

Campus Climate Survey for Sexual Harassment & Sexual Violence

2018, 2019 and 2021

March 2022

From the Title IX and Interpersonal Violence Response Office

Sex discrimination, including sexual harassment, sexual assault, rape, intimate partner violence, and stalking, is simultaneously pervasive and under-reported due to its uniquely problematic place in our society. Deeply entrenched cultural issues of widepread, systemic social stigma, victim blame, a lack of comprehensive prevention education, and repeat offending by those who engage in sex discriminmation often leave those impacted unsure about how to process their experience and where to turn for assistance.

At Xavier, we are focused on implementing a robust evidence-based prevention education system and a mission-centered, best practice response system, with both sytems working together to bring the number of incidents down, and decrease barriers to reporting and accessing services.

In AY21, despite the pandemic and remote learning setting, the Title and Interpersonal Violence Response Office (hereinafter "Title IX Office") received 128 reports of sex discrimination. This is the greatest number of reports received since the University established its first full-time, dedicated Title IX position in 2013. 128 reports is over a **twelvefold** increase since 2012 and a 14% increase from AY20. As of March 1, 2022, the Title IX Office had received 54% more reports of sex discrimination than during the same time period last year. This remarkable, steady increase does not mean sex discrimination is happening more- it means that students and employees are identifying that was had happened to them is not aligned with Xavier's social norms, and know how to and are comfortable accessing reporting and support services. It also reflects the extraordinairy work and impact of Xavier's confidential Campus Advocacy Coordinator, who provided support and advocacy to 295 students experiencing sex discrimination in AY21 alone- a 40% increase from AY20.

This sustained trend reflects the authentic, long term culture change that has happened and continues to happen at Xavier- culture change that is not the work of one office, but the work of the entire campus community living out Xavier's mission every day for and with one another.

While this data indicates we are on the right path, we must and will remain vigilant and tireless in our efforts to address the impact of sex discrimination on our community.

Xavier's Campus Climate Survey for Sexual Harassment & Sexual Violence is an important tool in the University's assessment efforts; however it is only one tool among many utilized to measure our work in this critical area. To learn more, please contact the Title IX Office at 513-745-3046 or lawsonk1@xavier.edu.

Kate Lawson
Title IX and Interpersonal Violence Response Coordinator

Introduction

The Campus Climate Survey for Sexual Harassment & Sexual Violence is administered annually at Xavier University as one strategy to assess campus climate surounding sexual harassment and sexual violence. The survey is conducted every April as it is "Sexual Assault Awareness Month." This report presents findings from the administration of the survey in 2018, 2019 and 2021.[1]

In 2018 and 2019, the survey included questions from the Ohio Department of Higher Education (ODHE) as part of its efforts to assess the campus climate at Ohio's public and private universities and colleges around sexual harassment and sexual violence. The response to the ODHE portion were then sent to the ODHE for analysis.[2]

In April 2021, the format of how the Xavier and ODHE surveys were linked was updated. This year, upon completion of the Xavier survey, respondents were directed to the ODHE's survey as an external link. Results from the ODHE survey are included in this report.[3]

An invitation was sent from the Title IX and Interpersonal Violence Response Office (hereinafter "Title IX Office") to every current Xavier student and employee via Qualtrics (Xavier's online survey software); additionally, anonymous survey links were posted in Xavier Today 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 response rates for the past three survey are shown in Chart 1. The overall response rate dropped to 12% for the 2021 survey. The COVID-19 pandemic influenced response rates for all university surveys, which led to a drop in response rates. The Pulse Campus Climate Survey had an overall response rate of 15% with 10% for students and 42% for employees.

Chart 1: Response Rates

	2018			2019			2021		
Students	**Population**	**Respondents**	**Response Rate**	**Population**	**Respondents**	**Response Rate**	**Population**	**Respondents**	**Response Rate**
Undergraduates	4,438	707	16%	4,769	815	17%	4,998	496	10%
Graduates	2,198	133	6%	1,994	156	8%	1,677	101	6%
Student Total	***6,636***	***840***	***13%***	***6,763***	***971***	***14%***	***6,675***	***597***	***9%***
Employee									
Staff	626	346	55%	629	322	51%	585	217	37%
Faculty	831	258	31%	835	331	40%	844	169	20%
Employee Total	***1,457***	***604***	***42%***	***1,464***	***653***	***45%***	***1,429***	***386***	***27%***
University Total	**8,011**	**1,444**	**18%**	**8,227**	**1,624**	**20%**	**8,104**	**983**	**12%**

The results for each of the questions can be found in the following pages. These include multiple choice as well as open ended questions. 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 100%.

[1] Due to the COVID-19 pandemic, no survey was administered in April 2020.
[2] Due to the Covid-19 pandemic, the ODHE survey was not administered in 2020.
[3] Community members interested in learning more about the ODHE data should contact Xavier's Title IX & Interpersonal Violence Response Office at 513-745-3046 or lawsonk1@xavier.edu.

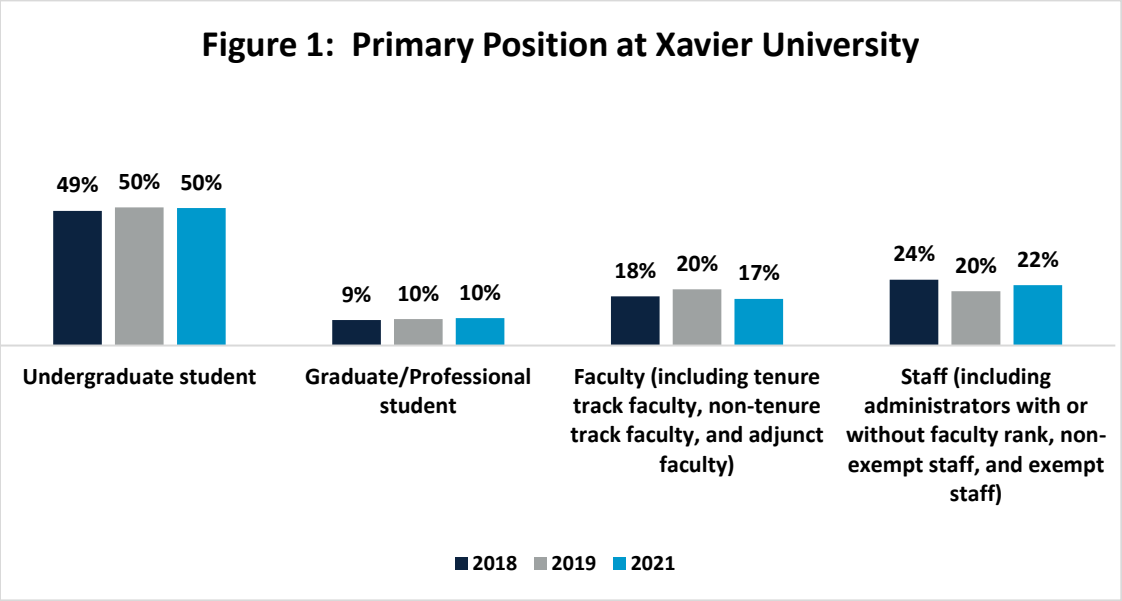
Some Key Trends from the Past Three Surveys

- The perentage of respondents reporting having experienced sexual harassment has declined from 41% in 2018 to 37% in 2021.
- The percentage of respondents reporting having experienced sexual assualt has increased from 22% in 2018 to 29% in 2021.
- The percentage of respondents reporting that alcohol and/or drugs were NOT involved in the sexual assualt experienced increased from 37% in 2018 to 57% in 2021.
- The percentage of respondents reporting that the unwanted conduct had occurred on campus has increased from 50% in 2018 to 60% in 2021.

Demographics of Respondents

Primary Status

The respondents' status has remained relatively stable for all three years in which the survey was conducted. Undergraduate students have comprised 50% of the respondents and graduate students 10% of the overall respondents. Faculty and staff together have made up around 40% of the respondents (see Figure 1).



Gender Identity

Respondents to the survey who identify their gender identity as woman constituted the majority of respondents (see Table 1). The percentage of respondents identifying their gender identity as man has decreased as woman has increased. Nevertheless, respondents identifying as either woman or man make up nearly 98% of total respondents. Given the small numbers of individuals who identified their gender identity 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?	2018	2019	2021
Woman	64%	67%	69%
Man	32%	31%	28%
Prefer not to answer	2%	1%	2%
I Identify as**	*	*	*
Genderqueer/Gender non-conforming	*	*	*
Trans Woman	*	*	*
Trans Man	*	*	*

**Count ≤ 5*

***Individuals who checked this box wrote non-binary as their identity*

Unwanted Conduct

Experienced Unwanted Conduct

The percentage of respondents stating "No, they have not experienced unwanted conduct of a sexual nature or power- or gender-based nature" has dropped 9 points from 74% in 2018 to 65% in 2021 (see Table 2). However, it should be noted that for the 2021 survey, the overall question changed in wording and in response choices. First, the question now includes "power-based" in addition to sexual and gender-based nature. Second, in addition to the option, "Other," this survey question now asks about hostile classroom and hostile work environments. The refinement of this question through wording and options provides a more detailed look at harassment on campus that was not available in the previous iterations of this survey. The responses help the Title IX Office to continue to develop programming and education materials to be proactive in its efforts to address harassment on campus.

Table 2

Experiences of unwanted conduct of a sexual nature or power- or gender-based nature	2018	2019	2021
No	74%	77%	65%
Sexual harassment	11%	8%	10%
Sexual assault	6%	6%	8%
As a student, I have experience a hostile classroom environment due to gender-based discrimination or harassment.	N/A	N/A	4%
Rape	4%	4%	3%
Stalking	3%	3%	3%
Intimate partner violence	3%	3%	3%
As an employee, I have experience a hostile classroom environment due to gender-based discrimination or harassment.	N/A	N/A	3%
Other, unwanted conduct of a sexual nature or power- or gender-based nature	N/A	N/A	2%

When the "No" responses are removed and just the experiences are calculated, sexual harassment and sexual assault compromise half or more of the responses (see Table 3). Although individuals were asked to mark all that apply, the addition of three response options may have caused some change in the distribution of percentages. When the new response options are removed, the 2021 percentage distribution by option looks fairly consistent with the previous years. It is worth

noting, though, that while sexual harassment has dropped 4 percentage points, sexual assault has increased 7 percentage points (see Table 4).

Table 3

Experiences of unwanted conduct of a sexual nature or power- or gender-based nature	2018	2019	2021
Sexual harassment	41%	35%	28%
Sexual assault	22%	24%	22%
As a student, I have experience a hostile classroom environment due to gender-based discrimination or harassment.	N/A	N/A	10%
Rape	16%	16%	9%
Stalking	11%	14%	7%
Intimate partner violence	10%	11%	7%
As an employee, I have experience a hostile classroom environment due to gender-based discrimination or harassment.	N/A	N/A	7%
Other, unwanted conduct of a sexual nature or power- or gender-based nature	N/A	N/A	7%

Table 4

Experiences of unwanted conduct of a sexual nature or power- or gender-based nature	2018	2019	2021
Sexual harassment	41%	35%	37%
Sexual assault	22%	24%	29%
Rape	16%	16%	12%
Stalking	11%	14%	12%
Intimate partner violence	10%	11%	9%

Alcohol and/or Drugs Involved In Rape

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 power- or gender-based prevention education and bystander engagement efforts.

Of those individuals who indicated rape in Table 3, the percentage of respondents who reported that "alcohol and/or drugs" were not involved in the rape has decreased since 2018 by 9 percentage points (see Figure 2). While the percentage of respondents who stated that alcohol only was involved has remained around 50%, the percentage of respondents who stated drugs only has increased 9 percentage points from 2018.

Of those individuals who indicated sexual assault in Table 3, the percentage of respondents who reported that "alcohol and/or drugs" were not involved in the sexual assault had increased by 20 percentage points since the 2018 survey. The percentage of respondents who indicated "alcohol only" has decreased twenty-four percentage points while the respondents who indicated "both alcohol and drug" has increased 9 percentage points.

Figure 2: Were alcohol and/or drugs involved in the rape you experienced?

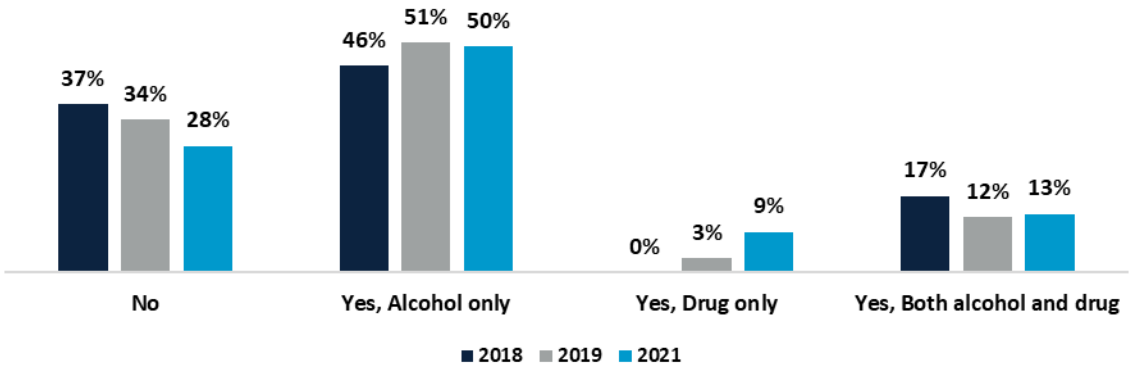
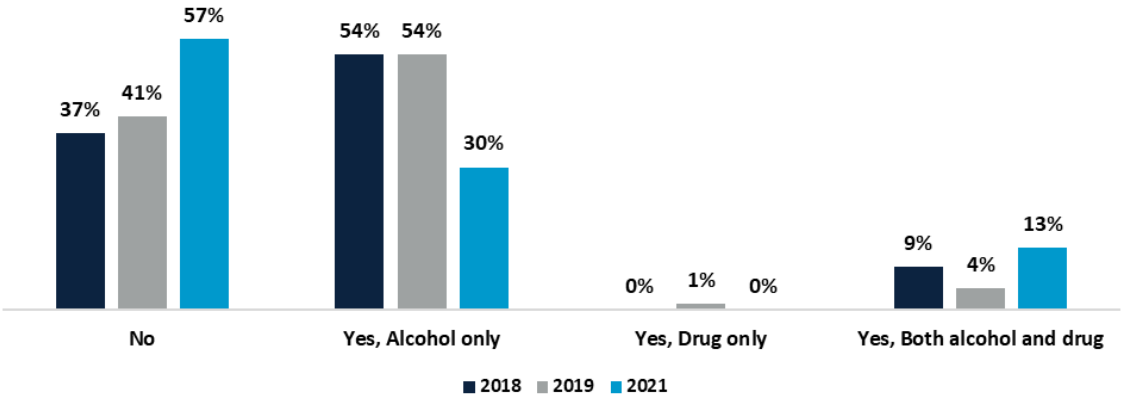


Figure 3: Were alcohol and/or drugs involved in the sexual assault you experienced?



When Unwanted Conduct Occurred

Ninety percent (90%) of the respondents indicated that the unwanted conduct occurred within the past 4 years with over sixty percent reporting that it had occurred "less than two years ago." The "less than two years ago" percentage response decreased while the "2-4 years ago" increased, which seem to reflect that no survey was conducted in 2020 due to the COVID-19 pandemic.

Table 5

When did the unwanted conduct of a sexual nature or power- or gender-based nature	2018	2019	2021
Less than two years ago	68%	69%	63%
2-4 years ago	22%	22%	25%
5-10 years ago	4%	4%	9%
11-20 years ago	3%	3%	3%
More than 20 years ago	3%	2%	1%

Relationship to Person

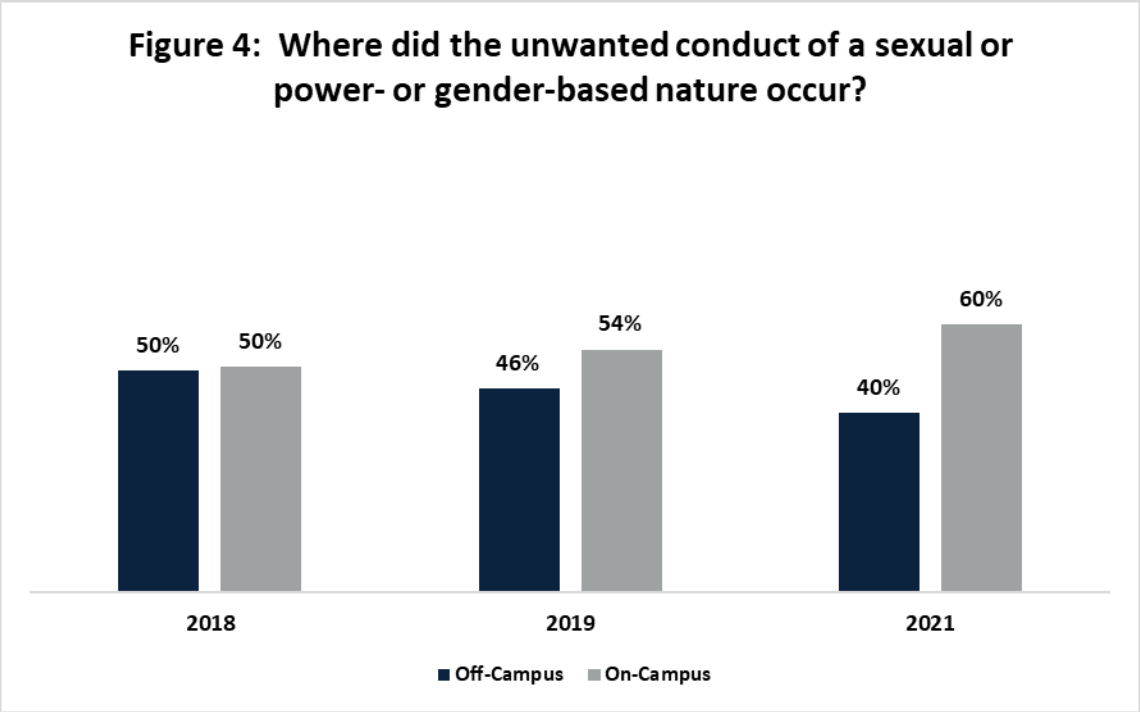
There has been no change in the top three persons chosen as the person's relationship to the survey respondent: Xavier student, acquaintance/friend; and stranger. The respondents could "mark all that apply," so there may be some double-counting of individuals.

Table 6

At the time of this event, what was the person's relationship to you?	2018	2019	2021
Xavier student	27%	32%	30%
Acquaintance/Friend	26%	27%	26%
Stranger	23%	17%	14%
Current or former dating/intimate partner	12%	13%	12%
Xavier faculty member	5%	3%	7%
Xavier staff member	4%	2%	7%
Other Role/Relationship not listed above	2%	3%	4%
Family Member	1%	1%	1%

Location: On- or Off-Campus

The majority of the unwanted conduct has occurred on campus, increasing by 10 percentage points from 2018 to 2021 (see Figure 4. Since respondents were asked to check all that apply, again, some of the responses could be doubled-up.



To bring some clarity to these responses, the data were sorted into on-campus only, off-campus only or both. This analysis did not change the overall outcomes as on-campus still remained the top response (see Table 7).

Table 7

Where did the unwanted conduct of a sexual or gender-based nature occur?	2018	2019	2021
On-Campus	41%	46%	54%
Off-Campus	41%	36%	31%
Both	18%	18%	15%

On- and Off-Campus Locations

Respondents who said the experience occurred on- and/or off-campus were asked to state where the experience occurred. The top five responses by aggregate are listed in Tables 8 and 9. The drop in locations listed for 2021 reflect the impact of the COVID-19 pandemic.

Table 8

On-Campus Location	2018	2019	2021	Total
Residence Hall	68	79	56	203
Campus Building (not residence Hall)	13	21	14	48
Walkway	11	8	2	21
Office	8	5	6	19
Classroom	6	4	8	18

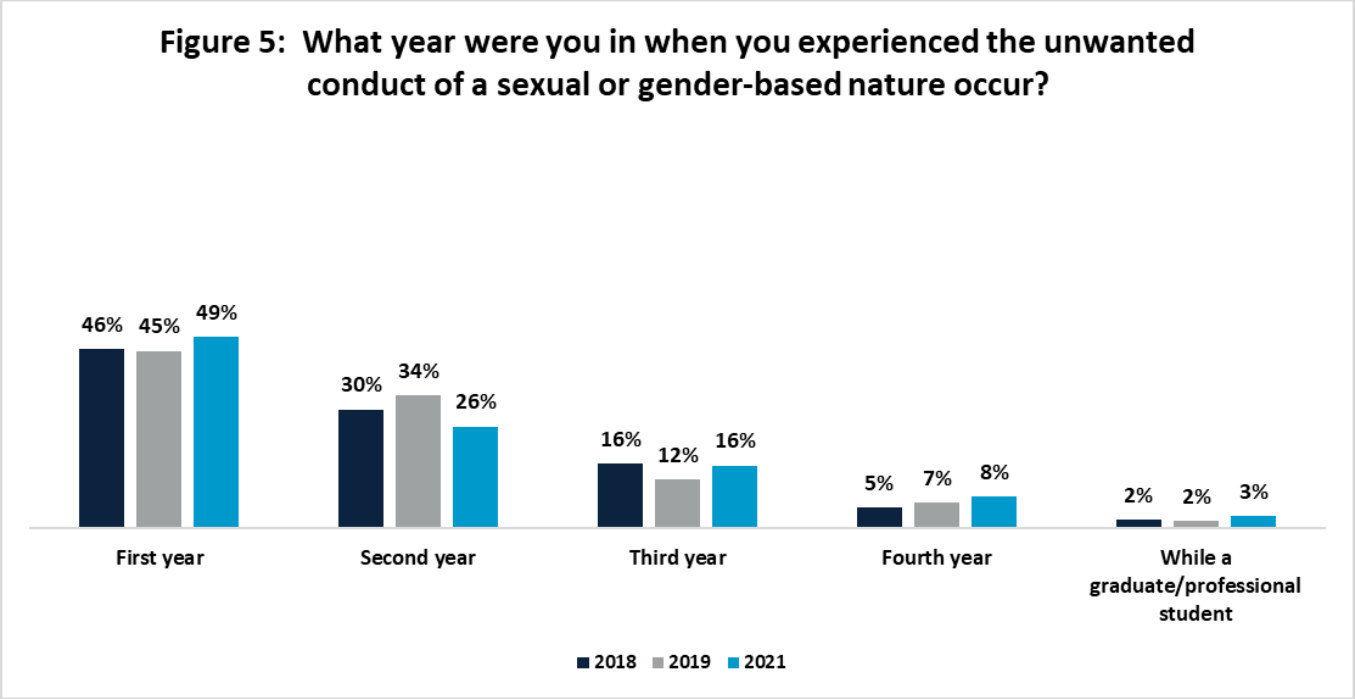
Table 9

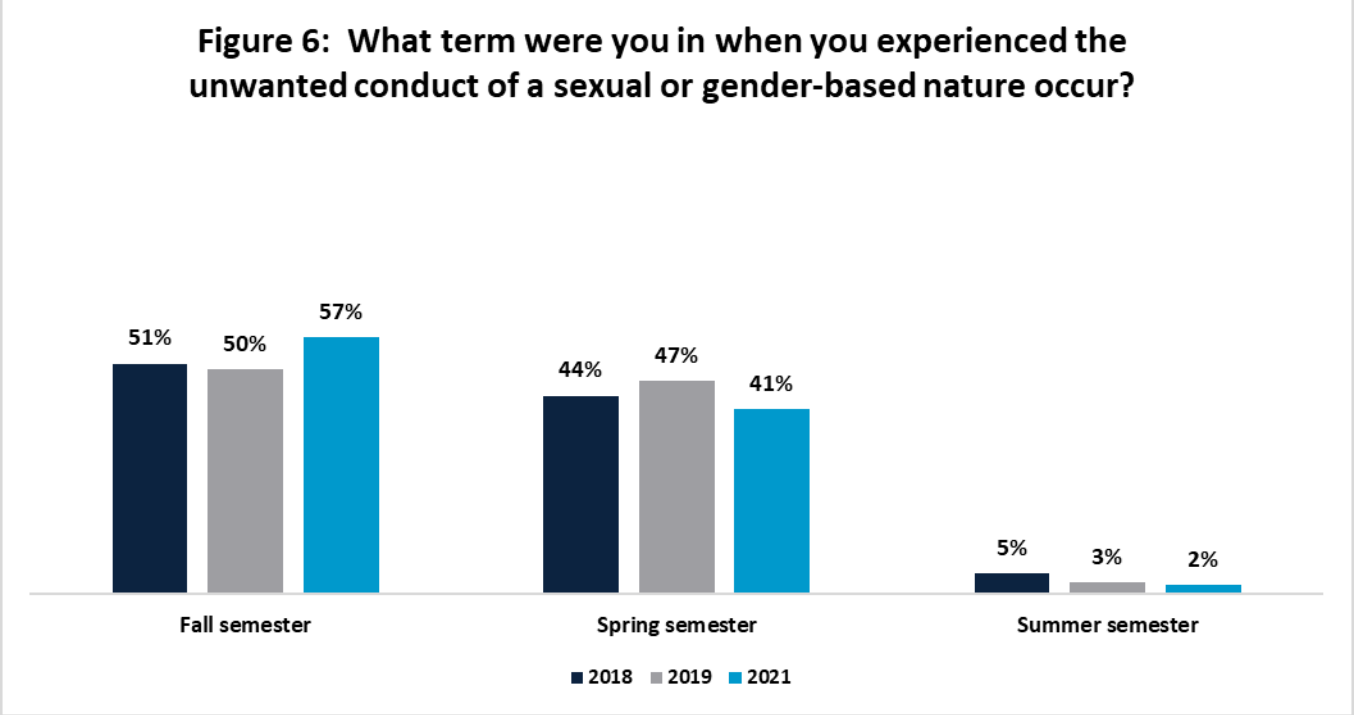
Off-Campus Location	2018	2019	2021	Total
House	20	22	8	50
Bar/Restaurant	15	22	8	45
Outside	13	10	1	24
Party	12	11	2	25
Off-Campus Housing	10	5	4	19

Residence Halls appeared as the location for the majority of incidents reported as happening either on- or off-campus. This underscores and supports 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.

Year/Term at Xavier When Conduct Occurred

The majority of responses indicated that the unwanted conduct occurred in the respondent's first year at Xavier University (see Figure 5). The majority of those experiences, also occurred in the Fall term (see Figure 6), 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.





Response to Unwanted Conduct

Response to Unwanted Conduct

The top three responses to the unwanted conduct have remained unchanged since 2018 (see Table 10). The top response the past three years has been "told a friend," underscoring the critical importance and impact of providing education to students on best practice response to disclosure, how to be an active bystander, and ensuring students are aware of campus resources.

The next top two responses "I avoided the person/venue" and "I didn't do anything." It is worth noting that the low response rate for the choice "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 10

What was your response to experiencing the unwanted conduct of a sexual nature or gender-based nature?	2018	2019	2021
I told a friend	22%	24%	21%
I avoided the person/venue	18%	16%	17%
I didn't do anything	18%	15%	15%
I told a family member	8%	9%	9%
I contacted an on-campus resource	7%	8%	7%
I confronted the person(s) at the time	7%	8%	8%
I didn't know whom to go to	6%	6%	7%
I confronted the person(s) later	5%	5%	6%
I sought information online	2%	3%	3%
A response not listed above	3%	2%	3%
I contacted an off-campus resource	2%	1%	2%
I sought support from off-campus hotline/advocacy services	1%	1%	2%
I obtained a Sexual Assault Nurse Exam/Rape Kit (SANE)	1%	1%	1%

On-Campus Resources Contacted

The top response since 2018 has been the Title IX Office followed by the confidential advocacy and support services (see Table 11). As with other questions in the 2021 survey, additional choices were provided to bring a greater clarity to the questions being asked. Likewise, redistribution of percentages does occur for some choices, but again it provides Xavier University with greater insight into the on-campus resources being contacted after these situations occur.

Table 11

What on-campus resource did you contact?	2018	2019	2021
Title IX Office	26%	20%	24%
Confidential advocacy and support services	13%	15%	19%
Counseling Services	N/A	N/A	14%
Faculty member	9%	7%	6%
Resident Assistant (RA)	3%	7%	6%
Staff member	3%	6%	6%
Xavier University Police Department	16%	10%	5%
Office of Human Resources	4%	2%	5%
Psychological Services Center	5%	4%	4%
Senior Administration (e.g., president, provost, dean, vice provost, vice president)	0%	1%	4%
Residential Life Professional staff (e.g. Hall Director)	1%	5%	3%
Dean of Students/Student Integrity	2%	4%	1%
Academic advisor	5%	2%	1%
A spiritual adviser (e.g., imam, pastor, rabbi, priest, layperson)	0%	1%	1%
Identity/Advocacy Centers (e.g., CDI, CIE, CFJ)	2%	3%	0%
Xavier Anonymous reporting line/website	0%	1%	0%
Bias Advisory & Response Team (BART)	0%	1%	0%
X-ACT/Student Concern Report	0%	0%	0%
McGrath Health and Wellness Center	9%	11%	N/A
Other	1%	2%	N/A

Off-Campus Resources Contacted

The most prevalent off-campus sources contacted were: "counseling services"; "spiritual adviser"; and "community advocacy and support services" (see Table 12).

Table 12

What off-campus resource did you contact?	2018	2019	2021
Off-campus counseling service	30%	35%	50%
A spiritual adviser (e.g., imam, pastor, rabbi, priest, layperson)	17%	12%	25%
Community advocacy and support services (e.g., Women Helping Women)	26%	24%	25%
Cincinnati Police Department	9%	18%	0%
Norwood Police Department	9%	0%	0%
Local medical services (e.g., ER)	9%	12%	0%

Did Not Report Conduct

A majority of responses indicated that they did not report the conduct to either the Title IX Office or law enforcement (see Tables 13 and 14, respectively). The percentage of "No" for 2021 is somewhat deceptive. Again, for the 2021 the "No" response refined to bring greater insight into why individuals chose not to report the unwanted conduct. Thus, it appear that the "No, I did not report it" decreased but when all three "No" options are totaled, the percentage response is similar to previous years.

Table 13

Did you report the unwanted conduct of a sexual nature or gender-based nature to Xavier University's Title IX Office?	2018	2019	2021
No, I did not report it	85%	82%	53%
No, I did not feel comfortable reporting it.	N/A	N/A	18%
No, I decided reporting to the Title IX & Interpersonal Violence Response Office was not the right choice for me.	N/A	N/A	15%
Yes, I reported the incident	5%	8%	6%
Yes, I reported the incident, but felt that it was not responded to	2%	4%	4%
Yes, I reported the incident and was satisfied with the outcome	5%	2%	4%
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	3%	3%	0%

Table 14

Did you report the unwanted conduct of a sexual nature or gender-based nature to law enforcement?	2018	2019	2021
No, I did not report it	93%	92%	61%
No, I decided reporting to law enforcement was not the right choice for me.	N/A	N/A	19%
No, I did not feel comfortable reporting it.	N/A	N/A	16%
Yes, I reported the incident	4%	6%	2%
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	1%	1%	1%
Yes, I reported the incident and was satisfied with the outcome	2%	1%	1%
appropriately	1%	0%	1%

Why Did Not Report Conduct

Asked why they didn't report the unwanted sexual conduct, respondents indicated that "it wasn't serious enough to report" and it was "no big deal—I just dealt with it." Others indicated that they "didn't know who the person was" or didn't have any evidence."

"It was my fault" was a frequent response among respondents along with "embarrassment." Finally, respondents stated they did not report the unwanted sexual conduct because of "fear," "mistrust, "fear of retaliation" and "fear of how may family and friends would react."