



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

## **Education Article §11–601**

**September 2024**

Wes Moore  
Governor

Aruna Miller  
Lt. Governor

Sanjay Rai, Ph.D.  
Secretary of Higher Education

**MARYLAND HIGHER EDUCATION COMMISSION**  
6 North Liberty Street • Tenth Floor • Baltimore, MD 21201  
[www.mhec.maryland.gov](http://www.mhec.maryland.gov)

## Executive Summary

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. For the 2022-2024 cycle, all institutions were required to submit incident data and the survey narrative report on or before June 1, 2024<sup>1</sup>, as mandated by law. Of the 50 institutions of higher education in the state that were required to submit reports and data to MHEC, 45 were fully compliant.

Institutions reported 2,912 incidents of sexual assault or other sexual misconduct during the 2022-2024 cycle. Of them 15.2% were Sexual Assault I, 8.5% were Sexual Assault II, and 67.8% were Other Sexual Misconduct. Starting with the 2022-2024 reporting cycle, MHEC added an additional “Unclassified” category that institutions could use when facing too little information about the incident to classify it. Unclassified incidents comprised 8.4% of all incidents.

Of the 2,912 incidents reported, over 92% of them were from the State’s four-year institutions (57.5% at Maryland’s public four-year institutions and 35.1% at Maryland’s state-aided institutions). A much smaller proportion of the incidents were reported at the community colleges (7.4%). These patterns are consistent across incident types.

The statewide data for the 2022-2024 cycle are consistent with the previous two cycles. The distributions of incidents by type has changed slightly, which could be a result of the added category of classification.

## Report

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.<sup>2</sup>

<sup>1</sup> Due date was adjusted to June 3, 2024 because June 1 fell on a Saturday.

<sup>2</sup> 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.

The following statewide report addresses survey narrative and incident data, as required by the legislation.<sup>3</sup>

For the 2022-2024 cycle, all institutions were required to submit incident data and the survey narrative report on or before June 1, 2024, as mandated by law. Of the 50 institutions of higher education in the state that were required to submit reports and data to MHEC, 45 were fully compliant.<sup>4</sup>

## Statewide Incident Data

Starting with the 2016 to 2018 reporting cycle, MHEC implemented a standardized data collection template, and this tool continued for the 2018-2020 cycle, 2020-2022, and the 2022-2024 cycle. This consistency across cycles allows institutions and the State to report trend data using the same standard measures.

Per the guidance, an “incident” is defined as an allegation of sexual assault or other sexual misconduct involving a student which is reported or referred to the institution’s Title IX coordinator or other appropriate institution designee.<sup>5</sup> An incident does 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<sup>6</sup>.

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

<sup>3</sup> The reports for the cycles that ended in 2016, 2018, 2020 and 2022 can be found at MHEC’s research website <https://mhec.state.md.us/publications/Pages/research/index.aspx> under Student and Academic Affairs

<sup>4</sup> At the time of the statutory deadline, five institutions had not filed official submissions with MHEC via the submission form. Subsequent contact from MHEC staff elicited submissions from two institutions – Frostburg University and St. John’s College. Of the remaining three, two were private institutions and the third was the Maryland Institute College of Art. One private institution responded to the inquiry and indicated the staff person was ill and would not be able to fulfill the reporting requirement. The remaining two were non responsive. One of these is the Maryland Institute College of Art (MICA). It is important to note that MICA has been non-compliant with reporting for two cycles of reporting (2020-2022 and 2022-2024).

<sup>5</sup> Institutions are instructed, in complex cases, to have their data reflect only one category of sexual assault or other sexual misconduct. In addition, institutions are 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.

<sup>6</sup> In the 2022-2024 guidelines from MHEC, institutions were cautioned that the changes to the Title IX regulations that went into effect in August 2020 did not preclude MHEC from continuing to collect the same data of incidents of sexual assault and other sexual misconduct. Institutions were also cautioned that the activities taking place within the federal government between 2022 and 2024 regarding Title IX were not to change any aspects of what institutions were required to report to the State of Maryland.

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 are 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.

For this reporting cycle, MHEC introduced a fourth classification. This fourth classification, “unclassified” allows institutions to accurately include incidents that cannot be classified as Sexual Assault I, Sexual Assault II or Other Sexual Misconduct as reported to Title IX staff or other appropriate institution designee.<sup>7</sup>

In addition to the incident type, institutions are required to provide data on a number of other elements. First, institutions are asked to report on the primary source of the reported incident. These could be reported by complainants<sup>8</sup>, witnesses, responsible employees (e.g., faculty, student affairs staff, coaches), or anonymously.<sup>9</sup> Data are 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.<sup>10 11</sup>

Second, institutions also report 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.<sup>12</sup>

<sup>7</sup> The “Unclassified” category was introduced for the 2022-2024 reporting cycle after MHEC received inquiries from reporting institutions on how to report incidents in which too little information was able to be gathered to otherwise classify the incident as it was reported to Title IX or other appropriate institutional designees. Examples of this might include incidents reported by a bystander or responsible employee in which the victim, upon contact, is non-responsive or does not want to discuss the incident.

<sup>8</sup> Complainants refers to persons who have experienced sexual assault, sexual misconduct, and other forms of sexual violence.

<sup>9</sup> 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.

<sup>10</sup> Sworn law enforcement officers are defined as persons formally authorized to make arrests while acting within the scope of explicit legal authority.

<sup>11</sup> 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.

<sup>12</sup> A respondent is an individual who is reported to have committed act(s) of sexual assault or other sexual misconduct.



Third, institutions report 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 report 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 report those incidents in which the victim did not want to move forward.

Fourth, the data also hold information on the outcomes of formal complaints.<sup>13</sup> 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 2,912 incidents of sexual assault, other sexual misconduct<sup>14</sup> or unclassified incidents during the 2022-2024 cycle.<sup>15</sup> Of them 15.2% were Sexual Assault I, 8.5% were Sexual Assault II, 67.8% were Other Sexual Misconduct and a small proportion (8.4%) were considered unable to be classified due to too little information regarding the incident. The proportions of these incidents vary by institutional segment. See Tables 1 and 2 for counts and proportions.

<sup>13</sup> 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.

<sup>14</sup> Of the private institutions that submitted data, only two reported any incidents of sexual violence; these were two incidents of other sexual misconduct. These two incidents are not included in the statewide numbers.

<sup>15</sup> Each institution could choose, based on its institutional calendar, the appropriate date in 2024 for the reporting cycle to end. The institution's cycle start date was based on the end date of their 2022 cycle, which could also vary.

Table 1: Number of Incidents Reported by Type: Statewide and by Segment, 2022-2024 Cycle<sup>16</sup>

	All Incidents of Sexual Assault and Other Misconduct	Sexual Assault I	Sexual Assault II	Other Sexual Misconduct	Unclassified
Statewide	2,912	444	248	1975	245
Community Colleges	216	13	15	171	17
Public Four Year Institutions	1,673	283	165	1,072	153
State-Aided Independent Institutions	1,023	148	68	732	75

Table 2: Incident Totals and Rates of Incident Types; Statewide and by Segment, 2022-2024 Cycle

	All incidents of Sexual Assault and Other Misconduct	Sexual Assault I	Sexual Assault II	Other Sexual Misconduct	Unclassified
Statewide	2,912	15.2%	8.5%	67.8%	8.4%
Community Colleges	216	6.0%	6.9%	79.2%	7.9%
Public Four Year Institutions	1,673	16.9%	9.9%	64.1%	9.1%
State-Aided Independent Institutions	1,023	14.5%	6.6%	71.6%	7.3%

Of the 2,912 incidents reported, over 92% (Table 3) of them were from the State's four-year institutions (57.5% at Maryland's public four-year institutions and 35.1% at Maryland's state-aided independent institutions). A much smaller proportion of the incidents were reported at the community colleges (7.4%). These patterns are consistent across incident types.

<sup>1616</sup> The two institutions that submitted materials after the deadline are not included in the data analysis and reporting for the state or their respective segments.

Table 3: Incident Totals and Rates by Segment: All Incidents and by Type: 2022-2024 Cycle

	All incidents of Sexual Assault and Other Misconduct	Sexual Assault I	Sexual Assault II	Other Sexual Misconduct	Unclassified
Statewide	2,912	444	248	1,975	245
Community Colleges	7.4%	2.9%	6.0%	8.7%	6.9%
Public Four Year Institutions	57.5%	63.7%	66.5%	54.3%	62.4%
State-Aided Independent Institutions	35.1%	33.3%	27.4%	37.1%	30.6%

The statewide data for the 2022-2024 cycle are overall consistent with the previous cycles (Figure 1). Overall counts of incidents are higher than the previous cycle but are consistent with pre-pandemic levels. The overall increase in counts of reported incidents is driven by an increase in counts of incidents of Other Sexual Misconduct.

Figure 1: Trends in Incident Reporting by Cycle: All Incidents by Type

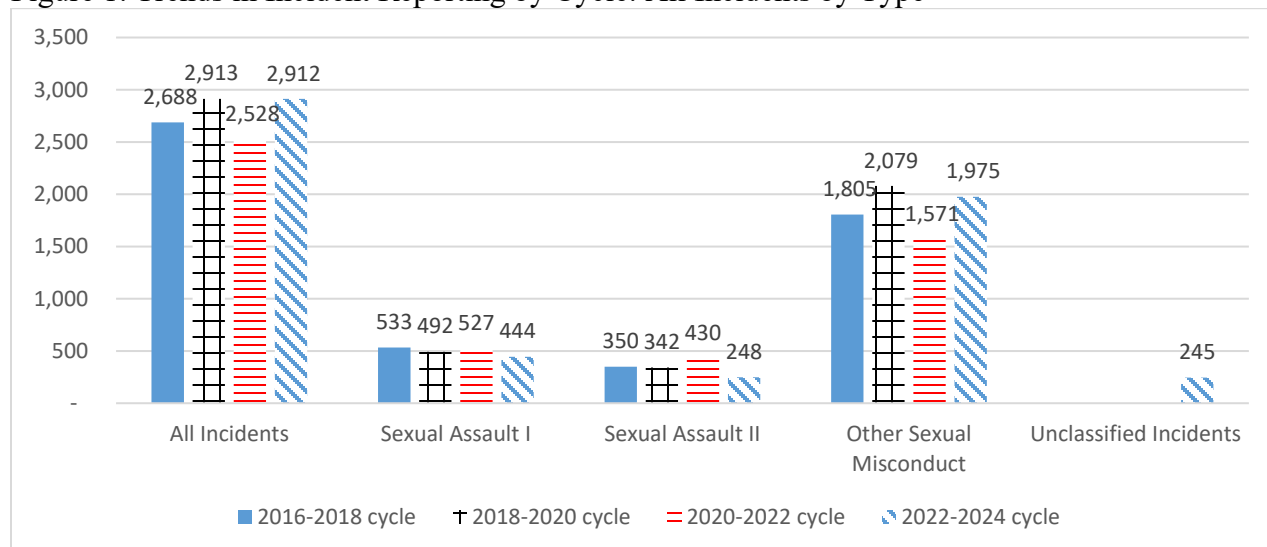
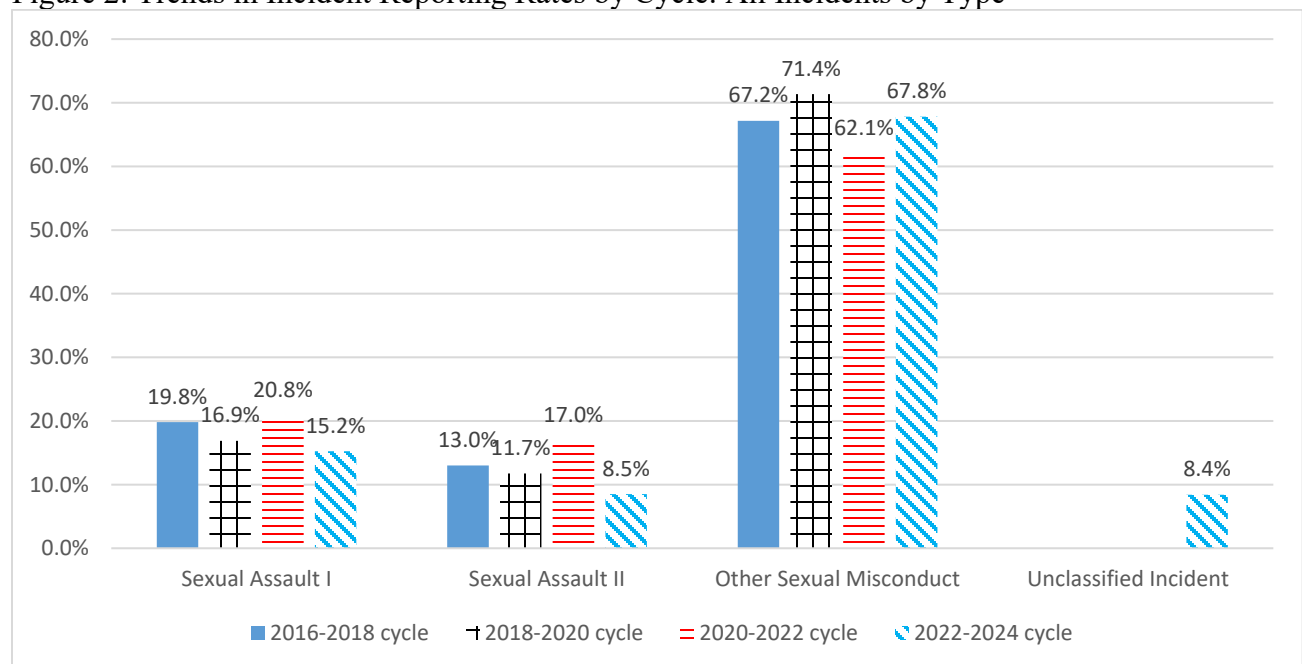


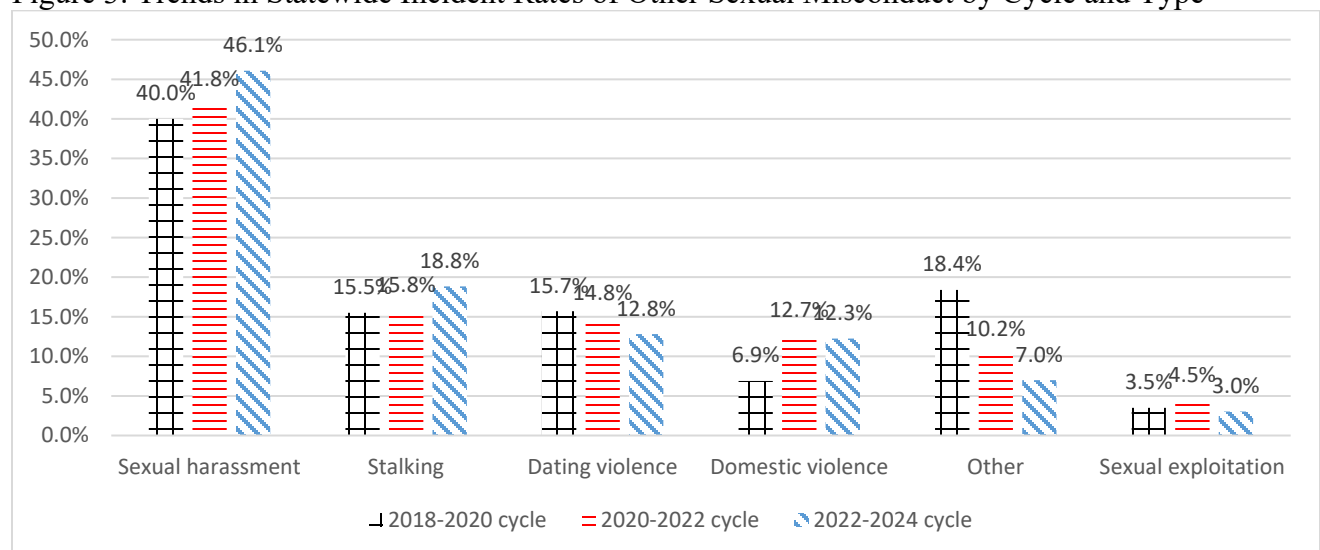
Figure 2 displays the rates of incidents by type over time and shows a consistent trend overall. Rates of reports of Sexual Assault I and II decreased compared to the last reporting cycle and rates of reports of incidents of Other Sexual Misconduct have increased. The newly introduced category of “unclassified” may have helped institutions more accurately categorize the reported incidents that, in the past, they may have been included in other categories.

Figure 2: Trends in Incident Reporting Rates by Cycle: All Incidents by Type



Of the “Other Sexual Misconduct” incidents reported (n=1,980) most were sexual harassment (see Figure 3) as well as stalking and relationship violence. Institutions report that “Other” incidents within this category can include reports of retaliation as well as reports of sexual intimidation and coercion. The trends in these data have stayed fairly consistent over time.

Figure 3: Trends in Statewide Incident Rates of Other Sexual Misconduct by Cycle and Type<sup>17</sup>



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

<sup>17</sup> MHEC began collecting desegregations of Other Sexual Misconduct data by type starting in the 2018-2020 cycle.

## Survey Narratives

Each reporting 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, and
- 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. Of the 45 institutions that submitted their survey narratives and data by the mandated deadline, 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 survey narrative reports were analyzed for this report, but the following statewide analysis focuses on the responses from the public and state-aided independent institutions.<sup>18</sup> The narrative reporting prompts, as well as all report narratives, can be found in Appendix JJJ.

Analysis of the institutional survey narratives and incident data collected for the 2022-24 cycle assist the State in better understanding the complexity of the issues of sexual assault and violence on college campuses. Despite the uncertainty that has arisen from the Biden administration's recent revisions to Title IX (which are currently under legal scrutiny in several states), institutions have continued to improve programming, education, and training, while addressing longer-term issues tied to the larger campus climate and students' feelings of support and safety.<sup>19</sup> The State of Maryland and its colleges and universities continue to be a leader in the nation in efforts to address the issues of sexual violence on campuses.

The following sections provide a summary of the institutions' findings from the administration of their campus climate surveys, and are organized around the areas of focus noted in the bullets above.

### A. Survey Administration

For the 2024 cycle, institutions were permitted to choose the survey instrument, the population to survey, and the methods by which to administer the survey. Institutions were required to describe

<sup>18</sup> Private institutions constitute a very small percentage of the overall enrollment in the state, and their institutional data reveal that few if any students reported incidents and/or responded to the survey; therefore, these institutions were not included in the survey report analysis.

<sup>19</sup> Knott, Katherine and Alonso, Johanna. "A New Title IX Era Brings Confusion and Frustration." Inside Higher Ed, 1 August 2024, [https://www.insidehighered.com/news/students/safety/2024/08/01/enforcement-bidens-title-ix-rule-complicated-lawsuits?utm\\_source=Inside+Higher+Ed&utm\\_campaign=f1b1525943-DNU\\_2021\\_COPY\\_02&utm\\_medium=email&utm\\_term=0\\_1fcbe04421-f1b1525943-228330645&mc\\_cid=f1b1525943&mc\\_eid=262fa297a1](https://www.insidehighered.com/news/students/safety/2024/08/01/enforcement-bidens-title-ix-rule-complicated-lawsuits?utm_source=Inside+Higher+Ed&utm_campaign=f1b1525943-DNU_2021_COPY_02&utm_medium=email&utm_term=0_1fcbe04421-f1b1525943-228330645&mc_cid=f1b1525943&mc_eid=262fa297a1).

how they administered the survey, including which instrument was used and whether the survey included recommended questions from the Maryland Department of Health (MDH), which were newly added to the guidelines for the 2022-24 cycle.<sup>20</sup> Around half of the community colleges reported using MHEC's model survey instrument with some adjustments. Survey instruments varied more across the four-year institutions (both public and state-aided independent); while several did use MHEC's survey as a model, others developed their own surveys internally or used surveys developed by other organizations (i.e., the Higher Education Data Sharing Consortium). However, it is important to note that not all institutions reported on which survey instrument was used. Similarly, not all institutions addressed whether they incorporated questions provided by the MDH – but most of those that did address this prompt reported using at least some of the MDH questions. A small number of institutions reported that they did not use the MDH questions for a few different reasons (for example, the MDH questions would have been duplicative of questions already in the survey).

Institutions were also asked to describe how and when the survey was administered, how students were invited and encouraged to participate, and how the sample of survey respondents compares to the general student population. All institutions administered the survey online, and almost all did so in the spring semester of 2024. A small number administered the survey in spring or fall of 2023. Several community colleges reported facing challenges in engaging students, citing a decrease in response rates from previous cycles as a concern. The most common mode of inviting students to participate was through direct email campaigns. Some institutions also used social media, online student portals, and physical posters with QR codes to direct students to the survey. Many of the four-year institutions and some community colleges incentivized participation through prizes and raffles. Most institutions reported response rates of around 2 - 20%, with a large proportion falling between 4% and 10%. Several noted that low response rates made it difficult to generalize results, as the limited pool of survey respondents often was not representative of the student body. The vast majority of institutions reported that females were over-represented in the survey samples; most community colleges also reported that full-time students were over-represented and that participants were older on average than the general population. At least half of the four-year institutions surveyed both undergraduate and graduate students; however, many of them did not disaggregate the survey data or only reported the undergraduate data in the narrative report. Due to low response rates and the underrepresentation of certain student groups in survey results, analysis of the survey narratives should be interpreted with caution.

## B. Perceptions of Safety and General Campus Climate

Institutions reported on students' perceptions of safety and general campus climate based on survey results. At least half of survey respondents at most institutions reported feeling safe,

<sup>20</sup> In 2021, MHEC was contacted by staff at the Maryland Department of Health (MDH) with a request to amend the institutional guidelines by adding recommended survey questions from MDH. The rationale for this request was that MDH relies on the data from MHEC's report in assessing prevalence, risk factors, and protective factors related to sexual violence on college campuses; therefore, institutions incorporating MDH's questions into their surveys would improve MDH's ability to track changes in sexual violence indicators at college campuses in the State more consistently.

valued, and close to people on campus. The majority also agreed that staff/faculty/administrators treated students fairly and were genuinely concerned about students' wellbeing. The proportion of community college participants who agreed with the statement "I feel close to people on campus" was typically lower than the proportion agreeing with the other statements related to perceptions of safety and campus climate (though it was still above 50% in most cases). Notably, a small number of four-year institutions reported that close to half of respondents agreed that sexual misconduct/assault was a problem at the university (however, most institutions did not report on this metric).

Institutions also analyzed how students' perceptions of safety and general campus climate had evolved over survey cycles. No clear pattern emerged from these analyses, as responses varied across all segments. Several institutions noted that participants' perceptions of safety had trended upward in certain areas and downward in others; alternatively, many observed that survey results had remained relatively stable since the first administration. In a few cases, institutions reported that students' perceptions had become more positive or more negative across the board.

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

Institutions described students' perceptions of the institution's readiness and ability to handle situations related to sexual misconduct as represented by survey results. A majority of respondents from most institutions had generally favorable perceptions of the institution's ability to handle such situations, largely agreeing that campus officials would take reports of misconduct seriously and handle them fairly, protect the safety and privacy of the individual filing a report, and report an incident to law enforcement if requested to do so by the victim. Survey respondents were also asked about the training and education they had received on sexual misconduct and/or Title IX. Four-year institutions were more likely to report that the majority of respondents both remembered receiving such training and/or educational materials and knew how to file a report if necessary. While several community colleges reported high rates of student familiarity with campus resources, some also reported that fewer than half of respondents remembered receiving any such materials or training.

Institutions analyzed how students' perceptions had evolved over survey cycles. A large number of institutions across all segments observed that student familiarity with educational materials and campus policies related to sexual misconduct and/or Title IX had increased drastically since the first survey administration. This was true even for institutions in which a majority of respondents were not familiar with such materials.

#### D. Institutional Analysis and Action Steps

For the final required section of the narrative report, institutions were to reflect on the overall survey results and describe actions they planned to take or had already taken in response to the results. More specifically, institutions were asked to describe the relationship between changes in the survey data and changes in the incident data across cycles; the results of changes implemented since the previous cycles; what services, programs, or other initiatives had been implemented in response to survey results; and what had been learned from analysis of students' responses to questions about training and education. The vast majority of institutions failed to

address the prompt in its entirety; therefore, few patterns emerged from analysis of the responses. Due to the limited nature of these data, a segment-level analysis of responses was not feasible. The following analysis therefore highlights either statewide trends or outliers within one or more segments.

The majority of institutions included analyses of students' responses to questions about education and training. Many observed that student awareness of processes around Title IX and sexual misconduct had improved over survey cycles. However, a large number still emphasized the need for increasing student awareness, specifically around reporting, with many expressing concern over the fact that the majority of students who said they had experienced an incident had not reported it. Most of the institutions also described the action steps they had taken or planned to take in response to survey results, naming a number of initiatives targeted at increasing student awareness. The most common responses included implementing more/better training for both students and staff; targeting specific student groups for educational programming (i.e., Greek organizations, athletics, or male students); increasing visibility of educational materials through avenues such as social media and tabling; and collaborating with student groups and community organizations to develop materials and programming and increase student engagement. Many also described plans to hire additional staff and/or adjust current staffing models to accommodate increased programming.

#### E. Prevalence of Sexual Assault and Other Sexual Misconduct

Institutions that opted to collect data on the prevalence of sexual assaults and misconduct were asked to describe these results. Specifically, institutions were required to include rates of sexual assault and misconduct according to survey results; analysis of how these rates compare to incident data; the proportion of students who experienced an incident and reported it to the institution; and the most common reasons students gave for not reporting. Eight of the 16 community colleges responded to this prompt. Among these institutions a small percentage (between 2-7%) of survey respondents reported that they had experienced unwanted sexual contact or violence since coming to the college. A similarly small percentage responded with "prefer not to say." Institutions' analyses as to how survey data compared to incident data were mixed, and many did not respond to this question at all. Of those that commented on data related to reporting, several stated that fewer than half of those who said they had experienced an incident had reported it to the college. The most common reasons given for not reporting were that the respondent didn't think it was serious enough to report; wanted to forget the incident had happened; wanted to keep it private; felt embarrassed; and had other concerns like school or work that prevented them from reporting.

Eighteen of the twenty-six four-year institutions included prevalence data in the narrative report. The four-year institutions that included these data reported higher rates of sexual misconduct than the community colleges, with the majority reporting between 7% and 18%, and a few even reporting rates around 30%. The vast majority of these institutions reported that fewer than half of the students who said they had experienced an incident had reported it to the university; the most common reasons given for not reporting an incident included not thinking it was serious enough to report, wanting to forget it happened, and wanting to keep it private. Not all



institutions included analyses of how survey data compared to incident data, but those that did overwhelmingly stated that the survey data reflected higher rates of sexual misconduct than the incident data.

## Recommendations

1. Institutions emphasized the importance of continuing to educate students about sexual misconduct and Title IX policies. Data on the prevalence of sexual misconduct highlight specifically the need for institutions to do more to both educate and encourage students when it comes to reporting incidents. The following are evidence-based recommendations for how to design effective programming:<sup>21</sup>
  - Prevention programming should be comprehensive, meaning that it should involve a variety of activities occurring regularly throughout the academic year (rather than a single workshop/session). Programming should address a range of topics in addition to sexual misconduct, such as healthy relationships, communication skills, consent education, and healthy sexuality.
  - Institutions should model programming after evidence-based frameworks, such as the social-ecological model used by the U.S. Centers for Disease Control and Prevention (CDC). The Spectrum of Prevention is another helpful tool that can assist institutions in building a comprehensive approach to prevention.
  - Programming should be tailored to the campus community, especially to student groups that are most likely to be affected by sexual violence (i.e., students of color, homeless youth, youth with disabilities, LGBTQ+ youth, student athletes, students belonging to Greek organizations, etc.)
  - Prevention work does not end with formal programming – it should be integrated fully into the campus culture. Effective strategies for building prevention work into all aspects of campus life include continuously improving and updating relevant policies and resources; facilitating discussion groups; hosting expert speakers; executing social media campaigns; renovating sexual violence “hot spots” on campus; and collaborating strategically with student groups to raise awareness and normalize frank discussion around this topic.
2. Institutions expressed concern that many students experiencing incidents of sexual misconduct are not reporting these incidents to the institution. Ensuring that Title IX offices are fully staffed and easily accessible to students is essential to empowering students to report incidents of sexual misconduct. As high turnover rates impact many institutions’ Title IX offices, institutions should develop a transition plan to ensure stability and sustained Title IX compliance efforts when personnel are replaced or new positions are added. Additionally, institutions should establish a transparent and objective reporting structure in which reports of sexual misconduct are handled exclusively by the Title IX office (rather than the athletics department, for example). These strategies can help ensure that institutions are adequately equipped to address reports, which may increase students’ confidence in the reporting process.
3. Several institutions struggled with low survey response rates, which can limit insight into students’ experiences and campus trends. An important consideration when designing a

<sup>21</sup> “Prevention in Schools.” Maryland Coalition Against Sexual Assault, <https://mcasa.org/prevention/schools>. Accessed 1 August 2024.

survey is the length; students are less likely to complete longer surveys, especially if they have competing demands such as work or caring for children.<sup>22</sup> Institutions should keep surveys as short and straightforward as possible to avoid discouraging students from completing them.

4. Another factor that may be preventing students from responding to the survey is the fear that their responses will compromise their confidentiality and privacy. Institutions can address these fears by refraining from collecting personal information such as names, addresses, phone numbers, and email addresses; communicating transparently with students about who will be privy to their responses and what the results will be used for; and using trusted online platforms that students are familiar with to administer surveys.

## **Conclusion**

The Maryland Higher Education Commission continues to serve as a resource for institutions and the State when it comes to addressing issues of sexual assault and other sexual violence. MHEC continues to partner with the Maryland Department of Health (MDH) Rape and Sexual Assault Prevention Program (RSAPP) to provide additional survey questions institutions of higher education could use and report in their institution reports. These questions aimed to help institutions better capture data on community connectedness, social norms, community sanctions and bystander intervention. These additional questions will be provided in the upcoming reporting cycle as well. In addition, MHEC has a data sharing agreement with Dr. Tara Richards, Associate Professor, School of Criminology and Criminal Justice, at the University of Nebraska. Dr. Richards will use the data and narrative reports to help inform state and institutional policy and practice.

<sup>22</sup> Storch, Joseph. "Federal Climate Survey Could Be Counterproductive." Inside Higher Education, 18 July 2022, <https://www.insidehighered.com/views/2022/07/19/federal-climate-survey-may-be-counterproductive-opinion>. Accessed 1 August 2024.

# Appendix

	SEXUAL ASSAULT I	Statewide	Community Colleges	Public Four-Year Institutions	State-Aided Independent Institutions
1	Total number of incidents classified as Sexual Assault I reported to Title IX staff or other appropriate institution designee.	444	13	283	148
2	<i>How many incidents were reported:</i>				
	by victim	149	5	74	70
	by witness(es)	10	0	5	5
	anonymously	4	1	3	0
	by responsible employee(s)	261	7	188	66
	other	20	0	13	7
	<b>SUM</b>	444	13	283	148
3	<i>How many Sexual Assault I incident reports occurred</i>				
	within 24 hours of incident	79	2	50	27
	within same semester	192	5	134	53
	after the end of the semester or longer	97	4	53	40
	prior to enrollment	30	2	17	11
	unknown	46	0	29	17
	<b>SUM</b>	444	13	283	148
4	<i>How many Sexual Assault I incidents occurred in these locations:</i>				
	On-campus	164	2	102	60
	At a school-sponsored off-campus activity/event	52	0	41	11
	Off-campus	163	10	93	60
	Undisclosed/Unknown	65	1	47	17
	<b>SUM</b>	444	13	283	148
5	<i>To your knowledge, how many of the Sexual Assault I incidents from Q1 were reported to sworn law enforcement officers?</i>	105	6	70	29
6	<i>How many Sexual Assault I incidents involved one or more non-student perpetrators? Overall total here</i>	140	8	86	46
	<i>Of those in 6, how many involved faculty or staff (or otherwise affiliated with the campus)?</i>	1	0	1	0
	<i>Of those in 6, how many involved those not affiliated with the campus in any way (visitor, domestic partner, stranger)?</i>	138	8	84	46
	<i>Of those in 6, how many involved both affiliated and unaffiliated individuals?</i>	1	0	1	0
	<b>SUM</b>	140	8	86	46
7	<i>How many of the following accommodations were made for the Sexual Assault I incidents, regardless of whether the incident resulted in a formal complaint? the responses MAY exceed the number in Q1 due to the possibility of multiple accommodations being offered per incident.</i>				
	a. Alternative housing	32	1	16	15
	b. Referral to counseling/health services	245	13	142	90
	c. No-contact or stay orders	99	4	51	44
	d. Interim suspension	11	1	6	4
	e. Academic accommodations (e.g., class scheduling, test rescheduling, etc.)	148	7	102	39
	f. Referral to off-campus resources (e.g., rape crisis center, MCASA, women's shelter, hotline)	159	11	62	86
	g. Additional training or support	46	2	3	41
	h. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	22	3	3	16
	i. Security escorts	17	8	4	5
	j. Referral to campus crime victims advocate	26	3	0	23
	k. Other	43	2	8	33
	<b>For question 8, the responses (a through g) should total the number in Q1.</b>				
8	<i>Please indicate the Sexual Assault I incident report outcomes after the initial assessment/review/preliminary investigation:</i>				
	Completed formal investigation	45	1	17	27
	Not enough information provided	86	0	66	20
	No authority over perpetrator	100	8	58	34
	Victim did not want to move forward	159	3	109	47
	Informal resolution found	7	0	5	2
	Formal investigation still in progress	25	0	16	9
	Other	23	1	12	10
	<b>SUM</b>	445	13	283	149
	<b>For question 9 and 10, the individual responses may not exceed the number in Q1.</b>				
9	Total number of Sexual Assault I incidents resulting in formal complaints	83	2	43	38
10	In how many formal complaints for Sexual Assault I was one or more perpetrators found to be	24	0	11	13
11	<i>How many of the following sanctions/outcomes were imposed in those cases where one or more perpetrators were found to be responsible?</i>				
	a. Suspension	12	1	6	5
	b. Expulsion	12	0	3	9
	c. Alternative resolution	1	0	0	1
	d. Housing restriction	7	0	1	6
	e. Disciplinary warning	0	0	0	0
	f. Disciplinary probation	10	0	2	8
	g. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	12	2	3	7
	h. Non-contact order	7	2	1	4

	SEXUAL ASSAULT I	Statewide	Community Colleges	Public Four-Year Institutions	State-Aided Independent Institutions
	i. Administration of fines	0	0	0	0
	j. Education/writing	10	0	5	5
	k. Termination of employment/contract not renewed	0	0	0	0
	l. Mental health evaluation	1	0	0	1
	m. Other	5	0	2	3
12	In how many formal complaints was a <b>finding of responsibility</b> appealed?	13	0	7	6
13	Of those appeals, please indicate the final result:				
	Responsibility Appeal Result - Affirmed	13	0	7	6
	Responsibility Appeal Result -Overturned	0	0	0	0
	Responsibility Appeal Result -Modified	0	0	0	0
	Responsibility Appeal Result -Other	0	0	0	0
14	In how many formal complaints was a <b>finding of non-responsibility</b> appealed?	5	0	2	3
15	Of those appeals, please indicate the final result:				
	No responsibility Appeal Result - Affirmed	5	0	2	3
	No responsibility Appeal Result -Overturned	0	0	0	0
	No responsibility Appeal Result - Modified	0	0	0	0
	No responsibility Appeal Result - Other	0	0	0	0
16	In how many formal complaints was a <b>sanction</b> appealed?	10	0	6	4
17	Of those appeals, please indicate the final result:				
	Sanction Appeal Result - Affirmed	0	0	5	4
	Sanction Appeal Result-Overturned	0	0	0	0
	Sanction Appeal Result -Modified	0	0	1	0
	Sanction Appeal Result-Other	0	0	0	0

	SEXUAL ASSAULT II	Statewide	Community Colleges	Public Four-Year Institutions	State-Aided Independent
1	Total number of incidents classified as Sexual Assault II reported to Title IX staff or other appropriate institution designee.	248	15	165	68
2	How many incidents were reported:				
	by victim	79	6	41	32
	by witness(es)	8	1	3	4
	anonymously	1	0	1	0
	by responsible employee(s)	150	8	115	27
	other	10	0	5	5
	<b>SUM</b>	248	15	165	68
3	How many Sexual Assault II incident reports occurred				
	within 24 hours of incident	46	5	27	14
	within same semester	94	4	57	33
	after the end of the semester or longer	83	3	64	16
	prior to enrollment	10	3	7	0
	unknown	15	0	10	5
	<b>SUM</b>	248	15	165	68
4	How many Sexual Assault II incidents occurred in these locations:				
	On-campus	102	5	72	25
	At a school-sponsored off-campus activity/event	31	1	29	1
	Off-campus	92	9	52	31
	Undisclosed/Unknown	23	0	12	11
	<b>SUM</b>	248	15	165	68
5	To your knowledge, how many of the Sexual Assault II incidents from Q1 were reported to sworn law enforcement officers?	50	6	36	8
6	How many Sexual Assault II incidents involved one or more non-student perpetrators? Overall total here	86	7	64	15
	Of those in 6, how many involved faculty or staff (or otherwise affiliated with the campus)?	10	2	7	1
	Of those in 6, how many involved those not affiliated with the campus in any way (visitor, domestic partner, stranger)?	75	5	56	14
	Of those in 6, how many involved both affiliated and unaffiliated individuals?	1	0	1	0
	<b>SUM</b>	86	7	64	15
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? the responses MAY exceed the number in Q1 due to the possibility of multiple accommodations being offered per incident.				
	a. Alternative housing	15	0	5	10
	b. Referral to counseling/health services	159	13	93	53
	c. No-contact or stay orders	52	4	31	17
	d. Interim suspension	4	1	2	1
	e. Academic accommodations (e.g., class scheduling, test rescheduling, etc.)	53	2	34	17
	f. Referral to off-campus resources (e.g., rape crisis center, MCASA, women's shelter, hotline)	82	8	37	37
	g. Additional training or support	28	1	2	25
	h. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	10	1	3	6
	i. Security escorts	12	6	1	5
	j. Referral to campus crime victims advocate	15	2	0	13
	k. Other	31	2	13	16
<b>For question 8, the responses (a through g) should total the number in Q1.</b>					
8	Please indicate the Sexual Assault II incident report outcomes after the initial assessment/review/preliminary investigation:				
	Completed formal investigation	23	1	14	8
	Not enough information provided	23	1	15	7
	No authority over perpetrator	42	7	21	14
	Victim did not want to move forward	100	5	69	26
	Informal resolution found	3	0	1	2
	Formal investigation still in progress	14	0	13	1
	Other	43	1	32	10
	<b>SUM</b>	248	15	165	68
<b>For question 9 and 10, the individual responses may not exceed the number in Q1.</b>				0	
9	Total number of Sexual Assault II incidents resulting in formal complaints	45	1	33	11
10	In how many formal complaints for Sexual Assault II was one or more perpetrators found to be	15	0	10	5

	SEXUAL ASSAULT II	Statewide	Community Colleges	Public Four-Year Institutions	State-Aided Independent
11	How many of the following sanctions/outcomes were imposed in those cases where one or more perpetrators were found to be responsible?				
	a. Suspension	9	1	6	2
	b. Expulsion	0	0	0	0
	c. Alternative resolution	0	0	0	0
	d. Housing restriction	2	0	0	2
	e. Disciplinary warning	1	0	0	1
	f. Disciplinary probation	3	0	0	3
	g. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	3	1	0	2
	h. Non-contact order	10	2	4	4
	i. Administration of fines	0	0	0	0
	j. Education/writing	7	0	6	1
	k. Termination of employment/contract not renewed	1	0	1	0
	l. Mental health evaluation	0	0	0	0
	m. Other	3	0	0	3
12	In how many formal complaints was a <b>finding of responsibility</b> appealed?	5	0	3	2
13	Of those appeals, please indicate the final result:				
	Responsibility Appeal Result - Affirmed	5	0	3	2
	Responsibility Appeal Result -Overturned	0	0	0	0
	Responsibility Appeal Result -Modified	0	0	0	0
	Responsibility Appeal Result -Other	0	0	0	0
14	In how many formal complaints was a <b>finding of non-responsibility</b> appealed?	0	0	0	0
15	Of those appeals, please indicate the final result:				
	No responsibility Appeal Result - Affirmed	0	0	0	0
	No responsibility Appeal Result -Overturned	0	0	0	0
	No responsibility Appeal Result - Modified	0	0	0	0
	No responsibility Appeal Result - Other	0	0	0	0
16	In how many formal complaints was a <b>sanction</b> appealed?	4	0	3	1
17	Of those appeals, please indicate the final result:				
	Sanction Appeal Result - Affirmed	4	0	2	2
	Sanction Appeal Result-Overturned	0	0	0	0
	Sanction Appeal Result -Modified	1	0	1	0
	Sanction Appeal Result-Other	0	0	0	0

	OTHER SEXUAL MISCONDUCT	Statewide	Community Colleges	Public Four-Year Institutions	State-Aided Independent Institutions
1	Total number of incidents classified as Other Sexual Misconduct reported to Title IX staff or other appropriate institution designee.	1975	171	1072	732
	Of the items how many were incidents of:				
	dating violence	253	17	160	76
	stalking	372	25	172	175
	domestic violence	242	25	178	39
	sexual exploitation	60	4	45	11
	sexual harassment	910	90	422	398
	other	138	10	95	33
	<b>SUM</b>	1975	171	1072	732
2	How many incidents were reported:				
	by victim	528	76	202	250
	by witness(es)	54	4	16	34
	anonymously	23	0	14	9
	by responsible employee(s)	1318	88	809	421
	other	52	3	31	18
	<b>SUM</b>	1975	171	1072	732
3	How many Other Sexual Misconduct incident reports occurred				
	within 24 hours of incident	450	42	230	178
	within same semester	889	90	433	366
	after the end of the semester or longer	390	23	281	86
	prior to enrollment	28	9	12	7
	unknown	218	7	116	95
	<b>SUM</b>	1975	171	1072	732
4	How many Other Sexual Misconduct incidents occurred in these locations:				
	On-campus	1087	103	574	410
	At a school-sponsored off-campus activity/event	36	5	17	14
	Off-campus	584	59	394	131
	Undisclosed/Unknown	268	4	87	177
	<b>SUM</b>	1975	171	1072	732
5	To your knowledge, how many of the Other Sexual Misconduct incidents from Q1 were reported to sworn law enforcement officers?	392	32	256	104
6	How many Other Sexual Misconduct incidents involved one or more non-student perpetrators? Overall total here	871	85	523	263
	Of those in 6, how many involved faculty or staff (or otherwise affiliated with the campus)?	246	30	123	93
	Of those in 6, how many involved those not affiliated with the campus in any way (visitor, domestic partner, stranger)?	592	53	395	144
	Of those in 6, how many involved both affiliated and unaffiliated individuals?	33	2	5	26
	<b>SUM</b>	871	85	523	263
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? the responses MAY exceed the number in Q1 due to the possibility of multiple accommodations being offered per incident.				
	a. Alternative housing	61	2	29	30
	b. Referral to counseling/health services	1152	111	540	501
	c. No-contact or stay orders	312	37	159	116
	d. Interim suspension	35	3	22	10
	e. Academic accommodations (e.g., class scheduling, test rescheduling, etc.)	242	51	122	69
	f. Referral to off-campus resources (e.g., rape crisis center, MCASA, women's shelter, hotline)	688	81	167	440
	g. Additional training or support	464	1	48	415
	h. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	91	14	37	40
	i. Security escorts	107	78	9	20
	j. Referral to campus crime victims advocate	61	4	3	54
	k. Other	238	27	89	122
	<b>For question 8, the responses (a through g) should total the number in Q1.</b>				
8	Please indicate the Other Sexual Misconduct incident report outcomes after the initial assessment/review/preliminary investigation:				
	Completed formal investigation	88	18	41	29
	Not enough information provided	262	15	79	168
	No authority over perpetrator	417	51	254	112
	Victim did not want to move forward	773	64	518	191
	Informal resolution found	55	15	17	23
	Formal investigation still in progress	37	0	32	5
	Other	343	8	131	204
	<b>SUM</b>	1975	171	1072	732
	<b>For question 9 and 10, the individual responses may not exceed the number in Q1.</b>				
9	Total number of Other Sexual Violence incidents resulting in formal complaints	146	19	88	39
10	In how many formal complaints for Other Sexual Misconduct was one or more perpetrators found to be responsible?	46	10	20	16
11	How many of the following sanctions/outcomes were imposed in those cases where one or more perpetrators were found to be responsible?				



	OTHER SEXUAL MISCONDUCT	Statewide	Community Colleges	Public Four-Year Institutions	State-Aided Independent Institutions
	a. Suspension	12	1	6	5
	b. Expulsion	8	0	6	2
	c. Alternative resolution	2	2	0	0
	d. Housing restriction	4	0	1	3
	e. Disciplinary warning	6	3	1	2
	f. Disciplinary probation	10	1	5	4
	g. Access restrictions (e.g., campus bans, no-trespass orders, building restrictions)	9	1	5	3
	h. Non-contact order	16	5	5	6
	i. Administration of fines	0	0	0	0
	j. Education/writing	18	3	7	8
	k. Termination of employment/contract not renewed	7	1	5	1
	l. Mental health evaluation	5	2	2	1
	m. Other	13	4	5	4
12	In how many formal complaints was a <b>finding of responsibility</b> appealed?	17	1	12	4
13	Of those appeals, please indicate the final result:				
	Responsibility Appeal Result - Affirmed	17	1	12	4
	Responsibility Appeal Result -Overturned	0	0	0	0
	Responsibility Appeal Result -Modified	0	0	0	0
	Responsibility Appeal Result -Other	0	0	0	0
14	In how many formal complaints was a <b>finding of non-responsibility</b> appealed?	3	1	2	0
15	Of those appeals, please indicate the final result:				
	No responsibility Appeal Result - Affirmed	3	1	2	0
	No responsibility Appeal Result -Overturned	0	0	0	0
	No responsibility Appeal Result - Modified	0	0	0	0
	No responsibility Appeal Result - Other	0	0	0	0
16	In how many formal complaints was a <b>sanction</b> appealed?	11	1	7	3
17	Of those appeals, please indicate the final result:				
	Sanction Appeal Result - Affirmed	11	1	7	3
	Sanction Appeal Result-Overturned	0	0	0	0
	Sanction Appeal Result -Modified	0	0	0	0
	Sanction Appeal Result-Other	0	0	0	0

UNCLASSIFIED		Statewide	Community Colleges	Public Four-Year Institutions	State-Aided Independent Institutions
1	Total number of incidents <b>unable to be classified as Sexual Assault I, Sexual Assault II or Other Sexual Misconduct as reported to Title IX staff or other appropriate institution designee. Unclassified is to be used when there is so little information that a classification of sexual assault or other sexual violence cannot be determined.</b>	245	17	153	75
2	How many incidents were reported:				
	a. by victim	33	9	11	13
	b. by witness(es)	10	1	1	8
	c. anonymously	7	0	0	7
	d. by responsible employee(s)	168	6	120	42
	e. other	26	1	21	4
	SUM	244	17	153	74
3	Of the incidents unable to classify as Sexual Assault I, Sexual Assault II, or Other Sexual Misconduct, please select the <b>primary reason</b> Title IX was unable to provide details (select ONE) <b>3 a, b, c and d should sum to Q1.</b>				
	a. too little information	58	6	26	26
	b. complainant contacted by Title IX office and expressed unwillingness to provide information	53	5	34	14
	c. complainant unresponsive to communications	97	6	71	20
	d. Other	37	0	22	15
	SUM	245	17	153	75

# Community Colleges

# Sexual Assault Campus Climate Survey 2024: Results and Discussion

## Methodology

In total, we had 585 students begin and qualify for the Sexual Assault Campus Climate survey, and 502 make it through to the end and answer all questions. The survey link was placed on Canvas for all Spring 2024 enrolled students 18 years or older (8387 students) to access for a period of nearly 4 weeks, from 2/17/24 through 3/17/24. Additionally, an email with a survey link was sent on 2/17/24 to 8387 students which included all Spring 2024 enrolled students 18 years or older and the survey link was shared on the college's social media sites (Instagram, and Facebook). Based on the population of students who received the targeted email, our response rate was 7%.

Nearly two thirds of respondents (69%, 344 students) were part-time students and enrolled in fewer than 12 credits, and the majority (84%, 424 students) were returning AACC students. More identified as females (67%, 335 students) than males (26%, 133 students) and (7%, 34 students) identified as other than male or female (e.g., non-binary, transgender male, transgender female, other or preferred not to say) that took the survey<sup>1</sup>. We had a diverse pool of respondents, although more than half of our respondents were 18-24 years old (57%, 284 students) and most were White (53%, 265 students).

## Perceptions of AACC

To analyze student perceptions of AACC, 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 with the statements. 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 (*statements ranked from highest to lowest rating*).

- I feel valued in the classroom/learning environment (4.30).
- Faculty, staff, and administrators respect what students on this campus think (4.29).
- I think faculty are genuinely concerned about my welfare (4.17).
- I feel safe on this campus (4.23).
- I am happy to be at AACC (4.26).
- The faculty, staff, and administrators at this school treat students fairly (4.21).

Students were less inclined to 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 (3.93).
- I feel like I belong at AACC (3.95).
- I feel close to people on this campus (3.38).

## Perceptions of AACC's Potential Response to Incidents

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 (3.94)
- AACC responds rapidly in difficult situations (3.89)
- AACC officials handle incidents in a fair and responsible manner (3.91)
- AACC does enough to protect the safety of students (3.98)

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.

- AACC would take the report seriously (4.23)
- AACC would do its best to maintain the privacy of the individual making the report (4.25)
- If requested by the individual, AACC would forward the report to criminal investigators (for example, the police) (4.28)
- AACC would take steps to protect the safety of the individual making the report (4.17)
- AACC would support the individual making the report (4.18)
- AACC would take action to address factors that may have led to the sexual assault and sexual violence (4.10)
- AACC would handle the report fairly (4.16)

## **Student Behavior**

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.

- Call the police or authorities if you saw a group bothering someone in a parking lot or similar situation (4.25)
- Confront a friend who was hooking up with someone who was passed out (4.62)
- Confront a friend if you heard rumors that they forced someone to have sex (4.50)
- Tell campus authorities about information you might have about a sexual assault case (4.56)
- Go with a friend to the police department if the friend said she or he was raped (4.75)

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 72% of respondents (362 students) reported receiving education about sexual assault *before* coming to AACC, we learned from this survey that on average, students are not more aware of what to do or how to report an incident of sexual assault or violence -- the average rating for all of the following statements fell at a 3.4.

- If a friend or I were sexually assaulted, I know where to go to make a report of sexual assault (3.42)

- I understand what happens when a student reports a claim of sexual assault at AACC (3.34)
- If a friend or I were sexually assaulted, I know where to go get help on campus (3.42)

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, more than half 61% of the respondents (308 students) indicated they had received literature.

### **Student Experiences**

Respondents to the survey were asked whether or not they had experienced any unwanted sexual violence or unwanted sexual contact since coming to AACC. Fifteen students (3%) expressed that they had experienced sexual violence or unwanted sexual contact since starting at AACC. Of the fifteen, only two students indicated that they did not know or recognize this person and nine students indicated they reported the incident to an employee at AACC.

### **Additional Feedback**

Indicated below are a few of the survey participants' additional feedback:

"The college is very tame while I like to keep my distance for personal reasons being I'm just an introvert the fact is I do feel safe, and I can freely speak my mind to any staff member or student. I am not a person to go out and play hero while I would cooperate and say what I saw I could not accuse anyone of anything unless it happened to me as I have no way of knowing the details, if a dear female friend of mine was assaulted and I was there to witness it I would do what's within my power to protect her and tell her to report it and help her through it. However, I will NOT make the report because I feel like it is not in my place as I am NOT the victim and I cannot impose my version on what's right on her. I will say that I feel like I was not educated by AACC on how to report or what's the policy here so that can definitely improve."

"Thank you for being thorough."

"I'm not aware of any resources or offices and facilities to where we should report to if we were in an urgent situation to report an assault or incident. Information sessions and brochures would be nice. I can't seem to find them on campus. "

"I wish I could have been more helpful. For the majority of my time at AACC I have been online."

"I do believe that AACC helps students by giving them resources and offering help to handle unwanted attention. In addition, I hope AACC continues to offer students counseling services and build support for victims of sexual harassment/abuse. "

"I selected "neutral," for many options because I have not witnessed AACC handle reports of sexual assault and therefore I do not know how they would handle it."

## Limitations

This year's survey collected 585 responses, which is an improvement compared to the survey facilitation in FY 2022, which collected only 290 responses during of the COVID-19 pandemic, which created an unprecedented and unique experience for students. The FY 2020 survey collected the greatest number of responses, 1,293 compared to the last four surveys administered by AACC. The sample is not representative of the campus community in terms of gender/gender identity, or race/ethnicity and represents only about 7% of all enrolled Spring 2024 students. Additionally, very few of our respondents (3%) reported having unwanted sexual experiences; although this low number is *very positive* with regard to our students' safety, our data and therefore our understanding of student experiences is limited. For these reasons, the College remains cautious when drawing inferences based on these results.

## Conclusion

The results of this survey show that students generally feel safe, happy, and valued at AACC. They agree that faculty, staff and administrators are concerned about their welfare, treat them fairly, and respect them. Students have a reasonable belief that AACC would respond well to problems, and a stronger belief that AACC would respond well to incidents of a sexual nature. Although only 3% of respondents to this survey indicated they had experienced an incident of sexual assault or violence, the majority reported that it occurred on campus (10 students) and data collected in this year's survey indicates that the respondents (15 students) identified their relationship with the person at the time as (Someone I was involved or intimate with at the time, Teacher, Friend, Classmate, Someone I know or recognize, but was not a friend or Did not did not know or recognize this person} this indicates that our campus can do a better job of educating students about available resources and information. More than half of students responding have received literature on the topic from AACC. Out of all questions asked on this survey, the lowest average ratings were found on the questions about awareness of how to act in a crisis or incident situation. This year's average rating has fallen slightly to 3.4 compared to the 3.5 average rating in FY 2022. This is still an improvement over the 3.3 average rating in FY 2020. The college will continue to explore opportunities and implement strategies to improve student awareness of how to react in a crisis and how to utilize AACC resources to help.

## **Allegany College of Maryland**

### **Survey Administration**

Allegany College of Maryland is a rural community college, serving approximately 3,381 credit students in FY24, the majority of which are commuters. The institution selected 684 active students out of the 2024 spring general student population. The selection criteria were 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 4/9/2024 through 4/30/2024, 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, all recommended questions were included. Approximately 3.8% of the target population responded to the survey. This is lower than the 4.7% response rate of 2022 and 5.7% response rate of 2020. The results are comparable to the 2018, 2020, and 2022 administrations although not all differences have statistical significance.

	Load (Full Time)	Year (2 <sup>nd</sup> Year)	Living Situation (Commuter)	Gender (Female)	Ethnicity (Hispanic)	Race (White)
Target Pop.	66.2%	54.5%	81.3%	63.2%	< 5.0%	77.0%
Respondents	92.3%	46.2%	69.2%	70.6%	< 5.0%	82.4%

### **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, feeling close to people on campus, 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 each statement can be seen in the table below. For the 2024 administration one negative trend has reverted. Students' agreement with statements related to feelings of community, such as feeling valued in the classroom and feeling close to people on campus have increased for 2024 compared to prior years. More than 90% state that they feel valued in the classroom and 70% feel close to people on the campus, a large turnaround from the 2022 survey. Agreement with the statement "faculty, staff, and administrators at this school treat students fairly" has continued to grow in a positive trend over the last four cycles. The percent of agreement in 2018 was 72% and in 2024 it is 82%, a positive growth of 14.9% over the last four survey administrations.

#### **Percent of Respondents Agree or Strongly Agree with Statement**

	I feel valued in the classroom/learning environment.	I feel close to people on this campus.	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%	46.7%	78.3%	71.7%	71.7%
2020	74.2%	51.6%	72.6%	77.4%	77.0%
2022	66.7%	39.4%	71.9%	78.8%	84.8%
2024	94.1%	70.6%	76.5%	82.4%	82.4%

In the event of a student making a report, students were asked the likelihood of several statements relating to negative actions that peers may take and if the college is likely to address such actions.



### 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%
2022	28.1%	62.5%	43.8%	75.0%
2024	17.6%	47.1%	35.3%	64.7%

The majority of respondents said that it is unlikely their peers would not believe them if they made a report. 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 2024 only 35% said that it is Likely or Highly Likely that friends of the accused could retaliate, this demonstrates a downward six-year change of nearly 43%. Concurrently, 65% believe that the college is Likely or Highly Likely to act to address retaliation, this is on par with the prior three cycles. Not only do students feel safe on campus but they also have more trust in their peers since only 18% say it is Likely or Highly Likely that students would not believe the person making the report.

### 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.

The below 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 2024 compared to 2018 through 2022. 100% of students have trust that the institution would offer supportive resources to the individual making the report and that the college would forward the report to criminal investigators. These two statements have consistent upward growth since 2018. Agreement with another important statement, "the college would take action to address factors that may have led to the sexual assault and sexual violence," also has improved since 2018 by a delta of 15%.

### 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%

2022	81.3%	90.9%	93.8%	84.8%	87.9%	81.8%
2024	88.2%	82.4%	100.0%	82.4%	100.0%	88.2%

One of the most important set of 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%
2022	54.5%	36.4%	48.5%
2024	47.1%	35.3%	35.3%

Nearly half of the students marked Agree or Strongly Agree with the statement "I know where to get help on campus." In 2024 35% marked Agree or Strongly Agree with the statements "I understand what happens when a student reports a claim of sexual assault at the college," and "I know where to go to make a report of sexual assault." This is the lowest level of agreement of any of the last four administrations. There is no skew towards particular demographic groups signifying that all subgroups are just as likely as the other to not fully understand reporting procedures. It is important to note that in the current survey administration most of the respondents were full-time students (92%); whereas, in prior administrations three quarters were full-time. Respondents that are majority full-time, those that are most on campus and most exposed to college communication, have a lower level of agreement than prior years with mixed full-time and part-time groups. Raising agreement with these statements remains one of the most important areas for improvement for the college.

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 half of the respondents indicated that they had received at least one of those communications since arriving to the college.

#### Institutional Analysis and Action Steps

- a. What relationship, if any, do you find between the changes in the incident data over the past four cycles and the trends you are finding in the survey data?

Our campus climate data shows continued improvement in categories generally seen as trust in the institution for providing a safe campus, responding to reports, and responding to retaliation. Our incident data in the current cycle shows a dramatic increase in reports to the Title IX Coordinator – in the "Other" category which is dominated by off-campus dating or domestic violence (16/27) over which the College lacks jurisdiction over the alleged perpetrator. Of the 7 reported sexual assaults (both I and II) in this cycle, five occurred off-campus and/or pre-enrollment at the College, so there was no jurisdiction; the remaining two would-be Complainants declined any formal action by the College and sought only supportive measures, which were provided to all of the students.

Cycle	Total	Sexual Assault I	Sexual Assault II	Other	Unclassified
2016*	20	1	2	17	0
2018	46	2	4	40	0
2020	19	3	2	14	0
2022	12	2	2	8	0
2024	35	2	5	27	1

\*First year / one year's data

“Other” does not include matters referred to the T9C but were not covered offenses (eg., pregnancy consults).

**b. What have been the results of changes implemented since the 2020-2022 survey cycle? Over the past four cycles?**

Students’ insufficient knowledge of Title IX reporting and processes was identified as a gap. Planned actions were to implement the Brightspace course, improve/increase communication methods across the campus using both electronic and traditional platforms, and work with College personnel to explore more educational events on campus. While work was done on the Brightspace module in summer 2022, it remains unfinished. Educational events on campus were led by the Student Support Coordinator assisted by the on-site, contracted counselor and the Student Life Director. These events included the presentations at Connections classes, Clothesline Project, Cupcakes & Consent, Denim Day, Domestic Violence Awareness Month, Sexual Assault Awareness Month, and Teen Dating Violence Awareness Month activities. Title IX posters were updated and redistributed across campus in 2023. The Title IX Coordinator issued all-student and all-employee email notifications regularly, issued targeted emails as needed, personally trained the Resident Assistant staff, and delivered in-person presentations to each Athletic Team. Nevertheless, student communication and engagement remain challenging and has worsened; this post-COVID development was a topic of extensive discussion in the Comprehensive Unit Review’s SWOT meetings. Students now seem *less* inclined to read information provided to them or to act upon that information when they should. Communication with faculty/staff, on the other hand, is effective; not only do employees know what kinds of matters need to be referred, but they know whom to contact with any questions or concerns. Nearly every email or conversation begins with a variation of “I’m not sure what I’m required to do, but I know this is something I’m supposed to report to you.” – even among our new employees who are an ever-larger percent of the College’s workforce. It seems likely that the increased connection between the Title IX Coordinator and employees could be the driver of the noticeably higher number of referrals in this cycle since 100% of Sexual Assault I, 100% of Sexual Assault II, and 67% “Other” misconduct were reported by employees.

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

Since these cycles have begun, the College has implemented rigorous assessment plans across the institution, and the operational unit which houses Title IX has undergone two cycles of Comprehensive Unit Review. Each of those reports documented inadequate staffing and campus space, with the climate survey results informing the reports. Targets were set in the first unit review, and those were met by the second unit review. As noted in the 2020-2022 report, a Student Support Coordinator was hired who meets the personal support and mental health needs of students, including for any experienced sexual misconduct, and the on-site contracted counselor has added more time/presence on campus. Additionally, the unit was relocated to a much larger campus home that is more easily accessible to students resulting in stronger connections among personnel and between staff/students. 2022 campus climate survey data reinforced the student belonging deficit – particularly among our minority students. To address this gap, Student Affairs developed a unit goal to increase belonging, and organized multiple campus events in partnership with others to maximize participation of students, faculty, and staff. The 2024 survey data showed a nearly 30% jump in students’ “feeling valued” and “feeling close to people on this campus”

Staffing, however, continued to present constant challenges with additional (and unforeseen) complications: (1) adjustment of students to the college environment post-COVID and (2) unprecedented increase in referrals for legal matters. Both challenges were known by unit staff but also highlighted by non-unit personnel via both the cross-disciplinary SWOT and the external review with the latter emphasizing the need for additional staff to satisfy compliance/legal challenges. The demands of ceaseless urgent matters continually interfere with focus on education/prevention strategies, which multiple survey cycles show is our institutional weakness, and the 2022-2024 cycle shows we have lost ground. Pursuant to both the Comprehensive Unit Review's revised staffing model and the resignation of one full time director (leaving a huge gap), the Student Affairs unit attempted but failed to hire a "deputy" who would be charged with student education/prevention as a fundamental job responsibility. Consequently, Student Affairs undertook a restructuring of its staffing model which is currently being implemented with approval by College leadership to fill one critical vacancy, to upgrade a part time position to full time, and upgrade two current full-time positions to higher roles. By this shifting of tasks and roles, there will be personnel dedicated to student education/prevention starting in FY25 – including the Brightspace module planned (begun but not completed) following the 2020-2022 cycle.

- d. What have you learned from an analysis tied to [climate survey] respondents' answers to questions tied to education and training received and questions gauging their knowledge on how to report? Are they aligned or are there gaps?

Once more, improved student education is needed. While student trust in the College to keep the campus safe and to do the right things when sexual misconduct occurs, they continue to lack awareness of how to get help, how to make a report, or what happens post-report. This result is surprising given the complete overhaul of the College's Campus Safety/Special Police – including more full-time staff, more visible presence (main campus, Bedford County campus, Gateway Center, and Makerspace), more communication to students from CS/SP, and two office locations on the main campus. The success of Student Affairs staff to promote belongingness among students shows students can be responsive to targeted efforts to engage them. Based on the survey data, the College has more work to do to enhance students' knowledge of Title IX reporting and processes.

### 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?

In this cycle, 4 students said they had an experience: 1 incident on campus, 2 off-campus, and 1 prefer not to say.

- b. How do these rates compare to the incident data collected and reported in this cycle?

Source	How many?	On-campus	Off-campus	Unknown	Reported/to whom?
Survey	4	1	2	1	1: unknown
Reports	7	2	5	0	7: to responsible employee

- 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?

Question 13 asks if they told someone about the incident; 1 told someone about the incident (not faculty or staff – per Question 15); 1 did not tell anyone (because they "felt embarrassed or ashamed" – per Question 14); and 2 preferred not to answer the question. The last question about the incidents/prevalence asked those who had an experience "did you seek help from a resource outside the college." 1 said yes and 1 said no and the other 2 did not answer.



## **Baltimore City Community College 2024 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 made in previous iterations. Such changes primarily related to items intended for residential campuses and the inclusion of an item related to virtual settings. The College provided a list of resources at the conclusion of the survey.

The College continues to have difficulty in achieving a high number of respondents for this survey. Therefore, it was decided that the College would not add the questions suggested by the Maryland Department of Health. The 2017, 2020, and 2022 surveys were administered via SurveyMonkey with 90 respondents in fall 2017, 91 respondents in spring 2020, and 45 respondents in spring 2022. The link to the spring 2024 survey was posted on the landing page of Canvas, the College's learning management system, and was distributed by offices in Student Affairs including the Student Support and Wellness Center. As Canvas must be accessed for all credit courses regularly, the survey was available to all students enrolled in at least one credit course. The survey was open for over a month beginning in April 2024, shortly after the College's Spring Break for students and faculty, in order to avoid a disruption in the visibility of the survey. The survey remained open through the end of the semester.

In terms of the characteristics of the respondents, distributions are similar to the spring 2024 credit population of 3,626 students for ethnicity and instructional modality.

- 73.7% of the spring population are African American compared to 70.4% of respondents; 8.3% of the spring population are White compared to 7.4% of respondents; and 3.7% indicated that they are Hispanic or Latino compared to 6.1% of the spring credit population.
- 13.7% of the spring population are exclusively in online classes compared to 14.7% of respondents. This is a shift from the characteristics of the spring 2022 population where just over half of the credit population and respondents were enrolled exclusively in online classes.

Differences in gender, age, and attendance status (full-time versus part-time) are noted below.

- 68.8% of the spring population self-reported as female compared to 82.1% of respondents.
- 22.1% of the spring population enrolled full-time (12 credits or more) versus 35.3% of respondents.
- 41.9% of the spring population were 30 years of age or more versus 57.2% of respondents.

In spring 2022, 64.7% of respondents were in their first or second year of enrollment. It was the first semester that the College returned from a remote environment due to the COVID-19 pandemic and the College believes that the perception of the word "safety" had multiple meanings due to the focus on the health-related protocols for a "safe" return to campus. In spring 2024, 47.1% were in their first or second year, having entered the College after the College had returned to a primarily in-person environment.

### **Perceptions of Safety and General Campus Climate**

In spring 2024, items related to students feeling respected and BCCC faculty and administrators being concerned for their welfare showed increases from spring 2024 in the proportions who "strongly agree or disagree" with the statements below. The table below reflects the increases.

Survey Items: Respect and Concern	Percent Responding “Strongly Agree” or “Agree”			
	Fall 2017	Spring 2020	Spring 2022	Spring 2024
I feel valued in the classroom/learning environment.	Item not on survey	84.7%	76.0%	85.8%
Faculty, staff, and administrators respect what students at BCCC think. / BCCC employees respect what students think. (2017).	86.0%	75.0%	76.9%	85.7%
Faculty are genuinely concerned about the welfare of students.	Item not on survey	83.1%	65.4%	78.6%
Administrators are genuinely concerned about my welfare.	Item not on survey	62.5%	64.0%	67.9%
BCCC employees are genuinely concerned about the welfare of students.	89.8%	Item not on survey	Item not on survey	Item not on survey
I am happy to be at this college.	Item not on survey	76.5%	62.9%	75.0%

The perception of the College’s ability to handle a crisis and respondent’s feeling of safety increased in spring 2024 with higher percentages in agreement than in the previous administrations, as reflected in the table below.

Survey Items: Safety on Campus	Percent Responding “Strongly Agree” or “Agree”			
	Fall 2017	Spring 2020	Spring 2022	Spring 2024
If a crisis happened on campus, the College would handle it well. / The College is prepared to handle a crisis. (2017)	59.7%	58.7%	50.0%	60.0%
The College responds rapidly in difficult situations.	Item not on survey	50.0%	46.7%	54.6%
I feel safe on this campus.	Item not on survey.	70.6%	52.1%	74.0%

As reflected in the College’s annual Clery report, BCCC has very little crime to report. The BCCC Department of Public Safety (DPS) is a certified police force by Maryland State law. DPS operates 24 hours a day, seven days a week to ensure the safety of students, staff, and visitors on campus as well as the College’s additional location (the Life Sciences Institute at the University of Maryland BioPark) and its other instructional sites at the Harbor and Reisterstown Plaza Center. Officers conduct safety escort services for students and staff. DPS manages Omnilert, the College’s emergency notification system for timely notifications of emergencies and other pertinent information to the BCCC community, in accordance with the Clery Act.

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

It is encouraging to see steady increases in the proportions of respondents who indicated they received written or verbal information from anyone at the College about the items listed in the table below. As reflected in the table below, the most notable increases are related to receiving information on Title IX protections against sexual assault and information on where to go to get help for someone who has been sexually assaulted.



Survey Items: Received written or verbal information from the College	Percent Responding “Strongly Agree” or “Agree”			
	Fall 2017	Spring 2020	Spring 2022	Spring 2024
The definition of sexual assault	54.4%	59.3%	60.0%	75.0%
How to report a sexual assault	43.3%	38.9%	60.0%	68.8%
Where to go for help if someone you know is sexually assaulted	44.4%	46.3%	70.0%	68.8%
Title IX protections against sexual assault	54.4%	20.0%	59.3%	75.0%
How to help prevent sexual assault	45.6%	42.6%	40.0%	43.8%

The perception of how the College would handle a reported incident of sexual assault and sexual violence improved for all items in spring 2024 as compared to spring 2022, as reflected in the table below. Most notably, the perceptions that that College would take steps to protect the safety of the individual, support the individual, and take action to address factors that may have led to the incident had the highest level of agreement across the three years these items were included on the survey.

Survey Items: How the College Would Handle a Reported Incident	Percent Responding “Strongly Agree” or “Agree”			
	Fall 2017	Spring 2020	Spring 2022	Spring 2024
The College would take the report seriously.	91.6%	71.1%	72.8%	86.4%
The College would do its best to maintain the privacy of the individual making the report. / The College would protect the confidentiality of the victim. (2017)	88.4%	75.6%	71.5%	86.3%
If requested by the individual, the College would forward the report to criminal investigators (for example, the police). / If requested by the victim, the College would report the incident to local law enforcement officials. (2017)	91.3%	79.6%	76.2%	86.4%
The College would take the steps to protect the safety of the individual making the report.	Item not on survey.	77.8%	66.7%	86.4%
The College would support the individual making the report	Item not on survey.	74.4%	66.6%	85.0%
The College would take the action to address factors that may have led to the sexual assault and sexual violence.	Item not on survey.	72.7%	71.4%	81.9%
The College would handle the report fairly.	Item not on survey.	73.2%	71.5%	84.2%

### Institutional Analysis and Action Steps

The low number of Title IX reports at Baltimore City Community College has been consistent. The impact of COVID-19 in 2020-2022 likely had an impact in the number of reports as the physical campus was closed for a long period of time and most students were receiving instruction and services remotely. The few reported cases were Sexual Assault II and Other Misconduct (Sexual Harassment). For the most recent reports, all respondents were students, and the investigations were prompt.

Overall, respondents from the 2024 survey believe that the College is concerned about their welfare and they feel safe on campus. They receive information at the College about sexual assault, have trust in the College to timely respond to incidents with integrity, and they will provide support to those who report incidents. However, less than half of the respondents (42.8%) indicated they did not receive information on how to help prevent sexual assault; this has been consistent for the last four survey administrations.

Since the last survey's administration in spring 2022, various changes in staff and leadership have occurred impacting planning, the number of activities and delivery of new initiatives. The Director of Judicial Affairs & Title IX left the College and there has been turnover at the Vice President's (VP) level. The duties of the former Director were temporarily transitioned to the former VP of Student Affairs who left the College in October 2023. In the interim, the Title IX Coordinator duties are temporarily assigned to the Assistant VP for Student Affairs, a relatively new position at the College. In addition, there have been transitions in the Coordinator of Student Support & Wellness Services and Director of Public Safety.

The former VP of Student Affairs continued to provide Title IX workshops during Welcome Back Professional Development weeks for faculty and staff in the fall and spring semesters. Title IX was included in the presentation for New Student Orientation in spring 2023. The VP provided workshops for the 2023 Mayor's Scholars Program Summer Bridge program participants.

A notable recent change is the implementation of Maxient for case management. In spring 2023, BCCC implemented the Maxient online tool to create and track new incident reports. Former student conduct & Title IX cases were uploaded into Maxient. Moving forward, Maxient will be used to submit incident reports. Individuals will be able to access the link from the College's website.

The survey provides a means to gauge the students' perceptions of the campus climate at BCCC. Based on the responses and Title IX regulations (to take effect in August 2024), the following are recommended for the next cycle.

- Attend upcoming trainings: June 7, 2024: Title IX Policy Change and July 10-11.
- Leverage technology to provide more asynchronous, on-demand training for faculty, staff, and students.
- Include information on sexual assault prevention in future training sessions and materials.
- Utilize programs designed for special populations to present information such as Mayor's Scholars Program (MSP), Upward Bound Math Science (UMBS), TRIO Student Support Services, F-1 international students, and others.
- Include the Title IX Coordinator as presenter and/or tabling at New Student Orientations and specialized orientations (F-1 International Students).
- Collaborate with the Student Support and Wellness Services (SSWS) Center for more combined presentations and programming. Collaborate with the Marketing department to create updated flyers/posters and social media on relevant topics related to Sexual Misconduct.
- Develop updated materials to increase awareness of Title IX and contact information for the office, Public Safety, SSWS Center, and other resources.
- Provide the Incident Reporting form on the BCCC website and ensure that training provides guidance on how to report.
- Continued use of Maxient for case management, communications, notetaking, and reporting.
- Provide training for Public Safety staff in Maxient.
- Identify and train Title IX investigators for student respondents and faculty/staff respondents (including Human Resources staff).



### Prevalence of Sexual Assault and Other Sexual Misconduct *(Per MHEC: approximately 300 words)*

The College’s Sexual Assault Incident Report documents two incidents in the past two years. The spring 2024 survey includes questions related to students’ experiences with unwanted sexual violence or unwanted sexual contact (which can include kissing, touching, harassment, stalking) since they started attending BCCC. There were 26 students who responded with a “yes” or “no” response; one responded “yes”. That individual responded “other” to where the incident took place. The student responded “yes” to “Did you tell anyone about the incident” but responded “I prefer not to say.” to “Was at least one person you told a faculty or staff member affiliated with the College?”

Survey Items: How likely or unlikely would you be to take the following action in the future, if you had the opportunity?	Percent Responding “Very Likely or Likely”			
	Fall 2017	Spring 2020	Spring 2022	Spring 2024
Call the police or authorities if you see a group bothering someone in a parking lot or similar setting.	Item not on survey.	77.7%	86.4%	89.3%
Tell campus authorities about information you might have about a sexual assault case.	Item not on survey.	85.2%	82.6%	92.0%
Go with a friend to the police department if the friend said she or he was raped.	Item not on survey.	88.9%	91.7%	88.4%

BCCC is committed to creating a safe and supportive environment. The Department of Public Safety (DPS) has a strong presence, and responses reflect increases in students feeling protected as shown in the table below.

Survey Item:	Percent Responding “Strongly Agree” or “Agree”			
	Fall 2017	Spring 2020	Spring 2022	Spring 2024
The College does enough to protect the safety of students.	Item not on survey.	55.3%	47.4%	76.0%

DPS provides information regarding sexual assault through the annual Clery Report and the Student Code of Conduct. The DPS page on the BCCC website ([www.bccc.edu/page/2429](http://www.bccc.edu/page/2429)) provides information on signing up for Omnilert. Ongoing assessment of safety systems occurs to identify risks and needs for improvement to uphold the DPS mission to keep the campus community safe. Since 2022, DPS has made the following enhancements.

As reflected in the College’s Incident Report and 2023 Clery Report, BCCC has very little criminal activity, including crimes of violence and sex offenses. The College recently upgraded security measures/devices to ensure that there is 24-hour coverage throughout the campus building and grounds, that is monitored by DPS on a continuous basis. This multi-million-dollar upgrade is part of the overall strategy to protect the College community. BCCC remains committed to providing a safe environment for the entire College community.

## **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, 2024.

#### **I. Survey Administration**

- Title IX Coordinator and Senior Research Analyst created the survey instrument with simple modifications from the survey used in 2022 along with recommended updates for this reporting cycle to provide additional insight. Responses were collected via an online survey that was open in March 2024.
- Modifications from the last survey were mostly changing dates and we kept the survey focus on the areas that were most important to the college and the Commission.
- Survey responses were solicited from all enrolled credit-seeking students and Continuing Education & Training students ages 18 and older via an emailed invitation expressing the need to assess the campus climate/safety of the campus. Students were emailed more than once to encourage responses, and instructors were reminded to encourage students to respond. The survey was available through an email link and QR code. The survey was also included in our campus's weekly email to students on two occasions.
- There were 2445 students in the population, with 242 responses for a response rate of approx.10% (not every respondent answered every question, thus there are some discrepancies in the total responses provided).
- Most respondents are full-time students. First-year students were 39% of the respondents, 31% were second year and 26% were in their third year or higher.
- The respondent population was 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.

<b>What is your sex?</b>			
	Responses	Surv. %	Pop. %
Male	45	26.32%	40.5%
Female	112	65.50%	59.5%
Non-binary or gender/queer	8	4.68%	%
Prefer not to say	6	3.51%	0

<b>What is your age?</b>			
	Responses	Surv. %	Pop. %
18 - 24	116	67.44%	58.45%
25 - 29	16	9.30%	6.12%
30 - 39	15	8.72%	6.58%
40 - 59	18	10.47%	3.61%
60 and over	3	1.74%	0.32%
Prefer not to say	4	2.33%	

<b>What is your ethnic/racial identify?</b>			
	Responses	Surv. %	Pop. %
White or Caucasian	141	81.98%	76.8%
Black or African American	13	7.56%	5.1%
Hispanic or Latino	12	6.98%	7.5%
Asian or Asian American	10	5.81%	3.8%
American Indian or Alaska Native	4	2.33%	0.2%
Native Hawaiian/Pacific Islander	2	1.16%	0.1%
Another race	0	0	0
Prefer not to say	8	4.66%	1.5%

## 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, 2018, 2020, 2022, and 2024 surveys.
- The overall sense of safety on campus is strong, with 94% of respondents marking “yes” to the statement, “I feel safe on campus” and 78% of respondents marking “yes” to the statement “I feel a part of this college”.

<b>The following statements address your perceptions regarding the college.</b>	<b>Yes</b>	<b>No</b>	<b>Unsure</b>	<b>Total</b>
I feel valued in the classroom/learning environment.	188	7	14	209
	89.95%	3.35%	6.70%	
Faculty, staff, and administrators respect what students on this campus think.	192	5	11	208
	92.31%	2.40%	5.29%	
I think faculty are genuinely concerned about my welfare.	174	8	26	208
	83.65%	3.85%	12.50%	
I think staff and administrators are genuinely concerned about my welfare.	170	12	26	208
	81.73%	5.77%	12.50%	
I feel like I am a part of this college.	163	19	26	208
	78.37%	9.13%	12.50%	
The faculty, staff, and administrators at this school treat students fairly.	184	8	17	209
	88.04%	3.83%	8.13%	
I feel safe on this campus.	197	1	11	209
	94.26%	.48%	5.26%	

## III. Perceptions of Institution’s Readiness and ability to address Issues of Sexual Violence, Bystander Intervention

- A majority of survey respondents feel the college would respond rapidly and fairly to crisis incidents and does enough to protect students.
- 80% of respondents marked “yes” to “the college would take the report seriously” when making a report related to an incident of sexual assault and sexual violence.

- Approximately 86% marked “yes” to “the college is supportive” when making a report related to an incident of sexual assault and sexual violence.
- Bystander intervention questions occurred in the past two reporting cycles, 2022 and currently in 2024. The findings were similar to our previous reporting cycle with the majority of respondents either likely or very likely intervening for assistance/support.
- Once again, the perceptions over the past several reporting cycles is consistent.

<b>The following statements address perceptions of how the college you are attending would respond to crisis and incidents.</b>				
	<b>Yes</b>	<b>No</b>	<b>Unsure</b>	<b>Total</b>
The college responds rapidly in difficult situations.	128	8	74	210
	60.95%	3.81%	38.24%	
College officials handle incidents in a fair and responsible manner.	127	7	76	210
	60.48%	3.33%	36.19%	
The college does enough to protect the safety of students.	162	6	42	210
	77.14%	2.86%	20.00%	

<b>The following statements describe how the college might handle it if an individual reported an incident of sexual assault and sexual violence.</b>				
	<b>Yes</b>	<b>No</b>	<b>Unsure</b>	<b>Total</b>
The college would take the report seriously.	151	4	33	188
	80.32%	2.13%	17.55%	
If requested by the individual, the college would forward the report to criminal investigators (for example, the police).	145	2	41	188
	77.13%	1.06%	21.81%	
The college would take steps to protect the safety of the individual making the report.	150	4	34	188
	79.79%	2.13%	18.09%	
The college would support the individual making the report.	150	5	33	188
	79.79%	2.66%	17.55%	
The college would take action to address factors that may have led to the sexual assault and sexual violence.	146	1	40	187
	78.07%	0.53%	21.39%	
The college would handle the report fairly.	152	4	31	187
	81.28%	2.14%	16.58%	
The college is supportive.	160	5	22	187
	85.56%	2.67%	11.76%	

<b>Using the scale provided, please indicate how likely you would be to take following actions in the future if you had the opportunity.</b>	<b>Very Unlikely</b>	<b>Unlikely</b>	<b>Neutral</b>	<b>Likely</b>	<b>Very Likely</b>
Call the police or authorities if you saw a group bothering someone in a parking lot or similar setting.	10	14	35	66	61
	5.38%	7.53%	18.82%	35.48%	32.80%

Confront a friend who was hooking up with someone who was passed out.	8	0	11	31	135
	4.32%	0.00%	5.95%	16.76%	72.97%
Confront a friend if you heard rumors that they forced someone to have sex.	8	2	13	45	118
	4.30%	1.08%	6.99%	24.19%	63.44%
Tell campus authorities about information you might have about a sexual assault case.	9	5	20	39	112
	4.86%	2.70%	10.81%	21.08%	60.54%
Go with a friend to the police department if the friend said she or he was raped.	8	1	5	19	153
	4.30%	0.54%	2.69%	10.22%	82.26%

#### IV. Institutional Analysis and Action Steps

- The incident data has not substantially changed over the five cycles of the Climate Survey. There is an indication that awareness of misconduct has increased, along with how to report, and that our efforts to describe healthy relationships and consent have been well-received.
- More than half of the respondents indicated they had received information relating to sexual assault/sexual misconduct.
- Since the last survey cycle of 2022, Carroll has continued training all of the Title IX team members.
- Updates are provided at all three college-wide meetings held each year; information is provided at all new student orientations, student handbooks/student planners, and website.
- We have educational resources in various places throughout campus including the backs of bathroom stall doors with Title IX coordinator contact info, and a QR code that links to our website for reporting and resources.
- We provided training for all new hires and current employees in Title IX, Clery/VAWA.
- We provide online trainings for students with modules in Title IX, Bystander Intervention, and drug/alcohol awareness.
- We have developed a sub-committee within our campus Wellness Committee and the Interpersonal Violence Prevention sub-committee to help with spreading educational awareness. We have hosted two *Take Back the Night* events since the last reporting cycle.
- 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.
- We will continue to network with Campus Police, Student Engagement, and the Director of Student Care and Integrity to offer additional student programming and set up opportunities to talk with students about sexual harassment/misconduct/Interpersonal Violence Prevention, and sexual violence.
- We intend to continue our networking with local community resources to support students and offer more educational workshops on various requested topics on our campus (Care Healing Center, Springboard, local law enforcement, and Student Assistance Program).
- The college has also created a full-time position for campus compliance that will encompass the Title IX Coordinator as a part of that role.

## 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 data is similar to respondents' answers previously collected with the majority of respondents, approx. 93%, marking “no”. However, with any responses/reports, we can learn what our campus needs to improve upon and strive to do better. We can and will continue to distribute information on reporting importance, and how to report more vastly among students.
- Respondent answers to this part of the survey are lower than the number of reports in this reporting cycle, this could be related to the number of student responses overall and/or students not answering these questions.
- Carroll continues to have a low rate of reported incidents of sexual misconduct or assault on campus but more students are reporting off-campus occurrences and seeking support, which is an increase over previous reporting cycles.
- Carroll believes as educational efforts continue to grow on Title IX and reporting more incidents can be reported.

	Responses	%
Yes	9	5.8%
No	138	88.5%
Prefer not to say	9	5.8%
Total	156	100.0%

## **Cecil College – Campus Climate Survey Results 2024**

### **Survey Administration**

The survey was created by Anne Maring, Institutional Research and Dezzarae Crossler, Student Services using Qualtrics. The survey contained model survey questions provided by the Maryland Higher Education Commission. Additional questions provided by the Maryland Department of Health were included related to bystander intervention training and consent education, relationship to perpetrator, and current gender identity. There was not a question regarding sexual orientation. That question will be added to the 2026 survey.

The survey link was emailed to all spring 2024 registered credit students totaling 1600. After 4 weeks there were only 38 responses. Another email was sent to students encouraging them to participate. After two weeks, an additional 28 students responded for a total of 66 students, an overall response rate of 4.13%. The low response rate is disappointing. The next administration of the survey in 2026 will be scheduled for February instead of April to try to increase participation. Incentives for participation will be offered.

### **Respondents**

Respondents were comparable to the general student population with the exception that there were more full-time student respondents (55%) than part-time (42%) with 3% selecting they prefer not to say. The number of full-time credit students in the general population is 27.4%.

Fifty-two respondents answered the gender question, and 61.5% were female, 26.9% were male, 9.6% were no-binary, and 1.9% preferred not to say.

The majority of respondents were age 18-24 (50%).

The race of respondents: white (78.8%); Hispanic or Latino (5.8%) Black or African American (5.8%); Two or more races (5.8%); American Indian or Alaskan Native (3.8%).

The majority of respondents were not Hispanic or Latino (88.2%).

### **Perceptions of General Climate**

The respondents who report that they feel valued/respected in the classroom, by faculty, staff and administrators increased in 2024 (90%) compared to 2022 (81%).

The respondents who report that faculty are concerned about their welfare stayed the same in 2024 (76%) compared to 2022 (77%).

The respondents who report that administrators are concerned about their welfare increased in 2024 (73%) compared to 2022 (69%).

The respondents who report that they feel close to people on the campus increased in 2024 (58.7%) compared to 2022 (33%).

The respondents who report that they feel like they are a part of the College increased in 2024 (66.6%) compared to 2022 (62%).

The respondents who report that they are happy to be at the College decreased in 2024 (74.6%) compared to 2022 (83%).

The respondents who report that faculty, staff and administrators treat students fairly stayed the same in 2024 (79.3%) compared to 2022 (80%).

### **Perceptions of Safety and Reporting**

*Student perceptions have remained consistent from 2022 to 2024 with regard to campus safety. Over 90% are neutral, agree or strongly agree with the following statements:*

- I feel safe on this campus. 2024 (94%) 2022 (98%)
- If a crisis happened on campus, the college would handle it well. 2024 (96%) 2022 (96%)
- The college responds rapidly in difficult situations. 2024 (97%) 2022 (98%)
- College officials handle incidents in a fair and responsible manner. 2024 (96%) 2022 (98%)
- The college does enough to protect the safety of students. 2024 (92%) 2022 (96%)

*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. 2024 (98%) 2022 (99%)
- The college would do its best to maintain the privacy of the individual making the report. 2024 (93%) 2022 (99%)
- If requested by the individual, the college would forward the report to criminal investigators (for example, the police). 2024 (97%) 2022 (99%)
- The college would take steps to protect the safety of the individual making the report. 2024 (97%) 2022 (99%)
- The college would support the individual making the report. 2024 (98%) 2022 (99%)
- The college would take action to address factors that may have led to the sexual assault and sexual violence. 2024 (97%) 2022 (98%)
- The college would handle the report fairly. 2024 (98%) 2022 (98%)



## Student Bystander Information

The following statements were new to the 2024 survey and describe how a student might react in certain situations as a bystander. The percentage include students who reported “likely” or “very likely.”

- 77% of students would call the police or authorities if they saw a group bothering someone in a parking lot or similar setting.
- 95% of students would confront a friend who was hooking up with someone who was passed out.
- 93% of students would confront a friend if they heard rumors that they forced someone to have sex.
- 90% of students would tell campus authorities about information they might have about a sexual assault case.
- 95% of students would go with a friend to the police department if the friend said they were raped.

## Student Knowledge of Sexual Harassment & Misconduct Definition and Procedures

- 75% of students understand what happens when a student reports a claim of sexual assault at the college.
- 74% of students know where to go to make a report of a sexual assault, if a friend or themselves.
- 80% of students had received information or education about sexual assault before coming to Cecil College (that did not come from Cecil College).

Students were asked to check all written or verbal information they have received from anyone at Cecil College since coming to the college. The following table displays responses. Only 40 students completed this section:

10. Since coming to Cecil College, have you received written (i.e. emails, brochures) or verbal information (presentations, training, new student orientation) from anyone at Cecil College about the following? Please check all that apply. 40 ⓘ						
Q11 - 10. Since coming to Cecil College, have you received written (i.e. emails, brochures) or verbal information (presentations, training, new student orientation) from anyone at Cecil College about the following? Please check all that apply.	Full-time		Part-time		Prefer not to say	
	Percentage	Count	Percentage	Count	Percentage	Count
The definition of sexual assault	30%	12	23%	9	3%	1
How to report a sexual assault	35%	14	25%	10	0%	0
Where to go to get help if someone you know is sexually assaulted	35%	14	20%	8	0%	0
Title IX protections against sexual assault	33%	13	28%	11	0%	0
How to help prevent sexual assault	35%	14	23%	9	3%	1
Bystander intervention training	18%	7	13%	5	0%	0
Consent education	23%	9	20%	8	3%	1

## **Student Experiences with Unwanted Sexual Violence or Contact**

4 students (7%) reported that since coming to Cecil College they have experienced unwanted sexual violence or unwanted sexual contact (which can include kissing, touching, harassment, stalking).

2 of the 4 students reported that the incident took place on campus. The other 2 did not respond. One student reported that it was by someone they know or recognize, but is not a friend. The other student did not know or recognize the person.

One student responded that they told a faculty or staff member affiliated with the institution and that the person's help was "good."

One student responded that they did not seek help from a resource outside Cecil College, such as a rape crisis center, medical facility, or mental health center. The reason cited was that "it is a private matter and I wanted to deal with it on my own." They also cited that they "didn't think what happened was serious enough to talk about" and that they "didn't think others would think it was serious" and that they "don't know reporting procedure at Cecil College."

## **Institutional action items**

Cecil College continues to take steps to improve policies and increase awareness. The Title IX team continues to educate students about the sexual harassment policy and the specific procedures to report any concerns about sexual misconduct on and off campus. Title IX training is provided annually at All College Day, which all employees are required to attend. Information about Title IX is included in every course syllabus.

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

- New Student Orientation and Early College Academy Orientation, Fall and Spring
- Distribution of Title IX and Sexual Misconduct Resource Brochure, Fall and Spring
- 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, Sexual Assault Prevention for Community Colleges, Online
- Safe College Training, Bystander Intervention Strategies for Students, Online
- Safe College Training, Drug Awareness and Abuse, Online
- Safe College Training, Title IX Rights and Responsibilities, Online
- Title IX and Sexual Harassment & Misconduct training to College Management Team annually
- Title IX and Sexual Harassment & Misconduct resources on Cecil.edu
- Title IX team completes best practice webinars and trainings
- Annual certification training completed by Title IX team (Investigators, Advisors, Deputies, Appeals Officer, Title IX Coordinator)

## **2024 Sexual Assault Campus Climate Survey Findings**

### **Chesapeake College**

#### **Survey Administration and Response**

Chesapeake College's fifth biennial survey to comply with HB571 (Md. Education Article, §11-601), requiring all higher education institutions to conduct a biennial sexual assault campus climate survey, was conducted in fall 2023. The survey was administered in the fall to accommodate the College's spring survey schedule. The questionnaire was very similar to the one that was originally customized in 2016 to reflect the College's uniqueness from a sample provided by the Maryland Higher Education Commission, although over time additional items have been added. The 2022 administration included additional items at the recommendation of the Maryland Department of Health. And in 2024, additional items were included at the recommendation of MHEC. In both cases, the recommendations were believed to enhance the quality of the survey and were welcomed additions.

The invitation to participate was emailed to 1,359 students enrolled in fall 2023 credit classes, all over the age of 18, via their College email accounts. A notice was also placed on the online student portal with a link to the survey. For age confirmation from those accessing the survey via the student portal, the first question in the survey asked the student's age and if they responded that they were under 18 years of age, the survey was ended. Fifteen messages were either not received or students opted out. Four reminder emails were sent to encourage participation. In total, some 104 persons responded for a 7.6% response rate. This is slightly higher than the past administration, which yielded a 6.0% response rate. Student survey response rates have been falling in the past few years. This trend is believed to be related to fewer students responding to email and less engagement by students attending completely online. The slight increase in the recent survey was a pleasant surprise and may have resulted from multiple ways to access the survey and exclusion of students under 18 from the initial panel. This year more students responded via the student portal, and more part-time students participated.

The respondents' characteristics did differ from the College's student body at large to some degree. The survey respondents were much more likely to be age 25 or older (30% to 19%), less likely to identify as male (15% vs. 32%), and more likely to be non-white than students in the general population (38% to 31%).

#### **Perceptions of Safety and General Campus Climate**

The results of the most recent survey show that a large majority of students at Chesapeake College feel that they are treated fairly and that they feel safe at the College. Both statements were endorsed by 76% of respondents who either agreed or strongly agreed. Students generally feel valued (71%) and believe that faculty are concerned about their welfare (64%). Fewer perceive the administration as

being genuinely concerned about them (54%) and more than half (55%) stated that they “feel like I am part of this college”.

Looking at the current results in comparison with past results, the students’ feelings of being valued and their perceptions of concern for them by faculty have declined over several years. Students are less likely to feel that they are “part of the college”. This trend coincides with the increase in enrollment in online classes which may be related. The percentage of students who attend college exclusively online rose from 12% to 43% between 2016 and 2024. However, the students report similar perceptions of being treated fairly and feeling safe over the several years of this survey, with a rising trend, a drop, then recovery in the past year. This pattern seems to be almost certainly impacted by the pandemic, which required a number of public safety measures and required online courses.

Chart 1 – I think faculty are genuinely concerned about my welfare (%Agree or Strongly Agree)

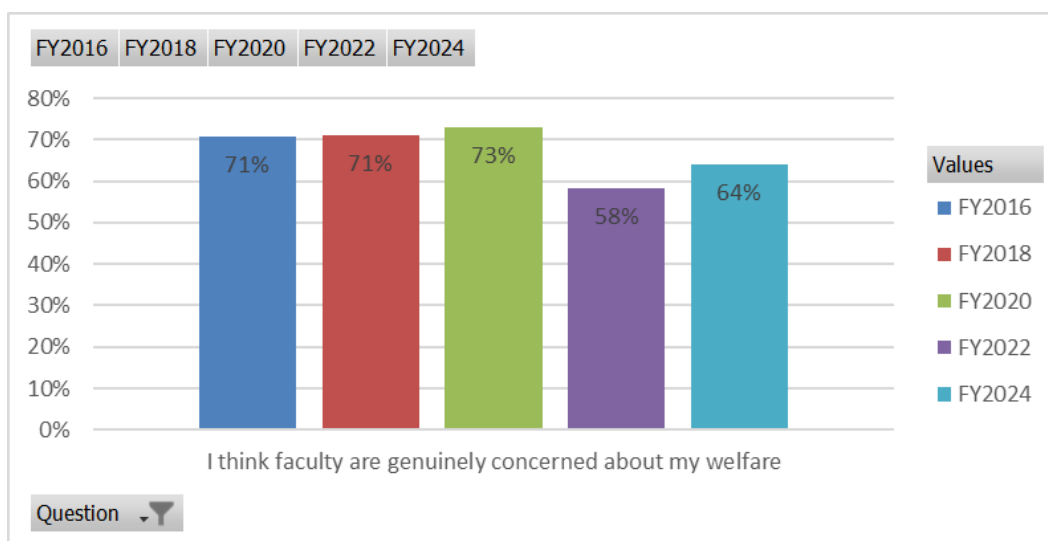


Chart 2 – I feel I am treated fairly at Chesapeake College by faculty, staff, and administrators (%Agree or Strongly Agree)

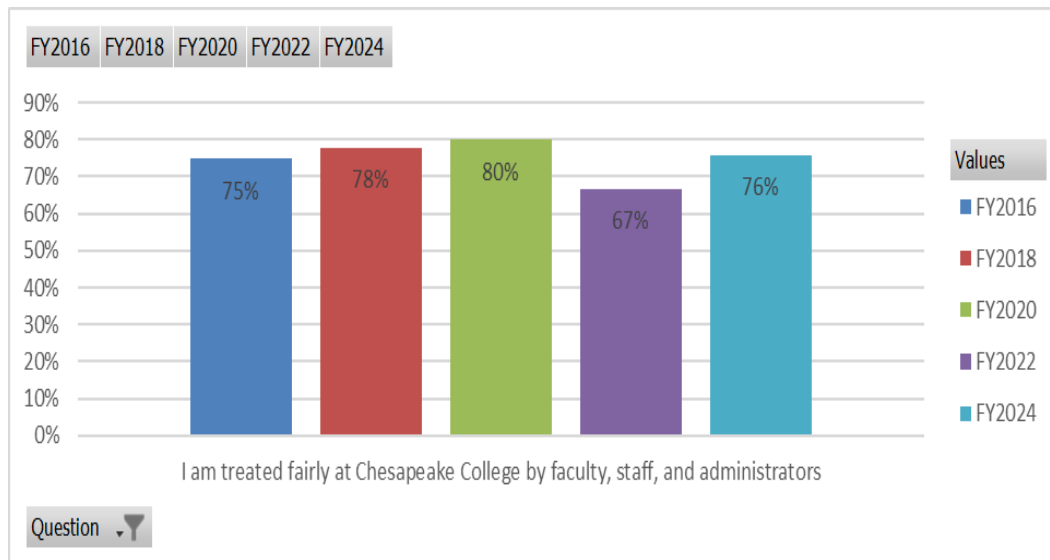
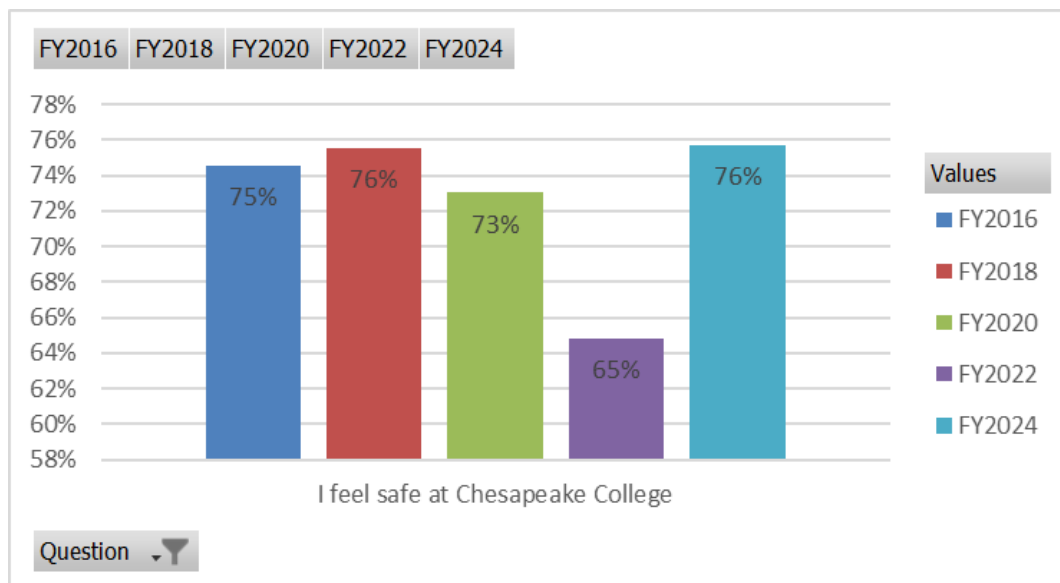


Chart 3 – I feel safe at Chesapeake College (%Agree or Strongly Agree)



### Perceptions of the College's Readiness and Ability to Address Issues of Sexual Assault and Sexual Violence

The majority of students expressed confidence that if a crisis happened on campus, the College would handle it well (60% Agreed or Strongly Agreed) and that College officials would handle it in a fair and

responsible manner (55%). Students endorsed that the College does enough to protect the safety of its students (75%).

Training and education about what to do if sexual assault occurs can be improved. Only 49% of students said they would know where to get help if they or a friend were sexually assaulted. And only 45% claimed to understand what would happen if a sexual assault were reported. Students were most aware of Title IX protections, with 28% stating they received information about this. Twenty-six percent received information about how to report sexual assault. And only 17% received bystander intervention training.

The survey asks how Chesapeake College might handle it if a student reported an incident of sexual assault or sexual violence in which the accused was affiliated with the College (e.g., student or employee). Chesapeake students viewed the College as being supportive of students should a sexual assault be reported. Eighty percent thought the College would take the report seriously. The large majority believed that the College would take steps to protect the identity of the person making the report (80%), would handle the report fairly (77%), and would take action to address factors that led to the incident (77%).

The trends over the last several administrations of this survey regarding students' perceptions of how the College would handle reports of sexual assault show that there was initially more confidence, then a dip, and ending with a return to increased confidence in the past year. This is shown in three items related to whether the College would handle a report fairly, would take a report seriously, and would take actions to address factors that led to the incident.

Chart 4 – Chesapeake College would handle the report fairly (%Agree or Strongly Agree)

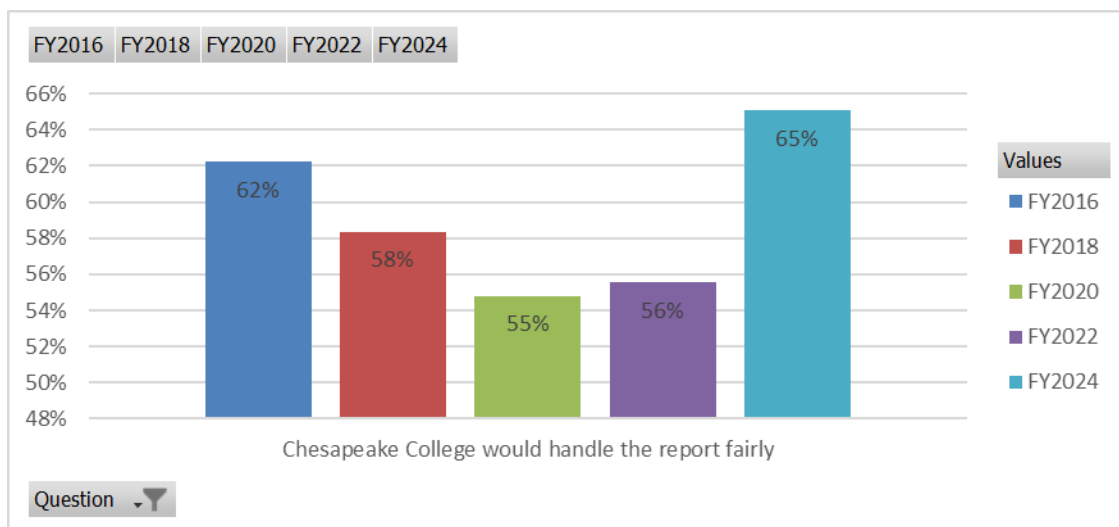


Chart 5 – Chesapeake College would take the report seriously (%Agree or Strongly Agree)

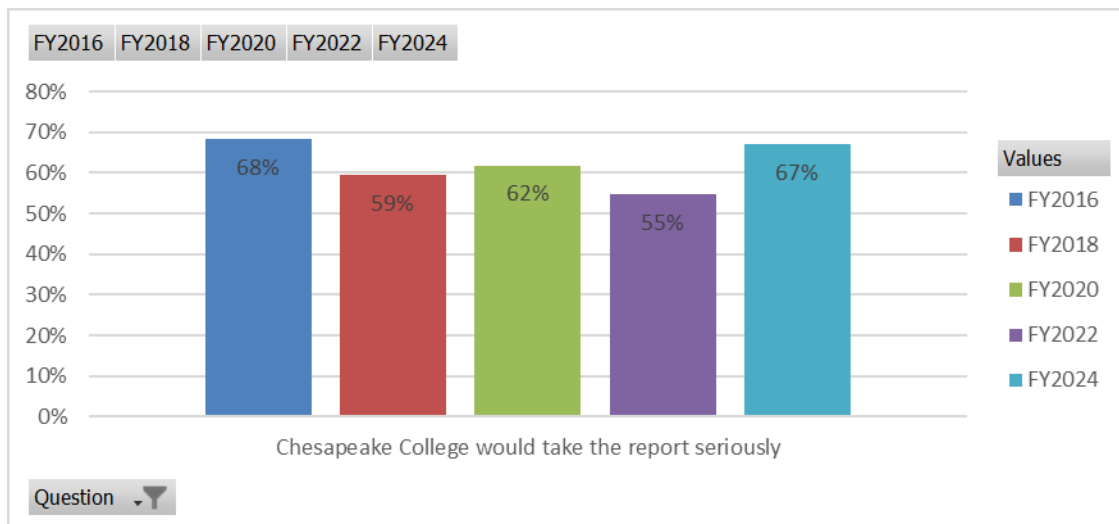
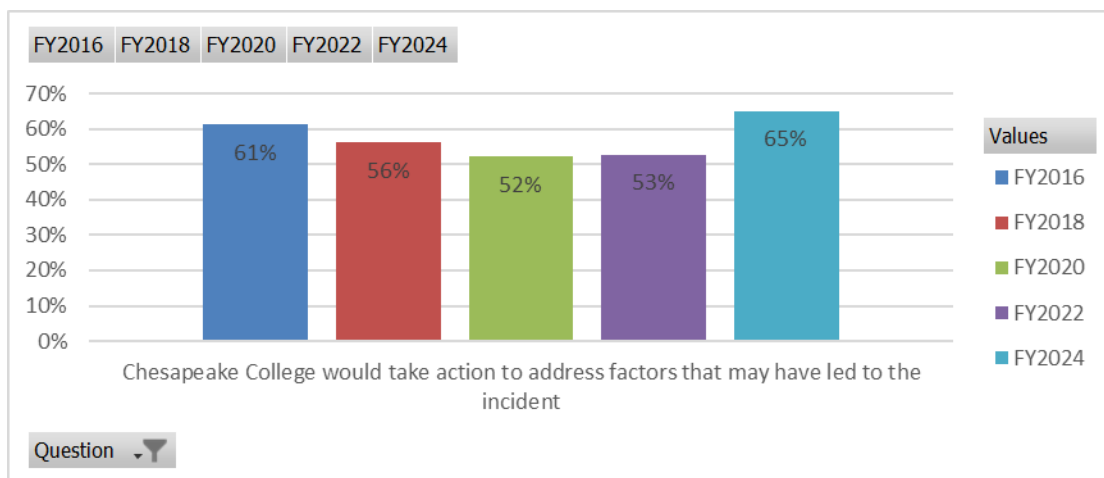


Chart 6 – Chesapeake College would take action to address factors that led to the incident (%Agree or Strongly Agree)

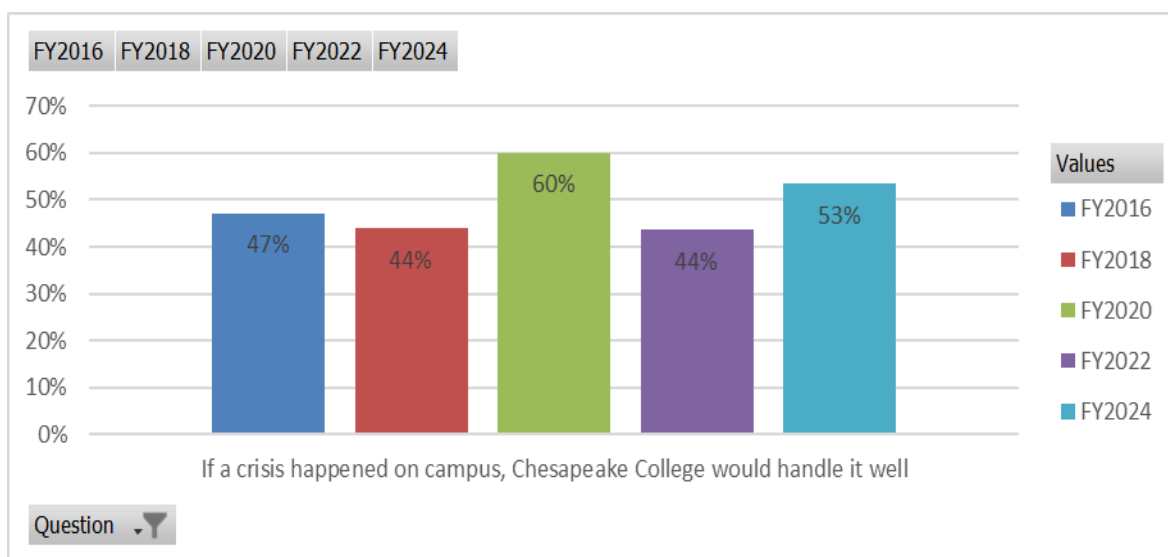


The affirming news is that the positive perceptions of how the College would respond are the highest they have been since this survey has been administered. This is likely related to recent efforts of the public safety office to implement a CARE team. CARE stands for Care, Assist, Refer, Educate. The CARE team is led by the public safety office and consists of a number of key personnel who are on hand to respond to student incidents when they occur. This arose out of a need to be more responsive to student mental health needs. The implementation of the CARE team was accompanied by education about what to do and promotion of the services available on our website, the student portal, in our College orientation class, and through other means. Students know there are staff that they can go to when they have concerns about themselves or others on campus. While the CARE team was not primarily developed to intervene in sexual assault cases, it increases the presence of public safety,

awareness of a reporting mechanism, and conveys the message that the College is looking out for students' welfare.

The one question that shows a different trend asked about how the College would handle it if a crisis occurred. Unlike the other items, this trend shows the strongest response in middle of the period. This is taken to support the College's response during an actual crisis, the COVID-19 pandemic. The pandemic was unprecedented and a lot of communication occurred about safety measures and various precautions for students and employees. The responses to this item are believed to be influenced by the College's response to the pandemic (even if this interpretation was taken out of the context of sexual assault).

Chart 7 – If a crisis happened on campus, Chesapeake College would handle it well (%Agree or Strongly Agree)



### Chesapeake College Response and Actions

The sexual assault incident data collected annually shows a very low incidence of sexual assaults reported. The numbers have ranged from 0 to 6 and typically only 2 or 3 incidents are reported each year. The low rate of occurrence makes any true trend difficult to establish. Chesapeake College is a non-residential campus. And with more students attending classes online, there are fewer students on campus than in the past. At Chesapeake College there are fewer of the types of problem behaviors seen on residential campuses. The Clery Act crime statistics shows only three criminal offenses in the past three years, with zero related to sexual assault.

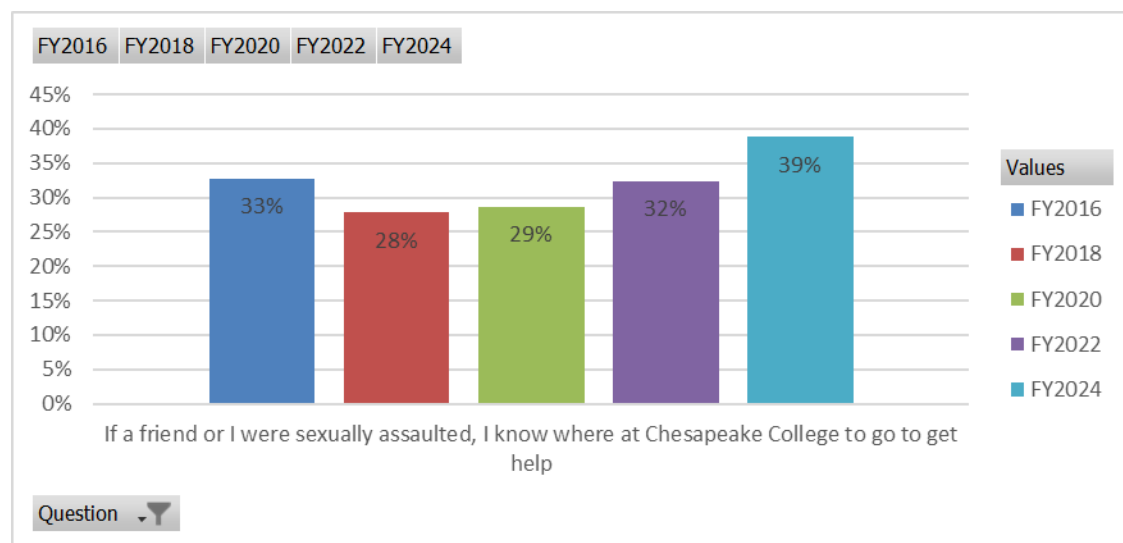
Over the period that this survey has been in place, the College Public Safety office has increased awareness of the avenues to obtain help and created practices to mitigate the chance of crimes being committed. The Public Safety office conducted an audit and hired more officers. An alert app is made available to employees and students to notify them in case of emergencies. The Public Safety contact information is available on all campus phones and emergency procedures guides are supplied to all offices. The CARE team has been instituted (described earlier in this report) and reporting mechanism



for this type of reporting is available on the website and student portal making it easy for students or faculty to make referrals. Title IX reporting is covered in Freshman Orientation and included in all course syllabi. The combination of these efforts helps to grow the presence of law enforcement on campus and instill a sense of safety and order on campus. This is indicated in the feelings of safety mentioned earlier in this report.

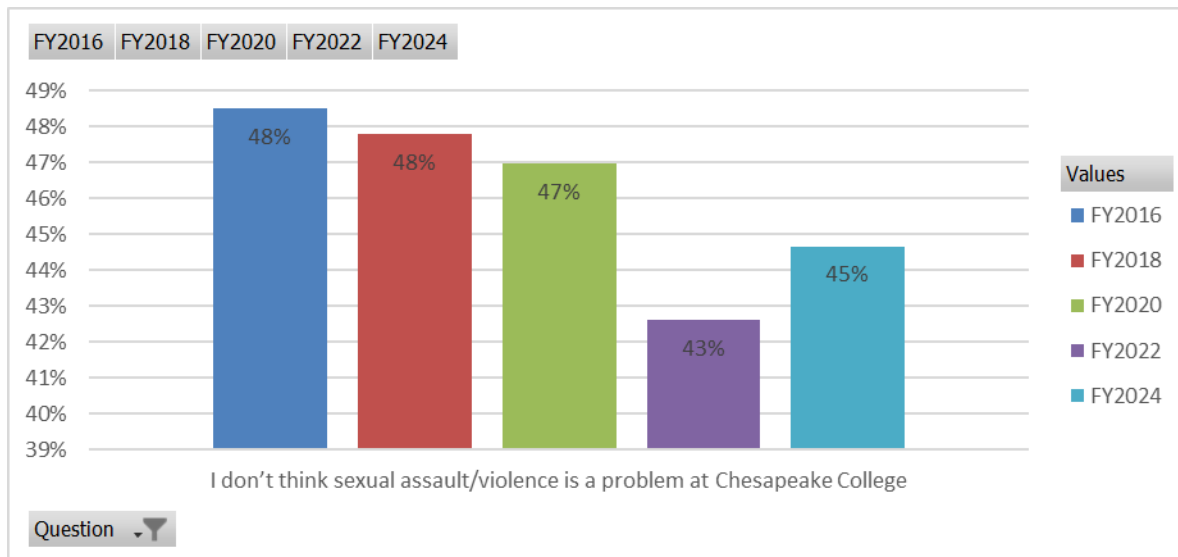
There are always areas to improve. The percentage of students who know what to do if a friend were sexually assaulted could be higher. This percentage has risen steadily over the past six years. This suggests the College is promoting the various reporting avenues and students are paying attention. Despite the improvement, still only 39% of students agree or strongly agree that they would know where to go for help if a friend were sexually assaulted. This percentage can be improved further.

Chart 8 – If a friend or I were sexually assaulted, I know where at Chesapeake to go to get help (%Agree or Strongly Agree).



Part of the reason that awareness may be low is that there are few incidents and perhaps few concerns among our student population. The percentage of students who agree or strongly agree that sexual assault is not a problem at Chesapeake has hovered near 50% over most of the years this survey has been conducted. This may be a good thing (because incidents are low) or a bad thing (if students are unaware of the realities of sexual assault), but the lack of incident data supports the low incidence of sexual assault, which is a positive statement about the College environment.

Chart 9 – I don't think sexual assault/violence is a problem at Chesapeake College (%Agree or Strongly Agree).



Our survey does not directly ask students whether they have experienced a sexual assault or whether they have a close friend who has experienced a sexual assault. These items were consciously left out of the survey in the interest of student privacy. In 2021, the following survey items were added to inquire about bystander behavior: would they call the police if they witnessed someone being bothered; and would they confront a friend if the friend were taking advantage of someone who was passed out. In the two years that these items have been included, the percentage of respondents who agreed or strongly agreed, has risen an average of 11%. This suggests public awareness of bystander responsibility is growing.

In the past year, the Student Government Association has asked for more training from the Public Safety office. The scope and timing of that training has yet to be decided, but the conversations have begun and plans are being made to provide more training that students are seeking.

In summary, the results of the 2024 Sexual Assault Campus Climate Survey are mostly positive, with students responding favorably to most items related to perceptions of safety and general concern for students' well-being. Students express modest confidence in the College to respond appropriately and fairly should reported incidents take place. This is mostly favorable, but could improve with more education and communication. Chesapeake College is fortunate not to have many sexual assaults or similar incidents reported. This contributes to perceptions of safety, but perhaps contributes to some uncertainty about how the College would respond or what an individual should do, should an incident occur. The College must be diligent and continue to promote the various services that help to keep the campus climate safe for students. Continuing to advertise protocols and policies, while making the means of reporting easy and accessible, will further contribute to a positive campus climate.

**College of Southern Maryland**  
**FY24 Sexual Assault Campus Climate Survey Report**

**Section A: Survey Administration**

In fiscal year 2024, CSM administered its fifth 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.

CSM utilized the MHEC Model Campus Climate Survey instrument, with minor adjustments to questions intended for residential campuses. We elected to add most of the additional Maryland Department of Health questions to our survey instrument. By collecting informative data, the survey results will assist CSM with enhancing a campus climate that is both free from sexual assault and misconduct, and supportive of survivors. The only MDH recommendation we did not make was to the question about training received. CSM does not offer “bystander intervention training” or “consent education”, which is why we did not add them to the survey.

CSM utilized SurveyMonkey to administer the survey to all credit-seeking students who were at least 18 years old (n= 3,746). Students were informed that by completing the survey, they would have the opportunity to enter a drawing to win one of four \$250 CSM Foundation General Scholarship awards. The survey was available online from February 7, 2024 – February 29, 2024. Marketing efforts included a pre- launch message from the Vice President of Student Equity and Success encouraging participation, the initial invitation, and three follow-up emails. A message was posted in the student newsletter, reminding students to participate in this important survey. On the last day that the survey was open, a one-time text message was sent to students in the population for whom the college had cell phone numbers, in hopes of increasing the response rate.

Changes since the last survey cycle include sending a one-time text message to promote the survey. The pre-launch message, initial invitation, and the subsequent reminder emails were sent to students’ CSM issued email address and their personal email address. During the last survey cycle, email correspondence regarding the survey was only sent to college issued email addresses. These changes were made to enhance awareness of the survey. A total of 358 students participated in the survey representing 9.5% of the population. For comparison, the response rate for the 2022 administration was 5.0%. The equated to a 4.5% increase in the overall response rate.

Table 1, below, shows the age, gender, and race/ethnicity of the survey respondents compared to the population. Note, CSM collects gender using binary options- ‘Female’ or ‘Male’, therefore no population comparison is available for ‘Nonbinary or Genderqueer’ or ‘\*Other Gender’. For age, respondents in the 25-29 age range were underrepresented, and respondents in the 40-59 age range were overrepresented. For gender, females were overrepresented, and males underrepresented. The table shows that the respondents were similar to the population for race/ethnicity.

Table 1. Survey Respondent Profile

	Fiscal Year 2024 Population n= 3,746		2024 Survey Respondents n=358
Age			
	18-24	71.4%	69.2%

	25-29	9.2%	3.1%
	30-39	11.0%	11.5%
	40-59	7.5%	13.2%
	60 and over	0.9%	1.0%
	Prefer not to say		2.0%
<b>Gender</b>			
	Female	61.2%	69.4%
	Male	38.8%	26.2%
	Nonbinary or Genderqueer		2.7%
	*Other Gender		1.7%
<b>Race/Ethnicity</b>			
	American Indian or Alaskan Native	0.6%	1.2%
	Asian	3.8%	2.5%
	Black or African American	27.4%	29.6%
	Hispanic or Latino	9.2%	9.0%
	Native Hawaiian or Other Pacific Islander	0.3%	0.6%
	White	47.2%	42.9%
	Two or more races	7.2%	9.0%
	Ethnicity Unknown	3.3%	5.2%
	Non-resident Alien	0.9%	0.0%

\*To protect confidentiality, respondents who selected their gender as Transgender male, Transgender female, Prefer not to say, or Something else (please specify) were combined for this report.

## Section B: Perceptions of Safety and General Campus Climate

The majority of survey respondents feel safe at CSM and have a positive perception of the campus climate. Students were asked to rate statements on a five-point Likert scale (Strongly Agree – Strongly Disagree) regarding their perceptions of the college. Table 2 below shows the percentage of respondents who strongly agreed or agreed with question number five from the MHEC Model Campus Climate Survey. The 2024 survey results yielded the highest percentage of respondents who strongly agreed or agreed with each statement, compared to previous cycles.

Notable areas of improvement are items 5h and 5b. In 2024, 84.5% of respondents agreed that the faculty, staff, and administrators at CSM treat students fairly. This is a 16.8% improvement since the 2022 survey administration. In 2022, 71.7% of respondents felt that faculty, staff, and administrators respect what students think compared to 86.1% in 2024.

Table 2. Percentage of Respondents who Strongly Agreed or Agreed

Question Five	2018	2020	2022	2024
5a. I feel valued in the classroom/learning environment.	78.5%	75.3%	73.7%	87.6%
5b. Faculty, staff, and administrators respect what students at CSM think.	83.5%	75.3%	71.7%	86.1%
5c. I think faculty are genuinely concerned about my welfare.	69.4%	67.1%	68.3%	78.4%
5d. I think administrators are genuinely concerned about my welfare.	67.1%	57.6%	57.1%	71.1%
5e. I feel close to people at CSM.	41.3%	34.5%	37.1%	47.0%

5f. I feel like I am a part of CSM.	53.0%	45.2%	55.9%	63.0%
5g. I am happy to be at CSM.	68.2%	63.5%	67.9%	80.6%
5h. The faculty, staff, and administrators at CSM treat students fairly.	81.8%	71.8%	67.7%	84.5%
5i. I feel safe at CSM.	82.7%	76.5%	79.6%	91.2%

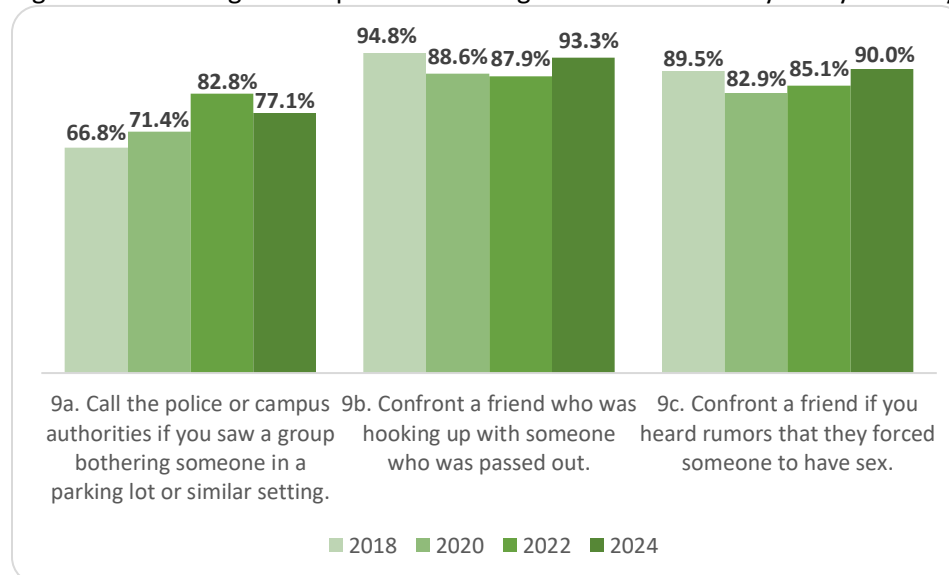
The majority of survey respondents have a positive perception of the CSM's ability to handle a crisis. Table 3 below shows the percentage of respondents who strongly agreed or agreed with question number six from the MHEC Model Campus Climate Survey. The 2024 respondents' perception of CSM's ability to handle a crisis yielded the highest percentage of respondents who strongly agreed or agreed with each statement, compared to previous cycles. When asked if CSM responds rapidly in difficult situations (6b), the survey data shows a 17.5% increase from 2018 to 2024 in the percentage of respondents who strongly agreed or agreed.

Table 3. Percentage of Respondents who Strongly Agreed or Agreed

Question Six	2018	2020	2022	2024
6a. If a crisis happened on campus, CSM would handle it well.	57.4%	57.6%	61.6%	70.1%
6b. CSM responds rapidly in difficult situations.	45.6%	50.6%	52.8%	63.1%
6c. CSM officials handle incidents in a fair and responsible manner.	59.5%	52.9%	54.8%	65.7%
6d. CSM does enough to protect the safety of students.	58.6%	62.4%	63.3%	71.6%

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. Using question number nine from the MHEC Model Campus Climate Survey, respondents were asked to rate statements on a five-point Likert scale (Very Likely – Very Unlikely) on how likely they would be to take various actions.

Figure 1. Percentage of Respondents Rating a Statement as Very Likely or Likely



A total of 93.3% of respondents reported that they would confront a friend who was hooking up with someone who was passed out, while 90.0% would confront a friend if they heard rumors that they forced someone to have sex. Both items are similar to the results of previous administrations. Seventy-seven percent of respondents

reported that they would call the police or campus authorities if they saw a group bothering someone in a parking lot, which is a slight decrease from the 2022 administration, 82.8%.

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

Seventy-two percent of students reported they received information or education about sexual assault before coming to CSM. Since coming to CSM, 66.9% received written or verbal information on the definition of sexual assault, 57.3% received information on how to report a sexual assault and 51.1% of respondents received training materials on how to prevent sexual assault.

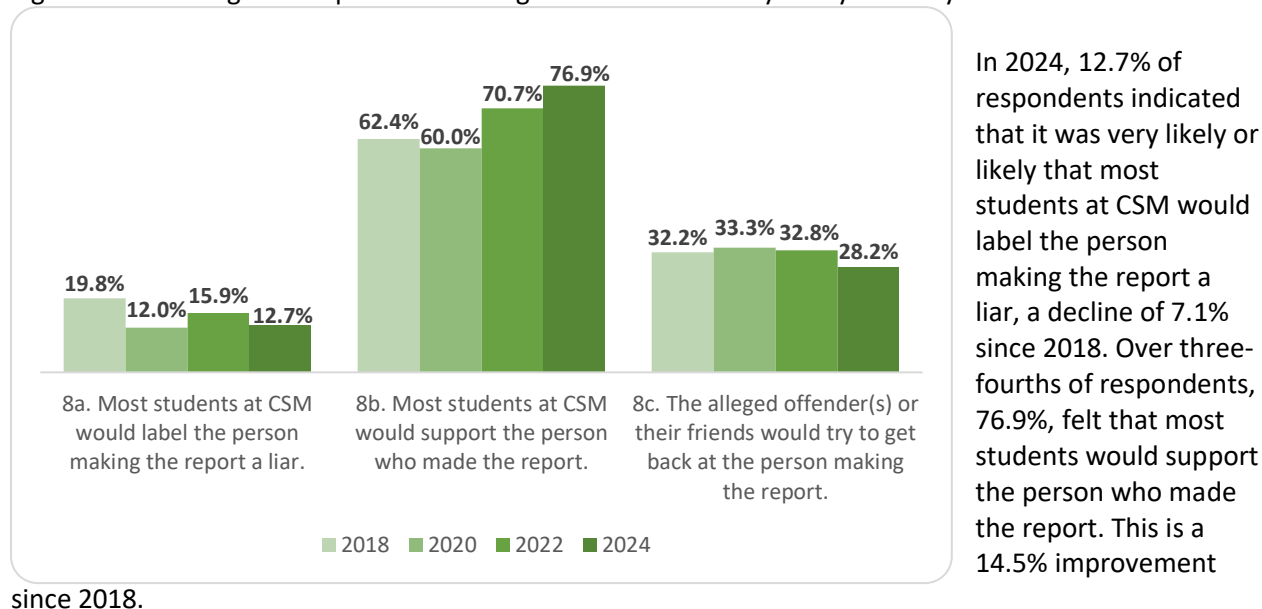
One of the most important takeaways from this survey is learning how many respondents know where to go for help on campus. Table 4 shows the percentage of respondents who strongly agreed or agreed with question number ten from the MHEC Model Campus Climate Survey, which measures awareness of resources. The 2024 survey results yielded the highest percentage of respondents who strongly agreed or agreed with each statement, while the 2020 results were the lowest.

Table 4. Percentage of Respondents who Strongly Agreed or Agreed

Question Ten	2018	2020	2022	2024
10a. If a friend or I were sexually assaulted, I know where to go to get help at CSM.	47.4%	32.9%	50.3%	59.4%
10b. I understand what happens when a student reports a claim of sexual assault at CSM.	41.3%	23.2%	47.7%	53.2%
10c. If a friend or I were sexually assaulted, I know where to go to make a report of sexual assault.	44.5%	42.9%	52.6%	57.6%

To measure support for persons reporting sexual assault and sexual violence, respondents were asked to rate the likelihood of how students would react to someone reporting an incident of sexual assault. Figure 2 shows the percentage of respondents rating each statement as very likely or likely to question number eight from the MHEC Model Campus Survey.

Figure 2. Percentage of Respondents Rating a Statement as Very Likely or Likely



The majority of students trust the administrators at CSM to handle sexual assault cases properly. Table 5 shows the percentage of respondents who strongly agreed or agreed with question number seven from the MHEC Model Campus Climate Survey. All items in this question set had the highest percentage of respondents who strongly agreed or agreed with each statement in 2024, compared to previous cycles.

A total of 86.3% of respondents felt that CSM would take action to address factors that may have led to sexual assault, a 13.9% improvement since 2020. Most respondents, 86.8%, either strongly agreed or agreed that CSM would handle the report fairly, compared to 73.7% in 2020.

Table 5. Percentage of Respondents who Strongly Agreed or Agreed

Question Seven	2018	2020	2022	2024
7a. CSM would take the report seriously.	86.0%	82.9%	82.4%	89.5%
7b. CSM would do its best to maintain the privacy of the individual making the report.	86.4%	81.6%	85.2%	91.5%
7c. If requested by the individual, CSM would forward the report to criminal investigators (For example, the police).	89.4%	80.3%	84.6%	93.5%
7d. CSM would take steps to protect the safety of the individual making the report.	82.2%	80.0%	79.4%	88.3%
7e. CSM would support the individual making the report.	78.0%	78.9%	77.8%	85.0%
7f. CSM would take action to address factors that may have led to sexual assault and sexual violence.	80.5%	72.4%	76.1%	86.3%
7g. CSM would handle the report fairly.	80.9%	73.7%	76.8%	86.8%

#### Section D: Institutional Analysis and Next Steps

CSM had no reported sexual assaults over the last four years (2016-18, 2018-2020, 2020-22, and 2022-2024). The aftermath of the Covid crisis placed many students in need for more activism and interest in campus activities as they return to campuses. The college responded by ramping up its messaging to students and provided continuous programming on Title IX conversations, incident reporting, and student conduct and behavior. CSM's Human Resources department hosted mandatory sexual harassment training for all new and current faculty and staff. Additionally, the Student Policy Guide is updated annually and continues to evolve as an important source of information for students to rely on for pertinent information on student health and well-being.

Over the past four cycles, CSM has increased student awareness through:

- Updating, revising and posting flyers and informational materials regarding Title IX legislation and informing students, faculty and staff about “what to do” should an incident occur.
- Semester presentations on Sexual Assault, Relationship Violence, and other relevant topics are conducted by the Vice President of Student Equity and Success, the Executive Director of Student Affairs and Title IX, and the CSM Professional Licensed Counselors on important updates. The Student Government Association are provided personalized information and training on student conduct and “things to look for.”

The current survey results highlight the need to further enhance outreach efforts and make sure the resources are accessible for students. As more students return to campus, we must ensure outlets are available to provide students the opportunity to have a voice and to know how to utilize the services and supports. Additionally, CSM is committed to increasing awareness, so students understand that reports are taken seriously and encouraged. CSM is also committed to reviewing data and improving programming to better support students who experience sexual assault.

The survey data shows that none of the students who reported experiencing unwanted sexual violence or sexual contact submitted a formal incident report. We will continue to explore this data to ensure consistency in data collection and in the investigation of reported and underreported inquiries to identify and bridge reporting gaps.

### **Section E: Prevalence of Sexual Assault and Other Sexual Misconduct**

Of the 2024 respondents, since coming to CSM, seven respondents (2.3%) reported experiencing unwanted sexual violence or sexual contact, compared to five respondents in 2022. Eighty percent of those who reported experiencing sexual assault or sexual violence responded that the incident took place on-campus, while 20.0% responded that the incident took place off-campus. Of those who reported having experienced sexual assault or sexual violence, 40.0% told someone about the incident, 40.0% did not tell anyone about the incident, and 20.0% preferred not to say whether they told someone.

Of those who told someone about the incident, 50.0% reported the incident to a CSM employee. None of the respondents who reported having experienced sexual assault or sexual misconduct sought help from an external resource center/person. The primary reasons participants chose not to report incident include:

- Didn't think others would think it was serious
- Didn't think the incident had anything to do with the college
- Didn't think what happened was serious enough to talk about
- I thought I would be blamed for what happened
- It is a private matter; I wanted to deal with it on my own
- Wanted to forget it happened



The COMMUNITY COLLEGE OF BALTIMORE COUNTY  
FY 2022-2024 SEXUAL ASSAULT CAMPUS CLIMATE  
SURVEY RESULTS AND ANALYSIS

Scott Eckhardt, Ed.D.  
Title IX Coordinator  
Dean of College Life

## **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 Friday, April 1, 2024. After more than five weeks of surveying, we concluded with an overall response rate of 2.0% (n=332) Sample size=14,340; Margin of error- 5.0% at 95% confidence.

## **Survey Administration**

### **Sample**

For our survey, the college began by inviting all registered credit students to participate. Reminders were sent via e-mail every two weeks and a \$2.00 incentive was offered to those who completed the survey on time. This year, with our students taking a variety of classes in different modalities (online, in-person, hybrid, etc.) we found that students were checking their e-mail at greater frequency, and students having additional time between classes we believe these factors helped keep our response rate at 2.0% (n=332) compared to 2022 ,2020 and 2018 results.

### **Instrument**

CCBC chose to use the same instrument that was used in 2022 which is 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**

CCBC followed the same survey implementation process for 2024 as was followed in 2022. The survey was designed using a software package licensed to the college called SnapSurveys®. The survey was delivered completely online.

On February 1, 2024, an email was sent to all credit students at CCBC (14,340), inviting them to participate in the survey (see Appendix B). To increase the number of responses, a bi-weekly e-mail was sent to each student and a \$2.00 incentive was offered to completers (n=332; 2.0% response rate).

## Results

### Demographics

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

Full-time (12 or more credits) (respondents – 38.3%; 127) (student body – 23.8%), Part-time (11 or fewer credits) (respondents – 49.7%; 165) (student body – 76.2%)

*Which campus/location do you consider your primary location?*

Catonsville (30.1%; 100), Dundalk (\*), Essex (38.0%; 136), Owings Mills (\*), Online (\*)

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

*What is your current gender identity?*

Male (respondents – 21.7%; 72) (student body – 35.7%), Female (respondents 62.3%; 207) (student body – 63.7%), Prefer not to say (\*) - not asked in admissions, Other. (Please specify) (\*)- Not asked in admissions.

*What is your age?*

18-24 (respondents – 51.5%; 171) (student body – 49.1%), 25-29 (\*) (student body –14.0%), 30-39 (respondents – 15.4%; 59) (student body – 16.9%), 40-59 (10.5%; 35) (student body –10.9%), 60 and over (\*) (student body – \*), Prefer not to say (\*)

*What is your ethnicity (as you define it)?*

Hispanic or Latino/a (\*), Not Hispanic or Latino/a (71.7%; 238) Not asked in admissions/ Prefer not to say (\*).

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

Asian (12.0%; 40) (student body \*), Black or African American (respondents – 31.0%; 103) (student body – 40.3%), White (respondents 29.5%; 98) (student body – 38.2%), Prefer not to say (10.5%; 35)

\*- Indicates a sample less than 10%

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

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

- I think administrators are genuinely concerned about my welfare- 74.4% (2022-79.7%; 2020-80.0%; 2018-71.3%; 2016-73.0%)
- I feel like I am a part of CCBC- 79.8% (2022-72.1%; 2020-70.7%; 2018-71.3%; 2016-82.0%)
- I am happy to be at CCBC- 87.3% (2022-87.1%; 2020-6.3%; 2018-83.9%; 2016-88.0%)
- The faculty, staff, and administrators at CCBC treat students fairly- 86.4% (2022-85.3%; 2020-84.0%; 2018-83.9%; 2016-87.0%)
- I feel safe at CCBC- 87.7% (2022-88.5%; 2020-86.9%; 2018-85.0%; 2016-92.0%)

If a crisis happened on campus, CCBC:

- Would handle it well- 86.8% (2022-85.8%; 2020-86.1%; 2018-83.4%; 2016-84.0%)
- Respond rapidly in difficult situations- 86.7% (2022-82.6%; 2020-83.3%; 2018-83.4%; 2016-87.0%)
- Officials handle incidents in a fair and responsible manner- 87.0% (2020-84.9%; 2018-86.9%; 2016-87.0%)
- Does enough to protect the safety of students- 86.1% (2020-83.0%; 2018-78.4%; 2016-83.0%)

Most of the responses remain statistically similar in 2024 as they did in 2022. The sample population in 2024 was much more like the average population served (older, more part-time, etc.). The relatively statistically similar results inform us that the College's efforts to maintain its awareness and educational campaign to reach a broader audience, especially targeting part-time students, have 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 (Neutral/Agree/Strongly Agree or Neutral/Likely/Very Likely):

- CCBC would take the report seriously- 86.4% (2022-94.5%; 2020-95.1%; 2018-92.9%; 2016-94.0%)
- CCBC would do its best to maintain the privacy of the individual making the report- 84.6% (2022-95.3%; 2020-95.2%; 2018-90.9%; 2016-96.0%)
- If requested by the individual, CCBC would forward the report to criminal investigators- 87.1% (2022-96.9%; 2020-96.3%; 2018-88.9%; 2016-98.0%)
- CCBC would take steps to protect the safety of the individual making the report- 85.2% (2022-94.3%; 2020-93.6%; 2018-87.4%; 2016-91.0%)
- CCBC would support the individual making the report- 85.5% (2022-94.2%; 2020-92.9%; 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- 84.0% (2022-93.1%; 2020-91.0%; 2018-82.9%; 2016-90.0%)
- CCBC would handle the report fairly- 83.7% (2022-93.1%; 2020-93.4%; 2018-86.4%; 2016-93.0%)

- Most students at CCBC would support the person who made the report- 83.5% (2022-85.5%; 2020-85.8%; 2018-78.9%; 2016-82.0%)

It is important to note that unlike our previous two two-year cycles (2022 and 2020), participation in the 2024 survey has shown an increase in part-time students as well as an increase in students older than the age of 24. This shift is in part due to a new way of distributing the survey, slightly lower response rates from the general population, and a shift in our enrollment demographics. As a result of our efforts from 2022-2024 and despite the impact of the pandemic, our numbers are only slightly lower in most areas. This tells us that we need to continue to engage with our part-time student population on issues around Title IX.

There is also a statistically significant increase in the number of “Neutral” responses over this reporting cycle. Additionally, we saw a statistically significant increase in the number of students not answering certain questions that led to an overall decrease in our 2024 results to individual questions. In the future, we are looking at the feasibility of requiring participants to answer all questions in the survey.

Beginning in 2024, the college has revamped its online primary prevention program. With the new Title IX requirements due to take effect August 1, 2024, we will need to increase our awareness and information campaigns.

#### **What actions have you taken as a result of the 2022 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, Student Leaders groups).
- Campus-wide sexual misconduct prevention materials.
- Electronic materials developed for all students, faculty, and staff.
- Developed, re-edited, and distributed brochures for victims referred students, and faculty on an annual basis.

#### **What actions will the institution most likely take based on the survey results?**

We are very pleased with our overall survey results. There are two areas we found as outliers in the 2024 survey. We continue to develop educational strategies and programmatic solutions to improve our scores in two specific areas. Percentage answering (Neutral/Agree/Strongly Agree or Neutral/Likely/Very Likely):

- The alleged offender(s) or their friends would try to get back at the person making the report- 67.1% (2022-49.4%; 2020-57.2%; 2018-78.9%). We are disappointed to see that we have again returned to a 60%+ response on these questions after a considerable drop in 2022. We will 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 to reporting. Our 2024-2026 goal is to have that number below 50.0%.

- If a friend or I were sexually assaulted, I know where to go to make a report at CCBC- 65.7% (2022-62.8%; 2020-61.7%; 2018-56.7%). We are pleased that this number has increased slightly from 2022, 2020 and 2018. We plan to increase the advertising to students on the multiple ways to report sexual assault/misconduct. Our goal is to have this score over 75% in the next reporting cycle.

### **Institutional Steps**

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

- Targeted programming is offered to special populations.
- Explore grant funding opportunities through 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.
- Campus-wide annual Sexual misconduct prevention training for students delivered remotely online.
- Programs aimed at bystander education.
- Campus-wide sexual misconduct prevention materials.
- Electronic materials were developed for all students, faculty, and staff.
- Developed and distributed updated brochures for victims, referred students, and faculty on an annual basis.

# Frederick Community College

## 2024 Title IX Campus Climate Survey Results

### A. Survey Administration

Frederick Community College (FCC) administered Title IX/Sexual Harassment Campus Climate Survey in spring 2024. FCC adopted two protocols in fall 2022: 1) use the questions suggested by the Maryland Department of Health, Rape and Sexual Assault Prevention Programs and 2) define the term *sexual harassment* based on the federal government guidelines: “an umbrella category includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking.” For the 2024 survey, a task force of Title IX authorities and Office of Planning, Assessment, and Institutional Research (OPAIR) staff reviewed and kept the same 2022 questionnaire in order to track changes over time.

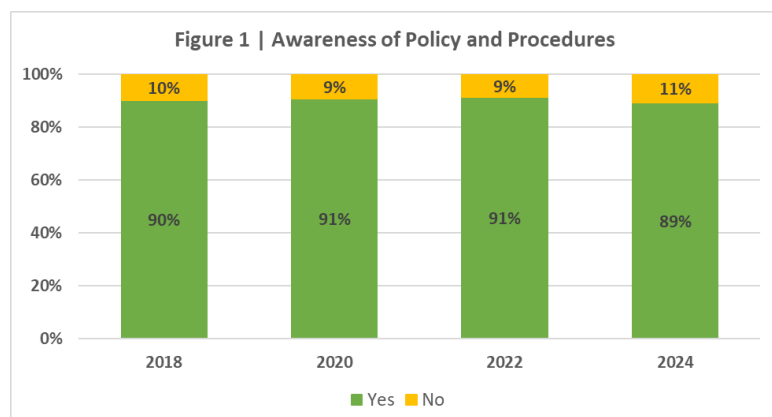
OPAIR utilized a premier professional software package to administer the Title IX/Sexual Harassment Campus Climate Survey among credit students enrolled in spring 2024 who are age 18 and older at the time of the survey. FCC sent 3,966 email invitations to complete the survey. Campus staff posted announcements to social media accounts (Instagram, Facebook, and X) to encourage student engagement. Faculty members assisted by promoting and encouraging students to complete the survey. The FCC News Blast and Navigate, a communication platform, provided weekly reminders to students about the survey. OPAIR intermittently sent reminder emails. In the final weeks, student support staff shared an additional survey link to reach respondents and sent reminders and notices during the final week of administration.

The data analysis for this report is prepared based on 309 completed surveys, providing a +/- 5.25% confidence interval at the 95% confidence level. Results may be generalized to the total spring 2024 population of students aged 18 years or older, however, the participants may skip questions resulting in larger confidence intervals on a question-by-question basis.

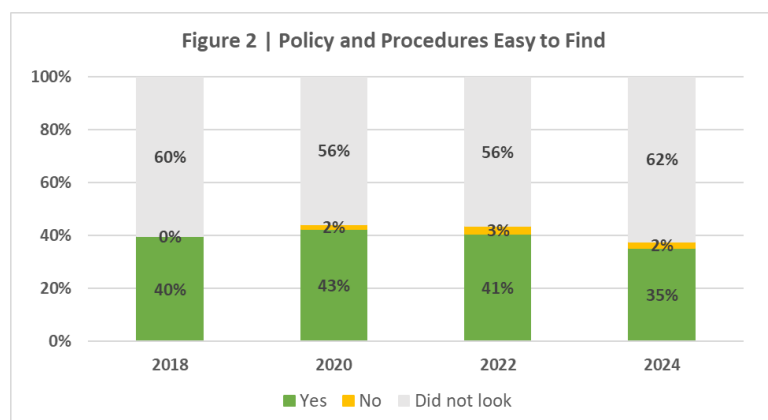
The demographics of the respondents are *not weighted* to fully align with the general spring 2024 campus population. Several differences between the respondents and student population are notable. Full-time students, only 26% of the general population, are overrepresented among respondents (42%). Male students are 43% of the student population but are underrepresented respondents (33%). One percent (1%) of student population is nonbinary, yet 6% of the respondents are nonbinary (low n). Students aged 18 to 24 are 72% of the campus population but underrepresented in the survey responses (56%). Among racial/ethnic categories, survey respondents reflected the profile for all students enrolled in spring 2024.

### B. Perceptions of Safety and General Campus Climate

The survey first poses a question about students’ awareness of the sexual harassment policy and procedures (Figure 1): “Are you aware that FCC has a Title IX Sexual Harassment Policy and Procedures which addresses sexual and gender-



*based harassment?*” In 2024, 89% reported that they were aware of the policy and procedures, and 11% reported unaware. Student awareness for sexual harassment policy and procedures has ranged from 89% to 91% over the past several years, and no significant differences are apparent from 2018 to 2024.

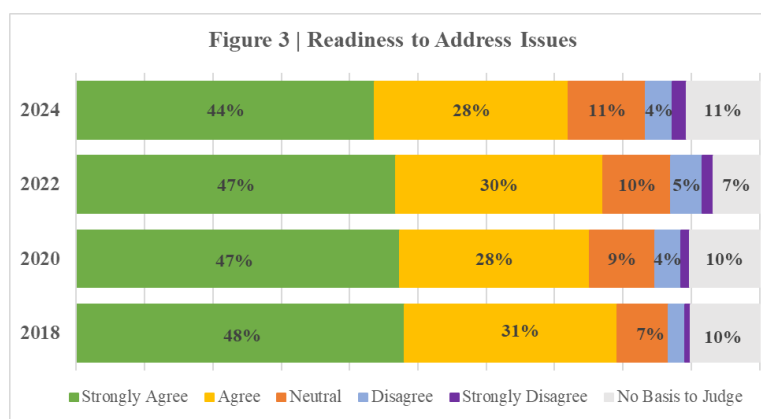


Students then respond to the question (Figure 2): “*Are the FCC procedures for reporting and addressing sexual harassment easy to find?*” In 2024, the percentage of students who did not look for the policies and procedures for reporting and addressing sexual harassment increased to 62%, the highest measurement in four years.

The differences in searching for sexual harassment policy and procedures do not appear to be significant (per statistical testing) in the past two periods (2022 v. 2024), but is worthy of monitoring in future years. Among all respondents, approximately one-third (35%) looked for and reported the procedures are easy to find while 2% looked for and reported the procedures are not easy to find. In other words, when limited to only students who looked for the policies and procedures in 2024 (n=112), approximately 94% reported the policies and procedures are easy to find.

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

The survey presents four prompts that assess the safety and the general climate concerning FCC’s **readiness** to handles incident of sexual misconduct. The graph below reports the respondents’ perceptions of how much students are aware of the process of reporting and resolving sexual harassment incidents at FCC based on the average of the four questions in this section – a Readiness Composite Score<sup>1</sup> (Figure 3). The Readiness Composite Score indicates that there may have been a recent erosion in the perceived readiness of the institution to address issues of sexual violence: 72% of respondents strongly agreed or agreed (on average) with FCC’s Readiness in 2024 compared to 79% of respondents in 2018. Students’ perceptions of the college’s perceived readiness to address issues of sexual violence are more often Neutral, Disagree, or Strongly Disagree than in previous years.



\* Frequencies less than 2% not illustrated with a data label.

<sup>1</sup> Composite scores computed from multiple related questions to represent constructs (such as “readiness”) are a standard practice in benchmarking.



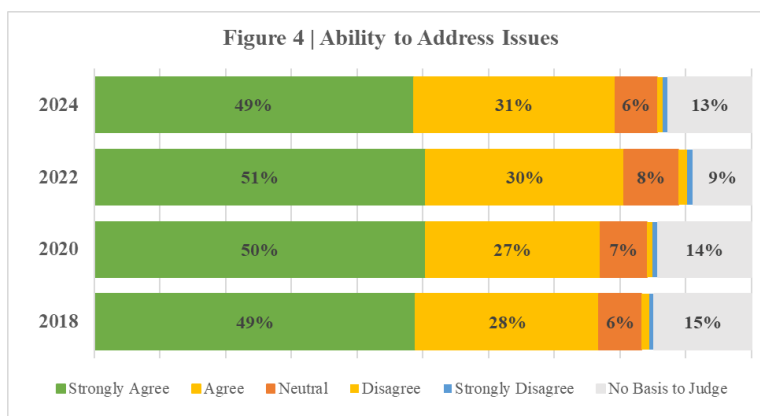
## 2024 Title IX Survey Results

Underlying the apparent shift in perception for FCC’s Composite Readiness Score, a larger percentage of students indicated “strongly agree” and “agree” in 2018 compared to 2024:

- “If I need to report sexual harassment at FCC, I know a faculty or staff member who could help me.” – 77.2% (2018) down to 67.9% (2024)
- “I understand what happens when a student reports sexual harassment at FCC.” – 68.3% down to 48.5%
- “Addressing the issue of sexual harassment is the responsibility of the entire College community.” – 92.1% down to 86.9%

One Readiness measure – “I believe FCC provides an environment that clearly communicates that sexual harassment and misconduct is not tolerated.” – improved from 79.2% (2018) to 84.7% (2024).

The survey then presents four prompts to assess FCC’s **ability** to handle incidents of sexual misconduct. Figure 4 reports the respondent’s perception of the ability to handle reports and to resolve sexual harassment incidents at FCC based on the average of the four questions – an Ability Composite Score. The Ability Composite Score indicates the institution’s ability to address issues of sexual violence.



\* Frequencies less than 2% not illustrated with a data label.

Students’ perceptions have remained fairly consistent over the past six years: around 4-in-5 students “strongly agree” or “agree” that FCC has the Ability to address issues of sexual violence. Few (<3%) “strongly disagree” or “disagree” while the remaining respondents are “neutral” or report having “no basis to judge” one or more measures.

In 2024, the perceptions of FCC’s ability to address issues on the specific measures are fairly consistent, but vary by ten percentage points:

- “FCC considers any report of sexual misconduct harassment a serious matter.” – 85.3% “strongly agree” or “agree”
- “FCC protects the safety and well-being of everyone involved in the Title IX process.” – 79.9% “strongly agree” or “agree”
- “FCC provides education and training related to Title IX sexual misconduct.” – 76.8% “strongly agree” or “agree”
- “FCC ensures fairness to everyone involved in the Title IX process.” – 75.3% “strongly agree” or “agree”

### Additional Survey Questions and Tables of Results

- “Since coming to FCC, have you received written (i.e. brochures, posters, emails) or verbal information (presentations, training) from anyone at FCC about the following?”

Topics Addressed by FCC Literature / Presentations	2020	2022	2024
Dating, domestic, or intimate partner violence	26%	24%	24%

## 2024 Title IX Survey Results

Topics Addressed by FCC Literature / Presentations	2020	2022	2024
Where to go to get help if you or someone you know has experienced sexual harassment	36%	37%	37%
How to help prevent sexual misconduct	34%	37%	36%
Definition of sexual harassment	N/A	37%	39%
Uncertain/Don't remember	26%	31%	32%
None of the above	39%	23%	23%

\* Multiple responses allowed, columns may total more than 100%.

- “What would keep you from reporting sexual misconduct at FCC?”

Constraints to Reporting Sexual Misconduct at FCC	2020	2022	2024
Feel nothing will happen	13.8%	20.2%	15.3%
Fear of retaliation	16.7%	22.5%	20.1%
Unsure of reporting process	10.4%	17.3%	17.3%
Fear of gossip and persecution of others on campus	13.5%	19.6%	14.9%
Concerned about potential stigma	10.1%	14.0%	10.0%
Feelings of shame	14.2%	21.1%	17.7%
Nothing would stop me. I would report...sexual misconduct.	59.4%	58.8%	62.7%
Other (please specify)	4.7%	5.3%	6.0%

\* Multiple responses allowed, columns may total more than 100%.

The Maryland Department of Environmental Health Bureau suggested ten new questions in 2022, which FCC incorporated into its surveys for both 2022 and 2024. Comparisons for the new questions are:

- The scales for the following seven statements were *strongly agree*, *agree*, *neutral*, *strongly disagree*, *disagree*, and *don't know/uncertain/no basis to judge*. Due to the space limitation for this report, only *strongly agree* and *agree* responses are reported.

Statements	2022	2024
I believe that FCC would take a report of sexual harassment seriously.	92.1%	85.7%
If requested by the individual, I believe that FCC would forward a report of sexual harassment to criminal investigators (for example, the police).	89.1%	84.7%
I trust that FCC would forward a report of sexual harassment to criminal investigators (for example, the police) if the report includes criminal behaviors.	92.1%	87.3%
I believe that FCC would support the individual making a report of sexual harassment.	90.6%	87.6%
I believe that FCC would take action to address factors that may have led to reported sexual assault and/or sexual violence.	90.4%	85.4%
I believe FCC would handle any report of sexual assault and/or sexual violence.	91.5%	87.2%
I feel I am a part of this college.	84.0%	78.3%

- The scales for three questions on willingness to get involved in an incident were *very likely*, *likely*, *neutral*, *unlikely*, *very unlikely*. *Very likely* and *likely* responses for 2022 and 2024 are reported.

Questions	2022	2024
Would you call the police or authorities if you saw a group bothering someone in a parking lot or similar setting?	84.1%	80.6%
Would you confront a friend who was hooking up with someone who was passed out?	96.0%	96.0%
Would you confront a friend if you heard rumors that they forced someone to have sex?	89.8%	91.6%

### D. Institutional Analysis and Action Steps

There are key issues that need immediate attention based on recent data regarding students' awareness and perceptions of the Title IX policy at FCC. Students know about the Title IX policy and infrequently have difficulty locating it *when looked for*. However, students lack familiarity with the faculty and staff's ability to assist with complaints and are concerned about the fairness of the process.

To address these concerns, the College will implement the following actions:

#### Enhancing Accessibility of Title IX Policy

- **Website Revamp:** Ensure the Title IX policy is prominently displayed and easily accessible from the Student Affairs webpage.
- **Physical Visibility:** Place posters and informational brochures in high-traffic areas such as libraries, student centers, residence halls, and academic buildings.
- **Blackboard Access:** Ensure the Title IX policy is available under Student Information on Blackboard.

#### Building Confidence in Faculty/Staff Assistance

- **Training Programs:** Implement training programs for all faculty and staff on Title IX policies and procedures and their roles in supporting students as mandated by the 2024 regulations.
- **Resource Guides:** Provide faculty and staff with resource guides on handling Title IX complaints, referral procedures, and contact information for the Title IX Coordinator.
- **Direct Contact to Title IX Coordinator:** Establish an email address specifically for Title IX complaints, training, and inquiries to ensure a sustainable communication line to the Title IX coordinator.

#### Ensuring Fairness in the Title IX Process

- **Transparent Procedures:** Review and revise Title IX procedures to ensure they are transparent and communicated to students.
- **Clear Communication:** Develop communication channels to keep students informed about the progress of their complaints and any actions taken.
- **Support Services:** Enhance support services for students involved in Title IX complaints by providing access to counseling and advocacy.
- **Anonymous Reporting:** Introduce an anonymous reporting system that allows students to report Title IX violations without fear of retaliation.
- **External Review Process:** Partner with an external agency to review the Title IX policy and process to ensure fairness

#### Continuous Improvement and Monitoring

- **Education & Outreach:** Regularly conduct workshops and training sessions on Title IX topics such as recognizing and reporting sexual harassment, understanding consent, and bystander intervention.
- **Campus Forums:** Hold regular campus forums to discuss Title IX issues, gather student input, and provide updates on changes and improvements.

### E. Prevalence of Sexual Assault and Other Sexual Misconduct

FCC does not collect these survey data for reporting purposes.

# Garrett College

## I. Survey Administration

Garrett College administered the Sexual Assault Campus Climate Survey via Survey Monkey (<https://www.surveymonkey.com/r/Spring2024GCSexualAssaultCampusClimateSurvey>). The same survey tool that was utilized for the 2022 submission was used in 2024 to gather more data to assist in the development of more programs related to sexual assault, assessment of current strategies, and identify areas of improvement. The survey did not include the additional Maryland Department of Health questions and prompt edits as the College wanted to utilize the same tool administered in 2022 to be able to do a better comparison of responses. Shelley Menear, Director of Institutional Compliance, sent an email to all College undergraduate students (excluding High School Dual Enrolled or HSDE students) on April 1, 2024 explaining the purpose of the survey and requesting their participation. Follow-up emails were also sent on April 8<sup>th</sup> and 11<sup>th</sup>. The survey ended on April 12, 2024. Signs with QR codes to complete the survey were also posted across campus and shared with faculty and Athletic coaches who were asked to share with their students/athletes. Students had the option to complete the survey online. Incentives offered this year included the opportunity to be entered to win one of two \$25 Amazon gift cards.

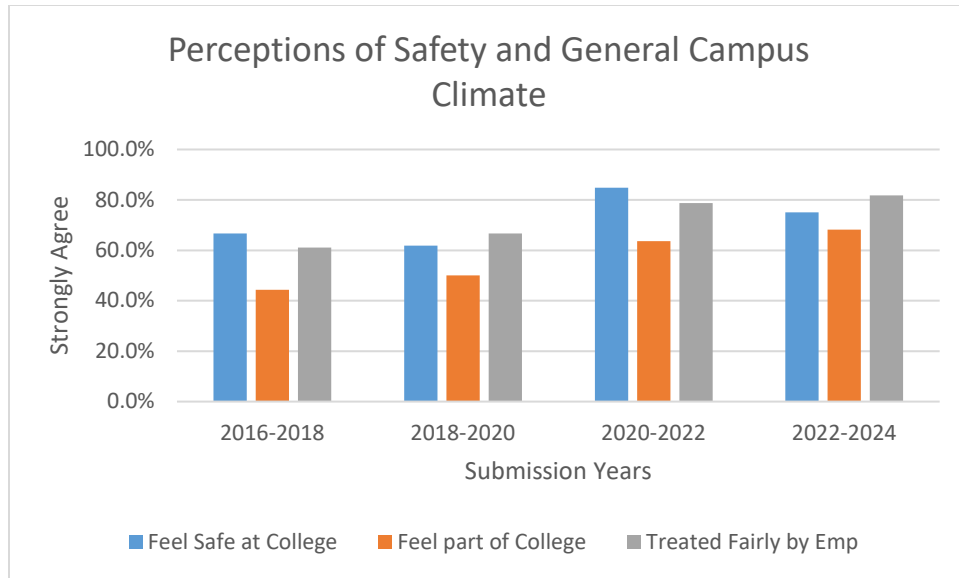
Of the approximately 366 undergraduate students enrolled for the spring 2024 semester, the College received 44 responses by the close of the survey, which corresponds to a response rate of 12.0%. The majority of respondents were full-time (32 or 72.7%), first year at Garrett (24 or 54.5%) students. Most respondents identified as white (36 or 81.8%), female (25 or 56.8%), and between the ages of 18-24 (34 or 77.3%). Only eleven residential students (9.5% of those that live in housing) completed the survey.

It is believed that the ability to offer incentives and use regular and targeted communications aided the College in seeing a small increase in participation rates from past years; the College consistently struggles with student participation. The small number of responses makes it difficult to interpret the survey findings and understand the students' concerns. Therefore, it continues to be challenging to determine where to focus attention and what changes to make since we may not know that there is an issue or concern until there is an incident.

## II. Perceptions of Safety and General Campus Climate

Concerning safety on the campus and the general campus climate, 75.0% of the respondents strongly agreed that they feel safe at Garrett College. Regarding the general campus climate, 81.8% of students strongly agreed they feel campus faculty, staff, and administrators treat them fairly. When asked if they feel a part of the College, 68.2% of respondents strongly agreed. 20.5% of respondents strongly agreed that they don't think sexual assault or sexual violence is a problem at Garrett College.

Chart 1 reviews perceptions of safety and general campus climate over the last four survey administrations.



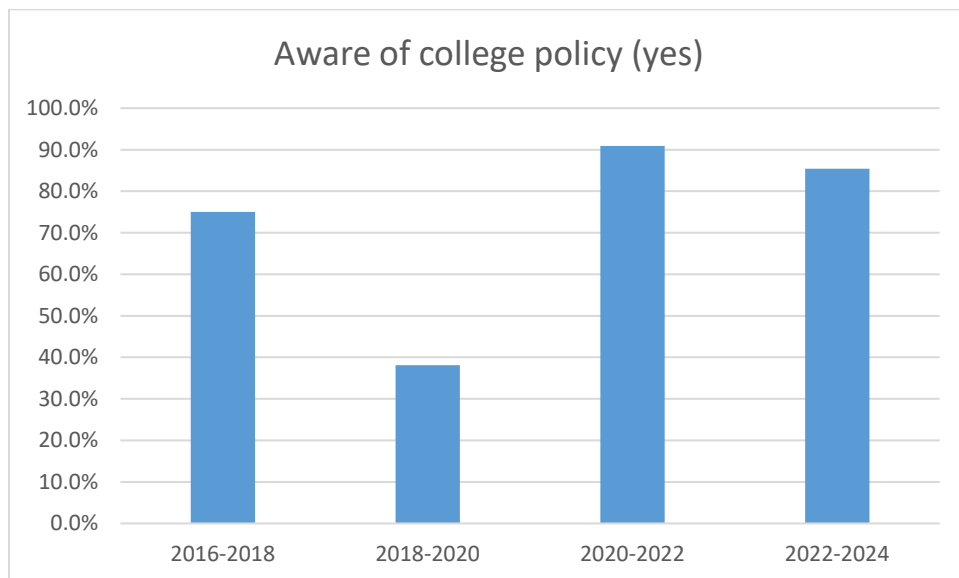
*Chart 1: Perceptions of Safety and General Campus Climate*

From the data, we can deduce that feelings of safety on campus and overall campus climate has increased since the 2018 and 2020 submissions, but remained relatively consistent since the 2022 submission. Given the small proportion of responses in comparison to the overall number of enrolled students, again we struggle with determining accurate perceptions.

### **III. Perception of Institution's Readiness and Ability to Address Issues of Sexual Violence**

#### *a. Training and Education*

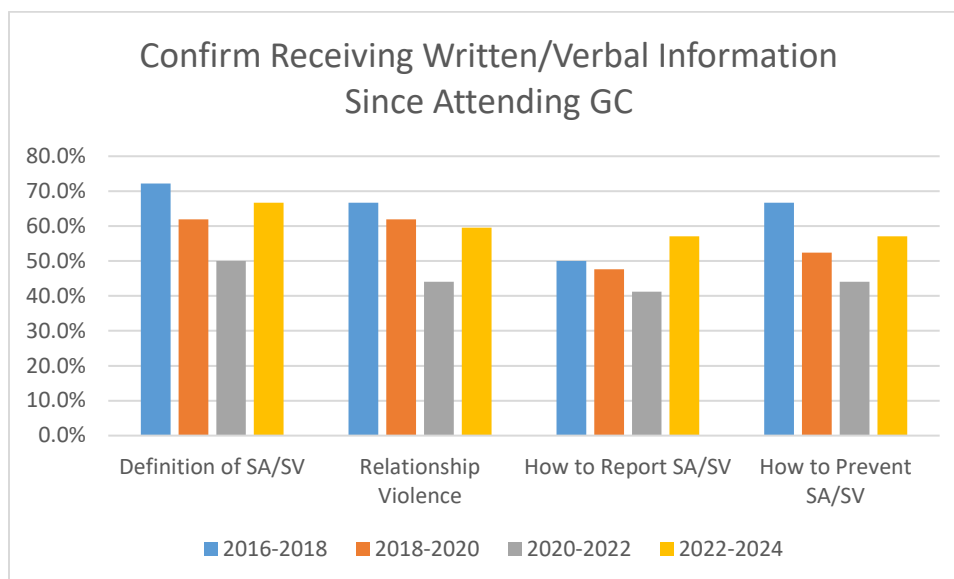
In examining perceptions around training and education, 85.4% of respondents were aware of the College's policy addressing sexual and gender-based harassment and misconduct.



*Chart 2: Respondents Aware of College Policy*

It is interesting to see, as illustrated in Chart 2, the low number of respondents in the 2018-2020 submission who were aware of the College’s policy; however, when that survey was administered, COVID was in the forefront of everyone’s minds. Since then, awareness of the policy has increased and remained consistent.

Since coming to the college, respondents confirmed receiving written and/or verbal information about the definition of sexual assault and sexual violence (66.7%), relationship violence (59.5%), how to report (57.1%), and how to prevent (57.1%) sexual assault and sexual violence. These response rates have stayed pretty consistent over the years, as evidence in the chart 3 below. Of interest, however, is how low the rate is regarding “how to report sexual assault/sexual violence”.



*Chart 3: Respondents Confirm Receiving Written/Verbal Information Since Attending Garrett College*

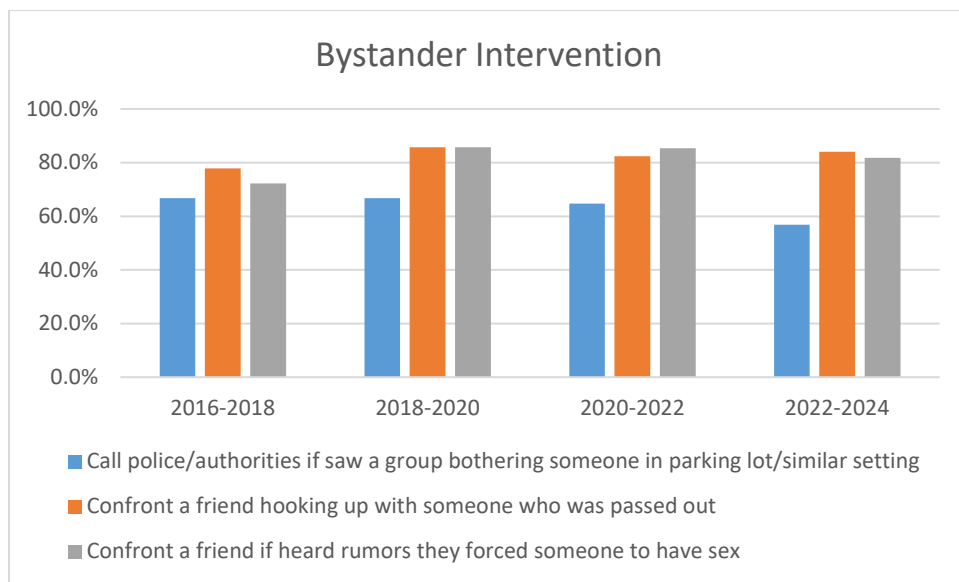
One would expect these percentages to be higher since the website, College Catalog, and semesterly disclosure email explicitly describes the College’s policy and procedures and students receive notification at the beginning of each semester. Students are also required (effective Fall 2017) to complete an online primary prevention program. Until 2021, the College used a third-party program called ‘Not Anymore’, but transitioned to an in-house training starting Fall 2021. Participation in this program among first-time, full-time students is required so we generally have a high rate of completion. All of the above-mentioned information is included in the training, so it appears that we need to increase information sharing among those students who aren’t in their first semester, as retention of the information may be an issue.

#### *b. Bystander Intervention*

Bystander intervention is one of the targeted focuses of the College’s prevention and awareness programming, as the College feels it is critically important in addressing sexual assault and sexual violence on college campuses. Respondents were likely/very likely to confront a friend who allegedly behaved inappropriately, such as “hooking up” with someone who was passed out

(84.1%) or rumored to have forced someone to have sex (81.8%). Only 56.8% of respondents were likely/very likely to call police/authorities if they saw a group bothering someone in a parking lot or similar setting.

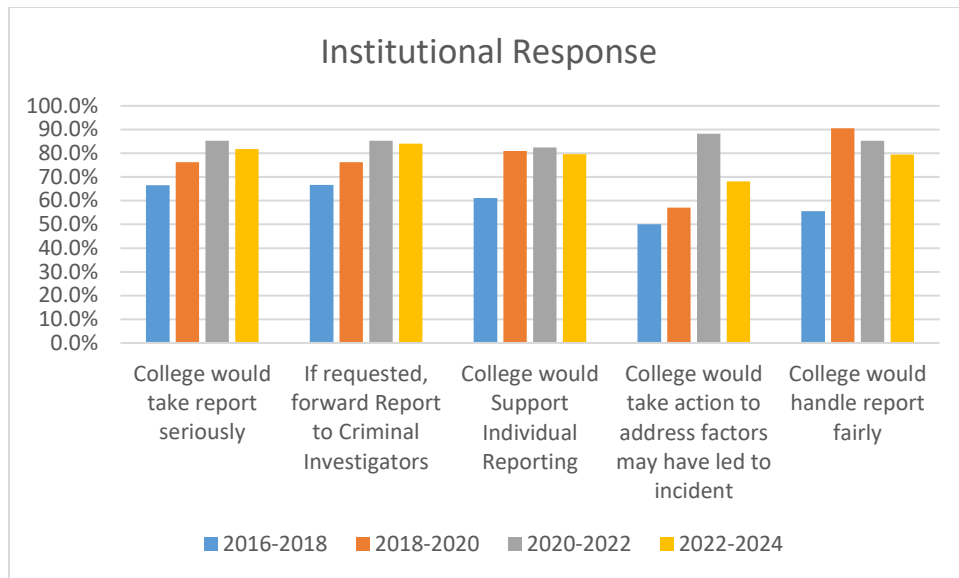
When looking at responses over the last four submissions, as illustrated in chart 4 below, the 2024 responses are on trend with past years. Students are consistently likely/very likely to confront a friend's behavior or rumored behavior more than to contact authorities about a group's behavior. These responses could be a good example of the "Bystander Effect", as students may not feel it's their part to intervene, assume since there is a group that someone else has contacted authorities, or they don't perceive the witnessed interaction as an emergency.



*Chart 4: Bystander Intervention*

### *c. Institutional Response*

With respect to the students' perception of Garrett's readiness and ability to address issues of sexual violence, approximately 81.8% of students felt it likely/very likely the College would take a report of sexual assault/sexual violence seriously, and 79.5% stated the College would handle the report fairly. 79.6% of respondents stated it was likely/very likely the College would support the individual reporting. If requested by the person making the report, 84.1% of respondents said it was likely/very likely that Garrett College would contact law enforcement to conduct a criminal investigation. Out of the 44 respondents, 30 students (68.2%) stated it was likely/very likely that the College would implement actions to address factors that may have led up to the incident.

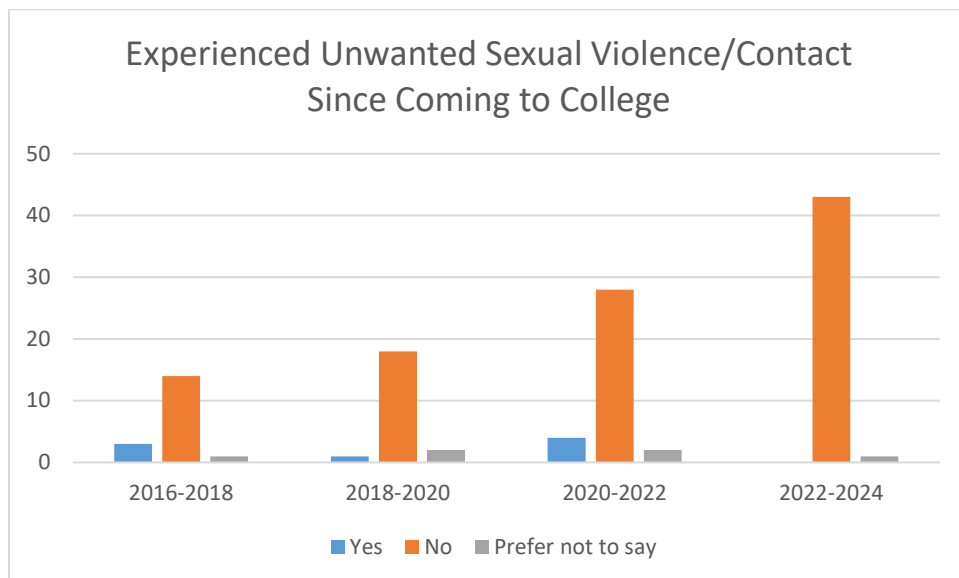


*Chart 5: Institutional Response*

Chart 5 above examines responses over the years regarding perceptions around institutional responses to report of sexual assault or sexual violence. As illustrated, responses that it is likely/very likely that the College would respond in a positive manner and be supportive of the individual have remained relatively consistent over time.

#### **IV. Prevalence of Sexual Assault and Other Sexual Misconduct**

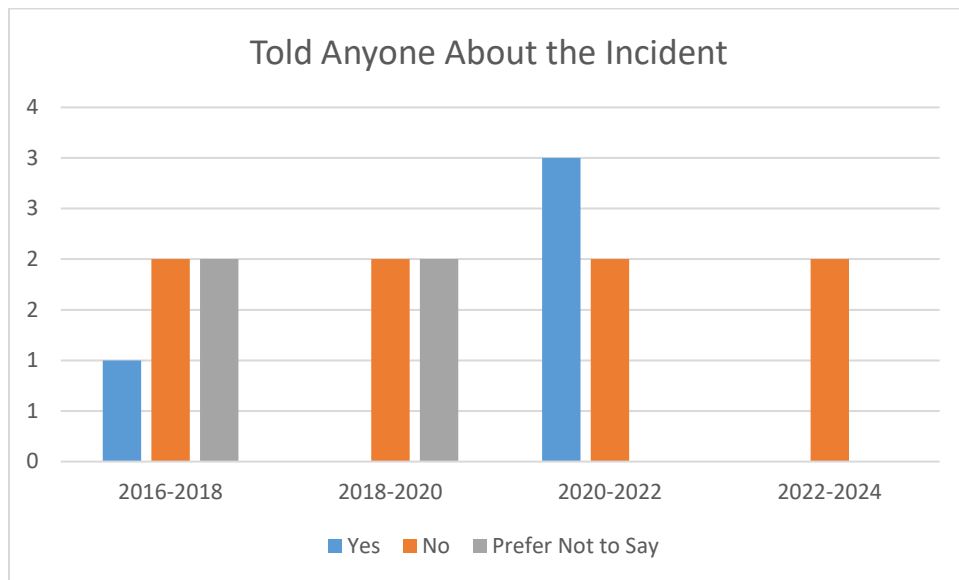
Over the last four submissions, we have asked respondents, “since coming to the college, have you experienced any unwanted sexual violence or unwanted sexual contact (which can include kissing, touching, harassment, stalking)?”. As chart 6 below illustrates, a majority of the respondents state “no”; however, there have been individuals who have disclosed over the years.



*Chart 6: Experiences of Unwanted Sexual Violence/Contact Since Coming to Garrett*

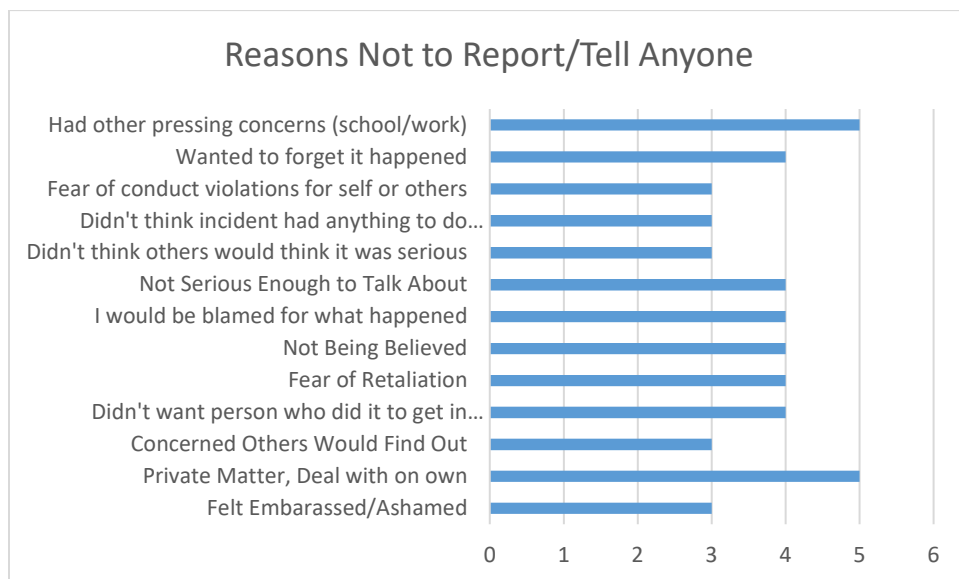


Of the respondents who responded “yes” or “prefer not to say” regarding experiences of sexual violence or unwanted sexual contact since coming to college, the majority have not told anyone (chart 7).



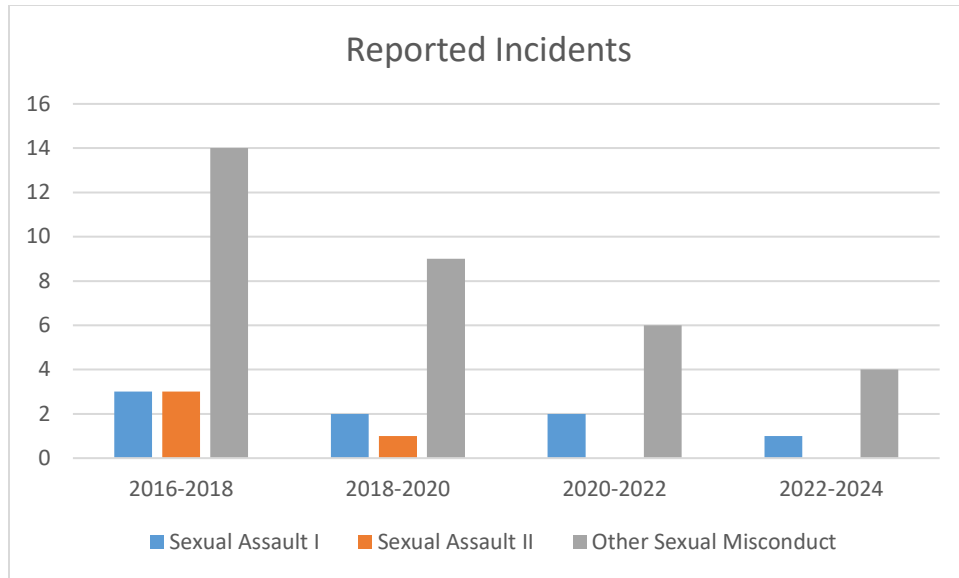
*Chart 7: Told Anyone about the Incident Experienced Since Coming to College*

Chart 8 below illustrates the most common concerns or thoughts tied to why individual respondents did not share or report their experience.



*Chart 8: Concerns or Thoughts Tied to Decision Not to Report or Tell Anyone about Experience/Incident*

When comparing the survey responses with actual reports to the College (chart 9), it would appear that actual disclosures are higher than the self-disclosures from the survey.



*Chart 9: Reported Incidents of Sexual Assault and Other Sexual Misconduct*

When looking at the reasons why respondents chose not to share or report their experiences, most had to do with personal feelings and concerns about perceptions. Only a few respondents over the years who disclosed in the survey shared that they didn't report because they didn't know the College's procedures, found the process difficult, or didn't think the college would do anything about the report.

## **V. Institutional Analysis and Action Steps**

Garrett College has continued to increase its prevention education and awareness programming and activities and continually works to meet the needs of the students. Garrett College continues to grow its close working relationship with the Dove Center, the county's local domestic violence/sexual assault crisis center. The Dove Center is on campus every Thursday during the school year offering education and activities, as well as private counseling services. The newest School Outreach Specialist assigned by the Center, has increased student engagement and participation in the last two years, and has sparked interest in collaborations with student groups, such as the men's wrestling team, for campus activities. For the last three years pre-pandemic and two years post-pandemic, the Dove Center and the College have collaborated to hold the "Consent Revolution", an afternoon of programming in observance of Sexual Assault Awareness Month in April. The 2024 event included a variety of activities, such as trivia and mindfulness crafts, but also participation from the College's AAUW club, and psychology adjunct instructor.

Comments and feedback have always helped drive College actions. While the survey solicits this type of feedback, with the low number of respondents, there typically isn't much provided. The College has noted that one downside to switching to in-house training is that there is currently no way to solicit comments/feedback from students like with the former third-party administered program. This continues to be investigated since past comments the College received from students who completed this program provided a better understanding of perceptions and what students are looking for in regard to additional training and education around sexual violence.

Program participation, like survey participation, is challenging in the college environment. Students over the years have requested particular training and programming; however, participation levels continue to be very low. This is problematic as it is hard to determine if the request is for information that attracts a large population of the College or just a small subset as illustrated by the received comments in the climate survey. Programs that offer some form of incentive, such as prizes or food, are often better attended but are difficult with limited financial and human resources. The Office of Institutional Compliance will continue to examine avenues to reach the student population, such as continued efforts with small population groups like residential students and athletes.

A final challenge has been the regular changes to College policies as a result of federal requirements. In 2020, significant updates were made to the College's Equity Grievance Policy and related process, which resulted in the College adopting its *Policy on Equal Opportunity, Harassment, and Nondiscrimination for All Faculty, Students, Employees and Third-Parties*, modeled after ATIXA's "One Policy, Two Procedures" model. With the recent 2024 regulation changes, the policy and procedures will need to be updated once again. Even though these changes are communicated to the campus community through a variety of means, it can create confusion for an individual who has experienced sexual assault/sexual violence, when the topic is highly politicized and the policies are ever-changing.

In conclusion, Garrett's biggest challenge is utilizing data from such a small proportion of the student body to drive action and/or change. To increase participation in future survey administration, we will once again try to create opportunities to solicit in-person feedback and work closely with specific groups, such as First Year Experience students, residential population, and student-athletes to complete the survey. Garrett will also use the comments from the 2024 submission to incorporate the following topics into programs: clarification of reporting mechanism; dating violence; impact of trauma; the role of alcohol in sexual assaults; and bystander prevention. Additionally, the College will work with the Dove Center to expand education and awareness activities around reported behaviors, such as sextortion. Garrett will continue its efforts to combat sexual violence on campus, and will explore additional methods of data collection as it relates to these issues.

# HAGERSTOWN COMMUNITY COLLEGE

## Sexual Assault Campus Climate Survey Report: 2024

### 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 15, 2022 (first day following the last reporting period) through May 18, 2024 (date of Commencement), Hagerstown Community College (HCC) received four reports of allegations of sexual misconduct involving a student made to the Title IX Coordinator for Students; three reports of Other Sexual Misconduct, one report of Unclassified. See incident report attachments for more information.

In February 2024, HCC sent via Qualtrics to registered full-time and part-time credit students aged 18 and older (2,631) a link to the Sexual Assault and Misconduct Campus Climate Survey. Students taking classes at their high schools were excluded from the sample. 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 for Students. Consistent with the 2022 survey administration, reminder emails were sent later.

There were 139 students who clicked on the link, and of those, 73.4 percent (102) completed the survey. This is a decrease in survey responses compared to the surveys in 2018 through 2022.

Table 1. *Survey respondent statistics*

	2016	2018	2020	2022	2024
FT and PT Students	3,435	3,352	3,022	2511	2631
Interacted with Survey	172	324	391	223	139
Survey Responses	121	241	252	171	102
Overall Response Rate	3.5%	7.2%	8.3%	6.8%	3.9%
Response Rate of Those That Interacted	70.3%	74.4%	64.5%	76.7%	73.4%

Of those respondents, 48 percent were full-time students, 52 percent were aged 18 to 24, 72.6 percent were female, and 63.2 percent were white. This is fairly consistent with samples from previous surveys. For the HCC student body, full-time students account for less than 30.0% and the survey overrepresents female students.

## **Perceptions of Safety and General Campus Climate**

According to responses, 95.5 percent of students feel welcome on campus, 97.3 percent feel safe, and 98.2 percent feel that HCC employees are genuinely concerned about the welfare of students. These responses are consistent with the results from the 2022 survey.

- Students feel safe on campus. (3.50)
- HCC employees are genuinely concerned about the welfare of students. (3.53)

There was a notable increase amongst the survey respondents in terms of HCC police officers' presence on campus in comparison to 2022: 95.6 percent (vs 87%) of those responding strongly agree/agree the officers are present on campus, also an increase from the previous highest point in 2016 (89.8%).

- HCC police officers are present on campus. (3.46)

## **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, 81.3 percent felt the college would report the incident to local law enforcement officials (compared to 84.8% in 2022), 98.1 percent felt that the report would be taken seriously (compared to 95.7% in 2022), and 98.1 percent feel that HCC will make appropriate referrals to counseling or mental health agencies.

- The college would make sure that local law enforcement agencies were contacted for crimes occurring on campus. (3.57)
- The college would take the report seriously. (3.48)
- The college would provide the victim with referrals to appropriate counseling, mental health or other agencies. (3.51)

In terms of questions related to reporting/contacting campus officials for help, responses were consistent with 2020's survey. HCC continues to have opportunities to improve information sharing with students. Over half of the respondents (64.8 percent) indicated they strongly agreed/agreed that they know who to contact on campus for help, while 63.1 percent know what happens when a student reports a claim of sexual assault on campus.

- If a friend or I were a victim of sexual misconduct, I know who to contact on campus for help. (2.89)
- I understand what happens when a student reports a claim of sexual misconduct at the college. (2.85)

## **Institutional Analysis and Action Steps**

HCC students generally report feeling safe and experiencing a positive campus climate. The feedback provided by students will guide HCC in implementing further improvements to enhance campus safety and increase awareness about sexual misconduct, reporting procedures, and related policies. Student input has highlighted the importance of sharing information and conducting awareness training related to sexual misconduct and relationship violence.

The college is dedicated to evaluating related initiatives from 2022-2024 and comparing them with previous efforts. Many of the efforts remain consistent, such as including Title IX information and the Title IX Coordinator for Students' contact details in the Student Handbook and linking to relevant resources on the HCC website. Title IX continues to be discussed by the Dean of Students during New Student Orientation. Participants in virtual orientation also receive Title IX Sexual Misconduct information.

Recent enhanced initiatives involve increased signage across campus to attract students' attention, more focused emails on sexual misconduct reporting (twice a semester), improved slide information in the virtual orientations, and enriched campus programming coordinated by the BIT/CARE team and the Student Activities Office. An online Need Help? / Student Assistance Form is available within the Current Students tab on the HCC website as well as on Web Advisor. Submitted reports go directly to the Dean of Students for immediate response. The College has worked to provide Title IX-related training to additional college personnel. This topic was part of the Staff Development Week training in Spring 2024. Campus safety questions were added to the faculty and staff survey that was administered in the same semester.

A thorough, cross-campus review of the latest Campus Climate Survey results will be conducted before the new academic year begins, with findings shared with personnel trained in Title IX procedures. In the upcoming year, the college will continue to prioritize raising awareness among students and employees about available resources and the process for reporting sexual misconduct. The College works to provide the most current information as the federal guidelines are updated.

# Harford Community College

## **I. Survey Administration**

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 2024. 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 April 2024 (dually enrolled students were excluded). The survey was delivered via email to all credit students, with four email reminders sent throughout the month. The total survey population was 3,362 students; 338 responses were received for a response rate of 5.1%. The overall response rate in 2022 was 4.4% and in 2020 it was 6.3%. The increase in the response rate is partly due to the increased number of reminders sent to students.

As in 2022, females were overrepresented in the responding population, with 64% female respondents versus being 60% of the credit student population. Similarly, full-time students were overrepresented, with 55% of full-time respondents versus 34% of the full-time credit student population. As in the prior surveys, most respondents live at home with parents or guardian but this data point is lower than in 2022. For 2024, 53% live with a parent(s) or guardian, which is notably lower than in prior years – 66.7% in 2022, 66.6% in 2020 and 64.4% in 2018. Furthermore, 67% of the total respondents were aged 18-24 in 2024 versus 71% in 2022, which is a slight drop between the two survey years. There was an increase in respondents in the 40-59 age range – 24% in 2024 in comparison to 5% in 2022. This report reflects the responses from the credit population of students across all age groups excluding those who were younger than 18 years of age.

## **II. Perceptions of Safety and General Campus Climate**

Overall responses from the 2024 survey indicate that students feel safe, feel cared for, and are treated fairly. The spring 2024 survey shows us that the majority of students responded they either Agree, 52%, (44.3% in 2022) or Strongly Agree with a rate of 46% (40.2% in 2022) with the statement, “I feel safe on campus.” The 2024 survey also indicates a majority of respondents Agree, 45% (47.5% in 2022) or Strongly Agree, which is 27% (26.2%), with the statement, “The College does enough to protect the safety of students.” The combined responses to this statement, 72% Agree/Strongly Agree, indicate this has remained steady for the College since the last survey in 2022, where a combined 73.8% or 74% Agreed/Strongly Agreed with this statement.

The majority of 2024 survey responses indicate students either Agree or Strongly Agree with those questions that indicate our employees are concerned about them. To the statement, “I think instructors/faculty are genuinely concerned about my welfare,” 47% Agree and 38% Strongly Agree. When asked about Harford administrators, “I think other administrators are genuinely concerned about my welfare,” responses were 41.3% Agree and 32% Strongly Agree. Students also had favorable responses for staff: 39% Agree and 34% Strongly Agree with the statement, “I think other HCC staff are genuinely concerned about my welfare.” A comparison of responses to these statements from our 2022 and 2024 administrations shows that students are reporting at different rates of Agree and Strongly Agree responses. However, the differences were only slightly different at best. For example, there is only a 3% decrease in Agree/Strongly Agree on the statement involving faculty/instructors. There is a similar 3% decrease in Agree responses for the statement involving administrators, while there was a slight 2% decrease in Strongly Agree.

There were, however, positive responses to the statement, “I feel like I am a part of this College” – 57% Agree and 25% Strongly Agree. Interestingly, for the statement “I am happy to be at Harford Community College,” whereas 39% responded they Agree, 48% responded they Strongly Agree – a 13% increase from the 2022 survey. In addition, in response to the statement, “I feel valued in the classroom/learning environment,” 46% responded they Agree in comparison to the 2022 survey of 55%, a 9% decrease. However, 42% in 2024 Strongly Agreed in comparison to 38% in the 2022 survey.

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

Every semester the College provides comprehensive prevention and training programs for students and employees. These programs educate the campus community about situations of potential harm and warning signs of sexual assault, encourage safe bystander intervention and review potential ways to act and consider the barriers that may make it difficult to intervene, and promote social norms that encourage helping behavior and mutually respectful relationships and sexuality. Students enrolled in their first semester and new employees in their first days of employment are expected to complete online training about sexual harassment and sexual assault. Completion of these programs requires that students and employees read and acknowledge our College’s policy that prohibits sexual assault, review definitions of sexual assault and consent in our local jurisdiction, learn about safe and positive options for bystander intervention and risk reduction, and access information on the procedures our College follows when sexual assault is reported as well as rights within disciplinary proceedings. In addition, as part of its semesterly notification to new students about Title IX, the e-letter provides information regarding resources and the process to file a complaint.

In the spring 2024 survey administration, 42% responded Likely (40% in 2022) and 40% responded Very Likely (43% in 2022) that they believe that the College would support an individual making a report of sexual assault or sexual violence, similar results from the 2022 survey.



Survey respondents Agree or Strongly Agree, at a rate of 47% and 23% respectively, that the College would handle a campus crisis well. The majority of respondents at 61% indicate that the College responds rapidly in difficult situations. Additionally, most respondents believe it is Likely (37%) or Very Likely (47%) that the College would take any report of sexual assault or violence seriously. Students indicated a perceived high likelihood that the College would take measures to ensure the privacy of individuals who report incidents of sexual assault or sexual violence with a rate of 45% for Likely (39% in 2022) or 41% of Very Likely. The “Very Likely” response rate is a 6% decrease from the 2022 survey.

There is moderate growth (8%) in the participant responses that replied favorably to support for students reporting incidents of sexual assault and sexual violence as well as student perception of the response from the College in investigating and responding to such reports. For example, the 2024 survey indicates 48% are Likely to support the student who reports an incident of sexual assault and sexual violence. In 2022, 40% of students responded Likely in this category. There was a slight decrease of the 2024 respondents who indicated they would Very Likely support a student who reports a sexual assault or sexual violence incident. In comparison to the 2022 survey, this reflects a 3% decrease. As for perceptions of whether HCC would take these reports seriously, there were no significant differences between the 2024 and 2022 surveys. Thirty-seven percent of respondents indicated Likely about this survey question in comparison to 36% in 2022. And for respondents who indicated Very Likely, there was a very slight difference in the response rate, 47% in 2024 and 48% in 2022. Surprisingly, students reported feeling less Likely that the College would protect the safety of the individual making the report with a 3% decrease in the respondents indicating Likely – 39% in 2024 and 42% in 2022. However, there is a slight increase in the respondents indicating Very Likely – 43% in 2024 in comparison to 40% in 2022.

#### **IV. Institutional Analysis and Action Steps**

The trends in incidents for Sexual Assault I and II remain very low. There were no reports of Sexual Assault I in reporting year 2024, while there was only one for 2022. As for Sexual Assault II, again there were no reports in 2024 as compared to one incident reported in 2022.

In contrast, for Other Sexual Misconduct, the number of incidents reported is higher. For reporting year 2022, there was only one incident reported for Other Sexual Misconduct – stalking, which occurred between a student and a non-student. For reporting year 2024, there were four incidents reported that were all in the domestic violence category.

It should be noted that Other Sexual Misconduct incidents are far more typical for the community college sector. This may be due to lack of residential housing, which is predominantly common for four-year institutions. While HCC has experienced prior reports of Sexual Assault I and II, the higher incidence remains in Other Sexual Misconduct. The 2024 survey also yielded results that show a slight increase among students that faculty, staff, and administrators care about their welfare – total 85% Likely and Very Likely in comparison to 82% Likely and Very Likely in 2022. In addition, the 2024 survey indicated that the respondents feel students will be treated fairly – total 81% Likely and Very Likely in 2024 in comparison to a total of 82% in 2022. Last, it should be noted that, while 15% of the respondents in 2024 were

unsure if HCC would handle the report fairly, this is a 4% decrease from the 2022 survey whereby 19% of the respondents felt reports would not be treated fairly.

Since the last survey cycle, the College has successfully completed a grant project awarded by the Department of Justice Office of Violence Against Women, Grants to Reduce Sexual Assault, Dating Violence, Domestic Violence, and Stalking on Campus Program. The Sexual Assault and Violence Education (SAVE) Project team consisted of campus personnel and community partners from the Sexual Assault Spouse Abuse Resource Center (SARC) and the Harford County Sheriff's Office. Among its numerous strategic initiatives, the SAVE Project aimed to create a sustainable culture change that emphasized coordinated community response to sexual assault and intimate partner violence, increase the visibility of 24-hour, confidential victim services, implement comprehensive prevention programming, and clearly define and distribute response policies, procedures, and protocols.

Since the conclusion of the project in June 2022, the College continued with the Campus and Community Response (CCR) team comprised of HCC and SARC employees. The College also continued with the peer education program, Owls in ACTION, which originally was conceived and implemented by the SAVE project. The student peer education program was funded internally by the College's Foundation through a "Grant for Innovation." This support started in spring 2023 through spring 2024. In spring 2024, Owls in ACTION: Bystander Intervention reached 82 individuals by delivering seven presentations and one presentation of Owls in Conversation that reached six individuals. Although the peer program reached 63 individuals fewer than it did in spring 2023, lack of a program coordinator while we had the SAVE project impacted the reach of this peer education program. Last, for its intimate partner violence program, in fall 2023 the group delivered eight presentations reaching 881 individuals, and only did one presentation less in spring 2024.

One of the highest needs identified in the 2020 survey results was to improve efforts to disseminate written (i.e., brochures, email) or verbal (i.e., presentations, training) information about sexual assault and sexual violence. Under the auspices of the Office of the Vice President for Student Success, staff prioritized the coordination of communications about sexual assault prevention, confidential services, reporting, and Title IX response so that information was distributed in consistent and mutually reinforcing ways. Peer educators also assisted with the establishment of a webpage about the program; an additional webpage was created for students in OwlNet, the College's intranet. The CCR team ensured programs and information were generated during the awareness months of domestic violence and sexual assault. Participation in these programs provided another avenue for learning about SARC's services, campus and community resources, and other ways to get help if they or someone they know experiences sexual assault or sexual violence.

From 2022 to 2024, the percentage of respondents indicating they received information about where to go for help if they or someone they know is sexually assaulted (Q14.7) surprisingly decreased from 60% in 2022 to 54% in 2024. In contrast, 32% of the respondents in 2024 Agreed they know where to go to report a sexual assault in comparison to 24% in 2022. There was a slight increase in Strongly Agree replies among respondents for this same survey item –

23% in 2024 in comparison to 21% in 2022. Furthermore, in the spring 2024 survey, 32% Agreed they understand what happens when a student reports a claim of sexual assault at the College in comparison to 20% in 2022.

Last, respondents provided a range of comments related to the topic of sexual assault. These ranged from “not sure where to get information,” “College needs to understand the impact of false accusations,” “Public Safety is visible on campus,” to “the College has improved the availability of resources and assistance.”

Based on the overall results, Harford will continue to diligently take steps to reduce barriers to reporting, particularly focusing on increasing students’ knowledge of and comfort with reporting options on campus, in the community, and with confidential resources. The College will continue with the Campus and Community Resource team ensuring all available resources are leveraged to assist victims/complainants. Likewise, the educational programs and collaboration with the Title IX team and Student Affairs departments will continue to advance education and awareness. Future sexual violence awareness campaigns, social media, and the aforementioned activities will continue to address the common fears of retaliation, negative reactions from others, victim blaming and not being believed, and strive to dispel myths about sexual violence.

**Howard Community College**  
**Sexual Assault Campus Climate Survey Report**

**May 31, 2024**

**Survey Administration**

Dr. Willis, president, and her senior management team reviewed the model survey provided by the Maryland Higher Education Commission (MHEC). They reviewed and discussed the additional questions provided although none of them were selected to be added. It was decided to use most of the questions on that model (see Appendix A- Howard Community College (HCC) Survey). These questions have remained the same over the last four survey administrations.

On February 18, 2024, the president emailed the 4,344 students attending HCC during the spring semester who were between the ages of 18-24 years old. This is 46.3% of the spring semester student body. The message contained the link to the web survey form. Over the next six weeks, Dr. Willis made four further email appeals for participation. This is the same process normally used. This year the college added an opportunity to participate in a raffle for gift cards to encourage higher participation.

After those four appeals, 296 students responded. Two people did not verify their age as 18 or older so this report is based on the 294 valid respondents; 3.1% of the spring population and 6.8% of the sample selected for the survey. Therefore, we have established a 95% confidence level with a margin of error of +/-5.52%. The respondent pool was diverse (gender, race, ethnicity) as was the overall sample. A higher percent of females answered, and more students chose not to identify their race compared to the spring student population composition.

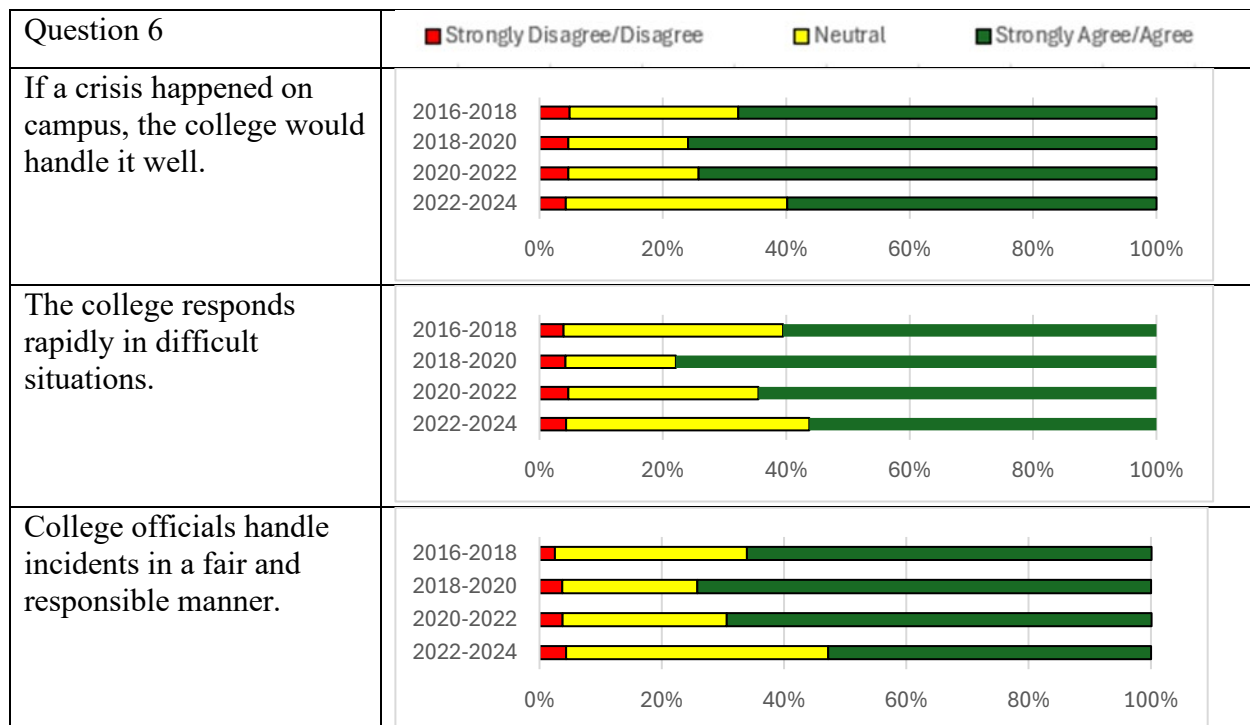
	<b>Respondents</b>	<b>18-24 Year Olds in Spring Semester</b>	<b>All Spring Semester Students</b>
<b>Gender</b>			
Male	26.2%	44.6%	35.9%
Female	63.6%	43.0%	47.5%
Transgender/non-binary	5.6%	-	-
Unknown	4.6%	12.4%	16.6%
<b>Racial/Ethnic Group</b>			
American Indian/Native American	.7%	.3%	0.3%
Asian	9.9%	16.7%	16.5%
Black/African American	16.0%	26.6%	26.8%
Hispanic/Latino	9.5%	17.8%	13.5%
Native Hawaiian/Other/Pacific- Islander	.3%	.1%	0.1%
White	27.9%	23.8%	24.5%
2 or more races	4.1%	5.6%	6.2%
Unknown	31.6%	9.1%	12.2%

## Perceptions of Safety and General Campus Climate

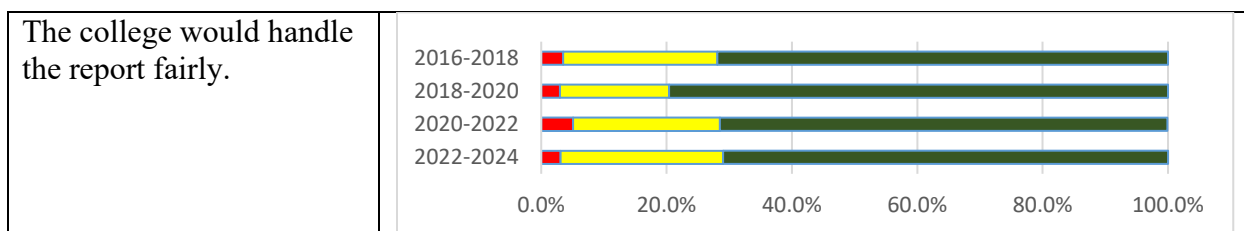
Respondents reported that HCC provides a safe campus with a positive campus climate. Question five provided the most relevant information for this answer. Only one result stayed the same year over year, the others dipped a percentage point or two. Over the four report years, however, 5 of the 9 measures improved. 82.0% (78.5% in the 2016-2018 survey) of the respondents chose agreed or strongly agreed when asked if they felt safe on this campus. 79.4% (76.9%) said “I am happy to be at this college.” 79.0% (81.0%) strongly agreed or agreed that faculty, staff, and administrators respect what students on this campus think. 80.7% (79.9%) of the respondents agreed or strongly agreed that they feel valued in the classroom/learning environment, 50.7% (79.9%) and 79.0% (80.5%) felt that the faculty, staff, and administrators at this school treat students fairly. 73.4% (73.5%) reported that faculty are genuinely concerned about their welfare and 62.8% (59.0%) thought administrators are genuinely concerned about their welfare. Only 37.8% (36.8%) felt “close to people on this campus” and 19.7% (26.0%) disagreed or strongly disagreed. The college provides resources, training, and support through new student orientation, tele-health support (through Behavioral Health Services), and ongoing staff and faculty training.

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

Respondents consistently report over time 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.



The college does enough to protect the safety of students.	<div><div>2016-2018</div><div>2018-2020</div><div>2020-2022</div><div>2022-2024</div></div> <div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div></div> <div><div>0%</div><div>20%</div><div>40%</div><div>60%</div><div>80%</div><div>100%</div></div>
Question 7	
The college would take the report seriously.	<div><div>2016-2018</div><div>2018-2020</div><div>2020-2022</div><div>2022-2024</div></div> <div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div></div> <div><div>0%</div><div>20%</div><div>40%</div><div>60%</div><div>80%</div><div>100%</div></div>
The college would do its best to maintain the privacy of the individual making the report.	<div><div>2016-2018</div><div>2018-2020</div><div>2020-2022</div><div>2022-2024</div></div> <div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div></div> <div><div>0%</div><div>20%</div><div>40%</div><div>60%</div><div>80%</div><div>100%</div></div>
If requested by the individual, the college would forward the report to criminal investigators (for example, the police).	<div><div>2016-2018</div><div>2018-2020</div><div>2020-2022</div><div>2022-2024</div></div> <div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div></div> <div><div>0.0%</div><div>20.0%</div><div>40.0%</div><div>60.0%</div><div>80.0%</div><div>100.0%</div></div>
The college would take steps to protect the safety of the individual making the report.	<div><div>2016-2018</div><div>2018-2020</div><div>2020-2022</div><div>2022-2024</div></div> <div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div></div> <div><div>0.0%</div><div>20.0%</div><div>40.0%</div><div>60.0%</div><div>80.0%</div><div>100.0%</div></div>
The college would support the individual making the report.	<div><div>2016-2018</div><div>2018-2020</div><div>2020-2022</div><div>2022-2024</div></div> <div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div></div> <div><div>0.0%</div><div>20.0%</div><div>40.0%</div><div>60.0%</div><div>80.0%</div><div>100.0%</div></div>
The college would take action to address factors that may have led to the sexual assault and sexual violence.	<div><div>2016-2018</div><div>2018-2020</div><div>2020-2022</div><div>2022-2024</div></div> <div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div></div> <div><div>0.0%</div><div>20.0%</div><div>40.0%</div><div>60%</div><div>80%</div><div>100.0%</div></div>



The students were confident that the college would be highly responsive.

### Institutional Analysis and Action Steps

Based upon the 2024 survey results, the college has successfully continued its efforts to maintain a safe learning and working environment free from any form of sexual misconduct. 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 anyone new to the college on sexual misconduct, Title IX, and related accommodations. Questions nine, ten, eleven, and twelve provided the most relevant information for this answer.

Before coming to HCC, 72.5% (73.1% in 2016-2018) of the respondents reported that they had already received information or education about sexual assault.

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:

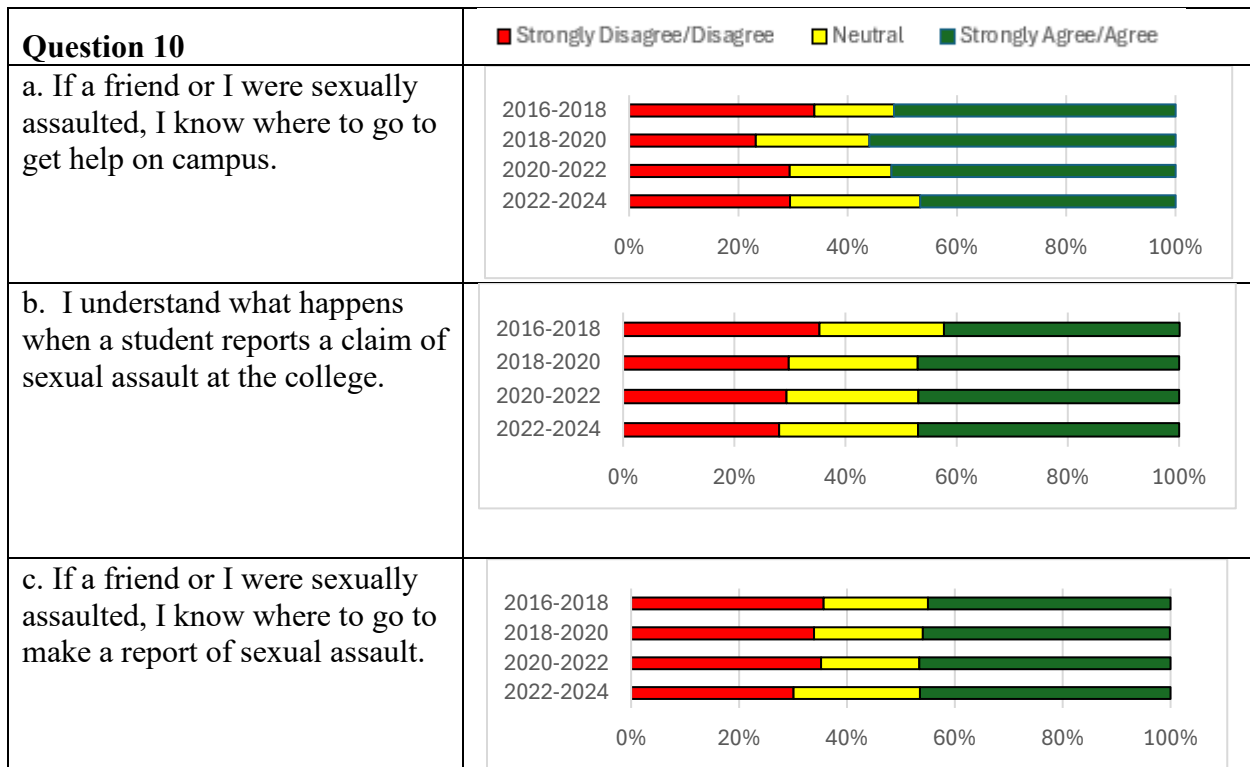
Item (Check all that apply)	2022-2024	2020-2022	2018-2020	2016-2018
HCC Sexual Misconduct Policy	82.2%	83.9%	82.7%	74.3%
How to report a sexual assault	39.0%	39.4%	36.1%	43.4%
Where to go to get help if someone you know has been sexually assaulted	37.7%	38.7%	44.4%	37.2%
Title IX protections against sexual assault	65.8%	70.1%	80.5%	70.8%
How to help prevent sexual assault	34.3%	32.1%	42.1%	41.6%
The definition of sexual assault	52.1%	53.3%	63.2%	69.9%

Students indicated they would Very Likely /Likely help one another.

	2022-2024	2020-2022	2018-2020	2016-2018
a. Call the Howard County Police Department if you saw a group bothering someone in a parking lot or similar setting.	62.2%	68.4%	62.1%	57.3%
b. Confront a friend who was hooking up with someone who was passed out.	85.3%	89.8%	84.6%	79.5%
c. Confront a friend if you heard rumors that they forced someone to have sex.	81.7%	85.3%	81.0%	78.8%

d. Tell campus authorities, such as Public Safety, Title IX Coordinators, faculty or staff, about information you have about a sexual assault case.	84.3%	85.8%	83.9%	80.7%
e. Go with a friend to the police department if the friend said she or he was raped.	89.4%	91.5%	92.8%	93.0%

The following data reveals that although 46.6% of the students knew where to get help, 46.9% knew where to make a report, and 46.4% understood what happened when a report is made to the college, there is room for improvement in this area since 28.1% to 30.1% of the students did not. Hence the college will need to continue its sexual misconduct information and training campaigns.



Howard Community College is committed to ensuring that all students are provided with necessary information and resources, including policies, procedures, and processes pertaining to Title IX reporting. 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.



# **Montgomery College 2024 Sexual Assault Campus Climate Survey Report**

## **I. Survey Administration**

For the 2022-2024 cycle, Montgomery College (MC) administered the same survey that was administered in 2016, 2018, 2020, and 2022, which were based on the MHEC model survey. Only minor changes were made in order to more closely align with MHEC-requested language.

The survey was administered online from February 5 to March 8, 2024 using the College's Alchemer survey software. This is the same software used in years past. The vendor has simply changed the name from SurveyGizmo to Alchemer. The MC Student Health and Wellness Center and the College's Marketing Specialist played key roles in publicizing the availability of the survey through direct emails to students and MC social media platforms.

The survey was incentivized using a blind, four-tiered, cash-raffle to motivate participation. The names of students were randomly placed into four equally-sized sections, and the survey was promoted to each section with different cash prize incentives. The cash amounts were \$200, \$100, \$50, and \$25, respectively. The prize-raffle amounts were highlighted in the email invitations that were sent to students' college email accounts to promote the survey. Prizes were awarded to two randomly-selected students in each section.

The surveys were sent during the week, between 7:30 a.m. and 9:00 a.m., when students are most receptive to receiving emails. Two follow-up emails were sent, reminding students to complete the survey. In addition, reminders were posted on social media, primarily Instagram, not only to encourage participation, but also to highlight the cash incentive, which is the main motivator for most students. In addition to email and social media promotions, the survey was promoted via a splash-screen announcement displayed on the College's web portal login screen that ran from the survey midpoint until the closing date.

There were 1,150 survey participants out of 16,213 enrolled students in the spring term (credit only), for a statistically representative sample (7.1%) response rate.

The survey used all of the additional Maryland Department of Health questions and prompts in order to align with the recommendations from MHEC. Many of the questions and prompts had been incorporated in prior cycles.

## MC Credit Student Census vs. Respondent Census

Demographic Group	% of Survey Respondent Population	% of General Credit Student Population
Hispanic <sup>1</sup>	33.2%	33.2%
Black	26.5%	28.3%
White	32.5%	20.5%
Asian	15.2%	13.5%
Multirace	10.3%	3.8%
Native American	1.6%	< 1%
Hawaiian/Pacific Islander	1%	< 1%
Female <sup>2</sup>	59%	53.6%
Male <sup>2</sup>	30.9%	46.1%
18-24	72.2%	75.6%
25 and above	27.1%	24.4%

<sup>1</sup> Hispanic denotes an ethnic group and not a race. Thus, the Hispanic respondent count is divided amongst the respective race group totals.

<sup>2</sup> Only female and male gender identities are recognized in MC's student database; therefore, all other gender identities in the survey are excluded here.

## II. Perceptions of Safety and General Campus Climate

As shown in the table below, the majority of respondents continue to feel the overall College climate is positive, safe, inclusive, and considerate of their wellbeing. The “I feel safe on this campus,” subitem strongly supports their perception of overall safety at 82% (strongly or very strongly). Of note, this is within the range of scores over the past four surveys, but it is nearly 5% points lower than last cycle. In comparison with the 2022 survey, the greatest decrease (7.7%) was in response to “I feel close to people on this campus.” This is the lowest score across the four survey cycles, demonstrating that current students are feeling less connected than earlier student groups. This item has fallen significantly from a high of 67.2% in 2020. The 2024 score represents a decrease of 10.9% since that cycle, indicating the need to focus on understanding why students are feeling less close to people on campus. In future cycles it would be interesting to add survey questions that measure feelings of connectedness among students who take classes remotely. Understanding how distance learning impacts feelings of connection in that modality might prove useful in efforts aimed at increasing feelings of connectedness. It's also important to note that MC is a non-residential commuter campus.

The most significant increase in this domain for the 2024 cycle (4.5%) was in response to the item “I believe this school is trying hard to make sure that all students are treated equally and fairly.” This item has trended upwards over the four cycles and now has a 91.5% positive response. The highest scored item in this area (93.2%) is “I feel valued in the classroom/learning environment.”

Overall, survey data related to perceptions of safety and general campus climate demonstrates that Montgomery College continues to be a place where students feel valued and respected by both their peers and employees. Survey respondents also have a favorable impression of Public Safety Officers and find that they are visible and accessible. With fully 90.3% of students agreeing or strongly agreeing with the statement “I am happy to be at this college” there is reasonable assurance that Montgomery College is a place where students feel safe and ready to learn.

<b>Comparison of Responses</b> (Combined Agree and Strongly Agree Scores)	<b>2018</b> <b>Responses (%)</b>	<b>2020</b> <b>Responses (%)</b>	<b>2022</b> <b>Responses (%)</b>	<b>2024</b> <b>Responses (%)</b>
I feel valued in the classroom/learning environment.	937 (92.5%)	741 (91.5%)	1103 (90.3%)	1,068 (93.2%)
I think faculty, staff, and administrators respect what students on this campus think.	904 (89.1%)	724 (89.5%)	1093 (89.5%)	1,046 (91.6%)
I think faculty are genuinely concerned about my welfare.	819 (81.0%)	672 (83.2%)	1030 (84.6%)	962 (84.1%)
I think administrators are genuinely concerned about my welfare.	722 (71.7%)	628 (77.8%)	935 (77.3%)	857 (75.1%)
I feel close to people on this campus.	622 (61.6%)	542 (67.2%)	778 (64%)	642 (56.3%)
I feel like I am a part of this college.	780 (77.7%)	642 (80.0%)	963 (79.4%)	867 (76.3%)
I am happy to be at this college.	863 (86.6%)	707 (88.2%)	1070 (88.8%)	1,029 (90.3%)
I think the faculty, staff, and administrators at this school treat students fairly.	891 (88.0%)	701 (86.9%)	1036 (85.1%)	995 (87.0%)
I feel safe on this campus.	836 (82.9%)	711 (88.0%)	1053 (87.1%)	938 (82.0%)
I believe this school is trying hard to make sure that all students are treated equally and fairly.	866 (85.4%)	695 (86.3%)	1059 (87.0%)	1,041 (91.5%)
I believe that students at this school respect one another.	807 (79.6%)	695 (86.2%)	1050 (86.7%)	962 (84.2%)
I feel Public Safety officers are visible and accessible.	NA	620 (77.1%)	939 (77.5%)	897 (78.8%)

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

Survey data from this cycle presents a mixed picture of how respondents perceive the institution’s readiness and ability to address issues of sexual violence in areas such as training and education, support for persons reporting sexual assault, and the administrators responsible for investigating misconduct. Table below provides a summary of the responses on items pertaining to the College’s training and readiness.

When asked, “Since coming to the College, have you received written information (such as brochures or emails) or verbal information (such as presentations or training) from anyone at the College about the following,” less than a majority of students report receiving training and information. Only 23.9% of students report having received information on Title IX protections against sexual misconduct. This is the lowest rate across the four cycles, indicating a need for improvement to reverse the trend. In addition, a low percentage of students report receiving information about where to go to get help if someone they know experiences sexual misconduct (32.2%) and how to report an incident of sexual misconduct (33.6%).

Across the four cycles, the data has trended up and down. Overall, there is a lot of variation in this topic area. The data for 2024 present concerning results regarding the College’s efforts to provide critical information to students. The only item in this section that showed improvement is related to the Student Code of Conduct. These results indicate a need for additional attention and effort to ensure all students are receiving this information.

<b>Comparison of Responses</b> (Combined Agree and Strongly Agree Scores)	<b>2018</b> <b>Responses (%)</b>	<b>2020</b> <b>Responses (%)</b>	<b>2022</b> <b>Responses (%)</b>	<b>2024</b> <b>Responses (%)</b>
Student Code of Conduct	556 (57.9%)	405 (51.8%)	652 (54.2%)	655 (58.0%)
How to report an incident of sexual misconduct	324 (33.7%)	242 (30.9%)	430 (35.7%)	379 (33.6%)
Where to go to get help if someone you know experiences sexual misconduct	280 (29.1%)	245 (31.3%)	452 (37.6%)	365 (32.3%)
The definitions of types of sexual assault	270 (28.1%)	248 (31.7%)	432 (35.9%)	342 (30.3%)
Title IX protections against sexual misconduct	259 (27.0%)	221 (28.3%)	382 (31.8%)	270 (23.9%)
How to help prevent sexual misconduct	242 (25.2%)	212 (27.1%)	395 (32.8%)	302 (26.7%)
None of the above	268 (27.9%)	247 (31.6%)	301 (25.0%)	308 (27.3%)

When asked how MC might respond if a student reported an incident of sexual misconduct, 2024 data shows that students (85.3% likelihood) feel that MC would take the report seriously. In addition, 82.4% of students feel the College would handle the report fairly. Generally, there has been an increase in agreement across the cycles, indicating that the College is improving student confidence in how the College would respond to reports of sexual misconduct.

<b>Comparison of Responses</b> (Combined Agree and Strongly Agree Scores)	<b>2018</b> <b>Responses (%)</b>	<b>2020</b> <b>Responses (%)</b>	<b>2022</b> <b>Responses (%)</b>	<b>2024</b> <b>Responses (%)</b>
MC would take the report seriously.	NA	675 (83.8%)	1,014 (83.7%)	978 (85.3%)
MC would handle the report fairly.	NA	647 (80.4%)	957 (80.0%)	939 (82.4%)

Results from the 2024 survey indicate a decrease overall in students' understanding about what happens when a student makes a report. This includes decreases in students' understanding of where to get help and where to make a report. While prior cycles evidenced improvements in this area, results in 2024 indicate that work remains to increase student awareness of where to get various forms of help, what happens after making a report, and where to go to make a report. This correlates with the data discussed in the prior section about the relatively low number of students who report receiving information and training.

<b>Comparison Responses</b> (Combined Agree and Strongly Agree Scores)	<b>2018 Responses (%)</b>	<b>2020 Responses (%)</b>	<b>2022 Responses (%)</b>	<b>2024 Responses (%)</b>
If a friend or I experienced sexual misconduct, I know where to go to get help on campus.	524 (54.8%)	473 (59.5%)	735 (61.5%)	674 (59.6%)
I understand what happens when a student reports a claim of sexual misconduct at Montgomery College.	430 (45.0%)	452 (57.3%)	718 (60.0%)	614 (54.4%)
I would know where to go to make a report of sexual misconduct.	497 (52.2%)	450 (57.1%)	705 (59.2%)	641 (56.8%)

Survey items measuring student perception of their willingness to seek assistance from MC Offices and local community resources indicate an overall positive trend across the four cycles. In 2024, students report a 42.8% likelihood of seeking assistance from the Title IX Office, which is an increase over 33.8% in the prior cycle. Generally, across the cycles, students are reporting an increased likelihood to report to the Title IX Office. The survey shows the largest percentage of students would seek assistance from the local police department (83.7%) and the second most likely place to report is directly to MC Public Safety (81.2%). Local law enforcement being identified as the primary reporting resource each cycle is likely a result of students living in the surrounding community and the fact that MC is not a residential college.

<b>Comparison Responses</b> <b>If you were to experience an incident of sexual misconduct, how likely would you be to seek assistance in the following MC offices or the community?</b>	<b>2018 Responses (%) Very Likely only</b>	<b>2020 Responses (%) Likely only</b>	<b>2022 Responses (%) Likely only</b>	<b>2024 Responses (%) Likely &amp; Very Likely combined</b>
MC Title IX Office	173 (19.6%)	269 (34.0%)	403 (33.8%)	485 (42.8%)
MC Counseling and Advising Office	315 (34.5%)	434 (54.8%)	716 (60.2%)	823 (72.3%)
MC Office of Public Safety and Security	448 (48.6%)	529 (66.7%)	793 (66.1%)	924 (81.2%)
Montgomery County Police Department	535 (58.2%)	544 (68.6%)	814 (68.1%)	951 (83.7%)

## **IV. Institutional Analysis and Action Steps**

Results across the four cycles indicate that students are generally more aware of the Title IX Office. In 2018 just under 20% of students reported a likelihood of seeking assistance from the Title IX Office, but in 2024, that likelihood has more than doubled to 42.8%. This is a significant increase and is a positive indicator of efforts to raise awareness of the Title IX Office as the primary resource for seeking assistance related to sexual misconduct.

Students report confidence in how the College would respond to an incident of sexual misconduct. In 2024, 85% of students reported feeling the College would take it seriously, and 82% believe it would be handled fairly. This correlates well with the likelihood of reporting, with 72% likely to report to Public Safety. However, the correlation between the incident log and prevalence rates reported in the 2024 cycle suggests there is still a gap in reporting. Specifically, the incident log includes 11 instances of stalking, but in the Climate Survey of 1,150 participants out of 16,213 students enrolled in the spring semester (a statistically representative sample at 7.1%), 17 instances of stalking were reported. This means there is a significant gap in what is reported to the College. If the prevalence rate is calculated across the full spring enrollment group of students, the College would have expected to receive significantly more reports of stalking.

In the current cycle, 78.8% of students reported that Public Safety Officers are visible on campus. This is the highest rate over the four cycles, which indicates an increased visible presence of uniformed officers. Given the high visibility of Montgomery College Public Safety Officers, it makes sense that students report that they are more likely to report to this resource. The Title IX Office isn't as visible of a presence on campus, making it less likely that students would have routine exposure to staff. Survey data suggests that Title IX Office employees should seek opportunities to be seen on campus with Public Safety Officers to help reinforce the connection between these two offices.

At Montgomery College a strong and positive working relationship exists between the Title IX Office and the Public Safety Office. Reports to Public Safety are seamlessly referred to the Title IX Coordinator. So, while students may report initially to Public Safety, those reports are almost immediately shared with the Title IX Coordinator. While it would be a positive change to see more students reporting directly to the Title IX Coordinator, in practice there is little concern about reports being directed to Public Safety.

In 2024, 77.4% of students report having received information or education about sexual misconduct before coming to MC. However, since coming to MC, participation rates in activities such as attending an event or program that deals with sexual misconduct (12.7%), visiting an MC website with information about sexual misconduct (25.7%), or discussing rape or sexual misconduct in class (22.0%) suggest that the College could do better to ensure that students are actively engaging with this topic upon joining the MC community.

During the last cycle, the dedicated VAWA coordinator expanded prevention education offerings and boosted social media related to sexual misconduct. Her efforts included monthly programming on a full range of topics. She has focused specific programming and social media attention on sexual harassment and stalking, given that incident log data and prevalence rates reported in the Climate Survey continue to support that sexual harassment and stalking are the most frequently experienced types of sexual misconduct among Montgomery College students. Some of the positive gains in student awareness likely are due to her efforts.

## V. Prevalence of Sexual Assault and Other Sexual Misconduct

As in past survey cycles, a solid majority of survey participants (88.6%) report they have not experienced any unwanted sexual violence or contact since coming to MC.

In prior cycles and in the current cycle, prevalence data shows that sexual harassment is the most frequently reported type of sexual misconduct experienced by students. Sexual harassment is also the type of sexual misconduct that is most frequently reported to the Title IX Office. Similarly, across cycles, stalking emerges as the second most frequently experienced type of sexual misconduct and is also the second most frequently reported to the Title IX Office.

Sexual Misconduct	2018 Responses (%)	2020 Responses (%)	2022 Responses (%)	2024 Responses (%)
Sexual Intimidation	16 (19.0%)	12 (20.0%)	25 (20.8%)	6 (10%)
Sexual Harassment	43 (51.2%)	30 (50.0%)	5 (49.2%)	34 (56.7%)
Sexual Exploitation	8 (9.5%)	11 (18.3%)	36 (30.0%)	9 (15.0%)
Stalking	31 (36.9%)	23 (38.3%)	50 (41.7%)	17 (28.3%)
Dating Violence	12 (14.3%)	7 (11.7%)	30 (25.0%)	7 (11.7%)
Domestic Violence	6 (7.1%)	5 (8.3%)	22 (18.3%)	8 (13.3%)
Sexual Assault I Non-Consensual Sexual Intercourse	15 (17.9%)	8 (13.3%)	31 (25.8%)	8 (13.3%)
Sexual Assault II Non-Consensual Sexual Contact		12 (20.0%)	24 (20.0%)	12 (20%)
None/Other	11 (13.1%)	12 (20.0%)	10 (8.3%)	10 (16.7%)

In 2024, among students who reported having experienced unwanted sexual violence or contact, 43% reported it took place on campus or during a school-sponsored activity held off-campus. Among these reported incidents, the abuser was someone unknown (45.5%), a classmate (22.7%), or someone known but not a friend (18.2%). In 53.1% of the incidents experienced, the alleged perpetrator was also an MC student.

Among those who reported experiencing an incident, the reporting rate to the College went down from 59.2% (2022) to 41.4% (2024). However, overall, this is up significantly from the prior two cycles where reporting was as low as 13.5% in 2018. Given that MC is a community college without residential facilities, it is not unusual to see many incidents were not reported to the College. Many students don't report to the College an incident that occurred in the community.

<b>Rates of Reporting to the College<sup>3</sup></b>	<b>2018 Responses (%)</b>	<b>2020 Responses (%)</b>	<b>2022 Responses (%)</b>	<b>2024 Responses (%)</b>
Report incident to college	10 (13.5%)	10 (29.4%)	45 (59.2%)	12 (41.4%)

<sup>3</sup> Questions varied but all questions regarding the topic were similarly calculated for ease of comparison.

The 2022 incident log included 20 reports of sexual misconduct to the Title IX Office. For the 2024 cycle, that rose to 44 reports, more than double. It is likely this increase in reported incidents is related to the nearly complete return to in-person operations after the COVID-19 pandemic.

Among those who chose to not report to the College the sexual misconduct they experienced, the top two reasons for not reporting showed some consistency across the cycles. In general, responses don't indicate a lack of faith in the College's likely response, but rather personal perceptions about the incident. Students reported thinking that what happened to them wasn't serious enough to talk about, feeling embarrassed or ashamed, and a desire to deal with it on their own as a private matter. None of these responses indicate a fear of how the College would respond.

	<b>2018 Responses</b>	<b>2020 Responses</b>	<b>2022 Responses</b>	<b>2024 Responses</b>
<b>Top Two Reasons for Not Reporting to the College</b>	1. I didn't think what happened was serious enough to talk about. 2. I didn't think others would think it was serious.	1. I wanted to deal with it on my own. It is a private matter. 2. I felt embarrassed or ashamed.	1. I wanted to deal with it own my own. It is a private matter. 2. I felt embarrassed or ashamed.	1. I didn't think what happened was serious enough to talk about. 2. I had other things I needed to focus on and was concerned about (such as classes or work).



# Prince George's Community College Campus Climate and Sexual Assault Survey 2024

## Part A: Survey Administration

For the 2024 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 2022, 2020 and 2018 administrations of the survey to aid in longitudinal analyses. Since the last administration of the survey, we altered the survey slightly to improve clarity and applicability for our student population and to include MHEC and Maryland Department of Health suggestions if they were not already there. One of the alterations was adding an "N/A or No Opinion" response option to several of the questions. 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 target population for this survey was students who were 18 years or older and taking credit courses for Spring 2024. A total of 8,334 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, 1,264 students responded to the survey (560 complete and 704 partial) resulting in a 15.2% 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.

Like the College student population (63.0%), a majority of the survey respondents who provided their gender identified as females (72.4%), with those identifying as males accounting for 25.1%, and those identifying as non-binary or other gender identities accounting for 1.2%. Also like the student population (58.4%), most of the survey respondents (57.6%) identified as Black or African American, with 2.6% identifying as Asian (3.4% in student population), 11.5 % Hispanic/Latino (18.7% in student population), 11.8% White (3.6% in student population), and 4.2% Two or More Races (3.7% in student population). Of the survey respondents who provided their sexual orientation, 79.7% identified as heterosexual, 2.6% as gay or lesbian, 5.0% as bisexual, and 5.2% as some other orientation. The respondent population consisted of three generally even populations; full time students with some in-person courses (30.7%), part time students with some in-person courses (38.4%), and online/remote only students (31.0%).

## Part B: 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).

### General Campus Climate

Attitudes toward PGCC (% Strongly Agree or Agree; *N* refers to the 2024 administration)

Item ( <i>N</i> )	2024	2022	2020	2018
I feel valued in the classroom/learning environment. ( <i>N</i> =844)	77.0%	73.8%	77.1%	N/A
Faculty, staff, and administrators treat students fairly. ( <i>N</i> =827)	75.1%	79.5%	73.9%	N/A

Faculty, staff, and administrators respect what students on campus think. (N=836)	71.7%	73.1%	73.3%	N/A
I think faculty are genuinely concerned about my welfare. (N=822)	67.3%	66.1%	62.7%	N/A
I feel safe on campus. (N=812)	65.4%	68.5%	72.2%	N/A
I feel like I am part of this college. (N=813)	65.2%	71.2%	64.1%	N/A

How PGCC would respond to a crisis or serious incident. (% Strongly Agree or Agree; N refers to the 2024 administration)

Item (N)	2024	2022	2020	2018
The college does enough to protect the safety of students. (N=817)	56.7%	59.6%	57.7%	49.2%
If a crisis happened on campus, the college would handle it well. (N=836)	54.7%	58.1%	55.6%	56.3%
College officials handle incidents in a fair and responsible manner. (N=824)	49.4%	56.8%	54.0%	48.0%
The college responds rapidly in difficult situations. (N=829)	48.7%	55.0%	52.4%	42.3%

### Incidents/Experiences on Campus

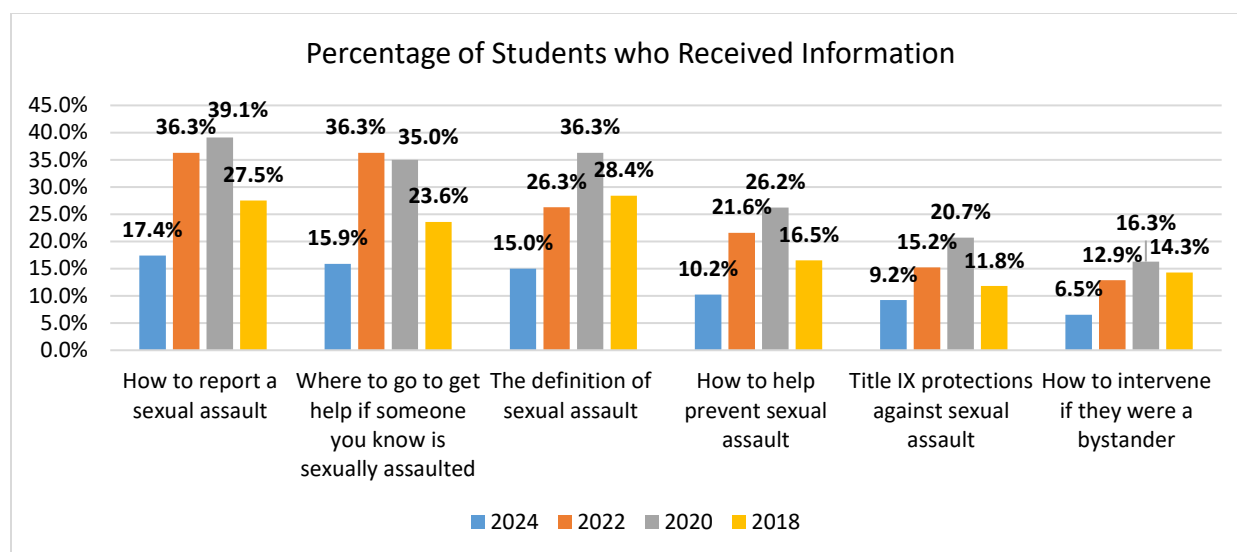
Percentage of Student who Never Experienced these Incidents (N refers to 2024 Survey Administration)

Item (N)	2024	2022	2020	2018
E-mailed, texted, or used social media to send offensive sexual jokes, stories, or pictures to you (N=509)	95.9%	99.2%	94.8%	93.2%
Said crude sexual things to you, or tried to get you to talk about sexual matters when you didn't want to (N=511)	95.7%	98.4%	90.4%	89.4%
Seemed to be bribing with some sort of reward if you agreed to engage in a romantic relationship with that person (N=478)	96.9%	97.5%	96.1%	96.7%
Sexist remarks or jokes in your presence (N=550)	90.7%	95.2%	80.3%	80.3%
Made inappropriate comments about your or somebody else's body or appearance in your presence (N=509)	92.6%	92.7%	80.2%	74.5%

Compared to the most recent previous administration of this survey (2022: 82.5%, N=126), a smaller percentage (74.7%, N=550) of respondents reported having never experienced any of these types of incidents or behaviors on campus in 2024. However, that percentage is still greater than past administrations prior to 2022 (2020: 69.5%, N=636; 2018: 67.0%; N=427 and 2016: 55.5%; N=364).

### Part C: 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=719 in 2024):



The percentages above have decreased somewhat dramatically from 2022, and of those who answered this question, 74.7% (compared to 51.5% in 2022, 52.6% in 2020, and 61.4% in 2018) indicated they had not received any information about any of the topics listed above. The most common way respondents ( $N=179$ ) indicated they received sexual misconduct information or training was at their new student orientation (54.8%). Additionally, 21.8% report receiving this information during a class presentation, 12.9% in student leadership training, and 11.2% in some other way. Of the respondents that indicated they received sexual misconduct training or information on various topics, 60.9% - 86.46% somewhat agreed or strongly agreed that the information or training was useful in increasing their knowledge on the given topic (lower than previous administrations of the survey- 2022: 83.9% - 96.8%; 2020: 79.3% - 93.9%).

Participants were also asked about the likelihood that they would act when confronted by different scenarios (% Likely or Very Likely;  $N$  refers to the 2024 administration).

Item ( $N$ )	2024	2022	2020	2018
Call the police or authorities if you saw a group bothering someone in a parking lot or similar setting. ( $N=637$ )	78.6%	78.9%	76.8%	77.8%
Confront a friend who was hooking up with someone who was passed out. ( $N=625$ )	80.6%	90.7%	82.2%	87.2%
Confront a friend if you heard rumors that they forced someone to have sex. ( $N=623$ )	74.0%	82.3%	77.2%	79.2%
Tell campus authorities about information you might have about a sexual assault case. ( $N=624$ )	84.9%	87.3%	82.7%	82.2%
Go with a friend to the police department if the friend said she or he was raped. ( $N=628$ )	92.2%	95.1%	91.1%	94.4%

In addition to the education and training, participants were asked to rate the institution's preparedness to handle sexual misconduct cases (% Strongly Agree or Agree or Likely or Very Likely in 2018;  $N$  refers to the 2024 administration).

Item (N)	2024	2022	2020	2018
If requested by the individual, the college would forward the report to criminal investigators (for example, the police). (N=580)	70.9%	81.9%	79.3%	76.2%
The College would take steps to protect the safety of the individual making the report. (N=576)	70.8%	77.2%	75.2%	70.3%
The College would do its best to maintain the privacy of the individual making the report. (N=579)	70.3%	81.3%	78.0%	71.5%
The College would take the report seriously. (N=585)	69.6%	79.5%	73.4%	68.8%
The College would support the individual making the report. (N=577)	66.9%	75.4%	69.7%	66.5%
The College would take action to address factors that may have led to the sexual assault and sexual violence. (N=574)	66.4%	72.5%	71.6%	69.9%
The College would handle the report fairly. (N=570)	64.9%	74.2%	70.5%	64.4%

Students were also asked about their awareness and use of the following campus resources. For each resource, the percentage of students who are aware, but do not use, and the percentage of students who have used the resource are provided:

- College Police and Public Safety offices (N=565, 57.0% aware, 5.0% used)
- Blue Emergency Call Boxes (N=562, 51.3% aware, 3.0% used)
- Counseling Services (N=566, 48.2% aware, 10.6% used)
- Owl Safe App (N= 559, 46.5% aware, 11.3% used)
- College Police safety escorts (N= 553, 42.0% aware, 3.3% used)
- Owl Alerts (PGCC's opt-in emergency alert system) (N= 563, 41.9% aware, 30.4% used)
- Title IX Coordinator (N=561, 31.7% aware, 2.0% used)
- Violence Prevention Center Clery Programs (N=571, 25.7% aware, 1.9% used)

The Senior Director of Policy, Compliance and Title IX serves as the Title IX Coordinator. This position is supported by the Assistant Vice President for Student Affairs and the Vice President for Equity, Culture, and Talent who serve as Deputy Title IX Coordinators. This leadership team is supported by the Chief of the Department of Public Safety, Director of Talent, Labor Relations, and Engagement, Program Coordinator for Student Conduct and Community Standards, and mental health counselors in the Wellness Center. As per Title IX regulations, the Senior Director of Compliance conducts investigations of alleged sexual misconduct, while others serve as support for the process and students. ATIXA is retained to serve as hearing officers and decision makers for all formal complaints. All sexual assault and misconduct cases involving students that do not fall under Title IX are handled by the Office of Student Rights and Responsibilities.

The 2024 data shows notable differences compared to the 2022 data in several areas of student intervention and institutional preparedness regarding sexual misconduct cases. The willingness to call the police if witnessing harassment in a parking lot remained steady, with 78.6% in 2024 compared to 78.9% in 2022. Additionally, there were declines in all measured areas in 2024 compared to 2022 regarding the student perception of the institution's preparedness to handle sexual misconduct cases.

## Part D: Institutional Analysis and Action Steps

### Incident Data Changes 2018-2024:

Report Year	Sexual Assault I	Sexual Assault II	Other Sexual Misconduct
2024	2	1	2
2022	0	1	0
2020	0	0	2
2018	1	1	3

Survey response rate rebounded from 2022 (2.7%) to 15.2%, exceeding previous levels before the pandemic (2020 = 9.5%; 2018 = 3.9%; 2016 = 7.5%). More faculty and students have returned to in-person learning since the previous survey cycle.

Survey responses reporting never having any experiences on campus of inappropriate behavior remained encouraging between 90.7% (sexist remarks) to 95.9% (email/text of offensive sexual jokes, stories, or pictures). The percentages who have never experienced these inappropriate behaviors appears to have increased over time. The incident report data remains consistently low over time.

Survey responses to “I feel safe on campus” have only slightly decreased since 2022 from 68.5% to 64.5% in 2024. However, survey data in both 2016 and 2020 indicated above 70%, with 2018 at the lowest just below 50%. Students may be influenced in part by the significant rise in violent crime surrounding the campus.

During this cycle, personnel changes had an impact both positively and negatively. Personnel changes in the Title IX and Mental Health and Wellness Center departments have resulted in an increase in educational events and trainings; however, the College has experienced a lack of stability in leadership of the department of Public Safety which includes College Police. The College had several interim or contracted personnel providing leadership in Public Safety, but now have permanent leadership in place. The College has increased the number of full-time mental health counselors to support this growing student need. The establishment of a focused Title IX office has allowed for greater partnerships and increased trainings for faculty, staff and students. Full-time faculty and staff have increased awareness of where to report or refer students for immediate support and guidance and there are increased internal resources to provide this support. However, with the increased student presence on campus and the turnover rate of faculty and staff, the College recognizes the need for increased communication to the college community about reporting and resources. These partnerships between Title IX, Public Safety, Mental Health and Wellness, and Student Rights and Responsibilities will continue to work together to improve feelings of safety, responsiveness and support for the college community.

Perceptions of safety and awareness of resources have decreased indicating the need to increase attention beyond orientation-type trainings and augment education and programming. The College has planned purposeful and targeted in-person and virtual trainings to support awareness of reporting and available resources and support, as well as, focused bystander intervention trainings in the coming academic year. Additionally, the college plans to leverage special population programs, such as Women of Wisdom, Diverse Male Student Initiatives, Special Scholars, and Athletics to enhance programming to targeted audiences.

## **Part E: 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 548 students who answered this question, 95.8% indicated they had not experienced any unwanted sexual violence or unwanted sexual contact, 2.4% preferred not to answer, and 1.8% (23 students) indicated they had such experiences. The survey data, indicating that 1.8% (23 out of 548) of students reported experiencing unwanted sexual violence or contact, aligns closely with the incident report data we have collected and provide a consistent picture of the prevalence of such experiences on campus.

Of those who had such experiences, only one reported no prior relationship with the person committing the offense. Of the 10 respondents, seven answered whether or not they reported the incident, and only one (14.3%) indicated that they reported the incident. That respondent indicated that they did not report it to the College. Five (71.4%) said they did not report the incident, and one (14.3%) said they preferred not to say.

Of the five 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- responses with only one respondent were excluded below):

- Felt embarrassed or ashamed ( $n=3$ )
- It is a private matter; I wanted to deal with it on my own ( $n=3$ )
- Fear of not being believed ( $n=2$ )
- Didn't think what happened was serious enough to talk about ( $n=2$ )
- Wanted to forget it happened ( $n=2$ )
- Had other things I needed to focus on and was concerned about (such as classes or work) ( $n=2$ )

# **Wor-Wic Community College Survey Narrative 2024**

## **Survey Administration**

In November 2023, 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 services, were involved in reviewing sample surveys and developing questions appropriate for Wor-Wic students. The survey has not changed significantly from prior cycles.

The survey was administered to credit students between 18 and 24 years old who were enrolled in the fall of 2023. Students attending the college's criminal justice academy, enrolled in high school or incarcerated at the Eastern Correctional Institute were excluded from participation.

The survey was conducted in an online format. Invitations to participate were emailed to students via their college email address and followed up with a text message. Four reminder emails were sent within the next two weeks. The survey was then sent to personal email addresses. Two reminder emails were sent over the next week. Of the 1,170 students surveyed, 425 responded, resulting in a 36.3% response rate. Race and gender breakdowns (54.1% white and 34.4% 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 95.0% confidence level and a 3.8% margin of error.

To encourage responses to the survey, email subject lines included engaging messages and the first question of the survey was embedded in the email body. The follow-up text message was personalized with the student's first name and requested the student to check their email and complete the survey. Reminder emails were sent every two to three days. Demographic information was acquired from the college's student information system in order to keep the survey shorter. Faculty teaching the college's student development course were asked to mention the upcoming survey in class and encourage students to respond. More than two-thirds of the enrollments in this course are students between 18 and 24 years old. No survey administration changes were made since the last cycle.

## **Perceptions of Safety and General Campus Climate**

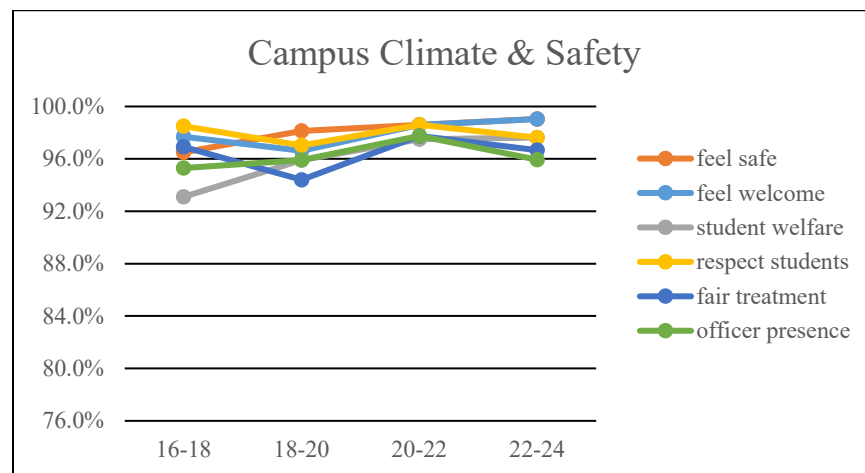
According to research experts, campus climate surveys are one of the best ways to obtain a true description of sexual assault concerns on a campus. Students were asked about their perception of the campus climate.

Survey respondents in the fall of 2023 agreed or strongly agreed that:

99.0%	they feel safe on campus
99.0%	they feel welcome on campus

97.6%	employees are genuinely concerned about the welfare of students
97.6%	employees respect what students think
96.7%	employees treat students fairly
95.9%	public safety officers are present on campus

Survey results indicate that Wor-Wic students who are 18-24 years old have a very positive perception of the campus climate. Almost all (99.0%) respondents agreed that they feel safe and welcome on campus and 97.6% agreed that employees are concerned about student welfare and respect what students think. More 95% of respondents are aware of the presence of public safety officers on campus.



Over the past four cycles, student perceptions that employees are genuinely concerned about their welfare experienced the largest change (4.5 percentage point increase). Agreement that students feel safe had the next largest increase (2.5 percentage points).

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

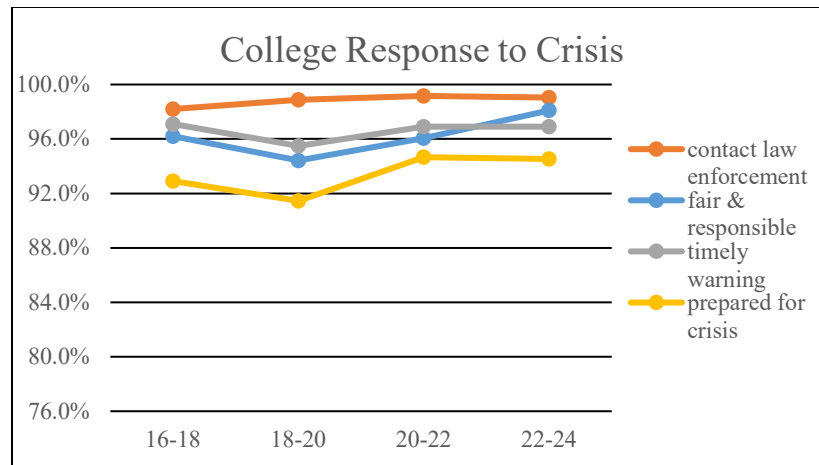
Sexual assault and sexual violence is widespread in America. Often times, sexual assault can leave victims feeling helpless and in need of support to regain a sense of control. Therefore, it is the college's responsibility to give survivors the assistance they need to regain their educational confidence, 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.

Survey respondents agreed or strongly agreed that:

99.0%	the college would make sure that local law enforcement agencies were contacted for crimes occurring on campus
98.1%	college officials would handle incidents in a fair and responsible manner
96.9%	the college would issue a timely warning of a crisis or incident to students
94.5%	the college is prepared to handle a crisis



Survey results reveal that Wor-Wic students who are 18-24 years old perceive that the college is prepared to handle a crisis and would issue a timely warning (94.5% and 96.7%, respectively). More than 98% of respondents agreed that local law enforcement agencies would be contacted and the college would react in a fair and responsible manner.

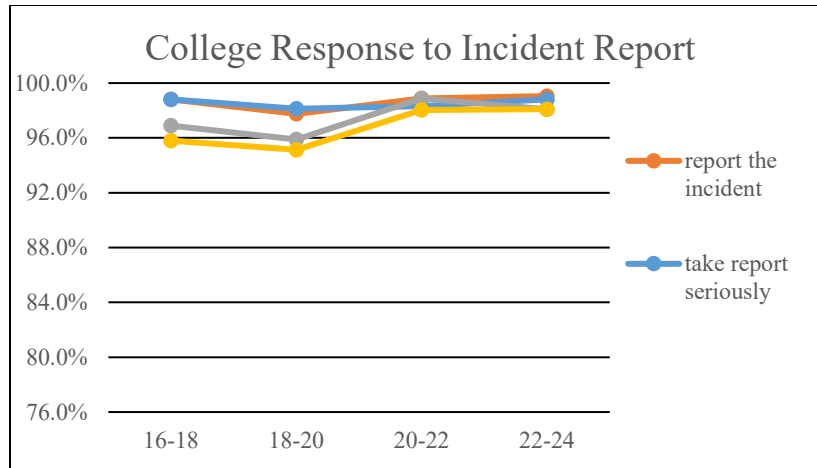


The two largest changes over the past four cycles in student perception of how the college would respond to a crisis were with agreement that the college would handle incidents in a fair and responsible manner and that the college is prepared to handle a crisis (1.9 and 1.6 percentage point increases, respectively).

Students were also asked how the college might handle a report of sexual assault or sexual violence. Survey respondents agreed or strongly agreed that:

99.0%	the college would report the incident to local law enforcement officials, if requested by the victim
98.8%	the college would take the report seriously
98.1%	the college would provide the victim with referrals to appropriate counseling, mental health or other agencies
98.1%	the college would protect the confidentiality of the victim

Students have confidence that the college will provide support for persons who report sexual assault or other sexual misconduct. More than 98% of survey respondents agreed that the college will take a report seriously, provide the victim with referrals to appropriate agencies for help, and ensure that the victim's confidentiality is protected. Almost all respondents (99.0%) felt that the college would report the incident to local law enforcement officials if requested by the victim.

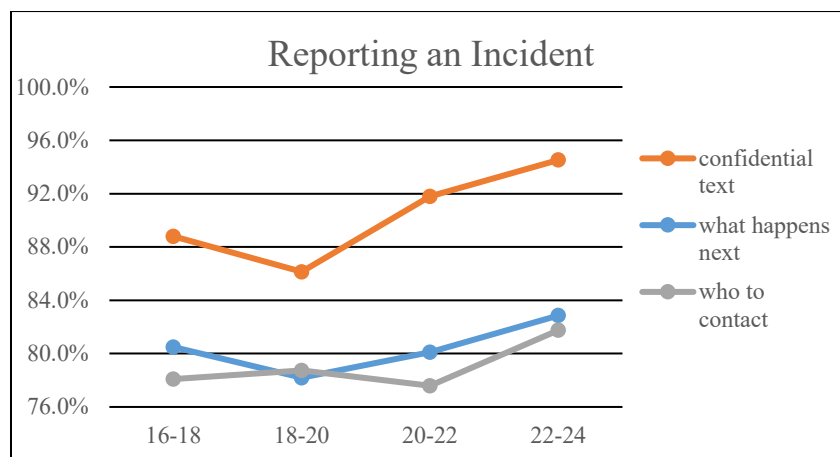


Over the past four cycles, student agreement that the college would protect the confidentiality of a victim increased by 2.3 percentage points. The next largest increase was the belief that the college would provide victims with a referral to appropriate agencies (1.2 percentage points).

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

94.5%	victims or witnesses can report crimes by sending a confidential text message to the college's public safety department
82.9%	they understood what happens when a student reports a claim of sexual assault at the college
81.8%	if they or a friend were assaulted, they would know who to contact on campus for help

Almost 95% of respondents were aware that crimes can be reported by sending a confidential text message to the college's public safety department. More than 80% 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.



Awareness that crimes can be reported by sending a confidential text message increased by almost 6.0 percentage points over the last four survey cycles. Knowing who to contact on campus for help if a friend or the student were sexually assaulted increased by 3.7 percentage points and understanding what happens when a student reports a claim of sexual assault increased by 2.4 percentage points.

### **Institutional Analysis and Action Steps**

Perceptions of campus climate continue to be very positive, and trend data over the last four 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. In addition, the focus on inclusion and belonging across campus has resulted in students feeling more welcome. The college also trains employees, both full time and part time, on the importance of preventing sexual assault and measures to take to report safety incidents.

Trend data over the last four 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. Trend data has increased for all questions and is a reflection of the education and awareness work that has been done over the course of four cycles. From the beginning of a student's enrollment with us, there is an emphasis on safety and sexual misconduct issues, and it 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.

There is no correlation between the changes in the incident data and trends found in the survey data, and Wor-Wic continues to have very few incidents reported each cycle. In fact, survey data indicates an increase in all aspects of Wor-Wic's efforts to keep students safe. There has been a substantial increase in students knowing that they can report incidents to public safety via text as well as student knowledge of the process and knowing what to do if they or a friend are involved in an incident. This increase in awareness is most likely due to students being present and more aware of what the campus offers post-pandemic and the new online orientation program in which students are encouraged to participate. Wor-Wic still faces the challenge of 84% of its students being enrolled part-time, making it much more difficult for awareness campaigns to reach students than in the past.

Moving forward, Wor-Wic continues to improve how it communicates with its students. Changes are being made to the curriculum of the college's student development course. With these changes, greater effort will be made to inform new students how to prevent and report sexual assault, as well as the definition of sexual assault and Title IX protections afforded students. Wor-Wic continues to promote its online orientation program, and further revisions are

being made to the platform that will address what to do when there is a sexual assault. Like all colleges, Wor-Wic will implement the Biden Administration's update to Title IX regulations, and this will result in a new policy and procedure for the campus. There will need to be an education campaign associated with the new policy and procedure once it has been approved by the board of trustees.

# Public Four-Year Institutions



**BOWIE STATE UNIVERSITY**  
**Report on Findings from the Sexual Assault Campus Climate Survey**  
**to the Maryland Higher Education Commission**

The University prepared this report 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 University conducted the survey February 14, 2024 – March 31, 2024. The results of the survey are recorded 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 and dissemination plan, administered the survey, analyzed the results and prepared recommendations for action. After reviewing the Guidelines and discussing various survey administration approaches, BSU administered the survey online, attached as Appendix A.

BSU used an internally developed survey instrument for data collection. Drafted and designed for the 2016-18 survey cycle this instrument both reflects changes made by MHEC as well as addresses the data points OEC will use to learn and support its unique student population. BSU did not make any significant changes to the survey instrument used in the current cycle (2022-24). An online survey platform sent the survey to a sample of undergraduate students enrolled in high-enrollment courses. Trend information is only reported for the last submission (2020-22).

OPAA created a stratified random sample of courses with the highest enrollments. Courses with a majority of first year and junior level (300-level) students were oversampled. Students under the age of 18 were excluded from the sample. To drive support for participation, BSU contacted faculty to inform them their courses were selected for student participation, and encouraged those faculty members to promote the survey to their students. Additionally, OEC offered incentives for completion. This was a separate survey linked within the original instrument, allowing the University to maintain the responder's confidentiality.

BSU administered its survey from February 14, 2024 to March 31, 2024 and yielded 157 responses (or 6% of the 2,503 students in the sample). Respondents are representative of the student population with respect to gender, race/ethnicity, and enrollment. The finding detailed in this report examines responses from all respondents, respondents who stated that they had an incident of any kind (Sexual Assault I or II, Stalking, Dating Violence, or Domestic Violence) since coming to BSU, residential status, and gender<sup>1</sup>.

Survey administration has changed to some degree in each cycle, as has the response rate. In 2016-2018, the survey was administered through an on-line instrument to a random selection of the student population. Beginning in 2018, the survey instrument was administered as both a paper and an on-line instrument. The

---

<sup>1</sup> The survey did not yield a sufficient number of responses in those categories to protect personally identifiable information (PII), so we instead rely upon binary gender data.. Where applicable, scales were concatenated for responses to depict as binary (positive (strongly agree/agree, very likely/likely, etc.) and negative (strongly disagree/disagree, very unlikely/unlikely, etc.)). Percentages are rounded to the nearly whole number and thus might not total to 100%. Blanks were not included when calculating percentages. Item/Question non-response ranged from 30% to 50%.



responders again reflected a random targeted on-line selection, but also used an exercise of seeking out students across campus who had not completed the survey. That cycle marked BSU's first year with tailoring the survey to expand the MHEC required questions and include data points OEC sought about its own student population. That year remains our highest yield of responses at over 500 (10 fold from the first cycle), but did not guarantee a representative cross section of the undergraduate population was included. In 2022, we returned to an on-line only instrument, and again in this cycle. The change in this cycle, as described above, was a targeted approach to further ensure that our representation of all four classifications of undergraduate students were represented. While the number of responders was lower in 2022 than in 2020, the number of responders in 2024 was lower still despite the introduction of the raffle for incentive.

### **Perceptions of Safety and General Campus Climate**

Generally, respondents have a favorable perception of BSU's campus climate. Table I below contains the detailed response information. Seventy-six percent (76%) of respondents felt safe on the BSU campus (f) and 79% felt that faculty, staff, and administrators respected what BSU students think (a). When examining gender or types of residential housing, there was no statistical difference in responses. However, students who stated that they had an incident of any kind in the past expressed a much lower level of safety on campus- specifically, 58% agreed or strongly agreed they felt safe on BSU's campus.

The survey explored whether the faculty, staff, and administration treated students fairly. Of the responses received, 74% felt that they were treated fairly. Sixty-five percent (65%) of respondents felt that administrators, specifically, are concerned for student's welfare on and off campus. Comparatively, those who stated that they had an incident of any kind since becoming a student at BSU, less than half (42%) agreed or strongly agreed; of those who lived in residential housing 63% agree which is a statistically significant increase from 39% in 2020-22.

This cycle's survey also sought data on students' sense of belongingness. In response, 76% of respondents agreed or strongly agreed they felt a part of the community (d), with significantly fewer respondents who reported an incident agreeing or strongly agreeing that they belonged (63%). Less than half (48%) of respondents agreed or strongly agreed that the University cares more about its students than its reputation (g).

In response to query (b), there is neither a control group of responders year over year, nor is there a way to standardize the number of responders (overall or by category) to sincerely gauge changes in perception. BSU's response to (A) explains in great detail the differences in how its survey instrument was administered each cycle, and the difference in the number and strata of responders. Therefore, numerical differences shown in Table I below do not offer meaningful insight on changes in perception of safety and general campus climate over the past 4 cycles.

**Table I**

<b>Statement</b>	<b>All respondents (2022-24)</b>	<b>All respondents (2020-22)</b>
------------------	--------------------------------------	--------------------------------------



a. Faculty, staff, and administrators respect what students on this campus think.	79%	73%
b. I think faculty are concerned about my welfare both on and off campus.	67%	73%
c. I think administrators are concerned about my welfare both on and off campus.	65%	71%
d. I feel like I am a part of the University community.	72%	67%
e. The faculty, staff, and administrators at this school treat students fairly.	74%	78%
f. I feel safe on this campus.	76%	78%
g. This University cares more about its students than its reputation	48%	62%

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

Statements addressed in Table II detail students' perception of how BSU would respond to crisis and incidents. Eighty-three percent (83%) agreed that the university had a plan, and 80% stating that BSU would follow its plan. There were no statistically inferred differences for students by binary gender, stating that they had an incident of any kind, or residence status for questions (a), (b), and (d). However, relating to whether the University does enough to protect the safety of students (e) only 65% agreed with this statement. Respondents who reported an incident were less likely to agree with the statement (53%) and respondents who identified as male were far more likely to agree (74%).

In response to query (b), there is neither a control group of responders year over year, nor is there a way to standardize the number of responders (overall or by category) to sincerely gauge changes in perception. BSU's response to (A) explains in great detail the differences in how its survey instrument was administered each cycle, and the difference in the number and strata of responders. Therefore, numerical differences shown in the tables below do not offer meaningful insight on changes in perception of the University's readiness over the past 4 cycles.

**Table II**

Statement	All respondents (2022-24)	All respondents (2020-22)
a. This University has a plan in place to respond to crisis situations.	83%	77%
b. This University would follow its plan in crisis situations.	80%	81%
c. The university responds rapidly in difficult situations.	71%	73%





d. University officials handle incidents in a fair and responsible manner.	76%	77%
e. The University does enough to protect the safety of students.	65%	65%

Table III below details how respondents thought how BSU might handle incidents of sexual assault or sexual violence. The scale for these statements is Very Likely to Very Unlikely. Again, the Very Likely and Likely responses were concatenated. Overall, BSU received favorable response with 95% (b) stating that they felt that BSU would do its best to maintain privacy; 89% (d) thought BSU was likely to the safety of all individuals; 90% (c) believed that BSU would forward the report to police if requested. There were no statistically inferred differences for students by binary gender, stating that they had an incident of any kind, or residence status.

**Table III**

<b>Statement</b>	<b>All respondents (2022-24)</b>	<b>All respondents (2020-22)</b>
a. The University would fully investigate any reports made.	74%	78%
b. The University would do its best to maintain the privacy of all individuals named in the report.	95%	88%
c. If requested by the reporting individual, the University would forward the report to the police.	90%	91%
d. The University would take steps to protect the safety of all individuals named in the report.	89%	83%
e. The University would provide counseling and other support services to all individuals named in the report.	91%	88%
f. The University would take action to address factors that may have led to the alleged sexual assault and sexual violence.	83%	79%
g. The University would handle the report fairly.	86%	79%

### **Institutional Analysis and Action Steps**

As indicated in the narrative discussion of the data tables above, it is difficult to draw conclusions between the data obtained during this cycle and the previous four cycles. The number of responses has not been consistent for this survey and this cycle yielded one of our lowest response rates. Each cycle, OEC works diligently to increase the community's knowledge about the survey and encourage participation; however, we have not seen an increase in responses.



OEC can surmise from this cycle that student trust in the University remains considerably high. The data shows that students believe the University would take reports of sexual violence seriously and handle them fairly (See Table III). Based on these results, the University can confidently say the initiatives and programs implemented over the years resonates with its students. Since the previous cycle, the OEC and the Title IX Coordinator has returned to providing in-person training to specialized groups of students, including New Student Orientation, Bulldog Scholar Academy, and Student Leadership Institute. These trainings are designed to be more conversant, allowing students to speak freely about their thoughts and beliefs related to relationships. The Title IX Coordinator has noticed that students are more engaged with the trainings designed to allow the students to lead the conversation.

Additionally, engagement increased in the on-line training offered to students and staff. Historically, training completion has hovered around 20%; this year, completions reached almost 60% across the entire university. This additional training assists with providing students and staff the baseline knowledge necessary to understand how the University's processes operate and also correlates with the data indicating a boost in student confidence in the University.

OEC has also increased its staff capacity with the addition of a Deputy Title IX Coordinator and Administrative Assistant. The additional staff allows the Office of Equity Compliance to achieve greater visibility and more frequent participation in University activities that align with our educational goals for the campus. For example, OEC staff members recently participated as a judge during a student-led LGBTQIA community ball, participated on panels related to diverse topics, attended athletic events and continue to partner with prominent student groups in their programming.

### **Prevalence of Sexual Assault and Other Sexual Misconduct**

Data informs that 18% of responders experienced at least one type of sexual assault or some other form of sexual misconduct. The incident data collected for this survey cycle indicates that of those students who reported a sexual assault or other form of sexual misconduct, 57% reported it to the University ( i.e. OEC, Campus Police, or BSU staff, faculty, or student workers.) Of the students who reported an incident, 61% knew the assailant (either met the assailant while at BSU or know them prior to coming to BSU.) Of those who did not report an incident<sup>2</sup>, 6% were embarrassed or ashamed, 56% felt it was not a big deal and dealt with it on their own. Nineteen percent (19%) who did not report the incident did not want the person who did it to get into trouble, or did not know how to report an incident on campus; 31% feared that the person would try to get back at

---

<sup>2</sup> It is important to note that a responder could select more than one reason for not reporting the incident; 39% had more than one reason for not reporting.



them. Half of the respondents (50%) who did not report their incident did not think the university would do anything about their report.

Coppin State University  
2024 Sexual Assault Campus Climate Survey

**A. Survey Administration**

Coppin State University (CSU) is a public historically black university in Baltimore and is part of the University System of Maryland. The Sexual Assault Campus Climate Survey was administered to all undergraduate and graduate students who were enrolled at CSU in February 2024. The survey was modeled after the Maryland Higher Education Commission's (MHEC) model survey and included the additional questions recommended by the Maryland Department of Health. Some terminology was customized to better assess the attitudes and perceptions of sexual violence among students at CSU.

The survey was administered online through Microsoft Forms over four weeks starting on February 5, 2024, and ending on March 1, 2024. Students completed the web-based survey via mobile phones, tablets, or computers. Emails were sent weekly as reminders to take the survey. Several targeted emails were sent to Residential Students, Student-Athletes, Student Government Leaders, Greek Life Organizations, Student Leaders of student organizations, and First Year Students from key administrators and faculty who have relationships with these students. This year, all Faculty and Staff were asked to encourage their students and student workers to complete the survey during class or at their jobs. Posters were placed on digital signage, residence halls, bulletin boards across campus, and social media. To encourage participation in the survey, we continued to offer a \$50 credit to the Campus Bookstore for those students who completed the survey. Additionally, we increased the number of winners from 52 to 60 students. Further, we conducted the raffle every week so that 15 students won the \$50 credit, and we encouraged them to tell their friends to participate in the survey. We also hosted a table in several strategic locations such as in the lobby of academic buildings to encourage participation from Graduate and Commuter Students.

The survey was emailed to 2,101 undergraduate and graduate students, and a total of 456 students responded for a response rate of 21.7% which represented a significant increase from 14.5% in 2022 and 8.9% in 2020, respectively. Of those who responded, the majority (71.6%) were between the ages of 18-24, and 13.8% were aged 40-59. Similar to the respondents in 2020 with 83.3% and in 2022 with 77.0% who identified as Black/African American, the majority (84.8%) of the respondents were Black or African American. There were 6.8% of respondents who reported that they were two or more races; 3.3% were White; and 3.7% of respondents preferred not to say. Survey respondents were 81.0% full-time students compared to 88.2% in 2022 and 83.3% in 2020 who were full-time students. Almost half of the respondents (48.0%) lived off-campus in an apartment or with parents or guardians while 46.3% of survey respondents lived on-campus in the residence halls. The survey participants were predominately female at 79.1% while 18.2% were males. Further, 91.4% of the respondents were undergraduate students, and 8.8% were graduate students. See the Demographics Table A below for comparisons to the general student population.

Demographics Table A	Number of Respondents	Percent of Respondents	Percent of All CSU students (n= 2,101)
Overall Response Rate	456		21.7%
<b>Gender Identity</b>			
Female	360	79.1%	76.0%
Male	83	18.2%	25.0%
Transgender Male	1	0.2%	0.0%*
Transgender Female	0	0.0%	0.0%*
Non-binary	6	1.3%	0.0%*

Prefer not to say	4	0.9%	0.0%*
<b>Class</b>			
Undergraduate	417	91.4%	86.0%
Graduate	40	8.8%	13.9%
<b>Living on-campus</b>			
Residential students	211	46.3%	32.0%

\*The University does not collect this information at this time.

This year, we collected data on sexual orientation and disability status among the respondents as recommended by the Maryland Department of Health. Most of the respondents, 79.1%, identified as heterosexual or straight while 4.6% identified as gay or lesbian, 2.9% identified as queer, and 1.3% identified as asexual. While 60.1% of the respondents stated they had no identified disabilities, 20.1% stated that they had a chronic mental health condition (i.e., depression, PTSD, anxiety disorder, etc.); 13.6% identified as having ADHD; and 6.8% identified as having a chronic medical condition such as cystic fibrosis, diabetes, chronic pain, etc.

## B. Perceptions of Safety and General Campus Climate

A majority of respondents perceived that the campus was safe and that they felt valued in the classroom and learning environment. These perceptions increased significantly since the last survey administration in 2022. When asked about their perception of campus safety, 75.9% of the respondents agreed/strongly agreed with “I feel safe on campus” (compared to 68.7% in 2022 and 69.0% in 2020) representing a 7.2% increase since the last reporting cycle. There was a 10.8% increase in the number of students (70.0%) who agreed/strongly agreed that “Coppin does enough to protect the safety of students” compared to 59.2% of respondents in 2022.

Similarly, 82.9% of students agreed/strongly agreed with the statement “I feel valued in the classroom/learning environment” (compared to 77.7% in 2022 and 70.0% in 2020). Moreover, 73.3% (compared to 69.1% in 2022 and 71.5% in 2020) agreed/strongly agreed with the statement “Faculty, staff, and administrators respect what students on campus think”; and 74.9% of students agreed/strongly agreed that they “think faculty are genuinely concerned about my educational experience” (compared to 70.0% in 2022 and 72.0% in 2020).

As shown in Table B below, the majority of respondents felt that the overall climate at CSU is positive, safe, inclusive, and considerate of their well-being.

Table B - Comparison of General Climate Questions 2022 to 2024 responses*	2022 responses (%)	2024 responses (%)	% Change
I feel valued in the classroom/learning environment.	77.7%	82.9%	+5.2%
Faculty, staff, and administrators respect what students on campus think.	69.1%	73.3%	+4.2%
Faculty, staff, and administrators treat students fairly.	67.1%	72.6%	+5.5%
I think faculty are genuinely concerned about my educational experience.	70.0%	74.9%	+4.9%
I feel connected to and a part of the University community.	61.2%	65.9%	+4.7%
I am knowledgeable about Policies surrounding student safety.	73.4%	79.4%	+6.0%
I feel safe on campus.	68.7%	75.9%	+7.2%
Coppin’s facilities are safe and closely monitored.	63.5%	72.3%	+8.8%

Coppin does enough to protect the safety of students.	59.2%	70.0%	+10.8%
---	-------	-------	--------

\*Combined Agree and Strongly Agree Scores

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

**Training and Education:** There were significant increases in survey responses that indicated most students received written (i.e., brochures, emails) or verbal information (presentations, training) on the definition of sexual assault, how to report sexual misconduct, and Title IX protections against sexual misconduct. Further, there was a significant decrease (-18.1%) in the number of students who did not receive any written or verbal information about sexual misconduct since the last reporting cycle. The table below provides a summary of the responses.

Table C - Comparison of Prevention Education and Training on Sexual Assault from 2022 to 2024	2022 responses (%)	2024 responses (%)	% Change
The definition of sexual assault	48.0%	64.7%	+16.7%
How to report sexual misconduct	47.0%	61.2%	+14.2%
Where to go to get help if someone you know is sexually assaulted	44.4%	57.9%	+13.5%
Title IX protections against sexual assault	43.4%	68.9%	+25.5%
How to prevent sexual assault	41.8%	52.6%	+10.8%
Bystander Intervention Training	31.6%	44.1%	+12.5%
Consent Education	0.0%	54.6%	**
I don't recall	37.8%	19.7%	-18.1%

\*\*This was the first time the question was asked.

**Support for Reporters:** Respondents' perception of CSU's readiness and ability to address issues of sexual violence remained consistent since the last administration of the survey. A majority of the students (79.9%) indicated that "Coppin would support the individual making the report" compared to 78.6% in 2022 and 87.6% in 2020. Similarly, 80.9% of respondents agreed/strongly agreed that "the University would take steps to protect the safety of the individual making the report" (compared to 78.6% in 2022 and 89.2% in 2020). Additionally, 83.9% of respondents indicated that they agreed/strongly agreed that "Most students at Coppin would support the person who made the report [of sexual assault]" compared to 76.7% in 2022 and 78.2% in 2020. Finally, the table below illustrates significant increases in students' knowledge of where to get help on campus, what happens when a student reports a sexual assault, and where to go to make a report.

Table D - Comparison of Students' Knowledge of Reporting Sexual Assault from 2020 to 2024	2020 responses*	2022 responses*	2024 responses*
If a friend or I were sexually assaulted, I know where to get help on campus.	67.3%	66.4%	79.9%
I understand what happens when a student reports a sexual assault at the University.	62.3%	63.5%	73.1%
If a friend or I were sexually assaulted, I know where to go to make a report of sexual assault.	63.6%	62.8%	77.0%

\*Combined Agree and Strongly Agree Scores

**Administrators Responsible for Investigating Misconduct:** Most of the students (80.2%) stated that they agreed/strongly agreed that a report of sexual violence would be taken seriously by CSU which was similar to the last reporting cycle of 81.5% of respondents who answered similarly and down from 87.6% of respondents who agreed/strongly agreed in 2020. Further, 79.6% of respondents (compared to 76.0% in 2022 and 86.7% in 2020) agreed/strongly agreed with the statement “Coppin would handle the report fairly.”

#### **D. Institutional Analysis and Action Steps**

The survey provides CSU 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. The survey data continues to show that students have a positive perception of CSU’s response to and support for students who report a sexual assault or an incident of sexual violence on campus.

The University’s commitment to providing a safe and healthy learning and working environment that is free from all forms of discrimination, including sex discrimination and sexual harassment, resulted in the establishment of an independent Office of Title IX Compliance (Title IX Office) in September 2021 with a full-time Title IX Coordinator and an Administrative Assistant who was hired in May 2023. The Title IX Office ensures that University policy, procedures, and grievance processes follow Federal and State laws, offers educational awareness and prevention programs, and provides resources and reporting options for students and employees who may have experienced sexual misconduct.

Since the last administration of the survey, the Title IX Office has focused on educating students, faculty, and staff about the policy, grievance procedures, services, and resources available in the office. The office has conducted training on Title IX definitions, grievance procedures, supportive measures, on and off-campus resources, and reporting options for specific populations such as new incoming students, student-athletes, Resident Assistants and Desk Assistants, student leaders, and Greek organizations. The office has also provided ongoing awareness and educational programs and activities during Domestic Violence Awareness Month in October and Sexual Assault Awareness and Prevention Month in February through partnerships with faculty and student leaders within SGA, Greek organizations, and other student organizations. The University also engaged in a Memorandum of Understanding with TurnAround, Inc. which provides comprehensive services to survivors of domestic violence, sexual violence, and human trafficking in Baltimore City. Finally, the University designed and offered an active Bystander Intervention training to first-year students and other targeted groups during the two-year cycle which significantly increased the respondents' high likelihood that they would intervene if they witnessed or became aware of an act of sexual violence. The survey statements that provided the most relevant information in this area may be found in the table below.

Table E - Comparison of Bystander Interventions from 2020 to 2024	2020 responses* (%)	2022 responses* (%)	2024 responses* (%)
Call the police or authorities if you saw a group bothering someone in a parking lot or similar setting.	81.3%	79.5%	89.5%
Confront a friend who was hooking up with someone who was passed out.	88.6%	84.0%	92.0%
Confront a friend if you heard rumors that they forced someone to have sex.	88.1%	83.1%	90.9%

\*Combined Very Likely and Somewhat Likely Scores

While the survey data indicated a significant increase in the respondents' awareness about sexual assault, where to go for help on campus, what happens when a student reports a sexual assault, and where to go to make a report, the Title IX Office is committed to increasing and ensuring student awareness of the resources and supportive services that are available to them, both on and off campus. CSU will seek to promote these resources and services in a variety of ways including, but not limited to, increased promotion in the residence halls and via athletic teams, social media, and ongoing awareness programming. We will also update the Title IX website and display the online reporting system more prominently.

#### **D. Prevalence of Sexual Assault and Other Sexual Misconduct**

Since coming to Coppin State University, 7.2% of respondents indicated that they have experienced unwanted sexual violence or unwanted sexual contact (which can include kissing, touching, harassment, or stalking) compared to 5.9% in 2022 and 3.5% in 2020. Among these respondents, 64.0% reported that the incident occurred on-campus compared to 89.0% in 2022 and 2.5% in 2020. Further, among the students who experienced non-consensual sexual contact, 76.0% of the perpetrators were affiliated with Coppin State University compared to 72.0% in 2022.

For those students who told someone about the incident, 36.4% told the Title IX Office while 22.7% told a roommate, friend, or classmate compared to 53.8% who told a roommate, friend, or classmate in 2022. Note: we did not include reporting to the Title IX Office in the 2022 survey. Finally, the primary reason for not reporting the incident was "It's a private matter; I wanted to deal with it on my own," followed by "I thought I would be blamed for what happened," and "Wanted to forget it happened."



### **A. Survey Administration**

Morgan State University's (Morgan) Climate Survey was administered on Baseline from April 17, 2024 – May 13, 2024. Baseline has been used for all Sexual Assault Campus Climate Surveys administered by Morgan. This survey is a valuable resource for the campus community that allows us to learn about student beliefs and experiences of sexual assault, dating violence, and sexual harassment. Students are also asked about what they know about campus policies, training, and how well Morgan has responded to and prevented these experiences. President David K. Wilson's commissioned Relationship Violence committee, which consists of Morgan faculty and administrators, was assembled to address relationship violence due to the reported increase of complaints about the issue in the student population. In Spring 2024, the committee reviewed the previous surveys and decided to add questions to the 2024 survey to gauge student's understanding and experience about healthy boundaries and conflict resolution. Added questions asked respondents if their partners had physically assaulted them, been verbally abusive, destroyed their personal property, behaved in intimidating ways, isolated them, restricted their finances, locked them in confined spaces, or sexually assaulted them. The available responses were never, once, or twice, sometimes, often, many times, or prefer to skip. The climate survey was sent to the Morgan's spring semester 2024 undergraduate student body, 9,018 students, via their Morgan-issued email accounts. A QR Code was also generated, linked to the survey, and distributed by administrators and students, encouraging students to participate. Reminder emails were sent out periodically to encourage student participation in the survey via Baseline. The survey was estimated to take about 20-25 minutes of the student's time. Key questions were asked about student's thoughts on safety, concern for their well-being by faculty and staff, training on sexual assault received before attending Morgan, information that students received from Morgan about sexual assault from trainings and written materials, how Morgan was perceived by students as handling sexual assault claims, and whether students had experienced sexual assault while enrolled at Morgan. Morgan has administered a sexual assault awareness survey to its student population every two years during year ending in an even number. For purposes of this submission, the results from the surveys conducted in 2018, 2020, 2022, and 2024 will be discussed. In 2022, an additional question was asked about whether incidents had increased or decreased once the school had reopened following the Covid-19 pandemic. In 2022, five questions were added pertaining to trainings received in sexual assault policies, how to report sexual assault, and students' opinion of the trainings they had received from Morgan. In 2024, Morgan used all questions from the Maryland Department of Health Recommendations on Additional Questions. The responses to these questions will allow Morgan to evaluate the effectiveness of Morgan's prevention efforts. Additionally, Morgan's committee on addressing relationship violence also submitted questions for the survey to gauge student's experience and perceptions about healthy relationship boundaries.

Many of the questions were on a five-point Likert scale, from Strongly Agree to Strongly Disagree with a neutral response in the middle. Others were categorical questions with responses students could choose from. There were also open-ended questions. Out of the 9,018 students that were offered the survey, 173 completed it and 101 had completed data. This was a response rate of 1.92% in 2024. In 2022, the response rate was 4.18%. For 2020,

it was 6.6% and 2018 it was 4.8%. The sample and population have been described with regard to age, gender, and race below.

Age Category	Percent of Spring 2024 Morgan Student Body	Percent of Climate Survey Sample
18-24	88.3	44.66
25-29	6.3	9.71
30-39	3.3	10.68
40-59	1.8	24.27
60+	0.2	3.88
Missing	0.1	0
Prefer not to say	0.0	6.89
Total	100	100

	Percent of Student Body	Percent of Survey Respondent s
Male	38.9	33.98
Female	61.1	60.19
Other	0.0	0.97

Prefer Not to Say Total	0.0 100.0	4.85 100
-------------------------------	--------------	-------------

---

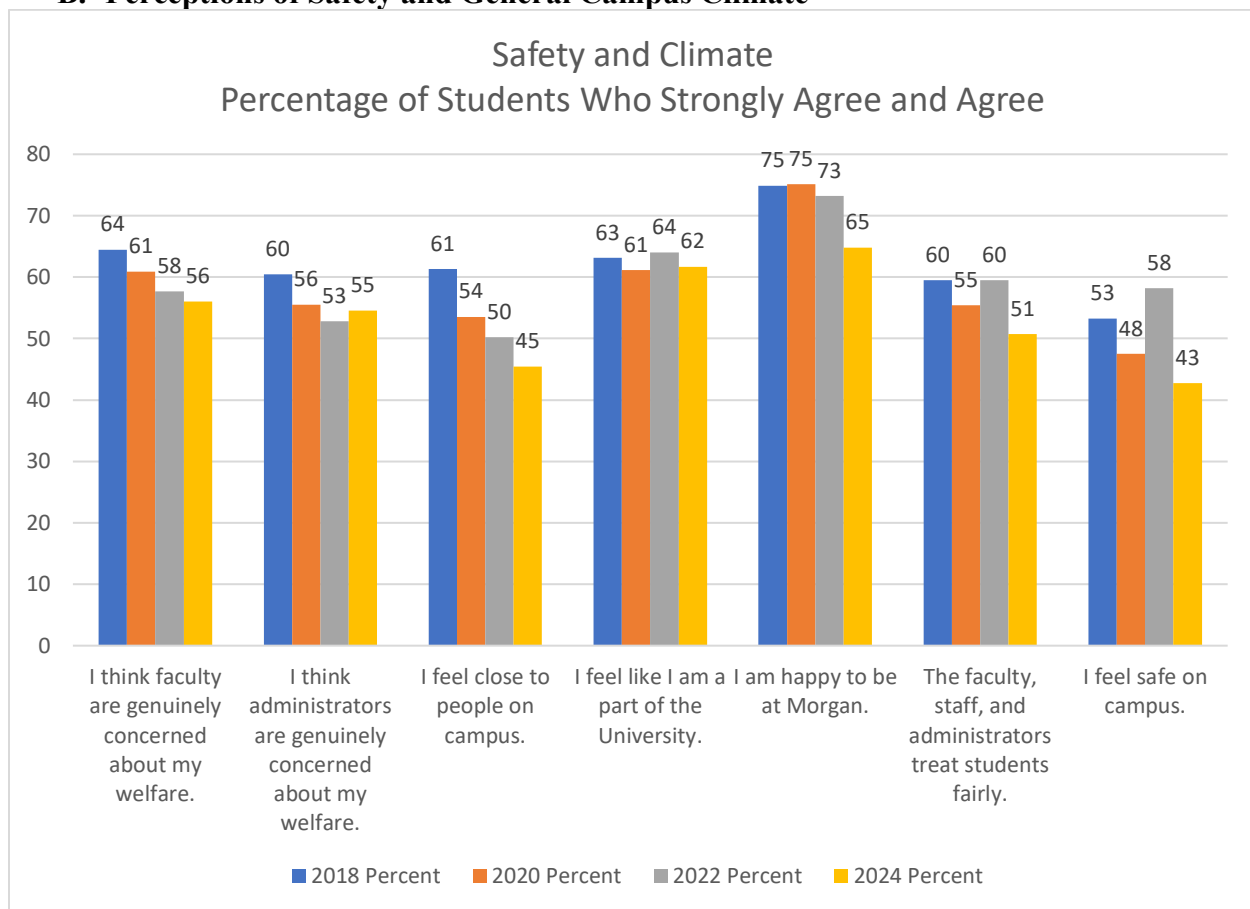


---

Race	Percent of Morgan Student Body	Percent of Survey Respondent s
Unknown	13.0	7.77
Black	66.9	69.9
Native American	0.2	0
Asian	0.4	3.88
Hispanic	4.9	6.89
White	1.5	5.83
Native Hawaiian	0.0	0
Multiracial	2.8	5.8
International	10.3	0
Total	100	100

---

## B. Perceptions of Safety and General Campus Climate

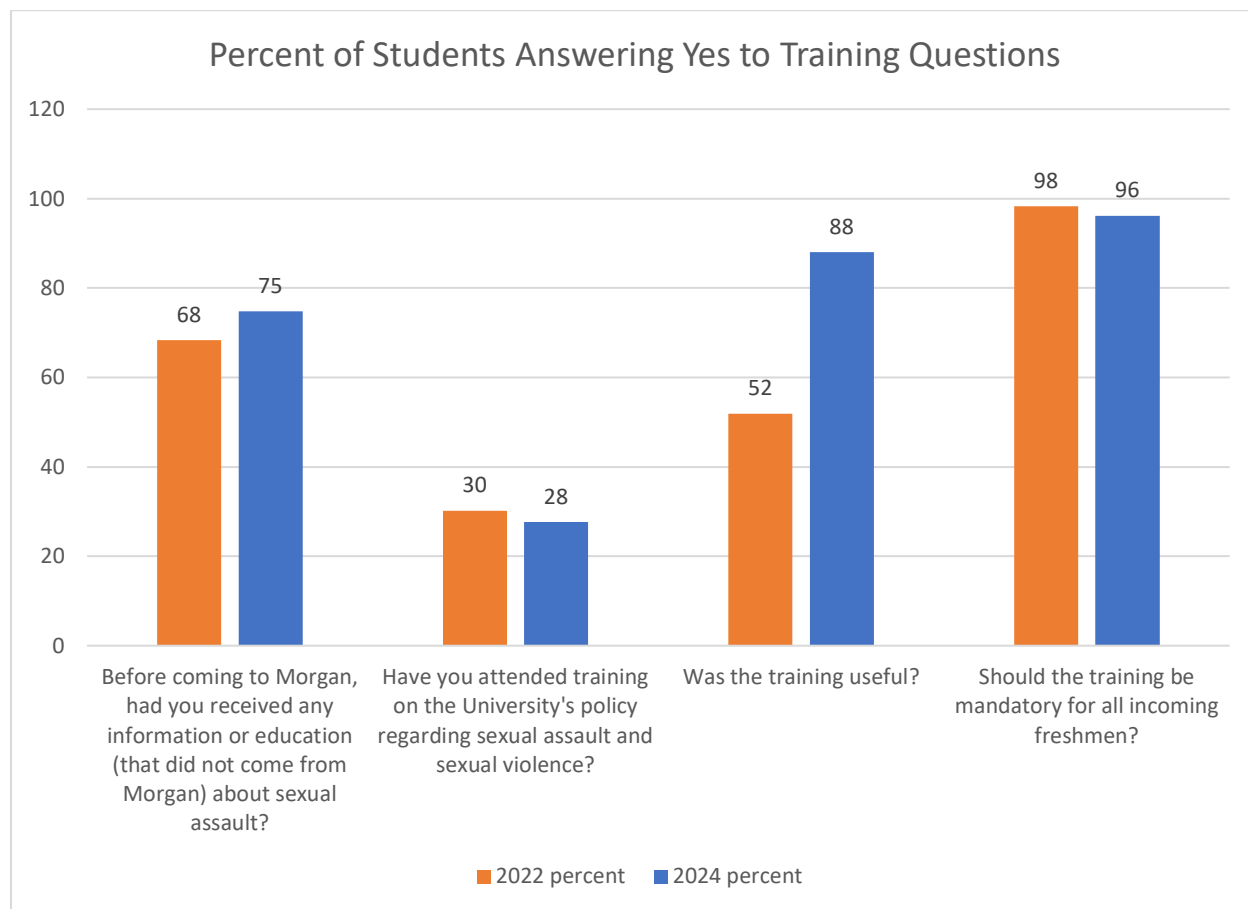


This chart indicates that student's belief that faculty members care about their welfare has decreased since 2018. Also, regarding whether administrators care about their welfare, the responses have fallen since 2018 but trending upwards in 2024. Since the reopening of campus after the COVID-19 pandemic, Morgan's administration has increased its support for students, such as establishing a food resource center, hiring more mental health providers, offering courses and activities to promote mental health, and have built in days during the semesters where wellness activities are held in place of classes. However, students' perception does not reflect the administration's intentional steps to show care and concern. Morgan recognizes that student perception matters. A follow up survey and other work is planned for students, starting in Fall 2024, to divide deeper into these perceptions, with an eye towards addressing the root causes.

The lowest percentage in 2024 was for the question, "I feel close to people on campus." The data for this question seems to imply a drastic change in the closeness of campus relationships. This may have been affected by the Covid-19 pandemic and the fact that Morgan was closed for a portion of time and upon reopening, social distance measures were put in place. This indicates to Morgan that there needs to be more activities and programming aimed at making students feel connected to each other, faculty, and administrators. For instance, every semester, the President holds a town hall meeting for

the entire campus so efforts will be made to ensure it is more inclusive and inviting. The percentage of students that feel like they are a part of Morgan has remained fairly consistent throughout the years. Regarding the statement, “I am happy to be at Morgan,” the percentage of positive responses has been above 70%. Although in 2024, the percentage of positive responses has dipped; it illustrates that overall, students are happy to be here. This sense of belonging also suggests that the initiatives developed in Morgan’s Cultural Diversity Plan for 2022-2025 are being implemented and are well-received. Student perceptions of campus safety are at an all-time low though and this is a concern. This might reflect the shooting that happened on campus in Fall 2023. Although the alleged perpetrators, who have since been apprehended, were not Morgan students or employees, this incident has impacted Morgan’s population. In response to the shooting, Morgan has launched a #MorganStrong campaign, aimed at reclaiming a sense of safety and pride among its community. There are enhanced security measures such as the quality and quantity of security cameras on campus has increased. Additionally, Morgan’s police department holds activities and has increased its visibility on campus to become more familiar with students and employees, establish a positive rapport with them, and maintain consistent communication.

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

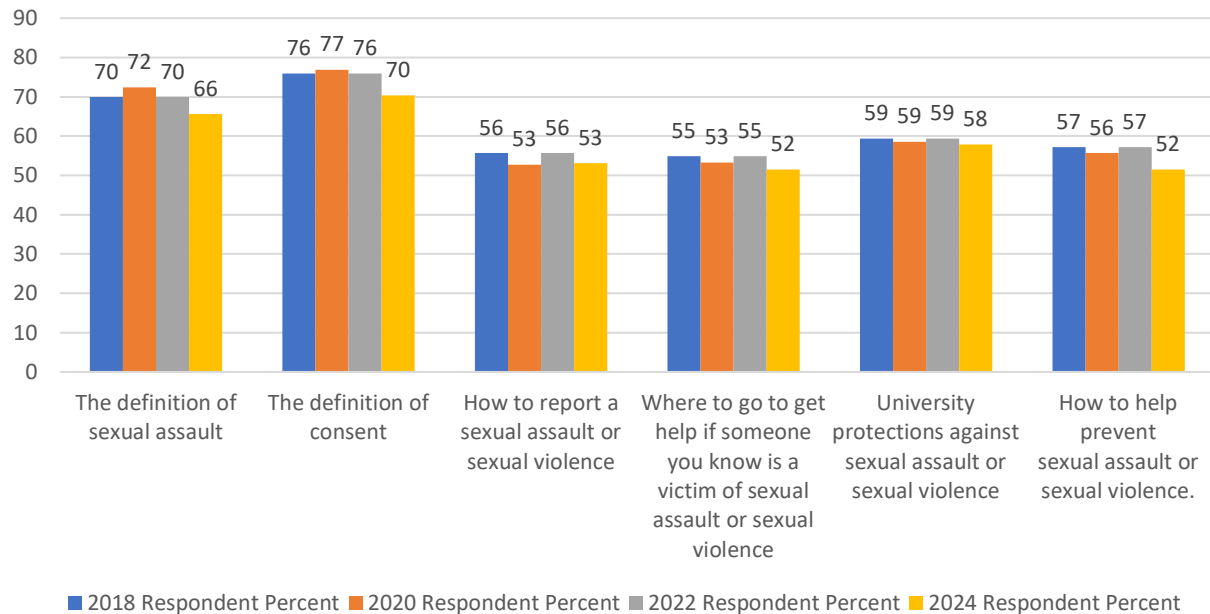


Surveys in 2022 and 2024 asked respondents whether they received information or education prior to coming to Morgan from a non-Morgan source; whether they attended applicable training since coming to Morgan; whether the training was useful; and if training should be mandatory for all incoming first-year students. Responses to the 2024 survey shows that, before coming to Morgan, the percentage of students who received information or education on sexual assault from a non-Morgan source, has increased. The percentage of those who attended training, after coming to Morgan, has remained fairly consistent from each survey. From 2022 to 2024, an overwhelming increase in percentage of responses, nearly 30%, found the training to be useful. Most respondents believe that sexual assault training should be mandatory for incoming first-year students, but less than thirty (30) percent of students have attended training. Since Fall 2020, online training modules on sexual misconduct prevention have been sent to students' Morgan email accounts upon their enrollment and registration. Communication from various Morgan outlets, including email, social media, and word of mouth, inform students about the availability of these trainings. While all students are strongly encouraged to take the training, leadership in the Athletic Department has mandated it for all student-athletes. Additionally, some faculty and retention coordinators have offered extra credit and other incentives to encourage student participation in the training. Starting in Summer 2023, mandatory training was implemented for individuals who were admitted to Morgan on the condition of successfully passing a summer bridge program, known as the Center for Academic Success and Achievement (CASA). The Title IX regulations, effective August 1, 2024, require all employees to undergo an annual training on sexual misconduct prevention and responsibilities. This is now the opportune time for administration to consider implementing mandatory training for students. While the survey specifically asked about first year students, Morgan finds that mandatory training for students each year will increase awareness about appropriate sexual behavior and relationship interactions to reduce the incidents of sexual misconduct and violence, whether reported or unreported.

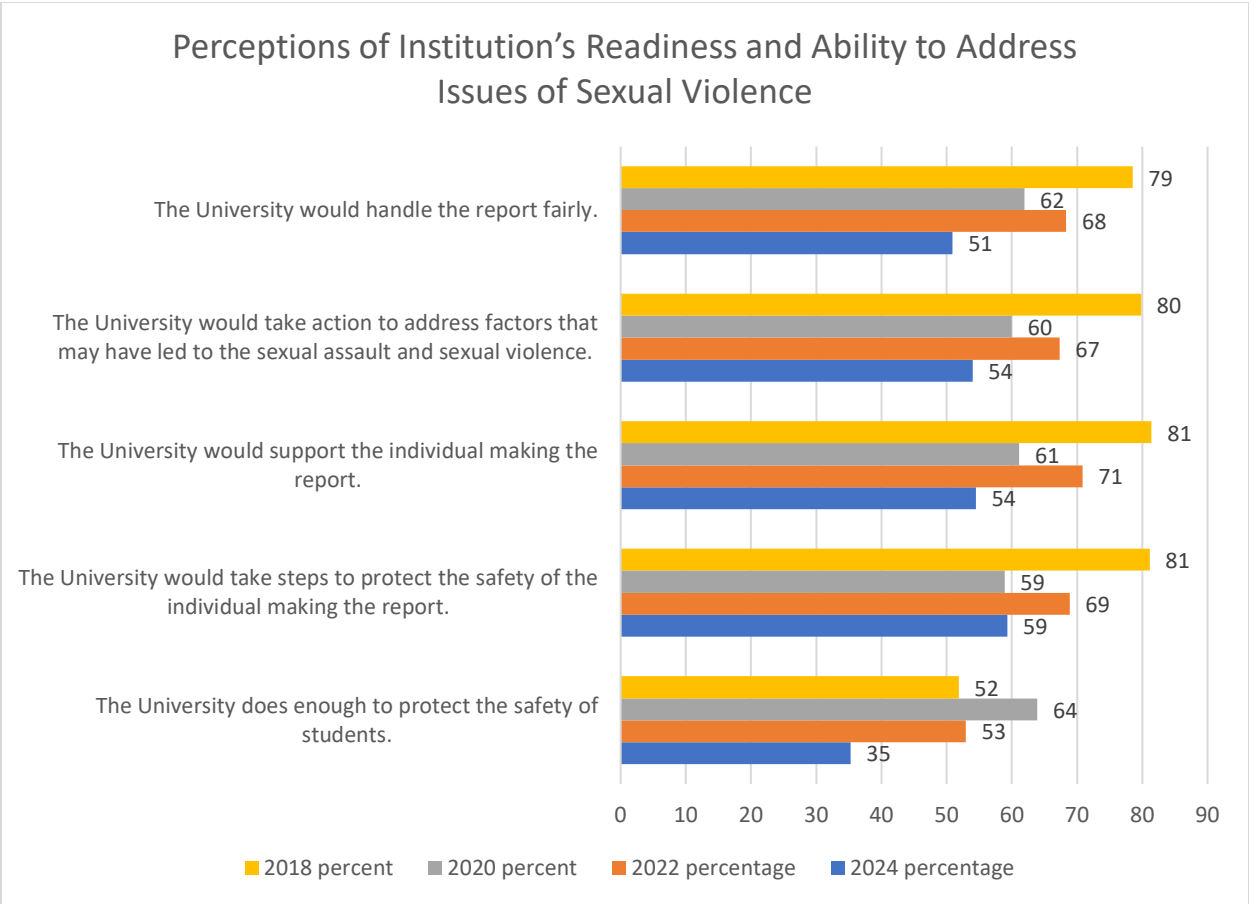
Since coming to Morgan, have you received written (i.e., brochures, emails) or verbal information (presentations, training) from anyone at the University about the following?

Please check all that apply.

(Percent of students receiving information)

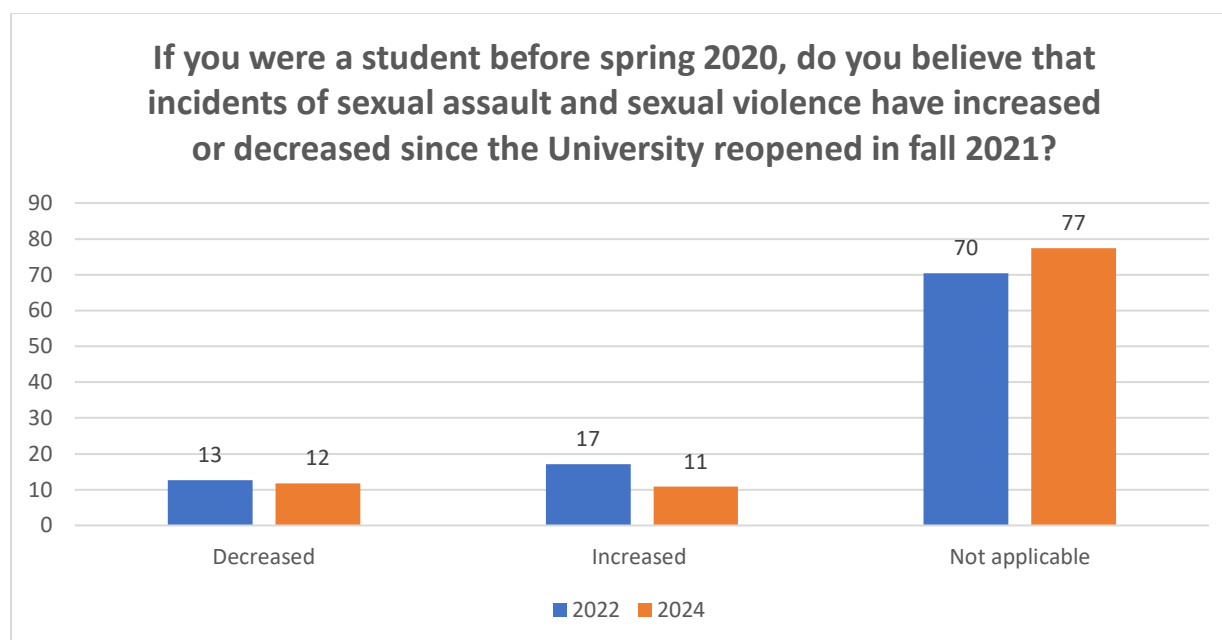


The bars in this graph are the percentage of students that answered yes to having received information on particular topic, since coming to Morgan. Each year, the largest number of students answered yes to having received information on the definition of consent. This likely correlates to educational activities about the topic, including posters throughout campus and information posted on Morgan's Title IX website detailing what is consent and what is not consent.



Overall, student perception about Morgan’s readiness and ability to address issues of sexual assault and sexual violence has declined since 2018. Morgan is concerned about this perception and will be launching an aggressive campaign getting to the root cause(s) of this perception starting in Summer/Fall 2024. The campaign will include, but not be limited to, issuing a survey that takes less time in hopes that it will create more responses; holding focus groups; and making Morgan officials responsible for handling these cases, such as the Title IX officers, more visible on campus.





Only students who were enrolled at Morgan on or before Fall 2019 would be able to answer this question. The question was added in 2022 and 2024 to gauge student's perception about the prevalence of sexual assault and other incidents of sexual misconduct before and after the COVID-19 pandemic shutdown. Because students who enrolled on or before Fall 2019 have likely graduated or discontinued their studies at Morgan, students who responded to this question in 2024 are less likely than those students surveyed in 2022 to have indicated that sexual violence increased. Approximately, the same percentage of students felt sexual violence had decreased in 2022 as in 2024.

#### **D. Institutional Analysis and Action Steps**

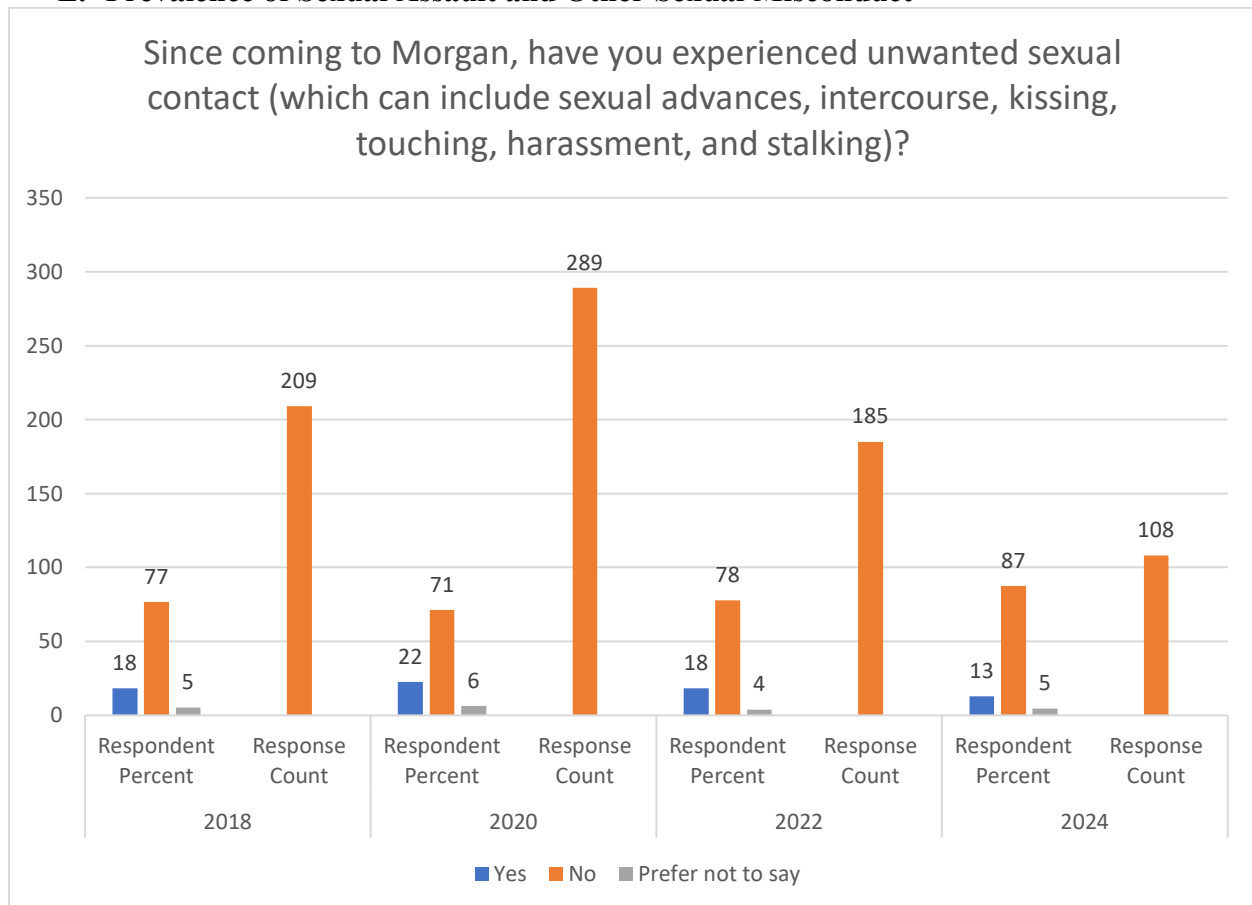
The analysis of the responses from the 2024 survey and its comparison to responses in past surveys has raised several factors for Morgan to consider creating a campus where students feel connected, safe, and heard. The most notable issue is that the percentage of students who responded to the 2024 survey is the lowest yet, despite an increase in Morgan's student population. For three consecutive years in 2021, 2022, and 2023, Morgan achieved a record in its enrollment. By Fall 2023, Morgan experienced a new, record-high total enrollment of 9,808 undergraduate students. However, 2024 marked the lowest percentage of students responding to the survey with only 1.9% of the Spring 2024 student population. The highest percentage of students responding to the survey was in 2020 at 6.6% when it was administered during the COVID-19 pandemic shutdown. The survey has been traditionally administered during the month of April because it is Sexual Assault Awareness month. However, April also marks the end of the semester when students are preparing for and taking finals. Considering that the greatest percentage of students responded at a time when there were less activities and distractions, Morgan administration will launch the next survey around the beginning of the semester, no later than Spring Break, in 2026. The current design allows students to take the survey on any electronic device, such as a desktop, laptop, or smart phone. Nonetheless, Morgan administration will explore what design features in Baseline can be employed to provide a well-designed and user-friendly product. Additionally, more efforts will be made to promote participation, such as announcing a

countdown until it launches; communicating its value through student leaders, faculty, and administrators; and offering incentives. Hopefully, this change in timing, design enhancements, and increase in publicity will entice more students to take the survey. Another issue that may be impacting the number of students who respond is the length of the survey. In 2024, with more questions added than in years before, the survey took approximately 20-25 minutes to complete. An enticing technique, on first blush, would be to eliminate questions for the sake of brevity. However, eliminating questions will likely result in the loss of crucial data for Morgan to elevate survey results effectively and meaningfully. Therefore, the less likely approach for the 2026 survey will be to reduce the number of questions.

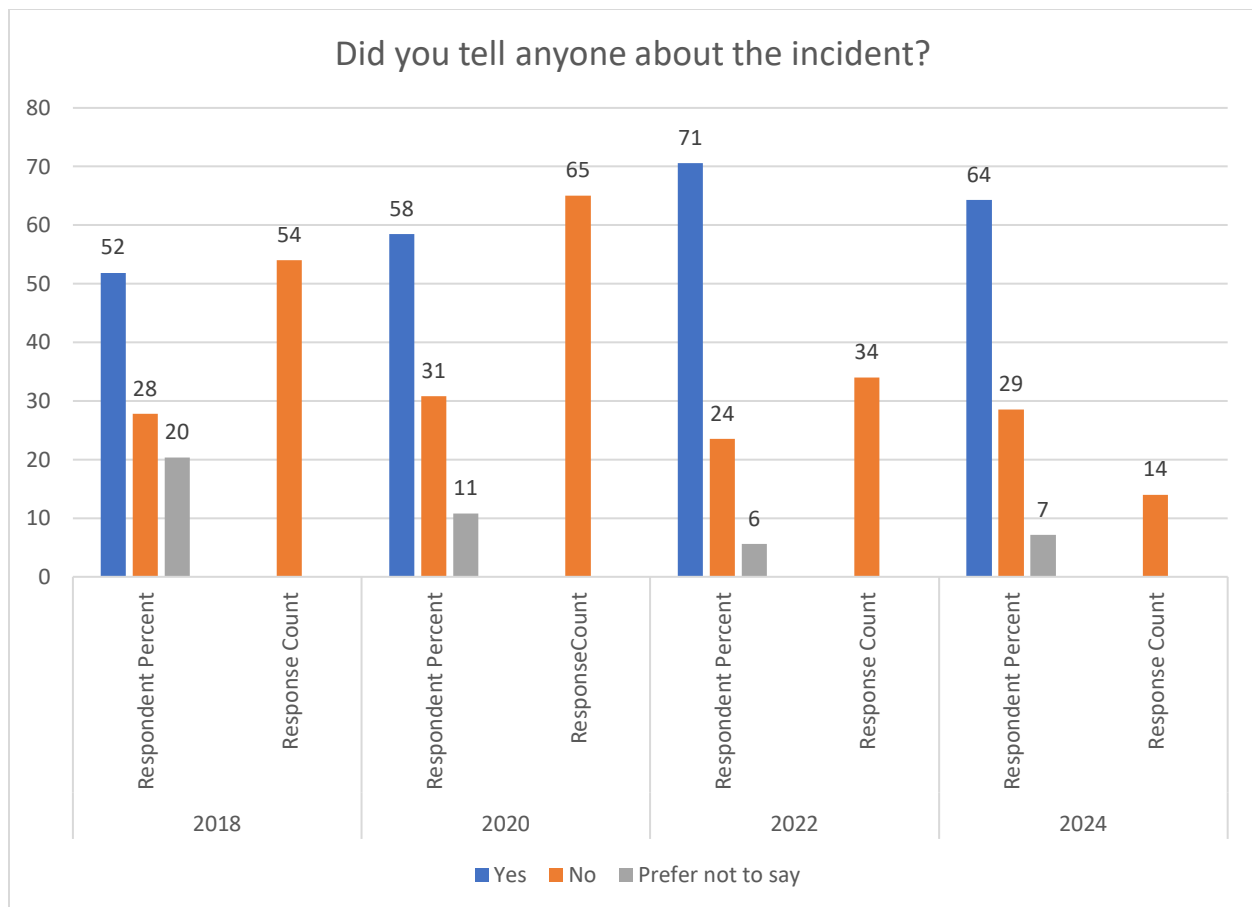
Having faculty and administrators involved in promoting the survey may also increase student's perception about whether the faculty or administrators care for them. Students' perception on this issue has steadily declined since 2018. There have been intentional efforts from the administration to demonstrate care, such as increasing mental health providers, establishing a food resource center, and offering wellness days. However, there appears to be a disconnect between these intentional efforts and students' perception that they are cared for. More precise and clear messaging around these care services will be made. This messaging will be made consistently and not just at certain times like the beginning of the semester, during finals, or events like Homecoming.

In the 2024 survey, questions were added to collect data on risks factors about relationship violence. The majority of respondents indicated that they either experienced none of these risk factors or they preferred to skip the questions. Noting the discrepancy between the number of reported complaints and the responses to the survey, the Relationship Violence committee will continue to work towards identifying and addressing root causes and obstacles to seeking help by conducting focus groups with students as well as reviewing and proposing revisions to existing Policies.

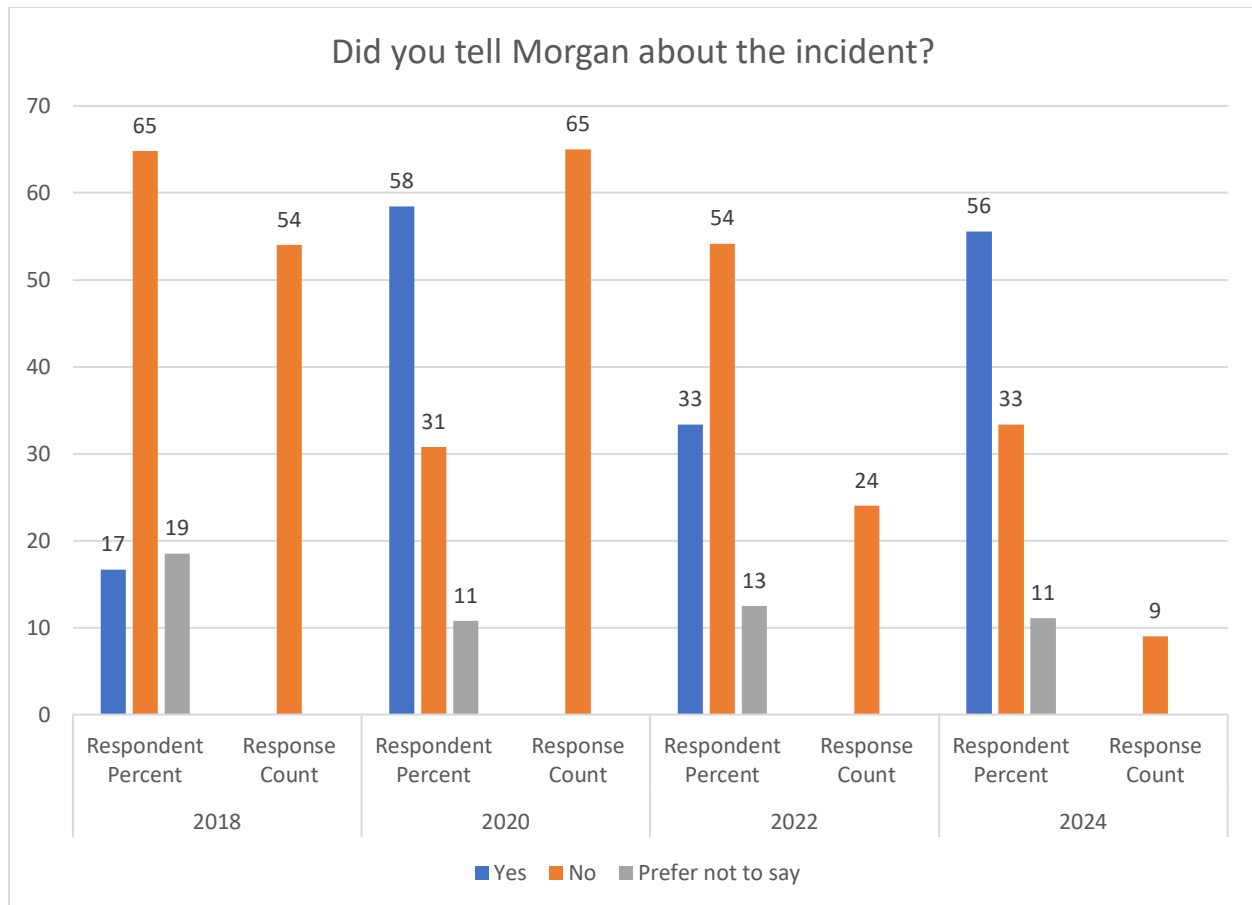
## E. Prevalence of Sexual Assault and Other Sexual Misconduct



Based on the survey responses, it appears that incidents of sexual assault on campus have been declining in number since 2020. This suggests a positive and reassuring statistic for Morgan and only serves to motivate the administration to continue its intentional approach to raise awareness for its community. However, comparison of the incident data from 2020-2022 and from 2022-2024 suggests a rise in reported incidents. Regarding Sexual Assault I incidents, the 2020-2022 incident data documented seventeen (17) incidents and the 2022-2024 documented nineteen (19). While this is a nominal increase, the number of Sexual Assault II incidents documented during these time periods increased from 0 to 8.



Only fourteen (14) respondents in 2024 told someone about unwanted sexual advances which is less than half of 2022. From 2020 to 2022, the number of reported unwanted sexual advances was also cut almost in half. This question was only asked of those students who reported experiencing an incident of an unwanted sexual advance.



Out of nine (9) people who told someone about unwanted sexual advances, 56% of them told someone at Morgan. While the percentage of people reporting to Morgan has risen since 2018, the number of responses to the 2024 survey were less than prior years with the highest percentage year being 2020. The top three reasons respondents indicated that they did not tell anyone were (1) they thought they would be blame for what happened; (2) they did not think it was serious enough to report; and (3) they had other things to focus to and were concerned about such as classes or work.

**Salisbury University**  
**2024 Sexual Assault Campus Climate Survey**  
**Narrative Report**

**Survey Administration**

Salisbury University (“SU”) conducted a Sexual Assault Campus Climate Survey from April 8 to May 8, 2024. The questionnaire was based on a model survey instrument made available by the Maryland Higher Education Commission (“MHEC”) and used by SU in previous survey years. SU also adopted amendments suggested by the Maryland Department of Health (MDH) and included them in the survey instrument used for 2024.

The survey was submitted to all 7,030 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. 189 students responded to the survey for a response rate of 2.7%.

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 using the UARA's "Qualtrics" account.

Of the 6,281 undergraduate students surveyed, 170 responded to the survey, which represents 2.7% of this population. This is a decrease from 2022 where 6.5% of undergraduate students surveyed responded. Regarding graduate students, 749 received the survey, with a total of 17 (2.3%) graduate student responding. This decreased from 3.0% who responded in 2022.

To encourage responses, regular reminder emails were sent on April 15, April 22, April 29, and May 6, 2024. SU offered and advertised five incentives of \$100.00 each to students who 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 41.7% of SU’s overall student population, but only 14.0% of survey respondents identified as “male.” Those who identify as “female” make up 58.3% of SU’s overall student population, but 74.0% of survey respondents identified as “female.” Regarding residency status, SU’s overall student population is composed of 68.7% of students living “off-campus” and 31.3% students living “on-campus.” However, of the survey respondent population, 47.6% identified their residency status as “off -campus” and 51.3% identified their residency status as “on-campus.”

**Perceptions of Safety and General Campus Climate**

In regard to respondent perceptions about the safety of campus, 53.7% of respondents agreed or strongly agreed with the statement, “I feel safe on this campus.” On the other hand, 15.4% disagreed or strongly disagreed, while 30.9% neither agreed nor disagreed. Also, in regard to respondent perceptions about safety, 43.9% 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” (77.2%), “I am happy to be at SU” (70.2%), “Faculty, staff, and

administrators respect what students on this campus think” (69.5%), “I think faculty is genuinely concerned about my welfare” (60.1%), “The faculty, staff, and administrators at this school treat students fairly” (59.9%), “I feel like I am part of SU” (59.4%), and “I feel close to people on this campus” (53.7%). However, fewer than half of students agreed with “I think administrators are genuinely concerned about my welfare” (42.8%).

In regard to how perceptions about safety and general campus climate have changed since the previous survey administrations, it should be noted that the majority had positive responses about campus safety and general campus climate. See table below:

Safety & Campus Climate	2016	2018	2020	2022	2024
I feel safe on this campus	72.6	78.4	65.7	58.8	53.7
SU does enough to protect the safety of students	61.5	61.6	50.7	42.1	43.9
I feel valued in the classroom/learning environment	78.6	83.0	72.5	70.1	77.2
I am happy to be at SU	75.1	79.0	71.8	63.1	70.2
Faculty, staff, and administrators respect what students on this campus think	73.6	79.5	66.9	60.2	69.5
I think faculty is genuinely concerned about my welfare	70.4	75.5	66.9	60.1	60.1
The faculty, staff, and administrators at this school treat students fairly	68.5	73.9	60.3	53.1	59.9
I feel like I am part of SU	66.2	71.2	60.2	53.8	59.4
I feel close to people on this campus	60.2	64.2	51.6	48.9	53.7
I think administrators are genuinely concerned about my welfare	54.9	63.2	49.5	40.4	42.8

As portrayed in the table, the greatest response difference was a 9.3% increase in respondents who either agreed or strongly agreed with the statement “Faculty, staff, and administrators respect what students on this campus think.”

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

In regard to how respondents perceive SU’s readiness and ability to address issues, which could include sexual assault and violence, 38.1% respondents either agreed or strongly agreed with the statement “If a crisis happened on campus, SU would handle it well,” 38.1% were neutral on this question, and only 23.8% disagree or strongly disagreed. 49.4% of respondents either agreed or strongly agreed with the statement “SU responds rapidly in difficult situations,” 43.9% of the respondents either agreed or strongly agreed with the statement “The University does enough to protect the safety of students,” and 44.7% 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 how SU addresses a reported allegation of sexual assault/sexual violence, several responses were very 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)” (76.5%), “SU would take the report seriously” (59.9%), “SU would do its best to maintain the privacy of the individual making the report” (79.6%), “SU

would take steps to protect the safety of the individual making the report” (62.3%), “SU would handle the report fairly” (55.4%), and “SU would take action to address factors that may have led to the sexual assault and sexual violence” (52.1%).

In regard to the 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 (i.e., presentations, training) from anyone at SU about different sexual assault topics. 145 students (76.7%) responded and said they had received at least one type of written brochure or verbal information around education on sexual assault. Education on sexual misconduct topics includes, but is not limited to, the definition of sexual assault, how to report sexual assault, Title IX protections against sexual assault, how to help prevent sexual assault, and where to get help if someone you know is sexually assaulted.

Regarding support for persons reporting sexual assault and other sexual misconduct, 66.1% of respondents answer that “SU would support the individual making the report.” Additionally, 53.0% 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 37.1% (a slight increase from 34.4% in 2022) 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, 48.0% 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, Associate Vice President of Institutional Equity, Title IX Coordinator and SU’s Fair Practices Officer, Anne Bergen-Aurand, Acting Deputy Fair Practices Officer, and Edith N. Ngwaba, Civil Rights and Title IX Investigator.

### **Institutional Analysis and Action Steps**

SU is particularly pleased to learn that perceptions of how SU handles reports of sexual assault and sexual violence are generally and consistently (2016-2024) regarded as positive. Despite largely positive feedback regarding SU’s sexual assault/violence response and support for students that report an assault, there are opportunities for improvement, as 31.8% of respondents indicated having experienced some form of unwanted sexual violence or unwanted sexual contact, in comparison with 34.5% reporting the same for 2022.

Among those respondents who reported experiencing sexual assault/sexual violence, 17.2% told at least one faculty or staff member about their experience. This is a decrease from 31.4% in 2022. Also, of students who reported experiencing sexual violence, 17.4% sought help from a resource outside SU. Given the fact that, a small fraction of students sought help from a SU faculty or staff member, or even a resource outside the University, it is imperative that we continue to enhance reporting mechanisms and offer quality resources and services to students on-campus and off-campus.

SU has worked over the last several years to build strong partnerships with local law enforcement agencies and the Wicomico County State’s Attorney’s Office. When either becomes aware of an SU student involved in a sexual assault, they consistently notify SU, and SU ensures the student has support and resources available. Further, SU has also worked to continue and foster the relationship with the Life Crisis Center (“LCC”), a local 24/hour resource for victims of sexual assault and violence.

SU takes sexual misconduct prevention, awareness, and response very seriously. In addition to carefully following Title IX reporting mandates, since the 2022 survey we have: maintained the “You Are Not Alone” sexual assault reporting awareness campus-wide campaign; increased training and support for our



Housing and Residence Life staff and other relevant campus offices related to sexual assault/sexual violence response; improved and kept close monitoring of SU's website "Report a Concern" weblink; updated the sexual assault resources brochure and map; co-sponsored Sexual Assault Awareness Week and the "Take Back the Night" program; participated in University Sexual Health Fair; improved the use of OIE's sexual assault case management system; developed and conducted multiple targeted sexual assault awareness trainings throughout the year/campus-wide; supported the Athletics Department by developing and presenting the mandated "NCAA Student-Athlete Sexual Misconduct Training" for athletics staff, coaches and all student athletes; implemented specific online "Sexual Assault Prevention Training for Athletes" and "Sexual Assault Prevention Training for Athletic Staff"; continued the MOU with the LCC and co-hosted campus trainings about trauma, sexual assault, and bystander intervention with the LCC; continued to suggest 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 students in need – including implementing emergency appointments for those who have experienced sexual violence and adding the service TimelyMD so that all SU students can access virtual individual counseling and virtual 24/7 mental health support for free; participated in ongoing Sexual Assault Response Team meetings and training; trained campus stakeholders on the Sexual Misconduct Policy and Procedures, including investigators, members of hearing panels, and University-appointed advisors; restructured the OIE so that dedicated 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. In addition, SU is developing a new SU Sexual Misconduct Policy and Procedures in response to the new 2024 Title IX regulations issued by the U.S. Department of Education. The new policy and procedures will be implemented on August 1, 2024.

Upon careful analysis of the results of the survey, SU's results still calls for increased focus on prevention strategies. Therefore, 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.

SU believes that bystander intervention is crucial in preventing sexual misconduct. Survey results highlight very positive levels of willingness among students to engage in bystander intervention. For instance, 94.2% of respondents indicated they would "confront a friend who was hooking up with someone who was passed out," 89.6% would "confront a friend if they heard rumors that the friend had forced someone to have sex," and 63.0% would "call the police or authorities if they saw a group bothering someone in a parking lot or similar setting." In partnership with the LCC, SU will conduct multiple sessions of "Bringing in the Bystander." The training will focus on certain campus groups, including, RAs/ Residence Life, Student Government, Greek Life organizations, and student athletes.

Returning to on-campus instruction after the COVID-19 pandemic has significantly impacted student perceptions, as reflected in a recent sexual assault campus survey. Diminished feelings of being safe likely stem from the disruption and isolation experienced during remote learning, which may have weakened community bonds and trust in institutional support systems. The transition back to in-person learning necessitates a renewed focus on reinforcing safety measures and communication channels. SU will continue to prioritize transparent and responsive handling of sexual assault cases, actively promote inclusivity, and foster a supportive environment where students feel safe. Enhanced mental health resources, clear protocols for incident reporting, and robust bystander intervention programs are essential to restoring students' confidence and ensuring a safe and inclusive campus atmosphere.

### **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 31.8% of respondents said they have experienced unwanted sexual violence or unwanted sexual contact. Of those 31.8% respondents, 55.3% indicated that the incident took place on campus, and 36.2% indicated that the incident took place off-campus.

The percentage of respondents who reported experiencing sexual assault has shown an increase over the years, rising from 23.4% in 2018 to 34.5% in 2022, before a slight decrease to 31.8% in 2024. The overall increase over the six-year period indicates both increased awareness and escalating challenges in addressing and preventing sexual violence on campus. However, we observed decreases in the number of incidents reported in Incident Report data, from 109 in 2020 to 104 in 2022 (a 4.6% decrease), and from 104 in 2022 to 102 in 2024 (a 1.92% decrease). From the incident data and of the total 102 incidents reported, 59.8% occurred on-campus, 31.3% occurred off-campus, and 1.96% occurred at a school-sponsored activity or event. In 8.8% of the cases, the location was unknown or undisclosed, largely due to the victim/complainant choosing not to provide the information or pursue the matter.

Regarding the rates of those who chose to report experiencing sexual violence or unwanted sexual contact since coming to SU, 63.0%% indicated that they told someone about the incidents. Of those that reported telling someone about the incident, 17.2% told at least one faculty or staff affiliated with SU. The survey data also found that students who decided not to talk to anyone about the incident had various reasons for reporting the incident. The primary reason for not reporting the incident was “Didn’t think what happened was serious enough to talk about,” followed by “Didn’t think others would think it was serious,” “Wanted to forget it happened,” and “Had other things I needed to focus on and was concerned about (such as classes or work).”

## **2024 Campus Climate Survey Summary**

### **Spring 2024**

#### **Executive Summary**

St. Mary's College of Maryland, hereafter referred to as the College, conducted its biennial Title IX campus climate survey from January 18th to February 16th, 2024. The survey was administered to 1,530 undergraduate and graduate students over the age of 18. A total of 421 provided at least partial responses to the survey, giving a response rate of 27%. This response rate was comparable to the surveys previously administered in 2022 (28%) and 2021 (30%).

When the survey was last conducted in 2022, student opinions had worsened on many survey measures after several years of continued improvement. These measures included perceptions of campus culture, perceptions of Title IX processes, perceptions of faculty/staff/administrators, and knowledge of Title IX campus resources. It was suspected that the declines noticed in the 2022 survey pertaining to campus culture may have been related to ongoing pressures associated with the COVID-19 pandemic. Despite returning to normal operations post-pandemic, campus climate perceptions remain unimproved.

Overall dissatisfaction with Title IX processes and procedures is a continued challenge, particularly with concerns regarding insufficient consequences for offenders and general concerns about safety on campus. A continuing downward trend was noted for five out of seven measures relating to Title IX process and procedures in the 2024 survey.

More positively, overall perceptions of faculty, staff, and administrators increased in 2024 compared against the large drop in positive perceptions in 2022. Faculty continue to be rated the most highly, whereas the rating for administrators still lags far behind both faculty and staff.

Among all survey respondents, 17% indicated that they had experienced sexual assault or sexual violence since coming to the College. This is like 2022 but is an increase from the historic low point of 12% reported in 2021. This historic low-point likely was related, at least in part, to the lower number of students on campus during the latter part of the Spring 2020 semester and the 2020-21 academic year due to the COVID-19 pandemic. However, the 17% incidence rate for 2022 and 2024 is still lower than any of the pre-pandemic survey years.

## Contents

<b>1. Methods</b>	<b>3</b>
<b>2. Demographics of Survey Participants</b>	<b>3</b>
<b>3. Campus Culture</b>	<b>4</b>
Demographic Differences in Perceptions of Campus Culture	4
Comments about Safety	6
Hotspot Mapping	9
Conclusions	11
<b>4. Faculty, Staff, and Administrators</b>	<b>12</b>
Comments about Faculty, Staff, and Administrators	13
Conclusions	14
<b>5. Perceptions of How the College Would Handle an Incident</b>	<b>14</b>
Comments about Title IX	15
Conclusions	16
<b>6. Perceptions of How People Would React to Someone Reporting an Incident</b>	<b>16</b>
Bystander Intervention	16
Conclusions	19
<b>7. Knowledge of Campus Resources</b>	<b>19</b>
Conclusions	21
<b>8. Incidence of Sexual Harassment</b>	<b>21</b>
When & Where the Incident Occurred	24
Perpetrators of the Harassment	26
Whom Students Told about the Harassment	26
Students Who Chose Not to Report	27
Conclusions	28
<b>9. Title IX Programming</b>	<b>28</b>
Conclusions	<b>31</b>
<b>10. General Conclusions</b>	<b>31</b>
<b>Appendix</b>	<b>33</b>

## **1. Methods**

The College conducted its biennial campus climate survey from January 18<sup>th</sup> to February 16<sup>th</sup>, 2024. This survey was conducted on an annual basis between 2015 and 2021 but has since transitioned to a biennial basis in 2022. Because of this, this report does not contain data for 2023.

The survey was administered to the entire undergraduate and graduate student population over the age of 18 and with valid email addresses, consisting of 1,530 students. A total of 421 students provided at least partial responses to the survey. This response rate was 27%, down from 28% in 2022. In addition, 297 students fully completed the survey, a completion rate of 72%. This is down from 85% in 2022.

The 2024 survey was administered by the Office of Institutional Research and Planning using the online survey platform Qualtrics. On January 18<sup>th</sup>, each student was sent an email invitation containing a unique link to the survey. The survey was anonymized, meaning that email addresses and IP addresses are not collected along with responses. Students who did not complete the survey were sent reminder emails until the survey closed on February 16<sup>th</sup>. Students who completed the survey were immediately redirected to a second survey which offered the option to enter a drawing for incentives (one of two College branded YETI cups or one of two College branded raincoats). The two surveys were not linked, and no individual responses can be associated with any respondents' email address or other personal information.

In order to respect the privacy of survey participants, the College will not report on any subgroup of participants of five or fewer. Survey answers that are selected by five participants or fewer will be indicated as such.

Participants were asked several open-ended questions at various points in the survey to provide additional comments, suggestions, or feedback. These written responses were coded to identify trends and common themes. Some responses were coded in more than one category.

## **2. Demographics of Survey Participants**

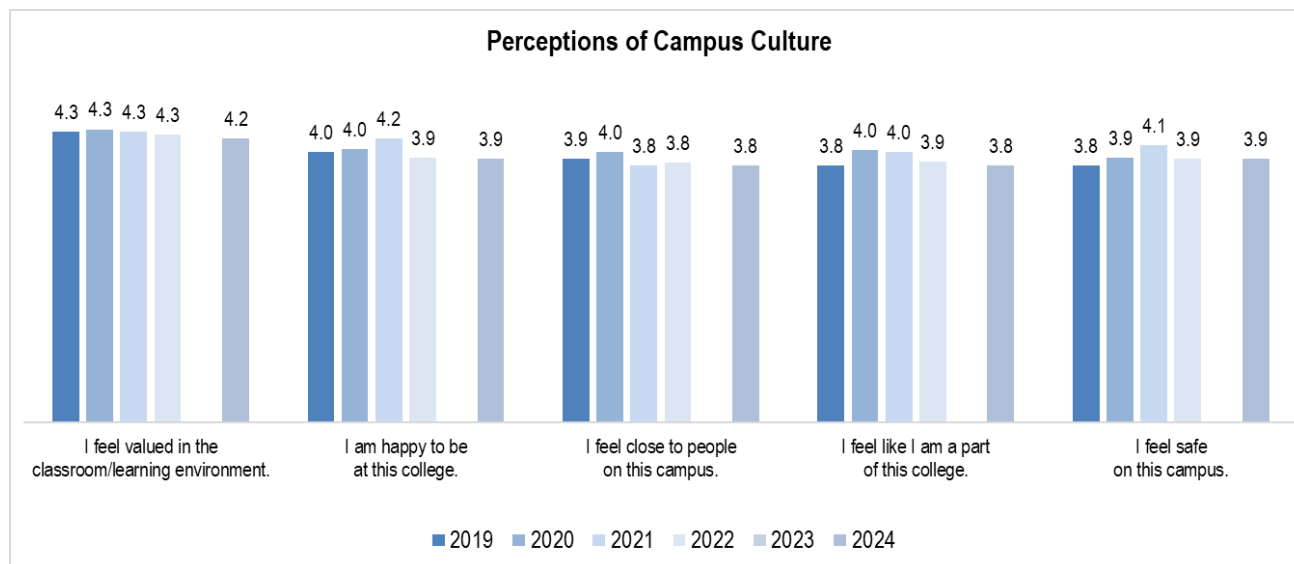
Historically, an overrepresentation of female and white populations has been observed in the participant demographics. In this year's survey, the white population remained overrepresented. Of those who provided demographic information (n=282), 73% (Q35) of participants identified as white, compared to 70% of the general student population being white. As was the case when the survey was last offered in 2022, there was no overrepresentation of the female population. Sixty-one percent of participants identified as female, aligning with the 61% representation of females in the entire campus population (Q39). All 412 participants indicated their class standing, and there was an overrepresentation of first-year students at 39% of participants compared to 28% of the general student population (Q2). Response among sophomores and juniors was comparable to the general student population while seniors were under-represented; 15% of participants identified as seniors, compared to 24% of the general student population.

### 3. Campus Culture

Participants were asked to respond to five statements (Q7) gauging their perception of the campus culture. Figure 1 shows the percent of participants who agreed or strongly agreed with each of the statements from the 2019 survey through to the current 2024 survey. Perceptions appeared to remain stable between 2019 and 2020, and most remained stable between 2020-2021. Overall perceptions in the 2022 survey appeared to have declined from 2021 or remained stable, and then appeared to continue to remain stable in 2024.

A notable exception were the responses to the item “I feel close to people on this campus”, which dropped to its lowest point over the six-year period in 2021, improved slightly in 2022 and then stabilized in 2024. A possible explanation for this pattern is the COVID-19 pandemic and the absence of most normal in-person campus experiences at the time of the 2021 survey, although agreement with this statement has remained relatively consistent in the 2021, 2022, and 2024 surveys.

See the Appendix for additional details regarding the responses to these items.



*Figure 1: Perceptions of Campus Culture*

### Demographic Differences in Perceptions of Campus Culture

Perceptions of campus culture on the 2024 survey were examined by demographic group, for gender (male/female/non-binary), race (white/BIPOC [Black, Indigenous, or Person of Color]), and class standing (first year/sophomore/junior/senior). For these analyses, the numerical response codes were analyzed with 5=Strongly Agree, 4=Agree, etc. The means are depicted in Figures 2, 3, and 4. All patterns are like those observed in the 2020, 2021, and 2022 surveys.

There are not major differences among perceptions reported by white individuals and BIPOC students (those who self-identified as Asian, Black, American Indian, Pacific Islander, and/or

Hispanic). However, BIPOC student perceptions are slightly lower than white students across all measures.

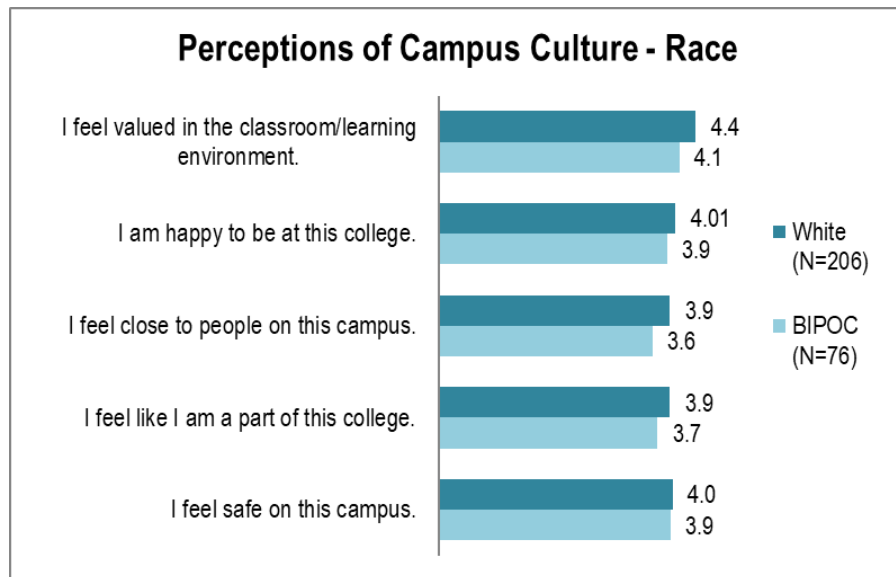


Figure 2: Perceptions of Campus Culture - Race (2024)

Regarding gender identity, non-binary gender students appear to feel least safe on campus, although the small number of respondents in this group (N=21) warrants caution. Non-binary students also report lower scores on feelings of closeness and belongingness, although again, there is a relatively small number of students in this group.

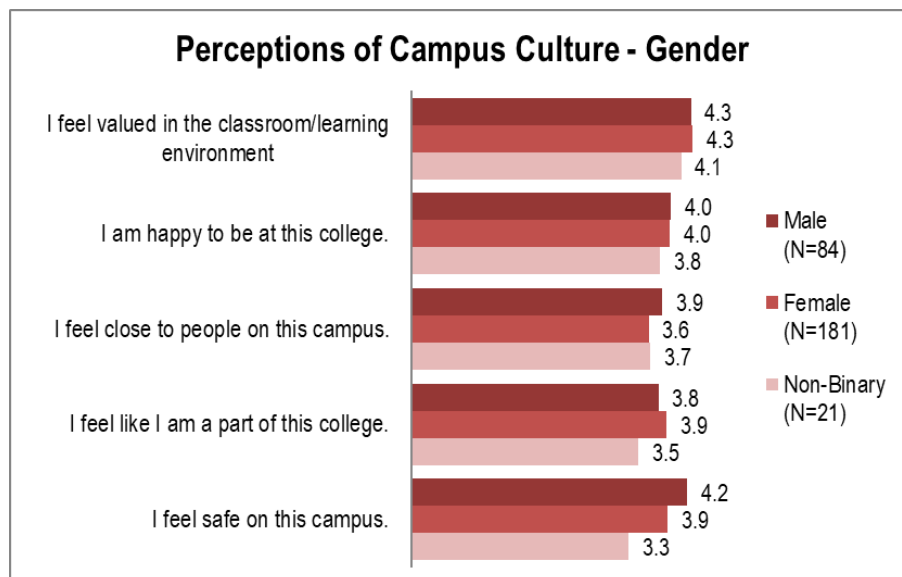
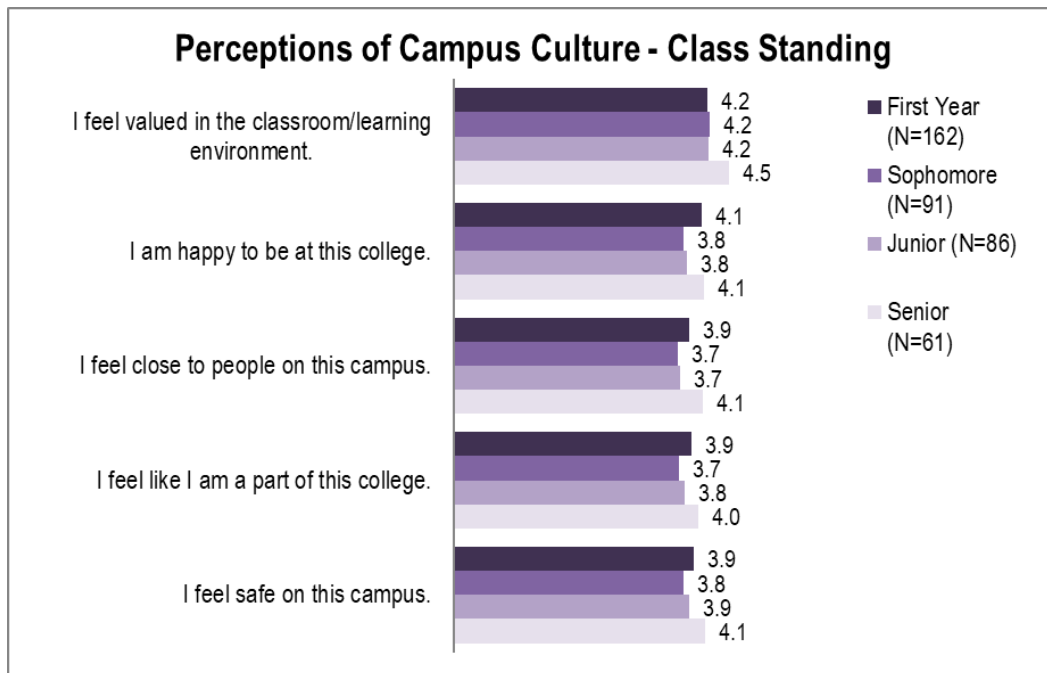


Figure 3: Perceptions of Campus Culture - Gender (2024)

Finally, students reported largely consistent perceptions regardless of class standing with the exception of seniors who were more likely to report higher satisfaction in all categories.



*Figure 4: Perceptions of Campus Culture - Class Standing (2024)*

### Comments about Safety

A total of 282 individuals provided comments regarding their perceptions of safety on campus (Q8). These comments were analyzed for major themes that provided additional information, resulting in a total of 22 themes from 277 individuals. On this and subsequent comment questions, some respondents' answers were coded into multiple themes, and some comments that did not provide additional detail were not coded. Figure 5 shows the frequency of reported themes in descending order over the past four survey years. Appreciation of the SMCM community and Public Safety topped the list in all years. The percentage of respondents remarking on the positive SMCM community had a notable surge on the 2021 survey from 2020 but declined closer to 2020 levels in the 2022 and 2024 surveys. Mentions of Public Safety increased in 2024, which could be attributed to the 2023 addition of Valentis armed security on campus, which was mentioned in some respondents' comments on safety. An emerging theme in the 2024 survey were feelings of safety due to there being limited public access to campus buildings and spaces (5%).



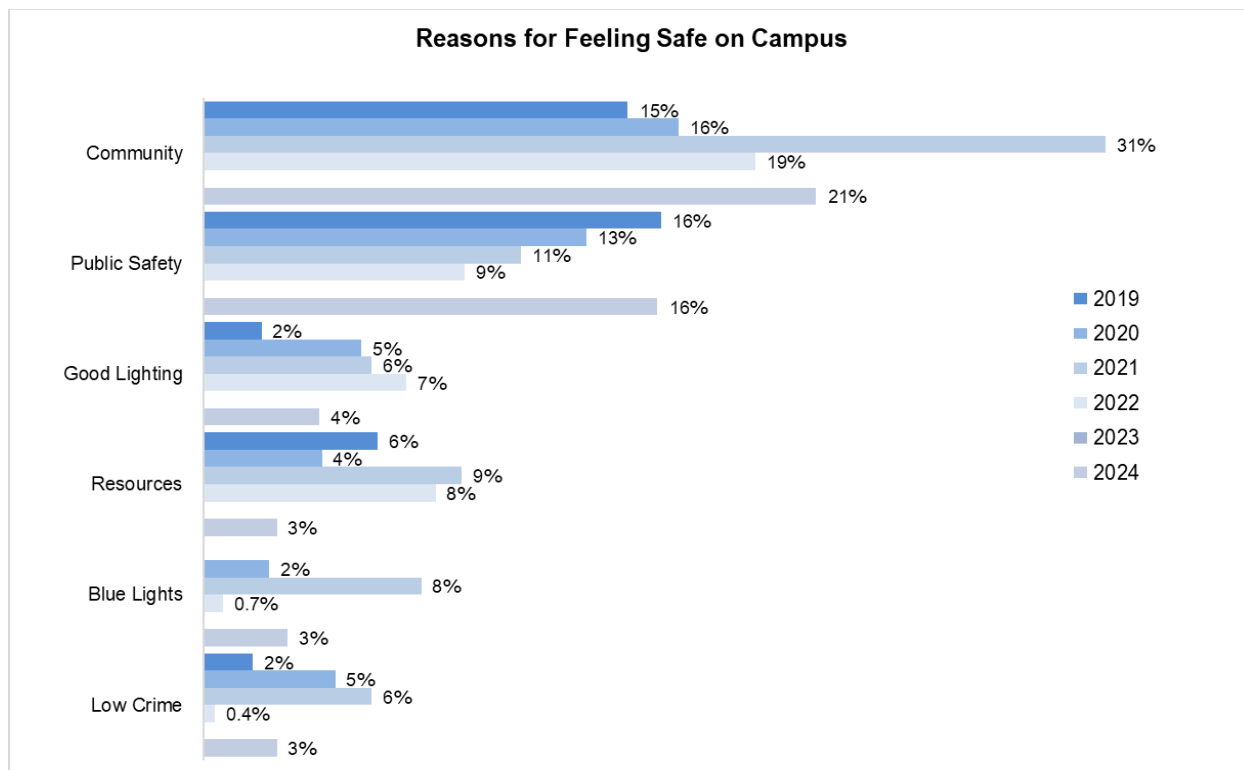


Figure 5: Reasons for Feeling Safe on Campus (2024)

*“I experience a profound sense of security within the tranquil confines of this campus. What contributes to this feeling of safety is the strong sense of community and the genuine care exhibited by the faculty and staff, complemented by the abundance of available resources.”*

**Ex. 1: Response coded as both “community” and “resources”**

*“Regular security patrols probably play the biggest part.”*

**Ex. 2: Response coded as “public safety”**

Concerns that there are too few consequences for those accused of and/or responsible for sexual harassment (including knowledge of prior sexual assaults to participants or their friends) was the most common theme related to feeling unsafe.

In 2019, concerns about darkness on campus was the most common theme related to feeling unsafe (19%). While darkness was still the second most common theme related to feeling unsafe in 2024 (10%), these concerns appear to have stabilized at around 10-11% from 2020 to 2024.

Comments related to discrimination or harassment (including uncomfortable encounters and interactions) showed a steady decline between 2020 (5%) and 2021 (2%) but returned to 2019 levels (7%) in the 2022 and 2024 surveys.

A theme that emerged in the 2020 survey, gun threats and gun violence (now included in “Other” in Figure 6), was not observed among respondent comments in the 2021, 2022, or 2024, surveys. However, several respondents (2%) reported that they felt unsafe on campus specifically due to recent instances involving BB guns. These responses were also included in “Other” in Figure 6.

Other emerging themes in the new survey included feeling unsafe due to rumors (2%) and break-ins to cars and buildings (4%). This is likely due to several break-ins occurring on campus less than two weeks before the 2024 survey opened.

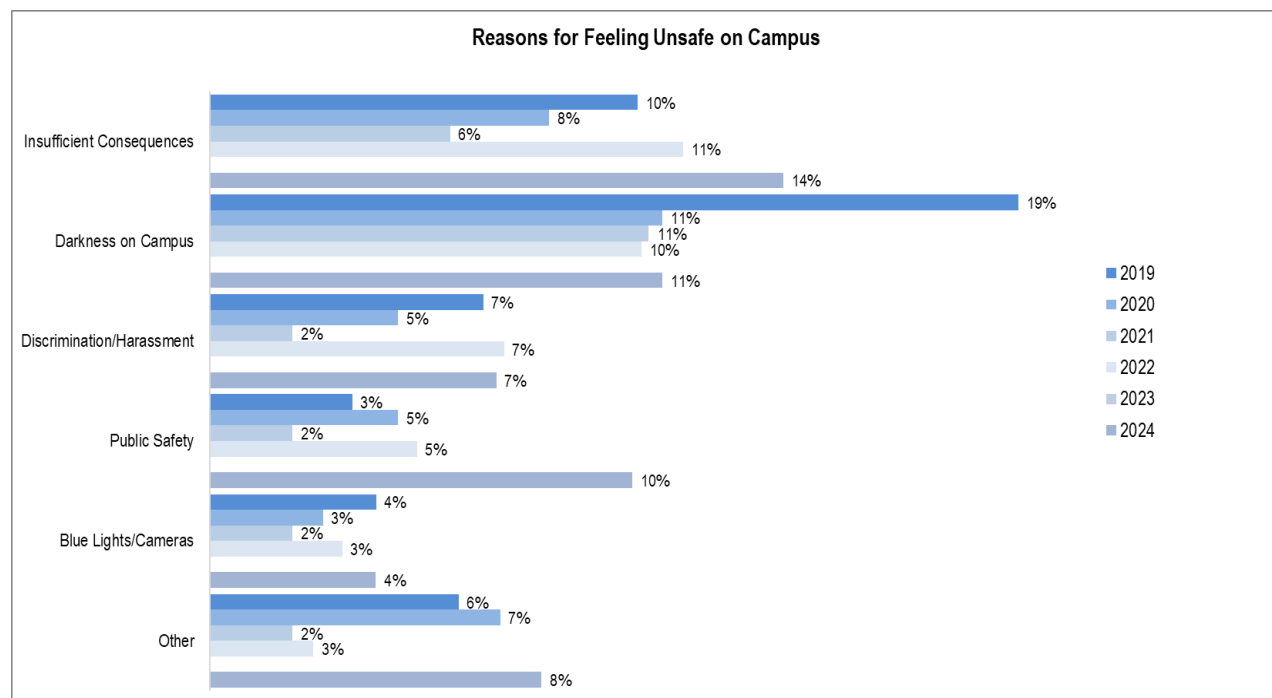


Figure 6: Reasons for Feeling Unsafe on Campus

*“The college’s lack of action in multiple sexual assault cases makes me feel unsafe. If something happens to me (which it has), and I seek help from the title 9 office (which I have), the perpetrator will not receive punishment (which they haven’t).”*

**Ex. 3: Response coded as “insufficient consequences”**

*“We must install more lights and maintain the ones we have promptly. Having these lights would make a difference when walking on afternoons and evenings.”*

**Ex. 4: Response coded as “darkness on campus”**

## Hotspot Mapping

Hotspot mapping was first introduced in the 2021 survey. Respondents were shown maps of North Campus and South Campus, as shown in Figures 7 and 8 and asked to click on one or more pre-selected areas of campus where they felt unsafe as it relates to sexual violence (Q9, Q11). These areas are shown by colored shapes in Figure 7 and 8. During the live survey administration, the areas were outlined in black, and the colors were not visible. The text labels shown were included to help orient respondents to the map with the following instructions: “A few key areas are labeled for your reference, but you can select any area(s) with a black outline.” For each area that respondents selected, they were asked to elaborate on their reasons why that specific area makes them feel unsafe.



*Figure 7: North Campus Graphic*



*Figure 8: South Campus Graphic*

The results map in Figure 9 (North and South Campus combined) highlights the most selected areas in the hotspot mapping section. QA Woods was the most selected area, accounting for 17% of responses. This was followed by North Woods, Townhouse Green, and Route 5, which respectively account for 15%, 10%, and 10%, of responses. Receiving between 3-8% of responses were Church Point, Dorchester Hall, Waring Commons, Admission Field, Waterfront, and Historic St. Mary's. Areas that were selected by less than 3% of respondents are not highlighted.



Figure 9: Hotspot Map (2024)

Nine unique themes were identified from the additional comments provided by respondents on why their selected areas of campus make them feel unsafe (Q10a-t, Q12a-l).

The chart in Figure 10 shows a blue-to-red (low-to-high) gradient for the eight most common themes and displays the number of comments related to each theme for several frequently selected campus areas. Clearly, students have different reasons for perceiving various areas of campus as unsafe. Areas such as North Woods, QA Woods, the Guam parking lot, and Church Point, feel unsafe because they are dark and isolated. Comments coded “other” were most frequent for QA Woods and North Woods, with these responses commonly mentioning inadequate or dangerous paths and difficulty with navigation.

On the other hand, areas such as the Townhouses, Lewis Quad, and Dorchester Hall, feel unsafe because of social pressures and people, including concerns such as alcohol or drug consumption, partying, and peer pressure.

	Dark	Isolated	People	Social	Other	Access	Traffic	Catcall
QA Woods	29	14	4	0	7	2	1	0
North Woods	16	21	12	4	6	0	0	0
Guam- Lot T	10	17	2	0	1	2	2	0
Church Point	9	10	1	4	0	1	0	0
Route 5	9	1	1	0	0	5	11	8
Dorchester Hall	5	0	4	4	0	0	0	0
Townhouse Green	4	2	1	15	0	1	0	1
Lewis Quad	2	2	9	6	0	1	0	0

*Figure 10: Hotspot Table (2024)*

Route 5, another commonly selected area on the hot spot map section, had quite different comment themes compared to the other parts of campus. Not surprisingly, traffic was a leading theme with respondents citing vehicle speeds and failure to yield to pedestrians as some of the causes for concern. Respondents also expressed worry about the ease of access to campus by strangers coming off Route 5 and the darkness of the road. Aside from traffic, campus access, and darkness, 32% of the participants providing comments detailing their view of Route 5 as an unsafe area shared their experiences with catcalling along this corridor. Comments described incidents of being followed or yelled at by passersby. This is down from 61% in 2022, potentially due to the addition of the new walk path by Route 5.

Overall, responses to the hotspot mapping are mostly comparable to the 2022 survey. Compared to 2022, a greater percentage of participants selected North Woods and QA Woods. Three locations highlighted in the 2022 survey (Jamie Roberts Stadium, Lot Z, and PG Hall) were selected by fewer participants and fell below the threshold to be highlighted on the 2024 summary map.

## Conclusions

Perceptions of campus culture, which have always been generally positive, saw a noticeable decrease in 2022 after three years of a general upward trend in these perceptions. Perceptions of campus culture in the 2024 survey were comparable to the perceptions reported in 2022.

There remain small gaps between men, women and non-binary students regarding safety and there do not appear to be differences based on racial identity. As in 2022, the lower ratings reported on several measures by non-binary students may warrant further attention. Unlike the 2024 survey, seniors reported comparably higher scores across all measures with the exception of “I am happy to be at this college”, which matched first year students’ perceptions. While sophomores and juniors generally reported lower levels of agreements, all students continue to report feeling strongly valued in the classroom or learning environment.



The addition of the hotspot mapping section to the 2021 survey has provided additional insight to the places and reasons that students may feel unsafe on campus. Responses to the hotspot mapping in 2024 continues to reinforce information gathered from previous analysis, such as concern for dark and isolated areas on the campus. Harassment experienced by some respondents along Route 5 continues to be reported, but the number of respondents reporting this harassment was cut in half between 2022 and 2024. This is potentially due to the addition of the newly installed walking path and lights by Route 5 in 2023.

#### 4. Faculty, Staff, and Administrators

Survey participants were asked about their agreement with statements regarding three employee groups on campus: faculty, staff, and administrators. In response to a comment on the 2019 survey regarding confusion about these groups, definitions (examples) of “faculty”, “staff”, and “administrators” were included beginning in 2020. Specifically, faculty were defined as “e.g., your professors and course instructors”; staff were defined as “e.g., employees in Financial Aid, Physical Plant, Residence Life, Wellness Center, etc.”; and administrators were defined as “e.g. Dean of Students, President's Office, Provost, and Vice-Presidents”.

Figures 11-13 reflect the percentage of responses that agreed or strongly agreed with each statement. Generally, faculty received the highest ratings and administrators received the lowest. Up until the 2022 survey, ratings on all statements, for all groups, had either risen or remained steady for the past three years, with many ratings of administrators rising substantially (e.g. perception of fair treatment by administrators rose from 44% in 2019 to 61% in 2021). However, participant responses to the 2022 survey showed a reversal across all statements for all groups. Encouragingly, ratings on all statements for the 2024 survey, except for “Faculty at this school treat students fairly” (which decreased from 84% in 2022 to 83% in 2024) and “Staff are genuinely concerned about my welfare (steady at 83% from 2022 to 2024)- have increased.

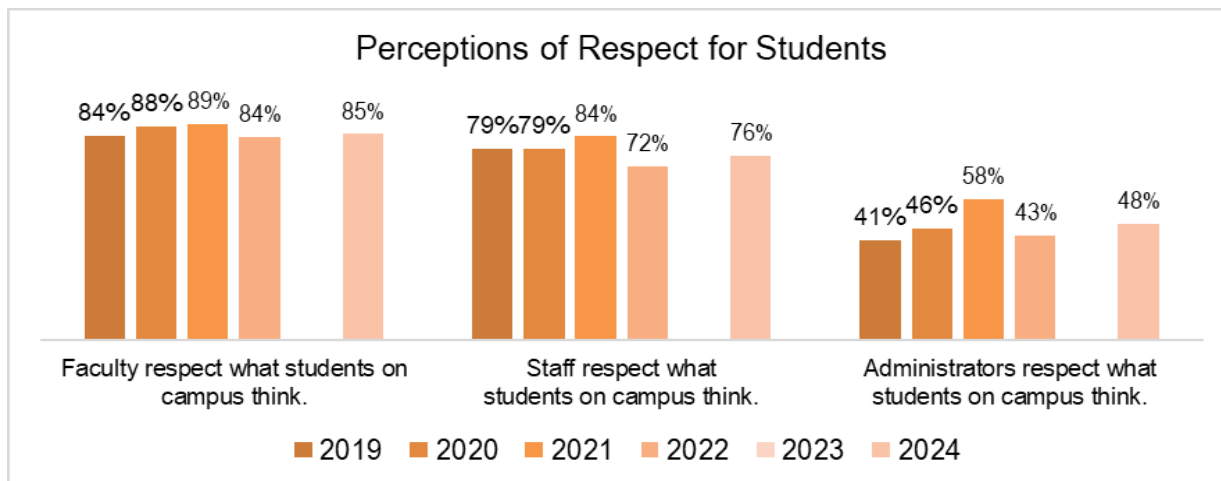
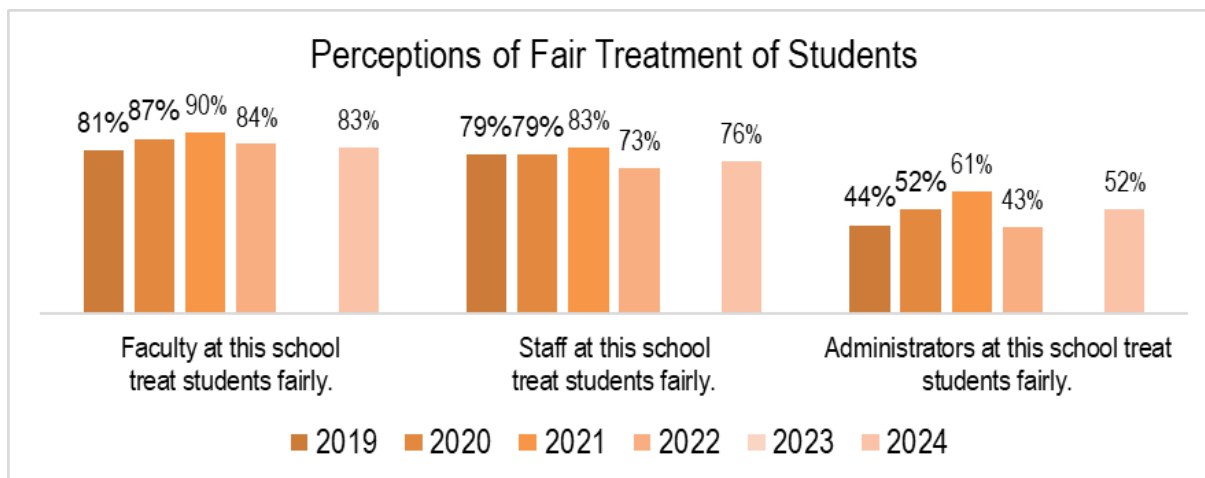
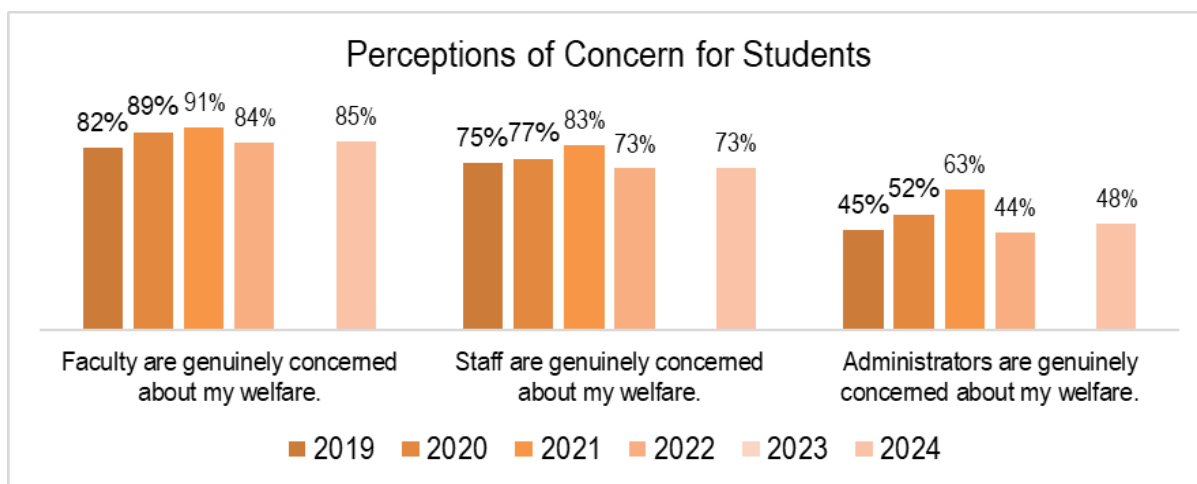


Figure 11: Perceptions of Respect for Students



*Figure 12: Perceptions of Fair Treatment of Students*



*Figure 13: Perceptions of Concern for Students*

### **Comments about Faculty, Staff, and Administrators**

A total of 79 participants shared comments related to their views on faculty (Q14), 63 participants shared comments related to staff (Q16), and 68 participants shared comments related to administrators (Q18). While many of these comments were not particularly substantive (e.g., “They are good”), several themes emerged.

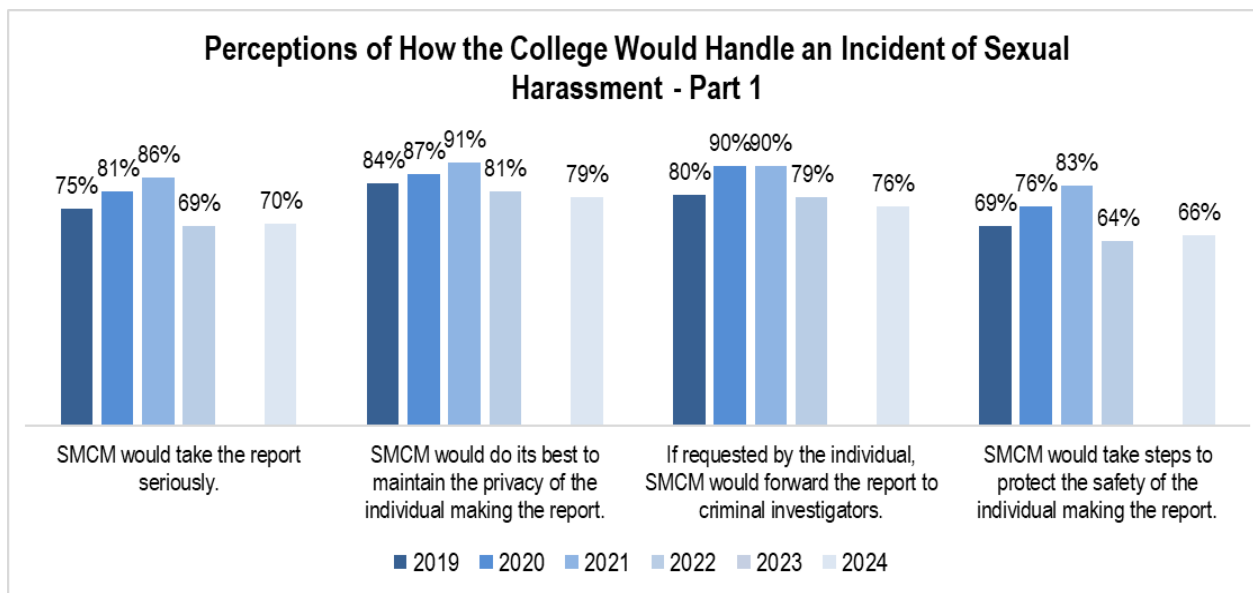
Most themes identified in participant responses about faculty and staff were positive, with participants commonly characterizing these persons as caring/helpful. Themes related to administrators were primarily negative, with administrators being characterized as resistant and unresponsive (22%), more concerned with money than students (16%), and uncaring (16%). Fifteen responses (22%), noted that they had not had enough contact with administrators to provide a full answer to the question, a decrease from 20% in 2021 and 27% in 2020, but an increase from 13% in 2022.

## Conclusions

Participant responses reflect an overall positive view of the faculty compared to staff and administration. Following steady improvements between 2019-2021, views towards all groups declined in 2022, most dramatically for administration. Participants' view of staff had hit a five-year low point across all three questions in 2022 and remained relatively unchanged in 2024.

## 5. Perceptions of How the College Would Handle an Incident

Participants were asked to indicate their agreement with statements about the likelihood of a given scenario if an individual reported an incident of sexual harassment (e.g., sexual assault, dating violence, stalking) to the College (Q19.1-7). Prior to 2021, language on questions in this section referred to “sexual misconduct” rather than sexual harassment. Figures 14 and 15 show the percentage of participants who felt the given scenario was likely or very likely. In 2024 there was an increase in agreement in areas pertaining to seriousness and safety, whereas there was a slight decline from 2022 to 2024 in perceptions of the College maintaining the privacy of the individual marking the report, supporting the individual making the report, forwarding reports to criminal investigators, taking action to address factors that may have led to sexual harassment, and handling the report fairly. Responses to these statements on the 2024 survey declined since reaching a high point in 2021.



*Figure 14: Perceptions of How the College Would Handle an Incident of Sexual Harassment - Part I*



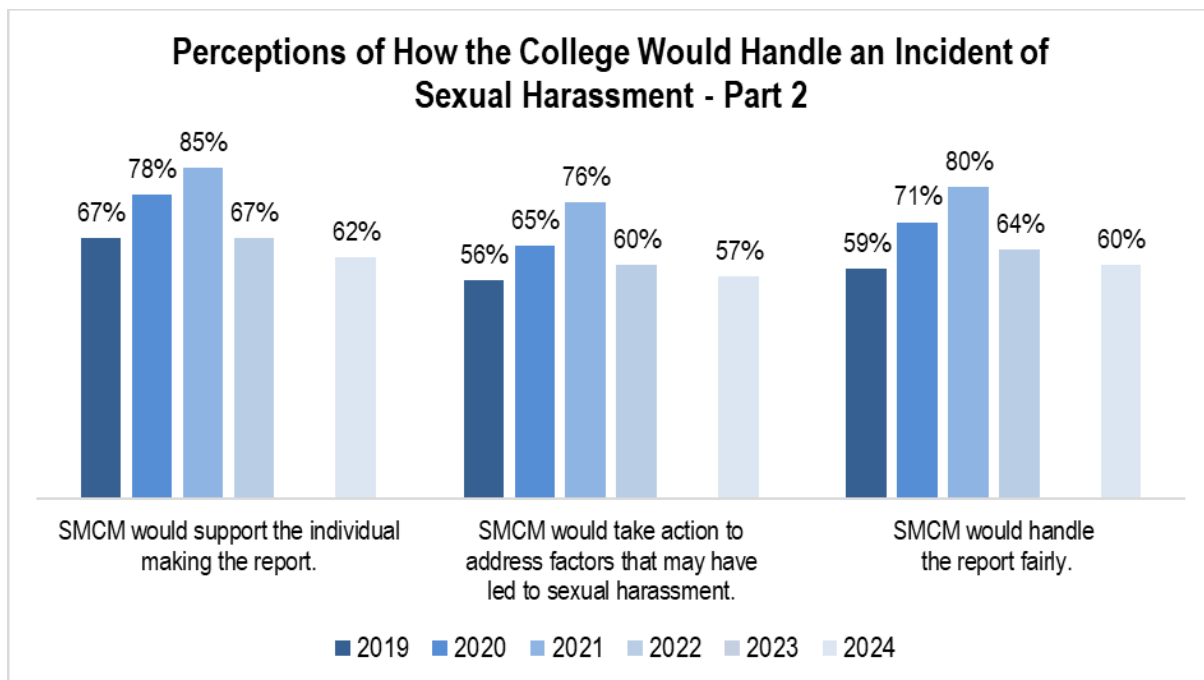


Figure 15: Perceptions of How the College Would Handle an Incident of Sexual Harassment - Part 2

### Comments about Title IX

A total of 53 participants provided open comments regarding the Title IX system at the College (Q20). These comments provided additional information and were coded into 10 themes (some comments were coded with multiple themes). The most frequent theme among the comments, expressed by 37 participants (70%), was concern about there being insufficient consequences for offenders, alleged perpetrators being able to remain on campus and/or remaining in proximity to victims on campus.

*“Why are there so many people with multiple title IX’s? Ones who we have to hear about from other students because no one tells us. Victims should stay private, but perpetrators should not. Especially since not knowing can cause more victims. It’s unsafe.”*

**Ex. 5: Response coded as “consequences”, “T9bad”, “unfair”, “unsafe”**

Positive sentiment regarding the Title IX office and/or process has continued to decline. Eight participants (15%) shared a positive comment regarding the office and/or process, up 1% from 2022, but down from 24% in 2021 and 34% in 2020. Sixteen participants (30%) felt unsafe due to a perceived lack of action from Title IX. Sixteen participants (30%) felt that Title IX cases were not handled well.

## Conclusions

Participant perceptions have declined in some scenarios with an increase in others, returning to a level comparable to what was seen in surveys prior to 2020. All frequencies of “likely or very likely” remain over 50%, but most item means have fallen below 4 (“agree”).

## 6. Perceptions of How People Would React to Someone Reporting an Incident

Participants were asked to indicate their agreement with three statements about the likelihood of a given scenario if an individual reported an incident of sexual harassment (previously referred to as “sexual misconduct”) to the College (Q21.1-3). Figure 16 shows the percentage of participants who felt that a scenario was likely or very likely. Perception of support from other students increased to its highest point in six years (85%) in the 2021 survey but this has dropped to 73% in 2024, down 5% from 2022 (a similar level to the 2019 and 2020 surveys). Perceptions of negative reactions (retaliation, accusations of lying) have increased by 11% and 2% in 2024 from 2022. While perceptions of the likelihood of accusations of lying have steadily increased from the all-time low of 8% in 2020, 2024 levels (11%) are still below 2019 levels (13%). Perceptions of the likelihood of retaliation reached an all-time low of 21% in 2020 but increased slightly between 2021 and 2022 (worsening to 35% in 2024). This is similar to the percentage reported pre-pandemic in 2019 (32%).

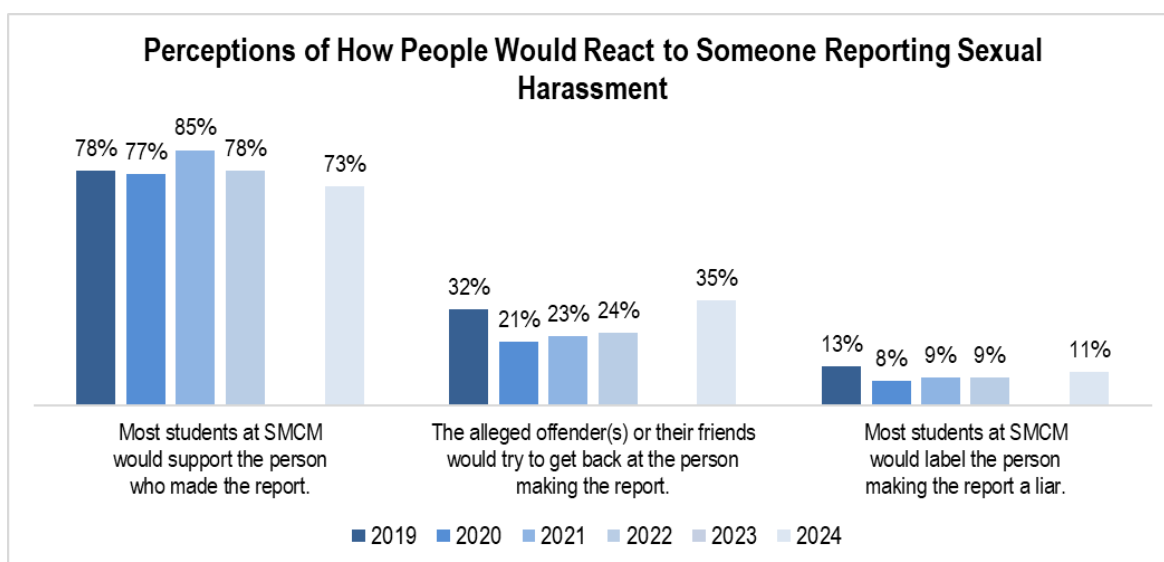


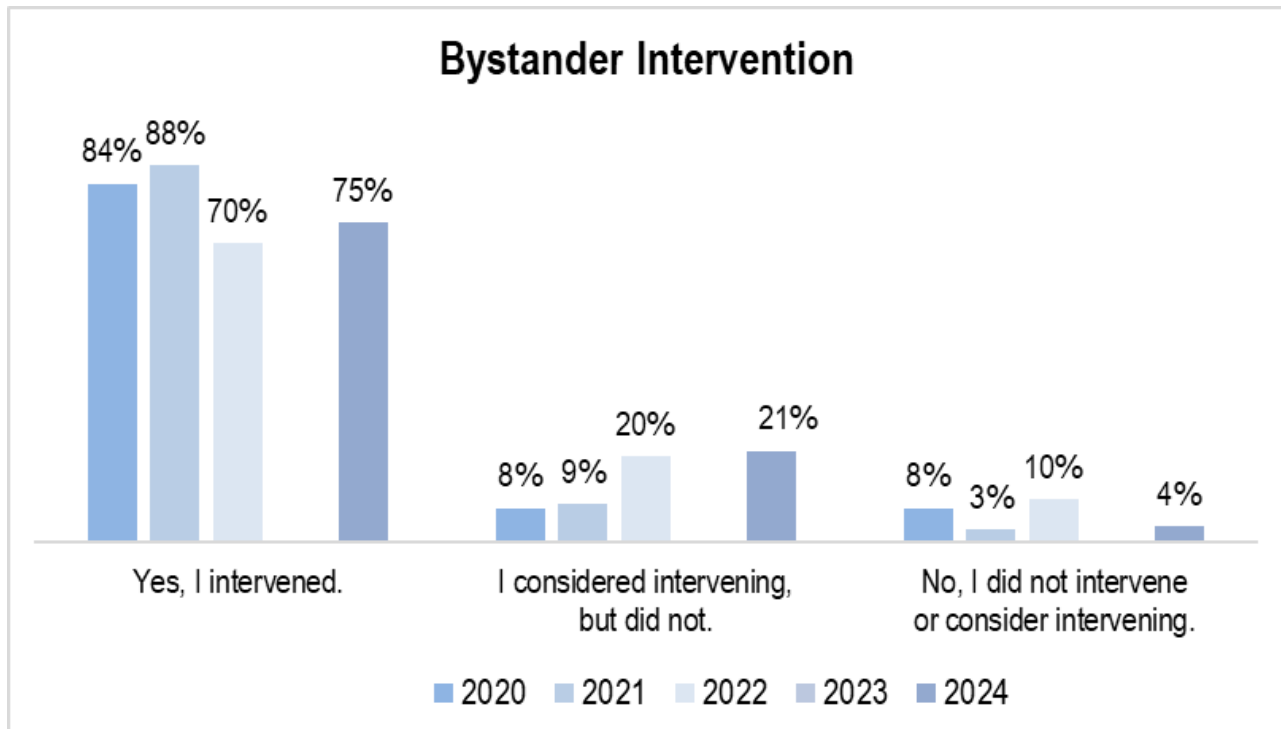
Figure 16: Perceptions of How People Would React to Someone Reporting Sexual Harassment

## Bystander Intervention

Survey participants were asked if they have ever observed a situation at the College that they believed to be sexual assault or sexual violence (Q35). Of the 300 students who answered, 30 (10%) stated yes and 36 (12%) stated that they had suspicion that they may have witnessed such

a situation but were unsure. Participants who answered “Yes” were asked additional questions about how they reacted in the situation.

The 30 participants who stated that they had observed an incident of sexual assault or sexual violence were asked if they intervened (Q36). As shown in Figure 17, the number of respondents indicating that they intervened in a situation increased by 5% in 2024 from 2022.



*Figure 17: Bystander Intervention*

The 21 respondents who answered “yes” were asked to select which action(s) they took (Q37.1-8); those who did not intervene were asked to select the reason(s) they did not (Q38.1-5). Of the respondents who answered “no” but then provided comments demonstrating intention to intervene, they were calculated as “I considered intervening, but did not.” A summary of intervention strategies used by participants in 2024, 2022, 2021, and 2020 is shown in Figures 18 and 19.

Two additional strategies were added as response choices in 2021, focused on actions after the incident. A summary of those additional strategies used by participants in 2024 is shown in Figures 18 and 9.

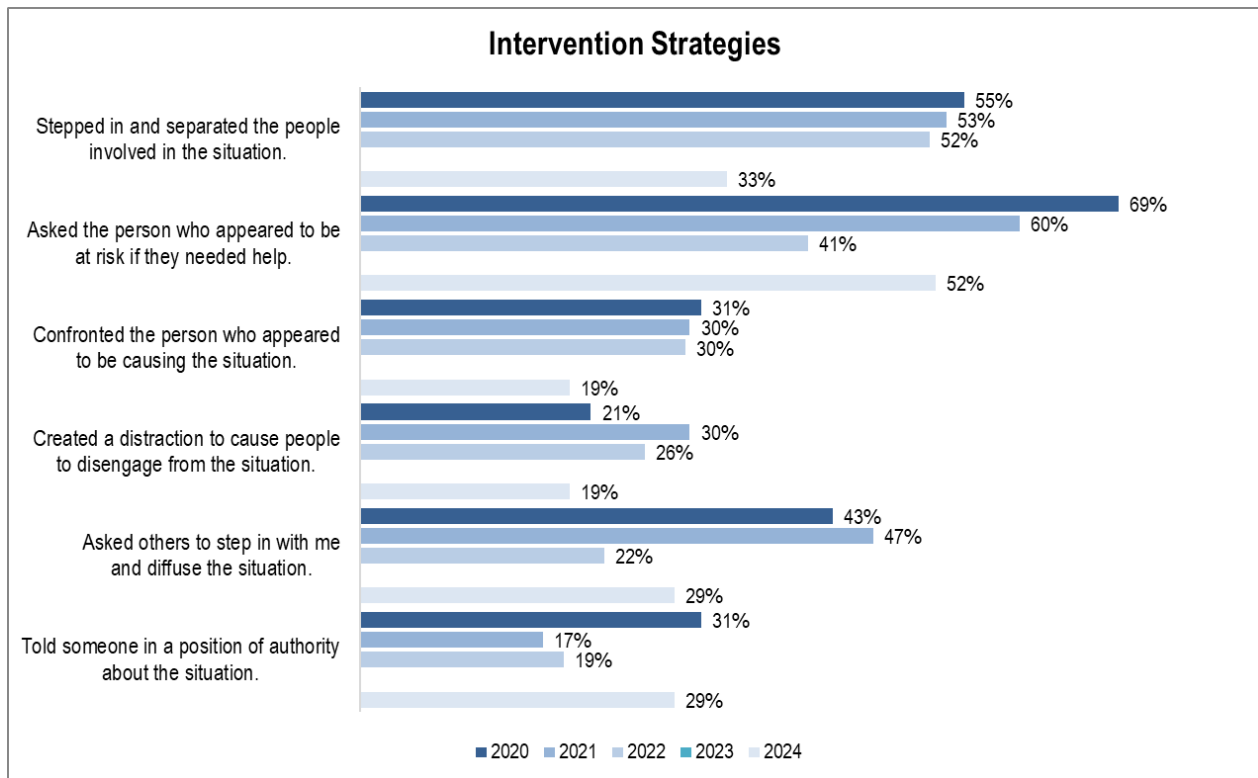


Figure 18: Intervention Strategies

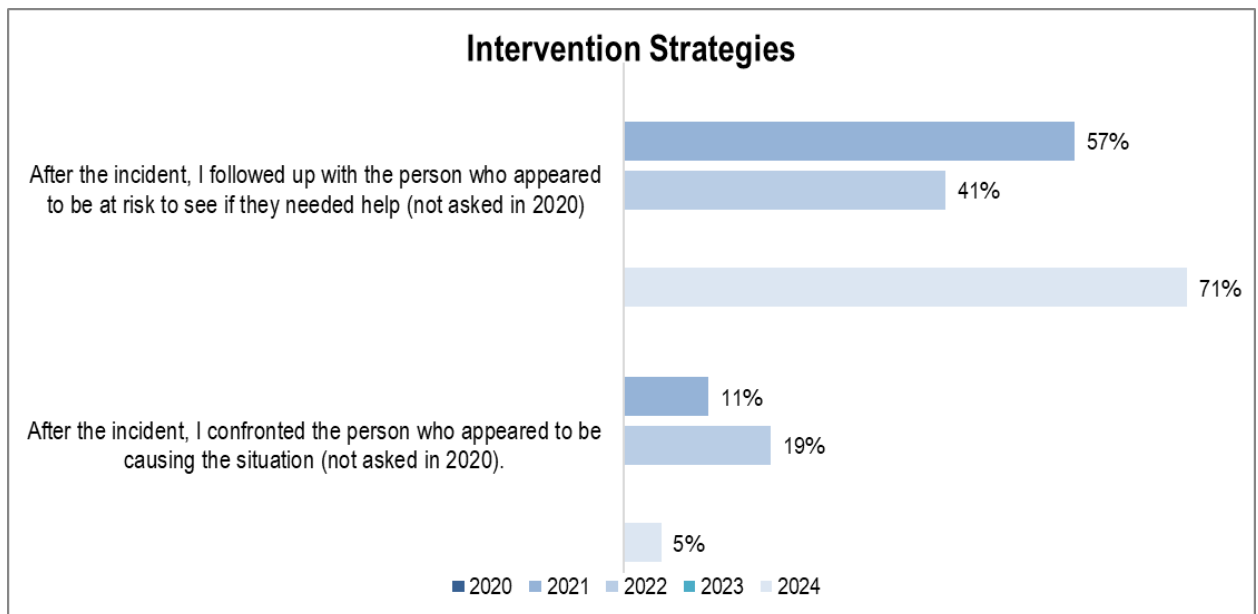


Figure 19: Intervention Strategies (continued)

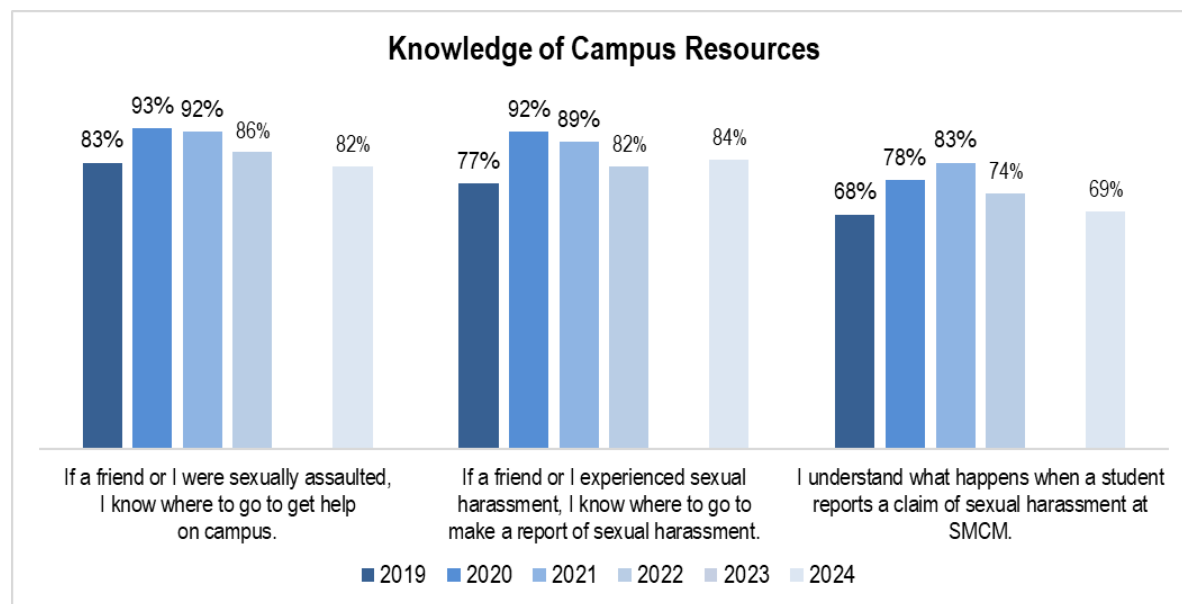
## Conclusions

Participants positive perceptions of the supportiveness of other students at the College remained relatively unchanged between 2019 and 2024.

Most survey participants did not report witnessing sexual assault or sexual violence at the College, but among those who did, the majority intervened after the incident, by following up with the person who appeared to be at risk to see if they needed help, and during the incident by asking the person at risk if they needed help. However, there continues to be a decline in the percentage of participants intervening in a situation, maintaining a low point for the five years that the bystander intervention question has been included on the survey.

## 7. Knowledge of Campus Resources

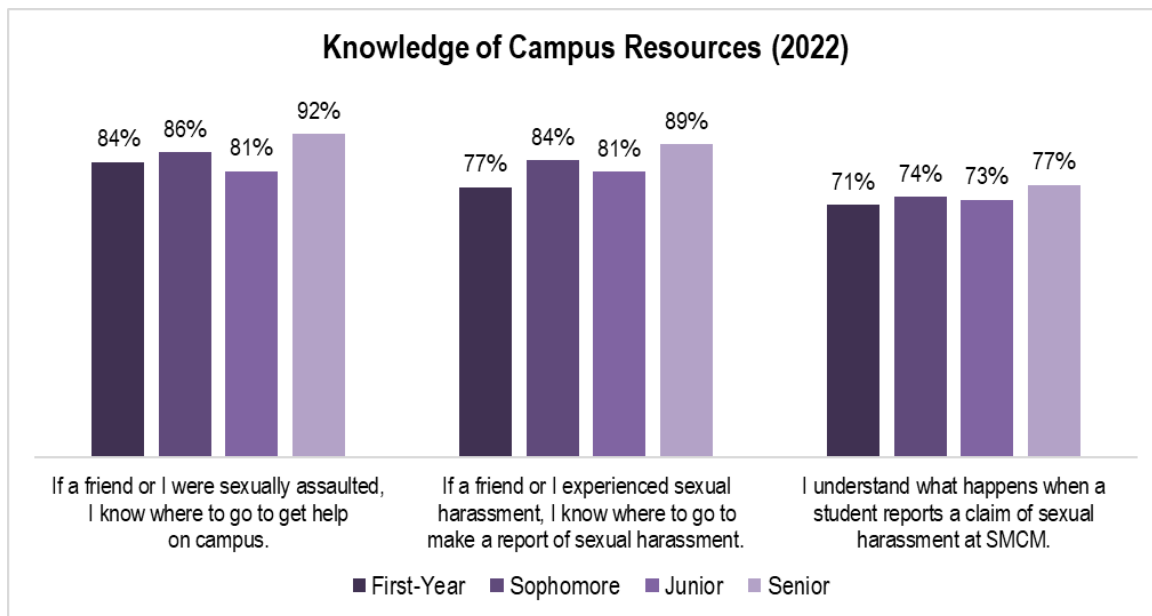
Survey participants were asked three questions about their knowledge of campus resources related to sexual harassment (previously referred to as “sexual misconduct”) (Q22.1-3). Figure 20 show the percentage of participants stating that they agreed or strongly agreed with the provided statement. Knowledge of campus resources have generally declined since 2020, the largest decline being in understanding what happens when a student reports a claim of sexual harassment at SMCM (69% in 2024 versus 78% in 2020).



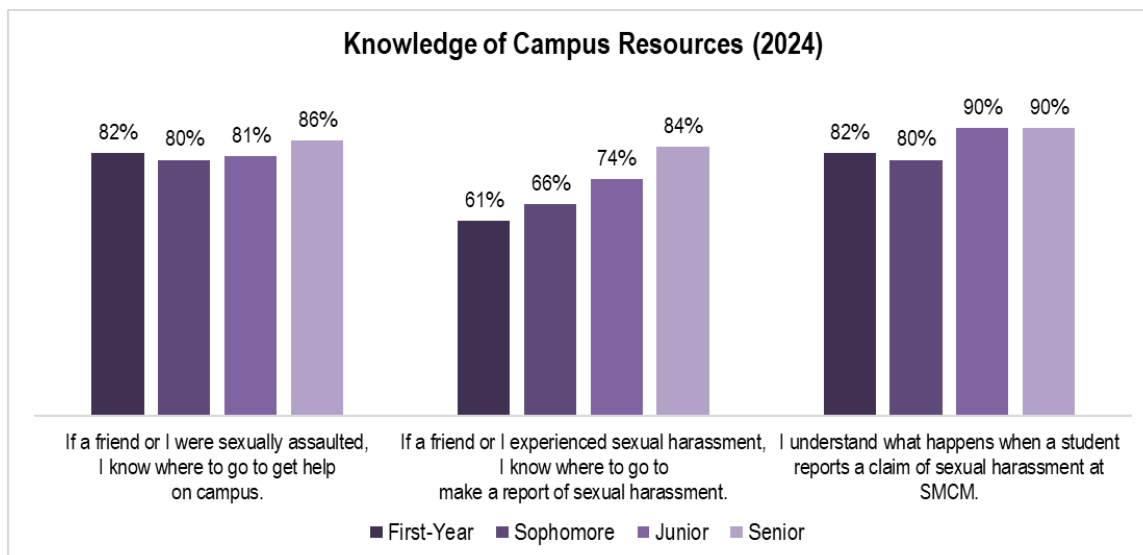
*Figure 20: Knowledge of Campus Resources*

Further examination of knowledge of campus resources on the 2024 survey as shown in Figure 22, revealed that the gap in knowledge rates between first years and upperclassmen has slightly decreased. In both “If a friend or I were sexually assaulted, I know where to go to get help on campus,” and “I understand what happens when a student reports a claim of sexual harassment at SMCM,” which showed a 2% increase at 82% in knowledge in first years in comparison to

Sophomores at 80%. The latter category, “If a friend or I experienced sexual harassment, I know where to go to make a report of sexual harassment” maintained a similar trend to previous years with first years ranking the lowest for knowledge. Additionally, when comparing between 2024 and 2022, there was a general decline in knowledge across class standing, the biggest being observed in “If a friend or I experienced sexual harassment, I know where to go to make a report of sexual harassment.” This decline suggests a need for continued efforts to educate students about campus resources.



*Figure 21: Knowledge of Campus Resources (2022)*



*Figure 22: Knowledge of Campus Resources (2024)*

Survey participants were also asked about their knowledge and understanding of campus policies relating to sexual harassment. Over 80% of participants answered that they knew where to find the College’s Policy Against Sexual Harassment and 74% reported that they had read this policy (Q4, 5, 6). The response for having read the policy is similar to responses from the 2022 survey (76%). On the clarity of the policy, 75% of participants (78% in 2022) responded that it was very clear or somewhat clear, 2% (3% in 2022) said it was not clear, and 22% (19% in 2022) indicated they did not have enough knowledge to say.

## Conclusions

Measures in this section have declined compared to the 2022 survey. Overall students remain mostly aware of resources and where to find them, however it seems evident from the 2024 survey that a gap is maintained in how comprehensive this awareness is. Increased emphasis on making resources known to first-year students while continuing to educate the upperclassmen is likely to be productive.

## 8. Incidence of Sexual Harassment

The survey asked participants about their own experiences with incidences of sexual assault or sexual violence (which may include sexual assault, stalking, and relationship violence). A total of 302 responses (Q25) were recorded, with 12 students (4%) declining to answer the question “Prefer not to say”).

Of the 290 survey participants answering questions in this section, 28 participants (17%) indicated that they had experienced these forms of sexual harassment since coming to the College. This is the same percentage reported in 2022 and an increase from the all-time low incidence rate reported in 2021 (12%), but still lower than the 2019 (20%) and 2020 (22%) rates.

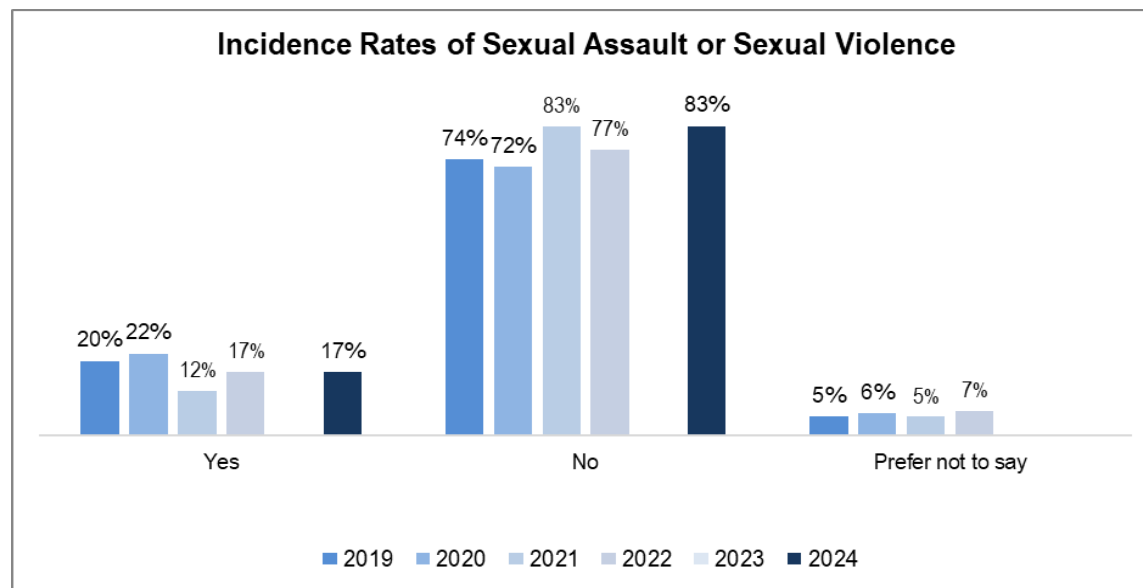
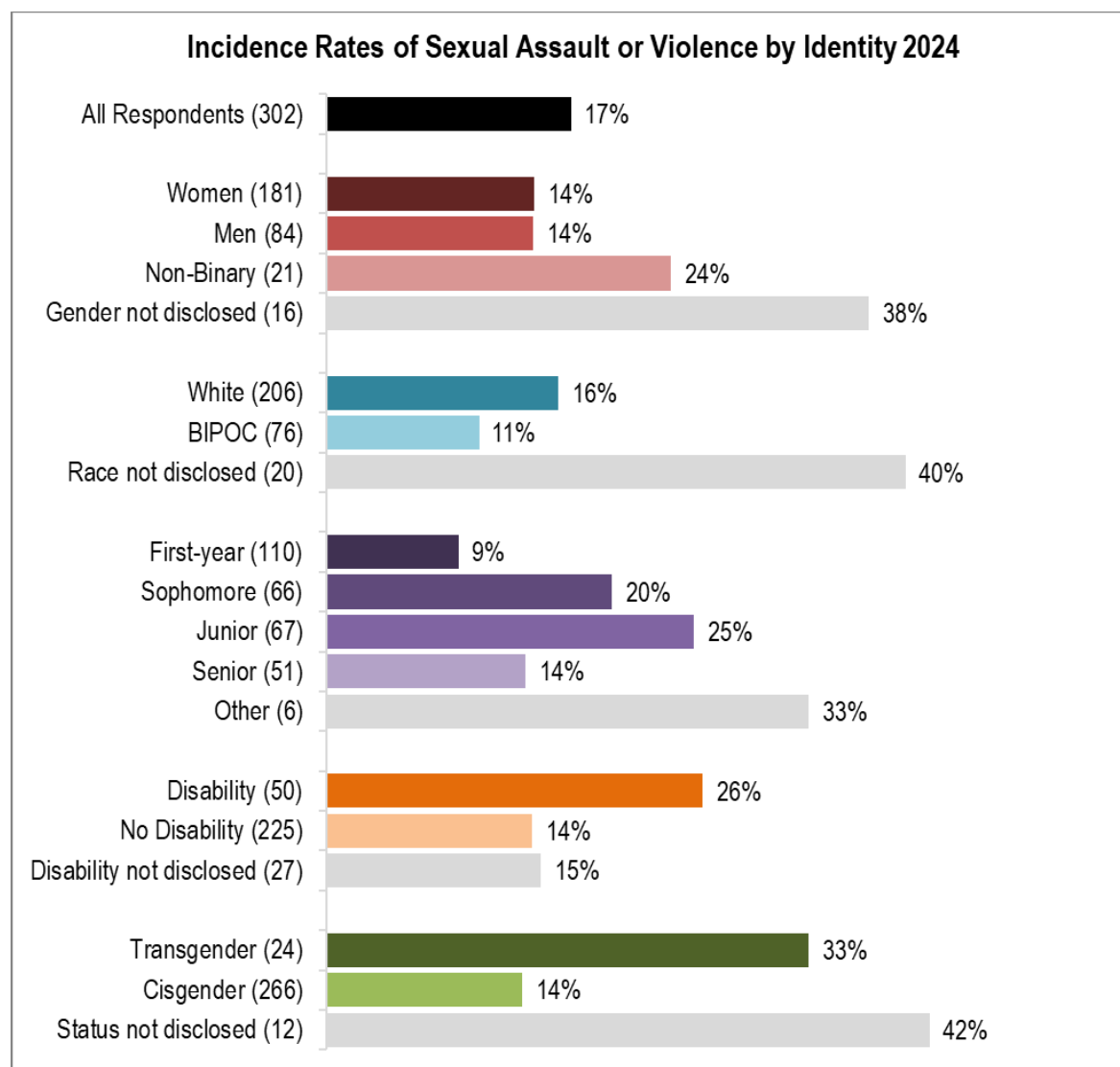


Figure 23: Incidence Rates of Sexual Assault or Sexual Violence

The incidence rates of sexual assault or violence were also examined among the various demographic subgroups, as self-disclosed by survey respondents. In contrast with the 2022 survey, BIPOC students reported a lower incidence rate than white students (11% vs. 16%). While women reported an incidence nearly double that of men in the 2022 survey, both men and women reported the same incidence rate in 2024 (14%).

For all demographic categories except class standing, “Prefer not to say” was an identity option; note that students who chose not to disclose their gender, race, or trans/cis status, or class standing reported the highest incidence rates. Although these numbers are small, they suggest that some students who experienced sexual assault or violence remain concerned about privacy, even within the anonymity guaranteed by this survey. See the Appendix for depictions of these identity-based incidence rates over the past four years that this survey was offered.

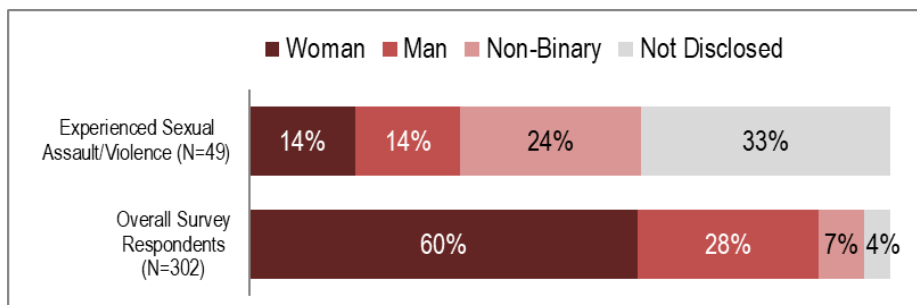


*Figure 24: Incidence Rates of Sexual Assault or Violence by Identity (2024)*

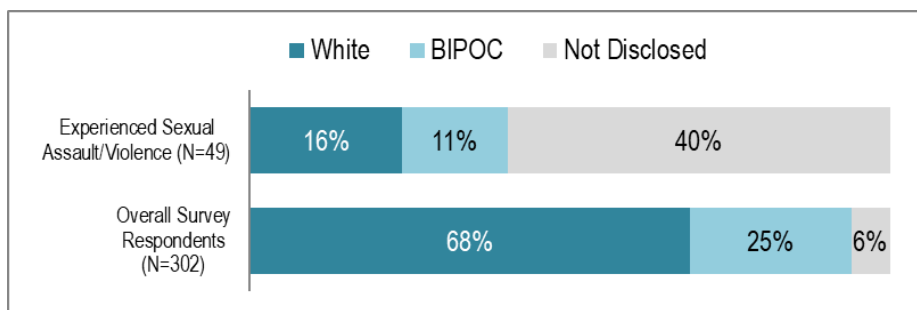


The demographic distribution among respondents reporting incidents of sexual assault or violence was also examined. The percentages of those reporting incidents with who identify as non-binary, those with disabilities, and those who are transgender are disproportionately higher than the associated overall profiles of these participants as can be seen in Figures 25, 28, and 29.

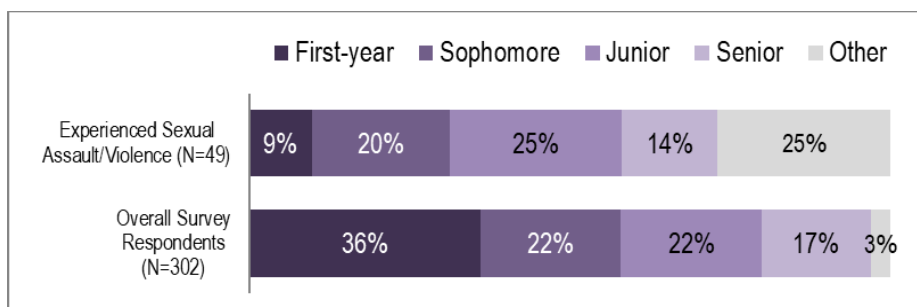
Incidents were reported least by first-year students (9%), despite this group being overrepresented in the survey population (36%). Traditionally, incidences have been disproportionately reported among older students, likely as a factor of having been in college longer. As was the case in the 2022 survey, there is a continuing, notable departure from seniors' representation in the incidence group. This could be due to this year's seniors having begun their college careers interrupted by pandemic and remote learning in the Fall of 2020.



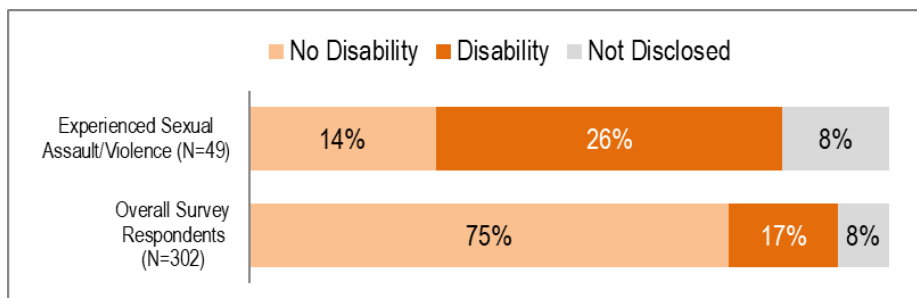
*Figure 25: Incidence of Sexual Harassment by Gender (2024)*



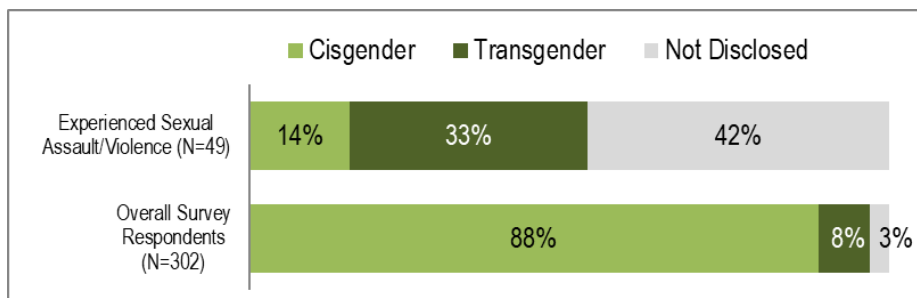
*Figure 26: Incidence of Sexual Harassment by Race (2024)*



*Figure 27: Incidence of Sexual Harassment by Class Standing (2024)*



*Figure 28: Incidence of Sexual Harassment by Disability Status (2024)*



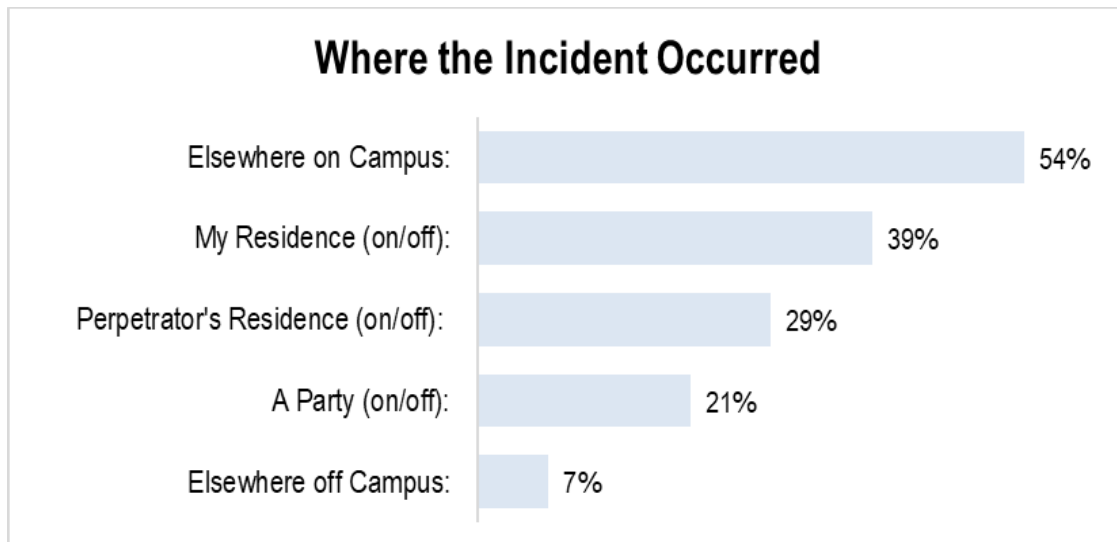
*Figure 29: Incidence of Sexual Harassment by Gender Identity (self-identified) (2024)*

## When & Where the Incident Occurred

Of the 49 participants who reported having experienced sexual harassment firsthand (Q25), 28 (57%) agreed to answer additional questions about their experience(s).

Respondents were first asked where the incidence occurred (Q27). Multiple answers were possible. Due to the low numbers of students reporting, detailed information on where the incidents occurred is not available, but broad patterns within location groups can be examined. In Figure 30, responses were grouped by overall location type, collapsed across on- or off-campus for residences and parties. Within each of these three groups, reports of on-campus locations were always higher (e.g., of the 22% of respondents shown as reporting “My residence”, 100% indicated that it was their “on-campus residence”). Grouped another way, of those reporting incidents of sexual harassment, 24 participants (86% of those responding) reported that an incident of sexual harassment occurred at an on-campus location. This represents a 12% increase from the 2022 survey.

Further contrasting with the 2022 survey, 2024 survey respondents reported a lower incident rate at on-campus parties and off-campus parties (21% vs. 33%), a lower incident rate at the perpetrator’s residence (29% vs. 41%), and a lower incident rate elsewhere off-campus (7% vs. 22%). Rates for “my residence” (on and off campus) remained relatively steady, increasing slightly from 37% in 2022 to 39% in 2024.

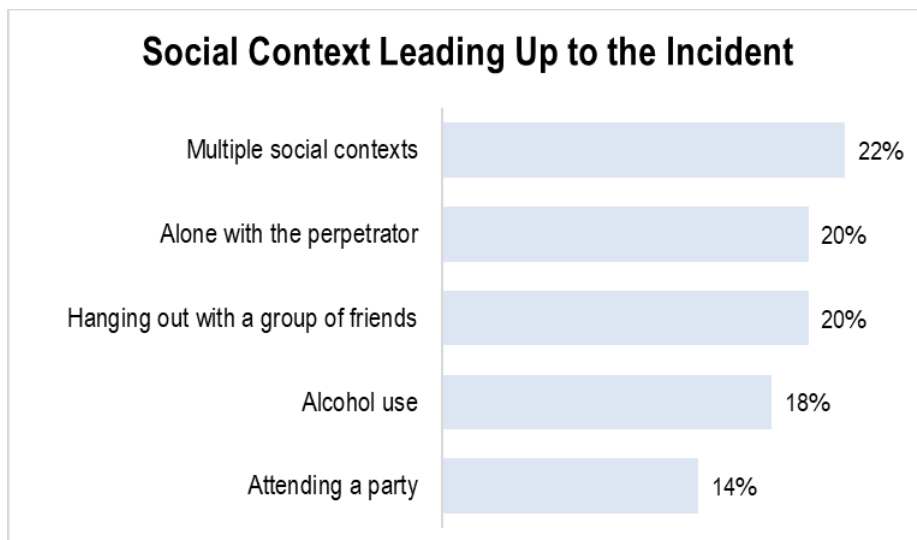


*Figure 30: Where the Incidence Occurred (2024)*

A question (Q26) first introduced in the 2022 survey asked participants how they would describe the incident that they experienced. Fourteen participants (50%) stated that they experienced non-consensual sexual touching and eight participants (29%) stated that they had experienced stalking. Six participants (21%) answered “other” for this question. Five or fewer reported incidents of non-consensual oral sex, non-consensual penetrative sex, and relationship violence.

Another new question (Q31) first introduced in 2022 asked participants to select the type of social context that led up to the incident. Eleven participants (22%) indicated that there were multiple social contexts that led up to the incident, the same percentage reported in 2022. Ten participants (20%) indicated that they were spending one-on-one time with the person who did the unwanted behavior in the time leading up to the incident, which is down from 59% in 2022. Ten respondents (20%) reported that they were hanging out with a group of friends leading up to the incident.

The next two most common social contexts were alcohol use (18%) and attending a party (14%), both down from 2022 (52% and 41%). Other social contexts selected by five or fewer participants included: being in a poorly lit environment, hanging out with a group of strangers, being in an environment by themselves, and drug use. Encouragingly, no respondents reported the incident having occurred in an educational setting or a classroom environment.



*Figure 31: Social Context Leading Up to the Incident (2024)*

Eighteen participants (72%) (Q29) stated that the sexual harassment occurred during their first year, an increase from 56% in 2022. Five or fewer reported incidents of harassment occurring in other years.

Regarding the semester of the occurrence (Q30), participants responded as follows: 13 (52%) said the incident happened in the first eight weeks of the fall semester; 8 (32%) said it happened later in the fall semester; and five or fewer stated it occurred during the spring, summer, or declined to answer. Compared to the 2022 survey, more students responded that the incident occurred within the first eight weeks of the fall semester (52% vs. 38%). The percentage of students reporting that the incident occurred later in the Fall semester remained stable (32% vs. 31%).

### **Perpetrators of the Harassment (Q28)**

Participants were asked who was involved in the unwanted behavior, checking all survey responses that applied to their situation. Many respondents indicated multiple identities.

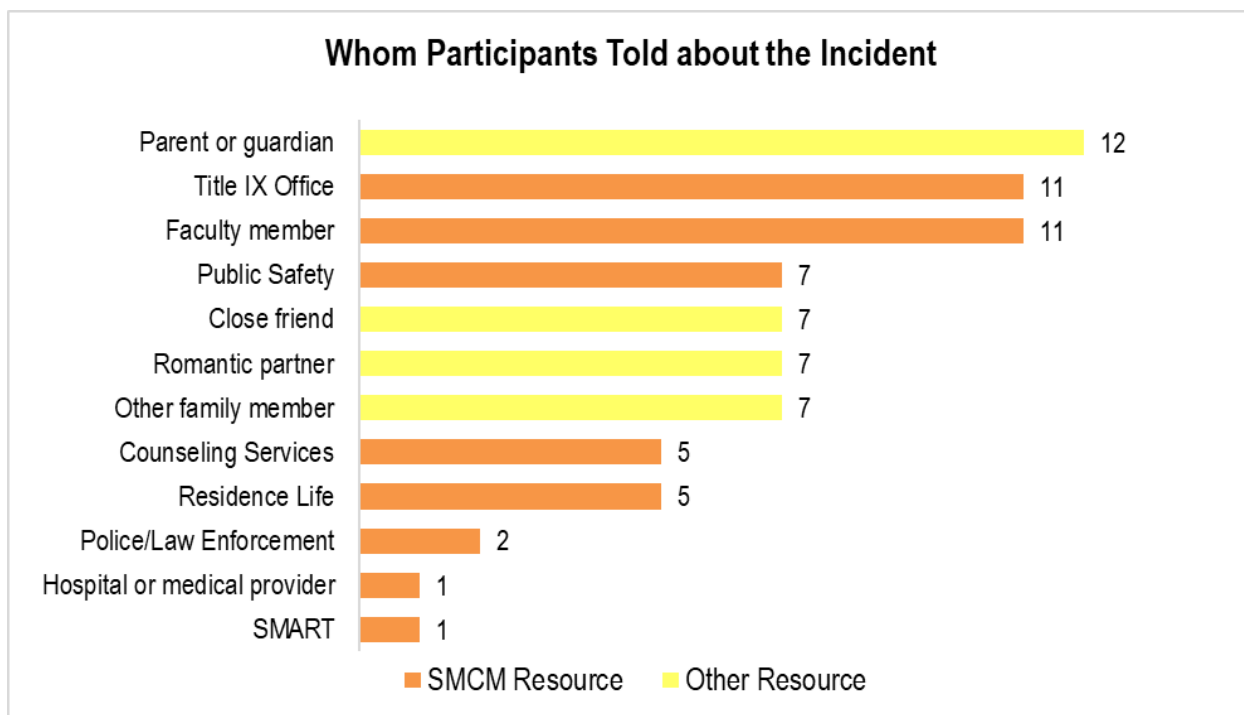
- 26 participants (88% of respondents) reported that it was a student.
- 7 participants (27% of respondents) reported that it was a stranger.
- Five participants or fewer reported each of the following: ex-romantic partner, non-romantic friend, acquaintance, casual or first date, college staff, college professor/lecturer, employee/supervisor, or other.

### **Whom Students Told about the Harassment**

Of the 25 participants answering questions about their personal experience with sexual harassment, 23 indicated that they told someone else about the incident(s) (Q32). This high percentage (92%) is encouraging given only 57% of percent of respondents reporting telling someone about their experience with sexual harassment in the 2022 survey.

Students most often told a parent or guardian, the Title IX Office, or a faculty member about the incident (Q33).

Most respondents indicated that they told more than one person. Contrasting with the 2022 survey year responses in which most respondents reported telling a close friend, a romantic partner, or counseling services, 2024 respondents most often told a parent or guardian, the Title IX Office, or a faculty member about the incident. Detailed data on whom participants told each year, from 2016 to 2022, is available upon request.



*Figure 32: Whom Participants Told about the Incident (2024)*

Participants were also asked to assess the quality of the help they received from the resources they informed about the incident (Q33). Because the majority of SMCM resources had five or fewer responses, they must be kept confidential. Of the eleven participants receiving help from the Title IX Office, only 18% indicated good or very good quality of help. This represents a continuing decline from 43% in 2022, 67% in 2021, and 78% in 2020. Due to small sample sizes it is difficult to interpret whether these changes are meaningful, but the continuing decline from 78% in 2020 to 18% in 2024 is troubling.

### **Students Who Chose Not to Report**

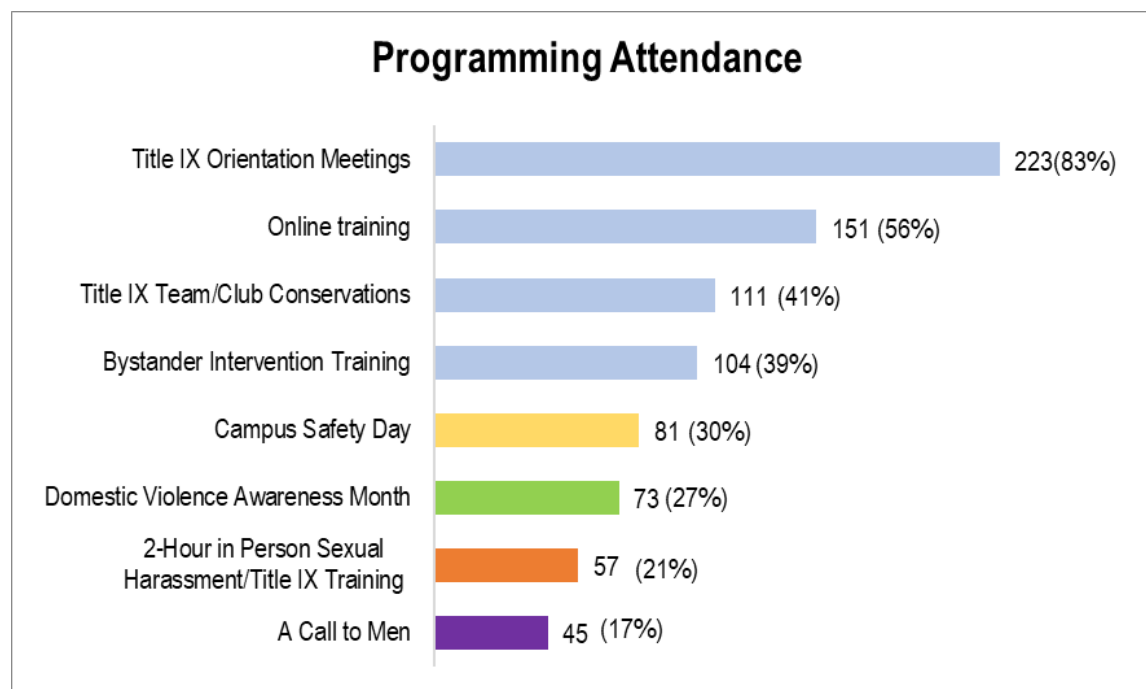
Two participants (92%) stated that they chose not to report their experience(s) of sexual assault or sexual violence (Q32). These two participants each gave different reasons for not reporting (Q34), which are not listed here due to there being five or fewer responses.

## Conclusions

Among survey participants, 17% indicated that they had experienced sexual assault or sexual violence (including sexual assault, stalking, or relationship violence) since coming to the College. While this is much lower than the pre-pandemic incidence rates and an increase from the 12% rate indicated by the 2021 survey, the percentage has remained unchanged between 2022 and 2024. The markedly lower rate in 2021 was likely related to the major reduction in the on-campus student population and events during the height of the COVID-19 pandemic, and the same percentage being reported for 2022 and 2024 indicates that this number might be stabilizing.

## 9. Title IX Programming

Students were asked which, if any, programming they had attended or participated in since arriving at SMCM (Q24). The following graph shows the number of students (and percentage of respondents) who reported attending or participating in each event. Note that Title IX Orientation Meetings and Online Training are a required component of new student programming. Domestic Violence Awareness Month, A Call to Men, and the 2-Hour in Person Sexual Harassment/Title IX Training, and Campus Safety Day events are highlighted because they were of special interest to Title IX staff, and additional analyses appear in Figure 33.



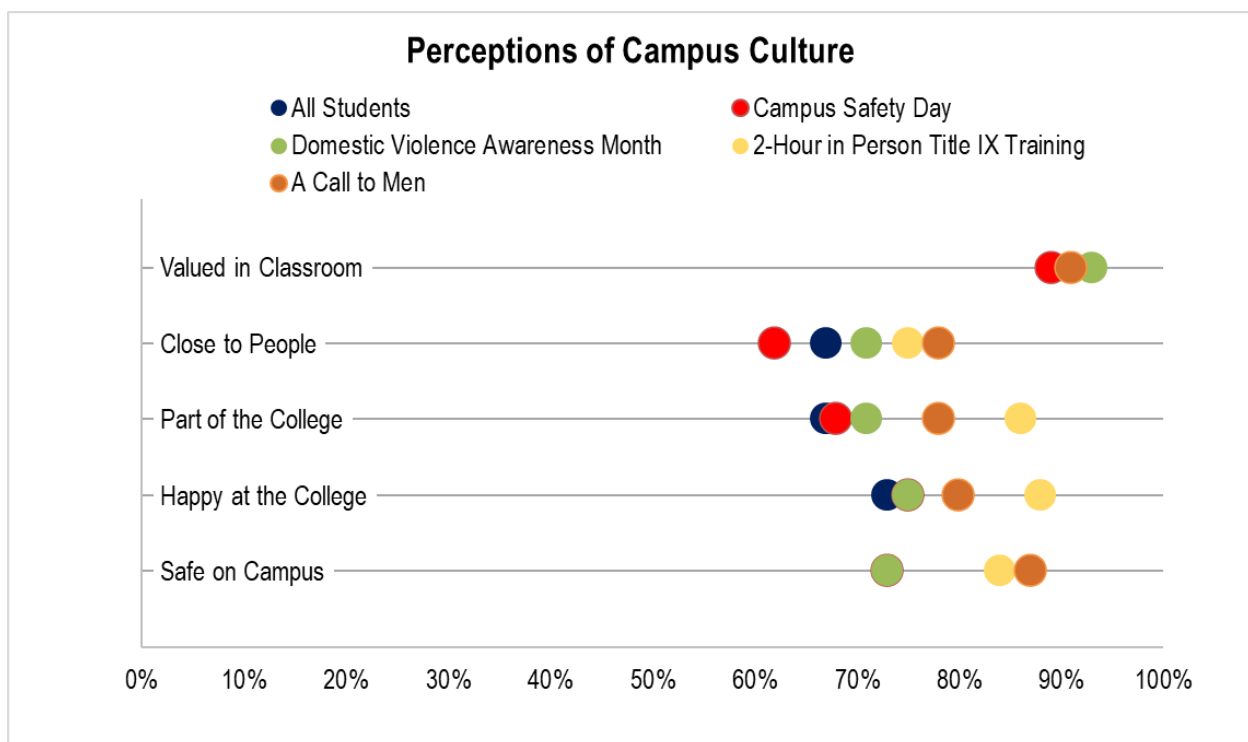
*Figure 33: Programming Attendance (2024)*

Next, perceptions of campus culture among students who reported participating in the four targeted workshops were examined (Q7 x Q24). Those who participated in the 2-Hour in Person Title IX Training and A Call to Men tracked comparably higher than all-student perceptions,

while those who attended Domestic Violence Awareness Month tracked higher for all perceptions with the exception of “I feel safe on this campus” (which was the same as all-students).

Those who participated in Campus Safety Day tracked slightly higher for feeling like they are a part of the College and area happy to be at the College but showed no difference between all-student perceptions for feeling valued in the classroom and, less encouragingly, feeling safe on campus. Students who participated in Campus Safety Day also tracked lower than all-student perceptions for “I feel close to people on this campus”.

Although no causal relationship can be inferred from these data – students who have pre-existing positive perceptions of campus climate may naturally gravitate toward such programming – these results are nonetheless encouraging, at least for two of three highlighted programs. Figure 34 shows the percentage of students who responded, “strongly agree” or “agree.” See Section 3 for the full text of each question statement.



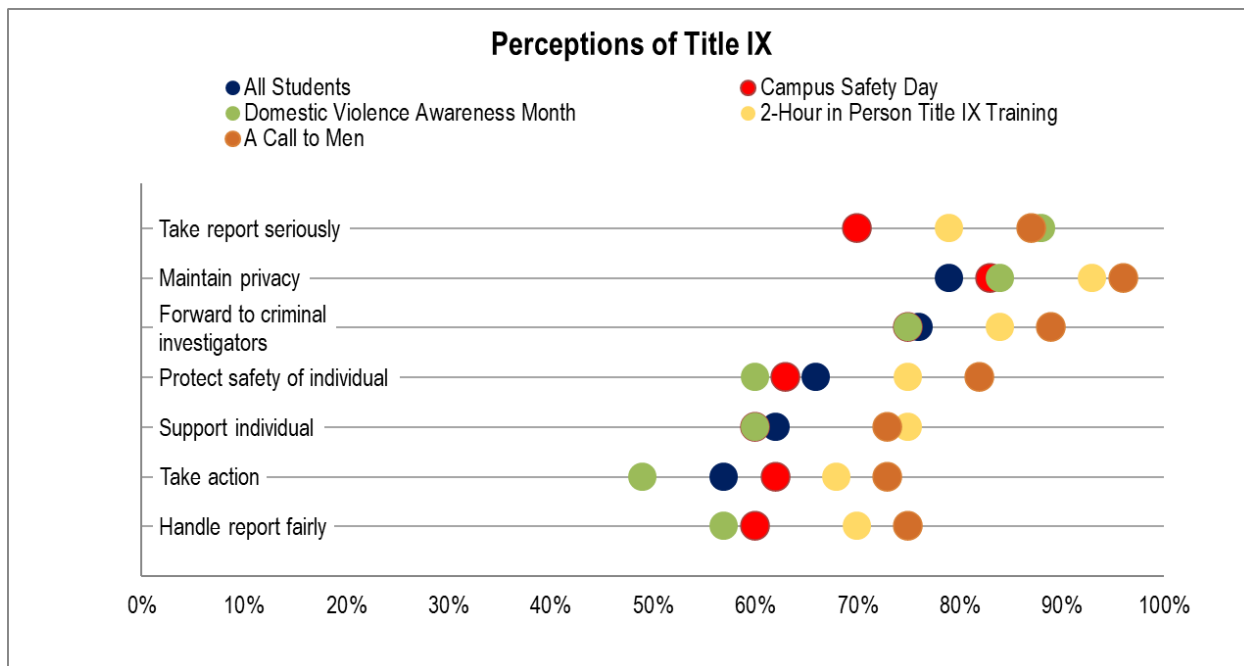
*Figure 34: Perceptions of Campus Culture (2024)*

Regarding perceptions of Title IX processes and how the college would handle an incident of sexual harassment (Q19 x Q24), Those who participated in the 2-Hour in Person Title IX Training and A Call to Men tracked comparably higher than all-student perceptions.

Those who attended Domestic Violence Awareness Month tracked notably higher for “SMCM would take the report seriously” and slightly higher for “SMCM would do its best to maintain the privacy of the individual making the report,” but tracked lower than all-students in the other 5 measures.

Those who attended Campus Safety Day tracked higher for “maintain privacy” and “SMCM would take action to address factors that may have led to sexual harassment”, but there was no change noted for “take the report seriously”, “handle report fairly”. Those attending Campus Safety Day tracked lower than all-students for “forward to criminal investigators”, “protect safety of the individual”, and “support individual”.

Again, the reader is cautioned that no causal relationships can be deduced from these data. In Figure 35, the percentages of students responding “very likely” or “likely” to each scenario are shown. See Section 5 for the full text of each question statement.

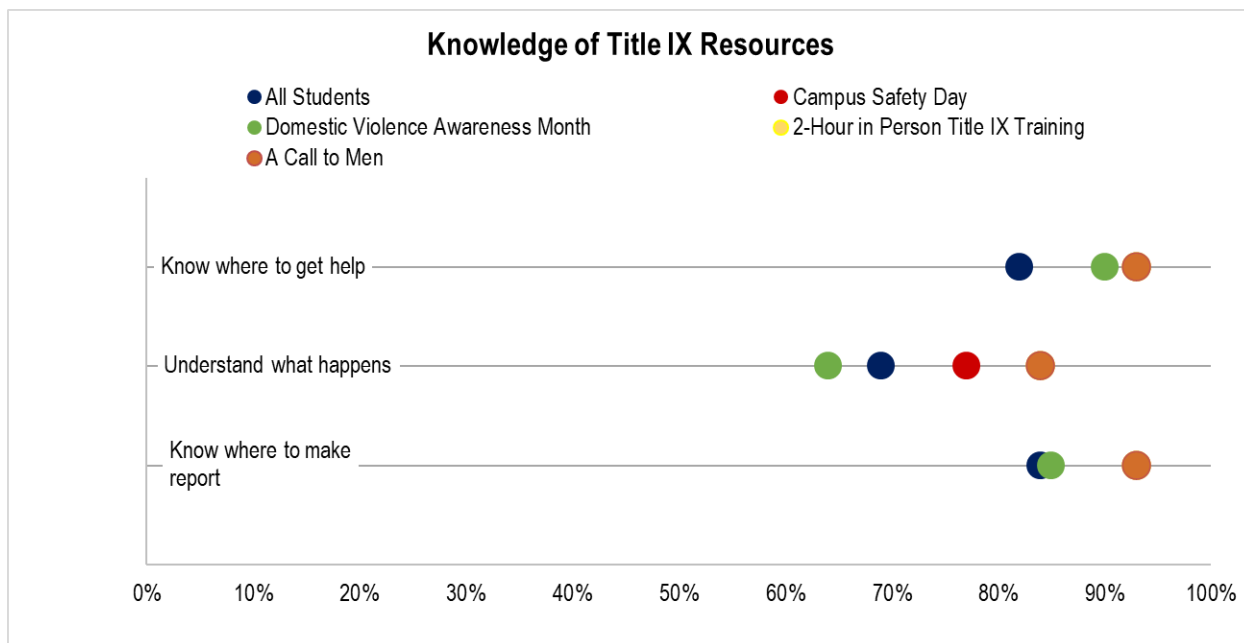


*Figure 35: Perceptions of Title IX (2024)*

Finally, participation in the three programs of interest was examined in relation to knowledge of SMCM and Title IX resources (Q22 x Q24).

Students who had participated in these four programs reported higher rates of knowledge of campus resources with one exception: those who attended Domestic Violence Awareness Month tracked lower for “I understand what happens when a student reports a claim of sexual harassment at SMCM.”. Figure 36 shows the percentages of students who responded “strongly agree” or “agree” to each question. See Section 7 for the full text of each question statement.





*Figure 36: Knowledge of Title IX Resources (2024)*

## Conclusions

Students who participated in any of the four targeted programs generally had higher levels of knowledge of campus Title IX resources and more positive perceptions of campus culture compared to the general student population. Students who participated in A Call to Men and the 2-Hour in Person Title IX Training also had markedly higher perceptions of campus culture and Title IX processes. Students who had participated in the Domestic Violence Awareness Month had more positive perceptions of campus culture, but more negative perceptions of Title IX. These patterns could be explained by positive impacts of the A Call to Men programming and the 2-Hour in Person Title IX Training programming on perceptions, or they could reflect the tendency of students with more positive perceptions to engage in the targeted programming. Additionally, students already embedded in a team or club (the primary audience of A Call to Men) may experience group-related benefits that influence their perceptions of campus culture.

### 10. General Conclusions (Michelle Carter, Title IX Coordinator, completed on 05-24-24)

Although 2024 climate survey results are very similar to 2022 results, the Title IX Office remains encouraged by the impact of the College's in-person training, prevention initiatives and environmental changes such as the new walk path by Route 5. In 2023, the Title IX Office established a unit assessment plan, which included goals that focused on collaboration, compliance and communication. Equipped with an assessment framework and the climate survey results, the Title IX Office is committed to improving student perceptions and increasing knowledge of policies and processes.

The Title IX Office will be building upon the success of initiatives such as A Call to Men, and offering more in-person and virtual training, and developing environmental and situational interventions. Since the 2022 climate survey, the College has continued to host A Call to Men sessions in both the fall and spring semesters. Facilitators met with between 180 and 220 male athletes each semester to discuss topics related to healthy manhood. With the January 2024 end of grant funding for A Call to Men, the Title IX Office is partnering with Athletics and student leaders to start offering monthly programming in the fall 2024 semester targeted at all male students that will focus on healthy relationships, respecting boundaries, and holistic well-being.

In response to 2024 climate survey data and the new Title IX Regulations, the Title IX Office will increase virtual and in-person training offerings. Over the past two years, new and transfer students participated in required online and in-person Title IX and Bystander training. Students designated as mandatory reporters also participated in 2-hour in-person sexual harassment training. Title IX Interns also facilitated Bringing in the Bystander sessions and tabled at various locations across campus. Beginning in the fall 2024 semesters, all student employees will be required to participate in sex-based discrimination training on a yearly basis. In-person Title IX and bystander training will be offered to all students on an ongoing basis.

The Title IX Office is collaborating with Johns Hopkins University and Maryland Coalition Against Sexual Assault on Environmental and Situational Strategies for Sexual Violence Prevention on College Campuses. In the spring 2024 semester, the Title IX Office piloted a late-night initiative called Seahawks after Dark. This intervention program involved partnering with the Multicultural Programming Office, Athletics and student clubs to provide alcohol-free events and activities between 9 pm to midnight on four Fridays and one Saturday. Approximately 323 students participated in the Seahawks after Dark events.

The Title IX Office is preparing a report of the survey data to submit to the Maryland Higher Education Commission by June 1, 2024, in compliance with state law, and will share the results with the campus community in fall 2024 semester.

## Appendix

### Campus Culture

Figures 37-41 show more detail of participants' responses regarding perceptions of campus culture, summarized in Section 3, since 2019.

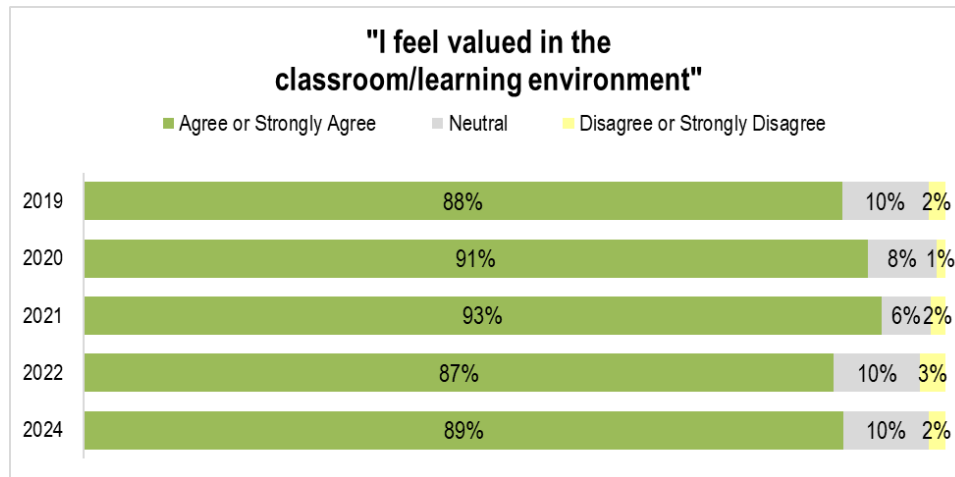


Figure 37: Campus Culture - "I feel valued in the classroom/learning environment"

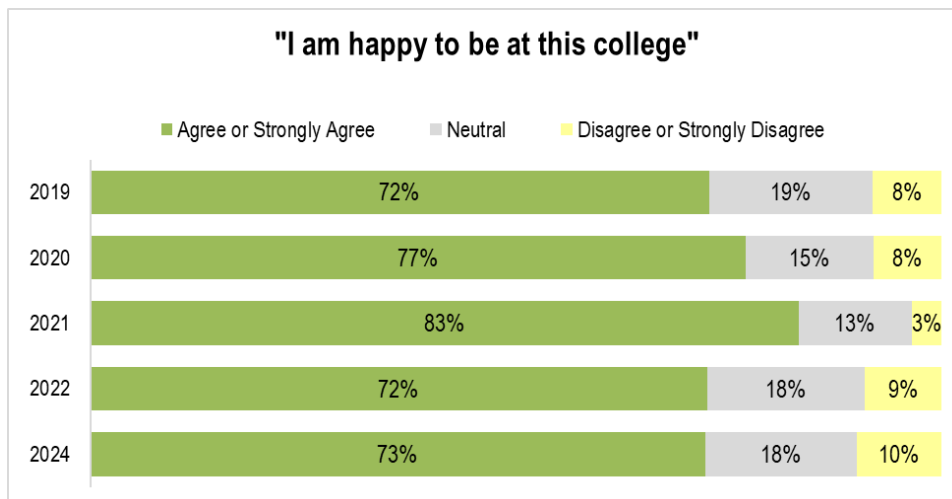


Figure 38: Campus Culture - "I am happy to be at this college"

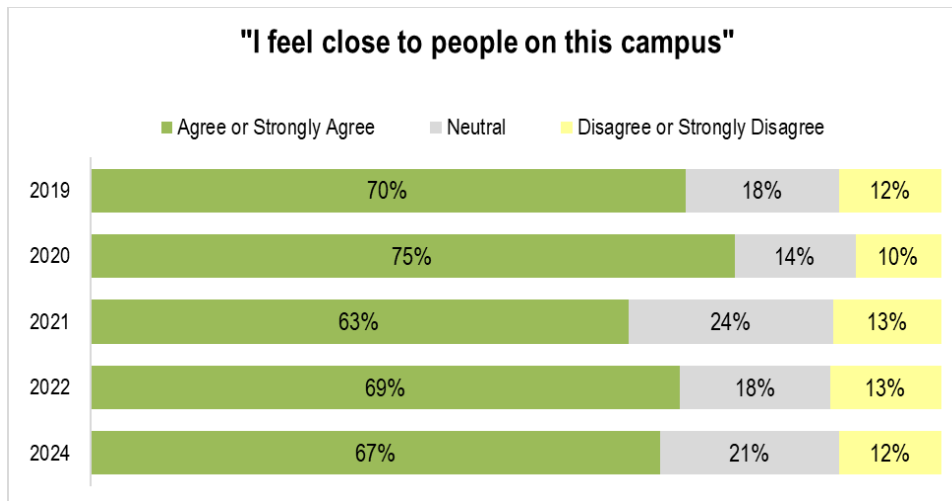


Figure 39: Campus Culture - "I feel close to people on this campus"

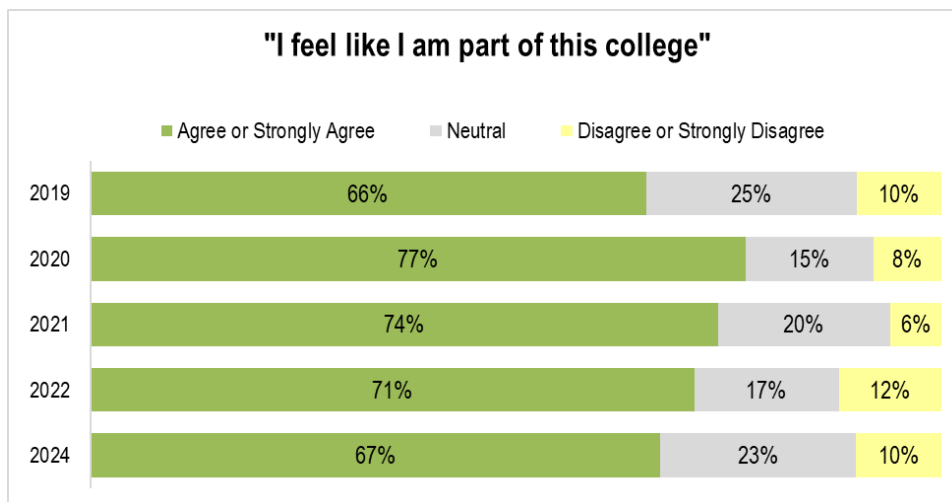


Figure 40: Campus Culture - "I feel like I am part of this college"

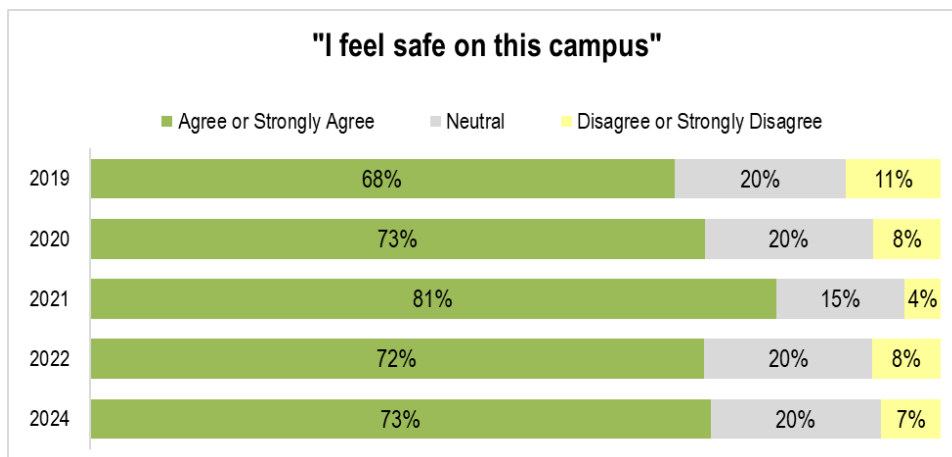


Figure 41: Campus Culture - "I feel safe on this campus"

## Incidence of Sexual Harassment by Identity

Section 8 of the Campus Climate Survey Summary presents the rates of incidence of sexual assault or violence by self-disclosed respondent identity. In Figures 42-46, the patterns of these responses over the past four years are presented. The all-student incidence rate is presented as a black bar in each graph for purposes of comparison. The numbers at the base of each bar represent the total number of respondents in that group, i.e., the denominator for the incidence rate. The absence of a particular color bar in a graph signal that there were 0 or fewer than 5 respondents with that identity in that particular year. Values of 0% indicate that there were sufficient respondents, and that the incidence rate was truly 0% among that group.

Broadly, the decline in incidence in 2021 can be seen among all groups. Other patterns observed over time include the observation that the racial difference between white and BIPOC students in the 2022 survey (prior to 2022), there were no apparent racial differences in incidence rates. A full understanding of these racial differences is limited by the large percentage of students who choose not to disclose their race, but who experience high incidence rates of sexual assault or violence. Gender differences in incidence were fairly steady when examining men and women between 2019-2022, but in 2024 both men and women reported the same incidence rate (14%). Incidence among non-binary individuals is more variable, but there are relatively few students with this identity each year, so it is difficult to draw firm conclusions.

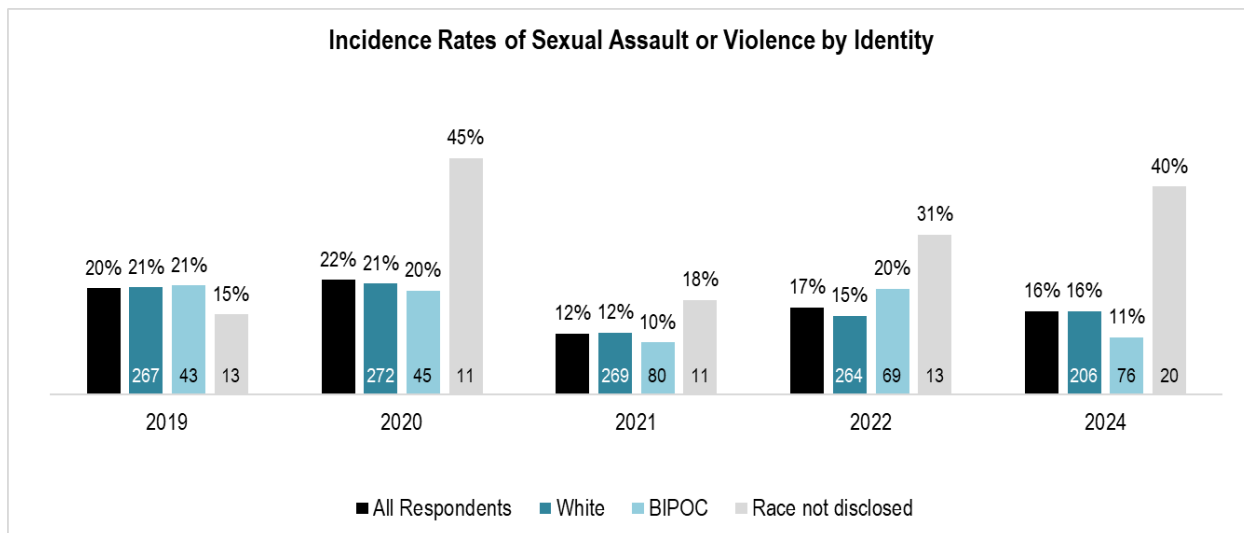
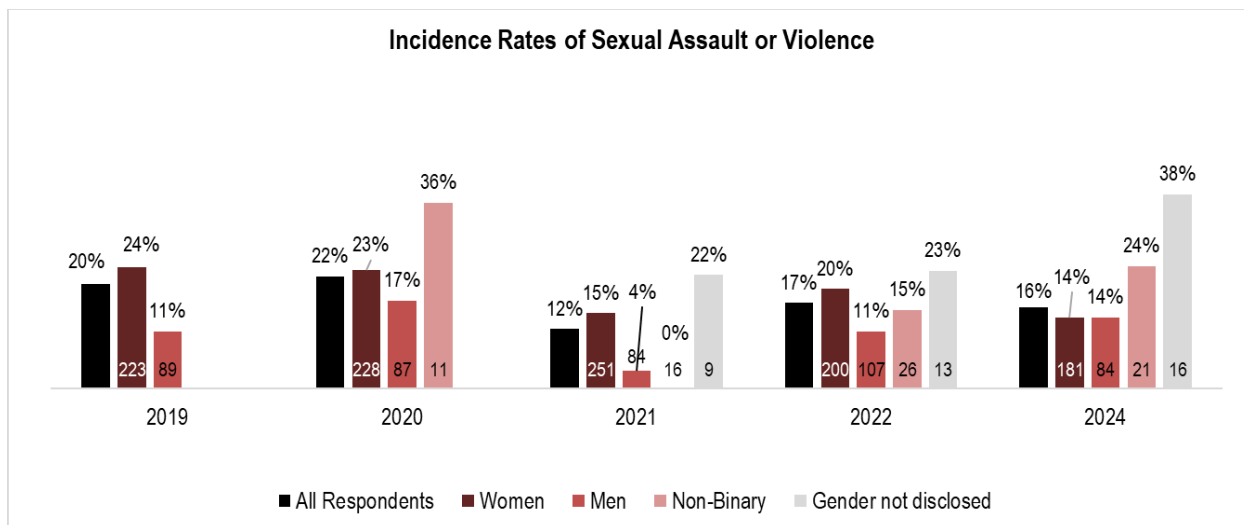
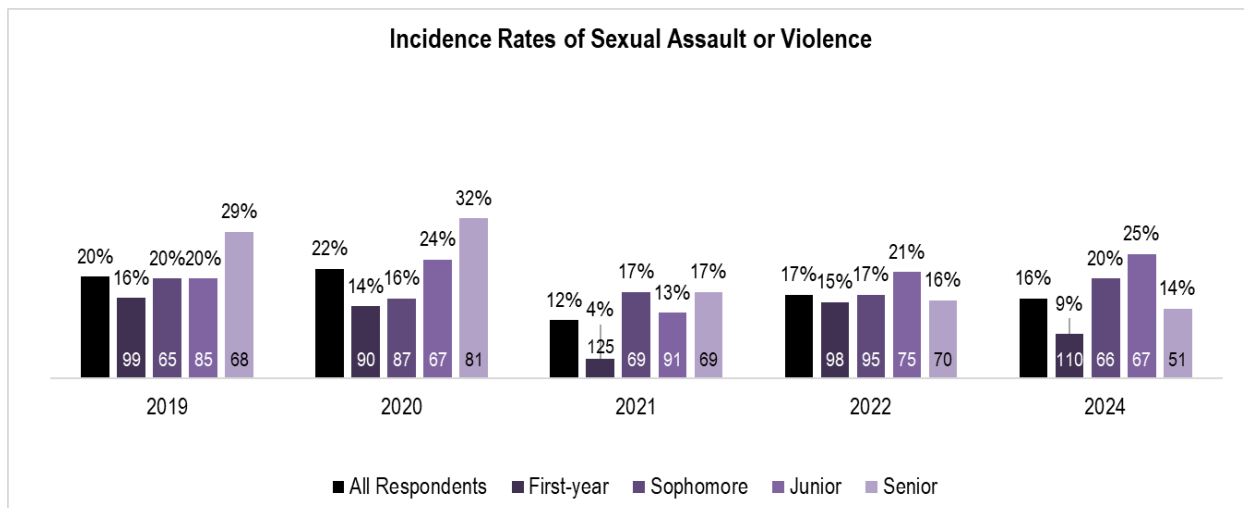


Figure 42: Incidence Rates of Sexual Assault or Violence by Race



*Figure 43: Incidence Rates of Sexual Assault or Violence by Gender*



*Figure 44: Incidence Rates of Sexual Assault or Violence by Class Standing*

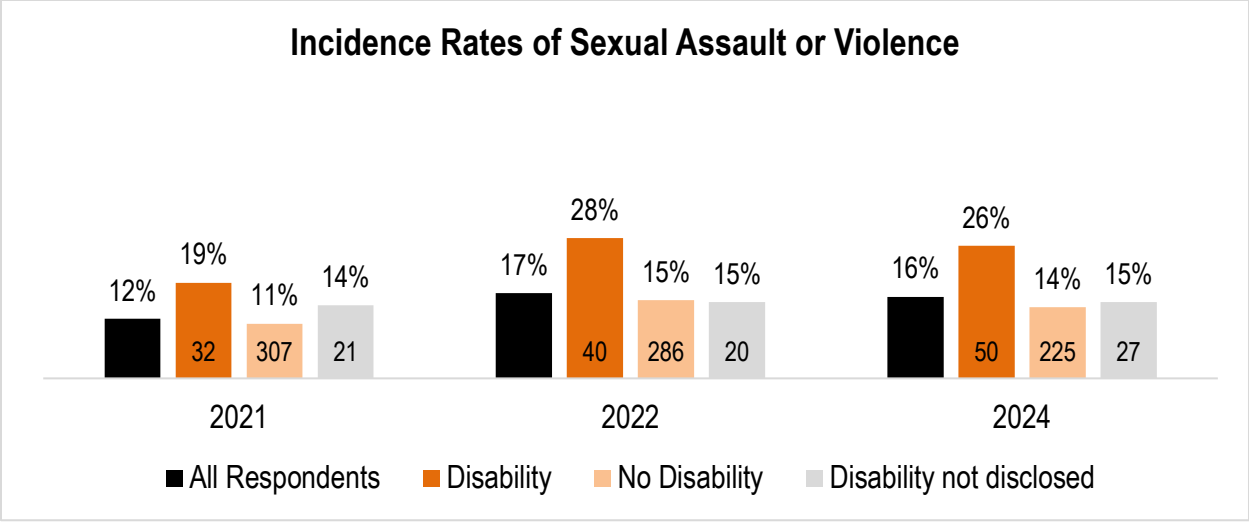


Figure 45: Incidence Rates of Sexual Assault or Violence by Disability Status

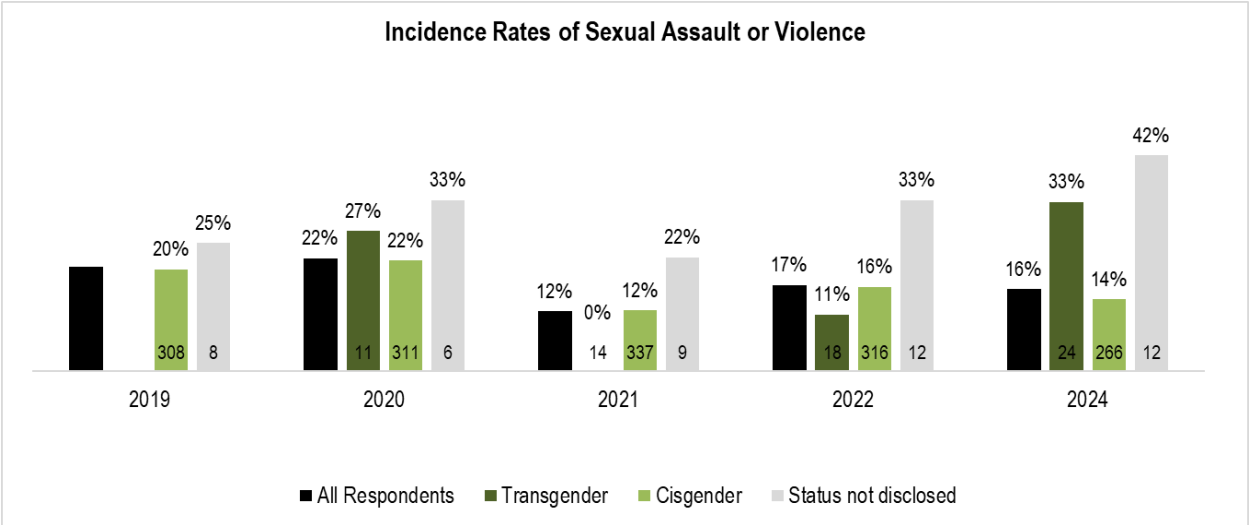


Figure 46: Incidence Rates of Sexual Assault or Violence by Gender Identity (self-identified)

**Towson University**  
**Climate Survey Report (per Maryland State Law - HB 571)**  
**June 3, 2024 (Monday)**

**Survey Administration**

Towson University ("TU" or "University") administered the Climate Survey created by the Maryland Higher Education Commission to a randomly selected sample of 6,000 students who were: (i) enrolled at TU during the spring 2024 semester and (ii) age 18+. The University used an online survey tool (i.e., Qualtrics) to collect responses and communicate, via email, with the sample of 6,000 students.

The survey collected data from May 2, 2024 (Thursday) through May 17, 2024 (Friday). Participants were sent one invitation and two reminder emails. TU offered each participant a chance to win one of five Apple or Beats by Dre headsets. Of the 6,000 students selected, 489 responded to the survey, a response rate of 8.15%. This represents a 0.4% decrease compared to the 2022 response rate. In 2022, we increased the number of students surveyed by 2,000--- hoping to get a higher response rate. In 2022 we surveyed 4,000 students and garnered 342 responses. In 2024 we surveyed 6,000 students which garnered 489 responses. While we received 147 more responses, proportionately, it is a lower response rate.

Among the survey respondents, 23% identified as male, 70% as female, 2% as transgender male, 0.5% as transgender female, 3% as other, 0.5% as unsure, and 1% preferred not to disclose. Spring 2024 enrollment indicates a population of 39% men and 61% women, which is reflected in the lower response rate from men.

Minor changes to the survey were implemented since the last cycle in 2022, such as inclusion of comment sections that instructed participants to not include personally identifiable information and a question to identify preferred pronouns. Due to human error, questions regarding administrators' responsibility for investigating misconduct were unintentionally omitted (i.e., not transferred from the Word version of the survey into Qualtrics) and will be addressed in the next cycle.

**Perceptions of Safety and General Campus Climate**

**General Campus Climate:** The data highlights areas of strength and areas for improvement in the campus environment. While students generally feel valued and respected by faculty and staff there is room for enhancing the sense of community and improving perceptions of administrative concern. The findings suggest a need for targeted initiatives to foster a stronger sense of belonging and to ensure all students feel their welfare is a priority for our campus administrators.

Students reported varying levels of feelings toward faculty and administrators. For instance, a significant number of students agreed or strongly agreed that they feel valued in the classroom (74.4%), which is an increase from 2022 in which the response was 65.4%. In 2024, students reported they feel respected by faculty and staff (67.8%), a slight increase to what students reported in 2022 (65.4%). There were consistent levels of students feeling faculty is genuinely concerned about their welfare in 2024 (63%), compared to 65.4% in 2022. However, there was less agreement on whether administrators show genuine concern in 2024 (44.3%), similarly to how students felt about administrators in 2022 (46.6%).



Overall, 66.5% students reported feeling happy on campus, which is a slight decrease from 2022 (69.1%). There is a similar trend of slight decrease since 2022 of students feeling like they are a part of Towson University's campus; it was reported 49.6% in 2024 and 50.9% in 2022. Approximately 45.9% of students feel close to people on campus.

**Perceptions of Safety:** When asked about their perception of campus safety, 53.9% of students agreed that they feel safe on campus (an increase from 52.7% in 2022). In 2024, a lesser percentage of students reported that they do not feel safe on campus (16.8%), compared to 18.2% of students in 2022.

## **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 (79%, a slight decrease from 80.9% in 2022). Due to the Office of Inclusion and Institutional Equity's promotion efforts of Title IX compliance, as outlined in the 2022 Institutional Analysis and Action Steps, the rate of students who indicated they know how to report an incident of sexual assault, sexual harassment, and/or relationship violence drastically increased from 19.2% in 2022 to 55% in 2024. Additionally, the rate of students who indicated they knew where to get help significantly increased from 18.3% in 2022 to 56.6% in 2024. Similarly, more students in 2024 reported knowing how to prevent sexual assault (68%), compared to 2022 (16.27%). In 2024, when asked if students know where to seek help for sexual assault, sexual harassment, and/or relationship violence on campus, 52.7% of students knew where they could receive assistance on campus, compared to 43.4% in 2022. Furthermore, more students in 2024 understood what happens when a student reports a claim of sexual assault to the University (41.4%), compared to 2022 (33.3%).

**Support for Reporters:** Regarding students' treatment of someone making a report, 64.9% of students disagreed that most students would label a Reporter a liar (an increase in disagreement from 53.5% in 2022), while 8.4% said that it was likely that a Reporter would be labeled a liar -- a slight decrease from 2022 when 16.1% thought it was likely a reporter would be labeled a liar. In 2024, 74.6% of respondents said it is likely most students would support the person making the report (slight increase from 71.3% in 2022). Furthermore, 30.9% of students said it is likely the alleged offender would try to get back at the person reporting, while only 23% of students think it is unlikely retaliation may occur. This is an area for more education about the importance of supporting reporters of sexual assault, sexual harassment, and/or relationship violence and University consequences for retaliation.

## **Institutional Analysis and Action Steps**

Towson University has observed positive trends in certain areas of the campus climate and safety, but the recent Climate Survey has highlighted several areas requiring improvement. Students generally feel valued and respected in the classroom, with 74.4% feeling valued and 67.8% feeling respected by faculty and staff, representing an increase from 2022. However, only 44.3% of students feel that administrators show genuine concern for their welfare, indicating a significant gap. Additionally, there has been a slight decline in overall happiness on campus and a decrease in the sense of belonging, with only 49.6% of students feeling a part of the campus

community. TU recognizes the need to strengthen the sense of community and improve administrative engagement with students. To address these issues, the University will implement targeted programs to foster a stronger sense of belonging and community among students. This will include increasing the visibility and accessibility of administrators through participation in student events. Furthermore, TU will develop a comprehensive communication plan to ensure students are aware of administrative efforts and initiatives aimed at improving their campus experience.

The survey also indicates a slight improvement in students' perceptions of safety, with 53.9% of students feeling safe on campus, although 16.8% still do not feel safe. Recognizing the importance of ensuring that all students feel secure, the Office of Inclusion and Institutional Equity (OIIE) will continue to work with the Towson University Police Department to communicate safety concerns of students and assist as needed.

Significant improvements were observed in students' awareness and understanding of how to address issues of sexual assault, sexual harassment, and/or relationship violence. There has been a notable increase in students knowing how to report incidents, where to get help, and how to prevent sexual assault, sexual harassment, and/or relationship violence, with rates rising from below 20% in 2022 to over 50% in 2024. To build on this progress, TU will continue to expand the Sexual Assault Peer Educators (referred to as the SAPE) program, ensuring frequent and interactive in-person trainings on bystander/upstander intervention, healthy relationships, consent, and supporting survivors. All incoming students will complete comprehensive online and in-person Title IX training during orientation. Additionally, the OIIE will provide ongoing education and resources to all University departments.

The University will maintain and expand the strategic plan for NCAA sexual assault, sexual harassment, and/or relationship violence prevention programs, offering tailored training for student-athletes and our TU Athletic Department staff. To support reporters of sexual assault, sexual harassment, and/or relationship violence, TU will increase awareness campaigns about the support available for those who report sexual assault, sexual harassment, and/or relationship violence and the consequences of retaliation.

TU acknowledges the omission of questions regarding administrators' responsibility for investigating misconduct in the 2024 Climate Survey due to human error. To prevent such omissions in future surveys, TU will implement a thorough review process involving multiple stakeholders before finalizing survey content. Additionally, TU will develop a standardized checklist for survey administration to ensure all critical questions are included, thereby maintaining the comprehensiveness and integrity of future surveys.

## **University of Baltimore**

The University of Baltimore (UBalt) 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 31, 2023. The last survey was done in Fall 2021. Email invitations were sent to all students who were at least 18 years of age and who were enrolled in the Fall semester of 2023. 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 are rounded to the nearest whole number.

### **Response**

Of the 4,161 students invited to participate, 371 students started the survey. One (1) student opted-out of the survey directly from the email invitation, and one hundred and twelve (112) students started the survey but did not complete it. The response rate was 9% including those opting out. Not all students elected to answer all the questions, and the partial responses of 64 students are included when available. Percentages reported exclude missing responses. Caution should be used in generalizing these findings to the student population at UBalt for three reasons. First, there is likely to be significant self-selection bias among those who chose 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 and percentages represent only those who answered each question.

While the university collects gender identity data as a “male/female/unknown” variable, the survey allowed students to select a category that represented their gender identity. Those identifying as male accounted for 28% of the respondents, female students accounted for 67% of the respondents, 2% identified as transgendered or non-binary, and the remaining 2% said other or did not wish to provide an answer. (One individual had more than one gender identity.)

Most respondents indicated that they were not of Hispanic or Latino origin (86%); 10% identified as Hispanic or Latino, and 4% preferred not to say. Respondents were primarily split between those who described themselves as Black or African American (47%) and those who described themselves as White or Caucasian (36%). Respondents also identified as Asian (4%) and American Indian or Alaskan Native (1%). About 5% of respondents marked more than one race. Seven percent (7%) indicated they would prefer not to identify their race.

### **Perception of Safety**

#### **Safety of the Campus**

The majority of the students that completed the survey (83%) took some or all of their classes on a campus and the remaining students (17%) took all classes online. Of the students that attend classes on a campus, 81% took some or all of their classes on the main Baltimore campus while 5% took classes at the Shady Grove campus. At the main Baltimore campus, the only time when

over half of students reported being on campus was weekday evenings (62%). 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 familiar with UBalt resources including the Student Assistance Program (71%) and the UBalt Police Department (67%), while only 69% knew how to contact the Student Assistance Program. Less than half of students were familiar with the UBalt Title IX coordinator/UBalt Title IX Team member (44%) or knew how to contact specific resource staff – approximately one-third of students saying that they knew how to contact the Title IX Coordinator (33%), Deputy Title IX Coordinator (34%) and Title IX Investigator (36%) in the Office of Student Success and Support Services, and the Deputy Title IX Coordinator (31%) and Title IX Investigator (31%) in Human Resources. Familiarity with local, state and national resources varied, from 30% reporting familiarity with TurnAround, Inc. (Rape Crisis Center) to 64% being familiar with the National Domestic Violence Hotline.

### **General Campus Climate**

The survey asked if students had personally experienced unwanted sexual conduct since coming to UBalt (though this could include instances that were not related to the UBalt campus environment). Of all respondents, most said they had not experienced any form of sexual misconduct (94%), while 4% said that they had, 3% said they preferred not to answer. The most common source of unwanted sexual conduct was another student in the respondents' classes (2%). Of those who had said they did experience sexual harassment, 56% of those individuals indicated the misconduct was on campus while 44% said it was off-campus. Of those who experienced sexual harassment, most (89%) told someone about the incident(s), and almost all of those individuals told at least one person affiliated with UBalt (75%). Of those who told someone affiliated with UBalt, half (50%) said the quality of help was very good; the others said the quality was fair (33%) or poor (17%). Of those who did not talk to anyone, the reasons selected were: they felt embarrassed or ashamed; they were afraid the person who did it would try to get back at them; they were afraid of not being believed; they thought they would be blamed for what happened; they didn't think what happened was serious enough to talk about; they didn't think others would think it was serious; they didn't think the incident had anything to do with UBalt; they didn't feel the UBalt campus leadership would solve their problems; they were afraid others would harass them or react negatively towards them; they had other things they needed to focus on and were concerned about; and they didn't think UBalt would do anything about their report.

Students generally had positive reactions to how UBalt would handle reports of sexual misconduct (percentages are of those selecting likely or very likely). Specifically, students said UBalt would: maintain the privacy of the person making the report (81% in 2023 compared to 76% in 2021 and 77% in 2019); take reports of sexual misconduct seriously (78%, 69%, and 79%, respectively); forward the report for criminal investigation if asked (79%, 74%, and 81% respectively); take steps to protect the safety of the person making the report (78%, 71% and 74%, respectively); and would address factors that lead to the misconduct (73%, 67% and 72%, respectively). 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 UBalt to a person reporting misconduct. A majority thought it was unlikely or very unlikely that the reporter of misconduct would be labeled a troublemaker (64%) or that students would have a hard time supporting the reporter (69%). However, they were less certain about retribution from friends of the alleged offender(s): 32% said that it was unlikely or very unlikely that this would happen, 28% were neutral, 19% said that it would be either likely or very likely, and 20% said they did not know.

Generally, 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 – 61% said agree or strongly agree compared to 55% in 2021 and 60% in 2019. Students also understood what happens when reporting sexual assault (57% said agree or strongly agree compared to 50% in 2021 and 2019) and were aware of where to go to make a report if they or a friend were sexually assaulted (66% said agree or strongly agree compared to 61% in 2021 and 2019). Students also said they were likely to act in future situations of sexual harassment: 94% of respondents said they would go with a friend to the police department if the friend said they had been raped; 89% would confront a friend who was hooking up with someone who was passed out; and 85% would confront a friend if they heard rumors that the friend forced someone to have sex. Eighty-five percent (85%) of respondents said they would tell campus authorities about information they might have about a sexual harassment case even if pressured by others to stay silent, and 84% would call the police or authorities if they saw a group bothering someone in a parking lot or similar setting.

### **Readiness and Ability to Address Sexual Assault and Violence**

#### **Training and Education**

The survey addressed the students' training and education. Over three-quarters (76%) of students reported having received information or education about sexual misconduct before they came to UBalt. Most respondents reported that they have received information about sexual harassment while at UBalt, with only 16% saying they had not attended orientation or other student training about the issue. Most who had received training took the "Sexual Assault Prevention" course (62% of all respondents). There was a decrease 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 (57% in 2023 compared to 66% in 2021 and 52% in 2019) and how to prevent sexual harassment (62%, 76%, and 60%, respectively). However, in separate questions, students continued to indicate significant *familiarity* with these same categories (percentage of those saying very or somewhat familiar): how to help prevent sexual harassment (99%, 95%, and 96%, respectively); how to report sexual harassment (96%, 93%, and 94%, respectively); and where to get help (93%, 94%, and 90%, respectively). Almost two-thirds (63%) of those who responded to the question knew that pregnant students are entitled to support and services under Title IX intended to ensure an equitable learning environment.

#### **Support for Persons Reporting Sexual Assault/Misconduct**

Students reporting sexual assault/misconduct are provided with resources available on campus and off campus. This includes students being able to meet with the Title IX Coordinator or a member of the Title IX team to learn about available supportive measures. Students seeking support can connect with the Student Assistance Program which provides free, confidential, accessible support. Students can also meet with the Student Care Coordinator, a clinician who

can quickly assess and connect students experiencing emergencies with the appropriate resources on and off campus. Students are provided information about local resources such as TurnAround, Inc. a rape crisis center, House of Ruth, a center focused on Intimate Partner Violence, MCASA, Maryland Coalition Against Sexual Assault, RAINN, the National Sexual Assault Crisis Hotline, National Domestic Violence Hotline, and the Maryland Network Against Domestic Violence Statewide Helpline. Our students seeking support can reach out to our safety officers or utilize safety walks, we have uniformed officers from UMB and a host of safety and security officers available day, night, weekday, or weekend.

### **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 selecting each out of the 171 students making one or more selections): UBalt Title IX Coordinator (78%); UBalt Title IX Team member (77%); any UBalt staff member (68%); regular faculty (59%); and adjunct faculty (46%).

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

The institution will use the data derived from this survey to determine next steps. The next steps include increasing Title IX awareness. The University will accomplish this by continuing to provide mandatory Title IX training for students and employees. The institution will use the data to focus on key areas for improvement. This includes increased programming to further the education of students, faculty, and staff about Title IX. The institution has taken steps to make reporting incidents of sexual assault/misconduct easier by creating an accessible QR code listed on Title IX flyers all across campus and online. The institution has updated the Title IX website to ensure accessibility, and ease of obtaining information, and has worked with OTS to create keywords from the search engine that will bring students directly to the Title IX webpage. The institution will partner with other USM institutions to increase awareness and participation of Title IX through education, programming, and prevention efforts. The institution has and continues to provide training through new student orientation, division meetings, student events, and by request.

# **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 in response to the White House Task Force on Keeping Students Safe on Campus. UMB has used the ARC3 survey since the 2020 cycle.

### **B. Maryland Department of Health Prompts**

The ARC3 included many of the prompts from the Maryland Department of Health, any prompts that were not represented were added.

### **C. Survey Recipients**

All students received the survey, therefore there was no selection criteria.

### **D. 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.

### **E. Survey Administration/Response Rate**

The survey opened on January 24, 2024 with a requested response deadline of February 26, 2024. The survey was available to students through the end of April to allow for any late responses. 57 students completed the survey with an additional 217 students who responded in part.

### **F. Steps to Encourage Responses**

Throughout the survey period, reminders and requests to complete the survey were included on the digital bulletin board (eBoard) across the University. The reminders included the purpose of the survey, the anonymous nature of the survey, and a QR Code to allow students to immediately access the survey.

### **G. Respondent Population**

Survey respondent demographics were as follows: With respect to gender, 72.7% were women, 23.6% were men, and 3.6% were transgender or genderqueer/gender nonconforming. With an enrollment that is 72% female and 28% male, women were appropriately represented, and men were underrepresented in the survey. Regarding race, 85.9% of survey participants identified themselves as White, 3.5% were Black/African American, 7% were Asian or Asian American, 1.8% were Indigenous Persons, and 1.8% were Hispanic or Latino/a/e. None of the students identified as Hawaiian or Pacific Islander. UMB student data reports 43.2% are White, 20.3% are Black/African American, 15.9% are Asian or Asian American, 9.0% are Hispanic or Latino/a/e, 0.1% are Hawaiian or Pacific Islander, less than .01% are Indigenous Persons. Based on the survey results, White students and Indigenous Persons were overrepresented. Except for Indigenous Persons, all racial minorities were underrepresented. None of the students

who completed the survey were international students, therefore international students were underrepresented.

## **H. Survey Changes**

Minor changes to the survey responsive to additional Maryland Department of Health inquiry and response additions that increased cultural competency were made.

## **II. Perceptions of Safety and General Campus Climate**

### **A. Respondent Perceptions**

The survey included questions regarding student perception of safety. Of the respondents, 61.0% either agreed or strongly agreed with the statement, “I feel safe on campus,” while 14.3% either disagreed or strongly disagreed with the statement. 24.8% were neutral. The survey requested students provide specificity regarding safety based on the potential threat. The survey revealed: 79.6% agreed or strongly agreed with the statement, “On or around this campus, I feel safe from dating violence;” 60.0% agreed or strongly agreed with the statement, “On or around this campus, I feel safe from sexual violence;” and 56.4% agreed or strongly agreed with the statement, “On or around this campus, I feel safe from sexual harassment.”

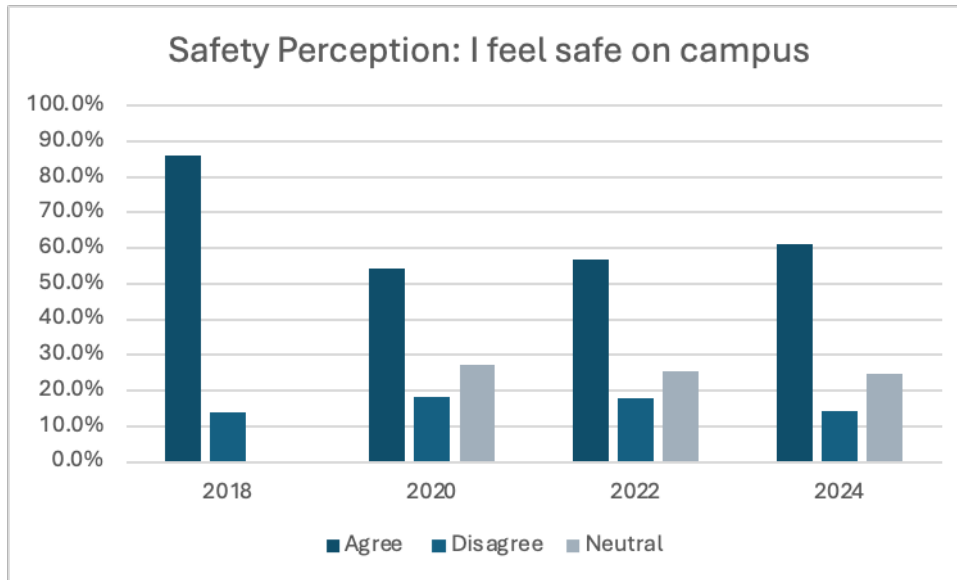
### **B. Comparison to Previous Surveys**

The highest reported feeling of safety of the last four cycles was during 2018, which was the last report before the pandemic.

Following the pandemic, the percentage of students responding to questions about safety has continued to rise slowly. The percentage of students who disagree they feel safe has almost returned to the pre-pandemic safety perceptions with 14.2% of students disagreeing in 2024 compared to 14% in 2018.

The Safety Perception Chart provides the responses over the past four survey cycles. When UMB changed its survey to the ARC3, students were given an additional option of neutral on their perception of safety, which has been included in the chart below for the years the perception was collected. The comparison utilizes percent of response for consistency across the response rates to the surveys.





### III. Perceptions of Readiness and Ability to Address Issues

#### A. Institutional Readiness

##### a. Training and Education

In response to the survey question asking if students received written or verbal information, 79.0% of respondents received information regarding Title IX protections against sexual misconduct, 72.4% received information regarding the definitions of types of sexual misconduct, 57.9% received information regarding how to help prevent sexual misconduct, 60.5% received information regarding how to report an incident of sexual misconduct, and 56.6% 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. 65.9% indicated it was likely or very likely the university would take a report seriously and 61.2% felt it was likely or very likely agreed the University would support a person making a report.

##### c. Administrators

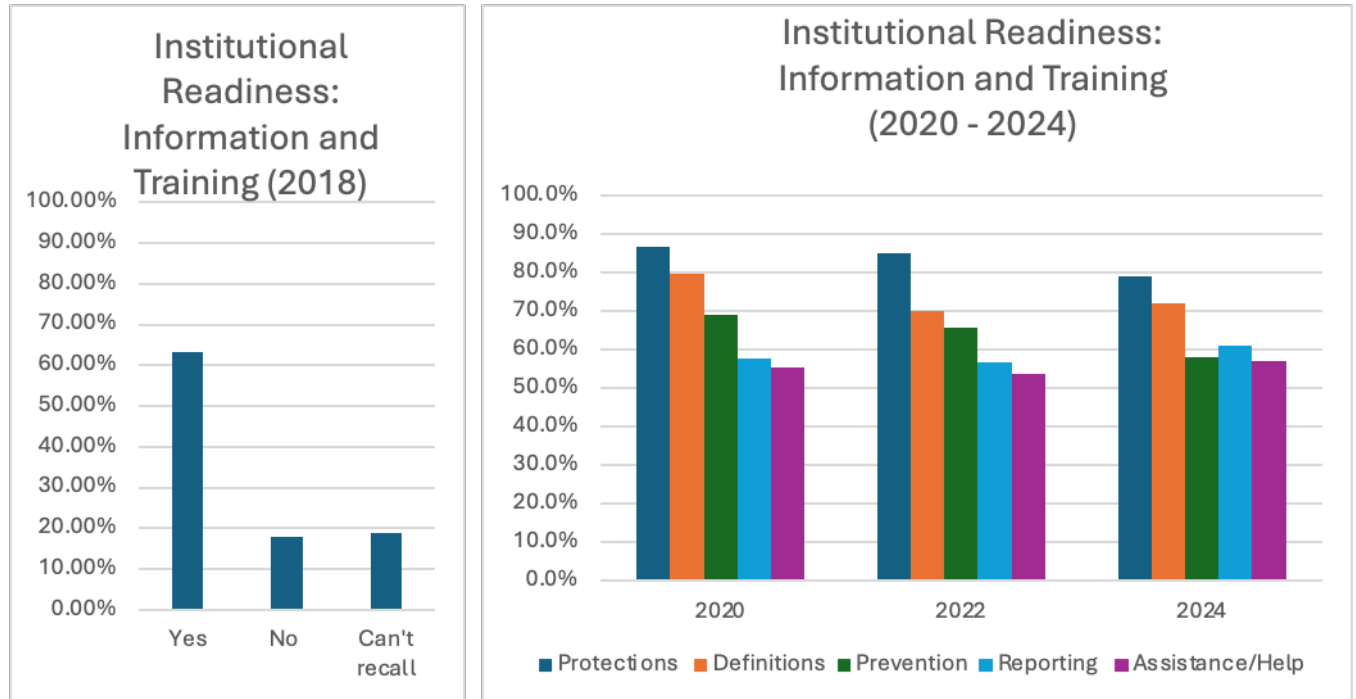
The survey did not specifically ask about the perception of administrators; however, 57.6% stated they felt the institution would handle a report fairly. For students who reported misconduct, of those who answered yes or no, 75% of students stated UMB actively supported them with either formal or informal resources, 100% said they were given a say in how the report was handled.

#### B. Perception Changes

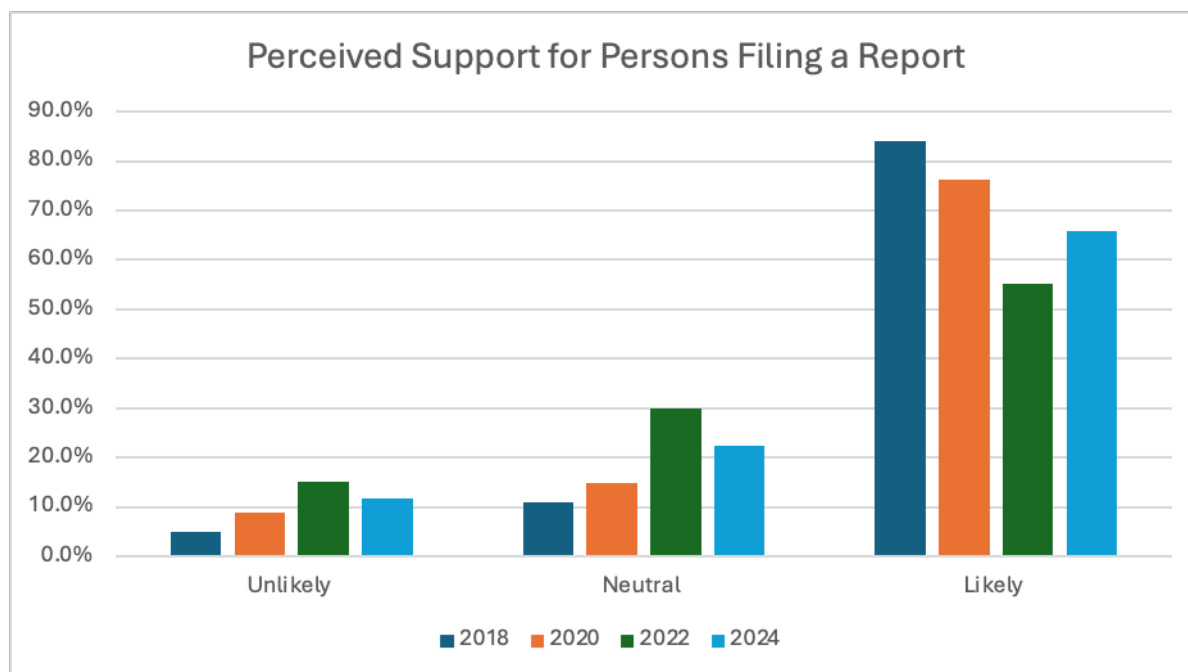
During the 2024 survey, compared to the 2020 and 2022 survey years, less students indicated they received information regarding Title IX protections against sexual misconduct. The percentage of students who responded they received information regarding the definition of types

of sexual misconduct increased in 2024, 72.0% versus 70.2%, after it had declined from 79.8% in 2020.

The percentage of students who received information on how to report an incident of sexual misconduct in response to the 2024 survey increased to 61.0% from 56.7% in 2022 and 57.9% in 2020. Similarly, the percentage of students responding to the 2024 survey that they had received information or training on where to go if they, or someone they know, experiences sexual misconduct, increased to 57% from 53.7% in 2022 and 55.3% in 2020.



The percentage of students, 65.9%, who felt it was likely or very likely the University would take a report seriously increased from 55.2% in 2022 and 64.92% in 2020.



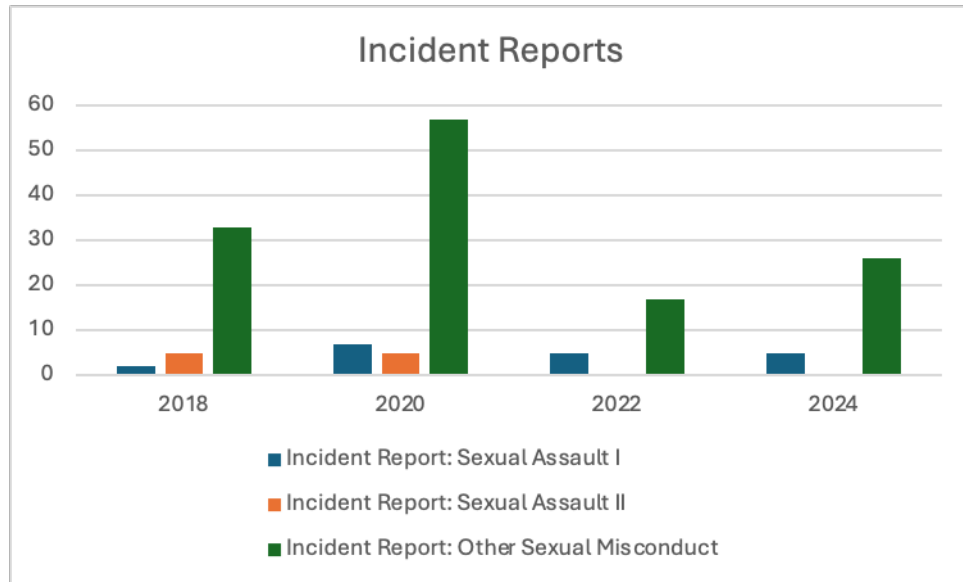
Students who answered UMB actively supported them with informal or formal resources rose to 75% from 55% in 2020. In 2024, of the students who responded to the question, 100% said they were given a say in how the report was handled, which was an increase from 75% in 2020. The responses were unable to be compared to the 2022 results as no students responded to the questions.

## IV. Institutional Analysis and Action Steps

### A. Incident and Survey Data Relationship

The 2024 incident report reflects 5 reports of Sexual Assault I and no reports of Sexual Assault II were received. The 5 reported assaults occurred off-campus. Of the 3 reports that were non-student perpetrators, 100% involved non-affiliates of the institution. The 2022 incident report included 5 reports of Sexual Assault I, which occurred off-campus, and no reports of Sexual Assault II. The 2020 incident report included 7 reports for Sexual Assault I, 6 were reported to have occurred off-campus and 1 occurred on-campus. 5 reports were received for Sexual Assault II, including 1 occurring on campus, 3 alleged the perpetrator was a student, and 2 alleged a non-affiliated person was the perpetrator. 2018 incident report reflects 2 reports of Sexual Assault I and 5 reports of Sexual Assault II. 100% of the Sexual Assault I reports occurred off campus. The reports alleged 1 faculty/staff perpetrator and 1 non-affiliated perpetrator. Of the reports of Sexual Assault II, 2 incidents were reported as occurring on-campus, 1 at a campus-sponsored event, 1 off-campus, and 1 location was not disclosed.

In 2024, 26 reports of other sexual misconduct were received. In 2022, 17 reports of other sexual misconduct were received. In 2020, 57 reports of other sexual misconduct were received. In 2018, 33 reports of other sexual misconduct were received.



### B. Impact of Implemented Changes

Following the pandemic, there was a significant drop in the perception of safety on campus. UMB offers services designed to increase the perception of safety for students, including safe walk/safe ride services and a visible security presence across the campus. These services are communicated by both campus police and the institution's Title IX program personnel. The overall perception of safety, while still not at the pre-pandemic level, has continued to rise. Additional efforts to increase communication and outreach are detailed below.

### C. Actions Since Previous Survey

In February 2023, UMB onboarded a new member of the Title IX program, who has received certifications as a Title IX Coordinator and in Informal Resolutions. The expansion of human capital and expertise has and will benefit UMB's response to sexual misconduct.

UMB has continued to strengthen and expand the collaborative partnerships that contribute to its climate and response.

UMB is reviewing and planning for implementation of the recently announced 2024 Final Rule implementing Title IX, which includes reviewing and revising educational and training materials, policy review, and developing a robust communication plan.

### D. Education and Training Response Analysis

The university requires students to complete initial training on Title IX and sexual misconduct and ongoing annual refresher courses. Despite the requirement, respondents do not perceive receiving information consistently. In addition to the mandatory training, UMB continuously seeks to expand its orientation, education, and outreach efforts. This is reflected in the increases in student responses they receive information on how to report and where to do if they, or someone they know, experiences sexual misconduct.

UMB has increased its outreach on the support offered to students placed outside the institution for field placements or internships. The ongoing need for this initiative is reflected in student

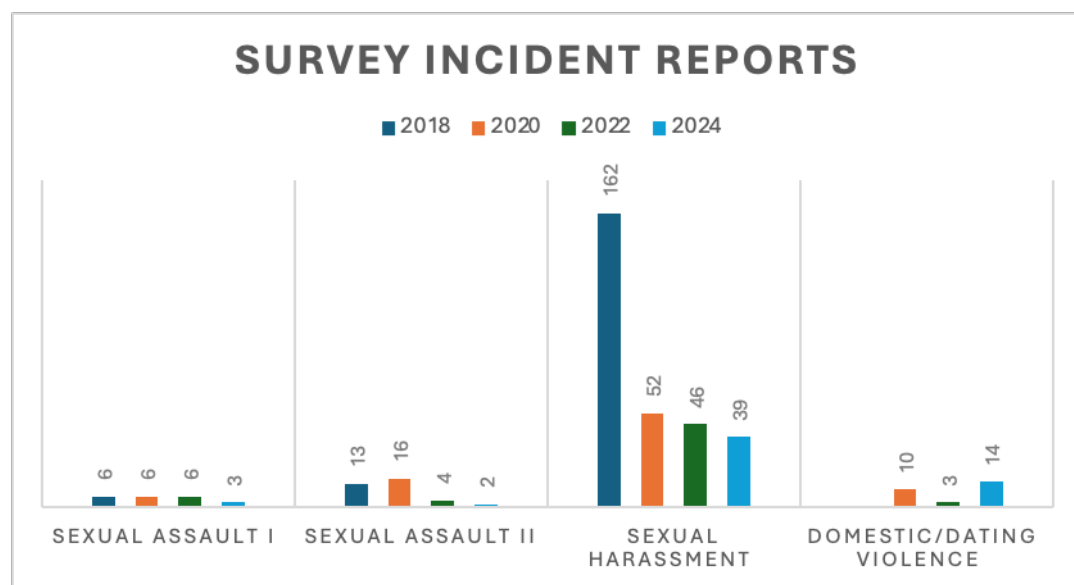
comments requesting more training on how to report when harassment happens during a placement. Another comment was to increase the signage on campus related to sexual misconduct. The Title IX program recently entered into a collaborative initiative with a School to create bulleted facts that can be posted throughout the facility. UMB is also increasing the frequency of its eBoard postings to communicate about the Title IX program and reporting.

UMB will continue to explore ways to improve resources and communications to build a more supportive campus climate surrounding issues of sexual misconduct.

## V. Prevalence of Sexual Assault and Other Sexual Misconduct

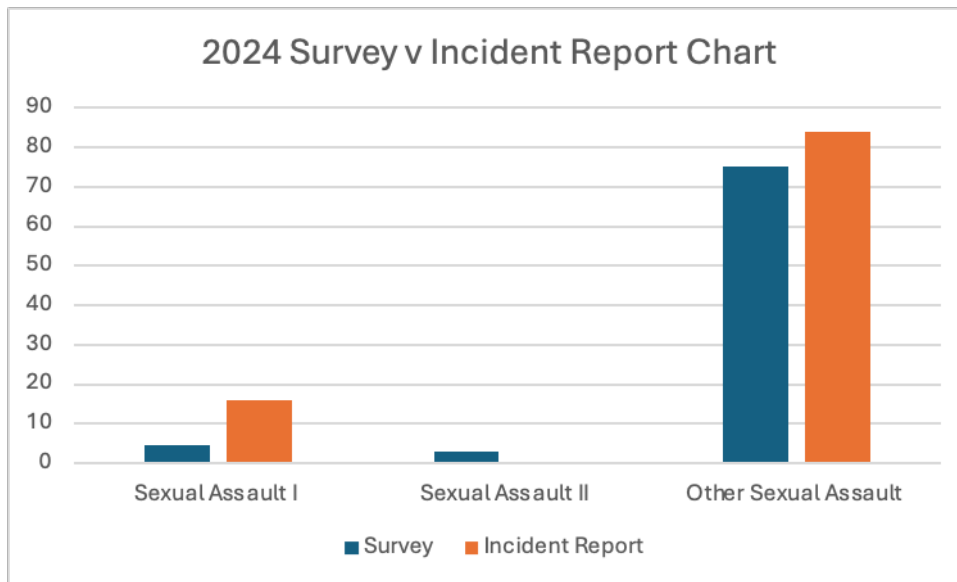
### A. Prevalence Rates

The 2024 survey data indicates none of the respondents were fondled, kissed, or touched inappropriately through the threat of force (0%) and two students responded they were fondled, kissed or touched by force (3%). Of the students that responded to the question, 3% indicated they were sexually assaulted either by force or threat of force. 21.5% of those responding indicated they had experienced domestic or dating violence. 26.7% of those responding indicated they had been sexually harassed by faculty or staff and 21.5% indicated they had been sexually harassed by another student. 2.7% of respondents indicated they had received offers of quid pro quo by a faculty or staff member.



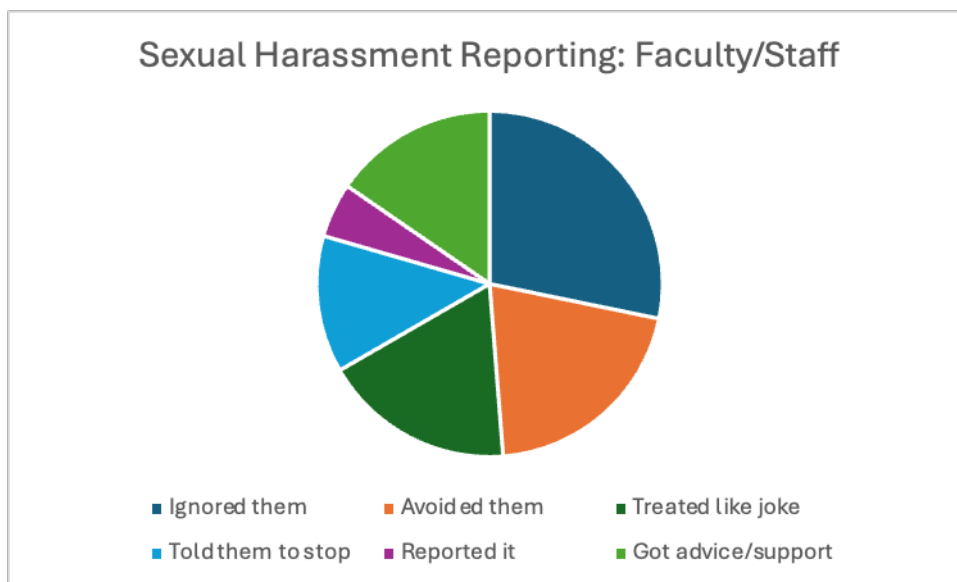
### B. Incident Data/Survey Comparison

The incident data indicated a 16.1% rate of Sexual Assault I, which was higher than the survey results; Sexual Assault II was 0.0%, which was less than what was reflected in the survey. In both the incident and survey reports, sexual harassment was the most prevalent matter. 83.9% of reports were Other Sexual Misconduct. This is slightly less than what was reflected in the survey for sexual harassment and domestic violence experiences.

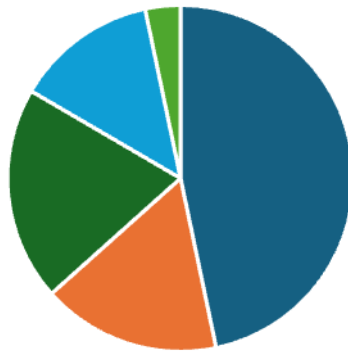


### C. Reporting Rates

Based on the survey responses involving sexual harassment, for sexual harassment perpetrated by a faculty member, instructor or staff member, 5.1% reported the incident and 79.5% responded by doing nothing, avoiding the person, treating the matter like a joke, or telling the person to stop. 15.4% asked someone for advice or support. If the sexual harassment was perpetrated by a student, 0% reported the incident. 96.7% responded by doing nothing or taking other action. 3.3% sought advice or support from someone. The survey did not specify to whom reports were made nor reasons for not reporting.



### Sexual Harassment Reporting: Student



- Ignored them
- Avoided them
- Treated like joke
- Told them to stop
- Reported it
- Got advice/support

# University of Maryland, Baltimore County (UMBC)

## 2022-2024 Sexual Assault Campus Climate Survey Institutional Report

### A. Survey Administration

UMBC is an [EAB](#) institution and we utilized the EAB Survey instrument. This was a different instrument than the one used in 2022, however, it was the same instrument used in 2018 and 2020. We did not use the additional Maryland Department of Health questions and prompts as the EAB survey covers these areas. This was a population survey, with all undergraduate and graduate students ages 18 years or older receiving the survey as opposed to a subset of students. The survey was conducted via Qualtrics. Students were mass emailed an anonymous link to the survey and were sent follow up emails inviting them to participate between the start date of May 2<sup>nd</sup>, and May 16<sup>th</sup>, the survey close date. Additional multimedia messaging was used to encourage participation. Those that completed the survey were able to enter their contact information into a separate form to win one of ten \$25.00 gift cards to the UMBC Bookstore.

A total of 13,260 students were invited to take the survey, with 837 students starting the survey and 597 students completing the survey for a response rate of 5% among undergraduate students and 4% among graduate students. The overall response rate was 5% - this should be a factor when reviewing these results. This response rate is lower than other unrelated surveys administered on campus which typically have been between 7% to 11%. Despite this participation rate, responses are mostly reflective of the overall student population. The following chart shows the breakdown of participants by different demographic factors:

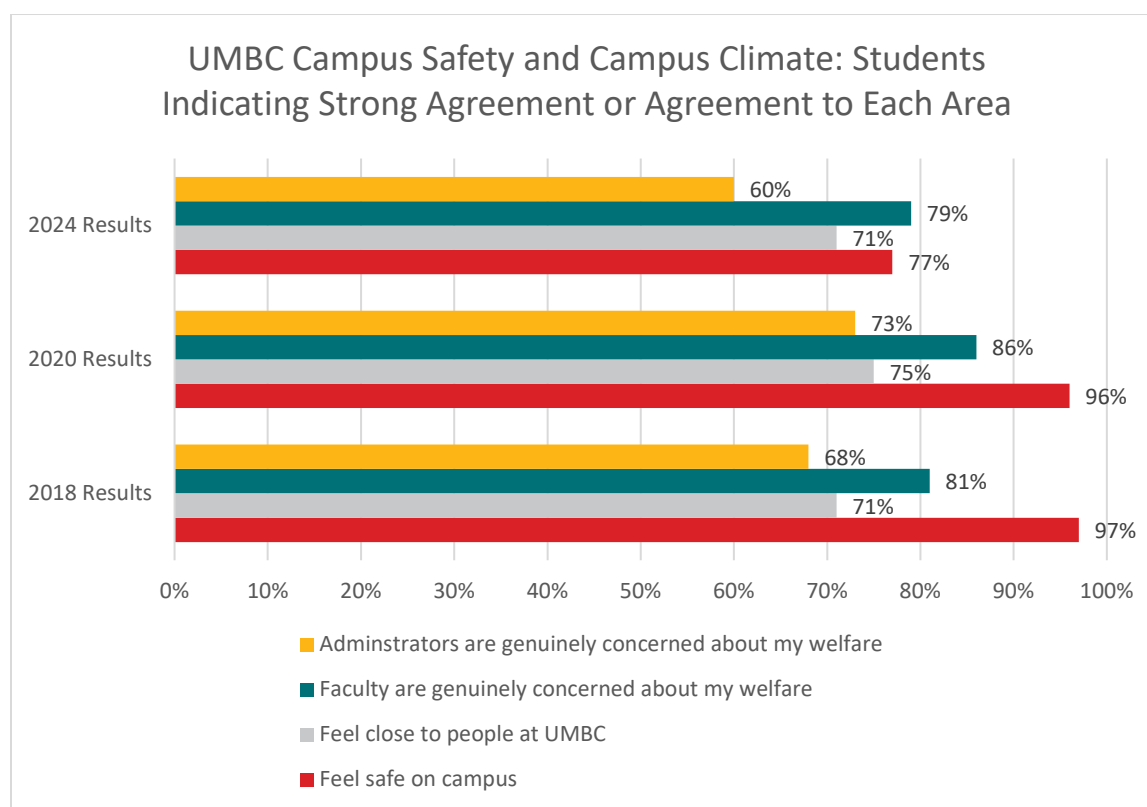
Category	Sub-category	Total Undergrad UMBC Population		Total Undergrad Survey Response Rate		Total Graduate UMBC Population		Total Graduate Student Response Rate	
		<b>9,733</b>		<b>585</b>		<b>3,528</b>		<b>199</b>	
<b>Race/Ethnicity</b>	Am. Indian/ Alaska Native	12	0%	3	1%	2	0%	3	1%
	Asian	2299	24%	140	26%	241	7%	125	63%
	Black or African American	2314	24%	99	18%	337	10%	11	6%
	Native Hawaiian/ Pacific Islander	5	0%	1	0%	3	0%	0	0%
	White	2981	31%	242	45%	694	20%	41	21%
<b>Gender Identity</b> (Note: This population data is not formally collected by UMBC)	Woman	--	--	299	55%	--	--	101	56%
	Man	--	--	189	35%	--	--	76	42%
	Genderqueer/ gender non- conforming/non- binary	--	--	55	10%	--	--	3	2%
<b>Residency</b>	On-Campus	3750	39%	250	44%	48	1%	3	2%
	Off-Campus	5983	61%	324	56%	3480	99%	193	98%



Since the last cycle, UMBC went back to using the EAB instrument, a departure from using the Administrator Researcher Campus Climate Collaborative (ARC 3) survey in 2022. For this reason, 2022 results are not included in the subsequent charts, however, narratives regarding similar data points have been provided.

## B. Perceptions of Safety and General Campus Climate

Students were asked to rate their level of agreement with questions related to general campus climate, such as concern administrators and faculty have toward their welfare, their relationships with other students, and their safety. 79% of students indicated that they agreed or strongly agreed that faculty are genuinely concerned about their welfare, 60% felt that administrators are genuinely concerned about their welfare, 71% indicated feeling close to people at UMBC, and 77% agreed with feeling safe on campus. The statements and percentages of those agreeing or strongly agreeing with these statements from the current and past years can be viewed below.



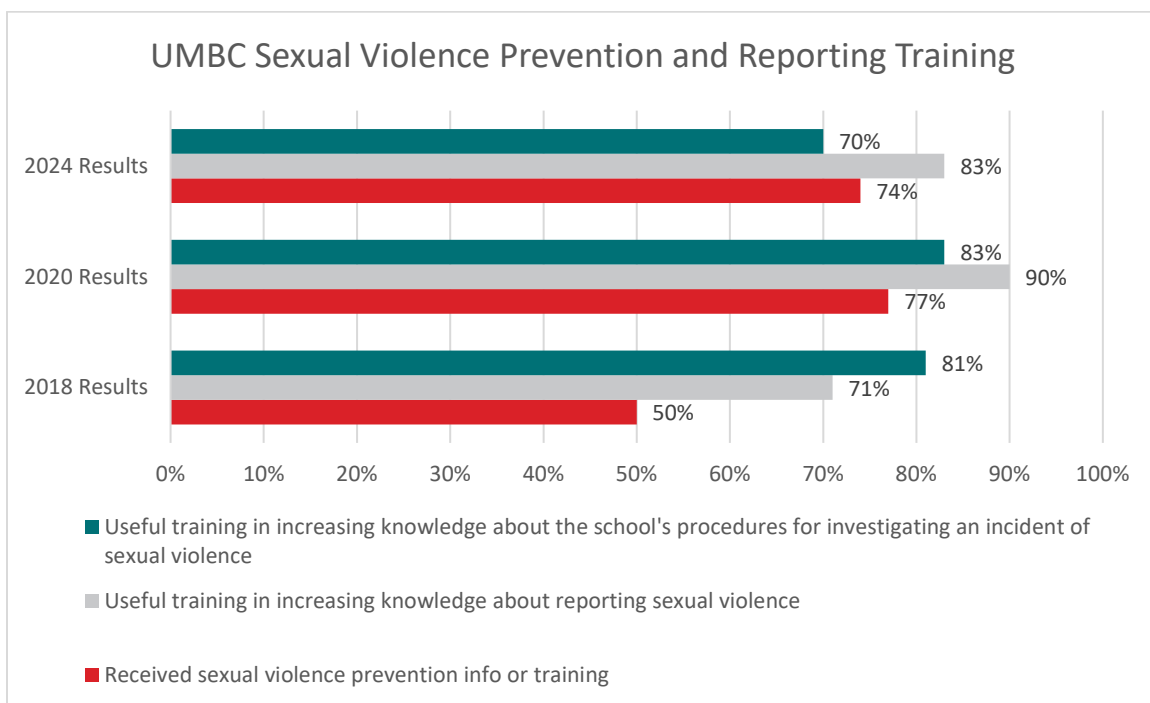
It is observed that the level of agreement for each of the above areas has slightly decreased since the last administration of this survey. It is important to note this survey was administered on the heels of the U.S. Department of Justice releasing the findings of its Title IX investigation into the university's response to allegations of sex discrimination during the period of 2015-2020. Additionally, the university has been in a great period of leadership transitions since 2022 which included the creation of the new Division of Institutional Equity and new Office of Equity and Civil Rights (ECR) in spring 2023 and the hiring of all new ECR staff throughout the 2023-2024 academic year.

On the whole, UMBC students indicate feeling that this is a respectful campus climate for individuals holding different identities.

How would you rate the climate on campus for people who are...?	Very Respectful/ Respectful	
Affected by learning disabilities (e.g., ADHD, dyslexia)	479	87%
Affected by mental health conditions (e.g., anxiety, bipolar disorder, depression)	483	85%
Affected by physical disabilities	447	80%
From non-Christian religions	446	83%
From Christian religions	496	92%
Gay, lesbian, bisexual, asexual, pansexual, questioning	541	93%
Transgender	479	88%
International students	511	89%
Politically conservative	333	72%
Politically liberal	471	91%
Socioeconomically disadvantaged	415	83%

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

Students were asked to indicate if they received information or training regarding sexual violence, specifically, how to report an incident, UMBC's procedures for investigating sexual violence, campus resources, prevention strategies, or bystander intervention skills. 74% of students indicated having received information or training in these areas, with new student orientation, online modules, and campus-wide events being key delivery methods. In open-ended responses, students noted the annual required training by UMBC, and training required as a part of campus jobs and assistantships. UMBC is a Green Dot campus, with participants completing the full bystander intervention training being eligible to receive a digital badge for their participation.



Follow up questions centered on the level of agreement students had regarding reporting an incident of sexual violence to a campus authority. It should be noted that during the 2022 administration, 69% of survey respondents indicated that if a student reported an incident of sexual misconduct, it was “Likely” or “Very Likely” that the institution would take the report seriously. During the 2024 administration, the language changed to ask students their level of agreement in this area. 69% of survey respondents indicated that they “Agree” or “Strongly Agree” that the institution would take the report seriously. 67% indicated that the school would take steps to protect the person making the report from retaliation, 62% believed that the accused or their friends would retaliate against the person making the report, and 51% indicated that the educational achievement/ career of the person making the report would suffer. An interesting note is that among graduate students, 87% indicated that the school would take the report seriously and 84% indicated that the school would take steps to protect the person making the report from retaliation. In comparison, results from the 2020 survey indicate that 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 and 82% of survey respondents either strongly agreed or agreed that the school would take steps to protect the person making the report from retaliation.

Perceptions between 2022 and 2024 survey responses are not effortlessly tracked because of the change in the survey instrument between these years. The closest question from the 2022 dataset that addresses how UMBC would handle an incident is the following area: of survey respondents that selected a response to the statement *Would UMBC play a role by- mishandling your case, if disciplinary action was requested*, 62% said “No.”

As was the case in 2022 and the previous three cycles, a consistently high percentage of survey respondents indicated that if they or a friend experienced sexual violence, they would know where to go for help. In the 2024 survey administration, 76% strongly agreed or agreed to this statement. Similarly, students are aware of confidential resources available to them to report an incident of sexual violence, with 73% indicating agreement with that statement.

## D. Institutional Analysis and Action Steps

The University took significant steps to strengthen its prevention of and response to sex discrimination, including sexual harassment and assault, since August 2022. UMBC has taken steps to enhance its Title IX reporting structures and procedures, expand training and prevention initiatives, conduct policy reviews, and provide support and resources to students and staff. Specifically, beginning in 2022, following the appointment of President Sheares Ashby, the University:

- Created the role of and hired a Vice President for Institutional Equity and Chief Diversity Officer to oversee the work of its new Office of Equity and Civil Rights (ECR);
- Staffed ECR with a new, experienced, and expert team consisting of an Interim Director and Title IX Coordinator, Training and Prevention Manager, Case Manager, and two investigators who are dedicated to transforming UMBC’s Title IX processes to make them more comprehensive and accessible to ensure that the university responds appropriately to address sex discrimination and sexual violence;
- Relocated the Office of Equity and Civil Rights to provide greater access and privacy for students and employees;
- Updated its Title IX website and developed targeted educational resources;
- Reviewed the University’s Title IX and anti-discrimination policies and procedures; and

- Launched Title IX training for various campus community members to include all students, Athletics staff, student-athletes, student organization leaders, new hires, residence life staff, all responsible employees, and third-party contractors/volunteers.

The university is committed to rebuilding institutional trust and providing students with the support and resources needed to feel more comfortable reporting and participating in the ECR resolution process. To that end, future efforts will focus on:

- Developing a strategic training and prevention plan to enhance and expand curricular and co-curricular training and prevention initiatives across campus;
- Continuing to regularly engage with student government leaders and faculty and staff shared governance bodies to provide updates on the work of ECR and discuss campus concerns as they arise;
- Building relationships with community partners to raise awareness of the support and resources available through ECR;
- Providing more touch points with ECR and students, faculty, and staff;
- Providing culturally relevant and responsive outreach and resources to underrepresented students, to include members of the LGBTQIA2+ community, students with disabilities, and students of color; and
- Hiring an advocate dedicated to support students who have experienced sexual misconduct.

## **E. Prevalence of Sexual Assault and Other Sexual Misconduct**

The survey asked students to indicate if they experienced sexual violence (non-consensual or unwanted sexual contact) since fall 2023. Four percent (25 responses) of students indicated having experienced at least one instance of sexual violence, 94% indicated having not experienced this, and 2% were not able to recall if they experienced this. Of the 25 individuals having experienced sexual violence, 33% (8 responses) used UMBC's formal procedures to report the incident. Top reasons for deciding whether or not to share or report their sexual violence experience included feelings that the incident was not serious enough to report, wanting to forget that it happened, feeling of shame or embarrassment, lack of proof that the incident occurred, fear that they would not be believed or taken seriously, and not wanting to get the person who committed the instance of sexual violence in trouble.

The survey also asked students to indicate if they experienced relationship or dating violence since fall 2023. Three percent (15 responses) of students indicated having experienced at least one instance of relationship or dating violence, 97% indicated having not experienced this. Of the fifteen individuals having experienced relationship or dating violence, 6% (5 responses) used UMBC's formal procedures to report the incident. A follow up question to understand reasons for deciding whether to share or report their relationship or dating violence experience was not asked of respondents.

These survey responses are consistent with the 2022-2024 incident data which also reflects more incidents of sexual violence as compared to relationship or dating violence. The survey responses are also consistent with the incident data that shows most reports are made by someone other than the complainant and that the majority of complainants did not proceed through UMBC's formal resolution process.

# **University of Maryland College Park (UMD)**

## **Survey Administration**

**What survey instrument was used in the 2022-2024 cycle? How was it developed or obtained? Has it changed significantly since the previous cycles? If so, why?**

UMD utilized the Student Environment and Experiences Survey (SEES) for the 2022-2024 cycle. This instrument was developed by the Office of Civil Rights and Sexual Misconduct in conjunction with the Office of Strategic Initiatives at the University of Maryland School of Public Health. The assessment is comprised of items adapted from other campus climate surveys and measures developed specifically for UMD.

**Please discuss whether your institution used the additional Maryland Department of Health questions and prompt edits provided in 2022? Why or why not.**

We did not incorporate the additional MDH questions from 2022. We felt that it was important to continue using the items we previously developed, because consistency allows us to evaluate change over time. However, because the MDH items measured constructs similar to what our previously developed items measured, it would have been too duplicative to ask the MDH questions in addition to our questions.

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

In February 2024, a random sample of 10,000 full-time undergraduate students between the ages of 18 and 25 were selected by the University Registrar's office. There were no inclusion or exclusion criteria with regard to demographic characteristics (e.g., gender, race, ethnicity).

**How did the institution conduct the survey?**

Data were collected via online survey during a two-week interval in February 2024. Selected students received a personalized email invitation to complete the online survey containing a unique link. A maximum of three email reminders were sent to students; once a student completed the survey, they did not receive any additional reminders.

**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 15-minute survey was administered online via the Qualtrics survey platform. A total of 2771 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 27.8% (2771/9958).

**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 posts and reels on social media, such as Instagram, YouTube, X, and Facebook. Four reels were produced that covered an introduction to the survey, how to participate, why it is important to participate, and an overall reminder to participate. A press release was sent out as part of the "Maryland Today" newsletter with daily campus highlights. Tabling was done at the student

union and several dining halls during lunch hours. Posters were put up in the student union, residence halls, and on buses.

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

<b>Table 1. Comparison of demographic characteristics of the survey sample with aggregate data on undergraduates</b>		
	<b>SEES 2024 Sample</b>	<b>All Full-time Undergraduates</b>
<b>Gender</b>		
Male	40.0%	50.5%
Female	57.5%	49.1%
Transgender, Genderqueer, Nonbinary, or another Gender Identity	2.5%	0.4%*
<b>Race/ethnicity</b>		
White, non-Hispanic	45.2%	42.0%
Asian, non-Hispanic	31.5%	26.7%
Black or African American, non-Hispanic	8.8%	14.2%
Hispanic/Latino	8.3%	11.5%
Two or More Races	5.0%	5.4%
Other	1.2%	0.2%

*\*The university began reporting non-binary as a gender option during the 2023-2024 academic year. This percentage likely still reflects an underreporting of students identifying as a gender other than male or female.*

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

Several items were updated to better reflect current resources, reporting options, and educational efforts on campus. New items on sexual exploitation and sexual coercion were added. All language was reviewed and revised as necessary to ensure clarity and inclusivity.

## **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 79.0% (other students), 74.5% (faculty members), and 63.0% (administrative personnel and offices). Male students reported more positive relationships with other students than female students or students identifying as transgender, genderqueer, non-binary, or another gender. Students of color reported slightly less positive relationships with other students and with faculty members than white students. Relationships with administrative personnel did not differ by gender or race.

#### Safety

Approximately half of students (46.1%) agreed with the statement “UMD does enough to protect the safety of students,” while 30.3% disagreed and 23.6% were undecided. Students were also asked about their use of safety practices as part of their life at UMD. Walking in lighted areas and locking room doors were the most widely used safety practices. The majority of students also indicated they coordinate with peers for safety, endorsing behaviors such as walking with others rather than alone (64.7%), walking friends home who have had too much to drink (71.1%), and attending/leaving parties with friends rather than alone (70.7%). 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 44.8% indicated that situation hadn’t arisen.

When asked to respond to the statement “Sexual assault is a problem at UMD,” 45.3% agreed, 15.7% disagreed, and 39.0% were undecided. White students, female students, and students identifying as transgender, genderqueer, non-binary, or another gender were most likely to agree with the statement.

### Belonging

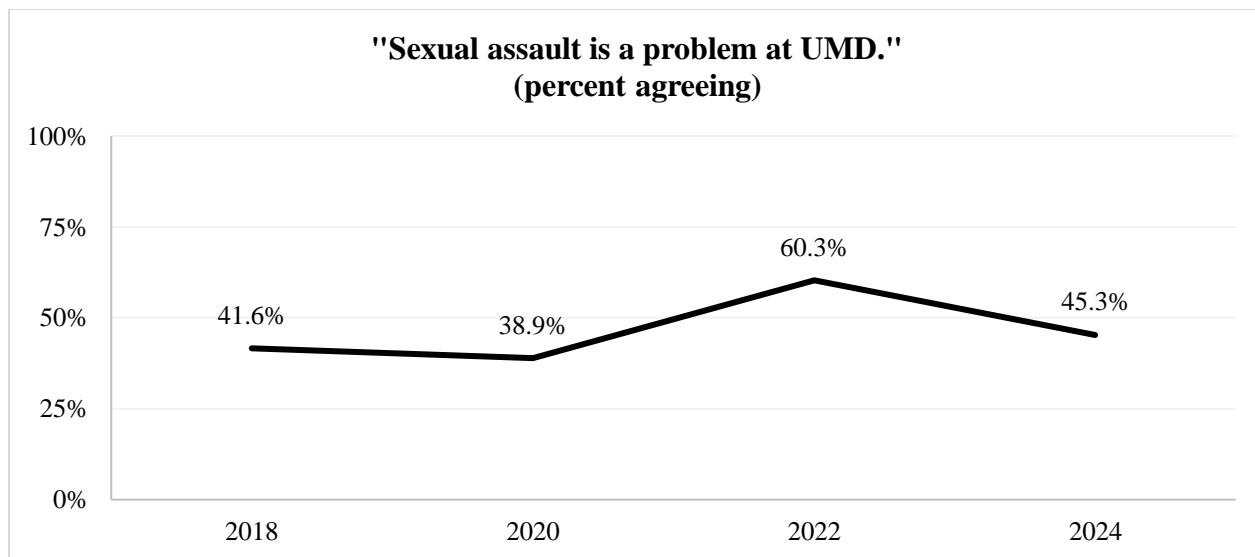
84.0% of students agreed with the statement, “I feel I am a part of this university,” while 11.4% were undecided and only 4.7% disagreed. Students identifying as transgender, genderqueer, non-binary, or another gender were more likely to disagree with the statement (16.7%) than male or female students (5.0% and 3.8%, respectively). Disagreement with the statement was also more prevalent among students of color than white students (79.4% and 89.6%, respectively).

### **How have these perceptions changed over the past four cycles (2016-18, 2018-20, 2020-22, and 2022-24)? Discuss and use charts/graphs.**

Overall, most perceptions have remained stable over the five assessments since 2016. Relationships with students, administrative personnel/offices, and faculty have been notably stable since the survey began in 2016. For example, the percentage of respondents indicating positive relationships with other students has only varied by 2% over the five assessments, from a low of 77.6% (2018) high of 79.6% (both 2016 and 2020).

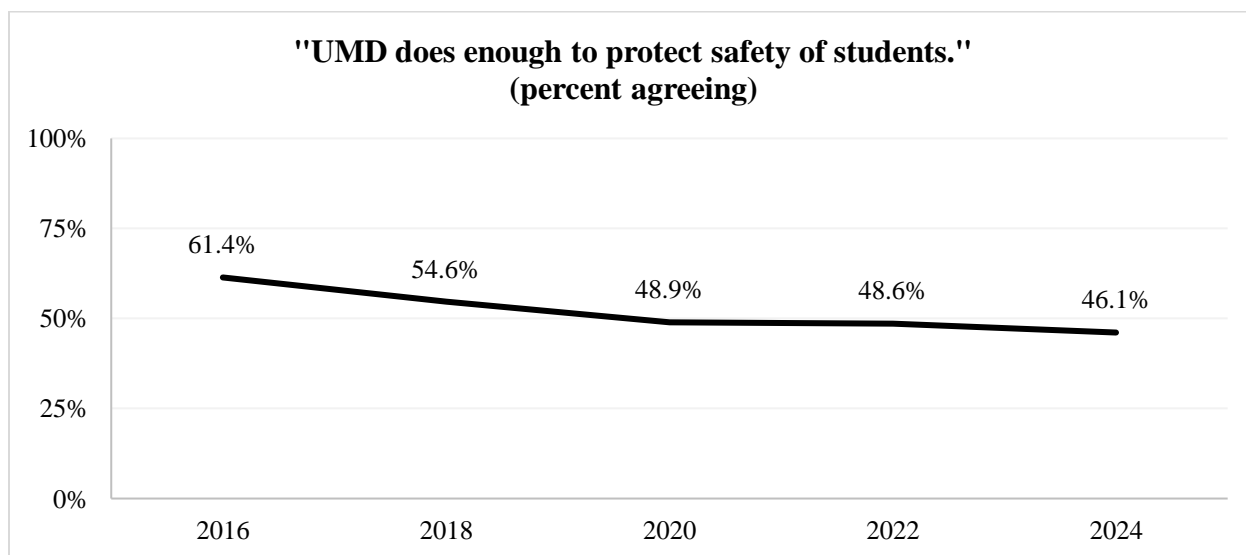
Belonginess saw a slight increase since it was added to our survey in 2022, with the percent agreeing with the statement “I feel I am a part of this university” increasing from 80.1% in 2022 to 84.0% in 2024.

We have seen more variation over time in students’ perceptions of sexual assault as a problem at UMD (see figure below). After remaining stable in from 2018 to 2020, there was a notable uptick in the proportion of students perceiving sexual assault as a problem in 2022. However, in 2024, this decreased significantly from 60.3% to 45.3%.



*Note: This item was not assessed in 2016.*

The proportion of students who agreed that UMD does enough to protect the safety of students decreased initially (from 2016 to 2018 to 2020) but has remained more stable in recent years (see figure below).



## 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:**

### **i. Training and education**



Students were asked questions about their exposure to information about sexual assault and their involvement with sexual assault prevention activities during the current academic year. Two-thirds of students had seen either posters or social media posts from the university about sexual assault (e.g., raising awareness, prevention messaging). Attending bystander workshops (32.5% of students) was more common than attending presentations on healthy relationships (22.9%) or Title IX (17.0%). 61% of students in a fraternity or sorority had attended a presentation given to their organization, and half of student-athletes had attended a presentation given to their team.

In terms of content exposure, information about consent was most common (56.3%), followed by information about how to report sexual assault (54.3%), the definition of sexual assault (49.6%), information about healthy relationships (48.1%), and where to go get help if someone they know is sexually assaulted (47.4%). Approximately one-fourth of students (27.8%) said they had not received any of this information during the current academic year.

### **ii. Support for persons reporting sexual assault and other sexual misconduct**

Overall, 63.9% said that it was likely that UMD would support the student making the report, with 8.8% disagreeing, and 27.3% indicating that they were undecided/didn't know. When asked about specific aspects of making a report, the majority of students said that UMD would maintain the privacy of the person making the report (78.4%) and would offer resources to the person (78.4%).

### **iii. The administrators responsible for investigating misconduct**

Half of the students agreed that UMD officials handle incidents in a fair and responsible manner, while 23.0% disagreed and 27.1% were undecided. Two-thirds said that UMD would take the report seriously (65.2%), while slightly fewer (51.1%) agreed that the University of Maryland Police Department (UMPD) takes student crime reports seriously. About half of students perceive UMD to handle reports fairly (54.2%) and believe that UMD would take action to address factors that might have led to a sexual assault (48.7%).

### **How have these perceptions changed over the past four cycles (2016-18, 2018-20, 2020-22, and 2022-24)?**

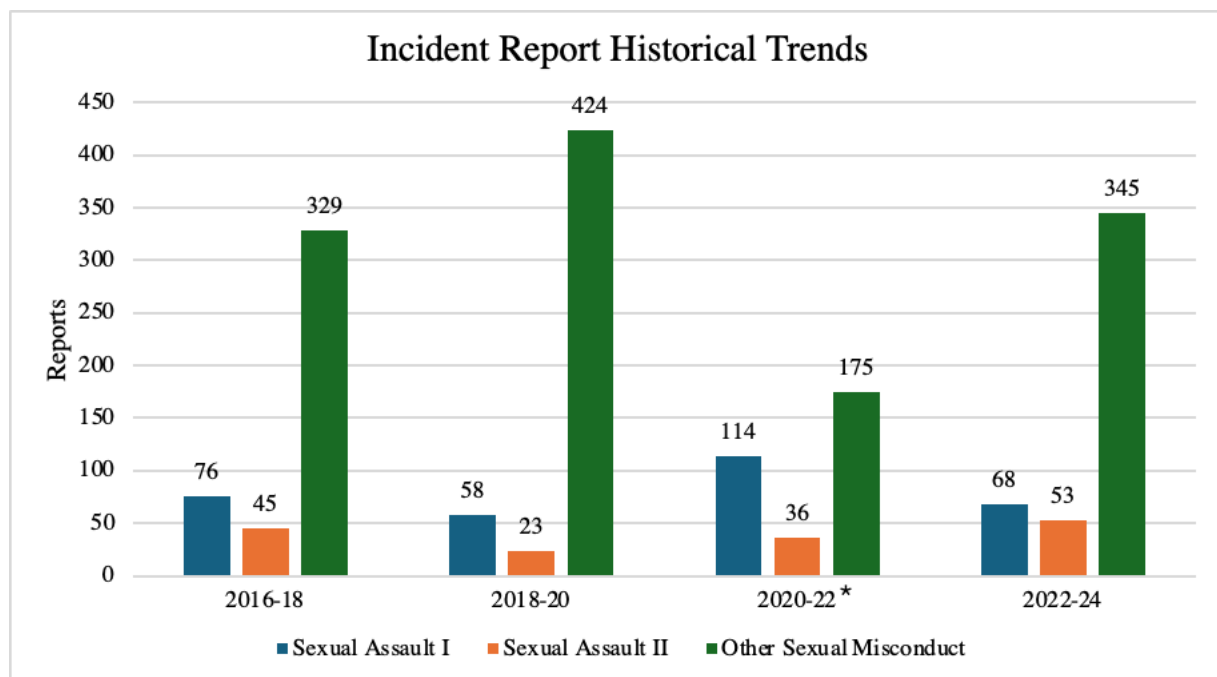
Several improvements were seen in 2024. After decreasing from 55.1% in 2020 to 41.6% in 2022, the proportion of students agreeing that UMPD takes student crime reports seriously increased to 51.1% in 2024. Similarly, the percentage saying that UMD would take a sexual assault report seriously increased from 53.6% in 2022 to 65.2% in 2024. This estimate is similar to 2018 and 2020 (67.6%, 63.9%), though still slightly lower than 2016 (70.5%). After declining from 57.8% in 2016 to 39.7% in 2022, the percentage of students saying that UMD would conduct a fair, prompt, and impartial investigation into a report increased to 52.0% in 2024. The percentage saying that UMD would handle a report fairly and that UMD would maintain the privacy of the person making the report remains stable. Finally, there was an 11% increase in the proportion of students agreeing that UMD would support the student making the report from 2022 (52.5%) to 2024 (63.9%).

## **Institutional Analysis and Action Steps**

**What relationship, if any, do you find between the changes in the incident data over the past four cycles (2016-18, 2018-20, 2020-22, and 2022-24) and the trends you are finding in the survey data? Discuss and use charts/graphs.**

Compared to the incident data in the most recent cycle (2020-22), reports of Sexual Assault II and Other Sexual Misconduct increased, which is indicative of the return to in-person instruction after the COVID-19 pandemic. The data gathered in this reporting cycle is relatively consistent with pre-COVID-19 levels, with slightly increased reports of Sexual Assault II and decreased reports of Other Sexual Misconduct.

	2016-18	2018-20	2020-22	2022-24
Sexual Assault I	76	58	114	68
Sexual Assault II	45	23	36	53
Other Sexual Misconduct	329	424	175	345



\*decrease in reports attributed to the COVID-19 pandemic

**What have been the results of changes implemented since the 2020-2022 survey cycle? Over the past four cycles (2016-18, 2018-20, 2020-22, and 2022-24)?**

Various enhancements to UMD's sexual misconduct prevention programs have shown significant results in this year's survey. Increased training by the Office of Civil Rights & Sexual Misconduct (OCRSM) has improved student perceptions of resources, knowledge of reporting procedures, and trust in UMD's handling of reports with privacy.

Campus Advocates Respond and Educate to Stop Violence (CARE) has expanded sessions on consent (The C Word is Consent Workshop) and bystander intervention (StepUP!), boosting understanding and confidence, particularly among first-year students and athletic teams. The

Department of Fraternity and Sorority Life (DFSL) has also seen success with initiatives like the Ten Terp Plan for Sexual Assault Prevention, resulting in high engagement from fraternity and sorority members.

Heightened programming by the Sexual Assault Prevention Committee (SAPC) during Sexual Assault Awareness Month and Domestic Violence Awareness Month has increased recognition of consent and intervention, improving awareness of reporting procedures and decreasing the percentage of students who thought nothing would be done about their report.

These combined efforts have, overall, significantly reduced the percentage of students that indicated not reporting conduct due to fears of not being believed, believing that leadership would not take reports seriously, or a lack of procedural knowledge in the past four cycles.

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

UMD is dedicated to expanding education on Title IX, supportive measures, and available resources using insights from this year's survey.

Firstly, the Sexual Assault Prevention Committee (SAPC), co-chaired by the Office of Civil Rights and Sexual Misconduct (OCRSM) and Campus Advocates Respond and Educate to Stop Violence (CARE), will be enhancing education programs for second, third, and fourth-year students through the use of College Action Plans, which aim to raise awareness about sexual misconduct prevention resources, reporting procedures on campus, and the reporting obligations of faculty and staff. During past cycles, each School and College has developed College Action Plans to integrate educational programming into their curricula, hence, these will be updated with programming efforts for second to fourth year students, with an added focus on transfer and international students. Additionally, the SAPC will collaborate with the Alcohol Coalition Committee and Resident Life to address the intersection of alcohol use and sexual assault, integrating prevention and bystander intervention education into substance use campaigns on campus.

OCRSM will also increase outreach to student organizations, clubs, departments, and units with student employees to expand education on Title IX resources and reporting procedures. To add, OCRSM will continue their partnership with One Love UM, creating workshops on topics like navigating safe and healthy queer relationships and understanding how identity influences relationships to amplify education around healthy relationships.

Finally, a focused effort on the spreading of information with the use of posters, social media posts, and other marketing materials will be enhanced since a high percentage (66%) of respondents indicated receiving information around sexual assault prevention through these methods.

Overall, UMD aims to enhance its sexual assault prevention curriculum and materials to improve student engagement and understanding across campus.

**What have you learned from an analysis of respondents' answers to questions tied to education and training received and questions gauging their knowledge on how to report? Are they aligned or are there gaps?**

This year's survey results show positive outcomes from UMD's educational efforts on reporting and training, while also highlighting areas for improvement the university is committed to addressing with future programs and activities.

Education on bystander intervention and healthy relationships was well-recognized, prompting the Office of Civil Rights and Sexual Misconduct (OCRSM) to enhance training on Title IX and sexual assault definitions to uplift students' current knowledge and understanding of intervention strategies.

The data revealed that respondents are well-informed about reporting options, with 80% reporting incidents within a week. Among those who chose not to report an incident, 0% of respondents indicated that they did not report for the reason of not knowing the reporting procedures on campus; rather, most respondents preferred handling the situation independently. These results reflect a growing confidence and understanding of the reporting procedures and resources provided at UMD and especially the OCRSM, which was indicated as the second most utilized reporting option on campus.

Freshmen demonstrated a slightly higher understanding of reporting options than sophomores, juniors, or seniors, which illustrates the effectiveness of first-year online programming efforts. Therefore, future efforts will focus on educating second to fourth-year students, including transfer and international students. Students of color and men exhibited higher incidences of not knowing reporting options, necessitating collaborations with the Office of Multi-ethnic Student Education, the Multicultural Involvement Community Advocacy, the International Students and Scholars office, fraternities, and other student groups to improve awareness of reporting options.

When it comes to information shared around sexual assault prevention on campus, a high percentage of students indicated receiving information around consent, how to report sexual assault and Title IX protections, and how to prevent sexual assault via posters and social media. This reflects the university's effort towards the spread of information through a variety of marketing materials, such as posters on campus buses, residence and dining halls, and the main student center as well as social media campaigns to increase awareness of prevention events occurring on campus, is illustrated by the results.

UMD aims to enhance students' confidence and willingness to report incidents by improving education, training, and outreach based on this year's survey, fostering a safer and more inclusive campus environment.

## **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. Overall, sexual assault was reported by 12.5% of students. This is a decrease of 4.0% from 16.5% in 2022. However, the proportion of students who selected “prefer not to say” increased by 2.8% during that same time period, from 3.8% to 6.6%. Experiences of sexual assault were significantly more common among female students (17.5%) and students identifying as transgender, genderqueer, non-binary, or another gender (14.0%) than male students (5.3%). Non-consensual sexual contact, touching, or attempted rape was reported by 11.3% of students; this was more prevalent than non-consensual sexual intercourse or rape (5.7%).

<b>Table 2. Prevalence of Sexual Assault Since Coming to UMD</b>	
	<b>% of SEES 2024 Sample</b>
<b>Sexual assault of any type</b>	
Yes	12.5%
No	80.9%
Prefer not to say	6.6%
<b>Non-consensual sexual intercourse or rape</b>	
Yes	5.7%
No	89.1%
Prefer not to say	5.2%
<b>Non-consensual sexual contact, touching, or attempted rape</b>	
Yes	11.3%
No	82.6%
Prefer not to say	6.0%

Additionally, 8.8% of students had ever been sexually harassed since coming to UMD, and 8.5% had been stalked, followed, or received repeated unwanted messages, texts, emails, etc. from someone that made them uncomfortable. Being in an abusive relationship (5.5%) and sexual coercion (4.8%) were the next most prevalent types of sexual misconduct, while being subjected to sexual exploitation was the least common (2.0%).

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

Consistent with the survey data, OCRSM received more reports of Other Sexual Misconduct, including sexual harassment, stalking, and intimate partner violence, than it did Sexual Assault I or II. In contrast to the survey data, OCRSM received more reports of Sexual Assault I than Sexual Assault II. Also, in contrast to the survey data, OCRSM received significantly more reports of sexual harassment than any other type of sexual misconduct, including Sexual Assault I and II.

#### **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 since coming to UMD, 10.5% reported the incident to a confidential resource provider on campus or a person in a position of authority at the university. This was a slight increase from 7.8% in 2022. Telling friends (78.9%) and roommates (40.4%) about the assault was more common, and 15.2% chose not to tell anyone. Reasons for not reporting are provided in Table 3 below. Similar to previous years, the most

common reasons for not telling anyone about an assault were wanting to keep it private and concern about others' reactions (e.g., others not thinking it was important, not wanting others to worry). Approximately one-in-five students didn't want the person who did it to get in trouble, while 15.4% feared retribution from the perpetrator. Reasons specific to the university (e.g., not knowing the reporting procedure) were not endorsed by any students.

<b>Table 3. Reasons for telling anyone about a sexual assault</b>	
	<b>% of students who didn't tell anyone about the assault</b>
Is a private matter/wanted to deal with it on own	61.5%
Didn't think others would think it was serious/important/would understand	57.7%
Didn't think what happened was serious enough to talk about	38.5%
Didn't want others to worry about me	38.5%
Wanted to forget it happened	38.5%
Ashamed or embarrassed	26.9%
Didn't have time to deal with it due to academics, work, etc.	26.9%
Concerned others would find out	23.1%
I thought I would be blamed for what happened	23.1%
Didn't want the person who did it to get in trouble	19.2%
Fear of retribution from the person who did it	15.4%
Fear of not being believed	15.4%
Had other things I needed to focus on and was concerned about (classes, work)	15.4%
I feared others would harass me or react negatively toward me	11.5%
Fear of the police getting involved	7.7%
Concern about being outed as a member of the LGBTQ community	7.7%
Feared I or another would be punished for infractions or violations such as underage drinking	7.7%
Fear of retribution from a student group	3.8%
I thought nothing would be done	3.8%
Concern about retaliation from a person of authority	0.0%
Didn't know reporting procedure on campus	0.0%
I did not feel the campus leadership would solve my problems	0.0%

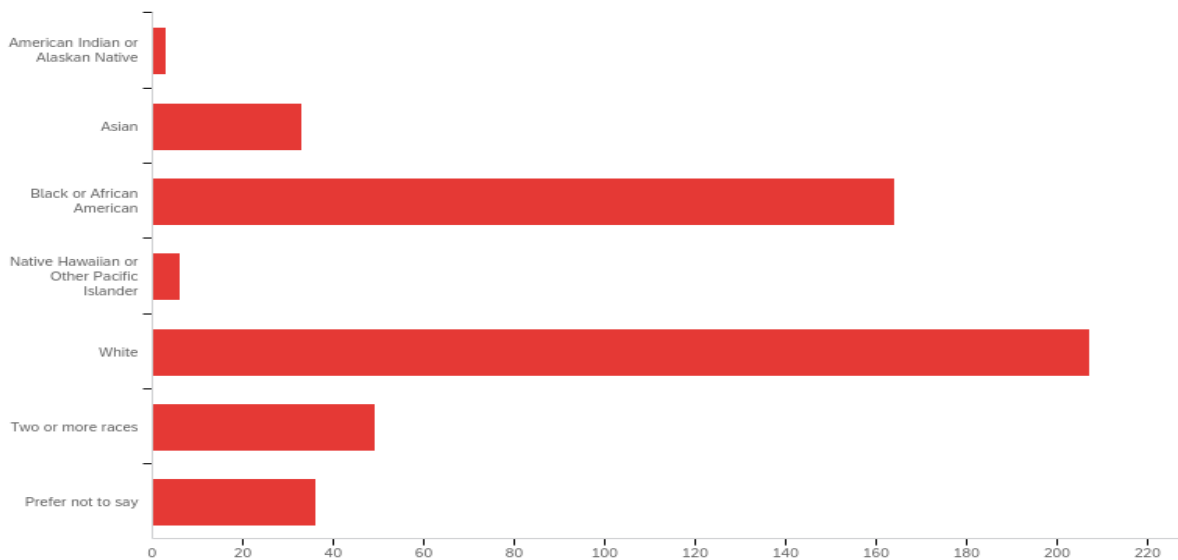
## University of Maryland Global Campus Spring 2024 Campus Climate Survey on Sexual Misconduct

---

### 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 Academic Quality, a unit within the Office of the Chief Academic Officer, 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 2024 semester was 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 31. The average age of our graduate student population is 36.

UMGC had a 4.52% rate of response among the random sample of students selected during the 2022 reporting cycle and 7.00% during the 2024 reporting cycle. For the 2024 reporting cycle, of the 10,060 students who were invited to participate, 613 students completed the survey, resulting in a response rate of 7.00%. The racial demographic of respondents was 41.57% White and 32.93% African American/Black. 55.24% of respondents identified themselves as female. These demographics are comparable to UMGC's overall student population for FY 2021 (35.53% White; 27.89% African American/Black; 45.55% Female).



The response rate is lower than that of many other UMGC surveys. UMGC surveys generally have a response rate between 10% and 20%. In the past, the lower response rate on this survey was attributed to the lack of applicability as identified by the student comments in response to being asked for feedback. However, the comments and feedback received from this year's survey did not provide any insight into why more students did not participate and complete the survey. To the contrary, the comments and feedback received indicated that UMGC should be doing more to raise awareness of resources available to students that address sexual misconduct. While the response rate to this survey is lower than of other UMGC surveys, it is notable that the 7% response rate is the highest received since UMGC started surveying students about this issue in 2016. conducting this s Previous administrations of this survey showed that respondents who acknowledged receiving written or verbal information about sexual misconduct prevention from UMGC was increasing up and until 2020, then we suffered a significant drop in 2022, which we attributed to a shift from a direct email campaign to providing the information in a student newsletter. In 2016, 65.18%; 2018, 76.63; 2020, 84.14%; 2022, 31.71%; and 2024, 49.29%. For 2024 administration, information was provided in a student newsletter, and a direct email campaign, which included a video from our Vice President and Chief Diversity and Equity Officer that encouraged students to complete the survey. This effort showed improvement over 2022 but still fell short of our high in 2020. . 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 six percent (85.77%) of respondents indicated that they either *Agree* or *Strongly Agree* that they feel safe in UMGC's online environment. Approximately sixty six percent of respondents (66.27%) indicated that they either *Agree* or *Strongly Agree* that they feel safe while visiting UMGC's physical locations or regional sites. These results are consistent with our 2022 administration of this survey. In 2022, close to eighty three percent (82.51%) of respondents indicated that they either *Agree* or *Strongly Agree* that they feel safe in UMGC's online environment. While close to sixty six percent of respondents (66.01%) of respondents indicated that they either *Agree* or *Strongly Agree* that they feel safe while visiting UMGC's physical locations or regional sites.

When respondents were asked whether they feel safe taking classes at UMGC without indicating whether the class was online or in person, close to seventy-six percent (76.45%) 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 (92.77); 2020 (88.90%); 2022 (70.72%) to 2022 appears to show that the safety perception is moving in the wrong direction. However, it is noted that 2020 was the first year we asked about the safety of classes without indicating whether the class was online or in person. When we add response that were neutral, i.e., did not agree or disagree, we see that in 2022, the perception of safety increases to 94.08% and in 2024, the response is almost identical at 94.01%. This seems to show that a significant number of students



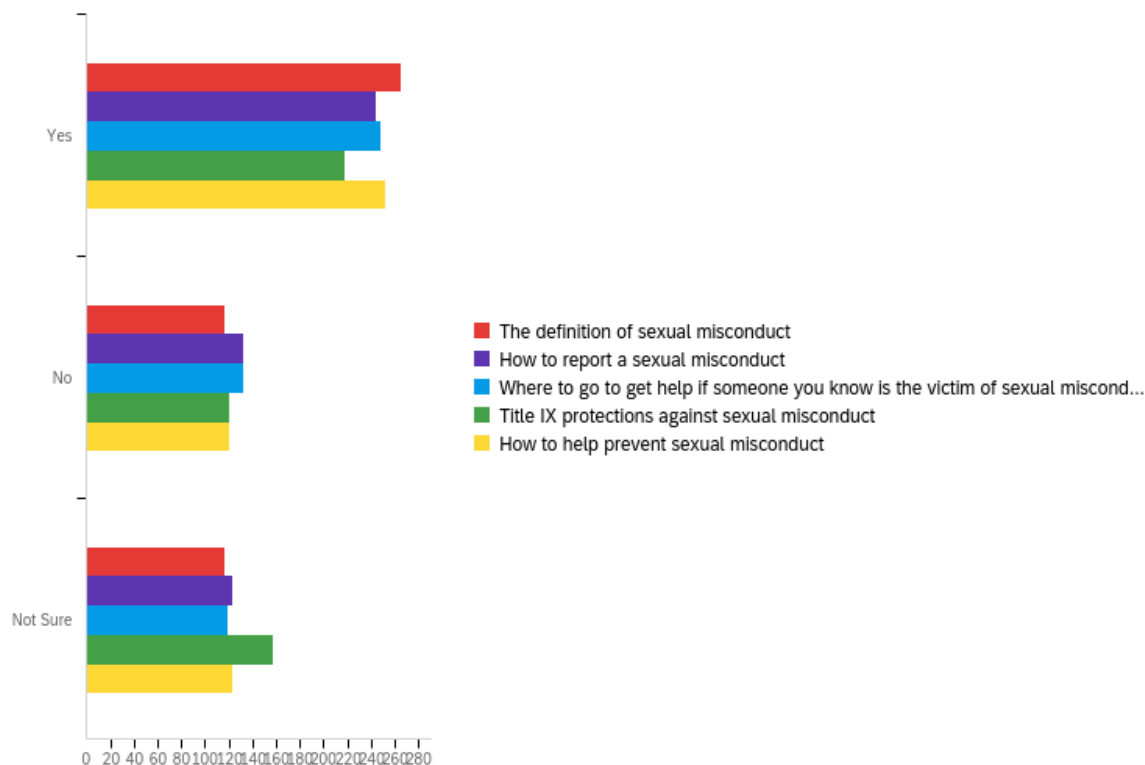
are ambivalent to this question, which may be due to their belief that the issue is not relevant based on how they are participating in UMGC's programs and activities.

## 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.

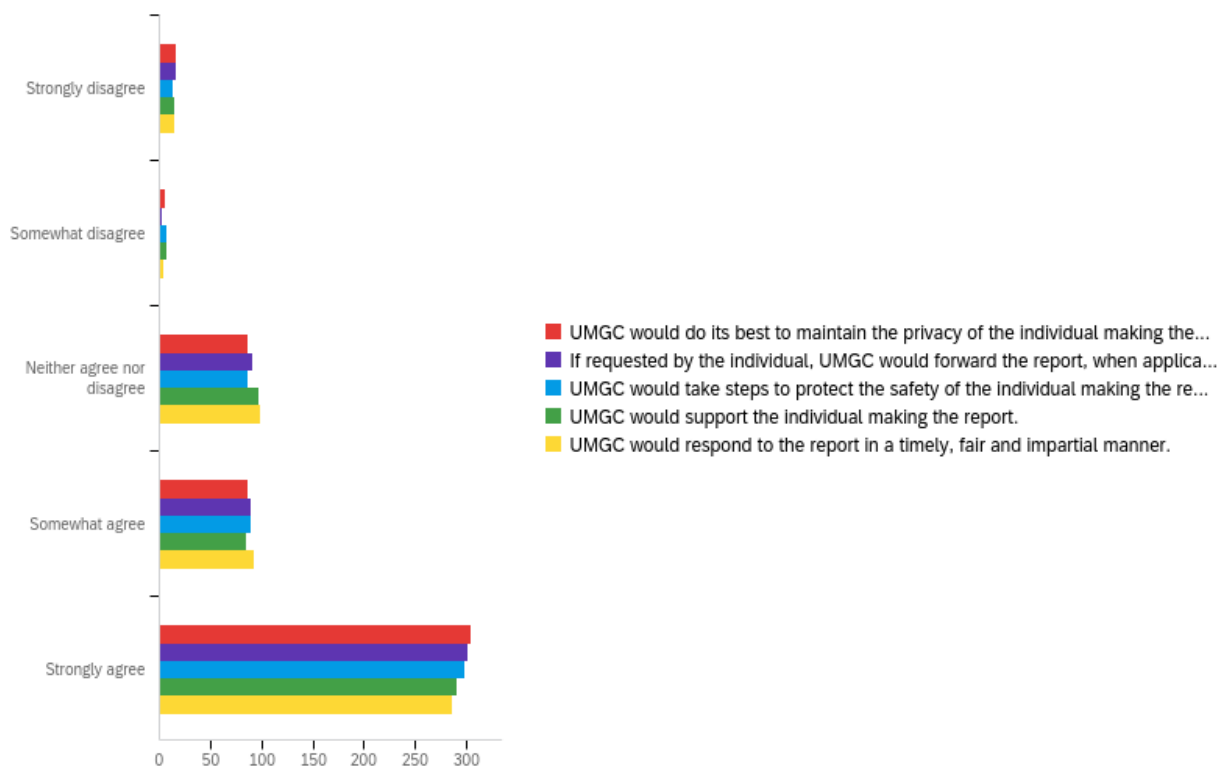
- 53.11% indicated they had received information regarding the definition of sexual misconduct (compared to 34.95% in 2022).
- 48.90% indicated they had received information about how to report a sexual misconduct (compared to 31.49% in 2022).
- 49.70% indicated receiving information regarding where to go if someone the respondent knows is subjected to sexual misconduct (compared to 30.74% in 2022).
- 27.60% indicated receiving information on Title IX protections against sexual misconduct (compared to 27.60% in 2022).
- 43.95% indicated receiving information on how to help prevent sexual misconduct (compared to 33.77% in 2022).



### Support for Persons Reporting Sexual Misconduct

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

- 72.13% of respondents indicated that UMGC would do its best to maintain the privacy of the individual making the report (compared to 72.13% in 2022).
- 72.76% reported that UMGC would forward the report to criminal investigators if requested (compared to 72.76% in 2022).
- 73.76% said that they believed UMGC would take steps to protect the safety of the individual making the report (compared to 73.76% in 2020).
- 70.34% indicated they believe UMGC would support the individual making the report (compared to 70.34% in 2020).
- 67.76% indicated that UMGC would respond to the report in a timely, fair, and impartial manner (compared to 67.76% in 2020).



### Incidents of Sexual Misconduct Experienced at UMGC

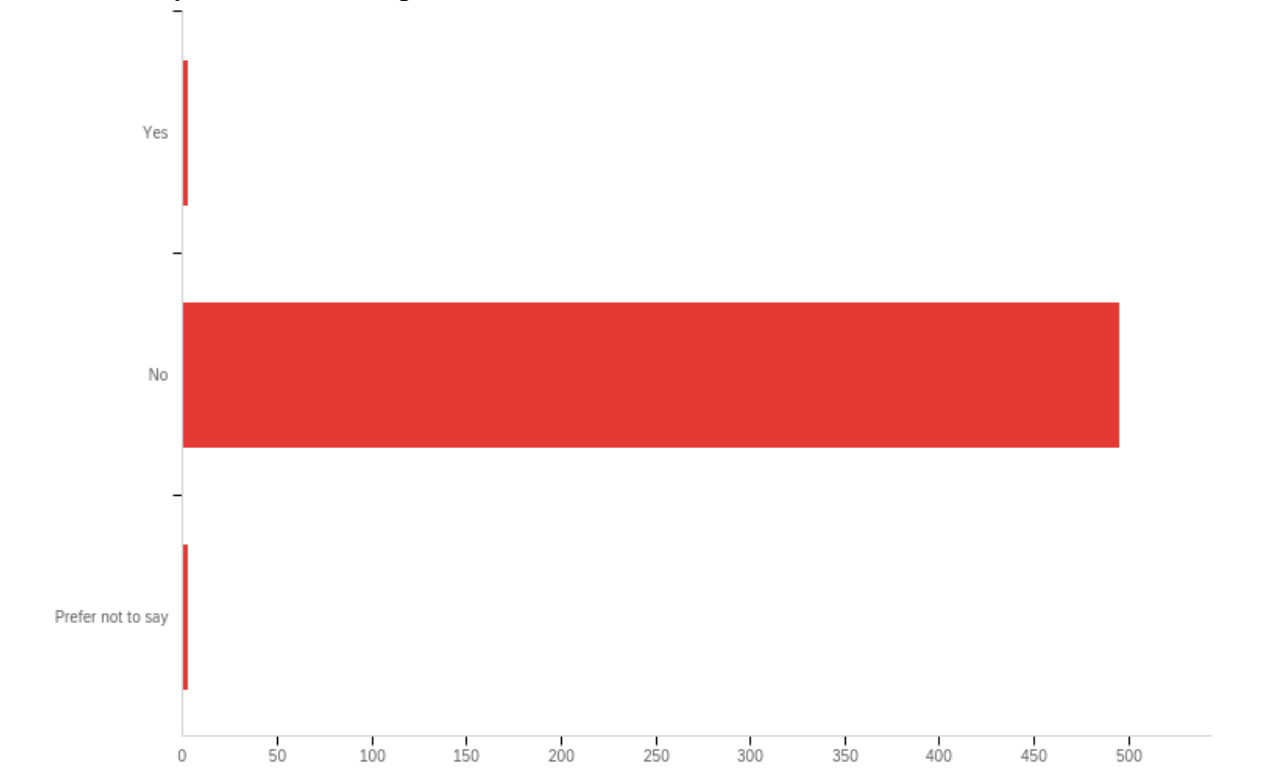
Students indicated that they feel safe from sexual misconduct while visiting UMGC's physical locations or regional sites. Approximately sixty three percent of respondents (66.27%) indicated that they either feel safe from sexual misconduct while visiting UMGC's physical locations or regional sites. Close to twenty-eight percent (27.94%) of respondents had neither agreed nor disagreed)

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

Students 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 question 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.

- 98.80% of respondents (495 students) indicated that they had not experienced sexual violence or sexual assault while participating in a UMGC related program or activity.
- 0.60% of respondents (3 students) indicated that they had experienced sexual violence or sexual assault while participating in a UMGC related program or activity. One student indicated that the incident took place at a UMGC physical location and indicated that it involved either an UMGC faculty member, staff member or student. The 3 respondents indicated they did not seek help from UMGC or an outside resource.

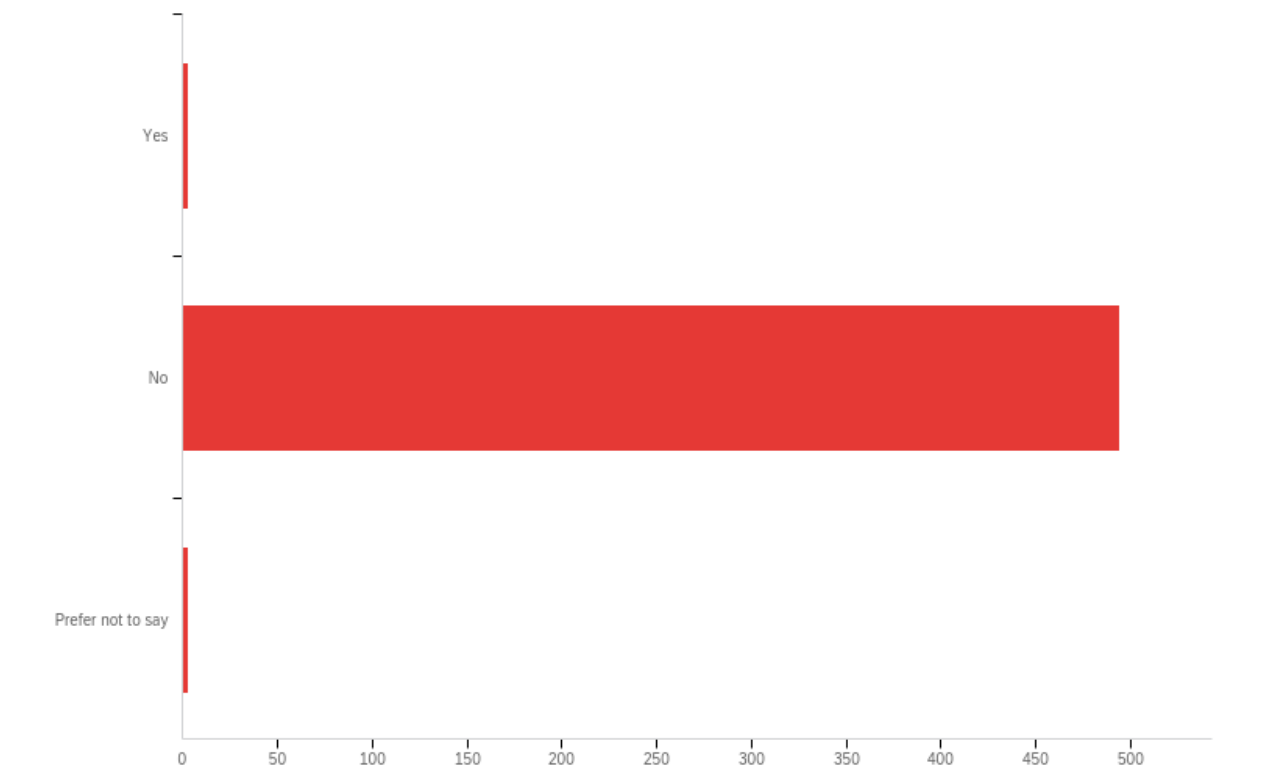


#### Incidents of sexual harassment while participating in a UMGC related program or activity.

- 98.80% of respondents indicated that they had not experienced sexual harassment while participating in a UMGC related program or activity.
- 0.60% of respondents (3 students) indicated they had experienced sexual harassment while participating in a UMGC related program or activity. One student indicated that the

incident took place at a UMGC physical location and indicated that it involved either an UMGC faculty member, staff member or student. The respondent, whose comment appears to indicate they work at UMGC in one its student acing teams, reported the incident to a supervisor. While action was taken, the respondent is not satisfied with the action taken. A review of the Title IX database does not show a report was received based on the disclosed description of incident. Incidents of stalking (including cyber stalking) while participating in a UMGC related program or activity.

- 98.80% of respondents indicated that they had not experienced stalking, including cyber stalking, while participating in a UMGC related program or activity.
- 0.40% of respondents (2 students) indicated they had experienced stalking, including cyber stalking, while participating in a UMGC related program or activity. One student indicated it occurred during an online or hybrid class. The other student preferred not to say. Neither student reported the incident to UMGC, and both preferred not to say if it involved an UMGC faculty member, staff member, or 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 49.70% of respondents received information about where to get help, and 48.90% 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 613 completed surveys, Only 2 respondents provided meaningful comments (i.e., other than, "thank you", "n/a" or "no"). The two comments sought for UMGC to do better creating awareness of UMGC's sexual misconduct policy.

*Information on the matter sent out to every student, faculty, and members should receive information regarding how to get help. I have an understanding what help is at hand, but everyone should have information to get help. Maybe having the information at the main page of UMGC way at the bottom so that individuals may find it.*

*There should be guidelines and policies included in every syllabus for sexual misconduct.*

### **Institutional Steps**

Taken together, the survey results and responses to the open-ended question appear to indicate that UMGC was able to reverse the trend that was seen in 2022. Except for the improved participation rate, the survey still shows plenty of opportunity for UMGC to educate its student population about its Sexual Misconduct policy and change the perception about the relevance of sexual misconduct incident to students who participate virtually in programs and activities. 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*. 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* as it has over the last two survey cycles. *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 schools including the suggested Maryland Department of Health questions on sexual orientation and disability status and the edits to response options under training received and gender identity.

The Office of Institutional Equity and Compliance (OIE) reached out to students through an email campaign, social media, and by tabling in the cafeteria and at major on-campus events. Promotional materials consisted of a flyer that was posted on social media, in residence halls, the Student Center, and various academic buildings. The survey was opened February 29 and concluded April 25, 2024. Students received an email once a month encouraging them to complete the Sexual Assault Campus Climate Survey. The OIE offered t-shirts, tote bags, and other items purchased for Sexual Assault Awareness Month to students who completed the survey tool. In addition the OIE received vouchers for free smoothies from Thompson Hospitality dining services and partnered with Academic Affairs for faculty to offer extra credit to students who completed the survey.

The survey was distributed to 2,840 students, including undergraduate, graduate, professional, full- and part-time students. Any currently enrolled student with a University email address was requested to complete the survey. Of the 2,840 individuals who were invited to participate, 344 students consented and completed the survey, yielding a response rate of 12.1%. Sixty-three percent (63.5%) of respondents identified themselves as female, 27.4% as male. The racial demographic of respondents was 77.6% African American and 6.8% White. These demographics are compared to the overall student population at UMES (70.4% African American; 12.4% White).

	Survey Respondents	Total Student Population (based on IRIS data Fall 2023 semester)
Male	27.4%	42.5%
Female	63.5%	57.5%
African American/Black	77.6%	70.4%
White	6.8%	12.4%
Hispanic	7.8%	4.5%

This survey included new questions about sexual orientation and disability and a response edit for gender identity. While these new demographics do not have an overall student population with which to compare, the results yielded the following information. More than two-thirds (68.5%) of respondents identify as heterosexual or straight, while 13.2% identify as bisexual and 5% identify as gay or lesbian. Of those surveyed, forty-seven percent (47%) of respondents identify as students with a disability. In addition to the gender identities of male and female captured in the table above, the response edit to the survey indicated that 5% of respondents identify as non-binary or genderqueer.

The total direct cost for promotional materials, marketing, and incentives for the University's campus climate survey was \$200. 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. No changes to the survey administration were made since the last survey cycle with exception to minor adjustments.

### **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. Fifty-nine percent (59.3%) of respondents indicated they either *Agree or Strongly Agree* that they feel safe on the campus. Seventy percent of respondents (70.8%) 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. More than half (56.2%) of the respondents indicated they either *Agree or Strongly Agree* that students feel like they are part of this college, while slightly more (56.6%) of participants feel happy to be at this college.

The survey continues to show a decrease in respondents feeling safe on campus which has dropped approximately 4% per year since 2020. However, the survey showed an overall increase in students' positive perceptions regarding the general campus climate over the last two survey cycles. Post-pandemic, the university has returned to activities as normal with student's returning to the classroom for in-person instruction. In addition, major campus activities such as Homecoming and Springfest returned to full capacity allowing opportunities for students to social and reconnect with the campus community.

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

#### **Training and Education**

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

- Over seventy percent (71.7%) indicated they had received information regarding the definition of sexual assault;
- 64.6% 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;

- Over sixty percent (63.3%) indicated they either *Agree or Strongly Agree* that if a friend were sexually assaulted, they know where to go to make a report of sexual assault. Training and education was not included in the 2018-2020 survey.

### **Support for Persons Reporting Sexual Assault**

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

- Over sixty percent (62.3%) of respondents indicated they *Agree or Strongly Agree* that UMES would do its best to maintain the privacy of the individual making the report;
- 60.2% reported they either *Agree or Strongly Agree* that UMES would forward the report to criminal investigators if requested;
- Over half (58.4%) said they *Agree or Strongly Agree* that UMES would take steps to protect the safety of the individual making the report;
- 60.2% of students reported that they either *Agree or Strongly Agree* UMES would take the report seriously;
- 58% 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;
- 58% 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.

- Less than half of respondents (42.5%) indicated that they either *Agree or Strongly Agree* in the UMES ability to handle a crisis properly;
- 41% indicated they either *Agree or Strongly Agree* that UMES responds rapidly in difficult situations;
- Less than half of the respondents (40%) indicated they *Agree or Strongly Agree* that college officials handle incidents in a fair and responsible manner;
- 43.4% of respondents responded that UMES does enough to protect the safety of students.

Student beliefs about the university's ability to handle a crisis properly have remained neutral since the last survey cycle. The survey continues to show an overall decrease (7.2%) in student perceptions of how UMES would handle reported incidents of sexual assault or violence since 2020. In addition, the survey showed a decrease in the percentage of students who know where to get help on campus if a friend were sexually assaulted. This decrease may be attributed to the reduction of peer educators conducting educational programs due to the lack of funding and a decrease in presentations during Freshmen Orientation classes due to scheduling conflicts.

## **Institutional Analysis and Action Steps**

In 2018, UMES expanded and further developed the Title IX area to include prevention, education, and investigations related to Title IX, EEO/Title VII, ADA, Fair Practices, Diversity/Inclusion, 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. Over the last two survey cycles the full-time staff size of the OIE specifically addressing Title IX matters has remained the same and we anticipate adding 2 more full-time staff by the end of this calendar year.

Since the last survey, UMES completed grant cycles with the Office on Violence Against Women (OVW) and the Maryland Department of Health. These grants funded the costs associated with a full-time grant coordinator spearheading prevention efforts, student fellows (2), peer educators (4), awareness programming, and marketing materials for sexual violence prevention initiatives. These individuals were instrumental in creating opportunities for community engagement through event, educational, and social media content development. Without the grant funding to cover additional staff costs, the amount of programming and community engagement has decreased and is reflected in the survey results in training and education.

The survey data indicates that the University continues moving towards successful implementation of Title IX regulations and other state or federal requirements. The university continues to work towards completing the action items outlined in the last two survey cycles. Some success has been achieved by acquiring grant funding and the continued use of the online training platform, *Vector Solutions*. There continues to be room for improvement to engage with students early and often. Challenges have persisted in addressing student perceptions of the University's efforts to address sexual violence, including the fairness of the process, and response efforts.

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

- Securing the grant from the Office of Violence Against Women (OVW) to Strengthen Culturally Specific Campus Approaches to Address Sexual Violence and continue developing, creating, and promoting prevention efforts related to sexual assault/violence for the campus community established by the Building Resistance Against Violence Engagement (B.R.A.V.E.) Project.
- Re-establish the peer educator program to provide more in-person training opportunities for the general student body in the evenings and on weekends.
- Continued use of *Vector Solutions* online mandatory sexual violence prevention training for all students with a focus on training first-year students as part of their onboarding during new student orientation.
- Rollout of Bringing in the Bystander sexual violence prevention program.
- Establish and train the University's first victim advocate to further develop and promote reporting structures for the campus community.
- 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 Institutions

2022-2024 Sexual Assault Campus Climate Survey and Incident Data Reporting submission to the  
Maryland Higher Education Commission

Submitted by Dr. Kyra L. Milbourne, Dean of Students  
On Behalf of Capitol Technology University

On, January 22, 2024 the 22-24 Campus Climate Safety and Security Survey was emailed out to all undergraduate and graduate students including doctoral student list serv by the Dean of Students. In addition to email the survey link was shared on discord (a social media platform) and by flyers posted throughout campus. The survey was sent twice via email with the second email being deployed on February, 5<sup>th</sup>. All individual responses were confidential with no identifiers requested. The MHEC provided template was used for the survey with the addition of the proposed questions from the Maryland Department of Health and two questions from MHEC regarding relationship to perpetrator and bystander intervention to the survey.

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 totaled 1,127 students. 76 students responded to the survey with a response rate of 6.7% which is less than half of the response rate from 2018. 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. One respondent indicated that they were under the age of 18.

A total of 76 students participated in the survey with 66% full-time, with 37%, 18-24 years of age, with 36% within the range of 35-54 years of age. This was representative of our fall 2023 student body composition with the average age of our students with the average age for graduate students at 46 years of age and undergraduate 22 years of age. Capitol Technology University has a unique student body with more than half taking courses completely on-line and classifying as graduate student. Of those who participated within the study, 59% are enrolled in either a Masters or Doctoral program, with 39% of respondents' enrolled in the doctoral mentored research model and 26% taking courses on ground at our Laurel campus.

The survey respondents represented on trend:

- Undergraduate students 42% of respondents were undergraduate compared to 41% of the total university population.
  - 59% of respondents are graduate students compared to 56% of the total university population.
  - 66% of all respondents were full time compared to 74% of the total university population.
  - 30.14% of respondents were black compared to 31% of the total university population

The survey respondents over represented:

- Students in university housing; 47.0% of respondents were residents of university housing compared to 21.5% of the total university population.
  - 48% of respondents were white compared to 33% of the total university population.

Regarding racial identification, the data revealed that 48% of respondents self-identified as white, while 30% identified as black or African American, highlighting significant representation from both racial demographics within the survey sample. In terms of sexual orientation, a substantial majority of respondents, constituting 75%, identified themselves as heterosexual or straight, underscoring the predominant sexual orientation within the surveyed population. Among these respondents, 17%

disclosed a medical diagnosis of Attention Deficit Hyperactivity Disorder (ADHD), and 14% having a chronic mental health condition such as depression, PTSD, and/or an anxiety disorder. Of the 37% that participated in the survey, 39% are homeowners, 25% reside in on-campus apartment housing and 23% off-campus in privately leased apartment or home. Of those who participated 42% identified as a first year undergraduate or graduate student at Capitol, while 26% identified as a third year.

In the survey, a notable 78% of participants expressed feeling valued within the classroom, while an equal percentage attested to the perception of faculty, staff, and administrators respecting their perspectives. The institution's climate appears robust, evidenced by 79% of students feeling integrated into the Capitol community, alongside an impressive 89% satisfaction rate regarding their choice of college. Moreover, a significant portion of respondents, 64%, voiced confidence in the university's ability to effectively manage campus crises, closely followed by 62% who acknowledged the institution's prompt responsiveness during challenging circumstances. Additionally, a substantial 66% affirmed their belief in the fair and responsible handling of incidents by university officials, with 65% acknowledging the institution's efforts in prioritizing student safety. The results skewed more toward agree than strongly agree compared to 2018.

An overwhelming 81% of respondents expressed confidence in the university's commitment to treating reports of sexual assault and/or violence with the utmost seriousness. Impressively, 82% acknowledged the institution's dedication to preserving the privacy of individuals making such reports, further affirming the university's willingness to collaborate with criminal investigators upon the victim's request. Moreover, an impressive 79% of participants felt assured that the university would provide unwavering support and take necessary measures to safeguard the reporter. Additionally, a notable 77% believed in the institution's proactive stance towards addressing underlying factors contributing to instances of sexual misconduct. Finally, 64% of our student body expressed solidarity with those who bravely step forward to make reports, underscoring a culture of support and empathy within our university community.

Based on the responses below, this is a good indicator and confirmation that our trainings focused on bystander intervention, ways to express disinterest in an appropriate manner, and safe and brave space training have been beneficial in helping to cultivate a safe and civil campus community. 83% of respondents said they would call the police or authorities if they saw a group bothering someone in any setting, 93% would confront a friend who has hooked up with someone who was unconscious, and 95% would confront a friend if they heard rumors that they forced someone to have sex.



## **Sexual Assault Survey Report 2024**

### **I. Survey Administration**

In 2024, we administered the HEDS (Higher Education Data Sharing) Sexual Assault Climate survey via email to the undergraduate student population. In addition to being shorter than the previous climate survey, HEDS provides comparative data from other colleges administering the survey.

All undergraduates 18 years of age or older were invited to participate (n=867). Students were sent periodic reminders and encouragement. Participants were entered into a raffle to win a 40-inch television. One hundred and forty-six students completed the survey. The response rate of 17% was slightly higher than the 2022 response rate of 12.1%.

Among survey participants, 57% identified as a woman, 23% as a man, and 20% as non-binary. Sixty-five percent of the respondents identified as white; 35% identified with a non-white racial category. Compared to our undergraduate student population (64% female, 36% male; 48% white, 52% students of color), students of color were underrepresented in the survey. Participation rates are low and uneven across race and gender identities.

Five-point Likert scale agree/disagree statements probed campus climate, including perceived safety. Eight items measured the campus climate with higher scores indicating a more positive climate. The mean score on the campus climate indicator was 3.66, which indicates a neutral to slightly positive perception of campus climate. Twenty percent of respondents agreed with all climate statements, which indicates a positive view of the campus climate. There are no significant differences in perceptions of the campus climate by racial identity. Women are more likely to hold a negative perception of the campus climate than men.

In 2024, 66% of students agree with the statement, "I feel safe on this campus" marking a significant decrease of 29.6% from the 93.7 % agreement rate in 2022. Further, only 29% of respondents agree with the statement "officials handle situations in a fair and responsible manner." It may be the case that national and international events, particularly the conflict in Israel and Gaza, may have adversely impacted student perceptions of safety.

Forty-one percent of respondents agree that there is a low number of sexual assaults on campus, and 41% agree with the statement that they "don't believe they are at risk of sexual assault".

### **II. Institutional Readiness to Address Issues of Sexual Violence**

Regarding student knowledge and preparedness, 86% of respondents report that they have received information or education about sexual assault. Eighty-two percent indicate they have received information or education about actions to prevent sexual assault, and 84% report they

have received information about how to report sexual assault. When asked if they can recall the information or education, the majority, 72%, indicate they remember “most of it” or “almost all or all of it.” Two-thirds of the respondents find the information “very helpful” or “helpful”.

A smaller percentage, 50%, indicate that they have received information or education about the procedures for investigating sexual assault. When asked about their perceptions of how officials would respond to reports, 46% agree that officials would conduct a careful investigation; 56% of respondents agree that officials would support and protect the student making the report; and 58% agree that officials would take the report seriously.

Almost two-thirds of survey respondents indicate that they would be “somewhat” or “very much” comfortable reporting a sexual assault to a Title IX administrator. Sixty-four percent of respondents are confident that “Title IX procedures to address complaints of sexual assault are administered fairly.” Respondents who have experienced a sexual assault or suspected they have been assaulted are significantly less likely to indicate they would be comfortable reporting a sexual assault to Title IX. Eighty percent of students indicate they know where to get help if they or a friend were assaulted or in an abusive relationship.

### **III. Prevalence of Sexual Assault and Other Sexual Misconduct**

Estimates of prevalence of sexual assault and misconduct are shown in Table 1. Half of the respondents indicate that they had experienced some form of sexual contact, including brief physical contact, verbal behaviors such as sexual comments or unwanted sexual advances, and nonverbal behaviors such as others showing lewd photos, touching him/herself in front of them. Of those experiencing unwanted sexual contact, 8% indicate it occurred often or very often.

Eight percent of survey respondents report they had been sexually assaulted since starting at Goucher. Eight percent of respondents have experienced an attempted assault since enrolling.

Intimate partner violence (IPV) was measured by three items that ask about “less serious” violence (e.g., grabbing, shoving, slapping) and more serious violence (e.g., punching, beating, choking, threatened with weapon) as well as isolating behaviors (e.g., restricting movement and friends). Almost 6% of respondents have experienced the less serious forms of IPV; almost 3% report being punched, beaten, choked, or threatened with a weapon.

**Table1. Prevalence of Sexual Misconduct, 2024**

Unwanted Sexual Experience	Yes (%)	Suspected (%)
Sexual Assault	8.2	3.4
Attempted Sexual Assault	8.2	4.6
Unwanted Sexual Contact	50.7	NA
Unwanted Sexual Contact – Often or Very Often	8.3	NA
Intimate Partner Violence (twist arm, grab, push, slap)	5.6	2.8
Intimate Partner Violence (Isolate)	2.1	2.1
Intimate Partner Violence (choke, punch, beat, threaten with weapon)	2.8	1.4
Stalking	7.0	5.6

Sexual Assault prevalence declined sharply from above 25% in previous years, to 18.8% in 2022, to 17% in 2024. This year's estimates, which include those who responded "yes" or "suspected" for experiences of sexual assault, attempted assault, and frequent unwanted sexual contact, may reflect changes due to the survey format rather than actual decreases in prevalence.

A caveat: Consistent with our misconduct policies we define sexual assault here 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. 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, means our overall prevalence rates may appear high in comparison to institutions adhering to legal definitions and having more balanced gender populations. Regardless, our rates are all too consistent with what is known about the prevalence of sexual assault and sexual misconduct within higher education, the encouraging statistical decline in sexual assaults based upon our 2024 survey, notwithstanding.

Although the college's educational efforts have been successful—most survey respondents report that they remember the information shared about sexual misconduct and that it was helpful—only one respondent who was sexually assaulted informed the Title IX coordinator. Similarly, only one respondent reported telling an administrator, staff, or faculty member. Though all of those reporting a sexual assault *did* tell someone, almost all told a close friend. Forty-seven percent of respondents have received a disclosure of sexual assault from a fellow student. Of those experiencing unwanted and nonconsensual sexual behavior, only 19% sought help, advice, or assistance from an on-campus resource.

## **Hood College**

### **A. Survey Administration**

Hood College administered the *Sexual Assault Campus Climate Survey* developed by the Higher Education Data Sharing (HEDS) Consortium in Fall 2023. HEDS integrated all recommendations from the Maryland Department of Health within the survey instrument except for a few recommended questions pertaining to disability status, administrative forwarding of incident reports to criminal investigators, and bystander intervention. The institution will note to request these questions in the next survey cycle. The main survey instrument for the Fall 2023 cycle did not display any significant changes from previous administrations. The Office of Institutional Research and Assessment and the Division of Community and Inclusivity at Hood College partnered to administer the survey to 1,191 undergraduate students and 871 graduate students who were all 18 years of age or older. All students received an email invitation from the Division of Community and Inclusivity to take the survey and aid the campus survey effort between the dates of November 1, 2023, and December 1, 2023. This email included a description of eligibility for three gift cards worth \$50, \$100, and \$150 each. Three reminders were sent out to each student group. Other staff and faculty members such as the Dean of Students and Dean of the Graduate School also aided the survey administration to encourage participation.

Among the surveyed students, 12% (139) of undergraduate students and 14% (118) of graduate students submitted responses. A technical error occurred with the survey configuration during the administration that restricted access to the survey for an unknown portion of registered respondents. The student response rate may have been impacted as HEDS administrators were unable to identify the source of this occurrence throughout the duration of response collection.

The percentages of undergraduate respondents by class level, resident/commuter, and percent reported White only were representative of the population surveyed. A higher percentage of females (75.5%) responded (versus 63.5% of undergraduate population); Although results from graduate respondents are discussed, the following narrative focuses on the results from the undergraduate population.

### **B. Perceptions of Safety and General Campus Climate**

When asked about the impact on the campus climate by individual institutional groups, 76% of undergraduate respondents agreed or strongly agreed that faculty have a positive impact on the climate, 72% agreed or strongly agreed when asked about campus staff, and 70% agreed or strongly agreed when self-evaluating the students. The rate of agreement regarding campus administrators was slightly lower at 66%. Through the studied periods from 2018 to 2023, the results from undergraduate respondents in perceptions of administrative attitudes towards student perspectives, welfare, and fairness also showed mild to moderate fluctuation (Figure 1). Undergraduate rates of general or strong agreement on perceived respect from the administration for student opinions experienced a moderate increase in 2020 before declining below the 2018 rate in 2022 and 2023. Perceptions of administrative concern for student welfare similarly fluctuated with a high in 2020 before dropping in recent years. Reported attitudes towards administrative fairness remained generally consistent in comparison and experienced an increase in 2023. Graduate perceptions of administrative attitudes demonstrated stability over the same period and remained elevated above undergraduate rates.

A majority of undergraduate respondents identified feeling safe at a rate of 70%. Despite improvement since the reported rate in 2022, perceptions of safety among undergraduate students exhibited a predominant downward trend since 2018. The undergraduate rate of confidence in the campus response to crisis also decreased to 50% and further to 39% when addressing response speed. The



undergraduate perceptions of adequate support for students going through difficult times displayed general stability but remained lower than perceptions of safety. These trends provide additional insight on undergraduate concerns and suggest action toward increasing student awareness of the wide array of campus resources, support, and safety strategies. An overall pattern also showed in most decreased items that a higher percentage of undergraduate students responded “neither agree nor disagree” in the 2023 administration (5-10%+).

<b>Figure 1. Undergraduate Percentages of Agree or Strongly Agree to Climate and Safety</b>				
<b>Indicators</b>	<b>2018</b>	<b>2020</b>	<b>2022</b>	<b>2023</b>
Faculty, staff, and administrators respects what students think.	77%	83%	75%	73%
Faculty, staff, and administrators is concerned about student welfare.	77%	80%	66%	63%
Faculty, staff, and administrators treats students fairly.	66%	69%	64%	71%
I feel part of the community.	68%	71%	57%	59%
I feel safe on campus.	79%	76%	66%	70%
There is a good support system at Hood College for those going through difficult times.	60%	56%	62%	58%

### **C. Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence**

In assessing the institution's preparation of training and education regarding sexual assault, results predominately showcased a high level of student engagement. Undergraduate students reported high rates of acknowledgement (81%) toward the campus training to recognize sexual assault. Respondents further reported moderately higher levels of training retention (91%) and efficacy (94%). Despite their perception of sexual assault training and education experiencing a mild decline in retention and perceived effectiveness over the four cycles (Figure 2), student rates have remained generally stable in high percentages. In 2023, there was a noticeable disparity in the recognition of provisioned confidential resources as only 58% of undergraduates acknowledged this support. Although both undergraduate and graduate students continuously provided high ratings within these indicators, institutional administrators remain committed to ongoing enhancement of training methodologies in maintenance of effectiveness and retention among the student population.

Regarding support for persons reporting sexual assault and other misconduct, the data demonstrated generally positive student perceptions. As shown in Figure 2, most students perceive a developed support system at Hood College, yet approximately 42% of undergraduates expressed uncertainty or disagreement. Undergraduate confidence in administrative support and protection for victims reporting sexual assault increased from 65% in 2018 to 69% in 2023.

A majority of undergraduate respondents agreed or strongly agreed that administrators would take reports of sexual assault seriously (71%), investigate reports carefully (69%), and actively “take action” (62%) against offenders on campus; The confidence levels are higher among graduate students and suggests potentially deeper understandings of institutional processes. Each survey indicator of the administrative response to reporting and support of sexual assault victims among undergraduate students displayed an increase from 2018 to 2020, then moderate decline in 2022 before returning near or above 2018 level in 2023. Perceptions of reporting support among graduate students remained relatively stable and positive over the years. These findings reemphasize the opportunity to foster existing communication regarding the institution's methodologies and commitment to addressing sexual assault and misconduct effectively and diligently to instill confidence in all students.

<b>Figure 2. Undergraduate Percentages of Positive Responses to Institutional Response and Training Education</b>				
<b>Indicators</b>	<b>2018</b>	<b>2020</b>	<b>2022</b>	<b>2023</b>
I remember the information or education from Hood College about sexual assault.	94%	95%	89%	91%
I think the information or education from Hood College about sexual assault was helpful.	96%	95%	90%	94%
Officials would take reporting seriously.	67%	72%	60%	71%
Officials would support and protect victims.	65%	71%	57%	69%
Officials would conduct a careful investigation.	61%	64%	49%	65%
Officials would take action.	52%	57%	47%	62%

#### **D. Institutional Analysis and Action Steps**

Between 2018 and 2023, institutionally reported incidents of “sexual assault I” has not substantively changed in comparison to the positive decline in reported incidents of “sexual assault II” and other sexual misconduct (Figure 3). Additionally, the rates of incidents identified by survey respondents shown in Figure 4 have shown great decline. Overall trends within student responses indicate a predominant feeling of safety and comfort within the campus environment and suggest an efficacy of recent institutional and student led initiatives on campus. However, the limited response rate from the total survey population and the suggested discrepancies between incidents reported to the institution and those disclosed by respondents in the previous section alludes to the difficulty in developing a true understanding of changes over time. As all campus administrators, faculty and staff remain committed to the safety of students and the elimination of sexual assault, sexual misconduct, and all social-environmental risk factors that engender harm, these findings reaffirm the universal need for comprehensive prevention and intervention strategies to address the complex nature of sexual misconduct on college campuses, especially among undergraduate populations who appear to be more vulnerable to such experiences.

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.

In spring 2018, Hood hired a new CARE Project Coordinator, funded by the VAWA grant, who developed a strategic plan that incorporated our internal campus resources and outside community agencies in those coordinated efforts to educate students to prevent and respond to sexual assault. The CARE Project Coordinator worked with multiple student groups to promote awareness and intervention. This strategy was well received.

Many educational activities were 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; “Octoberfest” for students provided information on underage drinking and drinking responsibility; a “Safe Sex Carnival” was geared toward having students learn about HIV, STD and consent. However, the grant ended in January 2022.

Between that period and until January 2024, programming related to sexual assault prevention and intervention became more one-dimensional because a program director had not been hired yet. However, in January 2024 the College onboarded a director of inclusive excellence who is responsible for providing education to undergraduate and graduate students, and staff and faculty regarding issues and experiences of sex and gender-based violence and assist in the development of a healthy sexual campus culture. The Director also works collaboratively with campus partners to prevent and respond to sexual misconduct.

Although not tied to the survey results, the College has partnered with Heartly House to host signature events in sexual assault prevention such as Walk-a-Mile-In-Their-Shoes in October for the past few years and Take Back the Night in April for the past two years. Additionally, for the past three years, the College has devoted a week's worth of programming called Sex Week to educate the student body about consent and a healthy sexual culture. Such programming includes bringing in sex education experts, lunch and learn events with faculty on topics related to sex, passive programming and education, and a session with the Title IX Coordinator. This year, due to the efforts of the new Director of Inclusive Excellence, the College hosted programming each week in April in association with Sexual Assault Awareness and Prevention Month.

With the addition of the Director of Inclusive Excellence and in conjunction with our current efforts, we are poised to engage in more direct education and training starting with orientation of new students. The director will also develop intensive training for resident assistants and peer mentors and plans to create a bystander program on sexual assault and prevention for our campus. The Title IX Coordinator will engage in a whole of campus approach to raise awareness regarding the changes in Title IX regulations. We believe these initiatives will increase awareness regarding reporting and supports both on and off-campus as it relates to sexual assault.

<b>Figure 3. Institutionally Reported Incidents of Sexual Assault and Misconduct with Status of College Affiliation</b>						
<b>Incident Report Category</b>	<b>2018-2020</b>		<b>2020-2022</b>		<b>2022-2024</b>	
<b>Sexual Assault I</b>	3		3		4	
Perpetrators of Student Status (Left) and Without (Right) College Affiliation	1	2	2	1	4	1
<b>Sexual Assault II</b>	5		3		1	
Perpetrators of Student Status (Left) and Without (Right) College Affiliation	5	0	3	0	0	1
<b>Other Misconduct</b>	5		6		0	
Perpetrators of Student Status (Left) and Without (Right) College Affiliation	4	1	5	1	0	0

## E. Prevalence of Sexual Assault and Other Sexual Misconduct

In the 2023 administration, survey respondents disclosed four incidents of sexual assault among undergraduate respondents (3%). Undergraduates also disclosed exposure to various forms of partner violence and unwanted sexual behaviors such as explicit messages (21%), explicit verbal behavior (35%), and online sexual images (19%). The percentage of undergraduates who experienced unwanted nonverbal sexual behaviors experienced a moderate decline in 2020 (Figure 4) and a substantial decline in 2023. Surveyed incident rates of unwanted verbal behavior and non-consensual brief physical contact followed a similar trend. Conversely, surveyed experiences of unsuccessful attempts of sexual assault rose in 2020 also heavily decreased in 2023. Incidents of unwanted sexual behaviors among graduate respondents have remained consistently low over the studied cycles.

When comparing the compiled incident report to respondent results, the number of incidents sorted within "Sexual Assault I" potentially coordinate to those declared by respondents. However, respondent rates of experienced sexual misconduct potentially suggest a higher number of incidents than the amount

reported to the institution under “Sexual Assault II” and “Other Sexual Misconduct” (Figure 3). Without the HEDS comparison report, analysis of unreported incidents beyond the respondent population is inhibited. Additionally, one undergraduate student who disclosed the experience of sexual assault also indicated not confiding in anyone about the experience. The student further disclosed the reasons for non-disclosure, including feelings of shame or embarrassment and a lack of time due to academic or work commitments. Although the rates of non-disclosure are low, the reasons indicated by the student may inform the institution of potential external barriers, such as early social-developmental influences, that impact students and their ability to seek support.

<b>Figure 4. Undergraduate Percentages of Response to Sexual Assault and Misconduct Indicators</b>				
<b>Indicators</b>	<b>2018</b>	<b>2020</b>	<b>2022</b>	<b>2023</b>
I have experienced unwanted nonverbal behaviors.	30%	24%	31%	15%
I have experienced unwanted verbal behaviors.	52%	40%	45%	35%
I have experienced unwanted brief physical contact.	34%	27%	31%	19%
Someone attempted, but did not succeed in, sexually assaulting me since starting at Hood College.	5%	10%	8%	2%
Someone has sexually assaulted me since starting at Hood College.	10%	11%	8%	3%

**Johns Hopkins University**  
**Narrative on 2024 Student Survey: Assessing the Climate of Sexual Misconduct**

**Survey Administration**

Johns Hopkins University (“JHU” or the “University”) administered its 2024 *Student Survey: Assessing the Climate of Sexual Misconduct* (“2024 Survey”) during the 2024 spring semester. The survey was developed by JHU’s Office of Institutional Research & Analytics and hosted online in Qualtrics. Most questions used in the 2024 survey were the same as those asked in the JHU’s 2019 and 2021 surveys.<sup>1</sup> Regarding the questions and edits suggested by MHEC, many of MHEC’s recommended questions were similar but not identical to JHU’s existing questions on the same topics. In some cases, JHU opted to maintain the wording used in past survey cycles for maximum internal comparability over time. JHU also added MHEC’s proposed questions that were not already included in its past surveys, some of which are discussed below.

All full-time graduate and undergraduate students enrolled during the Fall 2024 term were invited by email to complete the survey ( $n = 18,086$ ). A comprehensive communications campaign was utilized to promote survey participation, including e-mail reminders; print and social media; promotion via Canvas, listservs, and newsletters; and hosting numerous tabling events. For the first time, the University utilized a QR code to enhance access to the online survey. To incentivize participation, approximately 33% of survey participants received an Amazon gift card (an increase from approximately 20% for the fall 2021 survey). The survey was open for 5 weeks and the rate of response was 13.6% ( $n = 2,457$  students), with 16.4% of undergraduates and 12.3% of graduate students responding.<sup>2</sup>

Students from all nine divisions were represented in the sample. The survey respondents were 37.0% undergraduate students and 63.0% graduate students, compared to a student population consistent of 30.6% undergraduates and 69.4% graduate students. Overall, women made up a greater proportion of respondents than found in the student population (60.3% versus 54.6%) as well as when broken down by undergraduate/graduate level (60.3% versus 53.8% of undergraduates; 60.3% versus 54.9% of graduates). This is consistent with the patterns of response from the 2019 and 2021 surveys. Students identifying as transgender or non-binary comprised 3.3% of the entire response sample. With regard to other self-reported characteristics, respondents identified as White only (26.5%); International/ Nonresident alien (29.5%); Asian only (18.6%); Black only (5.6%) and Other/Multi-race (4.9%). This compares to the overall student population identifying as 23.8% White, 37.4% International/Nonresident alien, 16.0% Asian, 6.7% Black, and 4.0% Other/Multi-race. In addition, 13.1% of respondents identified as Hispanic or Latino, compared to 10.5% of the student population.

---

<sup>1</sup> In 2019, JHU administered the Association of American Universities (AAU) 2019 climate survey. Subsequently, JHU has utilized the same AAU questions in its fall 2021 and spring 2024 surveys for maximum comparability over time. In addition, the fall 2021 and spring 2024 surveys both included questions that were developed based upon input from the JHU’s Sexual Violence Advisory Committee, including questions on the intersection of sexual misconduct with protected identities, preferred forms of resolution, and students’ reactions to prevention and support campaigns.

<sup>2</sup> Despite considerable efforts to promote participation, our response rate was lower than anticipated. We recognize that a lower response rate may yield results that are less representative of the surveyed student population and will be mindful of this as we interpret and utilize the results.

## Perceptions of Safety and General Campus Climate

Survey respondents answered a series of questions to gauge their perceptions of safety and the general campus climate.

**Table 1. Perceptions of Safety**

Survey Question		Spring 2018	Spring 2019	Fall 2021	Spring 2024
<i><b>“I feel safe at this University” – Strongly Agree + Agree</b></i>	Undergrad	76.0%	74.8%	76.0%	73.3%
	Graduate	77.0%	75.0%	73.8%	74.7%
<i><b>How problematic is sexual misconduct – A little + Not at all</b></i>	Undergrad	28.0%	29.9%	40.2%	48.8%
	Graduate	65.0%	63.4%	67.2%	70.8%
<i><b>How likely do you think you are to experience SM – Very + Extremely Likely</b></i>	Undergrad	12.0%	9.5%	9.8%	6.8%
	Graduate	3.0%	2.4%	3.3%	3.1%

When asked about agreement with the statement, “I feel safe at this university,” 74.0% of all respondents indicated they “Agree” or “Strongly Agree.” As shown in Table 1, perceptions of feeling safe have remained fairly static over the past 4 survey cycles, but showed a slight decrease in 2024 for both undergraduate and graduate students.

When asked how problematic sexual misconduct was at the University, 61.8% of all respondents responded with “A little” or “Not at all.” Table 1 illustrates that over the past 4 survey cycles, a growing percentage of undergraduate survey respondents and, to a lesser extent, graduate students consider sexual misconduct to be less problematic.

When asked how likely they thought they were to experience sexual misconduct during their future time at the University, 4.5% responded with responded with “Very” or “Extremely.” The data from the past four survey cycles show a decrease in undergraduate respondents who believe experiencing sexual misconduct is very or extremely likely, while graduate expectations have remained similar over time.

### Bystander Intervention

In addition to JHU’s typical questions on bystander intervention, the 2024 survey additionally incorporated the specific questions encouraged by MHEC:

- When asked how likely they were to confront a friend who was hooking up with someone who was passed out, 89.5% of respondents indicated that they were likely or very likely to do so. Less than 3% said they were unlikely or very unlikely to do so.
- When asked how likely they were to confront a friend about rumors that they forced someone to have sex, 83.7% of respondents indicated that they were likely or very likely to do so. 5% indicated they were unlikely or very unlikely to do so.
- When asked how likely they were to call the police or authorities if they saw a group bothering someone in a parking lot or similar settings, 67.9% of respondents indicated that they were likely or very likely to do so. 11.6% indicated they were unlikely or very unlikely to do so.

- When asked how likely they were to tell campus authorities about information they might have about a sexual assault case, 76.5 % of respondents indicated that they were likely or very likely to do so. 6.7% indicated they were unlikely or very unlikely to do so.

### **Perceptions of Institution’s Readiness & Ability to Address Issues of Sexual Violence**

#### Training and education

81.0% of all survey respondents recalled their JHU orientation containing a training or information session regarding sexual misconduct. Among respondents who recalled participating in such a training or information session, 79.7% recalled the topic of how sexual assault and sexual misconduct is defined on campus, 73.7% recalled learning where to seek help related to sexual assault or other sexual misconduct, and 74.0% found the session to be somewhat, very, or extremely useful. As shown in Table 2, the recollection in Spring 2024 was the highest it has been in the past 4 survey cycles, except for Fall 2021, when the survey was conducted much closer in time to fall orientation sessions. Table 2 also provides data on respondents’ general knowledge of key information.

**Table 2. Orientation Training & Knowledge**

<b>Survey Question</b>	<b>Spring 2018</b>	<b>Spring 2019</b>	<b>Fall 2021</b>	<b>Spring 2024</b>
<i>Recollection of orientation training/session on sexual misconduct</i>	73.4%	73.3%	84.1%	81.0%
<i>Knowledgeable about definitions of sexual misconduct (Somewhat, Very, Extremely)</i>	78.7%	63.3%	77.0%	75.9%
<i>Knowledgeable about where to get help for sexual misconduct (Somewhat, Very, Extremely)</i>	67.4%	65.0%	72.0%	71.4%
<i>Knowledgeable about where to report sexual misconduct (Somewhat, Very, Extremely)</i>	52.4%	56.6%	69.0%	69.3%

#### Support for persons reporting sexual assault and other sexual misconduct; response by administrators

Table 3 shows the results from JHU’s typical survey questions as well as new questions added to the 2024 survey at MHEC’s suggestion. When asked how likely it would be that other students would support a person reporting sexual assault or misconduct to the University, 67% of all respondents said it would be very or extremely likely, a decrease from 2021 (72.5%). When asked how likely it would be that campus officials would protect the safety of the person making the report, 57.0% said it would be very or extremely likely, reflecting little change from 2021 (57.5%).

A new question indicated that 60% of respondents thought it would be very or extremely likely that campus officials take a sexual misconduct report seriously, however only 50.0% believe these officials would be very or extremely likely to conduct a fair investigation (up from 48.2% in 2021) and only 52.0% believe they would take action against the offender(s) if a policy violation was found (which was the same rate as in 2021).

**Table 3. Perceptions about Support and Response to Reporting**

Survey Question	Spring 2018	Spring 2019	Fall 2021	Spring 2024
<i>Likelihood that other students would support a person reporting sexual misconduct (Very + Extremely Likely)</i>	80.0%	63.2%	72.5%	67.0%
<i>Likelihood that campus officials would protect the safety of the person making the report (Very + Extremely Likely)</i>	69.3%	50.0%	57.5%	57.0%
<i>Likelihood campus officials would conduct a fair investigation (Very + Extremely Likely)</i>	62.7%	40.4%	48.2%	50.0%
<i>Likelihood campus officials would take action against offenders for policy violations (Very + Extremely Likely)</i>	67.2%	45.2%	52.0%	52.0%
<i>Likelihood campus officials would take the report seriously (new in 2024 ) (Very + Extremely Likely)</i>	--	--	--	60.0%
<i>Likelihood the university would forward the report to criminal investigators if requested (new in 2024) (Very + Extremely Likely)</i>	--	--	--	57.0%
<i>Likelihood the university would take action address factors that may have led to the sexual assault/ misconduct (new in 2024) (Very + Extremely Likely)</i>	--	--	--	45.0%

### 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 8.2% overall, ranging from 4.5% for male graduate students to 15.3% for female undergraduate students and 15.9% for transgender/non-binary students. This was slightly lower than the overall sexual assault prevalence reported in 2021 (8.7%), which was in turn significantly lower than in 2019 (14.1%).

The overall prevalence of other forms of sexual misconduct was somewhat higher than in 2021, but remained lower than in 2018 or 2019:

**Table 4. Prevalence of Sexual Misconduct (Overall)**

Type of Sexual Misconduct	Spring 2018	Spring 2019	Fall 2021	Spring 2024
<i>Sexual Assault</i>	19.0%	14.1%	8.7%	8.2% (201)
<i>Sexual Harassment</i>	53.8%	19.1%	13.2%	13.8% (339)
<i>Intimate Partner Violence</i>	6.7%	5.3%	2.9%	4.4% (109)
<i>Stalking</i>	13.7%	5.3%	3.8%	4.5% (111)



It is difficult to compare the prevalence responses from the 2024 climate survey, which asked respondents about sexual misconduct experienced while a student at JHU, with the incident report data from the finite period of March 31, 2022-March 31, 2024. However, the University is always aware, and the prevalence data support, that the incidents of sexual misconduct reported to JHU represent only a subset of the incidents experienced. The incident report captured the following: 68 reports of Sexual Assault (including Sexual Assault I and II), 449 reports of “Other Sexual Misconduct” (including dating violence, domestic violence, stalking, sexual harassment, retaliation, and non-specific reports of sexual misconduct), and 33 “Unclassified” reports, most of which involved allegations of non-specific sexual assault and/or sexual misconduct.

The 2024 survey indicated that many individuals who experience sexual misconduct decide not to access JHU programs and resources, including formal reporting. Only 16.4% of respondents who experienced sexual assault contacted any JHU program or resource as a result. Similar to the 2021 results, the most common reasons reported for *not* contacting a University program for sexual assault were: “I could handle it myself” (n=95) and “I did not think it was serious enough to contact programs or resources” (n=83) and, less frequently, “I felt embarrassed, ashamed, or that it would be too emotionally difficult” (n=38). Notably, however, the percentage of those contacting a JHU resource was more than double (34.7%) when the reported sexual assault involved penetration.

For individuals who reported experiencing sexually harassing behaviors, 20.1% decided to contact any University program or resource. The top reason for *not* contacting any resource was “I did not think it was serious enough to contact programs or resources” (n=153), followed by “I did not think it would be helpful” (n=150) and “I could handle it myself” (n=109).

### **Institutional Analysis and Action Steps**

#### Relationship between changes in survey data and incident reports:

The relationship between changes in survey data and incidents reports is particularly interesting when considering the impact of the COVID-19 pandemic. The prevalence data in Table 4 above indicates a notable drop in the prevalence of all forms of sexual misconduct in the fall 2021 survey data, which we attributed in part to the pandemic. As a result, we anticipated that the 2024 survey could yield some movement back towards pre-pandemic prevalence rates as well as an increase in incident reports. However, the overall prevalence of sexual assault continued to decline slightly in 2024, and JHU received approximately 20% fewer incident reports of sexual assault in the 2022-24 cycle than in the 2020-22 cycle (68 versus 87). This decrease in both prevalence and incident reports may suggest a sustained decline in sexual assault since the 2019 survey, but we note that the pandemic may still be impacting the 2024 prevalence data.

<b>Table 5. Incident Report Data</b>	<b>2018</b>	<b>2020</b>	<b>2022</b>	<b>2024</b>
<b><i>Sexual Assault I</i></b> <b>(non-consensual sexual intercourse)</b>	58	47	69	43
<b><i>Sexual Assault II</i></b> <b>(non-consensual sexual contact)</b>	44	44	18	25
<b><i>Other Sexual Misconduct</i></b>	205	446	341	449
<b><i>Total Reports</i></b>	<b>307</b>	<b>537</b>	<b>428</b>	<b>517</b>

Table 4 shows an increased prevalence of sexual harassment, intimate partner violence, and stalking compared to 2021, but these 2024 prevalence rates were still substantially lower than those from the 2019 survey. Interestingly, the number of reported incidents of “other sexual misconduct” (which encompasses intimate partner violence, sexual harassment, and stalking) was nearly identical to that reported in 2020 (446 reports from 2018-2020 and 449 reports from 2022-2024). This may indicate that a greater percentage of Other Sexual Misconduct incidents have been reported to the University in the 2022-2024 survey cycle than in prior cycles.

#### Changes implemented since prior survey cycles and their results

Since the 2020-2022 survey cycle, JHU has continued its efforts to prevent and respond to sexual misconduct in our community. Our 2021 survey results indicated that students who experienced sexual misconduct often were not accessing supportive resources offered through the University. As a result, the Provost’s Sexual Violence Advisory Committee (“SVAC”)<sup>3</sup> partnered with the [Johns Hopkins Center for Communications Promotion](#) (“CCP”) to develop and launch a student-focused, evidence-driven campaign entitled *We Listen, You Decide* to promote confidential University resources for victims of sexual misconduct. The 2024 survey results indicate that continued work is needed to advance this campaign. Less than 20% of survey respondents recalled communications related to *We Listen, You Decide*, but for those that did, 80% found it useful. Moreover, the 2024 survey results continue to show that students who experience sexual misconduct frequently do not access supportive resources, with the most common reasons including “I could handle it myself,” “I did not think it was serious enough to contact programs or resources,” and “I did not think it would be helpful.” This suggests that education is needed not only to raise awareness of resources but to emphasize their value in a variety of circumstances.

Since the 2018-2020 and 2020-2022 survey cycles, the University has furthered its campaign to promote understanding of affirmative consent and continued the expansion of bystander intervention training (BIT). The 2024 survey results show that the affirmative consent campaign has gained more traction since its inception, particularly amongst undergraduate students, with 65.3% of undergraduate students and 28.3% of graduate students specifically recalling the campaign. Of those familiar with the campaign, 83% found it personally useful and 95% believed it is helpful for other students. With regard to BIT, the past two survey cycles have seen significant expansion in BIT programing, including expansion to many more graduate students and programs and the offering of supplemental courses to those seeking a refresher. We are pleased that the 2024 survey results show a culture where a substantial majority of our students can identify problematic situations and are willing to intervene.

#### Analysis of training and knowledge

Our 2024 survey results show room for improvement in educating our community. Although all students are required to take training on sexual misconduct and many students (including all undergraduate students and athletes) engage in additional related or supplemental trainings, there

---

<sup>3</sup> The SVAC includes student, faculty and staff representatives from across JHU, including undergraduate and graduate students.

are still students reporting unfamiliarity with important information. Table 2 shows that 75.9% of students reported being knowledgeable about definitions of sexual misconduct, 71.4% reported being knowledgeable about how to get help for sexual misconduct, and 69.3% were knowledgeable about how to report sexual misconduct. Although all of this content is conveyed in mandatory trainings and BIT courses, the data show that some students are not retaining this information. This reality is one reason we created and will continue to promote the affirmative consent campaign and the *We Listen. You Decide* campaign. In addition, as we revamp our training materials and sessions this summer, we will look for new and better ways to convey key information. Finally, recognizing that students are accustomed to immediate access to needed information, we will continue to provide clear and accessible online resources.

### Responding to climate survey results

The 2024 climate survey data again indicate that – similar to other institutions – sexual misconduct is a serious ongoing problem. The University is steadfast in its commitment to address sexual misconduct through prevention, support and accountability. To this end, the University has engaged in the following actions since the last survey cycle, many of which are ongoing:

- Enhancement of student support services by:
  - Expansion of the Behavioral Health Crisis Support Team, a team of experienced, trauma-informed, crisis professionals to work with public safety officers to address behavioral-health related calls and case management, including calls related to sexual and intimate partner violence.
  - Consolidation, centralization and re-branding of the University’s Mental Health and Primary Care Services to enhance awareness, usage and consistency across JHU’s nine divisions.
- Regular collaboration between key groups to identify and respond to trends, and to promote consistent reporting and provision of supportive resources, including Student Conduct, Student Outreach and Support (SOS), Residential Life, Public Safety, and Human Resources.
- Implementation of a thorough vetting process to avoid hiring faculty and others with a history of sexual misconduct.
- Promotion of transparency through the release of increasingly detailed annual reports from the Office of Institutional Equity (OIE), providing detailed but de-identified information about the number, type and handling of sexual misconduct complaints received by OIE.
- Modification of the University’s Sexual Misconduct Policy & Procedures and OIE’s website (<https://oie.jhu.edu/>), for example, to increase clarity and to comply with Maryland and federal law.
- Promoting the availability of individualized Anti-Retaliation Plans to encourage reporting by those who may be deterred by fears of retaliation.
- Addition of more undergraduate and graduate students to serve as members of the Provost’s Sexual Violence Advisory Committee.
- As discussed above, continued utilization of student-focused education campaigns to highlight confidential resources and enhance understanding of affirmative consent; continued expansion of BIT training.

- Continued contribution 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 by serving on the Association of American Universities Advisory Board on Sexual Harassment.

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



## LOYOLA UNIVERSITY MARYLAND

— 1852 —

Office of Title IX, Compliance, and Assessment  
Spring 2024 Sexual Assault Campus Climate Survey  
[titleix@loyola.edu](mailto:titleix@loyola.edu) | (410) 617-5646

**Submission by:**

**David Tiscione**, Director of Title IX, Compliance, and Assessment, Title IX Coordinator, & ADA/504 Coordinator

**Sydney Quantock**, Assistant Director of Title IX, Compliance, and Assessment & Deputy Title IX Coordinator for Students

## I. Survey Administration:

In compliance with Maryland State requirements, Loyola University Maryland (“LUM”) administered the 2022-2024 Sexual Violence Prevention, Education, and Response Survey (“survey”) to assess the campus climate regarding sexual, gender-based, and/or relationship violence experiences. Our survey included questions related but not limited to sexual assault, sexual violence, sexual harassment, domestic violence, dating violence, and stalking.

The survey was designed, administered, and analyzed by the Office of Title IX, Compliance, and Assessment (“TIXCA”) utilizing the Qualtrics® survey platform. The survey was modeled after the Maryland Higher Education Commission’s (“MHEC”) Model Survey and the Maryland Department of Health question and prompt recommendations, while also considering LUM’s unique instructional model and campus community interactions.

In January 2024, TIXCA invited all undergraduate and graduate students, faculty, staff<sup>1</sup>, and administrators to complete the online survey via email ( $n = 6,224$ ). Previously, only undergraduate students (who were at least 18 years old) were invited to complete the survey. Apart from the survey population expansion, no significant changes were made since the previous 2022 cycle.

Participation was incentivized through a gift card giveaway<sup>2</sup>, accessible to respondents after they completed the survey. An additional external survey, administered through Qualtrics®, gathered respondents’ identifying information separately from the campus climate survey. Respondents were eligible for a chance to win one of the twelve \$25.00 gift cards, either to Grubhub© or Amazon ©. Additional promotional strategies included social media posts (Instagram©), digital signage around the Evergreen and Timonium campuses, and *Loyola Today*, an online, weekly publication produced by LUM’s Office of Marketing and Communications.

All invited participants were provided an anonymous link generated through Qualtrics® and disbursed through email from TIXCA to individual LUM email addresses. The initial email was delivered on January 22, 2024. Data collection occurred from January 22, 2024, through February 9, 2024.

The survey was sent via email to 6,224 LUM community members comprised of 5,107 undergraduate and graduate students and 1,117 faculty, staff, and administrators. Students had a 5.11% response rate whereas employees had a 21.5% response rate. Below are tables illustrating how the respondent population compares to the LUM community population. Data for the general LUM community population was extracted from LUM’s Office of Institutional Research.

<b>Table 1. Comparison of gender identity of the survey sample with aggregate data on undergraduate, graduate, faculty, staff, and administrators. (AY 2023-2024)</b>						
	Undergraduate Students Survey Sample	All Undergraduate Students	Graduate Students Survey Sample	All Graduate Students	Employee Survey Sample	All Faculty, Staff, & Administrators
<b>Gender Identity</b>						
Cisgender Man	22.55%	44%	22.22%	34.0%	25.23%	44.67%

1 The Office of Title IX, Compliance, and Assessment chose not to include contractor employees in the 2022-2024 data collection due to the intricacies of their employment status with Loyola University Maryland. Respondents identifying as contractor employees were referred to on and off campus resources for support, options, and outreach from the Office of Title IX, Compliance, and Assessment, if desired.

2 The giveaway was limited to one entry per respondent and the number of gift cards per affiliation demographic was also limited. Students (graduate or undergraduate) were eligible to win eight (8) out of the twelve (12) gift cards. Those eight (8) gift cards consisted of: four (4) \$25.00 Grubhub© gift cards and four (4) \$25.00 Amazon© gift cards. Employees (faculty, staff, and administrators) were eligible to win four (4) out of the twelve (12) gift cards. Those four (4) gift cards consisted of: two (2) \$25.00 Grubhub© gift cards and two (2) \$25.00 Amazon© gift cards.

Cisgender Woman	70.59%	56%	64.44%	65%	62.16%	55.33%
Transgender Man	1.47%		0.00%		0.00%	
Transgender Woman	0.00%		0.00%		0.45%	
Agender	0.49%		2.22%		0.45%	
Bigender	0.49%		0.00%		0.00%	
Demigender	0.00%		0.00%		0.00%	
Genderfluid	0.00%		2.22%		0.00%	
Genderqueer	0.00%		2.22%		0.90%	
Nonbinary	0.98%		2.22%		1.80%	
Exploring	0.00%		2.22%		0.45%	
Other	2.45%		2.22%		2.70%	
Prefer Not to Answer	0.98%		0.00%		5.86%	

*\* The University does not publish data on students identifying as transgender, agender, bigender, demigender, genderfluid, genderqueer, or another gender identity.*

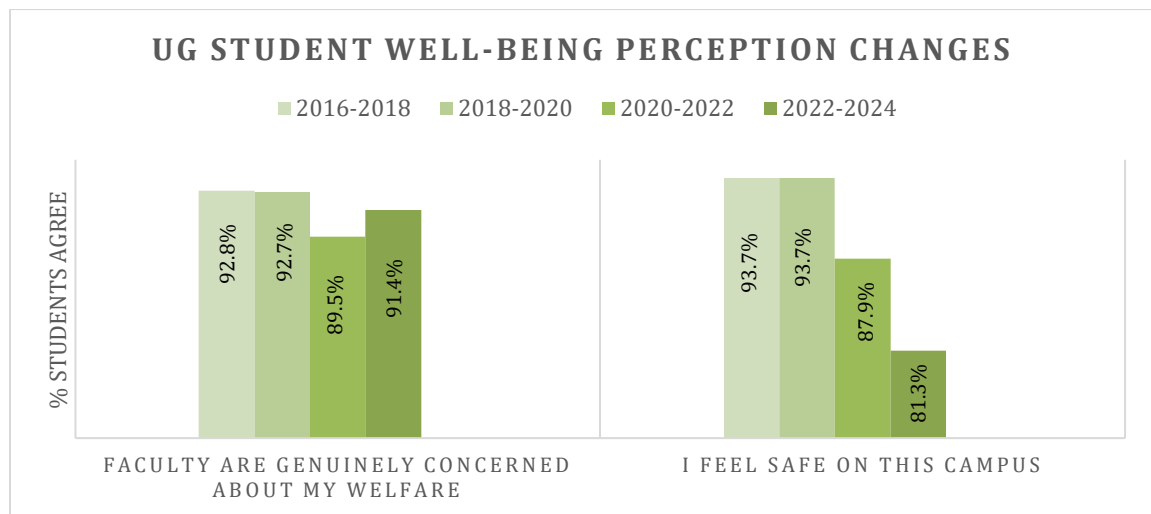
**Table 2. Comparison of race and ethnicity identity of the survey sample with aggregate data on undergraduate, graduate, faculty, staff, and administrators.**

	Undergraduate Students Survey Sample	All Undergraduate Students	Graduate Students Survey Sample	All Graduate Students	Faculty, Staff, & Administrators Survey Sample	All Faculty, Staff, & Administrators
<b>Race and Ethnicity</b>						
American Indian or Alaska Native	0.85%	0.1%	0.00%	0.1%	0.83%	0.09%
Asian	5.93%	4.1%	3.70%	6.3%	3.32%	5.01%
Black or African American	8.47%	11.4%	27.78%	16.3%	10.37%	17.82%
Native Hawaiian or Other Pacific Islander	0.42%	0.1%	0.00%	0.2%	0.41%	0.09%
Hispanic or Latino	16.95%	13.8%	9.26%	9.1%	2.90%	3.76%
White or Caucasian	65.68%	62.7%	51.85%	62.7%	77.59%	68.40%
Other	0.42%	7.8%	3.70%	5.2%	0.41%	4.84%
Prefer Not to Answer	1.27%		3.70%		4.15%	

## II. Perception of Safety and General Campus Climate

Overall, students' (undergraduate = "UG;" graduate = "GR") perception of campus safety and student-wellbeing are positive. However, although these perceptions are generally positive, the data shows These perceptions remained positive with minimal changes since the last survey administration. When asked about the quality of their relationships with LUM employees, 91.4% of UG respondents and 91.1% of GR respondents agreed/strongly agreed that faculty, staff, and administrators respect what students think. 91.4% of UG respondents and 86.7% of GR respondents agreed/strongly agreed that "faculty are genuinely concerned about my welfare." Regarding feelings of safety, 81.3% of UG respondents and 81.8% of GR respondents agreed/strongly agreed they "feel safe on this campus."

Overall, undergraduate perceptions of campus safety and student-wellbeing varied over the 2016-2018, 2018-2020, 2020-2022, and 2022-2024 survey cycles; the following chart illustrates the changes in perceptions.<sup>3</sup>



## III. Perceptions of Institutions' Readiness and Ability to Address Issues of Sexual Violence

Overall, current student respondents' perceptions of LUM's readiness and ability to address issues of sexual violence is positive.

Regarding education and training, when asked how useful their training was in increasing knowledge about the definition of sexual violence, 88.7% of UG respondents (85.7% GR respondents) agreed it was useful/very useful. This shows an increase of 6.2% since the last survey administration (82.5%), notwithstanding the lower response rate. Additionally, when asked about training usefulness in increasing knowledge about bystander intervention, 81.5% of UG respondents (85.7% GR) agreed it was useful/very useful. This is marginally lower (0.8%) than the last survey administration where 82.3% of UG respondents found the training useful/very useful. Furthermore, 81.5% of UG respondents (85.7% GR) agreed the trainings were useful/very useful in increasing their knowledge about sexual violence prevention strategies (i.e. asking for consent, responsible alcohol use, etc.). Finally, when asked about training usefulness in increasing knowledge about reporting incidents of sexual violence, 88.7% of UG respondents (92.8% GR) agreed it was useful/very useful.

<sup>3</sup> The chart depicts changes across different survey cycles with undergraduate data. The current survey administration was the inaugural survey cycle expanded to graduate and employees.



Regarding support options and resources, there is an overwhelming increase in UG respondents' knowledge. This survey administration showed 91.4% of UG respondents (87.8% GR) agreed/strongly agreed they knew where to get help if they or a friend experienced sexual violence. This shows an increase of 7.4% in UG agreement over the last two survey administrations (84% in 2020 and 2022). When assessing UG respondents' knowledge of confidential resources, 87.4% (68.3% GR) agreed/strongly agreed they knew what confidential resources were available to report an incident of sexual violence. This shows a 9.8% increase since the last survey administration (77.6%), again, notwithstanding the lower response rate.

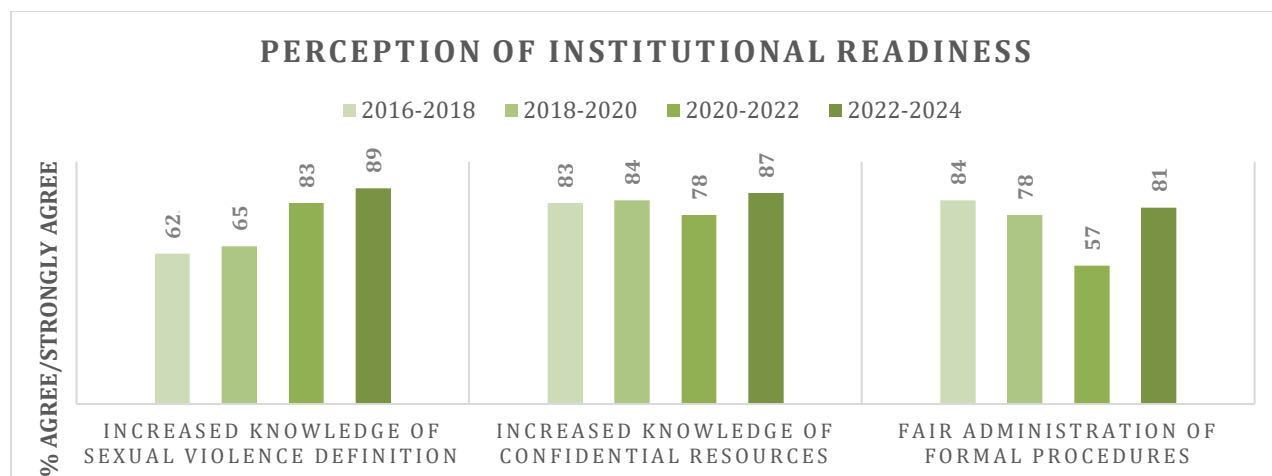
Regarding those administrators responsible for responding to misconduct, the overall perception shifted for the better.<sup>4</sup> This survey administration showed a 23.6% increase from 2022 in UG agreement that LUM would fairly administer the formal procedures to address reports of sexual violence. Additionally, there was a 16.5% increase from 2022 in UG agreement that LUM would take the report seriously if someone reported an incident of sexual violence to a Loyola authority. Loyola authorities include Title IX, Human Resources, Public Safety, and those serving as mandated reporters under University policies.<sup>5</sup>

Prior to this survey administration, TIXCA was viewed poorly at LUM. This survey administration's results demonstrate positive impact TIXCA's increased efforts had on perceptions regarding the administrators responsible for investigating misconduct. Overall, perceptions of LUM's readiness and ability to address the issues of sexual assault and sexual violence varied over the 2016-2018, 2018-2020, 2020-2022, and 2022-2024 survey cycles. The following chart illustrates the changes in perception and ultimately shows LUM's institutional readiness steadily increasing with the most recent survey administration.

---

4 Prior to 2022 and this current survey administration, TIXCA was viewed poorly at LUM. Beginning in 2020 through September 2021, there was an Instagram "Do Better" campaign regarding LUM wherein numerous posts demonstrated a negative perception of LUM's TIXCA. LUM received increased publicity through The Do Better Campaign, a student-run organization that highlights higher education institutions across the United States and their need to eradicate gender-based violence while supporting survivors. However, this campaign has since ended and TIXCA worked closely with Do Better Loyola to increase transparency and address harms caused. More information about this was addressed in LUM's previous 2020-2022 MHEC submission.

5 This distinction is significant due to UG respondents' poor perceptions of LUM's Public Safety. More information can be found under Section V regarding perceptions of Loyola University Maryland's Public Safety Department and the potential barrier that perception has on reporting incidents of sexual and/or gender-based violence and misconduct. According to LUM policy, a mandated reporter is an employee of the University who is obligated to share knowledge, notice, and/or reports of sexual harassment and/or retaliation with the appropriate Title IX Coordinator or deputy. The University classified the following employees as Mandated Reporters of knowledge that a member of the community is experiencing harassment, discrimination, and/or retaliation under LUM's policy: any University administrator, staff with supervisory responsibilities, faculty member, campus police, athletic coach, athletic trainer, graduate resident coordinator, or resident assistant.



#### IV. Institutional Analysis and Action Steps

Overall, survey responses align with the education/training LUM community members received. However, LUM will continue to engage in additional outreach and training directed at GR students to build perceptions.

Since the last survey administration, TIXCA increased training and education opportunities throughout the academic year. In addition to annual trainings for various student leaders (i.e. Evergreens, resident assistants, etc.), TIXCA focused on meeting with various student-run constituency groups. Those groups included but were not limited to the Student Government Association, The LGBTQ+ Experience, Do Better Loyola, One Love Loyola, and more. Additionally, TIXCA continued fostering connections through different LUM departments, including the Women's Center, the Division of Student Development, the Counseling Center, the Office of Human Resources, and more. TIXCA promoted the availability of Title IX intake officers, in efforts to broaden the scope of reporting resources. TIXCA engaged with these departments outside of annual training requirements to grow knowledge across LUM. TIXCA also partnered with local off-campus resources, including TurnAround, Inc., One Love Foundation, Mercy Hospital, and more, by bringing these organizations on campus for events and promoting their services.

TIXCA increased community education awareness events and promotional efforts, including but not limited to tabling campaigns, resource fairs, and outreach events. TIXCA also attended community awareness events held by student groups and LUM departments, including Take Back the Night, LGBTQIA+ Health Panel, Women's History Month Panel, etc. TIXCA plans to build upon the momentum and increase interactions with the LUM community in the coming academic year and beyond. Most recently, in April 2024, TIXCA held its inaugural affirmative consent interactive event during LUM's sexual assault awareness week, which over 300 LUM community members attended. During the 2024-2025 AY, TIXCA will launch a "social norming" campaign using the data from this survey administration. The campaign will demonstrate how TIXCA's education efforts have positively shaped LUM community members' behaviors, such as bystander intervention, asking for consent, etc.; more information about these behaviors can be found in the chart below.

## SOCIAL NORMING DATA CAMPAIGN

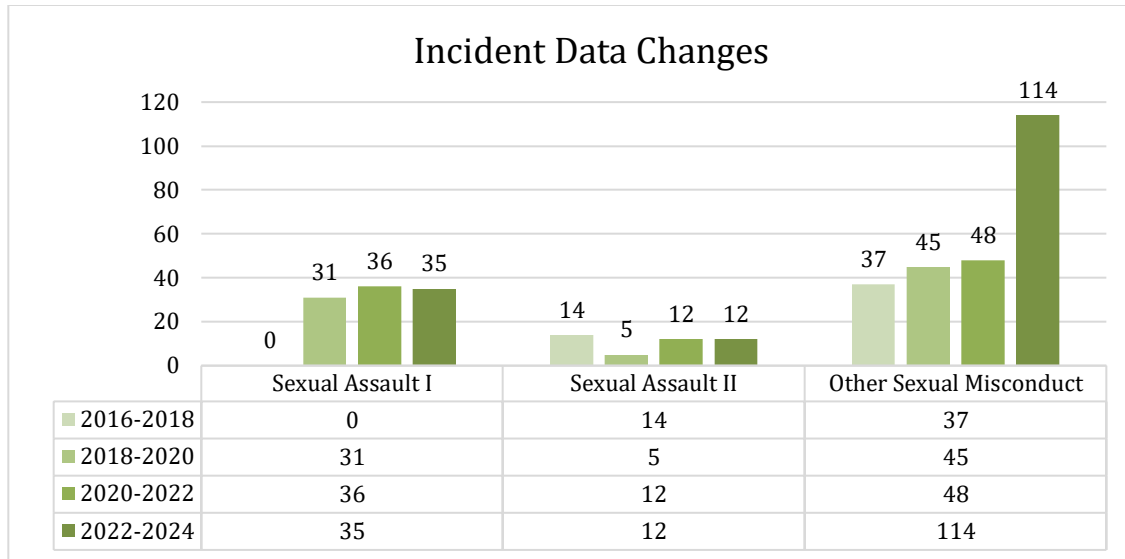
■ All Students



Additionally, in 2020, TIXCA outlined Action Steps to increase transparency, build rapport, and demonstrate accountability. The Action Steps outline a comprehensive plan to raise awareness about sexual and gender-based violence. As of today, numerous Action Steps are complete<sup>6</sup> and TIXCA remains committed to developing new avenues of support and action for LUM community members. For example, TIXCA is looking forward to partnering with LUM's inaugural Director of LGBTQIA+ Student Services and other various departments to enhance Title IX related resources specific to marginalized groups.

TIXCA attributes the changes, which are addressed throughout this report, in incident data over the last four survey cycles to TIXCA's continuous efforts which increased rapport, safety, and comfortability reporting to TIXCA.

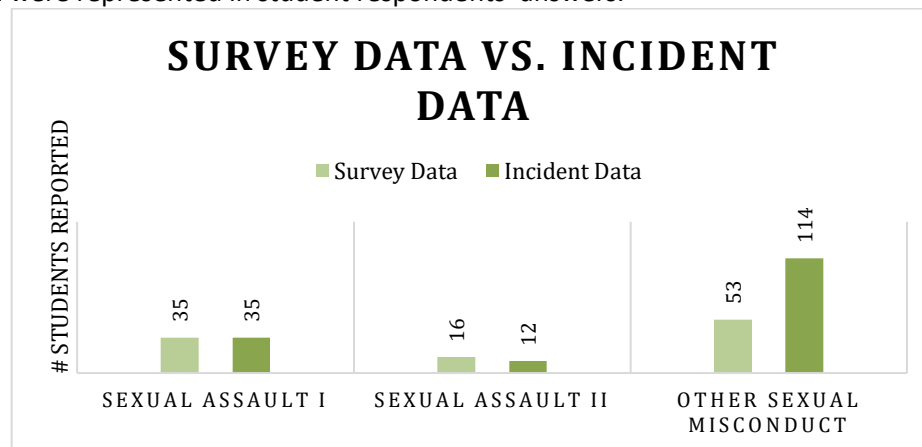
<sup>6</sup> Numerous of these Actions Steps are complete, including but not limited to: creating and distributing an end-of-year report outlining statistics and other relevant information related to sexual and gender-based misconduct; establishing and growing awareness through social media; increased training opportunities with on-campus resources (Public Safety, Women's Center, Residence Life, etc.); creating policies and procedures for pregnant, parenting, and lactating LUM community members, including students; and, more.



#### V. Prevalence of Sexual Assault and Other Sexual Misconduct

Overall, the rates gathered in the survey were comparable to those in the incident data collection and report. This survey administration inquired about occurrences of certain types of sexual, gender-based, and relationship violence experiences in the LUM community from March 2022 to January 2024 (when the survey was administered). TIXCA also provided the opportunity for respondents to name when experiences occurred based (i.e. Fall 2023, Spring 2024, etc.).

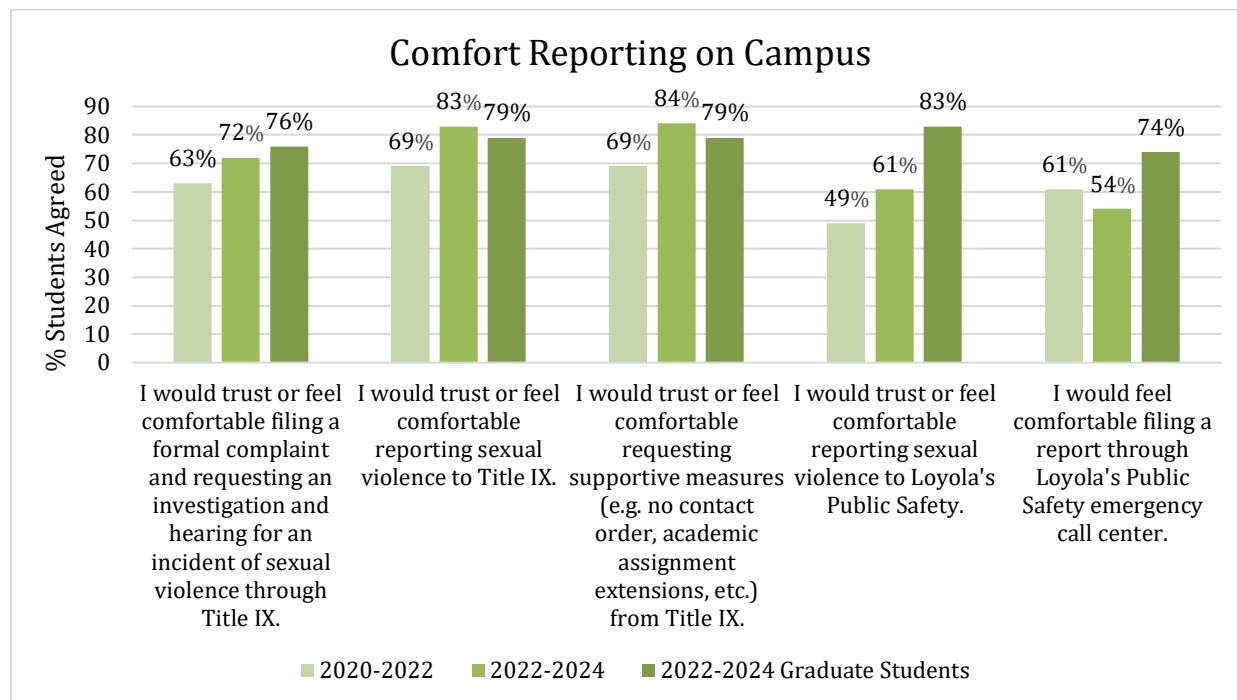
When asked about experiencing non-consensual and/or unwanted sexual contact (i.e. sexual assault, fondling, etc.) while enrolled at LUM, 47 student respondents answered “yes” (44 UG and 3 GR). This rate is identical to the incident data collected and reported in this cycle which also indicates that TIXCA received 47 student reports classified as Sexual Assault I and II. However, the incident data and the student respondents’ answers differ between the two classifications. The differences are outlined in the chart below.<sup>7</sup> The most significant difference is that there were more reports of Other Sexual Misconduct than were represented in student respondents’ answers.



Of those individuals who chose not to report to LUM, respondents shared what, if anything, influenced them to not report. TIXCA inquired about respondents’ comfortability reporting to TIXCA and

<sup>7</sup> it is important to note that individual survey respondents may have experienced more than one unwanted interaction – which would increase survey data reports.

LUM's Public Safety which is illustrated in the chart below. TIXCA requested this information in efforts to better understand and advocate change to increase comfortability at LUM.<sup>8</sup>



TIXCA also requested written feedback from respondents regarding their comfort reporting on campus to either Title IX and/or LUM Public Safety. Based upon the responses received, TIXCA plans to engage LUM Public Safety in additional outreach events throughout the AY and additional trainings to boost comfortability.

When prompted “It is normal to have mixed feelings when deciding whether or not to share your experience with someone else. Did any of the following thoughts or concerns cross your mind when you were deciding whether or not to share your experience?” The leading reason shared for not reporting sexual violence experiences was that 64% UG respondents (33% GR) “did not think it was important enough” to report. Comparatively, 50% of UG respondents (0% GR) who indicated they experienced sexual violence “wanted to forget it happened” and 48% (33% GR) “were not clear the person intended harm.” Lower statistics, but still incredibly impactful, were those 35.7% of UG respondents (0% GR) who “felt ashamed or embarrassed” that they experienced sexual violence.

Regarding unhealthy relationship experiences, the leading reason shared for UG respondents not reporting was that 46.9% (0% GR) “did not think it was serious enough to report.” Comparatively, 31.3% of UG respondents (25%) who indicated they experienced unhealthy relationship behaviors “were not clear that the person intended harm” and 25% (50% GR) “wanted to forget it happened.”

TIXCA remains committed to our efforts at LUM, especially as TIXCA incorporates the Final Title IX regulations issued by the Department of Education on April 19, 2024, into University policies and procedures.

<sup>8</sup> TIXCA also requested written feedback from respondents regarding their comfort reporting on campus to either Title IX and/or LUM Public Safety. Based upon the responses received, TIXCA plans to engage LUM Public Safety in additional outreach events throughout the AY and additional trainings to boost comfortability.

## **McDaniel College 2022-2024 Narrative Report**

### **A. Survey Administration**

**What survey instrument was used in the 2022-2024 cycle? How was it developed or obtained? Has it changed significantly since the previous cycles? If so, why?**

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.

Since 2022, HEDS has been collaborating with researchers at Columbia University and the University of Wisconsin to examine how state policies, the community and institutional environment, and institutional policies affect binge drinking and peer victimization, including racial, sexual, and gender minority victimization on college campuses. As part of that collaboration, they added a few questions supporting this research to the survey.

**Please discuss whether your institution used the additional Maryland Department of Health questions and prompt edits provided in 2022? Why or why not.**

The Maryland Department of Health questions were included in the survey instrument except the question regarding community connectedness. It was omitted to avoid repetitiveness because similar questions already appeared in the survey.

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

The SART determined that the institution would survey all active undergraduate students registered in the spring of 2024 who are 18 or older and studying on-campus (as opposed to those on domestic or foreign study). Utilizing the college's student information system, the Office of Institutional Research created a list of 1547 individuals meeting our cohort criteria.

**How did the institution conduct the survey?**

The 1547 individuals in the cohort criteria were invited to voluntarily complete the online survey via their school email address. The initial email was delivered on February 19, 2024.

**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 via an online platform (Qualtrics), from February 19 to March 20, 2024. The response rate was 5%.

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

After the initial email on February 19<sup>th</sup>, additional emails were sent on February 26, March 13, and March 18, 2024.

**How does the respondent population compare to the general population on campus (e.g. race and**

ethnicity, gender, age, on-campus/off-campus residents)?

	General Campus Population	Respondents
Male/Female/Decline to Respond	41%/59%/0%	33%/46%/20%
White/Non-white/Blank or Unknown	55%/43%/2%	62%/31%/7%
Freshman	24%	28%
Sophomore	25%	29%
Junior	22%	20%
Senior	30%	23%
Housing: On-campus	80%	71%
Housing: Off-campus	20%	20%
Housing: No response	-	7%

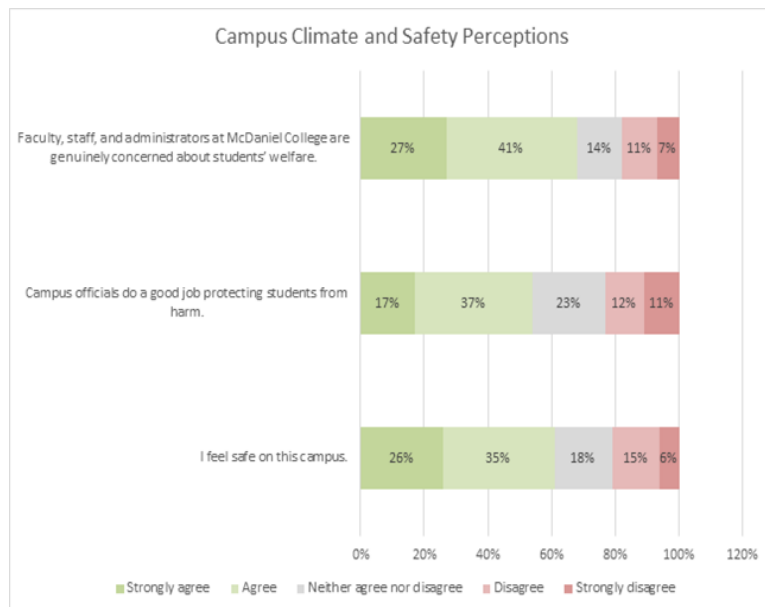
**What changes to the survey administration were made since the last survey cycle, if any?**

There were no significant changes made in the administration of the survey itself. However, the incentive for a free drink was discontinued.

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

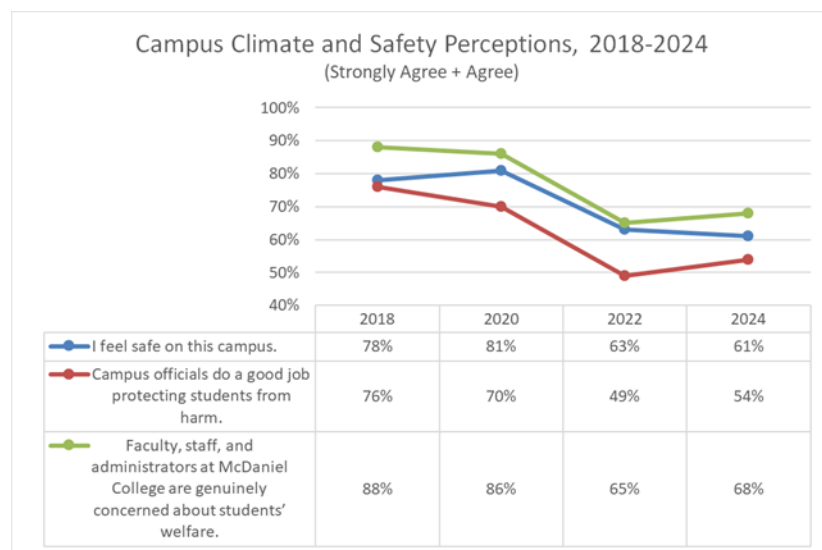
**How do respondents perceive the safety of the campus and the general campus climate**

Approximately two-thirds of McDaniel College students “strongly agreed” and “agreed” that they feel safe on campus and that staff, faculty, and administrators are genuinely concerned about students’ welfare. They feel valued in the classroom and like they are a part of the college community.



**How have these perceptions changed over the past four cycles (2016-18, 2018-20, 2020-22, and 2022-24)? Discuss and use charts/graphs**

In general, students' perceptions of safety and campus climate show improvement in 2024 over the responses received in 2022, specifically regarding staff, faculty and administrators being genuinely concerned for students' welfare and campus officials doing a good job protecting students from harm. The surveys administered in 2020 and 2022 coincided with the onset and continuance of the COVID-19 pandemic. This occurrence had strong impacts on all students, their perception of the world around them, and changing societal and social norms. This, coupled with increased unrest in Baltimore over the period of these cycles may also contribute to views, as over 70% of our students are from Maryland. The 2024 results suggest the beginning of a return to pre-pandemic perceptions of safety.



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

**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**
- **Support for persons reporting sexual assault and other sexual misconduct**
- **The administrators responsible for investigating misconduct**

Overall students have a good understanding of McDaniel College's readiness and ability to address issues of sexual assault, both from their training and perceived support for reporters and administrators.

**Training and education**

In 2024, 80% of respondents reported that they recall training on how to recognize incidents of sexual assault; 77% about how to report an incident of sexual assault; 61% that they know of McDaniel College's confidential resources for sexual assault and how to locate them on campus; and 73% report knowing how to intervene as a bystander. Further, over 50% of the respondents remember all or most of the education they received about sexual assault and indicated that the information and education provided was helpful.

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

In 2024, over 50% of respondents reported that they "strongly agree" or "agree" that campus officials



would take the report seriously, support and protect the person making the report, and take action to address factors that may have led to the sexual assault.

### The administrators responsible for investigating misconduct.

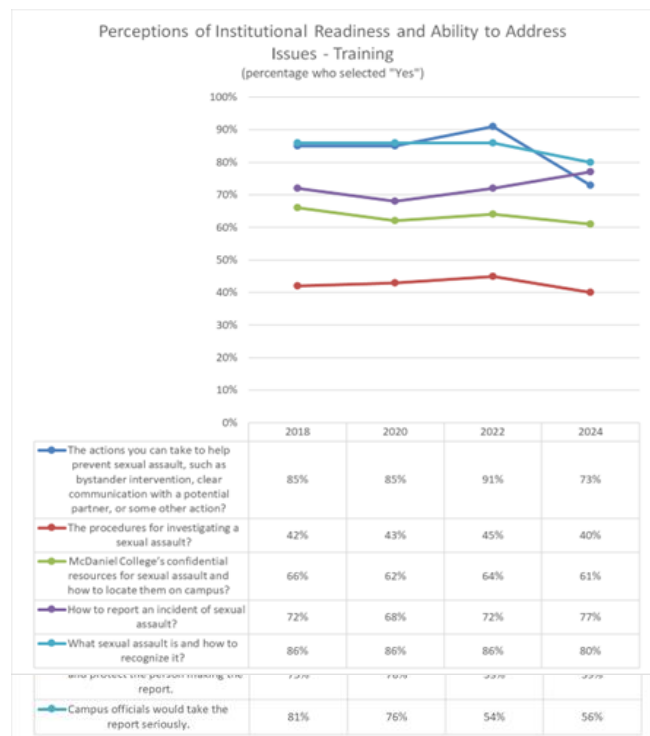
In 2024, 54% of respondents “strongly agreed” or “agreed” that a careful investigation would be conducted.

### How have these perceptions changed over the past four cycles (2016-18, 2018-20, 2020-22, and 2022-24)?

Over the past four cycles of reporting, the responses have remained stable. The increase in the percentage of students knowing how to report incidents (72% in 2022 to 77% in 2024) is attributable to the targeted training efforts for students and student leaders. In 2024, 73% of the respondents reported understanding the actions to take as a bystander. Despite the decline from 2022, a strong percentage of the student population report knowing how to effectively intervene when presented with an incident involving sexual misconduct.

The number of respondents who “strongly agree” and “agree” that the College would conduct a careful investigation, support the reporting party, and take the report seriously all increased while perceptions of training and education were consistent with previous survey results.

Overall, there was a decrease in the perceptions of institutional readiness and the ability to address reported issues. These results were somewhat expected considering that the College experienced four staffing changes in the Title IX Coordinator role since 2022.



## D. Institutional Analysis and Action Steps

**What relationship, if any, do you find between the changes in the incident data over the past four cycles (2016-18, 2018-20, 2020-22, 2022-24) and the trends you are finding in the survey data? Discuss and use charts/graphs**

Like many campuses, McDaniel saw an increased number of 20-22 reports following the COVID-19 pandemic as students returned to campus from online instruction and limited social interaction. The decline in the total incident numbers found in the 22-24 data is comparable to prior years.

The McDaniel incident data illustrates that students who report Title IX-related incidents to the College are most interested in the supportive measures available to them and less in the formal resolution process. The College continues to focus training for students and responsible employees on what one can expect when reporting an incident to the College.

One trend in the 22-24 data is the increase in reports related to social media and sexually harassing posts made by known and unknown individuals. During this time, the Office of Student Engagement, Residence Life and the Wellness Center implemented a social media campaign that addressed topics such as, sexual violence, Teen Dating Violence Awareness Month (February), self-care & trauma, Queer and neurodivergence sexual violence awareness, consent, Sexual Assault Awareness Month, Denim Day, how to report a Title IX incident, campus support services, survivors' stories, digital consent, human trafficking awareness, and stalking awareness. The College will continue to prioritize training and education related to technological safety during the next two years.

**What have been the results of changes implemented since the 2020-22 survey cycle? Over the past (2016-18, 2018-20, 2020-22, 2022-24) four cycles? last survey cycle?**

As mentioned earlier, the College experienced four staffing changes in the Title IX Coordinator role since 2022. Due to this and other staffing shortages in the Wellness Center Counseling Services and Student Engagement, campus-wide prevention efforts have occurred on a smaller scale than in previous years. McDaniel looks forward to reinvigorating the profile of the College's sexual misconduct prevention programming.

During the summer months while the College implements the recently announced Department of Education Title IX regulations, we will also think carefully about effective strategies to increase the likelihood of a student to report a sexual misconduct incident to the College. The ability to discontinue the requirement for live questioning between parties during a hearing may be a welcome procedural change for complainants who have previously decided against moving forward with a formal complaint.

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

As mentioned earlier, the increased use of social media to heighten awareness and knowledge about sexual misconduct. The college is creating a holistic wellness initiative and one of the components will include prevention programming related to healthy relationships and sexual health. The Title IX Coordinator will also work closely with athletics to provide educational opportunities for the student-athletes who represent 33% of the population. Additional outreach will also be planned for the Greek Organization members.

With McDaniel being a small, close-knit community that values individual student attention, it will also be

important to enhance the current training provided to faculty and staff about the support available for students who do report an incident. According to the 22-24 statistics, responsible employees are the second highest reporting group after the victim.

**What have you learned from an analysis of respondents' answers to questions tied to education and training received and questions gauging their knowledge on how to report? Are they aligned or are there gaps?**

The college will continue community building as discussed above.

#### E. 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?**

A question was asked about unwanted sexual contact of a physical, non-verbal, and verbal nature. In addition, the following question was asked of survey respondents with the associated responses recorded:

Since starting at McDaniel College, has anyone attempted, but not succeeded in, sexually assaulting you while you were (a) on campus; (b) off campus at an event or program connected with McDaniel College, including study abroad and internships; or (c) at a social activity or party near campus such as at an apartment, restaurant, or bar?

No – 87%	Yes – 8%	Uncertain – 5%
----------	----------	----------------

**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 incidents that are not sexual assault. Of the 111 incidents reported to the college, 70% of the incidents (78) involved some form of sexual harassment. Of those incidents reported, 70% (55 out of 78) reported to the college occurred on campus.

**Of the 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?**

As with other years, this data was collected in the survey instrument but removed by the survey administrator because the small sample size may inadvertently identify students.

**Mount St. Mary's University Title IX Sexual Assault Campus Climate Survey  
(Conducted in Fall 2022 for 2022-2024 Cycle)**

**Survey Process and Respondent Information**

The Title IX Sexual Assault Campus Climate Survey (SACCS) was administered to all Fall 2022 actively registered, non-dual enrollment undergraduate and graduate students at both the Emmitsburg and Frederick campuses (N = 2267). The survey was distributed via email in electronic format using Qualtrics survey software. Each student was sent a link to the survey instrument in the initial mailing and again in several reminder emails. Responses were received from 174 students resulting in a 7.7% response rate (a decrease from the 22.5% response rate in 2020). Respondents were generally representative of the student population, as indicated in the table below. Survey respondents were, however, disproportionately female (44.8% female vs 14.3% male) and a larger-than-usual proportion of respondents either declined to respond to or preferred not to identify themselves in various demographic categories including Gender (40.8%), Ethnicity (42.5%), and Race (43.7%).

**2022 SACCS Respondent Representation**

	Survey Respondents	Student Population
<b>Division</b>		
Undergraduate	86.8%	81.9%
Graduate	10.9%	18.1%
Prefer not to say/No response	2.3%	-
<b>Year of Enrollment (Undergraduates Only)</b>		
First year	19.9%	31.6%
Second year	26.5%	22.8%
Other/upper class student	49.7%	45.6%
Prefer not to say	7.9%	-
<b>Gender</b>		
Female	44.8%	54.3%
Male	14.3%	45.7%
Prefer not to say/Other	40.8%	-
<b>Ethnicity</b>		
Hispanic/Latino	6.9%	13.4%
Not Hispanic/Latino	50.6%	77.2%
Prefer not to say/unknown	42.5%	9.4%
<b>Race</b>		
American Indian or Alaskan Native	0.6%	0.7%
Asian	0.6%	3.5%
Black or African American	6.9%	20.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.6%
White	40.8%	62.7%
Two or more races	7.5%	7.2%
Prefer not to say/Unknown	43.7%	5.3%

## **Perception of Safety and Campus Climate**

Most students who responded to the SACCS indicated they somewhat or strongly agreed that they felt safe on campus (65.2%, n=138). Respondents were less confident that a crisis on campus would be handled well with only 36.8% (n=125) stating they somewhat or strongly agreed that a crisis would be handled well (36.0% somewhat or strongly disagreed, 27.2% neither agreed nor disagreed). Opinions were split when asked if the Mount responds rapidly in difficult situations, with 34.4% somewhat or strongly agreeing, 36.8% somewhat or strongly disagreeing, and 27.2% neither agreeing nor disagreeing (n=125) with the statement. 36.8% (n=125) of respondents somewhat or strongly agreed that Mount officials handle incidents in a fair and responsible manner, and 48.8% (n=125) somewhat or strongly agreed that the Mount does enough to protect the safety of students. The metrics involving the Mount's response to crises and incidents showed an overall decline from the results of the 2020 distribution, in which a majority of respondents somewhat or strongly agreed with all of the pertinent survey items.

Regarding the general climate at the Mount, SACCS respondents indicated that most students somewhat or strongly agreed that they felt valued in the classroom/learning environment (81.9%, n=138); that faculty respected what students think (81.9%, n=138); that faculty were genuinely concerned about their welfare (78.3%, n=138); that faculty treated students fairly (68.6%, n=137); that they felt close to people on campus (64.2%, n=137); that they were happy to be at the Mount (60.9%, n=138); and that they felt a part of the Mount (58.7%, n=138). These results were generally consistent with the results of the 2020 distribution, though a few items, such as "I am happy to be at the Mount" and "I feel like I am a part of the Mount" saw significant declines in agreement from respondents.

Respondents were slightly less agreeable regarding climate questions pertaining to administrators and staff, though a strong majority still somewhat or strongly agreed with the items. Most respondents somewhat or strongly agreed that administrators and staff respect what students think (73.2%, n=137); administrators and staff were genuinely concerned about their welfare (73.2%, n=138); and administrators and staff treat students fairly (64.9%, n=137). Responses to these items were consistent with the results of the 2020 distribution.

## **Readiness and Ability to Address Issues of Sexual Assault and Sexual Violence**

Specific to handling reports of sexual assault or sexual violence, 64.8% (n=125) of the respondents indicated the Mount was extremely or somewhat likely to take the report seriously and 75.2% (n=125) felt it extremely or somewhat likely that the privacy of the individual making the report would be maintained, which is slightly lower than the same metrics from the 2020 distribution (79.2% and 86.2%, respectively). The majority of respondents (70.4%, n=125) indicated it extremely or somewhat 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 (64.0%, n=125). In addition, most felt the University would support the individual making the report (65.3%, n=124 extremely or somewhat likely).

Fewer students, although still a slight majority, felt that the Mount would take action to address factors that may have led to the sexual assault and sexual violence (56.5%, n=124 extremely or somewhat likely) and that the University would handle the report fairly (57.7%, n=123 extremely or somewhat likely).

A third of the student respondents (33.3%, n=111) thought it either extremely or somewhat unlikely that the person making the report would be labeled a liar by most students at the Mount (34.2% were unsure). The majority (63.1%, n=111) of the respondents thought that most students would support the person who made the report.

A slight majority of respondents (55.9%, n=111) thought it extremely or somewhat likely that the alleged offender or friends of the alleged offender would try to get back at the student making the report (27.9% were unsure, and 16.2% thought it extremely or somewhat unlikely).

A majority of students were extremely or somewhat likely (72.1%, n=111) to call the police or other authorities if they saw a group bothering someone in a parking lot or other similar setting (13.5% were unsure). Most students were extremely or somewhat likely to report information to campus authorities regarding a sexual assault case (83.8%, n=111).

The vast majority of respondents (91.9%, n=111) indicated they were extremely or somewhat likely to confront a friend who was “hooking up” with someone who had passed out (8.1% were neither likely nor unlikely). 87.4% (n=111) of respondents were extremely or somewhat likely confront a friend with rumors they forced someone to have sex (10.8% were neither likely nor unlikely). Most students were extremely or somewhat likely to go with a friend to the police department if the friend said she or he was raped (95.5%, n=111).

While most respondents strongly or somewhat agreed they knew where to get help on campus if they or a friend were sexually assaulted (67.6%, n=111), one in five of the respondents did not (21.6% strongly or somewhat disagreed) and another 10.8% neither agreed nor disagreed. Half of respondents understood what happened when a student reports a claim of sexual assault on campus (50.5% strongly or somewhat agreed; 34.2% strongly or somewhat disagreed with the statement and 15.3% neither agreed nor disagreed, n=111). A majority of students knew where to go to make a report if they or a friend were sexually assaulted (64.0%, n=111).

Most students (78.2%, n=110) 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 (n=93): the definition of sexual assault (77.4%); how to report a sexual assault (73.1%); where to go to get help if someone they knew was sexually assaulted (66.7%); Title IX protections against sexual assault (77.4%); and how to help prevent sexual assaults (66.7%). These percentages are consistent with or slightly higher than the same metrics from the 2020 distribution.

### **Incidents of Unwanted Sexual Contact on Campus**

Since coming to the Mount, 30.3% of respondents (n=109) indicated they have experienced unwanted sexual violence or sexual contact (n = 33). Most of the incidents took place on-campus (72.7%). Of those respondents, most indicated they told someone about the incident (72.7% did tell someone, 21.2% did not tell someone, and 6.1% preferred not to say). Of the respondents that indicated they told someone about the incident, about half (48.0%) told at least one person affiliated with the Mount about the incident. The majority (72.0%) 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 (20.0% of respondents indicated they did seek help from an outside resource).

Of those students (n = 12) who experienced incidents of unwanted sexual contact and told at least one person affiliated with the University, the quality of help provided by the person ran the gamut from good to bad. 50.0% of respondents rated the help extremely or somewhat good, while 33.3% of respondents rated the help extremely or somewhat bad (16.7% rated the help extremely bad).

Those respondents who indicated they did not tell anyone about the incident indicated the following reasons for not doing so (n=7):

Felt embarrassed or ashamed	57.1%
It is a private matter; I wanted to deal with it on my own	42.9%
Concerned others would find out	57.1%
Didn't want the person who did it to get in trouble	28.6%
Fear the person who did it would try to get back at me	42.9%
Fear of not being believed	42.9%
I thought I would be blamed for what happened	28.6%
Didn't think what happened was serious enough to talk about	71.4%
Didn't think others would think it was serious	42.9%
Didn't know reporting procedure on campus	28.6%
Didn't think the incident had anything to do with the University	14.3%
Feared I or another would be punished for infractions or violations	0.0%
I didn't feel the campus leadership would solve my problems	28.6%
I feared others would harass me or react negatively toward me	28.6%
Wanted to forget it happened	71.4%
Had other things I needed to focus on and was concerned about	42.9%
Didn't think the school would do anything about my report	28.6%
Found campus process difficult	14.3%
Other	14.3%

The student demographics of respondents who experienced unwanted sexual contact were largely between ages of 18 – 24 (87.9%), were majority female (72.7%), were mostly white (63.6%), and non-Hispanic/Latino (69.7%).

# **Notre Dame of Maryland University Sexual Misconduct Campus Climate Survey 2024 Report**

## **Survey Administration**

In April 2024, 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 survey instrument did include all (in full or in part/modified) of the MDH questions. The method of survey administration was web-based via Qualtrics and was delivered via email to students on April 18<sup>th</sup> for completion by May 6, 2024. Three 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 four \$25 Amazon 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 Spring 2024 semester, excluding fully online students via NDMU Online. In Spring 2024, that total number was 1,536 (as of unofficial census) inclusive of 595 undergraduate and 941 graduate students. As of Fall 2023, approximately 84.0% of the University’s population identified as female, and 16.0% as male; 37% of population were undergraduate and 63% were graduate; and 47.0% of students identified as a member of a minority ethnic group.

We had 107 students over the age of 18 complete the survey (7.0% overall response rate). Of the 88 respondents, 80 were undergraduate students (75.5% of the respondents; 13.4% response rate), and 26 were graduate students (24.5% of the respondents; 2.8% response rate). 93 respondents identified as female (87.7%), ten (10) identified as male (9.47%), and three (3) as other (2.8%). 67.9% of respondents identified as a member of a minority ethnic group and 70.8% of respondents were between 18-24 years of age. A comparison of NDMU’s student population to the respondents indicate that the respondents were more female, diverse, young, and undergraduate than our total population, and indicate our survey may not be capturing a representative picture of the entire campus climate.

## **Perceptions of Safety and General Campus Climate**

We were pleased to read that 87% of the respondents feel valued (somewhat or strongly) in the classroom/learning environment (up from 75% in 2022 and 84% in 2020) and 74% of student respondents believe faculty, staff and administrators respect what students on the NDMU campus think (down slightly from 75% in 2022 and 77% in 2020). Respondents also indicated that they agree that faculty (77%) and administrators (63%) are genuinely concerned about their welfare (up from 69% and 56% respectively in 2020). 66% of respondents indicated that they feel happy to be at NDMU (up from 63% in 2022 but down from 73.2% in 2020). 70% of respondents agreed that they felt safe on the NDMU campus (down slightly from 75% in 2022 and 2020).

In the bystander behaviors area of the survey, the University continued to see a number of positive outcomes likely associated with the implementation of purposeful programming (i.e. bystander intervention) for University students in recent years. 88% of respondents agreed that they would talk to a friend who was in an abusive relationship (down slightly from 93% in 2022 and 96% in 2020). 79% of respondents agreed that they would confront another student who makes inappropriate sexual



or gender-based comments/gestures about a person (down slightly from 85% in 2022 and 89% in 2020).

Examining confidence in the University's response, 82% of respondents would call campus public safety if they saw an individual suspiciously following another student on campus (down slightly from 90% in 2022 and 87% in 2020). 78% of respondents would tell campus authorities about information related to sexual misconduct (down slightly from 85% in 2022 and 88% in 2020). Furthermore, 70% would also be willing to call the local police if they saw a group bothering someone in the parking lot or similar setting (down from 82% in 2022 and 86% in 2020).

Overall, the perceptions of safety and general campus climate remained positive. However, several indicators related to student interventions and confidence in response declined modestly compared to 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 between 69% and 76%, 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. This is a notable increase from 2022 (58% to 69%) but a still a decline from 2020 (78% to 85%) and largely flat from 2018 (64% to 77%).

The student respondents also continue to report confidence in the support of the student community with 64% indicating that most students would support the person who made a report (down from 75% in 2022 and 72% in 2020). However, 20% of respondents felt that most students would label the complainant/reporting party a liar (up from 13% in 2022 and 7% in 2020). 68% of respondents responded negatively or neutrally to the question regarding whether the alleged offender(s) or their friends would try to get back at the person making the report (down from 72% in 2022 and 79% in 2020).

In terms of educational outreach, the University has made improvements in student's retention of information regarding our policy and protections for complainants/reporting parties and others. 69% of students indicated if they or a friend were sexually assaulted, they would know where to go to get help on campus (up from 51% in 2022 and 60% in 2020), and 60% would know where to go to make a report (up from 49% in 2022 and flat from 2020). We also had 57% of respondents agree that they understand what happens when a student reports a claim of sexual assault at NDMU (increasing from 44.32% in 2022 and 52% in 2020). 58% of students indicated that they would be comfortable reporting a sexual assault to campus public safety (a modest increase from 55% in 2022 but a decrease from 67% in 2020). A new question in 2024 addressed whether students would feel comfortable reporting a sexual assault to the Office of Student Life (in which the Dean of Students serves as a Deputy Title IX Coordinator) of which 69% agreed.

NDMU saw increases in its overall dissemination of Title IX/sexual misconduct information compared to 2022. 80% indicated they had received information regarding Title IX protections against sexual misconduct (up from 71% in 2022 and 78% in 2020). 71% of respondents indicated that they received information on how to help prevent sexual misconduct (e.g. bystander intervention) (up from 62% in 2022 and flat from 2020). Similar to the 2020 results, 69% of student respondents indicate they had received information on how to report sexual misconduct (up from

50% in 2022), and 64% on where to go for help if someone you know is sexually assaulted (compared to 53% in 2022 and flat in 2020). The survey data indicates that NDMU's multi-touch education and training program regarding sexual misconduct is effectively reaching more students while more work remains.

Approximately 5% of student respondents indicated they had experienced sexual violence or unwanted sexual behavior since starting at NDMU. This is a modest decrease from the 2022 survey administrations and flat from 2020. Half of the respondents who indicated they had experienced sexual misconduct told someone (40% preferred not to say). Of those who indicated they shared the experience with a faculty or staff affiliated with NDMU, the quality of help was indicated as poor 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 compared to 2022 returning more so to 2020 and 2018 levels.

### **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 four survey administration cycles. However, the relationship has been inconsistent. During the 2016-2018 cycle, NDMU noted an increase in reported incidents of sexual misconduct which aligned with an increase in sexual misconduct disclosures on the campus climate survey. The opposite directional trend was observed in 2018-2020 as NDMU experienced a decline in reports which aligned with a modest decrease in disclosures. However, there was a notable report-disclosure gap during the 2020-2022 survey administrations with a decline in reports but an increase disclosure. This gap continued (but in the opposite direction) during the 2022-2024 survey administration with an increase in reports but a decline in disclosures.

There are likely a number of factors contributing to these gaps during the 2020-2022 and 2022-2024 cycles, including survey validity/reliability, potential initial reluctance of reporting given the U.S. Department of Education's revised 2020 Title IX regulations (primarily impacting the 2020-2022 cycle), the COVID-19 pandemic (more students, faculty, and staff being remote during the 2020-2022 cycle), staff turnover (primarily impacting the 2020-2022 cycle) and subsequent stabilization (primarily impacting the 2022-2024 cycle) impacting training and employee-student relationship development, etc., and the introduction of male identifying students into the traditional undergraduate program (impacting the 2022-2024 cycle).

In previous survey iterations, the University struggled to draw generalizable conclusions about its University population due to issues such as a small survey population, low response rate, disconnect between population and respondents, etc. Similar issues in this survey administration raise concerns of external validity and reliability. However, several takeaways were informative of the University's education and training activities for the 2022-2024 cycle.

It was clear from this and prior survey results that students received information regarding our Sexual Misconduct Policy and Procedures, but did not review 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 2022 surveys, NDMU established a University-wide Coordinated Community Response Team (CCRT) comprised of representatives from all across the University involved in Title IX. The CCRT redesigned the University's Sexual Misconduct Policies, Reporting, & Resources Brochure, developed a Reporting Flowchart, updated its Title IX website, established a Sexual Violence

Resource Coordinator position, developed model syllabus language, and implemented a number of new trainings. Furthermore, all new traditional undergraduate freshmen and transfer students also now receive specific training on 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.

The University credits several of these initiatives for the positive growth across previous surveys 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. During the 2022-2024 cycle, NDMU continued the activities described above and also focused on several other initiatives, including:

- Enhanced our required trainings for all new incoming NDMU students via new population specific online trainings focused on recognizing, preventing, and responding to sexual misconduct, including course registration holds for non-completers.
- Expanded our awareness programming during sexual misconduct related awareness months (e.g. Domestic Violence Awareness Month in October & Sexual Assault Awareness Month in April), including health relationships, consent workshops, etc.
- Continued efforts to better educate faculty and staff who may be in a position to receive an initial report via the development of a 1-page, 4-step "Title IX Protocol" document delivered to all faculty members annually.
- Refreshed our required in-person sexual misconduct training for all new traditional undergraduate students during welcome week.
- Implemented expanded required trainings for student athletes, coaches, and athletic staff, as well as NCAA sexual misconduct disclosure process.

The 2022-2024 survey results indicate that NDMU must continue to proactively and repeatedly convey information regarding the University's sexual misconduct policy, procedures, and resources via a variety of different modalities. Furthermore, given the modest rise in student's perception of skepticism of complainants and concerns about retaliation, additional emphasis needs to be placed via educational materials and trainings on informing students about the availability of supportive/interim measures (such as no-contact orders) and non-retaliation protections. Furthermore, at least annual refresher trainings for all faculty and staff at all University employee meeting is being actively considered. Additionally, a 1-pager protocol for 1<sup>st</sup> Responders (RAs, PODs, and Public Safety) needs to be developed and disseminated to build further confidence in our 1<sup>st</sup> Responders ability to effectively respond to incidents of sexual misconduct.

Notre Dame of Maryland University remains dedicated to the education of all members of its community to prevent sexual misconduct, stopping it when it occurs, remedying its effects, and preventing its reoccurrence. This climate survey will serve as a valuable tool to the CCRT and other University stakeholders as we continue our efforts in this area.

## **Stevenson University 2024 Survey Administration**

Stevenson University administered the Sexual Assault Campus Climate Survey beginning on February 20, 2024 and ending on March 20, 2024. Stevenson elected to use the model survey provided by the Maryland Higher Education Commission and included the additional Maryland Department of Health edits and prompts. The survey population was 2,521 degree-seeking traditional undergraduate students 18 years of age and older. Of this group, 2,486 were full-time, traditional degree-seeking students and 35 were part-time, traditional degree-seeking students. Non-degree-seeking part-time students were not included in this survey. In addition, nine 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 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 previous years.

297 students, or 11.8% 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 20, 2024, reminder emails were sent on February 27, 2024 and again on March 5, 2024.

Females participated in the survey at a higher rate compared to the general population on campus. Specifically, females represented 59.3% of the survey population but accounted for approximately 72.4% of the survey respondents. With regard to year of enrollment, 43.8% of the respondents were in their first year at Stevenson, 28.6% were in their second year, 13.8% were in their third year, and 13.8% were in their fourth year or beyond. The respondent population was relatively comparable in terms of other characteristics, including residents vs. non-residents. For example, 65.8% of the survey population lived in the residence halls and 69.7% of the survey respondents reported living in on-campus housing. Finally, 97.3% of the respondents were in the 18-24 age group.

### **Perceptions of Safety and General Campus Climate**

The respondents perceive the general campus climate of Stevenson University to once again be positive. The scores presented below from this recent survey administration all reveal increases compared to the 2022 administration. Regarding safety, 70.7% of the students who responded agreed or strongly agreed when asked if they felt safe on campus, which represents the highest level of agreement with this question since the 2018 survey administration. The below survey statements provided the most relevant information in this area.

Percentage of respondents who agreed or strongly agreed with the following statements:				
Statement / Survey Administration Year	2024	2022	2020	2018
I feel valued in the classroom/learning environment	79.1%	76.7%	84.8%	84.2%
Faculty, staff, and administrators respect what students on this campus think	74.7%	63.8%	78.5%	78.0%
I feel like I am a part of this University	66.7%	58.0%	72.0%	73.2%

I feel safe on this campus	70.7%	64.3%	69.4%	85.8%
The University responds rapidly in difficult situations	52.3%	44.1%	48.8%	63.8%

## Perceptions of Stevenson University's Readiness and Ability to Address Issues of Sexual Violence

### Training and Education

More respondents reported receiving information about sexual assault, Title IX protections and related topics since coming to Stevenson compared to the 2022 survey administration. For example, 72.4% of the respondents reported receiving written or verbal information from someone at the University related to Title IX protections against sexual assault compared to 68.4% from the 2022 survey administration and is similar to the results from the 2020 administration. When asked if they had received information regarding the definition of sexual assault, 64.3% indicated they had which represents an increase from the previous administration of about 1% though it is significantly lower than the response from the 2020 survey administration which was 76.2%. Fewer students reported receiving training and education on how to help prevent sexual assault compared to 2022 (49.5% vs. 51.1%) and is significantly lower than the responses from the 2020 survey administration which was 60.5%.

### Support for Individuals Who Report Sexual Assault and Sexual Misconduct

The percentage of respondents who responded either likely or very likely to questions addressing support for individuals who make a report of sexual assault and sexual misconduct increased significantly compared to the responses from 2022. The survey statements that provided the most relevant information in this area may be found in the below table.

Percentage of respondents who responded likely or very likely to the following scenarios				
Scenario/ Survey Administration Year	2024	2022	2020	2018
The University would take the report seriously.	71.6%	53.2%	74.7%	85.5%
If requested by the individual, the University would forward the report to criminal investigators (for example, the police).	79.1%	65.5%	81.3%	85.3%
The University would support the individual making the report.	68.9%	52.5%	68.7%	81.5%

### Administrators Responsible for Investigating Misconduct

The percentage of respondents who responded either likely or very likely to questions referring to whether the University would take action to address factors that led to sexual assault or sexual violence, and to whether the administrators responsible for investigating misconduct would do so fairly, increased significantly compared to the responses from 2022. The survey statements that provided the most relevant information in this area may be found in the below table.

Percentage of respondents who responded likely or very likely to the following scenarios				
Scenario/ Survey Administration Year	2024	2022	2020	2018
The University would take action to address the factors that may have led to the sexual assault and sexual violence.	66.2%	50.4%	66.2%	78.6%
The University would handle the report fairly.	67.0%	48.6%	65.9%	79.4%

### Bystander Intervention

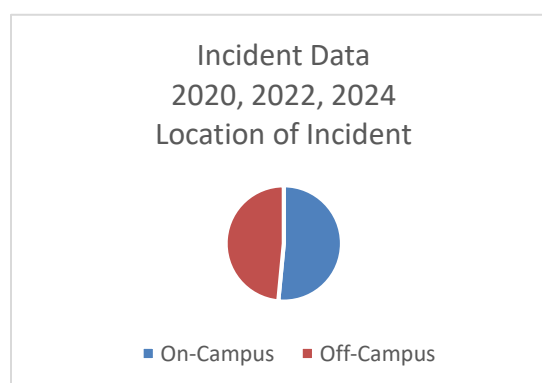
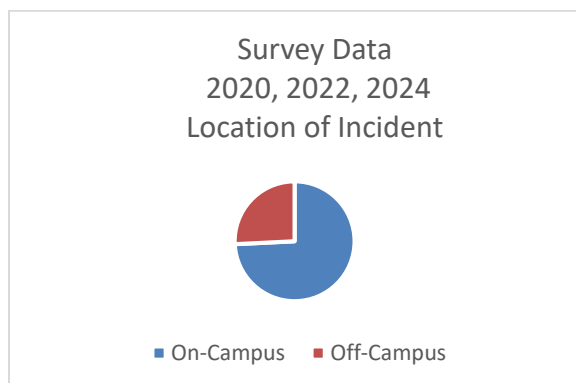
The respondents once again expressed a high likelihood that they would intervene if they witnessed or became aware of an act of sexual violence. The survey statements that provided the most relevant information in this area may be found in the below table.

Percentage of respondents who indicated it was likely or very likely they would take the following actions in the future, if they had the opportunity				
Scenario/ Survey Administration Year	2024	2022	2020	2018
Call the police or authorities if you saw a group bothering someone in a parking lot or similar setting	64.5%	62.7%	67.4%	68.2%
Confront a friend who was hooking up with someone who was passed out	93.3%	95.9%	94.8%	92.9%
Confront a friend if you heard rumors that they forced someone to have sex	87.1%	90.9%	86.4%	84.4%

## Institutional Analysis and Action Steps

### What relationship, if any, do you find between the changes in the incident data over the past four cycles and the trends you are finding in the survey data?

The 2018 survey data was virtually the same as our incident data during that same timeframe in terms of where incidents occurred. For example, in 2018, 70.1% of the survey respondents who reported experiencing unwanted sexual violence or sexual contact since coming to Stevenson indicated that the incident occurred on-campus compared to 73.2% found in our incident data. Over the last 3 cycles, students are reporting more on-campus incidents via the survey data than what we are learning in our incident data. The following chart demonstrates this further.



### **Results of changes implemented since the last survey cycle**

Increasing student awareness about sexual assault, Title IX protections, and related topics were priorities for Stevenson following the 2022 survey administration. Since that time, in addition to presentations that new students receive during orientation, the University's Title IX Coordinator has sent regular emails to the campus community, held tabling events in high traffic student areas, and worked with students who expressed an interest in restarting an *It's On Us* organization on campus. Our athletics department continues to require student-athletes to receive training on these topics. During each of the past two new student orientations the University hosted Sex Ed Bootcamp, a popular presentation that includes a focus on consensual sex and healthy relationships. The University has also restarted a peer education program through our Wellness Center which we anticipate will lead to additional programming moving forward. All these efforts appear to have paid dividends when compared to the results from the 2022 survey administration.

### **Activities, services, programs, or other results that have arisen from what was learned from the survey results**

Stevenson continues to focus on ensuring as many students as possible receive education and training on sexual assault and Title IX protections. Since the administration of the 2024 survey in February, Stevenson had a large contingent from the campus community participate in GBMC's *Walk a Mile* event, including the football team, women's ice hockey team, service scholars participants, and members of the student affairs professional staff. During the month of April, the Athletics Department partnered with TurnAround who presented on Bystander Intervention to student athletes and athletics staff. Also in April, the University's Peer Educators along with the *It's On Us* student organization hosted a Denim Day Fair which included education on how to handle uncomfortable scenarios and be an active bystander, information about GBMC's S.A.F.E. Program, and a presentation on consent and healthy relationships.

### **Information learned based on respondents answers regarding education and training**

Overall, more respondents reported receiving education and training from the University compared to the 2022 administration. For example, when asked if they received information on how to report a sexual assault, 54.2% of the respondents indicated they had compared to 51.1% in 2022 and 53.2% in 2020. 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, no students cited "not knowing the reporting procedures" as a reason for not telling anyone in this recent survey administration compared to 22.6% in 2022, 14.7% in 2020 and 13.8% in 2018.

## **Prevalence of Sexual Assault and Other Sexual Misconduct**

15.2% 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. The number of survey respondents who reported unwanted sexual violence or unwanted sexual contact is higher than the incident data collected and reported in this cycle.

Among these respondents, 64.4% of them reported telling someone about the incident. For those who told someone, 41.4% indicated they shared this information with a faculty or staff member

of the University whereas 58.6% reported not telling a faculty or staff member, or preferred not to say.

The primary reasons given by the respondents as to why they chose not to tell anyone about the incident were: they didn't think what happened was serious enough to talk about (53.8%); they didn't think others would think it was serious (46.2%); fear the person who did it would try to get back at them (46.2%); and fear of not being believed (46.2%).



# **Washington Adventist University**

## **Campus Climate Survey Relative to Title IX and Sexual Misconduct**

### **Survey Administration**

The 2024 Campus Climate Survey was issued to all members of the WAU learning community (students and employees) with the exception of those who are fully online. 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. This approach was identical to the means implemented in the last survey cycle. The survey remained opened for participation from February 27, 2024 to April 19, 2024. The 11.5% response rate (n = 91) represents 8.8% of students (n = 45) and 15.4% of employees (n = 44).

Survey participant demographics are most consistent with overall WAU demographics along the lines of gender, with the exception of male employees. There is noteworthy participant to population variance along the lines of race for students identifying as “Black or African American” or “White,” ages “18-24” or “30-39,” and for residential status and ethnicity overall. For employee participants, there is significant variance for those indicating their race as “White” and in the ethnicity category for those indicating “Not Hispanic or Latino.” See the Demographic Comparison Table in Appendix A.

The survey instrument implemented was a customized version of a sample survey provided by MHEC. It was largely identical to the survey issued in 2022, with additional response options added for two questions based on participant feedback in 2022. 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 71.9% favorably. This is more favorable than the 2022 average of 64.7%. Undergraduates between the ages of 18 and 24 responded 57.3% favorably on average as compared to 56.0% in the last survey – a marginal increase of 1.3pp. Overall since 2016, the average percentage point (pp) difference for questions pertaining to general campus climate has seen a positive trend. See Table 1. Results were consistent among undergraduate participants, age 18-24 in comparison to the last survey regarding perceptions of campus safety (a decrease of 0.1pp). Overall results showed a decrease of 4.7pp. Responses were an overall average of 47.5% favorable and 35.8% favorable among undergraduates between the ages of 18 and 24 (as compared to 52.2% and 35.9% in 2022 respectively). Overall since 2016, the average pp difference for questions pertaining to perceptions of safety has seen a downward trend. See Table 2. Year-on-year variances of 10pp or more for questions pertaining to general campus climate showed a positive trend, with one out of four such results indicating a decline. Regarding perception of safety on campus, two questions yielded a negative variance of more than 10pp and one a positive variance greater than 10pp. 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	2020	2022	2024	pp diff.	avg pp diff.
All	65.7%	65.2%	63.3%	64.7%	71.9%	7.3	1.5
UG, *18-24	54.3%	47.6%	60.0%	56.0%	57.3%	1.3	0.7

*Average favorable percentage*

\*Changed from 16-24 to 18-24 in 2024

Table 2

Perceptions of Safety							
	2016	2018	2020	2022	2024	pp diff.	avg pp diff.
All	53.1%	50.2%	49.9%	52.2%	47.5%	(4.7)	(1.4)
UG, *18-24	46.5%	40.0%	48.4%	35.9%	35.8%	(0.1)	(2.7)

*Average favorable percentage*

\*Changed from 16-24 to 18-24 in 2024

## 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 an increase of 2.2pp overall (at 70.3%) and a 10.2pp increase among undergraduate students ages 18-24 (at 68.8%) in comparison to 2022. Overall since 2016, the average pp difference for questions pertaining to support for persons reporting has seen a positive trend. 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 (2024: 71.8%; 2022: 72.3%). From the perspective of undergraduate respondents between the ages of 18 and 24, results show a decrease from an average of 62.1% in 2022 to 60.6% in 2024. Overall since 2016, the average pp difference for questions pertaining to perceptions of administrators responsible has seen a downward trend. See Table 4. Within the undergraduate age 18-24 demographic, there were year-on-year variances of 10pp or more for five questions within the factor of support for persons reporting, all positive. No questions pertaining to support yielded a greater than 10pp year-on-year outcome when looking at all participants. There were no year-on-year variances of 10pp or more for questions pertaining to perception of administrators responsible. 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	2020	2022	2024	pp diff.	avg pp diff.
All	66.8%	66.8%	65.1%	68.1%	70.3%	2.2	0.9
UG, *18-24	55.6%	49.6%	57.1%	58.6%	68.8%	10.2	3.3

*Average favorable percentage*

\*Changed from 16-24 to 18-24 in 2024

Table 4

Perceptions of Administrators Responsible							
	2016	2018	2020	2022	2022	pp diff.	avg pp diff.
All	74.8%	74.3%	68.8%	72.3%	71.8%	(0.4)	(0.8)
UG, *18-24	61.9%	54.2%	56.5%	62.1%	60.6%	(1.5)	(0.3)

*Average favorable percentage*

\*Changed from 16-24 to 18-24 in 2024

Out of 75 participants, 92.0% indicated that they have not experienced any unwanted sexual encounters since coming to WAU (Q43). One participant (1.3%) did encounter such an experience and reported telling someone about the incident (Q46). This participant indicated telling a close friend, a parent or guardian, and the police or law enforcement, but did not indicate telling a faculty or staff member affiliated with WAU.

Of the 75 responses received, results show that between 6.7% and 44.0% 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 (29.3%), Residence Hall Staff (6.7%), Student Handbook (33.3%), Faculty/Staff Handbook (44.0%), University Publications (21.3%), University Website (20.0%), and General Assembly (33.3%). These results represent a positive trend compared to 2022 results, with an average overall difference down by 2.3pp. Of those indicating “other” (16.0%), the Title IX Coordinator, workshops and seminars, a convocation speaker, direct supervisor, new employee paperwork, emails and past incidents, and posted flyers/pamphlets were specifically referenced as a source of information. Overall, 13.3% of participants stated that they have encountered no sources of information on topics of sexual assault and sexual violence. Half of these were undergraduate students between the ages of 18-24 (50.0%). Thirty-four percent (33.8%) 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). Twenty-two percent (22.2%) of undergraduates between the ages of 18-24 confirmed the same.

## Institutional Analysis and Action Steps

In looking to identify changes in the survey data, Washington Adventist University respondents on average participants responded 71.9% favorably. This is more favorable than the 2022 average of 64.7%. However, Washington Adventist University will take the following actions to address the small decrease in perceived safety.

**Communications:** While we currently meet with parents at and Students at Orientation, we will conduct specific workshops and seminars to communicate the safety message better to the students and faculty. Safety Education is also covered in Orientation, but we will conduct additional education at General Assembly and Convocation. We will look to forge transparency as the model for inquiries and develop genuine dialogue with the student body and staff when it comes to reporting inappropriate behavior or safety concerns. We will establish a communication safety and security desk in Wilkinson as a method to distribute the safety pamphlet and materials and

additional general safety tips. As a small college we can have a hands-on approach to direct engagements with the student population. emails, and discussing past incidents will be part of our program to address concerns on safety. Workshops are conducted with the staff in the residency hall but we will expand this to the dorm students during their weekly assembly meetings. We will also encourage a student safety committee and make them inclusive in our safety meetings. We will also re-establish a security safety committee that became defunct when covid forced remote learning for two years.

**Tactical Infrastructure Enhancements:** We will evaluate current strategies and focus on a high traffic high visibility patrol method focusing on cafeteria, convocation, and large student gathering events. We will also work with Takoma Park Police to set up a tabletop exercise to discuss various student concerns. We will work with Montgomery County's Behavioral Health to speak on women's safety issues and available resources for counseling.

Regarding sexual violence at the University the trending is in a positive direction, but we see opportunity to advance these gains with the following enhancements:

**Sexual Violence Task Force:** This would be established with members from Administration, Student Body, Campus Security, and Montgomery County Sexual Violence Prevention Teams to oversee and develop educational programs relevant to the current best practices. Bystander intervention and what constitutes consent, and sexual violence prevention will be the core subject matters with flexibility to address current relevant materials and examples from today's topics.

**Mandatory Training Programs:** Orientation and Annual workshops will address ongoing training regarding sexual violence prevention utilizing historical examples and "what if" training on how to handle various situations. Ongoing education programs will be completed quarterly for students and staff.

**Campus Wide Awareness Campaign:** Safety and Security will work with the Task Force and Safety Committee to launch a Sexual Violence Awareness campaign with Posters, Flyers, social media, and local event bake sale and question events designed to increase awareness on the campus. We will look to foster a supportive system that encourages safety and reporting with a strong backing from the campus Administrators ensuring policies and procedures are clear and consistent.



# 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 May 31, 2024. The data covers the period of June 1, 2022-May 31, 2024.

Washington College's Sexual Violence Campus Climate Survey was conducted from February 19<sup>th</sup> through March 5<sup>th</sup>, 2024. 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 **ALL** currently enrolled students (840). 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. Reminders were sent out to encourage participation. 109 individuals started the survey, for a response rate of 12.95%. The survey was sent out by the Dean of Students. Gender identity of the participants was 59% female, 26% male, and 12% non-binary.

For our 2024 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 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.

## **Perceptions of Safety and General Campus Climate**

Results of the 2024 survey show that respondents largely feel valued within the classroom or learning environment at Washington College. 80.88% of respondents agree/strongly agree that faculty members genuinely care about their wellbeing, and 77.9% of respondents believe that faculty, staff, and administrators respect what students on campus think. As far as their safety on campus, 13.2% of respondents reported not feeling safe on campus. 41.17% of respondents believe that the college is doing enough to protect the safety of students, and 41.17% of students believe the college would handle a crisis well.

Students have consistently noted that faculty, staff, and administrators respect what they think and that they feel valued within the classroom or learning environment, although certainty that faculty members genuinely care about their wellbeing decreased. Confidence, trust, and safety all appear to have increased in the most recent administration of this survey. Feelings of being safe on-campus have risen, as has confidence the administration will respond to a crisis effectively. However, additional data from this year's survey indicate that 42.6% students still disagree/strongly disagree that the college will respond in a fair and responsible way and 39.7% believe that the college would respond rapidly.

It should be noted that today's students sometimes identify feeling unsafe when they may in fact be describing a level of discomfort. This has become a consistent theme when the college responds to reported feelings related to "safety" and some exploration of the incident occurs.

The period for which this survey and data was collected also represents the early post-COVID years, which may have also influenced some information.

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

A majority of respondents (87%) in 2024 reported receiving information and education with regard to sexual assault before arriving to Washington College. This number is slightly higher than the number in 2022 (83.2%). New students are required to complete an online tutorial prior to arriving on campus orientation addressing sexual harassment, discrimination, and assault. During orientation, educational programs are again required that cover consent, sexual misconduct, sexual assault, Title IX, bystander intervention, supportive measures, and reporting procedures.

Programming and educational efforts focused on new members of our campus community are comprehensive and inclusive. Going forward, information targeting upper-class students and high-risk groups should be expanded based on student feedback.

As far as overall awareness regarding available resources, respondents in 2024 reported being familiar with Counseling Services (92.53%), the Title IX Coordinator (89.55%), Public Safety (86.56%), Health Services (82.08%) and Student Affairs (67.16%). They reported being “not at all aware” or “slightly aware” of the following resources: For All Seasons (68.65%), Peer SMART (50.74%), athletics/coaches (58.2%) and Human Resources (47.76%).

According to the 2024 survey data, awareness of available resources for the areas listed above showed a notable increase across the board. This is especially positive and supports outcomes of efforts to educate the campus community in this area.

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 about sexual assault, rape, reporting sexual assault, and bystander intervention. 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?

2022 Survey	Yes	No
By coach (sports team)	34.48%	65.52%
Within fraternity or sorority	83.33%	16.67%
By student organization	41.33%	58.67%

2024 Survey	Yes	No
By coach (sports team)	45.45%	54.54%
Within fraternity or sorority	100%	0%
By student organization	45.09%	54.9%

It should be noted that of the students who responded, when asked “who did you tell,” other students were most often identified to include a close friend (85.71%), roommate (50%), or romantic partner (50%). Other likely non-student reporting options identified include

parent/guardian (42.85%), Title IX Coordinator (28.57%), Public Safety (21.42%), and both on-campus and off-campus therapists (21.42%).

Of concern is that the health center, Student Affairs, and athletic coaches were told only 14.28% of the time. Residential assistants were notified 7.14% of the time.

The power of bystander intervention was illustrated in the 2024 climate survey. Student responses included (likely/very likely):

- Call police if you saw someone bothering someone in parking lot (67.64%)
- Confront someone who was hooking up with an intoxicated person (89.7%)
- Confront a friend who was hooking up with someone who is passed out (95.58%)
- Tell campus authorities about information you might have about sexual assault (73.52%)

The 2024 survey offered an opportunity for open-ended response with 8 comments received.

Focus of comments ranged from a need for more staff to help process Title IX complaints, including a specific staff member to support victims who identify as LGBTQ+; increased transparency on respondents remaining on-campus; mandatory Title IX trainings every year; increased Title IX training for faculty; extra installation of lights near the freshmen residence halls; and a review of the institution's use of resources within the department.

There were less open-ended responses overall in comparison to the 2022 survey.

Some examples of comments include:

- *Maybe supporting things like May Day yet having apparently lacking legislation surrounding these concerns and the well-being of the [students] attending this institution is a misuse of resources and attention.*
- *Please address assaults on a male the same way as on a female. As a male, cases have not had the same microscope as they have THIS YEAR ALONE.*
- *Please provide professors with more training on Title 9 information. I have...heard multiple accounts of professors abusing relationship with students (either crossing professional boundaries or sexual assaults), and it is incredibly concerning.*
- *I think that this process can be very intimidating for students. I understand that there are rules and procedures but if there was a way to make this process (title IX) a little more empathetic I feel as though more students would be willing to come forward.*



- *The school needs more staff to help students process harassment complaints. I know students who are still on campus after having reports submitted against them yet those who reported them were not informed about their presence on campus.*

## **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?**

<b>2022 Survey</b>	<b>Yes</b>	<b>No</b>
50 responses	26%	74%
<b>2024 Survey</b>	<b>Yes</b>	<b>No</b>
23 responses	34.78%	65.21%

Has anyone **attempted but not succeeded in having unwanted sexual contact with you by using physical force against you?**

<b>2022 Survey</b>	<b>Yes</b>	<b>No</b>
50 responses	10%	90%
<b>2024 Survey</b>	<b>Yes</b>	<b>No</b>
23 responses	21.73%	78.26%

Has anyone **attempted but not succeeded in having unwanted sexual contact with you by coercing or threatening to use physical force against you?**

<b>2022 Survey</b>	<b>Yes</b>	<b>No</b>
50 responses	8%	92.00%
<b>2024 Survey</b>	<b>Yes</b>	<b>No</b>
23 responses	13.04%	86.95%

\*Since coming to Washington College, have you experienced **any unwanted sexual violence or unwanted sexual contact** (which can include kissing, touching, harassment, stalking)?

<b>2022 Survey</b>	<b>Yes</b>	<b>No</b>	<b>Prefer not to say</b>
50 responses	45.26%	46.32%	8.42%
<b>2024 Survey</b>	<b>Yes</b>	<b>No</b>	<b>Prefer not to say</b>
67 responses	29.85%	65.67%	4.47%

Overall, the trends noted above seem to be negative due to the number of responses, although as it relates to “any unwanted sexual violence or unwanted sexual contact,” we see a decrease of almost 15%.

For individuals who chose not to tell anyone, the top responses for each reporting year are listed below:

<b>2022 Survey</b>	<b>2024 Survey</b>
1. Didn't think what happened was serious enough to talk about - 18.9%	1. Didn't think what happened was serious enough to talk about - 83.3%
2. Didn't think others would think it was serious - 9.4%	2. I thought nothing would be done – 66.6%
3. It is a private matter, I wanted to deal with it on my own - 7.5%	3. Wanted to forget it happened - 50%
4. Fear of not being believed - 7.5%	4. Didn't think others would think it was serious – 50%
5. I thought I would be blamed for what happened - 7.5%	5. It is a private matter, I wanted to deal with it on my own – 33.3%

### **Institution Analysis and Action Steps**

**Since the last submission of this report much has been achieved. This has included:**

#### **Training**

A comprehensive approach to providing education and training around key aspects of Sexual Discrimination & Harassment work has been initiated. This has included providing information on policy, consent, reporting, supportive measures, bystander intervention, peer support, red zone, etc. with our students. These initiatives have utilized both home -grown training and vendor supplied training provided by Vector and Consent theatrical training.

Our training & education efforts has utilized a population-based approach, with specialized efforts targeting high risk groups to include new students (multiple modes of delivery), student-athletes, student leadership groups (RA's, Peer Mentors, etc.), Off-campus/commuting students, Greek organizations, and other populations.

For faculty and staff (all employees) similar themes have been provided with special focus on mandated reporting, supportive measures, and applicability of policy on employees. Over the period of this report ALL employees have been required to participate in both an online

educational tutorial provided by United Educators and a training session facilitated by the Title IX Coordinator.

In the spring of 2023, an educational training was also facilitated by the Title IX Coordinator for the Board of Visiting Governors to ensure understanding of this important issue impacting the college community.

### **Title IX Team**

As detailed in the last report, a plan was proposed to create a representative leadership team that would be comprised of four Deputy Title IX Coordinators. These representatives include the Director of Human Resources, a faculty member, athletic department representative, and a public safety representative. The focus of this team that meets monthly includes policy and emerging issues review, management of current reports, consideration of campus resources, and training needs. The group has been operational for two years.

### **Resources**

In addition to our in-house counseling team (three professionals) we also partner with Mantra Health to provide confidential teletherapy counseling services free of charge to all students. For employees the college also offers EAP services.

An MOU was established with For All Seasons Behavioral Health & Rape Crisis Center to provide supplemental educational and direct support for individuals experiencing related trauma.

### **External Training & Professional Development**

Maintaining active involvement with state organizations like MICUA has certainly provided timely information which guides campus efforts and ensures compliance with required obligations.

Institutionally, we are active with ATIXA including attending the Fall National meetings in Philadelphia where a variety of best practices were gleaned from the educational sessions.

Washington College also partners with Grand Rivers Solutions for training and investigation services. During the fall 2024 a training of our Decision Makers, Advocates/Advisors, Support team and investigators was provided by this group to about (45) individuals involved in the Title IX process. We have also engaged with this group to coordinate investigations in a few investigations.

## **Washington College Going Forward**

### **Priority #1**

The deadline of August 1, 2024, is quickly approaching that requires that the “final rule” be embedded in college policies governing sexual harassment & discrimination. Efforts are currently underway to incorporate this updated information into our policies for the upcoming year.

### **Priority #2**

Closely aligned to the above noted work. A comprehensive training schedule is being developed to roll the above noted information out to the campus community. The scheduling of this initiative is well underway with dates scheduled for new & returning students, new employees, student leadership groups, coaches and student affairs staff.

### **Priority #3**

Expansion of the broader Title IX team (investigators, advocates/advisors & decision makers). Continue to recruit and train a representative group of faculty and staff to serve in these important roles.

### **Priority #4**

Expanded prevention/education programming. Partnering with our peer education team, it is hoped that we will initiate broader programming focused on awareness and education. These initiatives will build on existing programming previously offered.

### **Priority #5**

Use the data gleaned from this survey to optimize services, resources and educational initiatives provided to the campus community.

# Private Institutions

## **The Collegium**

### **Sexual Safety Climate Survey Narrative**

#### **Survey Administration**

- a. What survey instrument was used in the 2022-2024 cycle?  
We used a survey developed in-house, based on the questions in this narrative. It has not changed because this is our first cycle.
- b. Please discuss whether your institution used the additional Maryland Department of Health questions and prompt edits provided in 2022? Why or why not.  
We did not use them. We used the prompts in this narrative because it was the most direct way to get information that the narrative requires.
- c. Who received the survey and how did the institution select those participants?  
All the students received the survey.
- d. How did the institution conduct the survey?  
It was distributed to all the students at a student gathering. Students were left alone to complete the survey.
- e. 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)?  
Rate of response was 100% of the student body.
- f. What steps were taken to encourage responses from the surveyed population? g. How does the respondent population compare to the general population on campus (e.g., race and ethnicity, gender, age, on-campus/off-campus residents)?  
N/A
- h. What changes to the survey administration were made since the last survey cycle, if any?  
First survey.

#### **Perceptions of Safety and General Campus Climate**

- a. How do respondents perceive the safety of the campus and the general campus climate?  
100% of answers were 5 (highest rating) out of 5.
- b. How have these perceptions changed over the past four cycles (2016-18, 2018-20, 2020-22, and 2022-24)? Discuss and use charts/graphs.
- c. N/A

#### **Perceptions of Institution's Readiness and Ability to Address Issues of Sexual Violence** (approximately 400 words)

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

i. Training and education ii. iii. Support for persons reporting sexual assault and other sexual misconduct The administrators responsible for investigating misconduct  
6 of 8 answers were 5 out of 5. 2 of 8 answers were 4.5. Comments included with the 4.5 answers:

- “Faculty demonstrates willingness to respond to any issues that may arise.”
- “Faculty are extremely responsive to any issues that may arise.”

b. How have these perceptions changed over the past four cycles (2016-18, 2018-20, 2020-22, and 2022-24)?

N/A

### **Institutional Analysis and Action Steps (approximately 600 words)**

- a. What relationship, if any, do you find between the changes in the incident data over the past four cycles (2016-18, 2018-2020, 2020-22, and 2022-2024) and the trends you are finding in the survey data? Discuss and use charts/graphs.  
This is not applicable since it is our first survey.
- b. What have been the results of changes implemented since the 2020-2022 survey cycle? Over the past four cycles (2016-18, 2018-20, 2020-22, and 2022-24)?  
Again, not applicable.
- c. What activities, services, programs, or other results have arisen from what was learned from the survey results?  
Remain response. Perhaps inform students of the president’s qualifications in the area. (See Note below.)
- d. What have you learned from an analysis of respondents’ answers to questions tied to education and training received and questions gauging their knowledge on how to report? Are they aligned or are there gaps?  
There appear to be no gaps, except perhaps in the students’ knowledge of the president’s qualifications in the area. (See Note below.)

### **Prevalence of Sexual Assault and Other Sexual Misconduct**

We do not collect this data via the survey.

#### **Note**

The president of The Collegium is an ordained deacon (retired in 2024) in the Catholic Church and a former administrator at the University of Florida (2007-2017). His ministry in the Church and his position at UF required regular training and updates on proper procedures, safeguards, and warning signs of sexual harassment and abuse. He has the training to oversee our activities in this area and ensure that proper procedures, safeguards, etc. are in place.

**Maryland University of Integrative Health**  
**Campus Climate Survey - Sexual Assault & Incident Data Submission**  
**June 1, 2024**

**A. Survey Administration**

**1. Survey Enhancements**

As in previous years, MUIH used the template survey provided by the Maryland Higher Education Commission (MHEC) as the foundation of its 2024 survey. The 2024 survey was improved upon from prior years' surveys in three ways; these enhancements are summarized in Table 1. First, eleven revised and new question recommendations from the Maryland Department of Health were included. Recommendations not noted in Table 1 had already been included in prior years' surveys and were continued in the 2024 survey. Second, MUIH expanded previous questions asked about administration or staff to also ask about faculty. Third, in recognition that MUIH's students primarily complete their programs online (88% all online classes, 12% mix of online and on-campus classes, and 2% all on-campus classes), a question about the frequency with which students come to campus was added to the 2022 survey. In 2024, the survey was further enhanced and tailored to MUIH's student body by adding two questions – one about class formats and another about feeling safe in MUIH's online environment.

<b>Table 1</b>	
<b>2024 Survey Enhancements</b>	
<b>MD Department of Health Recommendations</b>	
Bystander Intervention Question – Added two new answer options:	
<ul style="list-style-type: none"> <li>Confront a friend who was hooking up with someone who was passed out</li> <li>Confront a friend if you heard rumors that they forced someone to have sex</li> </ul>	
Training Received Question – Added two new answer options:	
<ul style="list-style-type: none"> <li>Bystander intervention training</li> <li>Consent education</li> </ul>	
Relationship to the Perpetrator Question – Added the recommended question.	
Sexual Orientation Question – Modified the answer options:	
<ul style="list-style-type: none"> <li>Bisexual, gay, and lesbian were offered as separate answer options, rather than a combined answer option in previous years.</li> <li>Changed asexual to asexual/aromantic</li> <li>Added queer and questioning</li> <li>Removed pansexual</li> </ul>	
Gender Identity – Added nonbinary or genderqueer as an answer option.	
Disability Status – Added the recommended question.	
<b>Expansion of Parallel Questions</b>	
Added three questions about faculty that parallel the wording of already included previous questions about administrators and staff:	
<ul style="list-style-type: none"> <li>Faculty respect what students at this university think.</li> </ul>	



- I think faculty are genuinely concerned about my welfare.
- The faculty at this university treat students fairly.

#### Online Student Experience Questions

Added two questions:

- I feel safe in MUIH's online environment.
- Indicate which format(s) best describe your courses at MUIH.

## 2. Survey Administration

As with all centralized institutional assessments, the 2024 survey was administered through the institution's SurveyMonkey account. The survey was administered from May 14 through May 28, overlapping the fourth to sixth weeks of the summer trimester (note that MUIH's programs run year-round in three equal trimesters). In contrast, the 2016, 2018, 2020, and 2022 surveys were conducted during the spring trimester. The shift in timing for the 2024 survey was due to coincident changes in MUIH's institutional ownership and the staff previously responsible for administering the survey. The survey was distributed to all 737 active students, including 496 students registered in classes and 241 students on break and not registered in classes. Multiple email communications (May 14, 17, 22, 23, 27) and the opportunity to be eligible for one of four \$25 Amazon gift cards were used to encourage student engagement with the survey. Use of the gift card participation incentive was a new practice with the 2024 survey.

## 3. Response Rate

The survey response rate was 6.1%, with 45 respondents. While low, this response rate is in alignment with prior survey administrations and is the highest rate achieved (Table 2). The response rate represents a four-fold increase over the 2020 survey and two-fold increase over the 2022 survey.

Table 2 Survey Response Rates					
	2016	2018	2020	2022	2024
Number of Respondents	60	67	14	24	45
Potential Respondent Pool	1152	1125	1030	848	737
Response Rate	5.2%	6.0%	1.4%	2.8%	6.1%

## 4. Demographics

The respondent population is aligned with the general student population with respect to age and gender. 55% of respondents report an age of 40-59 years, while the average age of the general population is 41 years. The respondent population reported as 7% male and 88% female, while the general population reports as 9% and 89%, respectively.

Some variations in representation of ethnicity and race were noted between the respondent and general populations. With respect to ethnicity, 10% of survey respondents and 7% of the general population indicated they are of Hispanic or Latino origin. With respect to race, 12% of

survey respondents indicated they are Black, while 23% of the general population indicated the same. 7% of respondents indicated they represent two or more races, while 5% of the general population noted the same. 57% of survey respondents indicated they are White, while 54% of the general population indicated the same. Of note is that 19% of survey respondents preferred not to indicate their race, while only 3% of the general population did the same. This could contribute to the apparent underrepresentation of Black students and overrepresentation of Hispanic or Latino and White students among the survey respondents.

The respondent population is significantly different than the general population with respect to the format in which they take classes. 71% of respondents indicate they take all online classes, while 86% of the general population does so. 29% of the respondents indicate they take a mix of online and on-campus classes, while 12% of the general population does so. However, in aggregate, 98%-100% of respondent and general population students took at least one online class during the survey period (summer 2024 trimester).

## **B. Perceptions of Safety and General Campus Climate**

### **1. Overall Perceptions**

The overall perception of safety and general campus climate at MUIH reflects higher levels of agreement (strongly agree and agree) across the aggregate of all thirteen related questions (Table 3). 70% of respondents agreed or strongly agreed with the statements, and 8% disagreed or strongly disagreed with the statements. This is an improvement over 2022 survey results in which 63% of respondents agreed or strongly agreed with the statements, and 12% disagreed or strongly disagreed with the statements. This 2024 increase follows a significant decline from an average level of agreement of 78% in 2016, 2018, and 2020 to 63% in 2022.

<b>Table 3</b>					
<b>Perception of Safety and General Campus Climate Questions</b>					
	<b>2016</b>	<b>2018</b>	<b>2020</b>	<b>2022</b>	<b>2024</b>
Agree + Strongly Agree	82%	73%	78%	63%	70%
Disagree + Strongly Disagree	5%	6%	6%	12%	8%
Neither Agree or Disagree	13%	21%	16%	25%	22%

Significant improvements were seen in students' perception of respect, fairness, and value. 82% of respondents agreed or strongly agreed with the statement, 'Administrators respect what students on this campus think.' This represents a significant increase over the 2022 survey in which 48% agreed or strongly agreed with the same statement. In addition, 87% of respondents agreed or strongly agreed with the new parallel statement, 'Faculty respect what students on this campus think.' 78% of respondents agreed or strongly agreed with the statement, 'Administrators at this university treat students fairly.' This represents a significant increase over the 2022 survey in which 58% agreed or strongly agreed with the same statement. In addition, 78% of respondents agreed or strongly agreed with the new parallel statement, 'Faculty at this university treat students fairly.' 87% of respondents agreed or strongly agreed with the

statement, 'I feel valued in the classroom/learning environment.' This represents a significant increase over the 2022 survey in which 79% agreed or strongly agreed with the same statement.

## 2. On-Campus and Online Students

An interesting trend has been the progressive and dramatic increase in the percentage of respondents that neither agreed nor disagreed with the statement, 'I feel safe in MUIH's on campus environment' (Table 4). The majority of respondents in the 2024 survey answer as such. This may be due to the shift in MUIH's enrollments to a primarily online student population and the minimal representation of individuals who come to campus among the survey respondents. In 2022, 33% of respondents indicated they never visit campus and 38% indicated they are on campus most weeks of the trimester. In contrast, in 2024, 64% of respondents indicated they never visit campus and 2% indicated they are on campus most weeks of the trimester. For the new question added in the 2024 survey, 'Indicate which format(s) best describe your courses at MUIH,' to which 71% of survey respondents indicated they take all online courses and 29% indicated they take a mix of on campus and online courses.

<b>Table 4</b> <b>'I feel safe in MUIH's on campus environment'</b>					
	<b>2016</b>	<b>2018</b>	<b>2020</b>	<b>2022</b>	<b>2024</b>
% Respondents that neither Agreed or Disagreed	4%	10%	21%	38%	64%
% Respondents that never visit campus	n/a	n/a	n/a	33%	64%
% Respondents on campus most weeks of the trimester	n/a	n/a	n/a	38%	2%
% Respondents enrolled in all online classes	n/a	n/a	n/a	n/a	71%
% Students actually enrolled in all online classes	51%	62%	62%	78%	86%

As a reflection of MUIH's primarily online student body and in recognition of the general rise in acts of cyber violence and crime in society, MUIH added a new question in the 2024 survey, 'I feel safe in MUIH's online environment.' 92% of respondents indicated they agreed or strongly agreed with this statement.

## 3. Connection to University and Others (Model Survey Question 5f)

MUIH continues to experience a decline in the connection that students feel to the university and others at the university. For the statement, 'I feel close to people on this campus,, 71% agreed or strongly agreed in 2020, 50% in 2022, and 24% in 2024. For the statement, 'I feel like I am a part of this University' (Model Survey Question 5f), 76% agreed or strongly agreed in 2020, 63% in 2022, and 45% in 2024. These changes may be due to the changing nature of the student body and the increasing percentage of online students among the survey respondents (see above), and/or as a result of other significant institutional changes since the 2022 survey was administered (i.e., discontinuation of the legacy acupuncture programs and MUIH's acquisition

by Notre Dame of Maryland University (NDMU)). This lack of a sense of connection is consistent with other broader surveys MUIH has conducted among all students in 2022-2023 as part of its ongoing institutional assessment plan.

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

#### 1. Overall Perceptions

The respondent's answers related to perceptions of the university's readiness and ability to address issues of sexual assault and sexual violence have fluctuated from 2016 to 2024 (Table 5). The percentage of respondents that agreed or strongly agreed with statements about MUIH's readiness ranged from a high of 76% in 2016 to a low of 66% in 2020 and 2024.

<b>Table 5</b> <b>Perception of Readiness and Ability to Address Issues of Sexual Violence</b>					
	<b>2016</b>	<b>2018</b>	<b>2020</b>	<b>2022</b>	<b>2024</b>
Agree + Strongly Agree	76%	66%	69%	70%	69%
Disagree + Strongly Disagree	8%	9%	16%	8%	5%
Neither Agree or Disagree	16%	25%	15%	22%	26%

It is notable that in the last eight years, a significant percentage of respondents indicated they neither agreed nor disagreed with MUIH's readiness and ability. This ambivalence ranged from a low of 15% in 2020 to a high of 26% in 2024. The most significant level of ambivalence across all five surveys was seen for the following four questions (Table 6). While the percentage of respondent ambivalence has fluctuated for these four questions, overall, there has been a steady rise from 15%-44% of respondents indicating they neither agreed nor disagreed with these four questions in 2016 to 43%-53% in 2024.

<b>Table 6</b> <b>Higher Percentage of Neither Agreed or Disagreed with Readiness and Ability</b>	
<ul style="list-style-type: none"><li>• If a crisis happened on campus, the university would handle it well. (43%)</li><li>• The university responds rapidly in difficult situations. (51%)</li><li>• University officials handle incidents in a fair and responsible manner. (51%)</li><li>• The university does enough to protect the safety of students. (53%)</li></ul>	

#### 2. Model Survey Questions: 7a, 7c, 7e, 7f, 7g

Model Survey questions 7a, 7c, 7e, 7f, and 7g ask how MUIH might handle it if an individual reported an incident of sexual assault and sexual violence. These results are summarized in Table 7. In 2024, a high percentage of respondents agreed or strongly agreed with these five statements. The average agreement was 85%, with a range of 82% to 86%. The rate of agreement for Model Survey Question 7f, 'The college would take action to address factors that may have led to the sexual assault and sexual violence,' increased significantly from 2022 (75%) to 2024 (82%). For the period 2016 to 2024, the average agreement rate was similarly high with

an 82% rate of agreement. Slightly lower overall average agreement rates were seen in the 2018 (78%) and 2020 (79%) surveys. Slightly lower overall average agreement rates were seen for Model Survey Questions 7f (76%) and 7g (77%).

<b>Table 7</b> <b>Respondents Agreed or Strongly Agreed with Statements about</b> <b>How MUIH Might Respond to an Incident of Sexual Assault and Sexual Violence</b>						
	2016	2018	2020	2022	2024	Overall Average
7a. The college would take the report seriously.	87%	81%	86%	88%	86%	86%
7c. If requested by the individual, the college would forward the report to criminal investigators (for example, the police).	91%	84%	86%	88%	85%	87%
7e. The college would support the individual making the report.	89%	79%	86%	83%	84%	84%
7f. The college would take action to address factors that may have led to the sexual assault and sexual violence.	83%	76%	64%	75%	82%	76%
7g. The college would handle the report fairly.	81%	71%	71%	78%	86%	77%
Overall Average	86%	78%	79%	82%	85%	82%

### 3. Model Survey Questions: 9a, 9b, 9c

Model Survey questions 9a, 9b, and 9c ask how likely or unlikely students would be to take action in the future if they had the opportunity. These results are summarized in Table 8. In 2024, a very high percentage of respondents agreed or strongly agreed with these three statements. The average agreement was 95%, with a range of 91% to 98%. For Model Survey Question 9a, 'Call the police or authorities if you saw a group bothering someone in a parking lot or similar setting,' 98% of respondents agreed or strongly agreed. This was a significant increase from the agreement rate of 75% observed in the 2022 survey. For the period 2016 to 2024, the average rate of agreement was 86%. Model Survey Questions 9b and 9b are new additions to the survey in 2024, and 95% and 91% of respondents agreed or strongly agreed with the statements, respectively.

<b>Table 8</b> <b>Respondents Agreed or Strongly Agreed with Statements about</b> <b>How Likely or Unlikely Students Would Be to Take Actions in the Future</b>						
	2016	2018	2020	2022	2024	Average
9a. Call the police or authorities if you saw a group bothering someone in a parking lot or similar setting.	91%	89%	79%	75%	98%	86%

9b. Confront a friend who was hooking up with someone who was passed out.	n/a	n/a	n/a	n/a	95%	n/a
9c. Confront a friend if you heard rumors that they forced someone to have sex.	n/a	n/a	n/a	n/a	91%	n/a
Average	91%	89%	79%	75%	95%	88%

## D. Institutional Analysis and Action Steps

### 1. Steps Taken: 2022-2024

In response to the results of the 2022 survey, MUIH took the following steps since June of 2022 to support students and mitigate the incidence of sexual assault and other sexual misconduct.

MUIH began a standard practice of disseminating the Student Handbook to all students at the start of every trimester to ensure students are aware of all policies and procedures and their location, including those that are related to sexual assault and harassment. *Policy 1020 Sexual Harassment, Sexual Misconduct, Sexual Assault, and Retaliation Policy* was updated in February 2023 and May 2024 to ensure current contact information for the Title IX Coordinator and reporting procedures. Updated versions of the policy were posted to the public-facing website and the password-protected intranet, and students were notified about the updates via email.

MUIH increased the frequency of its messaging to students, faculty, and staff about services available to students through the Office of Counseling and Referral Services and the Community Assessment and Intervention Team. The frequency was increased from once at the start of each trimester to three times per trimester, representing a three-fold increase in messaging.

The university-wide Diversity, Equity, Inclusion, and Belonging (DEIB) Committee and the Division of Academic and Student Affairs (DASA) hosted external webinars and disseminated other resources to help build understanding of groups that might experience sexual violence. These have included the following:

- The ABCs of LGBTQ+ Allyship webinar (June 2022)
- The Trevor Project Series webinar, with a focus on trans individuals (June 2023)
- Reducing and Responding to Microaggressions in Distance Education webinar (October 2024)

DASA initiated two activities to foster a sense of community, connection, and safety for students. During the first two to three weeks of each trimester, MUIH academic and student affairs administrators make phone calls to the incoming students to connect them to the university and any needed resources. This practice began in August 2022. In addition, MUIH piloted virtual regional receptions in January 2024 to foster supportive connections among online students located in the same geographic region.

DASA also hosted external webinars and disseminated other resources to faculty to help build community and safety for students in online courses:

- What Does Community Mean in the Classroom? Sharing Stories, Swift Trust, and a Sense of Togetherness podcast (March 2023)
- Begin the Semester with Classroom Community Building Activities to Increase Student Engagement article (March 2023)
- Teaching in the Digital Age: Building Connection through Technology podcast (November 2023)
- Check-in Ideas to Build Community in College Classrooms article (November 2023)

## 2. Next Steps: 2024-2026

Based on the responses to the 2024 survey, MUIH plans to explore three areas in 2024-2026. First, MUIH plans to assess the availability and students' awareness of information, training, policies and procedures, and communications about topics related to sexual harassment and sexual violence. Second, with the increasing shift to nearly all fully online students in the Fall 2024 trimester and the shift to all online students in January 2026, MUIH will begin to explore how the survey can be adapted to address the topics of cyber sexual and non-sexual assault, harassment, and violence, and how the university can best support such student needs. Third, with the acquisition of MUIH by NDMU in February 2024 and the final merger of MUIH into NDMU anticipated to occur in 2025, MUIH will explore the adoption of NDMU's Title IX related trainings, resources, and events for the MUIH community.

## **E. Prevalence of Sexual Assault and Other Sexual Misconduct**

MUIH has collected incident data via the survey for the last eight years. Overall, the number of incidents numbered twelve and represented 6% of the survey respondents. Incident rates reported in the two most recent survey periods were 3% (2022, 2024), compared to 7% in the first two survey periods (2016, 2018). The 2020 survey had an elevated rate of 14%, which is notable but must be considered carefully given the very low number of survey respondents (n=14).

<b>Table 9</b>						
<b>Incidents Reported Through the Survey</b>						
	<b>2016</b>	<b>2018</b>	<b>2020</b>	<b>2022</b>	<b>2024</b>	<b>2016-2024</b>
Number of incidents	4	4	2	1	1	12
Number of respondents	53	63	14	24	35	189
Rate	8%	6%	14%	4%	3%	6%

The number of survey-reported incidents aligns with the low number of Title IX complaints the university has received during the same period of time (Table 10). From 2019 to 2024 (to date), eight incidents were reported to the university's Title IX coordinator, while four incidents were

reported via the survey. It is interesting to note that since 2021, four of the five concerns MUIH received through Title IX reporting were for pregnancy-related accommodation requests.

<b>Table 10</b> <b>Incidents Reported to the Title IX Coordinator</b>							
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024 to date</b>	<b>2019-2024</b>
Number of incidents	2	1	2	2	1	0	8



# **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 2022-2024 cycle from September of 2022 until April of 2024. 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. We have made upgrades to dormitory security since the last cycle even though 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.

# SANS Technology Institute

## Title IX Climate Survey Report 2024

The SANS Technology Institute offers online undergraduate and graduate programs exclusively in cybersecurity. The college is a private institution that is Title IV eligible, but does not participate in Title IV funding. While SANS Technology Institute is legally exempt from Title IX reporting requirements, the college chooses to do so for the safety and well-being of our students.

### Survey Administration

In January 2024, The SANS Technology Institute conducted the Title IX Climate Survey for the reporting period of 1/1/2022-12/31/2023. In addition to demographic information, the survey asked students to indicate: their happiness at being a student at SANS Technology Institute, if they feel safe in the learning environment, how the college would handle incidents of sexual assault or sexual violence, and how the student might respond to an incident of sexual assault or harassment. The 12-question instrument was largely the same as the previous version, but some questions were adjusted or added based upon new recommendations such as questions about bystander responses, or reasons a student might not report sexual assault or harassment. We did not include the new questions proposed by the Maryland Department of Health because some are not applicable to our institution (ex: we do not include questions from Section 3 of the Model Survey), or we did not want to request sensitive information about sexual orientation or disability status that would not impact our preventative or response measures. However, we have always included a non-binary gender response option. The survey was administered through an anonymous Survey Monkey link that was emailed to all matriculated students. All matriculated students were invited to participate in an effort to get the widest picture of the climate from both graduate and undergraduate populations. Students were given 3 weeks to complete the survey, and 172 out of 1,838 invited students submitted the form (10% response rate). The composition of respondents is comparable to the larger student body as indicated in this chart:

Category	Survey Sample	Student Population
Academic Level	58.14% Graduate 41.86% Undergraduate	51% Graduate 49% Undergraduate
Gender	77.91% Male 15.12% Female 2.33% Other 4.65% Prefer not to say	87% Male 12% Female 1% Other/Prefer not to say
Age	18-24: 8.72% 25-29: 11.05% 30-39: 45.35% 40-59: 34.30% 60+: 0.58%	18-24: 5% 25-29: 15% 30-39: 48% 40-59: 31% 60+: 1%
Ethnicity	Hispanic: 8.72% Not Hispanic: 80.81% Prefer not to say: 10.47%	Hispanic: 12% Not Hispanic: 83% Prefer not to say: 5%
Race	White: 64.53% Black: 3.49% American Indian/Alaskan Native: 1.16% Native Hawaiian/Pacific Islander: 0.58% Asian: 12.79% 2 or more races: 6.40% Prefer not to say: 11.05%	White: 74% Black: 10% American Indian/Alaskan Native: 0.45% Native Hawaiian/Pacific Islander: 0.38% Asian: 13% 2 or more races: 5% Prefer not to say: 3%

## **Perceptions of Safety and General Campus Climate**

During the current reporting period, 1/1/2022-12/31/2023, there were no official complaints to the college. The absence of complaints and official reports is supported by the data collected on the community climate during this reporting cycle's student survey.

It is important to explain that SANS Technology Institute is a completely remote institution that does not have a campus. Students and faculty only gather together in-person throughout the year for week-long, intensive classes, or special events like the annual Commencement Ceremony. Over 95% of our students only take courses virtually. However, the SANS Technology Institute has a community that regularly interacts in a virtual environment through Canvas, Slack, and our virtual classroom platform. As a result, our survey questions were directed towards the community climate instead of a "campus" climate.

When assessing the community climate, the college focused on four main goals: ensuring that students feel safe, that students are happy to be students at SANS Technology Institute, that they feel part of the college, and that students feel they are treated fairly. As a result, the questions asked in the survey centered around those goals. The results of the survey confirm that we are achieving our goals for the community climate. Of the respondents, 97.0% agree that they are happy to be a student at SANS.edu; 99.0% agree that they feel safe in this learning environment; 90% report feeling part of the college; and 99.0% agree that the faculty, staff, and administrators at SANS Technology Institute treat students fairly. We understand that the rating for feeling "part of the college" may be lower due to the remote nature of our institution. Some students choose to minimally participate in college activities in order to focus exclusively on balancing their school, work, and family priorities.

These rates of satisfaction are very similar to rates from the previous cycle. Additionally, there were no official complaints filed in previous years, so there is no reason to suspect significant changes from past reporting cycles.

## **Perceptions of Readiness and Ability to Address Sexual Violence**

While it is encouraging to see that our students feel safe, happy, and treated fairly in our community climate, it is also important to understand how they perceive the college's ability to address sexual violence or assault should it occur. To ensure respondents fully understood what we were trying to assess, the question began as such:

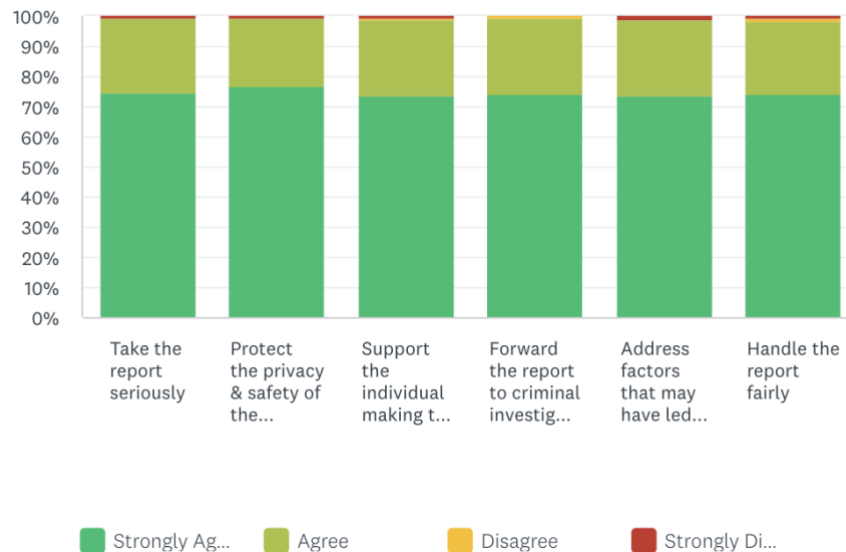
"Sexual assault" and "sexual violence" refer to a range of behaviors that are unwanted by an individual, including persistent sexual advances that are undesired by the individual, threats of force to get an individual to engage in sexual behavior and unwanted touching and unwanted penetration or attempted penetration. These behaviors could be initiated by someone known or unknown to the individual, including someone he/she is in a relationship with.

We then asked the respondents to indicate their agreement or disagreement with the following statements:

- SANS.edu would take the report seriously.
- SANS.edu would take steps to protect the privacy and safety of the individual making the report.
- The college would support the individual making the report.

- If requested by the individual, the college would forward the report to criminal investigators (for example, the police).
- SANS.edu would take action to address factors that may have led to the sexual violence.
- The college would handle the report fairly.

Across all sub-questions, respondents overwhelmingly agree that SANS Technology Institute (SANS.edu) would be ready and able to appropriately address issues of sexual assault or violence. These positive results are very similar to rates reported in the previous cycle.



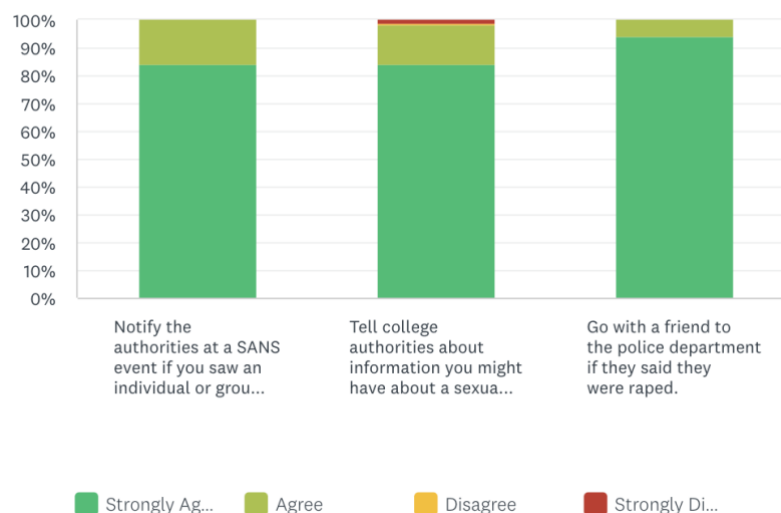
## Institutional Analysis and Action Steps

While we were glad to see continued positive ratings from the climate questions above, during this review period, we added a few new questions to better understand how our students understand bystander intervention. We were encouraged to see that 76.61% of respondents had received training on sexual assault prevention or bystander intervention before starting at SANS Technology Institute. Yet, since a quarter of our students have not previously received information on bystander intervention prior to joining the college, we will consider adding information to our New Student Orientation to address this gap and ensure students are aware of our Title IX policies and procedures.

We also asked how likely students would act if the following situations were to arise:

- Notify the authorities at a SANS event if you saw an individual or group assaulting or harassing someone.
- Tell college authorities about information you might have about a sexual assault or harassment case.
- Go with a friend to the police department if they said they were raped.

Over 99% of our students predict that they would take action in response to witnessing a harassment event. Of the students who indicated disagreement, their comments indicate that in some circumstances, they would be more apt to report the incident to police rather than college authorities.



In addition to asking about bystander actions, we added two questions inquiring how students might respond if they personally experienced sexual assault or harassment at a SANS.edu event, or as part of our virtual community. Respondents indicated that 91.28% would report the issue to the college, their student advisor, or the Title IX coordinator. 6.4% indicated that they're "unsure" if they would make a report, and only 2.32% said they would likely not report the incident to the college staff. Secondly, we asked what thoughts might be tied to a decision not to notify the college about an incident. Only 14 students elected to answer this question and provided these reasons:

ANSWER CHOICES	RESPONSES	
▼ Feeling embarrassed or ashamed	14.29%	2
▼ It's a private matter, would want to deal with it on my own	42.86%	6
▼ Concern that others would find out	21.43%	3
▼ Fear of not being believed	21.43%	3
▼ Fear of retaliation	14.29%	2
▼ Concern that I would be blamed for what happened	28.57%	4
▼ Unsure of the reporting process	21.43%	3
▼ Don't think the school would do anything about my report	28.57%	4
▼ Other (please specify)	<a href="#">Responses</a> 42.86%	6
Total Respondents: 14		

The "other" responses submitted included comments such as:

- Sounds like a matter for the police to take care of.
- I don't think universities are law enforcement agencies. Sexual assault is a crime and it should be handled in law enforcement channels...not university.
- Concern folks would make things worse.

Finally, we asked an open-ended question soliciting additional comments. There were a few positive items such as: "I thank God that I have never witnessed or experienced sexual assault/harassment. My time with SANS has been great, but I believed SANS would protect victims and/or alert the authorities." There was one comment that indicated the student had experienced sexual harassment at a SANS event and was not satisfied with the faculty member's response. We will follow up on this comment to remind faculty and event staff about the proper procedures for

responding to student reports. However, the majority of comments were similar to this statement: "I'm unaware that there are any possibilities of extreme sexual harassment over the course of fully online classes, I'm confused about what to say regarding the topic. But nevertheless, I fully endorse "prevention is better than cure policy". Since 95% of our students are exclusively taking courses online, it is understandable that many of the survey questions are seen as inappropriate for their educational experience. As a result, we are considering significant revisions to the survey questions for the future cycles to better address our virtual community. Since the new questions do not have data from previous cycles for comparison, we will continue to monitor these response rates in the future to determine if any additional actions are warranted to address student concerns or perceptions.

## **ST. MARY’S SEMINARY AND UNIVERSITY (SMSU)**

### **2024 Survey Administration**

The 2024 survey was the same as previous cycles. These surveys were developed in accordance with the questions included in MHEC guidelines. St. Mary’s Seminary & University (SMSU) includes two academic divisions: the School of Theology (SOT) and St. Mary’s Ecumenical Institute (E.I.). The SOT is comprised of only full-time male students residing on campus who are studying for ordination to the Roman Catholic priesthood. The E. I. includes males and females, all commuters. SMSU made the survey available to all current students in both divisions. An email was sent on February 26, 2024, to SOT students and on February 27, 2024, to E.I. students with a link to the survey on Survey Monkey. Participation was voluntary. The survey was administered anonymously and not given face-to-face. Efforts were made to remind all students of the importance of the survey and to take it online. A verbal reminder was given to SOT students on March 12 and reminder emails were sent March 16 through 19. Reminder emails were sent to E.I. students March 8 and 15. The survey closed March 20, 2024. There were no substantive changes to survey administration since the last cycle. Consideration was given to the Maryland Department of Health recommendations for additional questions for the survey. It should be noted that St. Mary’s does not have the typical college or university community. St. Mary’s is primarily a religious formational community. St. Mary’s determined that the additional suggested questions were not necessary at this time, nor would answers thereto yield relevant data. Since these additions were not mandatory, they were not included in the survey for 2024.

The rate of response was twenty (13.6%) percent. The survey went to 52 SOT students and 190 E.I. students, for a total student body of 242. Total responses received was thirty-three (33).

Six (6.2%) percent of respondents were in their first year and thirty-four (34.3%) percent were in second year. Others preferred not to say or have been enrolled for more than 2 years.

As to gender, fifteen (15) respondents were male; thirteen (13) were female. As to race, twenty (20) of the respondents were White, one (1) was Black or African American. The remaining respondents were of other races, of mixed race, or preferred not to say.

As to age, six (6) were ages 18 to 29, twelve (12) were ages 30 to 59, ten (10) were age 60 and over, others preferred not to say.

The respondent population compares to the general population as follows: 46.4% of those responding were female, whereas the percentage of females on campus is 44.2%; 53.5% of respondents were male, and 55.7% of the student body is male. As to race, 74.0% of respondents were Caucasian and 57.4% of the student population is Caucasian.

The percentage of respondents who were full-time was 33.3 %, and part-time 63.6%. The percentage of respondents who were residents was 29.0% and for those who are off campus commuters, it was 51.6%. The percentage of students in the general population who are full-time residents is 21.4% and part-time commuters is 78.5% .

## **Perceptions of Safety and General Campus Climate**

Seventy-three (73.3%) percent of respondents strongly agree, and thirteen (13.3%) percent agree that they feel valued in the classroom/learning environment. Thus, eighty-six (86.6%) percent, a vast majority, agrees or strongly agrees. This is about ten percentage points lower than the last survey's results.

Sixty-six (66.6%) percent of the respondents strongly agree, and sixteen (16.6%) percent agree, for a total of eighty-three (83.3%) percent, that faculty, staff and administrators respect what students on campus think. This is about ten percentage points lower than the prior survey results.

Regarding the students' perceptions of the faculty's concern for their welfare, sixty-three (63.3%) percent strongly agreed, and twenty-six (26.6%) percent agreed that they think the faculty is genuinely concerned about the students' welfare, for a total of ninety (90%) percent. This is approximately three percentage points lower than the prior survey results, but still a vast majority.

Fifty-three (53.3%) percent strongly agree, and thirty (30%) percent agree that the faculty, staff, and administrators at SMSU treat students fairly. This total of eighty-three (83.3%) percent is about twelve percentage points lower than the prior survey results.

Regarding respondents' perception of the safety of the campus, approximately seventy (70%) percent of respondents strongly agree, and twenty (20%) percent agree that they feel safe on campus. Thus, ninety (90%) percent of respondents agree or strongly agree that they feel safe on the campus. This is eight percentage points lower than the prior survey results.

Thus, in response to all of the statements listed above, the respondents have an eighty-three (83%) percent or higher positive perception of the safety of the campus and the general campus climate. These numbers show a general decline 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, fifty-one (51.7%) percent of respondents strongly agree, and twenty (20.6%) percent agree, for a total of seventy-two (72.4%) percent, that SMSU would handle it well if a crisis happened on campus. The percentage of respondents who strongly agree is about the same as the prior survey results.

Forty-eight (48.2%) percent strongly agree, and twenty-seven (27.5%) percent of respondents agree that the institution does enough to protect the safety of students. Thus, approximately seventy-five (75.8%) percent of respondents agree or strongly agree that SMSU does enough to protect students' safety. This is approximately sixteen percentage points lower than prior survey results.

Regarding how the institution would handle the situation if an individual reported an incident of sexual assault or sexual violence, seventy-five (75.8%) percent think it very likely and twenty (20.6%) percent think it likely that the institution would take the report seriously. Ninety-six (96.5%) percent of respondents think it likely or very likely that the report would be taken



seriously. This is two percentage points lower than prior survey results, but still a vast majority of respondents.

Sixty-eight (68.9%) percent thought it very likely, and twenty-four (24.1%) percent thought it likely, for a total of 93.1%, that the university would take steps to protect the safety of the individual making a report of an incident of sexual assault or sexual violence. This is about two percentage points lower than the prior survey results, but still a vast majority of respondents.

Sixty-eight (68.9%) percent of respondents think it very likely, and twenty-four (24.1%) percent think it likely that the institution would take action to address factors that may have led to the sexual assault or violence. Approximately ninety-three (93.1%) percent of respondents think it very likely or likely. This is about two percentage points higher than the immediate prior survey results.

In answer to two separate questions, ninety-five (95.2%) 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 AND how to report a sexual assault. This is about five and nine percentage points, respectively, higher than the prior survey results.

Ninety percent (90.4%) reported that they knew where to go to get help if someone they know is sexually assaulted. This is about nine percentage points higher than the prior survey results.

As to trends in the survey data, the data shows that the institution's readiness and ability to address issues of sexual violence had steadily improved over the course of the first 4 survey cycles, but generally declined in the current cycle. Regarding the question of whether SMSU does enough to protect the safety of the students, the percentage of respondents who said they strongly agree or agree was 81.7% in 2016, 83.0% in 2018, 89.1% in 2020, 92.0% in 2022, and 75% in 2024. As to whether SMSU would take a report seriously, the data also shows a general upward trend until the current cycle, where there was a small decline. Respondents strongly agreed or agreed that St. Mary's would take a report seriously, as follows: 93.0% in 2016, 92.4% in 2018, 92.6% in 2020, 98.3% in 2022, and 96% in 2024.

Another trend, and one which has shown improvement over the last 3 survey cycles is whether the respondents, since coming to the university, have received written or verbal information from anyone at the institution about the definition of sexual assault, how to report a sexual assault and where to go for help. The responses for this current cycle report a 95%, 95% and 90%, positive response, respectively, in answer to these questions. All of these percentages are higher than those in the previous three cycles. This would seem to indicate that the institution is doing a good job, and improving in these areas.

While the respondents' perceptions of SMSU's readiness and ability to address issues have decreased or varied very little in certain areas from the last survey to the present one, respondents overall still perceive the institution's readiness and ability to address issues in a positive manner in the following areas: training and education, support for persons reporting misconduct and the administrators who are responsible for investigating misconduct.

## **Institutional Analysis and Action Steps**

Of the 29 respondents, ninety-three (93.1%) percent reported that they had **not** experienced any unwanted sexual violence or contact since coming to SMSU. There were two “yes” responses to question 12: “Since coming to SMSU have you experienced any unwanted sexual violence or unwanted sexual contact?” Although there were two “yes” responses to question 12, only one respondent answered the follow up questions 13 through 17. This respondent stated that the instance occurred on campus and was reported to a member of faculty or staff affiliated with SMSU. The one reported complaint of unwanted sexual violence or unwanted sexual contact alleged sexual harassment. This has been indicated on the Incident Report as “other sexual misconduct.” There were zero incidents reported on the survey that occurred off-campus. The one respondent rated the help they received as poor. In response to the complaint, and when it was reported, St. Mary’s engaged a third party investigator who was an attorney with expertise in higher education and sexual misconduct in higher education settings. The investigator interviewed the complainant and all of the witnesses. The investigator concluded that although some inappropriate actions may have taken place, there was no Sexual Assault I, Sexual Assault II or Other Sexual Misconduct (i.e., sexual harassment) as defined in the MHEC Incident Report Guidelines. Nevertheless, the institution’s administrators decided to remove the accused from the seminary community out of an abundance of caution. SMSU expended over eleven thousand dollars (\$11,000) on this investigation.

The institution notes that several percentages have decreased in the current cycle in answer to some of the questions. This does not yet indicate a downward trend, but just a decrease this year from prior years. If the numbers continue to go down and indicate a downward trend in future years, then the institution will address the relevant issues going forward as St. Mary’s takes the issue of any sexual misconduct very seriously.

In response, several things should be noted which have affected these percentages. First, the rate of response for this cycle was only half of what it was in the previous cycle. The institution did many reminders, but the rate of response was much lower than hoped. Since the survey is completely voluntary, the institution had no control over the final numbers and must report only on the data received.

While any incident of unwanted sexual violence or contact is undesirable, it should be noted that two positive responses to the question noted above would significantly affect the percentages when the number of respondents is so small.

The decreases in some of the percentages in this cycle may not be true representative numbers in that there is not much overlap of the student body from the prior survey cycle to the current one, especially in the E.I. In addition, without qualitative data, i.e., comments, it is difficult to determine why participants felt unsafe. SMSU will try to better encourage overall participation in the survey, and also encourage comments.

St. Mary’s Sexual Misconduct Policy and Procedures are very clear and specific. Every year, for new students, faculty, and staff, the President Rector conducts a workshop entitled: Sulpician Policies on Sexual Misconduct. Attendance is mandatory.

SMSU continues to have a Memo of Understanding with the Baltimore City Police Department regarding sexual assault at Institutions of Higher Education, and with Turnaround, Inc., an assault crisis center of Baltimore and Baltimore County, which helps victims of sexual assault. SMSU also has a contract with Praesidium Inc., an organization that is entirely independent of St. Mary's and any Diocese that sends Seminarians to St. Mary's and has knowledge and experience in the operation of Catholic seminaries and of ecclesiastical norms. SMSU continues to widely publicize the information listed at the end of the survey regarding contacts for assistance.

SMSU administrators proactively communicate to all students the importance of timely communication of concerns and ensure all students are aware of their ability to formally report any incidents. SMSU takes its responsibility very seriously and continues to work on effective communication of policies and procedures and reinforce the reporting process.

SMSU's website is routinely updated to include relevant information regarding procedures for reporting sexual assaults. The 2023 Campus Crime Statistical Report is posted on the SMSU website under the St. Mary's Annual Safety Report and shows zero sexual assault crimes reported during this reporting period. St. Mary's continually examines safety procedures for the campus. On February 1, 2024, the SMSU community received an email with important security reminders, noting that campus safety is a top priority.

SMSU's Sexual Misconduct Policy & Procedures (approved October 5, 2021) are posted on the website as part of the Safety Report. That report notes that "all seminarians, E.I. students enrolled in a degree program, SOT and E.I. faculty and staff will receive training on St. Mary's Sexual Misconduct Policy & Procedures regularly (and no less than annually and upon starting employment or studies at the seminary.)" To be proactive, and to address this issue in a timelier manner, the institution has changed the scheduling of the training, which is done by outside counsel. Going forward, the training is now scheduled for the beginning of the academic calendar year, when orientation takes place, to ensure that the policies are clear from the very beginning of the year.

On October 26, 2023, a workshop on Boundaries in Pastoral Communications was held for seminarians from selected dioceses. Some of the topics covered included establishing and maintaining boundaries, special rules for working with children and regulating or controlling levels of intimacy.

As to staff training and preparedness to deal with sexual misconduct, SMSU's insurance risk management company (United Educators) requires 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 staff and faculty members must take the training once every 3 years. SMSU is in compliance and all new hires have completed the training.

Going forward, St. Mary's Seminary & University will continue to assess policies and procedures to determine if changes are warranted to further strengthen our program as we are committed to a healthy and safe environment for everyone in the St. Mary's community.



# **Women's Institute of Torah Seminary (WITS)**

## **I. Survey Administration**

The survey administered in 2024 was an updated version of the survey that was administered in 2022, an edited version of the Model Survey Instrument. The edits were designed to tailor the survey to the WITS population of Orthodox Jewish women and to a commuter campus. Additionally, there are no coeducational activities or Greek life sponsored by the institution. The survey was administered in March 2024. The survey was available in the main administrative office as well as distributed in specific courses. The survey was presented as optional during class-time to students in specific courses. The courses were chosen because they are well-attended and represent a cross-section of the student population. As WITS is an all-women's institution, all the respondents were women. The respondents included full-time and part-time students, students in different years of college, and local and out-of-town students. WITS is a commuter campus with no dormitory facility. Some students live at home with their parents, others board with local families, and others live on their own in nearby apartments. The respondents reflected these different living situations.

When the survey was distributed in class, an administrator introduced it and made clear that the survey was optional and anonymous. To provide additional support to students who may have found the survey questions too personal or upsetting, the survey contained contact information for a mental health therapist who provides support to WITS students on an as-needed basis. We also included contact information for WITS administration if a student wishes to discuss the survey after completing it. Finally, the phone number of a culturally sensitive crises hotline was also provided.

## **II. Perceptions of Safety and General Campus Climate**

The responses to question 4 indicate that students overall feel safe on campus.

85.7% strongly agreed and 4% agreed they feel valued in the classroom/learning environment.

80.9% strongly agreed and 9.5% agreed that faculty, staff and administrators respect what students on this campus think.

95.2% strongly agreed that faculty and administrators are genuinely concerned about students' welfare. 4% rated that as neutral.

90.4% strongly agreed and 4% agreed that they feel close to the people on this campus and that they feel a part of this college. 4% disagreed.

85.7% strongly agreed and 9.5% agreed that they are happy to be at this college. 4% disagreed.

90.4% strongly agreed and 4% agreed that the faculty, staff, and administrators at this school treat students fairly. 4% strongly disagreed.

95.2% strongly agreed and 4% agreed that they feel safe on this campus.

This is the third time the institution has issued this survey. The responses are comparable to the previous surveys. In both previous surveys, respondents strongly agreed or agreed with almost

all the statements. There was an increase in the number of respondents who strongly agreed that they felt connected to the people on campus, from 57.1% in 2022 to 90.4% in 2024. One student strongly disagreed that the faculty, staff, and administrators at this school treat students fairly, but 90.4 strongly agreed with that same statement.

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

The responses to questions 5 and 6 indicate that students perceive the institution would respond properly to crises and incidents.

85.7% strongly agreed and 9.5% agreed that the college would handle a crisis or incident of assault that happened on campus. 4% disagreed.

85.7% strongly agreed and 9.5% agreed that the college responds rapidly in difficult situations and that the college officials handle incidents in a fair and responsible manner. 4% rated these as neutral.

90.4% strongly agreed and 9.5% agreed that the college does enough to protect the safety of students.

100% indicated that the college would take the report seriously and rated their belief of the institution taking steps to protect the safety of the individual making the report as "very likely."

90.4 indicated it was "very likely" that the college would forward the report to the police if requested by the individual as very likely. 9.5% responded likely.

The responses to question 7 indicate that students are likely to take action if needed.

81% responded that they would very likely call the police if they saw a group bothering someone in the parking lot or similar setting. 14% responded likely and 4% were neutral.

76% responded that they would very likely go with a friend to the police department or crisis center if a friend said she was assaulted. 14% responded likely, 4% were neutral, and 4% responded that this was unlikely.

### **IV. Institution Steps**

Over the past four years, WITS has taken a number of steps to make the campus safer and to increase student confidence in campus security. WITS administers an annual security survey to students that has resulted in a number of actions and improvements. WITS hired a security guard to patrol the parking lot during evening hours. WITS has upgraded the security cameras on campus. While there were no incidents of violence or threats of physical violence to students, the institution is concerned due to rising crime and instances of anti-Semitic violence and consequently is taking steps to make the facility more secure. The school created a second locked point of entry at both facility entrances to further secure entrance to the facility, installed electronic locks on all classroom doors, installed panic buttons throughout the facility, and installed an emergency intercom system throughout the facility. These measures have increased security and improved lockdown protocols. WITS informs students of security measures, crime

protocols, and mental health services available during New Student Orientation. This information is also included in the Student Handbook and in emails sent to all students at the beginning of each semester.

WITS has published policies on sexual violence and sexual misconduct. This detailed policy, which includes types of sexual violence and misconduct, how to report it and where to go for help, Title IX protection against sexual assault, and how to prevent sexual assault, is included in the academic catalogue, which is available on the WITS website ([wits.edu](http://wits.edu)). 66.6% answered that they received this information, with a larger percentage indicating knowledge of where to go for help and Title IX and a lesser percentage indicating knowledge of how to help prevent sexual assault and the definition of sexual assault. 33% did not answer this question, which suggests that they weren't sure or didn't remember having received this information. Additionally, 19% indicated that they had never received information or education about sexual assault before coming to college. Therefore, WITS will take steps to ensure this information is reaching students more effectively, by including it in Orientation programming and follow-up emails. WITS will continue administering its security survey and make recommendations and budget allocations accordingly.

## **V. Prevalence of Sexual Assault and Other Sexual Misconduct**

100% of respondents reported that they did not experience any unwanted sexual violence or unwanted sexual contact, including harassment and stalking, since coming to the college, which corresponds to our zero rate of cases of sexual assault or misconduct on campus.

# **Yeshiva College of the Nation's Capital's 2024 Sexual Assault Campus Climate Report for the Fall 2022 – Spring 2024 Reporting Cycle**

## **A. Survey Administration**

**a:** We used most of the sample survey that was given out by the Department of Education, with only minor deviations. We included all the questions that were “strongly encouraged” – 5f, 7a, 7c, 7e, 7f, 7g, 9a, 9b, and 9c in the narrative report. The survey has not changed significantly since previous cycles.

**b:** We used most additional prompts and edits from the Maryland Department of Health (MDH) except for gender identity, since we have an all-male student body.

**c:** We do not have a large student body, so we decided to get the most accurate data, we asked all students enrolled in the college program to voluntarily participate in the survey.

**d:** The survey was conducted by using an online survey platform.

**e:** An email was sent to all students who have email addresses. We sent the survey out via email to 52 students. 33 students responded, 63%.

**f:** We followed up with students through lunch time announcements and emails reminding them to complete the survey.

**g:** The students that responded make up a good representation of the student body regarding race, gender, age and living area.

**h:** No significant changes were made.

## **B. Perceptions of Safety and General Campus Climate**

**a:**

- We found that 87.5% of the respondents strongly agree and 6.25 % agree that they feel safe on our campus.
- 12.12 % agree and 78.79% strongly agree that they feel like they are a part of this campus.
- Regarding the general campus climate, between 87.88% and 93.94% of our respondents either agree or strongly agree with the questions addressing the campus climate.

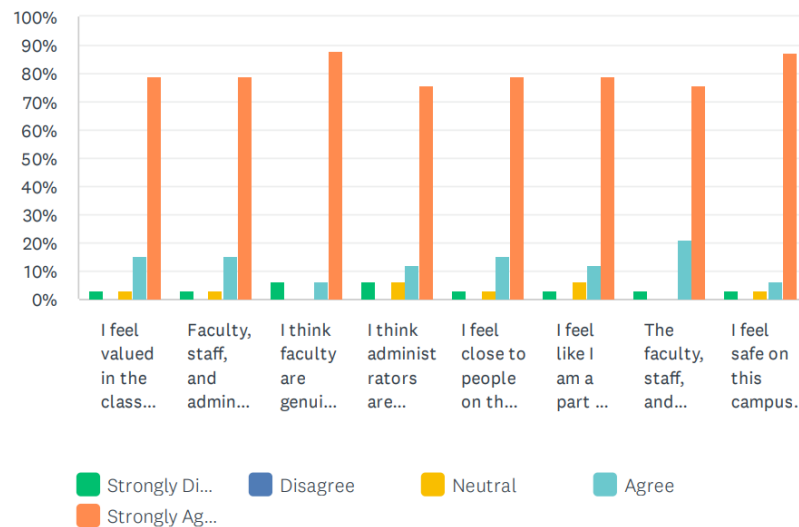
**b: Comparison between reporting years 2018-20 and 2020-22:** There was an increase of 4% of respondents who strongly agree that they feel safe on campus. However, the sample size for 2018-2020 was very small and will not be included in the following comparison between years. We did not have reporting data for 2016-18.



**Between reporting years 2020-22 and 2022-24:** There was an increase in 13.59% of respondents who strongly agree that they feel safe on campus.

Between the last cycle and this cycle there was a large increase in the percentage of students who strongly agreed with every statement, greater than 10% in every category, as demonstrated by the inserted charts below.

### Reporting Year 2024



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
I feel valued in the classroom/learning environment.	3.03% 1	0.00% 0	3.03% 1	15.15% 5	78.79% 26	33
Faculty, staff, and administrators respect what students on this campus think.	3.03% 1	0.00% 0	3.03% 1	15.15% 5	78.79% 26	33
I think faculty are genuinely concerned about my welfare.	6.06% 2	0.00% 0	0.00% 0	6.06% 2	87.88% 29	33
I think administrators are genuinely concerned about my welfare.	6.06% 2	0.00% 0	6.06% 2	12.12% 4	75.76% 25	33
I feel close to people on this campus.	3.03% 1	0.00% 0	3.03% 1	15.15% 5	78.79% 26	33
I feel like I am a part of this college.	3.03% 1	0.00% 0	6.06% 2	12.12% 4	78.79% 26	33
The faculty, staff, and administrators at this school treat students fairly.	3.03% 1	0.00% 0	0.00% 0	21.21% 7	75.76% 25	33
I feel safe on this campus.	3.13% 1	0.00% 0	3.13% 1	6.25% 2	87.50% 28	32

### Reporting Year 2022

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL
I feel valued in the classroom/learning environment.	0.00% 0	0.00% 0	21.74% 5	30.43% 7	47.83% 11	23
Faculty, staff, and administrators respect what students on this campus think.	0.00% 0	8.70% 2	4.35% 1	39.13% 9	47.83% 11	23
I think faculty are genuinely concerned about my welfare.	0.00% 0	0.00% 0	8.70% 2	26.09% 6	65.22% 15	23
I think administrators are genuinely concerned about my welfare.	0.00% 0	0.00% 0	8.70% 2	34.78% 8	56.52% 13	23
I feel close to people on this campus.	0.00% 0	0.00% 0	13.04% 3	34.78% 8	52.17% 12	23
I feel like I am a part of this college	0.00% 0	4.35% 1	4.35% 1	30.43% 7	60.87% 14	23
I am happy to be at this college.	0.00% 0	0.00% 0	17.39% 4	21.74% 5	60.87% 14	23
The faculty, staff, and administrators at this school treat students fairly.	0.00% 0	0.00% 0	4.35% 1	43.48% 10	52.17% 12	23
I feel safe on this campus.	0.00% 0	0.00% 0	0.00% 0	26.09% 6	73.91% 17	23

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

a:

i:

- Only 6 of 33 respondents answered the question regarding training and education.
- 83.33% of respondents know the definition of sexual assault
- 83.33% of respondents know where to go to get help if someone they know is sexual assaulted.

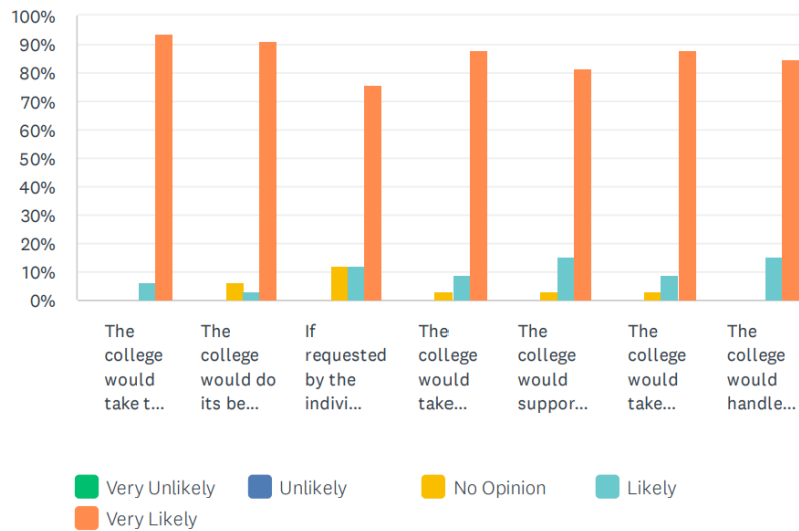
ii:

- 96.97 % of respondents agree strongly (81.82%) or agree (15.15%) that the college would support the individual making the report.

iii:

- 100% of respondents either agree strongly (93.94%) or agree (6.06%) the institution would take the report seriously.

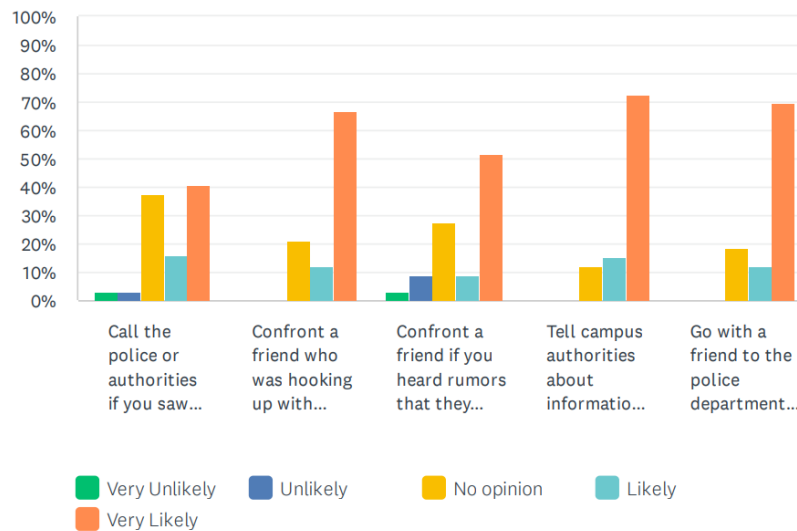
- 87.88% of respondents either agree strongly (75.76%) or agree (12.12%) that if requested by the individual, the college would forward the report to criminal investigators.
- 96.97% of respondents either agree strongly (81.82%) or agree (15.15%) that the college would support the individual making the report.
- 96.97% of respondents either agree strongly (87.88%) or agree (9.09%) that the college would take action to address factors that may have led to the sexual assault and sexual violence.
- 100% of respondents either agree strongly (84.85%) or agree (15.15%) that the college would handle the report fairly.



	VERY UNLIKELY	UNLIKELY	NO OPINION	LIKELY	VERY LIKELY	TOTAL
The college would take the report seriously.	0.00% 0	0.00% 0	0.00% 0	6.06% 2	93.94% 31	33
The college would do its best to maintain the privacy of the individual making the report.	0.00% 0	0.00% 0	6.06% 2	3.03% 1	90.91% 30	33
If requested by the individual, the college would forward the report to criminal investigators (for example, the police).	0.00% 0	0.00% 0	12.12% 4	12.12% 4	75.76% 25	33
The college would take steps to protect the safety of the individual making the report.	0.00% 0	0.00% 0	3.03% 1	9.09% 3	87.88% 29	33
The college would support the individual making the report.	0.00% 0	0.00% 0	3.03% 1	15.15% 5	81.82% 27	33
The college would take action to address factors that may have led to the sexual assault and sexual violence.	0.00% 0	0.00% 0	3.03% 1	9.09% 3	87.88% 29	33
The college would handle the report fairly.	0.00% 0	0.00% 0	0.00% 0	15.15% 5	84.85% 28	33

- 56.26% of respondents said they either were very likely (40.63%) or likely (15.63%) to call the police or authorities if they saw a group bothering someone in the parking lot or a similar setting.
- 78.79% of respondents said they either were very likely (66.67%) or likely (12.12%) to confront a friend who was hooking up with someone who had passed out.

- 60.61% of respondents said they either were very likely (51.52%) or likely (9.09%) to confront a friend if they heard rumors that they forced someone to have sex.



	VERY UNLIKELY	UNLIKELY	NO OPINION	LIKELY	VERY LIKELY	TOTAL
Call the police or authorities if you saw a group bothering someone in a parking lot or similar setting.	3.13% 1	3.13% 1	37.50% 12	15.63% 5	40.63% 13	32
Confront a friend who was hooking up with someone who was passed out.	0.00% 0	0.00% 0	21.21% 7	12.12% 4	66.67% 22	33
Confront a friend if you heard rumors that they forced someone to have sex.	3.03% 1	9.09% 3	27.27% 9	9.09% 3	51.52% 17	33
Tell campus authorities about information you might have about a sexual assault case.	0.00% 0	0.00% 0	12.12% 4	15.15% 5	72.73% 24	33
Go with a friend to the police department if the friend said she or he was raped.	0.00% 0	0.00% 0	18.18% 6	12.12% 4	69.70% 23	33

**b: Comparison between 2018-2020 and 2020-2022:** There was a 15% increase in responses that say they received training and education about sexual offenses from the institution. There was a 29% decrease in respondents who strongly agree the college would take the report seriously.

**Comparison between 2020-2022 and 2022-2024:** It seems that in both surveys many of our respondents chose to skip questions regarding institutional education, making comparisons weak because of the relatively small sample size. Both years greater than 90% respondents either agreed strongly or agreed that the college would be supportive of the individual, handle the report fairly, and protect the safety of the individual.

### **D. Institutional Analysis and Action Steps**

**a:** Fortunately, we have had no incidents in this survey cycle or in the past, therefore no comparisons are possible.

**b:** Fortunately, we have had no incidents in this survey cycle or in the past.

**c:** There were no changes implemented.

**d:** We have found that none of the respondents have experienced any forms of sexual assault and that greater than 95% of all the respondents feel safe at our campus. We therefore have decided that there is no need for any changes.

### **E. Prevalence of Sexual Assault and Other Sexual Misconduct**

**a:** According to the survey data there have been no sexual assaults reported or claimed.

**b:** Fortunately, we have had no incidents in this survey cycle or in the past.

**c:** There have been zero reports of sexual abuse on our campus in this reporting cycle.