



# 2021-2022

**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 undergraduate (UG) students at The University of Tulsa (TU) were invited to participate via campus email over a four-week period at the beginning of the Fall 2021 semester and the beginning of the Spring 2022 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**

TU UG students submitted 502 survey responses between the fall and the spring surveys. The final sample included 340 student responses (12.5% of the total UG 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 2022. 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 Ripple Effects**

Data for the 2021-2022 collection cycle could look different than previous years due to a number of reasons: differences in participants willingness to respond, burnout related to COVID-19, fatigue, lack of motivation, and possibly other factors. 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 Undergraduate (UG) Demographics<sup>a</sup>**

| Characteristics              | Subgroup   | Current Sample<br>N (%) | Total UG Student Body<br>N (%) | Response Rate |
|------------------------------|--|-------------------------|--------------------------------|---------------|
| <b>Student UG Body</b>       | Total Student Count                              | 340                     | 2713                           | 12.5          |
| Gender Identity              | Women  | 221 (65.0)              | 1369 (50.5)                    | 16.1          |
|                              | Men  | 103 (30.3)              | 1344 (49.5)                    | 7.7           |
|                              | Transgender                                      | 3 (0.9)                 | N/A <sup>c</sup> (-)           | N/A           |
|                              | Genderqueer/Nonbinary                            | 3 (0.9)                 | N/A <sup>c</sup> (-)           | N/A           |
|                              | Self-Describe                                    | 4 (1.2)                 | N/A <sup>b</sup> (-)           | N/A           |
|                              | No Response                                      | 6 (1.8)                 | N/A (-)                        | N/A           |
| Ethnicity                    | Hispanic or Latinx                               | 62 (18.2)               | 286 (10.5)                     | 21.7          |
| Racial Identity <sup>a</sup> | Caucasian or White                               | 272 (80.0)              | 1394 (51.4)                    | 19.5          |
|                              | African American or Black                        | 19 (5.6)                | 219 (8.1)                      | 8.7           |
|                              | Asian or Pacific Islander                        | 30 (8.8)                | 174 (6.4)                      | 17.2          |
|                              | Native American or Alaska Native                 | 36 (10.6)               | 77 (2.8)                       | 46.8          |
|                              | Native Hawaiian or Other Pacific Islander        | 1 (0.3)                 | 1 (0.04)                       | 100.0         |
|                              | Two or More Races                                | 33 (9.7)                | 272 (10.0)                     | 12.1          |
|                              | American Arab or Middle Eastern or North African | 5 (1.5)                 | N/A (-)                        | N/A           |
|                              | Unspecified                                      | N/A (-)                 | 86 (3.2)                       | N/A           |
| Position Status              | First Year                                       | 92 (27.1)               | 611 (22.4)                     | 41.1          |
|                              | Sophomore  | 58 (17.1)               | 526 (19.3)                     | 12.9          |
|                              | Junior   | 77 (22.6)               | 700 (25.7)                     | 13.8          |
|                              | Senior   | 79 (23.2)               | 861 (31.6)                     | 5.4           |
|                              | No Response                                      | 1 (0.3)                 | N/A <sup>c</sup> (-)           | N/A           |
|                              | No Class Standing                                | N/A (-)                 | 30 (1.1)                       | N/A           |
| International                | International Students                           | 15 (4.4)                | 204 (7.5)                      | 8.5           |
| Greek Life                   | Total  | 77 (22.6)               | 623 (23.0)                     | 12.4          |
|                              | Women  | 46 (13.5)               | 285 (10.5)                     | 16.1          |
|                              | Men  | 31 (9.1)                | 338 (12.5)                     | 9.2           |
|                              | Transgender                                      | 0 (0.0)                 | N/A <sup>c</sup> (-)           | N/A           |
|                              | Gender Queer/ Nonbinary                          | 0 (0.0)                 | N/A <sup>c</sup> (-)           | N/A           |
|                              | Self-Describe                                    | 0 (0.0)                 | N/A <sup>c</sup> (-)           | N/A           |
| Student Athletes             | Total  | 25 (7.4)                | 347 (12.8)                     | 7.2           |
|                              | Women  | 19 (5.6)                | 179 (6.6)                      | 10.6          |
|                              | Men  | 4 (1.2)                 | 168 (6.2)                      | 2.4           |
|                              | Transgender                                      | 0 (0.0)                 | N/A <sup>c</sup> (-)           | N/A           |
|                              | Gender Queer/ Nonbinary                          | 0 (0.0)                 | N/A <sup>c</sup> (-)           | N/A           |
|                              | Self-Describe                                    | 0 (0.0)                 | N/A <sup>c</sup> (-)           | N/A           |

<sup>a</sup> Percentages do not equal 100 because participants were asked to check all that apply.

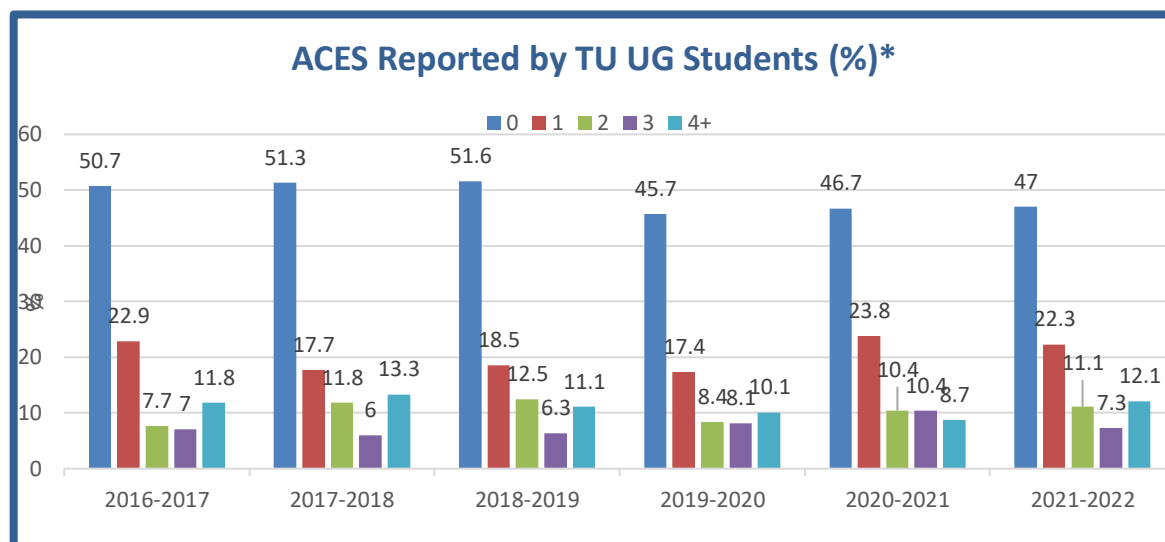
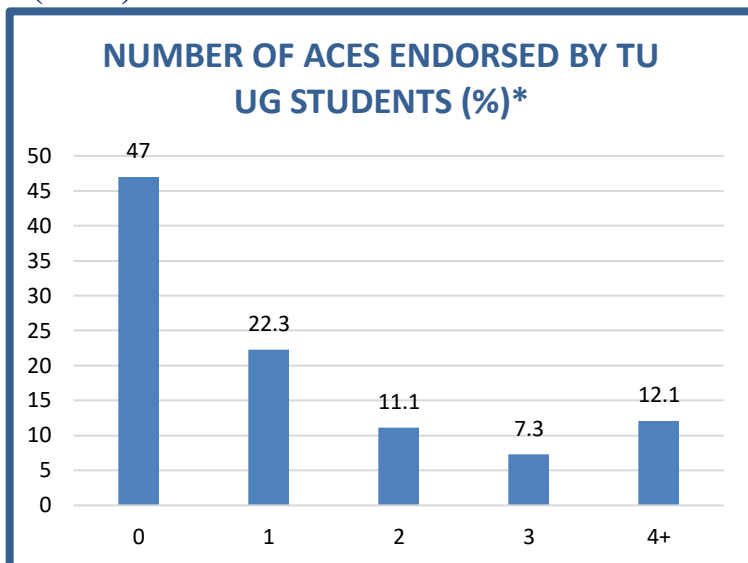
<sup>b</sup> Gender not reported

<sup>c</sup> Question not asked by the University

## 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, 52.8% of students indicated at least one ACE.**



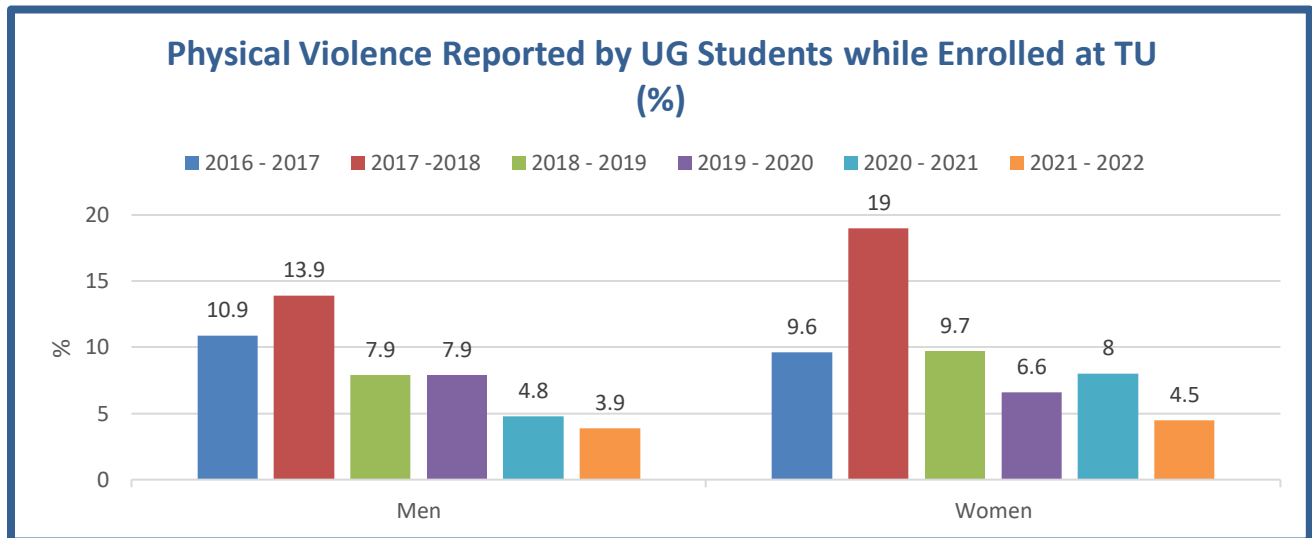
\*Percentages are of those who responded to the question. Missing data are not included.

## 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 12.5% 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.



**4.5% of female participants and 3.9% of male participants reported experiencing a least one incident of physical assault by a partner while enrolled at TU.**

### 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 2021-2022 Sexual Violence While at TU**

| <b>Gender</b>           | <i>N</i>   | <b>Forced Sexual Assault (FSA)</b> |            | <b>Drug Facilitated Sexual Assault (DFSA)</b> |            | <b>Attempted Sexual Assault (ASA)</b> |            | <b>Suspected Sexual Assault</b> |            |
|-------------------------|------------|------------------------------------|------------|---|------------|---------------------------------------|------------|---------------------------------|------------|
|                         |            | <b>#</b>                           | <b>%</b>   | <b>#</b>                                      | <b>%</b>   | <b>#</b>                              | <b>%</b>   | <b>#</b>                        | <b>%</b>   |
| Women                   | 221        | 18                                 | 8.1        | 11  | 5.0        | 8                                     | 3.6        | 5                               | 2.3        |
| Men                     | 103        | 1                                  | 1.0        | 4   | 3.9        | 0                                     | 00.0       | 1                               | 1.0        |
| Gender Queer/Non-Binary | 3          | 0                                  | 00.0       | 0   | 00.0       | 0                                     | 00.0       | 0                               | 00.0       |
| Transgender             | 3          | 0                                  | 00.0       | 0   | 00.0       | 0                                     | 00.0       | 0                               | 00.0       |
| Self-Describe           | 4          | 0                                  | 00.0       | 0   | 00.0       | 0                                     | 00.0       | 0                               | 00.0       |
| No Response             | 6          | 0                                  | 00.0       | 0   | 00.0       | 0                                     | 00.0       | 0                               | 00.0       |
| <b>Total</b>            | <b>340</b> | <b>19</b>                          | <b>9.1</b> | <b>15</b>                                     | <b>8.9</b> | <b>8</b>                              | <b>3.6</b> | <b>6</b>                        | <b>3.3</b> |

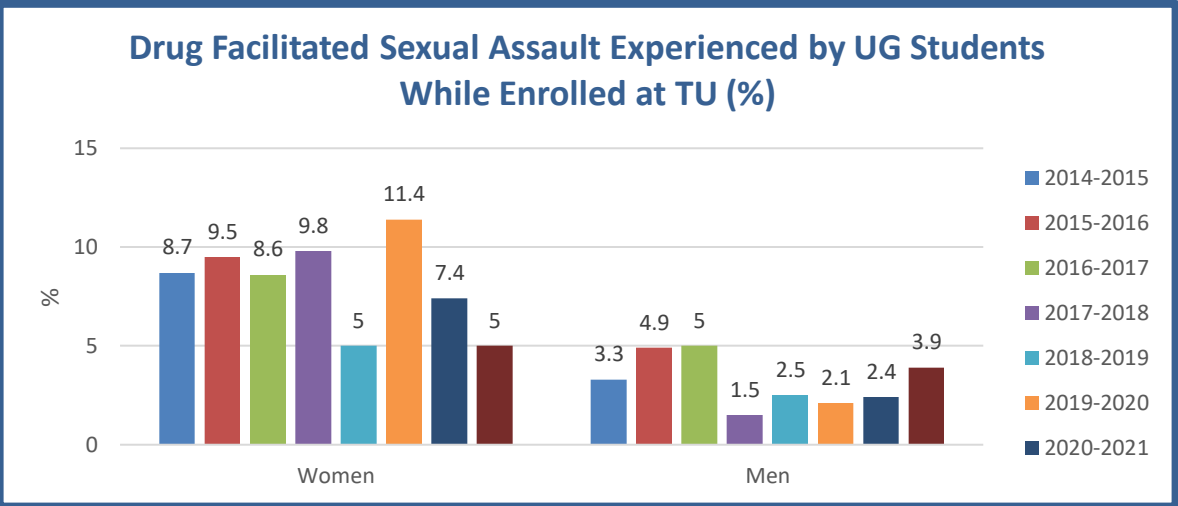
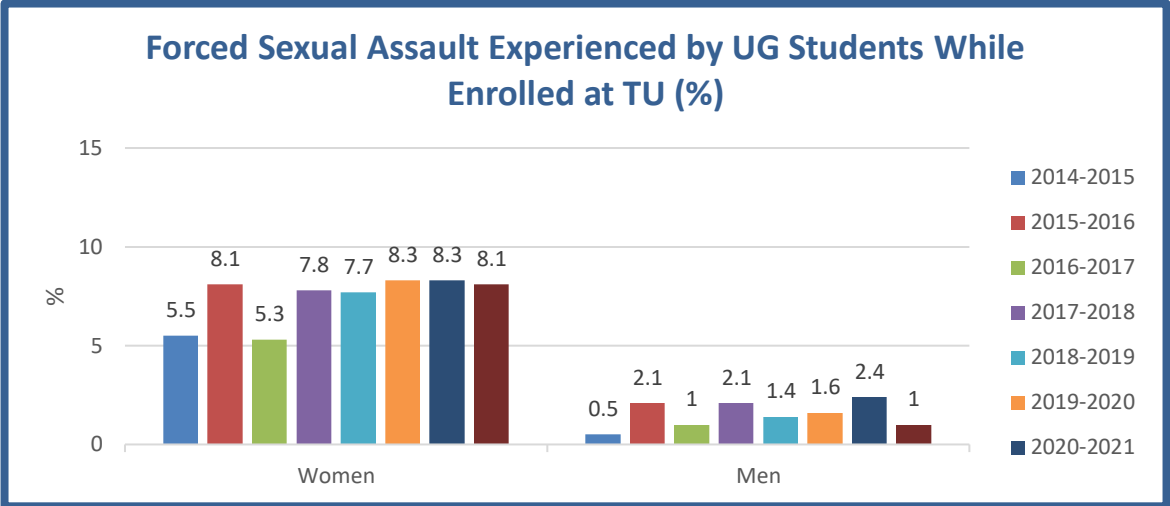
**Table 2.2 2021-2022 Sexual Violence in the Past 12 Months**

| <b>Gender</b>           | <i>N</i>   | <b>Forced Sexual Assault (FSA)</b> |            | <b>Drug Facilitated Sexual Assault (DFSA)</b> |            | <b>Attempted Sexual Assault (ASA)</b> |             | <b>Suspected Sexual Assault</b> |             |
|-------------------------|------------|------------------------------------|------------|---|------------|---------------------------------------|-------------|---------------------------------|-------------|
|                         |            | <b>#</b>                           | <b>%</b>   | <b>#</b>                                      | <b>%</b>   | <b>#</b>                              | <b>%</b>    | <b>#</b>                        | <b>%</b>    |
| Women                   | 221        | 8                                  | 3.6        | 7   | 3.2        | 0                                     | 00.0        | 2                               | 00.9        |
| Men                     | 103        | 0                                  | 00.0       | 0   | 3.9        | 0                                     | 00.0        | 1                               | 1.0         |
| Gender Queer/Non-Binary | 3          | 0                                  | 00.0       | 0   | 00.0       | 0                                     | 00.0        | 0                               | 00.0        |
| Transgender             | 3          | 0                                  | 00.0       | 0   | 00.0       | 0                                     | 00.0        | 0                               | 00.0        |
| Self-Describe           | 4          | 0                                  | 00.0       | 0   | 00.0       | 0                                     | 00.0        | 0                               | 00.0        |
| No Response             | 6          | 0                                  | 00.0       | 0   | 00.0       | 0                                     | 00.0        | 0                               | 00.0        |
| <b>Total</b>            | <b>340</b> | <b>8</b>                           | <b>3.6</b> | <b>7</b>                                      | <b>3.2</b> | <b>0</b>                              | <b>00.0</b> | <b>3</b>                        | <b>00.9</b> |

**Table 2.3 2021-2022 Sexual Violence Categories Combined**

| <b>Gender</b>           | <i>N</i>   | <b>Any Sexual Assault Experience (FSA, DFSA, ASA)</b> |            |
|-------------------------|------------|---|------------|
|                         |            | <b>#*</b>   | <b>%</b>   |
| Women                   | 221        | 26  | 11.8%      |
| Men                     | 103        | 4   | 3.9        |
| Transgender             | 3          | 0   | 00.0       |
| Gender Queer/Non-Binary | 3          | 0   | 00.0       |
| Self-Describe           | 4          | 0   | 00.0       |
| <b>Total</b>            | <b>340</b> | <b>30</b>   | <b>8.8</b> |

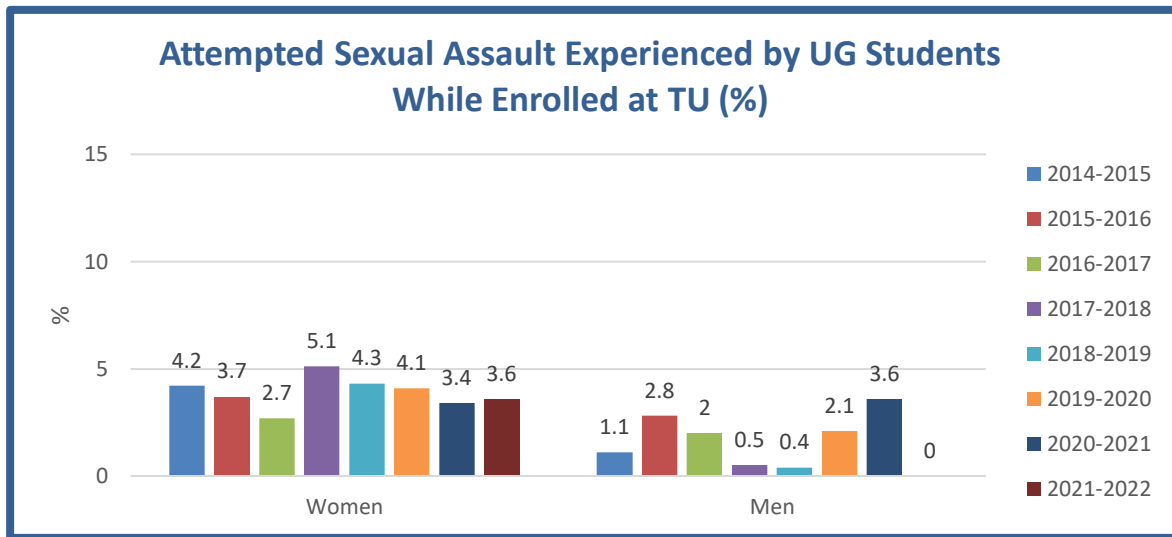
\*Individuals who endorsed multiple types of sexual assault experiences were only counted once.



**Overall, 8.8% of students reported the experience of forced, drug facilitated, or attempted sexual assault while a student at TU.**

## 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 2021-2022 Survivor Characteristics**

|  | <i>n</i> | %    |
|--|----------|------|
| <b>Gender (N = 30)</b>                           |          |      |
| Female   | 26       | 86.7 |
| Male   | 4        | 13.3 |
| <b>Ethnicity (N = 30)</b>                        |          |      |
| Not Hispanic or Latino                           | 28       | 93.3 |
| Hispanic or Latino                               | 2        | 6.7  |
| <b>Race (N = 30)</b>                             |          |      |
| White/ Caucasian                                 | 25       | 83.3 |
| American Indian or Alaska Native                 | 6        | 20.0 |
| Asian  | 1        | 3.3  |
| Black or African American                        | 0        | 0.0  |
| Native Hawaiian or Other Pacific Islander        | 0        | 0.0  |
| <b>Current Status (N = 30)</b>                   |          |      |
| Freshman   | 1        | 3.3  |
| Sophomore  | 8        | 26.7 |
| Junior   | 8        | 26.7 |
| Senior   | 11       | 36.7 |
| Graduate Student                                 | 2        | 6.7  |
| <b>Transfer Student (N = 30)</b>                 |          |      |
| Yes  | 2        | 6.7  |
| <b>International Student (N = 30)</b>            |          |      |
| Yes  | 0        | 0.0  |
| <b>Member of NCAA Athletic Team (N = 30)</b>     |          |      |
| Yes  | 2        | 6.7  |
| <b>Member of Sorority or Fraternity (N = 30)</b> |          |      |
| Yes  | 16       | 53.3 |

**Table 3.2 2021-2022 Survivor Characteristics**

|                                       | <i>n</i> | %    |
|---------------------------------------|----------|------|
| <b>Religious Affiliation (N = 30)</b> |          |      |
| Other Christian                       | 12       | 40.0 |
| Protestant                            | 3        | 10.0 |
| Catholic                              | 1        | 3.3  |
| Agnostic                              | 9        | 30.0 |
| Atheist                               | 3        | 10.0 |
| Religious Unaffiliated                | 2        | 6.7  |
| <b>Sexual Orientation (N = 30)</b>    |          |      |
| Heterosexual                          | 18       | 60.0 |
| Bisexual                              | 8        | 26.7 |
| Lesbian                               | 1        | 3.3  |
| Questioning                           | 2        | 6.7  |
| Gay                                   | 0        | 0.0  |
| Asexual                               | 1        | 3.3  |
| Pansexual                             | 0        | 0.0  |

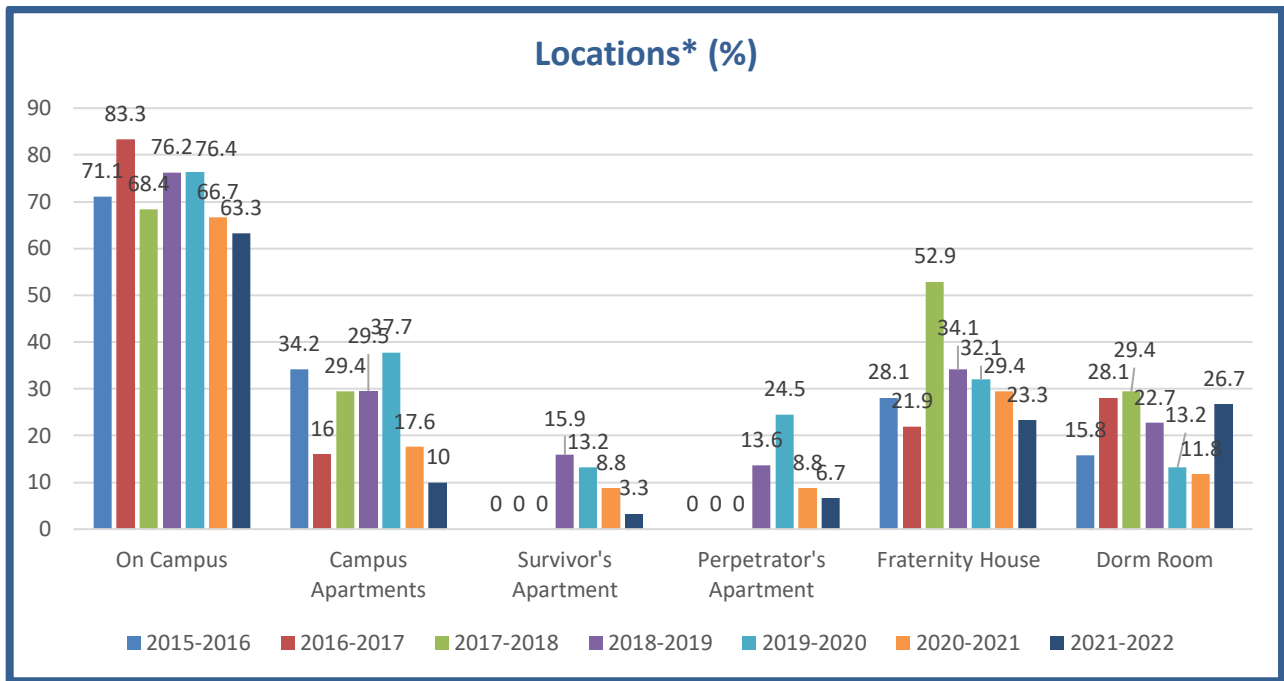
**Table 4. 2021-2022 Perpetrator Characteristics**

|  | <i>n</i> | %    |
|--|----------|------|
| <b>Who did the unwanted behavior involve (N = 30)</b>  |          |      |
| Acquaintance   | 11       | 36.7 |
| Non-Romantic Friend                                    | 8        | 26.7 |
| Stranger   | 0        | 0.0  |
| Ex-Romantic Partner                                    | 3        | 10.0 |
| Causal or First Date                                   | 4        | 13.3 |
| Other  | 1        | 3.3  |
| Did Not Disclose                                       | 1        | 3.3  |
| <b>Was this person a student at TU (N = 30)</b>        |          |      |
| Yes  | 24       | 80.0 |
| No   | 5        | 16.7 |
| Did Not Disclose                                       | 1        | 3.3  |
| <b>Was this person (N = 30)</b>                        |          |      |
| A Greek Student  | 14       | 46.7 |
| A Student Athlete                                      | 3        | 10.0 |
| A member of another TU Group                           | 3        | 10.0 |
| Did Not Disclose                                       | 10       | 33.3 |
| <b>What was the gender of this individual (N = 30)</b> |          |      |
| Man  | 22       | 73.3 |
| Woman  | 5        | 16.7 |
| Did Not Disclose                                       | 3        | 10.0 |

## Location of Sexual Assault

63.3% of sexual assaults reported by UG students occurred on campus

- 23.3% fraternity houses
- 3.3% perpetrator's dorm room
- 23.3% survivor's dorm room
- 10.0% survivor's apartment



*\*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 Perpetrator's apartments. 2018 was the first year that apartment question was asked separately.*

## Alcohol Use

- 50.0% of UG students victimized reported using alcohol at the time
- 53.3% of UG students reported that the perpetrator was using alcohol at the time

## Drug Use

- 3.3% of UG students victimized reported using drugs at the time
- 10.0% of UG students reported that the perpetrator was using drugs at the time

**Table 5. 2021-2022 Timing of Sexual Assault, Percent Experienced by Survivors**

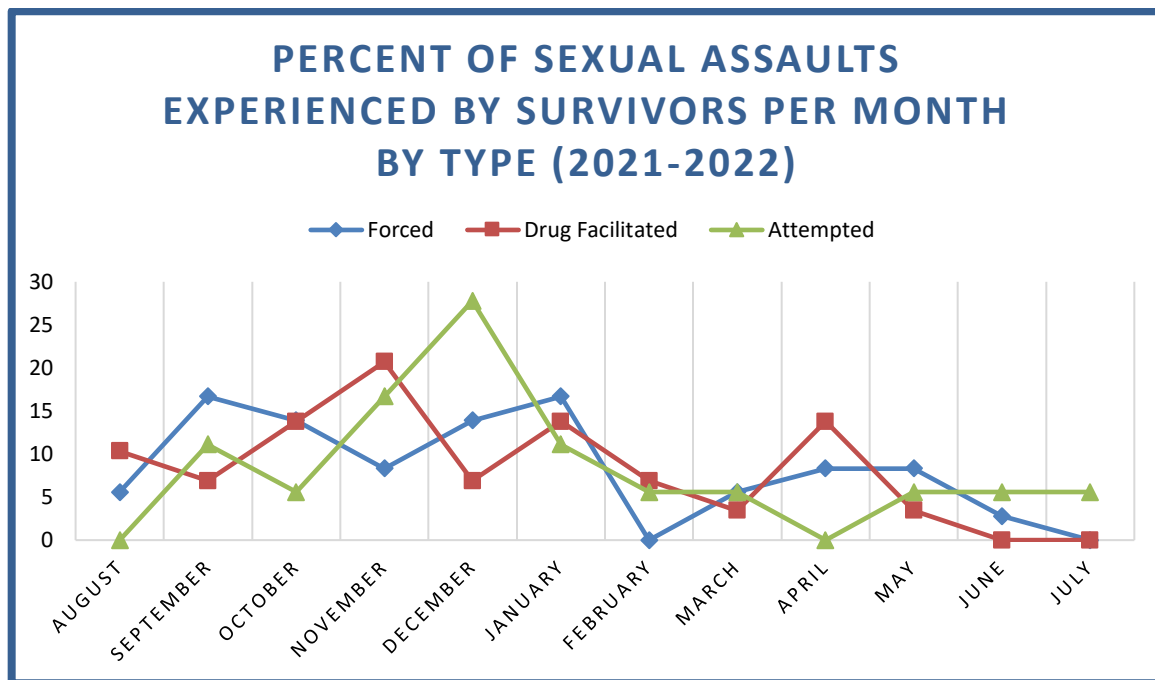
|   | % FSA | % DFSA | % ASA |
|---|-------|--------|-------|
| <b>Freshman Year</b>                          | 50.0  | 26.7   | 16.7  |
| <b>Sophomore Year</b>                         | 16.7  | 13.3   | 13.3  |
| <b>Junior Year</b>                            | 6.7   | 13.3   | 0.0   |
| <b>Senior Year</b>                            | 0.0   | 6.7    | 0.0   |
| <b>5<sup>th</sup> Year Undergraduate Year</b> | 0.0   | 0.0    | 0.0   |

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

- 8 or 26.7% of FSAs occurred during the past year
- 7 or 23.3% of DFSAs occurred during the past year
- 4 or 13.3% of ASAs occurred during the past year

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

- 26.7% occurred during a hook up



## Disclosure

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

- 70.0% Close friend
- 40.0% Roommate
- 30.0% Romantic partner
- 13.3% Parent or guardian
- 13.3% Other
- **10.0% No one**
- 10.0% TU survivor advocate
- 6.7% Counselor or mental health professional at TU
- 6.7% TU Title IX Coordinator
- 3.3% TU Office of Violence Prevention
- 3.3% Campus Security
- 3.3% Other family member
- 3.3% TU other staff member
- 0.0% Assistant Dean of Students
- 0.0% TU Faculty 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:**

- 3.3% Felt ashamed/embarrassed
- 3.3% Felt it was a private matter and wanted to deal with it on their own
- 3.3% Did not want the person who did it to get in trouble
- 3.3% Felt that it was not serious enough to talk about
- 3.3% Thought they would be blamed for what happened
- 3.3% Did not want others to worry

## Filing a Report

- 10% (3 UG students) Filed a report with the University of Tulsa
- 0.0% (0 UG students) Filed a report with the Tulsa Police Department

### **Factors for Not Reporting to School Officials**

- 33.0% Did not think the incident was serious enough to report
- 16.7% Did not want any action to be taken
- 20.0% Did not need any assistance
- 26.7% Worried that the person who did this to them or other people might find out
- 46.7% 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
- 23.3% Were concerned that they would be treated poorly or that no action would be taken
- 33.3% Were concerned that their situation would not be kept confidential
- 20% Worried that the person who did this to them would try something to get back at the survivor
- 3.3% Did not know how to contact them

### **Factors for Not Reporting to the Tulsa Police Department**

- 33.3% Did not want any action to be taken
- 33.3% Thought that the incident was not serious enough to report
- 13.3% Did not need any assistance
- 13.3% Were concerned they would be treated poorly or that no action would be taken
- 23.3% 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
- 11.1% Were worried that either the person who did this to them or other people might find out
- 10.0% Were worried that the person who did this to them would try something to get back at the survivor
- 16.7% Were concerned that the Tulsa Police would not keep their situation confidential
- 0.00% Did not know how to contact the Tulsa Police

### **Survivors Utilization of Accommodations & Resources**

- 6.7% Counseling Services at TU
- 6.7% Counseling Services not at TU
- 6.7% No Contact Order at TU
- 0.0% Protective Order
- 0.0% Change in housing
- 0.0% Change in class section
- 6.7% Academic accommodations
- 6.7% Other medical services
- 0.0% Forensic Exam
- 0.0% Working accommodations
- 0.0% Transportation accommodations

### **Survivors Negative Effects of Sexual Assault**

- 43.3% Experienced difficulty keeping up with classwork
- 33.3% Began or increased their use of alcohol or drugs to cope with the incident
- 40.0% Experienced lower grades
- 30.0% Had problems with friends, roommates, or peers, such as getting into more arguments or fights, or not feeling that they could trust others
- 23.3% Had problems with family members, such as getting into more arguments or fights, not feeling they could trust them, or not feeling as close to them as before
- 16.7% Considered transferring to another school
- 6.7% Dropped one or more classes
- 20.0% Considered dropping out of school
- 0.0% Had problems with their job or boss or coworkers

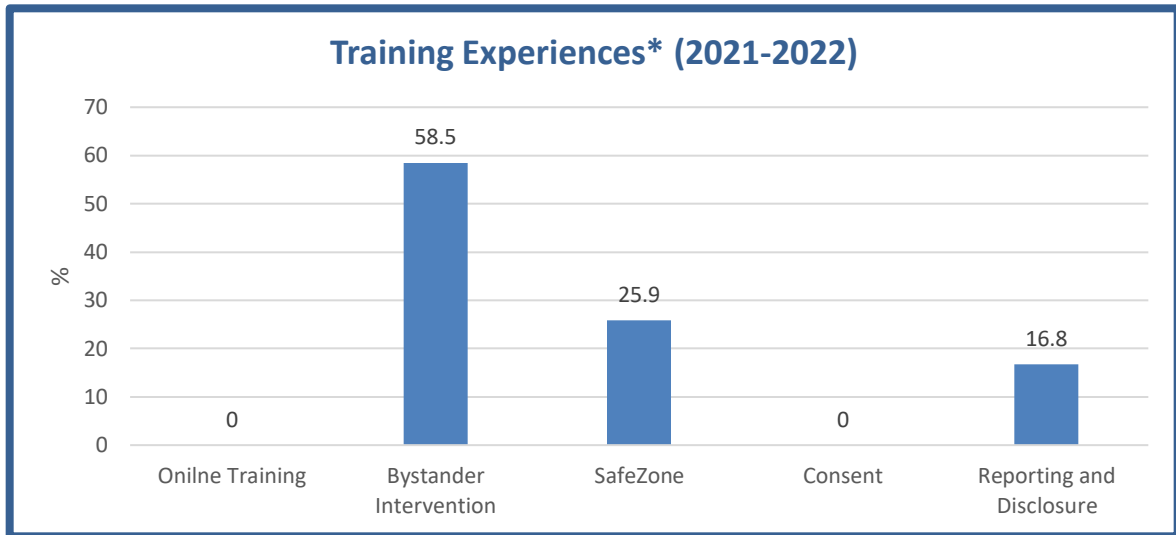
## UG Student Point of View

Table 6. Student Point of View of the Interpersonal Violence Policy 2014-2022

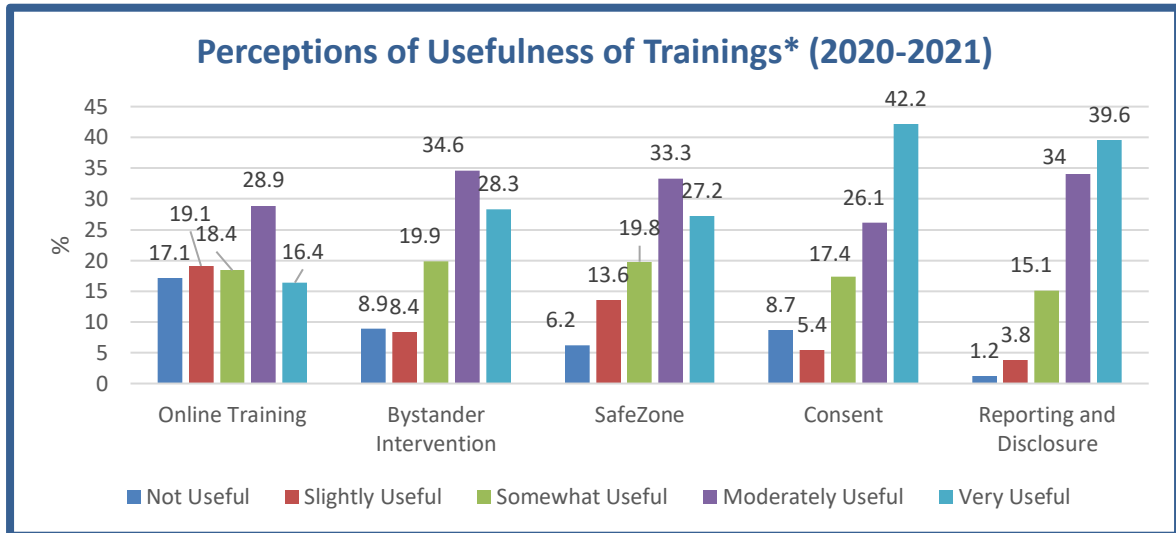
|  | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| I have read the Interpersonal Violence Policy  | 37        | 48        | 54        | 20        | 54.0      | 57.5      | 54.5      | 56.5      |
| <b>Percentage of Individuals who believed at the “Strongly agree” to “Agree” level that:</b>                     |           |           |           |           |           |           |           |           |
| 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      | 64.1      |
| I understand TU’s formal procedures to address complaints of interpersonal violence.                             | 43        | 62        | 64        | 65        | 65.8      | 60.3      | 57.6      | 46.5      |
| 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      | 45.6      |



## Interpersonal Violence Training Experiences



\*Of note, while online training and consent training are mandatory for all first-year students, 0% of participants reported taking either training. Furthermore, 152 participants went on to rate the usefulness of online training, and 92 participants rated the usefulness of consent training. Therefore, participants may have misunderstood the question, and the numbers in this graph likely underrepresent training experiences of UG students.



\*Only participants who responded to the item were included.

## Safety on Campus

UG 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 (outskirts of campus, Fraternity/Sorority Row, Parking Lot, Campus Apartment - Norman Village & Brown Apartments, between buildings in general, Fisher South)
- Concerns that blue safety phones are being phased out. Concerns that relying on the Safe Zone app is unreliable (e.g., students not having their phone, phone died, slow processing). *\*It should be noted that the blue phones are not being phased out, and that these phones are infrequently used per reports from IT and Campus Security.*
- Concerns that there are not cameras in parking lots or around campus apartments/dorms
  - Students have provided comments about cars getting broken into and bikes being stolen
- Concerns that the areas around campus are unsafe, specifically concerns about crimes in the surrounding area
- Concerns about drinking on campus
- Concerns that Campus Security does not respond fast enough, that there is not enough security, or that security 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
- Concerns about the neighborhoods surrounding campus

### Culture

- Concerns about protections for students who have been targets of racial violence and/or harassment
- Concerns about accountability for people who commit crimes on campus
- Concerns about fraternities and sexual assault perpetration
- Lack of sanctions against fraternities who continuously have problems

### Programmatic and Prevention Efforts

- Desire to keep the blue phones and have the Safe Zone app as an additional resource
- More awareness and support from Title IX office and response from CaneCares
- More lighting and cameras to be installed around campus

## *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 8.8% of survey participants indicating an experience of forced, drug facilitated, or attempted sexual violence and 4.5% of female participants and 3.9% of male participants reporting experiences of physical violence.* Data also show that nearly half of 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:

- ***Over 50% of sexual assaults at TU involve substance use.*** Online evidence-based programs are available and assigned to incoming students and efforts have been made to provide training to Greek life students and athletes due to sheer numbers and common locations of parties. The Office of Violence Prevention is expanding similar programming efforts to other student organizations.
- ***The Usefulness of Trainings graphs supports a focus on tailoring and improving training for students. Additional programs are needed to keep the messaging novel, interesting, and helpful to students.*** OVP has increased programming topics that are offered to students (i.e., stalking, healthy relationships, alcohol and consent, consent, dating violence, Safe Zone). Outreach will continue to tailor programming in order to maintain relevance and usefulness for students. OVP will also be updating examples within the bystander programming to increase diversity and nuances of gender-based violence. We also continue to provide the TU community with a varied menu of trainings as the field of interpersonal violence research grows.
- ***Multiple participants disclosed a need for more training on consent, especially within various groups on campus.*** All incoming students receive consent training during orientation, which is followed by a discussion with peer mentors to answer any questions they have regarding consent. We will continue to offer consent training and healthy relationships training to students after their first year.
- ***Need for trainings to specific groups.*** The prevention programming library has been augmented over the past year. Outreach has begun to target various groups on campus (i.e., graduate student association, athletes, Greek life students, staff/faculty departments, pathfinders, etc.) Efforts will continue to be made to increase programming among student groups on campus.
- ***53% of survivors identified as being associated with Greek Life.*** Efforts have been made to provide increased programming to Greek Life students (i.e., bystander intervention, alcohol and consent). However, we recommend mandatory training in the first year for all Greek Life students to include alcohol, consent, healthy relationships, and bystander intervention.

- ***Students reported a decrease in awareness of how to receive support if they or a friend were a victim of interpersonal violence.*** Due to the effects of COVID-19, it is likely that more efforts need to be made to inform students of how to file a report and seek help. Outreach has already begun by informing incoming athletes, incoming first year students, and discussing services to staff and faculty. Faculty will continue to add Title IX and reporting procedures in syllabi.
- ***Historically, gender-based violence incidents occur early in the semester.*** The online training that students 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. At the time of this report, the launch date and due date for the on-line training has not been fully determined.
- ***Students have requested more programming, although programming attendance remains a challenge.*** To increase attendance to programming, it is recommended to incentivize programming. In order to incentivize programming, it is recommended that OVP partner with student groups on campus to provide food and/or beverages during the training to increase attendance.
- ***Students provided feedback to increase an atmosphere that fosters reporting and survivor support from staff and faculty.*** Although many students provided positive experiences on campus, continued efforts will be made to increase a supportive campus climate 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. OVP now has a bystander intervention program tailored towards staff and faculty in order to address staff/faculty response to gender-based violence. Additionally, OVP has begun to reach out to multiple departments on campus to begin programming that is tailored to the needs of the department. Furthermore, multiple programs are available to employees via an online library for completion at any time.
  - 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.***
    - 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.

### ***Safety on Campus***

- ***63.3% of assaults occurred on campus.*** 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. We recommend that Student Association meetings with the Office of Violence Prevention and the Title IX Coordinator continue to explore the possibility of systematizing Bystander Intervention Training for officers of student groups who will be hosting university sanctioned parties. In addition to Bystander Intervention programming, efforts to provide training regarding alcohol and consent are

in progress. 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.

- ***Inadequate lighting on campus, which makes students feel unsafe walking, has been noted repeatedly over the past several years.***
- ***Increase Campus Security involvement in some programming efforts.*** 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 security presence at certain OVP programming could be helpful in shifting this perception. Identification of challenges, barriers, and opportunities to change this perception should be identified.

### ***Community***

- ***52.8% of students reported at least one Adverse Childhood Experience.*** 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 several different groups (i.e., TU student leadership initiatives, presidential scholars, and service learning through True Blue Neighbors).

### ***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.
- ***Policy revisions should continue to enhance university response and student safety.*** 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 Title IX, VAWA, and the Clery Act. The TIX 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 2022 per new guidance from the federal government.
- ***Future efforts from the University should continue to work to build student confidence in how administrators handle procedures for interpersonal violence cases.*** Students should be made to 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 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.

- This effort could be incorporated in classes through discussions and a standard statement in all syllabi, 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 13.0% of students. A higher response rate will provide more representative and comprehensive data to inform our education and prevention efforts.

## Appendix A – Historical Timeline

- I. **2007** Rewarded the grant to start The University of Tulsa Institute of Trauma, Adversity, and Injustice [TITAN]
- II. **2009** President Obama is the first U.S. President to declare April as Sexual Assault Awareness Month
- III. **2013** National shift occurred in broader societal understanding of gender-based violence and its effects on survivors
- IV. **2014** Not Alone Campaign was established by Obama Administration, TU Administration purchased Bringing in the Bystander Training Program and disseminated to Advocacy Alliance
- V. **2015** TU and DVIS partnered to write OVW Grant
- VI. **2016** In October the first OVW Grant was awarded - CCRT created, mandatory prevention/education program established, campus law enforcement trained in VAWA crime response, train all campus disciplinary boards members, establish required bystander intervention program, provide confidential victim services
- VII. **2019** In October the second OVW Grant was awarded – Bystander intervention course for all incoming undergraduate students established, online programming for all students established, confidential victim services continued, additional programming created, ongoing training
- VIII. **2020** In January the Violence Prevention Program Director position moved to University operations budget
- IX. **2020** In July two GA positions were funded through grant
- X. **2021** Bystander intervention modules were moved into First Year Experience course
- XI. **2022** Third OVW Grant application was submitted – future support of this programming and these resources are contingent on this award

\* The current grant provides funding for travel to required trainings, the Survivor Advocate, two graduate assistants, and training opportunities.