

University of Michigan's *Campus Climate Survey Related to Sex and Gender*

Executive Summary: U-M Ann Arbor Students & Employees

The University of Michigan (U-M) is dedicated to fostering a caring community and committed to preventing sexual and gender-based misconduct. **Every member of the U-M community has a right to experience freedom from discrimination and harassment.** U-M's senior administration recognized the need to collect comprehensive information on the experiences and perceptions of its student and employee communities regarding sexual and gender-based harassment and misconduct. The University contracted with Rankin Climate, LLC, to conduct an assessment of all campuses and Michigan Medicine via an anonymous survey of students, faculty, and staff focused on sexual harassment and gender-based misconduct in the winter and spring of 2024. Data gathered from the *2024 Campus Climate Survey Related to Sex and Gender* assessed the prevalence of sexual harassment and misconduct¹, perceptions of these issues on U-M campuses, and awareness of campus responses and resources. A randomized sample of the undergraduate and graduate/professional student populations was selected and recruited to complete the survey. **Sixty-six percent of the University of Michigan sample responded to the survey invitation.** The undergraduate, graduate, and professional student samples closely matched the U-M Ann Arbor student, staff, and faculty populations regarding race, ethnicity, international status, program, year at the University, and age.

¹ Four forms of sexual misconduct were assessed in the survey: sexual and gender-based harassment, stalking, intimate partner violence, and sexual violence. Experiences of sexual and gender-based harassment perpetrated by U-M faculty and staff was assessed separately from sexual and gender-based harassment perpetrated by other students.

U-M Ann Arbor Students

U-M Ann Arbor Campus Sexual and Gender-Based Misconduct Incidence Rates Since the Beginning of the Academic Year								
	Undergraduate Students				Graduate/Professional Students			
	Men	Women	Non-Binary	Transgender	Men	Women	Non-Binary	Transgender
Sexual or Gender-Based Harassment²	29%	45%	46%	38%	26%	45%	48%	68%
Stalking	19%	26%	31%	39%	11%	17%	23%	25%
Intimate Partner Violence	8%	9%	11%	9%	4%	7%	10%	10%
Sexual Violence	10%	22%	20%	17%	5%	10%	19%	–

- Forty-six percent ($n=3,421$) of students included in the Ann Arbor sample responded to the survey: 46% ($n=2,187$) of the undergraduate student sample and 47% ($n=1,234$) of the graduate and professional student sample.
- Thirty-eight percent ($n=781$) of undergraduate student participants from U-M Ann Arbor indicated that they had experienced some form of sexual or gender-based harassment by a faculty or staff member. This included:
 - 45% of undergraduate women ($n=476$)
 - 29% of undergraduate men ($n=261$)
 - 46% of non-binary undergraduate students ($n=26$)
 - 40% of transgender undergraduate students ($n=17$)
- Thirty-four percent ($n=396$) of graduate and professional student participants on the Ann Arbor campus indicated that they had experienced some form of sexual or gender-based harassment by a faculty or staff member. This included:
 - 38% of graduate women ($n=242$)
 - 26% of graduate men ($n=124$)
 - 48% of non-binary graduate students ($n=16$)
 - 68% of transgender graduate students ($n=15$)
- Most undergraduate, graduate, and professional students at U-M Ann Arbor – 73% ($n=581$) – who experienced sexual or gender-based harassment indicated the situation involved sexist or sexually offensive language, gestures, or pictures.
- Approximately 72% ($n=2,190$) of student participants agreed with the statement, “On or around the U-M Ann Arbor campus, I feel safe from sexual and

² Please see definitions on page 5.

gender-based harassment.” Women ($n=998$) and non-binary or transgender ($n=64$) student participants feel less safe from sexual and gender-based harassment than men ($n=1,128$).

- A majority of students understood statements related to consent: 94% ($n=2,846$) agreed that consent must be given at each step in a sexual encounter, and when alcohol is involved, 94% ($n=2,850$) disagreed that if they and their partner are drunk, they do not have to worry about consent.

U-M Ann Arbor Employees

U-M Ann Arbor Campus Sexual and Gender-Based Misconduct Incidence Rates Since the Beginning of the Academic Year						
	Faculty			Staff		
	Men	Women	Non-Binary/Transgender	Men	Women	Non-Binary/Transgender
Sexual or Gender-Based Harassment³	37%	56%	89%	27%	37%	56%
Stalking	17%	14%	28%	7%	10%	16%
Intimate Partner Violence	7%	7%	18%	4%	8%	11%
Sexual Violence	2%	2%	6%	2%	4%	6%

- Sixty percent ($n=403$) of U-M Ann Arbor faculty included in the sample, and 56% ($n=1,465$) of U-M Ann Arbor staff included in the sample responded to the survey.
- Forty-nine percent ($n=191$) of Ann Arbor faculty indicated they had experienced sexual or gender-based harassment by someone else affiliated with the University of Michigan in the past six months. This included:
 - 56% of faculty women ($n=111$)
 - 37% of faculty men ($n=64$)
 - 89% of non-binary or transgender ($n=16$) faculty
- Thirty-four percent ($n=486$) of Ann Arbor staff indicated they had experienced sexual or gender-based harassment by someone else affiliated with the University of Michigan in the past six months. This included:
 - 37% of staff women ($n=308$)
 - 27% of staff men ($n=146$)
 - 56% of non-binary or transgender ($n=25$) staff

³ Please see definitions on page 6.

- Many U-M Ann Arbor faculty and staff participants felt they would intervene as a prosocial bystander in four different situations:
 - 77% of U-M Ann Arbor faculty participants felt confident speaking up against someone telling sexist jokes compared to 75% of Ann Arbor staff participants.
 - 89% of faculty participants felt confident they would ask someone who looked upset at work if they were okay, compared to 92% of staff participants.
 - 84% of faculty and staff participants felt confident they would intervene to stop verbal abuse against another person.
 - 86% of U-M Ann Arbor faculty participants felt confident that they would intervene if someone suggested or implied that one gender doesn't have to meet the same intellectual standards as another gender to get a job at the University of Michigan compared to 83% of staff participants.

Key Definitions

Campus Climate - The current attitudes and behaviors of faculty, staff, administrators, and students, as well as institutional policies and procedures, which influence the level of respect for individual needs, abilities, and potential.

Gender Identity - A person's inner sense of being man, woman, both, or neither. Gender identity may or may not be expressed outwardly and may or may not correspond to one's physical characteristics.

Image-Based Exploitation - The creation, threatened, or actual distribution, or any use of sexualized or sexually explicit materials without the consent of the person depicted.

Incidence Rate - The estimated percentage of a given campus population who experienced a form of sexual or gender-based misconduct between the beginning of the 2023-2024 academic year and the time of survey response.

Intimate Partner Violence - Violence that occurs between any hook-up, boyfriend, girlfriend, intimate partner, spouse, husband, or wife, including exes, that excludes playing or joking.

Rape - Any act of vaginal or anal penetration, however slight, with any body part or object, or oral-genital contact of another person, without consent. Sexual assault encompasses rape, attempted rape, and unwanted sexual contact.

Sexist Hostility - Demeaning jokes or comments about sex or gender, comments that people of a given sex or gender do not belong in leadership positions or are not smart enough to succeed in a scientific career, and sabotaging people of a given sex or gender.

Sexual and Gender-Based Harassment - Verbal, nonverbal, or physical conduct of a sexual nature when this conduct affects an individual's education or employment, unreasonably interferes with an individual's educational or work performance or creates an intimidating, hostile, or offensive educational or work environment.

Sexual Violence - Nonconsensual sexual contact committed through verbal pressure, threats, physical force, or incapacitation.

Stalking - A course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.