



Report on Campus Climate and Sexual Violence at Maryland Colleges and Universities Volume 2

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

Volume 2

Table of Contents

COMMUNITY COLLEGES	1
Allegany College of Maryland.....	2
Anne Arundel Community College.....	5
Baltimore City Community College	8
Carroll Community College	11
Community College of Baltimore County	14
Cecil College.....	18
Chesapeake College	20
College of Southern Maryland	23
Frederick Community College	26
Garrett College	30
Hagerstown Community College.....	32
Harford Community College.....	34
Howard Community College	37
Montgomery College.....	40
Prince George’s Community College	43
Wor-Wic Community College	46
PUBLIC FOUR-YEAR INSTITUTIONS	49
Bowie State University.....	50
Coppin State University	54
Frostburg State University	57
Salisbury University.....	60
Towson University	63
University of Baltimore.....	66
University of Maryland, Baltimore	70
University of Maryland, Baltimore County	73
University of Maryland, College Park	76
University of Maryland Eastern Shore.....	79
University of Maryland University College.....	81
Morgan State University	84
St. Mary’s College of Maryland.....	87

INDEPENDENT INSTITUTIONS	91
Capitol Technology University	92
Goucher College.....	95
Hood College.....	98
Johns Hopkins University	101
Loyola University Maryland.....	105
Maryland Institute College of Art	107
McDaniel College	111
Mount St. Mary’s University	114
Notre Dame of Maryland University	117
St. John’s College.....	120
Stevenson University.....	123
Washington Adventist University	127
Washington College	131
OTHER PRIVATE INSTITUTIONS	134
Binah Institute of Advanced Judaic Studies for Women	135
Brightwood College	136
Lincoln College of Technology.....	137
Maalot Baltimore Women’s Institute of Torah Seminary.....	138
Maryland University of Integrative Health	139
Ner Israel Rabbinical College	142
Saint Mary’s Seminary and University	143
Seafarers Harry Lundeberg School of Seamanship.....	147
Yeshiva College of the Nation’s Capital.....	150
Model Sexual Assault Campus Climate Survey	152

COMMUNITY COLLEGES

Allegany College of Maryland

Administration, Response Rates, Demographics

Allegany College of Maryland is a rural community college, serving approximately 3,500 credit students, the majority of which are commuters. The institution selected 1,627 active students out of the general student population. The selection criteria were based primarily on age. The target population was considered to be only those 18 to 24 years of age. The survey was administered exclusively online through the College’s official paid Survey Monkey account on 2/17/2016 through 3/2/2016 (extended an extra day to allow two complete weeks’ participation). Students were notified that the survey was forthcoming at the beginning of the semester and also sent a preliminary email promoting the survey shortly before administration began. The MHEC Model Survey Instrument was used with slight variations in certain questions. Approximately 10.0% of the target population responded to the survey. Of the 10.0% (162 responses), approximately 75.3% responded to all questions and 24.7% of respondents stopped answering question after completion of “Section 1: Respondent Information”. The adjusted response rate for the remainder of the survey was 7.6% (123 responses).

The below table shows the demographic breakdown compared to the target population, 18-24 year old students. It is closely matched suggesting a representative, albeit small, sample. The table displays the percentages of the group in parentheses.

	Load (Full Time)	Year (2 nd Year)	Living (Commuter)	Gender (Female)	Ethnicity (Hispanic)	Race (White)
Target Pop.	65.5%	61.2%	86.6%	61.2%	1.5%	76.1%
Respondents	78.4%	50.6%	82.1%	72.1%	<6.0%	77.8%

A research analyst from Institutional Effectiveness, Research, and Planning was assigned to administer and analyze the survey in conjunction with the Dean of Student and Legal Affairs. The analyst spent approximately 15 hours on the project: 5 hours for building, creating population target list, administering the survey, and approximately 10 hours to analyzing and writing the narrative. The Dean of Student & Legal Affairs (and Title IX Coordinator) spent approximately 6.25 hours on modifying survey questions, planning, data discussion, and writing part of the narrative. The total monetary opportunity cost was the time spent by the analyst and Dean multiplied by total hourly rate including fringe benefits paid to the employees by the institution, the sum total of which was \$652. The instrument to deliver the survey is a fixed cost to the institution and will have remained the same regardless of the existence of this particular survey. Non-monetary opportunity costs were expended, such as using the three week survey window to administer the Campus Climate survey rather than the Maryland College Alcohol Study survey, which was administered during the same time period in two previous years.

Campus Climate, Safety

Section two of the survey, “Campus Climate and Information about Campus Sexual Assault and Sexual Violence,” asks the respondents to answer questions regarding campus climate; safety; inclusiveness; knowledge and understanding of reporting procedures; and likelihood to file

reports with proper authorities. The five questions used in this section are traditional five point Likert rating scales used to gauge an individual's level of agreement or perception of likelihood of specific statements. Three rating scale questions apply directly to perceptions regarding campus climate and campus safety.

The first rating question includes nine statements related to a student's perception of feelings of value, respect, and inclusiveness at the college. Eight of the nine statements such as "I feel like I am part of this college" or "I think faculty are genuinely concerned about my welfare" are on average rated as "Agree" or "Strongly Agree" by 69.7%. The only statement to receive a score where majority of individuals rated less than average was for "I feel close to people on this campus", which is to be expected from a commuter school, where students may have far fewer interactions with each other compared to a traditional four year college where a large population live on campus. For this statement the answers are evenly distributed amongst demographic groups, no particular subgroup answered the question less than average in greater percentages than another.

The second rating question asks students to rate their perceptions about the likelihood of others' reactions towards someone that reported an incident. One key statement from this category is whether or not students think the "college would take action to address retaliation," 68.2% believe that it would be "Likely" or "Highly Likely" while only 6.5% believe it to be "Unlikely" or "Very Unlikely". The previous statement is closely related to another metric from the category where 43.9% of students believe that it is "Likely" or "Highly Likely" that "alleged offenders or their friends would try to get back at the person making the report". So while some students believe that others may attempt to retaliate the majority believe that the college would take steps to prevent such behavior. 55.3% also believe that other students would "Likely" or "Very Likely" provide "support for the person who made the report".

The third rating question dealing with campus climate and safety asks students to rate their own likelihood of taking action. Students rated five statements such as "Confront a friend who was hooking up with someone who was passed out" and "tell campus authorities about information you might have about a sexual assault case". On average for the five statements, 80.3% of students rated themselves as "Likely" or "Highly Likely" to take action, with 93.3% of students claiming they are likely to accompany a friend to the police.

Training and Education, Support for Victims, Investigation

Students were asked about the information and education they have received, their perceptions on how the college would handle a report, their understanding of what steps to take to report a claim, and what happens after a claim is made.

Generally, approximately half of the respondents say they have received communications or training about sexual assault which includes definition of assault, how to report, where to go, and how to prevent sexual assault. 63.3% understand the Title IX protections set in place against sexual assault.

In relation to the above questions about how many have received communication or training about sexual assault, students were also asked to rate their knowledge or understanding of reporting. 51.2% marked "Agree" or "Strongly Agree" when asked about knowing where to get

help on campus. Only 42.6% indicated that they understand what happens after a report is submitted. Similarly, 50% “Agree” or “Strongly Agree” that they know where to go to make a report of sexual assault. There does not appear to be any skew towards particular demographic groups for those that marked “Strongly Disagree” or “Disagree” signifying that any subgroup is just as likely as the other to not fully understand reporting procedures.

Students were asked about the likelihood that the college would take certain actions in regards to reports and investigation of sexual assault. Students rated the college highly favorably in all seven perception statements. Students especially feel their privacy would be protected, with 94.2% rating the college as “Likely” to “Highly Likely” to protect the privacy of the individual making the report. Importantly, 81.1% feel the college is “Likely” or “Highly Likely” to handle the report fairly.

Actions

Additional questions regarding actual sexual assault experiences have provided some useful data. While fewer than ten individuals claim they have been assaulted on campus their responses have provided valuable feedback. Those that did not file a report answered questions about what prevented them from coming forward. This insight, even though based on a small number of students, is highly actionable. Those who did file a report provided valuable feedback about their interaction with faculty or staff members. This suggests that ongoing training efforts have been effective in preparing college staff and faculty in dealing effectively with sexual assault.

Allegany College of Maryland’s Title IX Coordinator and Team have reviewed the survey results and agree that students need more education about campus safety measures, incident response procedures, and getting help/reporting. The following questions and responses provided the basis for the decision of the team to take further action to improve upon and add to the current level of education:

- I feel safe on this campus: 26% neutral
- The college would ... protect safety of the individual making the report: 13.8% neutral
- The college would ... address factors that may have led to the assault: 15.4% neutral
- The alleged offenders/friends would try to [retaliate]: 47.2% likely/very + 30.1% neutral
- I know where to get help on campus: 26% disagree/strongly
- I understand what happens when a student reports a claim of sexual assault: 28.7% disagree/strongly
- I know where [to report]: 27% disagree/strongly
- Since coming to college, have you received written or verbal information: more than ½ didn’t answer the question
- Since coming to college, have you experienced unwanted sexual [violence/contact]: nearly ½ didn’t tell anyone

The Coordinator and Team will meet over the summer to plan more comprehensive education and prevention programming including (but not limited to) wider distribution of information, presentations, special events, and partnerships with other campus personnel.

Anne Arundel Community College

Introduction

Anne Arundel Community College (AACC) is committed to ensuring a safe, healthy, and nondiscriminatory environment for its students. Pursuant to Maryland Education Article, §11-601, and in an effort to keep all students safe, the College enthusiastically engaged in a research opportunity, via a web-based survey, to explore the sexual assault climate on campus. There were no additional costs associated with the development, administration and analysis of the survey. The Office of Planning, Research and Institutional Assessment (PRIA) has placed this survey in its rotation schedule for bi-annual administration. The office has a dedicated staff member who assists faculty and staff with analyses of campus surveys. The following report provides details on the selected instrument, survey participants, and procedures. In addition, a brief discussion on salient findings is presented. Finally, and as a result of the findings, action steps for future practice are offered.

Instrument, Participants, and Procedures

Anne Arundel Community College elected to use the Maryland Higher Education Commission (MHEC) Model Survey Instrument—Sexual Assault Campus Climate Survey to investigate students' perceptions on safety. The instrument was developed with the input of a 12-member workgroup representing all segments of higher education in Maryland. With the workgroup's expertise in Title IX, student affairs, and survey administration, the instrument is presumed reliable and valid.

The College tasked a special committee with oversight of modification and administration of the survey. To best align with AACC's campus structure and student population, the committee excluded items concerning graduate student status, residential housing, and Greek Affairs, from the instrument. To ensure consistency with federal and state guidelines for the survey, and to maximize the scope of potential participation, the Committee recommended the following survey criteria: participants must be: (1) 18 years of age or older; and (2) enrolled in at least one credit course in Spring 2016, but not concurrently enrolled in high school.

On February 8, 2016, using SNAP web survey software and AACC student email addresses only, the College invited, via email, 11,066 students to participate in the survey. The email communication included an imbedded link to the web-based survey. The College sent a reminder on February 22, 2016, and the survey was closed March 7, 2016. At the close of the survey, 509 students had completed some or all of the survey, yielding a response rate of 4.6%.

Findings

Participant Demographics

The Model Survey Instrument—Sexual Assault Campus Climate Survey captured various demographic data. The majority (77.2%) of respondents identified as female, between the ages of 18-29 (62.9%), and enrolled part-time (54.4%). Just over half (50.9%) of respondents indicated they lived at home with parents, and an overwhelming majority (93.4%) indicated they were returning students. When comparing the self-reported demographic data to the College's

general population, the survey responses included higher percentages of full-time students (45.4 % compared to 27.0%), and female students (77.2% compared to 60.0%). Also, the respondent pool had a higher percentage of white students (69.5% compared to 60%), and a lower percentage of students aged 22-29 (22.6% compared to 28%) than in the general population.

Campus Safety and Climate

With regard to safety and the climate on campus, in general, respondents indicated they felt safe and perceived a generally positive campus climate. Four in five respondents (80.5%) agreed or strongly agreed to the statement (Q9i), “I feel safe on this campus”, and nearly two-thirds (63.0%) agreed or strongly agreed to the statement (Q10d), “The college does enough to protect the safety of students.”

In response to campus climate, nearly four in five (78.7%) respondents agreed or strongly agreed with the statement (Q9h), “The faculty, staff, and administrators at this school treat students fairly.” Respondents also indicated agreement or strong agreement to the following statements: Q9b-“Faculty, staff, and administrators respect what students on this campus think” (81.8%); Q9a-“I feel valued in the classroom/learning environment” (79.4%); Q9c-“I think faculty are genuinely concerned about my welfare” (74.2%); and, Q9e-“I think administrators are genuinely concerned about my welfare” (67.5%). Finally, four in five students (81.0%) agreed or strongly agreed to the statement (Q9g), “I am happy to be at this college.”

AACC Response Measures

In terms of actual reported incidents on campus, respondents believed the campus would take seriously and respond appropriately if a report of sexual assault or sexual violence were made. The vast majority of respondents (81.3%) agreed or strongly agreed with the statement (Q11a), “The College would take the report seriously”, and 79.2% felt that “The College would maintain the privacy of the person making the report” (Q11b). Four in five students (81.7%) agreed or strongly agreed to the statement (Q11c), “If requested by the victim, the college would forward the report to criminal investigators (for example, the police).” In addition, 77.2% of respondents felt that “The College would take steps to protect the safety of the person making the report” (Q11d); 72.6% felt “The college would support the person making the report” (Q11e); 74.4% felt “The college would take action to address factors that may have led to the sexual assault” (Q11f); and, 75.8% felt “The college would handle the report fairly” (Q11g).

Action Steps for Future Practice

In sum, the findings suggest that respondents generally feel safe and perceive a positive campus climate at AACC. Respondents feel that the College would act appropriately and with all safeguards, should a report of sexual assault or sexual violence be filed. However, there are opportunities for the College to enhance its programs and initiatives designed to promote a safe, healthy, and non-discriminatory learning environment, as well as further explore its readiness and ability to address issues of sexual assault and sexual violence. For example, 42.6% of participants responded as neutral, neither agreeing nor disagreeing, to the statement (Q9e), “I feel close to people on this campus.” Also, 39.1% of all participants responded as neutral, neither agreeing nor disagreeing, to the statement (Q10b), “The college responds rapidly in difficult situations.” Similarly, 37.1% of participants responded as neutral, neither agreeing nor disagreeing, to the statement “College officials handle incidents in a fair and responsible manner” (Q10c). Lastly, the percentages of participants who responded as neutral, unlikely, or

very unlikely to items concerning bystander involvement reveals another opportunity for the College to explore its education programs. For instance, 14.5% of participants responded as neutral, unlikely, or very unlikely to “Call the police or authorities if [they] saw a group of males bothering a female in a parking lot or similar setting” (Q13a). Likewise, 13% of participants responded as neutral, unlikely, or very unlikely to “Confront a male friend who was hooking up with someone who passed out” (Q13b) and 14.7% of participants responded as neutral, unlikely, or very unlikely to “Confront a female friend who was hooking up with someone who passed out” (Q13c). Finally, one in five (21.0%) participants responded as neutral, unlikely, or very unlikely to “Confront a friend if [they] heard rumors that they forced someone to have sex” (Q13d).

As a result, the College will implement the following series of action steps for future practice: 1) Scale the College’s existing Bystander Intervention program. The program is based on the “Escalation” workshop, a video and training program provided by the Love Foundation. The College will also scale its train-the-trainer program to expand the number of qualified faculty and staff who can conduct the Bystander Intervention training; 2) Review current structure, coordination and resources needed for effective sex abuse education programs; revise as necessary; 3) Emphasize existing and create more peer-to-peer sex abuse awareness and prevention education opportunities, especially at the high-visibility points of entry for new students, e.g., new student orientation; and 4) Promote college-wide partnerships, and expand existing partnerships with community organizations (e.g. YWCA), to develop and implement more expansive bystander intervention education opportunities for students, staff and faculty.

Baltimore City Community College MHEC Report on Sexual Assault

Like many smaller institutions, it was hard for BCCC to justify hiring a full time Title IX coordinator. The model that worked at BCCC was to pair the duties of Title IX with our Disability Support Services Coordinator. In addition to a Title IX coordinator, BCCC created a Title IX team. The Title IX team includes a representative from the following groups: Academic Affairs, Athletics, BCED (Non-credit division), Human Resources, Public Safety, and Student Affairs. BCCC's General Counsel also serves ex-officio. The goals in staffing the Title IX team, was to provide full coverage during any time students would be on campus. After the BCCC Title IX team was assembled, the team established Title IX goals for the first year. The first and primary goal was college wide training for all faculty, staff, and students. In addition to training staff, additional training for the Title IX team was also a goal in year one. The forum selected for training staff was BCCC's August 2015 community forum. This forum was selected for training, because community forum is mandatory for all staff. BCCC's faculty received Title IX training during their mandatory faculty academy, also in August 2015. Student training was accomplished through a revised student code of conduct, and through a module in the College's first year orientation course, (Pre-100). The next goal, prior to survey administration, was to prepare a Title IX website for the College. These goals (college wide training, training for Title IX staff, and Title IX website) were all accomplished by February 2016.

Survey Implementation

Administration

Baltimore City Community College (BCCC) administered an electronic Sexual Assault Campus Climate Survey via email to all full- and part-time staff, credit students, and credit faculty from March 3, 2016 – April 10, 2016. Additionally a link for faculty and staff was included in the College's electronic daily newsletter distributed via email. There was a total of 185 respondents. The results highlight possible gaps in the College's current Title IX education and information program and these findings will help shape future training initiatives. The distribution of the response rate is as follows: credit faculty made up 28 of the 185 respondents (15.1%) for a response rate of 10.4% (28 of the 268 credit faculty); staff made up 117 of the 185 respondents (63.2%) for a response rate of 23.4% (117 of the 500 staff members); credit students made up 40 of the 185 respondents (21.6%) for a response rate of 0.9% (40 of 4,212 credit students).

Costs for Survey Development, Implementation, and Analysis

Research Assistant Office of Institutional Research, Associate Vice President Institutional Planning and Effectiveness; Director Institutional Research and Planning; Title IX Coordinator; BCCC Daily News team link to post the Title IX survey; etc.); electronic survey package upgraded to allow survey implementation (Survey Monkey \$228 annually)

Results

Perceptions of Campus Safety and Climate

To ascertain the College community's perception of campus safety, the following questions were posed: "[Faculty, Staff, Students] feel safe on campus;" and "Public safety officers are present on campus." For both questions across the three respondent groups, more than two-thirds of the respondents strongly agree or agree with the statements: Faculty feel safe on campus (67.9%; 19/28 respondents); Staff feel safe on campus (74.4%; 87/117 respondents); Students feel safe on campus (70.0%; 28/40 respondents); Public safety officers are present on campus [faculty – 92.9% (26/28 respondents); staff – 86.3% (101/117 respondents); students - 75.0% (30/40 respondents)].

To ascertain the College community's perception of the general campus climate, the following questions were posed: "BCCC [faculty, staff, employees] respect what students think;" "BCCC [faculty, staff, employees] are genuinely concerned about the welfare of students;" "BCCC [faculty, staff, employees] treat students fairly;" and "[Faculty, Staff, Students] feel welcome on campus." For all questions, the majority of respondents strongly agree or agree with the statements: BCCC [faculty, staff, employees] respect what students think [faculty – 96.4% (27/28 respondents); staff – 78.6% (92/117 respondents); students - 65.0% (26/40 respondents)]; BCCC [faculty, staff, employees] employees are genuinely concerned about the welfare of students [faculty – 92.9% (26/28 respondents); staff – 83.8% (98/117 respondents); students – 67.5% (27/40 respondents)]; BCCC [faculty, staff, employees] treat students fairly [faculty – 82.1% (23/28 respondents); staff – 81.2% (95/117 respondents); students - 65.0% (26/40 respondents)]; and [Faculty, Staff, Students] feel welcome on campus [faculty – 67.9% (19/28 respondents); staff – 80.3% (94/117 respondents); students - 70.0% (28/40 respondents)].

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

The responses related to the perceptions of College's readiness and ability to address issues of sexual assault and sexual violence show an opportunity for enhancements to training and communication across the College to best educate and inform the community on procedures and available resources. The results for these items are as follows: "The College is prepared to handle a crisis" [faculty – 42.9% (12/28 respondents); staff – 34.2% (40/117 respondents); students - 40.0% (16/40 respondents)]; "If a colleague or I were sexually assaulted, I know who to contact on campus for help" [faculty – 57.1% (16/28 respondents); staff – 72.6% (85/117 respondents)]; "If a friend or I were sexually assaulted, I know who to contact on campus for help" [students – 52.5% (21/40 respondents)]; "The College would provide the victim with referrals to appropriate counseling, mental health or other agencies" [faculty – 67.9% (19/28 respondents); staff – 69.2% (81/117 respondents); students – 57.5% (23/40 respondents)]; "College officials would handle incidents in a fair and responsible manner" [faculty – 57.1% (16/28 respondents); staff – 57.3% (67/117 respondents); students - 50.0% (20/40 respondents)]; "The College would issue a timely warning of a crisis or incident to [faculty, staff, students]" [faculty – 50.0% (14/28 respondents); staff – 51.3% (60/117 respondents); students – 57.5% (23/40 respondents)]; "The College would make sure that local law enforcement agencies were contacted for crimes occurring on campus" [faculty – 64.3% (18/28 respondents); staff – 65.8% (77/117 respondents); students – 57.5% (23/40 respondents)]; "The College would take the report seriously" [faculty – 78.6% (22/28 respondents); staff – 82.1% (96/117 respondents); students – 62.5% (25/40 respondents)]; "If requested by the victim, the College would report the incident to local law enforcement officials" [faculty – 78.6% (22/28 respondents); staff – 80.3% (94/117 respondents); students - 65.0% (26/40 respondents)]; "The College would protect the confidentiality of the victim" [faculty –

78.6% (22/28 respondents); staff – 72.6% (85/117 respondents); students – 57.5% (23/40 respondents)].

The following questions' results will guide specific training and communication content: "Since coming to BCCC, have you received written (e.g., brochures, emails) or verbal (e.g., presentations, training) information from anyone at the College about the following? Please check all that apply:" "The definition of sexual assault" [faculty – 57.1% (16/28 respondents); staff – 60.7% (71/117 respondents); students – 30.0% (12/40 respondents)]; "How to report a sexual assault" [faculty – 46.4% (13/28 respondents); staff – 53.0% (62/117 respondents); students – 25.0% (10/40 respondents)]; "Where to go for help if someone you know is sexually assaulted" [faculty – 39.3% (11/28 respondents); staff – 47.0% (55/117 respondents); students – 22.5% (9/40 respondents)]; "Title IX protections against sexual assault" [faculty – 46.4% (13/28 respondents); staff – 60.7% (71/117 respondents); students – 20.0% (8/40 respondents)]; and "How to help prevent sexual assault" [faculty – 35.7% (10/28 respondents); staff – 37.6% (44/117 respondents); students – 25.0% (10/40 respondents)].

Current Initiatives and Next Steps

In FY17, BCCC is faced with some additional Title IX challenges. BCCC's Title IX coordinator recently left the College. To avoid any disruption in Title IX coverage, an existing staff member, and member of the Title IX team, has assumed the position of Title IX coordinator. The Title IX team met in June 2016, to review all of the complaints from the previous year, lessons learned from this first year, and training needs for the upcoming year. In the spring of 2016, BCCC created a Behavioral Intervention Team (BIT) to complement the Title IX team. The BIT team is largely composed of the existing Title IX team, along with BCCC's mental health counselor. The Title IX team will meet again in July 2016 to discuss trainings for the FY17, and to review BCCC's current Title IX policy. Because it was so successful in 2015, BCCC will again conduct Title IX training for staff during the mandatory events of community forum and faculty academy. However, FY 17's training will focus heavily on the Title IX areas where the College performed poorly across all groups in the Title IX survey: BCCC's ability to respond to a crisis on campus, BCCC's ability to issue a timely warning of a campus crisis, and what happens after a Title IX report is made. BCCC will focus its training on a review of its E2campus emergency alert system, and initiate a college wide recruitment to encourage faculty, staff, and students to sign up for the free service. Training will also focus on a review of the Title IX complaint process, and an overall review of campus staff and resources to address Title IX complaints. Now that BCCC's Title IX website is active, some of this information can be placed directly on the website. However, BCCC is researching the cost of Title IX brochures to be given out to students in their Pre-100 courses, and to faculty and staff.

Carroll Community College
Sexual Assault Campus Climate Survey
May 20, 2016

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, 2016

Carroll Community College responses to the four required questions related to the Sexual Assault Campus Climate Survey:

- 1) Who received the survey and how did the institution select those participants? How did you conduct your survey? How was it administered, 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?), and how does the respondent population compare to the general population on campus?

The College decided to survey all credit students age 18 years and older enrolled at the College for the 2016 spring semester. The survey was conducted and administered electronically to 2,891 students. There were 262 survey respondents for a response rate of 9.1 percent of the students surveyed.

The demographics of the sample were very representative of the overall student population as presented Table 1, Table 2, and Table 3.

Table 1			All Students	
	Sample		N	%
Gender Identity	N	%	N	%
Male	81	33.2	1127	39.0
Female	152	62.3	1764	61.0
Transgender male	*	0.4	*	0.0
Transgender female	*	0.0	*	0.0
Other	*	2.5	*	0.0
Prefer not to say	*	1.6	*	0.0
Total	244	100.0	2891	100.0

*- Less than 10 individuals responding

Table 2			All Students	
	Sample		N	%
Age Range	N	%	N	%
18-24	177	72.0	2082	72.0
25-29	21	8.5	260	9.0
30-39	15	6.1	231	8.0
40-59	24	9.8	289	10.0
60 and over	*	1.6	29	1.0
Prefer not to say	*	2.0	*	0.0

Total	246	100.0	2891	100.0
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*- Less than 10 individuals responding

Ethnicity/Race	Sample		All Students	
	N	%	N	%
Hispanic	*	3.1	58	2.0
White Non-Hispanic	196	75.1	2602	90.0
Black Non-Hispanic	*	3.1	116	4.0
Asian Non-Hispanic	*	1.1	29	1.0
American Indian/Alaskan Native Non-Hispanic	*	1.1	*	0.0
Native Hawaiian/Pacific Islander Non-Hispanic	*	0.0	*	0.0
Multiple Race Non-Hispanic	*	2.7	29	1.0
'Prefer not to say' or unknown	36	13.8	58	2.0
Total	261	100.0	2891	100.0

*- Less than 10 individuals responding

2) How do respondents perceive the safety of the campus and the general campus climate?
Which survey questions provide the most relevant information for this answer?

Tables 4 and 5 present information from the survey questions that are most relevant in addressing the perceived safety of the 262campus and the general campus climate. Question 4, Statement h. "I feel safe on campus." to which 88.5 percent of respondents indicated that they "agree" or "strongly agree" that they feel safe on campus was the most relevant question to this issue on the survey (Table 4). Question 5 (Table 5), Statement c. addresses whether the College does enough to protect the safety of students. Approximately 72.5 percent of the students responded "agree" or "strongly agree". Similar results are seen for Question 5, a. and b. with 68.8 percent and 65.9 percent responding "agree" and "strongly agree", respectively.

Table 4

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Total	
	N	%	N	%	N	%	N	%	N	%	N	Mean
h. I feel safe on campus.	*	1.2	*	0.8	23	9.4	103	42.2	113	46.3	244	4.3

Table 5

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Total	
	N	%	N	%	N	%	N	%	N	%	N	Mean
a. If a crisis happened on campus, Carroll would handle it well.	*	0.8	14	0.8	60	24.6	106	43.4	62	25.4	244	3.9
b. Carroll officials handle incidents in a fair and responsible manner.	*	0.0	*	0.0	81	33.3	86	35.4	74	30.5	243	4.0
c. Carroll does enough to protect the safety of students.	*	0.0	15	0.0	52	21.4	102	42.0	74	30.5	243	4.0

*- Less than 10 individuals responding

3) How do respondents perceive the institution's readiness and ability 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? Which survey questions provide the most relevant information for this answer?

Question 6, parts a. through f. provide the most relevant information for how the College might handle issues of sexual assault and sexual violence. In nearly every aspect of Question 6, a. through f. students rated the College “very likely” and “likely” between approximately 84.3 percent and 91.8 percent. These ratings indicate a great degree of confidence in the College’s ability and preparedness to handle sexual misconduct complaints. Strong responses are noted in Table 6 for the College’s potential handling of b. student confidentiality, d. protection of the student, and e. support the individual making the report.

Table 6

	Very Unlikely		Unlikely		Neutral		Likely		Very Likely		Total	
	N	%	N	%	N	%	N	%	N	%	N	Mean
a. Carroll would take the report seriously.	*	0.8	*	0.8	16	6.6	94	38.5	130	53.3	244	4.4
b. Carroll would do its best to maintain the privacy of the individual making the report.	*	0.4	*	2.0	25	10.2	97	39.8	116	47.5	244	4.3
c. If requested by the individual, Carroll would forward the report to the police.	*	0.4	*	0.4	18	7.4	82	33.6	142	58.2	244	4.5
d. Carroll would take steps to protect the safety of the individual making the report.	*	0.4	*	0.8	20	8.2	96	39.5	124	51.0	243	4.4
e. Carroll would support the individual making the report.	*	0.4	*	1.6	33	13.6	89	36.6	116	47.7	243	4.3
f. Carroll would handle the report fairly.	*	0.8	*	0.4	32	13.3	96	39.8	110	45.6	241	4.3

*- Less than 10 individuals responding

4) What actions will the institution most likely take on the basis of these results? Which survey questions provide the most relevant information for this answer?

One of the major actions to be taken will be to increase the response rate for students completing the survey. The response rate for this survey is similar to other response rates for College surveys, but we must take steps to improve the participation rate for future surveys. It is important to provide better education on the sexual assault and sexual violence issues on campus, and the College will institute more information pieces for students, faculty, and staff. The College will also work to increase the completion of the online Title IX training to all new students.

Costs Incurred

The cost incurred in developing, conducting, and analyzing the Carroll Community College Campus Climate survey was a **grand total cost (hours and fringe benefits) of \$3,675.00** and a **staff hours only cost of \$2,576.00**. Eight College staff members were involved in the creation, implementation, and analysis of the survey. A total of 61 hours were worked by the eight individuals. The hours worked by each individual was determined and their hourly pay was based on their annual salaries and totaled for the hours only costs. The grand total cost included the staff hours only cost added to fringe benefit costs.

A copy of the survey instrument is included as a separate file entitled: *Carroll Community College Campus Climate Survey 2016*.

Community College of Baltimore County

Introduction

In compliance with Maryland HB 571, the Community College of Baltimore County (CCBC) concluded its Bi-Annual Institutional Sexual Assault and Campus Climate Survey on Monday, May 2, 2016. After more than seven weeks of surveying, we concluded with an overall response rate of 7.8% (n=83).

Methodology

Sample

For our survey, the college chose all students taking Health 101- Introduction to Health and Wellness as our sample population (n=1070). This population is 5.0% of CCBC enrollment, has similar demographics to CCBC's total percentage of gender, has similar demographics to CCBC's total percentage of race/ethnicity, has similar demographics to CCBC's total percentage of age, has similar demographics to CCBC's total percentage of campus location, and has similar demographics to CCBC's total percentage of student status. Overall it was statistically representative, generally.

The college chose this population for two reasons: 1. Students in this class would be exposed to topics being discussed in the survey and, 2. Health 101 is a required course that is taken by a wide cross section of our student population. Those that participated were given a \$2.00 gift certificate to our on campus food vendor as an incentive to increase the response rate.

Instrument

CCBC chose to use an adapted form of the Maryland Higher Education Commission sample climate survey. Being a two year institution, we changed some of the language questions offered for use. Taking the advice of MHEC, we adapted the survey to meet our population and needs. The final survey consisted of 42 question in total. Eleven questions were demographic/response questions, 31 of the questions asked students to respond on a four point Likert scale: 1- Strongly Disagree, 2. Disagree, 3. Agree, 4. Strongly Agree or 1- Very Unlikely, 2. Unlikely, 3. Likely, 4. Very Likely (see Appendix A).

Implementation

The survey was designed using a software packaged licensed to the college called SnapSurveys®. The survey was delivered completely on-line.

On February 15, 2016, the Vice President for Instruction sent a memo to all instructors of Health 101 as well as to all program chairs and the Dean of the School of Wellness, Education, Behavior, and Social Sciences outlining the need for participation and asking for faculty support in getting students to participate (see Appendix B).

Students enrolled in Health 101 received a personal invitation to participate in the survey via their CCBC account. After an initial low turnout the first few weeks, the same invitation was sent to their personal or "preferred" e-mail account (see appendix C).

Throughout the course of the survey, the Vice President for Instruction continued to send reminder notifications to Health 101 faculty to make in-class announcements to explain the importance of and increase the participation in the survey.

Additionally, to encourage continued participation over the course of the survey, the Vice President of Finance working with staff from the Office of Planning, Research, and Evaluation modified the e-mail blasts to the student population (both through their CCBC and personal e-mail accounts) to make the invitation to participate more attractive, attention grabbing, and fun.

Results

Demographics

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

Full-time (12 or more credits) (respondents – 66.3%; 55) (student body – 55.2%), Part-time (11 or fewer credits) (respondents – 33.7%; 28) (student body – 44.8%)

Which campus/location do you consider your primary location?

Catonsville (32.5%; 27), Dundalk (*), Essex (45.7%; 38), Owings Mills (10.8%; 9), Online (*)

- Students are not tracked by “primary” campus as students often take classes at multiple locations.

What is your current gender identity?

Male (respondents – 33.7%; 28) (student body – 42.0%), Female (respondents 61.4%; 51) (student body – 58.0%), Prefer not to say (*) - not asked in admissions, Other. (Please specify) (*)- Not asked in admissions.

What is your age?

18-24 (respondents – 71%; 59) (student body – 58.0%), 25-29 (*) (student body –15.0 %), 30-39 (respondents – 12%; 10) (student body – 14.0%), 40-59 (*) (student body – 9.0%), 60 and over (*) (student body – 2.0%), Prefer not to say (*)

- 2.0% of student population is under the age of 18 which were excluded from participating in the survey.

What is your ethnicity (as you define it)?

Hispanic or Latino/a (*), Not Hispanic or Latino/a (74.7%; 62) - not asked in admissions. 2), Prefer not to say (respondents – 13.3%; 11) - not asked in admissions

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

Asian (*) (student body *), Black or African American (respondents – 56.6%; 47) (student body – 33.0%), White (respondents 22.9%; 19) (student body – 46.0%), Prefer not to say (*)

- *Student body includes 2.0% “multi-racial, and 9.0% “other/unknown”

*- Indicates a sample less than 10%

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

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

- I think faculty are genuinely concerned about my welfare- 84.0%
- I think administrators are genuinely concerned about my welfare- 73.0%
- I feel like I am a part of CCBC- 82.0%
- I am happy to be at CCBC- 88.0%
- The faculty, staff, and administrators at CCBC treat students fairly- 87.0%
- I feel safe at CCBC- 92.0%

If a crisis happened on campus, CCBC:

- Would handle it well- 84.0%
- Respond rapidly in difficult situations- 87.0%
- Officials handle incidents in a fair and responsible manner- 87.0%.
- Does enough to protect the safety of students- 83.0%

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

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

- CCBC would take the report seriously- 94.0%
- CCBC would do its best to maintain the privacy of the individual making the report- 96.0%
- If requested by the individual, CCBC would forward the report to criminal investigators- 98.0%
- CCBC would take steps to protect the safety of the individual making the report- 91.0%
- CCBC would support the individual making the report- 95.0%
- CCBC would take action to address factors that may have led to the sexual assault and/or sexual violence- 90.0%
- CCBC would handle the report fairly- 93.0%
- Most students at CCBC would support the person who made the report- 82.0%

How likely or unlikely you would be to take the following actions in the future, if you had the opportunity:

- Call the police or authorities if you saw a group bothering someone in a parking lot or similar setting- 94.0%
- Confront a friend who was hooking up with someone who was passed out- 94.0%

- Confront a friend if you heard rumors that they forced someone to have sex- 89.0%
- Tell campus authorities about information you might have about a sexual assault case- 93.0%
- Go with a friend to the police department if the friend said she or he was raped- 97.0%

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

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

- The alleged offender(s) or their friends would try to get back at the person making the report- 55.0%. In the next academic year, we will increase our awareness programming around the issue of retaliation and continue to support programmatic efforts to decrease this belief and remove it as a possible barrier for reporting.
- If a friend or I were sexually assaulted, I know where to go to get help at CCBC- 61.0%. In the next academic year, we plan to increase the advertising to students on the multiple ways to report sexual assault/misconduct.

What was the estimated costs to execute and analyze the survey?

We had several people working on this project in small groups and individually. We estimated that we committed 85 work hours to the completing of this task at a cost of approximately \$4,050.50 in salary hours.

Cecil College

2016 SEXUAL MISCONDUCT CLIMATE SURVEY

Survey Administration

The survey was created by Dan Stoicescu, Director of Institutional Research in Survey Monkey using the template provided by MHEC. An email describing the survey and encouraging participation was emailed to 2304 registered credit students. 2 follow-up reminders were sent. 236 students (approximately 10.0%) completed the survey. The respondents somewhat reflect Cecil College demographics – 71.1% female (62.0% campus wide), 54.9% 18-24 years old (58.0% campus wide) and over 88.7% white 70.3% campus wide).

There were no additional costs, other than personnel resources, incurred in developing and administering the climate survey.

Perception of Campus Safety and General Climate

Overall, the respondents feel safe being on the campus and also feel positive about the Cecil College community overall. 77.1% feel valued and respected by faculty, staff and administrators.

94.6% are neutral, agree or strongly agree with the following statements:

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

Questions 6, 7, 12 and 16 provided the most relevant information to assess student opinion about campus safety and general campus climate.

Perception of institutional policies, procedures and response to sexual misconduct

An overwhelming majority are neutral, agree or strongly agree with the following statements about 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.
- 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 (for example, the police).
- The college would take steps to protect the safety of the individual making the report.
- The college would support the individual making the report.
- The college would take action to address factors that may have led to the sexual assault and sexual violence.
- The college would handle the report fairly.

The questions asking about response to fellow students who may be victims of sexual misconduct were encouraging. A slight majority of students would believe and support another student reporting a sexual assault; however 31.7% thought there might be retaliatory action

against the person making the report. 74.5% would report harassment or information about a sexual assault. 81.7% would confront their peers about rumors of forced sex. 84.5% would confront their peers about hooking up with someone who is incapacitated. 93.6% would accompany a friend to report an assault.

Questions 17, 22, 32,33,34,36 and 37 provided the most relevant information to assess student opinion about institutional policies, procedures and response to sexual misconduct.

Institutional action items

An area that Cecil College will focus on immediately is **increasing awareness and training for students about how and to whom to report sexual misconduct**. 61.9% respondents disagree or are neutral about knowing where on campus to get help if they are assaulted, understanding what happens when a report is filed or knowing where to go to make a report. A majority report receiving information from the College about sexual assault policies but do not know to who on campus they would report a sexual assault or concern. This information was included in the Climate Survey instrument

While Cecil has taken major steps in improving our Sexual Misconduct and Student Code of Conduct policies and awareness, it is clear we need to continue to educate our students on the specific procedures to report any concerns about sexual misconduct. **Online training for students will be provided beginning in the fall 2016 semester**. This information has been included in course syllabi and other print, electronic and social media. We will continue to seek information outlets.

In addition, **Cecil College will take steps to involve students in participating in programming and training about bystander intervention**. Recruiting students in this effort has been challenging on our commuter campus. Our partnership with Cecil County Domestic Violence and Rape Crisis Center will continue with bi-weekly presence on-campus for both personal counseling as well as education and advocacy.

Questions 32 and 33 provided the most relevant information about what steps Cecil College needs to take to address student concerns about sexual misconduct and Title IX compliance.

Summary

Cecil College is committed to an educational environment free from gender based discrimination in any form. We will continue to ensure this by actively educating students, faculty and staff about Title IX, Cecil College sexual misconduct policies, as well as procedures for reporting incidents and providing support.

5/31/16

Sexual Assault Campus Climate Survey Findings Chesapeake College

Survey Administration and Response

Chesapeake College's survey to comply with HB 571 (Md. Education Article, §11-601), requiring all higher education institutions to conduct a biennial sexual assault campus climate survey, was based on a sample provided by the Maryland Higher Education Commission. The questionnaire was edited to reflect the unique needs of the College.

The invitation to participate was emailed to 1,858 students age 18 and over enrolled in spring 2016 credit classes. A notice was also placed on the online student portal. Some 297 persons responded in the February 8 – 29 time frame for a 16.0 percent response rate. The first question in the survey asked the student's age and two individuals who reported that they were under 18 (obviously responding to the portal invitation) were thanked but not allowed to continue. This approach allowed the College to administer the survey without needing to seek parental consent for minors' participation.

The respondents' characteristics do differ from the College's student body, however, the magnitude of the disparities are not vast. In general, the survey completers compared to all students age 18+ tended to be more female (75.6% vs. 66.4%), older (39.1% age 25+ vs. 33.8%), attending full-time (43.7% vs. 31.9%), enrolled for more than one year (72.4% vs. 64.8%), and taking classes at the main campus at Wye Mills (62.7% vs. 54.5%).

The costs associated with developing, administering, and analyzing the sexual assault campus climate survey at Chesapeake College are estimated to be \$3,506. This amount includes the direct cost of staff time and a standard accommodation for fringe benefits and overhead.

College Safety and General Campus Climate

Chesapeake College students overwhelmingly feel safe on campus; 80.8 percent of respondents agree with the statement while only 5.8 percent disagree. Additionally, 58.5 percent don't think sexual assault/violence is a problem compared to 6.9 percent that do. The question relating to the need for students to think about sexual assault/ violence garnered murkier answers: 39.9 percent feel there is not the need; 26.6 percent are uncertain or neutral, and 15.7 percent feel there is a need. Finally, a majority of students perceive that Chesapeake College does enough to protect the safety of its students: 55.8 percent of survey respondents agree, 9.8 percent disagree, and 34.4 percent have no opinion. A series of open-ended comments were offered on the topic of security. Negative comments outnumbered positives (not surprising because criticisms are much more widely shared than compliments in feedback) and focused on the topics of campus security staffing, lighting, and emergency alert systems.

Students perceive the campus climate to be positive as based on five questions. "I feel valued in the classroom/learning environment" amassed the largest agreement (83.7%) followed closely by "I am treated fairly at Chesapeake College by faculty, staff, and administrators" with 81.5 percent. Furthermore, 76.5 percent of respondents think that the faculty are genuinely concerned about their welfare and 70.4 percent feel like part of the College. Some two-thirds (67.3%) of

the respondents think administrators are genuinely concerned about their welfare while 23.3 percent have no opinion either way. Disagreement with all the five statements was minimal, peaking at only 9.5 percent which is below, sometimes substantially, the share having no opinion.

Some statistically significant differences were observed in the perceptions of safety and climate across three demographic characteristics – gender, instructional method, and sexual orientation. All the differences were in magnitude of agreement rather than the dichotomy of agreeing vs. disagreeing. For example, women generally feel safe at Chesapeake College, but just not as safe as men do. Students taking all their classes online felt less engaged and somewhat less safe than those taking face-to-face classes. Also, heterosexuals generally exhibit a greater sense of belonging and safety. It must be noted that these divergent groups comprised small numbers of respondents (less than 10 completely online and 21 LGBTQ), so caution should be used to not read too much into these patterns.

College Readiness and Ability to Address Issues of Sexual Assault and Sexual Violence

Students appreciate their responsibilities to prevent sexual assault/violence. Sixty-one percent (60.5%) of respondents disagreed that "Doing something about sexual assault/violence is solely the job of the College." Additionally, 45.7 percent disagreed with the statement "I don't think there is much I can do about sexual assault/violence at Chesapeake College" while 33.6 percent had no opinion.

Students are aware of some information related to sexual assault/violence or discrimination, but clearly not all. Three-fifth (59.8%) of respondents are aware that the College has a Gender-Based Misconduct Policy which addresses sexual and gender-based harassment and misconduct. Much smaller shares (ranging from 14.1% and 21.0%) recall having received written or verbal information from the College on a variety of related topics.

Posed with a battery of questions of how the College would respond to a report of sexual assault/violence on campus in terms of process, privacy, safety, fairness, and outcome, most students agreed that the college would handle the situation appropriately. However, depending on the specific question addressed, the proportion of students without an opinion ranged from 16.2 percent for "If requested by the person making the report, Chesapeake College would contact law enforcement to conduct a criminal investigation," to 47.7 percent for "Chesapeake College officials handle incidents in a fair and responsible manner." For every question in the sequence, the respondents having no opinion greatly outnumbered those with negative perceptions of the issue.

Chi square analysis of questions according to demographic characteristics revealed a small number of significant differences, focused on the College's handling of a prospective situation. Again, fully online students and the LGBTQ community had lower perceptions about the College than their counterparts. Interestingly, the most common category response for all affected questions was "Don't Know/Unsure," so the issue is not necessarily one of mistrust, but of lack of communication. There was one pertinent difference in recollection: 63.4 percent of Whites are aware of the Gender-Based Misconduct Policy, but only 48.3 percent of minority students are. For one student, this practice has had a negative effect as evidenced by this

comment "I have noticed the Gender Conduct as a newly highlighted portion of the syllabuses in my classes. This leads me to believe that there has been an incident at the campus. Not being informed that there might be something going on does make me a little nervous about the assumed incident or the school's recent interest in pushing this information to the forefront of our attention this semester."

Chesapeake College Response and Actions

Based on the results of the survey, the following questions yielded the most relevant information and were identified as areas for the college to respond: "If a friend or I were sexually assaulted, I know where at Chesapeake College to go to get help," "I understand what happens when a student reports a claim of sexual assault at Chesapeake College," "There isn't much need for me to think about sexual assault/ violence at Chesapeake College," "Since coming to Chesapeake College, have you received written (i.e. brochures, emails) or verbal information (presentations, training) from anyone at Chesapeake College," and "Are you aware that Chesapeake College has a Gender-Based Misconduct Policy which addresses sexual and gender-based harassment and misconduct?" Statements "I feel safe at Chesapeake College" and "Chesapeake College does enough to protect the safety of its students" are also being addressed. As a result, Chesapeake College has or will initiate a number of activities focusing on communication including:

- Share the findings with students, faculty, staff, administrators and the Board of Trustees. This activity, that has already been undertaken, generated a number of recommendations for ways to address the identified issues that are incorporated into the activities below.
- Communicate to students (including a presence on the Student Life web page) the reasons for the increased emphasis on sexual assault and violence prevention, i.e., new federal and state regulations, stressing that the increased focus is not in response to any incidents on campus.
- Prepare a short information statement for faculty to use at the beginning of each semester to explain the Gender-Based Misconduct Statement and why it is included on each syllabus.
- Provide additional educational and prevention training of the Gender-Based Misconduct Policy/Title IX specifically designed for students. Develop marketing strategies to better promote the Gender Based Misconduct Policy to students of diverse backgrounds.
- Establish a dedicated page on the College's website and online portal that will provide education and prevention materials for Title IX.
- Develop Safe Zones that create a network of faculty, staff, and students supporting people of all sexual orientations, gender identities and gender expressions.
- Conduct training on dating and relationship violence through the One Love Foundation that aims to end relationship abuse by educating, empowering, and activating students.
- Add reflective lettering entitled "Public Safety" to all patrol vehicles to increase visibility and instill a greater feeling of security.
- Consider Student Government Association suggestions of offering self-defense training and providing self-defense kits.

College of Southern Maryland

College of Southern Maryland (CSM) is working to combat sexual assault on campus. In fiscal year 2016, CSM administered a survey, as part of a consortium of community colleges organized by the Maryland Higher Education Commission to better understand the attitudes and experiences of students with respect to sexual assault and misconduct. The results will assist CSM in enhancing a campus climate that is both free from sexual assault and misconduct, and supportive of survivors.

In fall 2015 and spring 2016, the College of Southern Maryland invited 702 first-time, full-time students from fall 2015 who were 18 years or older to complete a Sexual Assault Campus Climate Survey. The survey was administered from November to December and again from February to March by the office of Planning, Institutional Effectiveness, and Research. Students were invited via email to participate in the online survey and informed that by completing the survey, they would have the opportunity to be entered into a drawing for one \$100 gift card.

A total of 124 students completed the survey representing 17.7% of the population – completed at least 50% of the survey and had their responses included in the findings. Not all survey respondents who started a survey completed it. As a result, statistics throughout this document are calculated based on the number of respondents for a particular survey question, and total number of responses may fluctuate from one item to the next due to survey attrition. The age, gender, and race/ethnicity proportion of survey respondents were similar to the first-time full-time student population with the exception of gender, females were overrepresented and males were underrepresented. Table 1 illustrates the profile of survey respondents.

Table 1
Survey Respondent Profile

	Fall 2015 First-Time Full-Time Students	Survey Respondents
Age		
	18-24	91.7%
	25-29	3.3%
	30-39	3.4%
	40-59	1.6%
	60 and over	0.0%
Gender		
	Female	47.2%
	Male	52.8%
Race/Ethnicity		
	American Indian or Alaskan Native	0.3%
	Asian	4.4%
	Black or African American	30.3%
	Hispanic or Latino	5.8%
	Native Hawaiian or Other Pacific Islander	0.4%
	White	50.1%
	Two or more races	7.3%
	Unknown	0.7%
	<i>N</i>	702
		114

The confidential survey assessed the occurrence and characteristics of incidents of sexual assault and misconduct. It also evaluated the overall campus climate with respect to perceptions of risk, knowledge of resources available to victims, and perceived reactions to an incident of sexual assault or misconduct. The report provides selected results for the following questions:

- How do respondents perceive the safety of the campus and the general campus climate?
- How do respondents perceive the institution's readiness and ability 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?
- What actions will the institution most likely take on the basis of these results?

Campus Climate (Questions 3 – 4, 7, 11 – 18)

The majority of survey respondents have a positive perception of the campus climate. In particular, participants felt safe at CSM and believed faculty, staff and administrators care about students' safety, opinions, and treated them fairly. About three out of five students thought that faculty and administrators were concerned about their welfare. At least half of respondents felt a strong sense of community at the college. More than half of the students believed that college officials could handle emergencies well, and respond in fair and responsible manner, while just over a third of students, 38.7%, said that CSM responds rapidly in difficult situations.

The majority of students felt they had a role to play in addressing sexual assault or sexual violence and indicated that they would get involved in efforts to combat the problem. Most students, 78.0% and 89.5%, would intervene when someone was about to take advantage of a drunk or unconscious person, respectively. The majority of participants, 87.6%, would confront a friend who had allegedly sexually assaulted someone. More than three quarters of students reported they would tell campus authorities about a sexual assault case. Nearly all participants would accompany a friend to the police department to report a rape.

Perception of the College's response to sexual assault (Questions 5 - 6)

Students were asked a series of questions about what would happen if an incident of sexual assault or sexual violence was reported at the College. Most respondents believed CSM would take a report of sexual assault or sexual misconduct seriously, handle it fairly, and take actions to address the allegations. The majority of participants also believed CSM would take steps to protect the safety and privacy of the individual making the report. More than half of the students, 54.5%, would support the person making the report. A little more than a quarter of participants believed the person making the report may face retaliation from the alleged offender.

Knowledge of Policies, Procedures and Resources (Questions 8 – 10)

When asked where they learned about sexual assault, almost three-fourths of students said they received information about sexual assault before coming to CSM, while more than one-fourth of students obtained information about how to prevent sexual assault since coming to CSM. Relatively few participants reported receiving written or verbal information regarding how to report and where to get help for a sexual assault, and Title IX protections against sexual assault. Although few students had not received sexual assault information, more than a third of students,

36.5%, knew where to go for help at CSM, while 48.6% understood the process of reporting a claim of sexual assault at CSM.

Use of Findings and Next Steps

Student safety is the highest priority for everyone at CSM. The College is committed to providing support to students who have been victims of sexual assault or sexual violence. The results of the survey will be used to inform the College decision-making policies, procedures, education and prevention training and awareness, and communication efforts around sexual assault and misconduct. The following high impact areas and practices will provide opportunities to enhance sexual assault or sexual violence awareness, prevention and training.

The Title IX Coordinator will collaborate closely with partners in Marketing to develop a communications plan to inform students of campus policies, filing incident reports, and resources available on campus and within the community. Students can take online safety training through SafeColleges, which covers Title IX protections against sexual assault and victims' rights. Additional sexual violence prevention and awareness programs have been integrated into New Student Orientation. First Year Experience courses are being redesigned and will incorporate Title IX topics into the curriculum. New programming advances our efforts to promote bystander invention, and includes a focus on the issues of consent, boundaries, and healthy relationships. Furthermore, specific college policies related to sexual misconduct will be intentionally promoted through various methods and include incentives to encourage student participation.

In addition to student outreach, faculty and staff are also vital to the success of Title IX sexual assault outreach, programming, and education efforts. Employees will receive ongoing training and education to provide timely response and assistance to students who have reported instances of sexual misconduct. Training and education for employees begins at new employee orientation and is a required training for continued employment.

Finally, CSM is committed to creating and maintaining a community in which everyone – students, faculty, and staff can study and work in a safe environment free from all forms of sexual violence.

College of Southern Maryland administered the survey with the surveymonkey and incurred a cost of \$100 for the incentive.

Frederick Community College

Methodology

Frederick Community College (FCC) formed a taskforce to design the Campus Climate Survey. The design of the survey was based on a sample questionnaire shared by MHEC, and by incorporating the climate survey sample questions from the Association of Title IX Administrators. The process to finalize the survey questionnaire involved deliberations among the members of the taskforce and input from College legal counsel, as well as reviews by the students. As part of the student reviews, the Center for Student Engagement held a focus group with SGA leaders to evaluate the questionnaire. During the focus group session, the survey was given to the participants to complete. The students then assessed each item based on clarity, sensitivity, and usefulness of the questions and provided constructive suggestions for improvement. All of the suggestions were incorporated in the final questionnaire, which was subsequently approved by the College legal counsel and the Senior Leadership Team. The cost associated with developing and conducting the survey was \$9,092.80, which was based on the direct work of the Title IX Coordinator, Executive Director of Planning and Institutional Effectiveness, and the Research Analyst. The time of other staff who were involved in this process were not included.

As a means to administer the survey, an online survey was designed and emailed to 4,892 Spring 2016 students aged 18 years or older. FCC promoted the survey by adding a link to the College BlackBoard and Facebook pages. In addition, the College utilized SchoolMessenger and broadcasted a message to the phone numbers of the students who received the online survey. The survey had a response rate of 16.6 %, with a total of 814 completed surveys. This corresponds to 3.14% margin of error at the 95% confidence level.

Population Comparison

The questionnaire contained a section with seven questions about student characteristics that can be used to compare the respondent characteristics against that of the overall student population at FCC. However, some information was not available for comparison, and about 120 students did not respond to the questions in this section. Of the students who responded to this question, 40% of them reported their status as full-time, while 35% of total students 18 years and older were full-time in Spring 2016. The students were asked how long they have been enrolled at FCC. First year students (40.7%) represented the highest number of the respondents, followed by second year (28.3%), and third-year or more (24.7%). The respondents were older than the entire Spring 2016 population with 54.5% of the respondents being 18-24 years old compared to 63.8% of the students enrolled in 2016 Spring semester. This disparity might be impacted by the sample selection which only students who were 18 years and older received the survey. The racial/ethnic composition of the respondents is almost identical to the 2016 population of 18 years and older, except white, which is 7.8% less than the population proportion. It is challenging to make a comparison for gender groups since the participants had more than the binary options of female and male to identify their gender. However, the higher proportion of female (64.0%) than male

(32.9%) participants resembles the population (female =56.2%, male = 43.8%). Four percent of the respondents selected a different gender type.

Perceptions about the Safety of the Campus

The first section of the survey was comprised of seven statements related to the perception of the students about *campus sexual misconduct*. In response to the first statement, “*FCC handles incidents in a fair and responsible manner,*” 48.5% of participants reported that they either don’t know, were uncertain, or did not have a basis to judge, 40.1% agreed with the statement, 10% were neutral and only 1.4% disagreed. Also, 52.9% reported that they either strongly agreed or agreed with the statement, “*FCC does enough to protect the safety of its students*”, and 27.0% reported they did not know. The level of disagreement with this statement was low (6%), while 14% reported neutral.

As to the issue of measuring the students’ knowledge of the FCC procedures and handling sexual misconduct, an aggregate index was calculated by combining three statements regarding this issue. Overall, 36.9% provided a positive response, 19.6% expressed disapproval, followed by 15.4% of the respondents were neutral on this issue. Also, 28.1% of the students were not aware of the FCC procedures for reporting and addressing sexual misconduct, where to find help, or what happens when a student reports a claim of sexual misconduct at FCC.

The second section of the survey had 12 statements designed to measure the perceptions of how FCC would respond to crisis and incidents and how people would react to someone reporting an incident of sexual assault and sexual violence at the College. An aggregate index combining the 12 measures revealed that 57.4% of the students either strongly agreed or agreed with the statements, 28.0% did not know or had no basis to judge, 11.2% were neutral, and 3.4% strongly disagreed or disagreed with the statements.

Out of the 19 total statements in these two sections, the two highest agreement ratings were for “*FCC would consider any report of sexual misconduct a serious matter.*” with 67.3% agreements and “*FCC would do its best to maintain the privacy of the person making the report.*” with 64.7% strongly agreed or agreed. These ratings are indicative of students trusting FCC for taking sexual misconduct issues seriously. About 2% disagreed with the statements and less than 10% were neutral.

In regards to measuring students’ awareness about Title IX policy and procedures, students were asked to respond to the question “*Are FCC procedures for reporting and addressing sexual misconduct easy to find?*” Of the students who responded, 76.1% reported that they had never looked for them, followed by 16.4% reported that they were easy to find, and 7.5% reported that they were not easy to find. With regard to the question “*Are you aware that FCC has a Title IX Sexual Misconduct Policy and Procedures which addresses sexual and gender-based harassment and misconduct?*” 40.9% reported that they didn’t know/were uncertain, 37.9% reported they were aware of the policy and procedures, and 21.2% were not aware. The students were then asked if they “*have received written or verbal information about Title IX and sexual misconduct from anyone at FCC since they came to the College*”. Of the respondents, 23.5% reported they received “*the definitions of sexual misconduct*”, 20.3% for “*dating, domestic, or intimate partner violence*”, 17.1% for “*how to report sexual misconduct*”, 16.1% for “*where to go to get help if*

you or someone you know has experienced sexual misconduct”, 18.3% for “*Title IX information on sexual misconduct*”, and 19.4% for “*how to help prevent sexual misconduct*”. Additionally, 33.8% reported that they did not receive any of the items in the list, and 26.5% were uncertain or did not remember if they received any information about campus sexual misconduct. The respondents were also given a list to select multiple *reasons that may prevent students from reporting sexual misconduct on campus*. More than half (52.2%) reported fear of retaliation, 38.3% reported they were unsure of reporting process, 49.2% believed fear of gossip and persecution of others on campus, 33% selected stigma as their reason, and lastly 51% reported shame may prevent students from reporting.

Institutional Readiness

The students were asked to evaluate three statements pertaining to the effectiveness of the College with respect to responding to sexual misconduct on campus. The first statement was *educating the campus community about how to address sexual misconduct*. Of the respondents, 34.1% evaluated FCC on this item as very effective (16.1%) or effective (18.0%), 22.6% as average, 12.4% as ineffective (9.2%) or very ineffective (3.2%), and 30.9% reported don't know/uncertain/no basis to judge. On the second statement, 39.2% reported *preventing sexual misconduct on campus* as very effective (18.2%) or effective (21.0%), 16.9% gave average rating, 5.6% rated ineffective (3.4%) or very ineffective (1.4%), and 38.3% responded they don't know/uncertain. Lastly, *responding to reports of sexual misconduct on campus* was rated by 32.3% students as very effective (15.5) or effective (16.8%), 13.4% as average, 2.7% as ineffective (2.0%) or very ineffective (.7%), and 51.6% reported that they don't know/uncertain.

Actions

The College, with the support of the Student Government Association, adopted the following recommendations:

1. Promote Safe Colleges online training during the year.
2. Offer Title IX information sessions to new students and employees during the year.
3. Offer expanded Title IX training during new employee orientation.
4. Post Title IX information posters in restrooms and bulletin boards, and on the electronic announcement monitors.
5. Promote the use of the Title IX policy and the booklet posted on the College website to students and employees using central communication methods, email, and Blackboard messaging.
6. Revise the cover page of Title IX booklet to emphasize that the policy addresses Sexual Misconduct to help students and employees to connect the content of the booklet with the policy title.
7. Offer and promote Title IX awareness sessions in collaboration with the SGA and student clubs.

Climate Survey Cost Estimate							
Staffe Member	Hours	Hourly rate	FICA/MEDI	Fringe	Total Hrly cost	Grand total	Hours Only
Staff #1	20	\$53.83	\$4.12	\$18.84	\$76.79	\$1,535.80	\$1,076.59
Staff #2	80	\$53.91	\$4.12	\$18.87	\$76.90	\$6,152.00	\$4,312.62
Staff #3	35	\$28.15	\$2.15	\$9.85	\$40.15	\$1,405.00	\$985.08
Total						\$9,092.80	\$6,374.29

Garrett College

Garrett College administered the Sexual Assault Campus Climate Survey via Survey Monkey (<https://www.surveymonkey.com/r/ClimateSurveyGC>). Shelley Menear, Coordinator of Safety, Security and Compliance, sent an email to all Garrett College students on February 3, 2016 explaining the purpose of the survey and requesting their participation; a follow-up email was sent on February 24, 2016. Of the approximately 694 undergraduate students enrolled for the spring 2016 semester, we received 47 responses as of the close of the survey, March 1, 2016, which corresponds to a response rate of 6.8%. The overall respondent population is low, but varies by specific population. Although we have about 157 African American students (22.6% of the undergraduates), less than 10 (5.7%) responded to the survey. Of the 464 white undergraduate students, 36 students (7.8%) completed the survey. Seventy-five percent of the respondents were female students. The low response rate can be attributed in part to the large number of surveys the students were asked to complete this year, several of which were very time consuming. For many surveys, we have to provide incentives in order to encourage students to respond. The fact that many students don't respond to their Garrett College email is also a factor.

With regards to safety of the campus and the general campus climate, 63.8% of the respondents feel safe at Garrett College according to Question 5. The percentage of respondents who were neutral was 36.2%. The responses to Questions 6 and 7 provide the most relevant information pertaining to the students' perception of our institution's readiness and ability 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. Approximately 10-13% (less than 10) of the respondents were unsure how Garrett College would handle an incident of sexual assault or misconduct, but in general, 80-90% of students were neutral, or agreed or strongly agreed that if a crisis happened on campus, Garrett College would handle it well and in a fair and responsible manner. They felt Garrett would take reports seriously and do its best to maintain confidentiality. Out of the 47 respondents, less than 10 students appeared to have concerns about how Garrett College would handle an incident and protect a person's privacy.

Question 10 confirms that over 65% of the respondents received written or verbal information from anyone at Garrett College regarding the definition of sexual assault/misconduct and relationship violence. Question 11 asks about the students' awareness of Garrett College's Anti-Harassment and Discrimination Policy which addresses sexual and gender-based harassment and misconduct. Of the respondents, 17% (less than 10) said they didn't know Garrett College had such a policy, and 17% (less than 10) were unsure. These percentages should be higher since the Student Handbook explicitly describes the Anti-Harassment and Discrimination Policy; Title IX Policy; Student Grievance Policy; and Student Conduct code. Students are also notified at the beginning of each semester of these policies through a campus-wide email. Students are also being asked to complete an online training program called '*Not Anymore*' which provides valuable information regarding Title IX Policy, sexual misconduct, and bystander intervention. A total of 134 students completed the '*Not Anymore*' program during the 2015-16 school year and many of these students commented that the program was informative and provided a greater understanding of the topics. We are exploring the feasibility of incorporating the training

provided in the *'Not Anymore'* program into the FYE (First Year Experience) course which will be required for all students beginning in fall 2016. The College also plans to expand activities aimed at raising awareness among students, faculty, and staff on issues related to sexual harassment and misconduct. A new campaign, *'Laker 687: Respect Starts Here'* was created to educate and raise awareness of the campus community for a variety of topics to foster a respectful and informed campus environment. In addition, as was mentioned above, the College has purchased and implemented *'Not Anymore'*, an interactive online educational training program, as its primary prevention tool. This program requires completion by all students, faculty, and staff each year, with refreshers built in for those who have successfully completed the program. Participation in this program for the 2015-2016 school year was good, but the College is looking for methods to increase participation among students.

Many campus departments at Garrett College work together with community agencies and other local resources to offer a variety of educational programming throughout the year aimed at outlining College policies and procedures regarding prohibited behavior/conduct, and providing information about the impact of alcohol and substance abuse, effective consent, bystander intervention, and risk reduction. Garrett College recently signed a Memorandum of Understanding with the Dove Center which focuses on building a partnership between the crisis center and the College. The goal of this partnership is to establish a 24-hour crisis-intervention response for victims of dating and domestic violence and sexual assault, and to provide training for the campus community. The Dove Center will be on campus at least twice per month during the school year offering information as well as private counseling services. The College's Safety and Security Department also works collaboratively with the Garrett County Sheriff's Department and Maryland State Police, in which they share responsibilities for the safety of the staff, students, and visitors of the College. The MOU with law enforcement serves as an operational framework for the ongoing and cooperative public safety efforts and is intended to be in compliance with the provisions of House Bill 571, effective July 1, 2015.

With regard to costs incurred developing and conducting the Sexual Climate Survey, Garrett College pays for Survey Monkey and uses it for multiple surveys. Institutional Research and the Coordinator of Safety, Security and Compliance administered the survey, analyzed the results, and wrote the narrative. The cost associated with time/labor was approximately \$153.

In conclusion, MHEC should provide a uniform survey to administer at each college with a rubric that would enable colleges to compare and analyze data and set benchmarks with one another. Garrett will continue its efforts to combat sexual harassment and misconduct 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: 2016

Introduction

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 11, 2015 (first day of summer session) through May 14, 2016 (commencement), Hagerstown Community College (HCC) received no reports of any incidences related to sexual assault or other sexual misconduct.

Survey Administration

In February 2016, HCC sent via Target X to all registered full-time and part-time students a link to the Sexual Assault Campus Climate Survey in SurveyMonkey. 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 SurveyMonkey link was included in a cover email explaining the purpose of the survey, which was sent to the students by the Acting Dean of Students. There were 172 students who clicked on the link, and of those, 70 percent (121) completed the survey. Of those respondents, 62.2 percent were full-time students, 62.5 percent were aged 18 to 24, 82.2 percent were female and 91.5 percent were white. This is reflective of the composition of the HCC student body, with the exception that full-time students account for less than half of the student population.

Since the survey was administered electronically, no costs beyond staff time were incurred. However, HCC has calculated the costs of survey administration to be approximately \$1,270 based upon hourly wages of and time spent by HCC's Research Associate who oversaw the SurveyMonkey site, entered the questions, collected responses and prepared a statistical report for review by an administrative team. Approximately 12 hours (\$320) were spent on this activity. Team members (approximate hours and hourly wages used for cost of \$950) included the Director of Human Resources/ Title IX Coordinator, the Dean of Planning and Institutional Effectiveness (PIE), Acting Dean of Students, and the Chief, Campus Police and Safety. This team developed the survey questions and studied the results, which were summarized below. Of this team, the Dean of PIE spent the greatest number of hours (approximately ten) analyzing the statistical analysis prepared by the Research Associate and writing this narrative.

Survey Respondents' Perception of HCC Campus Climate

According to responses, 96.7 percent feel welcome on campus, 93.4 percent feel safe, and 94.2 percent feel that HCC employees are genuinely concerned about the welfare of students. When

asked about perceptions of how HCC might handle a report of sexual assault or violence, 96.6 percent felt the college would report the incident to local law enforcement officials, 93.3 percent felt that the report would be taken seriously, and 86.4 percent feel that HCC will make appropriate referrals to counseling or mental health agencies.

In terms of questions related to reporting/contacting campus officials for help, responses indicate that HCC needs to improve information sharing with students. Over half of the respondents (53.8 percent) indicated they strongly agreed/agreed that they know who to contact on campus for help, while 49.1 percent know what happens when a student reports a claim of sexual assault on campus. This correlates with the low number of responses (49) related to whether students received written or verbal information from college personnel regarding sexual assault, its prevention, where to seek help, and Title IX protections.

How Survey Results are Being Used

Student responses will guide HCC in making more positive changes to its campus to help ensure safety for all students. Student responses made college officials more aware of the greater need for information sharing and awareness training related to sexual assault and relationship violence. The college is committed to expanding efforts begun in the last year.

Information regarding Title IX and related issues, along with the name of the Title IX Coordinator appear on two different pages in the Student Guidebook. Additionally, there are several links to relevant pages within the HCC Web site. However, more visible placement on some of the Web pages might be helpful in sharing information with students and staff. For example, though some students know about Title IX, perhaps using other terminology such as Sexual Assault Prevention (with links to campus policies) would be helpful on the “Current Students” Web page. Title IX is also discussed by the Dean of Students during New Student Orientation.

The Student Activities Office (SAO) provides a good venue to help inform students of support systems. For example, the SAO plans to continue a program, in conjunction with the One Love Foundation, related to relationship violence. A film about relationship violence entitled “Escalation,” was shown monthly in February, March and April 2016. Discussion followed the film and was facilitated by members of the College’s Behavioral Intervention Team (BIT). The average attendance was 30-35 students. Additionally, in April 2016, the Psychology and Sociology Club shared One Love Foundation materials via an information table available during lunch, followed by a presentation that evening. Such activities will be expanded based upon survey results.

Harford Community College Sexual Assault Campus Climate Survey Report

1. Survey Overview

The Harford CC Sexual Assault Campus Climate Survey was administered online to all enrolled credit students, age 18 and older, during the month of February 2016. The survey was delivered via email to all students, with 3 reminder emails sent through the month. A link to the survey was also posted on the students' online portal. The total population of this survey group was 5368 students. 1046 responses were received, resulting in a 19.5% response rate.

Generally, the respondents looked similar to the total population. The respondents looked different from the total population in the following ways: Females were overrepresented in the response rates -- 69.5% (351/505) female compared to 53.9% (2007/3726) of population of 18-24 y.o. Full-time students were also overrepresented -- 65.2% (349/535) full-time compared to 44.7% (1665/3726) of overall 18-24 y.o. population.

This report summarizes the findings from the target population of 18- to 24-year-olds. The response rate for this group was 17.2 % (642 of 3726).

2. Perception of Climate and Safety On-Campus

Survey Question #4 asked about the students' perceptions of climate and safety on-campus. Overwhelmingly, students feel valued (91.0% agree), feel respected (93.8% agree), feel faculty are concerned for them (85.2%), feel a part of the College (80.3%), feel treated fairly (92.5), and feel safe (88.9%). About 10% of students answered "Unsure" in this series of questions, leaving us unsure about what that means. It could mean the student truly does not know how they feel or it could mean something more negative and more closely aligned with "disagree."

3. Perception of College's Readiness and Ability to Handle Issues

Survey Questions #5 and 6 asked about the students' perception of Harford's readiness and ability to address issues of sexual assault and violence. The vast majority of respondents agreed that Harford would respond and handle general crises and incidents and reports of sexual assault and violence well. Larger numbers of students agreed that Harford would handle the reports of sexual assault and violence well than those who agreed that Harford would handle the general crisis and incidents well. Far fewer students were unsure about the sexual assault/violence questions than were unsure on the general crisis/incidents questions.

How Harford Would Respond to Crisis and Incidents (Q#5)

71.7% felt Harford would handle a crisis on campus well; 59.3% felt the College would respond rapidly in a difficult situation; 67.7% felt College officials handle incidents fairly and responsibly; and 72.7% felt the College does enough to protect the safety of students. About 28% of students answered unsure on these questions.

How Harford Would Handle Reports of Sexual Assault or Violence (Q#6)

87.9% felt the College would take the report seriously; 88.4% felt Harford would do its best to maintain the privacy of the reporter; 89.5% felt Harford would forward the report to criminal investigators if requested by the reporter; 87.5% felt Harford would take steps to protect the safety of the reporter; 83.5% felt the College would support the individual making the report; 85.2% felt the College would take action to address factors that may have led to the sexual assault/violence; 84.3% felt Harford would handle the report fairly. About 11% of students answered unsure on these questions.

4. Perceptions of Student's Own Readiness and Ability to Address Issues

Questions #7-12 asked about the student's own readiness and ability to address issues of sexual misconduct and assault.

Likelihood of Student Taking Appropriate Actions (Q#8 and #9)

77.6% would call police or campus authorities if they saw a group bothering someone around campus; 91.2% would intervene to try to stop a friend who was hooking up with someone who was passed out; 68.5% would express non-support to a friend if they heard rumors that he/she forced someone to have sex; 93.1% would go with a friend to the police or campus authorities if the friend said he/she was sexually assaulted; 85.8% would tell campus authorities about a sexual assault they might know about.

Reasons Why Students Would Not Report (Q#10)

Of the students who answered they would not tell campus authorities about a sexual assault they might know about (which is only 14.2% or 76 students), the most common reasons were they did not know how to report it on campus; they had other things they needed to focus on; they believed it was a private matter and wanted to deal with it on their own.

How Students Believe Other Students Would React to Someone Who Reports (Q#7)

On average, over 41% of students answered they were "Unsure" about this series of questions. On the positive side, more students thought it was unlikely that most students would label the person making the report in a negative way. As well, a large majority of students thought most students would support the person who made the report. Of concern in this section is that more students thought it was likely that the alleged offender(s) or their friends would try to get back at the person who made the report.

Students Knowledge About Reporting, Training, and Education (Q#11 and #12)

56.7% agree they know where to go to get help at Harford if they or a friend were sexually assaulted. If the sexual assault occurred at Harford CC, 50.0% agreed they knew where to go at Harford to make a report of that sexual assault. 45.2% agreed they understand what happens when a student reports a claim of sexual assault at the College. Since coming to Harford CC, 82.4% have heard about the definition of sexual misconduct or assault; 65.4% have heard about Title IX protections against sexual misconduct or assault; 58.6% have heard about how to help prevent sexual assault; 48.6% have heard about how to report sexual misconduct or assault; and 46.4% have heard about where to go to get help if they or someone they know is sexually assaulted.

5. Summary and Follow-Up at Harford CC

Overall, the findings of the survey reflect a positive campus climate where students feel valued, respected, and safe. Students believe Harford would take reports of sexual assault and violence seriously, would protect the privacy and safety of the reporter, and generally handle the report fairly and appropriately. While at Harford, students have learned about the definition of sexual misconduct/assault, Title IX, and how to help prevent sexual assault. Follow-up and future steps include:

- Emphasize and improve educational outreach on how to report sexual misconduct/assault; where to go for help for sexual assault; Harford’s process for handling student reports of sexual misconduct/assault (brochure, website, syllabus statement, faculty announcement, inclusion in new student enrollment processes, etc.)
- Develop social-norming campaign to emphasize peer-to-peer acceptance for reporting sexual misconduct/assault and bystander intervention, and peer-to-peer intolerance for retaliation against individuals who report sexual misconduct/assault and non-consensual sexual behavior.
- Test possible revisions to the survey associated with the “Unsure” rating vs. a “No Opinion” rating in order to improve the value of the survey findings.
- Consider inclusion of more comment fields to clarify students’ reasons for their answers.
- Improve response rates of male students and part-time students.

6. Costs, Time, Resources

The costs at Harford CC were all related to staff time:

Developing the Survey:

Institutional Research Staff: 7.5 hrs =	\$197.00
Title IX Coordinator: 8 hrs =	\$544.00
Title IX Deputies: 4 @ 2 hrs each (8 hrs) =	\$435.00

Administering the Survey:

Institutional Research Staff: 2.5 hrs =	\$ 50.00
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Analyzing Results of the Survey:

Institutional Research Staff: 42.5 hrs =	\$868.00
Title IX Coordinator: 4 hrs =	\$272.00
Title IX Deputies: 4 @ 2 hrs each (8 hrs) =	\$435.00

Writing the Report:

Title IX Coordinator: 9 hrs =	\$612.00
Title IX Deputies: 4 @ 1 hr each (4 hrs) =	\$194.00

TOTAL \$3607.00

Howard Community College Sexual Assault Campus Climate Survey Report - May 27, 2016

Section 1

Dr. Hetherington, president, and her senior management team reviewed the model survey provided by the Maryland Higher Education Commission (MHEC). It was decided to use most of the questions on that model (see Appendix A- Howard Community College (HCC) Survey). On February 17, 2016, the president emailed the 5,350 students attending HCC during the spring semester who were between the ages of 18-24 years old. This is 58.2% of the spring semester student body. The message contained the link to the web survey form. Over the next three weeks, Dr. Hetherington made two further email appeals for participation.

After three appeals, 267 students responded; 1 person was not over 18. This report is based on the 266 valid respondents; 2.9% of the spring population and 5% of the sample selected for the survey. Therefore, we have established a 95% confidence level with a confidence interval of +/-5.85%. The respondent pool contained students representative (gender, race, ethnicity) of the overall sample and spring student composition although a slightly higher percent of females answered and more students chose not to identify their race.

	Respondents	18-24 Year Olds in Spring Semester	All Spring Semester Students
Gender			
Male	30.3%	49.6%	42.3%
Female	65.4%	50.1%	57.6%
Transgender/Unknown	4.2%	.3%	0.1 %
Racial/Ethnic Group			
American Indian/Native American	*	.3%	0.2%
Asian	14.8%	15.1%	13.4%
Black/African American	17.0%	25.1%	28.9%
Hispanic/Latino	11.0%	13.0%	10.7%
Native Hawaiian/Other/Pacific- Islander	*	.4%	0.3%
White	50.0%	38.6%	39.0%
2 or more races	5.5%	5.3%	4.3%
Unknown	9.9%	2.4%	3.2%

*Less than 10

Section 2

Respondents reported that HCC provides a safe campus with a positive campus climate. Question five provided the most relevant information for this answer. 81.0% of the respondents chose agreed or strongly agreed when asked if they felt safe on this campus. 78.4% said "I am happy to be at this college". 79.3% strongly agreed or agreed that faculty, staff, and administrators respect what students on this campus think. 76.1% of the respondents agreed or strongly agreed that they feel valued in the classroom/learning environment and that the faculty,

staff, and administrators at this school treat students fairly. 68.5% reported that faculty are genuinely concerned about their welfare and 61.7% thought administrators are genuinely concerned about their welfare. Since many of these students are fairly new to campus, it was not surprising that only 47.7% felt “close to people on this campus” and 20.3% disagreed or strongly disagreed.

Section 3

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

	Strongly Disagree/ Disagree	Neutral	Strongly Agree/ Agree
Question 6			
If a crisis happened on campus, the college would handle it well.	5.4%	27.1%	67.4%
The college responds rapidly in difficult situations.	8.1%	39.4%	53.4%
College officials handle incidents in a fair and responsible manner.	5.0%	34.8%	60.6%
The college does enough to protect the safety of students.	6.8%	26.2%	67.0%
Question 7			
The college would take the report seriously.	3.8%	12.6%	83.6%
The college would do its best to maintain the privacy of the individual making the report.	4.4%	12.6%	83.1%
If requested by the individual, the college would forward the report to criminal investigators (for example, the police).	3.3%	18.6%	78.1%
The college would take steps to protect the safety of the individual making the report.	4.4%	16.9%	78.7%
The college would support the individual making the report.	3.8%	23.0%	73.2%
The college would take action to address factors that may have led to the sexual assault and sexual violence.	3.8%	19.1%	76.5%
The college would handle the report fairly.	4.9%	20.2%	73.8%

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

Section 4

Based upon the survey results, the college will continue its efforts to maintain a safe learning and working environment free from any form of sexual misconduct. The college will continue its sexual misconduct information and training campaigns, to inform students, faculty and staff of

what to do and where to go for help, if an incident occurs. Questions nine, ten, eleven, and twelve provided the most relevant information for this answer.

Before coming to HCC, 69.4% of the respondents reported that they had already received information or education about sexual assault. 74.0% of the respondents said they would go with the friend to the police department if they reported they were raped.

Since coming to the HCC, respondents reported that they had received written (i.e. brochures, emails) or verbal information (presentations, training) about the following: the definition of sexual assault (63.4%); how to report a sexual assault (40.7%), where to go to get help if someone you know has been sexually assaulted (43.1%); , Title IX protections against sexual assault (63.4%) and how to help prevent sexual assault (54.5%).

Question 10	Strongly Disagree/ Disagree	Neutral	Strongly Agree/ Agree
a. If a friend or I were sexually assaulted, I know where to go to get help on campus.	26.1%	19.6%	54.3%
b. I understand what happens when a student reports a claim of sexual assault at the college.	31.5%	21.7%	46.2%
c. If a friend or I were sexually assaulted, I know where to go to make a report of sexual assault.	25.5%	18.5%	54.9%

Although most students knew where to get help and where to make a report and 46.2% understood what happened when a report is made to the college, there is room for improvement in this area since a quarter of the students did not. Hence the college will continue its sexual misconduct information and training campaigns.

Section 5

The cost incurred in developing and conducting the survey and analyzing its results were calculated using employee’s hour rate and FICA/Benefits at 27% .

The 3 compliance officers (13 hours); the institutional research staff (14 hours) and the senior management (1.5 hour). Total cost: \$ 3,236.

Montgomery College

Administration

The questionnaire was developed after a thorough review of academic research, questionnaires used by other universities/colleges, and recommendations from the federal government including, the MHEC Model Survey, Rutgers University Campus Climate Survey, NotAlone.gov survey instrument, Massachusetts Institute of Technology survey instrument, and the ARC3 (Administrator Research Campus Climate Consortium). The majority of the sections of the questionnaire were adapted from these previously validated sources, though some Montgomery College-specific questions were created. The survey was piloted by a select group of administrators, faculty, and students prior to the administration to ensure validity.

The survey was open between February 8, 2016 and March 4, 2016. The survey was branded [SpeakUPMC](#) and administered through a web based link. In addition to the survey, our [SpeakUPMC](#) webpage contained informational and educational resources for student respondents.

An email was sent to students directing them to [SpeakUPMC](#) to participate in the survey. Students were informed that the survey was completely voluntary, anonymous, and confidential. Once students had completed the survey, they could optionally download a Certificate of Completion. They could then use the certificates to present to any professors offering extra credit for survey completion. As an additional incentive, students were notified that the first 2,000 participants who requested a gift would be awarded a five-dollar WEPA printing card. The WEPA printing cards were donated to the survey administration and the College incurred no cost for the incentive. Students were sent three subsequent survey-reminder emails during the survey administration period to motivate participation. However, the College did experience technical difficulties with student emails, and it is uncertain whether emails reached each and every student.

In addition to the student emails, Montgomery College engaged in a social marketing campaign to encourage participation. Information about the survey was advertised on Montgomery College's home webpage. Posters and postcards were distributed across all three campuses, and messages were sent out via Twitter and Facebook.

Montgomery College faculty were also engaged to encourage student participation. Emails were sent to faculty about the [SpeakUPMC](#) climate survey throughout its administration period. Further, the English and Reading Departments committed to either have their students earn extra credit for completing the survey or to make time in class for their students to complete the survey. Over 140 faculty, covering over 250 class sections, agreed to do so.

All 24,000 credit-bearing students were invited to take the survey. There were a total of 1,973 respondents, 1,851 completers and 122 partial completers. This represents an 8.2% institutional response rate. The majority of the sample participants represent the following demographics:

- 72.3% were 18-24 year olds
- 60.2% were female

- 84.7% were heterosexual
- 61.5% were U.S. born
- 65.8% were non-Hispanic or Latino

Perceptions of Campus Climate, Resources, and Processes

Campus Safety and General Campus Climate

Respondents were asked to identify how safe they feel on campus and specifically, do they feel safe from sexual misconduct, including sexual harassment, dating violence, sexual violence and stalking. Additionally, respondents were asked whether Montgomery College has created a climate where these issues are addressed and can be shared with others. Questions 17, 18, and 19 represent good indicators of the perceptions of campus safety and general campus climate.

Most survey respondents feel safe on campus, at 62.5% agreement, 30.8% were neutral, 4.4% disagreed, and 2.4% strongly disagreed. With regard to feeling safe from the various forms of sexual misconduct, the majority, roughly two-thirds of respondents agreed or strongly agreed that Montgomery College is a safe place. While the response rate of those who disagree or strongly disagree was relatively low, less than 10%, the number of respondents who indicated neutral was approximately 30%.

Respondents were also asked whether Montgomery College has created a climate where sexual misconduct is recognized as a problem. 68.3% percent of the respondents answered in the affirmative. Further, respondents were asked whether the College has created an environment where it is safe to discuss issues of sexual misconduct. 79.9% percent of the respondents indicated, yes. However, when comparing this answer with the number of students who experienced any kind of sexual misconduct incident, questions 8-16, and who they reported this information to, question 8.3-16.3, we see that relatively few respondents, 2.4%, reported to the College.

Institution's Readiness

When addressing how respondents perceive the College's readiness and ability to address issues of sexual misconduct including training and education; support for persons reporting sexual misconduct, and administrators responsible for investigating misconduct, questions 1-6 provide the best indicators. Specifically, questions one, four, and five speak to the College's readiness to address issues of sexual misconduct. Results indicate the vast majority (80.7%) of respondents feel that MC would most likely handle a report of sexual misconduct with the appropriate sensitivity, caution, confidentiality, thoroughness and fairness.

- 83.7% of respondents believe MC would take the report seriously.
- 83.9% of respondents believe MC would maintain privacy.
- 79.3% of respondents believe that MC would honor the reporter's case-handling preferences.
- 81.2% of respondents believe that MC would protect the reporter.
- 79.4% of respondents believe that MC would take action to address the causal issues.
- 79.6% of respondents believe that MC would handle the report fairly.
- 78.2% of respondents believe that MC would provide support resources.

While the majority of the respondents indicated the College would affirmatively handle a response to sexual misconduct, questions four and five reveal that only about 20% of the respondents received any information or education about sexual misconduct. Further, question two and six indicate:

- 51.6% of the respondents know where to get help on campus if they or a friend experienced sexual misconduct.
- 45.5% of the respondents understand what happens when a student reports a claim of sexual misconduct.
- 46.3% of the respondents know where to go to report a claim of sexual misconduct.
- 35.2% of the respondents are aware or somewhat aware of the Title IX office.

Use of the Findings and Next Steps

Montgomery College is committed to fostering a safe and inclusive environment for students and the College community. The survey results highlight the experiences and perceptions of our students regarding sexual misconduct. While question one indicates that Montgomery College students perceive the College would handle a report of sexual misconduct affirmatively, questions four and five demonstrate that students lack information and education about sexual misconduct. Further, question six reveals that approximately half of the respondents are unaware where to get help on campus, what happens when there is a report of sexual misconduct, and who is responsible and where to submit a claim of sexual misconduct. Thus based on these results, Montgomery College will implement the following action items:

- Implement mandatory online training, Haven – Understanding Sexual Assault, for targeted student populations during their first year. Student participating in orientation, first year experience, clubs, organizations, or student leadership, and intramural and collegiate sports would be required to participate.
- Creation of a coordinated, integrated response to sexual misconduct, through a Title IX team of deputy Title IX coordinators, to support the Title IX coordinator and provide a core group of administrators who work together to implement intentional, consistent, and compassionate responses. The goal in designating Deputy Title IX coordinators is to ensure adequate representation across MC's diverse campuses and to allow campus constituents to easily access a trusted individual within their sphere of interaction. This team will serve as a visible demonstration of MC's commitment to prevention and education, a climate that encourages reporting, and offers a coordinated and effective institutional response. Access to resources and support should become more readily available by designating campus based personnel to act in the role of deputies.

Detailed Cost List

- Survey Development - 334 hours split between two administrators, one faculty, and one staff for a total cost of \$15,865.78 in wages.
- Website Design - 72 staff hours and equaled \$4118.00 in wages.
- Social Marketing - 40 staff hours equaling \$1660.80 in wages, and 2000 postcard and posters cost \$355.00.
- Survey Analysis - 100 hours split between one administrator and one staff member equaling \$5,584.20 in wages.

Prince George's Community College Campus Climate Survey 2016

Part 1: Survey Recipients, Administration, and Response Rate

The target population for this survey was 18 to 24 year old students, who were taking credit courses for Spring 2016. A total of 6,085 students were identified based on those criteria and a link to the survey was sent to each student's college email account. Two survey reminders in one week intervals were sent to all students who had not completed the survey at the time. Of all students contacted, a total of 455 provided responses (370 complete and 85 partial) to the survey (response rate 7.5%). Both complete and partial responses were included in the analyses in our attempt to use all available information to inform the college's decisions for future actions. Further, we communicated to the participants that their participation was voluntary and they were allowed to skip any question that they did not feel comfortable answering. The readability analysis indicated that the survey was at 9th grade level based on the Flesch-Kincaid index.

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.

Respondent population comparison to the general student population

In comparison to the survey recipients and the college student population as a whole, a larger proportion of the survey respondents were females (75.8%). While the majority of the college student population (73.3%) are Black or African American, 57.6% of the survey respondents fell in that category. Asian (7.5%), Hispanic (20.1%), and White (6.1%) survey completers were overrepresented in comparison to all students at the institution (Asian – 3.5%, Hispanic – 11.3%, White – 5.1%).

Part 2: Safety of the Campus and General Campus Climate

A total of five questions pertained to the students' perceptions relevant to the general campus climate. These questions included:

- I feel valued in the classroom/learning environment.
- Faculty, staff, and administrators respect what students on campus think.
- Faculty, staff, and administrators treat students fairly.
- I think faculty are genuinely concerned about my welfare.
- I feel like I am a part of this college.

The majority of students had positive perceptions of the campus environment as between 64.2% and 85.0% somewhat *agreed* or *strongly agreed* with these statements. The largest proportion of students (85.0%) indicated that they felt valued in the classroom/learning environment. Across these survey items, “*I feel like I am a part of the college*” was the lowest scoring one with about 64.2% of students somewhat *agreeing* or *strongly agreeing* with this statement. The percentage of students who *somewhat agreed* or *strongly agreed* with the other statements (“Faculty, staff and administrators respect what students on campus think.”; “Faculty, staff and administrators treat students fairly.”; “I think faculty are genuinely concerned about my welfare.”) were 80.4%, 79.3%, and 67.7% respectively.

In addition to the general campus climate question, another survey item (“I feel safe on campus.”) provided data about student perceptions of the overall safety of the campus. Of all respondents, 75.3% *somewhat agreed* or *strongly agreed*, 17.3% *neither agreed nor disagreed*, and close to 7.4% *somewhat disagreed* or *strongly disagreed* with this statement.

Filing a Report

A set of questions provided data on student perceptions of potential impacts related to the incident reporting. The following proportions of students indicated that these scenarios are *unlikely* or *very unlikely* to take place.

- The alleged offender(s) or their friends would try to get back at the person making the report. – 14.3% (N=370)
- Most students at this college would label the person making the report as a liar or troublemaker. – 39.6% (N=371)

The percentages were calculated based on the number of students who provided an answer as indicated in parentheses. Respondents also indicated their perceptions around the support that the person filing a report was likely to receive from other students at the college. About 11.3% of respondents who provided a response to this question believed that the person reporting an incident of sexual assault or sexual violence is *not likely* to receive support from other students (N=372).

Incidents/Experiences on Campus

Beyond student perceptions, we also inquired about student experiences around inappropriate behaviors on campus (e.g., individuals making sexist jokes, inappropriate comments, etc.). Participants were asked if they experienced any of the following inappropriate behaviors in class or work settings at the college, in a social setting at the college, or other settings at the college (e.g., off-campus events, school trips).

- Sexist remarks or jokes in your presence.
- Inappropriate comments about your or somebody else’s body or appearance in your presence.
- Crude sexual things to you, or tried to get you to talk about sexual matters when you didn’t want to.
- E-mailed, texted, or used social media to send offensive sexual jokes, stories, or pictures to you.
- Bribing with some sort of reward if you agreed to engage in a romantic relationship with that person.

The survey results for each question were calculated based on the number of participants who provided at least one answer. The results indicated that across those behaviors, 69.3% of respondents have never experienced sexist remarks (N=362), 65.7% never experienced inappropriate comments about their or somebody else’s body or appearance (N=362), 83.9% were never a subject to crude sexual remarks (N=361), 90.8% had never been emailed or texted offensive sexual jokes, stories, or picture (N=360), and 93.3% were never bribed to engage in a romantic relationship (N=358). A total of 55.5% of respondents (N=364) indicated that they had never experienced any of these behaviors.

Other Experiences on Campus

Another survey question inquired about whether since coming to this college, the student had experienced any unwanted sexual violence or unwanted sexual contact ON CAMPUS (which could include kissing, touching, harassment, stalking, etc.). Of those who viewed this question (N=376), 366 provided an answer. A total of 93.2% indicated that they had not experienced any unwanted sexual violence or unwanted sexual contact, 1.6% indicated that they prefer not to answer, and 5.2% (19 students) indicated that they have had such experiences. Of those who had such experiences, 8 report that an acquaintance or a peer were involved, 10 report no prior relationship with the person committing the actions, 2 report an incident with a friend, and 1 report that a current or a former partner or spouse was involved. Of the 19 respondents, 2 indicated that they reported the incident and the process helped a little. Of the rest, 16 did not file a report and 1 indicated that they preferred not to answer the question.

Part 3: Institution's Readiness to Address Issues of Sexual Misconduct

Participants were asked to rate the institution's preparedness to handle sexual misconduct cases. The answers to question 15 informed the institution of students' perceptions of institution preparedness. The majority of students (72.1%-78.6%) indicated that it was *likely* or *very likely* for the institution to handle a sexual assault or misconduct case appropriately based on these statements. Another 16.8 to 21.2% were not sure if the institution would act appropriately.

Part 4: Institutional Actions

The institution will more purposefully promote the resources available on campus for support for those experiencing inappropriate behaviors. Additional questions inquiring about student familiarity with available resources indicated that few students were familiar with those and specifically the role of the Title IX coordinator. The institution believes that targeted information about the role and responsibilities of the coordinator as well as actively publicizing the individual in this position would be beneficial for students to know who they need to turn to in cases of sexual misconduct or sexual violence.

Based on the data relative to incidents and experiences on campus, it appears that in comparison to other behaviors, students tend to experience sexist remarks and jokes or inappropriate remarks about one's body or appearance. The institution will take action to emphasize the zero tolerance policy relative to inappropriate behaviors that may appear as not serious offenses. In addition, students need to be informed that these behaviors should be reported and that the institution will take appropriate actions to address these reports.

The institution will develop different avenues to layer exposure and training on these topics in a more meaningful way for both staff and students. This will also include specific programming about the gaps identified in the survey.

Wor-Wic Community College

Survey Details

During the fall 2015 semester, students enrolled in the Fundamentals of College Study course (SDV 100) were invited to respond to the Wor-Wic Community College Sexual Assault Campus Climate Survey. The survey participants were between the ages of 18 to 24 years old. The Fundamentals of College Study course is designed to introduce students to information and habits to facilitate academic success at the college level. The college requires all new students who are attending college for the first time to take the course in the first term of enrollment.

Students in 20 sections of SDV 100 were surveyed regarding their perceptions related to safety and sexual assault. Paper surveys were administered in the classroom and students younger than 18 years old were asked not to participate. Of the 469 students between 18 to 24 years old taking the course, 322 responded, resulting in a 68.7 percent response rate. The 322 respondents represented 19.2 percent of all students 18 to 24 years old (1,673) enrolled in the fall of 2015. Race and gender breakdowns 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 95.1 percent confidence level and a 4.9 percent margin of error.

The cost for conducting the survey totaled \$1,174.79. This includes human resources for survey creation, including consultation with peers at other community colleges, internal consultations, researching sample surveys and creating the survey tool to meet reporting requirements. Also included are human resources for instructors to administer the survey in the classroom and to compile survey results.

Survey Results & Future Actions

The survey results and institutional actions to be taken in response to those results are organized into three areas based on the guidance provided in the Institutional Guidelines for the Sexual Assault Campus Climate Survey provided by MHEC:

- Student perceptions of the campus climate;
- Student perceptions of how the college responds to a crisis or incident on campus; and
- Future institutional actions based on these results.

Campus Climate Results

The Department of Justice recently reported that less than five percent of rape victims attending college reported their attack to law enforcement (Fisher, Cullen, & Turner, 2000). According to research experts, campus climate surveys are one of the best ways to get a true description of sexual assault concerns on a campus. Students were asked about their perception of the campus climate.

Of the respondents, those who agreed or strongly agreed:

319 students (99.4%)	agreed that employees respect what students think
316 students (98.4%)	agreed that they feel safe on campus
316 students (98.4%)	agreed that they feel welcome on campus
313 students (97.5%)	agreed that employees treat students fairly
308 students (96.3%)	agreed that public safety officers are present on campus
305 students (95.0%)	agreed that employees are genuinely concerned about the welfare of students

The results seem to indicate that Wor-Wic students who are 18-24 years old have a very positive perception of the campus climate, including employee concern about their welfare and fair treatment from employees.

The following survey questions provided the most relevant information regarding perceptions of how the college would respond to a crisis or incident on campus:

- The college is prepared to handle a crisis;
- The college would issue a timely warning of a crisis or incident to students; and
- The college would provide the victim with referrals to appropriate counseling, mental health or other agencies.

Readiness and Ability to Address Issues of Sexual Assault and 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 perception of how the college would respond to a crisis or incident on campus.

Of the respondents, those who agreed or strongly agreed:

291 students (99.0%)	agreed the college would make sure that local law enforcement agencies were contacted for crimes occurring on campus
268 students (98.2%)	agreed college officials would handle incidents in a fair and responsible manner
264 students (96.0%)	agreed the college would issue a timely warning of a crisis or incident to students
223 students (91.8%)	agreed the college is prepared to handle a crisis

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

318 students (99.1%)	agreed the college would take the report seriously
315 students (98.1%)	agreed the college would report the incident to local law enforcement officials, if requested by the victim

308 students (96.6%)	agreed the college would provide the victim with referrals to appropriate counseling, mental health or other agencies
306 students (95.3%)	agreed the college would protect the confidentiality of the victim

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

269 students (85.4%)	agreed that victims or witnesses can report crimes by sending a confidential text message to the college's public safety department
252 students (78.5%)	agreed they understood what happens when a student reports a claim of sexual assault at the college
251 students (78.0%)	agreed that if they or a friend were assaulted, they would know who to contact

The results seem to indicate that Wor-Wic students who are 18-24 years old have a very positive perception of the college's ability to respond to a crisis, give timely notification and to contact local law enforcement officials. They also have confidence in the college to handle a report of sexual assault, and to ensure that the victim's confidentiality is protected. However, a lower percentage of students know who to contact in cases of sexual assault and a lower percentage actually understands how the reporting process actually works.

Future Institutional Actions

While perceptions of campus climate are very positive and students have confidence in the college to properly respond to cases of sexual assault, more work is needed to ensure that students understand who to contact and the nature of the process in incidents of sexual assault.

Based on these results the college will improve its discussion within its Fundamentals of College Study (SDV 100) course of both contacts and the process of what happens next in reporting incidents of sexual assault. In addition, the college will provide more detail in its orientation session to outline who to contact in case of a sexual assault, and to explain the process of how such incidents will be handled by college officials. The college will also begin a website redesign in the coming year, and information on contacts and the process will be made easily accessible both on the website and within the college's student portal.

References

Fisher, B., Cullen, F., & Turner, M. (2000). The sexual victimization of college women: Findings from two national-level studies. Washington, DC: National Institute of Justice and Bureau of Justice Statistics.

PUBLIC FOUR-YEAR INSTITUTIONS

Bowie State University

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

This report was prepared in accordance with the Maryland Higher Education Commission's (MHEC) *Institutional Guidelines for the Sexual Assault Campus Climate Survey*. During the 2015 legislative session, the State enacted HB 571 (Md. Education Article, §11-601), a law requiring all higher education institutions to conduct a sexual assault campus climate survey. The survey was conducted before the March 1, 2016 deadline, and the results are shared below in accordance with MHEC reporting guidelines.

Methodology

Bowie State University's (BSU) Title IX Compliance Work Group was charged with reviewing the MHEC *Guidelines*, developing a survey plan, administering the survey, analyzing the results and preparing recommendations for action. The Work Group included representatives from the Office of the President, Office of Equity Compliance, Henry Wise Wellness Center, Office of the Vice President for Student Affairs, Office of Planning, Analysis and Accountability, Office of Residence Life, Campus Police and Partners in Peace. After reviewing the *Guidelines* and discussing various survey administration approaches, the Work Group decided to administer a paper climate survey, as attached in Appendix A, to a representative sample of students by class level. A random sample of spring 2016 classes was generated with enrollments greater than 25 with a representative sample of freshmen, sophomores, juniors, seniors and graduate students. Fifty-five sections were selected to participate in the survey with 22 from the College of Arts and Sciences, ten from the College of Business, six from the College of Education and 17 from the College of Professional Studies. A total of 1,616 students were enrolled in the selected sample sections.

Survey packets were delivered to faculty the week of February 8, 2016. The packets included survey administration instructions, the survey instruments and a list of resources for additional help or information. Faculty administered the survey in classes from February 15 – February 26, 2016. Thirty-six of the 55 sections participated in the survey (65.5%) with 47.8% of students responding (N=773). This represents 15.4% of the student population (UG=17.6%; Grad=5.8%) enrolled as of the spring 2016 term census date. The undergraduate respondents are representative of the population (gender, race/ethnicity, enrollment status). The graduate respondents are similar to the population (gender, race/ethnicity, residential housing status) but over represented with full-time students.

The data described below in this report examines all responses and compared results by respondent's gender and type of residential housing status. The report also compares responses of those having experienced concerns of unwanted sexual contact or sexual violence since coming to BSU. After reviewing this data, the Work Group decided that when the survey is administered again, the "neutral" category would be removed due to the fact that 20 – 35 percent of survey respondents selected "neutral" as their response. The inclusion of this response

category made interpretation of surveys unclear. Removal of the neutral option would provide more actionable results.

Safety on Campus and General Campus Climate

Question 13, "I feel safe on this campus," was selected as the indicator for students' perception of overall campus safety. Of the respondents, 68.2% agreed or strongly agreed that they felt safe on BSU's campus. Only 5.8% disagreed with this statement. There were no significant differences reported among the survey respondents as between genders and types of residential housing. There were also no significant differences in the responses from survey respondents as relates to those who expressed having experienced unwanted sexual contact in the past.

Questions 5 – 11 were examined to determine respondents' perception of the general campus climate. Overall, 62.5% were positive about campus culture, 29.0% expressed a neutral position and 8.5% were negative. Questions 5 and 7 addressed the students' perceptions on whether the faculty is concerned for and value students in the classroom. Eighty-one (80.9%) percent felt valued in the classroom and 1.8% disagreed with the statement. Sixty-three (62.6%) percent felt that faculty members were genuinely concerned about their welfare and 7.9% disagreed.

Questions 6 and 12 explored whether the staff respected students and treated them fairly. Over 70 percent (71.8%) agreed that faculty, staff and the administrators respected what students think; only 4.1% disagreed. Sixty-three percent (62.9%) felt that staff members treat students fairly and 8.2% disagreed. Over half of the respondents believed administrators were concerned about their welfare (55.6%) and 10.0% disagreed.

Questions 9 – 11 provided insight on respondents' connectedness to BSU – feeling close to people, feeling a part of the university and feeling happy at BSU. Respondents expressed lower satisfaction levels with feeling close to people than anticipated (44.3% agreed and 18.1% disagreed). This did not shift based upon where they lived. However, over 61.2% agreed that they felt like being a part of the university, and they were happy to be a student at BSU.

Campus Readiness and Responsiveness

Questions 14 – 17 addressed students' perception of readiness to respond to any crisis or incidents. Approximately half of the students agreed that the campus can respond, 40.4% were neutral and 9.6% disagreed. There were not significant differences in the responses based on gender or type of housing. Higher levels of disagreement (18.5%) and slightly lower levels of agreement (46.4%) were expressed by those who had experienced unwanted sexual contact since coming to BSU.

Questions 18 – 24 asked respondents how BSU might handle incidents of sexual assault or sexual violence. Three quarters (75.9%) of all respondents agreed or strongly agreed that reports would be taken seriously, that privacy would be maintained, that a criminal investigation would take place if requested, that the individual making the report would be safe and supported and that BSU would take actions to address factors that led to the assault and would handle the report

fairly. Respondents who experienced unwanted sexual contact were also positive about BSU's handling of sexual assault complaints (66.8%).

Question 37 addressed whether respondents received training and education on sexual assault through written or verbal methods. Three-quarters of the respondents (588) indicated that they received some form of training since coming to BSU, most of which occurred in their first or second year. 74.8% indicated having received information on the definition of sexual assault; 58.5% on how to report sexual assault; 59.2% on where to go for help if someone was sexually assaulted; 31.8% on Title IX protections against sexual assault; and 58.2% on prevention of sexual assault.

Planned Actions Based Upon Findings

BSU has been proactive in providing education to students, faculty and staff on sexual assault and sexual misconduct prevention, such as providing live training, Freshman Seminars, sponsoring special events and written materials. As part of BSU's proactive measures, the University will also deploy in the Summer of 2016 mandatory online interactive training through the vendor -Workplace Answers/Campus Answers. This training will be mandatory for students, faculty and staff. It will include information on Title IX, prevention of all forms of sexual misconduct, including, sexual assault, dating violence, and information on BSU's complaint process, bystander intervention, consent, as well as, links to BSU's policies. BSU will continue to bring awareness to the University community through events during Sexual Assault Awareness Month (April), Domestic Violence Month (October), Campus Conversations, Take Back the Night, Clothesline Project and Consent Workshops. In addition, BSU will continue its partnerships with organizations such as Black Women's Blueprint and Men Can Stop Rape, will also continue to utilize Prince George's Hospital Domestic Violence and Sexual Assault Center for crisis counseling and victim advocacy.

Based on the survey findings, BSU will also continue to reinforce its ongoing commitment to Title IX and the prevention of sexual assault by sending a University-wide e-mail from the President. BSU expects to hire a health educator to assist in the coordination and facilitation of training and activities to bring awareness surrounding sexual assault and other types of sexual misconduct. Bowie State also received a grant from the U.S. Department of Justice and the Office of Violence against Women in partnership with the University of Maryland, College Park for *Reducing Sexual Assault, Dating Violence, and Stalking*. This grant will help BSU to continue to provide training and education to campus police, judicial board members, staff and students about sexual assault, domestic violence, dating violence and stalking

Costs Associated with the Sexual Assault Campus Climate Survey

Below is a listing of direct and indirect costs with administering the survey:

Workgroup meetings	\$800
Survey form development	\$400
Resource sheet development	\$1577
Survey and Printing Costs	\$750

Survey packets distribution and return monitoring	\$125
Data entry	\$2493
Analysis and reporting	\$400

Coppin State University Narrative Report

In February 2016, as mandated by the Maryland Higher Education Commission, Coppin State University administered a campus climate survey on sexual misconduct to its entire student body. The goal of the survey was to better understand student perceptions about the campus climate relative to sexual misconduct.

This summary report is organized by the following themes:

- Section 1: Respondent Information
- Section 2: Perceptions about Campus Safety and General Campus Climate
- Section 3: Student Perceptions about Institutions' Response Readiness
- Section 4: Summary and Action Steps

Two methods of survey administration were used to assess student responses to the Campus Climate Survey. The first involved meetings with specific student groups, i.e. Student Athletes, Residence Hall Assistants, Student Government and the Charles B. Wright Student Leadership Group. Method two consisted of an email to the entire student population. The electronic survey was distributed to 3108 undergraduate and graduate students and remained open for responses throughout March 4, 2016. There were no cost incurred for survey administration; however, if funding is made available, additional incentives can be provided to students to increase participation yield.

Section 1: Respondent Information

Overall, 384 students completed the 15-minute web-based campus climate survey. Students were informed that participation was voluntary and that the information collected would remain confidential. Students responded to questions about faculty, staff, fellow students, comfort level, their experiences, and university facilities. As indicated in the table below, the response rate was higher for females than for males, and higher for undergraduates than for graduate students. 65.9% of the student respondents reside in the residence halls, and 34.1% live off-campus.

Survey Demographics

	Number of Respondents	Response Rate	Percent of all CSU students
Overall	384		12.4
Gender			
Female	253	69.3	10.9
Male	104	28.5	12.9
Class			
Undergraduate	350	95.1	13.1
Graduate	12	3.3	2.7

Section 2: Perceptions about Campus Safety and General Campus Climate

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I feel safe on this campus.	20.9	28	35.1	8.7	7.3
If a crisis happened on campus, Coppin would handle it well.	15.8	24.3	36.8	16.1	7.1
Coppin responds rapidly in difficult situations.	12.3	25.6	41.1	13.1	7.9
University officials handle incidents in a fair and responsible manner.	14.2	27.4	41.6	12.6	4.1
Coppin does enough to protect the safety of students.	16.6	30.5	35.4	9.8	7.6

Response Highlights

48.9 of respondents indicated that they felt safe on campus, and 47.1% thought that Coppin does enough to protect the safety of students.

Section 3: Student Perceptions about Institution’s Response Readiness

Coppin has offered a myriad of training and educational opportunities to increase students’ awareness of resources available to anyone who experiences or witnesses sexual misconduct. When asked if they had received written (i.e. brochures, emails) or verbal information (presentation, training) about sexual misconduct since coming to Coppin, students responses were as follows:

- 79.9 % indicated receiving information about the definition of sexual misconduct.
- 60.4% indicated receiving information about how to report sexual misconduct.
- 63.6% reported knowing where to get help if someone they knew were sexually assaulted.
- 46% acknowledged receiving information about Title IX protections against sexual misconduct.

- 61.3% indicated receiving information about how to prevent sexual misconduct.

	Very Likely	Likely	Neutral	Unlikely	Very Unlikely
Coppin would take the report seriously.	33.6	33.9	24.6	6.3	1.6
The University would take steps to protect the safety of the individual making the report.	31.7	32.5	27.5	6.6	1.7
Coppin would take action to address factors that may have led to the sexual assault and sexual violence.	27.9	35.2	29.2	5.5	2.2
Coppin would handle the report fairly.	30.4	31.2	30.1	7.4	0.8

Response Highlights

The majority of respondents expressed the belief that Coppin would take reports of sexual misconduct seriously and that the University would handle reports fairly. More than one half of the respondents also reported that the University would likely take steps necessary to protect the safety of individuals who make reports of sexual misconduct as well as take action to address factors that may have led to the sexual misconduct.

Section 4: Summary and Action Steps

Coppin State University is committed to providing a safe, healthy, and nondiscriminatory environment for students. The above data suggests that respondents hold different opinions about the degree to which Coppin State University promotes campus safety and general campus Climate. The survey results indicate high percentages of “Neutral” responses in those areas, which suggests the University should implement new strategies to improve student perceptions about the overall campus environment.

Additionally, the data indicates that the University should continue the awareness programs, trainings, and activities that have proven to provide students with a perception of well-being. Based on the ever-changing student demographics, the University will repeat the assessment annually to monitor and continuously evaluate the campus climate, in addition to the bi-annual mandate.

Frostburg State University Campus Climate Survey – 2016

Frostburg State University (the “University” or “FSU”) administered a survey from February 15, 2016 until March 11, 2016 to assess students’ experiences, attitudes, and perceptions related to campus climate and safety. An invitation to participate in the survey was sent to all 3,627 full-time undergraduate students aged eighteen (18) to twenty-four (24) years via their @frostburg.edu email. The survey instrument used by the University was created from the Bureau of Justice Statistics Campus Climate Survey Validation Study and was chosen based on the instrument’s efficacy at measuring victimization experiences and perceptions of campus climate. The survey was administered as published by BJS except that FSU indicators were added (e.g., replacing “campus security” with University Police and “school” with FSU). The survey was placed on the research platform *Baseline*, a Campus Labs product maintained by the University’s Office of Assessment and Institutional Research. The University launched a marketing campaign, including targeted emails from the University President and the University’s Title IX Coordinator, to encourage student participation in the survey. Approximately, \$1,200 was spent on marketing and incentives for the University’s campus climate survey. Financial support for the survey was provided by The FSU Foundation, Inc., the President’s Advisory Council Against Gender-Based Violence, and the Office of the President.

Demographic Information

Six-hundred and nineteen (619) students took the campus climate survey, for an overall response rate of 17.0%. Most of the respondents identified as female (64.7%) or male (33.1%). Many of the students who participated in the survey identified as White (67.8%), Black/African American (24.8%), or Hispanic or Latino (6.61%). For comparison purposes, the University’s undergraduate population is 51.0% female and 49.0% male. A little over half of FSU undergraduate students identify as White (55.3%), Black/African-American (30.8%), or Hispanic or Latino (5.1%).*

**represents all full- and part-time undergraduate students, including those under age 18 and over 24 years old*

Perceptions of Safety and General Campus Climate

Overall, students reported having a positive experience at FSU. Most of the respondents reported that they were happy to be a student (86.3%) and felt valued as an individual at FSU (82.2%) (Survey questions 7-10). In addition, the survey shows that many students feel safe on campus (82.5%) and believe the University tries hard to make sure that all students are safe (87.4%) (Survey questions 11 and 16). In terms of fairness, many of the students surveyed believe that the University tries hard to protect all students’ rights (79.7%) and tries hard to ensure that all students are treated equally and fairly (80.6%) (Survey questions 14 and 15).

Faculty and staff received high marks in the survey for their care and treatment of students. Most respondents believe that faculty are: genuinely concerned about their well-being (90.0%), doing everything they can to protect students from harm (86.7%), and treat students fairly (84.5%) (Survey questions 23-26). Similarly, many of the students surveyed believe that University Police are: genuinely concerned about their well-being (80.7%), doing everything that they can to protect students from harm (82.8%), and treat students fairly (76.7%) (Survey questions 19-

22). Finally, over three quarters of the respondents (79.9%) believe that University administration is genuinely concerned about their well-being and doing everything it can to protect students at FSU from harm (76.5%) (Survey questions 27-30).

In evaluating the campus environment, the survey results indicate that students at FSU tend to be more critical of their peers than of faculty and staff. Approximately, half (50.6%) of the respondents believe that FSU students do not trust each other and do not respect one another (42.4%) (Survey questions 17 and 18). While a majority (87.9%) of the students surveyed believe that sexual harassment is not tolerated at FSU, over half (60.2%) reported that FSU students do not stand up to their peers who are making sexual comments, jokes, or gestures (Survey questions 348, 384-386).

Perceptions of Readiness and Ability to Address Issues of Sexual Violence

Most (84.9%) of the students surveyed believe that if they were sexually assaulted, the University would take the matter seriously and treat them with dignity and respect (88.7%) (Survey questions 367-369). In addition, the respondents feel that students who are accused of sexual assault are treated fairly (82.6%), held accountable (76.8%), and punished appropriately (80.7%) by the University (Survey questions 354, 365-66).

Those students who took the survey reported being knowledgeable of the University's policies and procedures related to sexual violence. Most (68.9%) of the respondents were aware of and understood the University's procedures for handling incidents of sexual assault and would know where to take a friend who was sexually assaulted to get help (81.2%) (Survey questions 362-364). When asked about FSU's prevention efforts, students described the University taking sexual assault prevention seriously (79.7%) and doing a good job at educating students about sexual assault prevention (75.5%) (Survey questions 349 and 350).

Institutional Response to the Data

While the campus climate survey highlighted what the University is doing well, it also identified areas for improvement. During 2016-17 academic year, the University intends to continue analysis of the data and use the results to inform prevention efforts and strengthen its response to incidents of gender-based harassment and violence that are reported to the University.

One concern identified from the survey results is students' perceptions of their peers at FSU. Almost a third of the respondents reported not feeling close to people at FSU and over half believe that students do not trust one another. The University has already begun to explore how it can engage students more and help them build trusting and respectful relationships. The University's Office of Gender Equity hosted a number of focus groups at the end of the spring 2016 semester to discuss this topic and the University anticipates holding additional discussions during the 2016-17 academic year.

The survey shows a general reluctance on the part of some students to report incidents of sexual violence to the University and to utilize on-campus services. While the number of students who reported experiencing an incident of unwanted sexual contact during the 2015-16 academic year was relatively small (6.6%), most of these students never reported the incident to the University (96.0%) or sought confidential help from the University's counseling center (80.0%) or Brady

Health Center (100.0%). The University intends to examine this issue more closely with the goal of identifying and addressing any barriers to reporting or to utilizing on-campus confidential resources.

Although the survey shows that students feel that the University cares about them and is concerned for their wellbeing, students' perceptions of University administration is one area to improve. A little over half (51.2%) of the students surveyed believe administration is more interested in preserving the institution's reputation than the students it serves (Survey question 30). This result is troubling and should be immediately addressed. In order to create greater transparency, the Office of Gender Equity will begin publishing an annual report to the campus community that details the University's response and prevention efforts related to gender-based harassment and violence. In addition, the President's Advisory Council Against Gender-Based Violence will be tasked with examining this issue in greater detail and making recommendations on how the University can better foster a culture of reporting incidents of sexual violence and supporting survivors.

Salisbury University

Sexual Assault Campus Climate Survey Overview

Survey Administration and Response Rate

Salisbury University conducted a Sexual Assault Campus Climate Survey in February 2016. The survey was submitted to all 8,280 students (full- and part-time, degree- and non-degree seeking) enrolled at the time of administration, regardless of where they were based (main campus, satellite locations, study abroad, etc.). The questionnaire was largely based on model instruments made available by the federal government in the “Climate Surveys: Useful Tools to Help Colleges and Universities in Their Efforts to Reduce and Prevent Sexual Assault” publication, and the Maryland Higher Education Commission (MHEC). To safeguard subject confidentiality/anonymity, the survey was sent out by the Office of University Analysis, Reporting, and Assessment (UARA) staff, who are experts in handling confidential student information and who are the only individuals with access to the password-protected survey platform. An additional layer of protection was provided when the UARA staff manually deactivated the option to record IP addresses of subjects through this questionnaire. The online survey was electronically submitted on February 24, 2016, using the UARA's "Survey Monkey" account and had a field period of three weeks, ending on March 16, 2016. Regular reminders were sent out on February 29, March 4, and March 10.

Of the 7,542 undergraduate students surveyed, 372 (4.9% of undergraduates) responded to the survey, which represents 4.9% of this particular population. With regards to graduate students, 738 received the survey, with a total of 31 (4.2% of graduate students) responding. It should be noted that females and minority students are overrepresented in the survey responses when compared to the general population on campus.

The overall direct cost associated with survey administration was \$500. This cost estimates is based on the distribution of \$50 incentives to 10 randomly selected survey respondents. The use of Survey Monkey, for which the University already subscribes, would have otherwise cost an additional \$300. Additionally, indirect costs include over 100 personnel hours: an estimated 80 hours related to survey planning, Institutional Review Board (IRB) proposal development, administrative coordination and reporting within the Office of Institutional Equity and an estimated 30 hours related to survey administration and analysis of results within UARA.

Campus Safety and the General Campus Climate

The majority of respondents indicated that they perceive our campus to be safe, and that the University does enough to protect the safety of students. In Q7i, 72.6% of respondents agreed or strongly agreed with the statement, “I feel safe on this campus.” In Q8d, 61.5% agreed or strongly agreed with the statement, “[t]he University does enough to protect the safety of students.” Q7 provides additional insight regarding the general campus climate. Most responses were positive, with a majority of respondents agreeing/strongly agreeing with the following statements: “I feel valued in the classroom/learning environment” (78.6%), “I am happy to be at this University” (75.1%), “Faculty, staff, and administrators respect what students on this

campus think” (73.6%), “I think faculty is genuinely concerned about my welfare” (70.4%), “The faculty, staff, and administrators at SU treat students fairly” (68.5%), “I feel like I am part of this University” (66.2%), “I feel close to people on this campus” (60.2%), and “I think administrators are genuinely concerned about my welfare” (54.9%).

Institutional Response

Q8 advances our understanding of the perceptions of the University’s response to a crisis and other incidents. Most responses were positive, with a majority of respondents agreeing/strongly agreeing with the following statements: “If a crisis happened on campus, the University would handle it well” (64.2%), “The University responds rapidly in difficult situations” (61.5%), “The University does enough to protect the safety of students” (61.4%), and “University officials handle incidents in a fair and responsible manner” (58.6%).

Q9 explores the respondents’ perceptions of how the University might handle a reported allegation of sexual assault and sexual violence. Again, most responses were positive, with most respondents agreeing/strongly agreeing with the following statements: “If requested by the individual, the University would forward the report to criminal investigators (for example, the police)” (80.6%), “The University would take the report seriously” (78.1%), “The University would do its best to maintain the privacy of the individual making the report” (77.6%), “The University would take steps to protect the safety of the individual making the report” (73%), “The University would handle the report fairly” (69.7%), “The University would support the individual making the report” (68.2%), and “The University would take action to address factors that may have led to the sexual assault and sexual violence” (63.8%).

Regarding their knowledge of University procedures, the majority of students (54.5%) indicated in Q12 they agreed that “If a friend or [themselves] were sexually assaulted, [they] know where to go to get help on campus,” while only 34.2% 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, 43.9% 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.” In Q14, respondents were asked whether they had received written (i.e., brochures, emails) or verbal information (presentations, training) from anyone at the University about different sexual assault topics. A majority of respondents indicated that they have received information on “the definition of sexual assault” (80%), “how to help prevent sexual assault” (76%), and “where to go get help if someone you know if sexual assaulted” (54.9%), while only 42.9% of respondents indicated having received information on “Title IX protections against sexual assault,” and 42.2% indicated having received information on “how to report a sexual assault.”

Finally, of the 89 students who indicated that they had experienced any unwanted sexual violence or contact, 18 (20.2%) told at least one faculty or staff affiliated with SU about the incident. Of those that made a report with a faculty or staff member, 55% rated the quality of the help provided by this person good/very good.

Conclusions and Action Steps

As anticipated, the survey provided the University leadership with invaluable information that will allow us to tailor our campus response, intervention and prevention efforts to meet the needs of our campus community. We were particularly pleased to learn that the campus climate, the University's response to crises, and how the University might handle reports of sexual assault and sexual violence are generally regarded as positive. We take pride that our students appear willing to take an active role in building a safe campus community, with 95.5% of respondents indicating that they are likely/very likely to "Go with a friend to the police department if the friend said she or he was raped," 90.7% of respondents likely/very likely to "Confront a friend who was hooking up with someone who is passed out," and 83.9% likely/very likely to "Confront a friend if [they] heard rumors that they forced someone to have sex."

Despite the positive feedback, there are opportunities for improvement. In Q15, approximately 25% of respondents, or 1 in 4, indicated having experienced some form of unwanted sexual violence or unwanted sexual contact (which can include kissing, touching, harassment, and stalking). This calls for increased focus on prevention strategies.

Among those respondents who told at least one faculty or staff member about an incident of unwanted sexual violence or unwanted sexual contact, 55% rated the quality of the help provided as good/very good. Given the fact that, as indicated in Q21, a very small fraction of students sought help from a resource outside the University, it is imperative that we continue to provide quality resources and services to students within our campus.

The University takes sexual misconduct prevention, awareness, and response very seriously. The University publishes electronic notices of nondiscrimination twice per year, including protections afforded by Title IX, reporting options, and Title IX Coordinator information. This information is widely available in bulletin boards throughout our campus year-round. Additionally, the University provides in-person educational sessions to incoming students during fall and spring orientation programs, as well as targeted programs for specific campus populations. Nonetheless, survey provides evidence that the University should further enhance awareness and education efforts. The responses to Q12 indicate that respondents lack awareness of resources and reporting options on campus; in particular, the fact that roughly half of respondents indicated that they disagree/strongly disagree that "[They] understand what happens when a student reports a claim of sexual assault at the University" makes it clear that more awareness and education on the complaint resolution process is needed. The lack of awareness of campus resources is further made evident by Q14, in which 54.9% of respondents having indicated that they received written or verbal information on "Where to go to get help if someone you know is sexually assaulted." Moreover, most students indicated not having received written or verbal information on "Title IX protections against sexual assault" and "How to help prevent sexual assault."

Upon careful analysis of the results of the survey, the University plans on implementing mandatory student training for all incoming students, as well as an annual, week-long campaign each fall semester, including information on students' rights and responsibilities, prevention strategies, including bystander intervention, healthy relationships, cultural competency, etc.

Towson University

Climate Survey Report (per Maryland State Law – HB 571)

May 23, 2016

Survey Administration

Towson University administered the Climate Survey created by the Maryland Higher Education Commission to a randomly selected sample of 3,770 degree-seeking undergraduate students who were enrolled at Towson University as of February 8, 2016. The university used an online survey tool to collect responses and communicate, via email, with the sample of students.

The survey collected data from February 9, 2016 through March 1, 2016. Participants were sent one invitation and two reminder emails. An incentive, a chance to win one of five \$50 gift cards, was offered to participants. Four-hundred and fifty (450) students responded for a response rate of 12%, and 394 respondents completed the survey in its entirety.

The demographics of the sample and the respondents differed noticeably on a few measures. Compared to the selected sample, respondents were more likely to be female (78% of respondents versus 60% of the sample), more likely to be white (63% versus 59%), and less likely to be African-American / black (15% versus 19%).

An approximate total of \$2164 was spent to administer this survey. This included a total of 29 staff hours at approximately \$66 per hour: preparing the survey instrument (1.5 hours), obtaining Institutional Review Board approval (2.5 hours), building, testing, and administering the instrument (7 hours), sample selection (1 hour), analyzing data (6 hours), and preparing report (11 hours). Additionally, five \$50 incentive prizes were purchased.

Perceived Campus Safety

General Campus Climate: Overall, the majority of students responded favorably on measures relating to general campus climate. Nearly three-quarters of respondents reported feeling valued in the classroom/learning environment (74.0%) and said that they are respected by faculty, staff, and administrators (73.6%). Over half (57.1%) reported feeling they are a part of the university. Two-thirds (68.5%) indicated students are treated fairly by faculty, staff, and administrators and 73.4% said they are happy to be at Towson University. Nearly two-thirds (64.1%) said they think faculty are genuinely concerned about their welfare, while only 49.1% said they feel that administrators are genuinely concerned. (Survey questions 1-8)

Perceptions of Safety: When asked about their perception of campus safety, 74.3% of respondents agreed that they feel safe on campus. Only 5.3% of respondents answered negatively to this statement. Similarly, 60.5% of respondents agreed the university does enough to protect student safety. In relation to how the university would handle a crisis on campus, 72.1% agreed the university would handle a crisis, 55.4% reported that they believe the university responds to crisis rapidly, and 58.3% said university officials would handle incidents in a fair and responsible manner. (Survey questions 9-13)

Perceived Institutional Response to Sexual Misconduct

Training and Education: Overall, survey responses indicate that most students have received information about sexual misconduct, including the definition of sexual assault (69.2%), how to report (64.9%), where to get help (60.3%), and how to prevent sexual assault (58.7%), through the university's current educational efforts. In contrast, only 31.0% said they had received information regarding Title IX protections against sexual assault. Fifty-four percent of respondents indicated they received information through their orientation program, while 23.6% said they had received a campus wide email on sexual violence policies and resources.

Many students, however, appeared unable to retain the information provided. . About half (49.2%) reported they knew where to get help on campus if they or a friend were sexually assaulted. Similarly, 36.9% said they understood what happens when a student reports a claim of sexual assault to the university, and 34.7% said they did not know where to go to report an incident. Of the respondents who said they had experienced unwanted sexual violence or unwanted sexual contact but did not report it to anyone, 10.0% did not know the reporting procedure on campus. (Survey questions 15, 16, 32-41)

Investigations and Response: If an individual reported an incident of sexual violence or assault, 80.5% of respondents said that they believe the university will take the report seriously. Similarly, 83.8% of respondents said the university will do its best to maintain the privacy of the individual reporting, and 80.4% thought the university will take steps to protect the safety of the individual reporting. If requested by the individual, 85.2% of respondents stated the university would forward the report to investigators. Slightly less respondents (70.0%) indicated the university would handle the report fairly.

Of the respondents who said they had experienced unwanted sexual violence or unwanted sexual contact, but did not report it to anyone, 25.0% didn't think the incident had anything to do with the university, 20.0% feared they or another person would be punished for violations such as underage drinking, 10.0% found the campus process difficult, 5.0% didn't feel the campus leadership would solve their problem, and 5.0% didn't think the school would do anything about the report. (Survey questions 17-23, 41)

Campus Climate toward Reporters: A majority of respondents (72.2%) indicated that that the university would support a reporter of sexual assault. Similarly, 71.5% of respondents said it is likely the university will take action to address factors that may have led to an incident of sexual assault or sexual violence. Regarding students' treatment of someone making a report, just over half indicated that it would be unlikely that most students at Towson University would label a reporter a liar, while 17.2% said that it was likely that a reporter would be labeled a liar. More concerning however, is that only 60.5% of respondents said that it is likely that most students would support the person making the report. Furthermore, 33.6% of respondents said that it is likely that the alleged offender would try to get back at the person reporting, while only 26.2% of respondents think that it is unlikely that retaliation may occur. This is an area for more education about the importance of supporting reporters of sexual assault and university consequences for retaliation. Survey questions 24-26)

Incidence of Sexual Violence: In response to whether respondents had experienced unwanted sexual violence or unwanted sexual contact since coming to Towson, 15.4% responded that they had experienced unwanted sexual violence or contact, 79.5% responded that they had not, while 5.0% indicated that they preferred not to say. A little over half (54.1%) of the unwanted sexual violence or contact occurred off campus and slightly less than half (42.6%) occurred on campus.

Close to two-thirds of victims (62.3%) told someone about their incident, and of those, only 27.0% told someone who was affiliated with the university. Nearly two-thirds (64.5%) rated the help provided by this person as very good to neutral, while 35.4% indicated that the help was poor.

Of the respondents who said they had experienced unwanted sexual violence or contact, but did not report it to anyone, 50.0% didn't think others would think it was serious, 25.0% thought they would be blamed for what happened, 10.0% were concerned that others would find out, and 5.0% feared others would harass them or react negatively toward them. (Survey questions 35-41)

Summary and Future Action

The Climate Survey indicates that students do not know where or how to report incidents of sexual violence, and are unfamiliar with their rights under Title IX. In January the university restructured the Title IX Office and hired a full-time Deputy Title IX Coordinator position to manage and investigate reports of sexual misconduct, provide resources and interim measures, and oversee policy revisions, education, and trainings. The office will work in collaboration with several entities on and off campus to provide care for students, help to educate the campus about the reporting and investigation process, and provide transparency about how the university handles instances of sexual violence including consequences for violators.

Despite the fact that students are receiving information about policy definitions, reporting, and the university's Title IX process, many students are not retaining this information. As a result, Towson University will increase education through a newly created Sexual Violence Prevention Educator position. This person will be responsible for coordinating programming and education efforts for the student population around the areas of sexual and gender based violence. The Prevention Educator will work closely with the Deputy Title IX Coordinator ensure the campus community is informed about Title IX processes.

The data also indicates that more training of faculty and staff is necessary to ensure an informed response to students who share information about unwanted sexual violence or contact. The university is reviewing its current training program with plans to improve it.

The university will also implement a new Title IX website for the campus community to provide straightforward information about sexual violence, Title IX rights, reporting, the investigation process, the Student Conduct process, and resources available. The website will be accompanied by a strong informational campaign including print and social media, and other methods to communicate information about rights under Title IX, how and where to report and other services and resources available.

University of Baltimore

The University of Baltimore (UB) Sexual Assault Campus Climate Survey was administered by the Schaefer Center for Public Policy at the University of Baltimore, through a web-based survey hosted on the Qualtrics survey platform, between February 12 and February 29, 2016. Email invitations were sent to all students who were at least 18 years of age and who were enrolled in both the spring semester of 2016 and the fall semester of 2015. 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 one week after the initial invitation and the day before the survey closed to encourage participation from those students who had not yet responded. No inducements or incentives were offered to students to complete the survey. This is the first survey of its kind administered at UB, costing \$8,396.

Response

Of the 4,960 students invited to participate, 680 completed the survey, with an additional 106 completing some of the survey questions. Additionally, 40 students agreed to participate, but did not answer more than four questions. The total response rate was 16.7%. Thirty-eight students responded but did not participate. Sixteen students opted-out of the survey directly from the email invitation, and 22 students refused the informed consent to participate. Not all students elected to answer all the questions, and partial responses are included. Percentages reported exclude missing 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. In general, the respondents were similar to the population of students at the university in terms of college (with a slight underrepresentation of the Yale Gordon College of Arts and Sciences and a corresponding overrepresentation of the College of Public Affairs).

While the university collects gender data as a “male/female/unknown” variable, the survey allowed students to select the category that represented their gender identity (male/female/transgender female to male/transgender male to female/other/prefer not to say). While males comprise 40.0% of the student population, they accounted for only 29.0% of the respondents. Conversely, female students accounted for 67.5% of the sample, while only comprising 58.3% of the student population at UB.

As compared to their proportion in the student population, undergraduate and graduate students were very slightly more likely to respond (.4 and 1.1 percentage points, respectively), while law and advanced professional degree students showed a corresponding lower response (1.2 and .2 percentage points, respectively).

Most respondents indicated that they were not of Hispanic or Latino origin (92%), while a small number (5.2%) self-identified as Hispanic or Latino and a handful preferred not to say (2.8%). Students were almost evenly split between those who described themselves as Black or African American (42.9%) as those who described themselves as White or Caucasian (44.6%). The additional categories were American Indian or Alaskan Native (0.9%), Asian (4.9%), or Native Hawaiian or Pacific Islander (0.1%). The majority of students used one racial classification to define themselves (98.4%), while a small number described themselves as being of more than one race (1.6%).

Perception of Safety

Safety of the Campus

The perceptions of safety of the environment can be ascertained through questions 13, 14, 15, 16, 17, 21, and 22. The students who responded to the survey were generally knowledgeable about how to contact various campus resources relating to instances of sexual misconduct (percentage indicating they were aware): UB Police Department (81.2%), UB Counseling Center (57.4%), Title IX Coordinator (30.7%); and the Deputy Title IX Coordinators (30.0% and 26.9%). The survey also asked about two UB Police Department safety programs, the Secure Escort Program and the LiveSafe Smartphone app. The Secure Escort Program was familiar to 49.9% of respondents, and the LiveSafe app was familiar to 44.1% of respondents.

General Campus Climate

The general campus climate was ascertained through questions 7, 8, 9, 10, and 23. Question 23 asked if students had personally experienced sexual misconduct since coming to UB (though this could include instances that were not related to the UB campus environment). Most students reported not having experienced any form of sexual misconduct (94.1%), though 4.3% responded that they had and 1.6% indicated that they preferred not to say.

Students had positive reactions to how UB would handle reports of sexual misconduct (percentages are of those selecting “likely” or “very likely”): UB would take reports of sexual misconduct seriously (79.5%) and handle the report fairly (73.4%); UB would maintain privacy (80.0%), take steps to protect the safety (80.0%), and support the reporter of sexual misconduct (73.2%); UB would forward the report for criminal investigation if asked (82.3%); UB would address factors that lead to the misconduct (75.6%).

In general, students were divided about the potential reactions of others at UB to a person reporting misconduct (percentages are of those selecting “unlikely” or “very unlikely”): label the reporter a troublemaker (55.8%) or have a hard time supporting the reporter (59.9%). Though, they were less certain about retribution from friends of the alleged offender(s), with 29.8% selecting that it was unlikely or very unlikely that this would happen, 22.4% neutral, and 23.6% reporting that it would be either likely or very likely (24% said they did not know).

Students generally agreed that they would know where to go to get help on campus if they or a friend were sexually assaulted (57.1% agree, 9.0% neutral, 25.4% disagree, 8.6% didn’t know); understood what happens when reporting sexual assault (43.7% agree, 14.1% neutral, 30.1% disagree, 12.1% didn’t know); and know where to go to make a report if they or a friend were sexually assaulted (59.2% agree, 9.3% neutral, 23.3% disagree, 8.3% didn’t know).

Students at UB felt that they would be likely to do positive things regarding instances of misconduct or heightened risk (percentages reporting “likely” or “very likely”): call police about someone being bothered in a parking lot, etc. (86.7%); tell campus authorities about information regarding misconduct (83.6%); confront a friend hooking up with someone who was passed out (89.6%) or who was rumored to have forced someone to have sex (80.6%); and go with a friend to the police if he or she reported being raped (94.8%).

Readiness and Ability to Address Sexual Assault and Violence

Training and Education

Questions 5, 18, and 19/20 addressed perceptions about training and education. Almost three-quarters of students reported having received information or education about sexual misconduct before they came to UB (74.5%). At the time of survey, most students reported that they took some sort of training about sexual assault or violence (69.9%), with a majority reporting that they took the HAVEN student online training, launched in September 2015 (54.7%), and 11.2% reporting that they attended a session as part of orientation. A small number reported having participated in some other training (4.0%), while 39.4% reported not taking orientation or training at UB about sexual assault/violence. UB's sexual assault training program offered at orientation began in August 2015.

Since coming to UB, most students reported that they received written or verbal information about various aspects of sexual misconduct, including: its definition (88.5%); how to report it (63.0%); where to go to get help (64.2%); Title IX protections (55.1%); and how to prevent it (73.7%). Students who reported that they had received information about each of these aspects at UB were then asked how familiar they were with each one (percentage of those saying very or somewhat familiar): definition (98.4%); how to report it (95.9%); where to get help (95.0%); Title IX protections (84.9%); and how to help prevent it (95.9%).

Support for Persons Reporting Sexual Assault/Misconduct

As discussed under the general campus climate, questions 7, 8, and 9 explored student perceptions of the support available at UB. These responses show a very positive feeling about the following: that UB would take positive actions in response to reports of sexual misconduct; that there would be positive reactions of others in response to someone who reported sexual misconduct at UB; and that the student respondents themselves would take positive actions in the future to prevent misconduct or help another person who has experienced sexual misconduct.

Administrators Responsible for Investigating Sexual Misconduct

Questions 10, 11, and 12 addressed the 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): UB Title IX Coordinator (73.4%); any UB staff member (62.2%); regular faculty (58.8%); and adjunct faculty (43.4%).

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

The University of Baltimore will pursue the following actions on the basis of its survey results: UB will make an effort, when possible and appropriate, to tailor sexual assault-related outreach and awareness activities to meet the needs of students within the individual colleges at UB, noting that students' needs may differ in certain colleges (Question 7, 10 and 11); UB will continue to make known to students the resources and services available on and off campus and continue a robust training and education program to enhance student knowledge about sexual misconduct (Questions 5, 18 and 19); UB will institute a cycle of providing students with notice

about the Secure Escort and LiveSafe app to increase the number of students who have this app and to increase overall student awareness (Questions 21 and 22).

University of Maryland, Baltimore

I. Background

The University of Maryland, Baltimore (UMB) is a largely graduate and professional institution located in Baltimore, Maryland. There are seven schools within the University: the Graduate School; the School of Dentistry; the Francis King Carey School of Law; the School of Medicine; the School of Nursing; the School of Pharmacy; and the School of Social Work. Of the total number of currently enrolled students, 4462 were listed as female and 1764 were listed as male. The total enrollment for the University of Maryland, Baltimore for the spring 2016 semester was 6226 students: 886 enrolled in Bachelor's Degree programs; 1966 enrolled in Master's Degree programs; 438 enrolled in Research/Scholarly Doctorate programs; 2831 enrolled in Professional Practice Doctorate programs; and 105 enrolled in Certificate programs.

II. Survey Participants and Administration

UMB used existing staff and resources to develop the survey. The survey was then administered using Campus Labs ® Baseline, an assessment tool that provides technology (including an online platform), resources, and consultations. The annual cost for Baseline in 2016 was \$16,640. UMB had an existing contract with Campus Labs ® prior to the survey, and the service is used by other offices within the institution for various projects. After the survey responses were provided by Baseline, existing staff and resources were used to review and analyze the results.

This current Spring 2016 survey is the fourth administration of a campus-wide survey related to issues of sexual misconduct, including sex and gender-based discrimination, sexual harassment, and sexual violence/sexual assault. The survey was conducted online and sent to currently enrolled students who had chosen to share their email addresses with UMB. (The survey was sent to 5933 recipients, noting that this number may have left 293 students out of the total spring 2016 enrollment numbers (6226)). The survey was open for responses from March 1, 2016 through March 31, 2016.

There were a total of 755 respondents, resulting in a 12.7% response rate. Additionally, out of the 755 total respondents, 639 respondents fully completed the survey, resulting in an 84.6% completion rate. The response rate for female students (75.0%) slightly exceeded overall enrollment (71.6%); while the response rate for male students (22.9%) was slightly less than overall enrollment (28.3%). In addition, less than 10 respondents identified as transgender (0.3%) and as genderqueer/gender non-conforming (0.3%), and 12 preferred not to answer (1.7%).

I. Perceptions of Campus Climate and Safety

Respondents' perceptions of the campus climate were overall positive as the data showed that less than 2% of student respondents had experienced sexual violence whereas less than 5% had experienced sexual harassment during the 2015-2016 academic year. Specifically, in Question 28, when asked if they had experienced sexual violence while on UMB's campus, during a UMB-sponsored activity, or involving other members of the UMB community, 11 student respondents (1.7%) answered "yes," while 633 (98.3%) answered "no." In Question 34, when asked if they had experienced sexual harassment while on UMB's campus, during a UMB-sponsored activity, or involving other members of the UMB community, 30 student respondents answered "yes," (4.7%) and 613 answered "no" (95.3%).

Additionally, less than 4% of students had witnessed sexual harassment or sexual violence during the 2015-2016 academic year. Specifically, in Question 40, students were asked if they witnessed sexual harassment (including sexual violence) against a UMB student, faculty or staff members or another affiliate of UMB; 21 student respondents (3.3%) answered “yes” and 621 (96.7%) answered “no.” Students who may have witnessed sexual harassment or sexual violence were also asked what they did in response, whether they reported it and if not, what prevented them from reporting the incident(s) in Questions 42 and 43. The open-ended responses in Question 43 indicated that those who did not report the incident(s) made that decision because it had already been reported or the victim did not wish to report, and the witness did not want interfere.

In assessing respondents’ perception of safety the data also showed that UMB is considered safe by a clear majority of the respondents. Question 54 asked, “Is there any particular program, event, department, or geographic area of campus of UMB that you believe has a serious problem of sexual harassment or other sex-based discrimination, including sexual violence?” Only 7.5% of students felt that there was an area that was particularly unsafe; in Question 55, the top three areas identified by the students were: the urban environment of Baltimore, areas surrounding student garages, and one of the seven schools (with less than 10 students indicating each area).

II. Institution’s Readiness and Ability to Address Issues of Sexual Assault/Sexual Violence

Question 48 sought to learn respondents’ perceptions about the institution’s readiness and ability to address issues of sexual harassment, sexual assault /sexual violence. Almost three-quarters of the respondents (73.4%) replied they thought UMB would respond effectively to student complaints, while 18.0% replied “don’t know” and 8.6% replied “no.”

In Questions 49 and 50, student respondents were asked if they had received any training on sexual harassment, sexual violence, and sex-based discrimination, and if so, to describe the training they had received. In response, 68.4% respondents answered, “yes”; 22.0% answered “no,” and 9.5% could not remember.

To assess respondents’ perception of the University’s readiness and ability to address issues of sexual misconduct, student respondents were asked to rate their comfort level in reporting to various offices and departments on campus in Questions 20 through 26. Student respondents were most comfortable reporting to the Counseling Center (73.8%), followed closely by Student Health (71.7%); as well as the UMB Hotline, (65.5%) and UMB Campus Police, (62.0%). Other areas yielded less than 50% of respondents stating they were comfortable: dean/faculty (48.4%); central Accountability and Compliance (44.9%).

In Question 27, respondents were asked what barriers they thought discouraged students from reporting sexual harassment or other sex-based discrimination, including sexual violence. This question allowed for an open-ended response, and 70.6% of the student respondents provided an answer. Student respondents listed a number of possible barriers, the most frequent responses involved some degree of “embarrassment,” “shame,” “guilt,” “social stigma,” “judgment,” and “fear” of some sort – including, but not limited to: fear of not being believed, fear of judgment,

fear of the accused (Respondent/harasser/perpetrator), and fear of retaliation or reprisal. A number of other student respondents also listed concerns of “not being taken seriously,” “not being believed,” “victim blaming” as barriers to reporting. Some student respondents also expressed concern that nothing will happen to the accused, while others would not want to get the accused in trouble.

III. Institution’s Proposed Actions Based on Survey Results

Question 46 asked respondents to rate their familiarity with UMB’s policies/procedures and the response rate for those who said familiar (66.4%) or very familiar (9.5%), although adequate, can be improved. The same holds true for Question 52, which asked whether respondents knew the identity of the Title IX Coordinator and how to contact the Coordinator, yielding 31.3% who answered “yes.”

In response to this fourth administration of the survey, UMB plans to continue expanding its education and awareness campaign, providing resources and relevant information through mandatory online training for faculty, staff and students and online training opportunities for affiliates; in-person trainings, educational programming and forums; and the distribution of printed materials, while also encouraging open and honest dialogue about the issues related to sexual misconduct. Relevant resources and information on how to report sexual misconduct will also continue to be disseminated at campus-wide events, such as events in observance of Sexual Assault Awareness Month and Domestic Violence Awareness Month, as well as the UMB Wellness Fair. Question 56 provided the most relevant information for addressing this, asking students if there were any suggestions on how UMB can better education the campus about sexual harassment, sexual violence, and other forms of sex-based discrimination, as well as UMB policies and students’ rights. Approximately 40.4% of total student respondents provided answers, giving their thoughts and suggestions.

University of Maryland, Baltimore County Report on the Sexual Assault Campus Climate Survey

MHEC Question No. 1

Who received the survey and how did the institution select those participants? How did you conduct your survey? How was it administered, 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?), and how does the respondent population compare to the general population on campus?

UMBC Response No. 1

The climate survey process was managed by the Office of Human Relations, in consultation with the Research Protection and Compliance Office prior to its February launch. The survey was administered using Qualtrics survey software. All students, graduate and undergraduate, received an email invitation from the Title IX Coordinator encouraging them to complete the campus sexual misconduct climate survey. The invitation provided a link to the survey. Students were assured that the survey responses would be anonymous. The survey was live for three weeks and closed on March 1, 2016. Students who did not complete the survey received up to two reminder emails to encourage participation before it closed.

Using a census distribution, 13,317 students received the Survey invitation. 3,918 students opened the survey and 18.3% of those students began the survey, resulting in a total of 666 survey responses. The demographic profile of the survey respondents were generally consistent with UMBC's campus population, except for race and gender. Individuals who identified their race as white and their gender as female were represented at a higher proportion in the survey respondents.

UMBC's general campus population consists of 81.2% undergraduates and 18.8% graduate students. Residential students make up 34.7% of the population, while 65.3% live off-campus. 54.3% are male and 45.7% are female. 62% of the students are age 22 or younger, 27% are 23-25, 11% are 26-30, and 11% are 31 or older. 46.0% of the students identify as White, 18.6% identify as Asian, 16.7% identify as Black or African American, 0.1% identify as American Indian or Alaskan Native, and 5.6% identify their ethnicity as Hispanic.

The majority of the survey respondents were undergraduates (84.6%) and the graduate student response was 14.5%. 41.7% of the respondents reported living on campus, and females represented 60.5% of the respondents and males represented 33.6% of the respondents. The majority of the respondents were ages 18-24 (78.0%), followed by those aged 25-29 (11.7%), and the remainder were aged 30 through 60 (30-39, 4.7%; 40-59, 2.8%; 60 and older, 0.6%). Most of the survey respondents identified as White (71.1%), followed by 14.5% Asian, 13.4% Black or African American, 2.1% as American Indian or Alaskan Native, and 4.5% identified their ethnicity as Hispanic or Latino.

The associated costs, thus far, for administering this climate survey is \$5,000 for the yearly Qualtrics license and associated effort. Indirect costs for staff labor, analysis and distribution of findings has not yet been determined. The University also continued to incur costs of \$39,000 for

the administration of Haven, the on-line training and embedded climate survey initiated in Summer 2014 to comply with previous recommendations and system mandates.

MHEC Question No. 2

How do respondents perceive the safety of the campus and the general campus climate? Which survey questions provide the most relevant information for this answer?

UMBC Response No. 2

The survey reflects that UMBC respondents feel safe on UMBC's campus and have a strong sense of community as reflected in the responses to Questions 7, 8 and 10.

Respondents were asked to agree or disagree with certain statements that addressed their perceptions of UMBC. Of the 559 responses, 489 respondents agreed at some level with the statement "I feel safe on campus." Of the 560 responses, 469 of the respondents agreed at some level with the statement "Faculty, staff and administrators respect what students on this campus think." Of the 558 responses, 392 of the respondents agreed at some level with the statement "I feel like I am part of this university." Of the 560 responses, 354 respondents agreed or strongly agreed with the statement "I feel valued in the classroom/learning environment." Of the 559 responses, 366 of the respondents agreed or strongly agreed with the statement "I am happy to be at this university."

Respondents were asked to use a scale to indicate how people would react to someone reporting an incident of sexual assault/relationship violence. Of the 471 responses, 318 respondents indicated that it was somewhat likely or extremely likely that "Most students at this university would support the person who made the report."

Respondents were asked to agree or disagree with certain statements that addressed their perceptions of how UMBC would respond to crises and incidents. Of the 543 responses, 353 respondents agreed at some level with the statement "The university does enough to protect the safety of the students."

MHEC Question No. 3

How do respondents perceive the institution's readiness and ability 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? Which survey questions provide the most relevant information for this answer?

UMBC Response No. 3

The survey reflects that UMBC respondents believe that UMBC has the ability to address reports of sexual assault/sexual violence and to support the individuals making reports as reflected in the responses to Questions 8 and 9.

Respondents were asked to use a scale to indicate how the university might handle reports of sexual assault and/or relationship violence. Of the 502 responses, 412 respondents indicated that it was somewhat or extremely likely that the University would do its best to maintain the privacy of the individual making the report." Of the 504 responses, 382 respondents indicated that it was

somewhat or extremely likely that “The university would take the report seriously.” Of the 500 responses, 331 respondents indicated that it was somewhat or extremely likely that “The university would take action to address the factors that may have led to the sexual assault/sexual violence.”

Respondents were asked to agree or disagree with certain statements that addressed their perceptions of how UMBC would respond to crises and incidents. Of the 546 responses, 325 respondents agreed at some level with the statement “If the crisis happened on campus, the university would handle it well.” Of the 543 responses, 309 respondents agreed at some level with the statement “The university responds rapidly to difficult situations.”

MHEC Question No. 4

What actions will the institution most likely take on the basis of these results? Which survey questions provide the most relevant information for this answer?

UMBC Response No. 4

On the basis of the survey results, UMBC recognizes there is a need to strengthen efforts in the areas of training and education related to respondents understanding of the university’s process for reporting incidents of sexual assault/sexual violence as reflected in the responses to Question 12. Of the 439 responses, only 171 respondents agreed in any way with the statement “I understand what happens when a student reports a claim of sexual assault at the university.” Of the 440 responses, only 230 respondents agreed in any way with the statement “If a friend or I were sexually assaulted, I know where to go to make a report of sexual assault.” Of the 441 responses, only 279 respondents agreed at some level with the statement “If a friend or I were sexually assaulted, I know where to get help on campus.”

Most students (76.4 % Question 13) come to UMBC with some formal education about sexual assault. Unfortunately, we know from Haven survey results that both female and male incoming students have also experienced sexual violence or unwanted behavior before coming to campus. The following behaviors were reported: Sexual Assault I or II 16.1% Female / 3.8% Male; Relationship Violence 22.5% Female / 8.2% Male; Stalking 23.3% Female / 6.5% Male (by gender of the student, n=787, 50% Male, 49% Female). UMBC’s Campus Sexual Misconduct Climate survey indicated that 78.4% of the students responding have not experienced unwanted sexual violence or unwanted sexual contact. This information informs safety initiatives and affirms our ongoing efforts to provide trauma-informed student support as a matter of course.

UMBC is actively reviewing and updating our existing training and outreach efforts for students, faculty, and staff based on the information provided through this survey. The University currently has on-line training for students through Haven, and will be rolling out updated on-line training for faculty and staff in the upcoming academic year. Limited, broadly focused face-to-face training exists for specific populations such as residents, athletes and the Greek community in workshop format. However, we understand the need to reach beyond existing campaigns and to develop more robust face-to-face training and harness more opportunities to inform and reinforce awareness, prevention and response.

University of Maryland, College Park

Sexual Assault Climate Survey Responses

Question 1: Demographics of Survey Participants

Who received the survey and how did the institution select those participants? How did you conduct the survey? How was it administered, what was the response among those who could have responded (e.g. if you surveyed only undergraduates, how many [and what percentage] of undergraduates responded?), and how does the respondent population compare to the general population on campus?

The University of Maryland (UMD) sexual assault climate survey, called Student Environment and Experiences Survey (SEES) was conducted during a four-week interval in the spring semester of 2016. Data were collected via online survey from random sample of 10,000 full-time undergraduate students between the ages of 18 and 25. Selected students received an email invitation to complete the online confidential survey, which lasted approximately 20 minutes. 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. The response rate was 40%, with a total of 3996 students consenting to participate and submitting a response, of whom 3893 provided useable data. The demographic characteristics of the sample are similar to that of the general population of undergraduate students. The sample compares to the full time undergraduate population as follows: The sample was 46% male; full time undergraduate male population is 53%; sample was 53% female, full time undergraduate female population is 47%; sample was 7% Hispanic, full time undergraduate Hispanic population is 9%; sample was 20% Asian, full time undergraduate Asian population is 17%; sample was 10% African American, full time undergraduate African American population is 13%; sample was 58% Caucasian, full time undergraduate Caucasian population is 51%.

UMD spent approximately \$60,000 on the SEES. The School of Public Health obtained a grant to study student prescription drug use and we leveraged the grant funds to offset the cost of the SEES by including screening questions related to prescription drug use. The School of Public Health contributed \$25,000 of grant funds, (\$15,000 for personnel and \$10,000 for incentives).

Question 2: Perceptions of Safety & Climate

How do respondents perceive the safety of the campus and the general campus climate? Which survey questions provide the most relevant information for this answer?

General Campus Climate

Students were asked questions about the quality of their relationships with one another, administrators and faculty; overall most students indicated the quality of these relationships were positive. (SEES Question 12)

60.8% of students perceive UMD would respond well and rapidly to a crisis or difficult situation and that UMD handles incidents in a fair and responsible manner. 26.6% to 31.8% of the students did not have an opinion (undecided). 61.6% of students also indicated UMD does

enough to protect the safety of students and 67.6% indicated UMPD takes student crime reports seriously, and 26.2% were undecided. (SEES Question 13)

Safety of Campus

Students were asked about safe practices as part of their life at UMD. 82.2% of students indicated they lock room doors and 80.8% indicated they walk in lighted areas. However 44.2% also indicated they open locked doors for unknown persons. 72.6% of students indicated they would attend to their friends while at parties (leave with them or walk them home 76.0%) to make sure they got home safely if they drank too much. 50.0% of the students indicated they would ask someone they didn't know if they needed to be walked home if they were too intoxicated, and 51.0% discussed boundaries for physical intimacy. Only 25.2% of the students indicated they would talk with a counselor about a personal problem, but 52.3% indicated the situation as not arisen. (SEES Question 15)

Question 3: Institutional Readiness

How do respondents perceive the institution's readiness and ability 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? Which survey questions provide the most relevant information for this answer?

Training & Education

Students were asked questions about their exposure to information about sexual assault and their involvement with sexual assault education. 27.8% of students had attended a bystander intervention workshop and only 9.2% indicated they had participated in a sexual assault awareness event. 74.7% indicated they have seen posters about sexual assault and 35.8% indicated they have heard administrators address sexual assault. The overwhelming majority of students have not been engaged in sexual assault prevention and awareness activities. (SEES Question 60)

Support/Resources

Of those students accessing UMD resources in relation to sexual assault, 68.8% to 81.7% found them helpful, depending on the specific resource. (SEES Questions 77)

Reporting

58.0% of the students indicated UMD would handle the report fairly, take steps to address factors that might have led to sexual assault, and conduct a fair, prompt and impartial investigation. A larger majority, 70.6% indicated UMD would take the report seriously, facilitate the report to law enforcement at the victim's request (73.3%), would offer support and resources (75.6%) and protect the privacy (78.1%) of the person making the report. (SEES Question 14)

41.7% of students indicated University of Maryland Police Department (UMPD) responds effectively to sexual assault while 46.8% were undecided. (SEES Question 13)

If they were sexually assaulted and chose to report it, 61.3% indicated they would report to UMPD, and 30.2% were undecided. 54.6% indicated they would report to the UMD's Office of Civil Rights & Sexual Misconduct (OCRSM) and 34.3% were undecided. (SEES Question 79)

Question 4: Action Steps

What actions will the institution most likely take on the basis of these results? Which survey questions provide the most relevant information for this answer?

Self-Efficacy

Overall most students (63.7%) are not engaged or thinking about sexual assault as an issue. 36.3% of students indicated they should learn more about sexual assault, 38.6% were undecided, and 25.1% said they do not think they need to learn more about sexual assault.

39.0% of students believe sexual assault is a problem at UMD, but more students, 47.6% are undecided about whether sexual assault is a problem on our campus. 25.7% indicated they wanted to learn more about the problem of sexual assault but 45.0% were undecided about learning more and 29.3% indicated they do not want to learn more about the problem. 51.6% of the students indicated they were empowered to do something about sexual assault, but almost 39.6% were undecided about whether they could do anything. (SEES Question 79)

Institutional Actions

General awareness about the issue and information about available resources needs to be significantly increased. Students need to be more involved in prevention efforts and actively engaged. UMD is in the process of revising the required online training for new and incoming students, and written materials, to increase student engagement and information retention. We have instituted in person bystander intervention training for students in UNIV 100 courses and have created a brief video for all students to view at UMD Orientation to raise awareness about the issue and resources on campus.

University of Maryland Eastern Shore

Methodology

The University of Maryland Eastern Shore conducted its survey electronically using *Enterprise Survey*. *Enterprise Survey* is a university level survey software available through the University's BlackBoard subscription. *Enterprise Survey* allows for the measurement of satisfaction levels, community engagement, and other attitudes. Students were reached through an emailing campaign that began February 2nd and concluded February 29th, 2016. Students received an email once a week encouraging them to complete the Sexual Assault Campus Climate Survey. The survey was distributed to a 3,816 students, including undergraduate, graduate, full- and part-time students. Any currently enrolled student with a Blackboard profile was requested to complete the survey. Of the 3,816 solicited individuals, 387 completed the survey, yielding a response rate of 10.1%.

The respondents were disproportionately female. Only 34.6% of the respondents identify as male, where males constitute 44.5% of our student population. There were no other outstanding features of the respondent pool.

Perception of Campus Safety

The respondents' perception of campus safety was elicited through three Likert Scale questions:

1) "I feel safe on this campus"

(51.3% agree or strongly agree, 31.8% neither agree nor disagree, 16.8% disagree or strongly disagree), and

2) "The University does enough to protect the safety of students"

(44.3% agree or strongly agree, 31.3% Neither Agree nor Disagree, 24.3% disagree or strongly disagree), and

3) "The University would take steps to protect the safety of the individual making the report."

(72.0% agree or strongly agree, 19.1% neither likely nor unlikely, 8.7% unlikely or very unlikely).

In response to each question, the majority of respondents perceived campus as safe.

Readiness and Ability to Address Issues of Sexual Assault, Violence and Misconduct

There were five Likert Scale questions that addressed the University' ability to address issues of sexual assault and violence. They are as follows:

1) "The University will take the report seriously"

(75.8% responded very likely or likely, 15% responded neither likely nor unlikely, and 9.4% responded unlikely or very unlikely), and

2) "The University would do its best to maintain the privacy of the individual making the report."

(74.3% responded very likely or likely, 16.8% responded neither likely nor unlikely, 8.8% responded unlikely or very unlikely), and

3) "The University would take steps to protect the safety of the individual making the report."

(72% responded very likely or likely, 19.1% responded neither likely nor unlikely, and 8.7% responded either unlikely or very unlikely), and

4) “The University would take action to address factors that may have led to the sexual assault and sexual violence.”

(73.7% responded very likely or likely, 17.4% responded neither likely nor unlikely, and 8.8 percent responded either unlikely or very unlikely), and

5) “University officials handle incidents in a fair and responsible manner.”

(44.8% either strongly agree or agree, 38.6% neither agree nor disagree, 16.5% disagree or strongly disagree).

The responses would indicate there is some question regarding the fairness of the University’s process. In order to remediate this, a module will have to be constructed that explains the University’s process and elucidates the standard of proof. However, it is clear the respondents have confidence in the immediate response of the University’s administration.

Resultant Actions

In order to encourage awareness, the University will create and distribute a Sexual Misconduct Resource Guide, and purchase additional print media, such as posters, in order to enhance awareness. Also, additional in-person presentations will be conducted in dormitories. During the fall of 2016 there were approximately 3 presentations in dormitories; during the fall of 2017, we endeavor to make 6 presentations.

We will also conduct a Sexual Misconduct Campus Climate Survey next year in order to evaluate better methods of publicizing and encouraging participation in the Survey. This is being done based on the 10% response rate, we would like to see a 15% response rate next year, and at least 20% for the following legislatively mandated survey year. Also, the Climate Survey itself helps support the promotion of awareness.

These actions are being encouraged by responses to the question “Did you tell anyone about the incident,” to which a 3rd of the respondents indicated they did not tell anyone about the incident. The expectation is that the increasing of awareness will encourage more reporting.

Cost Incurred

The only expense incurred in the execution of the Sexual Assault Campus Climate Survey was the man hours necessary to load the survey into *Enterprise Survey*, an element of Blackboard, and distill the information for reports such as this, which amounts to approximately \$1100.00 (this is 40 hours at \$27.31 per hour).

University of Maryland University College

Survey Administration

In compliance with state requirements, the University of Maryland University College (UMUC) administered a survey to UMUC students to gauge the campus climate with regard to sexual assault. A random sample of 10,000 students enrolled at UMUC during the Fall 2015, Winter 2016, and Spring 2016 semesters were chosen to participate in the survey. The sample selected was broadly representative of the demographics of UMUC's student population, based on race and gender for both undergraduate and graduate students globally.

Students who were invited to participate received an email invitation from the Provost that included a link to the survey. The survey was available in Survey Monkey between 2/26/2016 and 3/14/2016. Of the 10,000 students who were invited to participate, 491 students completed the survey, resulting in a response rate of 4.9%. These respondents were 37.3% White, 34.6% African American, and 45.8% female. These demographics are comparable to UMUC's overall student population (39.4% White; 28.6% African American; 46.4% Female).

The response rate is lower than that of many other UMUC surveys. UMUC surveys usually have a response rate of about 17%. Campus climate surveys at other universities have also reported higher rates. However, there are several possible explanations for the lower response rate in this case. First, based on comments provided in the survey, sexual assault is not recognized as a relevant issue for UMUC students because most students participate in classes online. Further, the applicable literature indicates 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.

Survey Costs

This survey was designed, administered and analyzed by the Institutional Research office at UMUC in collaboration with the Office of Diversity and Equity. Software and technology resources used in this project were purchased by the University for general use and are not attributable to this particular project. As such, actual project costs comprise staff time only, estimated at approximately 80 hours. Calculated based on an average of \$50 an hour, the cost for developing, administering, analyzing and reporting the data from this survey would be approximately \$4,000.

Perceptions of Safety

Most broadly, students overwhelmingly indicated that they feel safe both in UMUC's online environment and when taking in person classes at UMUC. Ninety percent (90.0%) of respondents indicated they either *Agree* or *Strongly Agree* that they feel safe in UMUC's online environment. Eighty-eight percent of respondents (87.9%) indicated they either *Agree* or *Strongly Agree* that they feel safe taking classes at UMUC. Responses are similar across male and female respondents.

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

Training and Education

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

- Three quarters (74.9%) indicated they had received information regarding the definition of sexual assault;
- 72.4% indicated they had received information about how to report a sexual assault;
- 62.4% indicated receiving information regarding where to go if someone the respondent knows is sexually assaulted;
- 53.8% indicated receiving information on Title IX protections against sexual assault; and
- 62.4% indicated receiving information on how to help prevent sexual assault.

Support for Persons Reporting Sexual Assault

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

- Three quarters (75.0%) of respondents indicated that UMUC would do its best to maintain the privacy of the individual making the report;
- 74.6% reported that UMUC would forward the report to criminal investigators if requested;
- 74.8% said that they believed UMUC would take steps to protect the safety of the individual making the report;
- A majority (70.7%) indicated they believe UMUC would support the individual making the report;
- 73.8% indicated that UMUC would take action to address factors that may have led to the assault or violence; and
- 71.0% indicated that UMUC would respond to the report in a timely, fair and impartial manner.

Administrators Responsible for Investigating Misconduct

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

- A majority of respondents (77.1%) indicated confidence in UMUC's ability to handle a crisis properly;
- 62.9% indicated they believe that UMUC responds rapidly in difficult situations;
- 65.2% said that UMUC officials handle incidents in a fair and responsible manner;
- 66.2% responded that UMUC does enough to protect the safety of students;
- Two-thirds (65.9%) indicated they know where to go to get help if they or a fellow student were sexually assaulted or were the target of sexual violence;
- 57.6% indicated they understand what happens if a student reports an incident of sexual assault or sexual violence at UMUC; and
- A little over half of the respondents (52.5%) indicated they *Agree* or *Strongly Agree* with the statement 'If a fellow student or I were sexually assaulted or the target of sexual violence, I know where at UMUC to submit a report.'

Institutional Response to the Survey Results

Responses to the first question on the survey, “Since attending UMUC, have you received written or verbal information (presentations, training, brochures, and emails) from anyone at UMUC about the following?” indicate that 62.4% of respondents received information about where to get help, and 72.4% of respondents know how to report a sexual assault.

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 491 completed surveys, 53 (10.8%) provided meaningful comments (i.e. other than “N/A” or “no”). Content analysis of the responses identified two important themes:

1. Of the students who provided comments, 52.8% indicated that they believe the survey is not applicable to online students.

“I took all classes online. I’ve never been to any UMUC campus. I just filled this out neutrally to stop getting e-mails about doing this survey which does not apply to me.”

2. Of the students who provided comments, approximately 18.9% of students indicated they were unaware or unfamiliar with the UMUC sexual assault policies and resources, reinforcing findings from the first survey question.

“My neutral and negative responses are based on my lack of any official inprocessing with UMUC. I am a distance and online learner without any direct access to any UMUC campus. I never attended any sort of orientation.”

Taken together, the survey results and responses to the open-ended question indicate that UMUC can improve the effectiveness of efforts to educate the student community about sexual misconduct and the institutional resources in place to prevent and address it. UMUC will review and revise future sexual assault and sexual misconduct awareness and prevention campaigns: 1) to educate students that sexual misconduct and harassment can happen in online environments; and 2) to emphasize how to identify, prevent and report this kind of behavior. In so doing, UMUC will work across student-facing units and mediums to be sure that relevant information is accessible to students and delivered via the communication channels with which UMUC students are most familiar and engaged.

Reference

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

Morgan State University

Survey Administration

The University began implementation of its sexual assault campus climate survey in February 2016. The survey was made available to undergraduate and graduate students to complete through March 11, 2016. The University utilized a pre-developed, online campus climate survey from EverFi. Students were able to access the survey from a secure website dedicated for this purpose (https://www.research.net/r/morganstate_climatesurvey). The survey was rather extensive as it consisted of 101 questions. The University utilized this particular survey tool given that it was the University's first time embarking in an effort to collect such information and it was believed that this extensive data set would best serve to provide the University with the information necessary to effectively address sexual misconduct issues on campus. As an incentive to increase participation, students completing the survey were able to enter into a drawing to win a laptop computer. In addition, the University engaged in various marketing efforts to promote the survey to include targeted efforts to solicit student participation through residence halls, student organizations, athletics, and utilizing social media, email, flyers and other faculty and students to encourage students to complete the survey.

Costs Incurred

The costs to the University were minimal for this initial implementation period. The University participated in a one-year pilot program with EverFi in which the climate survey was provided to the University at no charge. The University expended \$300 for the laptop incentive prize. EverFi provided the raw survey data which was analyzed by existing University staff within the Office of Institutional Research at no additional cost to the University.

Survey Response Rate

A total of 293 students responded to the survey. This represents 4% of the total student population (6,012 students as of Spring 2016). Of those who completed the survey, 263 were undergraduate students (4.4% of total undergraduate student population) and 30 were graduate students (2.2% of total graduate student population).

Demographics of Survey Students

Female students comprised 71.0% of survey respondents while male students comprised 27.3%. Students who self-identified as other comprised 1.6% of those who responded. As compared to the general student population, female students were over represented while male students were under represented among survey respondents as the campus is comprised of 54.6% female students and 45.3% male students. The majority of survey respondents (91.1%) were full-time students while 8.9% were part-time students. As compared to the overall student population, full-time students were over represented as the student population is comprised of 84.2% full-time students. 74.0% of survey respondents were age 23 and under while those 24 and older comprised 26.0% of respondents. As compared to the general student population, students 23 and under were over represented as the student population is comprised of 57.8% students 23 and under. Freshman comprised 18.9% of survey respondents, sophomores comprised 13.5% of respondents, juniors comprised 19.6%, seniors comprised 36.5% and graduate students comprised 10.1% of survey respondents. As compared to the general student population, seniors

were over represented while graduate students were under represented among survey respondents.

General Campus Climate and Safety

Survey question 17 addressed student perceptions of the general campus climate. Overall, students expressed positive perceptions of the general campus climate. Students indicated they felt valued (60.7%); were happy to be at the University (58.5%); felt like a part of the University (53.2%); believed faculty, staff and administrators respected what students thought (53.2%); felt close to people at the University (52.8%); believed faculty were concerned about their welfare (47.1%); believed administrators were concerned about their welfare (41.7%); and thought faculty, staff and administrators treated students fairly (41.3%).

Survey questions 17, 18 and 81 were the most relevant as to student perceptions of campus safety. 48.9% of students agreed that sexual violence was a problem at the University. Students generally expressed neutral perceptions of campus safety as approximately one-third of students (range from 32.7% to 39.2%) indicated they neither agreed nor disagreed with the following statements: 1) I feel safe at this school; 2) if there were a crisis on campus, my University would handle it well; 3) the University responds too slowly in difficult situations; 4) University officials handle negative incidents in a fair and responsible manner; and 5) my University does enough to protect the safety of students. The exception related to student perception of administrators protecting students from harm as the majority of students (76.9%) agreed that University officials could do more to protect students from harm.

University's Readiness and Ability to Address Sexual Assault/Sexual Violence

Training and Education

Survey question 21 addressed perceptions of the usefulness of the University's sexual assault trainings. The majority of students (67.1% to 72.9%) indicated they had received training relative to behaviors defined as sexual assault, how to report a complaint, the availability of confidential on-campus resources for victims, investigation procedures, and the prevention of sexual assault. The majority of those students (59.1% to 62%) indicated they found the trainings on these topics to be either somewhat useful, moderately useful or very useful.

Student participation in sexual violence activities and programs at the University was addressed in survey question 82. The results indicated the majority of students were not actively involved in the University's sexual violence activities and programs as only 13.6% expressed they were actively involved in sexual violence projects at the University; 23.9% had recently attended a sexual violence program; 15.2% had recently taken part in sexual violence activities or volunteered on sexual violence projects; and 13.0% had or were currently involved in ongoing efforts to end sexual violence.

Support for Persons Reporting Sexual Assault and Other Misconduct

Survey questions 18, 19, 20 and 23 were the most relevant regarding this topic. Students generally noted there is support available for persons reporting sexual assault and other misconduct as 59.7% agreed that there was a good support system at the University for students going through difficult times. Half of students (50.0%) agreed that they knew where to go to get

help regarding sexual assault. Just over one-third of students (36.5%) agreed they understood the University's formal procedures to address complaints of sexual assault while 45.1% indicated they understood how to report a sexual assault at the University. 59.9% of students agreed they understood where they could find confidential support at the University while 41.8% understood where to find 24/7 support related to sexual assault and 39.9% knew where to seek special accommodations at the University if assaulted. The majority of students, 79.5% and 78.4% respectively, agreed that administrators would support a person making a report and would take steps to protect the safety of the person making a report. Just under half of students (43.5%) indicated students would consider the person making the report to be a troublemaker. Almost half of students (46.5%) indicated their belief that the educational achievement/career of the person making the report would suffer. However, the majority of students (75.3%) indicated students would support the person making the report. In addition, just over half (55.3%) indicated a belief that the alleged offender or their associates would retaliate against the person making a report. However, 77.6% agreed that administrators would take steps to protect the person making a report from retaliation.

Administrators Responsible for Investigating Misconduct

Survey questions 19, 20, and 23 were the most relevant regarding perceptions of administrators responsible for investigating misconduct reports. Students overwhelmingly indicated a positive perception about administrators responsible for investigating misconduct reports. The majority of students (81.1%) indicated administrators would take a report seriously. Over half (52.5%) indicated they had confidence the University's administrators would follow the procedures necessary to address complaints of sexual assault fairly. The majority of students indicated administrators would restrict knowledge of the report to only those who need to know (75.7%); would forward a report to local law enforcement for criminal investigation (77.6%); would take correction action to address factors that may have led to a sexual assault (78.8%) and would take corrective action against an offender (79%).

Next Steps

The survey results indicate the need to improve upon the University's sexual misconduct training and education efforts and improve student perceptions of campus safety. Consequently, the following actions will be considered:

- Additional efforts will be made to increase student awareness and participation in monthly education activities by involving more students in the planning process; holding smaller, targeted events within residence halls; co-sponsoring events with student organizations; and increasing use of social media sites utilized by students to publicize activities.
- Make the online sexual assault prevention training mandatory for all students whereby students are required to complete the training prior to being able to register for Fall 2016 classes (incoming students)/Spring 2017 classes (continuing students)
- Establish a Sexual Assault Response Team (SART) & Clery Compliance Committee who will serve as an advisory team and provide input to enhance the University's comprehensive, coordinated, student-centered response to issues of sexual misconduct on campus and ensure compliance with applicable laws.

The University has already made substantial efforts during the Spring 2016 semester to improve campus security to include hiring additional security officers to patrol areas of the campus twenty-four (24) hours a day, seven (7) days a week.

St. Mary's College of Maryland

2016 Sexual Misconduct Campus Climate Survey

Survey Administration and Response Rate

St. Mary's College of Maryland (the College) conducted its annual sexual misconduct campus climate survey from January 19 – February 22, 2016. The survey instrument is attached. Under the College's Policy Against Sexual Misconduct (the Policy), the term "sexual misconduct" includes sexual assault, sexual harassment, stalking, and relationship violence.

The survey was administered through the CampusLabs online platform, to which the College maintains a subscription for various research initiatives. CampusLabs is a nationally recognized organization that provides software and assessment tools to support higher education research efforts, including climate surveys. The survey was open to all students over the age of 18. A total of 375 students responded for a response rate of 22.4%.

In order to bolster the response rate, the College sent multiple all-student emails; engaged in targeted outreach through Residence Life, Orientation Leaders, and Athletics coaches; made an announcement at a Student Government Association meeting; posted flyers; utilized social media messaging; and staffed tables for multiple days at the Campus Center to encourage students to take a flyer or to fill out the survey on a College laptop or tablet.

Survey Participant Demographics

Overall, the survey participant population was representative of the general population on campus, although students who identified as white and students who identified as female were overrepresented compared to the general student body. White students constitute 71.5% of the campus population and composed 79.9% of the survey participant population; female students constitute 57.7% of the campus population and composed 73.4% of the survey participant population.

Costs of the Survey

The College did not incur any significant additional costs in the development and implementation of the survey. The Title IX Coordinator was part of the Maryland Higher Education Commission workgroup that developed the survey instrument which was used, with modifications, at the College. The College utilized a preexisting subscription to CampusLabs and worked with the College's Office of Institutional Research to analyze the data. The College also purchased five \$20 gift cards to the campus bookstore to offer as prizes for survey participants.

Perceptions of Safety and General Campus Climate

Campus Safety

In Question 17, 83.3% participants agreed or strongly agreed with the statement, "I feel safe on this campus." As a point of comparison, in the 2015 climate survey, which asked differently worded questions, 93.1% of participants reported feeling very or somewhat safe on campus and 78.8% reported feeling very or somewhat safe from sexual misconduct on campus. In Question

21 of the 2016 survey, 45.4% of participants agreed or strongly agreed with the statement, “The College does enough to protect the safety of students.”

In Question 74, the survey offered participants the opportunity to provide additional comments, suggestions, or feedback related to the topic of sexual misconduct. Safety was a common theme in the comments and was also prevalent in the 2015 survey data. Based on the comments in the survey, perceptions of the College’s handling of previous sexual misconduct issues, a perceived need for more preventative measures, and a perceived need for more lighting on campus may also affect notions of safety on campus.

General Campus Climate

Questions 9-16 of the survey asked participants to indicate their agreement with a number of statements about their perceptions of the campus culture. All students reported significantly positive rankings about the College’s general campus culture, although students of color reported weaker feelings of being part of the College and feeling happy to be at the College (counting Hispanic students as students of color). Over 80% of participants reported that they felt valued in the classroom, that faculty were concerned about their welfare, that they were happy to be at the College, and that they felt safe on campus. In addition, 51.0% of participants indicated that they thought that administrators were genuinely concerned about their welfare.

Perceptions of the College’s Response to a Crisis

Questions 18-21 addressed perceptions of how the College would respond to a crisis and/or incident. Compared to other responses in the survey, lower percentages of participants agreed or strongly agreed that the College would handle a crisis well (39.1%), that it responds rapidly in a difficult situation (39.3%), and that it handles incidents in a fair and responsible manner (39.0%).

Sexual Misconduct

Perceptions of the College’s Handling of Sexual Misconduct

Based on the results of Questions 22-28, the percentages listed below reflect the survey participants who indicated that the College would be likely or very likely to do the following if an individual reported an incident of sexual misconduct to the College:

- Forward the report to criminal investigators if requested by the individual (78.6%)
- Do its best to maintain the privacy of the individual making the report (76.9%)
- Take the report seriously (76.4%)
- Take steps to protect the safety of the individual making the report (67.8%)
- Support the individual making the report (63.7%)
- Take action to address factors that may have led to sexual misconduct (58.8%)
- Handle the report fairly (58.3%)

The questions regarding the College’s handling of sexual misconduct issue elicited generally positive responses. However, based on the data and the comments, survey participants still have concerns about how the College would address sexual misconduct issues, the fairness of the Policy to the parties involved, and whether the Policy is consistently applied to all students.

Training and Education since Coming to the College

In Question 41, survey participants reported receiving written or verbal information from the College about the following topics since coming to the College: the definition of sexual misconduct (94.1%); how to help prevent sexual misconduct (93.1%); Title IX protections against sexual misconduct (91.8%); where to go to get help if someone you know experiences sexual misconduct (83.6%); and how to report sexual misconduct (80.6%).

In addition, based on Question 42, over 80% of students reported seeing posters, completing online training, and attending orientation events about sexual misconduct definitions, policies, resources, and prevention measures.

Knowledge of Campus Resources

In Questions 37-39, high percentages of participants agreed or strongly agreed that they would know where to go to get help on campus (78.5%) and where to go to make a report of sexual misconduct (75.3%) if they experienced sexual assault or misconduct or if a friend experienced these behaviors. Additionally, 63.4% of participants agreed or strongly agreed that they understood what happens when a student reports a claim of sexual misconduct at the College.

Incidence of Sexual Misconduct

In Questions 43-44, the survey asked about the incidence of sexual misconduct. In sum, 11.7% of survey participants chose to answer these questions and reported that they experienced sexual misconduct since coming to the College, 35.7% of survey participants chose to answer these questions and reported having not experienced sexual misconduct or preferred not to say, and 52.5% of survey participants did not answer these questions.

The information the survey captured provides a valuable starting point in better understanding the incidence of sexual misconduct at the College. This information cannot be considered comprehensive or generalizable due to the size of the participant population and wording in the survey instrument which some participants may have found confusing. However, the data gathered is useful in understanding the time and place of the incidents, the characteristics of the perpetrators, the resources most commonly utilized, and the barriers to reporting that may exist.

Next Steps

The survey results were helpful in illuminating the efficacy of the College's efforts to educate students about Title IX policies, resources, and options. Based on the results gathered in Questions 37-39 and 41-42 about students' awareness of these initiatives, the College can continue to hone its training and education focus.

In addition, the responses to Questions 18-21, about the College's handling of a crisis, and Questions 22-28, about the College's handling of sexual misconduct, demonstrate that the College needs to continue developing trust and credibility among the students, as well as continue to address perceptions regarding the safety of campus. The College will most likely revise its training materials and programs, and communication efforts around Title IX, in response to this data.

Finally, the College will most likely apply the data on the incidence of sexual misconduct from Questions 43-69 to continue to make campus resources as accessible and effective as possible.

INDEPENDENT INSTITUTIONS

Capitol Technology University

Climate Survey Administration and Population

The Dean of Student Life and Retention and Title IX Coordinator developed and implemented the climate survey with the supervision of the Vice President for Enrollment and Student Services. The Dean of Student Life and Retention selected to survey all students who were eligible to enroll during the Spring of 2016. The survey was developed based on the survey in the “Institutional Guidelines for the Sexual Assault Campus Climate Survey” with minor adjustments. Capitol Technology University’s Institutional Review Board reviewed and approved the survey and planned implementation.

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

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

A total of 1350 students are on the university listservs. 147 individuals responded to the survey which is a response rate of 10.8%. Two respondents did not agree to participate in the survey and were sent to the resources page.

The survey respondents over represented:

- Undergraduate students: 72.0% of respondents were undergraduate compared to 51.3% of the total university population.
- Full-time students; 73.1% of respondents were full-time students compared to 56.7% of the total university population.
- Students in university housing; 47.0% of respondents were residents of university housing compared to 21.5% of the total university population.

The responding population was within 4% points of the general population on gender, race, and ethnicity.

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

Perceptions of Campus Safety

Students appear to feel valued and safe on campus. Two questions on the survey addressed student perceptions of campus safety. Town hall meetings held each Fall and Spring semester contribute to the administration’s understanding of student’s perceptions of safety, while campus crime statistics inform the administration’s understanding of the safety risks.

Based on the survey results, it is apparent that students feel valued by the faculty and staff and feel connected to campus. For each of the following statements at least 75% of respondents agreed or strongly agreed: I feel valued in the classroom/learning environment (78.5%); Faculty, staff and administrators respect what students on campus think (83.5%); I think faculty are genuinely concerned about my welfare (76.1%); I think administrators are genuinely concerned about my welfare (75.2%); I am happy to be at this college (79.0%); The faculty, staff, and administrators at this school treat students fairly (78.2%).

Based on the survey results it appears students feel safe on campus. 74.6% of respondents indicated they agree or strongly agree with the statement “I feel safe on this campus” and another 17.0% indicated the statement was not applicable to them. 73 students indicated that their primary mode of delivery of courses is face to face on the Laurel Campus. Of those 73 students 85.9% indicated they agree or strongly agree with the statement “I feel safe on this campus”. Additionally, 67.8% of all respondents indicated they agree or strongly agree with the statement “The university does enough to protect the safety of students.” Of the 73 students who indicated that their primary mode of delivery of courses is face to face on the Laurel Campus 70.2% indicated that they agree or strongly agree with the statement “The university does enough to protect the safety of students.”

Based on town hall style meetings held each Fall and Spring semester the university is aware that students would like campus to be more secure and less open to the neighboring community. The university administration has considered this point of view and reviewed campus crime reports and decided not to change the open campus policy that currently exists.

Perceived Readiness and Ability to Respond to Sexual Violence

Students appear to have confidence in Capitol Technology University’s likelihood to respond to and ability to respond to sexual violence or sexual assault. However, student’s perceptions of how the university responds to more general crises or difficult situations are less positive. Because the number of respondents who reported experiencing unwanted sexual violence or unwanted sexual contact is under ten, their experiences with reporting and response are not included in this report.

Based on the survey results students believe the university can handle reports of sexual violence or sexual assault. At least 80% of students indicated they agreed or strongly agreed with the following statements: The university would take the report seriously (84.6%); The university would do its best to maintain the privacy of the person making the report (82.9%); If requested by the victim, the university would forward the report to criminal investigators (84.6%); The university would take steps to protect the safety of the person making the report (83.8%); The university would take action to address factors that may have led to the sexual assault or sexual violence (84.5%); The university would handle the report fairly (82.6%).

Students’ perceptions of how the university handles more general crises are not negative but are less positive than their perceptions of how the university might handle sexual violence or sexual assault. Between 30% and 35% of the respondents responded neutral, while between 57% and 58% agreed or strongly agreed with the following statements: If a crisis happened on campus, the

university would handle it well (30.6% neutral, 57.8% agree or strongly agree); The university responds rapidly in difficulty situations (31.7% neutral, 58.3% agree or strongly agree); University officials handle incidents in a fair and responsible manner (34.7%, 58.6% agree or strongly agree).

Action Plan

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

The university will continue to train students regarding sexual harassment and sexual assault using online training tools. 65.8% of respondents indicated they knew “where to go to get help if someone you know is sexually assaulted”. The university will engage in an informational campaign to increase the number of students who know where to get help.

Capitol Technology University will enhance the training provided to faculty, staff, and student employees on reporting sexual violence and sexual assault to campus authorities. The training will emphasize information about support services available for survivors.

Students self-reporting of likelihood to intervene as a bystander was high with 75% or more students saying they were Likely or Very Likely to do the following: “Confront a friend who was hooking up with someone who was passed out”; “Confront a friend if you hear rumors that they forced someone to have sex”; “Tell campus authorities about information you might have about a sexual assault case even if pressured by others to stay silent”. Students were less likely to believe that their peers would be supportive. To the statement “Most students at this university would label the person making the report a liar” 35.7% responded Neutral, 37.4% responded Unlikely, and 15.7% responded Very Unlikely. To the statement “Most students at this university support the person who made the report” 37.4% responded Neutral, 36.5% responded Likely, and 18.3% responded Very Likely. This data together implies that while most students say he or she would support a victim/survivor they are uncertain that their peers will do the same.

The university has engaged in bystander intervention training using the Step Up model. A workshop is presented to all first year students during orientation, bystander intervention strategies are reinforced in the online “Talk About It” training that all students complete, and every student group is required to have at least one member of the executive board trained on bystander intervention strategies. The university will explore and develop a social norming campaign to highlight the student’s belief that they would intervene on the behalf of a victim\survivor of sexual assault and combat the impression that students cannot count on their peers for support.

Costs Incurred

The Dean of Student Life and Retention spent 37.5 hours developing the survey, implementing the survey, and analyzing the survey. This represented a cost of \$1,643.77 to the university. Additionally, the Survey Monkey subscription cost \$299.00. The total cost to the university to implement the survey was \$1,942.77.

Goucher College
MHEC Sexual Assault Survey Report
May 25, 2016

1) All 1,419 undergraduates enrolled at Goucher in the spring of 2016 were invited and encouraged to participate in the survey. The survey was administered online via Qualtrics, under the supervision Bill Leimbach, VP of Institutional Planning, and Shuang Liu, Senior Director for Institutional Effectiveness. It was distributed February 17, 2016 as a link within an email message that explained the purpose and importance of the survey. The survey closed on March 7, 2016. During the nearly three-week active survey period those who had not yet submitted the survey were sent periodic reminders. A total of 639 students (45.0%) completed the survey.

Regarding the gender and race demographic questions, the survey's sex/gender options and race/ethnicity options were more extensive than the categories tracked by the college. Whereas the college tracks gender as a binary Male or Female, the survey recorded four options; Man, Woman, Non-Binary, and "Another gender identity—please specify." Similarly, whereas the college tracks race/ethnicity exclusively as one of the following: African American, American Indian, Asian, Foreign, Hawaiian Pacific Islander, Hispanic, White, and Unknown, the survey allowed participants to select multiple categories from among: Black or African American, Indigenous American (Native American, Alaskan Indian), Asian, Hispanic or Latino, White, Bi-racial, "Other—please specify."

Of the 1,419 students enrolled at the time of the survey, 68.2% (968) are listed in college records as female, and 31.8% (451) are listed as male. Among the 639 students completing the survey 70.4% (450) identified as woman, 24.7% (158) as man, 3.9% (25) as non-binary, and less than 10 as "another gender identity." Less than 10 participants did not answer. When shoehorning these survey counts into the male/female binary, they represent a female student participation rate between 46-50%, and a male student participation rate between 35-42%. Overall, the sample represents females somewhat disproportionately.

College records indicate students' race/ethnicity distributions as 13.7% African American, American Indian (less than 10), 5.5% Asian, 3.0% Foreign, Hawaiian Pacific Islander (less than 10), 8.9% Hispanic, 63.5% White, and 4.5% Unknown. Keeping in mind that the 639 students completing the survey were allowed to check multiple race/ethnicity options, 8.8% were Black or African American, Indigenous American (less than 10), 6.6% Asian, 7.4% Hispanic or Latino, 75.1% White, 5% Bi-racial, 2.0% Other (12) or Unknown (less than 10). These two race/ethnicity classification schemes are not easily overlaid. Still, it is clear that the sample somewhat over-represents whites, and may under-represent Blacks or African Americans. It is also clear that a considerable percentage of students do not fit easily into singular categories.

If one excludes the "Foreign" category from the college set (n=43), and similarly excludes international students from the survey participants (n=23), and collapses all data into five categories: Black or African American, Asian, Hispanic/Latino, White, and Unknown/Other/Bi-Racial, then the college figures are: 14.2%, 5.6%, 9.2%, 65.5%, and 5.6%; and the comparable survey figures are: 6.5%, 3.7%, 6.5%, 73.7%, and 9.4%, respectively. Many of those in the 2016

survey who selected ‘Bi-racial’ did not select other categories, which may contribute to the lower representations in the non-white categories.

The costs of administering the survey were as follows:

- \$700 in student incentives
- \$870 for student wages (3 weeks in January, at 29 hours per week, \$10/hour)
- \$200 in photocopy fees
- \$100 for Dedoose software account, for qualitative analyses
- Intangible expenses of staff time spent on survey preparation, administration/distribution, data management, analyses, and reporting, involving a team of students, faculty, and staff, including; Emma Cornell, Margaret Ratrie, Bill Leimbach, Shuang Liu, Lucia Perfetti-Clark, Barbara Stob, Janet Shope, and Rick Pringle.

2) Questions 26.1 through 26.20 asked about the general campus climate, each on a 4-point Likert scale, strongly disagree to strongly agree. The composite campus climate scale is the mean value across the 20 items, placed on a common negative to positive axis of 1 to 4. Of those completing the survey, 84.4% had mean composite scores above the midpoint (2.5) of the scale, meaning that 84.4% rated the campus climate positively.

Question 26.2 directly addressed perceived campus safety: “I feel safe on this campus:” with a four-point Likert scale, from strongly disagree to strongly agree, and 93.7% of those completing the survey agreed or strongly agreed with the statement.

3) The survey addressed students’ awareness of their own and their peers’ readiness, willingness, and ability to respond, as well as the institution’s. These issues are most directly addressed in Question 81, Questions 84.1-84.15, Question 98, Questions 99.1-99.3.

Q81 asked, yes or no, if students understand the difference in reporting an incident to the Title IX coordinator and filing a formal complaint with the college, and less than half (45.7%) of the students who completed the survey said yes, they understood the difference. A “no” response to this question produced an item explaining the difference. Across ten items gauging how likely the college would respond supportively to a report of sexual assault (Questions 84.1-84.10), on Likert scales from 1=Very Unlikely to 4 Very Likely, the Composite Scale indicated that 73.7% of the students felt that the college would respond more supportively than not. In particular, 79.6% thought it likely or very likely the college would take the report seriously; 69.6% felt it likely or very likely the college would take steps to protect the safety of the person making the report; 68.6 thought it likely or very likely the college would take corrective action against the accused if found responsible for a violation of the policy; and 57.6% thought it likely or very likely the college would take corrective actions to address factors that may have led to the sexual assault. Questions 84.11-84.12 gauged how likely students would be supportive: 92.6% thought it likely or very likely that students would support the person making the report, and 85.8% thought it likely or very likely that students would serve as witnesses in a sexual assault case if they had relevant information.

Of those completing the survey 71.2% indicated receiving training in Goucher’s Sexual Misconduct Policies and Procedures (Question 98); 82.5% agreed or strongly agreed they knew

where to go to get help if a friend were sexually assaulted (Question 99.1); 55.0% agreed or strongly agreed they understood Goucher's formal procedures to address complaints of sexual assault (Question 99.2); and 63.8% agreed or strongly agreed they had confidence that Goucher administers fairly the formal procedures to address complaints of sexual assault (Question 99.3).

4) The 2016 climate assessment represents the fourth cycle of climate assessment on sexual misconduct at Goucher College (2009, 2012, 2015, and 2016). In all assessments students were asked questions regarding incidence, prevalence, and help seeking behaviors. Therefore Goucher has been incrementally implementing changes to help improve the experience for Goucher students. Starting in 2014, a Title IX Coordinator was hired. In Spring of 2016 an LGBTQIA full time staff person was hired in the Center for Race, Identity and Equity, and an additional Deputy Title IX Coordinator is anticipated to start for Fall of 2016. This additional staffing will be integral in improving the training and support that Goucher College students receive.

It is hoped that this improved staffing, training and support will increase the reporting of incidents by students. This is already occurring. As noted above, a full 82.5% of students agreed or strongly agreed they knew where to go to get help if a friend were sexually assaulted (Question 99.1). During calendar year 2014, Goucher received 26 reports; this number increased to 39 reports for calendar year 2015. This current MHEC report documents 44 cases during the 2015-2016 academic year. Thus, the data indicate that Goucher students are increasingly familiar with the pathways to reporting and receiving assistance for incidents of sexual assault and misconduct.

Finally, Goucher College participated in the U.S. Department of Justice VAWA Grant application cycle of 2016 with the Baltimore College Town Consortium, and, if awarded, the grant will help fund more thorough training for Goucher college staff in the area of support services for those who report sexual misconduct to the college. The climate assessments will continue to inform those decisions about additional training for college staff.

Hood College

Survey Administration

The Office of Institutional Research and Assessment administered the *Sexual Assault Campus Climate Survey* to all enrolled undergraduate students eighteen years of age and older in spring 2016. An email invitation was sent to 1,196 undergraduate students from the Dean of Students requesting their participation in the online survey via Survey Monkey. The survey was available for response for three weeks beginning February 24th and three reminder emails were sent from the Dean of Students encouraging students to respond. Three-hundred seventy-two students, or 31.1% responded to the survey.

The percentages of respondents by full-time/part-time, class level, resident/commuter and age were representative of the population surveyed. Slightly higher percentages of females (70.8% compared to a population of 62.7%) and white students (74.4% compared to 62.5%) responded to the survey. However there were high percentages of students who either responded “Prefer not to say” or skipped these questions.

Campus Safety and General Climate

Safety

Responses to questions regarding the perceived safety of the campus were positive. “I feel safe on campus” received one of the highest mean responses at 4.10 (on a 5-point scale), with 81.3% indicating agree/strongly agree with this statement. Additionally, “The college does enough to protect the safety of students” scored a 3.60 mean with 60.5% responding agree/strongly agree to this statement. These statements were followed by “If a crisis happened on campus, the college would handle it well” (3.40), and “The college responds rapidly in difficult situations” (3.35).

Climate

Statements on the general climate of the campus were also perceived positively. Highest were “I feel valued in the classroom/learning environment” (4.07), “I think faculty are genuinely concerned about my welfare” (3.94), and “I am happy to be at this college” (3.83). The lowest mean in this group of questions was “I think administrators are genuinely concerned about my welfare” with a mean of 3.50 and 52.0% agreed/strongly agreed with the statement.

Campus Response to Sexual Assault, Student Education and Support

Campus Response

All statements regarding how Hood College might handle the report of an incident of sexual assault also received positive responses:

- “The college would take the report seriously” mean 3.94; 76.5% responded likely/very likely
- “The College would do its best to maintain the privacy of the individual making the report” mean 3.99; 78.1% responded likely/very likely

- “If requested by the individual, the college would forward the report to criminal investigators” mean 4.04; 79.9% responded likely/very likely
- “The college would take steps to protect the safety of the individual making the report” mean 3.91; 75.2% responded likely/very likely
- “The college would support the individual making the report” mean 3.85; 69.3% responded likely/very likely
- “The college would take action to address factors that may have led to the sexual assault and sexual violence” mean 3.73; 66.7% responded likely/very likely
- “The college would handle the report fairly” mean 3.71; 65.5% responded likely/very likely.

Education

Although 83.1% of respondents indicated they had participated in online courses, 55.5% participated in events about sexual assault or violence, and 84.6% had learned the definition of sexual assault since coming to Hood, there appears to be opportunities for improved education and communication. Only 40.6% (2.97 mean) agree/strongly agree that they understand what happens when a report of sexual assault is made, and only 34.1% know which resources on or off campus are confidential (2.87, 2.92 respectively). 81.6% report receiving information on how to help prevent sexual assault, but 52.2% reported receiving information on where to go to get help if someone they knew were sexually assaulted, and only 46.9% on how to report a sexual assault.

Support

Based on the range of bystander intervention statements, most respondents to the survey (71.4 to 95.9%) indicated they would be supportive of another who was experiencing sexual assault or violence. The most relevant information on institutional support (besides those listed above under *Campus Response*) comes from the few students who had experienced any unwanted sexual violence or unwanted sexual contact (35, and of those 25 on-campus). Of the 25, ten students informed a faculty or staff member and reported the quality of help they received as Very Good-2; Good-1; Average-3; Fair-3; Poor-1. Five students reported seeking help from an outside resource. Although the highest percentage (71% or 17) didn’t think what happened was serious enough to talk about, two students found the campus process difficult and four didn’t feel the school would do anything about it.

Actions Based on Results

The survey results suggest that Hood College is a safe campus. It also appears that we need to focus on providing ongoing education on the Sexual Misconduct reporting and grievance process. A Sexual Assault Awareness and Prevention Month was implemented for April 2016 which was jointly developed with students. As part of the month-long observance, faculty and staff participated in the Haven Sexual Assault Awareness Training and received a laminated card on what to do if a student discloses about being a victim including a sample script and on and off campus resources. The Dean of Students wrote a letter to campus on Sexual Assault Awareness and Prevention Month activities and the President issued information in her monthly communication about the on campus activities that were held which were open to students, faculty and staff. Activities included the blessing of Safe Embrace shawls for victims of sexual assault, a recognition of the AIDS 35th Anniversary session, Yards for Yeardeley dating violence awareness event, “tabling” by student groups to engage other students in conversations on

consent, “Power of You” activity for putting together comfort bags for local survivors of sexual assault, and a film viewing and discussion on “Miss Representation” which highlighted how women are portrayed as sexual objects.

We will continue to work with our student leaders to provide more awareness education to students, continue to educate the faculty and staff on these issues, and increase our connections with outside agencies to have a coordinated community response to sexual assault awareness and prevention. First year students will continue to participate in Haven training and the One Love Escalation program. Our grievance boards will receive more training on the Title IX and the sexual misconduct complaint process. Students on our Title IX Committee will participate in planning activities this summer for the third annual “It’s On Us Week” in November 2016 and the second annual Sexual Assault Awareness and Prevention Month activities for April 2017. On June 15, 2016, the Title IX Committee is hosting a “Future Search Conference” with local agencies to have the Frederick Community speak in “One Voice” against sexual assault and for healthy relationships while maximizing limited resources to educate students and citizens about healthy relationships to prevent sexual assault and domestic violence.

At the beginning of the Fall 2016 semester, we will again send out the information on our sexual assault grievance process and educate all constituencies on the confidential resources on and off campus. Heartly House, our local sexual assault community resource, again will visit the campus and engage students, faculty and staff in conversations. We will be inviting comments from campus about how to make our sexual assault reporting process less cumbersome. The Counseling Center again will provide sessions on “Healthy Dating 101”. The Director of Campus Safety will be hosting a new “Men Only” event to discuss how men can engage in healthy relationships. We also have joined the *Maryland Collaborative to Reduce College Drinking and Related Problems* to address the connection between excessive drinking and sexual assaults.

One of the challenges we face is engaging students in the communication process. We will be using our student leaders to assist us in this process. A communications plan will be developed this summer with student input and we will assess its reception and influence. This may mean that we have to engage in more social media outreach to our students. Also, new signage is being developed to notify individuals if a faculty or staff member is a confidential resource.

Sexual assault and sexual misconduct are complex issues with a myriad of problem areas that need to be addressed. Hood College is engaging students, faculty, staff, and the local Frederick community in our efforts to change the focus from the negative aspects of inappropriate behavior to the more positive focus of building healthy relationships. We will continue to review best practices, assess methodologies used, and make appropriate course corrections as appropriate. We believe that our efforts do make a difference now and will be evident on our next set of survey results in 2018.

Costs to develop survey - Total Costs = 45 hours at \$33.9716/hr = \$1528.72

Survey development	2/8 – 2/22	10 hours
Set-up and Administration	2/24 – 3/7	5 hours
Analysis and Reporting	3/15 – 5/15	30 hours

Johns Hopkins University

The *It's On Us Hopkins* survey was designed to examine the prevalence and characteristics of unwanted sexual experiences at JHU, the health consequences of such experiences, and utilization and perceptions of resources to cope with and address unwanted sexual experiences.

Survey Participation. In spring 2015, 12,773 students representing all full-time undergraduate (N=5,786) and graduate students (N=6,987) were asked to complete the survey. The survey, approved by the JHU School of Medicine's Institutional Review Board, collected data on a variety of unwanted sexual experiences and behaviors. A set of questions in the survey asked about unwanted sexual behaviors that the respondent might have experienced while at JHU; these questions included explicit descriptions of the behaviors. Individuals reporting unwanted sexual behavior were asked a series of follow-up questions about the incident or, if they experienced more than one incident, the experience that they remember the most. A separate set of questions in the survey asked about labeled experiences, based on commonly used terms, with either no or only partial descriptions of specific behaviors. The survey also asked students if they had experienced a set of nine *sexual and gender harassment behaviors* while at JHU in a class, lab, or work setting, in a social setting, or elsewhere at JHU.

Response Rate. 5,091 students responded to the survey. Of those, 3,977 students completed the survey, for an overall response rate of 31.1%. Students from all nine academic divisions of JHU participated. Female students were more likely to respond (39% undergraduates, 34% graduate students) than male students (25% for both undergraduates and graduate students), giving the final sample a slightly greater proportion of females (60.5%) than in the surveyed student population (52%). While students reporting alternate gender identities are an important population for studying sexual violence, the number identifying themselves as such and responding to the survey was very small (n=32), so many of the results reflect the four principal groups (female undergrads, male undergrads, female grad students, and male grad students).

Student Reports on Unwanted Sexual Behavior. Overall, 613 students reported that they had experienced some type of unwanted sexual behavior while at JHU, for an overall prevalence of 15% (nearly one in seven students). 542 (13.6%) students reported unwanted sexual contact, and 281 (7.1%) reported sexual violence. Reports of these behaviors varied strongly by the type of student, as shown in the following table for the 607 students in four principal groups. It does not include the five students reporting alternate gender identities—out of 32 total—who reported unwanted sexual behaviors. The 613 respondents who reported unwanted sexual behavior were asked if the perpetrator used tactics such as taking advantage of them while they were incapacitated due to use of alcohol or drugs, threatening them or someone close to them with physical harm, and/or using force or a weapon. Overall, 56% of those reporting any unwanted sexual behavior also reported accompanying incapacitation due to alcohol or drugs, threats, or use of force. Mostly, incapacitation due to alcohol or drugs was involved, with use of force and threats of physical harm being relatively rare. The breakdown of tactics for the four principal groups is shown below: The reported occurrence of these accompanying tactics was slightly lower for unwanted sexual contact (overall 56.9%) than for sexual violence (overall 70.8%). As with the reporting of any unwanted sexual behavior, most of the reports concerned incapacitation due to alcohol or drugs. (The JHU Survey questions that addressed this issue were C2.2 1; C2.2

2; C5.1; C5.2 1; C5.4 2; C13.1; C13.4 2; C13.5 2; C13.6; C14.2 1; C14.32)

Comparisons Between Unwanted Sexual Behaviors and Labeled Experiences. The findings from the JHU survey indicate a lower rate for labeled experiences compared with described behaviors. For example, while only 8% of undergraduate females reported sexual assault as a labeled experience, 16.5% reported sexual violence as a described behavior. The JHU survey findings represent a common pattern — less reporting of labeled experiences than described behaviors — indicating that victims often do not actually realize that they have truly experienced sexual violence because they incorrectly apply a higher threshold to the labeled term and don't count themselves as having experienced it.

Additional Findings Regarding Campus Climate. The JHU survey provided additional data on characteristics regarding campus climate and unwanted sexual behavior. Among female students reporting any unwanted sexual behavior, most reports (94.8%) concerned a male perpetrator. Among male undergraduate students, 60.5% of reports concerned a female perpetrator, while only 37.8% of reports from male graduate students concerned female perpetrators. Overall, 74.5% of the perpetrators of unwanted sexual behaviors were JHU students. In terms of the relationship with the perpetrator of unwanted sexual behavior, 65.5% of the respondents said the perpetrator was a friend, acquaintance, peer, or colleague, and 32.4% of respondents reported they had no prior relationship with the perpetrator. Among all undergraduates reporting unwanted sexual behaviors, the majority of incidents occurred on campus: 39% were reported to occur in JHU-affiliated housing and 23.2% in nonresidential JHU buildings. Among graduate students, the majority of incidents occurred off campus: only 13.1% were reported in JHU affiliated housing and 15% in nonresidential JHU buildings. Overall, 61% of the students reported having had an intimate partner while at JHU. Of those reporting an intimate partner, 9% of undergraduates (10% female, 7% male) and 6% of both male and female graduate students reported having been emotionally abused by them. Reporting of physical abuse by an intimate partner was low (5% for undergraduates, 2% for graduate students). (The JHU Survey questions that addressed this issue were C4.4 2; C4.5 3; C5.2 1; C5.4 2; C5.5; C7.1; C7.2; C7.7; C7.8 1; C7.9 1a; C7.10 2; C7.11 3; C7.12 4)

Student Disclosure of Unwanted Sexual Behaviors. Among those reporting any unwanted sexual behavior, overall, 66% reported that they shared with someone in an unofficial capacity without the expectation that action would follow. This sharing occurred with friends/classmates/peers (62.7%), and far less with family members (13.1%). Even fewer (3%) formally reported the incident to someone in an official capacity, either with the expectation that action would follow or that the report would be kept on an official record. When sharing, more than half (56%) of the students received a supportive response, and 11.1% were provided with information, resources, and services. When asked what happened after they shared the incident, more than half (52.7%) said that nothing happened. Note that this statistic includes all types of sharing, and only 3% of the time was a formal report given to someone in an official capacity. Overall: 60.8% didn't think it was serious enough to share; 33.9% felt partly at fault; 30.9% felt embarrassed or ashamed; 21.1% did not want the perpetrator to get into trouble or didn't want to ruin the person's life or hurt his/her future; 21.2% did not know whom to tell; 17.5% feared being blamed or not believed; 15.7% didn't think JHU administration would do anything; and 14.3% were fearful of retaliation by the perpetrator. (The JHU survey questions that addressed this issue were C8.2 1; C8.3 2; C8.4 3; C8.5 3a; C8.6;

Campus Resource Utilization. Only 20.1% of students were somewhat or very familiar with the JHU Office of Institutional Equity (OIE). Nearly 78.9% of the students said that they were not at all familiar. Less than 1% (0.9%; n=37) had participated in an OIE hearing. Students were asked if they would use any of the following resources if they experienced any unwanted sexual behavior in the future; affirmative responses for each resource in rank order are: Sexual assault exam at the hospital (undergraduates (“U”) 63.2%, graduates (“G”) 65.8%); Forensic/DNA collected from the assault (U 59.6%, G 61.1%); On-campus health care professional (U 57.5%, G 60.5%); Off-campus health care professional (U 56.7%, G 57.3%); Local police (U 54%, G 65%); Mental health professional (U 54.2%, G 59.6%); JHU sexual assault helpline (U 50.9%, G 41%); General Counseling Center for JHU students (U 49%, G 40.2%); JHU campus security officers (U 47.2%, G 50.5%); JHU counselor/ sexual assault prevention, education, and response coordinator (U 45.6%, G 34.8%); Student Affairs/dean of students (U 45.1%, G 47.7%); Residential Life staff (U 42.3%, G 12.2%); Local rape crisis center (U 34.9%, G 38.6%); Title IX coordinator (U 24.1%, G 15%); JHU Office of Institutional Equity (U 16.2%, G 21.4%) (The JHU survey questions that addressed this issue were C15.2; C15.3; C16.2; C16.3; C16.4; C17.2.1; C17.3.2; C17.4.3; C17.6.5; C18.2.1)

Moving Forward. What should we learn from the survey? First and foremost, the incidence of unwanted sexual behaviors, while comparable to our peers, is utterly unacceptable. Second, among all students who reported sexual violence, the majority were victimized by an acquaintance, peer or colleague, or friend. We also learned important facts about patterns. While the most common pattern was male perpetrators and female victims, there were significant male-on-male unwanted sexual behaviors, especially among graduate students. And, as we know, unwanted sexual experiences, including rape, are possible and have happened in ongoing relationships. We found that victims do not always recognize themselves as victims; this is reflected in the differences in reported rates for labeled experiences vs. described behaviors. We found some of the reasons for not reporting an unwanted sexual experience particularly troubling, including fear of being blamed or not believed, fear of retaliation, or a belief that university administration wouldn’t do anything. Students’ intention to utilize JHU services was low, which could reflect a lack of awareness, confidence, or both. We also found a striking lack of awareness of the Office of Institutional Equity and other important sources of support. We will work to improve awareness of, confidence in, and efficiency of our policies and resources. All of these findings point the way to additional actions we can and must take to prevent such experiences at Hopkins. In this regard, we view the overall problem as part of a complex system, and recognize the need for a suite of various preventive approaches.

Direct Costs. The JHU sexual assault climate survey was part of a larger Campus Sexual Assault Research Project spearheaded by expert in violence against women and member of the JHU faculty, Dr. Jacquelyn Campbell, and Research Associate Dr. Bushra Sabri. The project was funded in part by the Office of the Provost and by a grant from the School of Nursing. Salary contributions to the overall project totaled \$133,954. Other Direct Costs included: Qualtrics for quantitative data collection \$500; Supplies \$300; 40 Computer Tablets \$8,000; Participants incentives for qualitative interviews \$600; Participants’ incentives for online survey \$15,000; Transcribing costs for in-depth interviews \$2,400; Printing fees \$100; Dedicated phone line and

long distance calls \$396; in-kind contribution of \$500 from School of Nursing (total other direct costs = \$26,296).

Loyola University Maryland

MHEC Report on Sexual Assault Climate Survey -Revised

June 1, 2016

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Question 1 – Who received the survey and how did the institution select those participants? How did you conduct your survey? How was it administered, 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?), and how does the respondent population compare to the general population on campus?

The Campus Climate Survey was administered to all undergraduate students at Loyola University Maryland. The survey was developed by the Education Advisory Board (EAB) and was administered online over a three week period. E-mails were sent out weekly to remind students to take the survey. At Loyola University Maryland, 4,084 undergraduate students were invited to take the survey, and a total of 1,009 undergraduate students responded for an overall response rate of 25%. Of those who responded 66% were female (compared to 58% total female, undergraduate population) and 86% were white/Caucasian (compared to 77% of the white/Caucasian, undergraduate population). Thirty-eight percent were first year students, 24% were sophomores, 21% were juniors, 20% were seniors, and 2% were fifth year or a graduate student. Eighty-seven percent of respondents live on-campus in a residence hall or apartment style housing, and 13% live off-campus either with family or in an apartment. The cost to administer the survey was as follows: four Amazon Gift Cards in the amount of \$200 each were used as incentives, and the survey cost was \$10,000 for the development, administration, and analysis of the results by EAB.

Question 2 – How do respondents perceive the safety of the campus and the general campus climate? Which survey questions provide the most relevant information for this answer?

An overwhelming majority of respondents perceived that the campus was safe and that faculty and staff were concerned about their welfare. 93.5% of respondents agreed/strongly agreed with the statement “I feel safe at this school.” 93.6% agreed/strongly agreed with the statement “I think faculty are genuinely concerned about my welfare”; 82.8% agreed/strongly agreed with the statement “I think administrators are genuinely concerned about my welfare”; and 85.0% of respondents “feel close to people at this school.”

Question 3 – How do respondents perceive the institution’s readiness and ability 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? Which survey questions provide the most relevant information for this answer?

Respondents had a positive perception of Loyola University Maryland's readiness and ability to address issues of sexual assault and sexual violence. 88.4% agreed/strongly agreed that if someone were to report an incident that "the school would take the report seriously" while 80.6% agreed/strongly agreed that "the school would take steps to protect the person making the report from retaliation." 83.9% of respondents also agreed/strongly agreed with the statement "I am confident my school would administer the formal procedures to fairly address reports of sexual violence"; 82.4% stated that "I know what confidential resources are available to me to report an incident of sexual violence"; and 80.3% agreed/strongly agreed that "If a friend or I experienced sexual violence, I would know where to go to get help."

Question 4 – What actions will the institution most likely take on the basis of these results? Which survey questions provide the most relevant information for this answer?

Loyola University Maryland will continue to offer bystander intervention training based on this survey. 90.5% of respondents reported that training was very useful in increasing their knowledge of "sexual violence prevention strategies (i.e. asking for consent, responsible alcohol use)"; 89.9% have an increased knowledge in "the definition of sexual violence" and 90.3% have an increased knowledge of "bystander intervention" methods due in large part to Loyola's bystander intervention trainings; and 84.0% have an increased knowledge in "reporting an incident of sexual violence." Based on this feedback, Loyola will continue to strengthen and grow our program for all students.

More specifically, one area where Loyola University Maryland will most likely focus on this fall is educating students on the University's formal process. Over half of the respondents (56.5% which increased from 44.0% the prior year when this survey had been piloted) agreed/strongly agreed that they "understand my school's formal procedures to address complaints of sexual violence." By revamping the Title IX website, Loyola will make the procedures more accessible for students which will include an online reporting process for sexual violence incidents. In addition, a focused marketing campaign will be launched to increase awareness of the formal procedures regarding how to file complaints and the process to investigate and adjudicate sexual violence incidents under the Student Code of Conduct.

Maryland Institute College of Art

Maryland Institute College of Art (MICA) launched the 2016 Climate Survey on February 24 and closed the instrument on March 20, 2016. All undergraduate and graduate students received the survey for a total sample size of 2,168. Twenty percent (20.3%) of students participated in the survey in some manner and 11.3% of the total population completed the survey.

The College’s understanding of the demographic profile of respondents is limited as only 54.9% of participants disclosed their demographics. The respondent ration of Undergraduate students and Graduate students very closely reflects the MICA population. Eighty nine percent (89.6%) of respondents identified as undergraduate students compared to 81.5% of MICA’s population. Ten percent (10.4%) identified as graduate students compared to 18.5% of MICA students.

MICA’s gender demographics only reflect students who identify as “men” or “women.” In an effort to be more inclusive, the survey allowed for participants to select all genders that apply and provided more options including: man, woman, transgender, cisgender, gender non-binary/genderqueer, agender, I identify with a gender not listed here, and I am currently exploring my gender identity. Seventy-six percent (76.4%) of participants identify as “woman” compared to 73% of the MICA population. Fourteen percent (14.5%) of participants identify as “man” compared to 27% of the MICA population.

Respondents racial and ethnic identities and international student did not consistently reflect MICA’s population as reported to the institution through enrollment data.

	Reported through Climate Survey	Reported to Institution	Difference
White, Caucasian/European descent	73.4%	48.6%	24.8%
Asian, Asian American, Southeast Asian, Desi	19.1%	11.8%	7.3%
Latino/a, Hispanic	9.5%	3.3%	6.2%
Black, African, African American	Less than 10		
Multiracial	8.7%	9.3%	-0.6%

MICA based the climate survey on the Administrator-Researcher Campus Climate Collaborative (ARC3) model. Modifications were made to better reflect MICA’s tone and culture, including replacing a few questions from the ARC3 survey with questions from the Rutgers University iSpeak survey. Questions were vetted through the College’s Title IX Advisory Committee, which includes faculty, staff, and student representatives, and with the Office of Diversity and Intercultural Development. The final instrument incorporated a mix of question types, inclusive of Likert scales, multiple-choice questions, and an open-ended question. The survey was administered by a third party partner, Qualtrics, using an on-line survey software that allowed for anonymous responses. On average, participants took 35 minutes to complete the survey.

The direct costs to administer the survey were reasonable. MICA purchased one single user license for one thousand responses from Qualtrics for \$500. Additionally, student employees created and printed flyers to hang on residence hall doors, which cost about \$45. The greatest expense was attributed to the administrative time it took to curate, vet, format, and analyze the survey. In order to meet the established deadline, the College deferred other Title IX/gender equality related projects and updating resources.

Perceptions of Safety

Students shared their perceptions of safety by responding to which degree they agreed (strongly agree, agree, neutral, disagree, and strongly disagree) to the following statements:

- I feel safe on campus at MICA, On or around this campus
- I feel safe from sexual harassment
- On or around this campus, I feel safe from dating violence
- On or around this campus
- I feel safe from sexual violence
- On or around this campus
- I feel safe from stalking.

Students generally reported that they feel safe on campus; 47.9% agreed or strongly agreed that they felt safe on campus and 36.5% felt neutral. A variance was noted in questions related to feeling safe “on or around campus” from specific acts of sexual misconduct. As the question prompt expanded the area from campus to “on or around” campus, the perceptions of safety diminished. This change may be attributed to perceptions related to safety in Baltimore.

Students were asked about their perceptions of safety on or around campus based on multiple forms of gender based harassment. Students reported feeling least safe from stalking (39.8% stated that they felt safe from stalking). Students felt the most safe from dating violence (63.1% stated they felt safe from dating violence).

Students believed their peers would support them if they were to make a report but feared retaliation from the alleged offender or their friends. Seventy one percent (71.6%) believed that peers would not have a hard time believing the person making the report. Only 14.2% believed that other students would label the person making the report a troublemaker. However, a third of respondents (31.0%) believed that the alleged offender or their friends would try to get back at the person making the report.

Institutional Readiness and Ability

Overall, participants perceived that the College would support the person coming forward with a report. On average, 60.7% felt that MICA was very likely or likely to take actions that supported the person making the report. For example, 67.8% of respondents felt it was likely or very likely that the institution would take a report seriously. Sixty one percent (61.2%) of respondents felt that MICA would protect the safety of a person who came forward with a report. Results showed that 68.8% believed that MICA was likely or very likely to maintain the privacy of the person making the report. This finding is important, as MICA is a small institution.

Of the students that had experienced sexual misconduct, 72.2% stated that the College actively supported them with formal or informal resources. The majority of respondents (88.7%) felt that the College was inclusive and respectful of them regardless of their sexual orientation and race.

To determine the respondent's perception of how the College would handle a report of sexual misconduct, the students were asked to respond to the following statements on a “Very Unlikely” to “Very Likely” scale:

- The institution would take the report seriously
- The institution would maintain the privacy of the person making the report
- The institution would do its best to honor the request of the person about how to go forward with the case
- The institution would take steps to protect the safety of the person making the report
- The institution would support the person making the report
- The institution would provide accommodations to support the person (e.g., academic, housing, safety)
- The institution would take action to address factors that may have led to the sexual misconduct
- The institution would handle the report fairly
- The institution would label the person making the report a troublemaker
- The institution would have a hard time supporting the person who made the report
- The institution would punish the person who made the report.

Additionally, for those who reported being the victim of sexual misconduct they were asked if the College played a role in their experience by:

- Actively supporting you with either formal or informal resources (e.g., counseling, academic services, meetings or phone calls)?
- Allowing you to have a say in how your report was handled?
- Ensuring you were treated as an important member of the institution?
- Responding inadequately to the experience/s, if reported?
- Punishing you in some way for reporting the experience/s (e.g., loss of privileges or status)?
- Responding differently to your experience/s based on your sexual orientation? Creating an environment in which you felt discriminated against based on your sexual orientation?
- Expressing a biased or negative attitude toward you and/or your experience/s based on your sexual orientation?
- Responding differently to your experience/s based on your race?
- Creating an environment in which you felt discriminated against based on your race?

Students are not consistently associating the Title IX team’s function with sexual misconduct. Twelve percent (11.9%) of respondents stated that they were not aware of the Title IX team’s function related to sexual misconduct. However, 84.1% said they received information that Title IX protects against sexual misconduct.

Finally, respondents were asked if, since enrolling at the College, they had received written (e.g., brochures, emails) or verbal information (e.g., presentations, training) from anyone at MICA

about the following? Respondents responded yes as follows: The definitions of types of sexual misconduct, How to report an incident of sexual misconduct, Where to get help if someone you know experiences sexual misconduct, Title IX protections against sexual misconduct, How to help prevent sexual misconduct, Student code of conduct or honor code

Action Steps

Given the relative lateness in the academic year of the survey's implementation, the College has committed to an in depth review of the survey responses in the Fall 2016 semester. This review will include members of all portions of the campus community, inclusive of faculty, staff, and students. Initial review of the survey responses demonstrates a need to create and implement a communication strategy to raise awareness of the College's policies, resources, and resolution procedures.

McDaniel College 2015-2016 Narrative Report

In response to the newly enacted Maryland Educational Article § 11-601, McDaniel College conducted its first sexual assault campus climate survey in February 2016. The Sexual Assault Climate Survey Team selected a survey developed by the Higher Education Data Sharing Consortium (HEDS). Using the HEDS Sexual Assault Climate Survey tool, questions focused on students' perceptions of the College's climate on unwanted sexual contact and sexual assault, students' perceptions of how the College addresses and responds to sexual assault, and whether and how often students have experienced unwanted sexual contact or sexual assault. Throughout the survey, information was provided for survey participants on how to access resources on our campus as well as local or national resources. The following faculty and staff served on the Team: Robin Dewey, Director, Institutional Research; Jennifer Glennon, Director of Human Resources/Title IX Coordinator; James Hamrick, Chief of Campus Safety; Dr. Stephanie Madsen, Professor of Psychology; Elizabeth Towle, Associate Dean of Students; and Dr. J. Michael Tyler, Dean of Graduate and Professional Studies.

Question One: Survey Summary

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

The Survey Team determined that the institution would select the active undergraduate students as the participants. The Registrar's Office queried the data to pull a list of students who had a status of "active" for the spring 2016 semester at the Westminster campus. Students who were on a leave of absence or were attending school at the Budapest Campus were excluded. This query resulted in a list of 1,778 active undergraduate students to be surveyed.

How did you conduct your survey?

Participants were sent an email on February 1, 2016 announcing the survey including the link to the survey. Subsequent reminders were submitted on February 9th, February 17th and February 24th. The survey closed on February 25, 2016. There were two levels of incentives offered to those who completed the survey. The initial level was a coupon that generated at the close of the survey for a free beverage at Casey's Corner with a total cost of \$277.30. The second tier was a raffle for \$25 gift card for McDaniel Bucks for only four students with a total cost of \$100. The raffle required an additional step of emailing the survey coordinator, Jennifer Glennon.

How was it administered, what was the rate of response among those who could have responded? How does the respondent population compare to the general population on campus?

The college purchased the HEDS Sexual Assault Climate Survey at the rate of \$500. The survey is administered by HEDS using the web-based Qualtrics software. The response rate was 26.4% or 470 of the 1778 of the active undergraduate students who were contacted to voluntarily participate. The participants identified as 25.9% freshman/first year, 20.9% sophomore, 24.4% junior, 25.6% senior and 2.8% as graduate student/other. The participants identified as male (27.4%), female (69.4%) and non-responsive (3.2%). By way of comparison, our student body demographics as of the Fall of 2015 are 26.1% freshman/first year, 23.2% sophomore, 20.6% junior, 27.1% senior; as well as being 46.8% male and 53.2% female.

Question 2: Safety and General Climate

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

In general, the respondents mostly agreed or strongly agreed that they feel safe on campus and that staff, faculty, administrators and students contributed to a positive climate. Specifically, 28.0% responded “Strongly Agree” and 52.6% responded “Agree” that they feel safe on campus. Further, 26.1% responded “Strongly Agree” and 48.7% responded “Agree” that they feel that campus officials protect students from harm. Less than 10.0% of the participants “Disagree” or “Strongly Disagree” that staff, faculty, administrators or students contribute to a positive environment on campus.

Which survey questions provide the most relevant information for this question?

Questions One and Three provided the most relevant information for this question.

Question 3: Sexual Assault and Sexual Violence

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

Respondents strongly indicated (79.1%) that they are able to recognize incidents of sexual assault. However, only 59.2% of respondents indicated that they knew how to report incidents to the college and fewer (32.1%) received education on the procedures to investigate sexual assault. This may be influenced by low rates of participants recalling the information/education that s/he received about sexual assault. Only 20.5% of participants recalled “almost all or all of it” and 34.6% “most of it”.

Support for Persons Reporting Sexual Assault and Other Misconduct

Respondents “strongly agreed” (24.8%) and “agreed” (42.7%) that there is a good support system for students going through difficult times. Additionally, the respondents “strongly agreed” (36.1%) or “agreed” (41.2%) that campus officials would support and protect the person making the report.

Were Administrators Ready and Able to Investigate incidents of Sexual Assault and Other Misconduct?

Respondents indicated that there was confidence that the incidents would be investigated and adjudicated. More than 80.0% of respondents “strongly agreed” or “agreed” that the reports would be taken seriously and more than 70.0% “strongly agreed” or “agreed” that a careful investigation would be conducted.

Which survey questions provide the most relevant information for this question?

Questions Five, Six and Seven provided the most relevant information for this question.

Question Four: Goals for 2016-2018

Upon review of the results, the following goals have been formed.

1. Through partnerships with various campus groups, there will be a monthly activity to continuously remind all students throughout the semester about the resources available for sexual assault and the institution’s policy prohibiting gender based discrimination. Activities may include emails, posters, interactive activities or trainings.

2. Increase outreach education throughout freshman year through partnerships with various campus groups such as Residence Life and Center for First Year Experience. (Currently, there is a heavy focus during the beginning of the academic semesters)
3. Update the required Title IX training for all faculty and staff to include a higher level of detail regarding the college's specific policy and procedures when incidents occur. (Currently, the policy is provided but more in-depth analysis is needed).

Which survey questions provide the most relevant information for this answer?

Questions Six, Seven, Fifteen, Twenty-One, Twenty-Five and Thirty have provided the most relevant information for this answer.

Survey Costs

The costs to conduct this survey were comprised of direct and indirect costs. The total direct costs are \$877.30 (\$500 to purchase survey, \$100 raffle prizes and \$277.30 redeemed drink coupons). The indirect costs relate to staff and faculty time spent on this project totaling \$6207.85. (\$2,254.87 for faculty/staff time spent on committee, additional individual time spent with analysis of the data and general survey administration by the Director of Institutional Research and the Director of Human Resources totaling \$3952.98) Therefore, the total cost impact of conducting this survey is \$8462.72.

Mount St. Mary's University
June 1, 2016

Survey Process and Respondent Information

The Sexual Assault Campus Climate Survey (SACCS) was administered to all undergraduate students of the University (N=1565). The survey was distributed via email in electronic format using Remark survey software. Each student was sent a link to the survey instrument in the initial mailing and in several reminders. The SACCS was developed, distributed, and analyzed internally using existing personnel in the Office of Institutional Research in cooperation with the University's Title IX Coordinator, thus the costs related to this process were absorbed by the University in its normal course of business.

Responses were received from 198 students resulting in a 12.7% response rate. Respondents were generally representative of the undergraduate student population in full and part time enrollment status. Fewer first-year students responded to the survey than in the general population (26.8% vs. 29.0%), a greater percentage of sophomores responded than represented in the general population (34.8% vs. 24.7%), and fewer upper class students responded (33.3% vs. 45.7%). The survey respondents were disproportionately female (67.2% vs. 54.8%) and resident students (85.9% vs. 81.5%). Overall the percentage of students of color who responded was close to campus demographics but within races/ethnicity categories there were fewer African American respondents (7.1% vs. 12.3%), a greater percentage of Asian American students (5.1% vs. 2.8%), and fewer mixed race respondents (2.0% vs. 4.4%). There were also a greater number of "unknown" race/ethnicity respondents (6.6% vs. 1.0%).

Perception of Safety and Campus Climate

Most students who responded to the SACCS indicated they agreed or strongly agreed that they felt safe on the Mount's campus (89.3%). While student respondents feel safe on campus, there are indications that students don't have confidence that a crisis on campus would be handled well. Only a slight majority of the respondents agreed or strongly agreed that a crisis would be handled well (55.1%). When asked if the Mount responds rapidly in difficult situations, 46.9% agreed or strongly agreed; 47.9% of the student respondents agreed or strongly agreed that Mount officials handle incidents in a fair and responsible manner; and 61.1% agreed that the Mount does enough to protect the safety of students.

Regarding the general climate at the Mount, SACCS responses indicated that most students agreed or strongly agreed that they felt valued in the classroom/learning environment (83.3%); that faculty respected what students think (78.6%); that faculty were genuinely concerned about their welfare (78.3%); that faculty treated students fairly (77.8%); that they felt close to people on campus (77.3%); that they were happy to be at the Mount (76.9%); and that they felt a part of the Mount community (78.3%).

Student respondents were less enthusiastic with regard to climate questions pertaining to administrators/staff. When asked if administrators and staff treat students fairly, 72.7% agreed or strongly agreed. Similarly when asked if administrators and staff respected students, 67.2% agreed or strongly agreed.

Readiness and Ability to Address Issues of Sexual Assault and Sexual Violence

Specific to handling reports of sexual assault or sexual violence 78.8% of the student respondents indicated the Mount was likely or very likely to take the report seriously and 85.9% felt it likely or very likely that the privacy of the individual making the report would be maintained. The majority of respondents (75.3%) indicated it likely or very likely that requests to forward the report to criminal investigators would occur and that the Mount would take steps to protect the safety of the individual making the report (77.8% likely or very likely). In addition, most felt the University would support the individual making the report (72.6% likely or very likely).

Fewer students, although still a majority, felt that the Mount would take action to address factors that may have led to the sexual assault and sexual violence (67% likely or very likely) and that the University would handle the report fairly (66.9% likely or very likely).

Half of the student respondents (50.0%) thought it either unlikely or very unlikely that the person making the report would be labeled a liar (31.8% were unsure). While most thought (59.8%) that most students would support the person who made the report 24% thought it unlikely or very unlikely that the alleged offender or friends of the alleged offender would try to get back at the student making the report (48.5% were unsure, and 27.3% thought is likely or very likely). A majority of students were likely or very likely (62.4%) to call the police or other authorities if they saw a group bothering someone in a parking lot or other similar setting (27.4% were unsure). Most were likely or very likely to report information to campus authorities regarding a sexual assault case (76.7%).

Most students (90.4%) indicated they would confront a friend who was “hooking up” with someone who was passed out (7.1% were unsure). Fewer students (79.2%) would confront a friend with rumors they forced someone to have sex (15.7% were unsure). Students were likely or very likely to go with a friend to the police department if the friend said she or he was raped (91.8%).

While most students agreed or strongly agreed that they knew where to get help on campus (64.5%), nearly a quarter of the respondents did not (24.4% disagreed or strongly disagreed). Students generally did not understand what happened when a student reports a claim of sexual assault on campus (39.6% agreed or strongly agreed that they knew what happened; 44.2% disagreed or strongly disagreed with the statement). A slight majority of students knew where to go to make a report if they or a friend were sexually assaulted (55.4%).

Most students (77.4%) had received information/education regarding sexual assault before coming to the Mount. Since enrolling at the Mount most have received written or verbal information regarding the definition of sexual assault (70.1%) and how to help prevent sexual assault (71.9%). Fewer students have received written or verbal information regarding: how to report a sexual assault (42.6%); Title IX protection against sexual assault (43.4%); and where to go get help if someone they know is sexually assaulted (50.3%).

Actions to be Taken on Basis of Results

Mount St. Mary's University will engage in a comprehensive assessment of its sexual misconduct education for undergraduate students to respond specifically to survey responses concerning where to get help, what happens when a student reports a claim of sexual misconduct and where to go to make a report if they or a friend are sexually assaulted.

The Division of Students Affairs has undergone some key personnel changes in recent months; particularly, new leadership of the division (Vice President for Student Affairs and Dean of Students/Director of Residence Life) and in the department of public safety (Director of Public Safety). While the University has a Title IX compliance team made up of five certified professionals, the University has expanded this training/certification to include these newly-appointed individuals--Vice President Post will be attending Title IX training and certification courses in June and Public Safety Director, Rodney Grays and six of our leadership staff within that department, successfully completed their certifications in mid-April, 2016. With more certified professionals on campus, the Mount intends to enhance its campus-wide training efforts for all faculty, administration, coaches, staff, and students.

A Reporting Card will be distributed to all students at the beginning of the academic year highlighting various channels for making a report. Additionally, a *Resources and Referral Options* document will not only be made available to all students, but will be distributed to Resident Assistants and all offices/departments for quick reference.

Each year, all incoming First Year students are required to take the Haven assessment for Sexual Assault. At the end of the course, students receive University-specific information about where and how to make a report. Additionally, beginning with orientation, in order to address student concern about a fair and unbiased reporting process, we will focus education on how to make a report, the process followed after a report has been made, and the rights of all individuals involved.

And finally, in addition to the annual training for all responsible persons, the Mount will identify individuals to serve as Advocates to receive additional training in order to respond to student concerns, etc.

Respectfully submitted,

Pauline A. Engelstatter
Vice President of University Affairs
Title IX Compliance Officer

Notre Dame of Maryland University

Sexual Assault Campus Climate Survey Report

Survey Administration

During the month of February, Notre Dame of Maryland University (NDMU) conducted a campus climate survey of all NDMU students regarding sexual assault and sexual misconduct. The survey was conducted via email which was sent to students during the second week in February for completion by Monday, February 29, 2016. The method of survey administration was web-based. The students received an initial email providing a brief overview of the survey and then a link to the on-line survey tool (Survey Monkey). Student were directed to click the link to direct them to the survey. Email reminders were sent to all student's NDMU email accounts on February 15th, 22nd, and 29th. The survey questions took about 15 minutes to complete.

The survey recipients were all students registered at the university for the Spring 2016 semester. In Spring 2016, that total number was 2,487. 85% of the population was female, and 15% of students were male. 37% of students were undergraduate with 63% of students enrolled as graduate or professional students.

The university utilized our pre-existing subscription to Survey Monkey to administer the survey to all NDMU students. The subscription costs the university \$225 on an annual basis, but is also utilized for other surveys outside of the Sexual Assault Campus Climate. We did not provide incentives for those who completed the survey, so there were no other costs associated other than personnel time allotted for the creation and administration. The total personnel time was approximately four hours for the creation and administration of the survey including the weekly reminders that were sent.

We had 191 students complete the survey. Of the 191 respondents, 93 were undergraduate students (9% response rate) and 95 were graduate students (7% response rate). However, looking at the residential population only, there was a 23% return rate for those students living on our campus. We also wanted to look at the age of the respondents, and found that our response rate was 15% for traditional-aged students in our undergraduate programs, and less than 5% for our non-traditional aged students. 59.5% of the respondents identified as full-time, and 37.9% identified as part-time students. 89% of respondents were female, and 9.3% identified themselves as male, which is comparable to our overall gender break down in the total student population.

Safety Perceptions on Campus

We were pleased to read that 86.8% of the respondents feel valued in the classroom/learning environment and 76.3% of student respondents believe faculty, staff and administrators respect what students on the NDMU campus think. Overall, the general campus climate results were very positive. Almost 80% of respondents indicated that they think faculty are genuinely concerned about their welfare. We had a large percentage of respondents skip the question on whether they feel close to people at NDMU and whether they feel a part of the university (34.6% and 29% respectively skipped the questions).

When specifically asked about safety on campus, the numbers were also positive. 78.5% of respondents agreed or strongly agreed that they feel safe on NDMU's campus with only 5.5% disagreeing. 11.4% of respondents thought NDMU was not doing enough to protect the safety of the students, however, 57.8% strongly agreed or agreed with 30.8% of survey respondents not answering the question. The most positive answer was to whether the respondent would call the police if they saw a group bothering someone in the parking lot or similar setting, with 80.4% of the respondents indicating they would call the police.

Perceptions of Sexual Misconduct on Campus

All of the responses to questions regarding the universities ability to handle a reported incident of sexual misconduct were above 80%, indicating most student respondents feel the university would take the report seriously, would do its best to maintain confidentiality, would forward to the police if requested, and would take steps to protect the safety of the complainant. The percentage was slightly lower in confidence that the university would take action to address factors that may have led to the sexual misconduct and would handle the report fairly (74.7% and 77.6% respectively).

The student respondents also report confidence in the support of the student community with only 8% answering that students would label the person making the report a liar and 71.9% stating students at NDMU would support the person making the report. Almost half the respondents (46.2%) skipped the question regarding whether the alleged offender(s) or their friends would try to get back at the person making the report. This is something we will look at moving forward.

In terms of educational outreach, the University has made great strides to improve in the dissemination of information regarding our policy and protections for the reporter. However, only 52.5% of students indicated if they or a friend were sexually assaulted, they would know where to go to get help on campus. We also had 28.7% and 26.2% of students disagree that they understand what happens when a student reports a claim of sexual assault at NDMU and that they know where to go to make a report of sexual assault. 71.8% of students said they received the definition of sexual misconduct since coming to NDMU and 73.9% indicated they had received information regarding Title IX protections against sexual misconduct. Less than 50% of student respondents indicated they had received information on how to report sexual misconduct, where to go for help if someone you know is sexually assaulted, and how to help prevent sexual misconduct. All of this information is including within our policy perhaps indicating that students know they received the information on Title IX, but did not read the document.

Only 4.8% of student respondents indicated they had experienced sexual violence or unwanted sexual behavior since starting at NDMU. Of those who indicated they had experienced sexual misconduct, most told a friend. Of those who indicated they shared the experience with a faculty or staff affiliated with NDMU, 37.5% indicated that the quality of help they received was poor, while 37.5% indicated the quality of help was excellent. Most shared responses expected for not reporting what happened, either indicating "It is a private matter, I wanted to deal with it on my own", or "I wanted to forget it happened." None of the respondents indicated that they did not

report for fear they or another would be punished for infractions or violations nor that they found the campus process difficult (0% for both questions).

Actions NDMU Will Take Based on Results

Next year, we will ask the respondents which college they are a member, either our traditional-aged Women's College, the College of Adult Undergraduate Studies (CAUS), or Graduate/School of Pharmacy, our professional program on campus. This will help us get a better sense of whether or not the survey is useful for our adult student population. Based on this year's survey results, we do not believe it was. We received a few written comments indicating that students were either taking classes on-line or at an off-campus location and did not feel this survey was pertinent to them. We also need to consider if it makes sense to survey our non-traditional population.

The on-campus residential students responded at a much higher rate than our commuters, so we will need to think through possible incentive to receive a better response rate from off-campus students. With the breakdown in colleges, we can target incentives to the Women's College commuter population.

We also had a large number of respondents skip questions throughout the survey. We will need to establish which questions are mandatory to answer before moving forward with the survey, and which are optional. We understand some of the specific questions regarding sexual violence may be difficult for respondents to answer, but others regarding campus climate and relationships could be made mandatory.

The University will continue to work on disseminating related information. It was clear from the results that students received information regarding our Title IX Policy, but did not read through the materials to better understand how to make a report or the procedures the university follows once we receive a report. We will highlight those areas along with bystander training, how to help a friend, and resources on campus.

The University will also continue its efforts to better educate faculty and staff who may be in a position to receive an initial report. Our emphasis this past year was on mandatory reporting and making sure the information was shared with Title IX Coordinator and Deputy Coordinators. Moving forward, we will also need to provide training to faculty and staff on victim-centered support and reporting.

St. John's College Campus Climate Survey Report 2016

Survey Development

The Assistant Dean's office at St. John's College developed a campus climate survey in compliance with MHEC's guidelines. Our office collaborated with resident assistants and other students to develop questions. Upon their recommendation, we named it the Campus Environment Survey because students thought the word "environment" more clearly communicated the purpose of the survey than "climate." The survey consisted of 26 multiple-choice questions with the option to expand on answers in comment boxes. At the end of the survey, we provided information for on-campus and local resources for survivors of sexual assault. Once developed, we put the survey in an online format using Google Forms.

Survey Administration

Because St. John's College is a small institution, we asked all undergraduate and Graduate Institute students to complete the survey. We sent out both an online and paper survey on January 26, 2016 with a deadline of February 6, 2016. We chose this timeframe to allow students enough time to complete the survey without giving them so much time that they would procrastinate and forget about it. We chose to administer at this time in the semester because it was late enough that students would feel settled in after winter break but not so late that they would be busy with paper assignments. We had resident assistants encourage students on their halls to complete the survey, and we sent out multiple reminders about the survey. We did not offer incentives to those who completed the survey; rather, we stressed the importance of completing it as the duty of a good community member.

Participation

There were 210 students (201 undergraduate and 9 graduate) who completed the survey. There was undergraduate participation of 53.8%. Out of a total 363 18 to 24 year-olds, 52.6% (or 191) of them completed the survey. Students under the age of 18 were not permitted to answer the questions on the survey and were redirected to the resources page at the end of the survey. A proportionally higher number of female students responded to the survey; students enrolled as females make up 45.8% of the student population, while students enrolled as males make up 54.2% of the population. Of survey respondents, 47.1% identified as female, 46.7% identified as male, and 6.2% either preferred not to share their gender identity or did not identify as male or female. Of the survey respondents, 24.2% completed the paper versions of the survey, and 75.8% completed the online version.

Perceptions of Safety and Campus Climate

The survey questions that provided the most relevant responses regarding perceptions of campus safety were questions four through six. These questions asked students if they agreed with statements about whether the college protects the safety of students, responds rapidly to crisis situations, and handles crises well. At 62.3%, more students agreed with the statement that the college does a good job protecting the safety of students than with the statements that the college would handle a crisis well (44.4%) or that the college responds rapidly in difficult situations (41.4%). On the other hand, more students disagreed that the college responds rapidly in difficult situations (18.8%) than with the statements about protecting the safety of students (9.7%) or

handling crises well (10.1%). Many students indicated in the comments that they answered “I’m not sure” because they did not have enough information about crisis situations on campus to have an opinion on how the college handles them.

In this section, many of the comments focused on Public Safety and their response to emergency and non-emergency situations. The biggest concern regarding Public Safety is a slow response time to non-emergency situations. Most students said that in the case of emergency situations, however, Public Safety responds quickly and professionally. Concerning the administration’s response to incidents, the feedback was also mixed. Many students expressed that the college does a good job protecting students but that the college inevitably has limitations in its ability to keep students safe, saying that even good protocols cannot ensure all dangerous situations are prevented or handled smoothly.

Questions 11 through 15 were the most relevant in addressing the campus climate as it relates to the student community and the relationships that exist within it. In this section of the survey, we presented difficult situations and asked students about whether or not they would intervene. On average, students would be willing to intervene 79.5% of the time in situations regarding the prevention and report of sexual misconduct and the support of a friend if he or she had experienced sexual misconduct. Students said that overall our campus community is conducive to approaching each other about questionable situations and that campus authorities are accessible when more assistance is needed.

Perceptions of Sexual Misconduct Prevention and Response

The survey questions that provided the most relevant responses regarding perceptions of sexual misconduct prevention and response were questions 7 to 10 and 16 to 18. Questions 16 to 18 asked about students’ knowledge regarding sexual misconduct policies and resources. Of the students surveyed, 69.1% know where to go to get confidential help on campus, and 69.1% know where to go to make a report of sexual misconduct. At 93.2%, more students said they have received information about the definition of sexual misconduct than about how to prevent (89.4%), report (73.9%), or get help (76.8%).

Questions 7 to 10 asked survey respondents if they agreed with statements regarding perceptions of the college’s response to reports of sexual misconduct. Students surveyed agreed with each statement in the following percentages: that the college would take reports of sexual misconduct seriously (68.0%), that the college would do its best to support the person making the report (60.2%), that the college would maintain the privacy of the person making the report (76.2%), and that the college would respond fairly to the report (49.8%). As with the questions addressed in the previous section of this report, many students expressed in the comments that they answered “I’m not sure” because they had not had enough experience with these situations to know how they were handled.

When students were asked if they had experienced sexual contact without their consent since coming to St. John’s, 11.6% of students responded that they had, 3.4% of students said they were not sure, and 85.0% said they had not. Of those who responded that they had experienced sexual contact without their consent, 87.0% of them responded that they told someone about the incident, and 82.6% told someone affiliated with the college. Female students were more likely

than other genders to have told someone about the incident. Freshmen were less likely than other students to have told someone. Those who indicated that they had experienced sexual misconduct during their time at St. John’s were more likely than students who had not to agree with the following statements: the college responds rapidly in difficult situations; the college would take a report of sexual misconduct seriously; and the college would provide support to the person making the report. These same students were less likely to agree with the other statements: if a crisis happened on campus, the college would handle it well; the college does a good job protecting the safety of students; the college would do its best to maintain the privacy of the person making the report; and the college would respond to the report fairly.

Action

Because our college values in-person conversation, we used the survey as an opportunity to hold follow-up conversations with students about safety and sexual misconduct on campus. The survey and these conversations revealed that although there is a generally positive relationship between students and administration, the greatest obstacle to prevention and reporting is students’ lack of information. Many students said that they know where to go to get information about sexual misconduct, but they had forgotten it since it was given to them at the beginning of the school year. In order to remedy this, we will incorporate more education on an ongoing basis and expand the settings in which we deliver the information. We plan to have RA’s hold regular topic-specific hall meetings and involve adult residential staff in trainings and conversations with students. We are also working with a student group to develop a primary prevention program that better relates to our campus culture, covering topics of bystander intervention, consent, and sexual misconduct reporting. They will work with us to create new presentations of this information throughout the school year so that students do not forget about it.

Costs

Because we used a free online survey platform, the only non-labor costs for developing and distributing the survey were incurred by printing paper versions for every student. We printed 460 copies of the survey, and this cost \$207. The cost for labor on the survey is as follows:

<u>Task</u>	<u>Man-hours Spent</u>	<u>Cost of Labor*</u>
Content development	18	\$513.54
Survey creation via MS Word and Google Forms	20	\$570.60
Distributing survey and encouraging participation	17	\$485.01
Collecting results	11	\$313.83
Data analysis	50	\$1,426.50
Writing survey reports	20	\$570.60
Follow-up with students	10	\$285.30

Total cost of labor: \$4,165.38

Total cost of materials: \$207.00

GRAND TOTAL: \$4,372.38

*Cost of labor calculated using the mean hourly wage of survey researchers according to May 2015 data from the Bureau of Labor Statistics.

Stevenson University

Survey Administration

Stevenson University administered the Sexual Assault Campus Climate Survey beginning on February 17, 2016 and ending on March 1, 2016. Stevenson University elected to use the model survey that was provided by the Maryland Higher Education Commission on October 8, 2015. The survey population was 2,937 traditional, degree seeking undergraduate students. Of this group, 2,823 were full-time students and 114 were part-time students. The survey was created using Survey Monkey and it was emailed to the survey population on February 17, 2016. Reminder emails were sent to the survey population on February 22, 2016 and on February 29, 2016.

626 students, or 21.3% of the survey population, agreed to participate in this study. However, the response rate to individual questions was lower. For example, 604 students answered the question describing their current living situation whereas 601 students answered the question identifying their current year of enrollment at the institution. The response rate to these and other preliminary demographic type questions was approximately 20.4%. However, the response rate to the remainder of the questions was approximately 500 students, or 17% of the survey population. Based on these varying response rates, Stevenson University believes that 17% is the more accurate response rate for this survey.

The respondent population compares favorably to the general population of the institution, though there were some differences worth noting. First, the response rate among female respondents (78%) was approximately 11% higher than the percentage of women on campus (67%). In addition, the response rate revealed higher percentages of first and second year students completed the survey as compared to third and fourth year students. Finally, 97% of the respondents were in the 18-24 age group.

Student Perceptions of General Campus Climate and Campus Safety

General Campus Climate

The respondents perceive the general campus climate of Stevenson University to be positive. The below survey statements provided the most relevant information in this area.

1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree	
Statement	Rating Average
I think faculty are generally concerned about my welfare	4.1
Faculty, staff, and administrators respect what students on this campus think	4.0
I am happy to be at this university	4.0

Campus Safety

Overall, based on their responses to statements focusing on their perception of the overall safety of the institution, the respondents perceive Stevenson University to be a safe institution. The below survey statements provided the most relevant information in this area.

1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree	
Statement	Rating Average
I feel safe on this campus	4.3
The University responds rapidly in difficult situations	4.1
The University does enough to protect the safety of students	4.0

Student Perceptions of Stevenson’s Readiness and Ability to Address Issues of Sexual Assault and Sexual Violence

Support for Individuals Who Report Sexual Assault and Sexual Misconduct

The respondents felt it was likely that Stevenson would provide appropriate support to individuals who make a report of sexual assault and sexual misconduct to the University. The below survey statements provided the most relevant information in this area.

1 = Very Unlikely 2 = Unlikely 3 = Neutral 4 = Likely 5 = Very Likely	
Statement	Rating Average
The University would take steps to protect the safety of individual making the report	4.3
The University would support the individual making the report	4.2

Administrators Responsible for Investigating Misconduct

Students responded positively to statements related to how they believe Stevenson University would support individuals who make a report of sexual assault and sexual misconduct. The below survey statements provided the most relevant information in this area.

1 = Very Unlikely 2 = Unlikely 3 = Neutral 4 = Likely 5 = Very Likely	
Statement	Rating Average
The University would take the report seriously	4.3
The University would do its best to maintain the privacy of the individual making the report	4.3
The University would handle the report fairly	4.2

In addition to the above statements, the respondents also agreed with the statement that “University officials handle incidents in a fair and responsible manner”.

Training and Education

The respondents were asked to indicate their level of agreement with statements focusing on the process for reporting a sexual assault at Stevenson University and what happens once a report is made. The below survey statements reveal that students are not as clear on the reporting process and what happens following a report being made as the institution would like them to be.

1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree	
Statement	Rating Average
If a friend or I were sexually assaulted, I know where to go to get help on campus	3.8
If a friend or I were sexually assaulted, I know where to go to make a report of sexual assault	3.5
I understand what happens when a student reports a claim of sexual assault at the university	3.3

Further, when asked about the education they have received since beginning at Stevenson, relatively high percentages of students indicated they have received information about the definition of sexual assault (85%) and how to help prevent sexual assault (75%). However, only 56% of the students indicated they received information about how to report a sexual assault and only 38% stated they received information about Title IX protections against sexual assault. Finally, 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, very few among this group cited “not knowing the reporting procedures” as their reason for not telling anyone. Instead, the most cited reasons for not reporting were (1) the students didn’t think what happened was serious enough to talk about and (2) they didn’t think the incident had anything to do with the university. Both of these responses further confirm the need for increased training and education around the topic of sexual assault and sexual misconduct.

Action Items for Stevenson University

The results of this climate survey reveal that Stevenson University needs to improve our education and training around the topic of sexual assault and sexual misconduct. The above section on training and education revealed gaps in our education and training process. Many students also commented on the need for more training and education at the end of the survey when given the opportunity to provide additional feedback. Therefore, Stevenson will continue to review and increase our efforts in the areas of training and education and we intend to enhance our messaging on both our website and campus portal. It is worth noting that since the administration of the climate survey, Stevenson has presented the One Love Foundation’s Escalation video to approximately 500 students and the feedback has been positive. In addition, each participant received an extensive packet of information with educational materials and resources available at Stevenson and in the broader community. Also, Stevenson has taken steps to improve the ease of finding sexual misconduct information and resources on our website.

Costs Incurred in the Administration of this Climate Survey

Stevenson University offered ten \$25 iTunes gift cards as an incentive for students to complete this survey for a total cost of \$250. Stevenson was able to utilize an existing university Survey Monkey account for the administration of the survey, resulting in no additional costs in this area. The largest cost for Stevenson in the overall administration of this climate survey was the

amount of work hours devoted to this project by several mid to high-level administrators. The Dean of Students, in particular, devoted approximately 60 hours to this project. The time devoted by the Dean of Students included the following: obtaining IRB approval for this project; oversight of the development of the survey on Survey Monkey; analyzing the results; and generating this report. The Dean of Students was assisted in these efforts by the following: Associate Vice President for Academic Affairs (approximately 5 work hours), the Assistant to the Vice President for Human Resources/Title IX Coordinator (approximately 10 work hours), and the Administrative Coordinator of the Wellness Center (approximately 5 work hours).

Washington Adventist University Campus Climate Survey Relative to Title IX and Sexual Misconduct

In compliance with Maryland House Bill 571, Washington Adventist University conducted a campus survey to assess the climate relative to community members' knowledge and perceptions about all aspects of Title IX, including sexual harassment and misconduct. This report outlines WAU's execution of the survey and the results, using the reporting template mandated by the state, which limits this report to three pages that address the questions listed below.

Survey Administration and Participation

Who received the survey and how did the institution select those participants? How did you conduct your survey? How was it administered, 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?), and how does the respondent population compare to the general population on campus? Within the narrative report, the institution must provide a detailed list of costs incurred in developing and conducting the survey and analyzing the results. Institutions must also provide a copy of the survey instrument used.

Washington Adventist University is a private, faith-based institution in Takoma Park, Maryland pursuing the mission of producing graduates who bring competence and moral leadership to their communities. The university, operating under the auspices of the Seventh-day Adventist church, values safety, respect, and courtesy as every person's need and right within a Christian community. WAU, therefore, seeks to make its environment a hospitable learning and work community for all. On this basis, the 2016 Campus Climate Survey was issued to all members of the WAU learning community – students, faculty, staff, and administration. Surveys were accessed, completed, and submitted electronically via a secure, anonymous link. The WAU Title IX Coordinator, through Human Resources and the Communications Department, facilitated communications via email inviting participation in the survey. Several follow up reminders were issued in the same manner and faculty were also solicited to remind students in their classes to complete the survey. The survey remained opened for participation from March 1 to April 11, 2016.

The responses can be disaggregated into the following groups: 52.9% of the responses from students (n = 90), 21.8% from faculty (n = 34), 1.8% from adjunct faculty (n = 3), 22.9% from staff/administration (n = 39), and 2.8% prefer not to say (n = 4). Of the student participants, 51.1% were undergraduate students between the ages of 16 and 24. These figures represent a response rate of 8.6% of all students, 73.9% of all faculty, and 37.5% of all staff/administration.

The respondent population is proportionately comparable to the general population on campus along the lines of gender with survey respondents being 54.8% female and 41.1% male. Based on race and ethnicity, the respondent pool was 35.7% Black and 71.7% Not Hispanic or Latino, representing a difference of 10.4 and 16.5 percentage points respectively as compared to the general population (46.0% Black and 88.3% Not Hispanic or Latino). Given that there are respondents whose race and ethnicity are unknown (20.3% and 18.6% respectively indicated "Prefer not to say"), this may account for the difference. All other racial and ethnic groups are proportionately comparable to the general population.

To administer this survey, we utilized internal resources by customizing the sample survey provided by MHEC and leveraging the expertise and survey tools of our Compliance Operations Institutional Research and Effectiveness (COIRE) function within the office of the President. In consideration of this, there was no direct cost to WAU associated with administering this survey. A copy of the survey is included in Appendix A.

Perceptions of Safety & Campus Climate

How do respondents perceive the safety of the campus and the general campus climate? Which survey questions provide the most relevant information for this answer?

Overall, in response to the statement “I feel safe on this campus” (Q14), 79.0% of participants responded favorably (Agree or Strongly Agree), 10.2% responded neutrally (Neither Agree or Disagree), and 10.8% responded negatively (Disagree or Strongly Disagree). Among undergraduate students between the ages of 16 and 24, 67.4% favorably indicated that they feel safe on our campus, while 15.2% responded neutrally and 17.4% responded unfavorably. When presented with the statement, “The university does enough to protect the safety of students and employees” (Q18), 49.4% of all participants agreed or strongly agreed, 28.9% responded neutrally, and 21.7% disagreed or strongly disagreed. Responses among 16-24 year old undergraduate students reflect nearly identical proportions at 50.0%, 28.3%, and 21.7% respectively. The data suggest that participants generally feel safe on campus, and either believe the university is doing enough to ensure the safety of students and employees or have no opinion for or against this idea. Further, 85.0% and 80.4% of all and 16-24 year old undergraduates respondents, respectively, favorably indicated that the university would likely/very likely “take the report of sexual assault or sexual violence seriously” (Q19). This further demonstrates the perception among students and employees that safety is a priority on campus. When evaluating perspectives on the likelihood that the university would take action to address factors that may have led to the sexual assault/violence, 76.3% of all participants responded favorably, 18.8% neutrally, and 5.0% negatively. Undergraduate students between the ages of 16 and 24 were less sure, with 63.0% responding favorably, 30.4% neutrally, and 6.5% unfavorably. A recommendation emerging from the open-ended comments (Q65) suggested a greater power status and visibility (particularly around the dismissal times for night classes) of security personnel on campus.

In terms of the general campus climate, 77.8% of all respondents indicated that they feel valued in the classroom/learning community (Q6). Likewise, 73.9% of 16-24 year old undergraduate participants responded favorably to this statement. Nearly 70% (67.9%) of all respondents indicated that they possess a sense of belonging (Q11), and 60.9% of 16-24 year old undergraduates respondents indicated the same. An evaluation of the overall perceived level of concern among faculty (Q8) and administration (Q9) yielded respective outcomes of 72.5% and 63.1% favorable, 18.6% and 19.6% neutral, and 9.0% and 17.3% unfavorable. Results suggest a largely favorable perception of the general campus climate at WAU. In response to the open-ended question (Q65), the concept of power relations and related conflicts was raised as an issue worth considering for its impact on the general campus climate.

Perceptions of Institutional Readiness

How do respondents perceive the institution's readiness and ability 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? Which survey questions provide the most relevant information for this answer?

Of the 138 responses received, results show that between 18.1% and 40.6% of respondents have encountered at least one source of information on sexual assault and sexual violence since coming to WAU (Q39). Such sources included New Student Orientation (26.1%), Residence Hall Staff (15.9%), Student Handbook (38.4%), Faculty/Staff Handbook (40.6%), University Publications (18.1%), and University Website (18.1%). Out of the 32.6% of those indicating "other," 13.3% stated that they have encountered no sources of information on topics of sexual assault and sexual violence. All but one of these individuals were undergraduate students between the ages of 16-24. Forty-one percent (41.0%) of respondents reported participation in other campus activities providing education on sexual misconduct, relationship violence, domestic violence, and/or stalking, including discussions, lectures, awareness raising activities, or workshops (Q40). Out of undergraduate students between the ages of 16-24, 30% confirmed that they have participated in such activities. We see an opportunity for improvement in the area of effectively delivering training and education on personal safety and security topics on campus.

When considering the perceived levels of support available for persons reporting sexual assault and other misconduct, results show that 85.0% of participants favorably perceive that WAU would take such reports seriously (Q19). Additionally, 61.5% of participants favorably indicated that they expect most students and employees at WAU would support the person making the report (Q26). This question received a neutral response from 33.3% of participants and a negative response from 5.1%. Looking more narrowly at responses to these questions, results show that 80.4% (Q19) and 45.7% (Q26) of undergraduate participants between ages 16 and 24 responded favorably. Just over half of these participants (52.2%) responded neutrally regarding their belief that students and employees at this university would support the person who made the report (Q26).

In an evaluation of university officials, 47.0% of participants favorably indicated that incidents are handled in a fair and responsible manner (Q17), with 38.0% responding neutrally. In response to the same question, 39.1% of 16-24 year old undergraduate participants responded favorably and 43.5% responded neutrally. In response to the statement, "The university would handle the report fairly" (Q24), 73.3% of all participants and 60.9% of 16-24 year old undergraduates responded favorably, indicating "likely" or "very likely."

Out of 146 participants, 89.7% indicated that they have not experienced any unwanted sexual encounters since coming to WAU (Q43). All but one (85.7%) of the 4.8% who did encounter such experiences reported telling someone about the incident (Q46). Of those indicating that they told faculty or staff affiliated with the university, 40.0% rated the quality of help favorably (good or very good), 20% neutrally, and 20% poor.

Campus Climate Action Plan

What actions will the institution most likely take on the basis of these results? Which survey questions provide the most relevant information for this answer?

The survey results suggest that heretofore, the university has done a relatively good job in creating and maintaining an environment that affirms the dignity and worth of all members of the campus community. This confirms that the campus climate here at WAU aligns with the mission and core values of the university and is consistent with the spirit of church doctrine. The data also suggest that there is definitely work to do relative to clearly communicating to all members of the campus community, the institution's policy regarding all aspects of Title IX. Moreover, the data clearly show that the university must increase its efforts to train all members of the campus community and to produce more quality printed and on-line resources to meet this objective.

Washington College

Administration of Survey

The survey was sent to 500 undergraduates who were randomly sampled from the full undergraduate population. The survey was administered using Qualtrics survey software. No additional operating costs were incurred by the institution in the development or administration of the survey. A link to the survey was sent to students' college email accounts along with a description of the survey and an invitation to participate from the Associate Vice President for Student Affairs/Title IX Coordinator. A drawing for several small prizes was used to encourage participation. Two follow-up emails were sent over the three weeks that the survey was open. Of the 500 students who were invited to participate, 226 responded for a response rate of 45.2%. The respondent population is a close representation of the general population. Female students responded at higher rates than males as 66.1% of respondents were female compared to 55.8% in the general population. The respondent population had a slightly higher proportion of sophomores and juniors than the general population (28.2% and 26.1% respectively compared to 25.4 % and 22.2% in the general population), while freshmen and seniors were slightly underrepresented. In the respondent population, 27.8% reported being varsity athletes, compared to 26.4% in the general population. In the respondent population 13.3% reported living off campus compared to 14.9% in the general population.

Perceptions of Safety and Campus Climate

Students reported an overall positive experience at Washington College in regards to their perception of safety and the campus climate around sexual assault. Students reported that they feel valued in the classroom (93.2% of students agreed or strongly agreed) and that the faculty, staff, and administrators respect what they think (93.2% of students agreed or strongly agreed). Other high-scoring items included: students reporting they feel safe on campus (83.0% agree or strongly agree); students reporting that they are happy to be at this college (82.4% agree or strongly agree); and students reporting they feel like they are a part of the college (80.9% agree or strongly agree). Overall, Washington College students reported that they believe the college handles crisis effectively and in a fair manner, with rapid response. When asked about if the campus would handle a crisis well, 69.6% reported that they agree or strongly agree, and 72.1% reported that they agree or strongly agree that the college responds rapidly in difficult situations. Additionally, 72.5% stated they agree or strongly agree that the College does enough to protect the students and 66.7% agreed or strongly agreed that the college would respond in a fair and responsible manner during a crisis.

Institutional Readiness and Ability Address Sexual Assault and Violence

Students' perceptions of Washington College's response to sexual assault are generally quite good. The percentages of students who report that they know how to report and who to report to are also encouraging. The degree to which they are accessing additional education about sexual assault is mixed as well as their knowledge about additional campuses resources involved in responding to sexual assault reports.

Washington College students have a high level of confidence in the institution's readiness and ability to respond to reports of sexual violence. Key questions and the rates of responses of "agree" or "strongly agree" include a question about whether the College would take a report of sexual assault seriously (78.0%); the College would support a student making a report (77.9%); and the College would handle the report fairly (69.7%).

Student knowledge, participation and awareness about resources and education are also very good. The percentages of students who "agree" or "strongly agree" to various statements are as follows: If a friend or I were sexually assaulted, I know where to get help on campus (80.6%); If a friend or I were sexually assaulted, I know where to go to report sexual assault (68.9%). Additionally, 86.7% of respondents reported that they have seen a poster about sexual assault since coming to campus; 46.3% indicated they had attended an event or program about bystander behavior in stopping sexual assault; and 71.3% had discussed the topic of sexual assault with a friend. As far as knowledge about offices that offer resources, students were most aware of the Office of Public Safety with 90.9% being "aware," "very aware," or "extremely aware." Counseling Services (89.8%), Health Services (88.7%), and the Office of Wellness and Prevention Education (73.1%) were the next highest rated. The Title IX Coordinator was at 54.5% and the local rape crisis center was at 40.6%.

Action Steps

Based on the survey results, Washington College plans on taking the following action steps:

Target programming in residence halls and train Resident Assistants in what to look out for and response to survivors

Of all respondents, 63.9% of students who reported unwanted sexual contact stated that it happened in a residence hall yet only 18.6% stated that they attended a program in a residence hall about sexual assault. Collaborating with the Office of Residence Life will be essential in providing education, resources, and support to Resident Assistants and students living in Residence Halls. During Resident Assistant training, the Director of Wellness & Prevention Education and Title IX Coordinator will provide training on sexual assault response, opportunities for residence hall programming, and the process for reporting a sexual assault. The College will place particular emphasis on developing more awareness programming around the issues of consent and reporting in the first-year residential area.

Improve the visibility of the Title IX Office/Coordinator

More than half (54.5%) of student respondents stated that they were aware of the Title IX Coordinator/Office. During Orientation programming on sexual assault and consent, Washington College will ensure that the Title IX Coordinator is introduced and the Coordinator will describe the services that the office provides as well as the options to report to any of the three Assistant Title IX Coordinators. During other planned events, such as Domestic Violence Awareness Month, Consent Week, and Sexual Assault Awareness Month, available information will include the services provided by the Title IX Office. Any communications to campus through the Alert

system that involves forms of gender-based violence, will include the contact information for the Title IX Coordinator.

Collaborate with Student Government Association to ensure that student organization leaders are trained in bystander intervention, sexual assault response, and signs of healthy and unhealthy relationships.

Of all respondents 62.3% who reported being in a student organization noted that they have not talked about sexual assault or bystander intervention within their organization. One possible collaboration is that during an all-club president's meeting, the Director of Wellness and Prevention Education and/or Title IX Coordinator can facilitate a training on sexual assault and bystander intervention. Additionally, we can provide brochures for club presidents and advisors so that if any members need information or support, the information will be readily available.

Review all college materials, including student handbook, brochures, policies, and websites, to ensure that we are consistent and clear in both the intent and impact of the policies.

Two of the top reasons why Washington College students reported that they didn't tell anyone that they were sexually assaulted was that they didn't think what happened was serious enough to talk about it (66.7%) and that they didn't think others would think it was serious (66.7%). Washington College also plans on building the capacity of students, staff, faculty, and administration on sexual assault prevention and response. Through clear and consistent policies, we will reinforce that sexual assault is a serious issue that the College responds to promptly. Increasing the number of reading "contact points" (brochures, web-site information, magnets, flyers, etc.) for students will enhance our ability to communicate the message to students that, as a community, we don't tolerate sexual assault or misconduct and value the importance of bystander intervention and reporting.

Review the efficacy of the biennial survey and make appropriate changes before the next administration of the survey.

Our initial response to the results of our survey indicated that we could refine the survey in the future to ensure a greater completion rate (we had some drop-off from start to finish of the survey, likely because of its length). Additionally, we will review which questions and responses were most useful to us in understanding the climate on our campus around sexual assault and make appropriate changes.

OTHER PRIVATE INSTITUTIONS

Binah Institute of Advanced Judaic Studies for Women

No submission

Brightwood College

Introduction

Education Corporation of America, the parent company for the Brightwood College locations in Maryland, administered a campus sexual assault climate survey to students attending our three campus locations in Baltimore, Beltsville, and Towson. Students received a request through Survey Monkey, on behalf of their institution, to participate on an anonymous and voluntary basis. The sample survey guidelines provided by the Maryland Higher Education Commission (“MHEC”) were the basis of the survey configuration.

Findings

The survey results identified technical issues experienced by many participants, in addition to many questions going unanswered intentionally by respondents. Also, a lesser percentage of students responded than anticipated. Internal survey launch feedback concluded that students had just recently received another survey request, which may influence the willingness to participate in another in such a short time. Overall, there were no true results to report that indicate any issues on the Brightwood College campuses.

Plans for Future Action

Industry research and comments provide by the survey takers provided useful feedback towards future efforts that can be made through the following efforts

Lincoln College of Technology

No submission

Maalot Baltimore Women's Institute of Torah Seminary

No submission

Maryland University of Integrative Health

Survey Respondents and Administration

Who Received the Survey

The Maryland University of Integrative Health Sexual Assault Campus Climate Survey was administered to on-campus students. Because we only offer graduate level coursework, all students were graduate students.

How the Survey was Administered

The survey was administered via email and a link to the survey was provided. The survey was housed on SurveyMonkey, and a platinum level plan was selected to ensure adequate HIPAA protection, complete anonymity, consistent branding, and the ability to perform skip logic to allow the survey to be as brief as possible.

The survey was open for 3 weeks. Emails prepping students for the release of the survey were sent, as well as the initial email opening the survey, and one reminder email that was sent one week prior to the survey closing. We did not have an incentive program in conjunction with this survey. Students were encouraged to fill out the survey to help the University get a clearer picture of the issues on campus around sexual assault, sexual violence, and gender discrimination.

Rate of Response and Population Representation

At the close of the survey, we had a response rate of 7.9%. The respondent population was largely representative of the general population, as far as age, sexual orientation, gender identity, and race; however, no Asian students or Hawaiian/Pacific Islander students chose to complete the survey, and less students in the 25-29 category chose to report than are representative.

Perceived Safety of the Campus and General Campus Climate

Respondents' Perceived Safety of the Campus

We asked multiple questions regarding safety on campus. One part of Q6 was the statement, "I feel safe on this campus." The survey results showed that 90.4% of students reported "strongly agree(ing)" or "agree(ing)" with this statement. Less than 4% (3.8%) reported neither agreeing nor disagreeing, and 5.8% were in the "disagree" or "strongly disagree" category.

Another question regarding safety was in Q7- "The University does enough to protect the safety of students." To this question, 76.5% of respondents either "agree(d)" or "strongly agree(d)" to that statement. More students than above were in the "neither disagree nor agree" category, with 15.7% choosing that option. Just under 8% (7.8%) reported that they "disagree(d)" or "strongly disagree(d)" with the statement.

Perceived General Campus Climate

Multiple questions addressed the perceived campus climate. All questions were in Likert format, using the categories described in the safety section above. We asked questions specific to

aspects of overall satisfaction with the school (Q6), and how accepted the students believe others are regardless of sexual orientation or gender identity (Q12). Questions such as those mentioned below regarding the ability of the University to provide support and respond in a crisis or instance of sexual assault/violence, particularly Q9, could certainly also hint at the perceived campus climate.

Overall, students felt valued in the classroom (94.2%), felt that faculty, staff, and administrators respect what students think (80.8%), think that faculty are genuinely concerned about the welfare of the students (92.3%), and feel that faculty, staff, and administrators treat students fairly (86.5%). The majority of students are happy to be at the University (84.6%), or neutral (13.5%). Like those who were happy, most also feel close to people on campus (75%), and feel like they are a part of the University (71.1%), though many were ambivalent (19.2% and 21.2%, respectively).

The majority of students feel that students are accepted at the school, regardless of sexual orientation (90.4%), though 11.5% of students disagreed with this statement. Most students also felt that the school was accepting of everyone, regardless of gender identity (86.5%), with 5.8% disagreeing. For those that disagreed or strongly disagreed that students were accepted at the school regardless of gender identity or sexual orientation (both statements in Q12), it should be noted that in each case, two-thirds of these respondents identified as a gender identity or sexual orientation that was not straight or heterosexual.

Question 41 was an open comment box, and we received several comments. A couple of students reported about particular incidents.

Perceived Readiness and Ability to Address Issues of Sexual Assault and Sexual Violence

How Respondents Perceive the University's Readiness and Ability to Address Issues of Sexual Assault and Sexual Violence: Training and Education, Support for Complainants, and Administrative Investigation/Response

We asked multiple questions in this area, including how students perceived the University would respond to a crisis situation or an incident (Q7), how students perceived the University would handle an incident of sexual assault or sexual violence (Q8), how people at the school would react to someone reporting an incident (Q9), how likely students would be to report things that they had been witness to relating to sexual assault/violence (Q10), and how well they understand the process of reporting sexual assault/violence and how likely they would be to utilize University resources (Q11). We asked students if they received any information or education about sexual assault prior to coming to the University (Q13), and also if they had received any written or verbal information from the University in several areas regarding sexual assault (Q14).

Most students remembered receiving information that we as a University had released regarding sexual assault, with almost all respondents (94%) remembering that they had received Title IX information. Given Title IX is covered in our online orientation, is distributed via email, on multiple webpages on our website, and we require Title IX training of all students, staff, and faculty, this is not surprising. Because the Title IX policy covers all of the material that was

listed in the other parts of Q14, it did show us that while most remembered, not all of the students who remembered receiving Title IX training or documentation remembered the processes of how to report an assault, where to go for help, how to prevent an assault, or even the definition of an assault. The confusion around where to go to report sexual assault, and understanding of the process was also apparent in students' responses to Q11. More than half knew what to do in the instance of sexual assault and understood how the process worked, but many more were unsure or expressed that they did not know what to do or what happens when they make a claim (those who were unsure in these questions ranged from 9.6-21.2%; those who did not understand the process ranged from 15.4-23.1%).

Institutional Next Steps

Next Steps

There are many things we learned from this survey. As mentioned above, it is obvious that additional education needs to be in place to make it clear to students how to report a claim and exactly what happens when they report a claim. Therefore, we will be putting together information and determine the appropriate way to disseminate it effectively. We also had a comment box as our last question (41) and some comments arose around discrimination by gender identity. These comments have been passed to our Chief Values Officer, and will be discussed and considered, in addition to the measures already being put in place regarding diversity. We are also investigating diversity training options offered by our current online education vendor. Lastly, due to Q15-40, relating to incidents related to sexual assault or bullying due to gender identity or sexual orientation, we found that there were a small number of incidents occurring, and due to the ways the few respondents answered, it was clear that these had not been reported to the Title IX Coordinator. Some did say they reported it to a staff or faculty member, but since the Title IX Coordinator was not aware of the incidents, it shows that even though all employees are "responsible employees" under our policy, they are not reporting it as they should. Therefore, we must make sure that it is clear to all employees that they must report anything relating to Title IX to the Title IX Coordinator. Beyond those, it was also clear that multiple people felt they had been bullied or harassed because of their gender identity or sexual orientation, and coupled with the answers stated in the comment box, as well as a small number of reports we were aware of prior to the administration of this survey, there is work to be done in educating our community, especially faculty, about appropriate ways to respect and treat those who have a gender identity or sexual orientation that may not be the standard binary male/female heterosexual or even homosexual paradigm. We have already hired an outside consultant to help with our diversity initiatives, and this information gained from the survey will contribute to the final designed initiative/plan.

Costs

Costs Associated with the Survey

The main costs associated with the survey are as follows: \$585 for Platinum SurveyMonkey account to host the survey; time of the Title IX Coordinator to put together the survey, attend MHEC meeting, and put together the survey results (\$1,560.44); in-house General Counsel in assisting the Title IX Coordinator in designing the survey and reviewing the report (\$5,000); and approximately \$0.40 in printed flyers to remind students to complete the survey. This is a total of \$7,145.84.

Ner Israel Rabbinical College Survey Results May 2016

1. We printed out the survey and made it available in the Financial Aid Office. Anyone who wished could join the survey, undergraduates, graduates and staff. The entire pool of potential responders was over 500. We only received 8 completed surveys. Only a small percentage of people wished to spend the time on a voluntary survey, with no incentive to complete. Our response rate was below 10%. Our entire student population is made up of male students with the overwhelming majority being white and Caucasian. Those that did respond, were representative of the general population on the campus.

2. The respondents perceive a safe campus and a climate that is generally responsive to their needs. The suburban location of the campus provides a safe and quiet environment for our students to study in. Questions 5, 6 and 7 provided the most relevant information for this answer.

3. Respondents perceive the institution and its administrators as being ready and able to address all areas of inappropriate behavior, harassment or assault (whether sexual or otherwise). Counseling and support are available for victims as well as all students. Questions 6 and 7 provided the most relevant information for this answer.

4. The institution is unlikely to take any drastic steps at the current time. Given the results of our survey, we feel we are addressing the needs of our population. Should the needs of our population change, or if the perception that we are meeting those needs change, we would need to re-evaluate our position and operations to meet the changing needs of the times.

Saint Mary's Seminary and University

Administration of the Survey

Appendix A Guideline Question 1

The survey was received by all current SMSU School of Theology students, as well as all current St. Mary's Ecumenical Institute students. The institution elected to make the survey available to all current students. The survey was conducted via email. On February 25, 2016 the institution sent an email to all current students which included a link to the survey on Survey Monkey. SMSU made it clear to all students that responding to the survey was voluntary, and not mandatory. The survey was administered anonymously, in that it was not given face-to-face. A reminder email was sent on March 9, 2016 in order to encourage more participants. Access to the survey was closed on March 21, 2016.

The rate of response was thirty-six (35.6) percent. There are currently 81 School of Theology students and 135 Ecumenical Institute students for a total student body of 216. The total number of responses received was seventy-seven (77).

Demographic and Respondent Information

SMSU includes two schools: the School of Theology and St. Mary's Ecumenical Institute. The School of Theology is comprised of only full-time male students who reside on campus. The Ecumenical Institute includes both male and female students, all of whom are commuters.

Of those responding, approximately sixty-six (65.8) percent were part time students, and thirty-three (32.9) percent were full-time students.

Of those responding, twenty-eight (27.6) percent were in their first year of enrollment and fourteen (14.5) percent were in their second year of enrollment. Others preferred not to say.

Sixty-seven (66.7) percent of respondents were off-campus commuters, while thirty (29.3) percent lived in a residence hall. The others preferred not to say.

Regarding gender identity, of the 70 respondents who answered question 19 of the survey, thirty-eight (38) were male and thirty-two (32) were female.

As to race, of the seventy (70) students who responded, forty-nine (49) were White. The remaining respondents were either Black or African American, of mixed race, or preferred not to say.

The ages of the respondents varied. Of the seventy (70) respondents, twelve (12) were ages 18 to 29, thirty-three (33) were ages 30 to 59, twenty-one (21) were age 60 and over and four (4) preferred not to say.

Regarding how the respondent population compares to the general population, 45.7% of those responding were female, whereas the percentage of females on campus is 34.7%. Also, 54% of

respondents were male, and 65% of the student body is male. As to race, 70% of respondents were Caucasian and 66.6% of the general population is Caucasian. The percentage of respondents who are full-time (32.9%) or part-time (65.8%) fairly consistently reflects the percentage of full-time (37.5%) or part-time (62.5%) students in the general population. Similarly, the percentage of respondents who are commuters (66.7%) or residents (29.3%) fairly consistently reflects the percentage of commuters (62.5%) or residents (37.5%) in the general population.

Safety of the Campus and Campus Climate

Appendix A Guideline Question 2

Approximately sixty-four (64.4) percent of respondents strongly agree and twenty-nine (28.8) percent agree that they feel valued in the classroom/learning environment. Thus, ninety-three (93.2) percent agree or strongly agree that they feel valued in the classroom/learning environment.

Fifty-nine (58.9) percent of the respondents strongly agree and thirty (30.1) percent agree that faculty, staff and administrators respect what students on this campus think.

Sixty (60.3) percent strongly agree and twenty-nine (28.8) percent agree that the faculty, staff, and administrators at SMSU treat students fairly.

Regarding respondents' perception of the safety of the campus, approximately seventy (69.9) percent of respondents strongly agree and twenty-three (23.3) percent agree that they feel safe on this campus. Thus, ninety-three (93.2) percent of respondents agree or strongly agree that they feel safe on the campus.

Survey question four (4) provides the most relevant information for these answers.

SMSU's Readiness and Ability to Address Issues

Appendix A Guideline Question 3

Regarding respondents' perception of the institution's readiness and ability to address issues of sexual assault and sexual violence, forty-two (41.7) percent of respondents strongly agree and thirty-nine (38.9) percent agree that SMSU would handle it well if a crisis happened on campus. Thus, approximately 81 (80.6) percent of respondents agree or strongly agree that if a crisis happened on campus, the institution would handle it well. Approximately forty (40) percent of respondents strongly agree and twenty-nine (28.6) percent agree that SMSU responds rapidly in difficult situations. Thus, sixty-nine (68.6) percent of respondents agree or strongly agree that SMSU responds rapidly in difficult situations.

Approximately forty-four (43.7) percent of respondents strongly agree and thirty-eight (38) percent of respondents agree that the institution does enough to protect the safety of students. Thus, approximately eighty-two (81.7) percent of respondents agree or strongly agree that SMSU does enough to protect the safety of students.

Regarding how the institution would handle the situation if an individual reported an incident of sexual assault or sexual violence, seventy-seven (77.5) percent think it very likely and fifteen (15.5) percent of respondents think it likely that the institution would take the report seriously. Thus, ninety-three (93) percent of respondents think it likely or very likely that the report would be taken seriously.

Approximately sixty-seven (66.7) percent of respondents think it very likely and twenty-five (24.6) percent think it likely that the institution would handle a report of sexual assault or sexual violence fairly. Thus, ninety-one (91.3) percent of respondents think it very likely or likely the report would be handled fairly by the institution.

Survey questions five (5) and six (6) provide the most relevant information for these answers.

Future Action

Appendix A Guideline Question 4

Experiences

It should be noted that no respondent reported any incident of unwanted sexual contact or sexual violence on campus.

Regarding whether a student has experienced unwanted sexual contact or violence since coming to SMSU, 71 students in total responded. Sixty-eight (68) of those who responded answered no. Two answered yes, and one preferred not to say. Only one respondent responded that the incident occurred off campus. One student responded that he/she told at least one person affiliated with SMSU about the incident.

Questions 12 through 18 provide the information for this answer.

In terms of future action that SMSU will take, this institution will continue to widely publicize the information which is listed at the end of the survey regarding who to contact for assistance in this area.

In addition, as a result of the process of conducting this survey, this institution has established a Memo of Understanding with the Baltimore City Police Department regarding sexual assault at Institutions of Higher Education. Similarly, this institution has established a Memo of Understanding with Turnaround, Inc., an assault crisis center of Baltimore and Baltimore County which provides assistance to victims of sexual assault. Thus, there is currently a process in place to address any incidents of unwanted sexual assault or sexual violence that may occur with our students.

Costs

In order to contain the costs associated with the administration of this survey, SMSU used Survey Monkey. Therefore, postage and copying costs were kept to a minimum. The majority of costs incurred were for administrative time, approximately 40 hours, as follows. To prepare the

survey: 10 hours. To develop Survey Monkey and put it on-line:13 hours. To compile and analyze the results: 7 hours. To write the Narrative Report: 10 hours. Costs included \$700 for administrative time as noted above, plus an additional \$500 for IT support and an additional \$500 for supervisory oversight. The total costs incurred: \$1700.

Seafarers Harry Lundeberg School of Seamanship

Background

The Seafarers Harry Lundeberg School of Seamanship (“SHLSS” or “School”) is not typical of most institutions of higher education, therefore some information about the School is necessary to put the Campus Climate Survey into proper context. SHLSS is a vocational training school that prepares men and women for careers in the maritime industry, and that also provides experienced mariners with an opportunity to upgrade their skills. SHLSS is affiliated with the Seafarers International Union, Atlantic, Gulf, Lakes and Inland Waters, AFL-CIO (“SIU”), a labor union that represents merchant mariners that work on U.S. flag vessels on the deep seas, the Great Lakes and the inland waters of the U.S. The School is funded by a trust, which is funded by contributions from maritime employers. Students do not pay any tuition or room and board to attend the School; all of these costs are paid by the trust.

The number of students residing at SHLSS varies from month to month, but the number in attendance at any one time is approximately 362. Approximately 14% of the students are apprentices, and about 86% are upgraders. Students range in age from 18 through their late 70’s. Approximately 90 - 95% of students are male and 5 - 10% are female. The student body is racially and ethnically diverse, and includes many nationalities. Individuals travel from all over the U.S. to attend SHLSS. All students must possess a valid U.S. merchant mariner’s credential, which is issued by the U.S. Coast Guard.

The Apprentice Program is designed for new entrants into the maritime industry. An applicant must be at least 18 years old to be admitted, and there is no upper age limit; however, the majority of apprentices are between 18 and 30. Apprentices rotate between classroom study during which time they reside at SHLSS, and time spent living and working on a ship. The Program consists of 5 phases: Phase I is 15 weeks of classroom training at the School; Phase II is a 60 day apprenticeship on a ship; Phase III is 7 weeks of follow-up training at the School; Phase IV consists of 4 months of employment on a ship; and Phase V is specialized classroom training at the School for 7 – 12 weeks. Apprentices live in a dormitory setting, and must comply with a strict code of conduct. Drug and alcohol use is prohibited. Apprentices are required to wear uniforms and must adhere to stringent grooming standards. They are not allowed to leave the campus without permission. Violation of the rules may result in dismissal from the program.

Upgraders are on average, older than apprentices, as they have already been working in the maritime industry. Upgrading courses range in length from 1 to 12 weeks, during which time the students reside at SHLSS. Upgraders live in a hotel-like setting, and are not subject to the same rules as apprentices. Upgraders are permitted to drink alcohol at the bar on campus, and may leave the campus when they wish. Both upgraders and apprentices eat meals at the School’s cafeteria.

The School has a gym, swimming pool, bicycles, and basketball, tennis and volleyball courts available to students. However, SHLSS does not offer clubs, fraternities, sororities, shows, concerts or other types of social and recreational activities that are offered on a traditional college campus. There is a bar on campus, but apprentices are not permitted to enter the bar.

Cost and Administration of Survey

Cost

It cost approximately \$6500 for the School to develop, implement and analyze the results of the survey. This included the cost of purchasing Survey Monkey, time spent by 3 staff members to write the survey, install it on computers, review and analyze results, and write this report.

Selection of Participants

The survey was administered to both students and staff of the School. A total of 124 individuals took the survey, of which approximately 31% were staff, 24% were upgraders, 43% were apprentices, and 2% did not identify their category. Staff members were randomly selected so that 15% of each department would be represented; except that the entire admissions and vocational departments took the survey. All apprentices were asked to take the survey and upgraders were randomly selected. Apprentices are over-represented in the sample, as they comprise approximately 14% of the total student population, but were 45% of respondents. All of the participants selected took the survey; although 14 people did not complete it. Almost 2/3 of the respondents were male (61.4%), and 1/3 (32.5%) were female,¹ and 6.1% preferred not to identify their gender.

Administration of Survey

The survey was administered on computer terminals. It was completely anonymous. All individuals who took the survey were given a cover sheet with a brief description of the survey, and a second page with a list of resources for more information and/or assistance for survivors of sexual assault. A copy of the survey and the two cover pages are attached.

Respondents Perception of Campus Climate

Safety of Campus

Overall, the students and staff perceive the campus to be safe. In response to question 10, a total of 83.5% of respondents either agree or strongly agree that the campus is safe (36.4% agree, and 47.1% strongly agree). Questions 10, 11, 13, 15, 17, 29, 32 and 33 provide relevant information regarding this issue. Based upon these questions, the students have a positive perception of the campus climate. However, a small number of respondents indicated that they experienced unwanted sexual violence or contact at SHLSS (in response to question 34), and a few individuals said they preferred not to say; while in response to question 35 (which respondents were only supposed to answer if they experienced unwanted sexual contact), several people said the incident took place on campus.

Perception of the School's Ability to Address these Issues

Training and Education

A majority (68.4%) of the respondents had some knowledge of sexual assault before they came to SHLSS. An overwhelming majority stated that they received additional information or training on this subject after they came to the School. Of the total who responded to question 33, 88.4% said they received some training at SHLSS regarding sexual harassment, 80.6% received

training regarding the definition of sexual assault, 72.8% reported receiving training on how to report sexual assault, 78.6% said they received information about where to go to get help if assaulted, and 70.9% said they received training in how to prevent assault. In response to question 29, 77.8% of respondents said they knew where to get help at SHLSS if they or a friend were sexually assaulted. Relevant questions regarding knowledge of where to report an incident are questions 30 and 31.

SHLSS' Ability to Address Issues

In general, respondents perceive that SHLSS is capable of handling matters related to sexual assault or sexual violence. A large majority of respondents (70.5%) felt that that if a crisis happened on campus, SHLSS would handle it well. Only 7.4% felt that the School would not handle a crisis well, while 22.1% were neutral about this question. Most respondents (72.9%) said that SHLSS does enough to protect the safety of students and staff, while only 5% felt that the School does not do enough (22.1% were neutral). Most respondents (83.3%) thought that SHLSS would take action to address sexual violence or sexual assault. Relevant questions are 11 through 20.

Only a few individuals felt that SHLSS is not able to address issues of sexual misconduct. In response to question 40, there were a very small number who said they did not report the incident, either because they feared punishment by the School, because they felt that the School would not do anything, or because they found the School's process difficult.

Future Actions

Revisions to Survey

In reviewing the responses to the survey, the School identified certain questions that were not asked, which information would have been helpful in addressing this issue at the School. Questions that will be added to future surveys include the following: whether the incident occurred during the day or at night, and whether the perpetrator was a student or a staff member. In addition, upgraders were under-represented among respondents, in proportion to the number of upgraders at the School. SHLSS will make an effort to increase the number of upgraders taking the survey next year.

New Policies and Enforcement of Existing Policies

A few individuals who stated they experienced unwanted sexual contact (question 34) identified themselves as staff members in question 1. As a result, SHLSS plans to implement a new training program for staff regarding sexual harassment/sexual misconduct. SHLSS will continue to disseminate the sexual misconduct policy to all new students and to staff, and reinforce the policy where possible, to ensure that students and staff are aware of how to report an incident of sexual misconduct; as over 17% of respondents said they were not trained in how to report sexual assault at the School.

¹ The percentage of females that took the survey is higher than the percentage of females in the general student population. This may be due to the fact that there are many female staff members, and 31% of the respondents were staff.

Yeshiva College of the Nation's Capital Sexual Assault Campus Climate Survey Narrative Report

The Yeshiva College of the Nation's Capital is a small religious studies college that offers a Bachelor's in Talmudic Law degree to our all-male student body. Currently we have 45 students enrolled at our campus in Silver Spring, MD.

We used Appendix B Model Survey Instrument as our survey from the MHEC Institutional Guidelines for the Sexual Assault Campus Climate Survey. All students were offered paper copies of the sexual assault campus climate survey during lunch break from classes. Of our 45 students, 31 chose to fill out the survey (68.8%). Our respondent population is similar to our general population on campus. All of our students are Orthodox Jews of same ethnicity/race, housing status and age.

Respondents perceive our campus as a very safe one. Questions within sections 5 and 6 were most helpful in quantifying students' feelings about our campus climate and how our administration would react to crisis. They report with overwhelming majority that they feel safe on this campus and agree that our administration would respond fairly and rapidly in any difficult situations.

Most respondents answered that they agreed or strongly agreed that in the event of a crisis or difficult situation, the college would handle it well and respond rapidly. In addition, our student body feels that we do enough to protect the safety of our students. From the results of this survey, we can see that our student body as a whole feel safe, know where to turn to in the event of sexual abuse, and feel comfortable seeking support from our administration.

We had no costs with administering the survey besides printing the survey on paper in our office. We handed out the survey during lunchtime.

The questions that were most helpful in learning about students' perceptions of our institution's readiness and ability to address issues of safety were the ones asking students about their perceptions on how we would respond to crisis and incidents (those in section 6). The questions that helped in guiding our next steps were those regarding what students think about our ability to respond (those questions in section 7) and the questions about how people would react to a student reporting an incident of sexual abuse (questions in section 8).

Our institution is pleased by the survey's results and will continue to provide a safe learning climate for our students.

MODEL SEXUAL ASSAULT CAMPUS CLIMATE SURVEY

Model Sexual Assault Campus Climate Survey

Introduction

This is a survey regarding the incidence of certain types of sexual and relationship violence experiences among students. The questionnaire takes about [*insert number after testing final instrument*] minutes to complete. We are committed to ensuring a safe, healthy, and nondiscriminatory environment for our students and your participation in this survey will help us in our work to keep all students safe.

If you agree to participate, your individual responses will be confidential. Responses will be reported in terms of groups of students rather than as individual cases. You may stop your participation at any time, or choose not to answer particular questions. Some of the questions will ask about sexual and personal information. Some individuals might experience emotional discomfort while answering some of the questions. At the end of the survey you will be given information about resources should you wish to talk with someone further.

Section One: Respondent Information

1. Are you currently a full-time or part-time student at this campus?
 - Full-time
 - Part-time
 - Prefer not to say

2. Are you an undergraduate student or graduate student at this campus?
 - An undergraduate student
 - A graduate student
 - Prefer not to say

3. Is this your:
 - First year of enrollment at this campus
 - Second year of enrollment at this campus
 - Other (please specify)
 - Prefer not to say

4. Which of the following best describes your living situation at this time?
 - Residential hall
 - Fraternity house
 - Sorority house
 - On-campus apartment
 - Off-campus apartment/house
 - At home with parent(s) or guardian(s)
 - Other (please specify)
 - Prefer not to say

Section Two: Campus Climate and Information about Campus Sexual Assault and Sexual Violence

If you have additional information or comments you would like to share, please use the comment box at the end of the survey (Section 5).

5. The following statements address your perceptions regarding the college you are attending. Using the scale provided, please indicate the extent to which you agree or disagree with the following statements.

	Strongly Disagree	Disagree		Agree	Strongly Agree
a. I feel valued in the classroom/learning environment.	1	2	3	4	5
b. Faculty, staff, and administrators respect what students on this campus think.	1	2	3	4	5
c. I think faculty are genuinely concerned about my welfare.	1	2	3	4	5
d. I think administrators are genuinely concerned about my welfare.	1	2	3	4	5
e. I feel close to people on this campus.	1	2	3	4	5
f. I feel like I am a part of this college.	1	2	3	4	5
g. I am happy to be at this college.	1	2	3	4	5
h. The faculty, staff, and administrators at this school treat students fairly.	1	2	3	4	5
i. I feel safe on this campus.	1	2	3	4	5

6. The following statements address perceptions of how the college you are attending would respond to crisis and incidents. Using the scale provided, please indicate the extent to which you agree or disagree with the following statements.

	Strongly Disagree	Disagree		Agree	Strongly Agree
a. If a crisis happened on campus, the college would handle it well.	1	2	3	4	5
b. The college responds rapidly in difficult situations.	1	2	3	4	5
c. College officials handle incidents in a fair and responsible manner.	1	2	3	4	5
d. The college does enough to protect the safety of students.	1	2	3	4	5

“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.

7. The following statements describe how the college might handle it if an individual reported an incident of sexual assault and sexual violence. Use the scale provided to indicate how likely each scenario is.

	Very Unlikely	Unlikely		Likely	Very Likely
a. The college would take the report seriously.	1	2	3	4	5
b. The college would do its best to maintain the privacy of the individual making the report.	1	2	3	4	5
c. If requested by the individual, the college would forward the report to criminal investigators (for example, the police).	1	2	3	4	5
d. The college would take steps to protect the safety of the individual making the report.	1	2	3	4	5
e. The college would support the individual making the report.	1	2	3	4	5
f. The college would take action to address factors that may have led to the sexual assault and sexual violence.	1	2	3	4	5
g. The college would handle the report fairly.	1	2	3	4	5

8. The following questions are about how people would react to someone reporting an incident of sexual assault and sexual violence at the college. Use the scale provided to indicate how likely each scenario is.

	Very Unlikely	Unlikely		Likely	Very Likely
a. Most students at this college would label the person making the report a liar.	1	2	3	4	5
b. Most students at this college would support the person who made the report.	1	2	3	4	5
c. The alleged offender(s) or their friends would try to get back at the person making the report.	1	2	3	4	5

9. Using the scale provided, please indicate how likely or unlikely you would be to take the

following actions in the future, if you had the opportunity.

	Very Unlikely	Unlikely		Likely	Very Likely
a. Call the police or authorities if you saw a group bothering someone in a parking lot or similar setting	1	2	3	4	5
b. Confront a friend who was hooking up with someone who was passed out	1	2	3	4	5
c. Confront a friend if you heard rumors that they forced someone to have sex	1	2	3	4	5
d. Tell campus authorities about information you might have about a sexual assault case	1	2	3	4	5
e. Go with a friend to the police department if the friend said she or he was raped	1	2	3	4	5

10. Using the scale provided, please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree		Agree	Strongly Agree
a. If a friend or I were sexually assaulted, I know where to go to get help on campus.	1	2	3	4	5
b. I understand what happens when a student reports a claim of sexual assault at the college.	1	2	3	4	5
c. If a friend or I were sexually assaulted, I know where to go to make a report of sexual assault.	1	2	3	4	5

11. **Before coming to the college**, had you received any information or education (that did not come from the college) about sexual assault?

- Yes
- No

12. **Since coming to the college**, have you received written (i.e. brochures, emails) or verbal information (presentations, training) from anyone at the college about the following? Please check all that apply.

- The definition of sexual assault
- How to report a sexual assault
- Where to go to get help if someone you know is sexually assaulted
- Title IX protections against sexual assault
- How to help prevent sexual assault

Section Three: Experiences

“Sexual assault” and “sexual violence” refer to a range of behaviors that are unwanted by the recipient and include persistent sexual advances that are undesired by the recipient, threats of force to get an individual to engage in sexual behavior, as well as unwanted touching and unwanted penetration or attempted penetration. These behaviors could be initiated by someone known or unknown to the recipient, including someone he/she is in a relationship with.

13. Since coming to the college, have you experienced any unwanted sexual violence or unwanted sexual contact (which can include kissing, touching, harassment, stalking)?
- Yes
 - No
 - Prefer not to say

If you answered yes to having experienced any form of sexual assault or sexual violence **since coming to the college**, please answer the following questions. If you have experienced more than one incident since coming to college, please answer these questions regarding the most serious incident.

SKIP LOGIC (Administrators: see flow chart at end of instrument)

- If response is “No” or “Prefer not to say” → go to Demographic questions

If response is “Yes” →

If you answered yes to having experienced any form of sexual assault or sexual violence **since coming to the college**, please answer the following questions. If you have experienced more than one incident since coming to college, please answer these questions regarding the most serious incident.

14. Where did the incident take place?
- On-campus
 - During a school sponsored activity held off-campus
 - Off-campus
 - Prefer not to say

15. Did you tell anyone about the incident?

- Yes
- No
- Prefer not to say

If response is “No” → Question 19. *Which of the following concerns or thoughts were tied to your decision not to talk to anyone?*

If response is “Prefer not to say” → Demographic questions

If “Yes” →

16. Question: Was at least one person you told faculty or staff affiliated with the institution?
- Yes
 - No
 - Prefer not to say

If “Yes” →

17. Using the scale provided, please rate the quality of the help provided by this person.

Poor	Fair		Good	Very good
1	2	3	4	5

18. Question: Did you seek help from a resource outside the college, such as a rape crisis center, medical facility, or mental health center?

- Yes
- No
- Prefer not to say

All responses → go to Demographic questions.

19. Which of the following concerns or thoughts were tied to your decision not to talk to anyone? (**check all that apply.**)

- Felt embarrassed or ashamed
- It is a private matter; I wanted to deal with it on my own
- Concerned others would find out
- Didn't want the person who did it to get in trouble
- Fear the person who did it would try to get back at me
- Fear of not being believed
- I thought I would be blamed for what happened
- Didn't think what happened was serious enough to talk about
- Didn't think others would think it was serious
- Didn't know reporting procedure on campus
- Didn't think the incident had anything to do with the college
- Feared I or another would be punished for infractions or violations (such as underage drinking)
- I didn't feel the campus leadership would solve my problems
- I feared others would harass me or react negatively toward me
- Wanted to forget it happened
- Had other things I needed to focus on and was concerned about (such as classes or work)
- Didn't think the school would do anything about my report
- Found campus process difficult
- Other (please specify)

→ Go to Demographic questions (Section 4)

Section Four: Demographic Questions

20. What is your current gender identity?

- Male
- Female
- Transgender male
- Transgender female
- Other (please specify):
- Prefer not to say

21. What is your age?

- 18-24
- 25-29

- 30-39
 - 40-59
 - 60 and over
 - Prefer not to say
22. What is your ethnicity? (as you define it)
- Hispanic or Latino
 - Not Hispanic or Latino
 - Prefer not to say
23. What is your race (as you define it)?
- American Indian or Alaskan Native
 - Asian
 - Black or African American
 - Native Hawaiian or Other Pacific Islander
 - White
 - Two or more races
 - Prefer not to say

Section Five: Conclusion

Last question (number differs depending on skip logic and branching).

Do you have additional comments, suggestions, or feedback related to the topic of this survey?

[Insert Text Box – character limit]

This is a survey regarding unwanted sexual experiences and relationship aggression. The purpose of this survey is to answer the following questions: How often do these things happen on campus? What are the consequences and who do individuals experiencing these things tell? How do students feel about the college's response to sexual assault? Answers to these questions are important for developing policies and prevention tools to reduce the number of these incidents in our communities and to provide better support systems for people who have experienced them.

We thank you for your willingness to participate. The information you have given us will be kept confidential, as your name is not anywhere on the questionnaire, and web data is stripped of any identifying computer related information before we receive the data.

If you are concerned about any of the topics covered in this survey, or if you would like more information or reading material on this topic, please contact one or more of the resources below.

[Insert the full contact information for the institution's Title IX coordinator]

[Insert the full contact information including website for relevant local and county resources such as crisis centers, mental health support, and health facilities]

Maryland Coalition Against Sexual Assault (MCASA)
P.O. Box 8782
Silver Spring, MD 20907

Phone: [301-328-7023](tel:301-328-7023)

<http://www.mcasa.org/>

<http://www.mcasa.org/for-survivors/maryland-rape-crisis-and-recovery-centers-5/>

<http://www.mcasa.org/for-survivors/resources-for-survivors/>

[Maryland 2-1-1, 24-hour Call Center](#)

Phone: [Dial 2-1-1](tel:2-1-1)

National Sexual Assault Hotline, RAINN

Phone: (800) 656-4673

info@rainn.org

<http://www.rainn.org/get-help/national-sexual-assault-hotline>