## Executive Summary

The Campus Climate Survey for Sex Discrimination is administered annually at Xavier University to assess campus climated surounding sex discrimination, which includes sexual harassment, sexual violence, intimate partner violence, stalking, and discrimination and/or harassment based on sex, sexual orientation, gender idenity, and pregnancy and related conditions. The survey was emailed to every current Xavier University student and employee on April 8, 2024, using Qualtrics online survey software. The survey remained open until May 1st. The data was then analyzed and shared in this report.

Some of the key findings:

- 72.5% indicated that the respondent had not experienced sex discrimination while a member of the Xavier community
- Sexual harassment and discrimination based on sex, gender identity and/or sexual orientation experienced by students are the top two reported experiences of sex discrimination
- 70% of the responses indicated that the conduct had occurred on campus
- 18% of responses stated the unwanted conduct was reported to the Title IX Office
- 82% of the responses stated they did not report to Title IX Office and 95% 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 2024, a survey was administered to all current Xavier University students and employees. This annual survey was designed to assess campus climate surrounding sex discrimination.

The survey launched on April 8 and closed on May 1. 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 4.1% and for employees 23.3% (see Chart 1: Response Rates).

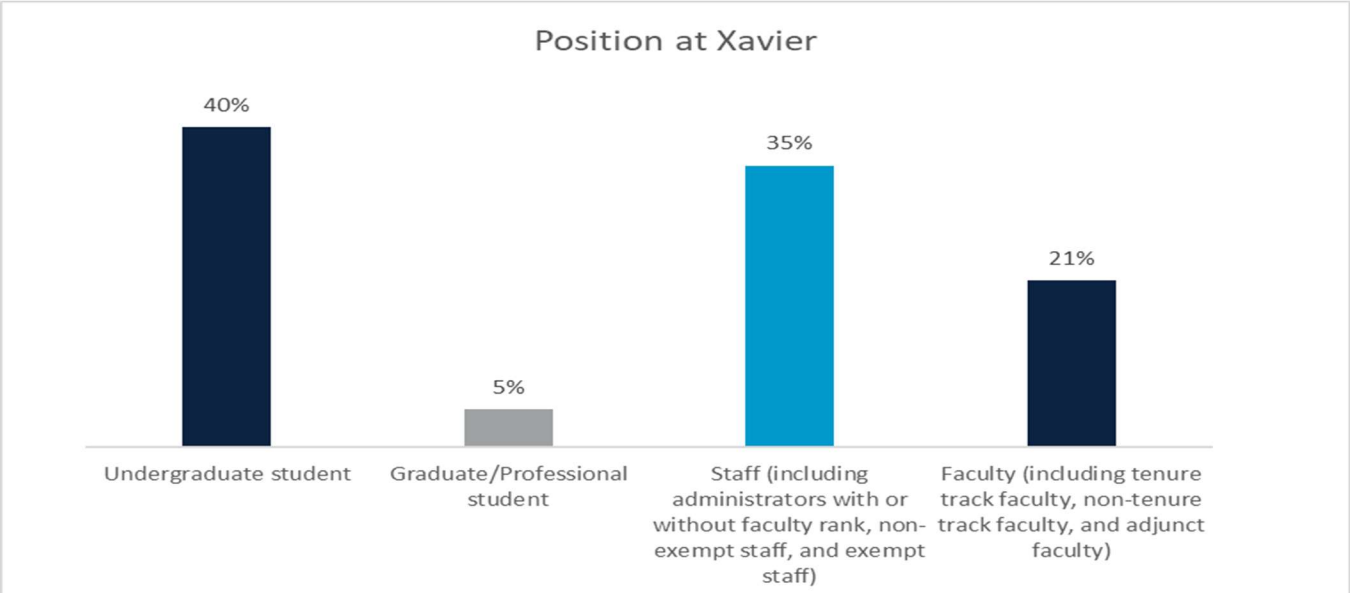
| Chart 1: Response Rates | | | |
|---|---|---|---|
| Status | Population Count | Respondents # | Respondents % |
| Students | | | |
| Undergraduates | 4,459 | 211 | 4.7% |
| Graduates | 1,210 | 25 | 2.1% |
| ***Students Total*** | ***5,669*** | ***236*** | ***4.1%*** |
| Employees | | | |
| Staff | 615 | 186 | 30.2% |
| Faculty | 658 | 110 | 16.7% |
| ***Employee Totals*** | ***1,273*** | ***296*** | ***23.3%*** |
| **Overall** | **6,942** | **532** | **7.7%** |

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 532 respondents to the survey, forty percent are undergraduate students (40%). Five percent (5%) of the respondents were graduate students. Staff and faculty together make-up 56% of the responses (see Figure 1).



## Gender Identity

Nearly two-thirds of the respondents identified their gender as woman (63.5%) followed by man (32.0%) (see Table 1). That accounts for 95.5% of the respondents. 2.1% of respondents preferred not to specify their gender. Given the small numbers of individuals (2.5%) 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

| Gender Identity | % |
|---|---|
| Woman | 63.5% |
| Man | 32.0% |
| Prefer not to answer | 2.1% |
| Other | 2.5% |

## Experienced Sex Discrimination

While 430 responses (72.5%) indicated that the respondent had not experienced sex discrimination while a member of the Xavier community, 163 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. | 72.5% | 430 |
| Sexual harassment | 5.4% | 32 |
| As a student, I have experienced discrimination or harassment based on sex, gender identity, and/or sexual orientation in the classroom. | 5.2% | 31 |
| As an employee, I have experienced discrimination or harassment based on sex, gender identity and/or sexual orientation in the workplace. | 4.7% | 28 |
| Sexual assault | 4.6% | 27 |
| Stalking | 3.0% | 18 |
| Rape | 1.5% | 9 |
| Intimate Partner Violence | 1.5% | 9 |
| Other, sex discrimination. Please describe the experience: | 1.5% | 9 |

When the "No" responses are removed and just the experiences of discrimination are considered, the most common experiences were discrimination or harassment based on sex, gender identity, and/or sexual orientation in the classroom or workplace (36.2%) , followed by sexual harassment (19.6%)(See Table 3).

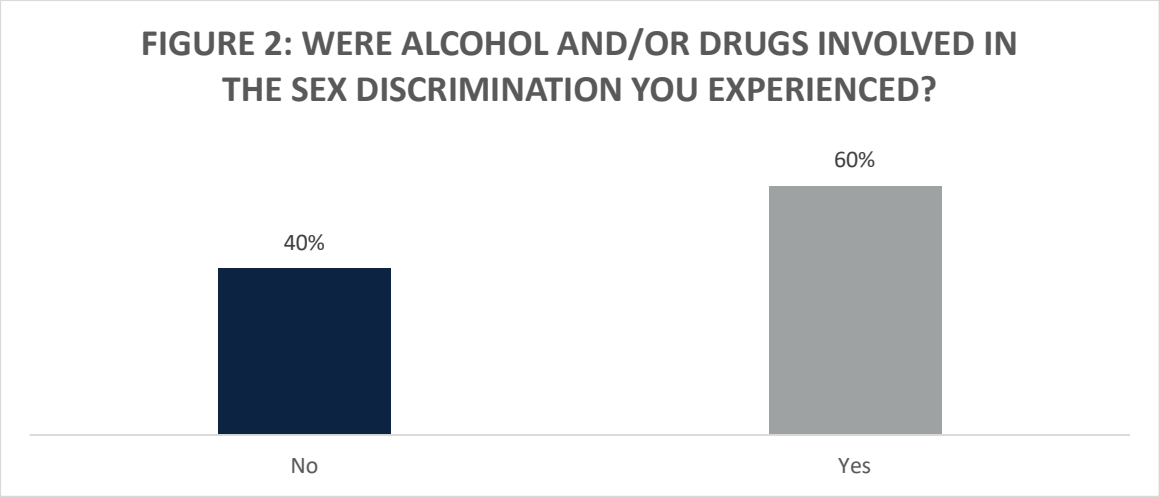
**Table 3**

| While a member of the Xavier community, have you experienced any form of sex discrimination? (Select all that apply) | % | # |
|---|---|---|
| Sexual harassment | 19.6% | 32 |
| As a student, I have experienced discrimination or harassment based on sex, gender identity, and/or sexual orientation in the classroom. | 19.0% | 31 |
| As an employee, I have experienced discrimination or harassment based on sex, gender identity and/or sexual orientation in the workplace. | 17.2% | 28 |
| Sexual assault | 16.6% | 27 |
| Stalking | 11.0% | 18 |
| Rape | 5.5% | 9 |
| Intimate Partner Violence | 5.5% | 9 |
| Other, sex discrimination. Please describe the experience: | 5.5% | 9 |

### Alcohol and/or Drugs Involved In Rape and/or Sexual Assault

Of those individuals who indicated an experience of rape and/or sexual assault in Table 3, over half (60%) indicated that alcohol and/or drugs were involved in the experience (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.

Alcohol and drugs do not cause or excuse rape and/or sexual assault. If someone drinks alcohol or uses drugs they do not deserve or ask to be raped and/or assaulted. Alcohol and drugs are often used by individuals to perpetrate rape and/or sexual assault. Tracking the following data helps inform Xavier's sexual violence prevention efforts.




### When Sex Discrimination Occurred

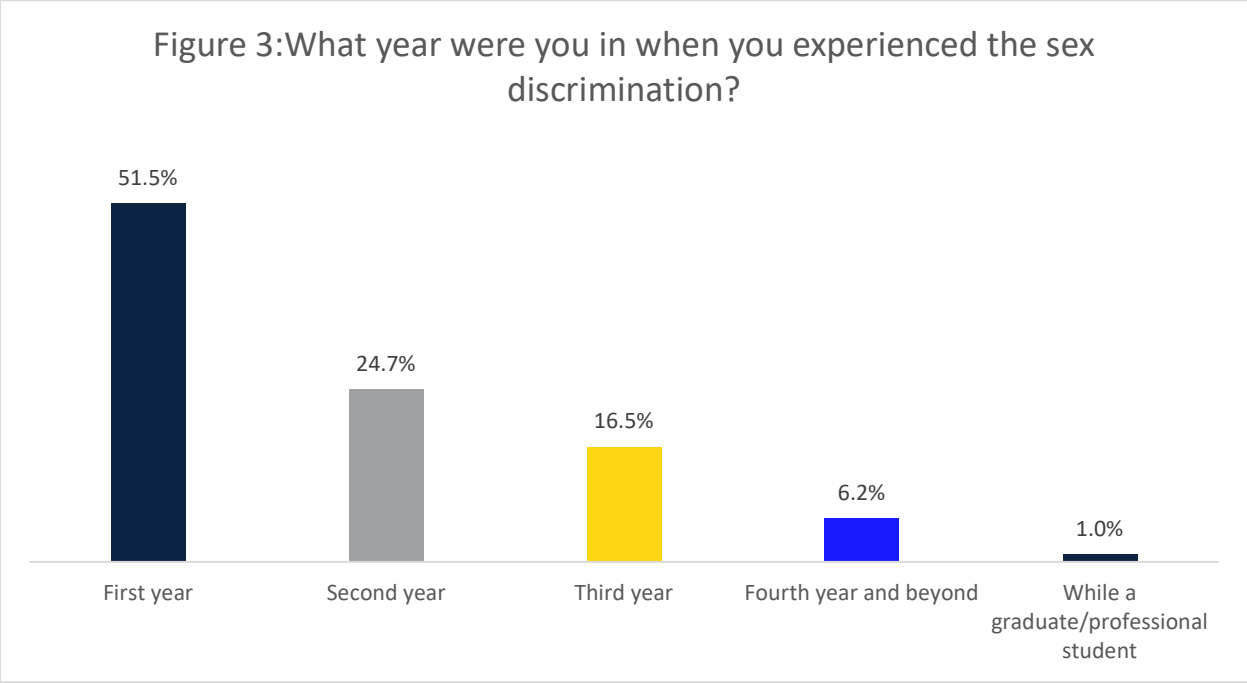
The majority of respondents (68.8%) stated that the sex discrimination had occurred less than two years ago years and another 22.0% stating that the it had occurred 2-4 years ago. The remaining 9.2% stated the experience had occurred 5 or more years ago. (see Table 4)

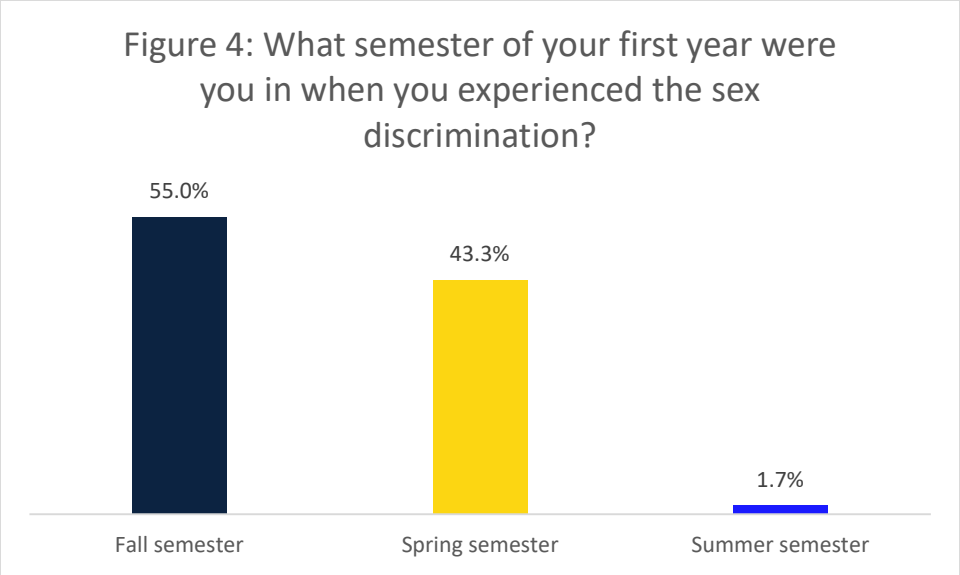
Table 4

| When did the sex discrimination occur? | % |
|---|---|
| Less than two years ago | 68.8% |
| 2-4 years ago | 22.0% |
| 5-10 years ago | 5.5% |
| 11-20 years ago | 3.7% |

### 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 first year experiences occur in the Fall semester, 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" (32.1%) followed by "Acquaintance/Friend" (22.4%) (see Table 5). The respondents could "mark all that apply," so there may be some double-counting of individuals.

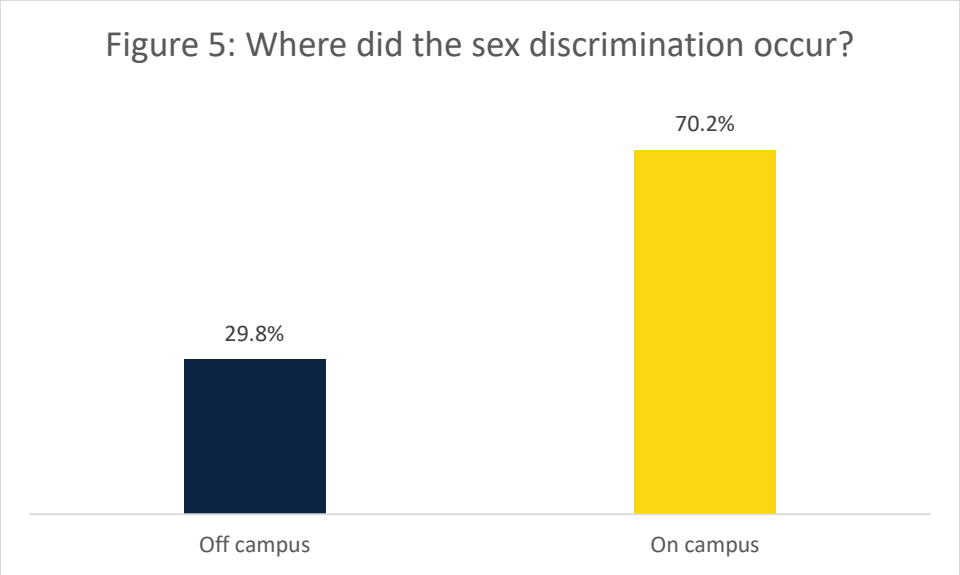
Table 5

| What was your relationship to the person? | % | # |
|---|---|---|
| Xavier student | 32.1% | 43 |
| Acquaintance/Friend | 22.4% | 30 |
| Xavier faculty member | 20.1% | 27 |
| Current or former dating/intimate partner | 9.7% | 13 |
| Xavier Staff Member | 9.0% | 12 |
| Stranger | 5.2% | 7 |
| Other Role/Relationship not listed above | * | * |

*Count <5

**Location: On- or Off-Campus**

The majority (70.2%) of the incidents of sex discrimination 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). It was found that a majority of incidents occurred in a house (16)—that is 51.6% of all incident locations reported. It should be noted that 4 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 | 16 |
| Phone communication | 4 |
| **Total** | **20** |

| Public | # |
|---|---|
| Other University | 2 |
| Other | 4 |
| Restaurant/Bar | 4 |
| Place of Employment | 1 |
| **Total** | **11** |

Residence Halls appeared as the location for the majority of incidents reported as happening on-campus. In fact, Residence Halls make up 36.4% of the responses for on-campus location, underscoring and supporting Xavier's emphasis on facilitating sex discrimination prevention education and bystander engagement efforts for Resident Assistants, Office of Residence Life staff, and resident hall students. It should be noted that various locations 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 response was too vague to be confidently coded into a category (i.e. "around campus" or "my workplace")

Table 7

| Location | # |
|---|---|
| Residence Hall | 28 |
| Campus Building | 18 |
| Classroom | 12 |
| Office | 9 |
| Online | 2 |
| Various Locations | 5 |
| Outside | 3 |
| **Total** | 77 |

### Response to Experience of Sex Discrimination

When asked how they responded to experiencing sex discrimination, the top response was "told a friend" (18.9%) followed by "I didn't do anything" (16.1%). The third most chosen response was "I avoided the person/venue" (15.7%). Of the respondents who clarified "a response not listed above", individuals primarily discussing the situation with coworkers/supervisors. It is worth noting that only 6.3% 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 | 18.9% | 48 |
| I didn't do anything | 16.1% | 41 |
| I avoided the person/venue | 15.7% | 40 |
| I contacted an on-campus resource | 13.8% | 35 |
| I told a family member | 9.4% | 24 |
| I didn't know whom to go to | 6.3% | 16 |
| I confronted the person(s) at the time | 6.3% | 16 |
| I confronted the person(s) later | 5.5% | 14 |
| A response not listed above | 2.4% | 6 |
| I sought information online | 2.0% | 5 |
| I contacted an off-campus resource | 2.0% | 5 |
| I sought support from off-campus hotline/advocacy services | * | * |
| Total | 100% | 254 |

*Count <5

### On-Campus Resources Contacted

The top three on-campus resources are the Title IX Office (17.4%), confidential advocacy and support services (15.1%), and resident assistants (11.6%). These three make up 44.2% of all the responses combined. Again, individuals could mark all that applied.

**Table 9**

| What on-campus resource did you contact? | % | # |
|---|---|---|
| Title IX Office | 17.4% | 15 |
| Confidential advocacy and support services | 15.1% | 13 |
| Resident Assistant (RA) | 11.6% | 10 |
| Counseling Services | 10.5% | 9 |
| Faculty member | 8.1% | 7 |
| Xavier University Police Department | 5.8% | 5 |
| Residential Life Professional staff (e.g. Hall Director) | 5.8% | 5 |
| Dean of Students/Student Integrity | 5.8% | 5 |
| Staff member | * | * |
| Office of Human Resources | * | * |
| Psychological Services Center | * | * |
| Academic advisor | * | * |
| Xavier Anonymous reporting line/website | * | * |
| X-ACT/Student Concern Report | * | * |
| Senior Administration (e.g., president, provost, dean, vice provost, vice president) | * | * |
| A spiritual adviser (e.g., imam, pastor, rabbi, priest, layperson) | * | * |
| Identity/Advocacy Centers (e.g., CDI, CIE, CFJ) | * | * |
| Total | 100% | 86 |

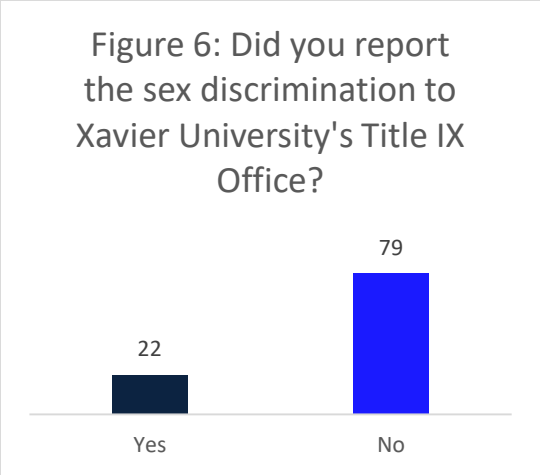
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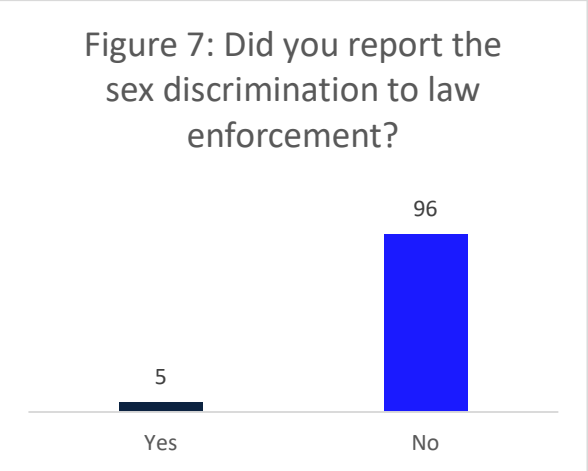
### Off-Campus Resources Contacted

A small number of responses indicated contacting an off-campus resource. 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. As no option had more than 5 responses, a table was not created for this set of data in the spirit of preserving anonymity of the respondents.

### 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 16.8% and 25.6% respectively decided not to report because they had decided reporting was not the right choice for them (see Tables 10 and 11), meaning that for the majority of respondents did not report their experience due a barrier in their ability to report.

Table 10

| Did you report the sex discrimination to Xavier University's Title IX Office? | % | # |
|---|---|---|
| No, I did not report it | 46.5% | 47 |
| No, I decided reporting to the Title IX Office was not the right choice for me. | 16.8% | 17 |
| No, I did not feel comfortable reporting it | 14.9% | 15 |
| Yes, I reported the incident | 7.92% | 8 |
| Yes, I reported the incident, but felt it was not responded to appropriately | 4.95% | 5 |
| Yes, I reported the incident and was satisfied with the outcome | 4.95% | 5 |
| 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 | * | * |
| Total | 100% | 101 |

Table 11

| Did you report the sex discrimination to law enforcement? | % | # |
|---|---|---|
| No, I did not report it. | 55.4% | 56 |
| No, I decided reporting to law enforcement was not the right choice for me. | 25.7% | 26 |
| No, I did not feel comfortable reporting it. | 13.9% | 14 |
| Yes, I reported the incident and was satisfied with the outcome. | * | * |
| Yes, I reported the incident. | * | * |
| 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. | * | * |
| Yes, I reported the incident, but felt that it was not responded to appropriately. | * | * |
| Total | 100% | 101 |

### Why Conduct Was Not Reported

In the comments as to why individuals did not report the sex discrimination, 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 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 these comments was being uncertain if or how the incident needed to be reported. Responses in this category were being unsure if reporting was appropriate, the ambiguity of the situation leading to confusion on reporting and uncertainty regarding how or where to report the incident.

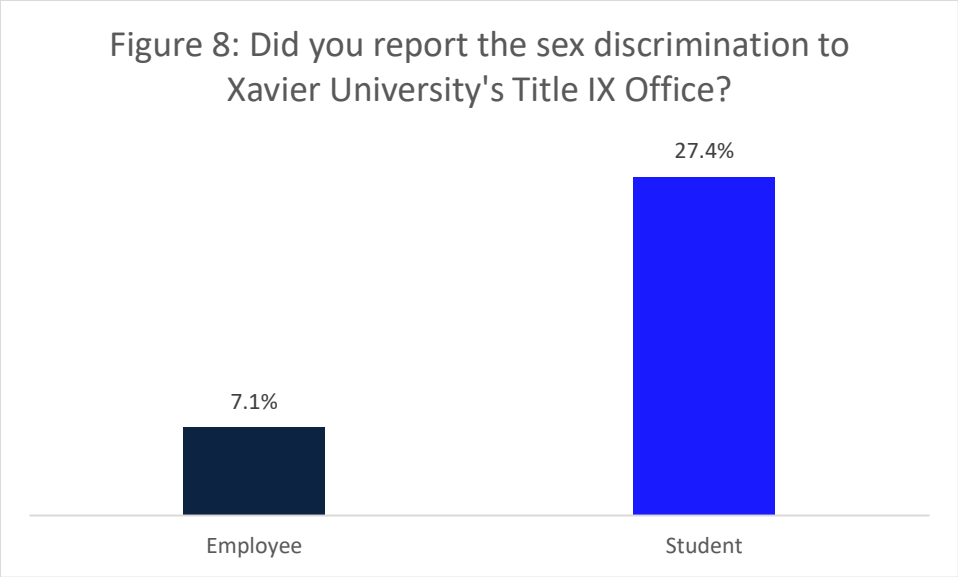
The second most common theme in the comments was not believing that anything would happen if the incident were reported. Notably, responses either fell into a category of neutrally stating that they did not believe something would come of a report, or stating that they lacked confidence in the Title 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 concern around losing their job if they reported the incident. Also included in this theme was student hesitance to report employees of the university and staff hesitance to report supervisors.

Other responses that individuals had were fear of judgement, the worry of negatively impacting the perpetrator's life, their relationship to the perpetrator, the difficulty or discomfort of reporting, and having already addressed the situation outside of formal reporting. All of these themes highlight the need for Xavier to continue to foster an environment of support and safety for those experiencing 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 7% of employee respondents who experienced sex discrimination chose to report, compared to just over 27% of student respondents (see Figure 8). This highlights an opportunity for the Title IX Office to increase its emphasis on employee training and engagement to promote employee awareness of the Title IX Office as a resource, and to increase employee comfort to engage with the Title IX Office. Additionally, while both demographics had low police 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 discriminatory experiences between employees and students that may account for some of the lack of reporting by employees to law enforcement




## Conclusion

Sex discrimination in all its forms is simultaneously pervasive due to repeat offending *and* under-reported due to persistent and systemic social stigma, victim blame, and lack of comprehensive prevention education on these issues. At Xavier, we are focused 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 AY24, the Title IX Office received **134 reports** of sex discrimination. 134 reports is a 9% increase from AY23. This increase can possibly indicate an increased visibility in the Title IX Office's ability to respond to these instances, as well as an increase in comfort reporting to this office. **This is the long term, sustainable culture change** we are seeking as a community

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 154 students in AY24, providing 968 unique services.

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. We must, and will, remain vigilant and tireless in our efforts to address the impact of sex discrimination on our community.