## Executive Summary

The Campus Climate Survey for Sex Discrimination is administered annually at Xavier University to assess campus climated surounding sex discrimination, including sexual harassment, intimate partner violence, sexual violence, stalking, and harassment and/or discrimination based on sex, sexual orientation, gender identity, and status as pregnant or parenting. The survey was emailed to every current Xavier University student and employee on April 3, 2023, using Qualtrics online survey software. The survey remained open until May 28. The data was then analyzed and shared in this report.

Some of the key findings:

- 73% of responses indicated that the respondent had not experienced any unwanted conduct of a sexual nature or power- or gender-based nature while a member of the Xavier community
- Sexual harassment and student discrimination based on sex, gender identity and/or sexual orientation are the top two reported experiences of unwanted conduct
- 73% of responses indicated that the conduct had occurred on campus
- 17% of responses indicateded the unwanted conduct was reported to the Title IX and Interpersonal Response Office (hereinafter "Title IX Office")
- 83% of responses indicated the respondent did not report to Title IX Office and 97% of responses stated they did not report to law enforcement."It wasn't serious enough" and "I did not believe anything would be done" were the top two responses, respectively, for not reporting the conduct

## Introduction

In April 2023, a two-part survey was administered to all current Xavier University students and employees. This annual survey was designed to assess campus climate surrounding sex discrimination.

The first part of this survey was administered to the entire campus and was developed by Xavier University's Title IX Office with input from the Office of Institutional Research. Part II of this survey was administered to Xavier the entire campus and was developed by the Ohio Department of Higher Education. Upon completion of the Xavier survey, respondents were directed to the Ohio Department of Education's survey as an external link. (The results of that survey are not included in this report. The aggregated results of the ODHE's survey can be found on its Changing Campus Culture benchmark data webpage).

The survey launched on April 3 and closed on May 28. An invitation was sent from the Title IX Office to every current Xavier student and employee via Qualtrics (Xavier's online survey software); additionally, anonymous survey links were posted in Today at Xavier and on the Student and Employee Hub. In all survey invitation emails and anonymous links, no identifying information was collected and survey responses were kept strictly anonymous.

The overall response rate was 10%. The response rate among students was 5% and for employees 36% (see Chart 1: Response Rates).

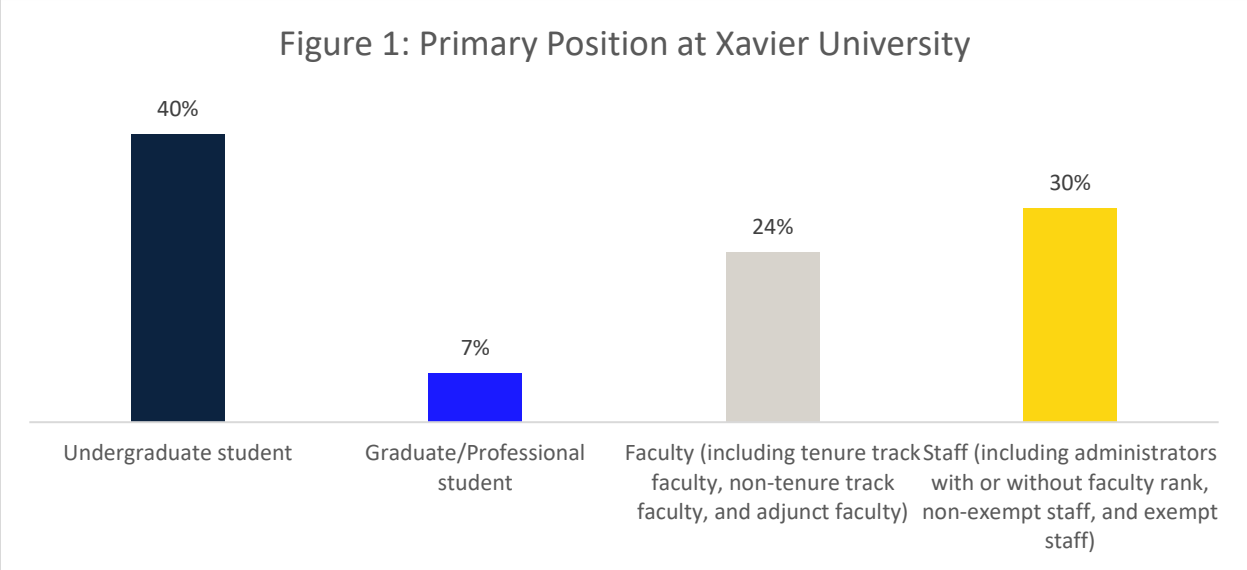
| Chart 1: Response Rates | | | |
|---|---|---|---|
| Status | Population Count | Respondents | |
| | | # | % |
| Students | | | |
| Undergraduates | 4,561 | 270 | 6% |
| Graduates | 1,198 | 46 | 4% |
| ***Students Total*** | ***5,759*** | ***316*** | ***5%*** |
| Employees | | | |
| Staff | 595 | 200 | 34% |
| Faculty | 405 | 159 | 39% |
| ***Employee Totals*** | ***1,000*** | ***359*** | ***36%*** |
| **Overall** | **6,759** | **675** | **10%** |

The results for each of the questions can be found in the following pages. These include multiple choice as well as open ended questions. A copy of the survey instrument can be found in Appendix A on page 14 of this report. For questions in which a respondent may choose multiple answers (i.e. "select all that apply"), the charts show the percentage of respondents who selected each answer; many respondents chose more than one option, and for this reason the totals for these questions may sum to more than the number of respondents.

## Demographics of Respondents

### Primary Status

Of the 675 respondents to the survey, forty percent are undergraduate students (40%). Seven percent (7%) of the respondents were graduate students. Staff and faculty together make-up 54% of the responses (see Figure 1).



## Gender Identity

Nearly two-thirds of the respondents identified their gender as woman (66.4%) followed by man (9.0%) (see Table 1). That accounts for 95.4% of the respondents. Given the small numbers of individuals (4.6%) who identified their gender as other than man or woman, no responses to questions will be reported for those specific gender identities. Rather, those responses will be aggregated and reported as "Other" to preven those individuals from possibly being identified.

**Table 1**

| What is Your Gender Identity? | % |
|---|---|
| Woman | 66.4% |
| Man | 29.0% |
| Prefer not to answer | 1.5% |
| Trans Man | 0.% |
| Genderqueer/Gender non-conforming | 1.6% |
| I Identify as ___** | 1.0% |

**Individuals who checked this box all identified with a nonbinary gender identity

# Unwanted Conduct

## Experienced Unwanted Conduct

While 538 responses (73.9%) indicated that the respondent had not experienced sex discrimination while a member of the Xavier community, 190 such incidents were reported to have been experienced by respondents during that time. Please note that respondents were asked to check all that apply and as such, the total count exceeds the total number of respondents for the survey (see Table 2).

**Table 2**

| While a member of the Xavier community, have you experienced any form of sex discrimination? (Select all that apply) | % | # |
|---|---|---|
| No, I have not experienced any form of sex discrimination. | 73.9% | 538 |
| As a student, I have experienced discrimination or harassment based on sex, gender identity, and/or sexual orientation in the classroom. | 5.8% | 42 |
| Sexual harassment | 5.5% | 40 |
| As an employee, I have experienced discrimination or harassment based on sex, gender identity and/or sexual orientation in the workplace. | 4.9% | 36 |
| Sexual assault | 4.3% | 31 |
| Stalking | 2.9% | 21 |
| Rape | 1.5% | 11 |
| Intimate Partner Violence | 0.7% | 5 |
| Other, sex discrimination. Please describe the experience: | 0.5% | 4 |

When the "No" responses are removed and just the experiences of discrimination are considered, the most common experience is discrimination or harassment in the classroom or workplace (41.1%), followed by experiences of sexual harassment (21.1%) and sexual assault (16.3%) (See Table 3).

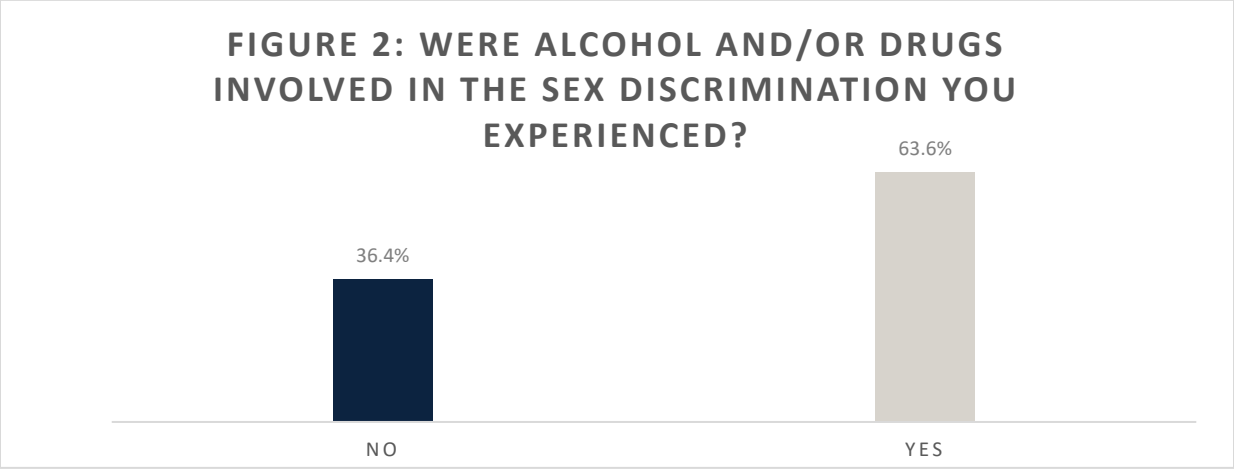
**Table 3**

| While a member of the Xavier community, have you experienced any form of sex discrimination? (Select all that apply) | % | # |
|---|---|---|
| As a student, I have experienced discrimination or harassment based on sex, gender identity, and/or sexual orientation in the classroom. | 22.1% | 42 |
| Sexual harassment | 21.1% | 40 |
| As an employee, I have experienced discrimination or harassment based on sex, gender identity and/or sexual orientation in the workplace. | 18.9% | 36 |
| Sexual assault | 16.3% | 31 |
| Stalking | 11.1% | 21 |
| Rape | 5.8% | 11 |
| Intimate Partner Violence | 2.6% | 5 |
| Other, sex discrimination. Please describe the experience: | 2.1% | 4 |

## Alcohol and/or Drugs Involved In Rape

Alcohol and drugs do not cause or excuse rape, sexual assault, or any form of sex discrimination. If someone drinks alcohol or uses drugs they do not deserve or ask to experience sex discrimination. Alcohol and drugs are often used by individuals to perpetrate rape and/or sexual assault. Tracking the following data helps inform Xavier's sex discrimination prevention efforts.

Of those individuals who indicated rape in Table 3, half (63.6%) indicated that alcohol and/or drugs were involved in the rape (see Figure 2). While the question allowed respondents to indicate if drugs, alcohol or both were involved, the "yes" results were aggregated to allow for anonymity in the small sample size.



### When Unwanted Conduct Occurred

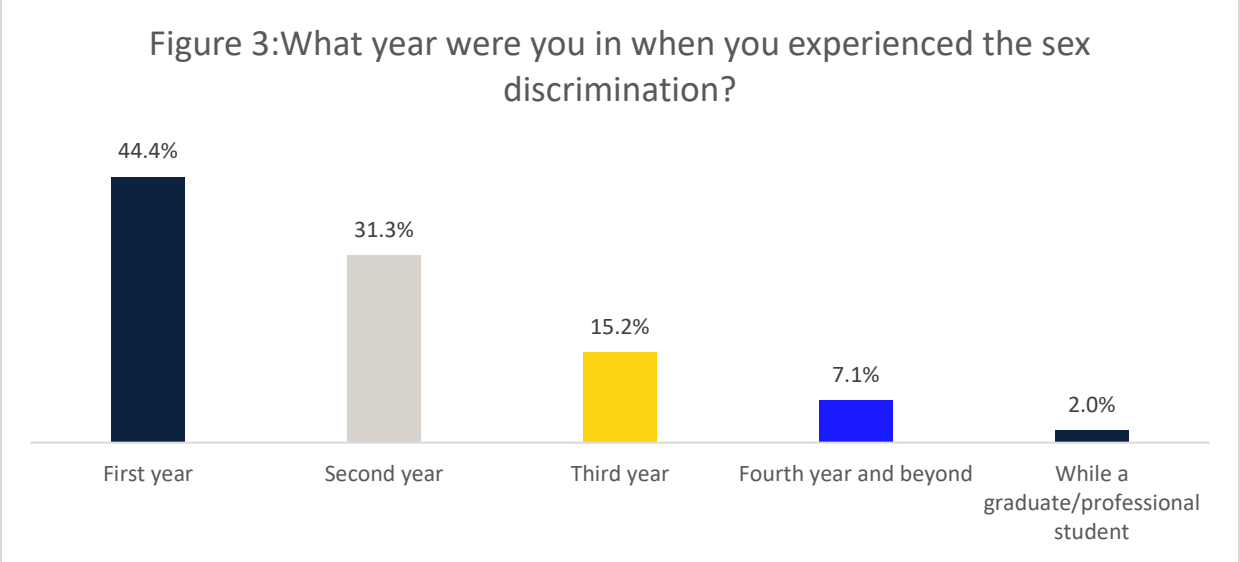
The majority of respondents (65.1%) stated that the unwanted conduct had occurred less than two years ago years and another 17.5% stating that the unwanted conduct had occurred 2-4 years ago. The remaining 17.5% stated the experience had occurred 5 or more years ago with 3.2% indicating the experience had occurred "more than 20 years ago." (see Table 4)

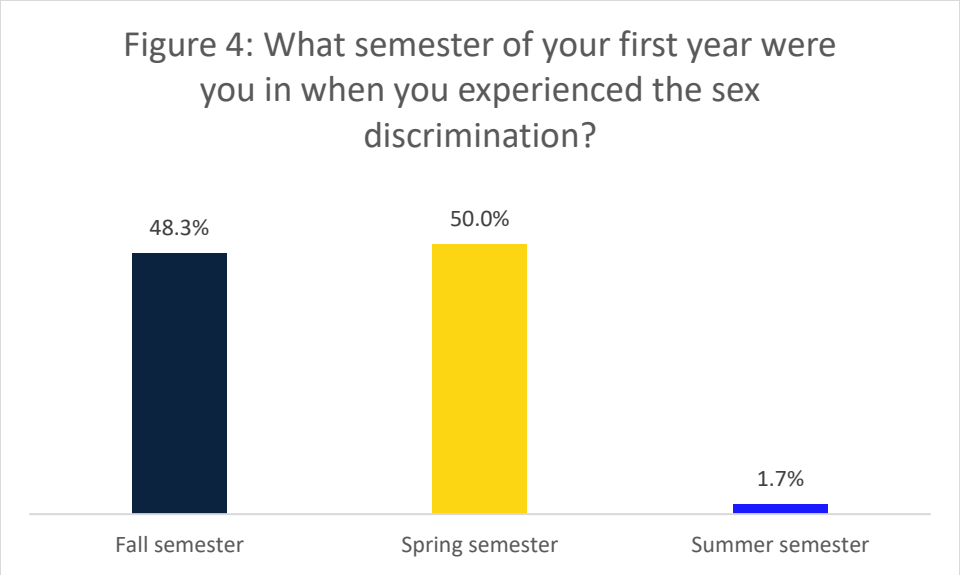
Table 4

| When did the sex discrimination occur? | % |
|---|---|
| Less than two years ago | 65.1% |
| 2-4 years ago | 17.5% |
| 5-10 years ago | 11.1% |
| 11-20 years ago | 3.2% |
| More than 20 years ago | 3.2% |

### Year/Term at Xavier When Conduct Occurred

The majority of student respondents stated they were in their first year at Xavier University when the unwanted conduct occurred (see Figure 3). The majority of those experiences occur in the Fall and Spring semesters, similarly underscoring and supporting Xavier's emphasis on facilitating evidence-based power- and gender-based violence prevention education and bystander engagement efforts for first year students, Resident Assistants, and Office of Residence Life staff. Nevertheless, the responses do show that unwanted experiences do exist for all years and occur in all terms.






## Relationship to Person

When asked what the person's relationship was to the individual who received the unwanted experience, the top response was "Xavier student" (26.4%) followed by "Xavier Faculty Member" (22.6%) (see Table 5). The respondents could "mark all that apply," so there may be some double-counting of individuals.

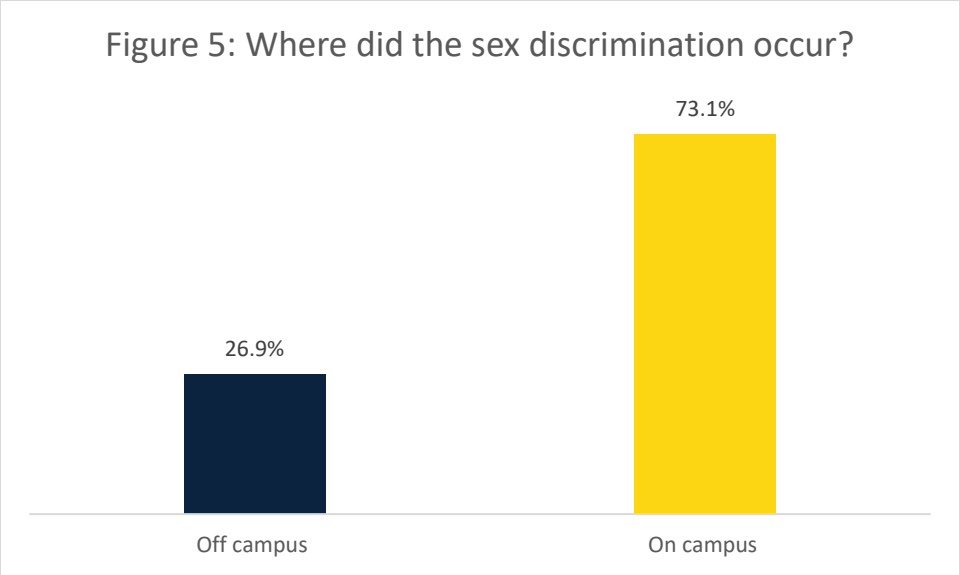
Table 5

| What was your relationship to the person? | % | # |
|---|---|---|
| Xavier student | 26.4% | 42 |
| Xavier faculty member | 22.6% | 36 |
| Acquaintance/Friend | 18.9% | 30 |
| Xavier staff member | 10.1% | 16 |
| Stranger | 9.4% | 15 |
| Current or former dating/intimate partner | 8.2% | 13 |
| Other Role/Relationship not listed above | 3.8% | 6 |
| Family Member | * | * |

*Count <5

## Location: On- or Off-Campus

The majority (73.1%) of the unwanted conduct occurred on campus (see Figure 5). Since respondents were asked to check all that apply, again, some of the responses could be doubled-up.




**Location: Private or Public**

Respondents who said the experience occurred off-campus were asked to state where the experience occurred. The experiences were grouped as either "private" or "public," meaning either occurred in a private setting (house, apartment, car) or a public setting (restaurant/bar, store, party). While overall, more incidents occurred in a public setting (14), it is worth noting that the majority of incidents occurred in a house (7)—that is 28.0% of all incident locations reported. It should be noted that 3 responses were unable to be coded as public or private locations given the lack of specificity in the answer (i.e. the respondent answering that the experience occurred "X city")

Table 6

| Private | # |
|---|---|
| House | 7 |
| Phone communication | 3 |
| **Total** | **9** |

| Public | # |
|---|---|
| Other University | 2 |
| Outside | 3 |
| Party | 1 |
| Place of Employment | 2 |
| Restaurant/Bar | 6 |
| **Total** | **14** |

Residence Halls appeared as the location for the majority of incidents reported as happening on-campus. In fact, Residence Halls make up 25.9% of the responses for on-campus location, underscoring and supporting Xavier's emphasis on facilitating evidence-based power- and gender-based violence prevention education and bystander engagement efforts for Resident Assistants, Office of Residence Life staff, and resident hall students. It should be noted that unspecified location in this context indicates situations where either the physical location of the incident was not specified (i.e. "during a meeting"), the respondent indicated non-specific

locations (i.e. "everywhere" or "various locations") or response was too vague to be confidently coded into a category (i.e. "around campus" or "my workplace")

Table 7

| Location | # |
|---|---|
| Residence Hall | 21 |
| Campus Building | 15 |
| Classroom | 13 |
| Office | 11 |
| Unspecified Locations | 9 |
| University Apartments | 5 |
| Online | 2 |
| Cafeteria | 2 |
| Academic Mall | 1 |
| Sports | 1 |
| Outside | 1 |
| **Total** | **81** |

## Response to Unwanted Conduct

When asked how they responded to experiencing unwanted conduct, the top response was "told a friend" (22.7%) followed by "I avoided the person/venue" (16.7%). The third most chosen response was "I didn't do anything" (13.2%). Of the respondents who clarified "a response not listed above", all indicated discussing the situation with coworkers/supervisors. It is worth noting that only 6.6% of the responses chose "I didn't know whom to go to," supporting the strong impact of Xavier's early and often approach to training and education on these issues.

**Table 8**

| Response to Unwanted Contact | % | # |
|---|---|---|
| I told a friend | 22.7% | 65 |
| I avoided the person/venue | 16.7% | 48 |
| I didn't do anything | 13.2% | 38 |
| I contacted an on-campus resource | 10.8% | 31 |
| I told a family member | 10.8% | 31 |
| I didn't know whom to go to | 6.6% | 19 |
| I confronted the person(s) at the time | 4.9% | 14 |
| I confronted the person(s) later | 4.2% | 12 |
| I sought information online | 3.8% | 11 |
| I contacted an off-campus resource | 2.4% | 7 |
| A response not listed above | 2.1% | 6 |
| I sought support from off-campus hotline/advocacy services | * | * |
| I obtained a Sexual Assault Nurse Exam/Rape Kit (SANE) | * | * |
| Total | 100% | 287 |

*Count <5

## On-Campus Resources Contacted

The top three on-campus resources are the Title IX Office (23.6%), confidential advocacy and support services (16.7%), and faculty member (16.7%). These three make up 57.0% of all the responses combined. Again, individuals could mark all that applied.

**Table 9**

| What on-campus resource did you contact? | % | # |
|---|---|---|
| Title IX Office | 23.6% | 17 |
| Confidential advocacy and support services | 16.7% | 12 |
| Faculty member | 16.7% | 12 |
| Counseling Services | 9.7% | 7 |
| Resident Assistant (RA) | 6.9% | 5 |
| Xavier University Police Department | * | * |
| Staff member | * | * |
| Residential Life Professional staff (e.g. Hall Director) | * | * |
| Office of Human Resources | * | * |
| Academic advisor | * | * |
| X-ACT/Student Concern Report | * | * |
| Xavier Anonymous reporting line/website | * | * |
| Psychological Services Center | * | * |
| Senior Administration (e.g., president, provost, dean, vice provost, vice president) | * | * |
| Other-Apartment Dean/Head | * | * |
| Dean of Students/Student Integrity | * | * |
| A spiritual adviser (e.g., imam, pastor, rabbi, priest, layperson) | * | * |
| Identity/Advocacy Centers (e.g., CDI, CIE, CFJ) | * | * |
| Bias Advisory & Response Team (BART) (for students) | * | * |
| Bias Education & Advocacy Team (B.E.A.T) (for employees) | * | * |
| Total | 100% | 72 |

* Count <5

## Off-Campus Resources Contacted

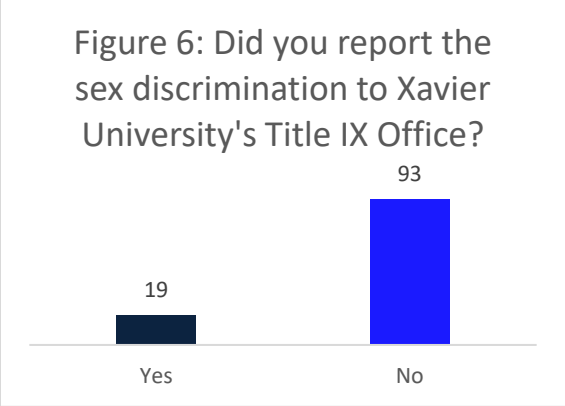
A small number of responses indicated contacting an off-campus resource (see Table 10). As with those who contacted on-campus resources, the most prevalent off-campus resources contacted was “counseling services”, making up over half of the responses.

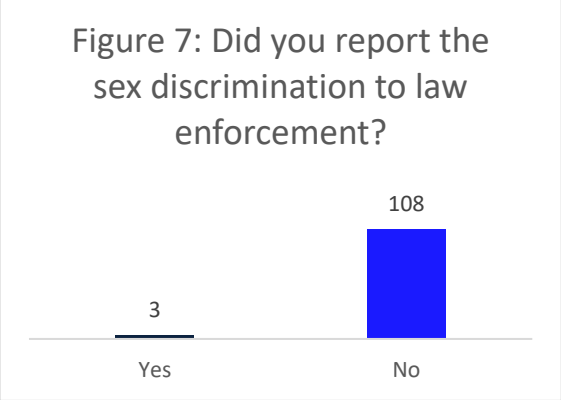
**Table 10**

| What off-campus resource did you contact? | % | # |
|---|---|---|
| Off-campus counseling service | 62.5% | 5 |
| Community advocacy and support services (e.g., Women Helping Women) | 12.5% | 1 |
| Cincinnati Police Department | 12.5% | 1 |
| Local medical services (e.g., ER) | 12.5% | 1 |
| A spiritual adviser (e.g., imam, pastor, rabbi, priest, layperson) | 0.0% | 0 |
| Norwood Police Department | 0.0% | 0 |
| Total | 100% | 8 |

## Conduct Reported

A majority of responses indicated that they did not report the conduct to the Title IX Office (see Figure 6), nor did a majority of the responses indicate contacting law enforcement (see Figure 7).




Notably, among the respondents who chose not to report to either the Title IX Office or law enforcement, only 19% and 22% respectively decided not to report because they had decided reporting was not the right choice for them (see Tables 11 and 12).

Table 11

| Did you report the sex discrimination to Xavier University's Title IX Office? | % | # |
|---|---|---|
| No, I did not report it | 44.6% | 50 |
| No, I did not feel comfortable reporting it. | 22.3% | 25 |
| No, I decided reporting to the Title IX Office was not the right choice for me. | 16.1% | 18 |
| Yes, I reported the incident and was satisfied with the outcome | 6.3% | 7 |
| Yes, I reported the incident, and while the outcome is not what I had hoped for, I feel as though my complaint was responded to appropriately | 4.5% | 5 |
| Yes, I reported the incident | 3.6% | 4 |
| Yes, I reported the incident, but felt that it was not responded to appropriately | 2.7% | 3 |
| Total | 100% | 112 |

Table 12

| Did you report the sex discrimination to law enforcement? | % | # |
|---|---|---|
| No, I did not report it. | 63.96% | 71 |
| No, I decided reporting to law enforcement was not the right choice for me. | 21.62% | 24 |
| No, I did not feel comfortable reporting it. | 11.71% | 13 |
| Yes, I reported the incident and was satisfied with the outcome. | 1.80% | 2 |
| Yes, I reported the incident. | 0.90% | 1 |
| Yes, I reported the incident and while the outcome is not what I had hoped for, I feel as though my complaint was responded to appropriately. | 0.00% | 0 |
| Yes, I reported the incident, but felt that it was not responded to appropriately. | 0.00% | 0 |
| Total | 100% | 111 |

### Why Conduct Was Not Reported

In the comments as to why individuals did not report the unwanted sexual conduct, the top response was "not serious enough." Individuals said "it wasn't serious enough to report" or "it wasn't a big deal." Several responses that fit into this reasoning include reference to the unwanted conduct being an accumulation of small incidents that on their own did not appear to be serious enough to report.

The second most common theme in the comments was not believing that anything would happen if the incident were reported. Notably, responses either fell into a category of neutrally stating that they did not believe something would come of a report, or stating that they lacked confidence in the Title IX office's or law enforcement's ability to handle the situation appropriately.

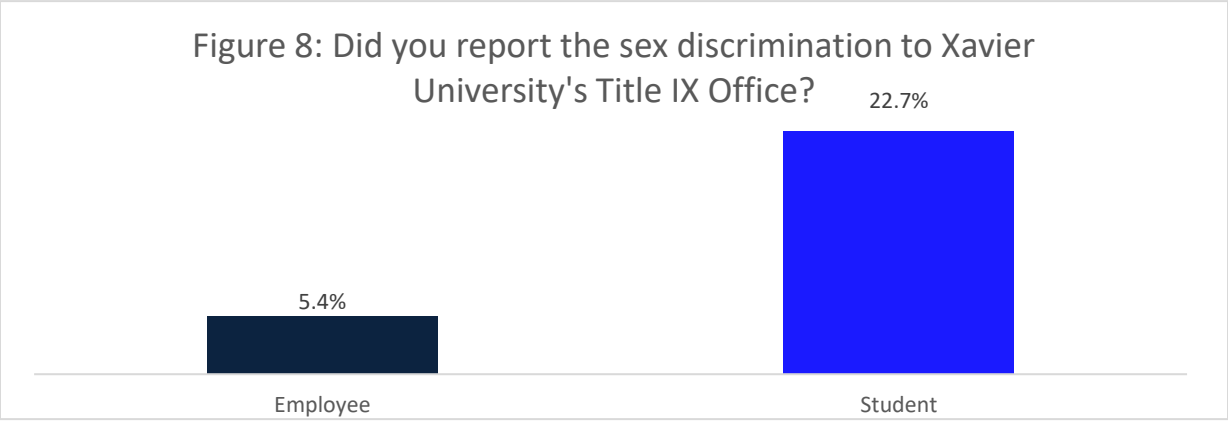
The third most common theme in the comments was surrounding the standing of the perpetrator outweighing that of the respondent. Primarily, this was faculty members noting that their lack of tenure stood as a barrier to reporting and there was a worry of losing their job had they reported the incident. However, this also included student's hesitance to report employees of the university and staff hesitance to report bosses/supervisors.

Other responses that individuals had were fear of judgement, the worry of "messing up" the perpetrator's life, the difficulty or discomfort of reporting, self-blame and already addressing the situation outside of formal reporting. These themes highlight the need for Xavier to continue fostering an environment of support and safety for those experiencing unwanted sex discrimination while they are a part of the Xavier community.

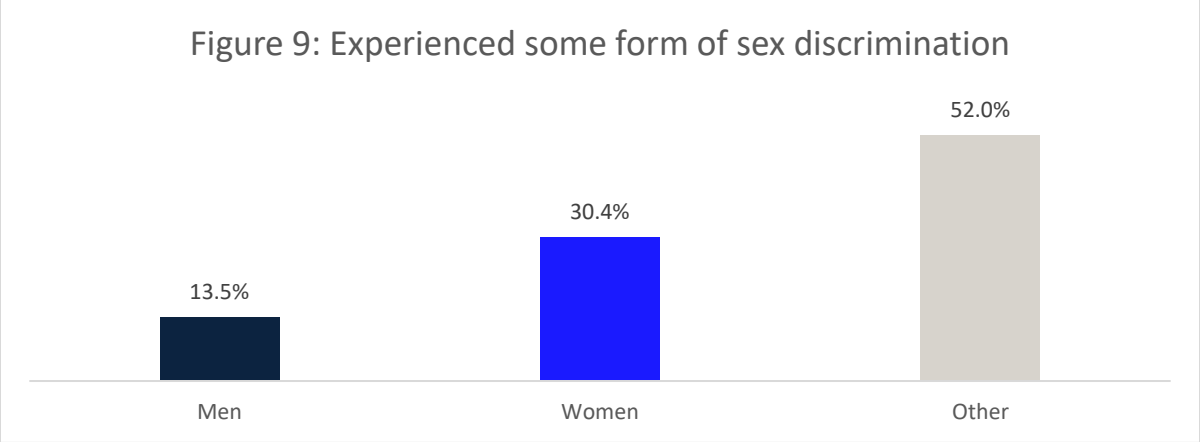
### Other Notable Findings

When breaking down the decision to report incidents to the Title IX office by primary role at the university, just over 5% of employee respondents who experienced sex discrimination chose to report, compared to nearly 23% of student respondents (see Figure 8). This potentially

highlights an opportunity for the Title IX Office to increase its emphasis on employees and ensuring that employees are aware of the ability to use the office as a resource when facing these experiences, as well as feel empowered to do so. Additionally, while both demographics had low law enforcement reporting, no employee respondent indicated that they had reported their experience to the police. However, it should be noted that there is a difference in the type of experiences between employees and students that may account for some of the lack of reporting by employees to law enforcement.




When evaluating the experiences of respondents by gender, it was found that both men and women were most likely to not experience any form of sex or gender discrimination (See Figure 9). Men were the least likely to experience sex discrimination, with only 13.5% of responses indicating having this experience. In contrast, women were over twice as likely to experience this, with 30.4% of responses indicating experiencing some form of sex discrimination. All other genders (outside of those who chose "prefer not to answer"), aggregated here for reporting purposes, were the most likely to experience a form of sex discrimination (52.0%), the only one of the three groups more likely to experience some form of discrimination than not. This highlights another opportunity for the Title IX office and broader Xavier community to be more aware of sex discrimination being experienced at such different proportions and seek to more strongly support our women and nonbinary/transgender community members.



Of the 75 student respondents who indicated what year they were in when experiencing sex discrimination, 19 of them, or 25.3%, selected more than one year. This indicates that at least a quarter of students who experience sex discrimination do not experience it as an isolated incident, but rather multiple experiences spanning over more than one year while at Xavier.

## Conclusion

Sex discrimination, including all forms of power- and gender-based violence, is simultaneously pervasive due to repeat offending *and* under-reported due to pervasive and systemic social stigma, victim blame, and lack of comprehensive prevention education. At Xavier, we focus on implementing a robust evidence-based prevention education system rooted in bystander engagement and peer education to bring the number of incidents down, and bringing down barriers to reporting and accessing services.

In AY23, the Title Office received **134 reports** of sex discrimination, an 11% decrease from AY22, demonstrating a potential decrease in the number of incidents occurring as a result of prevention education and bystander engagement efforts. **That is culture change**.

In addition, and similarly, as a result of ever-increasing visibility, campus knowledge, and best practice service, Xavier's Campus Advocacy Coordinator (offering confidential support and advocacy students experiencing sex discrimination) supported 295 students in AY23, a **44% increase** from AY22.

While this data indicates we are on the right path, it also points to areas where we as a university community can be even better and more. We must, and will, remain vigilant and tireless in our efforts to address the impact of sex discrimination on our community.