



## **Sexual Misconduct 2016 Climate Survey Report**

### **Introduction**

The University of Saint Joseph (USJ), a Catholic institution living the Mercy values, is committed to respect and inclusion of diverse populations; this includes a commitment to ensuring that no member of the University community is impacted by sexual misconduct at USJ. Given the current and anticipated demographic changes as well as the possibility of a coeducational model in the undergraduate residential program, it is imperative that the university take steps to create and maintain policies, procedures, and a culture that minimizes the likelihood of sexual misconduct and maximizes responsiveness if sexual misconduct does occur.

President Free charged the Vice President of Student Affairs, Director of Human Resources and Diversity and Inclusion Coordinator with developing and administering a Climate Survey to obtain information about the University community's perception about the prevalence of sexual misconduct on campus, and the resources available for prevention of and adequate response to sexual misconduct impacting a member of the USJ community. The survey was administered by the Director of Institutional Research & Planning during the months of May and June 2016.

502 USJ community members responded to the survey:

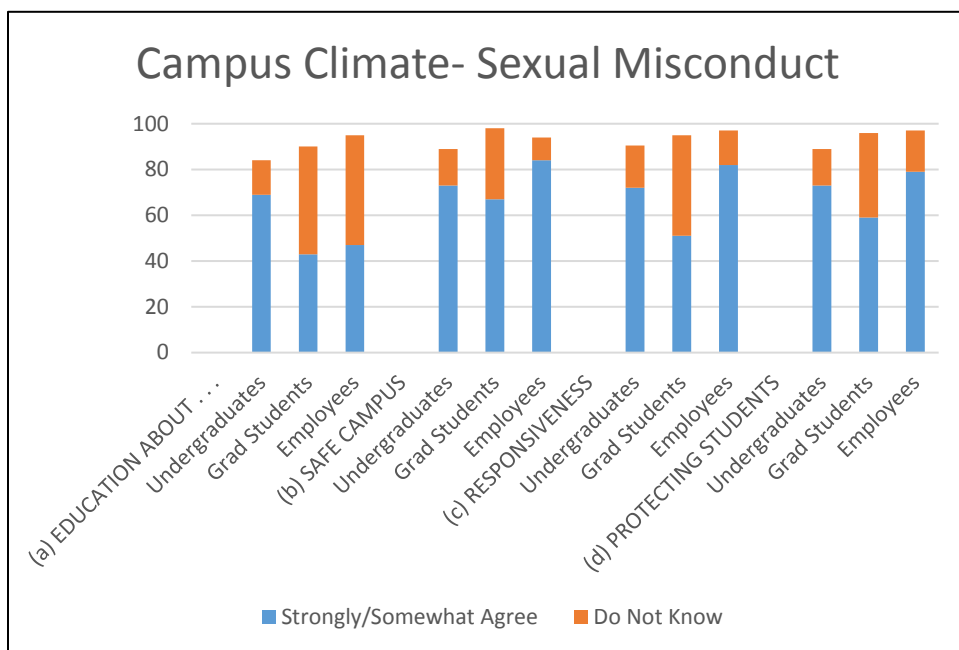
- 52% of respondents were employees/trustees, representing 27% of all employees. 69% of administrators, 48% of regular faculty, and 31% of staff responded.
- 48% of respondents were students, representing 9.5% of all students. 16% of undergraduate students responded; this included 26% of residential undergraduates. PAL undergraduates were not identified separately. 6% of graduate students responded.

Overall responses indicate that community members perceive USJ as a safe campus and have confidence in the University to respond appropriately to incidents of sexual misconduct. With regard to training and information regarding policies, procedures, and prevention, there is clearly a need for improvement and increased focus. In interpreting the responses, data was analyzed by gender and role within the University; as there was little variation by gender in responses to opinion-based questions, that data is generally not included in the report. The most significant findings are summarized in this report, along with recommendations for actions to continue to strengthen our efforts to prevent occurrences and to respond effectively when sexual misconduct does impact a member of the USJ community.

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## Campus Climate

In general, respondents indicated that the University of Saint Joseph provides a safe environment and that students and employees are confident that reports of sexual misconduct will be handled appropriately.



*Chart 1: Perception of whether sexual harassment is a problem at USJ*

Chart 1 Legend:

- (a) USJ does a good job educating its students about sexual misconduct and sexual violence.
- (b) University officials (e.g., administrators, public safety officers) provide a safe campus environment.
- (c) If a crisis involving sexual violence happened on campus, I believe USJ administrators would respond quickly and appropriately.  
I trust USJ officials to handle incidents in a fair and responsible manner.
- (d) USJ does a good job protecting the safety of students.

Graduate students were more likely than undergraduate students to respond “Do Not Know” than to agree with these statements. This is consistent with information illustrated in Chart 2 indicating graduate students are significantly less likely than undergraduate students to feel they have received sufficient training regarding sexual misconduct policies, procedures, and prevention. Additionally, the typical campus experience of undergraduate and graduate students is very different. Graduate students are usually part-time rather than full-time students, so generally they spend less time on campus and less time interacting with faculty and staff. The time they do spend on campus is more likely to be evenings and weekends, when there are fewer faculty, staff and administrators on campus. Undergraduate students, who are likely to have more interaction with faculty, staff, and administrators, also report higher confidence in those individuals.

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Respondents have confidence that the University would respond appropriately if someone were to report a sexual assault to a campus authority (*Table A*). Between 71%-94% of respondents agreed with each of the following statements, and only 1%-7% disagreed. Respondents had greater confidence that the University would take a report seriously and support the person making the report, than that corrective actions would be taken. Notably, while 81% of USJ students believe that the University would take a report of sexual assault seriously, only 63% of students responding to the 2014 AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct (AAU Campus Climate Survey) believe that a report of sexual assault or sexual misconduct would be taken seriously by officials on their campuses<sup>1</sup>.

If someone were to report a sexual assault to a campus authority:	Strongly/Somewhat Agree	
	Students	Employees
• The University would take the report seriously.	81%	94%
• The University would take steps to protect the safety of the person making the report.	80%	91%
• The University would support the person making the report.	77%	87%
• The University would take corrective action to address factors that may have led to the sexual assault.	72%	85%
• The University would take corrective action against the offender.	71%	70%
• The University would take steps to protect the person(s) making the report from retaliation.	71%	79%

*Table A: Perception of University response to sexual assault, by role*

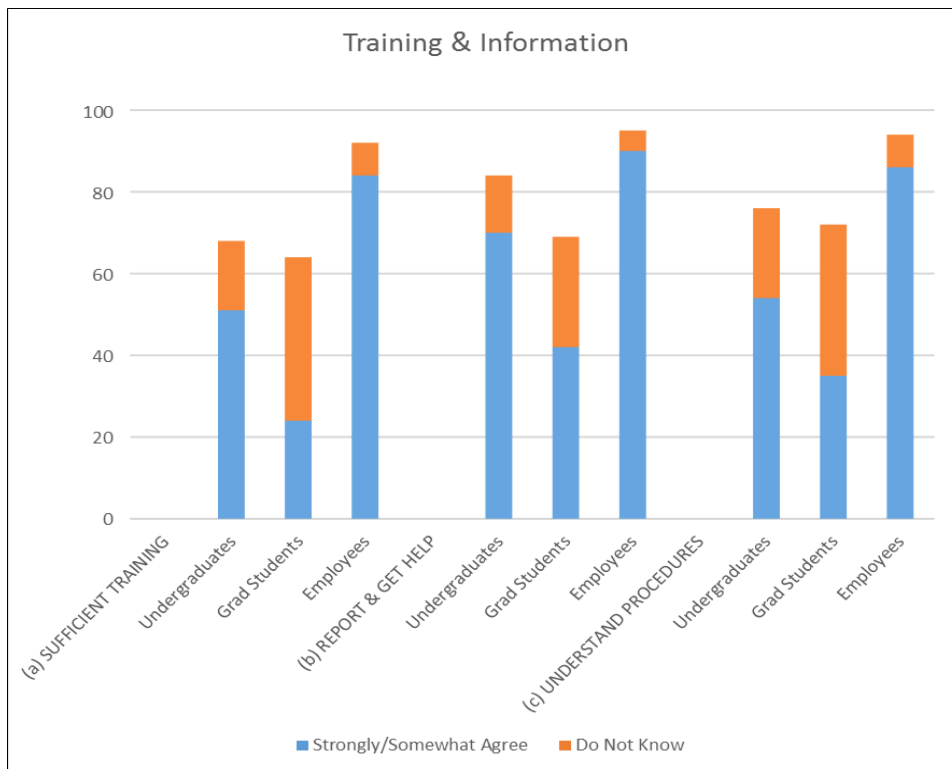
Generally speaking, there was little difference between responses from undergraduate students, graduate students, faculty, and staff/administration. Graduate students were more likely than undergraduate students to respond “Do Not Know,” but less likely than undergraduate students to disagree with the statements in this section. Employees indicated higher confidence in the University than students; this is likely correlated to employees reporting more confidence that they have received sufficient training regarding sexual misconduct (*Table B*).

<sup>1</sup> David Cantor, Bonnie Fisher, Susan Chibnall, Reanna Townsend, et. al. Association of American Universities (AAU), Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct (September 21, 2015) as cited on AAU website January 13, 2017 (<https://www.aau.edu/Climate-Survey.aspx?id=16525>)

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## Training & Resources

Although students feel USJ is a safe campus and trust University employees to respond appropriately if sexual misconduct is reported, they are significantly less confident that the University has provided sufficient training and information about policies and procedures for preventing and responding to sexual misconduct (*Chart 2*). Notably, while few people responded negatively in this regard, a meaningful percentage selected “Do Not Know.” Responses of “Do Not Know” point to a need for increased communication to ensure awareness of available resources.



*Chart 2: Perception of received training and information*

**Chart 2 Legend:**

- (a) I have received sufficient training at USJ in policies and procedures relating to sexual misconduct/sexual violence.  
I have received sufficient training at USJ regarding prevention of sexual misconduct/sexual violence, including bystander intervention.
- (b) If a friend or I were sexually assaulted, I know where to go to get confidential help on campus.  
If a friend or I were sexually assaulted, I know where to go to make a report on campus.
- (c) I understand USJ's formal procedures to address complaints of sexual misconduct/sexual violence.

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As illustrated in Chart 2 and expanded in Tables B and C, graduate students were significantly less likely than undergraduate students to feel they have sufficient information regarding policies, procedures, and resources. Only 24%-42% of graduate students and 51%-70% of undergraduate students believe they have received sufficient training and information about policies and procedures related to sexual misconduct. In contrast, 84%-90% of employees believe they have received sufficient training and information.

	Strongly/Somewhat Agree		
	Undergrad Students	Graduate Students	Employees
I have received sufficient training at USJ regarding: <ul style="list-style-type: none"> <li>○ policies and procedures relating to sexual misconduct/ sexual violence;</li> <li>○ prevention of sexual misconduct/ sexual violence, including bystander intervention.</li> </ul>	51%	24%	84%
If a friend or I were sexually assaulted, I know: <ul style="list-style-type: none"> <li>○ where to go to get confidential help on campus;</li> <li>○ where to go to make a report on campus.</li> </ul>	70%	42%	90%
I understand USJ's formal procedures to address complaints of sexual misconduct/sexual violence.	54%	35%	86%

*Table B: Training & Information - Differing perceptions by role*

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Consistent with other survey responses, when asked about awareness of resources available to USJ students impacted by sexual assault, undergraduate students were more likely to be aware of the available resources than graduate students (*Table C*). Employees were slightly more likely to be aware of resources than students, but differences were not meaningful. Of note, a fairly large percentage of respondents indicated that did not know what resources are available at USJ for sexual assault survivors (26%-45%).

Familiarity with resources available to survivors of sexual assault on campus	Aware USJ provides specified resource		
	Undergrad Students	Graduate Students	Employees
24-hour sexual assault hotline*	42%	31%	44%
Anonymous Reporting process	47%	37%	58%
Campus Bans (prohibiting certain individuals from coming onto USJ property)	41%	18%	52%
Comprehensive 24-hour crisis response*	23%	22%	40%
Confidential Counseling	53%	53%	73%
Confidential judicial proceedings	21%	14%	22%
Free counseling	56%	49%	54%
Free STD/STI testing	39%	25%	41%
Housing change accommodations	41%	25%	39%
No-Contact Orders	27%	16%	33%
RAs/RCs trained in sexual assault response	30%	29%	42%
SANEs (Sexual Assault Nurse Examiners)*	17%	22%	17%
Survivor-focused counseling groups*	15%	12%	14%
Trained peer advocates	20%	14%	22%
Trained professional advocates*	32%	16%	28%
I don't know	30%	45%	26%

*\*Provided by external organization on behalf of USJ*

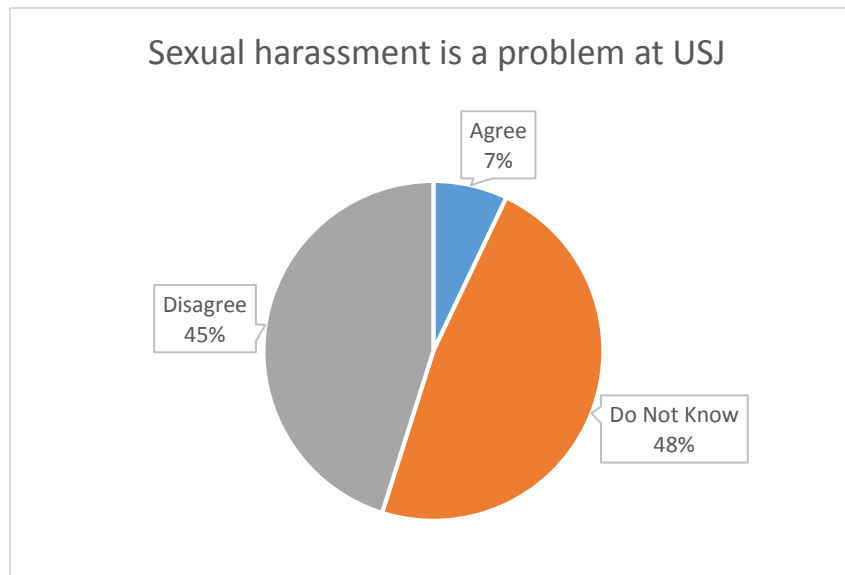
*Table C: Resources – Level of awareness by role*

These responses indicate that the University must make a concerted effort to ensure that all students receive relevant information, with an immediate need to focus on graduate students, including on-line students. The University has introduced formal training programs for all employees and for incoming undergraduate students and undergraduate student leaders, but has not yet made similar training available to graduate students. Similarly, a great deal of USJ's current information distribution is done through on-campus flyers and posters, easily visible to most undergraduate students and employees, but less likely to be seen by graduate students. Reaching all students and employees will require that the University adopt different outreach methods than have previously been used, particularly on-line avenues of communication.

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### Frequency of sexual misconduct

In general, respondents do not perceive sexual harassment as a problem at the University. Only 7% agreed with the statement “sexual harassment is a problem at USJ,” while 45% disagreed. The large percentage of respondents indicating that they “Do Not Know” if sexual harassment is a problem suggests that those respondents do not have personal knowledge of instances of sexual harassment at the University.



*Chart 3: Perception of whether sexual harassment is a problem at USJ*

While not directly comparable due to the wording of the question, the 2014 AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct indicates that 11%-40% perceive that sexual assault and sexual misconduct is very or extremely problematic on campus at their institution<sup>1</sup>. It is heartening that the perception of sexual harassment as a problem at USJ is significantly smaller than at other institutions.

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Similarly, the percentage of respondents indicating that they have personally experienced sexually inappropriate behavior at the University of Saint Joseph was very low (*Table D*). While this is reassuring, it is important to note that only a small percentage of the USJ community responded<sup>2</sup>. Estimated response rates for the section regarding personal experience of sexually inappropriate behavior were 7% of undergraduate students, 3% of graduate students, and 25% of employees.

	% of Respondents indicating they have personally experienced specified behaviors		
	Undergrad Students	Graduate Students	Employees
Offensive or disturbing comments, jokes, or behaviors based on sexual content.	12% (N: 8)	4% (N: 2)	9% (N: 16)
Sexual harassment or sexual misconduct by a USJ student.	0	0	2% (N: 3)
Sexual harassment or sexual misconduct by a USJ employee (faculty/staff).	1% (N: 1)	0	3% (N: 5)
Sexual harassment or sexual misconduct by someone other than a USJ student, faculty or staff.	3% (N: 2)	0	0
Sexual assault or sexual violence by . . . <ul style="list-style-type: none"> <li>• another USJ student;</li> <li>• a USJ employee;</li> <li>• someone other than a USJ student or employee.</li> </ul>	0	0	0

*Table D: Respondents reporting experiences with sexually inappropriate behaviors at USJ*

Consistent with national data regarding frequency by gender<sup>1</sup>, of the USJ respondents indicating personal experience with sexually inappropriate behaviors, approximately 87% were female and 13% were male. (These percentages for USJ respondents are estimates as a single individual may have reported in more than one category of behavior.)

In the AAU Campus Climate Survey, 12% of students reported “nonconsensual sexual contact by force or incapacitation.”<sup>1</sup> At USJ, no students reported nonconsensual sexual contact in 2015-16. Two students reported nonconsensual sexual contact in 2014-15; in both reported cases, the alleged perpetrator was not a student or employee of the University.

<sup>2</sup> Due to the length of the survey, response rates dropped for later sections; response rates for this section were lower than the overall survey response rate.



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### Recommendations

Overall, the 2016 Climate Survey indicates a generally healthy environment for awareness, prevention, and response to sexual misconduct at the University of Saint Joseph. Most students and employees believe the University is a safe environment and have confidence in the University's administration to respond appropriately to reports of sexual misconduct. Fewer students believe the University has provided sufficient training and resources related to sexual misconduct.

The following recommendations are presented for consideration. This is an extensive list, intended to be prioritized in dialogue with the President and University administrators and stakeholders.

#### **1. Increase campus-wide awareness about sexual misconduct policies, procedures, resources and training.**

- Publish a transparent report of sexual misconduct survey results and recommendations.
- Implement targeted passive and active media campaigns to disseminate critical awareness information.
  - Review of websites and print media regarding location, accessibility of sexual misconduct information.
  - Use of multiple platforms including social media, email and poster campaigns for information dissemination.
  - Use current in-person structures such as residences, clubs, leader, employment, athletic meetings/trainings, and so forth as opportunities for brief information distribution.
  - Inclusion of critical information across disciplines such as statement in syllabi and when related to curriculum pointing to USJ-specific information.
- Specific identified campaign topics:
  - Location of all information and resources.
  - Basic knowledge of policies and procedures regarding reporting, adjudication and non-retaliation.
  - On and off campus support services available.
  - University-specific statistics regarding occurrences of sexual misconduct and sexual violence.
  - On-going training efforts and available training.

#### **2. Specific focus on education and information dissemination for graduate, off-campus and online students.**

- Identify in-person, on-line and other orientation programs to use for information dissemination.
- Expand current training and proposed campaigns previously mentioned to be inclusive of these identified populations.

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- Explore use of Blackboard and/or other on-line access points which students already use to interact with the University.

### **3. Review of current infrastructure for responding to and preventing sexual violence for best practices and compliance of state/federal mandates.**

- Review of institutional systems including conduct and adjudication of Title IX cases. Recommendation to establish a conduct officer/office for informed and consistent adjudication process.
- Review of individual and committee roles and responsibilities for potential gaps and duplication of service. Recommendation for a dedicated full-time or part-time Title IX Coordinator position.
- Review supports, policies, practices and protocol for responding to complaints of sexual violence.
- Review of current training provided and implemented.