



UNIVERSITY OF SAINT JOSEPH

CONNECTICUT

2018/19 Sexual Misconduct Climate Survey Report

Sexual Misconduct

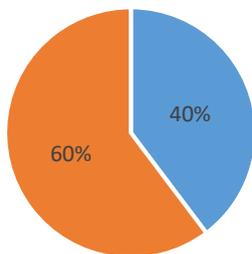
2019 Climate Survey Report

Introduction

The University of Saint Joseph (USJ), a Catholic institution living the Mercy values, is committed to the respect and inclusion of diverse populations. This commitment includes fostering an environment where members of the University Community impacted by sexual misconduct are met with compassion and resources. It is imperative that the university take steps to create and maintain policies, procedures, and a culture that educates the USJ community about sexual misconduct and maximizes responsiveness when sexual misconduct occurs.

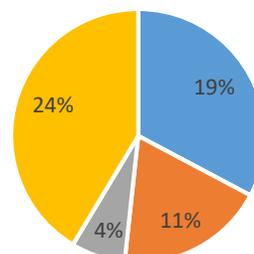
President Free charged the Title IX office with administering a Climate Survey to obtain information about the University community's perception about the prevalence of sexual misconduct on campus, and the resources available for prevention of and adequate response to sexual misconduct impacting a member of the USJ community. The survey was administered by the Director of Institutional Research & Planning from the months of October 2018 to May 2019.

CAMPUS RESPONDENTS



■ Employees/Trustees ■ Students

DEMOGRAPHICS OF STUDENT RESPONDENTS



■ Undergraduate Commuter ■ Graduate/Professional
■ Off Campus Grad/Professional ■ Undergraduate Residential

361 USJ community members responded to the survey:

- 39.72% of respondents were employees/trustees.
- 60.27% of respondents were students.
 - 24% of the respondents were Undergraduate Residential students.
 - 19% of respondents were Undergraduate Commuter students.
 - 11% of respondents were Graduate/Professional students
 - 4% of respondents were Online or Off Campus Graduate/Professional students

Overall responses indicate that community members perceive USJ as a safe campus and have confidence in the University to respond appropriately to incidents of sexual misconduct. With

Sexual Misconduct 2019 Climate Survey Report

regard to training and information regarding policies, procedures, and prevention, there is a need for ongoing improvement and increased focus. In interpreting the responses, data was analyzed by role within the University; as there was little variation by gender in responses to opinion-based questions, that data is generally not included in the report. The most significant findings are summarized in this report, along with recommendations for actions to continue to strengthen our efforts to prevent occurrences and to respond effectively when sexual misconduct does impact a member of the USJ community.

Campus Climate

Highlights

In general, respondents indicated that the University of Saint Joseph provides a safe environment and students and employees know where to make reports and seek confidential resources. Training and education on USJ specific policies are an ongoing effort. Less than 70% of all respondents felt they had sufficient training on USJ policies and procedures related to sexual assault. However, over 70% responded they knew where to seek confidential help and make a report. 80% (236) of all respondents also felt University officials provide a safe campus environment.

Only 7.9% (23) of all respondents felt sexual harassment was a problem. When asked about personal experiences, 298 respondents skipped the questions. 63 USJ members responded to this series of questions, 20% (13) reported being sexually harassed by a USJ student or employee. The most reported personal experience was offensive or disturbing behavior based on sexual content.

	AGREE	DO NOT KNOW/NO OPINION	DISAGREE	TOTAL
USJ does a good job educating its students about sexual misconduct and sexual violence	51.55% 150	38.83% 113	9.62% 28	291
Sexual harassment is a problem at USJ	7.90% 23	51.89% 151	40.21% 117	291
University officials (e.g., administrators, public safety officers) provide a safe campus environment	80.82% 236	14.73% 43	4.45% 13	292
If a crisis involving sexual violence happened on campus, I believe USJ administrators would respond quickly and appropriately	67.01% 195	24.40% 71	8.59% 25	291
I trust USJ officials to handle incidents in a fair and responsible manner	68.84% 201	19.86% 58	11.30% 33	292
USJ does a good job protecting the safety of students	71.82% 209	23.02% 67	5.15% 15	291
There is a good support system on campus for students going through difficult times.	59.31% 172	33.45% 97	7.24% 21	290
I have received sufficient training at USJ in policies and procedures relating to sexual misconduct/sexual violence	60.27% 176	20.55% 60	19.18% 56	292
I have received sufficient training at USJ regarding prevention of sexual misconduct/sexual violence, including bystander intervention	55.48% 162	21.58% 63	22.95% 67	292
I understand USJ's formal procedures to address complaints of sexual misconduct/sexual violence	65.98% 192	17.87% 52	16.15% 47	291
If a friend or I were sexually assaulted, I know where to go to get confidential help on campus	73.26% 211	12.85% 37	13.89% 40	288
If a friend or I were sexually assaulted, I know where to go to make a report on campus	73.88% 215	13.40% 39	12.71% 37	291
I understand what happens when a student reports a claim of sexual misconduct/sexual violence at USJ	57.59% 167	25.17% 73	17.24% 50	290

Sexual Misconduct 2019 Climate Survey Report

Table 1: Levels of Agreement regarding Institutional Efforts

Training & Resources

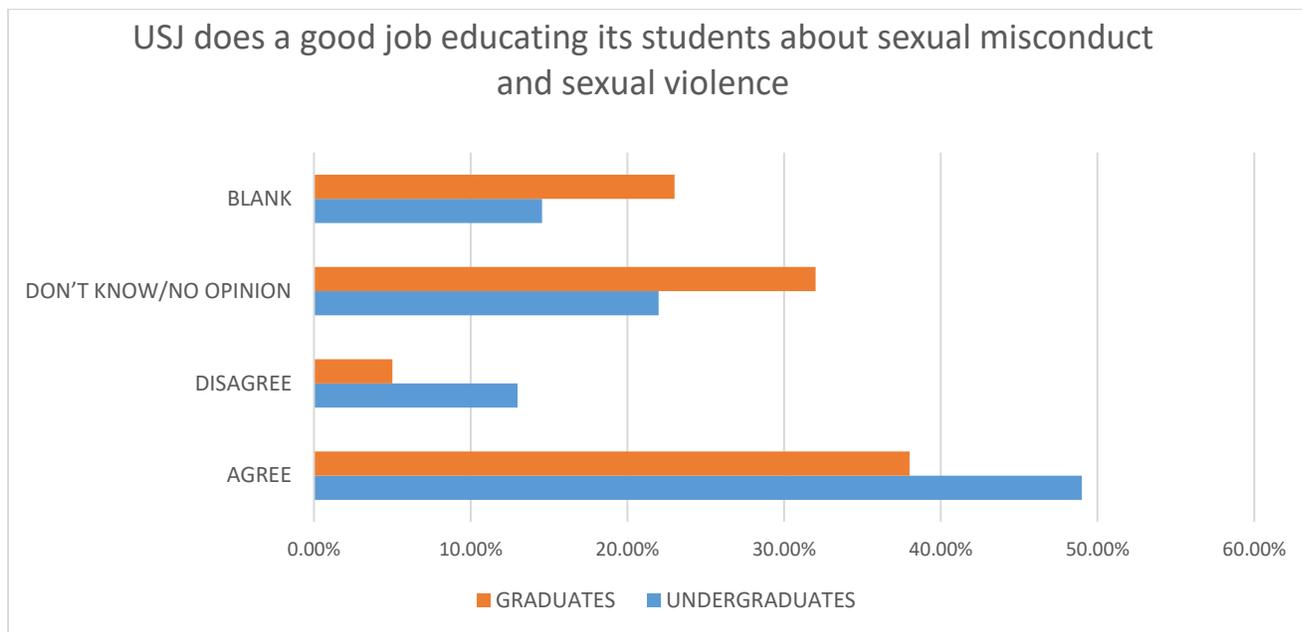


Chart 1 Student Responses: Perceptions of Institutional Training efforts

Graduate students were more likely than undergraduate students to respond “Do Not Know” than to agree with these statements. For example, of the 59 Graduate students who responded to the question, *USJ does a good job educating its students about sexual misconduct and sexual violence*, 19 or 32% responded Do Not Know/No Opinion. Of the 158 Undergraduates who responded to the same question, 35 or 22% responded with Do Not Know/No Opinion. In sum total of student responses to the first question noted in the chart above, 24% responded Do Not Know/No Opinion, while only 11% Disagreed with the statement USJ does a good job educating its students.

Graduate students are notably less likely than undergraduate students to feel they have received sufficient training regarding sexual misconduct policies, procedures, and prevention. When asked about their level of agreement with the statement, *I have received sufficient training at USJ in policies and procedures relating to sexual misconduct/sexual violence*: 33% of Graduate students responded Do Not Know/No Opinion, 13% Disagreed, and 30% Agreed they have had sufficient training. Undergraduates’ percentages for the same question are as follows: 18% Do Not Know/No Opinion, 19% Disagreed, and 47% Agreed they had received sufficient training. It is important to note Graduate students are usually part-time rather than full-time students, so they generally spend less time on campus and less time interacting with faculty and staff. Undergraduate students, who are likely to have more interaction with faculty, staff, and

Sexual Misconduct 2019 Climate Survey Report

administrators, also report higher confidence in those individuals. Also notable were employees, 60% Agreed they had received sufficient training on the policies' and procedures' of the Institution. Live in-person Sexual Assault and Harassment Prevention Trainings are conducted quarterly for new employees as a part of their orientation. Trainings are conducted by the Title IX Coordinator or the Human Resource Executive Director/Title IX Deputy Coordinator.

	AGREE		
	Undergrad Students	Graduate Students	Employees
I have received sufficient training at USJ regarding policies and procedures relating to sexual misconduct/ sexual violence;	47%	30%	60%
If a friend or I were sexually assaulted, I know where to go to get confidential help on campus	73%	38%	83%

Table 2: Training & Information - Differing perceptions by Role

While the campus clearly needs to continue its efforts with training on formal procedures and policies, 73% of all respondents stated they knew where to go to make a report or to get confidential help on campus. A breakdown of responses by role is demonstrated in Table 2: *Training and Information- Differing perceptions by Role*. The campus has engaged in an aggressive resource poster and signage campaign. Resources have been made visible and accessible in high traffic areas such as, the Library and CAE, McDonough and Lynch Hall, the Student Union, and residence halls. Residential staff have also been supplied with resources that they can post in the dormitories and, personally provide to students who need them. Tabling events with resources and giveaways also took place at the same time this survey was conducted. This may help explain the approximately ten point gap highlighted in Table 1 between sentiment on education around policy and procedure (60%), and knowledge of where to seek help or make a report (73%). USJ has already implemented an online campus wide training program called EverFi. Completion of the training can be tracked, and the follow up surveys will provide information about programming interests. The training modules combined with climate survey data will help administrators narrow their focus for supplemental education and awareness programs.

Despite a need to increase education about policy and procedure, overall persons who regularly frequent the campus know where to find resources. One of the impetuses for campus wide online training was to educate those students and faculty who spend less time on campus and may not partake in on going educational and awareness campaigns.

Sexual Misconduct

2019 Climate Survey Report

Frequency of sexual misconduct

As noted in the Introduction, USJ is generally a safe campus with low to no incidents of sexual misconduct. The most notable statistics that came out of the section of the survey that asked about personal experience on campus were the number of staff that responded positively to incidents ranging from offensive behavior to sexual assault/sexual violence. In three categories employees were the only respondents: harassment/misconduct by a USJ employee; harassment/misconduct by someone by a non-student or employee; sexual assault/violence by a non-student or employee (see table 3 below). While the number of employees who responded they had experienced these incidences were low, it is still important data. To protect the integrity of this report and maintain an environment where all USJ community member can make disclosures, this report will not state if employees were faculty or staff. This data emphasizes the need to provide ongoing training to our faculty and staff departments beyond policies and procedure, but rather to foster a healthy campus environment.

	% of Respondents indicating they have personally experienced specified behaviors		
	Undergrad Students	Graduate Students	Employees
Offensive or disturbing comments, jokes, or behaviors based on sexual content. 56 responded	59% (N:33)	4% (N:2)	37% (N:21)
Sexual harassment or sexual misconduct by a USJ student. 10 responded	80% (N:8)	0	20% (N: 2)
Sexual harassment or sexual misconduct by a USJ employee (faculty/staff). 3 responded	0	0	100% (N: 3)
Sexual harassment or sexual misconduct by someone other than a USJ student, faculty or staff. 3 responded	0	0	100% (N:3)
Sexual assault or sexual violence by . . . • another USJ student; 0 • a USJ employee; 0 • someone other than a USJ student or employee. 2	0	0	100% (N:2)

Table 3: Respondents reporting experiences with sexually inappropriate behaviors at USJ

Sexual Misconduct 2019 Climate Survey Report

Data was also collected to measure survey respondents' confidence in the University's handling of a reported incident. The chart below captures the responses of approximately 82% (290) of all survey respondents. 81-87% of respondents agreed the institution would, protect safety and confidentiality, cooperate with police, and take the report seriously. The institution should continue efforts to foster confidence and encourage campus members to seek assistance and resources.

	AGREE	DO NOT KNOW/NO OPINION	DISAGREE	TOTAL
The University would take the report seriously	84.43% 244	12.80% 37	2.77% 8	289
The University would keep knowledge of the report limited to those who need to know in order for the University to respond properly	85.17% 247	11.72% 34	3.10% 9	290
The University would cooperate with police investigators	87.59% 254	10.69% 31	1.72% 5	290
The University would take steps to protect the safety of the person making the report	81.72% 237	16.55% 48	1.72% 5	290

INCIDENTS OFF CAMPUS

It should be noted that reporting requirements and this survey do not assess for incidences off campus. This data may be significant for our campus because of, our large commuter student populations, and our residential students frequency to return home throughout the week. Climate surveys are designed to measure campus incidences for the purpose of providing data to improve practices. The data on off campus incidences could be useful and should be further explored.

Recommendations

Overall, the 2019 Climate Survey indicates a generally healthy environment for awareness, prevention, and response to sexual misconduct at the University of Saint Joseph. Most students and employees believe the University is a safe environment and have confidence in the University's administration to respond appropriately to reports of sexual misconduct. Fewer students believe the University has provided sufficient training and resources related to sexual misconduct.

Sexual Misconduct 2019 Climate Survey Report

The following recommendations are presented for consideration:

1. Increase campus-wide awareness about sexual misconduct policies, procedures, resources and training.

- Publish a report of sexual misconduct survey results and recommendations.
- Implement targeted passive and active media campaigns to disseminate critical awareness information.
 - Review of websites and print media regarding location, and accessibility of sexual misconduct information.
 - Use of multiple platforms including social media, email and poster campaigns for information dissemination.
 - Use current in-person structures such as residents, clubs, leaders, employment, athletic meetings/trainings, and so forth as opportunities for information distribution.
- Specific identified campaign topics:
 - Widespread dissemination of resources.
 - Basic knowledge of policies and procedures regarding reporting, adjudication, and non-retaliation.
 - On and off campus support services available.
 - On-going training efforts and available training.

2. Specific focus on education and information dissemination for graduate, off-campus, and online students.

- Expand current training and proposed campaigns to be inclusive of identified populations who responded with low knowledge about policies, process, and resources.

3. Review of current resources for responding to and preventing sexual violence for best practices and compliance of state/federal mandates.

- Review of institutional systems including conduct and adjudication of Title IX cases.
- Review supports, policies, practices, and protocol for responding to complaints of sexual violence.
- Review of current training provided and implemented.

Sexual Misconduct

2019 Climate Survey Report

4. Requisite training for:

- Student Groups-SGA, Clubs, Athletic Team Captains and Managers
- All Student Employees with contractual language about fraternization with subordinates
- Faculty- Amend faculty contracts to fall in line with best practices for training
- Vendors- Contract language requiring all vendors to educate employees about Title IX Sexual Assault and Harassment Prevention (non-education organizations fall under Title VII workplace harassment/discrimination protections and processes)
 - Standard language that vendors with persons regularly or intermittently stationed on any USJ campus be trained by that vendor on the USJ Sexual Misconduct Policy