

## **SUMMARY REPORT OF THE EMORY UNIVERSITY FACULTY AND STAFF CAMPUS CLIMATE SURVEY 2015**

### ***Overview***

In the summer of 2015, Emory University conducted a comprehensive campus climate survey of faculty and staff to capture employees' experiences with sexual harassment and training in sex discrimination, knowledge of Title IX, and comfort with guiding students and colleagues through the disclosure process. As a result of recommendations from the White House Task Force to Protect Students from Sexual Assault, Emory University implemented a campus climate survey of undergraduate, graduate, and professional students in April 2015. Similar surveys have been conducted at universities across the country.

Creating the inaugural Emory survey was one of the first actions of the University Senate Committee for the Prevention of Sexual Violence. The committee's primary role is to support data-driven and cohesive sexual violence prevention efforts across Emory, using a public health approach. It also works closely with campus response efforts to develop comprehensive prevention and intervention strategies.

The decision to survey faculty and staff in addition to students sets Emory University apart in its commitment to understanding the holistic climate on campus towards the continuum of sexual violence. As far as we are aware, no other university has yet surveyed faculty and staff in regard to Title IX. We have done so to enable Emory to create campus-wide prevention strategies that address all members of the Emory community.

### ***Methods***

The Campus Climate Survey Subcommittee, formed in December 2014, is comprised of students, faculty, and staff who have expertise in sexual violence and/or methodological expertise in survey design and analysis and/or have held campus leadership positions. To compose Emory's survey, they drew on examples set by the White House Task Force and other universities that have published their survey questionnaires. However, as stated above, there is no model survey for faculty and staff members. The subcommittee designed the survey to gather similar data as the student survey as well as to gather additional information tailored to a faculty or staff member perspectives and reflections on their responsibilities under Title IX.

Emory University faculty and staff encompasses full- and part-time faculty and staff employed at the following: Oxford College, Emory College, School of Medicine, Rollins School of Public Health, Candler School of Theology, School of Law, Nell Hodgson School of Nursing, Goizueta Business School, and the Yerkes National Primate Research Center. All currently employed Emory University faculty and staff members were invited to participate in the survey via email, having opportunities to complete it online between July 5 and August 31 2015.

Experts often describe sexual violence as a continuum that begins with offensive jokes and harassment and extends to more severe forms such as intimate partner violence and rape. Given that context, the campus climate survey asked faculty and staff to disclose their experiences since coming to Emory that included witnessing or being targeted for sexual harassment, such as being

in the presence of inappropriate jokes or being targeted for sexual quid pro quo. Additionally, faculty and staff were asked about their knowledge and comfort with guiding students and colleagues through a disclosure process of sex discrimination or sexual violence.

**Study population and response rate**

Out of 11,631 faculty and staff contacted, 2,807 faculty and staff (24%) accessed the survey, and 2,290 of those (20%) answered at least one question. Of these respondents, 596 respondents identified as faculty and 1,667 respondents identified as staff. Of the 2,263 respondents who identified as faculty or staff, 64% identified as women, 34% as men, less than 2% identified as transgender, “other,” or with a preference not to respond. 15 respondents did not provide their affiliation and were not included in analyses by group.

***Key Findings***

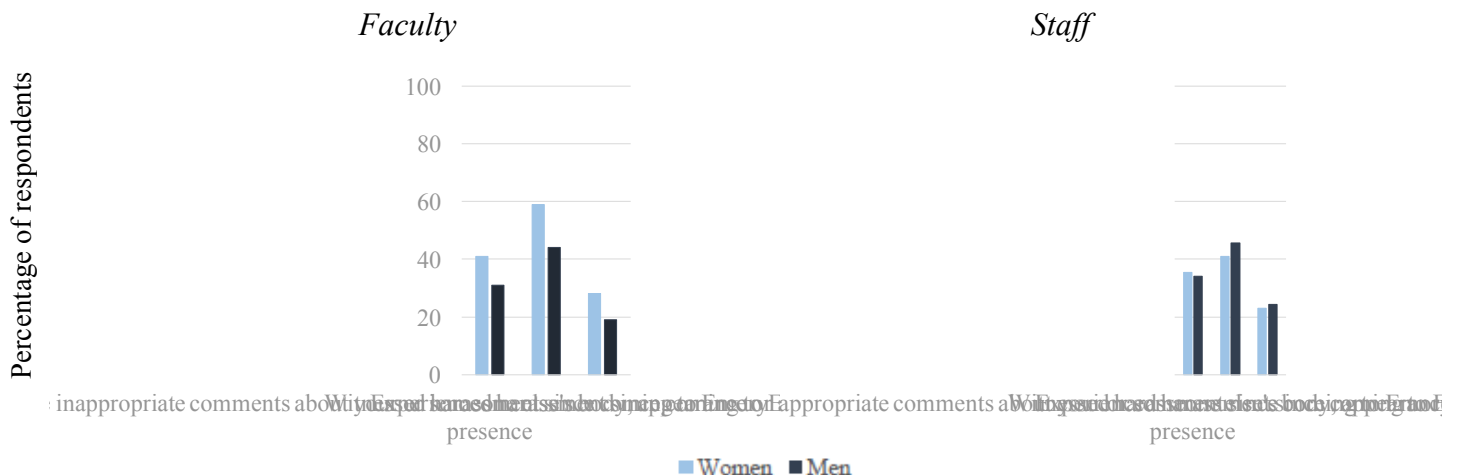
**Experiences**

**Harassment**

*Faculty:* Since coming to Emory, 41% of women and 31% of men respondents reported having experienced an inappropriate comment about their own or someone else’s body, appearance, or attractiveness. While this question captures a climate of harassment that a respondent may have witnessed or experienced, the survey separated all other harassment questions into either witnessing or experiencing harassment. 59% of women and 44% of men respondents have witnessed sexual harassment, and 28% of women and 19% of men respondents have experienced sexual harassment. Women faculty reported witnessing and experiencing sexual harassment significantly more than men.

*Staff:* Since coming to Emory, 36% of women and 34% of men respondents reported having experienced an inappropriate comment about their own or someone else’s body, appearance, or attractiveness. 41% of women and 46% of men respondents have witnessed sexual harassment, and 23% of women and 24% of men respondents have experienced sexual harassment.

***Experiences of Harassment***



Looking across all groups, 21% of respondents reported that they experienced sexual harassment since coming to Emory. Among these respondents, 2% used Emory's formal procedures to report the incident.

### **Knowledge of Emory policy, Title IX, and training**

Faculty and staff were asked about familiarity with and knowledge of Emory policy, experiences with training in sex discrimination, and knowledge of Title IX.

#### **Emory policy**

Faculty and staff respondents indicated similar levels of familiarity with and knowledge of with Emory University's Equal Opportunity and Discriminatory Harassment Policy and Emory University's Sexual Misconduct Policy. Over 80% of respondents were familiar with each policy. Approximately 70% of respondents self-reported knowing where to go to find out more about both of these policies.

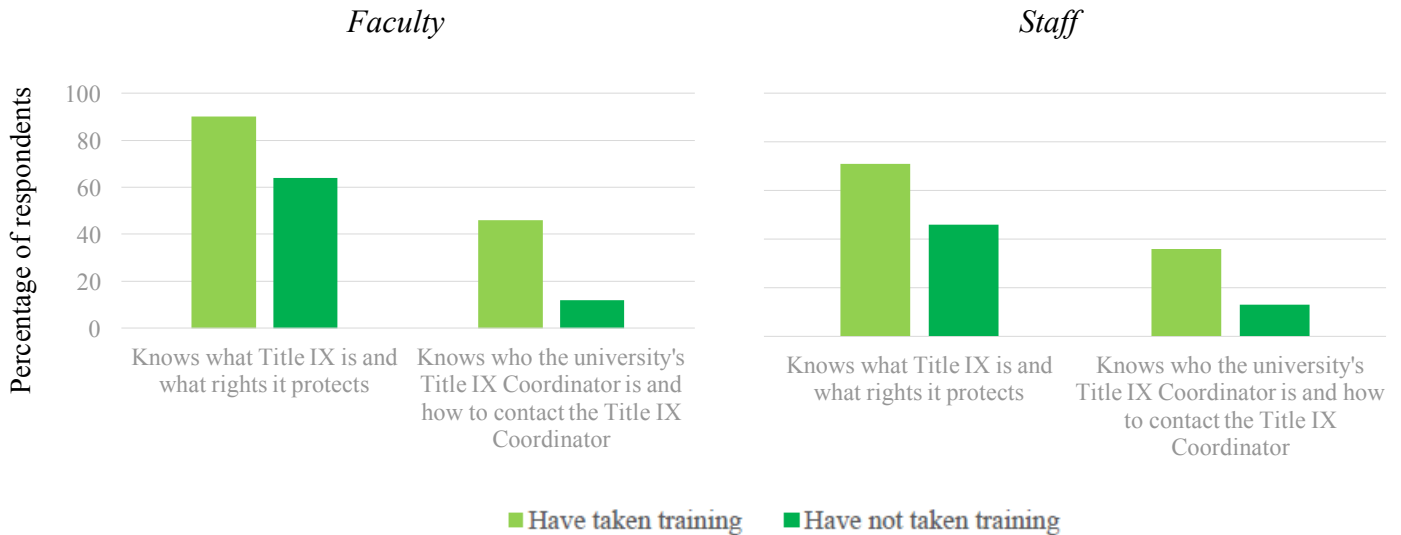
#### **Training and knowledge of Title IX**

Training experience in sex discrimination and knowledge of Title IX differed among faculty and staff.

*Faculty:* 81% of faculty respondents reported that they have received training in sex discrimination since coming to Emory. Over 80% of faculty respondents report that they know what Title IX is and what rights it protects, and 61% report that they know who the Title IX Coordinator is and how to contact them. We found significant differences in knowledge when we examined knowledge of Title IX by whether the faculty member reported that they had received training. 89% of faculty respondents who received training knew what Title IX is and what rights it protects, while 64% of faculty who had not received training had this knowledge. 46% of faculty respondents who received training knew who the Title IX Coordinator is and how to contact them, while 12% of respondents who did not receive training had this knowledge.

*Staff:* 49% of staff respondents reported that they have received training in sex discrimination since coming to Emory. 58% of respondents report that they know what Title IX is and what rights it protects, and 76% report that they know who the Title IX Coordinator is and how to contact them. We found significant differences in knowledge when we examine knowledge of Title IX by whether the staff member reported that they had received training. 71% of staff respondents who received training knew what Title IX is and what rights it protects, while 46% of staff who had not received training had this knowledge. 36% of staff respondents who received training knew who the Title IX Coordinator is and how to contact them, while 13% of respondents who did not receive training had this knowledge.

## Knowledge of Title IX



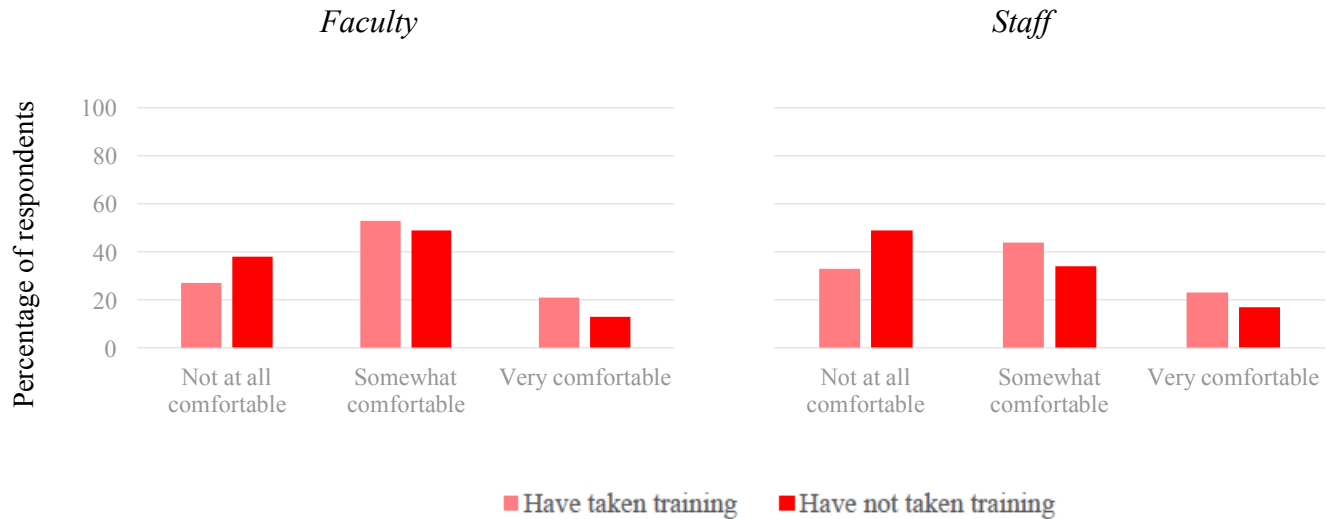
## Comfort with guiding a disclosure process

### Students

*Faculty:* Overall, 53% of faculty respondents feel somewhat comfortable guiding a student through a disclosure process, while 19% feel very comfortable and 29% felt not at all comfortable. We found significant differences in comfort level based on whether the faculty respondent reported that they have received training in sex discrimination since coming to Emory. Among those who reported receiving training, 53% feel somewhat comfortable, 21% feel very comfortable and 27% feel not at all comfortable guiding a student through a disclosure process. Among those who reported that they have not received training, 49% feel somewhat comfortable, 13% feel very comfortable, and 38% feel not at all comfortable guiding a student through a disclosure process.

*Staff:* Overall, 39% of staff respondents feel somewhat comfortable guiding a student through a disclosure process, while 20% feel very comfortable and 40% felt not at all comfortable. We found significant differences in comfort level based on whether the staff respondent reported that they have received training in sex discrimination since coming to Emory. Among those who reported receiving training, 44% feel somewhat comfortable, 23% feel very comfortable and 33% feel not at all comfortable guiding a student through a disclosure process. Among those who reported that they have not received training, 34% feel somewhat comfortable, 17% feel very comfortable, and 49% feel not at all comfortable guiding a student through a disclosure process.

## Comfort with guiding a student through a disclosure process

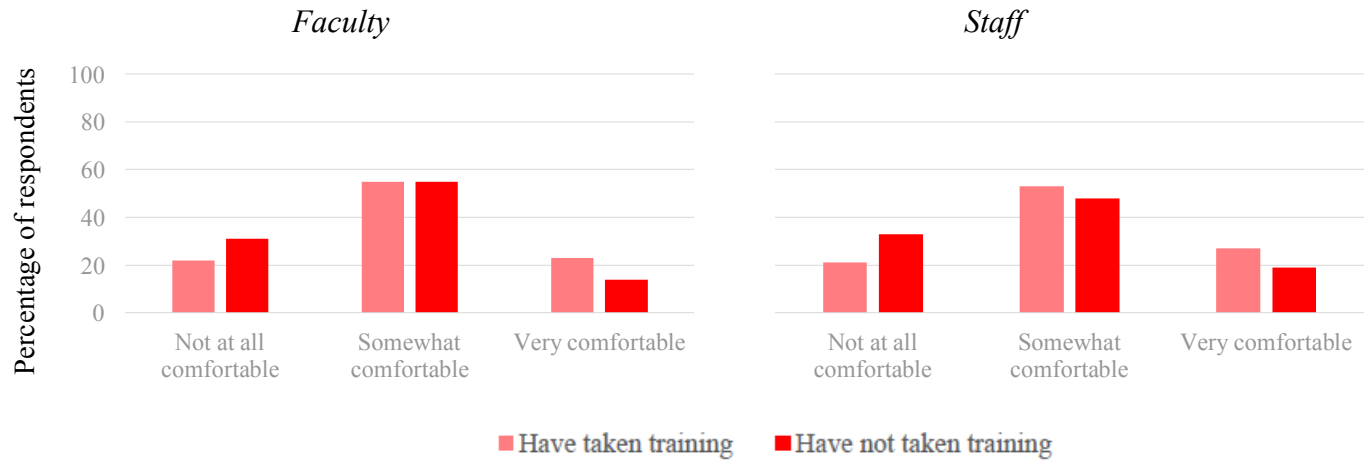


### Colleagues

*Faculty:* Overall, 54% of faculty respondents feel somewhat comfortable guiding a colleague through a disclosure process, while 21% feel very comfortable and 25% felt not at all comfortable. We found significant differences in comfort level based on whether the faculty respondent reported that they have received training in sex discrimination since coming to Emory. Among those who reported receiving training, 55% feel somewhat comfortable, 23% feel very comfortable and 22% feel not at all comfortable guiding a colleague through a disclosure process. Among those who reported that they have not received training, 51% feel somewhat comfortable, 14% feel very comfortable, and 35% feel not at all comfortable guiding a colleague through a disclosure process.

*Staff:* Overall, 50% of staff respondents feel somewhat comfortable guiding a colleague through a disclosure process, while 23% feel very comfortable and 27% felt not at all comfortable. We found significant differences in comfort level based on whether the staff respondent reported that they have received training in sex discrimination since coming to Emory. Among those who reported receiving training, 53% feel somewhat comfortable, 27% feel very comfortable and 21% feel not at all comfortable guiding a colleague through a disclosure process. Among those who reported that they have not received training, 50% feel somewhat comfortable, 19% feel very comfortable, and 33% feel not at all comfortable guiding a colleague through a disclosure process.

## *Comfort with guiding a colleague through a disclosure process*



### **Summary**

There are common findings across Emory faculty and staff. Respondents reported both witnessing and experiencing sexual harassment since coming to Emory. A majority of faculty (81%) and almost half of staff (49%) reported that they received training in sex discrimination since coming to Emory. A majority of faculty and staff are familiar with Emory's Equal Opportunity and Harassment policy, Title IX, and Title IX Coordinators; however, knowledge of Title IX and Title IX Coordinators differ by whether respondents have received training in sex discrimination. A majority of faculty and staff feel somewhat or very comfortable guiding a student or colleague through a disclosure process; however, there are differences in comfort level between faculty and staff and based on whether the individual is a student or a colleague, and whether the respondent had done training in sex discrimination. At the time of the survey, mandatory Title IX training had been implemented for faculty beginning on January 27, 2015, yet not all faculty had completed the training by the time of the climate survey. This training was offered to staff beginning on September 1, 2015. We believe that the initiation date of this Title IX training accounts for the differences between faculty and staff in self-report of having received sex discrimination training since coming to Emory. The climate survey was conducted at one point in time, which somewhat limits the interpretation of our results. Specifically, even though we found that respondents who reported that they received training also reported that they have more knowledge of Title IX and a higher comfort with guiding a disclosure process, we cannot conclude that the training caused these occurrences.

### ***Recommendations***

- **Offer bystander intervention programming for faculty and staff that builds skills to intervene before, during or after for sexual harassment occurs.** This survey assessed one form of sexual violence experienced by faculty and staff. We conclude that there is a need to focus on the prevention of sexual harassment that is personally experienced and witnessed by faculty and staff.

- **Ensure that all faculty and staff receive training in Title IX, and consider the extent to which refresher or continuing training opportunities should be delivered to ensure knowledge is retained or updated as policies or procedures change.**
- **Evaluate the Title IX training to better understand what creates confidence with guiding the disclosure process.** Even among respondents who reported receiving training, only a minority were ‘very comfortable’ with disclosure. Qualitative work can explore how to make faculty and staff feel more confident to guide this process.
- **Continue to provide training as new faculty/ staff members come to Emory to ensure maximum knowledge about disclosure processes.**
- **Given the important roles that faculty and staff play in the University and in the lives of students, leadership at each school should make training a priority for faculty and staff.**
- **Conduct a campus climate survey among faculty and staff every four years to capture change.** There is a three-year timeline to train all faculty and staff in Title IX. Surveying faculty and staff in four years allows for assessment of climate after all have received training. Surveying every four years will allow for the regular assessment of faculty/staff that syncs with the student survey and aims to avoid survey fatigue.