

SUNY Sexual Violence Prevention (SVP) Campus Climate Survey Report

SUNY Potsdam

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The campus climate survey administered this academic year was intended to gather information about the rate of incidents of sexual violence and knowledge of policies and resources. By law, every SUNY campus is required to participate in this survey project. This report includes an Executive Summary that may be used for public websites or other campus publications. As per policy, the results (including question-by-question results) have been published on the campus website at <http://www.potsdam.edu/offices/hr/titleix/campusclimatesurvey>. No personally identifiable information has been shared. Additional information on campus climate surveys can also be found at <http://system.suny.edu/sexual-violence-prevention-workgroup/policies/campus-climate/>.

Executive Summary

From October 17 through November 5, 2016, our campus conducted the Campus Climate Survey. The Survey was administered to all faculty, staff, and students.

By SUNY policy, this uniform survey ascertains faculty and staff awareness of policies and resources, and student experience with and knowledge of reporting and college adjudicatory processes for sexual discrimination, including sexual harassment, sexual violence, and other related crimes.

Results indicated that faculty and staff are very much aware of the Title IX policies, laws, and resources. Continued outreach, training, and follow-up is needed though to provide up-to-date information to faculty and staff. Eighty-six percent of responding faculty and staff have received information on the definition of sexual assault from SUNY Potsdam, 89% have received information on how to report a sexual assault, and 88% have received information on where to go to get help for someone who has been sexually assaulted. Eighty-three percent have received information on Title IX protections against sexual assault. Faculty and staff reported being aware of the following campus and community resources:

- University Police (100%)
- Health Services (98%)
- Human Resources (98%)
- Local Police (98%)
- Counseling Center (95%)
- Employee Assistance Program (90%)
- Office of Student Conduct (91%)
- Title IX Compliance Office (86%)

Survey results showed that the College is doing an excellent job in Title IX communication and training to its employees, which will continue.

Survey results also show that faculty and staff believe the institution would take reports of sexual violence seriously with 89% of the faculty and staff who responded agreeing with this statement. Only 3% did not think the campus would take a report seriously and around 8% were unsure. Sixty-three percent think the campus would conduct a fair investigation with 29% not sure and 7% thinking the campus would not conduct a fair investigation.

Students indicated that they too are aware of the Title IX policies, laws, and resources. Continued outreach, training, and follow-up is needed though to provide updated information. Sixty-six percent of

responding students have received information on the definition of sexual assault from SUNY Potsdam, 62% have received information on how to report a sexual assault, and 67% have received information on where to go to get help for someone who has been sexually assaulted. Sixty-eight percent have received information on Title IX protections against sexual assault. Students are aware of the following campus and community resources:

- University Police (94%)
- Health Services (92%)
- Counseling Center (84%)
- Peer Counselors (73%)
- Office of Student Conduct (57%)
- Title IX Compliance Office (46%)

Survey results showed that the College is also doing a good job in Title IX communication and training to the students, which will continue.

Survey results also show that students think the institution would take a report of sexual violence seriously with 61% of the students who responded agreeing with this statement. Around 11% did not think the campus would take a report seriously and 27% were unsure. Forty-seven percent think the campus would conduct a fair investigation with 34% not sure and 18% thinking the campus would not conduct a fair investigation.

Over the Summer of 2017, the newly-formed Title IX Coordinator and Title IX Core Team will review the specific results of the survey and make recommendations for improvement based on the findings.

If you have any questions about the survey or would like to provide feedback, please contact Stacey Basford, Title IX Coordinator, basforsl@potsdam.edu, (315) 267-2516; or Judith Singh, Director of Institutional Research & Assessment, singhjr@potsdam.edu, (315) 267-2188.

Background

By administering this survey, the College is able to see what areas need improvement and then focus on those areas with our training and communication efforts. The survey also allows us to see where the sexual harassment and sexual assault incidents are occurring, so we can increase our prevention and training efforts in those specific locations. We are also able to better understand the reasons why victims/survivors are not reporting or are hesitating in reporting incidents so we can bring a stop to those fears and beliefs. The survey data connects with the goals of the College’s Strategic Plan for Diversity, Equity and Inclusion.

Number of Faculty/Staff Emailed Survey	1246
Number of Faculty/Staff Respondents	230
Faculty/Staff Response Rate	18.4%
Number of Students Emailed Survey	3636
Number of Student Respondents	356
Student Response Rate	9.8%
Female students are over-represented in the survey responses. SUNY Potsdam has about 58% female enrollment, and the respondents to the survey were about 71% female.	

White students were also over-represented in the survey responses. About 62% of SUNY Potsdam undergraduate students are white, while almost 73% of respondents to the survey were white.
Hispanic or Latino and Black or African American students were under-represented in the survey responses.
The Director of Institutional Research & Assessment excluded anyone who was under the age of 18 at the time of the survey from the email list.
There was no oversampling involved as the entire student body and all faculty/staff were surveyed.

SUNY Potsdam chose to participate in the pilot of the SUNY Campus Climate survey in Fall 2016. The survey was administered between October 17 and November 5 to all faculty, staff, and students at SUNY Potsdam. SUNY System Administration contracted with Campus Labs to host the survey online. An announcement email from SUNY Potsdam’s President was sent out on Friday, October 14 to all faculty, staff, and students letting them know that an email with the survey link would be delivered the next week. After that, Campus Labs emailed SUNY Potsdam faculty, staff, and students with the survey link and also sent out email reminders. The Campus Labs portal with the survey response rate and survey data was only accessible by the Office of Institutional Effectiveness Staff.

Results

Title IX Coordinator

- Of the faculty and staff that responded, 93% knew that sexual assaults could be reported to the Title IX Coordinator, and more than 83% knowing the Title IX Coordinator’s role on campus. Of the students that responded, 70% knew that sexual assaults could be reported to the Title IX Coordinator, with more than 57% knowing Title IX Coordinator’s role was on campus.

Campus Title IX Policies and Procedures

- Title IX policies and procedures are being communicated well through training and publications. Of the faculty and staff who responded, more than 80% reported receiving written or verbal Title IX information, 92% reported that they found their training useful, and more than 60% reported that they knew what to do if a student reported an incident to them and what the process is after they have reported the incident. Of the students who responded, more than 57% reported receiving written or verbal Title IX information, 94% reported that they found their training useful, and more than 59% reported that they knew how to report an incident.

Affirmative Consent & Bystander Attitudes/Behavior

- Of the faculty and staff who responded, 82% reported understanding and awareness of the definition of affirmative consent, with 96% knowing that someone who is incapacitated cannot provide consent. Of the students who responded, 78% reported understanding and awareness of the definition of affirmative consent, with 90% knowing that someone who is incapacitated cannot provide consent.
- Faculty, staff, and students understand and are aware of SUNY’s Alcohol and/or Drug Use Amnesty Policy as shown with 71% of faculty and staff and 57% of students reporting understanding/awareness. The campus community knows that a bystander acting in good faith or a victim/survivor who reports a Title IX incident will not be disciplined for violating campus alcohol policies if they have been drinking at or near the time of the incident as evidenced by the 87% of faculty and staff and 80% of students who responded.
- Faculty and staff reported they would express discomfort if someone made a joke about a person’s body (80%) or if someone says that rape victims are to blame for being raped (96%).

- Faculty and staff reported that they would get help and resources for a student who tells them they have been assaulted (99%), tell a campus authority about information they have that might help in a sexual assault case even if pressured by their peers to stay silent (98%), would call for help if they heard someone yelling for help (81%), and talk to a student who they suspect is in a sexually-abusive relationship (78%).
- Students reported they would express discomfort if someone says that rape victims are to blame for being raped (94%) or if someone made a joke about a person's body (77%).
- Students reported that they would get help and resources for a friend who tells them they have been assaulted (94%), talk to a friend who they suspect is in a sexually-abusive relationship (87%), tell a campus authority about information they have that might help in a sexual assault case even if pressured by their peers to stay silent (87%), or call for help if they heard someone yelling for help (85%).
- Students also reported they would ask a friend if they need to be walked home from a party (96%), speak up to someone who is making excuses for having sex with someone who is unable to give full consent (91%), speak up to someone who is making excuses for forcing someone to have sex with them (90%), criticize or confront a friend who tells me that they had sex with someone who was passed out or didn't give consent (87%), do something to help a very drunk person who is being brought to a bedroom by a group of people at a party (81%), do something if they saw a person at a party being made uncomfortable by a group (80%), ask a stranger who looks very upset at a party if they are okay or need help (73%), or ask a stranger if they need to be walked home from a party (58%).

Reporting Title IX Incidents

- Of the students who responded, 45% indicated that they shared incidents with someone in the past year, sharing with: 33% friend, 19% roommate/housemate, 13% romantic partner, 6% parent/guardian, 6% other family member, 6% faculty/staff/administrator, 5% Counseling Center, 2% University Police, 2% local law enforcement, 2% supervisor, 2% other, 1% peer advisor/educator, 1% private/off-campus counselor, 1% clergy, and 1% Student Health Services. Only 10% of students responding used the formal procedures to report incidents.
- Students indicated that they did not report incidents on campus for the following reasons: 18% didn't want to deal with it, 16% didn't feel it was important enough, 12% didn't recognize the incident as a sexual assault at the time, 9% were ashamed or embarrassed, 7% didn't believe they would be believed, 7% felt it was partly their fault, 6% were concerned that others might find out, 5% thought they would be blamed, 4% were worried that if they told someone on campus that the College would take action without their permission, 4% feared the person would retaliate or do it again, 4% didn't trust the campus to take action, 4% didn't trust University Police to take action, 2% didn't know the reporting procedures, 2% were afraid they might be punished for other things they were doing at the time such as alcohol or drugs, and 1% were told by someone not to report it.
- Faculty and staff are aware of who can take reports of Title IX incidents as shown with 100% responding University Police, 95% Counseling Center, 93% Title IX Coordinator, 93% Health Center, 74% Student Affairs Office, 73% Affirmative Action Office, 71% Employee Assistance Program, 70% Human Resources Office, and 66% advocacy center. Faculty and staff reported (89%) that they know how to advise a student on where to get help on campus, and 60% reported knowing how the process works after a student files a complaint.
- Students are also aware as shown with more than 59% reporting that they knew how to report Title IX incidents. Of the students who responded, 67% reported they would know where to go

to get help on campus; and 43% reported they know what happens after a student files a complaint.

On- and Off- Campus Resources

- Faculty and staff reported awareness of the following campus and community resources: 100% University Police, 99% Student Health Services, 98% Human Resources, 98% local law enforcement, 96% Counseling Center, 91% Office of Student Conduct, 91% Employee Assistance Program, 86% Title IX Office, 62% local crisis center, 58% Peer Counselors, 50% Health Educator, 41% local advocacy center 39% Campus Advocacy Center, and 17% Office for Violence Prevention & Victim Assistance.
- Students reported awareness of the following campus and community resources: 94% University Police, 93% Student Health Services, 91% Employee Assistance Program, 84% Counseling Center, 74% local law enforcement, 74% Peer Counselors, 57% Office of Student Conduct, 46% Title IX Office, 40% Health Educator, 37% local crisis center, 36% Campus Advocacy Center, 27% local advocacy center, 25% Human Resources, and 18% Office for Violence Prevention & Victim Assistance.

Prevalence of Victimization and Perpetration of Title IX Incidents

- Students reported to have experienced sexual comments, sexual slurs, or demeaning jokes during the last year in a classroom setting (11%), lab or work setting (6%), other campus setting such as a campus grounds or residence hall (27%), or at an off-site campus-sponsored activity (13%). Other reports not related to the campus were 43%.
- Of the students who responded, 28% reported in the last year (**without their consent**) receiving unwanted sexually-suggestive communications of either words, images, or both via emails, texts, social media, letters, or other written communication; 4% reported someone viewing their sexual activity or nakedness or taken pictures or recordings; 18% reported that someone fondled, kissed, or rubbed up against the private areas of their body; 7% reported someone removed their clothing; 7% reported that someone tried to sexually penetrate them; 5% reported someone did sexually penetrate them; 5% reported someone tried to perform oral sex on them or forced them to perform oral sex on them; and 3% reported someone did perform oral sex on them or forced them to perform oral sex on them. Of those incidents, 52% knew their perpetrator, and 34% reported the perpetrator was a member of the campus community. Those perpetrators were: 84% students, 7% faculty, 7% other, and 2% staff.
- Alcohol continues to be a common factor associated with many incidents. Of the students who responded, 30% indicated that their perpetrator was under the influence of alcohol and/or drugs, and 24% indicated that they themselves were under the influence of alcohol and/or drugs.

Discussion and Next Steps

- During the time of the survey, the College was in its first semester, and only one to two months into it, with a new Title IX Coordinator and Investigator, new Title IX policies and procedures, and new training efforts. It was also a semester where our reported incidents peaked. Considering this, we feel that the data from faculty, staff, and students indicating how they felt the campus would respond to reports of sexual discrimination, sexual harassment, sexual violence, and other related crimes were success stories. Now that we have been through an entire year, we are confident that our data will only improve with our next survey.

- Faculty and staff data for awareness that incidents could be reported to the Title IX Coordinator and her role on the campus were outstanding. Student numbers were not as positive as employee numbers, but we are confident that with the changes in Title IX leadership, policies/procedures, and training that these numbers, too, will improve.
- Another success story would be our Title IX training efforts. We will continue to require all employees to complete online Title IX training, and we hope to present in-person training with each department/division and new employees on campus in the upcoming year. We will continue to require Title IX online training for students as well. For the upcoming year, we will require ALL students to complete the new Sexual and Interpersonal Violence Prevention and Response Course made possible by SUNY System Administration. We will also continue to provide in-person training to new students, athletes, Residence Life staff, international students, EOP students, Greek organizations, student leaders, and in the residence halls.
- The survey data shows that we are getting the word out about Title IX through publications. Over the Summer and Fall 2017, we plan to develop new Title IX webpages and publications. We also hope to offer more programming events throughout the year.
- Awareness and understanding of the definition of affirmative consent with faculty, staff, and students is another success story by indication of data. We will continue to discuss and stress the importance of affirmative consent in all of our trainings and include it in our publications and webpages. Throughout the 2016-17 academic year, this was highly stressed in our trainings both in-person and online.
- Data on the awareness and understanding of SUNY's Alcohol and/or Drug Use Amnesty Policy could have been better and will continue to be included in our trainings for faculty, staff, and students. This was part of our trainings in the 2016-17 academic year, but more time will be spent on the topic during the upcoming year.
- Even though the data was excellent for awareness of faculty and staff on reporting Title IX incidents, we will continue to make sure they are well-versed on confidential and non-confidential reporting options. Student numbers could have been better, but we will continue to bring more awareness to their confidential and non-confidential reporting options in trainings this upcoming year.
- There are so many resources available, both on and off campus, to faculty, staff, and students. It is important for the upcoming year that we bring more awareness about these wonderful resources as well as to the SUNY Sexual Assault & Violence Response website.
- With alcohol being a common factor in many reported incidents, it is important that we spend more time during our student trainings to discuss the effects of alcohol, the sections of the affirmative consent policy regarding alcohol, and the SUNY Alcohol and/or Drug Use Amnesty Policy.
- Continued faculty/staff/student training (both in-person and online) with more emphasis on conduct to avoid and new Title IX publications should assist with incidents. Residence Hall programming events will also assist with this.
- Only 10% of the students reporting that they were victims/survivors used the formal procedures to report incidents. This, in addition to calming their fears/worries about reporting are a challenge. It is our hope that with increased information on how the Title IX complaint process works and what options are available with their reporting, we can increase the number of reports filed through the formal procedures.
- It is our hope to offer more "Bringing in the Bystander" training to the campus community during the upcoming year.

- The Title IX Coordinator will have a Graduate Advantage Program Assistant for the Fall 2017 semester who will assist with (1) Conducting programming and education/training for the campus community, which will include, but is not limited to residence halls, new students, student leaders, athletes, international students, student employees, etc.; (2) Developing brochures, flyers, and other promotional material on Title IX incident prevention and awareness (3) Directing programming efforts for October's Domestic Violence Awareness Month; (4) Becoming trained in "Bringing in the Bystander" and participating in other webinars and/or training opportunities as needed; (5) Creating a Peer Outreach Program.; (6) Developing and/or updating Title IX webpages as needed; and (8) Assisting with the customization of the new online Title IX training module for students.

Appendix A

About Campus Labs:

The Campus Labs® platform offers integrated software and cloud-based assessment tools for higher education. The corporate mission is focused on empowering and transforming colleges and universities through strategic data insights. Campus Labs is headquartered in Buffalo, New York. Specific to the SUNY Sexual Violence Prevention (SVP) Campus Climate Survey, Campus Labs is providing the technology to administer the survey and analyze the collected data. Campus Labs has also provided consultation in the form of two consultants whose role is to advise SUNY representatives on the logistics and administration of the survey.

Data Security:

Campus Labs is committed to maintaining the highest standards in data security. To protect information used in internet transactions (e.g. online surveys, data reports), Campus Labs uses the following security techniques and procedures:

- Secure login access (username and password) is required to access all data reports
- Information is exchanged via Secure Socket Layer (SSL) that uses 128-bit encryption
- Information requests must pass through multiple hardware and software security firewalls
- Campus Labs' data center is monitored 24/7 and access is restricted to authorized parties with validated key cards
- Data is backed up every hour internally
- Data is backed up every night to a centralized backup system, with offsite backups in the event of catastrophe.
- Campus representatives will have access to all data for their campus only.
- SUNY Administrators will have access to the data of all participating campuses
- Respondent identifiers are hidden from the SUNY and campus representatives administering the SVP Campus Climate Survey. At no time will SUNY or campus representatives be able to see respondent identifiers linked to individual's responses.

Appendix B

SUNY Policy

SUNY Policies on Sexual Violence Prevention and Response <http://system.suny.edu/sexual-violence-prevention-workgroup/policies/> and <http://system.suny.edu/sexual-violence-prevention-workgroup/policies/response/>

SUNY Policies <http://system.suny.edu/compliance/topics/sexual-violence-prevention/>

Campus Resources and Best Practices <http://system.suny.edu/university-life/sexual-assault-prevention/>

Sexual Assault and Violence Response Resources <https://www.suny.edu/violence-response/> with resources on or off campus by location, campus, city.