRSM) in conjunction with the Office of Planning and Evaluation (OPE) at the University of Maryland School of Public Health. The assessment is comprised of standard measures (i.e., the Alcohol and Sexual Consent Scale), items from other campus climate surveys, and measures developed specifically for UMD.

Who received the survey and how did the institution select those participants?

In February 2020, a random sample of 10,000 full-time undergraduate students between the ages of 18 and 25 were selected by the Office of the Registrar to receive a personalized email invitation to complete the online survey containing a unique link. A total of 8 emails were sent to students; however, once a student completed the survey, they did not receive any additional reminders.

How did the institution conduct the survey?

Data were collected via online survey during a four-week interval prior to spring break during the spring semester of 2020.

How was it administered and what was the rate of response among those who could have responded (e.g., if you surveyed only undergraduates, how many [and what percentage of undergraduates responded])?

The 20-minute survey was administered online via Qualtrics. A total of 3,648 students consented to participate and submitted a response. After accounting for bounced emails and ineligible responses (i.e., the student was no longer full-time), the response rate was 36.6% (3,648/9,966).

What steps were taken to encourage responses from the surveyed population?

Modest compensation was offered to the first 3,000 participants to complete the survey, in the form of a \$10 credit redeemable at campus dining services. Promotional materials consisted of an advertisement in the student-run newspaper around the time the survey launched, digital ads on the student-run newspaper's website, and posts on social media, such as Twitter. Posters were distributed to residence halls and placed in high impact areas to encourage survey participation.

How does the respondent population compare to the general population on campus (e.g., race and ethnicity, gender, age, on-campus/off-campus residents)?

Table 1. Demographic representativeness of the survey sample		
	SEES 2020 Sample	All Full-time Undergraduates
Gender		
Male	42.3%	51.9%
Female	57.7%	48.1%
Race/ethnicity		
White, non-Hispanic	50.7%	50.4%
Asian, non-Hispanic	23.7%	19.6%
Black or African American, non-Hispanic	10.6%	12.1%
Hispanic/Latino	8.4%	9.8%
Other	6.6%	8.0%

What changes to the survey administration were made since the last survey cycle, if any?

Questions about witnessing sexual misconduct were expanded to better assess why students choose not to act in bystander situations.

Perceptions of Safety and General Campus Climate

How do respondents perceive the safety of the campus and the general campus climate?

General Campus Climate

Students were asked about the quality of their relationships with one another, administrators, and faculty; overall, most students indicated the quality of these relationships were positive. The proportion of students who rated relationships as positive was 79.6% (other students), 74.0% (faculty members), and 61.1% (administrative personnel and offices).

Safety

Students were asked about safety practices as part of their life at UMD. The majority of students indicated they lock room doors (79.1%) and walk-in lighted areas (82.5%). However, 38.3% indicated they open locked doors for unknown persons. The majority of students also indicated they coordinate with peers for safety, endorsing behaviors such as walking with others rather than alone (62.9%), walking home friends who have had too much to drink (73.0%), and attending/leaving parties with friends rather than alone (72.6%). Approximately half of students had asked someone they didn't know, who had too much to drink or was out of it, if they needed to be walked home, and an additional 43.5% indicated that situation hadn't arisen. Additionally, half of students (48.9%) agreed with the statement "UMD does enough to protect the safety of students," while 22.2% were undecided and 28.8% disagreed. When asked to respond to the statement "Sexual assault is a problem at UMD," 38.9% agreed, 17.6% disagreed, and 43.5% were undecided.

How have these perceptions changed since the last survey administration?

Overall, these perceptions were stable since the last survey administration. Some change was seen in students' response to the item "UMD does enough to protect the safety of students," for which the proportion who agreed declined from 54.6% in 2018 to 48.9% in 2020. Change in

other campus climate and safety items was minimal (i.e., all increased or decreased less than 2 percentage points).

Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Assault

How do respondents perceive the institution's readiness and ability to address issues of sexual assault and sexual violence in such areas as:

a. Training and education

Students were asked questions about their exposure to information about sexual assault and their involvement with sexual assault education during the current academic year. 44.1% had attended a bystander workshop, and 19.8% had attended a presentation about sexual assault given by a student organization. One-quarter of students (22.4%) had attended a presentation about sexual assault, dating violence, or stalking. One-third (31.0%) had discussions about sexual assault in class. Approximately half of fraternity and sorority members (54.0%) and student athletes (45.0%) had attended a presentation about sexual assault hosted by their respective organizations/teams. The majority of students had seen posters about sexual assault (66.3%), but only 22.7% had visited a UMD website with sexual assault information and 18.6% had read a report about sexual violence rates at UMD.

b. Support for persons reporting sexual assault and other sexual misconduct

The vast majority of students said that, in the future, they would provide campus resource information to a friend who was sexually assaulted (82.3%). The majority (60.9%) said they would likely seek help from OCRSM if they or a friend experienced sexual assault, with similar proportions likely to seek help from the counseling center (57.6%) and the University of Maryland Police Department (UMPD; 61.5%). About half would seek help from the health center (46.9%) or the CARE to Stop Violence office (50.4%), but a minority would seek help from other campus resources (e.g., chaplains, the Office of Student Conduct, Legal Aid Office, and the Office of Diversity and Inclusion; range 13.3% to 33.2%). The majority of students said it was likely that UMD would offer support and resources to a person making a sexual assault report (72.2%) and that UMD would maintain the privacy of the person making the report (78.8%). A small subset disagreed (7.8% and 4.3%, respectively), while the rest were unsure.

c. The administrators responsible for investigating misconduct

Most students (61.1%) correctly identified OCRSM as being responsible for investigating reports of sexual assault, and a similar proportion said that UMPD conducts such investigations (61.5%). However, one in four students (28.4%) did not know which administrators conduct these investigations. About half of students believed that UMD would conduct a fair, prompt, and impartial investigation into the report (48.4%) and that UMD would handle the report fairly (53.6%). A slightly larger proportion believed that UMD would take the report seriously (63.9%). Approximately half (55.1%) agreed that UMPD takes student crime reports, and one-third (37.3%) agreed that UMPD responds effectively to sexual assault.

How have these perceptions changed since the last survey administration?

The percent of students who attended a presentation about bystander intervention increased slightly, from 40.6% in 2018 to 44.1% in 2020, whereas the percent attending a presentation about sexual, assault, dating violence, or stalking did not change. The proportion of fraternity/sorority members who received sexual assault education from their organization was stable, but this decreased among student athletes, from 64.3% to 45.0%.

Perceptions of support for persons reporting sexual misconduct were stable from 2018 to 2020. However, perceptions of administrators investigating misconduct were slightly less positive in 2020 than 2018. For example, decreases were seen in the percent of students who believed that UMD would conduct a fair, prompt, and impartial investigation (52.9% to 48.4%), that UMD would handle the report fairly (57.9% to 53.6%), and that UMD would take the report seriously (67.6% to 63.9%). While students were less confident in 2020 that UMPD takes students' crime reports seriously in general, percent of students who agreed that UMPD responds effectively to sexual assault was relatively stable (39.4% in 2018, 37.3% in 2020).

Institutional Analysis and Action Steps

What relationship do you see between the changes in the incident data over the past three cycles and the trends you are finding in the survey data?

The overall trends were fairly stable in the SEES survey data. However; there is a noticeable concern among minorities. The prevalence of sexual assault is elevated among that group. For example, in 2020, the prevalence of Sexual Assault I or Sexual Assault II since coming to UMD was 21% among women, 8% among men, and 15% among minorities.

There was a small number of students in the sample who identify as a minority; therefore, it is difficult to draw any strong conclusions about changes in the prevalence of sexual assault among that group. More analysis is needed to determine whether there is an increase in number of incidents of sexual misconduct among that group or whether there is more of an increase in awareness and willingness to report. OPE explored the data more with respect to variation in sexual assault and minority status than in past reporting cycles.

What have been the results of changes implemented since the last survey cycle?

In April 2017, the University Senate approved a report submitted by the Sexual Assault Prevention Task Force (SAPTF), which included a comprehensive sexual assault prevention plan. In June 2018, the Sexual Assault Prevention Committee (SAPC) was formed to guide the implementation of the report's extensive recommendations. At the recommendation of the Sexual Assault Prevention Task Force (SAPTF), the position of Assistant Director for Sexual Assault Prevention was created within the Campus Advocates Respond and Educate (CARE) to Stop Violence office at the University Health Center. Since then, the committee has met monthly to plan for and implement the SAPTF recommendations. These recommendations are necessary in order to foster a campus climate of respect that promotes consent and does not tolerate sexual misconduct.

Recent SAPC highlights included the launching of the Raise Your Voice university-wide prevention messaging campaign and centralized website for prevention resources. Raise Your Voice had a successful grassroots pre-launch during the Spring 2019 semester and a successful official launch during the Fall, 2019 semester.

The SAPC launched the Add Your Voice event log in collaboration with the School of Public Health which will provide important assessment data about prevention initiatives on campus.

SAPC developed a plan for evaluating Step UP! Workshops and facilitators. Additionally, guidelines were developed for assessing all campus prevention trainings during the 2018-2019 academic year.

At the recommendation of the SAPTF, the Provost required all Schools and Colleges to develop a College Action Plan (CAP) for raising awareness about sexual assault prevention efforts and resources among their respective faculty, staff, and student populations and to submit their CAP by April 2020. Each School and College designated lead representatives to assist with the development of their plans. The SAPC developed a comprehensive CAP guide to assist Schools and Colleges with this task. Additionally, CARE staff provided numerous trainings and consultations for Schools and Colleges.

What activities, services, programs, or other results have arisen from what was learned from the survey results?

Undergraduate Student Sexual Misconduct Training continues to be assigned to all new undergraduate students 3 to 4 weeks prior to the start of their first semester. SAPC successfully transitioned to a new online sexual assault prevention training platform. CARE assumed administration of required undergraduate online sexual misconduct training through the EverFi platform beginning summer/fall 2019.

Responding Effectively to Discrimination & Sexual Misconduct (Faculty, Staff and Graduate Students) continues to be assigned to all new faculty and staff within approximately one month following their start date. Additionally, online training is assigned to all new graduate students 3 to 4 weeks prior to the start of their first semester. Online training for faculty, staff, and graduate students increases their understanding of reporting obligations, resources, and responsibilities.

During the Fall, 2019 semester, CARE provided sexual assault bystander intervention training to more than 4,000 incoming first-year students through small-group interactive workshops. 120 *Step Up! Bystander Intervention* workshops were provided to 82% of UMD first-year students,

CARE facilitated 76 additional interactive workshops to approximately 1,500 students on topics such as consent and communication, healthy relationships and boundaries, signs of unhealthy relationships, and ways to support survivors of sexual and relationship violence. Audiences included incoming first-year and transfer students, graduate students, fraternities and sororities, University Athletics, resident assistants, ROTC, and more. CARE also facilitated a training to the Student Government Association and its student members.

CARE hosted two major events and participated in over 40 other campus events, reaching an additional 6,467 students with information about sexual and relationship violence and related resources.

CARE provided trauma-informed trainings to various campus and community partners, such as the university's Interfaith Chaplains, the UMD Police Department, and local liquor license holders in partnership with the College Park City Council.

A CARE newsletter was developed for students and community partners, which was distributed digitally twice per semester.

During the Spring 2020 semester, SAPC hosted its annual event during SAAM which consisted of social media campaigns and a trivia night to engage and educate the community virtually.

In Spring, 2020 CARE began recruiting for two therapy groups. One group was for Women of Color and the other was a trauma informed healing group. This program was paused during the Spring due to changes in modes of delivery of services.

For the first time, CARE had dedicated undergraduate STEP UP! Educators. These educators served on campus in an educational role for at least one year before applying for the position. The Assistant Coordinator for Prevention Education trains the Educators as well as supervise the students on a bi-weekly basis.

What actions will the institution most likely take on the basis of the survey results?

Combining survey results and SAPTF recommendations, the University seeks to implement additional programs by 2022. A sampling of the programs included, but are not limited to the following:

- Sequenced prevention programs for undergraduate students that build on and reinforce key prevention messages, including required and optional in-person and online trainings on healthy relationships, consent, bystander intervention, and other prevention topics;
- Additional prevention programs for high-need and high-risk populations, including Intercollegiate Athletics, fraternities and sororities, minorities, international students, and the LGBTQ+ community.
- Prevention-focused training and orientation activities for graduate students that addresses their potential dual roles as students and graduate assistants;
- Prevention training and resources for faculty and staff;
- University-wide sexual assault prevention-focused events.

Prevalence of Sexual Assault and Other Sexual Misconduct

What are the rates of prevalence of sexual assault and other sexual misconduct found from the survey data?

The prevalence of sexual assault is reported in Table 2. Non-consensual sexual intercourse or rape since coming to UMD was reported by 6.9% of students. The prevalence was higher among females (8.7%) than males (4.4%). Experiencing other types of sexual assault, such as non-consensual sexual contact, touching, or attempted rape, was more common, with a prevalence of 13.6%. Again, the prevalence was higher among females (18.1%) than males (6.8%) and was also elevated among students who identified as transgender, genderqueer, or another gender (15.0%).

Overall, the prevalence of experiencing any form of sexual assault was 15.7%: 20.6% among females, 15.0% among students who identified as genderqueer or another gender, and 8.1% among males.

Table 2. Prevalence of sexual assault	
	% of SEES 2020 Sample
Sexual assault of any type	
Yes	15.7%
No	78.0%
Prefer not to say	6.4%
Non-consensual sexual intercourse or rape	
Yes	6.9%
No	88.0%
Prefer not to say	5.1%
Non-consensual sexual contact, touching, or attempted rape	
Yes	13.6%
No	5.5%
Prefer not to say	81.0%

Additionally, 7.2% of students had experienced sexual harassment since coming to UMD, and 4.8% had experienced relationship violence. Both sexual harassment and relationship violence were more common among females and students who identified as transgender, genderqueer, or another gender than males.

How do these rates compare to the incident data collected and reported in the cycle?

There is a higher number of reported incidents by female complainants which is similar to the results of the prevalence of sexual assault and other sexual misconduct from the survey data amongst females. There are limitations to comparing self-reported experiences and incident data collected during the reported cycle. Reported incidents to OCRSM does not capture the full scope of those who have experienced a sexual misconduct. The random sample of 10,000 full time undergraduates ages 18-25 received the invitation to participate in SEES. For example, age may restrict such a comparison.

Of those data collected from the survey, what are the rates of those who choose to report to the institution and those who choose not to? Of those who choose not to, what are the primary reasons given for not reporting the incident?

Among those who experienced a sexual assault, 10.5% reported the assault to OCRSM, a confidential resource provider on campus, or another person in a position of authority at UMD. Telling friends (65.6%) and roommates (29.0%) about the assault was more common, and 20.8% chose not to tell anyone. Reasons for not reporting are provided in Table 3 below. Not knowing the reporting procedure on campus (5.0%), not thinking the school would do anything about the report (6.3%), and not thinking campus leadership would not solve problems (8.8%) were not widely cited as a reason.

Table 3. Reasons for telling anyone about a sexual assault	
	% of students who didn't tell anyone about the assault
Didn't think others would think it was serious/important/would understand	53.8%
Didn't think what happened was serious enough to talk about	50.0%
Is a private matter/wanted to deal with it on own	42.5%
Ashamed or embarrassed	35.0%
Wanted to forget it happened	33.8%
Didn't want others to worry about me	28.8%
I thought I would be blamed for what happened	25.0%
Had other things I needed to focus on and was concerned about (classes, work)	23.8%
Fear of not being believed	22.5%
Didn't want the person who did it to get in trouble	21.3%
Didn't have time to deal with it due to academics, work, etc.	20.0%
I thought nothing would be done	20.0%
Concerned others would find out	16.3%
Would feel like an admission of failure	16.3%
Fear of retribution from the person who did it	12.5%
I did not feel the campus leadership would solve my problems	8.8%
I feared others would harass me or react negatively toward me	8.8%
Thought people would try to tell me what to do	7.5%
Feared I or another would be punished for infractions or violations such as underage drinking	6.3%
Didn't think the school would do anything about my report	6.3%
Didn't know reporting procedure on campus	5.0%

University of Maryland Global Campus Spring 2020 Campus Climate Survey on Sexual Misconduct

Survey Administration

In compliance with state requirements, the University of Maryland Global Campus (UMGC) administered a survey to UMGC students to assess campus climate regarding sexual misconduct. We defined sexual misconduct in the survey to include but not limited to sexual assault, sexual violence, sexual harassment, domestic violence, or stalking. The survey was designed, administered, and analyzed by the Accreditation, Compliance and Reporting office at UMGC in collaboration with the Office of Diversity and Equity. UMGC utilized the Model Survey provided by MHEC as its survey instrument; however, it revised several of the questions based on the unique nature of UMGC's instructional model and interactions with students. UMGC primarily offers online and hybrid course offerings stateside and internationally to a non-traditional, adult student population. A random sample of 10,000 students actively enrolled at UMGC during the Spring 2019, Summer 2019, and Fall 2019 semesters were selected to participate in the survey. The sample selected was broadly representative of the demographics of UMGC's student population, based on race and gender, for both undergraduate and graduate students globally. The average age of our undergraduate student population is 32. The average age of our graduate student population is 36.

UMGC had a 3.68% rate of response among the random sample of students selected in the last survey cycle. To encourage a greater response from the previous 2018 reporting cycle, students who were selected to participate received a pre-notification email invitation from UMGC's Vice President, Student Affairs, who informed them of the objectives of the survey; asked for their participation; and identified when they should expect to receive the survey instrument. On February 24, 2020, an invitation from the Deputy Chief Academic Officer that included a link to the survey was emailed to the selected students. The survey was available online, via Survey Monkey, between February 24, 2020 and March 9, 2020. Of the 10,000 students who were invited to participate, 452 students completed the survey, resulting in a response rate of 4.52%. The racial demographic of respondents was 42.63% White and 33.48% African American. 53.35% of respondents identified themselves as female. These demographics are comparable to UMGC's overall student population (39.4% White; 28.6% African American; 46.4% Female).

The response rate is lower than that of many other UMGC surveys. UMGC surveys generally have a response rate of about 17%. However, there are several possible explanations for the lower response rate in this case. Based on comments provided in the survey, students repeatedly expressed that sexual misconduct is not relevant to their presence within UMGC's environment because they participate in classes online. The comments also indicate a greater need for UMGC to promote its policies and procedures. It is noted however, that 84.14% of the respondents acknowledged receiving written or verbal information about sexual misconduct from UMGC. Lastly, applicable literature shows that sensitive questions (such as those about drugs, sex, or money) tend to result in lower response rates and a larger measurement error than questions on other topics (Tourangeau & Yan, 2007). Lastly, as a public institution in the State of Maryland, no incentives were provided to students. This is a strategy often used to improve response rates.

Perceptions of Safety

Most broadly, students overwhelmingly indicated that they feel safe in UMGC's online environment and while visiting UMGC's physical locations or regional sites. Close to eighty nine percent (88.84%) of respondents indicated that they either *Agree* or *Strongly Agree* that they feel safe in UMGC's online environment. Approximately sixty three percent of respondents (63.42%) indicated that they either *Agree* or *Strongly Agree* that they feel safe while visiting UMGC's physical locations or regional sites. However, about thirty four percent of respondents (33.7%) indicated that the question about feeling safe while visiting UMGC's physical locations or regional sites was not applicable to them or they did not have an opinion. These results are consistent with our 2018 administration of this survey. In 2018, close to ninety three percent (92.77%) of respondents indicated that they either *Agree* or *Strongly Agree* that they feel safe in UMGC's online environment. Eighty-eight percent of respondents ((88.9%)) indicated that they either *Agree* or *Strongly Agree* that they feel safe taking classes at UMGC. The change in students' perceptions of safety from 2018 to 2020 while insignificant indicate that we are moving in the wrong direction. However, this may be the result of our attempt to capture students' perceptions of safety not only in the classroom but anytime they need to visit a UMGC physical or regional site for other services. In 2018, we only asked about safety taking classes at UMGC

Perceptions of Institutional Readiness and Ability to Respond to Issues of Sexual Misconduct

Training and Education

Students were asked whether they had received written or verbal information from anyone at UMGC about issues related to sexual misconduct.

- 84.14% indicated they had received information regarding the definition of sexual misconduct (compared to 71.74 in 2018). In 2018, we only asked about the definition of sexual assault).
- 82.85% indicated they had received information about how to report a sexual misconduct (compared to 76.63% in 2018). In 2018, we only asked about how to report sexual assault).
- 68.93% indicated receiving information regarding where to go if someone the respondent knows is subjected to sexually misconduct (compared to 70.75% in 2018). In 2018, we only asked if the respondent had received information telling them where to go if someone if they knew was sexually assaulted.
- 63.43% indicated receiving information on Title IX protections against sexual misconduct (compared to 58.70% in 2018). In 2018, we only asked about receiving information on Title IX protections against sexual assault: and
- 71.20% indicated receiving information on how to help prevent sexual misconduct (compared to 58.70% in 2018). In 2018, we only asked about receiving information on how to help prevent sexual assault.

Support for Persons Reporting Sexual Misconduct

Students were asked their perceptions of how UMGC would handle a reported incident of sexual assault or violence.

- 81.51% of respondents indicated that UMGC would do its best to maintain the privacy of the individual making the report (compared to 70.16% in 2018).
- 82.89% reported that UMGC would forward the report to criminal investigators if requested (compared to 71.74% in 2018).
- 81.78% said that they believed UMGC would take steps to protect the safety of the individual making the report (compared to 74.8% in 2018).
- 79.11% indicated they believe UMGC would support the individual making the report (compared to 70.72% in 2018).
- 81.07% indicated that UMGC would respond to the report in a timely, fair, and impartial manner (compared to 67.31% in 2018).

Incidents of Sexual Misconduct Experienced at UMGC

Most broadly, students overwhelmingly indicated that they feel safe from sexual misconduct in UMGC's online environment and while visiting UMGC's physical locations or regional sites. Close to eighty nine percent (88.84%) of respondents indicated that they either *Agree* or *Strongly Agree* that they feel safe from sexual misconduct in UMGC's online environment.

Approximately sixty three percent of respondents (63.42%) indicated that they either *Agree* or *Strongly Agree* that they feel safe from sexual misconduct while visiting UMGC's physical locations or regional sites. However, about thirty four percent of respondents (33.7%) indicated that that the question about feeling safe from sexual misconduct while visiting UMGC's physical locations or regional sites was not applicable to them or they did not have an opinion. Although, these e results are consistent with our 2018 administration of this survey, it must be noted that in 2018 we only asked students about their perceptions of safety as it relates to sexual violence.

This year we attempted we broadened the scope of the survey from sexual violence to sexual misconduct to align more closely with what our students may experience while visiting UMGC's physical locations or regional sites. Looking at the 2018 climate survey, close to ninety three percent (92.77%) of respondents indicated that they either *Agree* or *Strongly Agree* that they feel safe from sexual violence in UMGC's online environment. Eighty-eight percent of respondents ((88.9%)) indicated that they either *Agree* or *Strongly Agree* that they feel safe from sexual violence taking classes at UMGC.

Incidents of sexual misconduct while participating in a UMGC related program or activity

Student were asked questions to ascertain if they experienced incidents of sexual misconduct while participating in a UMGC related program or activity. If the respondent answered that they did experience an incident of sexual misconduct, the respondent was asked a follow-up questions to gather more information about the incident including to ascertain if they reported the incident to UMGC and/or an external resource.

Incidents sexual violence or sexual assault while participating in a UMGC related program or activity.

- 97.99% of respondents indicated that they had not experienced sexual violence or sexual assault while participating in a UMGC related program or activity.
- 0.45% of respondents (2 students) indicated that they had experienced sexual violence or sexual assault while participating in a UMGC related program or activity.

- 100% of respondents (1 student) indicated the sexual violence or sexual assault incident occurred at a UMGC physical location or regional site. This respondent indicated they did not seek help from UMGC or an outside resource, including but not limited to a rape crisis center, medical facility, therapist, or mental health center.
- 0.50% of respondents (1 student) who answered yes indicated the sexual violence or sexual assault incident involved a UMGC faculty/staff or another UMGC student.
- 0.50% of respondents (1 student) who answered yes indicated the sexual violence or sexual assault incident did not involve a UMGC faculty/staff or another UMGC student. This respondent did not seek help from UMGC or an outside resource, including but not limited to a rape crisis center, medical facility, therapist, or mental health center.

Incidents of sexual harassment while participating in a UMGC related program or activity.

- 98.44% of respondents indicated that they had not experienced sexual harassment while participating in a UMGC related program or activity.
- 1.56% of respondents (7 students) indicated they preferred not to say if they had experienced sexual harassment while participating in a UMGC related program or activity. Two (2) of the students who preferred not to say if they had experienced sexual harassment indicated that sexual harassment incident did not involve UMGC faculty/staff or another UMGC.

Incidents of stalking (including cyber stalking) while participating in a UMGC related program or activity.

- 0.67% of respondents (3 students) indicated that they had experienced stalking, including cyber stalking, while participating in a UMGC related program or activity.
- 98.44% of respondents indicated that they had not experienced stalking, including cyber stalking, while participating in a UMGC related program or activity.
- 0.89% of respondents (4 students) indicated they preferred not to say if they had experienced stalking, including cyber stalking, while participating in a UMGC related program or activity.
- 75.00% of respondents (3 students) indicated the stalking, including cyber stalking incident involved a UMGC faculty/staff or another UMGC student. Two (2) students indicated the stalking, including cyber stalking incident occurred at a UMGC physical location or regional site. One (1) student indicated the stalking, including cyber stalking incident occurred during an online or hybrid class. All three (3) students indicated they did not report the stalking, including cyber stalking incident to UMGC.
- 25.00% of respondents (1 student) indicated the stalking, including cyber stalking sexual incident did not involve a UMGC faculty/staff or another UMGC student.

Institutional Response to the Survey Results

Responses to the first question on the survey, “Since attending UMGC, have you received written or verbal information (presentations, training, brochures, and emails) from anyone at UMGC about the following?” show that 68.93% of respondents received information about where to get help, and 71.20% of respondents indicate they know how to report a sexual misconduct.

Survey respondents were also given the option to respond to an open-ended question at the end of the survey inviting additional comments, suggestions, or feedback related to the topic of this survey. Of the 452 completed surveys, 20 respondents provided meaningful comments (i.e. other than “N/A” or “no”). Content analysis of the responses did not identify any consistent themes.

However, compared to prior administrations of this survey, fewer of the respondents, 30.00%, who provided comments indicated that they believe the survey was not applicable to them as online students.

“im an online student, this survey does not apply to me”

“online student - many of the questions do not apply”

“I am unsure why this survey was sent to me since I am a distant learning student. My only interaction with other students is through discussion boards. I took this survey so I wouldn’t get pestering emails. Sexual misconduct is a real issue, but I question if this type of survey will produce any meaningful outcome.”

10% of students who provided comments indicated they appreciated the opportunity to participate in the survey or acknowledged UMGC’s outreach regarding UMGC sexual misconduct policies and resources.

“This survey is great it’s let’s anyone know they aren’t alone and they will be supported and protected by UMGC. They will get the help they need to insure their safety. This is a good way to spread awareness to everyone attending UMGC.”

“UMUC properly explains all steps and procedures in the emails posted on how to report all harassment/assault incidents.”

The remaining comments were varied and provided no discernable themes.

Institutional Steps

Taken together, the survey results and responses to the open-ended question indicate that UMGC still needs to do more to improve the effectiveness of its efforts to educate the student community about sexual misconduct. The results of this administration of the survey appear to show that students are more receptive to receiving information about sexual misconduct than they have been in previous administrations of this survey. We are continuing our efforts to identify ways to convey to our students the relevance of sexual misconduct in the online setting; and emphasize how to identify, prevent, and report this kind of behavior. UMGC also continues to work across its student-facing units and mediums to be sure that relevant information is accessible to students and delivered via the communication channels in which UMGC students are most familiar and engaged.

Reference

Tourangeau, R., & Yan, T. (2007). Sensitive questions in surveys. *Psychological Bulletin*, (5), 859.

University of Maryland Eastern Shore

The University of Maryland Eastern Shore (UMES) prepared this report in accordance with the Maryland Higher Education Commission's (MHEC) *Institutional Guidelines for the Sexual Assault Campus Climate Survey*. UMES The survey results are shared below with MHEC reporting guidelines.

Survey Administration

The University of Maryland Eastern Shore conducted its survey electronically using *Formsite Surveys*. *Formsite* is a university level survey software available through the University's technology area. *Formsite Surveys* allows for the measurement of satisfaction levels, community engagement, and other attitudes. The survey was developed utilizing the MHEC *Model Climate Survey* provided via email to the USM system schools. The Office of Institutional Equity and Compliance reached out to students through an email campaign, residence hall meetings, social media, and through partnership with the Student Government Association. Promotional materials consisted of a flyer that was posted in residence halls, the Student Center, and various academic buildings. The survey was opened May 14 and concluded May 24, 2019. Students received an email twice a week encouraging them to complete the Sexual Assault Campus Climate Survey.

Students were provided with incentives to complete the survey tool including 25 \$20 gift cards, University Apparel, and two book scholarships. The survey was distributed to a total of 2,787 students, including undergraduate, graduate, full and part-time students. Any enrolled student with a University email address was requested to complete the survey. Of the 2,787 individuals who were invited to participate, 298 students consented and completed the survey, yielding a response rate of 10.6%. The racial demographic of respondents was 76.5% African American, 12.7% White, and 2% Hispanic. 75.8% of respondents identified themselves as female and 23.1% as male. These demographics are comparable to the overall student population at UMES (62.2% African American; 13.1% White).

	Survey Respondents	Total Student Population (based on IRIS data)
Male	23.1%	42.8%
Female	75.8%	57.1%
African American/Black	76.5%	62.2%
White	12.7%	13.1%
Hispanic	2.0%	4.1%

The total direct cost for promotional materials, marketing, and incentives for the University's campus climate survey was \$1000. The University has a contract with *Formsite* and utilized it for the survey administration at no additional cost to the University. There were also indirect costs associated with survey development, planning, administrative oversight of survey, and

analysis of the raw survey data which was analyzed by the Office of Institutional Equity and Compliance.

Perceptions of Campus Safety and the General Campus Climate

Students were asked about their perceptions regarding the college using a Likert scale model. A majority of students have indicated that they feel safe on the UMES college campus. 67.7% of respondents indicated they either *Agree or Strongly Agree* that they feel safe on the campus. 68.1% of respondents indicated that they either *Agree or Strongly Agree* that they feel valued in the classroom/learning environment. Students were asked about their perceptions regarding the connection to the campus community. Nearly two-thirds (64.4%) of the respondents indicated they either *Agree or Strongly Agree* that students feel like they are part of this college, while 64.0% of participants feel happy to be at this college.

Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

Students were asked whether they had received written or verbal information from anyone at UMES about issues related to sexual assault. Over three quarters (75.8%) indicated they had received information regarding the definition of sexual assault.

Support for Persons Reporting Sexual Assault

Students were asked their perceptions of how UMES would handle a reported incident of sexual assault or violence.

- Nearly two thirds (66.4%) of respondents indicated they *Agree or Strongly Agree* that UMES would do its best to maintain the privacy of the individual making the report;
- 69.4% reported they either *Agree or Strongly Agree* that UMES would forward the report to criminal investigators if requested;
- 63.4% said they *Agree or Strongly Agree* that UMES would take steps to protect the safety of the individual making the report;
- 62.7% of students reported that they either *Agree or Strongly Agree* UMES would take the report seriously;
- Close to two thirds (62.0%) of students indicated they *Agree or Strongly Agree* that UMES would take action to address factors that may have led to the sexual assault and sexual violence;
- 61.7% indicated they either *Agree or Strongly Agree* UMES would support the individual making the report

Administrators Responsible for Investigating Misconduct

Students were also asked questions to determine their level of knowledge regarding reporting of assault at UMES.

- More than half of the respondents (53.6%) indicated that they either *Agree or Strongly Agree* in the UMES ability to handle crisis properly;
- 54.3% indicated they either *Agree or Strongly Agree* that UMES responds rapidly in difficult situations;
- Half of the respondents (50.6%) indicated they *Agree or Strongly Agree* that college officials handle incidents in a fair and responsible manner;

- 53.0% of respondents responded that UMES does enough to protect the safety of students;
- Over two thirds (67.1%) of respondents indicated they *Agree or Strongly Agree* that if a friend were sexually assaulted, they would know where to go **to get help** on campus;
- Comparably, 68.7% indicated they either *Agree or Strongly Agree* that if a friend were sexual assaulted, they know where to go **to make a report** of sexual assault.

Institutional Analysis and Action Steps

In 2018, UMES expanded and further developed the Title IX area to include programming and investigations related to Title IX, EEO/Title VII, ADA, Fair Practices, etc and restructured the office area. The office was renamed the Office of Institutional Equity and Compliance (OIE). OIE works with all members of the University community to design and implement programs that will increase diversity and ensure equal opportunity for students, employees, and applicants for employment or admission. The staff size of OIE has increase from 1 to 6 full time staff members in 2019.

With that in mind, the survey data indicates that the University is moving towards successful implementation of Title IX regulations and other state or federal requirements. However, there is certainly room for significant improvement. Challenges remain in addressing student perceptions of the University's efforts, including the fairness of the process, response efforts, and the general climate and sense of safety on campus.

The survey results do indicate the need to expand upon the University's sexual misconduct training and education efforts. The following actions will be considered:

- The University acquired a grant from the Office of Violence against Women that will assist the campus in further developing, creating, and promoting prevention efforts related to sexual assault/violence for the campus community.
- Establish and train the University's first victim advocate to further develop and promote reporting structures for the campus community.
- Establish and train peer educators to provide in-person training opportunities for the general student body. The peer educators will assist with the development of a bystander intervention training module to be rolled out during the 2021-2022 academic year.
- The creation and establishment of *Safe Colleges* online mandatory prevention training for all students.
- The creation of qualitative focus group efforts to further develop and enhance the acquisition of data to focus limited resources by gaining better understanding of the campus climate.

State-Aided Independent Colleges and Universities

Capitol Technology University Climate Survey Report

Climate Survey Administration and Population

The Vice President of Student Engagement and University Development and Title IX Coordinator developed and implemented the climate survey. The university selected to survey all students who were eligible to enroll during the Fall of 2020. The survey was developed based on the survey in the “Institutional Guidelines for the Sexual Assault Campus Climate Survey” with minor adjustments. Capitol Technology University’s Institutional Review Board reaffirmed their 2018 review and approval of the survey and planned implementation.

The university maintains email listservs for students who are eligible to enroll in classes. This includes all students who have enrolled in one of the last four semesters. The survey was sent to the listservs for undergraduate students, master’s degree seekers, and doctoral degree seekers. There was one question on the survey which would have eliminated participation. That question eliminated respondents who indicated that they were under the age of 18. Two respondents indicated that they were under the age of 18.

An invitation to participate in the survey was sent via the university listservs and two reminder emails were sent once each week. The survey was open for responses for four weeks. The invitation included a link to the survey which was conducted via Survey Monkey.

A total of 910 students are on the university listservs. 88 individuals responded to the survey which is a response rate of 10.3%. One respondent did not agree to participate in the survey and were sent to the resources page.

The survey respondents over represented:

- Undergraduate students: 70.45% of respondents were undergraduate compared to 54% of the total university population.
- Full-time students; 79.55% of respondents were full-time students compared to 62% of the total university population.
- Students in university housing; 50.0% of respondents were residents of university housing compared to 21.5% of the total university population.
- Students who identify as white; 51.76% of respondents identified as white compared to 48% of the total university population.

The survey respondents under represented:

- Male students: 67.05% of respondents were male compared to 80% of the total university population.

The majority of populations which are over represented are likely the more vulnerable populations and the populations where university policy and practice are most likely to impact their safety or perceptions around sexual assault and sexual violence. Therefore, while some populations are over represented, the data collected is useful to the university.

Perceptions of Campus Safety and General Campus Climate

Undergraduate students appear to feel valued and safe on campus (Table 1). Undergraduate student data is presented because they are more likely to study on campus, while graduate students complete the majority of their studies online. The results skewed more toward agree than strongly agree compared to 2016. The university has undergone major changes over the last year with a new president taking the helm and major expansion in academic program offerings. Such rapid change may be impacting student’s perceptions of the university.

Table 1 – Percentage of Undergraduate Students who agree or strongly agree

I feel valued in the classroom/learning environment.	68.4
Faculty, staff, and administrators respect what students on this campus think.	74.7
I think faculty are genuinely concerned about my welfare.	77.2
I think administrators are genuinely concerned about my welfare.	67.1
I am happy to be at this college.	73.4
The faculty, staff, and administrators at this school treat students fairly.	78.5

Questions on the survey addressed student perceptions of campus safety and readiness. Table 2 includes undergraduate responses, as graduate students are not likely to be impacted by campus crisis.

Table 2– Percentage of Undergraduate Students who agree or strongly agree

If there was a crisis on campus the university would handle it well.	71.9
The university responds rapidly in difficult situations.	62.3
University handles incidents in a fair and responsible manner.	66.7
The university does enough to protect the safety of students.	73.1

Perceived Readiness and Ability to Respond to Sexual Violence

Students appear to have confidence in Capitol Technology University’s likelihood to respond to and ability to respond to sexual violence or sexual assault. However, student’s perceptions of how the university responds to more general crises or difficult situations are less positive.

Based on the survey results students believe the university can handle reports of sexual violence or sexual assault. At least 80% of students indicated that it was likely or very likely that: The university would take the report seriously (84.4%); The university would do its best to maintain the privacy of the person making the report (95.3%); If requested by the victim, the university would forward the report to criminal investigators (90.6%); The university would take steps to protect the safety of the person making the report (85.9%); The university would take action to address factors that may have led to the sexual assault or sexual violence (84.4 %); The university would handle the report fairly (82.3%).

Students’ perceptions of how the university handles more general crises are not negative but are less positive than their perceptions of how the university might handle sexual violence or sexual assault. Between 25% and 35% of the respondents responded neutral, while between 50% and 67% agreed or strongly agreed with the following statements: If a crisis happened on campus, the university would handle it well (19.2% neutral, 71.8% agree or strongly agree); The university responds rapidly in difficulty situations (27.3% neutral, 62.3% agree or strongly agree);

University officials handle incidents in a fair and responsible manner (24.4% neutral, 66.7% agree or strongly agree).

Institutional Steps

After reviewing the survey results the university identified three areas where it plans to focus future action. The first is to increase student awareness of resources available to survivors. The second is to continue to normalize the expectation that students step up during incidents.

The university will continue to train students regarding sexual harassment and sexual assault using online training tools. 63.1% of respondents indicated they knew “where to go to get help if someone you know is sexually assaulted” this is a 7% decrease over the number who knew “where to go to get help...” in 2018. The university will continue to engage in an informational campaign to increase the number of students who know where to get help.

The university has engaged in bystander intervention training using the Step Up model. A workshop is presented to all first year students during orientation, bystander intervention strategies are reinforced in the online “Talk About It” training that all students complete, and every student group is required to have at least one member of the executive board trained on bystander intervention strategies. The percent of undergraduate students self-reporting a likelihood to intervene as a bystander was high with 87% or more students saying they were Likely or Very Likely to do the following: “Confront a friend who was hooking up with someone who was passed out”; “Confront a friend if you hear rumors that they forced someone to have sex”; “Tell campus authorities about information you might have about a sexual assault case even if pressured by others to stay silent”. These responses indicate a trending toward positive bystander and peer behavior which the university wishes to continue to foster through training and normative marketing.

Goucher College
Sexual Assault Survey Report 2020

I. Survey Administration

Our survey administration in 2020 tracked closely to previous surveys. It was a modified version of the instruments used in 2016 and 2018, developed by Professors Janet Shope and Richard Pringle, and approved by Goucher’s IRB. It complied with MHEC requirements and “Not Alone” recommendations.

Bill Leimbach, Vice President of Technology and Planning, administered the survey online in consultation with Professors Shope and Pringle. It was distributed 2/27/2020 as a link within an email explaining its purpose and importance. The closure date was extended to 4/17 (from 4/2) due to pandemic-related disruptions. All 1393 undergraduates 18 years of age or older were invited to participate. The survey was well-advertised, and students were sent periodic email reminders and encouragement. Participants entered a raffle to win \$50 gift cards. Eight cards were awarded. A total of 507 students (36.4%) began the survey; 389 (27.9%) completed it.

In Spring 2020, undergraduate enrollment was 67.8% female. Females were further overrepresented in the survey: 75.5%. Considering six racial identities tracked and common at the college: Black/African American, Asian, Hispanic/Latino, White, Bi- or Multi-racial, and Unknown, the undergraduate population distributed, respectively, as 19.7%, 4.7%, 7.7%, 52.8%, 3.0%, and 12.0%; the corresponding participation rates were 13.7%, 4.0%, 6.7%, 59.6%, 3.2%, and 12.9%. Blacks/African Americans were somewhat underrepresented, and Whites somewhat overrepresented.

Survey completion rates declined from 45.0% to 34.6% to 27.9% in 2016, 2018 and 2020, respectively. We have no explanation for the decline since advertising, incentivizing, and administrative procedures were nearly identical. The many pandemic-related disruptions almost certainly impacted participation in 2020.

II. Safety and General Campus Climate

A series of 4-point Likert scale agree/disagree statements probed campus climate (Q28), including perceived safety. In 2020, 81.8% rated campus climate positively overall, similar to previous years. Over 90% agreed or strongly agreed they “feel safe on this campus” – a positive outcome but slightly lower than previous years (93.7% in 2016 and 92.1% in 2018). Regarding sexual assault and violence, only a third (34.3%) believed college officials handle such incidents “in a fair and responsible manner,” down from the roughly 50% in previous years. Over two thirds (69.4%) agreed “sexual assault is a problem on campus” – an increase from previous surveys (58.6% and 50.9%).

III. Institutional Readiness to Address Issues of Sexual Violence

Regarding student knowledge and preparedness 85.4% in 2020 responded “yes” they had received training in Goucher’s Sexual Misconduct Policies and Procedures (Q121), an improvement over the 71.2% and 80.3% who did so in 2016 and 2018. Similarly, 81.5% in 2020 agreed they were familiar with the college’s policy (Q122.1), compared to 75.6% who did so in

2018; and 76.0% agreed they knew where to find the policy (Q122.2), compared to 72.5% who did so in 2018. These questions were not asked 2016. In 2020, 57.7% answered yes, they understood the difference between *reporting an incident* to Title IX and *filing a formal complaint* (Q103), an improvement over previous surveys (45.7% and 53.3%), but many students do not yet understand the difference.

Students' self-assessments of their preparedness to respond to sexual misconduct incidents (Q124) were comparable to or somewhat higher than previous years: 84.3% in 2020 agreed or strongly agreed they knew "where to get help in the event a friend was sexually assaulted," compared to 82.5% and 86.4% previously;" and 63.7% agreed they understood the "formal procedures to address complaints of sexual assault," comparable to the 2018 survey (64.5%), but well above the 2016 survey (55.0%). Participants expressed less confidence the college would fairly administer formal complaints (55.7%), compared to previous surveys (63.8% and 68.5%).

Regarding student perception of the likelihood that *the college* would be supportive of a student reporting sexual assault (Q105), 65.3% indicated they believed it likely the college would be supportive overall (Composite Score), down from previous years (73.7% and 76.7%). Most of the eight Likert items within the composite scale also registered declines. In contrast, student perception of the likelihood *students* would be supportive of a student reporting sexual assault (Q105) increased modestly. In 2020, for example, 93.1% thought it likely their peers would support the person making the report, versus 92.6% and 91.3% in 2016 and 2018; and 89.0% in 2020 thought it likely students would serve as witnesses in a sexual assault case if they had relevant information, versus 85.8% and 84.9% previously.

Participants were asked to scale *how trusting and comfortable they would be* reporting a sexual assault to Goucher's Campus Safety Officers (Q101), and 68.1% answered positively, meaning 31.9% answered "Not at all." In 2018, 70.6% answered positively. When asked *how likely they would report* a sexual assault to Campus Safety (Question 102.1), 72.7% answered positively in 2020, nearly equivalent those who did so in 2018 (73.8%). These questions were not asked in 2016.

Victims/survivors of sexual assault participating in the 2020 survey reported seeking help from available on-campus resources (Q52) more often than those in 2018. In 2020, 36.9% reported using counseling services (Q52.1), for example, compared to 26.8% in 2018. Use of Campus Safety/Security, though higher than in 2018, remained disproportionately low at 3.6% (Q52.5) compared to 1.3% in 2018. Neither question was asked in 2016. Similarly, victims/survivors of sexual assault who participated in 2020 reported telling a Title IX officer (Q52.6) more often than those who participated in previous surveys: 17.1%, versus 9.6% and 12.1% in 2016 and 2018. While seeking support from Title IX steadily increased across surveys, satisfaction with the experience declined, with the greater decline occurring from 2016 to 2018: on a seven-item composite scale (Q55.1 thru Q55.7), only 35.3% of those in 2020 rated their overall Title IX experience positively, compared to 71.4% and 40.0% who did so in 2016 and 2018.

IV. Analysis and Action Steps

Prevalence of sexual misconduct and assault (see Section V below) as we have defined them persist steady state upwards of 25%. Responsive to this and MHEC requirements and "Not Alone" recommendations, the college has successfully and aggressively trained and encouraged

students to make reports, but as students increasingly did so since 2016, they were more likely to express disappointment with the process and outcomes. Perhaps, with the #MeToo movement in 2017 and related shifts in awareness and resistance within the culture itself, students' awareness of the issue and their expectations for transparency, prevention and remedy have expanded. Students here have been vocal with their concerns, and the college has interpreted their frustrations as arising out of a mismatch between what survivors and their supporters need and what Title IX is by law designed to provide: students seek safety, compassion, healing, and justice, not to mention prevention; whereas Title IX is designed to insure educational equity. Clearly the domains overlap, but they diverge, too, sometimes profoundly. To help address and close the gaps Goucher has implemented and staffed a variety of programs and resources, such as a survivors' advocacy program. It is too soon to evaluate their effectiveness.

Since our 2016 MHEC report, Goucher College became an active participant in writing and administering a DOJ VAWA Grant with the Baltimore College Town Consortium. The grant expired this past July. The funds and shared expertise across the consortium were instrumental in mobilizing the community and expanding educational and programmatic interventions and resources on campus. The college is presently seeking the means to continue these efforts.

Since the 2020 survey, the college restructured its Title IX office. The Office and its activities are now overseen by the Associate Dean of Students for Diversity, Equity, and Inclusion and Title IX. Dr. Juan Hernandez was recently hired to fill that position. In addition, the college has revised its Title IX policy and procedures to conform to the new Title IX regulations issued by the United States Department of Education in May 2020. Those changes focus on the provision of supportive services to complainants and what is represented by the department to be enhanced procedural rights for both parties. Time will tell if the changes will be effective in improving the experience for students who engage with the TIX process or if they will have a chilling effect on reporting, as some experts predict.

V. Prevalence of Sexual Assault and Other Sexual Misconduct

Estimates of prevalence of sexual assault and misconduct are shown in Table 1. Prevalence of IPV and stalking have increased slightly. Sexual Assault prevalence remains upwards of 25%. In interpreting these values, there are many factors to consider. For example, we define "sexual assault" as inclusive of *any* unwanted and non-consensual sexual contacts, penetrations or attempted penetrations (oral, anal, or vaginal) since enrolling at Goucher, whether on campus, off campus, or abroad, and we define consent as ongoing and verbal. This context and the fact that Goucher students have gender identities disproportionately non-male, which is to say are disproportionately at higher risk of sexual assault and sexual misconduct, means our overall prevalence rates may appear high in comparison to institutions adhering to legal definitions and having more balanced

Table 1. Prevalence of sexual assault and sexual misconduct across surveys

Sexual Misconduct Experience Categories (Q114)	% / Survey Year		
	2016	2018	2020
Sexual Assault	22.9	30.7	27.0
Intimate Partner Violence (IPV)	7.5	7.6	9.9
Stalked	11.3	13.7	14.6
Someone distributed upsetting photos ...	4.3	5.7	3.3
Quid Pro Quo	1.3	2.7	3.3

gender populations. Regardless, our rates, considered generally, and evaluated internally, are high and all too consistent with what is known about the prevalence of sexual assault and sexual misconduct within academe.

One success is that, while reporting sexual assault to Title IX is still uncommon, the likelihood of reporting increased across the survey years, to the point that in the 2020 survey 17.1% of the participating victims of sexual assault indicated they told Title IX, compared to 9.6% and 12.1% in the previous surveys.. This rate of reporting in 2020 tracks closely to the Sexual Assault Incident Report filed by the college. On the other hand, the rate of filing formal complaints, as determined by the surveys, while appearing to increase, in fact overestimates the actual numbers who did so. As reported in our Incident Report, very few students filed formal complaints in the 2019-2020 cycle. We believe this contradiction is a product of victims/survivors not understanding the demarcation between making a report –often leading to accommodations and documentation—and pressing a formal complaint. This is correctable with education.

Among those who experienced sexual assault since enrolling at Goucher, the top four “... factors [that] played a large or decisive role in [their] decision not to pursue the matter further with our Title IX office” (Q49) involved survivors’ inclinations to interpret the incidents as “not that big of a deal,” something to handle on their own, something to move past, and/or as inherently ambiguous or complicated.

Hood College

I. Survey Administration

The Office of Institutional Research and Assessment administered the Higher Education Data Sharing (HEDS) Consortium's *Sexual Assault Campus Climate Survey* to all enrolled undergraduate degree-seeking students eighteen years of age and older in spring 2020. An email invitation was sent to 827 undergraduate students from the Director of Institutional Research and Assessment requesting their participation in the online HEDS survey. A series of new marketing infographics were created and shared on several social media pages, in a newsletter to all students, and by email to further encourage participation. The survey was available for response for six weeks beginning February 3, 2020. Two hundred and four students, or 25% responded to the survey.

The percentages of respondents by full-time/part-time, class level, resident/commuter and age were representative of the population surveyed. A higher percentages of females (78.2%) responded; the heterosexual response rate was 66.2%; 58% of respondents were residential students while 58.5% of respondents identified as white.

II. Perceptions of Campus Safety and General Climate

Safety

Responses to questions regarding the perceived safety of the campus were generally positive with 48.5% indicating agree/strongly agree with this statement "I feel safe on this campus" while 3.9% did not agree or strongly disagreed with the statement. Only 61.4% responded agree/strongly agree to the statement, "Campus Officials do a good job protecting students from harm." These statements were followed by, "If a crisis happened on campus, the College would handle it well." Fifty-seven percent of participants agree/strongly agree that they had confidence in campus officials. "Campus officials respond quickly in difficult situations" received a 48.5% agree/strongly agree to that statement. The scores are generally in line with the last survey.

Climate

Statements on the general climate of the campus were also perceived positively. Students indicated that faculty, staff and administrators respect what they think with a rating of 83.3% agree/strongly agree. Faculty were viewed as contributing to a positive and supportive campus environment with 85.7% of participants rating agree/strongly agree. Staff received 84.3% agree/strongly agree responses for contributing to a positive campus environment. The administration rating was 73.5% agree/strongly agree responses for this area. Students rated themselves as positive (63.1% agree/strongly agree) contributors to a supportive campus environment. These scores are higher than the previous survey, with the exception of the student's perception of their contributions to the campus.

III. Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

Campus Response

All statements regarding how Hood College might handle the report of an incident of sexual assault also received positive responses. Response improved in the first four areas below, and the fifth remained stable compared to the last survey administered:

- “The College would take the report seriously”, 72.2% responded agree/agree strongly
- “The College would support and protect the person making the report”, 70.8% responded agree/strongly agree
- “Campus officials would conduct a careful investigation in order to determine what happened”, 63.7% responded agree/strongly agree
- “Campus officials would take action against the offender(s)”, only received a 56.7% agree/strongly agree response
- Participants felt that students would support the person making the response as a 72.2% agree/strongly agree rating

Education

Although 90.6% of respondents indicated they had received information regarding what sexual assault is and how to recognize it, only 74.5% knew how to report an incident of sexual assault. Participants indicated that only 69.3% knew about Hood’s confidential resources and how to locate them on campus. Unfortunately, only 50% responded that they knew the procedures for investigating a sexual assault, however this was an improvement since the previous survey. There appear to be opportunities for improved education and communication. Further evidence is seen by 67.4% responding that they remembered most or almost all of the information from the education on sexual assault awareness training. And 71% felt that the information was helpful or very helpful.

Support

Victims identified close friends, romantic partners, parents or guardians as the individuals that they told about their sexual assault. Some individuals told their roommates or RAs about the incident. A small number told a counselor and some did tell faculty, staff or an administrator from Hood. These responses indicate that we also need to provide more connection with the campus resources who can be of assistance, both confidential and mandatory reporters. A strong “Yes” response rate of 82.7% was received when asked about what actions individuals can take to prevent sexual assault such as bystander intervention—a significant increase from the previous survey. Although the respondents who were victims of sexual assault felt that bystanders did nothing to help (8 identified situations where a bystander was present and only 1 bystanders intervened); it also is noteworthy that 6 individuals identified situations may be sexual assault and intervened, there were 0 reports of other bystanders that did not intervene because they did not feel safe, or felt uncomfortable or did not know what to do. This intervention result indicates that the College is improving their bystander intervention, but still has another area in which more impact can be made through education.

IV. Institutional Analysis and Action Steps

Although we have our individual campus HEDS results, we do not have the survey results for the peer assessment. Even though the survey results suggest that Hood College is a safe campus, it still remains clear that some individuals are unsure about where to go for assistance and how the grievance investigation process works. Prevention education has been a principal focus of our

efforts since 2016. Again, the data on this survey indicates that we need to focus on providing ongoing education on the Sexual Misconduct reporting and grievance process.

We were awarded a DOJ VAWA grant in October 2017 “to help colleges and universities create effective, comprehensive responses to sexual assault, domestic violence, dating violence and stalking. A comprehensive approach includes both prevention and intervention and requires a multi-faceted, coordinated effort that engages key stakeholders from the surrounding community and throughout the campus, including students, faculty, staff, and administrators.” Hood College also joined the Maryland Collaborative to Reduce College Drinking and its Related Problems consortium in 2016 to focus on how the institution can make the campus safer by encouraging students to not misuse alcohol. Part of that process involved a survey of student drinking habits which demonstrated that 34% of Hood students are in the high risk/very high risk category for binge drinking. Of the students surveyed, 11% stated that they received unwanted sexual advances at parties where drinking was involved. The College is aware that alcohol use is a factor in sexual assaults reported on campus.

Many educational activities are held on campus to address sexual misconduct with students being involved in planning and implementation of most of the learning opportunities. Some of the educational opportunities include: “F.R.I.E.S.” Game Night”, Sex, Love, and Trivia Night”, and “Healthy Relationships Coloring Night; (consent education) in which these students talked about healthy relationships, consent, and sexual assault; “Octsoberfest” for students provided information on underage drinking and drinking responsibility; the “Cupcakes and Conversation” event in which Title IX committee members engaged students in conversations about consent and encouraged them to sign the “It’s On Us” pledge; and a “Safe Sex Carnival” was geared toward having students learn about HIV, STD and consent. Faculty and Staff participated in MCASA’s Regional Campus and Frederick County Human Trafficking Response Team Summit.

One of the challenges we face is engaging students in the communication process. Hood is working to identify new strategies to engage the students and hope that using technology with specific learning outcomes will help us make more progress in educating our students, faculty and staff on these important issues. It also is important to have a multi-year, multi-discipline approach in order to achieve the greatest learning outcome gains and prevent sexual misconduct. In spring 2018, Hood hired a new Care Project Coordinator, funded by the VAWA grant, who developed a strategic plan that incorporates our internal campus resources and outside community agencies in these coordinated efforts to educate students to prevent and respond to sexual assault. The Care Project Coordinator has worked with multiple student groups to promote awareness and intervention. This strategy has been well received. The College should work on renewing the grant to keep this important position and build on the success achieved.

Sexual assault and sexual misconduct behavioral issues have beginnings in many different societal and family problems. We need to ensure that our strategic plan involves a comprehensive approach that takes into account variables such as: past trauma and hurt, current and future norms for binge drinking and drug misuse, and media influence. The data shows us where there are disconnects in our current strategy and the results. We will use this data, and other information, to build an integrated approach with assessment tools to ensure we are making appropriate progress to the stated goals in the VAWA grant strategic plan.

Johns Hopkins University

Johns Hopkins University administered its 2019 Anonymous Climate Survey on Sexual Misconduct during the spring semester 2019.[1] While the following narrative responds to specific June 1, 2020 MHEC requirements, the University already released detailed information on the survey results in October 2019, including the full [JHU Report on the 2019 AAU Campus Climate Survey](#) (prepared by Westat).

Survey Administration

The 2019 Campus Climate Survey on Sexual Assault and Misconduct was an online survey developed by the Association of American Universities (AAU) and hosted by Westat. In March 2019, all full-time graduate and undergraduate students enrolled during the Spring 2019 term were invited by email to complete the survey ($n = 14,364$). A comprehensive communications plan was implemented to promote survey participation, including print and social media as well as tabling events. Participation incentives were implemented (approximately 20% of survey participants received an Amazon gift card). Changes in survey implementation since the 2018 survey included use of the new AAU Campus Climate instrument with institution-specific modifications, administration and analysis of the survey by Westat; a comprehensive report produced by Westat specific to Johns Hopkins University results; and a comprehensive report produced by Westat comparing and aggregating data from all participating AAU institutions.[2] The rate of response was 28% ($n = 4084$ students), representing a 4% increase since the 2018 survey.

Students from all nine divisions were represented in the sample. The survey respondents were 42.6% undergraduate students and 57.4% graduate students, compared to a student population consistent of 37.8% undergraduates and 62.2% graduate students. Overall, women made up a greater proportion of respondents than the student population (59.8% versus 54.1%) as well as when broken down by undergraduate/graduate level (60.0% versus 51.4% of undergraduates; 61.2% versus 55.7% of graduates). This was consistent with the patterns of response from the previous survey. Additionally, students identifying with transgender or non-binary gender identities comprised 1.5% of the entire response sample ($n = 62$). With regard to other self-reported characteristics, respondents identified as White only (37.2%); International/Nonresident alien (22.7%); Asian only (18.3%); Black only (4.7%) and Other/Multi-race (7.0%). This compares to the overall student population identifying as 32.7% White, 28.2% International/Nonresident alien, 16.5% Asian, 6.1% Black, and 4.1% Other/Multi-race. In addition, 9.9% of respondents identified as Hispanic or Latino, compared to 9.0% of the student population.

Perceptions of Safety and General Campus Climate

When asked about agreement with the statement, “I feel safe at this university,” 74.6% of respondents indicated “Agree” or “Strongly Agree,” a slight decrease from 2018 (76.4%). When stratified by student level and gender identity, similar patterns to 2018 emerged, with men reporting higher rates of agreement with feeling safe (79.1%), followed by women (72.2%), then by transgender/non-binary students (52.5%). Undergraduate and graduate responses were similar

(74.8% vs. 75%).

When asked how problematic sexual misconduct (including sexual assault) was at the University, 29.9% of undergraduates and 63.4% of graduate students responded with “A little” or “Not at all.” This represents a slight change since 2018, when 28% of undergraduates and 65.3% of graduates responded in this way. When stratified by gender identity and student level, the highest percentage responding with “Very” or “Extremely” were transgender/non-binary students overall (40.3%; $n = 25$), which was the same as in 2018, although the percentage was higher (68.2%; $n = 15$ students).

When asked how likely they thought they were to experience sexual misconduct (including assault) during their future time at the University, 1.5% of men, 7.9% of women, and 16.1% of transgender/non-binary students responded with “Very” or “Extremely.” This was similar to the 2018 results for “Very” or “Extremely,” which included 1.6% of men; 9% of women and 14% of TGQN students. Consistent with the 2018 survey results, rates were lower overall for graduate students (2.4% versus 9.5% for undergrads).

Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence

Training and education

73.8% of respondents recalled their University orientation containing a training or information session regarding sexual misconduct, compared to 73.4% in 2018. The percentage was higher amongst undergraduates at 91.8%. Among all respondents who recall participating in sexual misconduct training or information session during orientation, 92.7% recalled the topic of how sexual assault and sexual misconduct is defined on campus and 86.3% recalled learning where to seek help related to sexual assault or other sexual misconduct. Overall, 68.1% found the session to be somewhat, very, or extremely useful, compared to 70.9% in 2018.

Support for persons reporting sexual assault and other sexual misconduct

When asked how likely it would be that other students would support a person reporting sexual assault or misconduct to the University, 63.2% of all respondents said it would be very or extremely likely, a drop from 80.4% in 2018. When asked how likely it would be that campus officials would protect the safety of the person making the report, 50.0% said it would be very or extremely likely, also a drop from 2018 (69.3%).

The administrators responsible for investigating misconduct

40.4% of respondents believe it would be very or extremely likely that campus officials would conduct a fair investigation, and 45.2% believe it very or extremely likely that they would take action against the offender(s) if a determination was made that the University’s sexual misconduct policy was violated, representing a decline from the 2018 survey (62.6% and 67.2% respectively).

Prevalence of Sexual Assault and Other Sexual Misconduct

Using the broadest measure of sexual assault (including attempts and completion without affirmative consent, by physical force, incapacitation, or coercion), the prevalence was 14.1%

overall, ranging from 4.8% for male graduate students to 29.3% for female undergraduate students and 25.8% for transgender, genderqueer, and non-binary (TGQN) students. Differences in the questions asked in our past three surveys as well as differences in methodology make it difficult to assess trends over time. However, there is evidence that the prevalence of sexual assault reported in the 2019 survey is lower than what was reported in 2018 (19.0% overall, ranging from 8.4% for male graduate students to 37.1% for female undergraduate students and 39.5% for TGQN students). The overall prevalence of sexual harassment (19.1%), intimate partner violence (5.3%), and stalking (5.3%) were also down slightly compared to the 2018 survey.

It is difficult to compare the responses from the 2019 climate survey with the incident report data from May 1, 2018 – March 30, 2020, however the University is aware – and the prevalence data confirm – that the incidents of sexual misconduct reported to University represent only a subset of the incidents experienced. The incident report captured the following: 91 reports of Sexual Assault (including Sexual Assault I and II) and 446 reports of “Other Sexual Misconduct” (including dating violence, domestic violence, stalking, sexual exploitation and sexual harassment, retaliation, and non-specific reports of sexual misconduct).

The 2019 survey indicated that many individuals who experience sexual misconduct decide not to access University programs and resources, including formal reporting. Only 35.5% of women and 28.6% of men who experienced sexual assault via penetration contacted any University program or resource as a result. The most common reasons reported for *not* contacting a University program for women were “I did not think it was serious enough to contact programs or resources” (53.5%) and “I could handle it myself” (40.8%). For men, the most common reasons were “I could handle it myself” (60.0%) and “I feared it would not be kept confidential” (33.3%). For individuals who reported experiencing sexually harassing behaviors, 85.9% reported decided not to contact any University program or resource. The top reason was “I did not think it was serious enough...” (65.0%) followed by “I could handle it myself” (43.5%).

Institutional Analysis and Action Steps

We were encouraged by our 2019 data suggesting a slight decrease in the overall prevalence of sexual assault, sexual harassment, stalking and interpersonal violence. We were further encouraged by the increase in reporting, as reflected in the incident data from the past three cycles (2016, 2018 and 2020). Specifically, as shown below, all reports increased substantially between the 2016 and 2018 survey cycles; then reports of Sexual Assault I (non-consensual sexual intercourse) declined for the 2020 survey cycle, while reports of Sexual Assault II (non-consensual sexual contact) remained the same and reports of Other Sexual Misconduct more than doubled. The category of Other Sexual Misconduct includes reports of sexual harassment, dating and domestic violence and stalking, however reports of sexual harassment account for the majority of reports of Other Sexual Misconduct for the 2020 cycle. We attribute the increase in Other Sexual Misconduct reports to improved knowledge and engagement of OIE for assistance, increased reporting by Responsible Employees, ongoing educational and outreach efforts, and increasing societal recognition of sexual misconduct and particularly sexual harassment.

MHEC Incident Report	Sexual Assault I (non-consensual sexual intercourse)	Sexual Assault II (non-consensual sexual contact)	Other Sexual Misconduct	Total Reports
2016	14	6	33	53
2018	58	44	205	307
2020	47	44	446	537

Notwithstanding the suggested decrease in prevalence and increase in reporting, the survey data again confirm that – similar to other institutions – many incidents of sexual misconduct are still not reported to the Office of Institutional Equity (OIE; the Title IX office). Our survey data additionally showed that many who experience sexual misconduct decide not to contact University resources for support, even confidential resources. Given this data, the University must continue its efforts to promote awareness of both OIE and other University resources to ensure that all students who experience sexual misconduct receive support.

Johns Hopkins University continues its commitment to protecting its community and to addressing and resolving complaints of sexual misconduct in a manner that is fair, prompt, and effective. Among other enhancements made since the last survey administration and/or as a result of the 2019 survey, the University has:

- Per recommendations from the Provost’s Sexual Violence Advisory Committee (SVAC):
 - Created a comprehensive affirmative consent campaign;
 - Enhanced bystander training options for undergraduate and graduate students; and
 - Created additional confidential staff positions to support and coordinate prevention and advocacy efforts surrounding sexual misconduct.
- Released OIE Annual Reports in Fall 2018 and Fall 2019 showing detailed but de-identified information about the number, type and handling of sexual misconduct complaints received by the OIE in calendar years 2017 and 2018.
- Enhanced existing student support services:
 - Created the Office for Student Health and Well-Being, bringing all nine divisions of the University under a single, centralized system for primary care and health and wellness programs;
 - Enhanced Counseling Center services, including implementation of drop-in hours and reduced appointment wait times; and
 - Recruited and trained “University Navigators” – faculty and staff members who are educated and familiar with the Sexual Misconduct Policy and Procedures and University resources and can connect with students as a neutral resource for questions and assistance.
- Secured new and improved online sexual misconduct training modules with enhanced bystander intervention content.
- Updated and enhanced the University’s Sexual Misconduct Policy & Procedures and the Sexual Assault & Prevention website (<http://www.sexualassault.jhu.edu>), for example, to increase clarity, to comply with Maryland and federal law, and to ensure students are aware of attorney assistance available through MHEC.

- Implemented an online survey seeking feedback from individuals who interacted with OIE as parties or witnesses, both about their experience at OIE and their utilization of other University resources related to an OIE matter.
- Contributed to the national dialogue and efforts on the topics of sexual misconduct prevention, education, support and accountability in higher education by serving as a founding member of the National Academies of Science Action Collaborative on Preventing Sexual Harassment in Academia and on the AAU Advisory Board on Sexual Harassment.

The University will continue to work with the SVAC, the experts in our community and from around the country, as well as our student community, to apply best practices in the response to and prevention of sexual misconduct. The University will continue to lead in identifying best practices. This work will include continued evaluation of policies, procedures, practices, training and other efforts surrounding sexual misconduct.

Further, to address underreporting and to increase confidence in and awareness of OIE and other University resources, we will continue ongoing efforts to:

- Promote OIE as a key resource for reporting and handling of sexual misconduct matters, for questions about policy and process, and for resource referrals;
- Provide transparent reporting of data and information about handling of sexual misconduct matters, including continued publication of detailed climate survey information and annual OIE data and trends; and
- Improve OIE services in response to data gathered from OIE's regular party and witness surveys.

[1] With MHEC permission, the University's 2019 climate survey data is used herein to satisfy MHEC 2020 Narrative requirements.

[2] The AAU Westat report available online utilizes population-weighted statistics. This report, however, uses unweighted numbers to allow for the most meaningful comparison between the University's 2018 and the 2019 climate surveys. As a result, the numbers in this document may differ slightly from those in the AAU Westat report for the University.

Loyola University Maryland

MHEC Report on Sexual Assault Campus Climate Survey

June 1, 2020

Submitted by: Katsura Kurita, Assistant Vice President for Student Development
and Title IX Deputy for Students

Contact information: kkurita@loyola.edu and 410-617-5646

I. Survey Administration (approximately 400 words)

What survey instrument was used in the 2018-2020 cycle? How was it developed or obtained? Who received the survey and how did the institution select those participants? How did the institution conduct the survey? How was it administered and what was the rate of response among those who could have responded (e. g., if you surveyed only undergraduates, how many [and what percentage of] undergraduates responded)? What steps were taken to encourage responses from the surveyed population? How does the respondent population compare to the general population on campus (e.g., race and ethnicity, gender, age, on-campus/off-campus residents)? What changes to the survey administration were made since the last survey cycle, if any?

The Campus Climate Survey was administered to all undergraduate students at Loyola University Maryland. The survey was modeled after the MHEC survey and was administered online through Qualtrics over a three week period. E-mails were sent out weekly to remind students to take the survey. At Loyola University Maryland, 3,925 undergraduate students were invited to take the survey, and a total of 1,125 undergraduate students responded for an overall response rate of 28.7%. Of those who responded 70.6% were female (compared to 57.5% total female, undergraduate population) and 83.5% were White/Caucasian (compared to 75.8% of the total White/Caucasian, undergraduate population). As for the other races and ethnicities of the respondents, 7.5% were Black or African American (compared to 5.5% of the total Black/African American, undergraduate population); 4.3% were Asian (compared to 3.03% of the total Asian, undergraduate students); 3.6% were “Other” (compared to 4.2% of the total Other within the undergraduate population); and 0.7% were American Indian/Alaska Native (compared to 0.1% of the total American Indian/Alaska Native, undergraduate students). Thirty-one point five percent (31.5%) were first year students, 24.4% were sophomores, 19.6% were juniors, 23.7% were seniors, and 0.9% were fifth year or a graduate student. Eighty-eight point two percent (88.2%) of respondents live on-campus in a residence hall or apartment style housing, and 11.2% live off-campus either with family or in an apartment. In order to encourage participation in the survey, there were four Amazon Gift Cards in the amount of \$200 each which were used as incentives. Loyola did not make any changes to the survey instrument or the administration of the survey during this cycle.

II. Perceptions of Safety and General Campus Climate (approximately 400 words)

How do respondents perceive the safety of the campus and the general campus climate? How have these perceptions changed since the last survey administration?

An overwhelming majority of respondents perceived that the campus was safe and that faculty and administrators were concerned about their welfare. These perceptions continued to remain

high since the last survey administration in 2018. Ninety-three point seven percent (93.7%) of respondents agreed/strongly agreed with the statement “I feel safe at this school.” (compared to 93.6% in 2018) while 92.7% agreed/strongly agreed with the statement “I think faculty are genuinely concerned about my welfare” (compared to 92.8% in 2018). Further, 82.1% (compared to 79.3% in 2018) agreed/strongly agreed with the statement “I think administrators are genuinely concerned about my welfare”; and 85.2% of respondents “feel close to people at this school” (compared to 84.6% in 2018).

III. Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence (approximately 400 words)

How do respondents perceive the institution’s readiness and ability to address issues of sexual assault and sexual violence in such areas as: a. Training and education and b. Support for persons reporting sexual assault and other sexual misconduct. The administrators responsible for investigating misconduct and how have these perceptions changed since the last survey administration?

There were some decreases in the respondents’ perception of Loyola University Maryland’s readiness and ability to address issues of sexual assault and sexual violence. For example, 78.6% of respondents shared that they agreed/strongly agreed that if someone were to report an incident that “the school would take the report seriously” (down slightly from 81.5% in 2018). Two other areas of decline from the 2018 administration of the Campus Climate Survey included 71.9% of respondents (compared to 78.3% in 2018) who agreed/strongly agreed that “the school would take steps to protect the person making the report from retaliation,” and 78.0% (compared to 84.1% in 2018) of respondents who agreed/strongly agreed with the statement “I am confident my school would administer the formal procedures to fairly address reports of sexual violence.”

An analysis of the data has provided us with the opportunity to evaluate the possible reasons for the declines. During the two-year reporting cycle, there was a 27.1% decrease in the current year for the number of sexual misconduct reports involving students that were made to a Title IX Coordinator or Deputy Coordinator. Some of the reasons are as follows: there were more resources allocated in the first year of the reporting cycle on awareness campaigns for reporting options, education on formal grievance procedures, and prohibition on retaliation. We plan to launch a more consistent campaign in these areas beginning in the fall 2020 semester.

As for the respondents’ knowledge of confidential resources and information about where to get help, there have been increases from the previous reporting cycle. There were 84.6% of the respondents (up from 84.8% in 2018) who stated that “I know what confidential resources are available to me to report an incident of sexual violence”; and 86.2% (up from 85.3% in 2018) who agreed/strongly agreed that “If a friend or I experienced sexual violence, I would know where to go to get help.” Further, there were 65.6% of respondents (compared to 62.4% in 2018) who answered “yes” to “have you received information or training at your school” regarding the definition of sexual violence; reporting an incident of sexual violence; school’s procedures for investigating an incident of sexual violence; accessing sexual violence resources; sexual violence prevention strategies; and bystander intervention.

IV. Institutional Analysis and Action Steps (approximately 600 words)

What relationship do you see between the changes in the incident data over the past three cycles and the trends you are finding in the survey data? What have been the results of changes implemented since the last survey cycle? What activities, services, programs, or other results have arisen from what was learned from the survey results? What actions will the institution most likely take on the basis of the survey results?

Loyola University Maryland continued to offer bystander intervention training and this training continues to be well received. During the fall 2019 semester, Loyola University Maryland continued to offer the *Step Up!* bystander intervention for all first-year students. Nearly all 95.0% (compared to 93.0% participation in fall 2017) of first year respondents received sexual violence prevention and education. There was a significant increase in the number of students (97.0% up from 90.6% in fall 2017) who received this training and found that it was useful in increasing their knowledge of “sexual violence resources.” Based on this feedback, Loyola will continue to strengthen and grow the bystander intervention and prevention education programs for all students. Since the last reporting cycle, Loyola made a coordinated effort to educate students about confidential resources on campus. In partnership with Student Life, all residential rooms received a magnet listing both on and off campus confidential resources.

One area where Loyola University Maryland will focus on this fall is educating students on the University’s formal process. There was a decrease to 61.9% (as compared to 65.7% in 2018) of the respondents agreed/strongly agreed that they “understand my school’s formal procedures to address complaints of sexual violence.” A partnership and collaboration between the Women’s Center, the Office of Student Conduct and the Title IX office has already begun to create a focused marketing campaign to increase awareness of the formal procedures regarding how to file complaints and understanding the grievance process under the Student Code of Conduct. A social media campaign in addition to the educational campaign will be created and launched in the fall in efforts to increase student’s understanding of supportive measures, reporting options, non-retaliation provisions, and the conduct process. These educational efforts will be even more critical as we revise University policies and procedures to incorporate the new Title IX regulations issued by the Department of Education on May 6, 2020.

V. Prevalence of Sexual Assault and Other Sexual Misconduct (Complete only if your institution collects these data via the survey)

We do not collect this information in the survey.

MARYLAND INSTITUTE COLLEGE OF ART (MICA)

December 31, 2020

Prepared by Colleen M. Cashill
Associate Vice President, Human Resources
Title IX Coordinator

Survey Administration – November 16, 2020 – November 30, 2020 - The survey was administered to all MICA students. There are approximately 3500 graduate and undergraduate students. Of the 1687 students, 113 took the survey (3.2% of the student population). The survey is conducted on a bi-annual basis.

Perceptions of General Campus Climate – Based on the results of the questions pertaining to the general campus climate, students agreed/strongly agreed at a significantly higher rate than disagree/strongly disagree. The average percentage of the students that agreed is 60%. The average that disagreed was 16%.

Campus Climate Survey Questions	Agree/Strongly Agree	Disagree/Strongly Disagree
<i>General Campus Climate</i>		
Faculty, staff, and administrators respect what students on this campus think.	72%	13%
I feel valued in the classroom/studio/learning environment.	61%	7%
Faculty, staff, and administrators respect what students on this campus think.	72%	13%
I think faculty are genuinely concerned about my welfare.	76%	6%
I think administrators are genuinely concerned about my welfare.	39%	36%
I feel close to people at MICA	46%	25%
I feel like I am a part of this College.	48%	20%
I am happy to be at this College	64%	8%
The faculty, staff, and administrators at this school treat students fairly.	60%	14%
Average Scores	60%	16%

Perceptions of Campus Safety – It is apparent from the average scores there is work to do in several areas. There is not a significant difference between the agree/strongly disagree and the disagree/strongly disagree. Based on the results of the questions pertaining to the general campus safety, students agree/strongly agree at a rate of 43%; and the rate of disagree/strongly disagree is 25%.

Campus Climate Survey Questions	Agree/Strongly Agree	Disagree/Strongly Disagree
<i>Perception of Campus Safety</i>		
I feel safe at MICA.	60%	7%
If a crisis happened at MICA, the College would handle it well.	28%	37%
The College responds rapidly in difficult situations.	26%	43%
College officials handle incidents in a fair and responsible manner.	25%	35%

The College does enough to protect the safety of students.	41%	23%
If requested by the individual, the College would forward the report to criminal investigators (for example, the police).	62%	12%
The College would take steps to protect the safety of the individual making the report.	56%	16%
Average Score	43%	25%

Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence – MICA
Administration is acutely aware of the changes and improvements that need to be made immediately. The information below is broken down by the students' perceptions of the College and the students' perceptions of how the students would address sexual violence.

- The students perceive that the College, faculty, and staff are likely/very likely to handle sexual violence appropriately at a rate of 56%; and unlikely/very unlikely to be prepared to address sexual violence at a rate of 17%.
- The students rate themselves significantly higher on how they would address sexual violence. Students stated they would take action in the case of sexual violence at a rate of 68%.
- Students do not know where to go to make a report, where to get help, or what happens if they do. The average score was 18%.

The following questions are about how the MICA community would react to someone reporting an incident of sexual assault and sexual violence at the College:

<i>Students perception of College, faculty, and staff</i>	Likely/Very Likely	Unlikely/Very Unlikely
The College would provide resources to support the individual	53%	19%
The College would take action to address factors that may have led to the sexual assault and sexual violence.	47%	34%
The College would handle the report fairly.	45%	20%
Most faculty and staff at this College would label the person making the report a liar.	66%	5%
Most faculty and staff at this College would support the person who made the report.	68%	6%
Average Score	56%	17%
<i>Students perception of other students</i>	Likely/Very Likely	Unlikely/Very Unlikely
Most students at this College would label the person making the report a liar.	80%	6%
Most students at this College would support the person who made the report.	86%	2%
Most students at this College would reserve judgment regarding the accused student.	27%	18%
The alleged offender(s) or their friends would try to get back at the person making the report.	34%	17%
Call the police or authorities if you saw a group bothering someone in a parking lot or similar setting	56%	7%
Confront a friend who was engaging in sexual activity with someone who was passed out	94%	0%
Confront a friend if you heard rumors that they forced someone to engage in sexual activity	86%	4%
Tell campus authorities about information you might have about a sexual assault case	80%	4%
Average Score	68%	7%

	Agree/Strongly Agree	Disagree/Strongly Disagree
I know where to go to get help at MICA if there was a sexual assault.	33%	50%
I understand what happens when a student reports a claim of sexual assault at the College.	13%	57%
I know where to go to make a report of sexual assault.	9%	57%
Average Score	18%	55%

Institutional Analysis and Action Steps

MICA recognized the significant need to improve all students, staff, and faculty's education earlier this year. In addition, there is a need to increase sexual assault reporting capabilities and the means for doing so.

- Contracted with Grand River Solutions to assist MICA's Title IX Coordinator in coordinating the response to reports of violations of MICA's sexual misconduct policy. This will include developing communications and strategies for an effective, compliant, and timely response to reports.
- Contracted with a legal firm with expertise in Title IX to review, provide guidance and recommendations on the complete overhaul of the Title IX processes, policies, and website.
- We are developing an online means for reporting violations of the Equal Opportunity, Harassment, and Nondiscrimination Policy.
- Once completed, all students, faculty, and staff will be educated on the Title IX program, policies, reporting, resources, etc.

Prevalence of Sexual Assault and Other Sexual Misconduct

The report encompasses sexual assaults from August 2018 to May 2020. Please find the attached report.

Sexual Assault Level 1: 4

Sexual Assault Level II: 2

Sexual Assault Level III: 2

If you need additional details, please contact Colleen Cashill or Michael Patterson.

Colleen M. Cashill, Title IX Coordinator, (Employee Focused), Associate Vice President of Human Resources, ccashill@mica.edu, 410-383-6616

Michael Patterson, Deputy Title IX Coordinator (Student Focused), Office of Student Affairs, mpatters@mica.edu, 410-225-2422

McDaniel College 2018-2020 Narrative Report

I. Survey Administration

A. What survey instrument was used in the 2018-2020 cycle? How was it developed or obtained?

The Sexual Assault Response Team (SART) Survey Team selected the Sexual Assault Campus Climate survey developed by the Higher Education Data Sharing Consortium (HEDS) using Qualtrics Software. HEDS developed this survey to assist colleges and universities in demonstrating the effectiveness of processes and prevention strategies related to sexual misconduct.

B. Who received the survey and how did the institution select those participants?

The SART determined that the institution would survey all active undergraduate students. The Registrar's Office queried a list of students who had a status of "active" for the spring 2020 semester at the Westminster campus. This query identified 1,541 students to be surveyed.

C. How did the institution conduct the survey?

Selected respondents were invited to voluntarily complete the online survey via their school email address. The initial email was delivered on February 12, 2020.

D. How was it administered and what was the rate of response among those who could have responded (e. g., if you surveyed only undergraduates, how many [and what percentage of] undergraduates responded)?

The survey was conducted February 12, 2020 through March 9, 2020. The college purchased the survey for \$500. The response rate was 17.9%. The respondents identified as 32.5% Freshman/First Year; 26.6% Sophomore; 19.6% Junior; and 20.3% Senior. The student body demographics are 39% freshman/first year, 21% sophomore, 23% junior, and 17% senior.

E. What steps were taken to encourage responses from the surveyed population?

Respondents who completed the survey were given an incentive for a free drink at Casey's Corner with a value of \$5.00 per drink. The College also publicized the survey during its consent week events on March 2-5, 2020. Survey reminders affixed to free gifts were provided to students during the events scheduled by members of the Office of Student Engagement. Subsequent reminders were submitted via email to respondents who had not completed the survey.

F. How does the respondent population compare to the general population on campus (e.g., race and ethnicity, gender, age, on-campus/off-campus residents)?

The respondents identified as 28.9% (male); 67.4% (female); and 3.7% (no response). The student body reports 48.2% male and 51.8% female. The respondents identified as 68.1% white; 28.9% non-white; and 2.9% declined to respond. To protect privacy, the categories of Hispanic, African American, Asian, Indian, Native Hawaiian, and Latinx were combined to a larger category of non-white. The student body identifies as white (57%) and non-white or race unknown (43%). The respondents identified as living in a dormitory or other campus housing (78.0%), fraternity or sorority house (0.0%), off-campus (19.4%) and 2.6% declined to answer. The student body

identifies as 84% of students live on campus and 16% live off-campus or commute.

G. What changes to the survey administration were made since the last survey cycle, if any?

The survey administration window was changed to February 12-March 9, 2020 to capitalize on consent events such as Consent Week and the College’s annual production of the Vagina Monologues. The College’s new full-time Title IX Coordinator coordinated the administration of the survey with input from the Sexual Assault Response Team and assistance with the Office of Student Engagement.

II. Perceptions of Safety and General Campus Climate

A. How do respondents perceive the safety of the campus and the general campus climate?

In general, the respondents mostly agreed or strongly agreed that they feel safe on campus and that staff, faculty, and administrators are genuinely concerned about students’ welfare.

Statements	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Faculty, staff, and administrators at McDaniel College are genuinely concerned about students’ welfare.	40.7%	44.9%	9.3%	4.5%	0.7%
Campus officials do a good job protecting students from harm.	28.6%	41.7%	20.9%	7.1%	1.7%
I feel safe on this campus.	32.7%	48.0%	14.3%	3.7%	1.4%

B. How have these perceptions changed since the last survey administration?

The perception of the safety of the campus and general climate has slightly improved or remained steady since the 2018 survey.

Statements	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Faculty, staff, and administrators at McDaniel College are genuinely concerned about students’ welfare.	38.0%	50.1%	8.6%	3.0%	0.2%
Campus officials do a good job protecting students from harm.	26.2%	50.1%	13.8%	7.4%	1.5%
I feel safe on this campus.	30.9%	46.7%	16.3%	4.4%	1.7%

III. Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence

A. How do respondents perceive the institution’s readiness and ability to address issues of sexual assault and sexual violence in such areas as:

Training and education

In 2020, respondents (13.8%) indicated that they recall training on how to recognize incidents of sexual assault; how to report an incident of sexual assault (26.0%); McDaniel College’s confidential resources for sexual assault and how to locate them on campus (33.9%); and the procedures for investigating a sexual assault (32.6%). Further, 80.7% remember most or all of education they received about sexual assault.

Support for persons reporting sexual assault and other sexual misconduct

In 2020, respondents (75.8%) reported that they “strongly agree” or “agree” that campus officials would support and protect the person making the report. In 2018, this question scored a 75.1% response.

The administrators responsible for investigating misconduct

Respondents indicated confidence remains that the incidents would be investigated and adjudicated. In 2020, 76.2% of the respondents “strongly agreed” or “agreed” that the reports would be taken seriously and 67.6% “strongly agreed” or “agreed” that a careful investigation would be conducted. In 2018, 80.7% of respondents “strongly agreed” or “agreed” that the reports would be taken seriously and more than 70.9% “strongly agreed” or “agreed” that a careful investigation would be conducted.

How have these perceptions changed since the last survey administration?

For the most part, the perception of the College’s readiness and ability to address issues of sexual violence either improved or remained stable. There was a drop in perceptions of training and education, with less than a majority of respondents recalling their sexual violence training in 2020 whereas in 2018 this number exceeded a majority of respondents. Since many of the respondents were “unsure” whether or not they had received such training, we may wish to re-word this question series in later surveys.

IV. Institutional Analysis and Action Steps

A. What relationship do you see between the changes in the incident data over the past three cycles and the trends you are finding in the survey data?

Overall, we have seen a steady increase in the number of reports of incidents of sexual misconduct to the College, from 11 total reports in the 2016 cycle to 43 reports this cycle. While some of this is likely due to the attention to sexual misconduct has been given in the press during the reporting period, we think that the steady perception that the College would readily address such issues is another key contributor to this trend.

B. What have been the results of changes implemented since the last survey cycle?

For the most part, the perception of the College's readiness and ability to address issues of sexual violence either improved or remained stable. We believe this is because of the continued engagement with our students this cycle. For instance, in response to focus groups from our students of color, we increased outreach by our Title IX Investigator to the student body. We also continued to offer specialized trainings to our students, faculty, and staff on sexual violence. We implemented the Step Up! bystander intervention program to all incoming students in the fall 2019 to much positive feedback.

C. What activities, services, programs, or other results have arisen from what was learned from the survey results?

The College has hired a full-time Title IX Coordinator. Additionally, a new Director of Student Engagement was hired who has worked with the Title IX Coordinator in developing an updated plan for prevention programming.

D. What actions will the institution most likely take on the basis of the survey results?

The College will continue its work on prevention education, as well as addressing and eliminating instances of sexual misconduct and provide further information to students on the reporting and investigation process.

V. Prevalence of Sexual Assault and Other Sexual Misconduct

A. What are the rates of prevalence of sexual assault and other sexual misconduct found from the survey data?

15% of respondents reported being sexually assaulted while enrolled at McDaniel College either on campus or off campus at an event or program connected with McDaniel College, including study abroad and internships; or at a social activity or party near campus such as at an apartment, restaurant, or bar. Respondents also reported some degree of unwanted verbal conduct, e.g., unwelcome sexual comments or innuendo at either of these same locations (77.6%), some degree of non-verbal unwanted conduct, e.g., harassment, sexually explicit photos (63.3%), and unwanted brief physical contact (66.1%) either on campus; or off campus at an event or program connected with McDaniel College, including study abroad and internships; or at a social activity or party near campus such as at an apartment, restaurant, or bar.

B. How do these rates compare to the incident data collected and reported in this cycle

Like the survey data, the incident data also reflects a higher number of sexual misconduct that is not sexual assault. Of the 43 incidents reported to us, a little over 25% of the incidents (12) involved some form of sexual harassment. By contrast the majority of the incidents (37 out of 43) reported to us occurred on campus.

C. Of those data collected from the survey, what are the rates of those who choose to report to the institution and those who choose not to? Of those who choose not to, what are the primary reasons given for not reporting the incident?

This data was collected, but removed by the survey administrator because the small sample size might potentially identify students.

Mount St. Mary's University 2020 Sexual Assault Campus Climate Survey

Survey Administration

The Sexual Assault Campus Climate Survey (SACCS) was administered to all actively registered, non-dual enrollment undergraduate students at both the Emmitsburg and Frederick campuses (N = 2050). The model survey as created by the MHEC workgroup was distributed in March, 2020 via email in electronic format using Qualtrics survey software. Each student was encouraged to participate by the President of the University and sent a link to the survey instrument in the initial mailing and again in several reminder emails. Responses were received from 416 students resulting in a 22.5% response rate (an increase from the 13.8% response rate in 2018).

Respondents were generally representative of the undergraduate student population. Slightly fewer first-year students responded to the survey than in the general population (28.5% vs. 33.8%). Survey respondents were, however, disproportionately female (69.6% vs 27.0%). Overall, the percentage of students of color who responded was less than the campus demographics (14.1% vs. 21.5%). While there were no changes made to the survey administration, the University continues to see a steady increase in the overall response rate since its first submission in 2016 (12.7%– 2016; 13.8%– 2018; 22.5% - 2020).

2020 SACCS Respondent Representation

	Survey Respondents	Undergraduate Student Population
Year of Enrollment		
First year	28.6%	33.8%
Second year	25.5%	21.3%
Other/upper class student	42.5%	44.9%
Prefer not to say	3.4%	-
Gender		
Female	69.6%	52.1%
Male	27.0%	47.9%
Prefer not to say/Other	3.4%	-

Perception of Safety and Campus Climate

Most students who responded to the SACCS indicated they agreed or strongly agreed that they felt safe on campus (77.5%). This represents a slight increase from the 2018 survey results of 76.7%. All of the metrics involving the Mount's response to crises and incidents showed considerable improvement from the results of the 2018 distribution in which less than the majority of respondents agreed or strongly agreed on any of the survey statements [see table on next page].

This reflects a growing confidence in the efforts of the administration to make student safety a priority.

Student Responses – Agreed or Strongly Agreed	2020 Survey Responses	2018 Survey Responses
Crisis would be handled well	61.8%	43.7%
Respond rapidly in difficult situations	61.1%	43.3%
Mount officials would handle incidents in a fair and responsible manner	59.3%	46.1%
The Mount does enough to protect the safety of students	59.5%	45.1%

Regarding the general climate at the Mount, SACCS respondents indicated that most students agreed or strongly agreed that they felt valued in the classroom/learning environment (85.9%); that faculty respected what students think (85.1%); that faculty were genuinely concerned about their welfare (81.5%); that faculty treated students fairly (74.2%); that they felt close to people on campus (73.1%); that they were happy to be at the Mount (81.1%); and that they felt a part of the Mount (75.9%).

Respondents were slightly less agreeable with regard to climate questions pertaining to administrators and staff, though a strong majority still agreed or strongly agreed with these statements. Most respondents agreed or strongly agreed that administrators and staff respect what students think (78.8%); administrators and staff were genuinely concerned about their welfare (74.7%); and administrators and staff treat students fairly (72.8%).

Readiness and Ability to Address Issues of Sexual Assault and Sexual Violence

Specific to handling reports of sexual assault or sexual violence, 79.2% of the respondents indicated the Mount was likely or very likely to take the report seriously and 86.2% felt it likely or very likely that the privacy of the individual making the report would be maintained. The majority of respondents (81.8%) indicated it likely or very likely that requests to forward the report to criminal investigators would occur and that the Mount would take steps to protect the safety of the individual making the report (81.1%). In addition, most felt the University would support the individual making the report (77.5% likely or very likely).

Fewer students, although still a majority, felt that the Mount would take action to address factors that may have led to the sexual assault and sexual violence (72.5% likely or very likely) and that the University would handle the report fairly (73.5% likely or very likely).

Less than half of the student respondents (38.0%) thought it either unlikely or very unlikely that the person making the report would be labeled a liar by most students at the Mount (30.1% were unsure). The majority (65.8%) of the respondents thought that most students would support the person who made the report.

50.0% of respondents thought it likely or very likely that the alleged offender or friends of the alleged offender would try to get back at the student making the report (29.3% were unsure, and 20.7% thought is unlikely or very unlikely).

A majority of students were likely or very likely (72.6%) to call the police or other authorities if they saw a group bothering someone in a parking lot or other similar setting (15.8% were unsure). Most students were likely or very likely to report information to campus authorities regarding a sexual assault case (87.6%).

The vast majority of respondents (96.2%) indicated they would confront a friend who was “hooking up” with someone who was passed out (3.0% were unsure). 93.3% of respondents would confront a friend with rumors they forced someone to have sex (4.1% were unsure). Most students were likely or very likely to go with a friend to the police department if the friend said she or he was raped (97.0%).

While most respondents agreed or strongly agreed they knew where to get help on campus if they or a friend were sexually assaulted (61.6%), nearly a quarter of the respondents did not (24.6% disagreed or strongly disagreed) and another 13.8% were unsure. Just over half of respondents understood what happened when a student reports a claim of sexual assault on campus (51.1% agreed or strongly agreed; 33.6% disagreed or strongly disagreed with the statement and 15.3% neither agreed nor disagreed). A slight majority of students knew where to go to make a report if they or a friend were sexually assaulted (54.1%).

Most students (84.6%) had received information/education regarding sexual assault before coming to the Mount.

Since coming to the Mount most students had received either written or verbal information pertaining to: the definition of sexual assault (81.4%); how to report a sexual assault (54.0%); where to go to get help if someone they knew was sexually assaulted (55.7%); Title IX protections against sexual assault (73.8%); and how to help prevent sexual assaults (68.8%).

While student responses in this section also indicate an overall improvement in the Mount’s readiness and ability to address issues of sexual violence, much more work needs to continue to be done to further educate students about where to get help on and off campus.

Institutional Analysis and Action Steps

The 2020 Sexual Assault Campus Climate Survey results yield powerful information that continues to inform the policies and practices for preventing and responding to sexual misconduct at the Mount. The review and analysis of this year’s data, as well as the data collected in 2016 and 2018, are being used to confirm and adapt our approach, particularly as it relates to reporting possible violations.

Confidence that the University will address incidents when reported has increased from 60.0% to 73.5% since 2016, yet students’ knowledge about where to report and/or get help has remained virtually unchanged, between 61.6% and 63.3%.

Since the last survey, Mount St. Mary's University has undertaken several initiatives to further strengthen student awareness yet it would seem that these measures have had only slight success.

In fall 2018, the Mount created a "Reporting Card" to serve as a guide to accessing support on and off campus. The card was placed in each student's orientation packet upon their arrival at the beginning of the fall semester, and for new or transfer students in the spring semester. The front side of the card was designed as a tool to help a student navigate the resources available, and the reverse side shared detailed contact information for all resources available to include hours of operation, after-hours contact information, etc.

Additionally, the University partnered with Captivation, Inc. to launch a mobile app "Reach Out" with campus and national hotline resources, advocate/support links, and prevention and education resources.

Unreported incidents of sexual misconduct mean that the affected individuals may not be getting the help and resources they need. The results of this year's survey continue to motivate the Mount to improve its student outreach in this critical area.

Mount St. Mary's University has entered into a Shared Services Agreement with neighboring Hood College to hire a full-time Title IX Coordinator to serve both campuses. A key deliverable for this newly-created position will be the launch of an Awareness Campaign to include an informational poster campaign designed to contribute to a better understanding of what constitutes sexual misconduct, where to report it when it happens, and how to get help, which in turn can lead to an increase in reporting and individuals receiving the support they need.

The creation of a Coordinated Community Response Team (CCRT) to provide a multi-disciplinary approach to sexual assault, sexual misconduct, harassment, stalking and interpersonal violence will further enhance the University's efforts. Using a trauma-informed approach, the CCRT will convene students, faculty, community members and other stakeholders to work towards systematic and sustainable change within the Mount community.

Incidents of Unwanted Sexual Contact on Campus

Since coming to the Mount, 21.8% of respondents indicated they have experienced unwanted sexual violence or sexual contact (n = 58, a 5.5% increase over 2018's n of 55). Most of the incidents took place on-campus (75.9%). Of those respondents, it was nearly split between those that indicated they told someone about the incident (44.8% did tell someone, 43.1% did not tell someone, and 12.1% preferred not to say). Of the respondents that indicated they told someone about the incident, less than half (42.3%) told at least one person affiliated with the Mount about the incident. The vast majority (84.6%) of respondents that did tell someone about the incident did not seek help from a resource outside of the university, such as a rape crisis center, medical facility, or mental health center (15.4% of respondents indicated they did seek help from an outside resource).

Of those respondents who indicated they did not tell anyone about the incident the top reasons for not doing so were:

It is a private matter; I wanted to deal with it on my own	60.0%
Didn't think what happened was serious enough to talk about	60.0%
Fear of not being believed	48.0%
I thought I would be blamed for what happened	48.0%
Wanted to forget it happened	48.0%
Feared I or another would be punished for infractions or violations	48.0%

Conversely, the following reasons were ranked lowest as the reasons for not telling anyone:

I didn't feel the campus leadership would solve my problems	20.0%
I feared others would harass me or react negatively toward me	20.0%
Didn't think the school would do anything about my report	20.0%
Found campus process difficult	8.0%
Other	4.0%

The student demographics of respondents who experienced unwanted sexual contact were between ages of 18 – 24, were majority female (91.4%), were mostly white (73.7%), and non-Hispanic/Latino (79.3%).

Notre Dame of Maryland University Sexual Misconduct Campus Climate Survey 2020 Report

Survey Administration

In December 2020, Notre Dame of Maryland University (“NDMU” or “the University”) conducted a campus climate survey of nearly all NDMU students regarding sexual misconduct. The survey instrument was a modified version of the MHEC template campus climate survey with limited changes from previous survey iterations. The method of survey administration was web-based via Qualtrics and was delivered via email to students during the 1st week of December for completion by December 18, 2020. Two email reminders were sent to student’s NDMU email accounts throughout the survey period and respondents were incentivized to complete the survey via an opportunity to win one of three \$20 gift cards. The survey was estimated to take approximately 15 minutes to complete, depending on responses and skip logic.

The survey recipients were all students registered at the University for the Fall 2020 semester, excluding fully online students via NDMU Online. In Fall 2020, that total number was 2,039. Of those students, approximately 86.0% of the population was female, and 14.0% was male; 35.6% of population were undergraduate and 64.4% were graduate; and 40.0% of students were of a minority ethnic group.

We had 98 students over the age of 18 complete the survey in full (4.8% overall response rate). Of the 98 respondents, 61 were undergraduate students (62.2% of the respondents; 8.4% response rate) and 35 were graduate students (35.7%; 2.6% response rate). 86 of respondents identified as female (87.8%), nine (9) identified as male (9.2%). 51% of respondents were of a minority ethnic group. A comparison of NDMU’s student population to the respondents indicate that the respondents were more female, diverse, and undergraduate than our total population (i.e. more likely to be in the traditional Women’s College), and indicate our survey may not be capturing a representative picture of the campus climate.

Perceptions of Safety and General Campus Climate

We were pleased to read that 83.7% of the respondents feel valued in the classroom/learning environment and 76.5% of student respondents believe faculty, staff and administrators respect what students on the NDMU campus think. Respondents also indicated that they agree (somewhat or strongly) that faculty (81.4%) and administrators (62.2%) are genuinely concerned about their welfare. 65.3% of respondents indicated that they feel part of the NDMU community. 73.4% of respondents agreed that they felt safe on the NDMU campus with less than 5.1% disagreeing (somewhat or strongly).

In the bystander behaviors area of the survey, the University saw a number of positive outcomes likely associated with the implementation of purposeful programming (i.e. bystander intervention) for University students in recent years. 95.9% of respondents agreed that they would talk to a friend who was in an abusive relationship. 88.5% of respondents agreed that they would confront another student who makes inappropriate sexual or gender-based comments/gestures about a person.

Examining confidence in the University's response, 86.7% of respondents would call public safety if they saw an individual suspiciously following another student on campus, while 85.7% of would also be willing to call the local police if they saw a group bothering someone in the parking lot or similar setting. 87.8% of respondents would tell campus authorities about information related to sexual misconduct.

Overall, the perceptions of safety and general campus climate remained very positive with slight positive and negative variations from the prior survey administrations.

Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

All of the responses to questions regarding the universities ability to handle a reported incident of sexual misconduct were above 75%, indicating most student respondents agreed that the University would take the report seriously, handle it fairly, would do its best to maintain confidentiality, would forward to the police if requested, would take steps to support and protect the safety of the complainant, and take action to address factors that may have led to the sexual misconduct.

The student respondents also report confidence in the support of the student community with 72.4% indicating that most students would support the person who made a report. However, nearly half of respondents (45.9%) responded neutrally to the question regarding whether the alleged offender(s) or their friends would try to get back at the person making the report. A continued emphasis on education and enforcement of the no-retaliation policy may be a consideration moving forward.

In terms of educational outreach, the University has made significant and continued improvements in the dissemination of information regarding our policy and protections for reporting parties and others. However, while still an improvement from 2018, only 60.2% of students indicated if they or a friend were sexually assaulted, they would know where to go to get help on campus, and also where to go to make a report. We also had 34.7% of respondents disagree that they understand what happens when a student reports a claim of sexual assault at NDMU. A notable improvement from last cycle, only 18.3% of students also indicated that they would not be comfortable reporting a sexual assault to campus public safety.

A continued improvement from 2016 and 2018, 78.5% indicated they had received information regarding Title IX protections against sexual misconduct and 72.2% of respondents indicated that they received information on how to help prevent sexual misconduct. Additionally, increasing from less than 50% in 2018, 70.9% of student respondents indicate they had received information on how to report sexual misconduct, and 65.0% on where to go for help if someone you know is sexually assaulted. The survey data indicates that NDMU has developed a culture of individuals being aware and willing to report but ongoing/refresher education is needed on the means of obtaining help and reporting.

Approximately 5.1% of student respondents indicated they had experienced sexual violence or unwanted sexual behavior since starting at NDMU. All of those respondents who indicated they had experienced sexual misconduct told someone. Most told a friend, family member, romantic partner, or a faculty/staff member affiliated with NDMU. Of those who indicated they shared

the experience with a faculty or staff affiliated with NDMU, all rated the quality of help they received as less than acceptable. This is a reverse from previous surveys and points to the need for continued training on responding to disclosures of sexual misconduct for faculty and staff.

Overall, the perceptions of NDMU's readiness and ability to address issues of sexual misconduct were positive and improved from prior survey administrations.

Institutional Analysis and Action Steps

NDMU has observed a potential relationship between the University's biennial campus climate survey and its incident data over the past three cycles. During the 2018-2020 cycle, NDMU had experienced a slight decline in reported incidents of sexual misconduct which aligned with a decrease in sexual misconduct disclosures on the campus climate survey. The opposite directional trend was witnessed during the 2016-2018 period with reported incidents and disclosures aligned with increased reporting. The University is not able to definitively conclude there is a relationship but there does appear to be a loose trend between incident reporting and climate survey disclosures.

In the previous survey iteration, the University struggled to draw generalizable conclusions about its University population due to issues such as a low response rate, disconnect between population and respondents, etc. However, several takeaways were informative of the University's education and training activities for the 2018-2020 cycle.

It was clear from prior results that students received information regarding our Sexual Misconduct Policy and Procedures, but many did not receive or retain information on where to seek help, how to make a report, or the process the University follows once we receive a report. In between the 2018 and 2020 surveys, NDMU redesigned its Policies, Reporting, & Resources Brochure, developed a Reporting Flowchart, updated its Title IX website, and implemented a number of new trainings. NDMU established a group of Peer Educators to develop student-led education and awareness activities including during sexual misconduct awareness months. Additionally, the University launched a new annual "Student Leader" training including all Desk and Residence Assistants, Peer Educators, Honor Board, SGA, Bonner Leaders, and others who often serve as Sexual Misconduct 1st responders/go-to individuals on campus to help provide other students with needed information.

In addition to a long-running partnership with the One Love Foundation to provide an interactive and inclusive student facilitated discussion on healthy relationships, and dating and domestic violence, all new Women's College freshmen and transfer students also received specific training in bystander intervention techniques (based on StepUp!) in their NDMU100/200 lab sections. The training curriculum teaches students to recognize a variety of problematic behaviors, including sexual- and gender-based harassment and discrimination, and empowers them to intervene. Such trainings include examining case studies and roleplaying behavior intervention techniques including: 1) Notice the Event, 2) Recognize Problematic Behavior, 3) Assume Personal Responsibility, 4) Know How to Help, 5) Step Up!; and Direct, Delegate, or Distract (3Ds).

The University credits several of these initiatives for the positive growth in student's confidence in the University's ability to respond, student's confidence in supporting one another, and student's

confidence reporting incidents of sexual misconduct. However, trainings must more clearly and repeatedly include information on the resources and reporting options available on- and off-campus. The University may also wish to consider routinely posting brochures and other information in conspicuous places (e.g. bathrooms) to put information front and center of students.

While work remains which will be a focus for the upcoming cycle, the University has also continued its efforts to better educate faculty and staff who may be in a position to receive an initial report. New employees are subject to a number of trainings, including a mandatory online Title IX training, and a “Responsible Employee” training at faculty and staff orientation sessions. During this cycle as a part of the Responsible Employee training, the Title IX team focused on providing faculty with specific tools and resources to be able to listen and direct reporting parties to appropriate on- and off-campus resources. This work needs to be reinforced and expanded.

Notre Dame is a member of a Baltimore-based college and university consortium (“Bringing Respect and Advocacy for Violence-free Environments” (BRAVE)) funded via a FFY2016 US Department of Justice (DOJ) Office on Violence Against Women (OVW) grant. The consortium receives funding in order for area schools to receive technical assistance, develop consortium and institution specific strategic plans, implement awareness activities and specific trainings for consortium members. Additionally, NDMU has a University-wide Coordinated Community Response Team (CCRT) comprised of representatives from all across the University involved in Title IX.

Notre Dame of Maryland University remains dedicated to the education of all members of its community in stopping sexual misconduct, remedying its effects, and preventing its reoccurrence. This climate survey will serve as a valuable tool to the CCRT and others in our efforts in this area.

St. John's College

Section I: Survey Administration

For the 2018-2020 cycle, a modified version of the sample survey was administered with changes to reflect the St. John's College culture and campus structure. The final survey instrument was developed by the Executive Director, Campus Wellness/Title IX Coordinator with input from the Deputy Title IX Coordinator. Specific questions were added to the sample survey to collect information about the prevalence of sexual assault and other forms sexual misconduct (sexual harassment, stalking, domestic violence, etc), where these experiences took place (on-campus vs. off-campus), who was involved (another student, faculty member, staff member, etc) and the experiences of those who reported the incident to the College.

Given the small enrollment of the College, the survey was sent to all graduate and undergraduate students. The survey was administered via a web-based survey platform between April 29, 2020 and May 8, 2020. During the deployment of this survey the physical campus was closed and all students were learning remotely as a result of COVID-19.

In total, the survey was sent to 540 students, all of whom were over the age of 18 at the time the survey was sent. Of the 540 students who received the survey, 52 were graduate students and 488 were undergraduate students. Of those who disclosed their year in school, 3 graduate students or 5.8% and 100 undergraduate students or 20.5% completed the survey. Of those who disclosed their gender identity, 40 or 38.8% of the respondents identified as female, 57 or 55.3% of the respondents identified as male and 6 or 5.8% identified as gender non-binary. When compared to the general campus population, this sample represents slightly more males and includes statistics on those who identify as non-binary. Of those who disclosed their sexual orientation, 53 or 51.5% of the respondents identified as straight/heterosexual, 23 or 22.3% identified as bisexual, 17 or 16.5% identified as asexual, gay, lesbian, pansexual, queer or questioning, and 10 or 9.7% indicated that they preferred not to answer the question. While the College does not maintain data on student sexual orientation, this data mirrors that from other student surveys looking at health behaviors. It is important to note that none of the questions on the survey required an answer, so in some cases the total number of responses to individual questions differed from the number who answered the demographic questions.

The survey was distributed to students via email with reminder emails sent to those who had not completed the survey on three separate dates over the 10 days the survey was open. The shift to all online classes in early March likely impacted the response rate as students were overwhelmed with the disruption to the academic semester.

Section II: Perceptions of Safety and General Campus Climate

The survey included a number of different questions about the general campus climate. For the 2020 survey, updates were made to the potential answers to the questions and were expanded from three possible answers (Agree, Disagree, I don't know) to five possible answers (Very unlikely, Unlikely, Neutral, Likely, Very Likely). The expansion from three to five potential

answers will make cross year comparisons difficult for this year but will allow for additional analysis moving forward.

For the purposes of cross year comparisons, the data for the 2020 survey will be combined into three categories “Very unlikely/Unlikely”, “Neutral”, and “Likely/Very likely” and will be compared again the data from prior years as follows; “Very unlikely/Unlikely” will be combined and compared with “Disagree”; “Likely/Very likely will be combined and compared with “Agree”; and “Neutral” will remain as a stand-alone category and compared with “I don’t know”.

The data from the 2020 survey show improvements in many categories when compared with the data collected in 2018. Two specific questions have been selected for comparison, as follows:

	The College would take the report seriously.			The College would handle the report fairly.		
	Agree, Very Likely, Likely	Disagree, Very Unlikely, Unlikely	I Don’t Know or Neutral	Agree, Very Likely, Likely	Disagree, Very Unlikely, Unlikely	I Don’t Know or Neutral
2016	68.0%	9.0%	23.0%	50.0%	10.0%	40.0%
2018	53.0%	26.0%	21.0%	27.0%	31.0%	43.0%
2020	61.6%	17.6%	20.0%	43.2%	21.6%	33.6%

When compared with the data collected in 2018, improvements were made in both of these categories. Given the decreases in the affirmative responses to both of these questions from 2016 to 2018, these improvements, the improvement between 2018 and 2020 are significant as they reflect improvements in the overall campus climate.

Knowing that levels of reporting are likely tied to the general campus climate, it is important to continue to make improvements in these two areas. If students do not believe that the College will take a report seriously or handle the report fairly, they may be less likely to report incidents. While the improvements made since the last reporting period show positive change, additional work is required to further improve the general campus climate in this area.

Section III: Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence

The survey included a number of different questions about how students perceive the College’s ability to respond to issues of sexual violence. When comparing this data with data collected in 2016 and 2018, the same challenges as outlined earlier related to possible responses exist. For purpose of comparison, the same categories outlined above are used here. Two specific questions were selected for comparison:

	The College would support the person making the report			The College would maintain the privacy of the person making the report		
	Agree, Very Likely, Likely	Disagree, Very Unlikely, Unlikely	I Don't Know or Neutral	Agree, Very Likely, Likely	Disagree, Very Unlikely, Unlikely	I Don't Know or Neutral
2016	60.0%	10.0%	30.0%	76.0%	6.0%	18.0%
2018	35.0%	31.0%	31.0%	67.0%	10.0%	23.0%
2020	47.6%	20.2%	29.8%	58.1%	17.8%	23.4%

Significant improvements were made in the perceptions of how students believe the College would support the person making the report with 12.6% more reporting that it was Very Likely or Likely that the College would provide support. This is especially significant as the number reporting they Didn't Know or were Neutral remained more or less unchanged while the number reporting they thought it was Unlikely or Very Unlikely decreased by 10.8%.

However, related to the College maintaining the privacy of the person making the report, when comparing the 2018 and 2020 data, 8.9% fewer students expressed that it was "Very Likely" or "Likely" that the College would do so. It is hypothesized that the response to this question is a reflection of the small size of the College and does not accurately reflect the way in which the College manages reports of sexual misconduct. This requires additional exploration on future surveys.

Specific to the training and education, the following question was selected for comparison:

	If a friend or I experienced sexual misconduct, I know where to go to get help.	
	Yes	No
2016	77.0%	23.0%
2018	74.0%	26.0%
2020*	77.3%	22.7%

*For comparison, response categories were collapsed into Yes and No potential responses and data percentages were recalculated as necessary.

While additional improvement in the knowledge of how to make a report will be a focus moving forward, movement in a positive direction in response to this question is a reflection of the additional training that has occurred for students since the last reporting period.

Section IV: Institutional Analysis and Action Steps

With few exceptions, the survey data reflect higher numbers of incidents than those that are formally reported to the College. Of those students who indicated they experienced any type of sexual misconduct (including sexual assault) while enrolled at the college, 89.5% did not make a formal report, 5.7% made a formal report, and 4.8% preferred not to answer the question. We know from conversations with student leaders and from data collected on other surveys that many students do not come forward and make a formal report to the College because they either

address the issue directly or believe that the incident is not significant enough to report. This warrants additional exploration in future surveys.

Since the last reporting cycle, the Title IX Coordinator position at the College has been completely restructured, and a new position, Executive Director, Campus Wellness/Title IX Coordinator was created reporting directly to the President. Beyond this, additional online trainings for students, staff, and faculty were implemented and the College's Sexual Misconduct Policy was rewritten in 2018 and updated again in 2019. Several changes were made to the Policy to provide clarity on the process, implement appeal rights to both parties, and to eliminate conflicts in administrative roles related to the response and investigation of formal complaints.

After reviewing the 2020 survey results, the College has identified two areas of focus moving forward. The first is to continue to assess and improve the general confidence in the College's ability to respond to reports of sexual misconduct. The second is to increase the knowledge of how to seek support and make a report.

Although improvements have been made in student perceptions around the College taking a report of sexual misconduct seriously and handling a report fairly, additional improvements in these areas will go a long way towards improving the overall campus climate. While some of this will happen through individual student experience, educating students about the relevant policies will also be important in helping to improve confidence. With the recent changes to the federal Title IX regulations and the resulting two College policies (Title IX Sexual Harassment Policy and College Sexual Misconduct Policy), students will receive additional education about the differences between the two policies, the investigation processes, the informal resolution processes, and the potential outcomes and sanctions. The creation of informational brochures that outline the different policies, posters that show the investigative process as a flowchart, and helping students understand how an informal resolution process works will be important. This will be in addition to in-person trainings.

Additional training for students will also focus on how to report an incident and how to seek support. Although this is already included in our online training, this information will be reinforced by the Resident Advisors in the residence halls and an informational campaign will be launched to make this information readily available to students. The informational campaign will include print materials specific to each academic year and residence hall population with specific focus being on first-year students and first-year residence halls. This population was chosen because only 72.8% of students indicated they received information about sexual misconduct while in high school. Given that first-year students are required to live on-campus, enlisting the RA's in this process will be vital.

Section V: Prevalence of Sexual Assault and Other Sexual Misconduct

The institution did collect information on the prevalence of sexual harassment, sexual assault, stalking, and dating violence. Because of the very small number of people reporting a sexual assault, specific percentages and numbers will not be reported in an effort to protect individual student responses. Other categories will be reflected broadly as the overall number of students reporting was small.

Students reported few instances of sexual harassment from staff or faculty members. In response to a series of questions asking about different aspects of sexual harassment (jokes of a sexual nature, discussions of a sexual nature, offensive comments, asking out on a date, quid pro quo harassment) over 95.1% of students reported never having experienced any of these things in all categories with many categories being above 98%. Of those who answered they had experienced any type of sexual harassment, only one indicated they reported the incident to the College. This data is consistent with the number of reports made to the Title IX Coordinator.

Students reported some instances of sexual harassment from other students with most of the reported incidents involving sexually offensive language or pictures (67.1% of the reported incidents in this category). The second most reported incident was unwanted sexual attention, which made up 29.0% of the reported incidents in this category. Only 9.5% of students who said they had experienced any type of sexual harassment reported it to the College; this is consistent with the number of formal reports.

Stevenson University 2020 Survey Administration

Stevenson University administered the Sexual Assault Campus Climate Survey beginning on February 26, 2020 and ending on March 16, 2020. Stevenson elected to use the model survey that was provided by the Maryland Higher Education Commission. The survey population was 2,560 degree seeking traditional undergraduate students who were 18 years of age and older. Of this group, 2,511 were full-time, traditional degree seeking students and 49 were part-time, traditional degree seeking students. Non-degree seeking part-time students were not included in this survey. In addition, seven full-time, traditional degree seeking students were excluded because the students were under the age of 18 at the time of the administration. The survey was administered using Microsoft Forms. No changes, other than using Microsoft Forms instead of Survey Monkey, were made to the survey administration since the last cycle. Instead, Stevenson elected to survey the same population of students, in the same manner, so as to allow for an accurate comparison of the results of this administration compared to those from 2016 and 2018.

369 students, or 14.4 % of the survey population, agreed to participate in this study. To encourage participation, Stevenson offered ten \$25 Amazon gift cards as an incentive for students to complete this survey. After sending the original email to the survey population on February 26, 2020, reminder emails were sent to the survey population on March 4, 2020 and again on March 11, 2020. The response rate from this survey was lower than both the 2016 (17.0%) and 2018 (15.6%) administrations. However, shortly after initiating the survey, COVID-19 began to dominate the headlines and, on March 10, 2020, Stevenson notified the University community that face-to-face classes would be canceled effective March 11, 2020. It is possible these factors may have contributed to the decrease in response rate.

Females participated in the survey at a higher rate compared to the general population on campus. Specifically, females represented 61.7% of the general population but accounted for approximately 81.3% of the survey respondents. The respondent population was relatively comparable in terms of other characteristics, including residents vs. non-residents. Specifically, 62.1% of the general population lived in the residence halls and 66.2% of the survey respondents reported living in on-campus housing. Finally, 98.1% of the respondents were in the 18-24 age group.

Perceptions of Safety and General Campus Climate

General Campus Climate

The respondents perceive the general campus climate of Stevenson University to once again be positive. The below survey statements provided the most relevant information in this area. While there are some minor differences between the current administration and the previous one, the scores noted below indicate that the students are positive about the general campus climate.

1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree		
Statement	2020 Average	2018 Average
I feel valued in the classroom/learning environment	4.1	4.2
Faculty, staff, and administrators respect what students on this campus think	4.0	4.0

I am happy to be at this university	3.9	4.0
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Campus Safety

While students who responded to the survey generally perceive Stevenson to be a safe institution, the average ratings revealed decreased scores when compared to the 2018 administration. The below survey statements provided the most relevant information in this area.

1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree		
Statement	2020 Average	2018 Average
I feel safe on this campus	3.7	4.2
If a crisis happened on campus, the University would handle it well	3.3	3.8
The University responds rapidly in difficult situations	3.3	3.7
The University does enough to protect the safety of students	3.3	3.9

Perceptions of Stevenson’s Readiness and Ability to Address Issues of Sexual Violence

Training and Education

More students (81.5% in 2020 compared to 62.3% in 2018) reported receiving written or verbal information from someone at the University related to Title IX protections against sexual assault. In addition, 85.2% indicated they had received information regarding the definition of sexual assault, which was a slight increase from 2018. Conversely, the survey revealed the following slight decreases when compared to 2018: how to report a sexual assault (-4.2%); where to go to get help if someone you know is sexually assaulted (-4.8%); and how to help prevent sexual assault (-3.7%).

Among the students who indicated they have experienced unwanted sexual violence or unwanted sexual contact since arriving at Stevenson but who chose not to tell anyone about the incident, only a small percentage among this group (14.7%) cited “not knowing the reporting procedures” as their reason for not telling anyone. This finding is consistent with the results of the 2018 survey administration.

Support for Individuals Who Report Sexual Assault and Sexual Misconduct

The respondents felt it was likely that Stevenson would provide appropriate support to individuals who make a report of sexual assault and sexual misconduct to the University, though the average responses reveal a decrease compared to the previous administration. The below survey statements provided the most relevant information in this area.

1 = Very Unlikely 2 = Unlikely 3 = Neutral 4 = Likely 5 = Very Likely		
Statement	2020 Average	2018 Average
The University would take steps to protect the safety of the individual making the report	3.9	4.2

The University would support the individual making the report	3.8	4.1
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Administrators Responsible for Investigating Misconduct

Students once again responded favorably to statements related to how they believe Stevenson University would support individuals who make a report of sexual assault and sexual misconduct, though decreases were identified. The below survey statements provided the most relevant information in this area.

1 = Very Unlikely 2 = Unlikely 3 = Neutral 4 = Likely 5 = Very Likely		
Statement	2020 Average	2018 Average
The University would take the report seriously	3.9	4.2
The University would handle the report fairly	3.8	4.1

Institutional Analysis and Action Steps

What relationship do you see between the changes in the incident data over the past three cycles and the trends you are finding in the survey data?

A review of the incident data over the past three cycles reveals an increase in off-campus reports and a decrease in on-campus reports. Our incident data in 2016 noted that 11.5% of the incidents occurred off-campus, whereas this figure increased to 21.4% in 2018 and 32.7% in 2020. A similar pattern is found in the survey data among those who indicated they have experienced unwanted sexual violence or unwanted sexual contact since coming to Stevenson, primarily between 2018 and 2020. For example, the 2018 survey data revealed that 22.4% of the incidents occurred off-campus while the 2020 results revealed 33.8% occurred off-campus. This relationship was not observed in the 2016 data whereby 25.3% of the survey respondents who experienced an unwanted sexual incident reported it occurring off-campus.

Results of changes implemented since the last survey cycle

Based on the results of the 2018 survey Stevenson focused on continuing to review and increase our efforts in the areas of training and education especially beyond the students' first year. Continuing to emphasize bystander intervention was highlighted. In the two years since a number of initiatives were undertaken by the University to support these goals. A particular emphasis was placed on further educating our student athlete population given the high number of student-athletes at the University.

Activities, services, programs, or other results that have arisen from what was learned from the survey results

Since the 2018 survey administration, Stevenson University has taken a number of steps to educate students on issues related to sexual assault and sexual misconduct. For example, in spring 2019 Stevenson partnered with the One Love Foundation, and trained student leaders facilitated their Escalation Workshop to 235 student athletes and 35 new members of fraternity and sorority life. Also in spring 2019, Stevenson partnered with The Greater Baltimore Medical Center (GBMC) as our football team and members of the Phi Mu Delta fraternity participated in their annual "Walk a Mile in Their Shoes" event. In addition to actively participating in this

event, these two student organizations raised almost \$2,000 to help the Sexual Assault Forensic Examination and the Domestic Violence programs at GBMC.

In addition, in collaboration with TurnAround, enhanced bystander intervention training was incorporated into the August 2019 new student orientation program. Specifically, representatives from TurnAround trained student leaders who in turn facilitated bystander intervention training for new students during our orientation program. Also in August 2019, all athletics staff and coaches attended an intensive session with TurnAround during which presenters addressed sexual violence on college campuses and nationwide trends and statistical data.

Many of our plans for the spring 2020 semester were altered due to complications caused by COVID-19 and this limited what we were able to accomplish during this time period. For example, two scheduled presentations by TurnAround had to be canceled due to the fact that our students were no longer on campus at that time. One presentation in particular was to be part of our Stevenson Cares campaign and it was to be open to all students. Likewise, we had planned once again for many of our athletic teams to participate in the One Love Foundation's Escalation Workshop but, unfortunately, we were unable to fulfill this goal. That said, several important initiatives were still achieved. The athletic department had 22 of our sports teams complete an online training between the end of March/April 2020 which involved viewing two videos supporting bystander reinforcement (teams that did not participate had previously completed trainings with TurnAround or the One Love Foundation).

What actions will the institution most likely take on the basis of the survey results?

Stevenson has been actively working to revamp its Title IX webpage and resources so that it is more accessible to students. Further, Stevenson will actively work to encourage students who have experienced sexual violence to file a report with the Title IX Office so that appropriate support and remedies can be offered. Finally, while Stevenson distributes and promotes information to the students that includes the contact information for outside resources such as TurnAround, the data from the survey indicates that most students who experienced unwanted sexual violence or unwanted sexual contact are not utilizing these services. Therefore, more attention is warranted to ensure that students are aware of these important resources.

Prevalence of Sexual Assault and Other Sexual Misconduct (300 words)

21.7% of the survey respondents indicated they have experienced unwanted sexual violence or unwanted sexual contact (which can include kissing, touching, harassment, or stalking) since coming to Stevenson University. Among these respondents, 52.5% of them reported telling someone about the incident. For those who told someone, 40.5% indicated they shared this information with a faculty or staff member of the University, 54.8% reported not telling a faculty or staff member, and 4.8% preferred not to say.

The primary reasons given by the respondents as to why they chose not to tell anyone about the incident were: wanted to forget that it happened (55.9%); and, didn't think it was serious enough to talk about (52.9%). Additional reasons that were noted by at least 35.0% of the respondents included: felt embarrassed or ashamed (38.2%); had other things I needed to focus on and was

concerned about, such as classes or work (35.3%); and it is a private matter, I wanted to deal with it on my own (35.3%). The percentage of survey respondents who reported unwanted sexual violence or unwanted sexual contact is higher than the incident data collected and reported in this cycle.

Washington Adventist University Campus Climate Survey Relative to Title IX and Sexual Misconduct

Survey Administration

The 2020 Campus Climate Survey was issued to all members of the WAU learning community. Surveys were accessed, completed, and submitted electronically via secure links emailed by the Compliance, Operations, Institutional Research, and Effectiveness (COIRE) team, within the Office of the President, on behalf of the WAU Title IX Coordinator. Periodic reminders were issued in the same manner, with additional general reminders by the University’s Compliance Officer within a safety message issued campus-wide, and verbal reminders from the Title IX Coordinator at General Assembly meetings for all employees. This approach differed from the last survey cycle in which the only reminders issued outside of the COIRE standard reminders came from Corporate Communications in the campus e-newsletter. The survey remained opened for participation from November 13, 2019 to February 28, 2020. The 11.7% response rate (n = 131) represents 7.8% of students (n = 71) and 28.7% of employees (n = 60).

Survey demographics are most consistent with overall WAU demographics along the lines of gender. The most significant participation variances appear along the lines of residential status and ethnicity. There is also noteworthy participant to population variance along the lines of race for student participants indicating “two or more races” and employee participants indicating “other” or “prefer not to say” (or unknown). See the Demographic Comparison Table in Appendix A.

The survey instrument implemented was a customized version of a sample survey provided by MHEC and was largely identical to the survey issued in 2018. Amendments comprised of a few additional response options which were included based on feedback received from participants and administration. A copy of the survey is included in Appendix B.

Perceptions of Safety and General Campus Climate

In response to questions pertaining to the general campus climate, on average participants responded 63.3% favorably. This is marginally less favorable than the 2018 average of 65.2%. Undergraduates between the ages of 16 and 24 responded 60.0% favorably on average as compared to 47.6% in the last survey – an improvement of 12.4pp. See Table 1. Results were consistent overall in comparison to the last survey regarding perceptions of campus safety, however showed an increase of 8.4pp among 16-24 year old undergraduates. Responses were an overall average of 49.9% favorable and 48.4% favorable among undergraduates between the ages of 16 and 24 (as compared to 50.2% and 40.0% in 2018 respectively). See Table 2. Year-on-year variances of 10pp or more for questions within these factors represented a positive trend within the undergraduate age 16-24 demographic. The full year-on-year question breakdown for these factors and areas for specific consideration are included in Appendix A.

Table 1

General Campus Climate					
	2016	2018	pp diff.	2020	pp diff.
All	65.7%	65.2%	(0.6)	63.3%	(1.9)
UG, 16-24	54.3%	47.6%	(6.7)	60.0%	12.4

Average favorable percentage

Table 2

Perceptions of Safety					
	2016	2018	pp diff.	2020	pp diff.
All	53.1%	50.2%	(2.9)	49.9%	(0.4)
UG, 16-24	46.5%	40.0%	(6.5)	48.4%	8.4

Average favorable percentage

Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

Along the factor of perceived institutional support for persons reporting sexual assault and other sexual misconduct, there was a marginal decrease of 1.8pp overall (at 65.1%) and a 7.5pp increase among undergraduate students ages 16-24 (at 57.1%) in comparison to 2018. See Table 3. In terms of how participants perceive the readiness and ability of administrators responsible for investigating the misconduct, results overall were down year-on-year (2020: 68.8%; 2018: 74.3%). From the perspective of undergraduate respondents between the ages of 16 and 24, results show an increase from an average of 54.2% in 2018 to 56.5% in 2020. See Table 4. Year-on-year variances of 10pp or more for questions within these factors represented a positive trend within the undergraduate age 16-24 demographic. Overall, one question pertaining to support yielded a negative year-on-year outcome of 10.3pp. The full year-on-year question breakdown for these factors and areas for specific consideration are included in Appendix A.

Table 3

Support for Persons Reporting					
	2016	2018	pp diff.	2020	pp diff.
All	66.8%	66.8%	0.0	65.1%	(1.8)
UG, 16-24	55.6%	49.6%	(6.0)	57.1%	7.5

Average favorable percentage

Table 4

Perceptions of Admin Responsible					
	2016	2018	pp diff.	2020	pp diff.
All	74.8%	74.3%	(0.5)	68.8%	(5.5)
UG, 16-24	61.9%	54.2%	(7.8)	56.5%	2.3

Average favorable percentage

Out of 111 participants, 87.4% indicated that they have not experienced any unwanted sexual encounters since coming to WAU (Q43). Just over half of the 9.9% who did encounter such experiences reported telling someone about the incident (Q46). While in 2018 no participants indicated that they told a university employee, this year 66.7% of those reporting the incident indicated telling a faculty or staff member affiliated with WAU and 16.7% specifically mentioned reporting to HR and another coworker.

Of the 112 responses received, results show that between 14.3% and 47.3% of respondents have encountered one or more sources of information on sexual assault and sexual violence since coming to WAU (Q39). Such sources included New Student Orientation (39.3%), Residence Hall Staff (14.3%), Student Handbook (35.7%), Faculty/Staff Handbook (38.4%),

University Publications (23.2%), University Website (27.7%), and General Assembly (47.3%). These results are consistent with 2018 results, with an average overall difference up by 1.1pp. Out of the 16.1% of those indicating “other,” 22.2% specifically referenced the Title IX Coordinator as a source of information. Overall, 7.1% of participants stated that they have encountered no sources of information on topics of sexual assault and sexual violence. Under half of these were undergraduate students between the ages of 16-24 (37.5%). Fifty-one percent (50.9%) of respondents reported participation in other campus activities providing education on sexual misconduct, relationship violence, domestic violence, and/or stalking, including discussions, lectures, awareness raising activities, or workshops (Q40). Out of undergraduates between the ages of 16-24, 60.0% confirmed that they have participated in other such activities.

Institutional Steps

Perception of Safety and General Campus Safety: Survey results reflected 63.6 percent as favorable on the general safety of the campus. The perception of safety on the campus was consistent with the previous survey, but opportunity remains for improvements. Washington Adventist University will continue educational and safety programs with focus on presentations, lectures, and on-line education programs on high-risk behavior and safety programs. High risk behaviors include educational programs on drinking alcohol, illegal and prescription drug abuse, opioid use, and on signs of overdose. General safety instruction will include fire, safety, and other best practices for safety and security. Active Assailant training and violence against women awareness programs will be included in student orientation, student housing meetings, general assembly, social media, and directed programs as needed.

To enhance these safety and security objectives, Washington Adventist University will convene a safety and security team that meets quarterly to discuss current trends and needs of the university. These meetings will review previous safety and security training objectives in conjunction with best practices on crime prevention, lighting, crime prevention through environmental design, and security surveys. Crime statistics for the previous month will be reviewed for trends and actions plans established to respond as needed.

Perception of Institutions Readiness and Availability to Address Issues of Sexual Violence: Regarding perceived institutional support for persons reporting sexual assault and sexual misconduct there was a marginal decrease. Undergraduates between 16 and 24 years of age reported an increase in perceived readiness and ability of administrators responsible for investigations. However, results were down overall.

WAU will enhance the perception of institutional readiness and availability to address issues of sexual violence. Washington Adventist University will provide students educational awareness programs on the dynamics of sexual assault, victim impact, sustaining a coordinated community campus response, and support system for individuals reporting acts of sexual violence. Washington Adventist University will provide employees of the university with educational training on reporting and sensitivity to individuals reporting sexual harassment or assault. WAU will communicate awareness of victim advocate and the process of reporting harassment or assault through seminars, website, and social media platforms.

Appendix A

The Demographic Comparison Table below depicts survey participant demographics and WAU demographics overall. Survey demographics are most consistent with overall WAU demographics along the lines of gender. The most significant participation variances appear along the lines of residential status and ethnicity. There is also noteworthy participant to population variance along the lines of race for student participants indicating “two or more races” and employee participants indicating “other” or “prefer not to say” (or unknown).

Demographic Comparison Table

Category	Students		Employees	
	Survey Ptps	WAU Overall	Survey Ptps	WAU Overall
Gender				
Male	32.1%	33.0%	40.7%	47.3%
Female	62.3%	67.0%	53.7%	52.7%
Other	1.9%		0.0%	
Prefer not to say	1.9%		5.6%	
N/A	1.9%		0.0%	
Ethnicity				
Hispanic or Latino	34.0%	19.0%	14.8%	6.1%
Not Hispanic or Latino	62.3%	81.00%	63.0%	93.9%
Prefer not to say	3.8%		22.2%	
Race				
American Indian or Alaskan Native	0.0%	0.0%	0.0%	0.0%
Asian	6.0%	5.0%	7.5%	7.7%
Black or African American	48.0%	50.0%	35.8%	27.0%
Native Hawaiian or Other Pacific Islander	2.0%		0.0%	0.0%
White	14.0%	7.0%	26.4%	18.0%
Two or more races	12.0%	2.0%	7.5%	0.0%
Other	6.0%	11.0%	22.6%	1.6%
Prefer not to say/Unknown	12.0%	17.0%	0.0%	41.2%
Residential Status				
On Campus	33.7%	18.7%		
Off Campus	63.9%	81.3%		
Prefer not to say	2.4%			

The tables below report the percentage favorable for each of the questions behind the factors included in the survey report – general campus climate, perceptions of safety on campus, perceptions of support for persons reporting sexual misconduct, and perceptions of administrators responsible for handling reports. Results are as reported by survey participants in the 2016, 2018, and 2020 administration of the survey.

Table 1.1

GENERAL CAMPUS CLIMATE		2016	2018	pp diff.	2020	pp diff.
6. I feel valued in the classroom/learning community.	All	77.9%	75.1%	(2.8)	73.3%	(1.8)
	UG, 16-24	73.9%	58.4%	(15.5)	83.8%	25.4
7. Faculty, staff, and administrators respect what students on this campus think.	All	68.4%	68.3%	(0.1)	67.1%	(1.2)
	UG, 16-24	54.3%	50.0%	(4.3)	58.1%	8.1
8. I think faculty are genuinely concerned about students' welfare.	All	72.5%	71.7%	(0.8)	73.7%	2.0
	UG, 16-24	67.3%	58.4%	(8.9)	70.0%	11.6
9. I think administrators are genuinely concerned about students' welfare.	All	63.1%	65.1%	2.0	56.7%	(8.4)
	UG, 16-24	50.0%	47.2%	(2.8)	54.8%	7.6
10. I feel close to people on this campus.	All	50.6%	54.7%	4.1	53.0%	(1.7)
	UG, 16-24	43.5%	44.5%	1.0	51.6%	7.1
11. I feel like I am a part of this university.	All	67.8%	63.5%	(4.3)	61.2%	(2.3)
	UG, 16-24	60.9%	44.4%	(16.5)	58.1%	13.7
12. I am happy to be at this university.	All	60.7%	61.3%	0.6	55.6%	(5.7)
	UG, 16-24	45.6%	30.5%	(15.1)	48.4%	17.9
13. The faculty, staff, and administrators at this school treat students fairly.	All	64.9%	61.7%	(3.2)	65.4%	3.7
	UG, 16-24	39.1%	47.2%	8.1	54.9%	7.7

Table 1.2

General Campus Climate					
	2016	2018	pp diff.	2020	pp diff.
All	65.7%	65.2%	(0.6)	63.3%	(1.9)
UG, 16-24	54.3%	47.6%	(6.7)	60.0%	12.4

Average favorable percentage

Table 2.1

PERCEPTIONS OF SAFETY ON CAMPUS		2016	2018	pp diff.	2020	pp diff.
14. I feel safe on this campus.	All	79.1%	74.9%	(4.2)	68.7%	(6.2)
	UG, 16-24	67.4%	61.1%	(6.3)	58.1%	(3.0)
15. If a crisis happened on campus, the university would handle it well.	All	44.5%	42.2%	(2.3)	43.3%	1.1
	UG, 16-24	34.8%	36.2%	1.4	45.2%	9.0
16. The university responds rapidly in difficult situations.	All	45.7%	39.5%	(6.2)	40.9%	1.4
	UG, 16-24	41.3%	19.4%	(21.9)	42.0%	22.6
17. University officials handle incidents in a fair and responsible manner.	All	46.9%	45.9%	(1.0)	50.0%	4.1
	UG, 16-24	39.1%	41.7%	2.6	51.6%	9.9
18. The university does enough to protect the safety of students and employees.	All	49.4%	48.7%	(0.7)	46.4%	(2.3)
	UG, 16-24	50.0%	41.6%	(8.4)	45.1%	3.5

Table 2.2

Perceptions of Safety					
	2016	2018	pp diff.	2020	pp diff.
All	53.1%	50.2%	(2.9)	49.9%	(0.4)
UG, 16-24	46.5%	40.0%	(6.5)	48.4%	8.4

Average favorable percentage

Areas for specific consideration are those in which results indicate a difference of 10 or more percentage points (pp). Overall, there were no such differences, however among undergraduate students age 16-24 results show the following:

- Q6. I feel valued in the classroom/learning community. (+25.4pp)
- Q8. I think faculty are genuinely concerned about students' welfare. (+11.6pp)
- Q 11. I feel like I am a part of this university. (+13.7pp)
- Q 12. I am happy to be at this university. (+17.9pp)
- Q 16. The university responds rapidly in difficult situations. (+22.6)

Table 3.1

SUPPORT FOR PERSONS REPORTING		2016	2018	pp diff.	2020	pp diff.
19. The university would take the report of sexual assault or sexual violence seriously.	All	85.00%	83.30%	1.7	77.6%	(5.7)
	UG, 16-24	80.50%	63.90%	16.6	67.7%	3.8
20. The university would do its best to maintain the privacy of the individual making the report.	All	76.20%	79.80%	(3.6)	75.0%	(4.8)
	UG, 16-24	65.20%	66.60%	(1.4)	74.2%	7.6
21. If requested by the individual, the university would forward the report to criminal investigators (for example, the police).	All	80.70%	79.70%	1.0	83.2%	3.5
	UG, 16-24	73.90%	63.80%	10.1	74.2%	10.4
22. The university would take steps to protect the safety of the individual making the report.	All	75.20%	77.80%	(2.6)	74.2%	(3.6)
	UG, 16-24	65.20%	61.10%	4.1	64.5%	3.4
25. Most students or employees at this university would label the person making the report a liar.	All	62.40%	58.20%	4.2	60.2%	2.0
	UG, 16-24	41.30%	36.20%	5.1	51.6%	15.4
26. Most students or employees at this university would support the person who made the report.	All	61.50%	68.80%	(7.3)	58.5%	(10.3)
	UG, 16-24	45.60%	50.00%	(4.4)	48.4%	(1.6)
27. The alleged offender(s) or their friends would try to get back at the person making the report.	All	26.70%	20.20%	6.5	26.8%	6.6
	UG, 16-24	17.40%	5.60%	11.8	19.40%	13.8

Table 3.2

Support for Persons Reporting					
	2016	2018	pp diff.	2020	pp diff.
All	66.8%	66.8%	0.0	65.1%	(1.8)
UG, 16-24	55.6%	49.6%	(6.0)	57.1%	7.5

Average favorable percentage

Table 4.1

PERCEPTIONS OF ADMINISTRATORS RESPONSIBLE		2016	2018	pp diff.	2020	pp diff.
23. The university would take action to address factors that may have led to the sexual assault and sexual violence.	All	76.30%	77.30%	1.0	70.40%	(6.9)
	UG, 16-24	63.00%	66.60%	3.6	54.80%	(11.8)
24. The university would handle the report fairly.	All	73.30%	71.30%	(2.0)	67.20%	(4.1)
	UG, 16-24	60.80%	41.70%	(19.1)	58.10%	16.4

Table 4.2

Perceptions of Admin Responsible					
	2016	2018	pp diff.	2020	pp diff.
All	74.8%	74.3%	(0.5)	68.8%	(5.5)
UG, 16-24	61.9%	54.2%	(7.8)	56.5%	2.3

Average favorable percentage

Areas for specific consideration are those in which results indicate a difference of 10pp or more. Among undergraduate students age 16-24 results show the following:

- Q 21. If requested by the individual, the university would forward the report to criminal investigators (for example, the police). (+10.4pp)
- Q 25. Most students or employees at this university would label the person making the report a liar. (+15.4pp)
- Q 27. The alleged offender(s) or their friends would try to get back at the person making the report. (+13.8pp)
- Q23. The university would take action to address factors that may have led to the sexual assault and sexual violence. (-11.8pp)
- Q 24. The university would handle the report fairly. (+16.4pp)

Across all participant results:

- Q 26. Most students or employees at this university would support the person who made the report. (-10.3pp)

Appendix B

Washington Adventist University Campus Climate Survey

This is a survey regarding the incidence of certain types of sexual and relationship violence experiences among students and employees. The questionnaire takes about 15-20 minutes to complete. **The survey will be open and available for your participation until Friday, February 28, 2020.**

If you agree to participate, your individual responses will be confidential. You may stop your participation at any time, return to complete it later, or choose not to answer particular questions. Some of the questions will ask about sexual and personal information. Some individuals might experience emotional discomfort while answering some of the questions. Should you wish to talk with someone further, please contact any of the resources provided in the cover email or at the end of the survey.

Q1 Please select the choice that best describes your role on campus.

- Student
- Faculty (*skip to Q6*)
- Staff or Administrator (*skip to Q6*)
- Other (please specify) _____ (*skip to Q6*)
- Prefer not to say (*skip to Q6*)

Q2 Are you currently a full-time or part-time student at WAU?

- Full-time
- Part-time
- Prefer not to say

Q3 Are you an undergraduate student or graduate student?

- An undergraduate student
- A graduate student
- Prefer not to say

Q4 This is your:

- First year of enrollment at this campus
- Second year of enrollment at this campus
- Third year of enrollment at this campus
- Fourth year of enrollment at this campus
- Other (please specify) _____
- Prefer not to say

Q5 Which of the following best describes your living situation at this time?

- Residential hall
- On-campus apartment
- Off-campus apartment
- At home with parent(s) or guardian(s)
- Other (please specify) _____
- Prefer not to say

Campus Climate

The following statements address your perceptions regarding WAU. Using the scale provided, please indicate the extent to which you agree or disagree with the following statements. If you have additional information or comments you would like to share, please use the comment box at the end of the survey.

Q6 I feel valued in the classroom/learning community.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q7 Faculty, staff, and administrators respect what students on this campus think.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q8 I think faculty are genuinely concerned about students' welfare.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q9 I think administrators are genuinely concerned about students' welfare.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q10 I feel close to people on this campus.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q11 I feel like I am a part of this university.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q12 I am happy to be at this university.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q13 The faculty, staff, and administrators at this school treat students fairly.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q14 I feel safe on this campus.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

The following statements address perceptions of how WAU would respond to crises and incidents. Using the scale provided, please indicate the extent to which you agree or disagree with the following statements.

Q15 If a crisis happened on campus, the university would handle it well.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q16 The university responds rapidly in difficult situations.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q17 University officials handle incidents in a fair and responsible manner.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q18 The university does enough to protect the safety of students and employees.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

“Sexual assault” and “sexual violence” refer to a range of behaviors that are unwanted by an individual, including persistent sexual advances that are undesired by the individual, threats of force to get an individual to engage in sexual behavior and unwanted touching and unwanted penetration or attempted penetration. These behaviors could be initiated by someone known or unknown to the individual, including someone he/she is in a relationship with. The following statements describe how the university might handle it if an individual reported an incident of sexual assault and sexual violence. Use the scale provided to indicate how likely each scenario is.

Q19 The university would take the report of sexual assault or sexual violence seriously.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q20 The university would do its best to maintain the privacy of the individual making the report.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q21 If requested by the individual, the university would forward the report to criminal investigators (for example, the police).

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q22 The university would take steps to protect the safety of the individual making the report.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q23 The university would take action to address factors that may have led to the sexual assault and sexual violence.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q24 The university would handle the report fairly.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

The following questions are about how people would react to someone reporting an incident of sexual assault and sexual violence at the university. Use the scale provided to indicate how likely each scenario is.

Q25 Most students or employees at this university would label the person making the report a liar.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q26 Most students or employees at this university would support the person who made the report.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q27 The alleged offender(s) or their friends would try to get back at the person making the report.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Using the scale provided, please indicate how likely or unlikely you would be to take the following actions in the future, if you had the opportunity. Note: Non-student participants should consider "friend" to mean "colleague."

Q28 Call the police or authorities if you saw a group of males bothering a female in a parking lot or similar setting.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q29 Confront a male friend who was sexually taking advantage of someone who was passed out.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q30 Confront a female friend who was taking advantage of someone who was passed out.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q31 Confront a friend if you heard rumors that he/she forced someone to have sex.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q32 Tell campus authorities about information you might have about a sexual assault case.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q33 Go with a female friend to the police department if she said she was raped.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q34 Go with a male friend to the police department if he said he was raped.

- Very Unlikely
- Unlikely
- Neutral
- Likely
- Very Likely

Q35 If a friend or I were sexually assaulted, I know where to go to get help on campus.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q36 I understand what happens when someone reports a claim of sexual assault at the university.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q37 If a friend or I were sexually assaulted, I know where to go to make a report of sexual assault.

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

Q38 Before coming to the university, had you received any information or education (that did not come from the university) about sexual assault?

- Yes
- No

Q39 Since coming to the university, what or who has been a source of information on sexual assault and sexual violence? Please check all that apply.

- New Student Orientation
- Residence Hall Staff
- Student Handbook
- Faculty/Staff Handbook
- University Publications
- University Website
- General Assembly
- Other (please specify) _____
- None of these

Q40 Other than the programs mentioned above, have you participated in other activities on campus that provided you education on sexual misconduct, relationship violence, domestic

violence, and/or stalking, including informal discussions, lectures, awareness raising activities or workshops?

- Yes
- No

Q41 Which of the following have you done? Please check all that apply.

- Discussed sexual misconduct, relationship violence, domestic violence, or stalking in class
- Discussed the topic of sexual misconduct, relationship violence, domestic violence, or stalking with friends
- Discussed sexual misconduct, relationship violence, domestic violence, or stalking with a family member
- Attended workshops and/or training sessions through academic meetings or General Assembly that addressed sexual misconduct, relationship violence, domestic violence and stalking
- Attended an event or program about what you can do as a bystander to stop sexual misconduct, relationship violence, domestic violence, and stalking
- Attended a rally or other campus event about sexual misconduct, relationship violence, domestic violence, and stalking
- Seen posters about sexual misconduct, relationship violence, domestic violence, or stalking (i.e., raising awareness, prevention, defining consent, etc.)
- Seen or heard campus administrators or staff address sexual misconduct, relationship violence, domestic violence, and stalking
- Seen crime alerts about sexual misconduct, relationship violence, domestic violence, and stalking
- Read a report about rates of sexual misconduct, relationship violence, domestic violence, and stalking at WAU
- Visited WAU's website with information on sexual misconduct, relationship violence, domestic violence, and stalking
- Volunteered or interned at an organization that addresses sexual misconduct, relationship violence, domestic violence, or stalking
- Seen or heard about sexual misconduct, relationship violence, domestic violence, or stalking in a student publication or media outlet (for example, WAU's newspaper, TV station)
- Taken a class to learn more about sexual misconduct, relationship violence, domestic violence, and stalking

Q42 Since coming to the university, have you received written (i.e. brochures, emails) or verbal information (presentations, training) from anyone at the university about the following? Please check all that apply.

- The definition of sexual assault
- How to report a sexual assault
- The definition of consent
- Where to go to get help if someone you know is sexually assaulted
- Title IX protections against sexual assault
- How to help prevent sexual assault

Experiences

“Sexual assault” and “sexual violence” refer to a range of behaviors that are unwanted by the recipient and include persistent sexual advances that are undesired by the recipient, threats of force to get an individual to engage in sexual behavior, as well as unwanted touching and unwanted penetration or attempted penetration. These behaviors could be initiated by someone known or unknown to the recipient, including someone he/she is in a relationship with.

Q43 Since coming to the university, have you experienced any unwanted sexual violence or unwanted sexual contact (which can include kissing, touching, harassment, stalking)?

- Yes
- No (*skip to Q60*)
- Prefer not to say (*skip to Q60*)

If you have experienced more than one incident since coming to university, please answer these questions regarding the most serious incident.

Q44 Where did the incident take place?

- On-campus
- During a school sponsored activity held off-campus
- Off-campus
- Prefer not to say

Q45 Who did the unwanted behavior involve?

- Stranger
- College professor/instructor
- Family member
- College staff
- Acquaintance
- Non-romantic friend
- Co-worker
- Casual or first date
- Employer/supervisor
- Current romantic partner
- Ex-romantic partner
- Other: (Please specify) _____

Q46 Did you tell anyone about the incident?

- Yes
- No (*skip to Q59*)
- Prefer not to say (*skip to Q60*)

Q47 Who did you tell? Please check all that apply. (*answer Q48-Q56 as relevant; then Q57-58 & demographics*)

- Close friend (*answer Q48*)
- Parent or guardian (*answer Q49*)
- Other family member (*answer Q50*)
- Faculty or staff affiliated with this institution (*answer Q51*)
- Friend (*answer Q52*)
- Romantic partner (*answer Q53*)
- Police or law enforcement (*answer Q54*)
- Religious leader (*answer Q55*)
- Other (please specify) _____ (*answer Q56*)

Q48 What quality of help did you receive from your close friend?

- Poor
- Fair
- Neutral
- Good
- Very Good

Q49 What quality of help did you receive from your parent or guardian?

- Poor
- Fair
- Neutral
- Good
- Very Good

Q50 What quality of help did you receive from your family member?

- Poor
- Fair
- Neutral
- Good
- Very Good

Q51 What quality of help did you receive from faculty or staff affiliated with this institution?

- Poor
- Fair
- Neutral
- Good
- Very Good

Q52 What quality of help did you receive from your friend?

- Poor
- Fair
- Neutral
- Good
- Very Good

Q53 What quality of help did you receive from your romantic partner?

- Poor
- Fair
- Neutral
- Good
- Very Good

Q54 What quality of help did you receive from the police or law enforcement?

- Poor
- Fair
- Neutral
- Good
- Very Good

Q55 What quality of help did you receive from the religious leader?

- Poor
- Fair
- Neutral
- Good
- Very Good

Q56 What quality of help did you receive from the "other" person indicated?

- Poor
- Fair
- Neutral
- Good
- Very Good

Q57 When did the incident occur?

- Within the first six weeks of the semester
- During the first semester
- Within the first year
- Within the second year
- I prefer not to say
- Other (please specify) _____

Q58 Did you seek help from a resource outside the university, such as a rape crisis center, medical facility, or mental health center?

- Yes
- No
- Prefer not to say

Q59 Which of the following concerns or thoughts were tied to your decision not to talk to anyone? Please check all that apply.

- Felt embarrassed or ashamed
- It is a private matter; I wanted to deal with it on my own
- Concerned others would find out
- Didn't want the person who did it to get in trouble
- Fear the person who did it would try to get back at me
- Fear of not being believed
- I thought I would be blamed for what happened
- Didn't think what happened was serious enough to talk about
- Didn't think others would think it was serious
- Didn't know reporting procedure on campus
- Didn't think the incident had anything to do with the university
- Feared I or another would be punished for infractions or violations (such as underage drinking)
- I didn't feel the campus leadership would solve my problems
- I feared others would harass me or react negatively toward me
- Wanted to forget it happened
- Had other things I needed to focus on and was concerned about (such as classes or work)
- Didn't think the school would do anything about my report
- Found campus process difficult
- Other (please specify) _____

Demographics

Q60 What is your current gender identity?

- Male
- Female
- Transgender male
- Transgender female
- Other (please specify) _____
- Prefer not to say
- N/A

Q61 What is your age?

- 16-24
- 25-29
- 30-39
- 40-59
- 60 and over
- Prefer not to say

Q62 What is your ethnicity (as you define it)?

- Hispanic or Latino
- Not Hispanic or Latino
- Prefer not to say

Q63 What is your race (as you define it)?

- American Indian or Alaskan Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Two or more races
- Prefer not to say
- Other _____

Q64 Which of the following best describes you?

- 100% heterosexual/straight
- Mostly heterosexual/straight but somewhat attracted to people of the same sex
- Bisexual/attracted to men and women equally
- Mostly or fully homosexual/lesbian/gay

Q65 Do you have additional comments, suggestions, or feedback related to the topic of this survey?

Washington College Sexual Violence Campus Climate Survey

Survey Administration

Maryland legislation requires all higher education institutions in Maryland to provide the Maryland Higher Education Commission (MHEC) a report on the findings from a sexual assault campus climate survey and a report on institution-level data on incidents of sexual assault and other sexual misconduct. The survey is designed to measure the prevalence of sexual assault on campus and assess students' attitudes and awareness about sexual misconduct and how to report it on campus. These materials are due every other year with the most recent cycle due for submission by January 1, 2021. The data covers the period from June 1, 2018 through May 31, 2020.

Washington College's Sexual Violence Campus Climate Survey was conducted from October 1st through November 24, 2020. The survey was an online, confidential survey designed with Qualtrics, a web-based survey tool. The survey, which took around 15 minutes to complete, was sent to 525 randomly selected students (175 students each of the following classes: sophomore, junior and senior). Because students were in an online learning status for the fall 2020 semester, the freshmen class was eliminated from the survey since they would not be able to accurately comment on the campus climate. An email went out a day before the survey opened to let students know they would be receiving a link to the survey, and to offer resources should they wish to speak with someone before completing it. 131 individuals started the survey, for a response rate of 24.95 percent. The survey was sent out by the Office of Institutional Research and Assessment.

For our 2020 Sexual Violence Campus Climate Survey, Washington College used the sample survey provided by MHEC, with no changes. The survey included questions designed to capture information in several topic areas. Those areas include the overall campus climate with regard to sexual assault and sexual violence, personal student experiences with sexual assault and sexual violence, and how students would respond if they or somebody they knew was affected by those behaviors. If they did report experiencing unwanted sexual violence or unwanted sexual contact, students were asked follow up questions regarding where the incident occurred, who they talked to about it, when it occurred, and whether or not they sought out on-campus resources. Students were also asked to rate their readiness to help if they witnessed or heard about another individual experiencing sexual misconduct or sexual assault.

The 2018 Sexual Violence Campus Climate Survey contained 84 questions compared to 52 questions in the 2020 Survey. Most of the deleted questions examined unwanted sexual contact when the victim was unable to provide consent or stop what was happening because they were passed out, drugged, intoxicated, incapacitated, or asleep. Other questions that were removed asked participants to estimate how many students at Washington College told them they were a victim of an unwanted sexual experience, and to give a number of men and women who had had an unwanted sexual experience. Numerous participants complained that the survey was too long and that some of the questions seemed repetitive. Other participants had issues with the questions surrounding alcohol and drug use (removed in 2020).

Perceptions of Safety and General Campus Climate

Results of the 2020 survey show that respondents largely feel valued within the classroom or learning environment at Washington College. 84.75% of respondents believe that faculty members genuinely care about their wellbeing, and 74.57% of respondents believe that faculty, staff and administrators respect what students on campus think. As far as their safety on campus, 61.02% of respondents reported feeling safe on campus. Despite this, only 23.72% of respondents believe that the college is doing enough to protect the safety of students, and only 22.88% of students believe the college would handle a crisis well.

In 2018, it is clear that students felt valued within the classroom or learning environment, and believed that faculty, staff and administrators respected what they thought. The biggest change in perceptions since the last survey administration was the percentage of students who believed the college would respond well to a crisis. This number went from 60.87 % in 2018 to 22.88% in 2020, a drop of 37.99%. The other area of concern involved how safe students feel on campus. 80% of students reported feeling safe on campus in 2018 compared to only 61.02% in 2020.

Survey respondents in 2020 did not return to campus after spring break except to pack up their belongings and move home. Classes have been online since March 2020, and very few students were permitted to remain on campus. The decision to go completely online for the fall 2020 semester was unpopular with a number of students, and this may account for the lower percentage of students who expressed confidence in the College's ability to handle a crisis well. As far as how safe students say they felt on campus, by the time they received their 2020 survey links, most students had been living off campus for over 7 months.

Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence

A majority of respondents (82.24% in 2020) reported receiving information and education with regard to sexual assault before arriving to Washington College. This number is slightly higher than the number in 2018 (78.16%). Students receive training as incoming freshmen during orientation that covers consent, sexual misconduct, sexual assault, Title IX, and reporting procedures. In 2018, several respondents noted that the education for first-year students was good, but that it needed to continue throughout the college years.

As far as overall awareness with regard to available resources, respondents in 2020 reported being familiar with Counseling Services (85%), the Title IX Coordinator (83%), Public Safety (76%), Health Services (71%) and Student Affairs (55%). They reported being “not at all aware” of the following resources: For All Seasons (54%), Mid Shore Council on Family Violence (49.49%), Peer SMART (46%), and Human Resources (35%).

In 2018, respondents were aware of the following resources: Public Safety (93.03%), Counseling Services (92.45%), Health Services (91.86%), Title IX Coordinator (69.18%), and Student Affairs (62.21%). Respondents reported being “not at all aware” of the following resources: Mid Shore Council on Family Violence (52.35%), For All Seasons (49.42%), and Human Resources (18.71%).

Respondents were asked as part of the demographic questions whether they were on a sports team, members of a fraternity or sorority, or part of a student organization. Fraternity and sorority members report receiving additional information with regard to sexual assault, rape, reporting sexual assault, and bystander intervention. The number dropped slightly from 2018 to 2020 for Greek life, but there was an increase in the number of athletes discussing these issues with their coaches. See chart, below:

Since coming to Washington College, have any of the topics discussed in this survey (sexual assault, rape, reporting sexual assault, bystander intervention, etc.) been discussed with you?

2020 Survey	Yes	No
By coach (sports team)	42.86%	57.14%
Within fraternity or sorority	72.41%	27.59%
By student organization	50.62%	49.38%

2018 Survey	Yes	No
By coach (sports team)	35.56%	64.44%
Within fraternity or sorority	82.22%	17.78%
By student organization	33.96%	66.04%

Respondents overwhelmingly said that they would support individuals who report being victims of sexual assault (72.64% in 2020 vs. 68% in 2018).

At the end of the survey, respondents were given the opportunity to provide additional comments, suggestions, or feedback. In **2018**, respondents made some of the following comments:

“I like how there is a lot of education around the topics in this survey in the beginning of the year for first-students, but I think it would be helpful to continue this, especially as the school year continues on.” This sentiment was echoed by several others.

Several respondents commented that males were not being punished enough. One example:

“I am not sure what specifically needs to be done, but there are many males I know of that have sexually assaulted other people and have had minor punishments as a result.”

Others were unhappy with the questions posed:

“You're not asking the right questions. All of this survey seemed so skewed and so manufactured.”

“Don't make surveys based on the binary and expect nonbinary persons to be able to adequately answer everything.”

Several individuals commented that the survey was far too long.

In **2020**, we received 28 comments at the end of the survey compared to 27 comments in 2018. This is despite having a smaller number of individuals complete the survey (131 in 2020 vs. 197 in 2018). The comments in 2020 were often very strongly worded and several respondents were unhappy with the College’s handling of sexual assault cases and the overall culture. Here are some of those comments:

“I am friends with someone is a survivor of sexual assault. I feel as if her case could have been handled much better- it took an extremely long time to go to trial.”

“From my understanding the school has done a poor job in handling sexual assault cases, bettering the sexual assault culture on campus and teaching students about Sexual assault in general.”

“As a random voice in the student body, I can say unequivocally that the student body is disappointed with the college's capacity to handle cases of sexual violence. This survey is at least a sign of potential improvement, and I certainly hope something tangible comes from it.”

Several respondents asked that future surveys differentiate between staff, faculty and administrators. Others asked that the College look at the impact on those accused of sexual misconduct and not only on the victim.

Institution Analysis and Action Steps

As indicated in the 2020 survey, many respondents are not fully aware of the resources available to them in the event they experience sexual misconduct or sexual assault. Updated informational posters were designed and are ready for print. The Title IX Coordinator and a Deputy Coordinator met virtually with writers from The Elm (our student newspaper) to discuss changes within the office and how the new Title IX regulations will affect our policies and processes. This information will appear in an upcoming Elm article. It was clear from the interview that students are eager for updated Title IX information.

One of the largest issue facing the Title IX and other programs at Washington College has been retention and continuity. Several key staff members have left the College over the last few years, and their positions have not yet been filled. The Director of Wellness and Prevention Education (later changed to the Director of Prevention, Education and Advocacy) and the Sexual Assault Response Coordinator were responsible for developing and providing much needed programming to our campus community. They also managed the SARA (Sexual Assault Response Advocates) program, ensuring that trained advocates were available by cell phone after hours in the event a member of the campus community needed help in dealing with a sexual assault or other related incident. The College still provides primary prevention and awareness programming to the campus community, but there is no longer one office or position devoted solely to training, advocacy, and oversight. The SARA program has been replaced by Peer SMART – a diverse group of students trained to provide information regarding College resources and a listening ear for students by students. Peer SMART members can be reached

after hours by cell phone, and students can either call or text. Peer SMART also has a dedicated email address that students can use. This program was launched at the end of the spring 2020 semester and additional information sessions are planned.

In addition to losing these two key positions, we have had a high turnover in the Title IX Coordinator position. Our newest Title IX Coordinator Gregory Krikorian started this fall and has already made a big impact in his short time with Washington College. Despite being in an online learning situation due to COVID-19, Mr. Krikorian has already met virtually with many faculty, students, and staff to ensure he has a good understanding of our Title IX program and policies, and to see what improvements can be made. One early success involves the recruitment of faculty and staff members to serve as advocates for students going through the Title IX process, either as reporting parties or respondents. 19 faculty and staff members are already slated to receive training next month with Mr. Krikorian and Counseling Services to fill this essential role. Additionally, training for key student leadership groups (RA’s, Peer mentors, Athletes, Greeks) as well as all new students are planned for early in the spring term.

Mr. Krikorian also met with Deputy Title IX Coordinators to discuss current challenges and to receive feedback regarding our processes. This group meets monthly to go over their current caseload with Mr. Krikorian and to receive ongoing training. Our Peer SMART members also met with Mr. Krikorian, and he will provide guidance and oversight to this new group on campus. A training for faculty and staff is in development to ensure understanding of Title IX policies and resources.

Prevalence of Sexual Assault and other Sexual Misconduct

Here are some of the rates of prevalence of sexual assault and other sexual misconduct according to survey data.

Since coming to Washington College, has anyone had **unwanted sexual contact with you by using physical force?**

2020 Survey	Yes	No
38 responses	34.21%	65.79%
2018 Survey	Yes	No
172 responses	13.95%	86.05%

Has anyone **attempted but not succeeded in having unwanted sexual contact with you by using physical force against you?**

2020 Survey	Yes	No
38 responses	31.58%	68.42%
2018 Survey	Yes	No
172 responses	8.72%	91.28%

Has anyone **attempted but not succeeded in having unwanted sexual contact with you by coercing or threatening to use physical force against you?**

2020 Survey	Yes	No
38 responses	18.42%	81.58%
2018 Survey	Yes	No
172 responses	8.14%	91.86%

*Since coming to Washington College, have you experienced **any unwanted sexual violence or unwanted sexual contact** (which can include kissing, touching, harassment, stalking)?

2020 Survey	Yes	No	Prefer not to say
	35.35%	61.62%	3.03%

*not measured in 2018 survey

Although far fewer individuals answered the questions with regard to unwanted sexual contact by use of physical force in 2020, the percentages of individuals who answered “yes” to these questions has increased substantially (from 13.95% in 2018 to 34.21% in 2020).

Respondents who answered “yes” to having experienced unwanted sexual violence or sexual contact were asked if they told anyone about the incident. In 2018, 72.09% said yes, they did tell someone. In 2020, the number of individuals who told someone was 64.71%.

When asked who they told, the top three responses for each reporting year are listed below:

2020 Survey	2018 Survey
1. Close friend other than roommate – 31.34%	1. Close friend other than roommate – 21.54%
2. Roommate – 16.42%	2. Roommate – 15.48%
3. Romantic partner (other than the person who did this to you) – 11.94%	3. Parent or guardian – 10.77%

For individuals who chose not to tell anyone, the top responses for each reporting year are listed below:

2020 Survey	2018 Survey
1. Didn't think what happened was serious enough to talk about – 11.10%	1. Wanted to forget it happened – 11.50%
2. Had other things I needed to focus on and was concerned (classes, work) – 8.30%	2. Had other things I needed to focus on and was concerned (classes, work) – 11.50%
3. Fear of not being believed – 6.90%	3. Didn't think what happened was serious enough to talk about – 9.80%
4. I thought I would be blamed for what happened – 6.90%	4. Ashamed/embarrassed – 8.20%
5. Didn't think others would think it was serious – 6.90%	5. It is a private matter, I wanted to deal with it on my own – 8.20%
6. Wanted to forget it happened – 6.90%	6. Didn't think others would think it was serious – 8.20%

Private Colleges and Universities

Lincoln College of Technology, Columbia, Maryland

Survey Administration

During 2020, LCT went of a Distance Learning situation on March 17, 2020 with no students in the building due to COVID-19. Students returned to Campus beginning on June 11, 2020 in varying schedules. LCT is a commuter college with a population of approximately 95.0% males. The survey that was supplied by MHEC was adjusted slightly to correctly reflect the School's population and environment (being a commuter school, no students live on campus). Lincoln College of Technology (LCT) administered the Sexual Assault Campus Climate Survey in November 2020. The survey was administered on Survey Monkey sent to the entire student population via their school and personal email. There was an email sent to all students announcing the survey. 90.0% of the respondents were undergraduates. Although the male population in the school is 95.0%, 79.0% of the respondents were male and 14.0% female. All other respondent demographic information was consistent with the total population of the school.

Perception of Safety and General Campus Climate

The majority of the respondents perceive the safety and campus climate in a positive way. In 2018 over 65.0% of the respondents felt that the campus was safe and the saw the campus climate in a positive light. In 2020 83.3% of the respondents felt the campus was safe and saw the campus in a positive light.

Perception of Institution's Readiness and Ability to Address Issues of Sexual Violence

In 2018 the respondent's perception of the LCT's readiness and ability to address issues of sexual violence were again very positive. Over 85.0% of the respondents felt that the school was ready and able to address any issues that arise. In 2020, the respondent's perception of the LCT's readiness and ability to address issues of sexual violence were at approximately 83.0%.

Institutional Steps

After the 2018 Sexual Assault Campus Climate Survey the Campus made some changes in how and when we run fire drills/active shooter and shelter in place drills. All shifts are included and we have performed these test quarterly with the exception of the time we were not on Campus due to COVID-19 and in respect to social distancing. We have also trained our students in smaller, more intimate groups.

Maryland University of Integrative Health

I. Survey Administration

Who Received the Survey

The 2020 Campus Climate Survey was emailed to on-campus students only as these students are directly on campus and have the most contact with practitioners and teachers at the University. This group surveyed is consistent with past groups.

MUIH is one of the leading academic institutions for integrative health in the nation. We provide more than 20 graduate level degree and certificate programs in integrative health. Most programs offered are online with only the Acupuncture and Oriental Medicine programs having on campus classes and Yoga Therapy with a hybrid of on campus and online courses.

How the Survey was Administered

The survey was administered via email and a link to the survey was provided. The survey was housed on SurveyMonkey, and a platinum level plan was selected to ensure adequate HIPAA protection, complete anonymity, consistent branding, and the ability to perform skip logic to allow the survey to be as brief as possible.

The survey was open for 3 weeks. Emails prepping students for the release of the survey were sent, as well as the initial email opening the survey, one reminder email that was sent one week prior to the survey closing, and the final reminder email sent two days before the survey closed. We did not have an incentive program in conjunction with this survey. Students were encouraged to fill out the survey to help the University get a clearer picture of the issues on campus around sexual assault, sexual violence, and gender discrimination.

Rate of Response and Population Representation

At the close of the survey, we had a response rate of 5.4%; this is much lower than the response rate of 10.8% two years ago. The respondent population was largely representative of the general population, as far as age, sexual orientation, gender identity, and race; however, no Native American or Hawaiian/Pacific Islander students chose to complete the survey.

COVID-19 impacted MUIH roughly a week after the launch of this survey. The University operations closed in person and transitioned to a fully remote environment. It is strongly suspected that this abrupt change and pandemic impacted the response rate of the survey.

II. Perceptions of Safety and General Campus Climate

Safety of the Campus

The overall perception of safety and general campus climate at MUIH reflects higher levels of agreement (Strongly Agree and Agree) for all nine statements. The survey response for “I feel safe on campus” changed slightly to less reporting higher agreement and more reports of “Neither” resulting in an increase of 11.9% in this category.

General Campus Climate

Participants reported higher levels of agreement with “feeling valued in the classroom/learning

environment”, “I feel like I am part of this University”, and “I am happy to be at this University” than in the 2018 survey. When comparing responses to the “I think faculty are genuinely concerned about my welfare”, the respondents indicated no dissatisfaction with the responses of “Neither”, “Disagree”, and “Strongly Disagree” not having any responses in these categories. This is an improvement from 2018 of 22.7%.

III. Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence

The respondent's answers to the University’s readiness and ability to address issues of sexual assault and sexual violence are mixed. The responses show that the readiness to address issues is relatively the same as the 2018 responses; however, it is interesting to note that the respondents in 2020, have a higher level of agreement with the University’s ability to take the report seriously, maintain privacy, protect the safety of the individual reporting, and supporting the individual making the report. These categories were rated in the 60.0% range in 2016 and fell to the 40.0% range in 2018. The ratings for 2020 show an increase back to the 60.0 % range or higher.

Based on the respondent’s perception responses, it would seem that the University has provided adequate information to administrators and students regarding sexual misconduct and have made support services available to a larger audience’s knowledge.

IV. Institutional Analysis and Action Steps

Data and Trends

The Campus Climate Survey data from the past three cycles show that the University has fluctuated. The 2020 cycle shows that we have made improvement and are back to the level of satisfaction from the 2016 cycle. Most students seem to know what Title IX is; however, we can still improve how to report information.

Over the past three cycles of this survey, the position of the Title IX Coordinator has switched from various areas. It was with Compliance, then Student Affairs, and is now in Human Enrichment (Human Resources.) The shift to Human Enrichment appears to be a positive change based on the 2018 to 2020 data.

The University provides training in multiple methods including online orientation, via email, through our Title IX website, and in required annual training through Everfi. Additionally, the University has begun to provide more awareness on events such as Domestic Violence month and Blue Jeans Day for sexual assault.

Next Steps

In light of the Title IX regulation changes for 2020, we have revised our Title IX and Sexual Misconduct policies. The regulations are allowing for MUIH to provide additional training to staff on campus for the various roles in the process. Additionally, we are in the process of working with a Diversity, Equity, and Inclusion Training consultant to assess and implement

programming to assist the University in aspects of diversity. Some students have noted concern regarding transgender phobia and this will be a focus for us.

V. Prevalence of Sexual Assault and Other Sexual Misconduct

The survey data from 2020 shows that there are more incidents reported to the University than was noted in the Campus Climate Survey response data. Of those that reported cases to MUIH, 50.0% reported telling someone at the University and 50.0% chose not to tell someone at the University. Reasons for not reporting to the University include “didn’t want the person to get in trouble”, “didn’t think the campus leadership would solve the problem”, “had other things I needed to focus on and was concerned about (such as classes or work)”, “power differential, it was a teacher and they had control over grades”, and “didn’t want to start drama.”

The reasons reported for not reporting provide the University with some areas to focus on in terms of education to students about their concerns of repercussions.

Ner Israel Rabbinical College

Survey Administration

At the Ner Israel Rabbinical College we used a similar survey as in previous years. This survey was originally provided by MHEC and we feel that it suits the needs of our institution. We prefer to do as much in-person as possible, so we have a paper survey, as many people give up half-way though a web survey when they think there are too many questions. The survey was made available in the financial aid office, as many students come through that office, and was available to staff as well. Participants volunteered on their own and there was no deliberate selection, as to provide a more randomized selection of data. This survey was done over the 2018-2020 cycle from September of 2018 until June of 2020. Many students were not interested in taking another survey and therefore our response rate was below 10% among both graduate and undergraduate students. Our campus is a very homogenous campus so even though there was a low response rate, we feel that it does accurately represent our campus.

Perceptions of Safety and General Campus Climate

The respondents gave us great encouragement that our campus is perceived as a safe environment. The general campus climate is very conducive to learning, and the security that a secluded suburban campus offers greatly enhances a student's scholarship. The respect that is required from all to all creates a secure environment for all, staff and students alike. These perceptions are similar to the perceptions that were reported in the previous survey.

Perceptions of Institution's Readiness

The respondents indicated that the college is prepared to deal with a variety of difficult situations properly. The training and education in personal safety is adequate for our population. Ample support from staff members and administration was indicted from the responses in the survey. This again is similar to our previous survey.

Institutional Analysis

We are noticing a correlation in the incident data and the survey data. Both indicate a safe campus that our students and staff can feel comfortable during their residence. Minimal changes have been implemented since the last cycle as the campus is perceived as safe and secure. No actions, activities, programs or other results have been taken place due to this survey. Based on the survey we will continue to do what we have been doing beforehand.

ST. MARY'S SEMINARY AND UNIVERSITY (SMSU)

2020 Survey Administration

The 2020 survey was essentially the same as that used for the previous two cycles. These were developed in accordance with the survey questions that were included in the MHEC guidelines. St. Mary's Seminary & University (SMSU) includes two schools: the School of Theology (SOT) and St. Mary's Ecumenical Institute (E.I.). The SOT is comprised of only full-time male students who reside on campus. The E. I. includes male and female students, all commuters. SMSU made the survey available to all current students in both schools. An email was sent on February 24, 2020 and included a link to the survey on Survey Monkey. SMSU stressed that participation was voluntary. The survey was administered anonymously and not given face-to-face. A reminder, via a verbal announcement, was made to SOT students on March 9 and a reminder email was sent on March 11. The survey closed March 16, 2020. There were no substantive changes made to the survey administration since the last cycle.

The rate of response was thirty-one (31.7%) percent. At the time the survey was conducted, there were 52 SOT students and 128 E.I. students for a total student body of 180. Total responses received was fifty-seven (57).

Nineteen (19.3%) percent of respondents were in their first year and twenty-eight (28.1%) percent were in their second year of enrollment. Others preferred not to say or have been enrolled for more than 2 years.

Regarding gender identity, thirty-nine (39) respondents were male and twelve (12) were female.

As to race, twenty-nine (29) of respondents were White and twelve (12) were Black or African American. The remaining respondents were other races, of mixed race, or preferred not to say.

The ages of the respondents varied. Of the fifty-two (52) respondents, thirteen (13) were ages 18 to 29, twenty-six (26) were ages 30 to 59, nine (9) were age 60 and over and the rest preferred not to say.

The respondent population compares to the general population as follows: 21.1% of those responding were female, whereas the percentage of females on campus is 40.6%.; 68.4% of respondents were male, and 59.4% of the student body was male. As to race, 50.8% of respondents were Caucasian and 59.4% of the general population is Caucasian. The percentage of respondents who were full-time was 50.8%, and part-time 47.4%. The percentage of students in the general population who were full-time was 30.0%, and part-time 70.0%. The percentage of respondents who were commuters was 50.0% and residents 48.2%. In the general population, the percentage of commuters was 71.1% and residents 28.9%. Taken together, these numbers show that a larger percentage of full-time resident students completed the survey than is represented in the general population.

Perceptions of Safety and General Campus Climate

Approximately sixty-six (66.1%) percent of respondents strongly agree and twenty-eight (28.6%) percent agree that they feel valued in the classroom/learning environment. Thus, approximately ninety-four (94.7%) percent, a vast majority, agrees or strongly agrees. This is about a percentage point higher than the result in the last survey administered.

Sixty-two (62.5%) percent of the respondents strongly agree and thirty (30.4%) percent agree, for a total of ninety-two (92.9%) percent, that faculty, staff and administrators respect what students on this campus think. This is a vast majority. This is almost two percentage points higher than the prior survey results.

Regarding the students' perceptions of the faculty's concern for their welfare, sixty-nine (69.6%) percent strongly agreed and twenty seven (26.8%) percent agreed that they think the faculty is genuinely concerned about the students' welfare, for a total of ninety-six (96.4) percent. This is approximately two percentage points higher than the prior survey results

Sixty-one (60.7%) percent strongly agree and thirty-two (32.1%) percent agree that the faculty, staff, and administrators at SMSU treat students fairly. This total of ninety-two (92.8%) percent is about three percentage points higher than the prior survey results.

Regarding respondents' perception of the safety of the campus, approximately sixty-nine (69.6%) percent of respondents strongly agree and twenty-five (25.0%) percent agree that they feel safe on this campus. Thus, ninety-four (94.6%) percent of respondents agree or strongly agree that they feel safe on the campus. This is almost exactly the same as the prior survey results.

Thus, in response to all of the statements listed above, the respondents have a ninety-two (92%) percent or higher positive perception of the safety of the campus and the general campus climate. These perceptions have either stayed the same or improved since the last survey administration.

Perceptions of SMSU's Readiness and Ability to Address Issues

Regarding respondents' perception of the institution's readiness and ability to respond to crisis and incidents, thirty-seven (37.5%) percent of respondents strongly agree and forty-eight (48.2%) percent agree, for a total of eighty-five (85.7%) percent, that SMSU would handle it well if a crisis happened on campus. This is almost 3 percentage points higher than the prior survey results.

Approximately fifty-eight (58.2%) percent strongly agree and thirty-one (30.9%) percent of respondents agree that the institution does enough to protect the safety of students. Thus, approximately eighty-nine (89.1%) percent of respondents agree or strongly agree that SMSU does enough to protect the safety of students. This is six percentage points higher than the prior survey results.

Regarding how the institution would handle the situation if an individual reported an incident of sexual assault or sexual violence, sixty-six (66.7%) percent think it very likely and twenty-five (25.9%) percent of respondents think it likely that the institution would take the report seriously. Thus, ninety-two (92.6%) percent of respondents think it likely or very likely that the report would be taken seriously. This is almost exactly the same as in the prior survey results.

Approximately sixty-three (63.6%) percent strongly agreed and twenty-nine (29.1%) percent agreed that the university would take steps to protect the safety of the individual making the report.

Approximately sixty-six (66.7%) percent of respondents think it very likely and twenty-four (24.1%) percent think it likely that the institution would handle a report of sexual assault or sexual violence fairly. Thus, approximately ninety (90.8%) percent of respondents think it very likely or likely the report would be handled fairly by the institution. This is about six percentage points lower than the immediate prior survey results, but almost exactly the same as the survey results from the 2016 survey.

Ninety-four (94.3%) percent of respondents responded that since coming to SMSU, they received written or verbal information from someone at the institution regarding the definition of sexual assault. This is about one percentage point lower than the prior survey results.

Eighty-eight (88.6%) percent of respondents reported that they had received information from someone at the institution on how to report a sexual assault and where to go to get help if you know someone is sexually assaulted. These are 15 and 10 percentage points higher, respectively, than reported in the prior survey results.

Given the above, respondents perceive the institution's readiness and ability to address issues in a very positive manner in all of the following areas: training and education, support for persons reporting misconduct and the administrators who are responsible for investigating misconduct.

In general, the respondents' perceptions of SMSU's readiness and ability to address issues have improved or remained essentially the same since the last survey administration.

Institutional Analysis and Action Steps

Of the 52 respondents, ninety-two (92.3%) percent reported that they had not experienced any unwanted sexual violence or contact on campus since coming to SMSU. There were zero incidents reported on the survey that occurred off-campus. No incidents have been formally reported to any administrators since the last survey cycle. There were two "yes" responses to the question: "Since coming to SMSU have you experienced any unwanted sexual violence or unwanted sexual contact?" While we believe our policies and procedures are working, since neither of these two instances were formally reported, it seems that SMSU may need to improve communication about reporting procedures. Thus, SMSU has been reevaluating its policies and procedures to communicate more effectively, especially with those who are new to the institution.

The level of the disclosure of incidents on the survey can be perceived as a positive development because two students felt comfortable enough to express their issues and concerns. It does point out a concern for the administration, however. SMSU takes its responsibility very seriously and will continue to work on effective communication of policies and procedures and to reinforce the reporting process.

As to trends in the survey data, the data shows that the institution's readiness to and ability to address issues of sexual violence has steadily improved over the course of the 3 survey cycles. For example, regarding the question of whether SMSU would handle it well if a crisis happened

on campus, the percentage of respondents who said they strongly agree or agree was 80.6% in 2016, 83% in 2018 and 85.8% in 2020. For the question as to whether SMSU does enough to protect the safety of its students, the data also shows an upward trend. Respondents strongly agreed or agreed to this statement as follows: 81.7% in 2016, 83.0% in 2018 and 89.1% in 2020.

In terms of future action, SMSU will continue to widely publicize the information which is listed at the end of the survey regarding contacts for assistance. SMSU administrators will proactively communicate to all students the importance of timely communication of any concerns and to make sure all students are aware of their ability to formally report any incidents.

Every year the President Rector conducts a workshop entitled: Sulpician Policies on Sexual Misconduct for new students, faculty, and staff. Attendance is mandatory. SMSU's website is routinely updated to include relevant information regarding procedures for reporting sexual assaults. The current (2018-2020) Campus Crime Statistical Report is posted on the SMSU website under the St. Mary's Safety Report and shows zero crimes reported during this period.

This institution continues to have a Memo of Understanding with the Baltimore City Police Department regarding sexual assault at Institutions of Higher Education. Similarly, this institution continues to have a Memo of Understanding with Turnaround, Inc., an assault crisis center of Baltimore and Baltimore County which helps victims of sexual assault.

The SMSU Handbook was updated August 1, 2016 and provides in explicit detail the Sexual Misconduct Policy, the process for Reporting Sexual Misconduct and the Procedures for Addressing Reports of Sexual Misconduct.

Finally, in terms of staff training and preparedness to deal with sexual misconduct, SMSU's insurance risk management company (United Educators) has required that all faculty (full-time and adjunct) and staff complete the Workplace Harassment Prevention Training program. SMSU requires that all new hires must complete the training and all faculty members must take the training once every 3 years. Currently SMSU is within the parameters required by the insurance company for compliance. SMSU had a long-time employee who oversaw this process. With a turnover in this staff position, SMSU has tightened our deadlines for compliance and will continue to monitor compliance of this training for staff and faculty.

St. Mary's Seminary & University will continue to assess our policies and procedures to determine if any changes are warranted which would further strengthen our program as we are committed to a healthy and safe environment for everyone in the St. Mary's community.

Yeshiva College of the Nation's Capital's 2020 Sexual Assault Campus Climate Report For the Fall 2018 – Spring 2020 Reporting Cycle

I. Survey Administration

A: We used most of the sample survey that was given out from the Department of Education. Some of the questions that were not relevant to our institution were omitted.

B: We do not have a large student body so we felt that in order to get a proper balance of data we would need to give out to all of the enrolled students.

C: The Survey was hand delivered to some and emailed to others. It was given to around 29 students and ten students responded, around 30%.

D: We followed up with students through email reminding them to complete the survey.

E: The students that responded make up a good representation of the student body as a whole regarding, race, gender, age and living area.

F: There were no changes to the survey administration since the last cycle.

II. Perceptions of Safety and General Campus Climate

A: We found that 70% of the respondents strongly agree that they feel safe on our campus and 30% agree they feel safe on our campus.

B: Unfourtintly; we missed lasts cycle survey and do not have any data to compare from.

III. Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence

A: a: 40% of respondents said they have received training or education about sexual offenses from the Institution.

b: 90% of respondents strongly agreed that the Institution will be supportive and 10% agreed.

B: 90% of respondents strongly agreed the college would take the report seriously and 10% agreed.

C: Unfourtintly; we missed lasts cycle survey and do not have any data to compare from.

IV. Institutional Analysis and Action Steps

A: Unfourtintly; we missed lasts cycle survey and do not have any data to compare from.

B: Unfourtintly; we missed lasts cycle survey and do not have any data to compare from.

C: There were no changes implemented.

D: We have found that none of the respondents have experienced any forms of sexual assault and that all of the respondents feel safe at our campus. We therefore have decided that there is no need for any changes.

V. Prevalence of Sexual Assault and Other Sexual Misconduct

A: According to the survey data there have been no sexual assaults reported or claimed.

B: Unfortunately; we missed last cycle survey and do not have any data to compare from.

C: There have been zero reports of sexual abuse on our campus in this reporting cycle.