2020-2021

The University of Tulsa Campus Climate Survey

Executive Summary: Campus Climate Survey

EXECUTIVE SUMMARY PREPARED BY THE UNIVERSITY OF TULSA INSTITUTE OF TRAUMA, ADVERSITY, AND INJUSTICE [TITAN] AND THE ADVOCACY ALLIANCE

Project Structure and Process

The survey instrument used in the present report was developed based in part on The First Report of the White House Task Force to Protect Students from Sexual Assault (Not Alone, 2014), and was a collaborative effort between the Advocacy Alliance and TITAN. All current students at The University of Tulsa were invited to participate via campus email over a four-week period at the beginning of the Fall 2020 semester and the beginning of the Spring 2021 semester. The emails contained a brief description of the study, the approximate time required to complete the survey, and information about the opportunity to receive a gift card incentive.

Description of the Sample

University community members submitted 712 survey responses between the fall and the spring surveys. The final sample included 517 student responses (13.9% of the total student population). We did not include fall responses for students who also responded in the spring, and we excluded responses that were missing responses to a super-majority of the questions. Table 1 provides a summary of selected demographic characteristics of the survey participants as well as demographic information for the TU student body in spring 2021. The numbers and percentages of demographics for the total student body are presented to ascertain groups that may be underrepresented in the survey.

Data Collection During a Pandemic and Possible Effects

Data for the 2020-2021 collection cycle could look different than previous years due to a number of reasons: differences in participants willingness to respond, fatigue, lack of motivation, and numerous other factors that may be determined much later. It may also be possible that more people answered than who would have otherwise because they were observing pandemic safety guidelines and had more time in a private setting to answer the questions.

Table 1. TU Sample Demographics[a]

Characteristics	Subgroup	Current Sample N (%)	Total Student Body N (%)	Response Rate
Student Body	Total Student Count	517	3711	13.9
Gender Identity	Women	324 (62.7)	1763 (47.5)	18.4
	Men	167 (32.3)	1948 (52.5)	8.6
	Gender Queer/ Nonconforming	7 (01.4)	N/A[c] (-)	N/A
	Other	5 (01.0)	N/A[b] (-)	N/A
	No Response	14 (02.7)	N/A (-)	N/A
Ethnicity	Hispanic or Latinx	91 (17.6)	284 (07.7)	32.0
Racial Identity[a]	Caucasian or White	445 (86.1)	1998 (53.8)	22.3
	African American or Black	30 (05.8)	244 (06.6)	12.3
	Asian	52 (10.1)	206 (05.6)	25.2
	Native American or Alaska Native	39 (07.5)	126 (03.4)	31.0
	Native Hawaiian or Other Pacific Islander	0 (N/A)	3 (00.1)	0.0
	Two or More Races	53 (10.3)	339 (09.1)	15.6
	Unspecified Race and Ethnicity	-	61 (01.6)	N/A
Position Status	Freshman	111 (21.5)	343 (09.2)	32.4
	Sophomore	110 (21.3)	634 (17.1)	17.4
	Junior	114 (22.1)	720 (19.4)	15.8
	Senior	80 (15.5)	922 (24.8)	8.7
	5th Year Senior or Greater	0 (N/A)	80 (02.2)	0.0
	Graduate Students	79 (15.3)	643 (17.3)	12.3
	Law Student	18 (03.5)	342 (09.2)	5.3
	No Response	5 (01.0)	N/A[c] (-)	N/A
International	International Students	33 (06.4)	390 (10.9)	8.5
Greek Life	Total	111 (21.5)	595 (16.0)	18.7
	Women	72 (13.9)	310 (08.4)	23.2
	Men	34 (06.6)	285 (07.7)	11.9
	Gender Queer/ Nonconforming	0 (N/A)	N/A[c] (-)	N/A
	Other	1 (00.1)	N/A[c] (-)	N/A
Student Athletes	Total	41 (07.9)	473 (12.7)	8.7
	Women	30 (05.8)	230 (06.2)	13.0
	Men	11 (02.1)	243 (06.5)	4.5
	Gender Queer/ Nonconforming	0 (N/A)	N/A[c] (-)	N/A
	Other	0 (N/A)	N/A[c] (-)	N/A

[a] Percentages do not equal 100 because participants were asked to check all that apply.
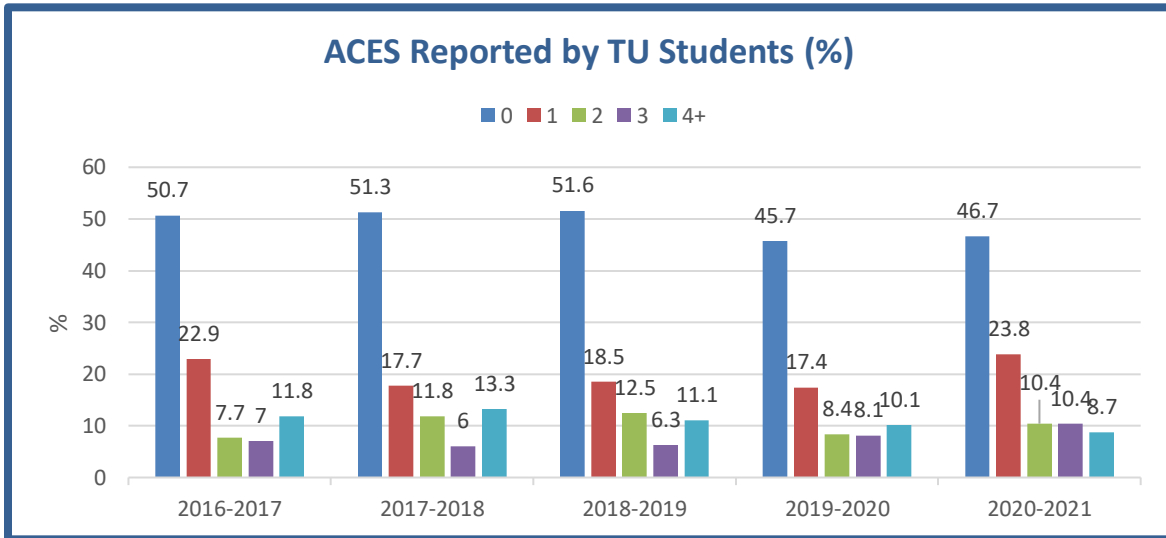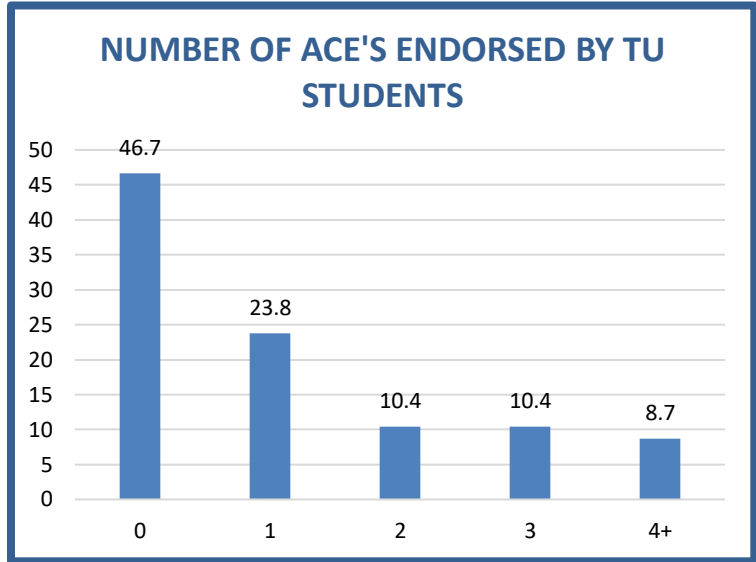[b] Gender not reported
[c] Question not asked

Key Findings

Adverse Childhood Experiences (ACE)

Research has demonstrated that adverse childhood experiences (e.g., substance using parents, incarcerated parents, child abuse) are major risk factors for the leading causes of illness and death as well as poor quality of life in the United States. Childhood is defined as prior to 18 years of age. Consequences include but are not limited to the increased risk for sexual victimization and intimate partner violence and poor physical and mental health. **Of those who responded, 53.3% of students indicated at least one ACE.** This is a 9.3% increase from the 2019-2020 academic year

NUMBER OF ACE'S ENDORSED BY TU STUDENTS

Number of ACEs	Percentage
0	46.7
1	23.8
2	10.4
3	10.4
4+	8.7

ACES Reported by TU Students (%)

Legend: 0, 1, 2, 3, 4+

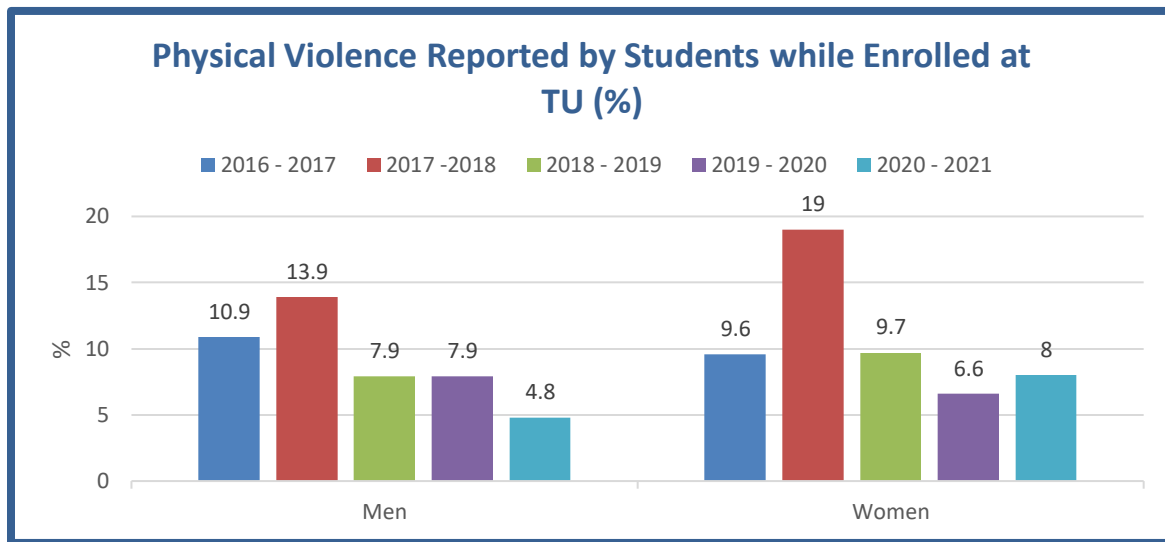| Year	0	1	2	3	4+
2016-2017	50.7	22.9	7.7	7	11.8
2017-2018	51.3	17.7	11.8	6	13.3
2018-2019	51.6	18.5	12.5	6.3	11.1
2019-2020	45.7	17.4	8.4	8.1	10.1
2020-2021	46.7	23.8	10.4	10.4	8.7

Interpersonal Violence

Students were asked to respond to several types of interpersonal violence that occurred during their time at TU. It is important to note that the following estimates are based on the 13.9% survey response rate, and often survivors are reluctant to endorse victimization even on anonymous surveys. **Therefore, these estimates are likely an underestimation of the actual rates at the University of Tulsa.**

Rates of Physical Assault at TU

Physical assault was assessed via 16 items asking about incidents (e.g., biting, hitting with a fist, shoving) occurring within a relationship while a student at TU.

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8.0% of female participants and 4.8% of male participants reported experiencing a least one incident of physical assault by a partner while enrolled at TU.
This is a 1.4% increase for female participants, and a 3.1% decrease for male participants, based on previous responses from the 2019-2020 academic year.

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Physical Violence Reported by Students while Enrolled at TU (%)

Legend: ■ 2016 - 2017 ■ 2017 -2018 ■ 2018 - 2019 ■ 2019 - 2020 ■ 2020 - 2021

Men:
- 2016 - 2017: 10.9
- 2017 -2018: 13.9
- 2018 - 2019: 7.9
- 2019 - 2020: 7.9
- 2020 - 2021: 4.8

Women:
- 2016 - 2017: 9.6
- 2017 -2018: 19
- 2018 - 2019: 9.7
- 2019 - 2020: 6.6
- 2020 - 2021: 8

Rates of Sexual Violence at TU

Three types of sexual assault were assessed.
- **Forced Sexual Assault:** Sexual contact or behavior that involves force or threat of force.
- **Drug Facilitated Sexual Assault:** Drug facilitated sexual assault occurs when alcohol or drugs are used to compromise an individual's ability to consent to sexual activity.
- **Attempted Sexual Assault:** An attempt at sexual contact or behavior that involves force or the threat of force.

Suspected Sexual Assault was also assessed. Information on suspected sexual assault is included in Table 2, but it is not included in any other analyses of sexual violence.
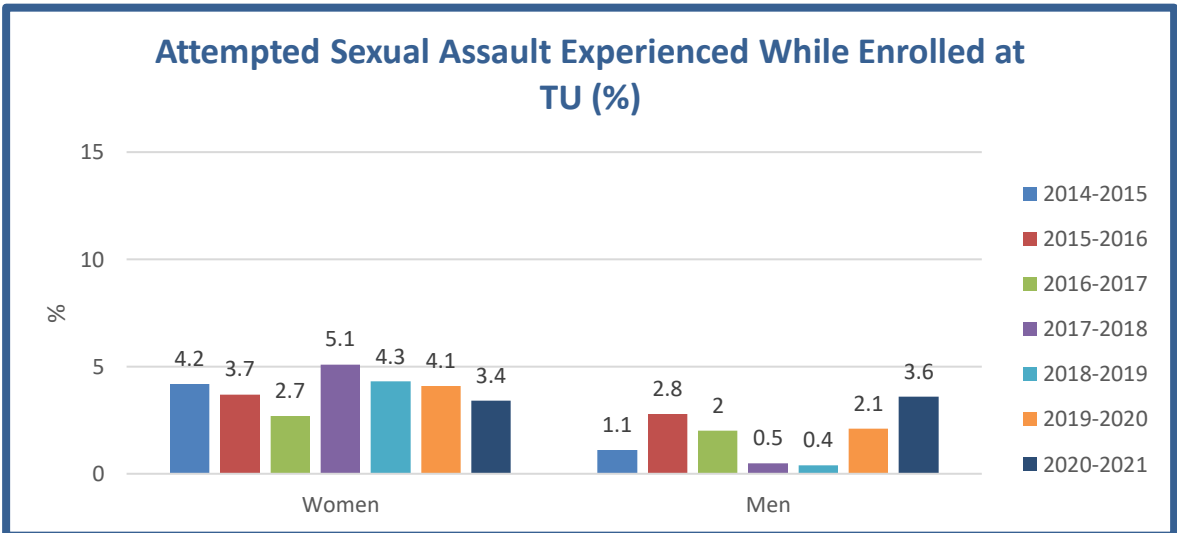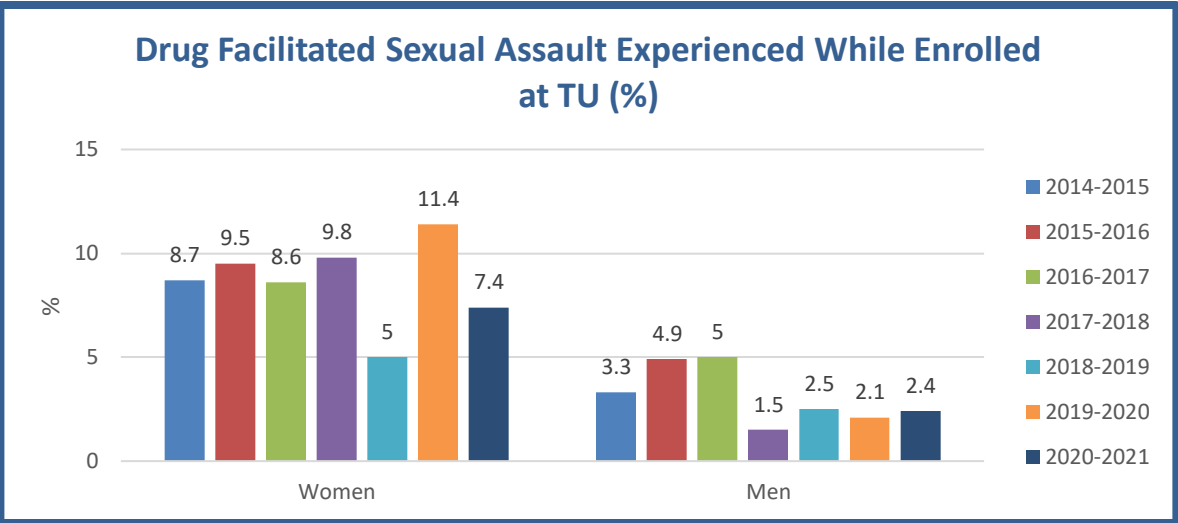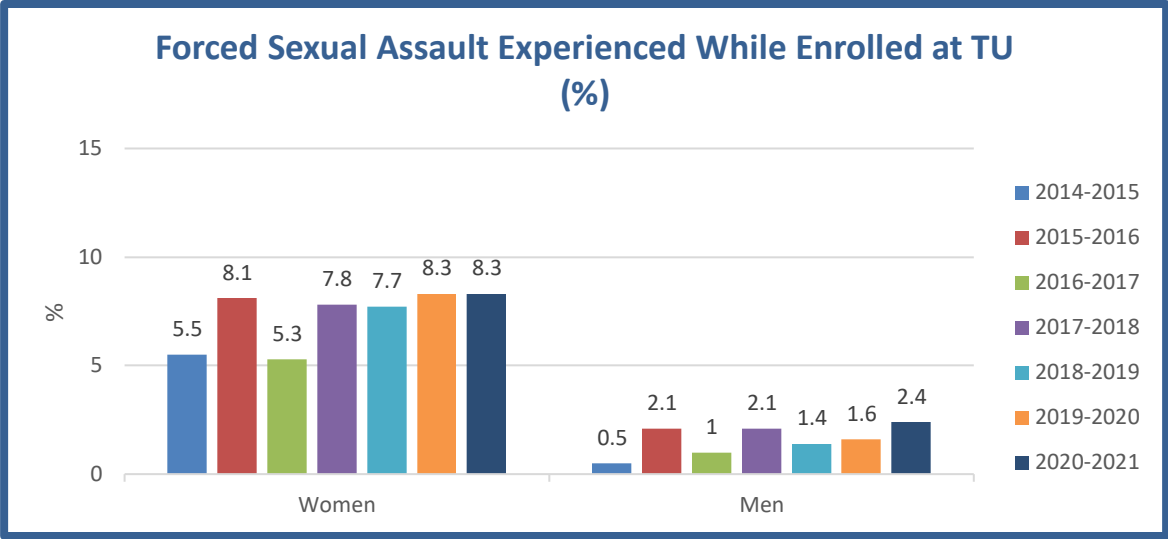- **Suspected Sexual Assault:** An event that an individual thinks, but is uncertain, happened

Table 2.1 2020-2021 Sexual Violence While at TU

Gender	N	Forced Sexual Assault (FSA)		Drug Facilitated Sexual Assault (DFSA)		Attempted Sexual Assault (ASA)		Suspected Sexual Assault	
		#	%	#	%	#	%	#	%
Women	324	27	8.3	24	7.4	11	3.4	9	2.8
Men	167	4	2.4	4	2.4	6	3.6	1	0.6
Gender Queer/Non-Conforming	7	0	0.0	0	0.0	0	0.0	0	0.0
Other	5	1	20.0	0	0.0	0	0.0	0	0.0
No Response	14	3	21.4	3	21.4	1	7.1	0	0.0
Total	517	35	6.8	31	6.0	18	3.5	10	1.9

> **Overall, 9.9% of students reported the experience of forced, drug facilitated, or attempted sexual assault while a student at TU.**

Table 2.2 2020-2021 Sexual Violence Categories Combined

Gender	N	Any Sexual Assault Experience (FSA, DFSA, ASA)	
		#	%
Women	324	38	11.7
Men	167	7	4.2
Gender Queer/Non-Conforming	7	0	0.0
Other	5	1	20.0
No Response	14	5	35.7
Total	517	51	9.9

Forced Sexual Assault Experienced While Enrolled at TU (%)

Women: 5.5, 8.1, 5.3, 7.8, 7.7, 8.3, 8.3
Men: 0.5, 2.1, 1, 2.1, 1.4, 1.6, 2.4

Legend: 2014-2015, 2015-2016, 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021

Drug Facilitated Sexual Assault Experienced While Enrolled at TU (%)

Women: 8.7, 9.5, 8.6, 9.8, 5, 11.4, 7.4
Men: 3.3, 4.9, 5, 1.5, 2.5, 2.1, 2.4

Legend: 2014-2015, 2015-2016, 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021

Attempted Sexual Assault Experienced While Enrolled at TU (%)

Women: 4.2, 3.7, 2.7, 5.1, 4.3, 4.1, 3.4
Men: 1.1, 2.8, 2, 0.5, 0.4, 2.1, 3.6

Legend: 2014-2015, 2015-2016, 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021

Context of Sexual Assault– Filtered by having experienced FSA, DFSA, or ASA

In order to prevent violence from occurring, it is important to understand the characteristics and context of the assault. The following section provides this information as it relates to students who experienced a forced, drug facilitated, or attempted sexual assault during their time at the University of Tulsa. For individuals who reported more than one type of assault, they responded for the most distressing incident. **All percentages are of those who provided a response to the question – missing data are not included. For Race, percentages do not equal 100 because participants were asked to check all that apply.

Table 3.1 2020-2021 Survivor Characteristics

	n	%
Gender (N = 51)		
Female	38	74.5
Male	7	13.7
Gender Queer/Non-conforming	1	2.0
Ethnicity (N = 51)		
Not Hispanic or Latino	41	80.4
Hispanic or Latino	9	17.6
Race (N = 51)		
White/ Caucasian	47	92.2
American Indian or Alaska Native	5	9.8
Asian	2	3.9
Black or African American	2	3.9
Native Hawaiian or Other Pacific Islander	0	0.0
Current Status (N = 51)		
Freshman	5	9.8
Sophomore	9	17.6
Junior	21	41.2
Senior	14	27.5
5th Year Senior	0	0.0
Graduate Student	2	3.9
Law Student	0	0.0
Transfer Student (N = 51)		
Yes	1	2.0
International Student (N = 51)		
Yes	1	2.0
Member of NCAA Athletic Team (N = 51)		
Yes	3	5.9
Member of Sorority or Fraternity (N = 51)		
Yes	27	52.9

Table 3.2 2020-2021 Survivor Characteristics

	n	%
Religious Affiliation (N = 51)		
Other Christian	20	39.2
Protestant	8	15.7
Catholic	7	13.7
Agnostic	5	9.8
Atheist	3	5.9
Religious Unaffiliated	1	2.0
Secular Unaffiliated	1	2.0
Other	1	2.0
Sexual Orientation (N = 51)		
Heterosexual	35	68.6
Bisexual	10	19.6
Lesbian	2	3.9
Questioning	1	2.0
Gay	1	2.0
Asexual	1	2.0

Table 4. 2020-2021 Perpetrator Characteristics

	n	%
Who did the unwanted behavior involve (N = 51)		
Acquaintance	10	19.6
Non-Romantic Friend	10	19.6
Stranger	9	17.6
Ex-Romantic Partner	9	17.6
Causal or First Date	4	7.8
Other	4	7.8
Was this person a student at TU (N = 51)		
Yes	39	76.5
No	7	13.7
I do not know	2	3.9
Was this person (N = 51)		
A Greek Student	24	47.1
A Student Athlete	5	9.8
A member of another TU Group	4	7.4
What was the gender of this individual (N = 51)		
Man	38	74.5
Woman	6	11.8
Gender Minority	1	2.0

Location of Sexual Assault

66.7% of sexual assaults reported occurred on campus

- 29.4%: fraternity houses
- 8.8%: perpetrator's apartment
- 8.8%: survivor's apartments
- 11.8%: dorm room

Locations

Location	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
On Campus	71.1	83.3	68.4	76.2	76.4	66.7
Campus Apartments	34.2	16	29.4	29.5	37.7	17.6
Survivor's Apartment	0	0	0	15.9	13.2	8.8
Perpetrator's Apartment	0	0	0	13.6	24.5	8.8
Fraternity House	28.1	21.9	52.9	34.1	32.1	29.4
Dorm Room	15.8	28.1	29.4	22.7	13.2	11.8
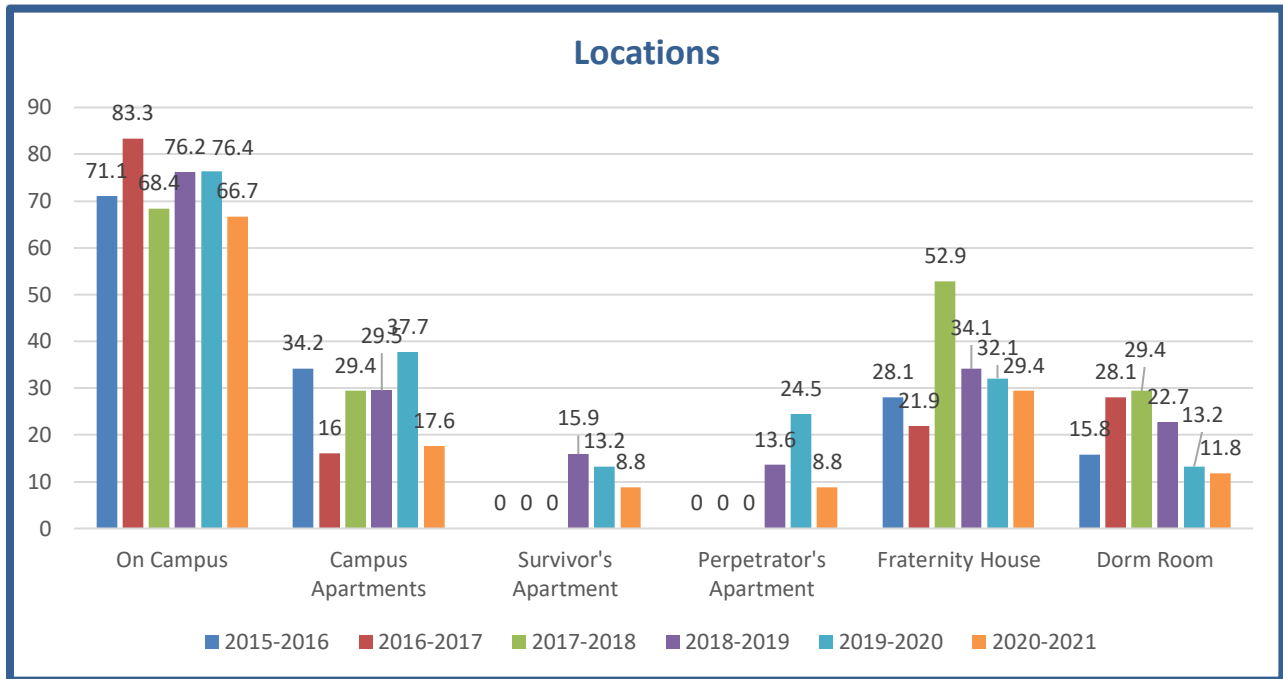
Before the 2017-2018 school year specific locations were all write in responses. The 2018 and 2019 Campus Apartments bars represents the combined values of the Survivor's and Perpetrators apartments – 2018 was the first year that apartment question was asked separately.

Alcohol Use

- 58.8% of survivors reported using alcohol at the time
- 56.9% of survivors reported that the perpetrator was using alcohol at the time

Drug Use

- 9.8% of survivors reported using drugs at the time
- 21.6% of survivors reported that the perpetrator was using drugs at the time

**Table 5. 2020-2021 Timing of Sexual Assault, Percent Experienced by Survivors**

	% FSA	% DFSA	% ASA
Freshman Year	52.9	13.7	37.3
Sophomore Year	21.6	5.9	9.8
Junior Year	3.9	2.0	13.7
Senior Year	2.0	0.0	2.0
5th Year Undergraduate Year	0.0	0.0	0.0
Graduate Or Law Student	0.0	2.0	2.0

Past Year – Did the Sexual Assault occur during the Past Year

- 13 or 25.5% of FSAs occurred during the past year
- 5 or 9.8% of DFSAs occurred during the past year
- 13 or 2.5% of ASAs occurred during the past year

Hook Up – Filtered by having experienced FSA, DFSA, or ASA

- 17.6% occurred during a hook up

PERCENT OF SEXUAL ASSAULTS EXPERIENCED BY SURVIVORS PER MONTH BY TYPE
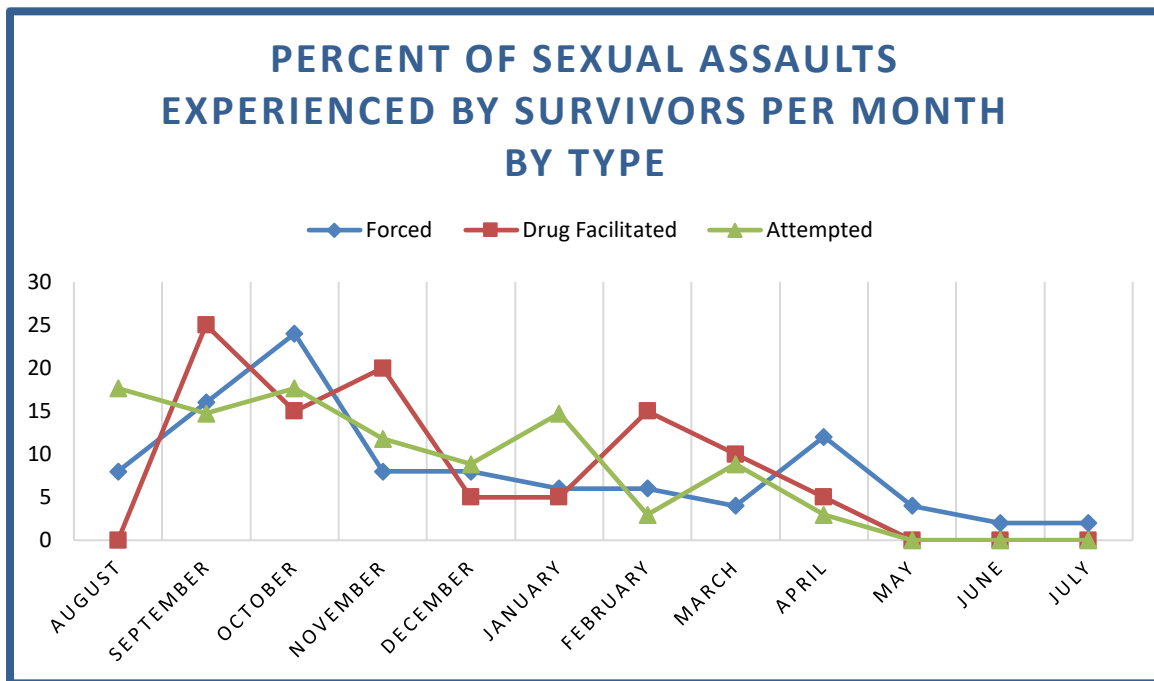
Disclosure

Students were asked to indicate if and to whom they told about their sexual assault [students could check all that applied]:

- 41.2%   Close friend
- 21.6%   No one
- 17.6%   Roommate
- 17.6%   Parent or guardian
- 17.6%   Romantic partner
- 7.8%   Counselor or mental health professional at TU
- 7.8%   TU Survivor Advocate
- 5.9%   Other
- 5.9%   TU Faculty member
- 3.9%   TU Office of Violence Prevention
- 3.9%   Campus Security
- 3.9%   Dean of Students
- 2.0%   Other family member
- 2.0%   TU Title IX Coordinator
- 2.0%   Assistant Dean of Students
- 0.0%   TU other staff member
- 0.0%   TU residence hall staff member
- 0.0%   Tulsa Police Department

Individuals who did not disclose the sexual assault listed the following reasons for not disclosing:

- 13.7% Wanted to forget it happened
- 11.8% Felt ashamed/embarrassed
- 11.8% Felt it was a private matter and wanted to deal with it on their own
- 9.8% Did not want the person who did it to get in trouble
- 9.8% Felt that it was not serious enough to talk about
- 9.0% Has other things they needed to focus on and was concerned about
- 7.8% Feared she/he or another would be punished for infractions for violations
- 7.8% Did not want others to worry
- 7.8% Felt like it would be an admission of failure
- 7.8% Did not think others would understand
- 5.9% Felt concerned others would find out
- 5.9% Feared they would not be believed
- 5.9% Did not have time to deal with it due to academics, work, etc.
- 5.9% Thought they would be blamed for what happened
- 3.9% Did not think others would think it was important

- 3.9%   Feared retribution
- 3.9%   Thought people would try to tell them what to do
- 2.0%   Feared others would harass them or react negatively
- 2.0%   Thought nothing would be done
- 0.0%   Did not feel the campus leadership would solve the problem
- 0.0%   Did not know the reporting procedures on campus
- 0.0%   Did not think the school would do anything about my report

Filing a Report
- 9.8% (5 students) Filed a report with the University of Tulsa
- 0.0% (0 students) Filed a report with the Tulsa Police Department

Factors for Not Reporting to School Officials
- 35.3%   Did not think the incident was serious enough to report
- 33.3%   Did not want any action to be taken
- 31.4%   Did not need any assistance
- 25.5%   Worried that either the person who did this to them or other people might find out
- 23.5%   Felt that other people might think that what happened was at least partly the survivor's fault or that they might get in trouble for some reason
- 21.6%   Were concerned that they would be treated poorly or that no action would be taken
- 19.6%   Were concerned that their situation would not be kept confidential
- 17.6%   Worried that the person who did this to them would try something to get back at the survivor
- 0.0%   Did not know how to contact them

Factors for Not Reporting to the Tulsa Police Department
- 43.1%   Did not want any action to be taken
- 33.3%   Thought that the incident was not serious enough to report
- 31.4%   Did not need any assistance
- 23.5%   Were concerned they would be treated poorly or that no action would be taken
- 21.6%   Felt that other people might think what happened was at least partly the survivor's fault or that they might get in trouble for some reason
- 15.7%   Were worried that either the person who did this to them or other people might find out
- 15.7%   Were worried that the person who did this to them would try something to get back at the survivor
- 11.8%   Were concerned that the Tulsa Police would not keep their situation confidential
- 3.9%   Did not know how to contact the Tulsa Police

Survivors Utilization of Accommodations & Resources

- 17.6%   Counseling Services at TU
- 11.8%   Counseling Services not at TU
- 13.7%   No Contact Order at TU
- 5.9%   Protective Order
- 5.9%   Change in housing
- 5.9%   Change in class section
- 3.9%   Academic accommodations
- 2.0%   Other medical services
- 2.0%   Forensic Exam
- 2.0%   Working accommodations
- 2.0%   Transportation accommodations
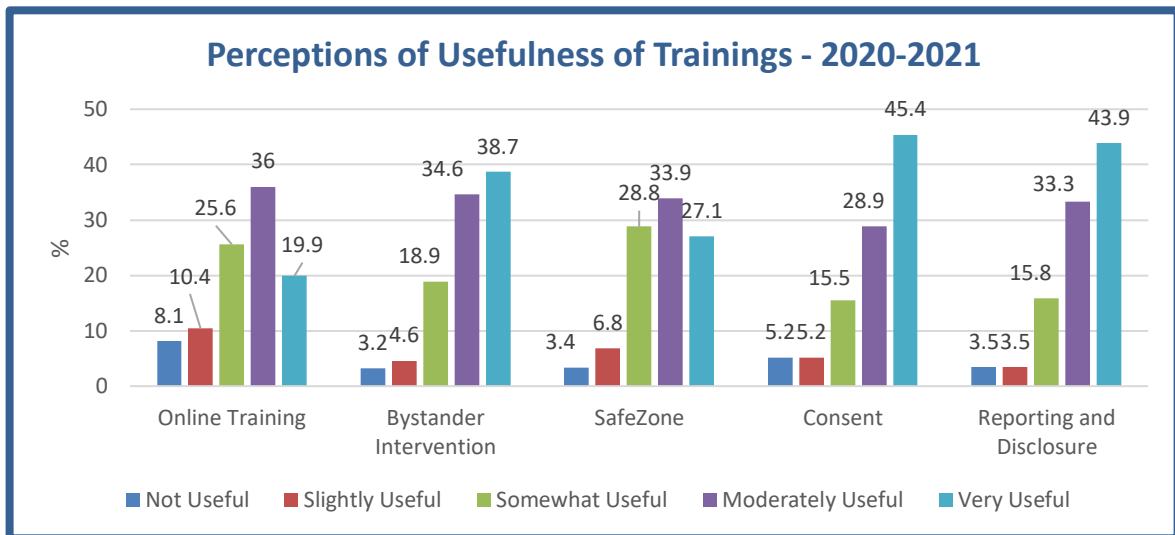
Survivors Negative Effects of Sexual Assault

- 49.0%   Experienced difficulty keeping up with classwork
- 43.1%   Began or increased their use of alcohol or drugs to cope with the incident
- 41.2%   Experienced lower grades
- 37.3%   Had problems with friends, roommates, or peers, such as getting into more arguments or fights, or not feeling that they could trust others
- 35.3%   Had problems with family members, such as getting into more arguments or fights, not feeling that they could trust them, or not feeling as close to them as before
- 17.6%   Considered transferring to another school
- 17.6%   Dropped one or more classes
- 11.8%   Considered dropping out of school
- 5.9%   Had problems with their job or boss or coworkers

Student Point of View

Table 6. Student Point of View of the Interpersonal Violence Policy 2014-2021

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
I have read the Interpersonal Violence Policy	37	48	54	20	54.0	57.5	54.5
Percentage of Individuals who believed at the "Strongly agree" to "Agree" level that:							
If a friend or I were a victim of interpersonal violence, I know where to go to get help.	72	81	83	81	88.2	86.1	84.5
I understand TU's formal procedures to address complaints of interpersonal violence.	43	62	64	65	65.8	60.3	57.6
Has confidence that TU administers the formal procedures to address complaints of interpersonal violence fairly.	56	73	75	76	74.2	71.3	70.3

Interpersonal Violence Training Experiences

Training Experiences - 2020-2021

Category	%
Onilne Training	42.7
Bystander Intervetnion	43.1
SafeZone	12.2
Consent	20.1
Reporting and Disclosure	11.8

Perceptions of Usefulness of Trainings - 2020-2021

	Not Useful	Slightly Useful	Somewhat Useful	Moderately Useful	Very Useful
Online Training	8.1	10.4	25.6	36	19.9
Bystander Intervention	3.2	4.6	18.9	34.6	38.7
SafeZone	3.4	6.8	28.8	33.9	27.1
Consent	5.2	5.2	15.5	28.9	45.4
Reporting and Disclosure	3.5	3.5	15.8	33.3	43.9

Safety on Campus

Students were asked to indicate aspects of campus life that led to feeling unsafe. These questions were asked in an open-ended format; responses were examined for patterns. To ensure confidentiality, no direct quotes are included. The following are themes noted across responses.

Environment

- Desire for better lighting (areas That are under construction, Zink, Fraternity/Sorority Row, Parking Lot, Campus Apartment- Norman Village & Brown Apartments, between buildings in general, Fisher South)
- Desire for more blue safety boxes or concerns that they do not work
- Concerns that there are not cameras in parking lots or around campus apartments/dorms
  - A few comments about students' cars getting broken into
- Concerns that the areas around campus are unsafe, specifically concerns about crimes in the surrounding area and neighborhoods
- Concerns about the fraternity houses not being on campus, and that meaning that Campus Security cannot address problems there
- Concerns that Campus Security does not respond fast enough, or will not respond fast enough in response to blue emergency phones on campus
- Public accessibility of campus; easy for anyone to walk on and off campus

Culture

- Concerns about protections for students who have been targets of racial violence and/or harassment
- Concerns that Campus Security are prejudiced towards minority students
- Fear that religious institutions on campus deny that sexual assault happens
- Concerns that student athletes are protected against sexual assault allegations
- Lack of sanctions against fraternities who continuously have problems

Programmatic and Prevention Efforts

- Provide campus violence statistics from other universities for comparison
- More lighting and cameras to be installed around campus
- Desire for a "one stop shop" of resources on the University's website
- General desire for more programing

Progress on Previous Recommendations

A number of important changes related to the work of the Office of Violence Prevention and Education occurred in AY 2020-2021.

Funding: Personnel and Resources

The Office of Violence Prevention and Education applied for and was granted a three-year extension of the Office of Violence Against Women grant. The current grant is funded through September 2022.

In 2019, TU assumed funding of the Program Director salary, freeing up grant funds for other positions and opportunities. The current grant provides funding for travel to required trainings, the Survivor Advocate, two graduate assistants, and training opportunities.

The Office of Compliance has also undertaken the duty of acquiring, managing, and administering training via large online databases in addition to in person training for employees and students.

Programming

Previous recommendations for programming included changing the structure of the First Year Experience to allow early, continuous, and consistent programming to combat assault that occurs during the first few months the fall semester of first year. For the 2020-2021 academic year, a structured First Year Experience course that incorporated one session of violence prevention and education programming was initiated across all colleges. Beginning in 2019, SA required its paid student leaders to attend a bystander intervention training each academic year. All 540 incoming students attended the Bringing in the Bystander programs during their First Year Experience course in AY 2020-2021. Additional and related programs offered: including Safe Zone training, Title IX, reporting and disclosure, consent workshops, and healthy relationships workshops. Additional events included the annual theater production and fundraiser V Ensler's: The Vagina Monologues.

Prevention Efforts Increased

Campus Security, in partnership with University administration, has implemented the Safe Zone Application available to all campus community members to download and use which include GPS location, options for check in upon arrival to destination, and allows students to carry the equivalent of the "Blue Phone" in their pocket at all times. They have also created and implemented a Campus Security Feedback Form available on their website and will be instituting a survey this fall.

Conclusions and Next Steps for Developing Actions and Initiatives Based on Survey Findings

The University of Tulsa is poised to become a national leader in the effort to reduce interpersonal violence and improve the health and safety of its students, faculty, and staff. We continue to face challenges in these efforts, however. The following recommendations are made as part of our continued quest to achieve excellence in this most important endeavor.

Programming

Interpersonal violence remains a significant problem at The University of Tulsa, with 9.9% of survey participants indicating an experience of forced, drug facilitated, or attempted sexual violence and 8.0% of female participants and 4.8% of male participants reporting experiences of physical violence. Data also show that nearly half of the students report at least one adverse childhood experience, suggesting the importance of enhancing mental health services broadly. Programming recommendations include enhancing current interpersonal violence programming in the following ways:

- Peer Mentors will be trained by our GAs this summer for the roll out of Fall programming.
- **Funding to bring in GreenDot [https://alteristic.org/services/green-dot/] to provide train the trainer evidence-based programs for TU personnel, and/or to consult with the Program Director on creating more tailored programming for the University is currently written into the grant.**
  - **Over 50% of sexual assaults at TU involve substance use.** Currently, few programs are available to TU students that address the intersection of substance use and violence. Evidence based programs are available and resources are needed to bring them to TU to train staff to administer them.
  - **Additional programs are needed to keep the messaging novel, interesting, and helpful to students.** In addition to bystander training, there is a need for more education devoted to forms of violence other than sexual assault, i.e., stalking, dating violence, domestic violence, and rape culture. We are reaching over 70% of survey participants with programming on violence education and prevention and the majority of participants find these efforts moderately or very helpful. We must continue to provide the TU community with a varied menu of trainings as the field of interpersonal violence research grows.
  - **Target trainings to specific groups.** The prevention programming library has been augmented over the past year. Scheduling these programs with specific groups is the next step.
  - **21% survivors identified as being associated with Greek Life.** Programming efforts for students involved in Greek Life should be enhanced. Further, additional efforts should be made to determine the reasons for this increased risk. Specifically, we recommend mandatory training in the first year for all Greek Life students to include alcohol, consent, healthy relationships, and bystander intervention.
- The online training that students typically receive in October will be moved to deploy before students arrive on campus and will be due by mid-September so that the training is fresh in our students' minds for post-orientation social activities.
- **Systematizing multiple types of training under the umbrella of increasing student success over the first year** is considered a best practice model [e.g., Project Speak at UCO]. First Year Experience courses now incorporate two sessions of violence prevention and education programming. Providing the spectrum of programming that will help to change the culture at TU is the next step. In addition to consent training during orientation and the online training, prevention education instituting several different types of programs focused on bystander intervention, the spectrum of interpersonal violence, consent, substance use, SafeZone training, and healthy relationships should be presented early in our students' tenure at TU, otherwise, the opportunity to educate our students and create a culture of respect beginning in the first year could be missed. More online training will be made available to students this year within each of these areas.

- o A training program continuum for students that results in a resume-building certificate is being considered.
- **Provide funding to incentivize students to attend programming.** Students desire more programming, but it is challenging to incentivize students to attend programming that is offered.
  - o Continue partnership with SA to work towards changing policy and guidelines, through the senate body, to require 1 leader from each chartered organization to attend bystander intervention training prior to receiving funding for the spring semester
- **Provide structured opportunities for training faculty, staff, and administrators.** In order to create an atmosphere that fosters reporting and participating in the Title IX process, the training opportunities for faculty, staff, and administrators must be reviewed, enhanced, encouraged, and strongly supported by the top levels of administration. Similar to the student training certificate, an employee training certificate is under development. Currently multiple programs are available to employees via an online library for completion at any time.
  - o Designate specific meetings for faculty, staff, and administrators for various trainings related to violence prevention, Title IX, and the Clery Act. **All employees with reporting responsibilities are required to complete Clery training and, beyond that all employees complete mandatory TIX training.**
  - o Other programs provided to students are open to faculty and staff; however, very few take advantage of these. An evaluation of efforts to communicate the availability of these programs to faculty and staff is needed.

University Response

Survey data reflects a positive perception of TU's responsiveness to the issue of interpersonal violence; however, areas to improve in this respect still exist.

- Increase communication from the administration to faculty, staff, and students about safety issues on campus. Further exploration into developing a relationship among departments and organizations like The Collegian, Strategic Marketing and Communication, and Campus Security could help with any issues of transparency.
- The Chief Compliance Officer and Title IX Coordinator have continued to work with the Program Director to assess our policies and procedures for compliance with VAWA, Title IX and the Clery Act.
- Student responses specifically reflected a desire for more information regarding the adjudication process.
- The Title IX policy and procedures and Campus Security Authority Policy have been revised and disseminated via our university wide training library to all employees, and a similar rollout is planned for students in the Fall of 2021.
- Future efforts from the University should continue to work to build student confidence in how administrators handle procedures for interpersonal violence cases so that students feel safe making reports and believe that their reports will be handled fairly through increased transparency and student involvement in current efforts. For example, the Title IX programming that we currently utilize answers questions that illuminates the process for students who come in to report and also about the process of

adjudication. Unfortunately, many students do not attend this programming, and we need ways that these discussions can be had where the student audience is much larger.

- **Continue to improve TU communication with students, faculty, and staff regarding interpersonal violence policies and reporting procedures**. Attention should be focused on ensuring that all students, faculty, and staff are familiar with TU's conduct policies regarding interpersonal violence and where and how to report incidents of interpersonal violence.
    - o This effort could be incorporated in classes through discussions, inviting OVP staff into the classroom for discussions and presentations, through mass communication avenues available to students, faculty, and staff, in residence halls and campus housing through active communication and various mediums (e.g., flyers), as part of security emails related to events on campus, in all departmental offices, and as a part of our ongoing prevention and education efforts.
- **Provide funding to enhance marketing and incentives for completion of the Campus Climate Survey.** The most recent CCS was completed by 13.9% of students. A higher response rate will provide more representative and comprehensive data to inform our education and prevention efforts.

Safety on Campus

- **67% of assaults occurred on campus.**
    - o Fraternity houses continue to be identified as places of increased risk for incidents of interpersonal violence. We recommend that each house conduct an annual risk assessment to identify potential geographical and interpersonal risks that could be addressed.
    - o We recommend that Student Association meetings with the Office of Violence Prevention and the Title IX Coordinator resume after our return from the remote learning environment to explore the possibility of systematizing Bystander Intervention Training for officers of student groups who will be hosting university sanctioned parties.
    - o The campus climate survey could be modified to better identify the characteristics of settings associated with interpersonal violence to assist the University in addressing the climate, policies, and processes within these settings.
    - o **Inadequate lighting on campus, making students feel unsafe walking, has been noted repeatedly over the past several years.**
- **Increase Campus Security involvement in some programming efforts.**
    - o Campus security has numerous avenues in which they are involved in protecting the health and safety of our students. However, this does not appear to be a perception universally shared by students. Increased presence at certain OVP programming; identification of challenges, barriers, and opportunities to change this perception should be identified.

Community

- **53% of students entering TU report at least one Adverse Childhood Experience.**
    - o These numbers indicate that as TU moves to becoming a national leader in prevention education, the surrounding middle schools and high schools could be targets for prevention programming to help foster health and success in potential

community members as well. This could be through a number of different groups, i.e.,TU student leadership initiatives, presidential scholars, and service learning through True Blue Neighbors.

o Another conclusion to be drawn from this data is that our students, upon arrival, need inclusive, wrap-around services and possibly more structured first year experience in order to ensure student success.