Spring 2019

The University of Tulsa Campus Climate Survey

Executive Summary: Faculty & Staff Campus Climate Survey

EXECUTIVE SUMMARY PREPARED BY THE UNIVERSITY OF TULSA INSTITUTE OF TRAUMA, ADVERSITY, AND INJUSTICE [TITAN] AND THE COORDINATED COMMUNITY RESPONSE TEAM

Executive Summary

When people experience stress, harassment, or violence in the workplace, their productivity, quality of life, and physical and mental health may be affected. Since 2014, The University of Tulsa Institute of Trauma, Adversity, and Injustice [TITAN] and the Advocacy Alliance have conducted a bi-annual Campus Climate Survey on the experiences of stress and violence of our students. We have utilized the information gathered to help inform programming and policies to enhance the health, safety, and well-being of our students. In the spring of 2019, the Coordinated Community Response Team and TITAN launched the first **Campus Climate Survey for Faculty and Staff**. We are hoping to utilize the information gathered to improve the work environment at TU. This could mean changed policies and procedures as well as programming and better-informed training to benefit faculty and staff.

Participants

The University of Tulsa community members submitted 280 surveys, of which 268 were used in the analysis for an overall response rate of 19.1%. Responses were excluded from the analysis if they did not contain any data or if there was concern about the validity of their responses.[1] Response rates by constituent groups varied: 19.2% (n = 104) for Full-Time salaried, 14.2% (n = 41) for Full-Time Hourly, 9.1% (n = 1) for Part-Time Staff, and 13.6% (n = 46) for Full-Time Faculty. In the following section, all percentages are reported out of those who responded to the question.

Key Findings: Areas of Strength

1. **Safety on campus.**
   Campus safety was assessed by asking participants if they thought the University adequately addresses safety issues, if they felt safe on campus, if they avoid individuals or groups on campus, and about their perceptions of sexual misconduct involving students.
   - 89.6% (n = 207) of respondents denied that there were locations on campus that they felt unsafe.
   - 92.1% (n = 211) of respondents denied avoiding any locations on campus because they were afraid that they would be harassed, and 85% (n = 193) denied avoiding individuals or groups.
   - 71.6% (n = 164) of respondents thought that the university addresses safety issues related to sexual harassment and violence, and 72.3% (n = 167) thought that the University informed faculty and staff in a timely fashion.
2. **Self-reported knowledge of policies and procedures.**
   Title IX of the Education Amendments of 1972 protect people from discrimination based on sex and sexual misconduct in an educational setting.[2] In addition to this statute the University has adopted their own definitions outlining what constitutes sexual

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[1] Ten responses were not included as they did not contain any data. Two responses were excluded due to validity concerns. Examples of responses that raised concerns included checking every option on multiple select questions concerning their race, or giving unclear answers concerning their gender identity.
[2] Title IX of the Education Amendments of 1972, 20 U.S.C. A§ 1681 et. seq.

misconduct and has outlined their policies and procedures for reporting sexual misconduct.[3]

- 88.2% (n = 201) of respondents indicated that they are familiar with the University's policy on sexual misconduct, and 96.9% (n = 220) think this policy is clear.
- 82.8% (n = 188) of respondents stated that they are familiar with the University's policy on nondiscrimination and harassment, and 92.9% (n = 208) thought that these polices were clear.
  - However, only 57.8% (n = 130) thought they were easy to find, and 26.7% (n = 60) of respondents indicated that they have never looked for these polices.
- 80.9% (n = 182) of respondents indicated that they would be likely to report an incident of sexual discrimination, harassment, or violence.

3. **University's response to reports of sexual violence and harassment.**
   - 74.9% (n = 167) of respondents agreed or strongly agreed that the University offers victims who report sexual violence, harassment, and/or discrimination adequate support, resources, and services.
   - 73.8% (n = 163) of respondents agreed or strongly agreed that the University adequately protects the privacy of those who report sexual violence, harassment, and/or discrimination.
   - 77.4% (n = 194) of respondents agreed or strongly agreed that the University adequately educates faculty and staff on what sexual violence, harassment, and/or discrimination includes and ways to prevent it.
   - 85.0% (n = 188) of respondents agreed or strongly agreed that the University adequately encourages victims to report sexual violence, harassment, and/or discrimination.

Key Findings: Opportunities for Improvement

1. Overall, 54.5% (n = 146) of participants experienced some form of non-sexual harassment and 48.9% (n = 131) of participants experienced some form of sexual harassment during their employment at TU
2. Members of several constituent groups were differentially affected by harassing behaviors. Of those who answered the demographic questions and reported experiencing harassing behaviors:
   - 59.2% (n = 74) of the total sample of women and 48.2% (n = 27) of the total sample of men.
     - Of those who reported having experienced harassing behaviors (n = 146), 50.7% (n = 74) were women and 19.2% (n = 28) were men.
   - 57.2% (n = 91) of the total sample of those who identified as white.
     - Of those who reported having experienced harassing behaviors (n =146), 62.3% (n =91) identified as white.

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[3] https://utulsa.edu/student-affairs/policy-on-sexual-misconduct/?highlight=sexual%20misconduct

- 54.4% ($n = 85$) of the total sample of staff, and 50.0% ($n = 23$) of the total sample of faculty.
  - Of those who reported having experienced harassing behaviors ($n = 146$), 58.2% ($n = 85$) identified as being staff and 15.8% ($n = 23$) identified as faculty.
- 55.1% ($n = 75$) of respondents between the ages of 36 and 65 of the total sample.
  - Of those who reported having experienced harassing behaviors ($n = 146$), 51.4% ($n = 75$) stated that they were between the ages of 36 and 65.
3. Members of several constituent groups were differentially affected by sexual harassment. Of those who answered the demographic questions and reported experiencing sexual harassment:
   - 60.0% ($n = 75$) of the total sample of women, and 48.2% ($n = 27$) of the total sample of men.
     - Of those who reported having experienced sexually harassing behaviors ($n =131$), 57.3% ($n = 75$) were women and 20.6% ($n =27$) were men
   - 59.1% ($n = 94$) of the total sample who identified as white.
     - Of those who reported having experienced sexually harassing behaviors ($n =131$), 71.8% ($n =94$) identified as white.
   - 53.2% ($n = 83$) of staff, and 50.0% ($n = 23$) of faculty of the total sample.
     - Of those who reported having experienced sexually harassing behaviors ($n = 131$), 63.4% ($n = 83$) identified as staff and 17.6% ($n = 23$) identified as faculty.
   - 64.4% ($n = 74$) of respondents between the ages of 36 and 65 of the total sample.
     - Of those who reported having experienced sexually harassing behaviors ($n =131$), 56.5% ($n =74$) stated that they were between the ages of 36 and 65.
4. Attendance and usefulness of trainings.
   - 60.0% ($n = 132$) of respondents had not attended the Bystander Intervention Training in the past year.
     - 79.3% ($n = 69$) of those who attended the training thought that it was very or moderately useful.
   - 86.3% ($n = 189$) of respondents had not attended the Healthy Interactions Workshop in the past year.
     - 62.0% ($n = 18$) of those who attended the training thought that it was very or moderately useful.
   - 59.6% ($n = 130$) of respondents had not attended the Know Your IX Event in the past year.
     - 73.9% ($n = 65$) of those who attended the training thought that it was very or moderately useful.
   - 77.6% ($n = 170$) of respondents had not attended the Safe Zone Training in the past year.
     - 87.8% ($n = 43$) of those who attended the training thought that it was very useful or moderately useful.

Discussion and Recommendations

Survey: Many individuals did not complete the demographic items or indicated "elect not to answer." This limits our ability to interpret the data, particularly with regard to identification of potentially vulnerable groups. It may be helpful to have a Q&A session with faculty and staff about the survey in order to help people understand why we are gathering this information and why it is important.

Response rate: The response rate for this survey is similar to that for the student survey.

- CCRT will explore options for improving response rates to the survey, including ascertaining who would like to take it, but may not have a device on which to take it, timing of the survey, and advertising the survey.
- CCRT will work with HR to explore education opportunities for supervisors who may be able to provide options for supervisees to complete the survey.

Reporting of harassment experiences: Forty percent of those who experienced nonsexual harassment and 79% who experienced sexual harassment did not report the experience to a University official. Though many told a fellow employee, many chose not to report general and/or sexual harassment to the respective offices that would conduct grievance procedures. This may reflect a lack of trust in the process, fear of retaliation from supervisors and fellow employees, believing that reporting would not change anything, or not considering the experience serious enough to report. However, the number of employees who stated *they would be likely to report* (81%) is much higher than those who indicated reporting in the past. This may reflect that recently there is an increase in willingness to report.

- Responses throughout the survey related to outcome of making a report, harassment or otherwise, suggest that more training is needed for all employees in the area of responding to a disclosure being made and understanding the process is for engaging university procedures.

Process and Outcomes: Greater transparency is needed throughout the process and outcomes of the employee grievance procedure. This transparency should extend through all avenues of reporting and conduct (i.e., Human Resources and the Office of the Provost). This transparency should also include some form of written procedure for follow-up to close out grievances.

- HR should provide or enhance training for individuals who process grievances, including understanding the importance of written communication and formal documentation.
- Policy should be developed and made widely available about processes related to reporting, investigating, and responding to harassment.
- A specific written procedure should be developed for follow-up to complainants and respondents regarding closure of grievances.

Training:

Responses to survey items suggest that many individuals would benefit from additional trainings across the spectrum related to general and sexual harassment. Despite having online trainings available across general harassment, sexual harassment, and reporting responsibilities, survey responses indicate a need for more in-depth, TU specific training opportunities. A positive note

is that of the faculty and staff who have taken part in the offered training a majority of them find trainings useful.

- New employee training should include information on rape culture and the spectrum of violence. This should include a community values statement within employment agreements that employees are expected to uphold community standards and recognize that it is their responsibility to address and document issues like verbal harassment in order to stop escalation into physical issues like unwanted sexual contact; this training should also include information on the rates and frequency of violence happening to students, faculty, staff.
- Human Resources should consider different avenues to making availability of trainings known to faculty/staff.
- Title IX and reporting and disclosure training should be required for any employee who has contact with students. This training should also extend to helping employees understand their own rights under Title IX.
- According to these findings, training should also include content to help employees understand that reporting to individuals outside the university may not translate to any actions being taken within the university simply because the university has not been informed in any official capacity. Helping employees to understand the difference between what community resources can provide and what the university can provide might increase utilization of these resources.

Survey Design

Survey Instrument.

The survey questions were constructed based on the work of Rankin & Associates (2016)[4] who were working with the University of Florida. The Faculty and Staff Subcommittee of the Coordinated Community Response Team and The University of Tulsa Institute of Trauma, Adversity, and Injustice [TITAN] worked to develop the Faculty and Staff Campus Climate Survey to be contextually appropriate for the University of Tulsa population. This effort was led by Diane Jessup in the summer of 2018. The final survey contained 92 questions, including open-ended questions to provide clarification and commentary. The survey was designed so that participants could provide information concerning their personal experiences in the categories of workplace harassment, sexual violence, perceptions of safety, university policies, university responsiveness, and demographic information. The survey was made available online via the Qualtrics platform and did not collect the IP addresses of the participants. All survey responses were downloaded into a tab delineated format and stored in a secured folder on the University's Shared-Space.

Sampling Procedure.

Prospective participants received an invitation to respond to the survey from the Senior Executive Director of Marking and Communications, Mona Chamberlin, on behalf of the Faculty and Staff Subcommittee of the Coordinated Community Response Team and TITAN. The participants were informed that they were not required to answer all questions, and that they could exit the survey and continue at a later time. No information other than the number and percentage of people who responded are reported for any demographic group that included fewer than five individuals.

Data Analysis.

Survey data were analyzed to compare the responses of various groups via the Statistical Package for the Social Sciences (SPSS) version 24.0 (IBM Corp., 2016). Descriptive statistics were calculated by salient group memberships (e.g., gender identity, racial identity, position status) to provide additional information regarding the participants' responses. Unless otherwise noted, the narrative and data tables within the narrative are presented using valid percentages.

Qualitative Comments

Several survey questions provided the opportunity for participants to elaborate on their experiences at the University of Tulsa. These questions were asked to allow participants to provide feedback on areas that were not asked about in the survey. All of the comments were reviewed, and themes were generated from these responses. No direct quotes from the survey are included in this summary.

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[4] Rankin & Associates Consulting, Campus Climate Assessment Project, The University of Florida Report, 2016

Results

Description of the Sample

Two-hundred eighty (280) participants originally responded to the campus climate survey between March 15th and April 13th, 2019. Ten (10) responses were excluded from the analysis as they did not contain any data. Two (2) responses were excluded from the analysis as there was concern about the validity of their responses.[5] Two hundred sixty-eight (268) surveys were used for the data analysis, for a 19.1% overall response rate. The sample and population tables, chi-square analyses,[6] and response rates are reported in Table 1. Numbers within each demographic category may not add to the total number due to missing data or respondents choosing "I elect not to answer."

Table 1. **Demographics of Population and Sample**

Characteristic	Subgroup	Population		Sample		Response
		N	%	n	%	Rate
Total Population	Total	1402	-	268	-	19.1
Gender identity [a]	Man	674	48.1	56	20.9	8.3
	Woman	728	51.2	125	46.6	17.2
	Trans man	-	N/A	0	0.0	N/A
	Trans woman	-	N/A	1	0.4	N/A
	Gender-Queer/ Gender Fluid/ Gender Non-conforming	-	N/A	0	0.0	N/A
	Different Identity	-	N/A	2	0.7	N/A
	Elected not to answer	-	N/A	29	10.8	N/A
	Missing	-	N/A	55	20.5	N/A
Race/Ethnicity [b]	American Indian or Alaska Native	88	6.3	20	7.5	22.7
	Asian	51	3.6	1	0.4	1.9
	Black	70	5.0	4	1.5	5.7
	Native Hawaiian or Other Pacific Islander	1	0.0	1	0.4	100.0
	Hispanic or Latinx	51	3.6	9	3.4	17.6
	Middle Eastern	-	N/A	3	1.1	N/A
	White	1063	75.8	159	59.3	15.0
	Other	25	1.8	6	2.2	24.0
	Elected not to answer	53	3.8	31	11.6	58.5
	Missing	-	N/A	34	14.3	N/A
Position Status [c]	Full-Time, Exempt	541	38.6	104	48.1	19.2
	Full-Time, Non-Exempt	288	20.5	41	15.3	14.2
	Part-Time Staff	11	0.8	1	0.4	9.1
	Contract Staff	107	7.6	0	0.0	0.0
	Faculty	339	24.2	46	17.2	13.6
	Tenured Faculty	-	N/A	21	7.8	N/A
	Tenured-Track Faculty	-	N/A	6	2.2	N/A

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[5] Examples included checking every option on multiple select questions concerning race, or giving unclear answers concerning their gender identity.

[6] Chi-square tests were conducted to examine differences in sample category distribution from the population category distribution, only on those categories that were response options in the survey and include demographics provided by the University of Tulsa.

	Non-Tenure-Track Faculty	-	N/A	13	4.9	N/A
	Adjunct Faculty	-	N/A	6	2.2	N/A
	Different Role	45	3.2	1	0.4	2.2
	Elected not to answer	-	N/A	23	8.6	N/A
	Missing	-	N/A	52	19.4	N/A
Age	18-25	-	N/A	3	1.4	N/A
	26-35	-	N/A	23	10.8	N/A
	26-45	-	N/A	44	20.7	N/A
	46-55	-	N/A	47	22.1	N/A
	56-65	-	N/A	45	21.1	N/A
	66 and Older	-	N/A	4	1.9	N/A
	Elected not to answer	-	N/A	47	22.1	N/A

[a] $\chi^2 (1, n = 181) = 22.19, p < .001$
[b] $\chi^2 (7, n = 214) = 82.56, p < .001$
[c] $\chi^2 (4, n = 193) = 11.10, p < .03$

Table 2. **Respondents' Primary Department Affiliations**

Work Unit	*n*	%
Which of the following best describes your department on campus?		
Academic Affairs	20	7.5
Business / Administrative Services	30	11.2
External Affairs	7	2.6
Student Life / Services	36	13.4
Leadership and Diversity	4	1.5
Faculty	50	18.7
Other	10	3.7
Elected not to answer	58	21.6
Missing	53	19.8

Harassing Behaviors Experienced

For this initial survey, participants were asked about various experiences during their time of employment at TU, which includes various timeframes. One hundred forty-six (54.5%) participants reported that they have experienced at least one of the behaviors outlined in this section, while 45.5% (*n* = 122) reported that they had not experienced any of the behaviors outlined. Eighty-seven (59.6%) participants who experienced harassing behavior told University faculty or staff about the incident; of these participants, 50.5% (*n* = 44) reported that University faculty or staff followed up with them about the incident(s). Listed below in Table 3 are some of the characteristics of the participants who experienced harassment for those who responded to the demographic question.

Table 3. **Demographics of Participants who have Experienced Harassing Behavior [a]**

		Sample	
Characteristic	**Subgroup**	n	%
Gender identity	Man	28	19.2
	Woman	74	50.7
	Elected not to answer	43	29.5
Sexual Orientation	Heterosexual	88	60.2
	LGBQ	12	8.2
	Elected not to answer	46	31.5
Race/Ethnicity	American Indian or Alaska Native	6	4.1

			91	62.3
	White		91	62.3
	Elected not to answer		45	30.8
Position Status	Staff		85	58.2
	Faculty		23	15.8
	Elected not to answer		37	25.3
Age	26-35 Years		15	10.3
	36-45 Years		26	17.8
	46-55 Years		29	19.9
	56-65 Years		20	13.6
	Elected not to answer		55	37.7

* Any category with 5 or fewer individuals per demographic is not included in any tables.

Table 4. **One or More Times Harassing Behaviors Experienced, Gender Breakout**								
	Any Respondent One or more times		Male One or more times		Female One or more times		Gender Not Reported One or More times	
	n	%	*n*	%	*n*	%	*n*	%
Ignored or Excluded	82	56.2	16	11.0	44	30.1	21	14.4
Intimidated/ Bullied	67	45.9	11	7.5	34	23.3	21	14.4
Isolated or Left Out	66	45.2	12	8.2	36	24.7	17	11.6
Hostile Work Environment	65	44.5	11	7.5	35	24.0	18	12.3
Target of Workplace Incivility	57	39.0	9	6.2	26	17.8	21	14.4
Target of Derogatory Remarks	47	32.2	8	5.5	21	14.4	17	11.6
Not Fairly Evaluated for Promotion/ Tenure/ Performance	42	28.8	8	5.5	20	13.7	13	8.9
Others Stared at Me	34	23.3	5	3.4	16	11.0	11	7.5
Derogatory Phone Calls/ Texts/ Photos/ Emails	25	17.1	3	2.1	11	7.5	10	6.8
Received Derogatory Written Comments	24	16.4	6	4.1	10	6.8	7	4.8
Asked to do Special Services due to my Minority Status	16	11.0	1	0.7	12	8.2	3	2.1
Assumed I was Hired/ Promoted Due to my Identity Group	15	10.3	2	1.4	10	6.8	2	1.4
Hostile Classroom Environment	15	10.3	5	3.4	7	4.8	3	2.1
Singled out as the Spokesperson for my Minority Identity	15	10.3	1	0.7	11	7.5	3	2.1
Assumed I was Not Hired/ Promoted due to my Identity	12	8.2	2	1.4	7	4.8	2	1.4
An Experience Not Listed	10	6.8	1	0.7	4	2.7	5	3.4
Conduct that Threatened my Physical Safety	10	6.8	3	2.1	4	2.8	3	2.1
Derogatory/ Unsolicited Messages/ Photos Online	9	6.2	1	0.7	4	2.8	5	3.4
Was the Target of Stalking	7	4.8	3	2.1	2	1.4	2	1.4
Conduct that Threatened my Family's Safety	6	4.1	2	1.4	1	0.7	2	1.4
Received Threats of Physical Violence	6	4.1	3	2.1	2	1.4	1	0.7
Was the Target of Racial/ Ethnic Profiling	5	3.4	1	0.7	1	0.7	2	1.4
Was the Target of Graffiti/ Vandalism	3	2.1	1	0.7	1	0.7	1	0.7
Was the Target of Physical Violence	3	2.1	1	0.7	1	0.7	1	0.7

*percentages do not equal 100 because all groups with fewer than 5 individuals were not included.

Location: In terms of the location of the harassing behavior, 32% reported it occurred in their own office or that of the harassing party, and 10% reported "other" location. Categories with

fewer than 10% included University common area, classroom, professional conference, library, public property, student center, and sporting event.

Identification of Harasser: Of the faculty who reported experiencing harassment, 48.1% identified the harasser as faculty and 3.7% identified the harasser as staff. Of the staff who reported experiencing harassment, 5.9% identified the harasser as faculty and 49.4% identified the harasser as staff. Categories with fewer than 10% included unsure, undergraduate student, graduate student, and campus visitor.

Use of Drugs or Alcohol: No respondent reported using drugs or alcohol at the time of the harassment and 1.6% reported the harasser was using drugs or alcohol.

Reporting of Non-Sexual Harassment: 59.6% of the individuals who experienced a harassing behavior told a faculty or staff member. Of these individuals 51.2% received some sort of follow-up.

Figure 1: **Basis of the Harassment (%)**

Respondents were asked to identify the basis of the harassment. In addition to the reasons listed below, several respondents indicated that the harassment was an act of retaliation or the result of a dysfunctional environment. Less than 10% reported harassment related to racial identity, sexual orientation, gender expression, language proficiency, marital status, medication disability/condition, or physical disability/condition. No one reported harassment related to military/veteran status, international status, learning disability/condition, immigrant/citizen status, or pregnancy.
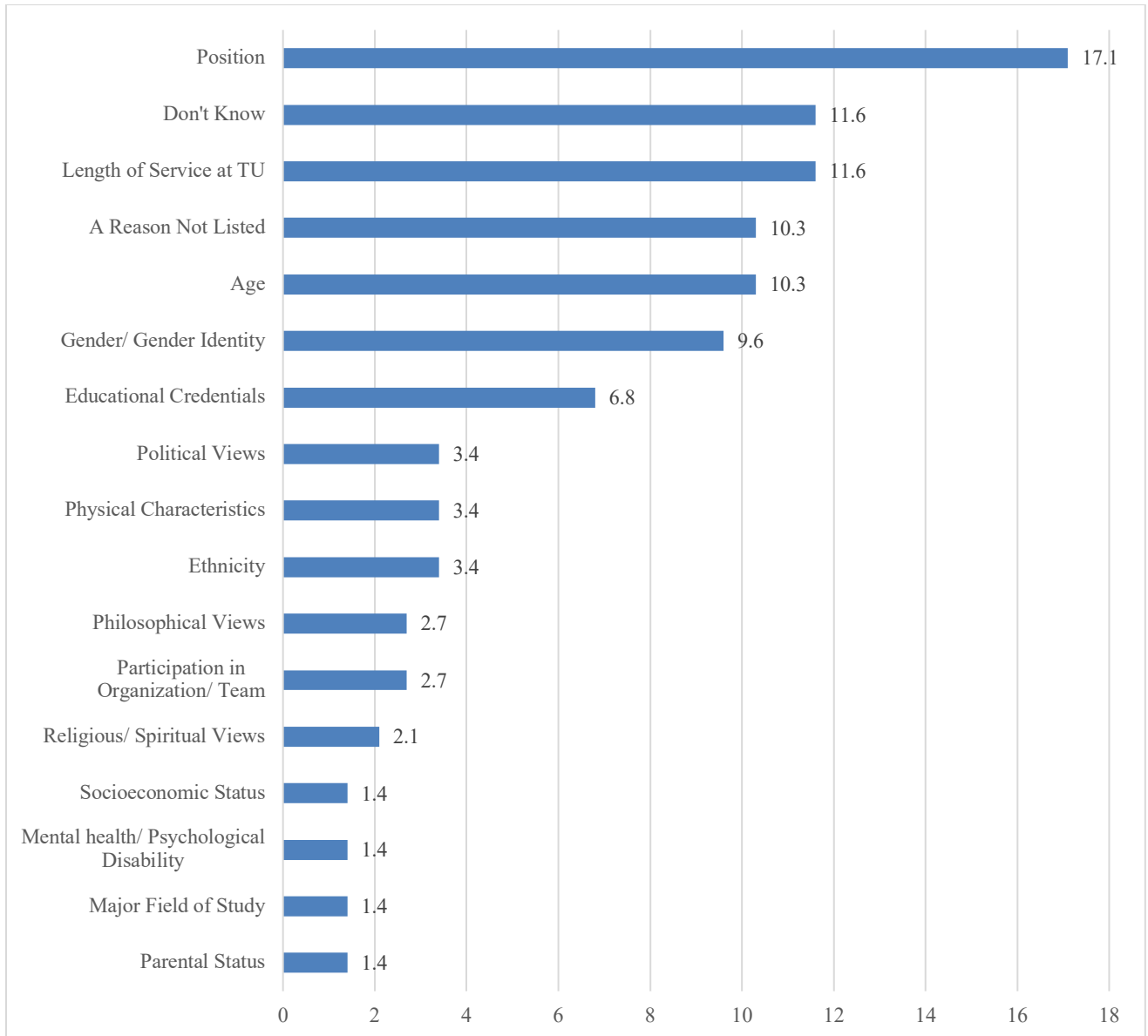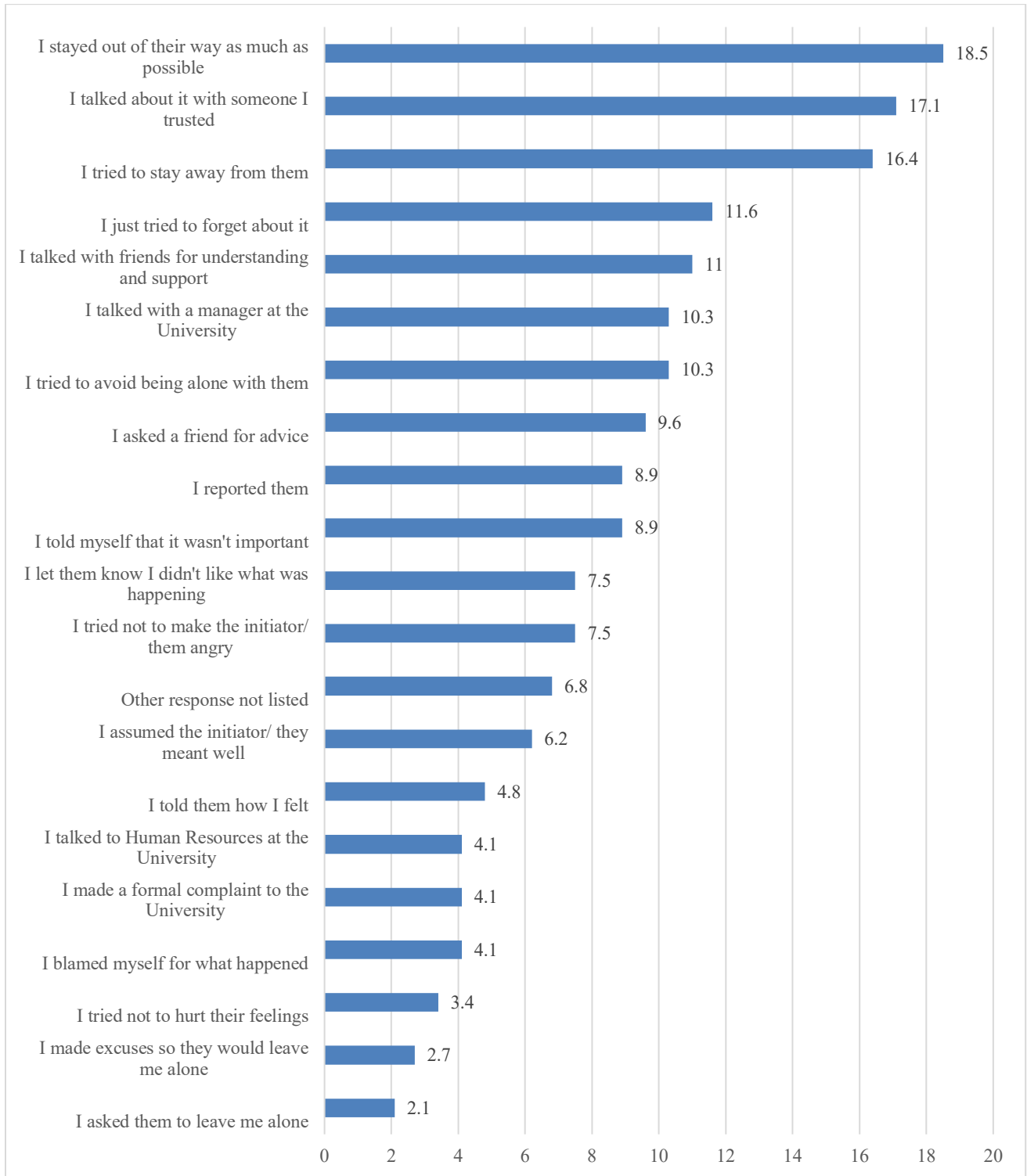
Figure 2. **Response to Harassment (%)**

Respondents were asked to identify their response to the harassment. In addition to the reasons listed below, respondents indicated that they sought counseling, reported to multiple people, and changed positions. No one used the DVIS hotline.

Outcome of Reports of Harassment: 45.5% of individuals who received follow-up after making a report indicated that the outcome was confidential and they were unaware of what happened, 34% reported "another determination" was made, 29.5% stated the harasser was spoken to about the behavior, 9% stated the complaint was investigated, and 2.3% reported that the harasser was punished. Other determinations included that the outcome was not yet determined or that there was no outcome; that the harasser was addressed in some way, but nothing changed; the harasser left the university; and that the unit made efforts to improve the environment.

Satisfaction with Outcome: 35.7% of individuals reported being satisfied with the outcome; 23.8% were not satisfied, and 40.5% were unsure.

Reason for No University Response: Of those who told University staff or faculty about the incident, 48.3% (*n* = 42) reported they did not receive follow-up. Of those who did not receive follow up, 38% stated that no action was taken, 31% indicated "another reason", 26.2% indicated they were unsure, 21.4% stated their complaint was not taken seriously, 9.5% indicated that they did not know due to confidentiality, and 7.1% indicated they were encouraged to drop the complaint. Some respondents indicated that nothing could be done for various reasons (e.g., lack of documentation) and some chose not to take it further.

Figure 3: **Retaliatory Behavior Following a Report of Harassment**

47.1% (*n* = 41) of those who told University faculty or staff of the harassment reported being retaliated against following the report
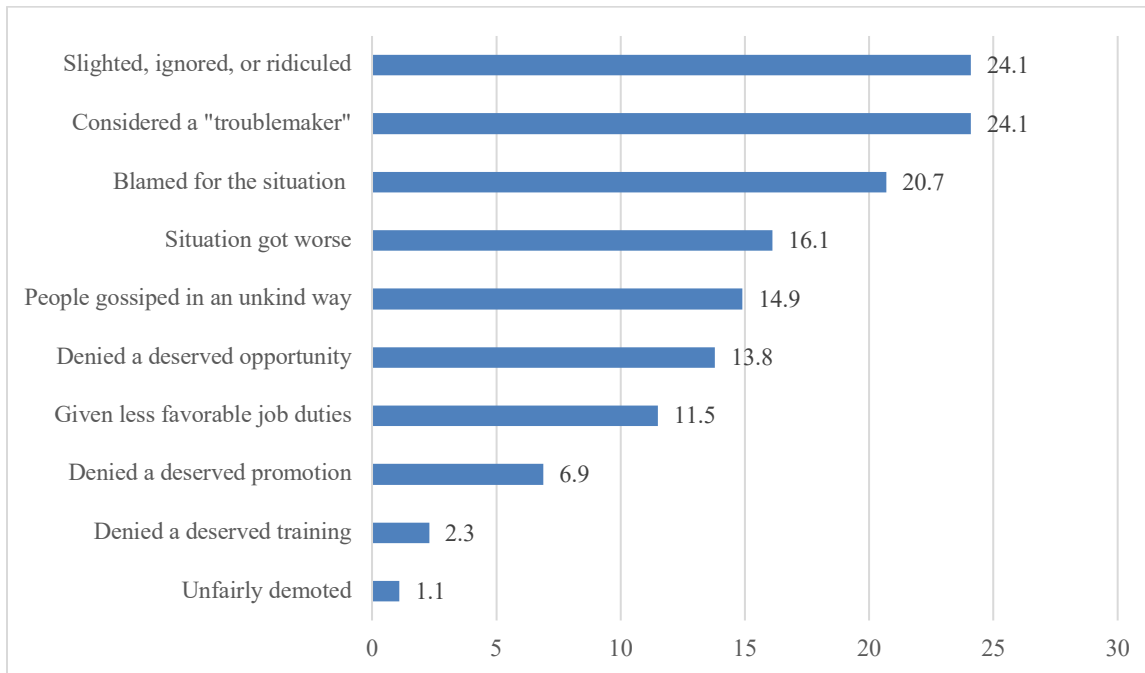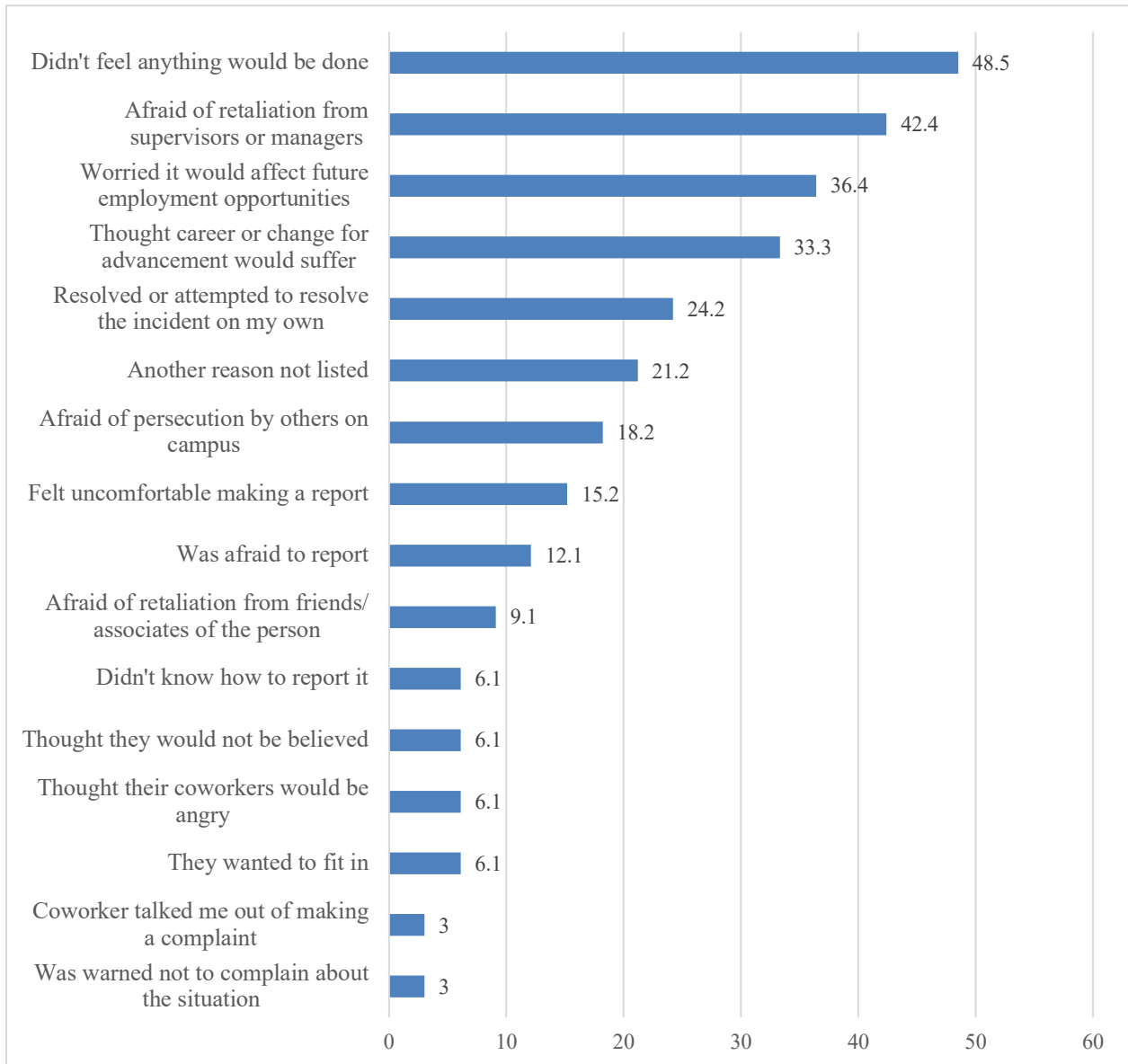

Figure 4. **Reason why participants did not report harassment (%)**

In addition to the reasons indicated below, respondents stated the following reasons for not reporting harassment:

- Minimization of event by person experiencing harassment, bystanders, and harasser
- Concern that if reported, it will be minimized by the person being reported to
- Lack of trust in HR and conduct process following reports
- Fear of retaliation (e.g., constructed termination)
- Experience of reporting and nothing happens
- Unaware of how to report

Reason	Value
Didn't feel anything would be done	48.5
Afraid of retaliation from supervisors or managers	42.4
Worried it would affect future employment opportunities	36.4
Thought career or change for advancement would suffer	33.3
Resolved or attempted to resolve the incident on my own	24.2
Another reason not listed	21.2
Afraid of persecution by others on campus	18.2
Felt uncomfortable making a report	15.2
Was afraid to report	12.1
Afraid of retaliation from friends/ associates of the person	9.1
Didn't know how to report it	6.1
Thought they would not be believed	6.1
Thought their coworkers would be angry	6.1
They wanted to fit in	6.1
Coworker talked me out of making a complaint	3
Was warned not to complain about the situation	3

Sexual Harassment at the University of Tulsa

During their time of employment at TU, 48.9% ($n = 131$) of participants indicated they experienced at least one of the sexual harassment behaviors. 20.6% ($n = 27$) of participants who experienced sexually harassing behavior told University faculty or staff about the incident. Of these participants, 33.3% ($n = 9$) reported that University faculty or staff followed up with them about the incident(s). Listed below are some of the characteristics of the participants who experienced harassment:

Table 5. **Demographics of Participants who have Experienced Sexual Harassment**

Characteristic	Subgroup	Sample n	%
Gender identity	Man	27	20.6
	Woman	75	57.3
	Elected not to answer	26	19.8
Sexual Orientation	Heterosexual	90	68.7
	LGBQ	13	9.9
	Elected not to answer	28	21.4
Race/Ethnicity	White	94	71.8
	Elected not to answer	27	13.7
Position Status	Staff	83	63.4
	Faculty	23	17.6
	Elected not to answer	24	18.3
Age	26-35 Years	17	13.0
	36-45 Years	29	22.1
	46-55 Years	23	17.6
	56-65 Years	22	17.0
	Elected not to answer	27	20.6

*percentages do not equal 100 because all groups with fewer than 5 individuals were not included.

Table 6. **One or More, Gender Breakout - Sexual Harassment Behaviors**

	All One or more times		Male One or more		Female One or more		Gender Not Reported One or More	
	n	*%*	*n*	*%*	*n*	*%*	*n*	*%*
Paid little interest to your statements or showed little interest in your opinion	51	39.0	7	5.3	27	20.6	14	10.7
Ignored or excluded you from professional camaraderie	42	32.1	4	3.1	25	19.1	11	8.4
Denied you opportunities	34	26.0	2	1.5	21	16.0	10	7.6
Misled you about your financial or professional opportunities	34	26.0	4	3.1	17	13.0	10	7.6
Unjustly criticized your job performance	34	26.0	7	5.3	17	13.0	9	6.9
Told suggestive stories or offensive jokes	31	23.7	4	3.1	17	13.0	7	5.3
Withheld professional advice or mentoring	31	23.7	5	3.8	14	10.7	9	6.9
Placed you in a position/ job that did not further your career	26	19.8	4	3.1	14	10.7	7	5.3
Made sexist remarks	26	13.4	3	2.3	14	10.7	6	
Denied you a job that was appropriate for your skills	23	17.6	2	1.5	14	10.7	6	4.6
Withheld information concerning leads or opportunities that would help your career	23	17.6	2	1.5	11	8.4	10	7.6
Denied you training or educational opportunities	23	17.6	4	3.1	11	8.4	7	5.3
Publicly addressed you in unprofessional terms	22	16.8	2	1.5	15	11.5	3	2.3
Refused to pay for training for you	22	16.8	5	3.8	9	6.9	7	5.3
Made unwanted attempts to draw you into a discussion of personal matters	15	11.5	2	1.5	9	6.9	3	2.3
Made offensive remarks about appearance, body, or sexual activities	13	9.9	1	0.8	9	6.9	2	1.5
Stared at, leered, or ogled you in a way that made you feel uncomfortable	12	9.2	0	0.0	8	6.1	3	2.3
Made crude and offensive sexual remarks, either publicly or privately	8	6.1	0	0.0	4	3.1	2	1.5
Touched you in a way that made you feel uncomfortable	7	5.3	0	0.0	6	4.6	0	0.0
Made unwanted attempts to draw you into a discussion of sexual matters	7	5.3	0	0.0	4	3.1	3	2.3
Displayed, used, or distributed sexist or suggestive materials	5	3.8	0	0.0	3	2.3	1	0.8
Insulted you by called you a bitch, cunt, dick, dyke, prick, pussy, etc.	4	3.1	0	0.0	2	1.5	1	0.8
Attempted to establish a romantic or sexual relationship despite your efforts to discourage it	3	2.3	0	0.0	1	0.8	1	0.8
Made it necessary for you to respond positively to sexual or social invitations	2	1.5	0	0.0	1	0.8	0	0.0
Made unwanted attempts to stroke or fondle you	2	1.5	0	0.0	1	0.8	0	0.0
An experience not listed	2	1.5	0	0.0	0	0.0	0	0.0
Continued to ask you out for dates, drinks, dinner, etc., even though you said no	1	0.8	0	0.0	0	0.0	0	0.0

Implied faster promotions or better treatment if you were sexually cooperative	1	0.8	0	0.0	0	0.0	0	0.0
Made unwanted attempts to have sex with you that resulted in you pleading, or physically struggling	1	0.8	0	0.0	0	0.0	0	0.0
Made you afraid that you would be treated poorly if you didn't cooperate sexually	1	0.8	0	0.0	0	0.0	0	0.0
Made you feel like you were being subtly bribed with some sort of reward or special treatment to engage in sexual behavior	1	0.8	0	0.0	0	0.0	0	0.0
Treated you badly for refusing to have sex	1	0.8	0	0.0	0	0.0	0	0.0

*Rows do not add up because all groups with fewer than 5 individuals were not included.

Location: In term of location of the sexual harassment, 9.9% reported it occurred in their own office or that of the harassing party, 5.3% reported "other" location, and 4.6% reported it occurred in University common areas. Categories with fewer than 4% included classroom, public property, student center, dining hall, and library.

Identification of Harasser: Of the faculty who reported experiencing sexual harassment, 30.4% identified the harasser as faculty and no faculty identified the harasser as staff. Of the staff who reported experiencing sexual harassment, 4.8% identified the harasser as faculty and 22.9% identified the harasser as staff. Categories with fewer than 10% included 'unsure' and 'undergraduate student.'

Use of Drugs or Alcohol: No respondents reported drug or alcohol use by themselves or the harasser at the time of the sexual harassment.

Outcomes of Reports of Sexual Harassment: 55.6% of individuals who received follow-up after making a report indicated "another determination" was made, and 33.3% stated the harasser was spoken to about the behavior. Other determinations included that the outcome was not known, department faculty made efforts to be more inclusive and communicative, and loss of job because they did not know what to do with harasser.

Reason for No University Response: Of those who told University staff or faculty about the incident, 66.7% ($n = 18$) reported they did not receive follow-up. Of those who did not receive follow up, 33.3% stated their complaint was discounted or not taken seriously; 27.8% indicated no action was taken, 22.2% indicated "another reason;" 16.7% responded "unsure;" and 11.1% stated they were encouraged to drop the complaint. Other responses included they did not ask for follow-up, and were told the harasser had several years' worth of positive reviews,

Figure 5. **Retaliatory Behavior Following a Report of Sexual Harassment (%)**

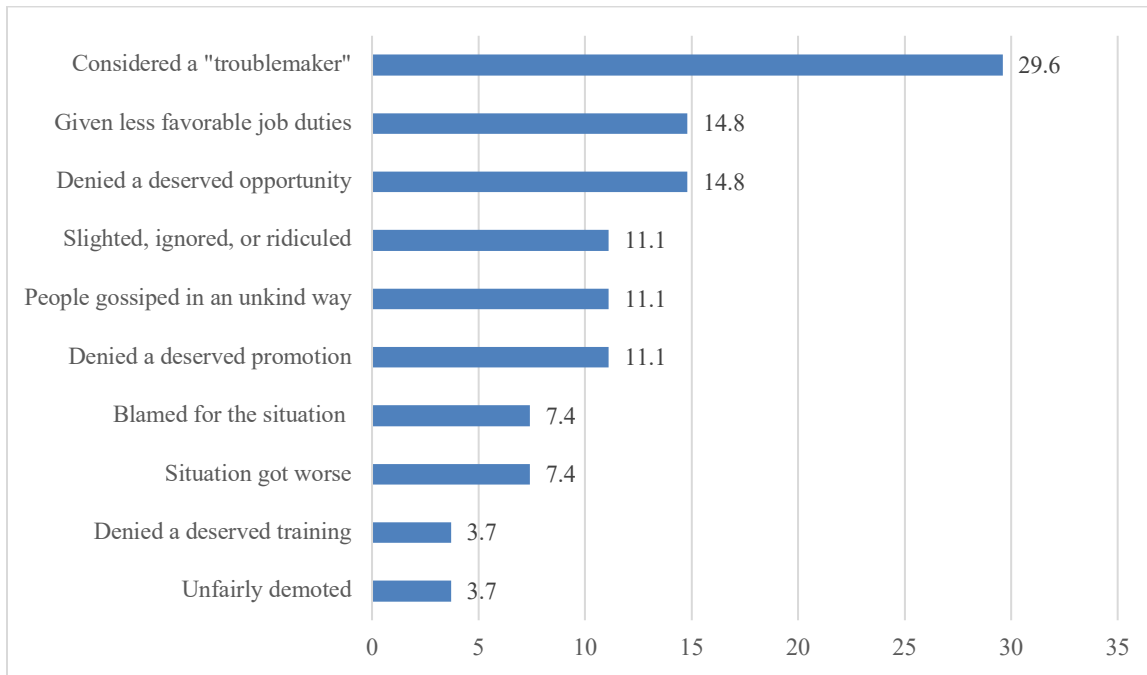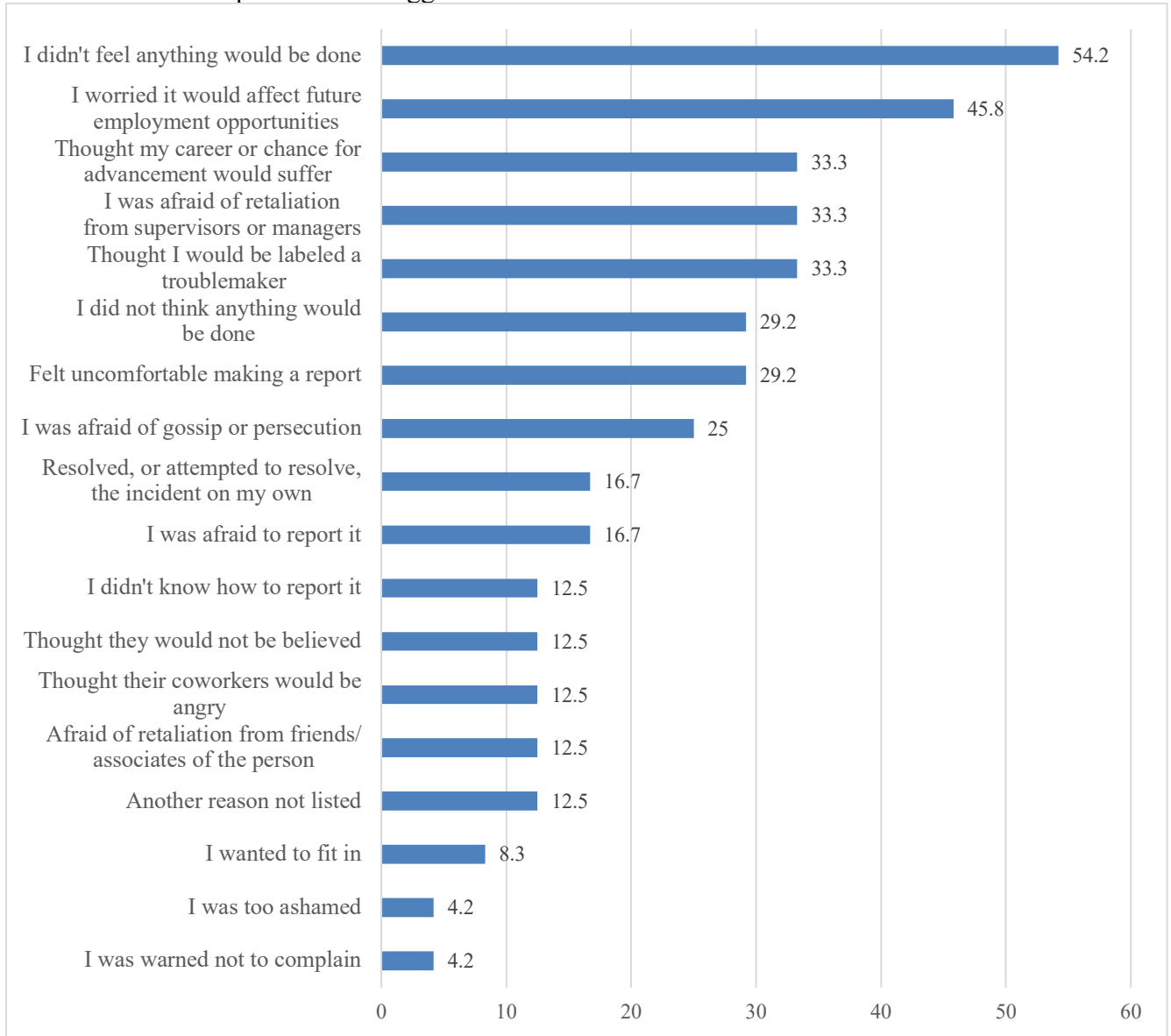44.4% reported being retaliated against following the report.

Figure 6. **Reasons Why Participants Did Not Report Sexual Harassment (%)**

In addition to the reasons indicated below, respondents stated the following reasons for not reporting sexual harassment:
- Respondents did not report incidents that were considered more minor
- Numerous reports of microaggressions

Reason	Percent
I didn't feel anything would be done	54.2
I worried it would affect future employment opportunities	45.8
Thought my career or chance for advancement would suffer	33.3
I was afraid of retaliation from supervisors or managers	33.3
Thought I would be labeled a troublemaker	33.3
I did not think anything would be done	29.2
Felt uncomfortable making a report	29.2
I was afraid of gossip or persecution	25
Resolved, or attempted to resolve, the incident on my own	16.7
I was afraid to report it	16.7
I didn't know how to report it	12.5
Thought they would not be believed	12.5
Thought their coworkers would be angry	12.5
Afraid of retaliation from friends/ associates of the person	12.5
Another reason not listed	12.5
I wanted to fit in	8.3
I was too ashamed	4.2
I was warned not to complain	4.2

Perceptions of Safety

Participants were asked questions regarding their perceptions of safety in their workplace.

Locations: 10.4% reported there were locations on campus that made them feel unsafe. Respondents who indicated feeling unsafe identified specific locations: Parking lots at night due to lack of lighting; Fraternity & Sorority Row; Anywhere at night; South Side of Mabee Gym; Physical Plan shop; Lower level stairwells on north side of Keplinger Hall; Human Resources;

Around the athletic fields; Harwell Field/Shuttle lot; Administrators' offices; West entrance to Kendall Hall; and neighborhood near 4th Place and Florence

Avoidance of Locations: 7.9 % of respondents reported they avoid specific locations on campus due to safety concerns. Specific locations identified include: Human Resources; Collins Hall; Tyrrell Hall; Neighborhood near 4th place and Florence; Sports Offices; North Tulsa; North Campus; Administrators' Office; Area around 6th St and 3rd St; and anywhere at night.

Avoidance of Individuals or Groups: 15% of respondents reported they avoid individuals or groups due to fear of harassment. Specific locations on campus in which they avoid individuals or groups include Collins Hall, sporting events; the mailroom, Human Resources, Administrator, particular lunch group in faculty club.

Addressing Safety Issues: 71.6% of respondents indicated they believe the University adequately addresses safety issues related to sexual harassment and violence. Of those that responded they are unsure, themes of comments included: it's getting better, we can do more, we need more training, TU does better for students than staff, and there is a lack of uniform policy/procedure.

Informing of Safety Issues: 72.3% of respondents indicated they believe the University adequately informs faculty and staff about safety concerns in a timely fashion. Of those that responded they are unsure, themes of comments included: not always in a timely fashion, upper administration responded well but campus security failed me, unsure since I would not know about safety concerns I was not informed about, informed in a timely manner but do not see change due to specific events, there are efforts to improve in this area but there is a good deal of room for improvement in communication, especially in the "tone" of the communication and the actual interaction of communication, or lack thereof.

Perceived Frequency of Violent Sexual Misconduct: 32.7% of respondents indicated they believe violent sexual misconduct occurs to students on campus at least once a week; 22.4% indicated once per month, 33.6% indicated every few years, 9% indicated every few years, and 2.2% indicated it never happens.

When asked how often they believe violent sexual misconduct occurs to employees on campus, 8.1% of respondents indicated they believe it occurs at least once a week; 7.7% indicated once per month, 21.3% indicated a few times a year, 43.9% indicated every few years, and 19% indicated it never happens.

Perceived Frequency of Nonviolent Sexual Harassment: 69.6% of respondents indicated they believe nonviolent sexual harassment occurs to students on campus at least once a week; 11.2% indicated once per month, 14.7% indicated a few times a year, 2.7%% indicated every few years, and 1.8% indicated it never happens.

Nondiscrimination and Harassment Policies

Participants were asked their knowledge of the University's policies and procedures relating to nondiscrimination and harassment.

| Table 7. **Nondiscrimination and Harassment Policies (%)**			
	Yes	No	Somewhat
Are you familiar with the University's Policy on Sexual Misconduct?	88.2	1.3	10.5
Do you believe the University's Policy on Sexual Misconduct is clear?	96.9	3.1	N/A
Do you believe the University's Policy on Sexual Misconduct is easy to find?	74.4	25.6	N/A
Are you familiar with the University's polices on nondiscrimination and harassment?	82.8	0.9	N/A
Are the University's procedures for reporting and addressing discrimination easy to find?	57.8	15.6	26.7[a]
Do you believe the University's policies on nondiscrimination and harassment are clear?	92.9	7.1	N/A
If you or someone you know was the victim of sexual discrimination, harassment or violence, do you know how to report the activity?	94.6	5.4	N/A

[a] Indicates the percent of participants who have never looked for the procedures for reporting.

Likelihood of Reporting: 80.9% (*n* = 182) of respondents indicated that they would be likely to report sexual discrimination, harassment, or violence if it occurred to them or someone they knew. Of the 12% of respondents that indicated they were unsure, themes of comments included: lack of understanding rape culture (would report serious events but not more minor events), lack of understanding that TU is trauma informed, the University protects people in power.

Figure 7. **If I experienced discrimination, harassment, or violence, I would feel most comfortable reporting it to: (%)**

In addition to individuals and departments listed below, comments included by respondents who selected "Other" include: Violence: Security and TPD. Harassment or Discrimination: Title IX officer. Several individuals stated that they had little trust in reporting to anyone and/or stated previous reporting experiences did not produce results.
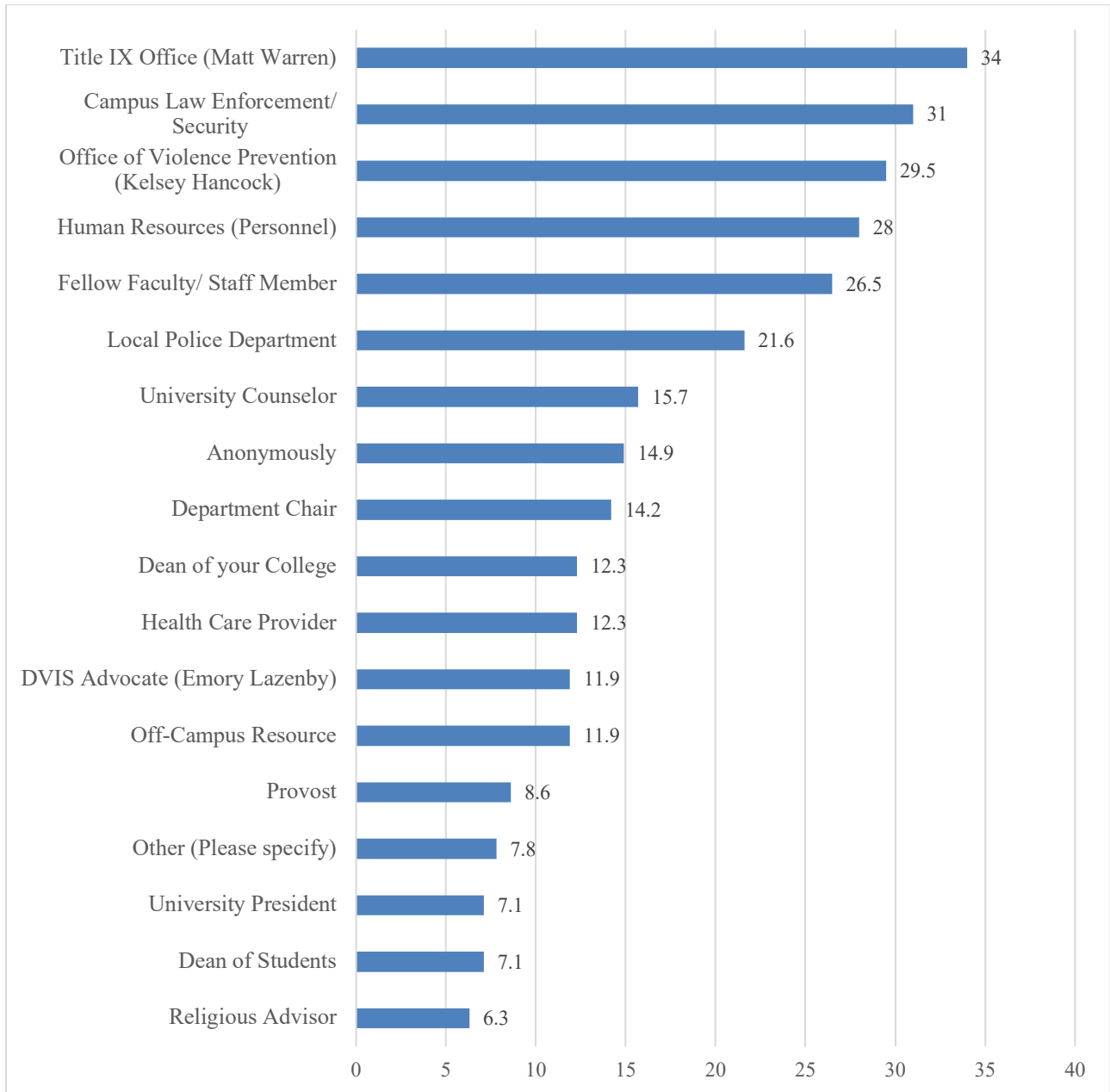
University Response to Reports of Sexual Violence & Harassment

Participants were asked to share their experiences and perceptions about the University's actions related to reports of sexual violence, harassment, and/or discrimination.

Table 8. **Response to reports of Sexual Violence and Harassment (%)**					
I believe the University…	Strongly Agree	Agree	Disagree	Strongly Disagree	No Opinion
Offers victims who report sexual violence, harassment, and/or discrimination adequate support, resources, and services.	27.8	47.1	6.3	3.1	15.7
Adequately protects the privacy of those who report sexual violence, harassment, and/ or discrimination.	32.6	41.2	5.0	1.4	19.9
Adequately educates faculty and staff on what sexual violence, harassment, and/ or discrimination includes and ways to prevent it.	32.6	44.8	6.8	2.3	3.2
Adequately encourages victims to report sexual violence, harassment, and/ or discrimination.	40.7	44.3	5.0	1.8	8.1
Offers adequate remedies to victims of sexual violence, harassment, and/ or discrimination.	20.8	40.3	10.9	3.2	24.9
Holds faculty and staff accountable if they engage in sexually violent, harassing, or discriminating conduct.	20.4	33.9	14.0	7.2	24.4
Adequately prevents and addresses discrimination on the basis of sexual orientation.	25.3	42.5	7.7	3.2	21.3
Adequately prevents and addresses discrimination on the basis of gender identity.	25.8	39.4	8.6	4.1	22.2

University Effectiveness: 65.5% of respondents evaluated the University's overall effectiveness in educating, preventing, and addressing sexual discrimination in the University community as effective or very effective, while 28.2% evaluated it as average.

Bystander Intervention Training: In the past year, 40% of respondents participated in the Bystander Intervention Training. Of those that attended, 79.3 % though it was moderately useful or very useful. Of those that did not attend in the past year, 59.8% were not at all familiar with the training.

Healthy Interactions Workshop: In the past year, 86.3% of respondents did not participate in the Healthy Interactions Workshop. Of those that did not attend in the past year, 72.9% were not at all familiar with the training. Of those that did participate, 62 % though it was moderately useful or very useful.

Reporting & Disclosure Training: In the past year, 68.6% of respondents participated in the Reporting & Disclosure Training. Of those that attended, 82.6 % though it was moderately useful or very useful. Of those that did not attend in the past year, 71.6% were not at all familiar with the training.

Know Your IX Event: In the past year, 40.4% of respondents participated in the Know Your IX event. Of those that attended, 73.9% though it was moderately useful or very useful. Of those that did not attend in the past year, 73.1% were not at all familiar with the training.

Safe Zone Training: In the past year, 77.6% of respondents did not participated in the Safe Zone Training. Of those that did not attend in the past year, 71.4% were not at all familiar with the training. Of those that did participate in the training, 87.8 % though it was moderately useful or very useful.

Knowledge of Resources

Participants were asked about their knowledge regarding resources available. Responses are indicated below.

Table 9. **Knowledge of Resources (%)**					
How knowledgeable are you about…	Not at all	A Little	Somewhat	Very	Extremely
How sexual assault and sexual misconduct for students are defined at TU?	6.0	13.4	33.6	36.4	10.6
Resources available at the University for students who experience sexual assault for sexual misconduct?	3.7	7.9	34.7	41.2	12.5
Your responsibilities if a student discloses sexual assault or sexual misconduct at TU?	0.9	3.7	20.4	50.9	24.1
What happens when a student reports an incident of sexual assault or sexual misconduct at TU?	2.3	4.2	40.0	40.4	13.0
Resources available for faculty and staff who have experienced sexual violence, harassment, or discrimination at TU?	9.4	12.3	33.0	39.2	6.1