



Campus Climate Survey Report October 2016

Title IX and Division Compliance Office
Office of Institutional Research

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WARNING:

The Campus Climate Survey discusses materials that are of a sexual nature. Sexual misconduct and gender based violence are discussed in sections of this assessment. The report includes explicit language and discussion of sexual acts and names anatomical body parts. Reading this information may bring forward unpleasant memories for yourself or a peer. If you would like to speak to someone confidentially about questions or concerns here are a few resources:

Confidential Support Resources for Students:

Counseling and Disability Services 830-372-8009
Campus Pastor 830-372-8160

Confidential Support Resources for Faculty/Staff:

Employee Assistance Program: ComPsych Guidance Consultant 888-628-4824

Confidential Reporting Resources for Faculty, Staff, and Students:

Campus Conduct Hotline 866-943-5787

Non-Confidential Resources and Reporting:

TLU Title IX Office 830-372-8060



TEXAS LUTHERAN UNIVERSITY CAMPUS CLIMATE SURVEY

Executive Summary

“God calls us to love our neighbors through an open and welcome heart. May he grant us the grace to walk through this journey in justice and peace as we advocate for the values that bind us all” (Kristi Quiros, TLU Vice President and Dean of Students, 2018).

In April 2014 the U.S. Department of Justice’s Office on Violence Against Women published a web article about sexual assault on college campuses and indicated that campus climate surveys would soon become a Title IX compliance requirement (Not Alone: Protecting Students from Sexual Assault, 2018). By the fall of 2015, TLU began planning to administer a campus climate survey to comply with Title IX and, more importantly, to use the results to improve campus safety for the entire TLU community. This report highlights the main overarching challenges and several strengths suggested by the survey response data. The recommendations herein are actionable.

Since the study was undertaken and concluded in the October 2017 many educational and prevention programs and services have been implemented. In July 2017, TLU rolled out the Education and Compliance program that works to bring educational resources to assist our employees with a variety of online educational courses, in person speakers and presentations, as well as awareness month campaigns (Domestic Violence Awareness Month, Stalking Awareness Month, and Sexual Assault Awareness Month).

In Fall 2017, TLU developed a partnership with Guadalupe Valley Family Violence Shelter where on Monday and Fridays of every week, there is a confidential advisor located in the Alumni Student Center available to speak with faculty, staff, and students about gender based violence and provide information regarding the services that are available in the Seguin and surrounding communities. Since Spring 2017, TLU has gained institutional memberships to Texas Association Against Sexual Assault (TAASA) and Texas Council on Domestic Violence.

Overall, survey findings reveal that students, faculty, and staff are positive about TLU and enjoy their experiences here. Additionally, respondents agree in the need for more diversity on our campus. Employees and students, in general, feel a strong sense of belonging at TLU. Another broad finding is that respondents trust TLU to be fair and equitable in the handling of sexual misconduct and racial/ethnic bias complaints. All respondents expressed trust that TLU would take their report of such incidents seriously. For instance, 94% of faculty and staff respondents and 95% of student respondents believed TLU would take their reports seriously. In addition to these positive findings, areas of challenge were identified through the survey responses as well. For instance, African American students describe experiencing incidents of racial micro-aggressions and encountered sexual misconduct by faculty/staff. Faculty and staff do not indicate ever experiencing sexual misconduct at TLU. However, it is likely that some employees have had these experiences without reporting them, given the national statistics on reporting victimization (Violence Against Women in the United States: Statistics, 2018).

Student focus groups and employee comments were helpful in the development of recommendations and provided context for the data analysis. TLU will use these findings to improve the educational and work environment, develop training and prevention programs, and expand our efforts to educate the community on sexual misconduct post-reporting processes.

Throughout this process, both strengths and challenges were found, and recommendations were made based on the results. As a community, we must work together to implement strategies and tactics to improve the TLU campus climate. The process will take commitment, perseverance, and a shared vision for what our campus climate can be. There will likely be many different ideas on how to accomplish our goals but it is crucial that we stay the course.

Introduction

The Texas Lutheran University (TLU) Campus Climate Survey was conducted in the fall of 2016 to improve TLU's understanding of the extent and nature of sexual misconduct on campus and gather community members' views on campus climate. The confidential survey first asked general questions about perceptions of safety and respect in the campus community and then focused primarily on individual experiences of sexual misconduct. The survey was sent to all TLU faculty, staff, and degree-seeking students with the goal of using the results to improve safety for the entire TLU community.

The campus climate survey team chose the Administrator-Researcher Campus Climate Collaborative (ARC3) survey instrument. The ARC3 survey is divided into 13 topical modules such as campus safety, victimization, and racial/ethnic bias and averaged 30 minutes to complete. Overall, a total of 1,266 students and 290 faculty and staff were invited to participate in the survey. Five hundred and forty-seven students completed the survey for an overall response rate of 43% and 178 faculty and staff completed it for a 61% response rate. The demographic distribution of the respondents was representative of the student, faculty, and staff population, with the exception of gender, as women garnered a higher response rate than men.

Table 1.01 Student Response Demographics

	White	Latino/a	Black	Multi-racial	Other	Total
Women	39% ²¹¹	19% ¹⁰⁰	5% ²⁶	2% ¹³	1% ⁵	65% ³⁵⁵
Men	19% ¹⁰⁵	9% ⁴⁴	3% ¹⁶	1% ¹⁰	1% ⁵	33% ¹⁸⁰
Non-binary	1% ⁵	1% ²	0% ⁰	0% ³	0% ²	2% ¹²
Total	59%³²¹	27%¹⁴⁶	8%⁴²	5%²⁶	2%¹²	100%⁵⁴⁷

Table 1.02 Faculty & Staff Response Demographics

	White	Latino/a	Black	Multi-racial	Other	Total
Women	49% ⁸⁸	9% ¹⁷	3% ⁵	0%	2% ³	63% ¹¹³
Men	30% ⁵³	3% ⁵	2% ³	0%	1% ²	36% ⁶⁴
Non-binary	1% ¹	0%	0%	1% ¹	0%	1% ²
Total	79%¹⁴²	13%²³	4%⁸	1%¹	3%⁵	100%¹⁷⁹

Student Survey Response Summary Spring 2018

To gather a deeper level of understanding on survey responses, student focus groups were formed and discussions held during the fall 2017 semester. The focus group conversations were helpful in broadening the survey team’s understanding of the student’s experiences and played a valuable role in formulating many of the proposed recommendations.

Strengths

Strength 1: Satisfaction - Students are pleased overall with the TLU experience.

The findings reveal that a majority of TLU students perceive their experience here to be positive, with 90% saying they would recommend attending TLU, 94% indicating they would attend TLU if they had to do it over again, and 84% saying they feel safe on campus. While overall numbers are considered a strength, it should be noted that for some climate measures, perceptions differed by gender identity and ethnicity indicating lower levels of confidence in enrollment and safety on campus.

Table 6.1 Percent of Responses in Agreement with Statements

	Woman	Man	Non-binary	Total
I would recommend attending Texas Lutheran University to others.	92% ³²⁴	87% ¹⁵⁶	83% ¹⁰	90% ⁴⁹⁰
If I had to do it over again, I would still attend Texas Lutheran University.	93% ³²⁷	95% ¹⁷¹	100% ¹²	94% ⁵¹⁰
I feel safe on campus at Texas Lutheran University.	81% ²⁸⁹	91% ¹⁶⁴	67% ⁸	84% ⁴⁶¹

Table 6.2 Percent of Responses in Agreement with Statements

	White	Latino/a	Black	Multi-racial	Total
I would recommend attending Texas Lutheran University to others.	93% ²⁹⁶	92% ¹³³	67% ²⁸	81% ²¹	90% ⁴⁹⁰
If I had to do it over again, I would still attend Texas Lutheran University.	94% ²⁹⁹	97% ¹⁴¹	81% ³⁴	92% ²⁴	94% ⁵¹⁰
I feel safe on campus at Texas Lutheran University.	85% ²⁷³	84% ¹²³	79% ³³	77% ²⁰	84% ⁴⁶¹

Strength 2: Race/Ethnic Bias - Students perceive diversity issues are a priority at TLU

The vast majority of students, 80%, believe that TLU has diversity plans and initiatives. Students have heard campus administrators speak publicly on diversity issues, and 93% of students feel they are encouraged to share their ideas on diversity in public forums.

Table 3.1 Percent of Responses in Agreement with Statements

	Woman	Man	Non-binary	Total
The institution has campus administrators who regularly speak about the values of diversity.	86% ³⁰⁶	87% ¹⁵⁷	75% ⁹	86% ⁴⁷²
The institution has strategic diversity goals and plans.	80% ²⁸⁴	80% ¹⁴⁴	83% ¹⁰	80% ⁴³⁸
The institution encourages faculty/staff/students to have a public voice and share their ideas openly.	94% ³³⁴	93% ¹⁶⁷	75% ⁹	93% ⁵¹⁰

Table 3.2 Percent of Responses in Agreement with Statements

	White	Latino/a	Black	Multi-racial	Total
The institution has campus administrators who regularly speak about the values of diversity.	89% ²⁸⁵	87% ¹²⁶	69% ²⁹	85% ²²	86% ⁴⁷²
The institution has strategic diversity goals and plans.	83% ²⁶⁶	77% ¹¹²	71% ³⁰	81% ²¹	80% ⁴³⁸
The institution encourages faculty/staff/students to have a public voice and share their ideas openly.	94% ³⁰³	92% ¹³⁵	90% ³⁸	88% ²³	93% ⁵¹⁰

Strength 3: Consent - TLU students have a strong understanding of sexual consent

In both the survey results and in focus group discussions, students exhibited a clear understanding of sexual consent. Overall, 94% agree that consent must be given at each step in a sexual encounter. Ninety-two percent of all respondents understood that being drunk does not give you a pass on getting consent.

Table 6.5 Percent of Responses in Agreement with Statements

	Woman	Man	Non-binary	Total
Consent must be given at each step in a sexual encounter.	96% ³³⁶	90% ¹⁶⁰	83% ¹⁰	94% ⁵⁰⁶
Even if a person doesn't physically resist sex, it does not mean they consent.	89% ³¹²	81% ¹⁴²	92% ¹¹	86% ⁴⁶⁵
Even if you and your sexual partner are both drunk, you still have to get consent.	93% ³²⁶	91% ¹⁶⁰	83% ¹⁰	92% ⁴⁹⁶

Table 6.6 Percent of Responses in Agreement with Statements

	White	Latino/a	Black	Multi-racial	Total
Consent must be given at each step in a sexual encounter.	94% ²⁹⁶	97% ¹⁴⁰	93% ³⁸	92% ²⁴	94% ⁵⁰⁶
Even if a person doesn't physically resist sex, it does not mean they consent.	85% ²⁷⁰	93% ¹³⁴	76% ³¹	88% ²³	86% ⁴⁶⁵
Even if you and your sexual partner are both drunk, you still have to get consent.	92% ²⁹⁰	97% ¹³⁹	93% ³⁷	88% ²³	92% ⁴⁹⁶

Strength 4: Peer Norms - TLU students are opposed to coerced or forced sexual experiences

One-hundred percent of students reported their friends would not approve of them forcing someone to have sexual intercourse. At a rate of 100%, students also reported their friends would not approve of them using physical force, such as hitting or beating, to resolve conflicts. Lastly, 99% of the students reported their friends would not approve of them getting someone drunk or high to have sex with them.

Table 6.9 Percent of Responses in Agreement with Statements

	Woman	Man	Non-binary	Total
My friends would approve of me getting someone drunk or high to have sex with them.	1% ³	1% ¹	0% ⁰	1% ⁴
My friends would approve of me forcing someone to have sex.	0% ⁰	0% ⁰	0% ⁰	0% ⁰
My friends would approve of me using physical force, such as hitting or beating, to resolve conflicts.	0% ¹	0% ⁰	0% ⁰	0% ¹

Table 6.10 Percent of Responses in Agreement with Statements

	White	Latino/a	Black	Multi-racial	Total
My friends would approve of me getting someone drunk or high to have sex with them.	1% ²	0% ⁰	5% ²	0% ⁰	1% ⁴
My friends would approve of me forcing someone to have sex.	0% ⁰				
My friends would approve of me using physical force, such as hitting or beating, to resolve conflicts.	0% ¹	0% ⁰	0% ⁰	0% ⁰	0% ⁰

Challenges

The challenges listed below contain items the survey team believed to be serious enough to warrant institutional response and resources for remediation. They do not necessarily have statistical significance when making group comparisons due to the small numbers within population groups; however, they were found across multiple modules in the survey, presenting thematic threads to follow.

It should be noted that this survey was administered two months after the Title IX office had been created and before the Office on Violence Against Women (OVW) grant work had begun on campus, the Advocacy position created, and the institutional Diversity Committee established; all of which address the challenges notes below. The survey responses further validate the need for the establishment of these programs addressing education and outreach, and argue for their continued support through institutional planning in resource allocations. The challenges are discussed in larger categories with supporting data tables embedded in the narrative and additional tables located in the appendix.

Challenge 1: Students of all races/ethnicities are not very satisfied with campus diversity

Students of all races, ethnicities, and genders want more diversity in faculty and student populations. Only 65% of students are satisfied with the racial/ethnic diversity of faculty, 65% are satisfied with the racial/ethnic diversity of students, and 66% are satisfied with the interactions among different racial/ethnic groups.

Table 6.11 Percent of Responses in Agreement with Statements

	Woman	Man	Non-binary	Total
The institution has campus administrators who regularly speak about the values of diversity.	86% ³⁰⁶	87% ¹⁵⁷	75% ⁹	86% ⁴⁷²
The institution has strategic diversity goals and plans.	80% ²⁸⁴	80% ¹⁴⁴	83% ¹⁰	80% ⁴³⁸
The institution encourages faculty/staff/students to have a public voice and share their ideas openly.	94% ³³⁴	93% ¹⁶⁷	75% ⁹	93% ⁵¹⁰
The institution rewards faculty/staff/students for their participation in diversity efforts.	82% ²⁹²	79% ¹⁴³	75% ⁹	81% ⁴⁴⁴
The institution treats faculty/staff/students of color fairly.	95% ³³⁹	96% ¹⁷²	100% ¹²	96% ⁵²³
I am satisfied with the racial/ethnic diversity of faculty.	62% ²²⁰	71% ¹²⁷	75% ⁹	65% ³⁵⁶
I am satisfied with the racial/ethnic diversity of student body.	60% ²¹³	73% ¹³²	75% ⁹	65% ³⁵⁴
I am satisfied with the interactions among different racial/ethnic groups.	62% ²¹⁹	73% ¹³¹	83% ¹⁰	66% ³⁶⁰

Table 6.12 Percent of Responses in Agreement with Statements

	White	Latino/a	Black	Multi-racial	Total
The institution has campus administrators who regularly speak about the values of diversity.	89% ²⁸⁵	87% ¹²⁶	69% ²⁹	85% ²²	86% ⁴⁷²
The institution has strategic diversity goals and plans.	83% ²⁶⁶	77% ¹¹²	71% ³⁰	81% ²¹	80% ⁴³⁸
The institution encourages faculty/staff/students to have a public voice and share their ideas openly.	94% ³⁰³	92% ¹³⁵	90% ³⁸	88% ²³	93% ⁵¹⁰
The institution rewards faculty/staff/students for their participation in diversity efforts.	82% ²⁶³	83% ¹²¹	71% ³⁰	85% ²²	81% ⁴⁴⁴
The institution treats faculty/staff/students of color fairly.	97% ³¹⁰	97% ¹⁴²	81% ³⁴	96% ²⁵	96% ⁵²³
I am satisfied with the racial/ethnic diversity of faculty.	64% ²⁰⁵	66% ⁹⁶	67% ²⁸	69% ¹⁸	65% ²⁵⁶
I am satisfied with the racial/ethnic diversity of student body.	64% ²⁰⁴	62% ⁹⁰	79% ³³	69% ¹⁸	65% ³⁵⁴
I am satisfied with the interactions among different racial/ethnic groups.	64% ²⁰⁴	66% ⁹⁶	78% ³²	69% ¹⁸	66% ³⁶⁰

In focus groups, students believe that conversations about diversity happen, but not action. TLU was noted as being “reactive” versus “proactive” and that there was a systematic failure regarding race and the need to discuss it.

Challenge 2: Black/African American students experience more incidents of racial bias and sexual misconduct on campus

The racial/ethnic bias module provided insights into life on campus for Black/African American students with the survey data showing these student to be three times more likely to be treated differently because of their race, excluded from gatherings or events, and have offensive remarks made about their appearance.

The general theme within focus groups among Black/African American and Latino/a students was that they want to be recognized and accepted for who they are and not treated as merely a sub-population. While the Latino/a population believes they have a role within the campus community, they also feel marginalized by being primarily viewed and categorized as a sub-population. The Black/African American students stated they are struggling to feel a sense of belonging at TLU, whether it be as a sub-population or within the overall community. Both racial/ethnic groups describe concerns with micro-aggressions and hipster racism or ironic racism and desire to have better integration of cultures, races, and ethnic groups embedded into campus life.

Table 3.1 Percent of "Yes" Responses

	White	Latino/a	Black	Multi-racial	Total
Have you been in a situation where faculty/staff treated you differently because of your race or ethnicity?	9% ²⁸	11% ¹⁶	33% ¹⁴	8% ²	11% ⁶²
Have you been in a situation where faculty/staff excluded you from gatherings or events because of your race?	5% ¹⁷	2% ³	14% ⁶	8% ²	5% ²⁸
Have you been in a situation where faculty/staff displayed, used, or distributed racist or offensive materials?	8% ²⁷	8% ¹¹	19% ⁸	8% ²	9% ⁴⁸
Have you been in a situation where faculty/staff made racist or ethnically disparaging remarks?	6% ¹⁹	7% ¹⁰	21% ⁹	8% ²	8% ⁴²
Have you been in a situation where faculty/staff put you down or were condescending to you because of your race?	6% ¹⁹	4% ⁵	14% ⁶	8% ²	6% ³³
Have you been in a situation where faculty/staff made offensive remarks about your appearance?	6% ¹⁹	3% ⁵	19% ⁸	8% ²	6% ³⁴

Table 3.2 Percent of "Yes" Responses

	White	Latino/a	Black	Multi-racial	Total
Have you been in a situation where students treated you differently because of your race or ethnicity?	19% ⁶⁰	17% ²⁵	40% ¹⁷	38% ¹⁰	21% ¹¹⁶
Have you been in a situation where students excluded you from gatherings or events because of your race?	9% ²⁹	5% ⁸	17% ⁷	19% ⁵	9% ⁵⁰
Have you been in a situation where students displayed, used, or distributed racist or offensive materials?	13% ⁴²	10% ¹⁵	36% ¹⁵	31% ⁸	15% ⁸²
Have you been in a situation where students made racist or ethnically disparaging remarks?	20% ⁶³	15% ²¹	45% ¹⁹	36% ⁹	21% ¹¹⁶
Have you been in a situation where students put you down or were condescending to you because of your race?	11% ³⁴	12% ¹⁷	21% ⁹	32% ⁸	13% ⁷¹
Have you been in a situation where students made offensive remarks about your appearance?	16% ⁵⁰	12% ¹⁸	36% ¹⁵	31% ⁸	17% ⁹²

Table 6.2 Percent of Responses in Agreement with Statements

	White	Latino/a	Black	Multi-racial	Total
I would recommend attending Texas Lutheran University to others.	93% ²⁹⁶	92% ¹³³	67% ²⁸	81% ²¹	90% ⁴⁹⁰
If I had to do it over again, I would still attend Texas Lutheran University.	94% ²⁹⁹	97% ¹⁴¹	81% ³⁴	92% ²⁴	94% ⁵¹⁰
I feel safe on campus at Texas Lutheran University.	85% ²⁷³	84% ¹²³	79% ³³	77% ²⁰	84% ⁴⁶¹

Challenge 3: The overall campus climate and experience regarding safety is not strong

This challenge was reflected in survey items throughout several modules including Campus Safety, Perception of Campus Climate (students), and Sexual Harassment by Students reflecting an overarching theme. Specifics included:

- 15% of Women and 10% of Men believe that sexual violence is a problem at TLU
- 32% of Women, 15% of Men, and 17% of Non-Binary students have experienced sexual or physical misconduct since being enrolled at TLU

- 21% of Women, 10% of Men, and 42% Non-Binary students felt put down or condescended to because of their sex
- 15% Women, 14% Men, and 15% Multiracial students think the institution would have a hard time supporting a person making a report of sexual misconduct

Table 2.1 Percent of Responses in Agreement with Statements

	Woman	Man	Non-binary	Total
On or around campus, I am NOT safe from stalking.	9% ³³	3% ⁵	17% ²	7% ⁴⁰
On or around campus, I am NOT safe from sexual violence.	6% ²²	2% ⁴	8% ¹	5% ²⁷
Sexual violence IS a problem on campus.	15% ⁵⁴	10% ¹⁷	0% ⁰	13% ⁷¹

Table 2.3 Percent of Responses in Agreement with Statements

	Woman	Man	Non-binary	Total
Have you been in a situation where a student treated put you down or was condescending because of your sex?	21% ⁷⁴	10% ¹⁸	42% ⁵	18% ⁹⁷
Have you been in a situation where a student repeatedly told sexual stories or jokes that were offensive to you?	19% ⁶⁸	8% ¹⁴	25% ³	16% ⁸⁵
Have you been in a situation where a student made unwelcome attempts to draw you into a discussion of sexual matters?	20% ⁷²	8% ¹⁵	17% ²	16% ⁸⁹

Table 4.1 Percent of "Yes" Responses

	Woman	Man	Non-binary	Total
Have you experienced sexual or physical misconduct since you've been enrolled at TLU?	32% ¹¹³	15% ²⁷	17% ²	26% ¹⁴²
Did you tell anyone about these incidents before this questionnaire?	52% ⁵⁹	41% ¹¹	100% ²	51% ⁷²

Table 4.2 Percent of "Yes" Responses

	White	Latino/a	Black	Multi-racial	Total
Have you experienced sexual misconduct since you've been enrolled at TLU?	28% ⁸⁹	24% ³⁵	24% ¹⁰	23% ⁶	26% ¹⁴²
Did you tell anyone about these incidents before this questionnaire?	55% ⁴⁹	37% ¹³	40% ⁴	83% ⁵	51% ⁷²

Table 4.6 Percent of Responses in Agreement with Statements

	White	Latino/a	Black	Multi-racial	Total
The institution would NOT provide accommodations to support the person (e.g., academic, housing, safety).	8% ²⁷	1% ¹	2% ¹	8% ²	6% ³¹
The institution would NOT take action to address factors that may have led to the sexual misconduct.	5% ¹⁷	1% ²	0% ⁰	4% ¹	4% ²⁰
The institution would NOT handle the report fairly.	7% ²¹	3% ⁴	0% ⁰	8% ¹	5% ²⁸
The institution would have a hard time supporting the person who made the report.	15% ⁴⁸	14% ²⁰	5% ²	15% ⁴	14% ⁷⁷

Challenge 4: Students are not likely to report incidents of sexual misconduct

Two hundred and eleven of the 547 (39%) of student respondents said they experienced at least one incident of victimization (gender based violence), but only 72 told anyone about the incidents. Of the 72, only 13 (6% of respondents who said they were victimized) told a TLU employee. Zero percent of the students who were sexually harassed by faculty or staff reported the incidents to a TLU employee.

Table 4.1 Percent of "Yes" Responses

	Woman	Man	Non-binary	Total
Have you experienced sexual or physical misconduct since you've been enrolled at TLU?	32% ¹¹³	15% ²⁷	17% ²	26% ¹⁴²
Did you tell anyone about these incidents before this questionnaire?	52% ⁵⁹	41% ¹¹	100% ²	51% ⁷²

Table 4.2 Percent of "Yes" Responses

	White	Latino/a	Black	Multi-racial	Total
Have you experienced sexual misconduct since you've been enrolled at TLU?	28% ⁸⁹	24% ³⁵	24% ¹⁰	23% ⁶	26% ¹⁴²
Did you tell anyone about these incidents before this questionnaire?	55% ⁴⁹	37% ¹³	40% ⁴	83% ⁵	51% ⁷²

Table 4.3 Percent of "Yes" Responses

	Woman	Man	Non-binary	Total
The institution would NOT take the report seriously.	7% ²⁵	1% ¹	8% ¹	5% ²⁷
The institution would NOT maintain the privacy of the person making the report.	6% ²¹	3% ⁶	0% ⁰	5% ²⁷
The institution would NOT honor the request of the person about how to go forward with the case.	6% ²¹	1% ¹	8% ¹	4% ²³
The institution would NOT take steps to protect the safety of the person making the report.	6% ²⁰	2% ³	0% ⁰	4% ²³

Table 4.4 Percent of "Yes" Responses

	Woman	Man	Non-binary	Total
The institution would NOT provide accommodations to support the person (e.g., academic, housing, safety).	7% ²⁴	3% ⁶	8% ¹	6% ³¹
The institution would NOT take action to address factors that may have led to the sexual misconduct.	5% ¹⁹	1% ¹	0% ⁰	4% ²⁰
The institution would NOT handle the report fairly.	6% ²¹	3% ⁵	17% ²	5% ²⁸
The institution would have a hard time supporting the person who made the report.	13% ⁴⁶	17% ³⁰	8% ¹	14% ⁷⁷

Table 4.5 Percent of Responses in Agreement with Statements

	White	Latino/a	Black	Multi-racial	Total
The institution would NOT take the report seriously.	6% ¹⁹	3% ⁵	0% ⁰	12% ³	5% ²⁷
The institution would NOT maintain the privacy of the person making the report.	7% ²²	1% ²	5% ²	4% ¹	5% ²⁷
The institution would NOT honor the request of the person about how to go forward with the case.	6% ¹⁸	1% ¹	2% ¹	12% ³	4% ²³
The institution would NOT take steps to protect the safety of the person making the report.	6% ¹⁹	1% ¹	5% ²	4% ¹	4% ²³

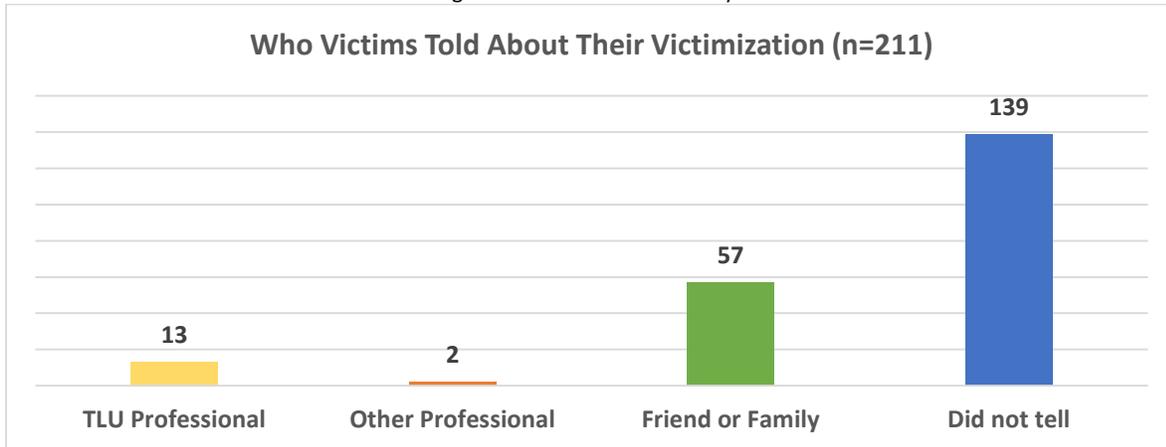
Table 4.6 Percent of Responses in Agreement with Statements

	White	Latino/a	Black	Multi-racial	Total
The institution would NOT provide accommodations to support the person (e.g., academic, housing, safety).	8% ²⁷	1% ¹	2% ¹	8% ²	6% ³¹
The institution would NOT take action to address factors that may have led to the sexual misconduct.	5% ¹⁷	1% ²	0% ⁰	4% ¹	4% ²⁰
The institution would NOT handle the report fairly.	7% ²¹	3% ⁴	0% ⁰	8% ¹	5% ²⁸
The institution would have a hard time supporting the person who made the report.	15% ⁴⁸	14% ²⁰	5% ²	15% ⁴	14% ⁷⁷

Table 4.7 Percent of Responses in Agreement with Statement

	Woman	Man	Non-binary	Total
Alleged offender(s) or their friends would try to get back at the person making the report.	16% ⁵⁵	10% ¹⁷	17% ²	14% ⁷⁴

Figure 4.9 Count of "Who did you tell?"



Focus group participants attributed the lack of reporting to fear that the report would not be confidential, would not be believed, and that they would suffer retaliation. Students also expressed concern that the perpetrator would be irreparably harmed if the incident is officially reported.

Challenge 5: Students lack the knowledge and awareness of the Title IX process once a report is submitted.

When asked about their knowledge and awareness of Title IX reporting and processes, students indicated they understood to whom and when to make a report, but lacked an understanding of (or had misconceptions about) the process after the report was made. In the focus group discussions, students expressed uncertainty about what happens after an event is reported and are therefore apprehensive to report incidents of sexual misconduct.

Table 1.1 Percent of Responses in Agreement with Statements

	Woman	Man	Non-binary	Total
I am aware of the function of Title IX Compliance.	42% ¹⁴⁷	40% ⁷²	33% ⁴	41% ²²³
I understand what happens when a student reports a claim of sexual misconduct at Texas Lutheran University.	62% ²²¹	62% ¹¹¹	42% ⁵	62% ³³⁷

Table 4.3 Percent of "Yes" Responses

	Woman	Man	Non-binary	Total
The institution would NOT take the report seriously.	7% ²⁵	1% ¹	8% ¹	5% ²⁷
The institution would NOT maintain the privacy of the person making the report.	6% ²¹	3% ⁶	0% ⁰	5% ²⁷
The institution would NOT honor the request of the person about how to go forward with the case.	6% ²¹	1% ¹	8% ¹	4% ²³
The institution would NOT take steps to protect the safety of the person making the report.	6% ²⁰	2% ³	0% ⁰	4% ²³

Table 4.4 Percent of "Yes" Responses

	Woman	Man	Non-binary	Total
The institution would NOT provide accommodations to support the person (e.g., academic, housing, safety).	7% ²⁴	3% ⁶	8% ¹	6% ³¹
The institution would NOT take action to address factors that may have led to the sexual misconduct.	5% ¹⁹	1% ¹	0% ⁰	4% ²⁰
The institution would NOT handle the report fairly.	6% ²¹	3% ⁵	17% ²	5% ²⁸
The institution would have a hard time supporting the person who made the report.	13% ⁴⁶	17% ³⁰	8% ¹	14% ⁷⁷

Students indicated that although the “Wheels” chart (an infographic explaining how to report sexual misconduct and gender based violence) placed throughout campus are helpful in relaying who to report to, they do not provide enough information for students to feel comfortable reporting concerns. Focus group discussions also reported that “Think About It,” an online training program for students about alcohol and sexual assault, is too long and impersonal. However, although they reported disliking it, their statements demonstrated they understood the program’s overarching goals and learned the main concepts being taught.

Challenge 6: Incidents of Sexual Misconduct toward students by faculty and staff

Eighteen individual students responded that a faculty or staff member made a sexual advance on them while enrolled. Of those, 10 students had faculty or staff make attempts to establish an unwanted or sexual relationship with them through unwanted attempts to stroke, fondle, or kiss them, with four students reporting more than one attempt. None of the students reported these experiences to a TLU employee and only one reported sharing their experience with a friend. While the numbers are a small percentage of the overall number of respondents, the survey team feels strongly that there should be no attempts of forming intimate relationships by employees toward students as consensual relationships are disallowed by institutional policy and non-consensual are disallowed by law.

Table 5.1 Number of Students Reporting Incidents Occurring at Least Once

	Woman	Man	Non-binary	Total
Faculty/staff made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it.	6	4	0	10
Faculty/staff continued to ask you for dates, drinks, dinner, even though you said “No”.	7	4	0	11
Faculty/staff touched you in a way that made you feel uncomfortable.	7	4	0	11
Faculty/staff made unwanted attempts to stroke, fondle, or kiss you.	5	5	0	10

Table 5.2 Number of Students Reporting Incidents Occurring at Least Once

	White	Latino/a	Black	Multi-racial	Total
Faculty/staff made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it.	4	3	3	0	10
Faculty/staff continued to ask you for dates, drinks, dinner, even though you said "No".	6	2	3	0	11
Faculty/staff touched you in a way that made you feel uncomfortable.	5	2	4	0	11
Faculty/staff made unwanted attempts to stroke, fondle, or kiss you.	5	1	4	0	10

Table 5.3 Number of Students Reporting Incidents Occurring at Least Once

	Woman	Man	Non-binary	Total
Faculty/staff made you feel like you were being bribed with a reward to engage in sexual behavior.	2	3	0	5
Faculty/staff made you feel threatened with some sort of retaliation for not being sexually cooperative.	2	3	0	5
Faculty/staff treated you badly for refusing to have sex.	3	4	0	7
Faculty/staff implied better treatment if you were sexually cooperative.	2	3	0	5

Table 5.4 Demographics of Individuals in Tables 5.1-5.4

Age	Gender	Ethnicity	“Hostile Environment” Incidents	“Quid Pro Quo” Incidents	Incidents that Occurred More Than ‘Once or Twice’
20	Woman	White	4	4	4
21	Woman	White	3	1	0
21	Woman	White	2	0	0
20	Woman	White	1	0	0
21	Woman	White	3	0	2
19	Woman	White	1	0	0
18	Woman	Latino/a	2	0	2
19	Woman	Latino/a	1	0	0
20	Woman	Latino/a	4	0	0
21	Woman	Black	4	4	8
22	Man	White	0	1	0
18	Man	White	4	4	7
21	Man	White	2	0	0
20	Man	Latino/a	1	0	1
21	Man	Black	1	0	0
19	Man	Black	4	4	8
21	Man	Black	1	0	0
19	Man	Black	4	4	8

Recommendations Based on Student Responses

After completing the Campus Climate Survey, the students recommended various ideas that specific offices at Texas Lutheran University intended to implement strategically within the next academic year. Major themes indicated students want more information regarding the process after a report is filed, enhances safety lighting around campus, and initiate a focused hiring and retention process for candidates of color for all job postings. The following recommendations were also given by students and are informed by survey data and focus group discussions:

- Host face to face discussions to complement existing programming regarding sexual misconduct and harassment.
- Expand “the Wheel” to areas outside the restrooms and include direct information regarding the procedure after report is filed.
- Require the Campus Safety Committee to complete an assessment of existing lighting and its effectiveness as well as develop a plan in conjunction with students to expand

the lighting to ensure the lightening is adequate. Locations specifically mentioned by students are Seguin Hall, Moody, Jackson Auditorium, and the Langner Hall parking lot.

- Develop a plan that explains the different components of the existing safety features such as calling the “bubble” (campus information desk) to ask for an escort building to building or to a parking lot, and purchasing the POM, a student safety device for their key rings.
- Develop a 5-year action plan to increase diversity in the faculty, diversity in the student body, and to increase and improve interactions among diverse populations
- Mandatory face to face annual workshops for all faculty, staff, and students to foster multicultural perspectives within classrooms, work place, and social environments.
- Ensure TLU’s position on diversity and sexual misconduct is widely known using all available media resources. Prospective students and their families should understand TLU’s commitment to diversity and student safety beginning with the student recruitment process and continuing through graduation. One specific recommendation is to revise our public website to reflect a diverse campus. TLU must recruit a diverse, non-student athlete population to better reflect our state’s population (approximately 37% Latino/a, 12% African American, and 44% White).
- Faculty and Staff members involved in the reporting process need to be accessible, easily identifiable, and educated on how to respond and give students the critical support they need.
- Annually, all employees must sign or affirm they have read TLU’s Discrimination and Harassment policy to ensure a commitment to making TLU a place that is free of gender based harassment
- All syllabi should include a statement that includes language informing students how to report inappropriate behavior they observe or experience to department chairs, Title IX Coordinator, or Confidential Resource (Pastor, Nurse, Counselor)

Faculty and Staff Survey Response Summary

Spring 2018

The format for the faculty/staff survey response summary analyzes strengths of the campus followed by overarching challenges and recommendations for improvement. Data tables can be found following each analysis and in place of focus groups, a summary of faculty/staff comments are provided to qualitatively supplement the numerical data.

Strengths

Strength 1: Institutional response and sexual misconduct reporting

The survey demonstrated that 89% of TLU faculty and staff know where to go and how to make a report of sexual misconduct. Additionally, employees were asked how TLU would handle reports of sexual misconduct. The responses for these questions indicate employees trust the institution's response in the management of sensitive information. The data showed 94% of respondents stated that TLU would take the report seriously, 87% indicated that the institution would maintain their privacy, 88% felt steps would be taken to protect their safety, 83% thought TLU would support the person making the report, and 84% answered that the university would handle the report fairly. Furthermore, sexual harassment, inappropriate comments, touching or suggestions do not appear to be an issue at the institution.

Table 9.1 Percent Responses in Agreement with Statements

	Women	Men	Total
The institution would take the report seriously.	95% ¹⁰⁶	94% ⁶⁰	94% ¹⁶⁷
The institution would maintain the privacy of the person making the report.	89% ¹⁰⁰	86% ⁵⁵	88% ¹⁵⁶
The institution would do its best to honor the request of the person about how to go forward with the case.	88% ⁹⁸	83% ⁵³	85% ¹⁵¹
The institution would take steps to protect the safety of the person making the report.	89% ⁹⁸	88% ⁵⁶	88% ¹⁵⁵
The institution would support the person making the report.	86% ⁹⁶	81% ⁵²	83% ¹⁴⁸
The institution would provide accommodations to support the person.	84% ⁹⁴	81% ⁵²	82% ¹⁴⁶
The institution would take action to address factors that may have led to the sexual misconduct.	82% ⁹²	84% ⁵⁴	82% ¹⁴⁶
The institution would handle the report fairly.	87% ⁹⁷	83% ⁵³	84% ¹⁵⁰
The institution would label the person making the report a troublemaker.	10% ¹¹	11% ⁷	10% ¹⁸
The institution would have a hard time supporting the person who made the report.	7% ⁸	5% ³	6% ¹¹
The institution would punish the person who made the report.	6% ⁷	3% ²	5% ⁹

Table 9.4 Percent Responses in Agreement with Statements

	White	Latino/a	Black	All Other Races	Total
If a colleague or I experienced sexual misconduct, I know where to go to get help on campus.	92% ¹³⁰	87% ²⁰	88% ⁷	83% ⁵	91% ¹⁶²
I understand what happens when an employee reports a claim of sexual misconduct at Texas Lutheran University.	70% ⁹⁸	64% ¹⁴	75% ⁶	83% ⁵	69% ¹²³
I would know where to go to make a report of sexual misconduct.	90% ¹²⁸	83% ¹⁹	88% ⁷	83% ⁵	89% ¹⁵⁹
Prior to working at Texas Lutheran University, I received information/education about sexual misconduct that did not come from TLU.	21% ³⁰	17% ⁴	38% ³	33% ²	22% ³⁹

Strength 2: Interpersonal race/ethnic relationships-

The findings reveal positive interpersonal relationships among all TLU employees. The majority of responses indicated the highly positive individual interactions among and within faculty/staff racial/ethnic groups. The racial/ethnic bias module provided insights into life on campus for all faculty/staff with the survey data showing 92% reported TLU treats employees and students of color fairly, 98% of employees of color have never been excluded from gatherings or events because of their race/ethnicity, and 89% of employees have never been in a situation where another employee displayed, used, or distributed racist or offensive material.

Furthermore, the data displayed that 91% of employees have never been put down or condescended to because of their race or ethnicity, 91% of employees have never been in a situation where others make offensive remarks regarding their appearance, skin color, body, or hair, 95.5% reported never being in a situation where others made offensive remarks about their accent, language, or speech, and 95% of employees have never been in a situation where others made gestures or body language of a racist nature that embarrassed or offended them.

Table 8.4 Percent Responses Satisfied with Items

	White	Latino/a	Black	All Other Races	Total
Racial/ethnic diversity of faculty	34% ⁴⁸	22% ⁵	71% ⁵	33% ²	34% ⁶⁰
Racial/ethnic diversity of staff	24% ³⁴	35% ⁸	43% ³	17% ¹	26% ⁴⁶
Racial/ethnic diversity of student body	29% ⁴¹	22% ⁵	0%	0	26% ⁴⁶
Interactions among different racial/ethnic groups	24% ³³	22% ⁵	14% ¹	17% ¹	23% ⁴⁰
Administrative response to concerns about exclusion or marginality	17% ²³	22% ⁵	0%	17% ¹	17% ²⁹
Degree to which the coursework addresses diversity in content or instruction	19% ²⁶	13% ³	14% ¹	0%	17% ³⁰
Degree to which the campus programming addresses diversity in content or instruction	14% ¹⁹	13% ³	29% ²	17% ¹	14% ²⁵
Institution's commitment to hiring minorities	20% ²⁹	26% ⁶	29% ²	50% ³	22% ⁴⁰

Table 8.6 Percent "Yes" Responses

Since I was hired at TLU, I have been in a situation in which the FACULTY or STAFF has:	White	Latino/a	Black	All Other Races	Total
Treated me "differently" because of my race or ethnicity	4% ⁶	35% ⁸	0	17% ¹	8% ¹⁵
Excluded me from gatherings or events because of my race or ethnicity	1% ¹	9% ²	0	0%	2% ³
Displayed, used, or distributed racist or offensive materials	4% ⁶	9% ²	0%	0	4% ⁸
Made racist or ethnically disparaging remarks	8% ¹²	9% ²	0	0%	8% ¹⁴
Put me down or was condescending to me because of my race or ethnicity	2% ³	13% ³	0%	0	3% ⁶
Repeatedly told racist stories or jokes that were offensive to me	4% ⁵	9% ²	0	0%	4% ⁷
Made unwelcome attempts to draw me into a discussion of racial matters	5% ⁷	17% ⁴	0	17% ¹	7% ¹²
Made offensive remarks about my appearance, body, skin color or hair	2% ³	9% ²	0	0%	3% ⁵
Made offensive remarks about my accent, language, or speech	3% ⁴	4% ¹	0%	0	3% ⁵
Made gestures or used body language of a racist nature which embarrassed or offended me	2% ³	4% ¹	0	0%	2% ⁴

Table 8.8 Percent "Yes" Responses

Since I was hired at TLU, I have been in a situation in which a STUDENT has:	White	Latino/a	Black	All Other Races	Total
Treated me "differently" because of my race or ethnicity	3% ⁴	13% ³	0	0%	4% ⁷
Excluded me from gatherings or events because of my race or ethnicity	0	4% ¹	0	0%	1% ¹
Displayed, used, or distributed racist or offensive materials	6% ⁹	9% ²	0%	0	6% ¹¹
Made racist or ethnically disparaging remarks	10% ¹⁴	9% ²	0	0%	9% ¹⁶
Put me down or was condescending to me because of my race or ethnicity	1% ¹	13% ³	0%	0	2% ⁴
Repeatedly told racist stories or jokes that were offensive to me	3% ⁴	5% ¹	0	0%	3% ⁵
Made unwelcome attempts to draw me into a discussion of racial matters	4% ⁵	9% ²	0	0%	4% ⁷
Made offensive remarks about my appearance, body, skin color or hair	1% ²	9% ²	0	0%	2% ⁴
Made offensive remarks about my accent, language, or speech	1% ²	9% ²	0%	0	2% ⁴
Made gestures or used body language of a racist nature which embarrassed or offended me	2% ³	9% ²	0	0%	3% ⁵

Strength 3: Prohibited sexual conduct

When asked if faculty/staff had been in situations where sexual harassment by other faculty or staff took place since starting employment at TLU, responses showed 90% did not experience unwelcome attempts to be drawn into discussion of sexual matters, 91% never heard offensive remarks about their appearance, body, or sexual activities, 97% reported not having unwanted romantic sexual relationship overtures despite their efforts to discourage it, 96% indicated they had never been touched in a way that made them feel uncomfortable, and 97% responded to not experiencing unwanted attempts to stroke, fondle, or kiss them.

The report also pointed out that 100% of faculty/staff have never felt bribed with a reward to engage in sexual behavior, 100% have never felt threatened with some kind of retaliation for not being sexual cooperative, 100% reported never being treated badly for refusing to have sex, 99% have not experienced implied better treatment if they were sexually cooperative, and 96% indicated never being sent or posted unwanted sexual comments.

Table 10.1 Percent Reporting One or More Incidents Made by Faculty or Staff

Since I was hired at TLU, I have been in a situation in which the FACULTY or STAFF has:	Women	Men	Total
Made unwelcome attempts to draw me into a discussion of sexual matters	10% ¹¹	9% ⁶	10% ¹⁷
Made offensive remarks about my appearance, body, or sexual activities	12% ¹⁴	5% ³	9% ¹⁷
Made gestures or used body language of a sexual nature which embarrassed or offended me	12% ¹³	9% ⁶	11% ¹⁹
Made unwanted attempts to establish a romantic sexual relationship with me despite my efforts to discourage it	4% ⁵	2% ¹	3% ⁶
Continued to ask me for dates, drinks, dinner, etc., even though I said "No"	0	2% ¹	1% ¹
Touched me in a way that made me feel uncomfortable	6% ⁷	2% ¹	4% ⁸
Made unwanted attempts to stroke, fondle, or kiss me	4% ⁴	2% ¹	3% ⁵
Made me feel like I was being bribed with a reward to engage in sexual behavior	0	0	0
Made me feel threatened with some sort of retaliation for not being sexually cooperative	0	0	0
Treated me badly for refusing to have sex	0	0	0
Implied better treatment if I were sexually cooperative	1% ¹	0	1% ¹
Sent or posted unwelcome sexual comments, jokes or pictures by text, email, Facebook or other electronic means	3% ³	6% ⁴	4% ⁷
Spread unwelcome sexual rumors about me by text, email, Facebook or other electronic means	3% ³	2% ¹	2% ⁴
Called me gay or lesbian in a negative way by text, email, Facebook or other electronic means	1% ¹	0	1% ¹

In addition, results were more positive when faculty and staff were asked the same set of questions but with the incidents perpetrated by students.

Table 11.1 Percent Reporting One or More Incidents Made by Students

Since I was hired at TLU, I have been in a situation in which a STUDENT has:	Women	Men	Total
Made unwelcome attempts to draw me into a discussion of sexual matters	4% ⁴	0	2% ⁴
Made offensive remarks about my appearance, body, or sexual activities	4% ⁴	2% ¹	3% ⁵
Made gestures or used body language of a sexual nature which embarrassed or offended me	5% ⁶	6% ⁴	6% ¹⁰
Made unwanted attempts to establish a romantic sexual relationship with me despite my efforts to discourage it	0	0	0
Sent or posted unwelcome sexual comments, jokes or pictures by text, email, Facebook or other electronic means	3% ³	6% ⁴	4% ⁷
Spread unwelcome sexual rumors about me by text, email, Facebook or other electronic means	3% ³	2% ¹	2% ⁴
Called me gay or lesbian in a negative way by text, email, Facebook or other electronic means	0	0	0
Continued to ask me for dates, drinks, dinner, etc., even though I said "No"	0	0	0
Touched me in a way that made me feel uncomfortable	3% ³	0	2% ³
Made unwanted attempts to stroke, fondle, or kiss me	1% ¹	0	1% ¹
Made me feel threatened with some sort of retaliation for not being sexually cooperative	0	0	0
Treated me badly for refusing to have sex	0	0	0
Implied better treatment if I were sexually cooperative	0	0	0

Strength 4: Relationship victimization

The climate survey asked respondents about whether they had experienced stalking or relationship violence since beginning work at TLU. The faculty and staff report they are not victims of gender based violence, including stalking, relationship violence, and sexual assault. Although the respondents expressed no instances of victimization, national victimization rates would suggest otherwise. “A significant number of crimes are never even reported for reasons that include the victim’s feeling that nothing can/will be done and the personal nature of the incident” (Violence Against Women in the United States: Statistics, 2018).

Table 12.1 Percent Reporting One or More Incidents

	Women	Men	Total
Watched or followed me from a distance, or spied on me with a listening device, camera, or GPS	1% ¹	2% ¹	1% ²
Approached me or showed up in places, such as my home, workplace, or school when I did NOT want them to be there	2% ²	2% ¹	2% ³
Left strange or potentially threatening items for me to find	1% ¹	0	1% ¹
Sneaked into my home or car and did things to scare me by letting me know they had been there	1% ¹	0	1% ¹
Left me unwanted messages (including text or voice messages)	2% ²	0	1% ²
Made unwanted phone calls to me (including hang up calls)	3% ³	0	2% ³
Sent me unwanted emails, instant messages, or sent messages through social media apps	0	0	0
Left me cards, letters, flowers, or presents when they knew I did NOT want them to	2% ²	0	1% ²
Made rude or mean comments to me online	0	0	0
Spread rumors about me online (whether they were true or not)	1% ¹	0	1% ¹

See additional tables in appendix, Tables 13.3-13.12.

Challenges

Challenge 1: Faculty/Staff perceptions of racial/ethnic campus practices

A majority of faculty and staff, 78%, agree campus administrators speak regularly about the values of diversity. Simultaneously, within that group, only 61% of Latino/a or Latino/a agreed with that statement. In this module Latino/a satisfaction was notably lower than their White/Caucasian and Black/African American counterparts in their response to most of the questions. It is important to note, most of the responses in this category differed by racial/ethnic groups. The racial/ethnic group’s responses can vary by 20%, unlike other modules where the differences have less variance. As stated earlier in strengths, TLU faculty/staff individual interpersonal relationships are positive. The challenge is how the university will set and achieve institutional goals and priorities on this topic. When participants were asked about TLU’s strategic diversity goals, 34% agreed about a lack of strategic diversity goals and plans; moreover, 56% feel the institution rewards faculty, staff, and students for their participation in diversity efforts.

Table 8.2 Percent in Agreement with Statements

	White	Latino/a	Black	All Other Races	Total
Has campus administrators who regularly speak about the values of diversity.	80% ¹⁰⁹	61% ¹⁴	75% ⁶	100% ⁶	78% ¹³⁵
Lack strategic diversity goals and plans.	30% ⁴¹	45% ¹⁰	38% ³	67% ²	34% ⁵⁸
Encourages faculty/staff/students to have a public voice and share their ideas openly.	85% ¹¹⁹	65% ¹⁵	88% ⁷	67% ²	82% ¹⁴⁵
Rewards faculty/staff/students for their participation in diversity efforts.	60% ⁸²	39% ⁹	38% ³	50% ³	56% ⁹⁷
Treats faculty/staff/students of color fairly.	92% ¹³⁰	83% ¹⁹	100% ⁸	100% ⁶	92% ¹⁶³

Analysis of the survey demonstrates faculty/staff low satisfaction with diversity and multiculturalism efforts on an institutional basis. Specifically, 34% of faculty/staff were happy regarding racial/ethnic diversity of

faculty, 26% were satisfied with the racial/ethnic diversity of staff, 26% were satisfied with the racial/ethnic diversity of students, 23% expressed satisfaction with the interactions among different racial/ethnic groups, 17% were satisfied with administrative response to concerns about exclusion or marginality, 17% were content with the degree to which the coursework addresses diversity in content or instruction, and 22% felt there was a positive commitment to hiring minorities.

Table 8.4 Percent in Agreement with Statements

I am Satisfied with the:	White	Latino/a	Black	All Other Races	Total
Racial/ethnic diversity of faculty	34% ⁴⁸	22% ⁵	71% ⁵	33% ²	34% ⁶⁰
Racial/ethnic diversity of staff	24% ³⁴	35% ⁸	43% ³	17% ¹	26% ⁴⁶
Racial/ethnic diversity of student body	29% ⁴¹	22% ⁵	0%	0%	26% ⁴⁶
Interactions among different racial/ethnic groups	24% ³³	22% ⁵	14% ¹	17% ¹	23% ⁴⁰
Administrative response to concerns about exclusion or marginality	17% ²³	22% ⁵	0%	17% ¹	17% ²⁹
Degree to which the coursework addresses diversity in content or instruction	19% ²⁶	13% ³	14% ¹	0%	17% ³⁰
Degree to which the campus programming addresses diversity in content or instruction	14% ¹⁹	13% ³	29% ²	17% ¹	14% ²⁵
Institution's commitment to hiring minorities	20% ²⁹	26% ⁶	29% ²	50% ³	22% ⁴⁰

Challenge 2: Latino and “All Other Races” employees do not trust in the TLU reporting process

All demographics' statistics were high in reporting the institution would take the report seriously; with White/Caucasian, Latino, and Black/African Americans in the 90% range, and All Other Races at 87%. However, a challenge stemming from this topic is that only 68% of Latinos and 63% of All Other Races said TLU would maintain privacy of person making the report, as compared to 90% White/Caucasian and 100% Black/African Americans. Continuing this trend, only 64% of Latinos and 63% of All Other Races indicated the institution would do its best to honor the request of the person about how to go forward with the case, compared to 87% of White/Caucasians and 89% of Black/African Americans. Also, only 67% of Latinos and 63% of All Other Races expressed that the institution would take steps to protect the safety of the person making the report, while 90% of White/Caucasians and 100% of Black/African Americans thought this statement to be accurate. Finally, only 63% of All Other Races and 73% of Latinos felt TLU would handle the report fairly, as compared to 85% of White/Caucasians and 89% of Black/African Americans.

Table 9.2 Percent in Agreement with Statements

I Agree that if an employee reported and incident of sexual misconduct:	White	Latino/a	Black	All Other Races	Total
The institution would take the report seriously.	94% ¹³⁴	91% ²⁰	100% ⁸	83% ⁵	94% ¹⁶⁷
The institution would maintain the privacy of the person making the report.	91% ¹²⁹	68% ¹⁵	100% ⁸	67% ⁴	88% ¹⁵⁶
The institution would do its best to honor the request of the person about how to go forward with the case.	88% ¹²⁵	64% ¹⁴	100% ⁸	67% ⁴	85% ¹⁵¹
The institution would take steps to protect the safety of the person making the report.	91% ¹²⁹	67% ¹⁴	100% ⁸	67% ⁴	88% ¹⁵⁵
The institution would support the person making the report.	85% ¹²¹	73% ¹⁶	100% ⁸	50% ³	83% ¹⁴⁸
The institution would provide accommodations to support the person.	84% ¹¹⁹	68% ¹⁵	100% ⁸	67% ⁴	82% ¹⁴⁶
The institution would take action to address factors that may have led to the sexual misconduct.	84% ¹¹⁹	73% ¹⁶	100% ⁸	50% ³	82% ¹⁴⁶
The institution would handle the report fairly.	86% ¹²²	73% ¹⁶	100% ⁸	67% ⁴	84% ¹⁵⁰
The institution would label the person making the report a troublemaker.	8% ¹²	18% ⁴	0%	33% ²	10% ¹⁸
The institution would have a hard time supporting the person who made the report.	6% ⁸	9% ²	0%	17% ¹	6% ¹¹
The institution would punish the person who made the report.	5% ⁷	5% ¹	0%	17% ¹	5% ⁹

Challenge 3: Employees do not know the post-reporting process or campus support services offered

This challenge stems from only 70% of White/Caucasians, 64% of Latinos, 75% of Black/African American, and 83% of All Other Races reported that they understand the process when an employee reports a claim. Furthermore, only 53% of all employees are aware of function of the Dean of Students Office, only 62% of all employees are aware of the function of the Human Resources Office, only 59% of all employees are aware of the function of the Title IX Office, 20% are aware of the Employee Assistance Program, and 52% are aware of the function of the Campus Pastor.

Table 9.4 Percent in Agreement with Statements

	White	Latino/a	Black	All Other Races	Total
If a colleague or I experienced sexual misconduct, I know where to go to get help on campus.	92% ¹³⁰	87% ²⁰	88% ⁷	83% ⁵	91% ¹⁶²
I understand what happens when an employee reports a claim of sexual misconduct at Texas Lutheran University.	70% ⁹⁸	64% ¹⁴	75% ⁶	83% ⁵	69% ¹²³
I would know where to go to make a report of sexual misconduct.	90% ¹²⁸	83% ¹⁹	88% ⁷	83% ⁵	89% ¹⁵⁹
Prior to working at Texas Lutheran University, I received information/education about sexual misconduct that did not come from TLU.	21% ³⁰	17% ⁴	38% ³	33% ²	22% ³⁹

Table 9.10 Percent in Agreement with Statements

I am Somewhat to Extremely Aware of the:	White	Latino/a	Black	All Other Races	Total
Guadalupe Valley Family Violence Shelter	30% ⁴²	30% ⁷	25% ²	50% ³	31% ⁵⁴
Dean of Students Office	52% ⁷³	52% ¹²	75% ⁶	67% ⁴	53% ⁹⁵
Human Resources	61% ⁸⁶	65% ¹⁵	63% ⁵	83% ⁵	62% ¹¹¹
Title IX Coordinator	58% ⁸¹	52% ¹²	88% ⁷	67% ⁴	59% ¹⁰⁴
Employee Assistance Program	21% ²⁹	17% ⁴	14% ¹	33% ²	20% ³⁶
Campus Pastor	51% ⁷²	52% ¹²	63% ⁵	50% ³	52% ⁹²
Campus Police	77% ¹⁰⁸	65% ¹⁵	88% ⁷	83% ⁵	76% ¹³⁵
City of Sequin Police Department	49% ⁶⁹	52% ¹²	50% ⁴	67% ⁴	50% ⁸⁹

Overall Recommendations

The results of this survey underscore the call by the Department of Education for each campus to assess the sexual misconduct practice and protocol. In addition, the Campus Climate Survey Ad-hoc committee also saw the need to assess racial and ethnic bias to better understand students, staff, and faculty concerns to be able to inform the work of university offices and leadership as Texas Lutheran University strives to provide everyone a safe environment in which they can learn and be successful.

The Campus Climate Survey Ad-Hoc committee believes the TLU community must be fully informed about university processes, resources, and responses to acts of sexual violence and reports of racial and ethnic bias. Meeting these goals require the university provide sufficient training so everyone has all relevant information about whom to turn to, for what reason, and when. Second, our community must fundamentally understand what sexual violence and racial and ethnic bias is, why it is perpetrated, and how to prevent it. Meeting this goal requires students, faculty, and staff to work together to shape our campus culture. The following are ways the committee suggests TLU could implement and/or enhance the following programs:

- Enhance the existing online training modules with culturally relevant, campus wide, in person training in the areas of sexual violence, diversity, and multiculturalism.
- Expand all job descriptions and annual reviews to include language that requires the employee to be assessed on their work in the areas of gender equity and culturally relevant pedagogy.
- Improve the existing communication regarding reporting of gender based violence to include a clearer picture of what happens after a report is made which should include the consequences if a person is found responsible for violating university policy.
- Develop an initiative financially supported by the TLU President’s Office to send two employees a year to The National Conference on Race and Ethnicity (NCORE) in American Higher Education or Social Justice Training Institute (SJTI).
- Cultivate opportunities for faculty to work with TLU’s Center for Teaching and Learning to develop a University Achievement Award whose purpose is to recognize a faculty member’s work in the classroom that acknowledges and is shaped by *Culturally Responsive Teaching*. “Culturally Responsive Teaching is a pedagogy that recognizes the importance of including students’ cultural references in all aspects of learning (Ladson-Billings, 1994).
- Appoint a select group of appropriate TLU employees to serve as Ombudsmen to students and employees. Ombudsmen would assist students and employees to process complaints and shepherd them through institutional processes and procedures. The ombudsmen purpose is to facilitate fair and equitable resolutions to complaints and act as an objective, impartial and confidential advisor. It is an informal position that can make recommendations to the complainant and respondent and has no official decision-making authority nor power to judge or enforce.

Survey Limitations

As in any project of this magnitude, there were limitations and challenges.

- The survey instrument was longer in length than is optimal for best results
- The survey response scales were not consistent throughout the survey
- The wording of many of the survey items was confusing or not appropriate for all respondents
- There were no comparison group data with which to benchmark our results
- The personal nature of the survey items may have inhibited honest responses
- Time to analyze the results was difficult to schedule due committee members' commitments

Next Steps and Conclusions

The purpose of the campus climate survey was to take a snapshot of TLU and highlight areas of strength and need as we move forward with both immediate and strategic planning. Responses helped identify ways to improve educational outreach, prevention training, and response efforts for employees and students. In regard to the survey instrument itself, it proved challenging in terms of its length, wording of questions, and variety of scales used as response choices. Revision in those areas will be ongoing in preparation for the next administration to be held fall 2021. In addition, the committee will formulate an assessment plan to determine the effectiveness of the strategies and recommendations implemented.

Looking back over the process and at the results of the survey, TLU's stakeholders have provided vital information to improve everyone's safety on our campus. Recommendations presented herein address the challenges of TLU's campus climate and can be used to make positive changes to enhance the TLU experience for students, faculty, and staff. As we work to revise the survey and improve the process, let's celebrate our many strengths and make progress on our challenges.

Appendix- Students

Notes:

- The numbers presented in this Appendix only include responses from Students who included their demographic information. Students who did not indicate a gender or ethnicity are not included in these numbers.
- All ratios presented in this Appendix are taken as a percentage of students who answered each specific question with something other than “N/A” or an omission, and not as a percentage of the whole.
- “Non-binary” refers to all individuals who selected a gender identifier other than “Male” or “Female”. This count **includes** transgender men and women, because the team feels it best reflects their overall response. It is in no way meant to invalidate the identities of transgender individuals.
- “Multi-racial” refers to all individuals who chose more than one race, except for those who also chose “Latino/a”. All students who indicated they were Latino/a are counted in the Latino/a category, regardless of race. All numbers are unduplicated counts of individual students.
- “Other” refers to all individuals who selected an ethnicity other than the ones listed. They are omitted from the tables, but their number is represented in the ‘Total’ column in each table.

Demographics:

Table 1.01 – Demographics of Students Who Responded to Survey

	White	Latino/a	Black	Multi-racial	Other	Total
Women	39% ²¹¹	19% ¹⁰⁰	5% ²⁶	2% ¹³	1% ⁵	65% ³⁵⁵
Men	19% ¹⁰⁵	9% ⁴⁴	3% ¹⁶	1% ¹⁰	1% ⁵	33% ¹⁸⁰
Non-binary	1% ⁵	1% ²	0% ⁰	0% ³	0% ²	2% ¹²
Total	59% ³²¹	27% ¹⁴⁶	8% ⁴²	5% ²⁶	2% ¹²	100% ⁵⁴⁷

Data on Challenges:

Table 1.1 – from Perception of Campus Climate - Students

In Agreement of Statements:	Woman	Man	Non-binary	Total
I am aware of the function of Title IX Compliance.	42% ¹⁴⁷	40% ⁷²	33% ⁴	41% ²²³
I understand what happens when a student reports a claim of sexual misconduct at Texas Lutheran University.	62% ²²¹	62% ¹¹¹	42% ⁵	62% ³³⁷

Table 1.2 – from Perception of Campus Climate – Students

In Agreement of Statements:	White	Latino/a	Black	Multi-racial	Total
I am aware of the function of Title IX Compliance.	41% ¹³⁵	39% ⁵⁸	48% ¹⁹	56% ¹²	41% ²²³
I understand what happens when a student reports a claim of sexual misconduct at Texas Lutheran University.	59% ¹⁹⁰	66% ⁹⁶	64% ²⁷	58% ¹⁵	62% ³³⁷

Table 2.1 – from Campus Safety

In Agreement of Statements:	Woman	Man	Non-binary	Total
On or around campus, I am NOT safe from stalking.	9% ³³	3% ⁵	17% ²	7% ⁴⁰
On or around campus, I am NOT safe from sexual violence.	6% ²²	2% ⁴	8% ¹	5% ²⁷
Sexual violence IS a problem on campus.	15% ⁵⁴	10% ¹⁷	0% ⁰	13% ⁷¹

Table 2.2 – from Perception of Campus Climate – Students

In Agreement of Statements:	Woman	Man	Non-binary	Total
TLU would NOT protect someone making a report about sexual misconduct.	6% ²⁰	2% ³	0% ⁰	4% ²³

Table 2.3 – Sexual Harassment by Students

In Agreement of Statements:	Woman	Man	Non-binary	Total
Have you been in a situation where a student treated put you down or was condescending because of your sex?	21% ⁷⁴	10% ¹⁸	42% ⁵	18% ⁹⁷
Have you been in a situation where a student repeatedly told sexual stories or jokes that were offensive to you?	19% ⁶⁸	8% ¹⁴	25% ³	16% ⁸⁵
Have you been in a situation where a student made unwelcome attempts to draw you into a discussion of sexual matters?	20% ⁷²	8% ¹⁵	17% ²	16% ⁸⁹

Table 3.1 – Racial/Ethnic Bias (by Faculty/Staff)

Responded 'Yes' to:	White	Latino/a	Black	Multi-racial	Total
Have you been in a situation where faculty/staff treated you differently because of your race or ethnicity?	9% ²⁸	11% ¹⁶	33% ¹⁴	8% ²	11% ⁶²
Have you been in a situation where faculty/staff excluded you from gatherings or events because of your race?	5% ¹⁷	2% ³	14% ⁶	8% ²	5% ²⁸
Have you been in a situation where faculty/staff displayed, used, or distributed racist or offensive materials?	8% ²⁷	8% ¹¹	19% ⁸	8% ²	9% ⁴⁸
Have you been in a situation where faculty/staff made racist or ethnically disparaging remarks?	6% ¹⁹	7% ¹⁰	21% ⁹	8% ²	8% ⁴²
Have you been in a situation where faculty/staff put you down or were condescending to you because of your race?	6% ¹⁹	4% ⁶	14% ⁶	8% ²	6% ³³
Have you been in a situation where faculty/staff made offensive remarks about your appearance?	6% ¹⁹	3% ⁵	19% ⁸	8% ²	6% ³⁴

Table 3.2 – Racial/Ethnic Bias (by Students)

Responded 'Yes' to:	White	Latino/a	Black	Multi-racial	Total
Have you been in a situation where students treated you differently because of your race or ethnicity?	19% ⁶⁰	17% ²⁵	40% ¹⁷	38% ¹⁰	21% ¹¹⁶
Have you been in a situation where students excluded you from gatherings or events because of your race?	9% ²⁹	5% ⁸	17% ⁷	19% ⁵	9% ⁵⁰
Have you been in a situation where students displayed, used, or distributed racist or offensive materials?	13% ⁴²	10% ¹⁵	36% ¹⁵	31% ⁸	15% ⁸²
Have you been in a situation where students made racist or ethnically disparaging remarks?	20% ⁶³	15% ²¹	45% ¹⁹	36% ⁹	21% ¹¹⁶
Have you been in a situation where students put you down or were condescending to you because of your race?	11% ³⁴	12% ¹⁷	21% ⁹	32% ⁸	13% ⁷¹
Have you been in a situation where students made offensive remarks about your appearance?	16% ⁵⁰	12% ¹⁸	36% ¹⁵	31% ⁸	17% ⁹²

Table 4.1 - Victimization

Responded 'Yes' to:	Woman	Man	Non-binary	Total
Have you experienced sexual or physical misconduct since you've been enrolled at TLU?	32% ¹¹³	15% ²⁷	17% ²	26% ¹⁴²
Did you tell anyone about these incidents before this questionnaire?	52% ⁵⁹	41% ¹¹	100% ²	51% ⁷²

Table 4.2 - Victimization

Responded 'Yes' to:	White	Latino/a	Black	Multi-racial	Total
Have you experienced sexual misconduct since you've been enrolled at TLU?	28% ⁸⁹	24% ³⁵	24% ¹⁰	23% ⁶	26% ¹⁴²
Did you tell anyone about these incidents before this questionnaire?	55% ⁴⁹	37% ¹³	40% ⁴	83% ⁵	51% ⁷²

Table 4.3 – Perception of Campus Climate – Students

Responded 'Yes' to:	Woman	Man	Non-binary	Total
The institution would NOT take the report seriously.	7% ²⁵	1% ¹	8% ¹	5% ²⁷
The institution would NOT maintain the privacy of the person making the report.	6% ²¹	3% ⁶	0% ⁰	5% ²⁷
The institution would NOT honor the request of the person about how to go forward with the case.	6% ²¹	1% ¹	8% ¹	4% ²³
The institution would NOT take steps to protect the safety of the person making the report.	6% ²⁰	2% ³	0% ⁰	4% ²³

Table 4.4 - Perception of Campus Climate – Students

Responded 'Yes' to:	Woman	Man	Non-binary	Total
The institution would NOT provide accommodations to support the person (e.g., academic, housing, safety).	7% ²⁴	3% ⁶	8% ¹	6% ³¹
The institution would NOT take action to address factors that may have led to the sexual misconduct.	5% ¹⁹	1% ¹	0% ⁰	4% ²⁰
The institution would NOT handle the report fairly.	6% ²¹	3% ⁵	17% ²	5% ²⁸
The institution would have a hard time supporting the person who made the report.	13% ⁴⁶	17% ³⁰	8% ¹	14% ⁷⁷

Table 4.5 – Perception of Campus Climate – Students

In Agreement of Statements:	White	Latino/a	Black	Multi-racial	Total
The institution would NOT take the report seriously.	6% ¹⁹	3% ⁵	0% ⁰	12% ³	5% ²⁷
The institution would NOT maintain the privacy of the person making the report.	7% ²²	1% ²	5% ²	4% ¹	5% ²⁷
The institution would NOT honor the request of the person about how to go forward with the case.	6% ¹⁸	1% ¹	2% ¹	12% ³	4% ²³
The institution would NOT take steps to protect the safety of the person making the report.	6% ¹⁹	1% ¹	5% ²	4% ¹	4% ²³

Table 4.6 – Perception of Campus Climate – Students

In Agreement of Statements:	White	Latino/a	Black	Multi-racial	Total
The institution would NOT provide accommodations to support the person (e.g., academic, housing, safety).	8% ²⁷	1% ¹	2% ¹	8% ²	6% ³¹
The institution would NOT take action to address factors that may have led to the sexual misconduct.	5% ¹⁷	1% ²	0% ⁰	4% ¹	4% ²⁰
The institution would NOT handle the report fairly.	7% ²¹	3% ⁴	0% ⁰	8% ¹	5% ²⁸
The institution would have a hard time supporting the person who made the report.	15% ⁴⁸	14% ²⁰	5% ²	15% ⁴	14% ⁷⁷

Table 4.7 – from Peer Response

In Agreement of Statements:	Woman	Man	Non-binary	Total
Alleged offender(s) or their friends would try to get back at the person making the report.	16% ⁵⁵	10% ¹⁷	17% ²	14% ⁷⁴

Table 4.8 – from Peer Response

In Agreement of Statements:	White	Latino/a	Black	Multi-racial	Total
Alleged offender(s) or their friends would try to get back at the person making the report.	16% ⁵⁰	8% ¹²	19% ⁸	12% ³	14% ⁷⁴

Figure 4.9 – Victimization - “Who did you tell?”



Table 5.1 - Sexual Harassment by Faculty/Staff (“Hostile Environment”)

# of Students Who Reported These Incidents Happening At Least Once:	Woman	Man	Non-binary	Total
Faculty/staff made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it.	6 ² %	4 ² %	0 ⁰ %	10 ² %
Faculty/staff continued to ask you for dates, drinks, dinner, even though you said “No”.	7 ² %	4 ² %	0 ⁰ %	11 ² %
Faculty/staff touched you in a way that made you feel uncomfortable.	7 ² %	4 ² %	0 ⁰ %	11 ² %
Faculty/staff made unwanted attempts to stroke, fondle, or kiss you.	5 ¹ %	5 ³ %	0 ⁰ %	10 ² %

Table 5.2 – Sexual Harassment by Faculty/Staff (“Hostile Environment”)

# of Students Who Reported These Incidents Happening At Least Once:	White	Latino/a	Black	Multi-racial	Total
Faculty/staff made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it.	4 ¹ %	3 ² %	3 ⁷ %	0 ⁰ %	10 ² %
Faculty/staff continued to ask you for dates, drinks, dinner, even though you said “No”.	6 ² %	2 ¹ %	3 ⁷ %	0 ⁰ %	11 ² %
Faculty/staff touched you in a way that made you feel uncomfortable.	5 ² %	2 ¹ %	4 ¹⁰ %	0 ⁰ %	11 ² %
Faculty/staff made unwanted attempts to stroke, fondle, or kiss you.	5 ² %	1 ¹ %	4 ¹⁰ %	0 ⁰ %	10 ² %

Table 5.3 - Sexual Harassment by Faculty/Staff (“[Quid Pro Quo](#)”)

# of Students Who Reported These Incidents Happening At Least Once:	Woman	Man	Non-binary	Total
Faculty/staff made you feel like you were being bribed with a reward to engage in sexual behavior.	2 ¹ %	3 ² %	0 ⁰ %	5 ¹ %
Faculty/staff made you feel threatened with some sort of retaliation for not being sexually cooperative.	2 ¹ %	3 ² %	0 ⁰ %	5 ¹ %
Faculty/staff treated you badly for refusing to have sex.	3 ¹ %	4 ² %	0 ⁰ %	7 ¹ %
Faculty/staff implied better treatment if you were sexually cooperative.	2 ¹ %	3 ² %	0 ⁰ %	5 ¹ %

Table 5.4 - Sexual Harassment by Faculty/Staff ("[Quid Pro Quo](#)")

# of Students Who Reported These Incidents Happening At Least Once:	White	Latino/a	Black	Multi-racial	Total
Faculty/staff made you feel like you were being bribed with a reward to engage in sexual behavior.	21%	0%	37%	0%	51%
Faculty/staff made you feel threatened with some sort of retaliation for not being sexually cooperative.	21%	0%	37%	0%	51%
Faculty/staff treated you badly for refusing to have sex.	41%	0%	37%	0%	71%
Faculty/staff implied better treatment if you were sexually cooperative.	21%	0%	37%	0%	51%

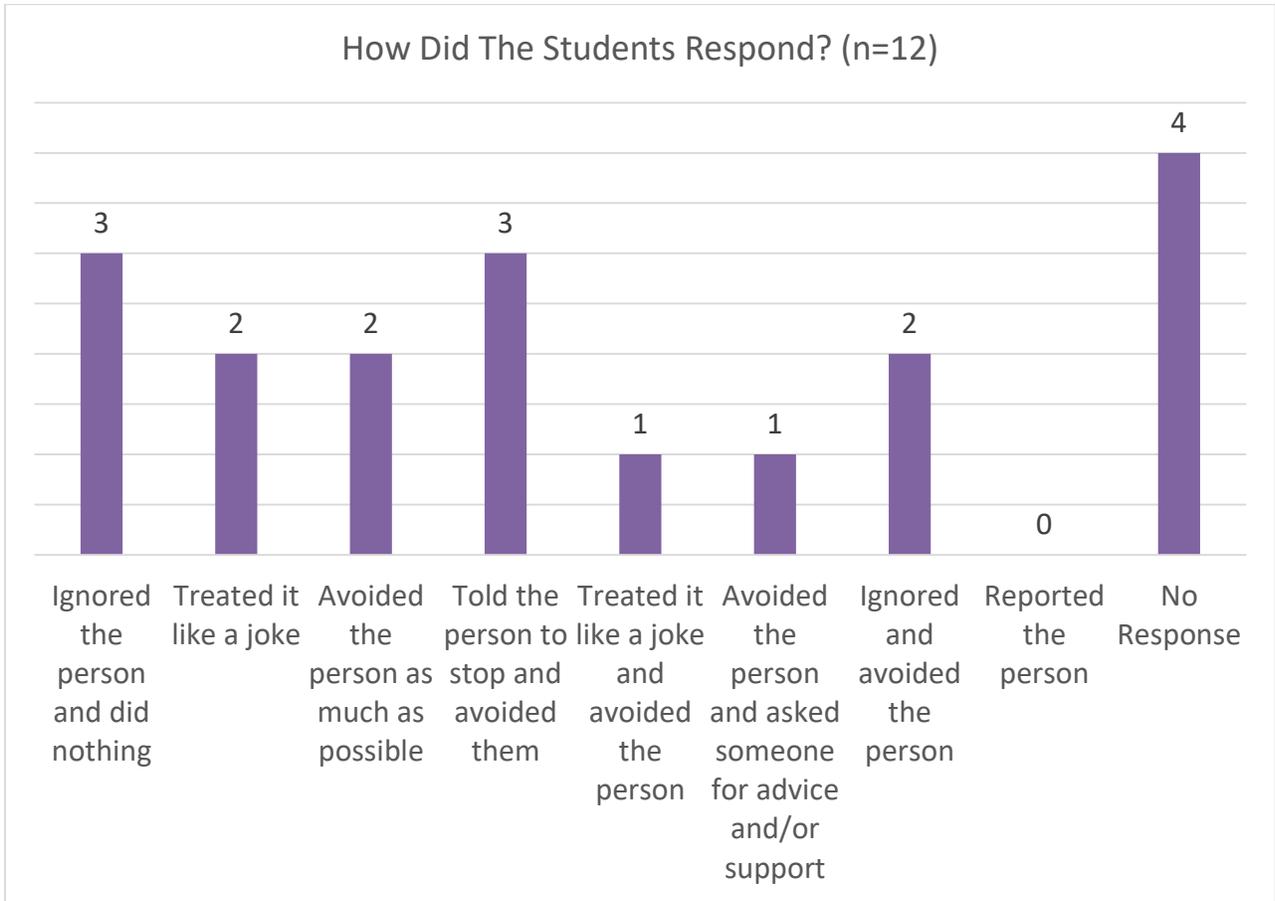
Table 5.5 – A Breakdown of the Individuals Recorded in Tables 5.1 - 5.4

Age	Gender	Ethnicity	"Hostile Environment" Incidents	" Quid Pro Quo " Incidents	Incidents that Occurred More Than 'Once or Twice'
20	Woman	White	4	4	4
21	Woman	White	3	1	0
21	Woman	White	2	0	0
20	Woman	White	1	0	0
21	Woman	White	3	0	2
19	Woman	White	1	0	0
18	Woman	Latino/a	2	0	2
19	Woman	Latino/a	1	0	0
20	Woman	Latino/a	4	0	0
21	Woman	Black	4	4	8
22	Man	White	0	1	0
18	Man	White	4	4	7
21	Man	White	2	0	0
20	Man	Latino/a	1	0	1
21	Man	Black	1	0	0
19	Man	Black	4	4	8
21	Man	Black	1	0	0
19	Man	Black	4	4	8

Table 5.6 – Demographics of the 18 Students Above

	White	Latino/a	Black	Total
Women	33% ⁶	17% ³	6% ¹	56% ¹⁰
Men	17% ³	6% ¹	22% ⁴	44% ⁸
Total	50% ⁹	22% ⁴	28% ⁵	100% ¹⁸

Figure 5.7 – from Sexual Harassment by Faculty/Staff Follow-up



Data on Strengths:

Table 6.1 – Satisfaction Module

In Agreement of Statements:	Woman	Man	Non-binary	Total
I would recommend attending Texas Lutheran University to others.	92% ³²⁴	87% ¹⁵⁶	83% ¹⁰	90% ⁴⁹⁰
If I had to do it over again, I would still attend Texas Lutheran University.	93% ³²⁷	95% ¹⁷¹	100% ¹²	94% ⁵¹⁰
I feel safe on campus at Texas Lutheran University.	81% ²⁸⁹	91% ¹⁶⁴	67% ⁸	84% ⁴⁶¹

Table 6.2 – Satisfaction Module

In Agreement of Statements:	White	Latino/a	Black	Multi-racial	Total
I would recommend attending Texas Lutheran University to others.	93% ²⁹⁶	92% ¹³³	67% ²⁸	81% ²¹	90% ⁴⁹⁰
If I had to do it over again, I would still attend Texas Lutheran University.	94% ²⁹⁹	97% ¹⁴¹	81% ³⁴	92% ²⁴	94% ⁵¹⁰
I feel safe on campus at Texas Lutheran University.	85% ²⁷³	84% ¹²³	79% ³³	77% ²⁰	84% ⁴⁶¹

Table 6.3 – Peer Response (to hearing about Sexual Misconduct)

In Agreement of Statements:	Woman	Man	Non-binary	Total
Your friends/peers would Never or Rarely tell you that you were irresponsible or not cautious enough.	90% ³¹⁶	83% ¹⁴⁸	75% ⁹	87% ⁴⁷³
Students would NOT have a hard time supporting the person who made the report.	81% ²⁸⁵	79% ¹³⁹	92% ¹¹	80% ⁴³⁵

Table 6.4 – Peer Response (to hearing about Sexual Misconduct)

In Agreement of Statements:	White	Latino/a	Black	Multi-racial	Total
Your friends/peers would Never or Rarely tell you that you were irresponsible or not cautious enough.	87% ²⁷⁶	87% ¹²⁶	86% ³⁶	92% ²⁴	87% ⁴⁷³
Students would NOT have a hard time supporting the person who made the report.	80% ²⁵⁶	81% ¹¹⁷	66% ²⁷	96% ²⁵	80% ⁴³⁵

Table 6.5 – Consent

In Agreement of Statements:	Woman	Man	Non-binary	Total
Consent must be given at each step in a sexual encounter.	96% ³³⁶	90% ¹⁶⁰	83% ¹⁰	94% ⁵⁰⁶
Even if a person doesn't physically resist sex, it does not mean they consent.	89% ³¹²	81% ¹⁴²	92% ¹¹	86% ⁴⁶⁵
Even if you and your sexual partner are both drunk, you still have to get consent.	93% ³²⁶	91% ¹⁶⁰	83% ¹⁰	92% ⁴⁹⁶

Table 6.6 – Consent

In Agreement of Statements:	White	Latino/a	Black	Multi-racial	Total
Consent must be given at each step in a sexual encounter.	94% ²⁹⁶	97% ¹⁴⁰	93% ³⁸	92% ²⁴	94% ⁵⁰⁶
Even if a person doesn't physically resist sex, it does not mean they consent.	85% ²⁷⁰	93% ¹³⁴	76% ³¹	88% ²³	86% ⁴⁶⁵
Even if you and your sexual partner are both drunk, you still have to get consent.	92% ²⁹⁰	97% ¹³⁹	93% ³⁷	88% ²³	92% ⁴⁹⁶

Table 6.7 – Bystander (of those who chose an option other than 'N/A')

In Agreement of Statements:	Woman	Man	Non-binary	Total
I have done what I could to get a friend who has had too much to drink home safely.	80% ²⁰⁶	72% ¹⁰²	67% ⁴	77% ³¹²
I have done what I could to distract someone from taking a drunk person into another room for sexual activity.	61% ¹²⁷	58% ⁶⁷	33% ¹	60% ¹⁹⁵
I have done what I could to intervene when a friend was being physically abusive to another person.	68% ¹⁴⁵	73% ⁹¹	33% ¹	70% ²³⁷

Table 6.8 – Bystander (of those who chose an option other than 'N/A')

In Agreement of Statements:	White	Latino/a	Black	Multi-racial	Total
I have done what I could to get a friend who has had too much to drink home safely.	79% ¹⁸⁸	73% ⁷⁹	84% ²⁶	78% ¹⁴	77% ³¹²
I have done what I could to distract someone from taking a drunk person into another room for sexual activity.	63% ¹¹⁹	52% ⁴⁶	60% ¹⁵	63% ¹⁰	60% ¹⁹⁵
I have done what I could to intervene when a friend was being physically abusive to another person.	70% ¹⁴²	66% ⁵⁹	74% ¹⁷	81% ²⁶	70% ²³⁷

Table 6.9 – Peer Norms

In Agreement of Statements:	Woman	Man	Non-binary	Total
My friends would approve of me getting someone drunk or high to have sex with them.	1% ³	1% ¹	0% ⁰	1% ⁴
My friends would approve of me forcing someone to have sex.	0% ⁰	0% ⁰	0% ⁰	0% ⁰
My friends would approve of me using physical force, such as hitting or beating, to resolve conflicts.	0% ¹	0% ⁰	0% ⁰	0% ¹

Table 6.10 – Peer Norms

In Agreement of Statements:	White	Latino/a	Black	Multi-racial	Total
My friends would approve of me getting someone drunk or high to have sex with them.	1% ²	0% ⁰	5% ²	0% ⁰	1% ⁴
My friends would approve of me forcing someone to have sex.	0% ⁰				
My friends would approve of me using physical force, such as hitting or beating, to resolve conflicts.	0% ¹	0% ⁰	0% ⁰	0% ⁰	0% ⁰

Table 6.11 – Race/Ethnic Bias

In Agreement of Statements:	Woman	Man	Non-binary	Total
The institution has campus administrators who regularly speak about the values of diversity.	86% ³⁰⁶	87% ¹⁵⁷	75% ⁹	86% ⁴⁷²
The institution has strategic diversity goals and plans.	80% ²⁸⁴	80% ¹⁴⁴	83% ¹⁰	80% ⁴³⁸
The institution encourages faculty/staff/students to have a public voice and share their ideas openly.	94% ³³⁴	93% ¹⁶⁷	75% ⁹	93% ⁵¹⁰
The institution rewards faculty/staff/students for their participation in diversity efforts.	82% ²⁹²	79% ¹⁴³	75% ⁹	81% ⁴⁴⁴
The institution treats faculty/staff/students of color fairly.	95% ³³⁹	96% ¹⁷²	100% ¹²	96% ⁵²³
I am satisfied with the racial/ethnic diversity of faculty.	62% ²²⁰	71% ¹²⁷	75% ⁹	65% ³⁵⁶
I am satisfied with the racial/ethnic diversity of student body.	60% ²¹³	73% ¹³²	75% ⁹	65% ³⁵⁴
I am satisfied with the interactions among different racial/ethnic groups.	62% ²¹⁹	73% ¹³¹	83% ¹⁰	66% ³⁶⁰

Table 6.12 – Race/Ethnic Bias

In Agreement of Statements:	White	Latino/a	Black	Multi-racial	Total
The institution has campus administrators who regularly speak about the values of diversity.	89% ²⁸⁵	87% ¹²⁶	69% ²⁹	85% ²²	86% ⁴⁷²
The institution has strategic diversity goals and plans.	83% ²⁶⁶	77% ¹¹²	71% ³⁰	81% ²¹	80% ⁴³⁸
The institution encourages faculty/staff/students to have a public voice and share their ideas openly.	94% ³⁰³	92% ¹³⁵	90% ³⁸	88% ²³	93% ⁵¹⁰
The institution rewards faculty/staff/students for their participation in diversity efforts.	82% ²⁶³	83% ¹²¹	71% ³⁰	85% ²²	81% ⁴⁴⁴
The institution treats faculty/staff/students of color fairly.	97% ³¹⁰	97% ¹⁴²	81% ³⁴	96% ²⁵	96% ⁵²³
I am satisfied with the racial/ethnic diversity of faculty.	64% ²⁰⁵	66% ⁹⁶	67% ²⁸	69% ¹⁸	65% ²⁵⁶
I am satisfied with the racial/ethnic diversity of student body.	64% ²⁰⁴	62% ⁹⁰	79% ³³	69% ¹⁸	65% ³⁵⁴
I am satisfied with the interactions among different racial/ethnic groups.	64% ²⁰⁴	66% ⁹⁶	78% ³²	69% ¹⁸	66% ³⁶⁰

Appendix – Faculty

Table 1.02 - Demographics

	White	Latino/a	Black	Other	Mixed	Total
Women	49% ⁸⁸	9% ¹⁷	3% ⁵	2% ³	0%	63% ¹¹³
Men	30% ⁵³	3% ⁶	2% ³	1% ²	0%	36% ⁶⁴
Non-binary	1% ¹	0%	0%	0%	1% ¹	1% ²
Total	79%¹⁴²	13%²³	4%⁸	3%⁵	1%¹	100%¹⁷⁹

Table 1.03 - Orientations

	Total
Heterosexual	96% ¹⁶⁹
Homosexual	2% ⁴
Bisexual	2% ³
Total	100%¹⁷⁶

Table 1.04 - Ages

	Total
20-39	9% ¹⁶
40-49	17% ³⁰
50-59	30% ⁵¹
60-69	30% ⁵¹
70+	14% ²⁴
Total	100%¹⁷²

Table 7.1 – In Agreement with statements by Gender

	Women	Men	Total
In most ways, my life is close to ideal.	72% ⁸¹	66% ⁴²	69% ¹²³
So far, I have gotten the important things I want in life.	84% ⁹⁵	72% ⁴⁶	79% ¹⁴¹
I am satisfied with life.	88% ⁹⁹	77% ⁴⁹	83% ¹⁴⁸
If I could live my life over, I would change almost nothing.	58% ⁶	52% ³³	55% ³⁹
The conditions of my life are excellent.	73% ⁸²	71% ⁴⁵	72% ¹²⁷
In the last 4 weeks I have felt calm and peaceful.	100% ¹¹³	100% ⁶⁴	100% ¹⁷⁹
In the last 4 weeks I have felt down-hearted and blue.	61% ⁶⁹	55% ³⁵	59% ¹⁰⁴
In the last 4 weeks I have felt so down in the dumps that nothing could cheer me up.	26% ²⁹	34% ²²	30% ⁵¹
In the last 4 weeks I have been a happy person.	100% ¹¹²	100% ⁶⁴	99% ¹⁷⁶
In the last 4 weeks I have been a very nervous person.	82% ⁹³	75% ⁴⁸	80% ¹⁴¹
I would rate my health overall as average to excellent.	58% ⁶⁶	63% ⁴⁰	60% ¹⁰⁶
I feel safe on campus at Texas Lutheran University.	94% ¹⁰⁶	95% ⁶¹	94% ¹⁶⁷

Table 7.2 – In Agreement with statements by Ethnicity

	White	Latino/a	Black	All Other Races	Total
In most ways, my life is close to ideal.	73% ¹⁰⁴	57% ¹³	50% ⁴	50% ³	69% ¹²⁴
So far, I have gotten the important things I want in life.	82% ¹¹⁷	78% ¹⁸	38% ³	67% ⁴	79% ¹⁴²
I am satisfied with life.	87% ¹²³	78% ¹⁸	50% ⁴	67% ⁴	83% ¹⁴⁹
If I could live my life over, I would change almost nothing.	60% ⁸⁵	52% ¹²	25% ²	0% ⁰	55% ⁹⁹
The conditions of my life are excellent.	75% ¹⁰⁷	52% ¹²	86% ⁶	50% ³	72% ¹²⁸
In the last 4 weeks I have felt calm and peaceful.	100% ¹⁴²	100% ²³	100% ⁸	100% ⁶	100% ¹⁷⁹
In the last 4 weeks I have felt down-hearted and blue.	56% ⁸⁰	65% ¹⁵	75% ⁶	83% ⁵	59% ¹⁰⁶
In the last 4 weeks I have felt so down in the dumps that nothing could cheer me up.	27% ³⁸	43% ¹⁰	25% ²	50% ³	30% ⁵³
In the last 4 weeks I have been a happy person.	100% ¹⁴¹	100% ²³	100% ⁸	83% ⁵	99% ¹⁷⁷
In the last 4 weeks I have been a very nervous person.	80% ¹¹⁴	78% ¹⁸	88% ⁷	67% ⁴	80% ¹⁴³
I would rate my health overall as average to excellent.	65% ⁹²	39% ⁹	50% ⁴	50% ³	60% ¹⁰⁸
I feel safe on campus at Texas Lutheran University.	97% ¹³⁸	83% ¹⁹	88% ⁷	83% ⁵	94% ¹⁶⁹

Table 8.1 – “I agree that Texas Lutheran University:” by gender

	Women	Men	Total
Has campus administrators who regularly speak about the values of diversity.	76% ⁸³	81% ⁵¹	78% ¹³⁴
Lacks strategic diversity goals and plans.	31% ³⁴	37% ²³	34% ⁵⁷
Encourages faculty/staff/students to have a public voice and share their ideas openly.	85% ⁹⁵	79% ⁵⁰	82% ¹⁴⁵
Rewards faculty/staff/students for their participation in diversity efforts.	57% ⁶³	56% ³⁴	56% ⁹⁷
Treats faculty/staff/students of color fairly.	93% ¹⁰⁵	90% ⁵⁷	92% ¹⁶²

Table 8.2 - “I agree that Texas Lutheran University” by ethnicity

	White	Latino/a	Black	All Other Races	Total
Has campus administrators who regularly speak about the values of diversity.	80% ¹⁰⁹	61% ¹⁴	75% ⁶	100% ⁶	78% ¹³⁵
Lack strategic diversity goals and plans.	30% ⁴¹	45% ¹⁰	38% ³	67% ⁴	34% ⁵⁸
Encourages faculty/staff/students to have a public voice and share their ideas openly.	85% ¹¹⁹	65% ¹⁵	88% ⁷	67% ⁴	82% ¹⁴⁵
Rewards faculty/staff/students for their participation in diversity efforts.	60% ⁸²	39% ⁹	38% ³	50% ³	56% ⁹⁷
Treats faculty/staff/students of color fairly.	92% ¹³⁰	83% ¹⁹	100% ⁸	100% ⁶	92% ¹⁶³

Table 8.3 – “I am satisfied with the” by gender

	Women	Men	Total
Racial/ethnic diversity of faculty	32% ³⁶	38% ²⁴	34% ⁶⁰
Racial/ethnic diversity of staff	28% ³²	22% ¹⁴	26% ⁴⁶
Racial/ethnic diversity of student body	27% ³⁰	25% ¹⁶	26% ⁴⁶
Interactions among different racial/ethnic groups	23% ²⁵	22% ¹⁴	23% ³⁹
Administrative response to concerns about exclusion or marginality	18% ²⁰	14% ⁹	17% ²⁹
Degree to which the coursework addresses diversity in content or instruction	18% ²⁰	14% ⁹	17% ²⁹
Degree to which the campus programming addresses diversity in content or instruction	13% ¹⁴	16% ¹⁰	14% ²⁴
Institution’s commitment to hiring minorities	23% ²⁶	22% ¹⁴	22% ⁴⁰

Table 8.4 - “I am satisfied with the” by ethnicity

	White	Latino/a	Black	All Other Races	Total
Racial/ethnic diversity of faculty	34% ⁴⁸	22% ⁵	71% ⁵	33% ²	34% ⁶⁰
Racial/ethnic diversity of staff	24% ³⁴	35% ⁸	43% ³	17% ¹	26% ⁴⁶
Racial/ethnic diversity of student body	29% ⁴¹	22% ⁵	0%	0%	26% ⁴⁶
Interactions among different racial/ethnic groups	24% ³³	22% ⁵	14% ¹	17% ¹	23% ⁴⁰
Administrative response to concerns about exclusion or marginality	17% ²³	22% ⁵	0%	17% ¹	17% ²⁹
Degree to which the coursework addresses diversity in content or instruction	19% ²⁶	13% ³	14% ¹	0%	17% ³⁰
Degree to which the campus programming addresses diversity in content or instruction	14% ¹⁹	13% ³	29% ²	17% ¹	14% ²⁵
Institution’s commitment to hiring minorities	20% ²⁹	26% ⁶	29% ²	50% ³	22% ⁴⁰

Table 8.5

Since I was hired at TLU, I have been in a situation in which the FACULTY or STAFF has:	Women	Men	Total
Treated me “differently” because of my race or ethnicity	6% ⁷	9% ⁶	8% ¹³
Excluded me from gatherings or events because of my race or ethnicity	2% ²	2% ¹	2% ³
Displayed, used, or distributed racist or offensive materials	4% ⁵	5% ³	4% ⁸
Made racist or ethnically disparaging remarks	7% ⁸	8% ⁵	8% ¹³
Put me down or was condescending to me because of my race or ethnicity	3% ³	3% ²	3% ⁵
Repeatedly told racist stories or jokes that were offensive to me	3% ³	6% ⁴	4% ⁷
Made unwelcome attempts to draw me into a discussion of racial matters	4% ⁵	11% ⁷	7% ¹²
Made offensive remarks about my appearance, body, skin color or hair	4% ⁴	2% ¹	3% ⁵
Made offensive remarks about my accent, language, or speech	1% ¹	5% ³	3% ⁴
Made gestures or used body language of a racist nature which embarrassed or offended me	2% ²	3% ²	2% ⁴

Table 8.6

Since I was hired at TLU, I have been in a situation in which the FACULTY or STAFF has:	White	Latino/a	Black	All Other Races	Total
Treated me “differently” because of my race or ethnicity	4% ⁶	35% ⁸	0	17% ¹	8% ¹⁵
Excluded me from gatherings or events because of my race or ethnicity	1% ¹	9% ²	0	0%	2% ³
Displayed, used, or distributed racist or offensive materials	4% ⁶	9% ²	0%	0	4% ⁸
Made racist or ethnically disparaging remarks	8% ¹²	9% ²	0	0%	8% ¹⁴
Put me down or was condescending to me because of my race or ethnicity	2% ³	13% ³	0%	0	3% ⁶
Repeatedly told racist stories or jokes that were offensive to me	4% ⁵	9% ²	0	0%	4% ⁷
Made unwelcome attempts to draw me into a discussion of racial matters	5% ⁷	17% ⁴	0	17% ¹	7% ¹²
Made offensive remarks about my appearance, body, skin color or hair	2% ³	9% ²	0	0%	3% ⁵
Made offensive remarks about my accent, language, or speech	3% ⁴	4% ¹	0%	0	3% ⁵
Made gestures or used body language of a racist nature which embarrassed or offended me	2% ³	4% ¹	0	0%	2% ⁴

Table 8.7

Since I was hired at TLU, I have been in a situation in which a STUDENT has:	Women	Men	Total
Treated me “differently” because of my race or ethnicity	4% ⁴	3% ²	4% ⁶
Excluded me from gatherings or events because of my race or ethnicity	1% ¹	0%	1% ¹
Displayed, used, or distributed racist or offensive materials	4% ⁵	9% ⁶	6% ¹¹
Made racist or ethnically disparaging remarks	6% ⁷	14% ⁹	9% ¹⁶
Put me down or was condescending to me because of my race or ethnicity	3% ³	2% ¹	2% ⁴
Repeatedly told racist stories or jokes that were offensive to me	2% ²	5% ³	3% ⁵
Made unwelcome attempts to draw me into a discussion of racial matters	4% ⁴	5% ³	4% ⁷
Made offensive remarks about my appearance, body, skin color or hair	3% ³	2% ¹	2% ⁴
Made offensive remarks about my accent, language, or speech	2% ²	3% ²	2% ⁴
Made gestures or used body language of a racist nature which embarrassed or offended me	2% ²	5% ³	3% ⁵

Table 8.8

Since I was hired at TLU, I have been in a situation in which a STUDENT has:	White	Latino/a	Black	All Other Races	Total
Treated me “differently” because of my race or ethnicity	3% ⁴	13% ³	0%	0%	4% ⁷
Excluded me from gatherings or events because of my race or ethnicity	0%	4% ¹	0%	0%	1% ¹
Displayed, used, or distributed racist or offensive materials	6% ⁹	9% ²	0%	0%	6% ¹¹
Made racist or ethnically disparaging remarks	10% ¹⁴	9% ²	0%	0%	9% ¹⁶
Put me down or was condescending to me because of my race or ethnicity	1% ¹	13% ³	0%	0%	2% ⁴
Repeatedly told racist stories or jokes that were offensive to me	3% ⁴	5% ¹	0%	0%	3% ⁵
Made unwelcome attempts to draw me into a discussion of racial matters	4% ⁵	9% ²	0%	0%	4% ⁷
Made offensive remarks about my appearance, body, skin color or hair	1% ²	9% ²	0%	0%	2% ⁴
Made offensive remarks about my accent, language, or speech	1% ²	9% ²	0%	0%	2% ⁴
Made gestures or used body language of a racist nature which embarrassed or offended me	2% ³	9% ²	0%	0%	3% ⁵

Table 9.1

I Agree that if an employee reported and incident of sexual misconduct:	Women	Men	Total
The institution would take the report seriously.	95% ¹⁰⁶	94% ⁶⁰	94% ¹⁶⁶
The institution would maintain the privacy of the person making the report.	89% ¹⁰⁰	86% ⁵⁵	88% ¹⁵⁵
The institution would do its best to honor the request of the person about how to go forward with the case.	88% ⁹⁸	83% ⁵³	85% ¹⁵¹
The institution would take steps to protect the safety of the person making the report.	89% ⁹⁸	88% ⁵⁶	88% ¹⁵⁴
The institution would support the person making the report.	86% ⁹⁶	81% ⁵²	83% ¹⁴⁸
The institution would provide accommodations to support the person.	84% ⁹⁴	81% ⁵²	82% ¹⁴⁶
The institution would take action to address factors that may have led to the sexual misconduct.	82% ⁹²	84% ⁵⁴	82% ¹⁴⁶
The institution would handle the report fairly.	87% ⁹⁷	83% ⁵³	84% ¹⁵⁰
The institution would label the person making the report a troublemaker.	10% ¹¹	11% ⁷	10% ¹⁸
The institution would have a hard time supporting the person who made the report.	7% ⁸	5% ³	6% ¹¹
The institution would punish the person who made the report.	6% ⁷	3% ²	5% ⁹

Table 9.2

I Agree that if an employee reported and incident of sexual misconduct:	White	Latino/a	Black	All Other Races	Total
The institution would take the report seriously.	94% ¹³⁴	91% ²⁰	100% ⁸	83% ⁵	94% ¹⁶⁷
The institution would maintain the privacy of the person making the report.	91% ¹²⁹	68% ¹⁵	100% ⁸	67% ⁴	88% ¹⁵⁶
The institution would do its best to honor the request of the person about how to go forward with the case.	88% ¹²⁵	64% ¹⁴	100% ⁸	67% ⁴	85% ¹⁵¹
The institution would take steps to protect the safety of the person making the report.	91% ¹²⁹	67% ¹⁴	100% ⁸	67% ⁴	88% ¹⁵⁵
The institution would support the person making the report.	85% ¹²¹	73% ¹⁶	100% ⁸	50% ³	83% ¹⁴⁸
The institution would provide accommodations to support the person.	84% ¹¹⁹	68% ¹⁵	100% ⁸	67% ⁴	82% ¹⁴⁶
The institution would take action to address factors that may have led to the sexual misconduct.	84% ¹¹⁹	73% ¹⁶	100% ⁸	50% ³	82% ¹⁴⁶
The institution would handle the report fairly.	86% ¹²²	73% ¹⁶	100% ⁸	67% ⁴	84% ¹⁵⁰
The institution would label the person making the report a troublemaker.	8% ¹²	18% ⁴	0%	33% ²	10% ¹⁸
The institution would have a hard time supporting the person who made the report.	6% ⁸	9% ²	0%	17% ¹	6% ¹¹
The institution would punish the person who made the report.	5% ⁷	5% ¹	0%	17% ¹	5% ⁹

Table 9.3

In Agreement with the following Statements:	Women	Men	Total
If a colleague or I experienced sexual misconduct, I know where to go to get help on campus.	92% ¹⁰⁴	88% ⁵⁶	91% ¹⁶⁰
I understand what happens when an employee reports a claim of sexual misconduct at Texas Lutheran University.	72% ⁸¹	65% ⁴¹	69% ¹²²
I would know where to go to make a report of sexual misconduct.	92% ¹⁰⁴	84% ⁵⁴	89% ¹⁵⁸
Prior to working at Texas Lutheran University, I received information/education about sexual misconduct that did not come from TLU.	22% ²⁵	20% ¹³	22% ³⁸

Table 9.4

In Agreement with the following Statements:	White	Latino/a	Black	All Other Races	Total
If a colleague or I experienced sexual misconduct, I know where to go to get help on campus.	92% ¹³⁰	87% ²⁰	88% ⁷	83% ⁵	91% ¹⁶²
I understand what happens when an employee reports a claim of sexual misconduct at Texas Lutheran University.	70% ⁹⁸	64% ¹⁴	75% ⁶	83% ⁵	69% ¹²³
I would know where to go to make a report of sexual misconduct.	90% ¹²⁸	83% ¹⁹	88% ⁷	83% ⁵	89% ¹⁵⁹
Prior to working at Texas Lutheran University, I received information/education about sexual misconduct that did not come from TLU.	21% ³⁰	17% ⁴	38% ³	33% ²	22% ³⁹

Table 9.5

Since working at Texas Lutheran University I have:	Women	Men	Total
Discussed sexual misconduct/rape in a meeting	51% ⁵⁸	52% ³³	51% ⁹¹
Discussed the topic of sexual misconduct with colleagues	44% ⁵⁰	42% ²⁷	44% ⁷⁷
Discussed sexual misconduct with a family member	29% ³³	31% ²⁰	30% ⁵³
Attended an event or program about what you can do as a bystander to stop sexual misconduct	20% ²³	23% ¹⁵	21% ³⁸
Attended a rally or other campus event about sexual misconduct or sexual assault	5% ⁶	14% ⁹	8% ¹⁵
Seen posters about sexual misconduct (e.g., raising awareness, preventing rape, defining sexual misconduct)	71% ⁸⁰	72% ⁴⁶	71% ¹²⁶
Seen or heard campus administrators or staff address sexual misconduct	48% ⁵⁴	55% ³⁵	50% ⁸⁹
Seen crime alerts about sexual misconduct	35% ⁴⁰	38% ²⁴	36% ⁶⁴
Read a report about sexual violence rates at Texas Lutheran University	27% ³¹	38% ²⁴	31% ⁵⁵
Visited a Texas Lutheran University website with information on sexual misconduct	17% ¹⁹	22% ¹⁴	18% ³³
Volunteered or interned at an organization that addresses sexual misconduct	4% ⁴	6% ⁴	4% ⁸
Seen or heard about sexual misconduct in campus publication or media outlet	27% ³¹	31% ²⁰	29% ⁵¹
Taken a workshop to learn more about sexual misconduct	26% ²⁹	33% ²¹	28% ⁵⁰

Table 9.6

Since working at Texas Lutheran University I have:	White	Latino/a	Black	All Other Races	Total
Discussed sexual misconduct/rape in a meeting	53% ⁷⁵	43% ¹⁰	63% ⁵	17% ¹	51% ⁹¹
Discussed the topic of sexual misconduct with colleagues	46% ⁶⁶	39% ⁹	25% ²	17% ¹	44% ⁷⁸
Discussed sexual misconduct with a family member	32% ⁴⁵	22% ⁵	38% ³	0%	30% ⁵³
Attended an event or program about what you can do as a bystander to stop sexual misconduct	20% ²⁹	26% ⁶	25% ²	17% ¹	21% ³⁸
Attended a rally or other campus event about sexual misconduct or sexual assault	8% ¹²	9% ²	0%	17% ¹	8% ¹⁵
Seen posters about sexual misconduct (e.g., raising awareness, preventing rape, defining sexual misconduct)	74% ¹⁰⁵	65% ¹⁵	50% ⁴	50% ³	71% ¹²⁷
Seen or heard campus administrators or staff address sexual misconduct	54% ⁷⁶	30% ⁷	63% ⁵	33% ²	50% ⁹⁰
Seen crime alerts about sexual misconduct	40% ⁵⁷	22% ⁵	25% ²	17% ¹	36% ⁶⁵
Read a report about sexual violence rates at Texas Lutheran University	32% ⁴⁶	22% ⁵	63% ⁵	0%	31% ⁵⁶
Visited a Texas Lutheran University website with information on sexual misconduct	15% ²²	30% ⁷	50% ⁴	0%	18% ³³
Volunteered or interned at an organization that addresses sexual misconduct	4% ⁶	4% ¹	0%	17% ¹	4% ⁸
Seen or heard about sexual misconduct in campus publication or media outlet	30% ⁴²	26% ⁶	25% ²	33% ²	29% ⁵²
Taken a workshop to learn more about sexual misconduct	27% ³⁸	35% ⁸	38% ³	33% ²	28% ⁵¹

Table 9.7

Since working at TLU, I have received written or verbal information from someone at TLU about:	Women	Men	Total
The definitions of types of sexual misconduct	67% ⁷⁶	61% ³⁹	65% ¹¹⁵
How to report an incident of sexual misconduct	79% ⁸⁹	73% ⁴⁷	77% ¹³⁶
Where to go to get help if someone you know experiences sexual misconduct	75% ⁸⁵	66% ⁴²	72% ¹²⁷
Title IX protections against sexual misconduct	73% ⁸²	66% ⁴²	70% ¹²⁴
How to help prevent sexual misconduct	49% ⁵⁵	45% ²⁹	47% ⁸⁴
Professional ethics	58% ⁶⁵	56% ³⁶	56% ¹⁰¹

Table 9.8

Since working at TLU, I have received written or verbal information from someone at TLU about:	White	Latino/a	Black	All Other Races	Total
The definitions of types of sexual misconduct	65% ⁹²	70% ¹⁶	63% ⁵	50% ³	65% ¹¹⁶
How to report an incident of sexual misconduct	77% ¹¹⁰	70% ¹⁶	100% ⁸	50% ³	77% ¹³⁷
Where to go to get help if someone you know experiences sexual misconduct	71% ¹⁰¹	74% ¹⁷	88% ⁷	50% ³	72% ¹²⁸
Title IX protections against sexual misconduct	68% ⁹⁷	74% ¹⁷	88% ⁷	67% ⁴	70% ¹²⁵
How to help prevent sexual misconduct	46% ⁶⁵	57% ¹³	38% ³	50% ³	47% ⁸⁴
Professional ethics	60% ⁸⁵	48% ¹¹	38% ³	33% ²	56% ¹⁰¹

Table 9.9

I am Somewhat to Extremely Aware of the:	Women	Men	Total
Guadalupe Valley Family Violence Shelter	33% ³⁷	26% ¹⁶	31% ⁵³
Dean of Students Office	50% ⁵⁶	59% ³⁸	53% ⁹⁴
Human Resources	66% ⁷⁵	56% ³⁵	62% ¹¹⁰
Title IX Coordinator	60% ⁶⁸	56% ³⁵	59% ¹⁰³
Employee Assistance Program	16% ¹⁸	29% ¹⁸	20% ³⁶
Campus Pastor	53% ⁶⁰	48% ³⁰	52% ⁹⁰
Campus Police	77% ⁸⁷	73% ⁴⁶	76% ¹³⁰
City of Sequin Police Department	53% ⁶⁰	45% ²⁸	50% ⁸⁸

Table 9.10

I am Somewhat to Extremely Aware of the:	White	Latino/a	Black	All Other Races	Total
Guadalupe Valley Family Violence Shelter	30% ⁴²	30% ⁷	25% ²	50% ³	31% ⁵⁴
Dean of Students Office	52% ⁷³	52% ¹²	75% ⁶	67% ⁴	53% ⁹⁵
Human Resources	61% ⁸⁶	65% ¹⁵	63% ⁵	83% ⁵	62% ¹¹¹
Title IX Coordinator	58% ⁸¹	52% ¹²	88% ⁷	67% ⁴	59% ¹⁰⁴
Employee Assistance Program	21% ²⁹	17% ⁴	14% ¹	33% ²	20% ³⁶
Campus Pastor	51% ⁷²	52% ¹²	63% ⁵	50% ³	52% ⁹²
Campus Police	77% ¹⁰⁸	65% ¹⁵	88% ⁷	83% ⁵	76% ¹³⁵
City of Sequin Police Department	49% ⁶⁹	52% ¹²	50% ⁴	67% ⁴	50% ⁸⁹

Table 10.1

Since I was hired at TLU, I have been in a situation in which the FACULTY or STAFF has:	Women	Men	Total
Treated me “differently” because of my sex	38% ⁴³	17% ¹¹	30% ⁵⁴
Displayed, used, or distributed sexist or suggestive materials	8% ⁹	8% ⁵	8% ¹⁴
Made offensive sexist remarks	27% ³¹	23% ¹⁵	26% ⁴⁶
Put me down or was condescending to me because of my sex	21% ²⁴	11% ⁷	17% ³¹
Repeatedly told sexual stories or jokes that were offensive to me	13% ¹⁵	17% ¹¹	15% ²⁶
Made unwelcome attempts to draw me into a discussion of sexual matters	10% ¹¹	9% ⁶	10% ¹⁷
Made offensive remarks about my appearance, body, or sexual activities	12% ¹⁴	5% ³	9% ¹⁷
Made gestures or used body language of a sexual nature which embarrassed or offended me	12% ¹³	9% ⁶	11% ¹⁹
Made unwanted attempts to establish a romantic sexual relationship with me despite my efforts to discourage it	4% ⁵	2% ¹	3% ⁶
Continued to ask me for dates, drinks, dinner, etc., even though I said “No”	0%	2% ¹	1% ¹
Touched me in a way that made me feel uncomfortable	6% ⁷	2% ¹	4% ⁸
Made unwanted attempts to stroke, fondle, or kiss me	4% ⁴	2% ¹	3% ⁵
Made me feel like I was being bribed with a reward to engage in sexual behavior	0%	0%	0%
Made me feel threatened with some sort of retaliation for not being sexually cooperative	0%	0%	0%
Treated me badly for refusing to have sex	0%	0%	0%
Implied better treatment if I were sexually cooperative	1% ¹	0%	1% ¹
Sent or posted unwelcome sexual comments, jokes or pictures by text, email, Facebook or other electronic means	3% ³	6% ⁴	4% ⁷
Spread unwelcome sexual rumors about me by text, email, Facebook or other electronic means	3% ³	2% ¹	2% ⁴
Called me gay or lesbian in a negative way by text, email, Facebook or other electronic means	1% ¹	0%	1% ¹

Table 10.2

Since I was hired at TLU, I have been in a situation in which the FACULTY or STAFF has:	White	Latino/a	Black	All Other Races	Total
Treated me “differently” because of my sex	32% ⁴⁶	26% ⁶	13% ¹	17% ¹	30% ⁵⁴
Displayed, used, or distributed sexist or suggestive materials	8% ¹²	9% ²	0%	0%	8% ¹⁴
Made offensive sexist remarks	27% ³⁹	26% ⁶	0%	17% ¹	26% ⁴⁶
Put me down or was condescending to me because of my sex	16% ²³	26% ⁶	13% ¹	17% ¹	17% ³¹
Repeatedly told sexual stories or jokes that were offensive to me	15% ²²	17% ⁴	0%	0%	15% ²⁶
Made unwelcome attempts to draw me into a discussion of sexual matters	11% ¹⁵	9% ²	0%	0%	10% ¹⁷
Made offensive remarks about my appearance, body, or sexual activities	10% ¹⁴	13% ³	0%	0%	9% ¹⁷
Made gestures or used body language of a sexual nature which embarrassed or offended me	13% ¹⁸	4% ¹	0%	0%	11% ¹⁹
Made unwanted attempts to establish a romantic sexual relationship with me despite my efforts to discourage it	4% ⁵	4% ¹	0%	0%	3% ⁶
Continued to ask me for dates, drinks, dinner, etc., even though I said “No”	1% ¹	0%	0%	0%	1% ¹
Touched me in a way that made me feel uncomfortable	4% ⁶	4% ¹	0%	17%	4% ⁸
Made unwanted attempts to stroke, fondle, or kiss me	3% ⁴	4% ¹	0%	0%	3% ⁵
Made me feel like I was being bribed with a reward to engage in sexual behavior	0%	0%	0%	0%	0%
Made me feel threatened with some sort of retaliation for not being sexually cooperative	0%	0%	0%	0%	0%
Treated me badly for refusing to have sex	0%	0%	0%	0%	0%
Implied better treatment if I were sexually cooperative	0%	0%	0%	17%	1% ¹
Sent or posted unwelcome sexual comments, jokes or pictures by text, email, Facebook or other electronic means	4% ⁶	0%	0%	17% ¹	4% ⁷
Spread unwelcome sexual rumors about me by text, email, Facebook or other electronic means	2% ³	0%	0%	17% ¹	2% ⁴
Called me gay or lesbian in a negative way by text, email, Facebook or other electronic means	1% ¹	0%	0%	0%	1% ¹

Table 10.3

In Agreement with Statements:	Women	Men	Total
I indicated (above) that I experienced am Sexual Harassment incident	46% ⁵²	34% ²²	41% ⁷⁴
It included sexist or sexually offensive language, gestures or pictures	56% ²⁹	59% ¹³	57% ⁴²
It included subtle or explicit bribes or threats	6% ³	9% ²	7% ⁵
It included unwanted touching	10% ⁵	5% ¹	8% ⁶
It included unwanted sexual attention	13% ⁷	5% ¹	11% ⁸
The person who committed the behavior was female	98% ⁵⁰	45% ⁹	83% ⁵⁹
The person who committed the behavior was staff	90% ⁴⁴	100% ²⁰	93% ⁶⁴
The incident happened on campus	13% ⁶	5% ¹	10% ⁷

Table 10.4

In Agreement with Statements:	White	Latino/a	Black	All Other Races	Total
I indicated (above) that I experienced am Sexual Harassment incident	43% ⁶¹	43% ¹⁰	13% ¹	33% ²	41% ⁷⁴
It included sexist or sexually offensive language, gestures or pictures	61% ³⁷	50% ⁵	0%	0%	57% ⁴²
It included subtle or explicit bribes or threats	5% ³	10% ¹	0%	50% ¹	7% ⁵
It included unwanted touching	8% ⁵	0%	0%	50% ¹	8% ⁶
It included unwanted sexual attention	10% ⁶	20% ²	0%	0%	11% ⁸
The person who committed the behavior was female	86% ⁵⁰	60% ⁶	100% ¹	100% ²	83% ⁵⁹
The person who committed the behavior was staff	91% ⁵¹	100% ¹⁰	100% ¹	100% ²	93% ⁶⁴
The incident happened on campus	7% ⁴	10% ¹	0%	100% ²	10% ⁷

Chart 10.5

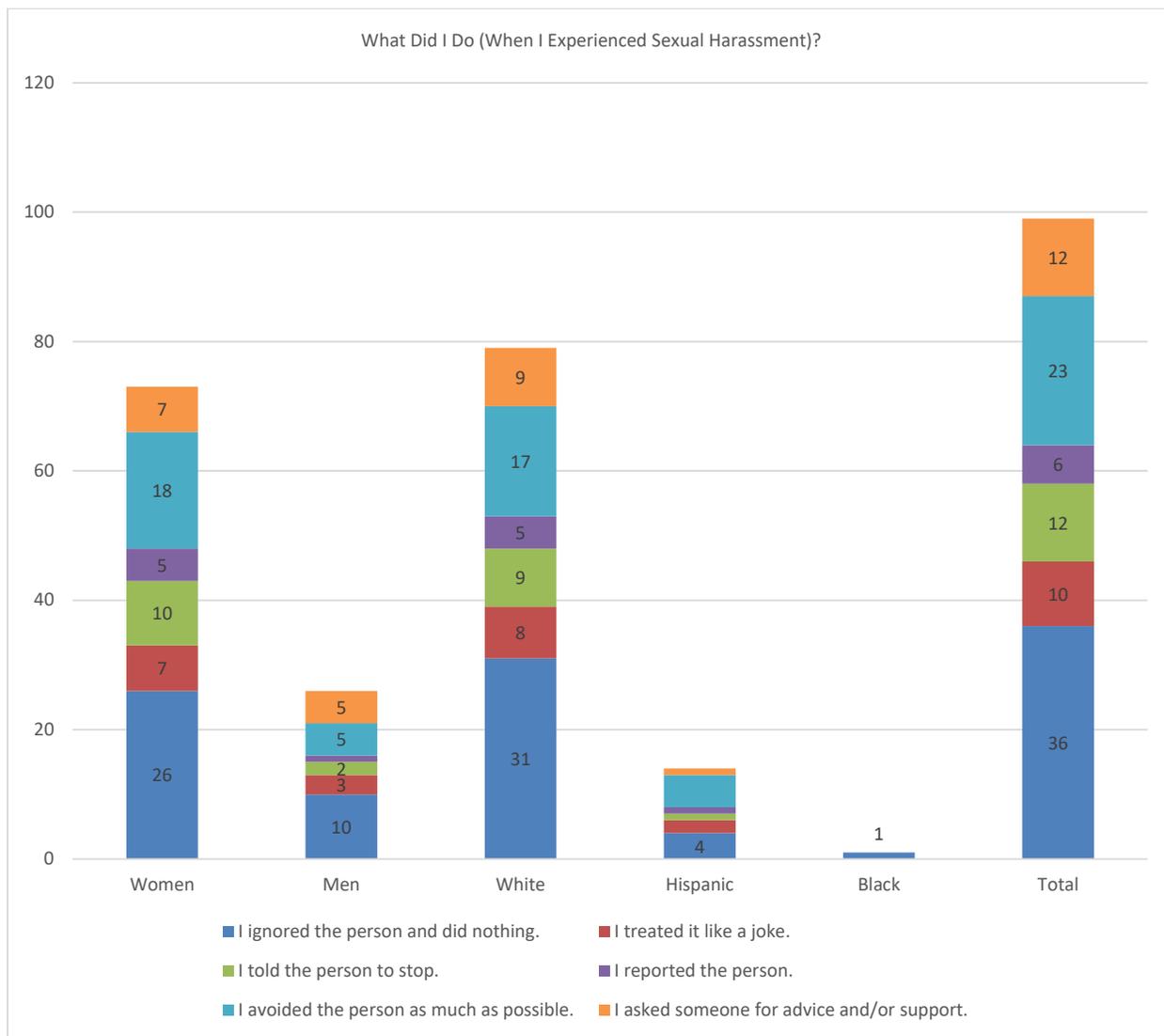


Table 11.1

Since I was hired at TLU, I have been in a situation in which a STUDENT has:	Women	Men	Total
Treated me “differently” because of my sex	18% ²⁰	9% ⁶	15% ²⁶
Displayed, used, or distributed sexist or suggestive materials	8% ⁹	9% ⁶	8% ¹⁵
Made offensive sexist remarks	15% ¹⁷	19% ¹²	16% ²⁹
Put me down or was condescending to me because of my sex	15% ¹⁷	2% ¹	10% ¹⁸
Repeatedly told sexual stories or jokes that were offensive to me	2% ²	6% ⁴	3% ⁶
Made unwelcome attempts to draw me into a discussion of sexual matters	4% ⁴	0%	2% ⁴
Made offensive remarks about my appearance, body, or sexual activities	4% ⁴	2% ¹	3% ⁵
Made gestures or used body language of a sexual nature which embarrassed or offended me	5% ⁶	6% ⁴	6% ¹⁰
Made unwanted attempts to establish a romantic sexual relationship with me despite my efforts to discourage it	0%	0%	0%
Sent or posted unwelcome sexual comments, jokes or pictures by text, email, Facebook or other electronic means	3% ³	6% ⁴	4% ⁷
Spread unwelcome sexual rumors about me by text, email, Facebook or other electronic means	3% ³	2% ¹	2% ⁴
Called me gay or lesbian in a negative way by text, email, Facebook or other electronic means	0%	0%	0%
Continued to ask me for dates, drinks, dinner, etc., even though I said “No”	0%	0%	0%
Touched me in a way that made me feel uncomfortable	3% ³	0%	2% ³
Made unwanted attempts to stroke, fondle, or kiss me	1% ¹	0%	1% ¹
Made me feel threatened with some sort of retaliation for not being sexually cooperative	0%	0%	0%
Treated me badly for refusing to have sex	0%	0%	0%
Implied better treatment if I were sexually cooperative	0%	0%	0%

Table 11.2

Since I was hired at TLU, I have been in a situation in which a STUDENT has:	White	Latino/a	Black	All Other Races	Total
Treated me "differently" because of my sex	16% ²³	4% ¹	0%	33% ²	15% ²⁶
Displayed, used, or distributed sexist or suggestive materials	9% ¹³	4% ¹	0%	17% ¹	8% ¹⁵
Made offensive sexist remarks	20% ²⁸	4% ¹	0%	0%	16% ²⁹
Put me down or was condescending to me because of my sex	12% ¹⁷	0%	0%	17% ¹	10% ¹⁸
Repeatedly told sexual stories or jokes that were offensive to me	4% ⁵	0%	0%	17% ¹	3% ⁶
Made unwelcome attempts to draw me into a discussion of sexual matters	2% ³	0%	0%	17% ¹	2% ⁴
Made offensive remarks about my appearance, body, or sexual activities	3% ⁴	4% ¹	0%	0%	3% ⁵
Made gestures or used body language of a sexual nature which embarrassed or offended me	6% ⁸	9% ²	0%	0%	6% ¹⁰
Made unwanted attempts to establish a romantic sexual relationship with me despite my efforts to discourage it	0%	0%	0%	0%	0%
Sent or posted unwelcome sexual comments, jokes or pictures by text, email, Facebook or other electronic means	4% ⁵	4% ¹	0%	17% ¹	4% ⁷
Spread unwelcome sexual rumors about me by text, email, Facebook or other electronic means	2% ³	0%	0%	17% ¹	2% ⁴
Called me gay or lesbian in a negative way by text, email, Facebook or other electronic means	0%	0%	0%	0%	0%
Continued to ask me for dates, drinks, dinner, etc., even though I said "No"	0%	0%	0%	0%	0%
Touched me in a way that made me feel uncomfortable	2% ³	0%	0%	0%	2% ³
Made unwanted attempts to stroke, fondle, or kiss me	1% ¹	0%	0%	0%	1% ¹
Made me feel threatened with some sort of retaliation for not being sexually cooperative	0%	0%	0%	0%	0%
Treated me badly for refusing to have sex	0%	0%	0%	0%	0%
Implied better treatment if I were sexually cooperative	0%	0%	0%	0%	0%

Table 12.1

Since I've been employed at TLU, someone has:	Women	Men	Total
Watched or followed me from a distance, or spied on me with a listening device, camera, or GPS	1% ¹	2% ¹	1% ²
Approached me or showed up in places, such as my home, workplace, or school when I did NOT want them to be there	2% ²	2% ¹	2% ³
Left strange or potentially threatening items for me to find	1% ¹	0%	1% ¹
Sneaked into my home or car and did things to scare me by letting me know they had been there	1% ¹	0%	1% ¹
Left me unwanted messages (including text or voice messages)	2% ²	0%	1% ²
Made unwanted phone calls to me (including hang up calls)	3% ³	0%	2% ³
Sent me unwanted emails, instant messages, or sent messages through social media apps	0%	0%	0%
Left me cards, letters, flowers, or presents when they knew I did NOT want them to	2% ²	0%	1% ²
Made rude or mean comments to me online	0%	0%	0%
Spread rumors about me online (whether they were true or not)	1% ¹	0%	1% ¹

Table 12.2

Since I've been employed at TLU, someone has:	White	Latino/a	Black	All Other Races	Total
Watched or followed me from a distance, or spied on me with a listening device, camera, or GPS	1% ¹	4% ¹	0%	0%	1% ²
Approached me or showed up in places, such as my home, workplace, or school when I did NOT want them to be there	1% ¹	9% ²	0%	0%	2% ³
Left strange or potentially threatening items for me to find	1% ¹	0%	0%	0%	1% ¹
Sneaked into my home or car and did things to scare me by letting me know they had been there	1% ¹	0%	0%	0%	1% ¹
Left me unwanted messages (including text or voice messages)	1% ¹	4% ¹	0%	0%	1% ²
Made unwanted phone calls to me (including hang up calls)	1% ¹	4% ¹	0%	17% ¹	2% ³
Sent me unwanted emails, instant messages, or sent messages through social media apps	0%	0%	0%	0%	0%
Left me cards, letters, flowers, or presents when they knew I did NOT want them to	1% ¹	4% ¹	0%	0%	1% ²
Made rude or mean comments to me online	0%	0%	0%	0%	0%
Spread rumors about me online (whether they were true or not)	1% ¹	0%	0%	0%	1% ¹

Table 13.1

In Agreement about the Statements (referencing any hook-up, boy/girlfriend, spouse, or ex I've had)	Women	Men	Total
Not including horseplay or joking around, the person threatened to hurt me and I thought I might really get hurt.	3% ³	2% ¹	2% ⁴
Not including horseplay or joking around, the person pushed, grabbed, or shook me.	2% ²	2% ¹	2% ³
Not including horseplay or joking around, the person hit me.	0%	2% ¹	1% ¹
Not including horseplay or joking around, the person beat me up.	0%	0%	0%
Not including horseplay or joking around, the person stole or destroyed my property.	4% ⁵	2% ¹	3% ⁶
Not including horseplay or joking around, the person can scare me without laying a hand on me.	10% ¹¹	0%	6% ¹¹

Table 13.2

In Agreement about the Statements (referencing any hook-up, boy/girlfriend, spouse, or ex I've had)	White	Latino/a	Black	All Other Races	Total
Not including horseplay or joking around, the person threatened to hurt me and I thought I might really get hurt.	2% ³	4% ¹	0%	0%	2% ⁴
Not including horseplay or joking around, the person pushed, grabbed, or shook me.	1% ²	4% ¹	0%	0%	2% ³
Not including horseplay or joking around, the person hit me.	0%	4% ¹	0%	0%	1% ¹
Not including horseplay or joking around, the person beat me up.	0%	0%	0%	0%	0%
Not including horseplay or joking around, the person stole or destroyed my property.	3% ⁴	4% ¹	0%	20% ¹	3% ⁶
Not including horseplay or joking around, the person can scare me without laying a hand on me.	6% ⁹	4% ¹	0%	20% ¹	6% ¹¹

Table 13.3

Someone fondled, kissed, or rubbed up against the private areas of my body (lips, breast/chest, crotch or butt) or removed some of my clothes without my consent by:	Women	Men	Total
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I did NOT want to.	1% ¹	0%	1% ¹
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I did NOT want to.	3% ³	0%	2% ³
Taking advantage of me when I was too drunk or out of it to stop what was happening.	3% ³	0%	2% ³
Threatening to physically harm me or someone close to me.	0%	0%	0%
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	1% ¹	0%	1% ¹

Table 13.4

Someone had oral sex with me or made me perform oral sex on them without my consent by:	Women	Men	Total
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I did NOT want to.	0%	0%	0%
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I did NOT want to.	2% ²	0%	1% ²
Taking advantage of me when I was too drunk or out of it to stop what was happening.	2% ²	0%	1% ²
Threatening to physically harm me or someone close to me.	0%	0%	0%
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	1% ¹	0%	1% ¹

Table 13.5

Someone put their penis, fingers, or other objects into my vagina without my consent by:	Women	Men	Total
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I did NOT want to.	0%	0%	0%
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I did NOT want to.	1% ¹	0%	1% ¹
Taking advantage of me when I was too drunk or out of it to stop what was happening.	0%	0%	0%
Threatening to physically harm me or someone close to me.	0%	0%	0%
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	0%	0%	0%

Table 13.6

Someone put their penis, fingers, or other objects into my butt without my consent by:	Women	Men	Total
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I did NOT want to.	0%	0%	0%
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I did NOT want to.	0%	0%	0%
Taking advantage of me when I was too drunk or out of it to stop what was happening.	0%	0%	0%
Threatening to physically harm me or someone close to me.	0%	0%	0%
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	0%	0%	0%

Table 13.7

Even though it didn't happen, someone TRIED to have oral, anal, or vaginal sex with me without my consent by:	Women	Men	Total
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I did NOT want to.	0%	0%	0%
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I did NOT want to.	1% ¹	0%	1% ¹
Taking advantage of me when I was too drunk or out of it to stop what was happening.	1% ¹	0%	1% ¹
Threatening to physically harm me or someone close to me.	0%	0%	0%
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	0%	0%	0%

Table 13.8

Someone fondled, kissed, or rubbed up against the private areas of my body (lips, breast/chest, crotch or butt) or removed some of my clothes without my consent by:	White	Latino/a	Black	All Other Races	Total
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I did NOT want to.	0%	0%	0%	17% ¹	1% ¹
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I did NOT want to.	1% ²	0%	0%	17% ¹	2% ³
Taking advantage of me when I was too drunk or out of it to stop what was happening.	2% ³	0%	0%	0%	2% ³
Threatening to physically harm me or someone close to me.	0%	0%	0%	0%	0%
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	1% ¹	0%	0%	0%	1% ¹

Table 13.9

Someone had oral sex with me or made me perform oral sex on them without my consent by:	White	Latino/a	Black	All Other Races	Total
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I did NOT want to.	0%	0%	0%	0%	0%
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I did NOT want to.	1% ²	0%	0%	0%	1% ²
Taking advantage of me when I was too drunk or out of it to stop what was happening.	1% ²	0%	0%	0%	1% ²
Threatening to physically harm me or someone close to me.	0%	0%	0%	0%	0%
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	1% ¹	0%	0%	0%	1% ¹

Table 13.10

Someone put their penis, fingers, or other objects into my vagina without my consent by:	White	Latino/a	Black	All Other Races	Total
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I did NOT want to.	0%	0%	0%	0%	0%
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I did NOT want to.	1% ¹	0%	0%	0%	1% ¹
Taking advantage of me when I was too drunk or out of it to stop what was happening.	0%	0%	0%	0%	0%
Threatening to physically harm me or someone close to me.	0%	0%	0%	0%	0%
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	0%	0%	0%	0%	0%

Table 13.11

Someone put their penis, fingers, or other objects into my butt without my consent by:	White	Latino/a	Black	All Other Races	Total
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I did NOT want to.	0%	0%	0%	0%	0%
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I did NOT want to.	0%	0%	0%	0%	0%
Taking advantage of me when I was too drunk or out of it to stop what was happening.	0%	0%	0%	0%	0%
Threatening to physically harm me or someone close to me.	0%	0%	0%	0%	0%
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	0%	0%	0%	0%	0%

Table 13.12

Even though it didn't happen, someone TRIED to have oral, anal, or vaginal sex with me without my consent by:	White	Latino/a	Black	All Other Races	Total
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I did NOT want to.	0%	0%	0%	0%	0%
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I did NOT want to.	1% ¹	0%	0%	0%	1% ¹
Taking advantage of me when I was too drunk or out of it to stop what was happening.	1% ¹	0%	0%	0%	1% ¹
Threatening to physically harm me or someone close to me.	0%	0%	0%	0%	0%
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	0%	0%	0%	0%	0%

Table 12.1

In thinking about the events related to sexual misconduct described on the last several pages, Texas Lutheran University played a role in my experiences by:	Women	Men	Total
Actively supporting me with either formal or informal resources (e.g., counseling, academic services, meetings or phone calls)	2% ¹	4% ¹	2% ²
Apologizing for what happened to me	2% ¹	4% ¹	2% ²
Believing my report	2% ¹	4% ¹	2% ²
Allowing me to have a say in how my report was handled	2% ¹	4% ¹	2% ²
Ensuring I was treated as an important member of the institution	0%	4% ¹	1% ¹
Meeting my needs for support and accommodations	0%	4% ¹	1% ¹
Creating an environment where this type of experience was safe to discuss	2% ¹	7% ²	3% ³
Creating an environment where this type of experience was recognized as a problem	2% ¹	4% ¹	2% ²
Not doing enough to prevent this type of experience/s	9% ⁶	7% ²	9% ⁸
Creating an environment in which this type of experience/s seemed common or normal	11% ⁷	11% ³	11% ¹⁰
Creating an environment in which this experience seemed more likely to occur	12% ⁸	11% ³	12% ¹¹
Making it difficult to report the experience/s	9% ⁶	7% ²	9% ⁸
Responding inadequately to the experience/s, if reported	9% ⁶	7% ²	9% ⁸
Mishandling my case, if disciplinary action was requested	9% ⁶	4% ¹	8% ⁷
Covering up the experience/s	11% ⁷	4% ¹	9% ⁸
Denying my experience/s in some way	9% ⁶	4% ¹	8% ⁷
Punishing me in some way for reporting the experience/s (e.g., loss of privileges or status)	11% ⁷	4% ¹	9% ⁸
Suggesting my experience/s might affect the reputation of the institution	11% ⁷	7% ²	10% ⁹
Creating an environment where I no longer felt like a valued member of the institution	8% ⁵	7% ²	8% ⁷
Creating an environment where working at Texas Lutheran University was difficult for me	8% ⁵	7% ²	8% ⁷
Responding differently to my experience/s based on my sexual orientation	8% ⁵	7% ²	8% ⁷
Creating an environment in which I felt discriminated against based on my sexual orientation	9% ⁶	7% ²	9% ⁸
Expressing a biased or negative attitude toward me and/or my experience/s based on your sexual orientation	9% ⁶	7% ²	9% ⁸
Responding differently to my experience/s based on my race	8% ⁵	7% ²	8% ⁷
Creating an environment in which I felt discriminated against based on my race	8% ⁵	7% ²	8% ⁷
Expressing a biased or negative attitude toward me and/or my experience/s based on my race	8% ⁵	7% ²	8% ⁷

Table 12.2

In thinking about the events related to sexual misconduct described on the last several pages, Texas Lutheran University played a role in my experiences by:	White	Latino/a	Black	All Other Races	Total
Actively supporting me with either formal or informal resources (e.g., counseling, academic services, meetings or phone calls)	3% ²	0%	0%	0%	2% ²
Apologizing for what happened to me	3% ²	0%	0%	0%	2% ²
Believing my report	3% ²	0%	0%	0%	2% ²
Allowing me to have a say in how my report was handled	3% ²	0%	0%	0%	2% ²
Ensuring I was treated as an important member of the institution	1% ¹	0%	0%	0%	1% ¹
Meeting my needs for support and accommodations	1% ¹	0%	0%	0%	1% ¹
Creating an environment where this type of experience was safe to discuss	4% ³	0%	0%	0%	3% ³
Creating an environment where this type of experience was recognized as a problem	3% ²	0%	0%	0%	2% ²
Not doing enough to prevent this type of experience/s	7% ⁵	8% ¹	0%	67% ²	9% ⁸
Creating an environment in which this type of experience/s seemed common or normal	11% ⁸	8% ¹	0%	33% ¹	11% ¹⁰
Creating an environment in which this experience seemed more likely to occur	11% ⁸	8% ¹	0%	67% ²	12% ¹¹
Making it difficult to report the experience/s	7% ⁵	8% ¹	0%	67% ²	9% ⁸
Responding inadequately to the experience/s, if reported	7% ⁵	8% ¹	0%	67% ²	9% ⁸
Mishandling my case, if disciplinary action was requested	5% ⁴	8% ¹	0%	67% ²	8% ⁷
Covering up the experience/s	7% ⁵	8% ¹	0%	67% ²	9% ⁸
Denying my experience/s in some way	5% ⁴	8% ¹	0%	67% ²	8% ⁷
Punishing me in some way for reporting the experience/s (e.g., loss of privileges or status)	7% ⁵	8% ¹	0%	67% ²	9% ⁸
Suggesting my experience/s might affect the reputation of the institution	8% ⁶	8% ¹	0%	67% ²	10% ⁹
Creating an environment where I no longer felt like a valued member of the institution	7% ⁵	8% ¹	0%	33% ¹	8% ⁷
Creating an environment where working at Texas Lutheran University was difficult for me	5% ⁴	8% ¹	0%	67% ²	8% ⁷
Responding differently to my experience/s based on my sexual orientation	7% ⁵	0%	0%	67% ²	8% ⁷
Creating an environment in which I felt discriminated against based on my sexual orientation	7% ⁵	8% ¹	0%	67% ²	9% ⁸
Expressing a biased or negative attitude toward me and/or my experience/s based on your sexual orientation	7% ⁵	8% ¹	0%	67% ²	9% ⁸
Responding differently to my experience/s based on my race	7% ⁵	0%	0%	67% ²	8% ⁷
Creating an environment in which I felt discriminated against based on my race	7% ⁵	0%	0%	67% ²	8% ⁷
Expressing a biased or negative attitude toward me and/or my experience/s based on my race	7% ⁵	0%	0%	67% ²	8% ⁷

Table 13.1

If I experienced sexual misconduct and told my friends/peers, they would:	Women	Men	Total
Tell me that I was irresponsible or not cautious enough.	1% ¹	0%	1% ¹
Reassure me that I am a good person.	87% ⁹²	76% ⁴⁵	82% ¹³⁷
Treat me differently in some way than before I told them that made me uncomfortable.	2% ²	2% ¹	2% ³
Comfort me by telling me it will be all right or by holding me.	68% ⁷³	53% ³¹	62% ¹⁰⁴
Tell me that I could have done more to prevent this experience from occurring.	4% ⁴	2% ¹	3% ⁵
Provide information and discuss options.	70% ⁷⁶	63% ³⁷	67% ¹¹³
Avoid talking to me or spending time with me.	1% ¹	0%	1% ¹
Treat me as if I were a child or somehow incompetent.	3% ³	0%	2% ³
Help me get information of any kind about coping with the experience.	72% ⁷⁸	61% ³⁶	67% ¹¹⁴
Make me feel like I didn't know how to take care of myself.	0%	0%	0%
Label the person making the report a troublemaker.	6% ⁷	8% ⁵	7% ¹²
Have a hard time supporting the person who made the report.	7% ⁸	8% ⁵	7% ¹³
(The alleged offender(s) or their friends would) Try to get back at the person making the report.	13% ¹⁴	9% ⁶	11% ²⁰

Table 13.2

If I experienced sexual misconduct and told my friends/peers, they would:	White	Latino/a	Black	All Other Races	Total
Tell me that I was irresponsible or not cautious enough.	1% ¹	0%	0%	0%	1% ¹
Reassure me that I am a good person.	85% ¹¹¹	78% ¹⁸	63% ⁵	50% ³	82% ¹³⁷
Treat me differently in some way than before I told them that made me uncomfortable.	2% ²	0%	0%	17% ¹	2% ³
Comfort me by telling me it will be all right or by holding me.	63% ⁸²	61% ¹⁴	75% ⁶	33% ²	62% ¹⁰⁴
Tell me that I could have done more to prevent this experience from occurring.	3% ⁴	0%	13% ¹	0%	3% ⁵
Provide information and discuss options.	69% ⁹¹	61% ¹⁴	75% ⁶	33% ²	67% ¹¹³
Avoid talking to me or spending time with me.	1% ¹	0%	0%	0%	1% ¹
Treat me as if I were a child or somehow incompetent.	2% ²	4% ¹	0%	0%	2% ³
Help me get information of any kind about coping with the experience.	69% ⁹¹	70% ¹⁶	75% ⁶	17% ¹	67% ¹¹⁴
Make me feel like I didn't know how to take care of myself.	0%	0%	0%	0%	0%
Label the person making the report a troublemaker.	8% ¹¹	4% ¹	0%	0%	7% ¹²
Have a hard time supporting the person who made the report.	7% ¹⁰	13% ³	0%	0%	7% ¹³
(The alleged offender(s) or their friends would) Try to get back at the person making the report.	11% ¹⁶	13% ³	0%	17% ¹	11% ²⁰

Table 14.1

In Agreement with Statements:	Women	Men	Total
Consent must be given at each step in a sexual encounter.	94% ¹⁰⁶	91% ⁵⁸	93% ¹⁶⁴
If a person initiates sex, but during foreplay says they no longer want to, the person has not given consent to continue.	94% ¹⁰⁶	91% ⁵⁸	93% ¹⁶⁴
If a person doesn't physically resist sex, they have given consent.	3% ³	2% ¹	2% ⁴
Consent for sex one time is consent for future sex.	0%	0%	0%
If you and your sexual partner are both drunk, you don't have to worry about consent.	0%	0%	0%
Mixed signals can sometimes mean consent.	4% ⁵	8% ⁵	6% ¹⁰
If someone invites you to their place, they are giving consent for sex.	0%	0%	0%

Table 14.2

In Agreement with Statements:	White	Latino/a	Black	All Other Races	Total
Consent must be given at each step in a sexual encounter.	94% ¹³⁴	91% ²¹	75% ⁶	83% ⁵	93% ¹⁶⁶
If a person initiates sex, but during foreplay says they no longer want to, the person has not given consent to continue.	95% ¹³⁵	91% ²¹	75% ⁶	67% ⁴	93% ¹⁶⁶
If a person doesn't physically resist sex, they have given consent.	2% ³	0%	0%	17% ¹	2% ⁴
Consent for sex one time is consent for future sex.	0%	0%	0%	0%	0%
If you and your sexual partner are both drunk, you don't have to worry about consent.	0%	0%	0%	0%	0%
Mixed signals can sometimes mean consent.	6% ⁹	4% ¹	0%	0%	6% ¹⁰
If someone invites you to their place, they are giving consent for sex.	0%	0%	0%	0%	0%

Table 15.1

When the following situations arose at TLU, I:	Women	Men	Total
Walked a friend/colleague who has had too much to drink home from a party, bar, or other social event.	26% ¹¹	42% ¹⁶	33% ²⁷
Talked to the friends of a drunk person to make sure they don't leave him/her behind at a party, bar, or other social event.	30% ¹³	55% ²²	41% ³⁵
Tried to distract someone who was trying to take a drunk person to another room or trying to get them to do something sexual.	15% ⁵	24% ⁸	19% ¹³
Ask someone who looks very upset at a party if they are okay or need help.	52% ²⁵	63% ²⁴	56% ⁴⁹
Intervene with a friend/colleague who was being physically abusive to another person.	36% ¹⁴	44% ¹⁴	39% ²⁸
Intervene with a friend/colleague who was being verbally abusive to another person.	49% ²³	53% ¹⁹	50% ⁴²
Spoke up against sexist jokes.	60% ³²	73% ³⁵	66% ⁶⁷

Table 16.1

When the following situations arose at TLU, I:	White	Latino/a	Black	All Other Races	Total
Walked a friend/colleague who has had too much to drink home from a party, bar, or other social event.	30% ²⁰	56% ⁵	50% ²	50%	33% ²⁷
Talked to the friends of a drunk person to make sure they don't leave him/her behind at a party, bar, or other social event.	41% ²⁸	56% ⁵	50% ²	50%	41% ³⁵
Tried to distract someone who was trying to take a drunk person to another room or trying to get them to do something sexual.	15% ⁸	43% ³	33% ¹	83%	19% ¹³
Ask someone who looks very upset at a party if they are okay or need help.	55% ⁴⁰	67% ⁶	67% ²	83%	56% ⁴⁹
Intervene with a friend/colleague who was being physically abusive to another person.	34% ²⁰	63% ⁵	67% ²	83%	39% ²⁸
Intervene with a friend/colleague who was being verbally abusive to another person.	48% ³⁴	63% ⁵	67% ²	83%	50% ⁴²
Spoke up against sexist jokes.	67% ⁵⁶	64% ⁷	50% ²	83%	66% ⁶⁷

Table 17.1

In Agreement with Statements:	Women	Men	Total
On or around this campus, I feel safe from sexual harassment.	90% ¹⁰²	95% ⁶⁰	92% ¹⁶²
On or around this campus, I feel safe from dating violence.	88% ⁹⁹	95% ⁶⁰	90% ¹⁵⁹
On or around this campus, I feel safe from sexual violence.	88% ¹⁰⁰	95% ⁵⁹	91% ¹⁵⁹
On or around this campus, I feel safe from stalking.	88% ⁹⁹	94% ⁵⁸	90% ¹⁵⁷
On or around this campus, I feel safe from racial/ethnic bias	86% ⁹⁷	82% ⁵¹	84% ¹⁴⁸
I don't think sexual violence is a problem at Texas Lutheran University.	43% ⁴⁹	40% ²⁵	43% ⁷⁴
I don't think there is much I can do about sexual violence on this campus.	9% ¹⁰	13% ⁸	10% ¹⁸
There isn't much need for me to think about sexual violence while at college.	7% ⁸	16% ¹⁰	10% ¹⁸

Table 17.2

In Agreement with Statements:	White	Latino/a	Black	All Other Races	Total
On or around this campus, I feel safe from sexual harassment.	91% ¹²⁹	91% ²¹	100% ⁸	100% ⁶	92% ¹⁶⁴
On or around this campus, I feel safe from dating violence.	92% ¹³⁰	78% ¹⁸	88% ⁷	100% ⁶	90% ¹⁶¹
On or around this campus, I feel safe from sexual violence.	94% ¹³¹	78% ¹⁸	88% ⁷	83% ⁵	91% ¹⁶¹
On or around this campus, I feel safe from stalking.	93% ¹³⁰	78% ¹⁸	75% ⁶	83% ⁵	90% ¹⁵⁹
On or around this campus, I feel safe from racial/ethnic bias	91% ¹²⁷	57% ¹³	63% ⁵	67% ⁴	84% ¹⁴⁹
I don't think sexual violence is a problem at Texas Lutheran University.	42% ⁵⁹	43% ¹⁰	25% ²	83% ⁵	43% ⁷⁶
I don't think there is much I can do about sexual violence on this campus.	8% ¹¹	17% ⁴	25% ²	17% ¹	10% ¹⁸
There isn't much need for me to think about sexual violence while at college.	7% ¹⁰	22% ⁵	13% ¹	33% ²	10% ¹⁸



Introduction - Student Survey

Introduction

You are being asked to participate in the TLU Campus Climate Survey. Your feedback is very important. Please answer the following questions as honestly as possible. These questions concern issues of TLU Campus Climate regarding issues of sexual assault and racial and ethnic bias.

This survey has five primary goals. 1) To learn community perceptions, knowledge and attitudes relevant to sexual assault and ethnic/racial bias. 2) To determine incident rates and the overall extent of any campus problems regarding sexual assault and ethnic/racial bias. 3) To establish baseline data to show changes over time, such as decreases in sexual assault and increases in awareness. 4) To gather information to tailor prevention and response efforts. 5) To determine perceptions of TLU's commitment to addressing sexual assault and ethnic/racial bias and the degree of trust in TLU by the campus community.

We do not anticipate that taking this survey will contain any risk or significant inconvenience to you. Your participation in this survey is completely voluntary and you may withdraw your participation at any time. Please be aware that if you decide to participate, you may stop participating at any time and you may decide not to answer any specific question.

All information collected will be used for research purposes only and will be kept strictly confidential. There will be no connection to you in the results or in future publication of the results.

If you have any questions at all please feel free to contact any of the following people:

Dr. Bernadette Buchanan email bbuchanan@tlu.edu ext. 6695 Lead PI

Dr. Daniel Braaten email dbraaten@tlu.edu ext. 6566 Co-PI

Dr. Corinne Castro cocastro@tlu.edu ext. 6334 Co-PI

Jean Constable constable@tlu.edu ext. 8090 Co-PI.

By selecting CONTINUE you are verifying that you have read the explanation of the study, and that you agree to participate. You also understand that your participation in this study is strictly voluntary.

Module 1 - Possible Outcomes

I would recommend attending Texas Lutheran University to others.

Strongly Disagree Disagree Neutral Agree Strongly Agree

If I had to do it over again, I would still attend Texas Lutheran University.

Strongly Disagree Disagree Neutral Agree Strongly Agree

How many times have you done the following things during this past semester at Texas Lutheran University? Remember that all of your answers are private; no professor or instructor will ever see them.

	Almost Never	.	.	.	Almost Always
Missed class	<input type="radio"/>				
Made excuses to get out of class	<input type="radio"/>				
Been late for class	<input type="radio"/>				
Done poor work	<input type="radio"/>				
Attended class intoxicated or "high"	<input type="radio"/>				

Slept in class	<input type="radio"/>				
Thought about dropping a class	<input type="radio"/>				
Thought about quitting school	<input type="radio"/>				

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Below are five statements that you may agree or disagree with. Using the scale below, indicate your agreement with each item. Please be open and honest in your responding.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
In most ways, my life is close to ideal.	<input type="radio"/>				
The conditions of my life are excellent.	<input type="radio"/>				
I am satisfied with life.	<input type="radio"/>				
So far, I have gotten the important things I want in life.	<input type="radio"/>				
If I could live my life over, I would change almost nothing.	<input type="radio"/>				

How much of the time during the past 4 weeks have you...

	Never	Sometimes	A Few Times	Most of the Time	Always
Felt calm and peaceful?	<input type="radio"/>				
Been a very nervous person?	<input type="radio"/>				

Felt so down in the dumps that nothing could cheer you up?	<input type="radio"/>				
Felt down-hearted and blue?	<input type="radio"/>				
Been a happy person?	<input type="radio"/>				

I would rate my health overall as:

Poor	Fair	Average	Above Average	Excellent
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I feel safe on campus at Texas Lutheran University.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
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Module 3 - Peer Norms

The following items refer to your friends' attitudes. When the word "date" is used, please think of anyone with whom you have a romantic or sexual relationship—short term or long term.

To what extent would your friends approve of:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Having many sexual partners.	<input type="radio"/>				

Telling stories about sexual experiences.	<input type="radio"/>				
Getting someone drunk or high to have sex with them.	<input type="radio"/>				
Lying to someone in order to have sex with them.	<input type="radio"/>				
Forcing someone to have sex.	<input type="radio"/>				
Using physical force, such as hitting or beating, to resolve conflicts with dates.	<input type="radio"/>				
Insulting or swearing at their dates.	<input type="radio"/>				

My friends tell me that:

	Strongly Disagree	Disagree	Neutral	Agree
It is alright for someone to hit a date in certain situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone you are dating should have sex with you when you want.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When you spend money on a date, the person should have sex with you in return.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You should respond to a date's challenges to your authority by insulting them or putting them down.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is alright to physically force a person to have sex under certain conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Module 4 - Perceptions of Campus Climate Regarding Racial/Ethnic Bias

This section deals with questions regarding racial and ethnic bias. Racial and ethnic bias refers to attitudes, feelings, or stereotypes we harbor about other people based on their race, ethnicity, nationality, language, culture and/or appearance. These biases affect our understanding, actions, and decisions in an unconscious manner

Instructions: Indicate the extent to which you agree or disagree with the following statements.

Texas Lutheran University

	Agree Strongly	Agree	Disagree	Disagree Strongly
1. Has campus administrators who regularly speak about the values of diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Lack strategic diversity goals and plans.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Encourages faculty/staff/students to have a public voice and share their ideas openly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Rewards faculty/staff/students for their participation in diversity efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Treats faculty/staff/students of color fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Instructions: Indicate the extent to which you are satisfied with the following aspects of Texas Lutheran University

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
1. Racial/ethnic diversity of faculty	<input type="radio"/>				
2. Racial/ethnic diversity of staff	<input type="radio"/>				
3. Racial/ethnic diversity of student body	<input type="radio"/>				
4. Interactions among different racial/ethnic groups	<input type="radio"/>				
5. Administrative response to concerns about exclusion or marginality	<input type="radio"/>				
6. Degree to which the coursework addresses diversity in content or instruction	<input type="radio"/>				
7. Degree to which the campus programming addresses diversity in content or instruction	<input type="radio"/>				
8. Commitment to hiring minorities	<input type="radio"/>				

Instructions: Since you have been enrolled at Texas Lutheran University, have you been in a situation in which a faculty member, instructor or staff member:

	Never	Once or Twice	Sometimes	Often	Many Times
Treated you "differently" because of your race or	<input type="radio"/>				

ethnicity?

Excluded you from gatherings or events because of your race or ethnicity?

Displayed, used, or distributed racist or offensive materials?

Made racist or ethnically disparaging remarks?

Put you down or was condescending to you because of your race or ethnicity?

Repeatedly told racist stories or jokes that were offensive to you?

Made unwelcome attempts to draw you into a discussion of racial matters?

Made offensive remarks about your appearance, body, skin color or hair?

Made offensive remarks about your accent, language, or speech?

Made gestures or used body language of a racist nature which embarrassed or offended you?

Instructions: Since you have been enrolled at Texas Lutheran University, have you been in a situation in which a student:

Never Once or Twice Sometimes Often Many Times

Treated you “differently” because of your race or ethnicity?	<input type="radio"/>				
Excluded you from gatherings or events because of your race or ethnicity?	<input type="radio"/>				
Displayed, used, or distributed racist or offensive materials?	<input type="radio"/>				
Made racist or ethnically disparaging remarks?	<input type="radio"/>				
Put you down or was condescending to you because of your race or ethnicity?	<input type="radio"/>				
Repeatedly told racist stories or jokes that were offensive to you?	<input type="radio"/>				
Made unwelcome attempts to draw you into a discussion of racial matters?	<input type="radio"/>				
Made offensive remarks about your appearance, body, skin color or hair?	<input type="radio"/>				
Made offensive remarks about your accent, language, or speech?	<input type="radio"/>				
Made gestures or used body language of a racist nature which embarrassed or offended you?	<input type="radio"/>				

Module 5 - Perceptions of Campus Climate Regarding Sexual Misconduct

Sexual Misconduct refers to physical contact or other non-physical conduct of a sexual

nature in the absence of clear, knowing and voluntary consent. Examples include sexual or gender-based harassment, stalking, dating violence, and sexual violence.

The following statements describe how Texas Lutheran University might handle it if a student reported an incident of sexual misconduct. Using the scale provided, please indicate the likelihood of each statement.

	Very Unlikely	Unlikely	Neutral	Likely
The institution would take the report seriously.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would maintain the privacy of the person making the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would do its best to honor the request of the person about how to go forward with the case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would take steps to protect the safety of the person making the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Very Unlikely	Unlikely	Neutral	Likely
The institution would support the person making the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would provide accommodations to support the person (e.g., academic, housing, safety).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would take action to address factors that may have led to the sexual misconduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The response to this item will be "Neutral" to indicate attention.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Very Unlikely	Unlikely	Neutral	Likely
The institution would handle the report fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would label the person making the report a troublemaker.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would have a hard time supporting the person who made the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would punish the person who made the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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On the previous page, you did not provide a correct response to an item meant to ensure you were paying attention. The item was: "The response to this item will be "Neutral" to indicate attention."

Please be careful in providing answers to these questions.

Using the scale provided, please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
If a friend or I experienced sexual misconduct, I know where to go to get help on campus.	<input type="radio"/>				
I understand what happens when a student reports a claim of sexual misconduct at Texas Lutheran University.	<input type="radio"/>				
I would know where to go to make a report of sexual misconduct.	<input type="radio"/>				

Before coming to Texas Lutheran University, had you received any information or education (that did not come from Texas Lutheran University) about sexual misconduct?

Yes

No

**Since you came to Texas Lutheran University, which of the following have you done?
Please check all that apply.**

Discussed sexual misconduct/rape in class	Seen crime alerts about sexual misconduct
Discussed the topic of sexual misconduct with friends	Read a report about sexual violence rates at Texas Lutheran University
Discussed sexual misconduct with a family member	Visited a Texas Lutheran University website with information on sexual misconduct
Attended an event or program about what you can do as a bystander to stop sexual misconduct	Volunteered or interned at an organization that addresses sexual misconduct
Attended a rally or other campus event about sexual misconduct or sexual assault	Seen or heard about sexual misconduct in a student publication or media outlet
Seen posters about sexual misconduct (e.g., raising awareness, preventing rape, defining sexual misconduct)	Taken a class to learn more about sexual misconduct
Seen or heard campus administrators or staff address sexual misconduct	

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Since coming to Texas Lutheran University, have you received written (e.g., brochures, emails) or verbal information (e.g., presentations, training) from anyone at Texas Lutheran University about the following? Please check all that apply.

- The definitions of types of sexual misconduct
- How to report an incident of sexual misconduct
- Where to go to get help if someone you know experiences sexual misconduct
- Title IX protections against sexual misconduct
- How to help prevent sexual misconduct
- Student code of conduct or honor code

Please use the following scale to indicate how aware you are of the function of the campus and community resources specifically related to sexual misconduct response at Texas Lutheran University listed below.

	Not at all aware	Slightly aware	Somewhat aware	Very aware	Extremely aware
Dean of Students Office	<input type="radio"/>				
Office of Student Conduct	<input type="radio"/>				
Title IX Compliance	<input type="radio"/>				
Student Legal Services	<input type="radio"/>				
Counseling Services	<input type="radio"/>				
Campus Pastor	<input type="radio"/>				
Campus Police	<input type="radio"/>				
Student Health Services	<input type="radio"/>				
Guadalupe Valley Family Violence Shelter	<input type="radio"/>				
City of Sequin Police Department	<input type="radio"/>				

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Module 6 - Sexual Harassment by Faculty/Staff

Since you enrolled at Texas Lutheran University, have you been in a situation in which a faculty member, instructor or staff member:

	Never	Once or Twice	Sometimes	Often	Many Times
Treated you "differently" because of your sex?	<input type="radio"/>				

Displayed, used, or distributed sexist or suggestive materials?	<input type="radio"/>				
Made offensive sexist remarks?	<input type="radio"/>				
Put you down or was condescending to you because of your sex?	<input type="radio"/>				
Repeatedly told sexual stories or jokes that were offensive to you?	<input type="radio"/>				
Made unwelcome attempts to draw you into a discussion of sexual matters?	<input type="radio"/>				
	Never	Once or Twice	Sometimes	Often	Many Times
Made offensive remarks about your appearance, body, or sexual activities?	<input type="radio"/>				
Made gestures or used body language of a sexual nature which embarrassed or offended you?	<input type="radio"/>				
Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	<input type="radio"/>				
Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	<input type="radio"/>				
Touched you in a way that made you feel uncomfortable?	<input type="radio"/>				
Made unwanted attempts to stroke, fondle, or kiss you?	<input type="radio"/>				
	Never	Once or Twice	Sometimes	Often	Many Times
Made you feel like you were being bribed with a reward to engage in sexual behavior?	<input type="radio"/>				
Made you feel threatened with some sort of retaliation for not being sexually cooperative?	<input type="radio"/>				

Treated you badly for refusing to have sex?

Implied better treatment if you were sexually cooperative?

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Module 6 -Sexual Harassment by Faculty/Staff Follow Up Questions

Think about the situations that happened to you that involved the behaviors you marked on the last screen. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions.

The situation involved (check all that apply):

Sexist or sexually offensive language, gestures or pictures

Unwanted sexual attention

Unwanted touching

Subtle or explicit bribes or threats

Please describe the gender of the person(s) who committed the behavior.

Man

Woman

Other

Please describe the status of the person(s) who committed the behavior.

Faculty member

Staff member

Graduate student instructor

Other

Did this happen on campus?

Yes

No

Please tell us how you reacted to the situation (check all that apply).

- I ignored the person and did nothing.
- I avoided the person as much as possible.
- I treated it like a joke.
- I told the person to stop.
- I reported the person.
- I asked someone for advice and/or support.

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Module 7 - Sexual Harassment by Students

Since you enrolled at Texas Lutheran University, have you been in a situation in which a student:

Never Once or Twice Sometimes Often Many Times

Treated you "differently" because of your sex?

Displayed, used, or distributed sexist or suggestive materials?	<input type="radio"/>				
Made offensive sexist remarks?	<input type="radio"/>				
Put you down or was condescending to you because of your sex?	<input type="radio"/>				
Repeatedly told sexual stories or jokes that were offensive to you?	<input type="radio"/>				
	Never	Once or Twice	Sometimes	Often	Many Times
Made unwelcome attempts to draw you into a discussion of sexual matters?	<input type="radio"/>				
Made offensive remarks about your appearance, body, or sexual activities?	<input type="radio"/>				
Made gestures or used body language of a sexual nature which embarrassed or offended you?	<input type="radio"/>				
Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	<input type="radio"/>				
A choice that indicates attention for this item would be, "Never."	<input type="radio"/>				
	Never	Once or Twice	Sometimes	Often	Many Times
Sent or posted unwelcome sexual comments, jokes or pictures by text, email, Facebook or other electronic means?	<input type="radio"/>				
Spread unwelcome sexual rumors about you by text, email, Facebook or other electronic means?	<input type="radio"/>				
Called you gay or lesbian in a negative way by text, email, Facebook or other electronic means?	<input type="radio"/>				

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On the previous page, you did not provide a correct response to an item meant to ensure you were paying attention. The item was: A choice that indicates attention for this item would be, "Never".

Please be careful in providing answers to these questions.

Module 7 - Sexual Harassment by Students Follow Up Questions

Think about the situations that happened to you that involved the behaviors you marked in the last set of questions. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions.

The situation involved (check all that apply):

Sexist or sexually offensive language, gestures or pictures

Unwanted sexual attention

Unwanted touching

Subtle or explicit bribes or threats

Please describe the gender of the person(s) who committed the behavior.

Man

Woman

Other

Was the other person an undergraduate student at Texas Lutheran University?

Yes

No

Don't know

Was the other person a graduate or professional student at Texas Lutheran University?

Yes

No

Don't know

Did this happen on campus?

Yes

No

Please tell us how you reacted to the situation (check all that apply).

I ignored the person and did nothing.

I avoided the person as much as possible.

I treated it like a joke.

I told the person to stop.

I reported the person.

I asked someone for advice and/or support.

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Module 8 - Stalking Victimization

How many times have one or more people done the following things to you since you

enrolled at Texas Lutheran University?

	None	1-2	3-5	5-8	More than 8
Watched or followed you from a distance, or spied on you with a listening device, camera, or GPS [global positioning system]?	<input type="radio"/>				
Approached you or showed up in places, such as your home, workplace, or school when you didn't want them to be there?	<input type="radio"/>				
Left strange or potentially threatening items for you to find?	<input type="radio"/>				
Sneaked into your home or car and did things to scare you by letting you know they had been there?	<input type="radio"/>				
Left you unwanted messages (including text or voice messages)?	<input type="radio"/>				
	None	1-2	3-5	5-8	More than 8
Made unwanted phone calls to you (including hang up calls)?	<input type="radio"/>				
Sent you unwanted emails, instant messages, or sent messages through social media apps?	<input type="radio"/>				
Left you cards, letters, flowers, or presents when they knew you didn't want them to?	<input type="radio"/>				
Made rude or mean comments to you online?	<input type="radio"/>				
Spread rumors about you online, whether they were true or not?	<input type="radio"/>				

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Module 8 - Stalking Victimization Follow Up Questions

Think about the situations that happened to you that involved the behaviors you marked on the last screen. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions.

Please describe the gender of the person(s) who committed the behavior.

Man

Woman

Other

What was your relationship to the other person?

Stranger

Acquaintance

Friend

Romantic Partner

Former Romantic Partner

Relative/Family

Faculty/Staff

Did this happen on campus?

Yes

No

Was the other person a student at Texas Lutheran University?

Yes

No

Don't know

Had the other person been using alcohol or drugs just prior to the incident?

They had been using alcohol

- They had been using drugs
- They had been using both alcohol or drugs
- They had not been using either alcohol or drugs
- I don't know

Had you been using alcohol or drugs just prior to the incident?

- I had been using alcohol
- I had been using drugs
- I had been using both alcohol or drugs
- I had not been using either alcohol or drugs

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Module 10 - Dating Violence Victimization

Answer the next questions about any hook-up, boyfriend, girlfriend, husband, or wife you have had, including exes, regardless of the length of the relationship since you enrolled at Texas Lutheran University.

	Never	Once or Twice	Sometimes	Often
Not including horseplay or joking around, the person threatened to hurt me and I thought I might really get hurt.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not including horseplay or joking around, the person pushed, grabbed, or shook me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not including horseplay or joking around, the person hit me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Never	Once or Twice	Sometimes	Often
Not including horseplay or joking around, the person beat me up.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not including horseplay or joking around, the person stole or destroyed my property.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not including horseplay or joking around, the person can scare me without laying a hand on me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Module 10 - Dating Violence Victimization Follow Up Questions

Think about the situations that have happened to you that involved the experiences you marked on the last screen. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions.

Please describe the gender of the person(s) who committed the behavior.

Man

Woman

Other

What was your relationship to the other person?

Stranger

Acquaintance

Friend

Romantic Partner

Former Romantic Partner

Faculty/Staff

Was this person a student at Texas Lutheran University?

Yes

No

Don't know

Did this happen on campus?

Yes

No

Had the other person been using alcohol or drugs just prior to the incident?

They had been using alcohol

They had been using drugs

They had been using both alcohol and drugs

They had not been using either alcohol or drugs

I don't know

Had you been using alcohol or drugs just prior to the incident?

I had been using alcohol

I had been using drugs

I had been using both alcohol and drugs

I had not been using either alcohol or drugs

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Module 11 - Dating Violence Perpetration Follow Up Questions

Think about the situations that have happened to you that involved the behaviors you marked on the last screen. Now think about the **MOST SEVERE SITUATION** and answer the following questions.

The other person was a:

Man

Woman

Other

What was your relationship to the other person?

Stranger

Acquaintance

Friend

Romantic Partner

Former Romantic Partner

Faculty/Staff

Was this person a student at Texas Lutheran University?

Yes

No

Don't know

Did this happen on campus?

Yes

No

Had the other person been using alcohol or drugs just prior to the incident?

- They had been using alcohol
- They had been using drugs
- They had been using both alcohol and drugs
- They had not been using either alcohol or drugs
- I don't know

Had you been using alcohol or drugs just prior to the incident?

- I had been using alcohol
- I had been using drugs
- I had been using both alcohol and drugs
- I had not been using either alcohol or drugs

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Module 12 - Sexual Violence Victimization

The following questions concern sexual experiences that you may have had that were unwanted. We know that these are personal questions, so we did not ask your name or other identifying information. Your information is completely confidential. We hope that this helps you to feel comfortable answering each question honestly. Fill the bubble showing the number of times each experience has happened to you. If several experiences occurred on the same occasion—for example, if one night someone told you lies and had sex with you when you were drunk, you should indicate both.

We want to know about your experiences since you enrolled at Texas Lutheran University. These experiences could occur on or off campus, when school is in session or when you are on a break.

Someone fondled, kissed, or rubbed up against the private areas of my body (lips, breast/chest, crotch or butt) or removed some of my clothes without my consent (but did not attempt sexual penetration) by:

0 times 1 time 2 times 3+ times

Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.

Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.

Taking advantage of me when I was too drunk or out of it to stop what was happening.

Threatening to physically harm me or someone close to me.

Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.

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Someone had oral sex with me or made me perform oral sex on them without my consent by:

0 times 1 time 2 times 3+ times

Telling lies, threatening to end the relationship, threatening to spread

rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking advantage of me when I was too drunk or out of it to stop what was happening.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Threatening to physically harm me or someone close to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Someone put their penis, fingers, or other objects into my vagina without my consent by:

	0 times	1 time	2 times	3+ times
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking advantage of me when I was too drunk or out of it to stop what was happening.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Threatening to physically harm me or someone close to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Someone put their penis, fingers, or other objects into my butt without my consent by:

	0 times	1 time	2 times	3+ times
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking advantage of me when I was too drunk or out of it to stop what was happening.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Threatening to physically harm me or someone close to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Even though it didn't happen, someone TRIED to have oral, anal, or vaginal sex with me without my consent by:

	0 times	1 time	2 times	3+ times
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- Taking advantage of me when I was too drunk or out of it to stop what was happening.
- Threatening to physically harm me or someone close to me.
- Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.

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Module 12 - Sexual Violence Victimization Follow Up Questions (Rape)

On the last several pages of the survey, you reported that someone had oral, anal, or vaginal sex with you without your consent, either multiple times or using multiple strategies since you enrolled at Texas Lutheran University.

All of the experiences were with the same person.

These experiences were with more than one person. (If you choose this, please enter the number of people in the box below.)

On how many different days did someone have oral, anal, or vaginal sex with you without your consent since you enrolled at Texas Lutheran University?

Module 12 - Sexual Violence Victimization Follow Up Questions (Both)

On the last several pages of the survey, you reported that since you enrolled at Texas Lutheran University someone had oral, anal, or vaginal sex with you without your consent.

And

Even though it didn't happen, that someone TRIED TO have oral, anal, or vaginal sex with you without your consent.

All of the experiences were with the same person.

These experiences were with more than one person. (If you choose this, please enter the number of people in the box below.)

On how many different days did someone either try to or have oral, anal, or vaginal sex with you without your consent since you enrolled at Texas Lutheran University?

Module 12 - Sexual Violence Victimization Follow Up Questions

Think about the situations that have happened to you that involved the experiences you marked on the last several screens. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions.

The other person was a:

Man

Woman

Other

What was your relationship to the other person?

- Stranger
- Acquaintance
- Friend
- Romantic Partner
- Former Romantic Partner
- Relative/Family
- Faculty/Staff

Was this person a student at Texas Lutheran University?

- Yes
- No
- Don't know

Did this happen on campus?

- Yes
- No

Had the other person been using alcohol or drugs just prior to the incident?

- They had been using alcohol
- They had been using drugs
- They had been using both alcohol and drugs
- They had not been using either alcohol or drugs
- I don't know

Had you been using alcohol or drugs just prior to the incident?

- I had been using alcohol
- I had been using drugs

I had been using both alcohol and drugs

I had not been using either alcohol or drugs

During the incident, to what extent did you feel:

	Not At All	Slightly	Somewhat	Very	Extremely
Scared	<input type="radio"/>				
Like your life was in danger	<input type="radio"/>				
Like the other person would hurt you if you didn't go along	<input type="radio"/>				

How do you label this experience?

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Module 14 - Institutional Responses A

In thinking about the events related to sexual misconduct described on the last several pages, did Texas Lutheran University play a role in your experiences by...

Yes No N/A

Actively supporting you with either formal or informal resources (e.g., counseling, academic services, meetings or phone calls)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apologizing for what happened to you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Believing your report?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allowing you to have a say in how your report was handled?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring you were treated as an important member of the institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meeting your needs for support and accommodations?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment where this type of experience was safe to discuss?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Yes	No	N/A
Creating an environment where this type of experience was recognized as a problem?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not doing enough to prevent this type of experience/s?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment in which this type of experience/s seemed common or normal?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment in which this experience seemed more likely to occur?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making it difficult to report the experience/s?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responding inadequately to the experience/s, if reported?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mishandling your case, if disciplinary action was requested?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Yes	No	N/A
Covering up the experience/s?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denying your experience/s in some way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Punishing you in some way for reporting the experience/s (e.g., loss of privileges or status)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I am reading each item, I will choose "No" for my answer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suggesting your experience/s might affect the reputation of the institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment where you no longer felt like a valued member of the institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Creating an environment where staying at Texas Lutheran University was difficult for you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Yes	No	N/A
Responding differently to your experience/s based on your sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment in which you felt discriminated against based on your sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expressing a biased or negative attitude toward you and/or your experience/s based on your sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responding differently to your experience/s based on your race?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment in which you felt discriminated against based on your race?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expressing a biased or negative attitude toward you and/or your experience/s based on your race?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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On the previous page, you did not provide a correct response to an item meant to ensure you were paying attention. The item was: "If I am reading each item, I will choose "No" for my answer."

Please be careful in providing answers to these questions.

Module 14 - Institutional Responses C

Did you tell anyone about the incident before this questionnaire?

Yes

No

Who did you tell (check all that apply)?

- | | |
|----------------------------------|--|
| Roommate | Off-campus counselor/therapist |
| Close friend other than roommate | City of Sequin Police |
| Romantic partner | Campus security or police department |
| Parent or guardian | Institution health services |
| Other family member | On-campus counselor/therapist |
| Doctor/nurse | Resident advisor or Residence Life staff |
| Campus Pastor | Dean of Students Office |
| Off-campus rape crisis center | Institution faculty or staff |

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How useful was the on-campus counselor/therapist in helping you deal with the incident?

Very useful Moderately useful Somewhat useful Slightly useful Not at all useful

How useful were the institution health services in helping you deal with the incident?

Very useful Moderately useful Somewhat useful Slightly useful Not at all useful

How useful was the campus security or police department in helping you deal with the incident?

Very useful Moderately useful Somewhat useful Slightly useful Not at all useful

How useful was the Dean of Students Office in helping you deal with the incident?

Very useful Moderately useful Somewhat useful Slightly useful Not at all useful

How useful was the Resident Advisor or Residence Life Staff in helping you deal with the incident?

Very useful Moderately useful Somewhat useful Slightly useful Not at all useful

How useful was the University faculty or staff in helping you deal with the incident?

Very useful Moderately useful Somewhat useful Slightly useful Not at all useful

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Module 14 - Institutional Responses B

In thinking about the events related to sexual misconduct described on the last several pages, would Texas Lutheran University play a role by...

	Yes	No	N/A
Actively supporting you with either formal or informal resources (e.g., counseling, academic services, meetings or phone calls)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apologizing for what happened to you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Believing your report?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allowing you to have a say in how your report was handled?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring you were treated as an important member of the institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Meeting your needs for support and accommodations?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment where this type of experience was safe to discuss?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Yes	No	N/A
Creating an environment where this type of experience was recognized as a problem?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not doing enough to prevent this type of experience/s?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment in which this type of experience/s seemed common or normal?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment in which this experience seemed more likely to occur?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making it difficult to report the experience/s?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responding inadequately to the experience/s, if reported?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mishandling your case, if disciplinary action was requested?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Yes	No	N/A
Covering up the experience/s?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denying your experience/s in some way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Punishing you in some way for reporting the experience/s (e.g., loss of privileges or status)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suggesting your experience/s might affect the reputation of the institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I am reading each item, I will choose "No" for my answer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment where you no longer felt like a valued member of the institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment where staying at Texas Lutheran University was difficult for you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Yes	No	N/A
Responding differently to your experience/s based on your sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment in which you felt discriminated against based on your sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- | | | | |
|--|-----------------------|-----------------------|-----------------------|
| Expressing a biased or negative attitude toward you and/or your experience/s based on your sexual orientation? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Responding differently to your experience/s based on your race? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Creating an environment in which you felt discriminated against based on your race? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Expressing a biased or negative attitude toward you and/or your experience/s based on your race? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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Please be careful in providing answers to these questions.

Module15 - Peer Responses

The following is a list of reactions that people sometimes have when responding to a person who has experienced sexual misconduct. If you experienced sexual misconduct and you told your friends/peers, how would they respond?

- | | Never | Rarely | Sometimes | Frequently | Always |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Tell you that you were irresponsible or not cautious enough. | <input type="radio"/> |
| Reassure you that you are a good person. | <input type="radio"/> |
| Treat you differently in some way than before you told them that made you | <input type="radio"/> |

uncomfortable.

Comfort you by telling you it would be all right or by holding you.	<input type="radio"/>				
Tell you that you could have done more to prevent this experience from occurring.	<input type="radio"/>				
Provide information and discussed options.	<input type="radio"/>				
Avoid talking to you or spending time with you.	<input type="radio"/>				
Treat you as if you were a child or somehow incompetent.	<input type="radio"/>				
Help you get information of any kind about coping with the experience.	<input type="radio"/>				
Make you feel like you didn't know how to take care of yourself.	<input type="radio"/>				

If someone were to report a case of sexual misconduct to Texas Lutheran University:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Students would label the person making the report a troublemaker.	<input type="radio"/>				
Students would have a hard time supporting the person who made the report.	<input type="radio"/>				
The alleged offender(s) or their friends would try to get back at the person making the report.	<input type="radio"/>				

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Module16 - Consent

Using the scale provided, please indicate the degree to which you agree or disagree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Consent must be given at each step in a sexual encounter.	<input type="radio"/>				
If I am paying attention, I will choose "Strongly Agree".	<input type="radio"/>				
If a person initiates sex, but during foreplay says they no longer want to, the person has not given consent to continue.	<input type="radio"/>				
If a person doesn't physically resist sex, they have given consent.	<input type="radio"/>				
Consent for sex one time is consent for future sex.	<input type="radio"/>				
If you and your sexual partner are both drunk, you don't have to worry about consent.	<input type="radio"/>				
Mixed signals can sometimes mean consent.	<input type="radio"/>				
If someone invites you to their place, they are giving consent for sex.	<input type="radio"/>				

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Please be careful in providing answers to these questions.

Module17 - Bystander Invervention

When the following situations arose at Texas Lutheran University, how often did you do any of the following?

	Never	Rarely	Sometimes	Most of the time	Always	N/A
Walked a friend who has had too much to drink home from a party, bar, or other social event.	<input type="radio"/>					
Talked to the friends of a drunk person to make sure they don't leave him/her behind at a party, bar, or other social event.	<input type="radio"/>					
Spoke up against sexist jokes.	<input type="radio"/>					
Tried to distract someone who was trying to take a drunk person to another room or trying to get them to do something sexual.	<input type="radio"/>					
	Never	Rarely	Sometimes	Most of the time	Always	N/A
Ask someone who looks very upset at a party if they are okay or need help.	<input type="radio"/>					
Intervene with a friend who was being physically abusive to another person.	<input type="radio"/>					
Intervene with a friend who was being verbally abusive to another person.	<input type="radio"/>					

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Module 18 - Campus Safety

Using the scales provided, please indicate the degree to which you agree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
On or around this campus, I feel safe from sexual harassment.	<input type="radio"/>				
On or around this campus, I feel safe from dating violence.	<input type="radio"/>				
On or around this campus, I feel safe from sexual violence.	<input type="radio"/>				
On or around this campus, I feel safe from stalking.	<input type="radio"/>				

Using the scales provided, please indicate the degree to which you agree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I don't think sexual violence is a problem at Texas Lutheran University.	<input type="radio"/>				

I don't think there is much I can do about sexual violence on this campus.

I will indicate I "Strongly Disagree" with this item.

There isn't much need for me to think about sexual violence while at college.

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Please be careful in providing answers to these questions.

Module 19 - Demographics

Please answer the following questions about yourself.

What is your age?

What is your current gender identity?

Woman

Transman

Man
Transwoman

Genderqueer/gender non-conforming
A gender not listed here

Describe your race/ethnicity. Please check all that apply.

Black/African
American White/Caucasian
Asian or Asian American

Hawaiian or Pacific Islander

Native American or Alaskan Native
Hispanic or Latino/a
A race not listed here

Are you an international student?

Yes

No

What is your sexual orientation?

Gay
Lesbian
Bisexual

Asexual

Heterosexual/straight
Queer
A sexual orientation not listed

What year of school are you in?

First year undergraduate
Second year undergraduate
Third year undergraduate

Fourth year undergraduate
Fifth or more year undergraduate

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Since you've been a student at Texas Lutheran University, have you been a member or participated in any of the following? Please check all that apply.

Honor society or professional group related to your major, Political or social action group field of study

Fraternity or sorority (pledge or member)

Intercollegiate athletic team

Intramural or club athletic team

Student government

Media organization (e.g., newspaper, radio, magazine)

Other student organization or group

Which of the following best describes your living situation?

On-campus residence hall/dormitory

Other on campus housing (apartment, house)

Fraternity or sorority house

Off-campus university-sponsored apartment/house

Off-campus housing non-university sponsored

At home with parent(s) or guardian(s)

Other off campus

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Module 20 - Additional Information

For the questions that were asked about different experiences with sexual misconduct, please rate whether you found answering these questions to be more or less distressing than other things you sometimes encounter in day to day life.

Much More Distressing

Much Less Distressing

For the questions that were asked about different experiences you may have had, such as non-consensual sexual experiences or touching someone without their consent, please rate how important you believe it is for researchers to ask about these types of events in order to study the impact of such experiences.

Definitely Not Important

Definitely Important

I found participating in this study personally meaningful.

Strongly Disagree

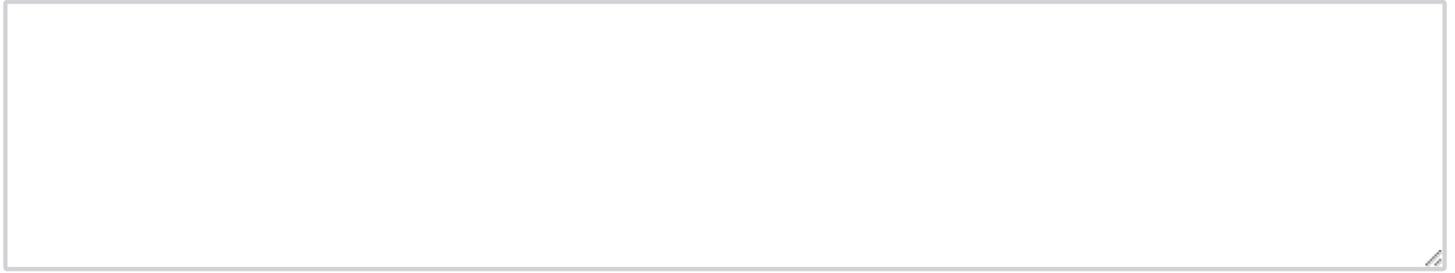
Disagree

Neutral

Agree

Strongly Agree

If there is any additional information you would like to provide about Texas Lutheran University's climate related to sexual misconduct, please use the box below. Like the rest of your responses to this survey, any information you provide is anonymous and will only be reported grouped with all other comments. The information you provide will be used to inform and improve support, policies, and practices at Texas Lutheran University and will not be used to investigate specific individuals. Disclosing an incident here does not constitute reporting the incident to Texas Lutheran University and will not result in any action, disciplinary or otherwise. Please do not identify anyone by name in your survey responses. If you identify anyone by name, the names will be removed before Texas Lutheran University receives the data.



Support services are available if you would like to talk with someone about issues that may have arisen as a result of taking this survey. You may contact Catherine Anderson at canderson@tlu.edu, Terry Weers at tweers@tlu.edu, and Pastor Kara Stewart at kstewart@tlu.edu

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Introduction - Faculty/Staff Survey

Introduction

You are being asked to participate in the TLU Campus Climate Survey. Your feedback is very important. Please answer the following questions as honestly as possible. These questions concern issues of TLU Campus Climate regarding issues of sexual assault and racial and ethnic bias.

This survey has five primary goals. 1) To learn community perceptions, knowledge and attitudes relevant to sexual assault and ethnic/racial bias. 2) To determine incident rates and the overall extent of any campus problems regarding sexual assault and ethnic/racial bias. 3) To establish baseline data to show changes over time, such as decreases in sexual assault and increases in awareness. 4) To gather information to tailor prevention and response efforts. 5) To determine perceptions of TLU's commitment to addressing sexual assault and ethnic/racial bias and the degree of trust in TLU by the campus community.

We do not anticipate that taking this survey will contain any risk or significant inconvenience to you. Your participation in this survey is completely voluntary and you may withdraw your participation at any time. Please be aware that if you decide to participate, you may stop participating at any time and you may decide not to answer any specific question.

All information collected will be used for research purposes only and will be kept strictly confidential. There will be no connection to you in the results or in future publication of the results.

If you have any questions at all please feel free to contact any of the following people:

Dr. Bernadette Buchanan email bbuchanan@tlu.edu ext. 6695 Lead PI

Dr. Daniel Braaten email dbraaten@tlu.edu ext. 6566 Co-PI

Dr. Corinne Castro cocastro@tlu.edu ext. 6334 Co-PI

Jean Constable constable@tlu.edu ext. 8090 Co-PI.

By selecting CONTINUE you are verifying that you have read the explanation of the study, and that you agree to participate. You also understand that your participation in this study is strictly voluntary.

Module 1 - Possible Outcomes

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What is your primary employee status?

Faculty

Staff

Below are five statements that you may agree or disagree with. Using the scale below, indicate your agreement with each item. Please be open and honest in your responding.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
In most ways, my life is close to ideal.	<input type="radio"/>				
The conditions of my life are excellent.	<input type="radio"/>				
I am satisfied with life.	<input type="radio"/>				
So far, I have gotten the important things I want in life.	<input type="radio"/>				
If I could live my life over, I would change almost					

nothing.

How much of the time during the past 4 weeks have you...

	Never	Sometimes	A Few Times	Most of the Time	Always
Felt calm and peaceful?	<input type="radio"/>				
Been a very nervous person?	<input type="radio"/>				
Felt so down in the dumps that nothing could cheer you up?	<input type="radio"/>				
Felt down-hearted and blue?	<input type="radio"/>				
Been a happy person?	<input type="radio"/>				

I would rate my health overall as:

Poor Fair Average Above Average Excellent

I feel safe on campus at Texas Lutheran University.

Strongly Disagree Disagree Neutral Agree Strongly Agree

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Module 3 - Perceptions of Campus Climate Regarding Racial and Ethnic Bias

This section deals with questions regarding racial and ethnic bias. Racial and ethnic bias refers to attitudes, feelings, or stereotypes we harbor about other people based on their race, ethnicity, nationality, language, culture and/or appearance. These biases affect our understanding, actions, and decisions in an unconscious manner

Instructions: Indicate the extent to which you agree or disagree with the following statements.

Texas Lutheran University

	Agree Strongly	Agree	Disagree	Disagree Strongly
1. Has campus administrators who regularly speak about the values of diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Lack strategic diversity goals and plans.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Encourages faculty/staff/students to have a public voice and share their ideas openly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Rewards faculty/staff/students for their participation in diversity efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Treats faculty/staff/students of color fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Instructions: Indicate the extent to which you are satisfied with the following aspects of Texas Lutheran University

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
1. Racial/ethnic diversity of faculty	<input type="radio"/>				
2. Racial/ethnic diversity of staff	<input type="radio"/>				
3. Racial/ethnic diversity of student body	<input type="radio"/>				
4. Interactions among different racial/ethnic groups	<input type="radio"/>				
5. Administrative response to concerns about exclusion or marginality	<input type="radio"/>				
6. Degree to which the coursework addresses diversity in content or instruction	<input type="radio"/>				
7. Degree to which the campus programming addresses diversity in content or instruction	<input type="radio"/>				
8. Commitment to hiring minorities	<input type="radio"/>				

Instructions: Since you were hired at Texas Lutheran University, have you been in a situation in which a faculty member, instructor or staff member:

	Never	Once or Twice	Sometimes	Often	Many Times
Treated you "differently" because of your race or	<input type="radio"/>				

ethnicity?

Excluded you from gatherings or events because of your race or ethnicity?

Displayed, used, or distributed racist or offensive materials?

Made racist or ethnically disparaging remarks?

Put you down or was condescending to you because of your race or ethnicity?

Repeatedly told racist stories or jokes that were offensive to you?

Made unwelcome attempts to draw you into a discussion of racial matters?

Made offensive remarks about your appearance, body, skin color or hair?

Made offensive remarks about your accent, language, or speech?

Made gestures or used body language of a racist nature which embarrassed or offended you?

Instructions: Since you were hired at Texas Lutheran University, have you been in a situation in which a student:

Never Once or Twice Sometimes Often Many Times

Treated you “differently” because of your race or ethnicity?	<input type="radio"/>				
Excluded you from gatherings or events because of your race or ethnicity?	<input type="radio"/>				
Displayed, used, or distributed racist or offensive materials?	<input type="radio"/>				
Made racist or ethnically disparaging remarks?	<input type="radio"/>				
Put you down or was condescending to you because of your race or ethnicity?	<input type="radio"/>				
Repeatedly told racist stories or jokes that were offensive to you?	<input type="radio"/>				
Made unwelcome attempts to draw you into a discussion of racial matters?	<input type="radio"/>				
Made offensive remarks about your appearance, body, skin color or hair?	<input type="radio"/>				
Made offensive remarks about your accent, language, or speech?	<input type="radio"/>				
Made gestures or used body language of a racist nature which embarrassed or offended you?	<input type="radio"/>				

Module 4 - Perceptions of Campus Climate Regarding Sexual Misconduct

Sexual Misconduct refers to physical contact or other non-physical conduct of a sexual

nature in the absence of clear, knowing and voluntary consent. Examples include sexual or gender-based harassment, stalking, dating violence, and sexual violence.

The following statements describe how Texas Lutheran University might handle it if an employee reported an incident of sexual misconduct. Using the scale provided, please indicate the likelihood of each statement.

	Very Unlikely	Unlikely	Neutral	Likely
The institution would take the report seriously.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would maintain the privacy of the person making the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would do its best to honor the request of the person about how to go forward with the case.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would take steps to protect the safety of the person making the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Very Unlikely	Unlikely	Neutral	Likely
The institution would support the person making the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would provide accommodations to support the person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would take action to address factors that may have led to the sexual misconduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The response to this item will be "Neutral" to indicate your attention.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Very Unlikely	Unlikely	Neutral	Likely
The institution would handle the report fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would label the person making the report a troublemaker.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would have a hard time supporting the person who made the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institution would punish the person who made the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Please be careful in providing answers to these questions.

Using the scale provided, please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
If a colleague or I experienced sexual misconduct, I know where to go to get help on campus.	<input type="radio"/>				
I understand what happens when an employee reports a claim of sexual misconduct at Texas Lutheran University.	<input type="radio"/>				
I would know where to go to make a report of sexual misconduct.	<input type="radio"/>				

Before working at Texas Lutheran University, had you received any information or education (that did not come from Texas Lutheran University) about sexual misconduct?

Yes

No

**Since working at Texas Lutheran University, which of the following have you done?
Please check all that apply.**

Discussed sexual misconduct/rape in a meeting	Seen crime alerts about sexual misconduct
Discussed the topic of sexual misconduct with colleagues	Read a report about sexual violence rates at Texas Lutheran University
Discussed sexual misconduct with a family member	Visited a Texas Lutheran University website with information on sexual misconduct
Attended an event or program about what you can do as a bystander to stop sexual misconduct	Volunteered or interned at an organization that addresses sexual misconduct
Attended a rally or other campus event about sexual misconduct or sexual assault	Seen or heard about sexual misconduct in campus publication or media outlet
Seen posters about sexual misconduct (e.g., raising awareness, preventing rape, defining sexual misconduct)	Taken a workshop to learn more about sexual misconduct
Seen or heard campus administrators or staff address sexual misconduct	

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Since working at Texas Lutheran University, have you received written (e.g., brochures, emails) or verbal information (e.g., presentations, training) from anyone at Texas Lutheran University about the following? Please check all that apply.

- The definitions of types of sexual misconduct
- How to report an incident of sexual misconduct
- Where to go to get help if someone you know experiences sexual misconduct
- Title IX protections against sexual misconduct
- How to help prevent sexual misconduct
- Professional ethics

Please use the following scale to indicate how aware you are of the function of the campus and community resources specifically related to sexual misconduct response at Texas Lutheran University listed below.

	Not at all aware	Slightly aware	Somewhat aware	Very aware	Extremely aware
Dean of Students Office	<input type="radio"/>				
Human Resources	<input type="radio"/>				
Title IX Coordinator	<input type="radio"/>				
Employee Assistance Program	<input type="radio"/>				
Campus Pastor	<input type="radio"/>				
Campus Police	<input type="radio"/>				
Guadalupe Valley Family Violence Shelter	<input type="radio"/>				
City of Sequin Police Department	<input type="radio"/>				

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Module 5 - Sexual Harassment by Faculty/Staff

Since being employed at Texas Lutheran University, have you been in a situation in which a faculty member, instructor or staff member:

	Never	Once or Twice	Sometimes	Often	Many Times
Treated you “differently” because of your sex?	<input type="radio"/>				
Displayed, used, or distributed sexist or suggestive materials?	<input type="radio"/>				
Made offensive sexist remarks?	<input type="radio"/>				

Put you down or was condescending to you because of your sex?	<input type="radio"/>				
Repeatedly told sexual stories or jokes that were offensive to you?	<input type="radio"/>				
Made unwelcome attempts to draw you into a discussion of sexual matters?	<input type="radio"/>				
Made offensive remarks about your appearance, body, or sexual activities?	<input type="radio"/>				
	Never	Once or Twice	Sometimes	Often	Many Times
Made gestures or used body language of a sexual nature which embarrassed or offended you?	<input type="radio"/>				
Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	<input type="radio"/>				
Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	<input type="radio"/>				
Touched you in a way that made you feel uncomfortable?	<input type="radio"/>				
Made unwanted attempts to stroke, fondle, or kiss you?	<input type="radio"/>				
Made you feel like you were being bribed with a reward to engage in sexual behavior?	<input type="radio"/>				
Made you feel threatened with some sort of retaliation for not being sexually cooperative?	<input type="radio"/>				
	Never	Once or Twice	Sometimes	Often	Many Times
Treated you badly for refusing to have sex?	<input type="radio"/>				
Implied better treatment if you were sexually cooperative?	<input type="radio"/>				

Sent or posted unwelcome sexual comments, jokes or pictures by text, email, Facebook or other electronic means?

Spread unwelcome sexual rumors about you by text, email, Facebook or other electronic means?

Called you gay or lesbian in a negative way by text, email, Facebook or other electronic means?

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Module 5 -Sexual Harassment by Faculty/Staff Follow Up Questions

Think about the situations that happened to you that involved the behaviors you marked on the last screen. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions.

The situation involved (check all that apply):

Sexist or sexually offensive language, gestures or pictures

Unwanted sexual attention

Unwanted touching

Subtle or explicit bribes or threats

Please describe the gender of the person(s) who committed the behavior.

Man

Woman

Other

Please describe the status of the person(s) who committed the behavior.

Faculty member

Staff member

Other

Did this happen on campus?

Yes

No

Please tell us how you reacted to the situation (check all that apply).

I ignored the person and did nothing.

I avoided the person as much as possible.

I treated it like a joke.

I told the person to stop.

I reported the person.

I asked someone for advice and/or support.

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Module 6 - Sexual Harassment by Students

Since being employed at Texas Lutheran University, have you been in a situation in which a student:

	Never	Once or Twice	Sometimes	Often	Many Times
Treated you "differently" because of your sex?	<input type="radio"/>				
Displayed, used, or distributed sexist or suggestive materials?	<input type="radio"/>				
Made offensive sexist remarks?	<input type="radio"/>				
Put you down or was condescending to you because of your sex?	<input type="radio"/>				
Repeatedly told sexual stories or jokes that were offensive to you?	<input type="radio"/>				
Made unwelcome attempts to draw you into a discussion of sexual matters?	<input type="radio"/>				
Made offensive remarks about your appearance, body, or sexual activities?	<input type="radio"/>				
	Never	Once or Twice	Sometimes	Often	Many Times
Made gestures or used body language of a sexual nature which embarrassed or offended you?	<input type="radio"/>				
Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	<input type="radio"/>				
A choice that indicates attention for this item would be, "Never."	<input type="radio"/>				
Sent or posted unwelcome sexual comments, jokes or pictures by text, email, Facebook or other electronic means?	<input type="radio"/>				
Spread unwelcome sexual rumors					

about you by text, email, Facebook or other electronic means?	<input type="radio"/>				
Called you gay or lesbian in a negative way by text, email, Facebook or other electronic means?	<input type="radio"/>				
Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	<input type="radio"/>				
	Never	Once or Twice	Sometimes	Often	Many Times
Touched you in a way that made you feel uncomfortable?	<input type="radio"/>				
Made unwanted attempts to stroke, fondle, or kiss you?	<input type="radio"/>				
Made you feel threatened with some sort of retaliation for not being sexually cooperative?	<input type="radio"/>				
Treated you badly for refusing to have sex?	<input type="radio"/>				
Implied better treatment if you were sexually cooperative?	<input type="radio"/>				

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On the previous page, you did not provide a correct response to an item meant to ensure you were paying attention. The item was: A choice that indicates attention for this item would be, "Never".

Please be careful in providing answers to these questions.

Module 6 - Sexual Harassment by Students Follow Up Questions

Think about the situations that happened to you that involved the behaviors you marked in the last set of questions. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions.

The situation involved (check all that apply):

- Sexist or sexually offensive language, gestures or pictures
- Unwanted sexual attention
- Unwanted touching
- Subtle or explicit bribes or threats

Please describe the gender of the person(s) who committed the behavior.

Man

Woman

Other

Was the other person a student at Texas Lutheran University?

Yes

No

Don't know

Did this happen on campus?

Yes

No

Please tell us how you reacted to the situation (check all that apply).

I ignored the person and did nothing.

I avoided the person as much as possible.

I treated it like a joke.

I told the person to stop.

I reported the person.

I asked someone for advice and/or support.

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Module 7 - Stalking Victimization

How many times have one or more people done the following things to you since being employed at Texas Lutheran University?

	None	1-2	3-5	5-8	More than 8
Watched or followed you from a distance, or spied on you with a listening device, camera, or GPS [global positioning system]?	<input type="radio"/>				
Approached you or showed up in places, such as your home, workplace, or school when you didn't want them to be there?	<input type="radio"/>				
Left strange or potentially threatening items for you to find?	<input type="radio"/>				
Sneaked into your home or car and did things to scare you by letting you know they had been there?	<input type="radio"/>				
Left you unwanted messages (including text or voice messages)?	<input type="radio"/>				
	None	1-2	3-5	5-8	More than 8
Made unwanted phone calls to you (including hang up calls)?	<input type="radio"/>				

Sent you unwanted emails, instant messages, or sent messages through social media apps?

Left you cards, letters, flowers, or presents when they knew you didn't want them to?

Made rude or mean comments to you online?

Spread rumors about you online, whether they were true or not?

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Module 7 - Stalking Victimization Follow Up Questions

Think about the situations that happened to you that involved the behaviors you marked on the last screen. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions.

Please describe the gender of the person(s) who committed the behavior.

Man

Woman

Other

What was your relationship to the other person?

Stranger

Acquaintance

Friend

Romantic Partner

Former Romantic Partner

Relative/Family

Faculty/Staff

Did this happen on campus?

Yes

No

Was the other person a student at Texas Lutheran University?

Yes

No

Don't know

Had the other person been using alcohol or drugs just prior to the incident?

They had been using alcohol

They had been using drugs

They had been using both alcohol or drugs

They had not been using either alcohol or drugs

I don't know

Had you been using alcohol or drugs just prior to the incident?

I had been using alcohol

I had been using drugs

I had been using both alcohol or drugs

I had not been using either alcohol or drugs

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Module 9 - Dating Violence Victimization

Answer the next questions about any hook-up, boyfriend, girlfriend, husband, or wife you have had, including exes, regardless of the length of the relationship since being employed at Texas Lutheran University.

	Never	Once or Twice	Sometimes	Often
Not including horseplay or joking around, the person threatened to hurt me and I thought I might really get hurt.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not including horseplay or joking around, the person pushed, grabbed, or shook me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not including horseplay or joking around, the person hit me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Never	Once or Twice	Sometimes	Often
Not including horseplay or joking around, the person beat me up.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not including horseplay or joking around, the person stole or destroyed my property.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not including horseplay or joking around, the person can scare me without laying a hand on me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Module 9 - Dating Violence Victimization Follow Up Questions

Think about the situations that have happened to you that involved the experiences you marked on the last screen. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions.

Please describe the gender of the person(s) who committed the behavior.

Man

Woman

Other

What was your relationship to the other person?

Stranger

Acquaintance

Friend

Romantic Partner

Former Romantic Partner

Faculty/Staff

Was this person a student at Texas Lutheran University?

Yes

No

Don't know

Did this happen on campus?

Yes

No

Had the other person been using alcohol or drugs just prior to the incident?

They had been using alcohol

They had been using drugs

They had been using both alcohol and drugs

They had not been using either alcohol or drugs

I don't know

Had you been using alcohol or drugs just prior to the incident?

I had been using alcohol

I had been using drugs

I had been using both alcohol and drugs

I had not been using either alcohol or drugs

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Module 11 - Sexual Violence Victimization

The following questions concern sexual experiences that you may have had that were unwanted. We know that these are personal questions, so we did not ask your name or other identifying information. Your information is completely confidential. We hope that this helps you to feel comfortable answering each question honestly. Fill the bubble showing the number of times each experience has happened to you. If several experiences occurred on the same occasion—for example, if one night someone told you lies and had sex with you when you were drunk, you should indicate both.

We want to know about your experiences since being employed at Texas Lutheran University. These experiences could occur on or off campus.

Someone fondled, kissed, or rubbed up against the private areas of my body (lips, breast/chest, crotch or butt) or removed some of my clothes without my consent (but did not attempt sexual penetration) by:

0 times 1 time 2 times 3+ times

Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.

Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.

Taking advantage of me when I was too drunk or out of it to stop what was happening.

Threatening to physically harm me or someone close to me.

Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.

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Someone had oral sex with me or made me perform oral sex on them without my consent by:

0 times 1 time 2 times 3+ times

Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.

Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.

Taking advantage of me when I was too drunk or out of it to stop what was happening.

Threatening to physically harm me or someone close to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Someone put their penis, fingers, or other objects into my vagina without my consent by:

	0 times	1 time	2 times	3+ times
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking advantage of me when I was too drunk or out of it to stop what was happening.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Threatening to physically harm me or someone close to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Someone put their penis, fingers, or other objects into my butt without my consent by:

	0 times	1 time	2 times	3+ times
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking advantage of me when I was too drunk or out of it to stop what was happening.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Threatening to physically harm me or someone close to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Even though it didn't happen, someone TRIED to have oral, anal, or vaginal sex with me without my consent by:

	0 times	1 time	2 times	3+ times
Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking advantage of me when I was too drunk or out of it to stop what was happening.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Threatening to physically harm me or someone close to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Module 11 - Sexual Violence Victimization Follow Up Questions (Rape)

On the last several pages of the survey, you reported that someone had oral, anal, or vaginal sex with you without your consent, either multiple times or using multiple strategies since being employed at Texas Lutheran University.

All of the experiences were with the same person.

These experiences were with more than one person. (If you choose this, please enter the number of people in the box below.)

On how many different days did someone have oral, anal, or vaginal sex with you without your consent since being employed at Texas Lutheran University?

Module 11 - Sexual Violence Victimization Follow Up Questions (Both)

On the last several pages of the survey, you reported that since being employed at Texas Lutheran University someone had oral, anal, or vaginal sex with you without your consent.

And

Even though it didn't happen, that someone TRIED TO have oral, anal, or vaginal sex with you without your consent.

All of the experiences were with the same person.

These experiences were with more than one person. (If you choose this, please enter the number of people in the box below.)

On how many different days did someone either try to or have oral, anal, or vaginal sex with you without your consent since being employed at Texas Lutheran University?

Module 11 - Sexual Violence Victimization Follow Up Questions

Think about the situations that have happened to you that involved the experiences you marked on the last several screens. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions.

The other person was a:

Man

Woman

Other

What was your relationship to the other person?

Stranger

Acquaintance

	Not At All	Slightly	Somewhat	Very	Extremely
Scared	<input type="radio"/>				
Like your life was in danger	<input type="radio"/>				
Like the other person would hurt you if you didn't go along	<input type="radio"/>				

How do you label this experience?

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Module 13 - Institutional Responses A

In thinking about the events related to sexual misconduct described on the last several pages, did Texas Lutheran University play a role in your experiences by...

	Yes	No	N/A
Actively supporting you with either formal or informal resources (e.g., counseling, academic services, meetings or phone calls)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apologizing for what happened to you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Believing your report?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allowing you to have a say in how your report was handled?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Ensuring you were treated as an important member of the institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meeting your needs for support and accommodations?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment where this type of experience was safe to discuss?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Yes	No	N/A
Creating an environment where this type of experience was recognized as a problem?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not doing enough to prevent this type of experience/s?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment in which this type of experience/s seemed common or normal?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment in which this experience seemed more likely to occur?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making it difficult to report the experience/s?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responding inadequately to the experience/s, if reported?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mishandling your case, if disciplinary action was requested?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Yes	No	N/A
Covering up the experience/s?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Denying your experience/s in some way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Punishing you in some way for reporting the experience/s (e.g., loss of privileges or status)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I am reading each item, I will choose "No" for this answer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suggesting your experience/s might affect the reputation of the institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment where you no longer felt like a valued member of the institution?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment where working at Texas Lutheran University was difficult for you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Yes	No	N/A
Responding differently to your experience/s based on your sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creating an environment in which you felt discriminated against based on your sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- Expressing a biased or negative attitude toward you and/or your experience/s based on your sexual orientation?
- Responding differently to your experience/s based on your race?
- Creating an environment in which you felt discriminated against based on your race?
- Expressing a biased or negative attitude toward you and/or your experience/s based on your race?

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Please be careful in providing answers to these questions.

Module 13 - Institutional Responses C

Did you tell anyone about the incident before this questionnaire?

Yes

No

Who did you tell (check all that apply)?

Roommate

Close friend other than roommate

Romantic partner

Off-campus rape crisis center

Off-campus counselor/therapist

City of Sequin Police

Parent or guardian
Other family member
Doctor/nurse
Campus Pastor

Campus security or police department
Dean of Students Office
Institution faculty or staff

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How useful was the campus police department in helping you deal with the incident?

Very useful Moderately useful Somewhat useful Slightly useful Not at all useful

How useful was the Dean of Students Office in helping you deal with the incident?

Very useful Moderately useful Somewhat useful Slightly useful Not at all useful

How useful was the University faculty or staff in helping you deal with the incident?

Very useful Moderately useful Somewhat useful Slightly useful Not at all useful

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Module 13 - Institutional Responses B

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Module14 - Peer Responses

The following is a list of reactions that people sometimes have when responding to a person who has experienced sexual misconduct. If you experienced sexual misconduct and you told your friends/peers, how would they respond?

	Never	Rarely	Sometimes	Frequently	Always
Tell you that you were irresponsible or not cautious enough.	<input type="radio"/>				
Reassure you that you are a good person.	<input type="radio"/>				
Treat you differently in some way than before you told them that made you uncomfortable.	<input type="radio"/>				
Comfort you by telling you it would be all right or by holding you.	<input type="radio"/>				
Tell you that you could have done more to prevent this experience from occurring.	<input type="radio"/>				
Provide information and discussed options.	<input type="radio"/>				
Avoid talking to you or spending time with you.	<input type="radio"/>				
Treat you as if you were a child or somehow incompetent.	<input type="radio"/>				
Help you get information of any kind about coping with the experience.	<input type="radio"/>				
Make you feel like you didn't know how to take care of yourself.	<input type="radio"/>				

If someone were to report a case of sexual misconduct to Texas Lutheran University:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Colleagues would label the person making the report a troublemaker.	<input type="radio"/>				
Colleagues would have a hard time supporting the person who made the report.	<input type="radio"/>				
The alleged offender(s) or their friends would try to get back at the person making the report.	<input type="radio"/>				

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Module15 - Consent

Using the scale provided, please indicate the degree to which you agree or disagree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Consent must be given at each step in a sexual encounter.	<input type="radio"/>				
If I am paying attention, I will choose "Strongly Agree".	<input type="radio"/>				
If a person initiates sex, but during foreplay says they no longer want to, the person has not given consent to continue.	<input type="radio"/>				

If a person doesn't physically resist sex, they have given consent.	<input type="radio"/>				
Consent for sex one time is consent for future sex.	<input type="radio"/>				
If you and your sexual partner are both drunk, you don't have to worry about consent.	<input type="radio"/>				
Mixed signals can sometimes mean consent.	<input type="radio"/>				
If someone invites you to their place, they are giving consent for sex.	<input type="radio"/>				

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On the previous page, you did not provide a correct response to an item meant to ensure you were paying attention. The item was: "If I am paying attention, I will choose "Strongly Agree"."

Please be careful in providing answers to these questions.

Module16 - Bystander Invervention

When the following situations arose at Texas Lutheran University, how often did you do any of the following?

	Never	Rarely	Sometimes	Most of the time	Always	N/A
--	-------	--------	-----------	------------------	--------	-----

Walked a friend/colleague who has had too much to drink

home from a party, bar, or other social event.	<input type="radio"/>					
Talked to the friends of a drunk person to make sure they don't leave him/her behind at a party, bar, or other social event.	<input type="radio"/>					
Spoke up against sexist jokes.	<input type="radio"/>					
Tried to distract someone who was trying to take a drunk person to another room or trying to get them to do something sexual.	<input type="radio"/>					
				Most of the time		
	Never	Rarely	Sometimes		Always	N/A
Ask someone who looks very upset at a party if they are okay or need help.	<input type="radio"/>					
Intervene with a friend/colleague who was being physically abusive to another person.	<input type="radio"/>					
Intervene with a friend/colleague who was being verbally abusive to another person.	<input type="radio"/>					

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Module 17 - Campus Safety

Using the scales provided, please indicate the degree to which you agree with the following statements.

Strongly Disagree Disagree Neutral Agree Strongly Agree

On or around this campus, I feel safe from sexual harassment.	<input type="radio"/>				
On or around this campus, I feel safe from dating violence.	<input type="radio"/>				
On or around this campus, I feel safe from sexual violence.	<input type="radio"/>				
On or around this campus, I feel safe from stalking.	<input type="radio"/>				
On or around this campus, I feel safe from racial/ethnic bias	<input type="radio"/>				

Using the scales provided, please indicate the degree to which you agree with the following statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I don't think sexual violence is a problem at Texas Lutheran University.	<input type="radio"/>				
I don't think there is much I can do about sexual violence on this campus.	<input type="radio"/>				
I will indicate I "Strongly Disagree" with this item.	<input type="radio"/>				
There isn't much need for me to think about sexual violence while at college.	<input type="radio"/>				

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On the previous page, you did not provide a correct response to an item meant to ensure you were paying attention. The item was: "I will indicate I "Strongly Disagree" with this

item."

Please be careful in providing answers to these questions.

Module 18 - Demographics

Please answer the following questions about yourself.

What is your age?

What is your current gender identity?

Woman

Man

Transwoman

Transman

Genderqueer/gender non-conforming

A gender not listed here

Describe your race/ethnicity. Please check all that apply.

Black/African

American White/Caucasian

Asian or Asian American

Hawaiian or Pacific Islander

Native American or Alaskan Native

Hispanic or Latino/a

A race not listed here

What is your sexual orientation?

Gay	Heterosexual/straight
Lesbian	Queer
Bisexual	A sexual orientation not listed
	<input type="text"/>
Asexual	

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Module 19 - Additional Information

For the questions that were asked about different experiences with sexual misconduct, please rate whether you found answering these questions to be more or less distressing than other things you sometimes encounter in day to day life.

Much More Distressing

Much Less Distressing

For the questions that were asked about different experiences you may have had, such as non-consensual sexual experiences or touching someone without their consent, please rate how important you believe it is for researchers to ask about these types of

events in order to study the impact of such experiences.

Definitely Not Important

Definitely Important

I found participating in this study personally meaningful.

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

If there is any additional information you would like to provide about Texas Lutheran University's climate related to sexual misconduct and racial/ethnic bias, please use the box below. Like the rest of your responses to this survey, any information you provide is anonymous and will only be reported grouped with all other comments. The information you provide will be used to inform and improve support, policies, and practices at Texas Lutheran University and will not be used to investigate specific individuals. Disclosing an incident here does not constitute reporting the incident to Texas Lutheran University and will not result in any action, disciplinary or otherwise. Please do not identify anyone by name in your survey responses. If you identify anyone by name, the names will be removed before Texas Lutheran University receives the data.

Support services are available if you would like to talk with someone about issues that may have arisen as a result of taking this survey. You may contact Catherine Anderson at canderson@tlu.edu, Terry Weers at tweers@tlu.edu, and Pastor Kara Stewart at kstewart@tlu.edu

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