



## **Sexual Violence Prevention (SVP) Campus Climate Survey Report**

Report prepared by the Office of Diversity, Equity, and Inclusion at the State University of New York at Fredonia. For questions or information related to this report, please contact the office at [diversity.equityinclusion@fredonia.edu](mailto:diversity.equityinclusion@fredonia.edu) or 716-673-3358.

*This campus climate survey, administered in the spring of 2017 at the State University of New York at Fredonia, was intended to gather information about the rate of incidents of sexual violence and knowledge of policies and resources from students, faculty, and staff. By law, every SUNY campus is required to participate in this survey project. This report includes an Executive Summary that may be used for public websites or other campus publications, as well as result details and recommendations. As per the SUNY Campus Climate Assessment Policy, “results will be published on the campus website providing no personally identifiable information shall be shared”. This policy can be found at the following website:*

<http://system.suny.edu/sexual-violence-prevention-workgroup/policies/campus-climate/>

## **Executive Summary**

On April 10<sup>th</sup> to April 30<sup>th</sup>, 2017, the State University of New York at Fredonia conducted the Sexual Violence Prevent Campus Climate Survey. The Survey was administered to all students, faculty, and staff. Following SUNY policy (Appendix A), this uniform survey ascertains faculty and staff awareness of policies and resources, as well as student experience with and knowledge of reporting and college adjudicatory processes for sexual harassment, including sexual violence and other related crimes.

Faculty and staff had a 24.1% response rate (n = 194), which is generalizable to the overall population of employees at the University. Results indicated that faculty and staff are generally aware of the policies, laws, and resources. Faculty and staff are likely to report incidents of sexual violence and understand how to advise students about appropriate resources.

Students had a 9.7% response rate (n = 261), which was not generalizable to the overall population of students at the University, but does provide some initial trends. Results indicated that students were moderately aware of policies, laws, and resources, but there is room for improvement. Students are not likely to report incidents of sexual violence and were not necessarily aware as to how to report, indicating an area of needed improvement.

This report shares background information about the survey, provides results divided into thematic areas, and concludes with challenges and opportunities in the discussion section. The following challenges have been identified from the results of the survey:

- **Challenge - Timing and Response Rate**
- **Challenge - Limited student awareness**
- **Challenge - Awareness of resources**
- **Challenge - Student Bystander Attitudes and Behavior**
- **Challenge - High instances of sexual harassment identified**
- **Challenge - Limited Awareness of Amnesty, Student Conduct, and Criminal Process**

Based upon the results from the survey, the following opportunities, or positive outcomes, have been identified:

- **Opportunity - Strong Awareness of Affirmative Consent**
- **Opportunity - Faculty & Staff Awareness of Policies and Likelihood to Report**
- **Opportunity - Faculty & Staff Bystander Attitudes and Behavior**

Results of the surveys have been reviewed by the campus Title IX Coordinator and will be shared with appropriate campus stakeholders and leadership. Open meetings with the University Senate and the Student Association will also take place in the Fall 2017 semester to ensure campus involvement in understanding the results and any action items moving forward.

## Background

In an effort to not only comply with New York state law, but additional Federal law and guidance, Fredonia hoped to ensure a strong understanding of the campus climate related to issues of sexual violence in administering this instrument. The University has taken many strides over the past few years to ensure compliance with the evolving needs of the community related to these concerns; however, a survey of this magnitude has not been completed in recent memory. Results of this instrument, and those of the future, will help the community to understand how resources are being accessed and the extent of the issue for the campus. Understanding the campus climate, in all of its complexities, relates to the needs identified in the University's Diversity, Equity, and Inclusion Strategic Plan, as well as that of the Strategic Enrollment Management plan.

Respondents to Fredonia's survey are detailed in the chart below. Respondents were all 18 years or older. Based upon the low response rates to this survey, the results, particularly regarding students, are not generalizable and the information only demonstrated initial trends.

<b>Participant type</b>	<b>Sample</b>	<b>Total Responses</b>	<b>Total Completed</b>	<b>Response Rate</b>
Students	4249	411	261	9.7%
Employees (Faculty & Staff)	942	227	194	24.1%

The University community was informed about the voluntary survey via email announcements as well as in-person meetings with the University Senate on April 3, 2017, and the Student Association on April 6, 2017. The survey was administered April 10-30th through Campus Labs as a 3rd party platform (See Appendix B for more information about the vendor). Survey data was stored, maintained, scored, and analyzed by Campus Labs. Data encryption and other

measures were taken to ensure the security of the data. All data was compiled in aggregate and no individual respondents were identified.

## Results

Findings from the Sexual Violence Campus Climate Survey will help the campus to understand overall themes and areas of need related to prevention and response. Based upon the collected data, the results are organized into the following areas:

- Title IX Coordinator's Role
- Campus Policies and Procedures Addressing Sexual Assault
- How and Where to Report Sexual Violence as a Victim/Survivor or Witness
- The Availability of Resources On and Off Campus
- The Prevalence of Victimization and Perpetration of Sexual Violence On and Off Campus
- Bystander Attitudes and Behavior
- Decision to Report to the University and/or Police
- Awareness of Institutional Policies and Penal Law
- Awareness of Affirmative Consent

### **The Title IX Coordinator's Role:**

- Faculty & Staff:
  - o Most respondents understood the role of the Title IX Coordinator regarding receiving reports (63%), coordinating campus response (59%), ensuring training (63%), and providing accommodations and services (51%).
  - o Respondents have a high likelihood of reporting to a campus authority about information they have that might help in a sexual assault case – 38.74% very likely and 45.55% likely.
  - o 64.4% know how to find the Title IX Coordinator.
  - o 70.3% are aware of the Title IX Coordinator as an on campus resource.
- Students:
  - o Most respondents did not understand the role of the Title IX Coordinator regarding receiving reports (37%), coordinating campus response (33%), ensuring training (34%), and providing accommodations and services (36%).
  - o Only 23% of respondents knew how to find the Title IX Coordinator.
  - o Only 42% of respondents were aware of the Title IX Coordinator as an on campus resource.

### **Campus policies and procedures addressing sexual assault:**

- Faculty & Staff:
  - o 93% of respondents were aware of campus policies and procedures to address sexual assault.
  - o 78% identified having received written or verbal information via emails and/or trainings regarding policies prohibiting sexual assault.

- Students:
  - o 72% of respondents were aware of campus policies and procedures to address sexual assault.
  - o 50% of students identified having received written or verbal information via emails and/or trainings regarding policies prohibiting sexual assault.

**How and where to report sexual violence as a victim/survivor or witness:**

- Faculty & Staff:
  - o 82% of faculty and staff strongly agreed or agreed that if a student were sexually assaulted, they knew how to advise them on where to get help on campus.
  - o 74% of faculty and staff reported receiving written or verbal information via email and/or trainings regarding where to go to get help regarding sexual assault.
  - o 79% of faculty and staff reported receiving written or verbal information via emails and/or trainings regarding how to report a sexual assault.
- Students:
  - o 64% of students reported receiving written or verbal information via emails and/or trainings regarding where to go to get help regarding sexual assault.
  - o 51% of students reported receiving written or verbal information via emails and/or trainings regarding how to report a sexual assault.
  - o Student respondents did not necessarily demonstrate how to report incidents of sexual violence to the University. When asked about how to report, 43% of students did not know how to report incidents of sexual violence (meaning overall).
    - 55% knew how to report sexual assault
    - 50% knew how to report sexual harassment
    - 41% knew how to report domestic violence
    - 40% knew how to report dating violence
    - 40% knew how to report stalking

**The availability of resources on and off campus, such as counseling, health, academic assistance:**

- Faculty & Staff:
  - o Overall, faculty and staff were aware of on-campus and community resources. These included the following:
    - 66% aware of Judicial Affairs
    - 70% aware of the Title IX Coordinator
    - 97% aware of the University Police
    - 97% aware of the Counseling Center
    - 90% aware of Health Services
    - 73% aware of the Employee Assistance Program
    - 90 % aware of the local police
    - 85% aware of Brook's Memorial Hospital.
  - o Resources that were less known to faculty and staff included:
    - 45% aware of the CEASE Program of the Counseling Center

- 45% aware of FredAssist
- 19% aware of the Anew Center of Jamestown
- Students:
  - On-campus and community resources known to students included the following:
    - 85% aware of University Police
    - 87% aware of the Counseling Center
    - 69% aware of Health Services
    - 56% aware of FredAssist
    - 69% aware of the local police
    - 60% aware of Brook's Memorial Hospital
  - Resources that were less known to students included:
    - 40% aware of Judicial Affairs
    - 42% aware of the Title IX Coordinator
    - 48% aware of the CEASE Program of the Counseling Center
    - 32% aware of Human Resources
    - 19% aware of the Anew Center of Jamestown

**The prevalence of victimization and perpetration of sexual assault, domestic violence, dating violence, and stalking on and off campus during a set time period:**

- Faculty & Staff:
  - Most faculty and staff reported that students did not disclose to them that they were a victim of sexual violence (85%).
- Students:
  - Students reported experiencing the following during the last year.
    - 42% - unwanted sexual comments, sexual slurs, or demeaning jokes
    - 4% - aware of someone viewing sexual activity or nakedness without consent or taking pictures or recordings without consent.
    - 28% - have received unwanted sexually suggestive digital communications or in other written communications.
    - 24% - have been fondled, kissed, or rubbed in private areas without giving consent.
    - 8% - have had their clothes removed without giving consent.
    - 5% - have received or been forced to perform oral sex without giving consent.
    - 6% - have been sexually penetrated without giving consent.
  - 49% of students knew their perpetrator and 48% reported that the person was affiliated with the campus community.
  - Regarding potential dating violence:
    - 12% of students reported that a dating or other intimate partner had called them derogatory names.
    - 10% of students reported that a dating or other intimate partner did not want them to see, talk to, or spend time with others (e.g.: family, friends, etc.).

- 10% of students reported that a dating or other intimate partner was very angry towards them such that they felt threatened or genuinely fearful.
- 20% of respondents who experienced this type of dating violence informed a campus counselor/counseling services.
- Top reason for not reporting an incident related to dating violence was that students worried it was partly their own fault (34%). Other responses included students feeling ashamed or embarrassed (31%), not wanting to deal with it (31%), not recognizing the issue as dating violence at the time (28%) and concern over others finding out (28%).
- 11% of students reported a stranger, friend, or current or ex-partner repeatedly following them, watching them, or communicated with them in obsessive ways to be concerned for their safety or afraid.
  - Of these respondents, 41% indicated that the communication came from a former dating partner, sexual partner, or spouse.
  - Of these respondents, 76% told someone about the incident - who was mostly a friend.
  - Reasons why individuals chose to not report or share the experience:
    - 50% did not recognize it as stalking at the time.

### **Bystander attitudes and behavior**

- Faculty & Staff:
  - 91% of faculty and staff reported that fellow employees were very likely or likely to call for help if they hear a neighbor yelling “help”.
  - 73% of faculty and staff reported that fellow employees were very likely or likely to talk to a student who they suspected was in an abusive relationship.
  - 95% of faculty and staff reported that fellow employees were very likely or likely to obtain help and resources for a student who has disclosed an incident of sexual assault.
  - 85% of faculty and staff reported that fellow employees were very likely or likely to tell a campus authority information regarding a sexual assault case even if pressured to stay silent.
- Students:
  - 51% of students thought a fellow student is very likely or likely to express discomfort if someone makes a joke about a person’s body.
  - 61% of students reported that fellow students were very likely or likely to call for help if they hear a neighbor yelling “help”.
  - 82% of students reported that fellow students were very likely or likely to get help and resources for a friend who said they had been sexually assaulted.
  - 59% of students reported that fellow students were very likely or likely to confront a friend who said they had non-consensual sex.
  - 68% of students reported that fellow students were very likely or likely to help a drunk person who is being brought upstairs by a group of people at a party.
  - 52% of students reported that fellow students were very likely or likely to tell an RA or other campus authority information they know about a sexual assault case, even if pressured to stay silent.

### **Whether victims/survivors reported to the University and/or police, and reasons why they did or did not report**

- Faculty & Staff:
  - Although the prevalence of incidents of sexual violence reported to faculty and staff were low, the following reasons were identified as to why the incident was not disclosed:
    - The student asked the faculty/staff member not to disclose
    - The faculty/staff member thought the student would be blamed for the incident
    - The faculty/staff didn't trust the University to take appropriate action.
- Students:
  - 90% of those students who experienced an incident during the last year did not use the campus's formal procedures to report the incident.
  - Reasons why students chose not to report or share their experience of sexual violence:
    - 34% - did not recognize the incident as sexual assault at the time
    - 44% - did not think it was important enough
    - 40% - did not want to deal with it
    - 25% - concerned that others would find out
    - 23% - ashamed or embarrassed
  - Only 36% of students who had an incident of sexual violence within the last year told someone.
    - Most common people informed about the incident included: friend (86%), roommate or housemate (58%), romantic partner (38%), parent or guardian (22%), Campus counselor/counseling services (20%).

### **The general awareness of the difference, if any, between the institution's policies and the penal law**

- Faculty & Staff:
  - 81% of faculty and staff were aware of the differences between the University's student conduct process and the criminal justice system.
  - Faculty and staff were mixed on their awareness of the amnesty policy as it relates to alcohol and/or drug use in reporting sexual violence cases. Only 51% of survey participants indicated they were aware of the policy, with 6% indicating they were "unsure".
- Students:
  - Students were mostly mixed in their awareness of the differences between the University's student conduct process and the criminal justice system. Only 47% of students indicated that they were aware of the differences and 7% indicated that they were "unsure".
  - Students were not aware of the amnesty policy as it relates to alcohol and/or drug use in reporting sexual violence cases. Only 55% of survey participants indicated they were aware of the policy, with 5% indicating they were "unsure".



### **The general awareness of the definition of affirmative consent**

- Faculty & Staff:
  - o A high percentage of faculty & staff were aware of the affirmative consent policy at 82%, and 95% recognized that someone who is incapacitated is unable to provide consent. .
- Students:
  - o A high percentage of students were aware of the affirmative consent policy at 82%, and 96% recognized that someone who is incapacitated is unable to provide consent.

## **Discussion and Next Steps**

Overall, the University was pleased with the opportunity to survey the campus community about issues of sexual violence. The results from the spring 2017 survey will allow for a baseline to be established to support positive change in the future. This section identifies findings from the survey that should be considered for further review and discussion. Each “challenge” section details suggestions for improvement.

### **Challenge - Timing and Response Rate:**

The first challenge from the survey that will need to be addressed in the future was the low response rate, particularly from students. Based upon the response rate, the results are not necessarily generalizable to the larger student population. The survey was administered in April, which is a difficult time of year regarding student academic work and often many programs and events take place on the campus. The requests for responses may have been lost in the deluge of activities and other requests of students. The timing of the survey, particularly to be aware of survey fatigue, should be addressed for the future. Additional modes of publicity or a potential incentive to complete the survey could also be explored to raise the response rate.

### **Challenge - Limited student awareness:**

Although there was a low response rate, limited student awareness causes some concern. Students were not necessarily aware of the role, nor how to find the Title IX Coordinator. This obstacle may be in place for many reasons; however, it should be noted that the Title IX Coordinator also serves as the campus’ Chief Diversity Officer. Combination of the roles may confuse students. Perhaps the name of the Title IX Coordinator could be included in the future survey instrument. Additionally, students reported that they have not necessarily received written or verbal information via emails and/or trainings regarding policies prohibiting sexual assault. This seems counter to the data recorded on an annual basis by the Title IX Coordinator in which more than 2,000 students participate in annual trainings related to sexual violence prevention. Moreover, all students are sent emails with pertinent details regarding the policies and campus resources on a semesterly basis. Perhaps this number would have been higher if the response rate was stronger.

**Challenge - Awareness of resources:**

This concern may also stem from phrasing of the various resources on campus. Students, faculty, and staff were aware of major resources, such as University Police, Counseling Services, Health Services, and the local Fredonia Police; however, specific sexual violence resources, such as the Title IX Coordinator and the CEASE Program were not as prominent. The CEASE program may be another issue related to students knowing the name of the victim's advocate on the campus, who presents programs and trainings often, yet students might not recall the acronym of the actual program. It would be important to perhaps review all of the services and determine if alternative titles or names should be used to better highlight the resource.

**Challenge - Student Bystander Attitudes and Behavior:**

Although not extremely low, the attitudes of students regarding being a bystander are worthy of note. Confronting a peer can be a complex situation for a student to navigate, and the results indicate that many of Fredonia's students struggle with this responsibility. Specific bystander intervention trainings, including the Green Dot initiative, have been offered to students. The campus should continue to monitor how students feel about being a bystander and provide continued trainings to practice skills and offer expertise.

**Challenge - High instances of sexual harassment identified:**

Overall, there are low incidents of sexual violence reported by students, faculty, and staff at Fredonia. One area that appeared high included student respondents identifying that 42% experienced unwanted sexual comments, sexual slurs, or demeaning jokes. Additionally, 28% reported receiving unwanted sexually suggestive digital communications or in other written communications. These reports of potential sexual harassment should serve as a baseline for understanding this issue further at Fredonia. Although sexual harassment is identified and discussed at many trainings on campus, it is sometimes overshadowed by discussions related to sexual assault. The Title IX Coordinator should consider ensuring that trainings include more scenarios related to harassment type circumstances and how one can address these concerns.

**Challenge - Limited Awareness of Amnesty, Student Conduct, and Criminal Process:**

It was clear from the results of the survey that students are not necessarily aware of the Amnesty policy as part of the overall sexual violence policies, nor do they understand the difference between an on campus judicial process and an off campus criminal process. Although this is reviewed during trainings, perhaps it needs to be explained differently or with a higher purpose. The Title IX Coordinator and Victim's Advocate should collaborate to determine best practices for ensuring students understand these critical aspects during annual trainings.

**Opportunity - Strong Awareness of Affirmative Consent:**

Students, faculty, and staff were all aware of the affirmative consent policies. In addition, there was a high percentage of both groups who recognized that someone who is incapacitated is unable to provide consent. The training provided on campus emphasizes this aspect and the confirmation from this survey demonstrated the impact of those presentations. Future trainings should continue to focus on this aspect and perhaps link this to bystander intervention to continue to raise the impact to sexual violence prevention.

**Opportunity - Faculty & Staff Awareness of Policies and Likelihood to Report:**

Faculty and staff respondents demonstrated a solid awareness of campus policies and procedures to address sexual assault. Additionally, 78% of respondents confirmed receiving written or verbal information about policies prohibiting sexual assault. More importantly, faculty and staff knew how to advise students on where to get help related to sexual violence. Continued trainings for new employees as well as ensuring existing employees understand their responsibilities related to Title IX and sexual violence prevention will continue to increase this awareness as well as high likelihood of reporting.

**Opportunity - Faculty & Staff Bystander Attitudes and Behavior:**

Faculty and staff demonstrated a commitment to offering help and support to victims of sexual violence. Respondents were very likely to report incidents to appropriate authorities and feel comfortable engaging with a student who may be in an abusive relationship. This influence will be helpful as the campus continues to combat sexual violence. Leadership from faculty and staff will be pivotal to ensure the sustainability of the programs and services.

## Appendix A

### **Fredonia Policy and Resources:**

Title IX: <http://home.fredonia.edu/diversity/titleix>

Resources for students: <http://students.fredonia.edu/sexualassault/>

### **SUNY Policy and Resources:**

SUNY Policies on Sexual Violence Prevention and Response <http://system.suny.edu/sexual-violence-prevention-workgroup/policies/> and <http://system.suny.edu/sexual-violence-prevention-workgroup/policies/response/>

SUNY Policies <http://system.suny.edu/compliance/topics/sexual-violence-prevention/>  
Campus Resources and Best Practices <http://system.suny.edu/university-life/sexual-assault-prevention/>

Sexual Assault and Violence Response Resources <https://www.suny.edu/violence-response/>  
with resources on or off campus by location, campus, city.

## Appendix B

### **About Campus Labs:**

The Campus Labs® platform offers integrated software and cloud-based assessment tools for higher education. The corporate mission is focused on empowering and transforming colleges and universities through strategic data insights. Campus Labs is headquartered in Buffalo, New York. Specific to the SUNY Sexual Violence Prevention (SVP) Campus Climate Survey, Campus Labs provided the technology to administer the survey and analyze the collected data. Campus Labs also provided consultation in the form of two consultants to advise SUNY representatives on the logistics and administration of the survey.

### **Data Security:**

Campus Labs is committed to maintaining the highest standards in data security. To protect information used in internet transactions (e.g. online surveys, data reports), Campus Labs used the following security techniques and procedures:

- Secure login access (username and password) is required to access all data reports
- Information is exchanged via Secure Socket Layer (SSL) that uses 128-bit encryption
- Information requests must pass through multiple hardware and software security firewalls
- Campus Labs' data center is monitored 24/7 and access is restricted to authorized parties with validated key cards
- Data is backed up every hour internally
- Data is backed up every night to a centralized backup system, with offsite backups in the event of catastrophe
- Campus representatives had access to all data for their campus only
- SUNY Administrators had access to the data of all participating campuses
- Respondent identifiers are hidden from the SUNY and campus representatives administering the SVP Campus Climate Survey. At no time will SUNY or campus representatives be able to see respondent identifiers linked to individual's responses.