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 14, 2025, using Qualtrics online survey software. The survey remained open until April 28, 2025. The data was then analyzed and shared in this report.

Some of the key findings:

- 79.5% 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
- 23% of responses stated the unwanted conduct was reported to the Title IX Office
- 77% of the responses stated they did not report to Title IX Office and 94% 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 2025, 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 14 and closed on April 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 as well as 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 9.4%. The response rate among students was 4.9% and for employees 28.1% (see Chart 1: Response Rates). Similar to other campuswide surveys, the response rate to this survey has declined in the three years following the Covid pandemic, however the response rates have increased from last year (4.1% for students and 23.3% for employees in 2024).

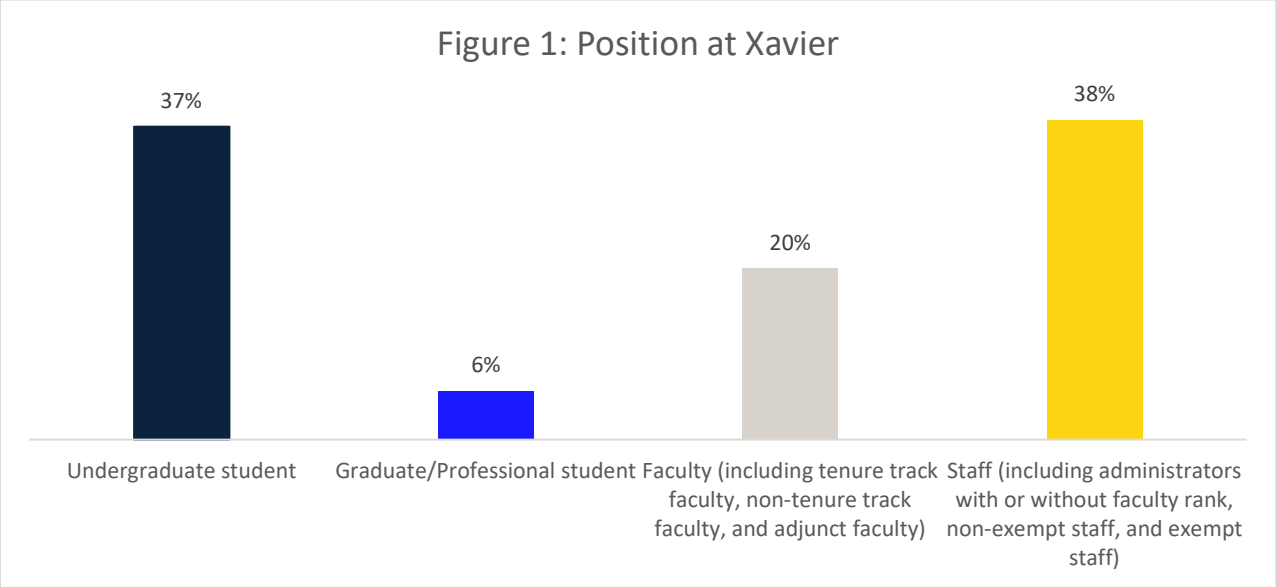
Chart 1: Response Rates			
Status	Population Count	Respondents	
		#	%
Students			
Undergraduates	4,011	225	5.6%
Graduates	1,246	35	2.8%
Students Total	***5,257***	***260***	***4.9%***
Employees			
Staff	614	230	37.5%
Faculty	642	123	19.2%
Employee Totals	***1,256***	***353***	***28.1%***
Overall	**6,513**	**613**	**9.4%**

The results for each of the survey 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 613 respondents to the survey, forty percent are undergraduate students (37%). Five percent (6%) of the respondents were graduate students. Staff and faculty together make-up 58% of the responses (see Figure 1).



Gender Identity

Nearly two-thirds of the respondents identified their gender as woman (63.0%) followed by man (32.8%) (see Table 1). That accounts for 95.8% of the respondents. 1.8% of respondents preferred not to specify their gender. Given the small numbers of individuals (2.4%) who identified their gender as other than man or woman, no responses to questions will be reported for those specific gender identities. Rather, responses of "trans man", "trans woman", "genderqueer/gender non-conforming" and "I identify as ____" will be aggregated and reported as "Other" to preven those individuals from possibly being identified.

Table 1

Gender Identity	%
Woman	63.0%
Man	32.8%
Prefer not to answer	1.8%
Other	2.4%

Experienced Sex Discrimination

While 516 responses (79.5%) indicated that the respondent had not experienced sex discrimination while a member of the Xavier community, 133 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.	79.5%	513
Sexual harassment	3.7%	24
As a student, I have experienced discrimination or harassment based on sex, gender identity, and/or sexual orientation in the classroom.	3.4%	22
As an employee, I have experienced discrimination or harassment based on sex, gender identity and/or sexual orientation in the workplace.	4.2%	27
Sexual assault	3.5%	23
Stalking	2.0%	13
Rape	1.1%	7
Intimate Partner Violence	0.6%	4
Other, sex discrimination. Please describe the experience:	2.0%	13

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

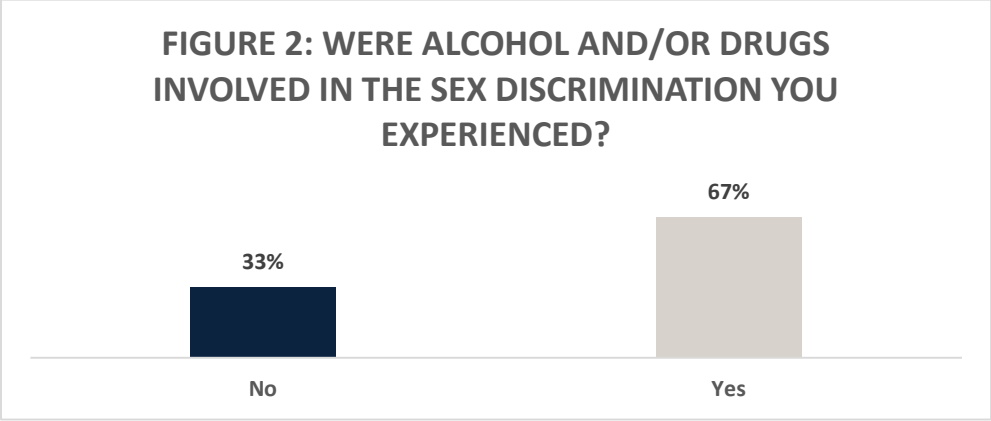
While a member of the Xavier community, have you experienced any form of sex discrimination? (Select all that apply)	%	#
Sexual harassment	18.0%	24
As a student, I have experienced discrimination or harassment based on sex, gender identity, and/or sexual orientation in the classroom.	16.5%	22
As an employee, I have experienced discrimination or harassment based on sex, gender identity and/or sexual orientation in the workplace.	20.3%	27
Sexual assault	17.3%	23
Stalking	9.8%	13
Rape	5.3%	7
Intimate Partner Violence	3.0%	4
Other, sex discrimination. Please describe the experience:	9.8%	13

Of the "other" responses, all fell into one of four categories: employee/student sex discrimination, sexual harassment, and experiences of an individual other than the respondent. Respondents appeared to use this as a space to further discuss their experience and/or note experiences that they were unsure fell into the list of selections. The two responses that discussed an experience from someone other than the respondent were removed from all further analysis. All other responses were identified to be sex discrimination and were included and all subsequent analysis.

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, two-thirds 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

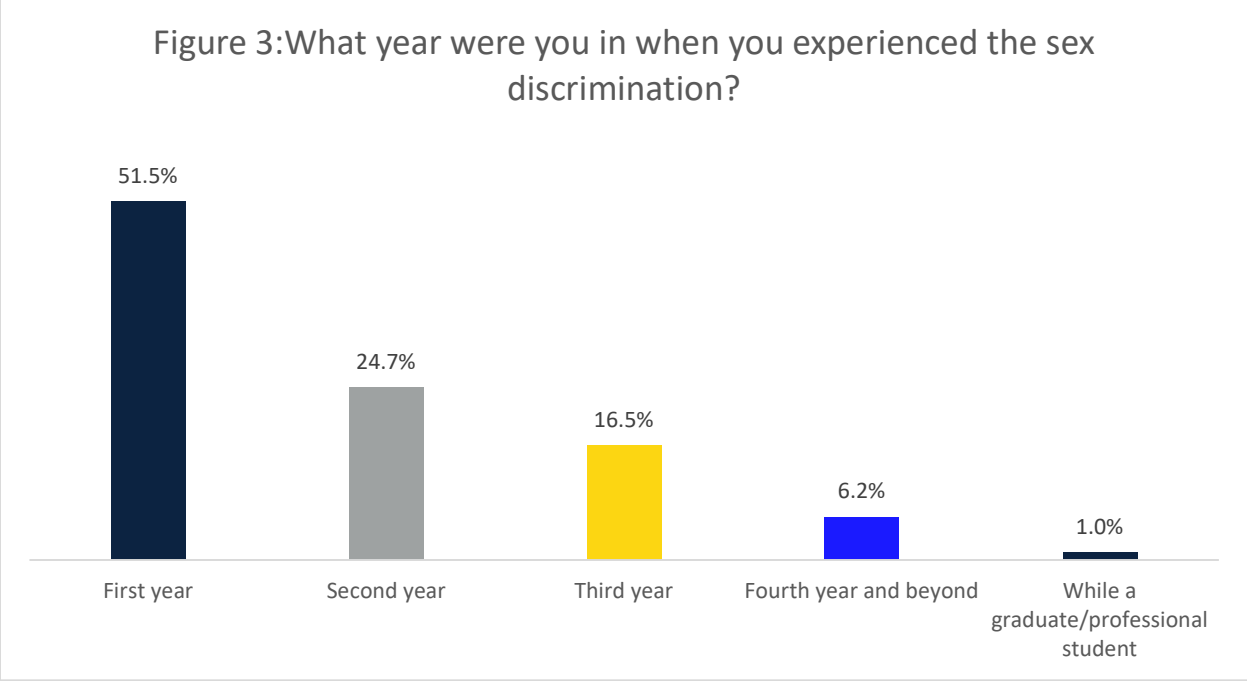
The majority of respondents (68.8%) stated that the sex discrimination had occurred less than two years ago years and another 22.0% stating that the it had occurred 2-4 years ago. The remaining 9.2% stated the experience had occurred 5 or more years ago. (see Table 4)

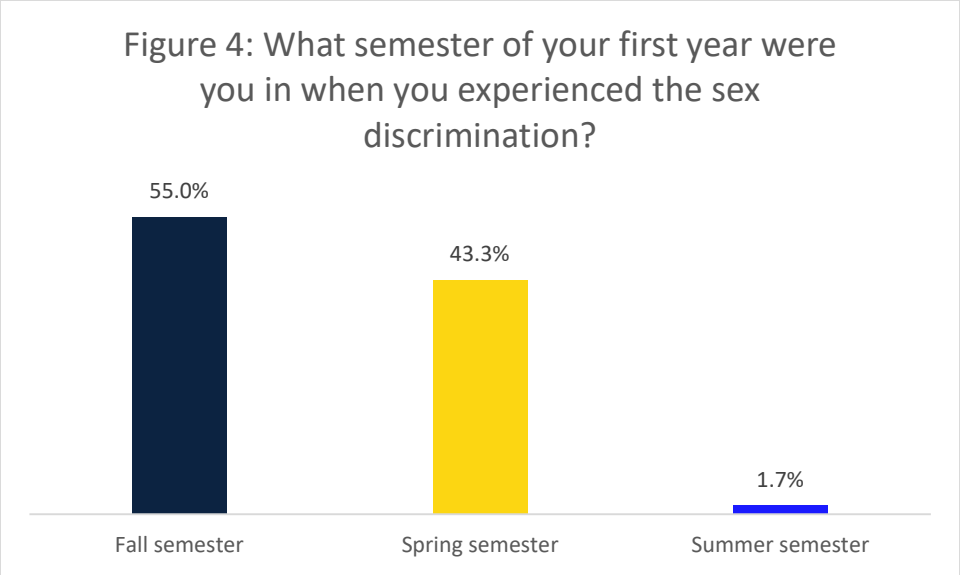
Table 4

When did the sex discrimination occur?	%
Less than two years ago	68.8%
2-4 years ago	17.2%
5-10 years ago	7.5%
11-20 years ago	4.3%
More than 20 years ago	2.2%

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 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.

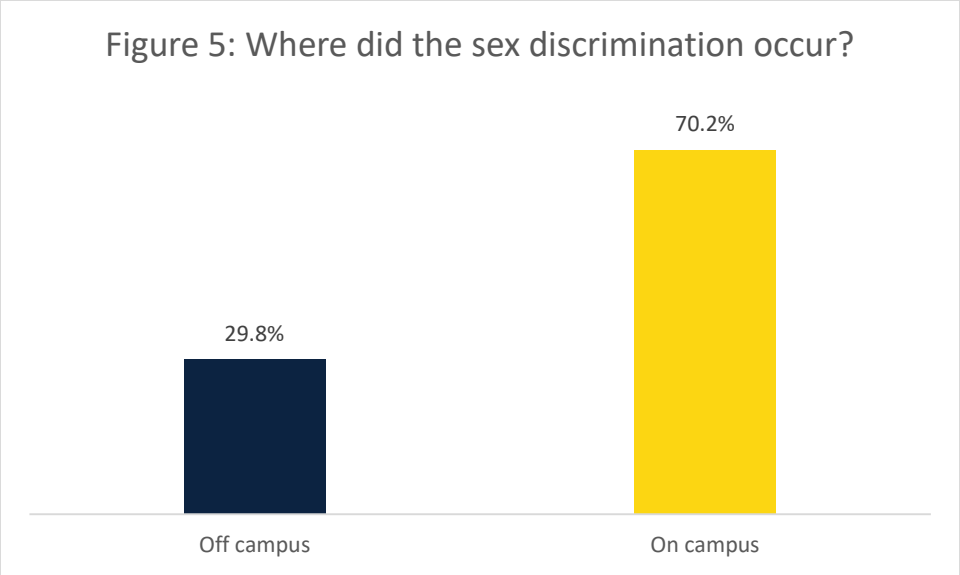
Table 5

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" (21.5%) followed by "I didn't do anything" (16.3%). The third most chosen response was "I avoided the person/venue" (14.4%). Of the respondents who clarified "a response not listed above", individuals primarily discussing the situation with coworkers/supervisors. It is worth noting that only 4.3% 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	21.5%	45
I didn't do anything	16.3%	34
I avoided the person/venue	14.4%	30
I contacted an on-campus resource	11.5%	24
I told a family member	11.0%	23
I confronted the person(s) at the time	6.2%	13
I didn't know whom to go to	4.3%	9
I confronted the person(s) later	4.3%	9
A response not listed above	3.3%	7
I sought information online	2.9%	6
I contacted an off-campus resource	*	*
I sought support from off-campus hotline/advocacy services	*	*
Total	100%	209

*Count <5

On-Campus Resources Contacted

The top three on-campus resources are the Title IX Office (20.3%), resident assistants (10.8%), and a staff member (9.5%%). These three make up 40.5% of all the responses combined. Again, individuals could mark all that applied.

Table 9

What on-campus resource did you contact?	%	#
Title IX Office	20.3%	15
Resident Assistant (RA)	10.8%	8
Staff member	9.5%	7
Counseling Services	8.1%	6
Faculty member	6.8%	5
Confidential advocacy and support services	*	*
Residential Life Professional staff (e.g. Hall Director)	*	*
Dean of Students/Student Integrity	*	*
Psychological Services Center	*	*
Academic advisor	*	*
Senior Administration (e.g., president, provost, dean, vice provost, vice president)	*	*
Identity/Advocacy Centers (e.g., CDI, CIE, CFJ)	*	*
Xavier University Police Department	*	*
Office of Human Resources	*	*
Xavier Anonymous reporting line/website	*	*
A spiritual adviser (e.g., imam, pastor, rabbi, priest, layperson)	*	*
X-ACT/Student Concern Report	*	*
Total	100%	74

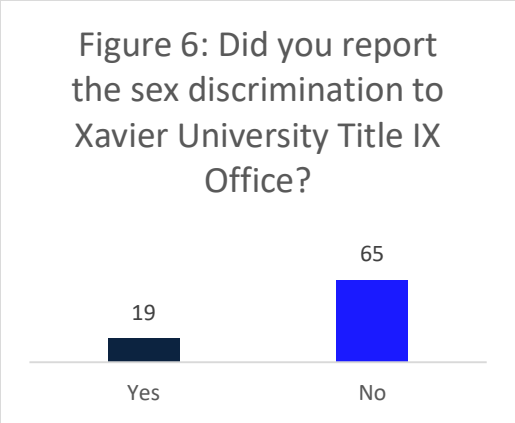
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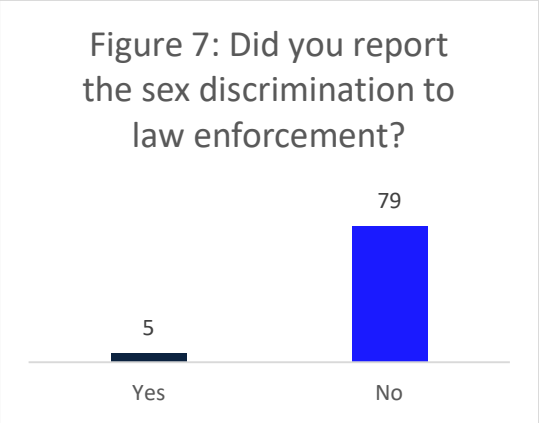
Off-Campus Resources Contacted

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 nearly half of the responses. As no one resource 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 21.4% 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).

Table 10

Did you report the sex discrimination to Xavier University's Title IX Office?	%	#
No, I did not report it	38.1%	32
No, I decided reporting to the Title IX Office was not the right choice for me.	21.4%	18
No, I did not feel comfortable reporting it	17.9%	15
Yes, I reported the incident	7.1%	6
Yes, I reported the incident, but felt it was not responded to appropriately	6.0%	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	6.0%	5
Yes, I reported the incident and was satisfied with the outcome	*	*
Total	100%	84

Table 11

Did you report the sex discrimination to law enforcement?	%	#
No, I did not report it.	66.7%	56
No, I decided reporting to law enforcement was not the right choice for me.	21.4%	18
No, I did not feel comfortable reporting it.	6.0%	5
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%	84

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. This category of responses includes both individuals who did not feel as though the incident was a big enough issue to be reported, but also includes individuals who did not think the issue was big enough to be taken seriously.

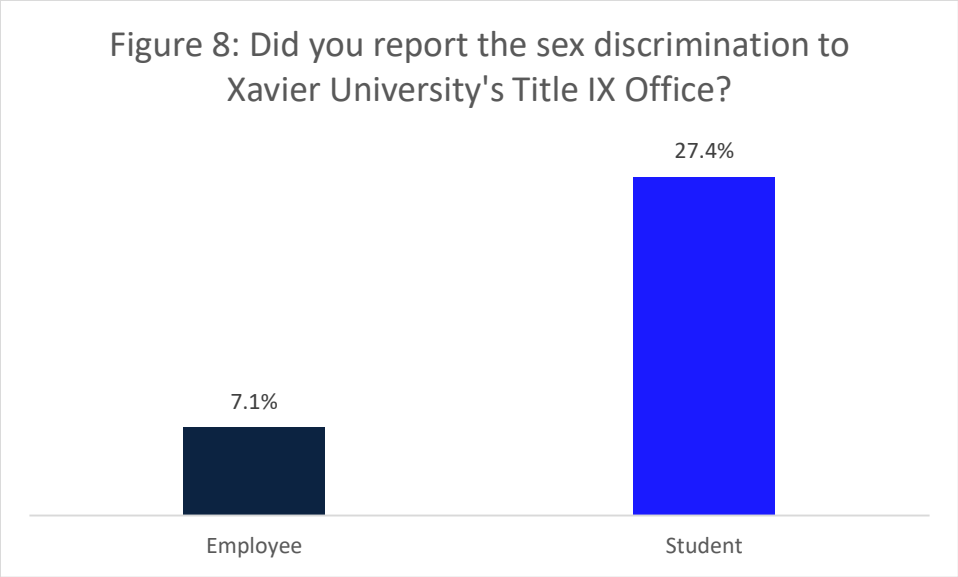
The second most common theme in the comments was not believing that anything would happen if the incident were reported. Notably, responses either fell into a category of neutrally stating that they did not believe something would come of a report, or stating that they lacked confidence in the Title IX office's or law enforcement's ability to handle the situation appropriately. This also included responses that indicated that responses from others influenced their perception of how reporting would be addressed (i.e. expressing the sentiment that if individuals close to the respondent did not care about what happened, neither would reporting entities)

The third most common theme in the comments was surrounding a fear of retaliation. Respondents who noted this were comprised primarily of employees of Xavier, expressing fear that tenure, work relationships or other workplace dynamics would be negatively affected if they had chosen to report.

Other responses that individuals had were fear of judgement, guilt over the situation, privacy risks associated with reporting, and having already addressed the situation outside of formal reporting. All of these themes highlight the opportunity 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 3% of employee respondents who experienced sex discrimination chose to report, compared to just over 35% 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, only one 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 AY25, the Title IX Office received **146 reports** of sex discrimination. 146 reports is a nearly 9% increase from AY24. 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 127 students in AY25, providing 1,281 unique services, indicating an over 30% increase in service provision from the prior academic year.

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.