

University of Michigan–Ann Arbor Climate Survey Related to Sex and Gender

//Key Findings from Employees

December 2024

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Introduction

The University of Michigan Ann Arbor are dedicated to fostering a caring community, and committed to preventing sexual and gender-based misconduct. Each individual in the University of Michigan and Michigan Medicine community has a right to an experience free from discrimination and harassment, and the opportunity to fully benefit from the University's programs and activities.

Research shows that thriving campus climates contribute directly to the overall wellbeing and success of students, faculty, and staff. The senior administration of the university understands that campus climate surveys are a best practice in understanding how sexual misconduct and harassment on campus impacts the climate. The *2024 Campus Climate Survey Related to Sex and Gender* assesses the prevalence of sexual harassment and misconduct along with perceptions of these issues on university campuses, and awareness of campus responses and resources.



The University of Michigan contracted with Rankin Climate, LLC to conduct a university-wide assessment via an anonymous survey of students, faculty and staff focused on sexual harassment and gender-based misconduct in the winter and spring of 2024. The assessment used the Administrator-Researcher Campus Climate Collaborative (ARC3) survey, developed by a collaborative of national leaders, research and higher education professionals in 2014 in response to the White House Task Force on Keeping Students Safe on Campus report.

The university utilized a stratified sample approach, surveying representative subgroups of the University population to bring equity to the data collection process and reliability to the findings. This report summarizes key findings from that survey. Additional aggregated results have been made available to the University's Office of Institutional Research.

Letter from President Ono Announcing the Survey

February 21, 2024

Dear University Community,

I write to inform you of an important project aimed at continuing the University of Michigan's efforts to prevent and address sexual harassment and misconduct on our campuses.

At U-M, we are steadfast in our commitment to foster a safe, inclusive, and respectful environment for everyone. We firmly believe that every individual within our community deserves to live, learn, and work free from any form of misconduct, harassment, or discrimination.

As part of this commitment, the University contracted with Rankin Climate, an external and independent campus climate assessment firm, to conduct the *ARC3 Campus Climate Survey Related to Sex and Gender*. The survey was designed and created by the Administrator Researcher Campus Climate Collaborative (ARC3).

Beginning March 4, Rankin Climate will email survey invitations to a random representative sample of students, faculty, and staff on each of our three campuses and Michigan Medicine.

Understanding the full spectrum of experiences within our community is crucial. **If you are asked to participate, please complete the survey.**

To learn more about the survey, please visit the [Climate Survey page on the Sexual Misconduct Reporting & Resources](#) website. The page will also include additional information and future updates, frequently asked questions, links to relevant research and a variety of campus resources.

This is an important project for us, as a university deeply committed to the values of safety, respect, integrity, inclusivity, and the well-being of every member of our community.

Through your engagement, we can strengthen the University of Michigan, reflect our commitment to one another, and help shape the future of our university.

Sincerely,

Santa J. Ono
President

Letter from Leadership to Announce the Survey Launch

March 4, 2024

Dear U-M Community:

Welcome back!

This is a busy time of the academic year, and there is a lot on our minds as we begin the second half of the winter term. However, I want to remind each of you about an important project that will inform U-M's ongoing efforts to create and maintain an inclusive campus climate.

Beginning today, a randomized, cross-sectional sample of the U-M community will be invited to participate in our *Campus Climate Survey Related to Sex and Gender*. A group of leaders across U-M's campuses has been working in collaboration with Rankin Climate, an external and independent campus climate and assessment firm, to administer the ARC3, a climate survey tool informed by the Administrator-Researcher Campus Climate Collaborative, federal government recommendations, the university's sexual misconduct experts, and the university's Survey Research Center.

The invitation to participate in the survey will arrive in your U-M email account:

- Sender: Rankin Climate
- Subject line: *U-M Climate Survey Related to Sex and Gender*

For more information, visit the [Sexual and Gender-Based Misconduct Reporting and Resources](#) survey website, where you can find more information about the survey, related research efforts, and relevant community updates related to this initiative over the coming months.

Please join me in supporting this important project. We are all responsible for contributing to a safe and inclusive environment at the University of Michigan.

Sincerely,

Laurie McCauley, Ph.D.
Provost and Executive Vice
President for Academic
Affairs, University of Michigan

Domenico Grasso, Ph.D.
Chancellor, UM-Dearborn

Donna Fry, PT, Ph.D.
Interim Chancellor,
UM-Flint

Key Definitions

The following terms appear throughout this report and are defined as follows. Additional terms and definitions are included in Appendix D.

Sexual or Gender-Based Harassment (SGH)	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.
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.
Image-Based Exploitation	The creation, threatened, or actual distribution, or any use of sexualized or sexually explicit materials without the meaningful consent of the person depicted.
Intimate Partner Violence	Violence that occurs between any hook-up, boyfriend, girlfriend, intimate partner, spouse, husband, or wife, including exes that excludes horseplay or joking.
Sexual Violence	Nonconsensual sexual contact committed through verbal pressure, threats, physical force, or incapacitation.
U-M	Throughout the survey and this report, “U-M” and “UM-Ann Arbor” refers to the University of Michigan–Ann Arbor as both an institution and as a campus, including off-site locations controlled by the University.
Unwanted Sexual Contact	Unwelcomed touching, grabbing, slapping, fondling, kissing, or rubbing up against the private areas of someone’s body (lips, breast/chest, crotch or butt) or removing someone’s clothes. Sexual assault encompasses rape, attempted rape, and unwanted sexual contact.

National Context

Sexual misconduct experienced by students, faculty, and staff at U.S. institutions of higher education has been the subject of intense attention in recent years. In January 2014, responding to calls for state and federal action, former U.S. President Barack Obama established the White House Task Force to Protect Students From Sexual Assault. This Task Force released its first report, *Not Alone*, in April 2014, which emphasized the need for nationwide action to raise awareness about, effectively respond to, and ultimately prevent campus sexual assault. The Task Force asserted that “we are here to tell sexual assault survivors they are not alone” and “to help schools live up to their obligation to protect students from sexual violence” (White House Task Force, 2014, p. 2).

In their report, the Task Force recommended actions that should be taken by college and university communities, specifically campus administrations, regarding campus sexual assault. These recommendations included campus climate surveys to identify prevalence



and perceptions related to campus sexual assault (White House Task Force, 2014). Specifically, “The first step in solving a problem is to name it and know the extent of it – and a campus climate survey is the best way to do that” (White House Task Force, 2014, p. 2). The United States Department of Justice’s Office of Violence Against Women continues to support the use of campus climate surveys in its effort to reduce sexual assault, stalking, dating and intimate partner violence, and sexual harassment on college campuses. “Campus climate surveys are essential because they generate data on the nature and extent of sexual assault on campuses, as well as campus attitudes surrounding

sexual assault. Armed with accurate data, administrators and students can then begin to direct resources where they are most needed” (Office of Violence Against Women, 2018). The government further emphasized the importance of this kind of assessment in the 2022 reauthorization of the Violence Against Women Act. The reauthorization mandated the creation of a national sexual misconduct climate survey to measure not only the prevalence of these acts but “measure the effectiveness of prevention and awareness programs and whether students feel comfortable intervening” (20 U.S. Code § 1161I–6). While the creation of this instrument is still on the horizon, institutions of higher education have been put on notice that this kind of assessment is a critical and necessary action for their community.

The national discourse has broadened beyond that original focus on sexual assault and on student populations since the White House Task Force was established and released their 2014 report. The National Academies of Sciences, Engineering, and Medicine

convened a committee in 2018 to study sexual harassment experienced by women in U.S. higher education. The consensus study the committee produced included an examination of faculty and staff experiences with sexual harassment, effectively expanding the scope of the national conversation beyond sexual misconduct experiences that meet legal or public health¹ definitions of sexual assault and sexual violence.

NASEM commissioned a qualitative study to better understand the sexual harassment experiences of faculty and staff. Faculty and staff women in this study who had experienced sexual harassment described a diverse set of experiences, including but not limited to derogatory comments related to their sex or gender, inappropriate sexual jokes or comments, unwanted sexual attention, and questions about their competency. Some interviewees discussed not labeling their experiences as sexual misconduct at the time, and coming to that conclusion later with more context and after norms for these types of behaviors began shifting in academia (National Academies of Sciences, Engineering, and Medicine, 2018).

There are few published studies on the incidence of sexual misconduct experienced by collegiate faculty and staff members, and those studies are somewhat dated and focused exclusively on sexual harassment. A 2003 meta-analysis reported a 58% sexual harassment incidence rate among female faculty and staff members (Ilies et al., 2003). Schneider, Swan, and Fitzgerald (1997) found a 63% sexual harassment incidence rate for female university employees, with over half of the employees in the study who reported sexual harassment citing gender harassment as their sole experience. A 2014 study found that women in academic departments or campus units with a higher male-to-female ratio tend to be at higher risk for experiencing sexual harassment (Kabat-Farr & Cortina, 2014).

With the dramatic rise in campus climate surveys in the United States over the past decade, questions have naturally arisen on the accuracy of their results. One of the most common questions—especially in response to climate survey projects that employ a census or other non-probability sampling approach—is if people who have experienced sexual misconduct are more likely to participate in climate surveys than people who have not experienced sexual misconduct. After rigorous testing, there is little support in the literature for the notion that non-probability samples lead to biased campus sexual misconduct climate estimates. Axinn and colleagues (2021) conducted a campus sexual misconduct climate survey of students at a large state university using a 2-stage sampling design. The researchers began with a census approach, then randomly sampled non-completers to construct a probability sample. They then recruited that probability sample of non-completers to complete the survey using enhanced recruitment techniques (i.e., dramatically increased outreach and incentives). Their results suggested no differences across the two samples on most forms of sexual misconduct assessed in

¹ This public-health approach involves leveraging science to prevent sexual and gender-based misconduct and promote healthy interaction on college campuses through studies that span individual experiences and decisions through societal norms and policies (CDC, 2014).

the survey; where they did find a significant difference, they determined through post-stratification weighting that the probability sample was likely biased, not the initial census sample (Axinn, Wagner, Couper & Crawford, 2021).

When conceptualizing sexual misconduct, a helpful metaphor is the “Iceberg of Sexual Harassment” used by the National Academies of Sciences, Engineering, and Medicine in its 2018 *Sexual Harassment of Women* report. The figure on the following page demonstrates how some acts of sexual misconduct are obvious and visible in the public consciousness—egregious acts of physical violence or blatant *quid pro quo* sexual harassment—the way that an iceberg can be seen at the water’s surface. But similar to how the iceberg’s true depth and danger exists out of sight, so too does the majority of unacceptable and inappropriate sexual or gender-based behavior and speech exist under the surface of common public awareness. This report is structured with this iceberg metaphor in mind, starting with participant findings of experiences with sexual violence (assault and rape) and then moving deeper through the other forms of interpersonal violence and finally sexual harassment.

SEXUAL COERCION

promising professional rewards in return for sexual favors

threatening professional consequences unless sexual demands are met

UNWANTED SEXUAL ATTENTION

rape

sexual assault

unwanted groping or stroking

PUBLIC CONSCIOUSNESS

GENDER HARASSMENT

relentless pressure for sex

unwanted sexual discussions

nude images posted at work

relentless pressure for dates

sexually humiliating acts

offensive sexual teasing

sexual insults
e.g. "for a good time call...",
calling someone a whore

sexist insults
e.g. women don't belong
in science

offensive remarks about bodies

obscene gestures

sabotage of women's equipment

vulgar name calling
e.g. "slut," "bitch," "c**t"

gender slurs
e.g. "pu**y"

insults to working mothers
e.g. "you can't do this job with
small kids at home"

Sexual Harassment of Women:
Climate, Culture, and Consequences in
Academic Sciences, Engineering, and Medicine
<https://www.nationalacademies.org/sexualharassment>

The National
Academies of

SCIENCES
ENGINEERING
MEDICINE

Key Takeaways

Overall

- Ten percent of the UM-Ann Arbor faculty and staff populations were invited to complete the survey.
- 60% of the UM-Ann Arbor faculty ($n=403$) and 56% of staff ($n=1,465$) samples responded to the survey.
- Four forms of sexual misconduct were assessed in the survey: sexual and gender-based harassment, stalking, intimate partner violence, and sexual violence. Sexual and gender-based harassment items only evaluated incidents involving a perpetrator that was affiliated with the university; stalking, intimate partner violence, and sexual violence could be perpetrated by someone affiliated or unaffiliated with the university.

UM-Ann Arbor Faculty

- 49% ($n=191$) of Ann Arbor faculty participants indicated they had experienced sexual or gender-based harassment by someone else affiliated with the University of Michigan since the beginning of the academic year.
 - 56% of women ($n=111$), 37% ($n=64$) of men, and 89% of non-binary or transgender faculty ($n=16$) indicated experiencing sexual or gender-based harassment since the beginning of the academic year.
- 16% ($n=61$) of faculty participants from UM-Ann Arbor experienced stalking, 8% ($n=29$) experienced intimate partner violence, and 2% ($n=8$) experienced sexual violence since the beginning of the academic year.
 - Stalking: 14% of women ($n=27$), 17% of men ($n=29$), and 28% of non-binary or transgender ($n=5$) faculty indicated at least one experience since the beginning of the academic year.
 - Intimate Partner Violence: 7% of women ($n=14$), 7% of men ($n=12$), and 18% of non-binary or transgender faculty ($n=3$) indicated at least one experience since the beginning of the academic year.
 - Sexual Violence: 2% of faculty women ($n=3$), 2% of faculty men ($n=4$), and 6% of non-binary and transgender faculty ($n=1$) indicated at least one sexually violent experience since the beginning of the academic year.
- 77% of UM-Ann Arbor faculty participants felt confident speaking up against someone telling sexist jokes.

- 89% felt confident they would ask someone who looks upset at work if they are okay.
- 84% felt confident they would intervene as a prosocial bystander to stop verbal abuse against another person.
- 86% felt confident that they would intervene as a prosocial bystander 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.

UM-Ann Arbor Staff

- 34% ($n=486$) of Ann Arbor campus staff participants indicated they had experienced sexual or gender-based harassment by someone else affiliated with the university since the beginning of the academic year.
 - 37% ($n=308$) of women, 27% ($n=146$) of men, and 56% ($n=25$) of non-binary or transgender staff indicated experiencing sexual or gender-based harassment since the beginning of the academic year.
- 9% ($n=121$) of staff participants from UM-Ann Arbor experienced stalking, 6% ($n=83$) experienced intimate partner violence, and 4% ($n=49$) experienced sexual violence since the beginning of the academic year.
 - Stalking: 10% of women ($n=84$), 7% of men ($n=38$), and 16% of non-binary or transgender ($n=9$) staff indicated at least one experience since the beginning of the academic year.
 - Intimate Partner Violence: 8% of women ($n=63$), 4% of men ($n=19$), and 11% of non-binary or transgender staff ($n=6$) indicated at least one experience since the beginning of the academic year.
 - Sexual Violence: 4% of staff women ($n=35$), 2% of staff men ($n=11$), and 6% of non-binary and transgender staff ($n=3$) indicated at least one sexually violent experience since the beginning of the academic year.
- 75% ($n=1,088$) of UM-Ann Arbor staff participants felt confident speaking up against someone telling sexist jokes.
- 92% ($n=1,347$) feel confident that they would ask someone who looks upset at work if they are okay.
- 84% ($n=1,230$) are confident they would intervene as a prosocial bystander to stop verbal abuse against another person.

- 83% ($n=1,203$) are confident that they would intervene as a prosocial bystander 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.

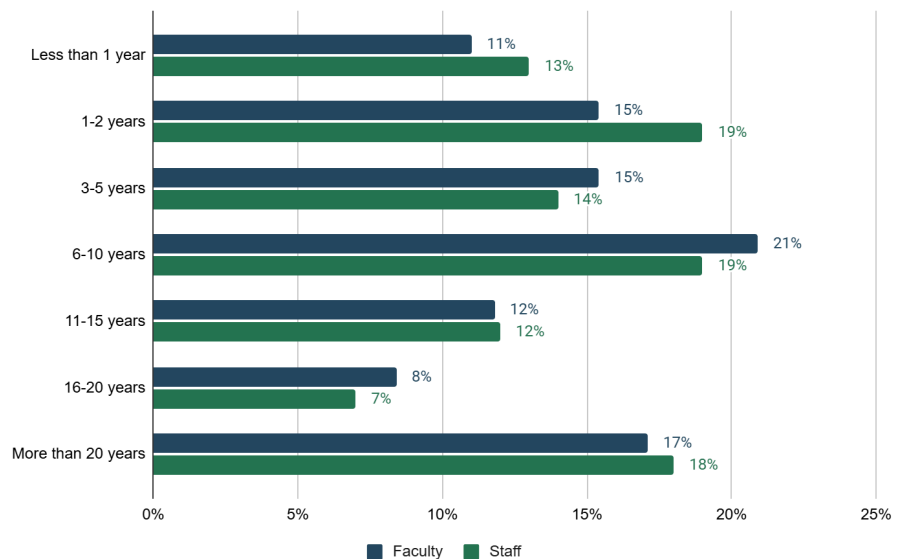
Survey Participant Characteristics

Sixty-five percent of UM-Ann Arbor faculty ($n=403$) and 56% of the UM-Ann Arbor staff ($n=1,465$) included in the respective samples responded to the survey. Further details on survey participants are presented below and disaggregated by position, gender, racial/ethnic identity, and sexual identity. Each item in the survey was optional, and some participants opted to skip some of the position or identity items described below, which resulted in slight differences in overall sample sizes (i.e., number of survey responses) across variables.

Length of Employment

Employee participants included in the randomized sample were asked to identify the length of their employment at the University of Michigan (see Figure 1). Eight percent ($n=30$) of faculty had been employed by the university for less than one year, 9% ($n=37$) had been employed between one and two years, 14% ($n=55$) had been employed between three and five years, 21% ($n=82$) had been employed between six and ten years, 13% ($n=50$) had been employed for 11 to 15 years, 13% ($n=50$) had been employed for 16 to 20 years, and 24% ($n=94$) had been employed for more than 20 years.

Figure 1. Length of Employment

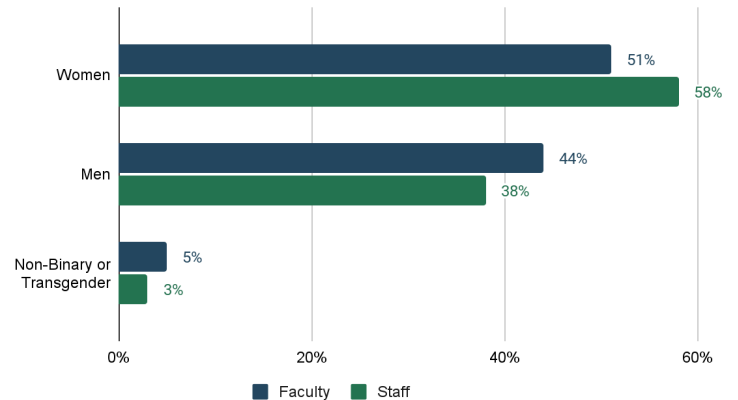


Thirteen percent ($n=183$) of staff had been employed by the university for less than one year, 19% ($n=271$) had been employed between one and two years, 14% ($n=199$) had been employed between three and five years, 19% ($n=281$) had been employed between six and ten years, 12% ($n=169$) had been employed for 11 to 15 years, 7% ($n=96$) had been employed for 16 to 20 years, and 18% ($n=261$) had been employed for more than 20 years.

Gender Identity

As detailed in Figure 2, 51% ($n=204$) of the faculty participants identified as women, 44% ($n=178$) identified as men, and 5% ($n=19$) identified as non-binary or transgender. Fifty-eight percent ($n=855$) of staff participants identified as women, 38% ($n=550$) identified as men, and 4% ($n=60$) identified as non-binary or transgender. Survey participants were allowed to select one of eleven choices of gender identities that most accurately fits their identity (including providing an identity not listed); Figure 2 combines identities in order to protect the confidentiality of respondents with identities with a small response number.

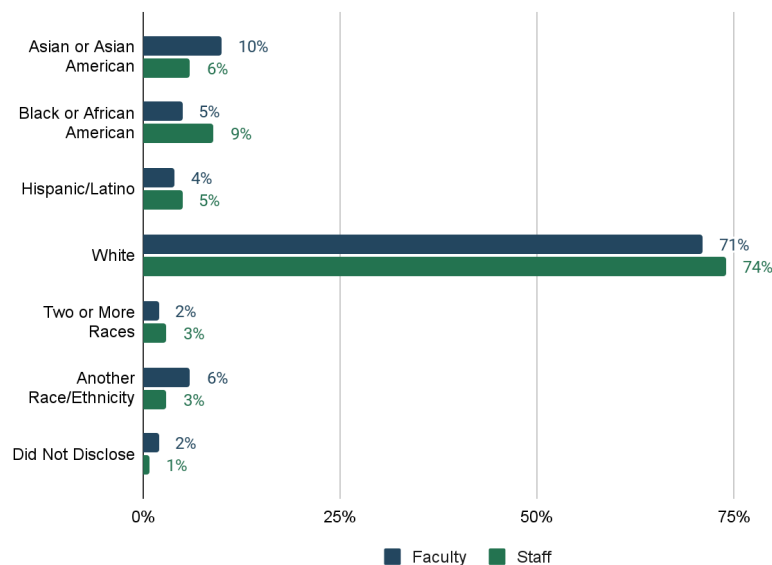
Figure 2. Gender Identity



Racial/Ethnic Identity

The racial and ethnic characteristics of the faculty and staff samples are presented in Figure 3. Participants were allowed to select one or more racial/ethnic identities in the survey to best represent their identities. Among the faculty sample, the largest

Figure 3. Response Rates by Race/Ethnicity



racial/ethnic group was White ($n=287$) followed by Asian or Asian American ($n=40$), Black or African American ($n=21$), Hispanic/Latinx ($n=17$), and two or more races ($n=7$).

Approximately 2% ($n=6$) of faculty at Ann Arbor chose not to disclose their race or ethnicity. Due to the small numbers of faculty who selected American Indian or Alaska Native or Native

Hawaiian or Other Pacific Islander, those were combined with international participants to

form the “another race/ethnicity” category for reporting purposes ($n=25$). Although this category does not reflect the important differences between the aforementioned races and ethnicities, it serves to protect the confidentiality of participants who hold those identities.

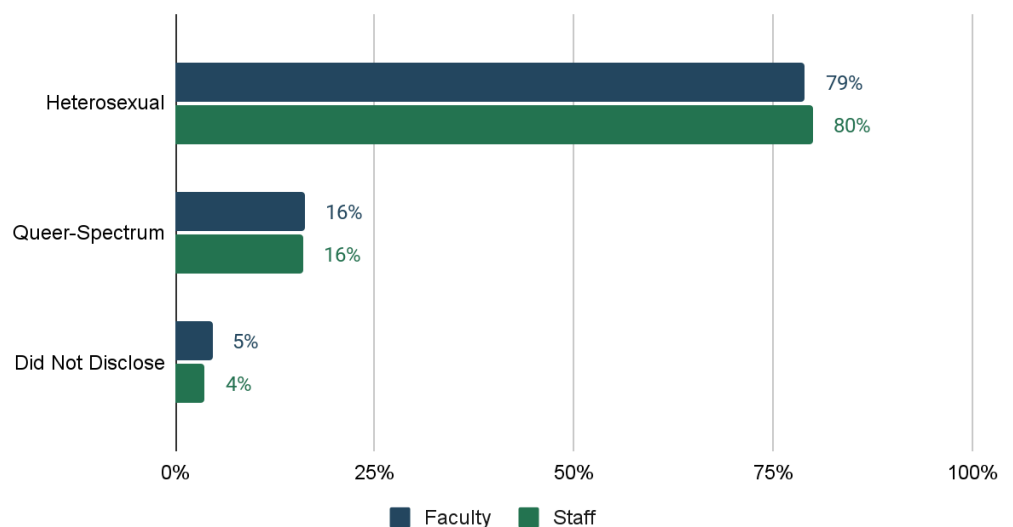
In the staff sample, the largest racial/ethnic staff group was White ($n=1,059$) followed by Black or African American ($n=132$), Asian or Asian American ($n=81$), Hispanic/Latinx ($n=78$), and two or more races ($n=36$). One percent of the Ann Arbor staff sample did not disclose their racial or ethnic identity ($n=11$). Due to the relatively small numbers of staff who selected American Indian or Alaska Native or Native Hawaiian or Other Pacific Islander, those were combined with international participants to form the “another race/ethnicity” category for reporting purposes ($n=68$). Although the “another race/ethnicity” category does not reflect the important differences between the aforementioned groups, it serves to protect the confidentiality of participants who hold those identities.

Sexual Orientation

Survey participants were allowed to select the sexual orientation that most accurately fits their identity; these identities are presented in Figure 4. Due to the small numbers of faculty who selected

asexual, bisexual, gay, lesbian, pansexual, queer, or questioning identities, those groups and write-in responses were combined to form the queer-spectrum sexual identity for reporting. Although the queer-spectrum category does not reflect the important differences between the aforementioned sexual identities, it

Figure 4. Sexual Orientation



serves to protect the confidentiality of participants who hold those sexual identities. The University of Michigan does not maintain administrative data on sexual orientation; therefore the estimates in Figure 4 represent the proportions of each identity as a function of the total sample size. The majority of faculty and staff participants at U-M Ann Arbor self-identified as heterosexual ($n=510$ and $n=1,158$, respectively). Approximately 16% of Ann Arbor faculty ($n=65$) and staff ($n=198$) identified as queer-spectrum. Five

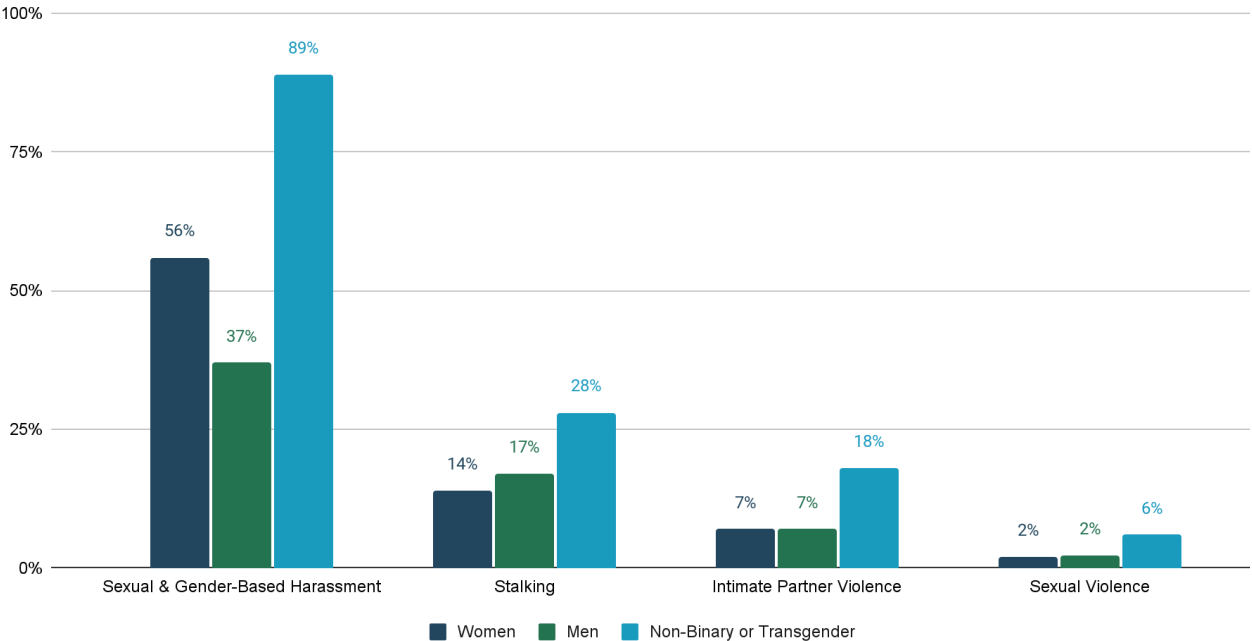
percent of Ann Arbor faculty ($n=17$) and 4% of staff ($n=53$) chose not to disclose their sexual orientation.

Key Findings: Sexual Misconduct

Sexual Misconduct Incidence Rates

Four forms of sexual misconduct were assessed in the survey: sexual and gender-based harassment, stalking, intimate partner violence, and sexual violence. Figures 5 and 6, respectively, present the incidence rates of each form of sexual misconduct assessed in the survey for UM-Ann Arbor faculty and staff disaggregated by self-reported gender identity. The *n*'s (number of survey responses) that appear in parentheses following each gender identity group represent the range of sample sizes the estimates in each figure are based upon, as they vary across the different types of sexual misconduct due to items/sections participants chose to skip and survey break-off. Due to how the survey sections were framed, sexual and gender-based harassment estimates are restricted to experiences perpetrated by someone else affiliated with the University, whereas stalking, intimate partner violence, and sexual violence estimates include experiences perpetrated by someone either affiliated with the university or not affiliated with the university. All sexual misconduct experiences assessed in this survey occurred since the beginning of the academic year, occurring either on or off the University property.

Figure 5. Sexual Misconduct Experiences by Faculty Since the Beginning of the Academic Year
U-M Ann Arbor Faculty



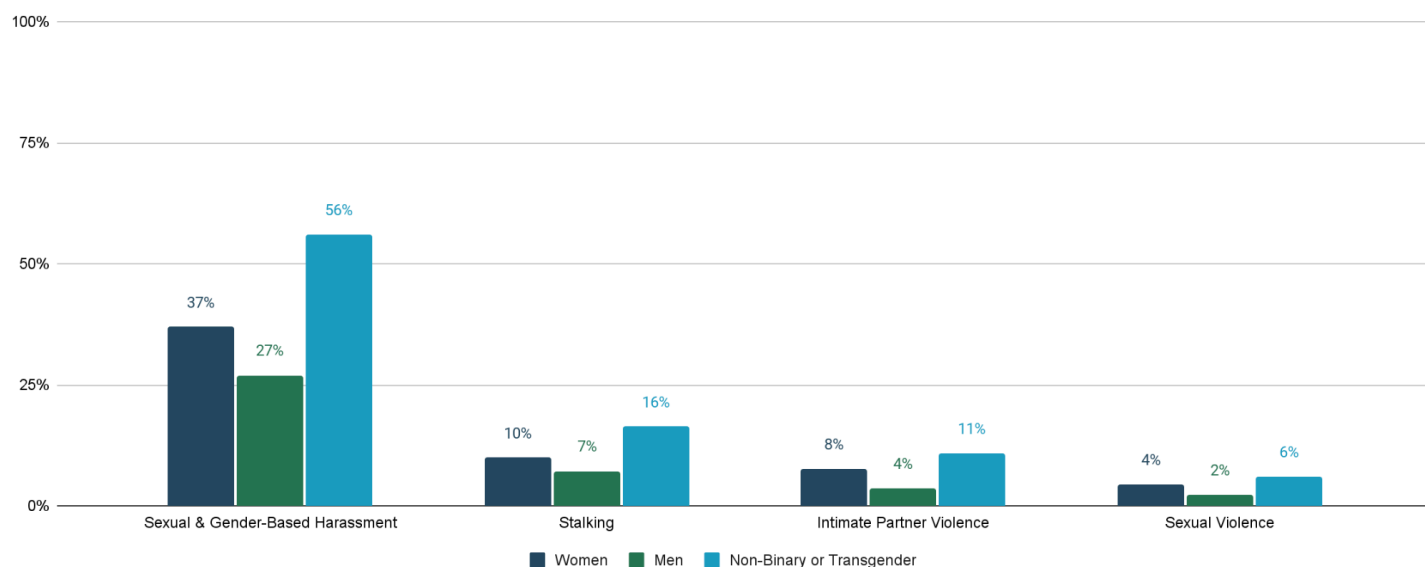
Sexual Misconduct Incidence Rates for U-M Ann Arbor Faculty

Fifty-eight percent ($n=229$) of faculty participants located on Ann Arbor's campus experienced at least one form of sexual misconduct since the beginning of the academic year (see Figure 5). Women (64%, $n=126$) and non-binary (100%, $n=17$) faculty participants were significantly more likely to indicate experiencing sexual or gender-based harassment compared with men (49%, $n=86$). Specifically, Ann Arbor women and non-binary or transgender faculty participants were significantly more likely to indicate experiencing sexual or gender-based harassment and stalking compared with men. Non-binary and transgender faculty were even more likely than women faculty to experience sexual and gender-based harassment, stalking, and intimate partner violence. This gendered pattern of findings is consistent with the extant literature on sexual misconduct experiences of collegiate faculty and staff (see National Context section).

Sexual Misconduct Incidence Rates for UM-Ann Arbor Staff

Figure 6. Sexual Misconduct Experiences Since the Beginning of the Academic Year

UM-Ann Arbor Staff



Forty-two percent ($n=604$) of the staff sample participants at U-M Ann Arbor reported experiencing at least one form of sexual misconduct since the beginning of the academic year. Women (37%, $n=308$) and non-binary or transgender (56%, $n=32$) staff participants indicated higher incidences of sexual or gender-based harassment experiences compared with men (27%, $n=146$). Specifically, women and non-binary or transgender staff participants reported higher incidence rates of sexual harassment and intimate partner violence, respectively, compared with men. This gendered pattern of findings is consistent with the extant literature on sexual misconduct experiences of collegiate faculty and staff (see National Context section).

Sexual Violence

The sexual violence items assessed any sexual interactions that included sexual contact or attempted sexual contact without permission perpetrated by anyone who may or may not be affiliated with the University. Permission is defined here as the survey participant's consent given without coercion and when they were conscious and sober enough to stop what was happening if they wanted. It is important to assess faculty experiences with sexual violence since the beginning of the academic year to better understand the full scope of the issue and provision of adequate resources; therefore, some sexual violence experiences described in this report were perpetrated by people unaffiliated with the University or at a non-University location.

As previously detailed, 2% ($n=8$) of UM-Ann Arbor faculty participants indicated at least one experience with sexual violence since the beginning of the academic year, including 2% of faculty women ($n=3$), 2% of faculty men ($n=4$), and 6% of non-binary or transgender faculty ($n=1$). Four percent ($n=49$) of staff participants indicated sexual violence experience since the beginning of the academic year: 4% of staff women ($n=35$), 2% of staff men ($n=11$), and 6% of non-binary or transgender staff ($n=3$) indicated at least one sexually violent experience since the beginning of the academic year.

Sexual Violence Context

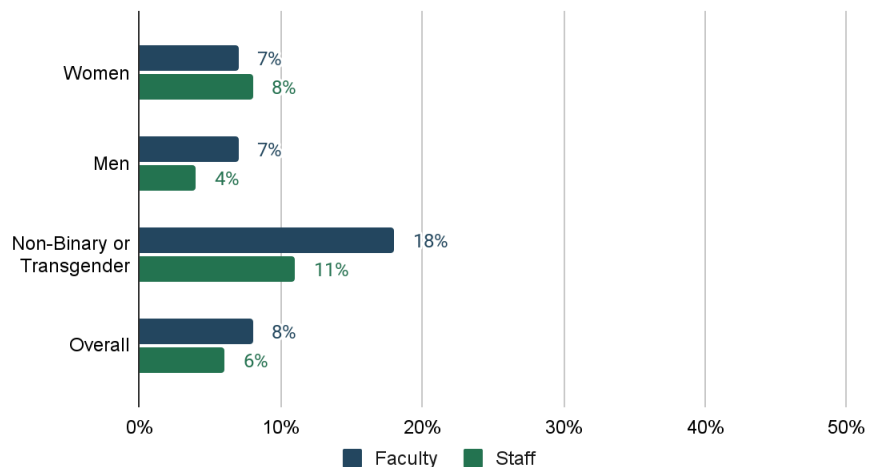
Survey participants who indicated experiencing at least one form of sexual violence were asked a series of follow-up questions to assess the characteristics of the perpetrator and situation as well as if they reported the incident to the Office of Equity, Civil Rights, and Title IX (ECRT), the Sexual Assault Prevention and Awareness Center (SAPAC), Human Resources (HR), or law enforcement. Most faculty and staff who experienced sexual violence indicated that the perpetrator was not a supervisor and that they did not report their experience to ECRT, SAPAC, HR, or law enforcement.

Intimate Partner Violence

Intimate partner violence included any physical and psychological abuse experiences within an intimate relationship, perpetrated by someone who may or may not be affiliated with the university, and occurring either on or off university property. This section asked questions focused on physical actions like pushing, shoving, and hitting as well as property damage, threats of violence, and fear of harm. This is a slightly broader definition of intimate partner violence than in the University of Michigan policies.

As presented in Figure 7, 8% ($n=29$) of the U-M Ann Arbor faculty participants indicated at least one experience with intimate partner violence: 7% of faculty women ($n=14$), 7% of faculty men ($n=12$), and 18% of non-binary or transgender ($n=3$) faculty that indicated at least one experience with intimate partner violence since the beginning of the

Figure 7. Intimate Partner Violence Incidence Rates Since the Beginning of the Academic Year



academic year. Six percent ($n=12$) of staff participants indicated at least one experience with intimate partner violence: 8% of women ($n=63$), 4% of men ($n=19$), and 11% of non-binary or transgender staff ($n=6$).

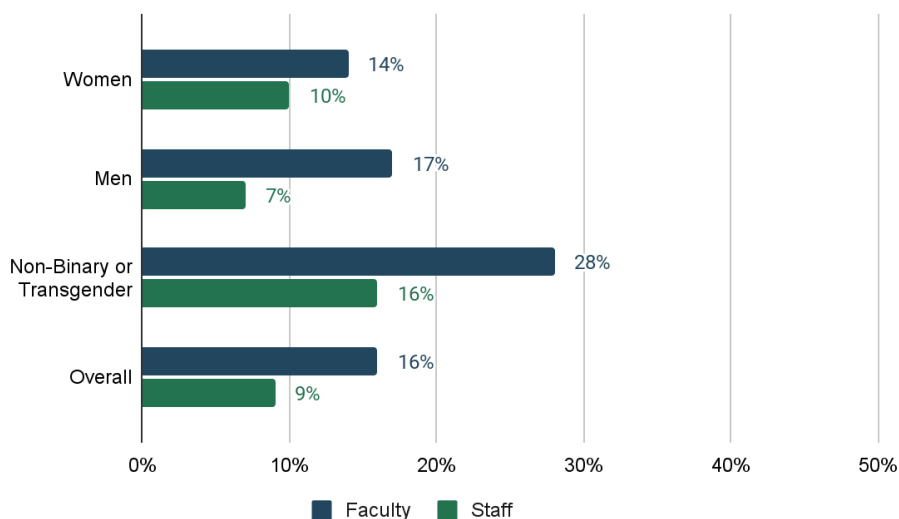
Intimate Partner Violence Context

Survey participants who indicated experiencing at least one form of intimate partner violence were asked a series of follow-up questions to assess the characteristics of the perpetrator as well as if they reported the incident(s) to ECRT, SAPAC, HR, or law enforcement. Most faculty and staff (92%) who experienced at least one incident of intimate partner violence indicated that the perpetrator was not a supervisor and that they did not report their experience to ECRT, SAPAC or HR.

Stalking

Stalking was defined for this project as a course of sexual misconduct directed at a specific person that would cause a reasonable individual to fear for their safety or the safety of others or suffer substantial emotional distress. These experiences could include unwanted surveillance, unwanted communications (including electronic communications, like texts or social media), unwanted presents or gifts, or threatening gestures. This definition is similar to university policies. The survey assessed stalking perpetrated by people affiliated or unaffiliated with the University and that occurred on or off University property, presented in Figure 8.

Figure 8. Stalking Incidence Rates Since the Beginning of the Academic Year



As previously detailed, on UM-Ann Arbor's campus, 14% of women ($n=27$), 17% of men ($n=29$), and 28% of non-binary or transgender ($n=5$) faculty indicated at least one experience of stalking, for an overall 16% incidence rate ($n=61$) among faculty. Among UM-Ann Arbor staff, 10% of women ($n=84$), 7% of men ($n=38$), and 16% of non-binary or transgender ($n=9$) staff indicated at least one experience of stalking for an overall 9% incidence ($n=121$) among staff.

Stalking Context

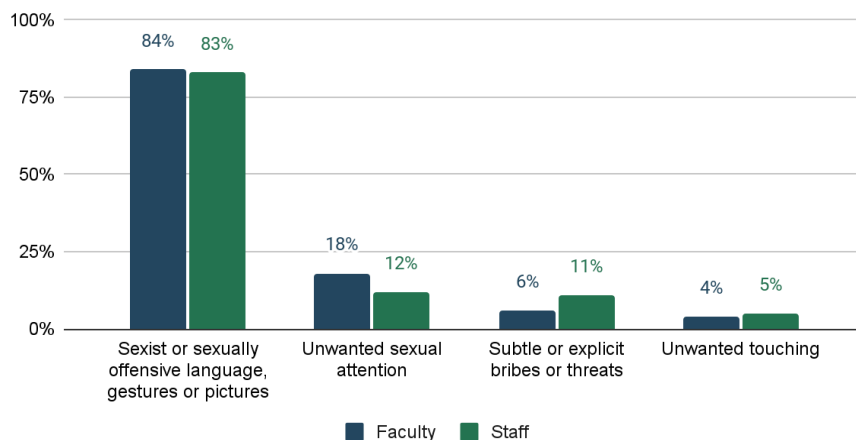
Survey participants who indicated experiencing at least one form of stalking were asked a series of follow-up questions to assess the characteristics of the perpetrator as well as if they reported the incident to ECRT, SAPAC, HR, or law enforcement. Most faculty participants at UM-Ann Arbor indicated that the perpetrator was not a supervisor and that they did not report their experience to ECRT, SAPAC, HR or law enforcement. Of those staff that indicated at least one instance of stalking at Ann Arbor, 14% indicated that the person who committed the behavior was a mentor, supervisor, advisor, PI or boss.

Sexual & Gender-Based Harassment

Employee survey participants were asked about their experiences with sexual and gender-based harassment perpetrated by others affiliated with the university. These questions measured a range of experiences, from misgendering, sexist, or crude remarks to unwanted sexual attention or coercion. This public health approach (CDC, 2014) to sexual and gender-based harassment may use different terms than what is found in University of Michigan policies on sexual and gender-based misconduct. While the scope was limited to sexual and gender-based harassment perpetrated by people affiliated with the university, both on and off-campus experiences were assessed.

Fifty-six percent of faculty women ($n=111$), 7% ($n=64$) of men, and 89% of non-binary or transgender faculty ($n=16$) indicated experiencing sexual or gender-based harassment since the beginning of the academic year, with an overall rate of 56% ($n=191$). Among U-M Ann Arbor staff, 37% ($n=308$) of women, 27% ($n=146$) of men, and 56% ($n=25$) of non-binary or transgender staff participants indicated experiencing sexual harassment, with an overall rate of 34% ($n=486$).

Figure 9. Type of Sexual & Gender-Based Harassment Since the Beginning of the Academic Year



Of those Ann Arbor faculty who indicated that they had experienced sexual and/or gender-based harassment since the beginning of the academic year, 78% ($n=67$) indicated that the situation involved sexist or sexually offensive language, gestures or pictures; 14% ($n=12$) indicated that it involved

unwanted sexual attention; and 9% ($n=8$) indicated that it involved subtle or explicit bribes or threats (see Figure 9). Among staff, 83% ($n=217$) indicated that the situation involved sexist or sexually offensive language, gestures or pictures; 12% ($n=31$) indicated that it involved unwanted sexual attention; 11% ($n=28$) indicated that it involved unwanted touching; and 5% ($n=13$) indicated that it involved subtle or explicit bribes or threats.

Sexual and Gender-Based Harassment Context

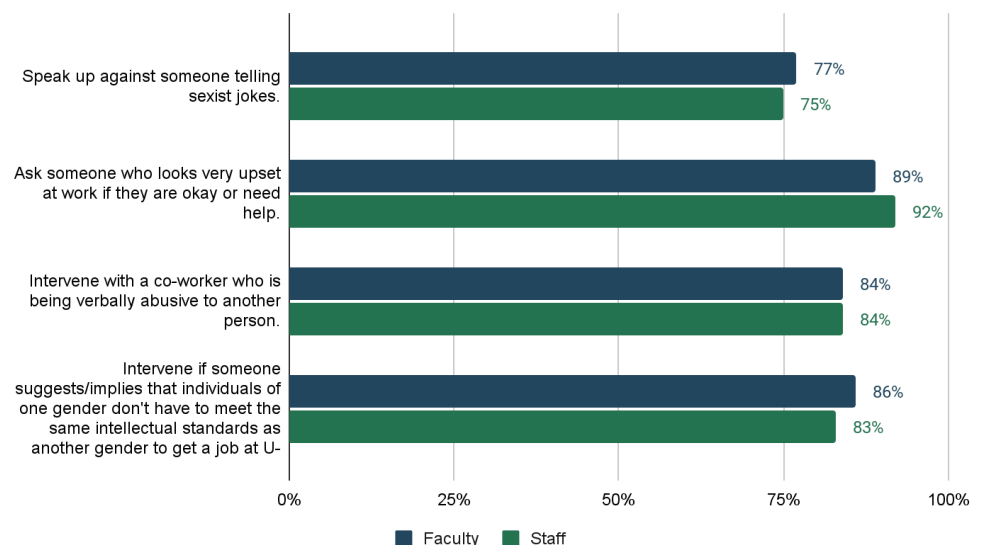
Survey participants who experienced at least one form of sexual or gender-based harassment were asked a series of follow-up questions to assess the characteristics of the perpetrator and situation as well as if they reported the incident to ECRT, SAPAC, or HR. Thirteen percent ($n=20$) UM-Ann Arbor faculty members and 16% ($n=41$) of staff noted that the person who committed the behavior was a mentor, supervisor, advisor, PI or boss. None of the Ann Arbor staff participants reported their experience(s) to ECRT, SAPAC, or HR.

Additional Climate Indicators

Bystander Confidence

All participants were asked to rate their agreement with the statements presented in Figure 10, indicating their confidence levels related to bystander intervention across a variety of situations that could involve sexual or gender-based misconduct.

Figure 10. Bystander Intervention Confidence



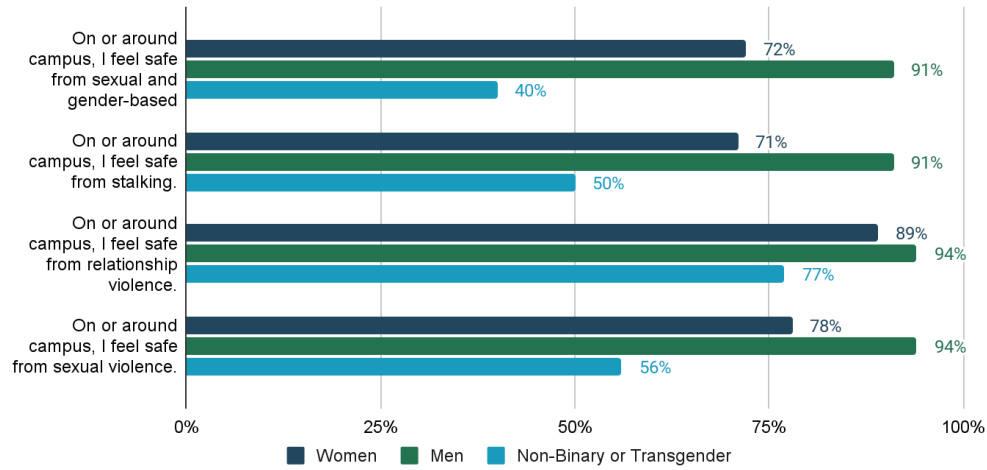
Sense of Safety

All faculty and staff participants were asked to rate their sense of safety on and around the U-M Ann Arbor campus as it related to sexual and gender-based harassment (see Figures 11 and 12).

Among faculty (see Figure 11), 72% of women ($n=138$) and 40% of non-binary or transgender ($n=7$) faculty agreed that they feel safe from sexual and gender-based harassment compared with 91% of men faculty ($n=153$). Approximately 71% of faculty women ($n=55$) and 50% of non-binary and transgender faculty ($n=9$) agreed with the

Figure 11. Faculty Sense of Safety On or Around U-M Campus

UM-Ann Arbor Faculty

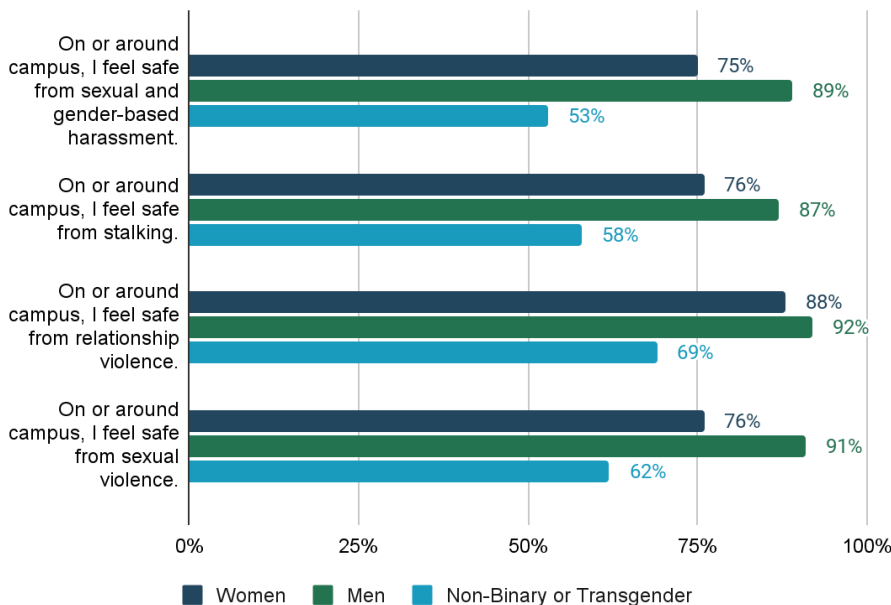


statement “On or around the UM-Ann Arbor campus, I feel safe from stalking” compared with 92% of men ($n=154$). Specific to relationship violence, 89% ($n=169$) of faculty women, 94% ($n=158$) of men, and 77% ($n=14$) of non-binary and transgender faculty agreed that they feel safe on or around the UM-Ann Arbor campus. Finally, 77% of faculty women ($n=147$) and 56% of non-binary or transgender faculty ($n=10$) agreed that they feel safe from sexual violence as compared with 94% of men faculty ($n=159$).

Among UM-Ann Arbor staff participants (see Figure 12), 75% of women ($n=607$) and 53% of non-binary or transgender staff ($n=28$) agreed that they feel safe from sexual and gender-based harassment compared to 89% ($n=453$) of men. Approximately 76% of staff

Figure 12. Sense of Safety On or Around Campus

UM-Ann Arbor Staff



women ($n=607$) and 58% non-binary or transgender staff ($n=30$) responded that they agree with the statement, “On or around the UM-Ann Arbor campus, I feel safe from stalking” compared to 87% of men ($n=441$). Specific to relationship violence, 88% ($n=710$) of staff women, 92% ($n=462$) of men, and 69% ($n=36$) of non-binary and

transgender staff agreed that they feel safe on or around the UM-Ann Arbor campus. Finally, 76% of staff women ($n=609$) and 62% of non-binary or transgender staff ($n=32$) agreed that they feel safe from sexual violence compared to 91% ($n=459$) of men.

Understanding Consent

All participants were asked to rate their level of agreement with a number of statements related to consent. The majority of faculty agreed with the statements (see Figures 13 and 14): 97% ($n=370$) of U-M Ann Arbor faculty and 96% of staff ($n=1,325$) disagree with the statement "If a person doesn't physically resist sex, they have given consent." Ninety-two percent of both faculty

Figure 13. Understanding of Consent

U-M Ann Arbor Faculty

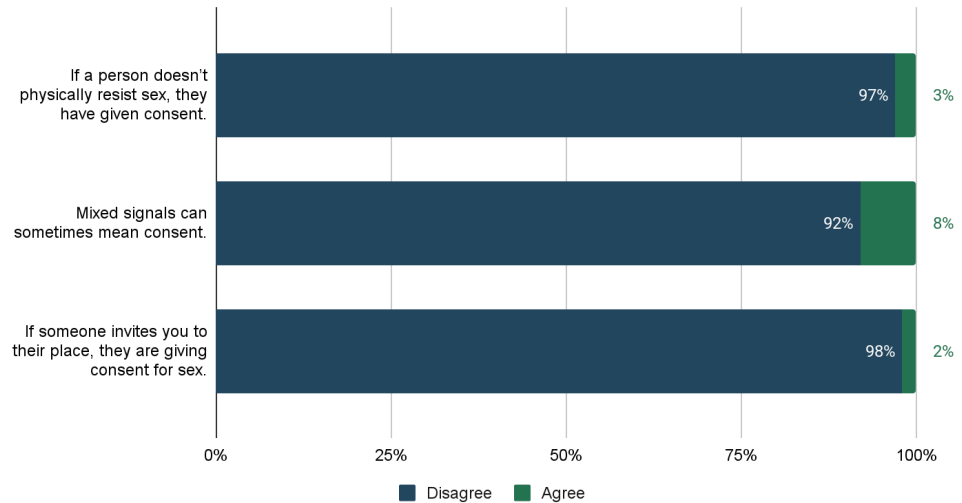
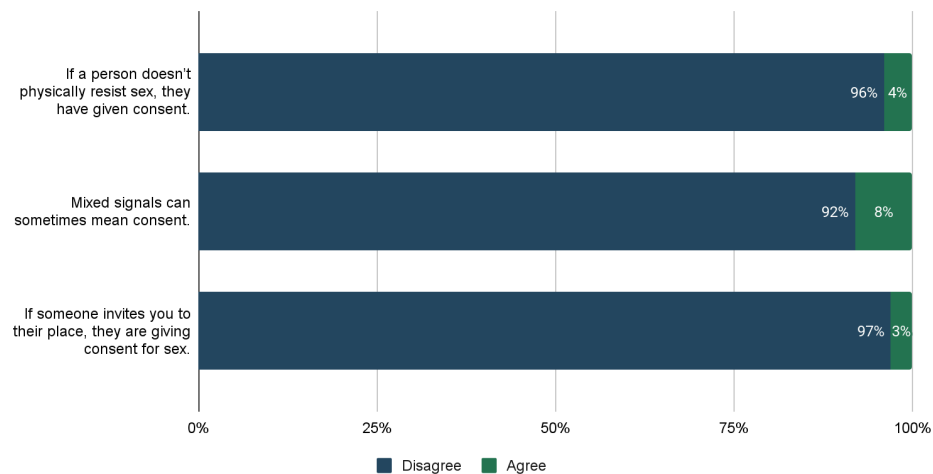


Figure 14. Understanding of Consent

UM-Ann Arbor Staff



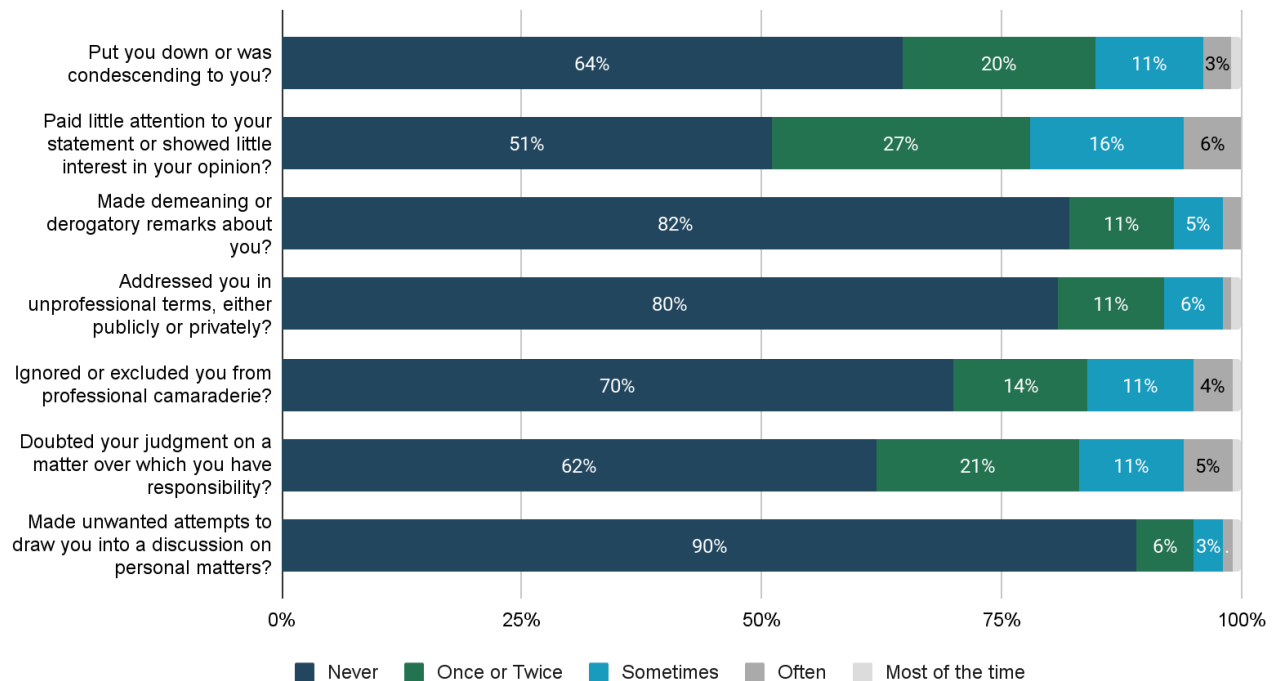
and staff ($n=1,268$) disagreed with the statement "Mixed signals can sometimes mean consent." Ninety-eight percent of faculty ($n=371$) and 97% of staff ($n=1,346$) disagreed with the statement "If someone invites you to their place, they are giving consent for sex."

Civility

All university employees were asked to respond to a series of statements related to workplace civility over their past year working at the university. Specifically, employees were asked about specific scenarios related to having “been in a situation where any of your superiors or coworkers...”. Details related to specific experiences are detailed in Figure 15.

Figure 15. Employee Civility Experiences

U-M Ann Arbor Faculty and Staff



For each civility-related scenario posed, a majority of university faculty and staff indicated they had never had the experience. The most common experiences that employees indicated had happened to them over the last academic year at least once or twice were, “Paid little attention to your statement or showed little interest in your opinion”, “Doubted your judgment on a matter over which you have responsibility”, and “Put you down or was condescending to you”.

Conclusion

This report and the following appendices describe key findings from survey data collected through a rigorous campus sexual and gender-based misconduct assessment. As with previous climate surveys, these data will be useful to the University of Michigan Ann Arbor campus community moving forward. Specifically, faculty and staff experiences with sexual and gender-based misconduct as well as their confidence in intervening as a prosocial bystander to stop misconduct, knowledge of sexual consent, general sense of safety on and around campus, knowledge of how to report cases of sexual or gender-based misconduct to the University, and how to obtain relevant available resources are key for informing effective current and future efforts. This is the first whole campus assessment of UM-Ann Arbor faculty and staff members' experiences and perceptions related to sexual and gender-based misconduct and also the first time all students were surveyed alongside employees. Findings from this study will help inform U-M's continued efforts to prevent and respond to campus sexual and gender-based harassment, including efforts of the Title IX coordinators who will collaborate to develop a comprehensive response plan informed by the findings. The aggregate data from the survey will also be used to assess current prevention, education and response programs by the Sexual Assault Awareness and Prevention Center (SAPAC), Prevention Education, Assistance and Resources (PEAR) and inform the recommendations of the Coordinated Community Response Team (CCRT) to inform a series of recommendations that each working group is preparing for university leadership expected by the end of the academic year. Furthermore, survey findings can provide the university with rich data that can be filtered at the college or school level to inform their ongoing prevention efforts and culture change initiatives. Finally, the university plans to continue to survey the community as part of a regular cadence to evaluate its efforts and inform future policies and programs for creating a safer, more inclusive campus environment

In moving forward, the University should consider action in the following areas:

- Primary prevention programs aimed at reducing rates of sexual misconduct are critical; however, it will take at least two additional assessments to best measure any progress. In the meantime, though, these findings suggest additional areas of potential action for U-M Ann Arbor which will be led by ECRT, SAPAC, PEAR, and other campus partners.
- While much of the employee trainings and education could be utilized for the different populations of employees – namely, faculty and staff – U-M needs to consider where efforts need to be specifically tailored in light of the survey data. Experiences of sexual harassment differ depending on the population of employees. Overall, faculty report higher levels of sexual harassment than staff (46% versus 34%). Further, the majority of faculty who experienced sexual

harassment (64%) said it was committed by a fellow faculty member; the majority of staff (53%) identified fellow staff as responsible for their experiences. (An additional area of attention are the second-highest responses for who perpetrated the sexual harassment: 24% of staff said that the harassment was committed by a faculty member, but 14% of faculty said that their harassment was by an undergraduate student with a further 11% identifying a graduate student as the perpetrator. Student-focused prevention efforts should be mindful of these findings as well.)

- Engage in additional assessment (focus groups, interviews, other qualitative methods) to learn more about the “why” questions that the survey cannot answer. In particular, more information can help understand the data around disclosure and reporting: across all types of sexual misconduct, the findings indicate that employees are looking to each other for support as the highest disclosure rate was to a fellow employee while reporting to official campus resources was a fraction of that, though twice as many faculty reported to ECRT than staff and more faculty speak to their colleagues about incidents than staff do. It begs the question as to why employees choose the avenues of disclosure that they do and what their needs are. Regardless, programs, training, and other educational materials should consider how employees can be best prepared to support their colleagues and others if they experience sexual misconduct – and could be part of a broader education campaign bolstering knowledge and skills in helping friends and others in any difficult or crisis situations.
- Cross-applying the civility data to the sexual harassment findings should be explored as way to shape training content as well: with the significant majority of sexual harassment – to use the metaphor from the start of the report – in the “iceberg below the surface of the water” area as well as higher responses for incidents of incivility in a similar pattern, a larger education program about community norms that captures these areas could be promising in terms of progress. Preparing employees to have difficult conversations on topics like sexual misconduct and respect, especially in challenging demeaning and sexist and offensive remarks, could have a positive impact on employee sexual harassment rates as well.
- The responses related to perceptions and knowledge of reporting are very encouraging and a good area for additional educational investment when looking to the next survey as the neutral responses were often the highest response chosen. This can be a figure to target and move future survey participants to more concrete responses.
- The Perceptions of Safety module yielded an interesting data point, where the responses were very similar between men and women in terms of recognizing that sexual misconduct is a problem and whether individuals feel like they can contribute to the institution’s efforts; often in these surveys, this is an area where there is a significant difference between the two groups, and institutional efforts

often need to concentrate on closing the gap. Here, the University should consider build on this shared understanding in its further efforts - and be mindful that while men and women have similar responses, transgender and non-binary employees had responses that were significantly less confident on their abilities to make change, likely reflective of overall findings where these employees felt less safe on campus from sexual misconduct overall.

Appendix A – Methodology

Conceptual Framework

Rankin Climate asserts that the “variety created in any society (and within any individual) is developed by the presence of different points of view and ways of making meaning, which generally flows from the influence of different cultural, ethnic, and religious heritages, from the differences in how we socialize women and men, and from the differences that emerge from class, age, sexual orientation, gender identity, ability, and other socially constructed characteristics” (AAC&U, 1995, p. xx). This assertion, along with a modified model of campus climate (Rankin, 2003) developed by Smith (1997) is the conceptual framework for the University of Michigan’s *Campus Climate Survey Related to Sex and Gender*.

Research Design

Survey Instrument

The survey instrument was constructed based on the work of the Administrator-Researcher Campus Climate Collaborative (ARC3; Swartout et al. 2019), and with the assistance of the Climate Study Advisory Group. The advisory group reviewed the ARC3 survey questions and vetted the questions to be contextually appropriate for the university. The final student survey contained 35 core questions. All sexual misconduct items were constructed to assess experiences since the beginning of the academic year. Each module of the survey that assessed sexual misconduct contained an additional ~10 contextual items that would only be displayed to a participant who indicated experiencing that form of misconduct since the beginning of the academic year. The survey—offered online—presented participants the opportunity to provide information about their personal campus experiences, their perceptions of the campus climate, and their perceptions of the University of Michigan’s institutional actions, including administrative policies and academic initiatives regarding sexual and gender-based misconduct issues and concerns.

Survey Administration

The university’s Institutional Review Board (IRB)—the Committee on the Use of Humans as Experimental Subjects—reviewed the project proposal, including the survey instrument, and gave it a “Not Regulated” determination, which means the IRB determined the survey was not human subjects research. Therefore, no IRB approval or oversight was required. The IRB considered the survey to be “Not Regulated” because it is a quality assurance and quality improvement activity with the intent of improving university services or programs. Prospective participants who were part of a randomized sample representative

of the university population received an invitation directly from Rankin Climate, which contained a specific URL link for each sample participant. Survey participants were instructed that they were not required to answer all questions and that they could withdraw from the survey at any time before submitting their responses. The survey included information explaining the purpose of the study, describing the survey instrument, and assuring the participants of their anonymity.

A sample of faculty, staff, and students across the University of Michigan and Michigan Medicine were invited to participate in the survey. Survey responses were entered into a secure-site database, stripped of their IP addresses, and then tabulated for appropriate analysis. Participants' comments were also separated from identifying information at submission, so comments were not attributed to any individual demographic characteristics. The final analysis dataset included only surveys that were at least 50% completed.

Design Limitations

Two limitations existed to the generalizability of the data. The first limitation was that participants "self-selected" to participate in the study. Self-selection bias, therefore, was possible. This type of bias can occur because an individual's decision to participate may be correlated with traits that affect the study, which could make the sample non-representative. For example, people with strong opinions or substantial knowledge regarding climate issues on campus may have been more apt to participate in the study.

Data Analysis

Survey data were analyzed via IBM® SPSS® Statistics software (SPSS) to compare various groups' responses (in raw numbers and percentages). Missing data analyses (for example, missing data patterns, and survey fatigue) were conducted. Descriptive statistics were calculated by salient group memberships (for example, gender identity, position status) to provide additional information regarding participant responses. Throughout much of this report, including the narrative and data tables within the narrative, information is presented using the percentage of valid responses. Chi-square tests provide only omnibus results, meaning, they identify if significant differences exist between groups or categories in the data table, but the chi-square tests do not identify *which specific groups* are different from each other. Therefore, these analyses included post hoc investigations of statistically significant findings by conducting z-tests between column proportions for each row in the chi-square contingency table, with a Bonferroni adjustment, which accounted for the number of comparisons conducted for larger contingency tables. This approach is useful because it compares individual cells to each other to determine if they are statistically different (Sharpe, 2019). Thus, the data may be interpreted more precisely by showing the source of the greatest discrepancies. The

statistically significant distinctions between groups were noted whenever applicable throughout the report. Note that the percentages printed in this report are rounded.

Furthermore, Rankin Climate used the guidelines outlined in this paragraph to describe quantitative results. In summarizing the overall distribution of a Likert scale question in the survey, "strongly agree" and "agree" were combined. For example, "Sixty percent (n = 50) of participants 'strongly agreed' or 'agreed' that...." If the responses for either "strongly agree" or "agree" resulted in n < 5, then the combination of "strongly disagree" and "disagree" may have been used instead. When at least one statistically significant result emerged between demographic analysis groups, only one category of the Likert metric was reported, indicating exactly where the significant difference was located. For example, "A higher percentage of White participants (40%, n = 10) than survey participants of Color (20%, n = 5) 'disagreed' that...." If more than one significant difference existed, Rankin Climate offered multiple sentences to describe the results for that survey item.

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Response rates to the survey and incident rates reported in the survey can limit the degree to which the data can be analyzed and results reported. Because overall incidence rates of sexual and gender-based harassment were higher relative to the other forms of sexual misconduct assessed in the survey, additional analyses were conducted and included in this report that further disaggregated experiences of sexual and gender-based harassment. Reporting at similar levels of disaggregation was not possible for stalking, intimate partner violence, and sexual violence while maintaining participant confidentiality due to the low incidence rates of those experiences. Results are only reported for groups of 5 or more individuals, to eliminate the potential for any individual to be identified based on their demographic information.

Means Testing Methodology

The means for participants were analyzed after creating the factor scores for participants based on the factor analyses and where ns were of sufficient size. The aim was to determine whether the factor scores differed based on personal experience with the different forms of sexual misconduct since the beginning of the academic year at the university.

When only two categories existed for the specified demographic variable, a t-test was used to test differences between means. Any moderate-to-large effects were noted. When the specific variable of interest had more than two categories, a one-way Analysis of Variance (ANOVA) was run to determine whether any differences existed. Similar to chi-square tests, the ANOVA is an omnibus test that indicates if there is a difference big enough between groups to be statistically significant - it does not identify *which groups* are different from each other. If the ANOVA was significant, post-hoc tests were run to determine which differences between pairs of means were significant. When multiple factors could influence a potential outcome (for example, sexual harassment and stalking experience), an Analysis of Covariance (ANCOVA) was run to account for shared variance between predictors and reduce the likelihood of a false-positive result (Type I error).

Appendix B – References

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Appendix C – Employee Survey Instrument

[TEXT IN BRACKETS DID NOT APPEAR TO PARTICIPANTS]



This survey is available in alternative formats. If you need any accommodations to fully participate in this survey, please contact:

[\[Campus email address linked here\]](#)

Questions regarding the survey process may be directed to:

[\[Survey email address linked here\]](#)

This survey is being conducted by Rankin Climate, LLC



Survey Information

Purpose

Climate surveys give students, faculty, and staff an opportunity to provide feedback regarding their varied experiences at the university including where there are areas of climate strength, as well as challenges.

The University of Michigan has contracted Rankin Climate, an external and independent firm, to conduct the university-wide assessment of campus climate on all three University of Michigan campuses and Michigan Medicine. The results of this survey will be used to assess the prevalence of sexual harassment and misconduct, along with perceptions of these issues on our campuses, and awareness of campus responses and resources, shaping future university policies and programs for safer and more inclusive campus communities.

Procedures

You have been asked to consider voluntary participation in an online survey. Participants who complete the survey will receive a \$15 Visa gift card. Completion of the survey is estimated to take between 10 and 20 minutes and must be done in one sitting. Your participation is confidential. Please answer the questions as honestly as possible. You may skip questions. If you use the "back" button to change previous answers, you may have to answer questions again. You must be 18 years of age or older to participate. Please note that you can choose to withdraw your responses at any time before you submit the survey. The survey results will be submitted directly to a secure off-campus server hosted by and accessible to only the external consultants (Rankin Climate, LLC). Any computer identification that might identify participants will be deleted from the submissions. Any comments that participants provide will also be separated at submission, so comments are not attributed to any individual demographic characteristics. These comments will be analyzed using content analysis. Anonymous quotes from submitted comments will be used in the final report to give "voice" to the quantitative data.

Voluntary Participation

Participation in this assessment is voluntary. If you decide to participate, you do not have to answer any questions on the survey that you do not wish to answer. Individuals will not be identified and only group data will be reported. Please note that you can choose to withdraw your responses at any time before you submit your survey. Refusal to take part in this assessment will involve no penalty or loss of student or employee benefits.

Discomforts and Risks

Some of the questions in this survey use explicit language, including anatomical names of body parts and specific behaviors, to ask about sexual situations. This survey also asks about sexual misconduct, including sexual harassment, sexual assault, stalking, and intimate partner violence, which may be upsetting. You may skip questions or stop responding to the survey at any time. If you would like to talk to someone confidentially about questions or concerns relating to sexual misconduct, including sexual assault, please follow the link below to see a list of confidential campus resources:

[LINK TO STUDENT RESOURCES]

[LINK TO EMPLOYEE RESOURCES]

Benefits

The results of this survey will provide important information about our campus climate and will help in efforts to ensure that the environment at $\{e://Field/Campus4\}$ is conducive to working and learning together.

Statement of Confidentiality for Participation

In the event of any publication or presentation resulting from the assessment, no personally identifiable information will be shared. Your confidentiality in participating will be kept to the degree permitted by the technology used (e.g., IP addresses, and longitudinal/latitudinal data are never recorded by RC systems). The survey is run on a firewalled web server with forced 256-bit SSL security. In addition, the external consultant (RC) will not report any group data for groups of fewer than five individuals, since doing so may compromise individual confidentiality. Instead, RC will combine the groups to eliminate the potential for any individual to be identified based on their demographic information. Please also remember that you do not have to answer any question about which you are uncomfortable.

Statement of Anonymity for Comments

This is primarily a quantitative study. To give "voice" to the quantitative data, some qualitative data, in the form of anonymous comments may be quoted in publications related to this survey. In these cases, upon submission, all comments from participants will be de-identified to make those comments anonymous. Thus, participant comments will not be attributable to their author. However, depending on what you say, others who know you may be able to attribute certain comments to you. In instances where certain comments might be attributable to an individual, RC will make every effort to de-identify

those comments or will remove the comments from the analyses. The anonymous comments will be analyzed using content analysis.

Please note that all survey responses are confidential and anonymous. Therefore, participation in this survey will not be considered a report of sexual misconduct to the university. If you want to make a report, you can do so at:

[LINK TO SEXUAL AND GENDER-BASED REPORTING RESOURCES]

You can ask questions about this assessment in confidence. Questions concerning this project should be directed to:

Kevin Swartout, PhD
Rankin Climate, LLC
kevin@rankinclimate.com

Questions regarding the survey process may also be directed to:

ARC3survey@umich.edu

Please print a copy of this consent document for your records or, if you do not have print capabilities, you may contact the researcher to obtain a copy.

If you agree to take part in this assessment, as described in detail in the preceding paragraphs, please check the box below indicating that you "agree" and then click on the "Next" button. below. (Required question)

- I agree and give my consent to participate in this project. I understand that participation is voluntary and that I may withdraw my consent at any time without penalty.
- I do not agree to participate and will be excluded from the remainder of the questions.

Survey Terms and Definitions

Throughout the survey, the definitions offered here have hover-over boxes each time they appear. We recognize that language is continuously changing. All the terms offered here are intended as flexible, working definitions. The classifications used here may differ from legal definitions. Culture, economic background, region, race, and age all influence how we talk about others and ourselves. Because of this, all language is subjective and culturally defined and most identity labels are dependent on personal interpretation and experience. This list strives to use the most inclusive language possible while also offering useful descriptions of community terms.

[SECTION 1. SCREENER/POSITION QUESTIONS]

1.1 What is your **primary** position at the University of Michigan? **(Required question)**

- Undergraduate Student
- Graduate/Professional Student
- Postdoctoral Research Fellow
- Faculty Tenure-Track
 - Clinical Assistant Professor
 - Clinical Associate Professor
 - Clinical Professor
 - Assistant Professor
 - Assistant Professor of Practice
 - Associate Professor
 - Associate Professor of Practice
 - Professor
 - Associate Professor Emerita/us
 - Professor Emerita/us
 - Teaching Professor
 - Research Professor
- Non-Tenure-Track Academic Appointment
 - Lecturer I
 - Lecturer II
 - Lecturer III
 - Lecturer IV
 - Adjunct Lecturer
 - Intermittent Lecturer
 - Clinical Assistant Professor
 - Clinical Associate Professor
 - Clinical Professor
 - Instructor
 - Adjunct Assistant Professor **[UM-Ann Arbor]**
 - Adjunct Associate Professor **[UM-Ann Arbor]**

- Adjunct Professor **[UM-Ann Arbor]**
- Fellow **[UM-Ann Arbor]**
- Research Investigator **[UM-Dearborn]**
- Assistant Research Professor **[UM-Dearborn]**
- Associate Research Professor **[UM-Dearborn]**
- Research Professor **[UM-Dearborn]**
- Assistant Research Scientist **[UM-Dearborn]**
- Associate Research Scientist **[UM-Dearborn]**
- Research Scientist **[UM-Dearborn]**
- Visiting Research Scientist **[UM-Dearborn]**
- Librarian (Assistant, Associate, or Senior Associate) **[UM-Dearborn]**
- Curator (Assistant, Associate, or Senior Associate) **[UM-Dearborn]**
- Visiting Assistant Professor **[UM-Dearborn]**
- Visiting Associate Professor **[UM-Dearborn]**
- Visiting Professor **[UM-Dearborn]**
- Visiting Assistant Professor of Practice **[UM-Dearborn]**
- Visiting Associate Professor of Practice **[UM-Dearborn]**
- Visiting Professor of Practice **[UM-Dearborn]**
- Staff Member
 - Non-Exempt (Hourly)
 - Exempt (Salary)
 - Bargained-For **[UM-Dearborn]**

1.1.2 With which area are you **primarily** affiliated? **[UM-Ann Arbor]**

- Taubman College of Architecture & Urban Planning
- Stamps School of Art & Design
- Ross School of Business
- School of Dentistry
- Marsal Family School of Education
- Michigan Engineering
- School for Environment and Sustainability
- School of Information
- School of Kinesiology
- Michigan Law
- College of Literature, Science, and the Arts
- Michigan Medicine
- School of Music, Theatre & Dance
- School of Nursing
- College of Pharmacy
- School of Public Health
- Gerald R. Ford School of Public Policy
- Rackham Graduate School

- School of Social Work
- Undeclared or Undecided
- Other Area (please specify: _____)

1.1.2 With which area are you **primarily** affiliated? **[UM-Dearborn]**

- College of Arts, Sciences, & Letters
- College of Business
- College of Education, Health, & Human Services
- College of Engineering & Computer Science
- Undeclared or Undecided
- Other Area (please specify: _____)

1.1.2 With which area are you **primarily** affiliated? **[UM-Flint]**

- College of Arts, Sciences & Education
- School of Management
- College of Health Sciences
- School of Nursing
- College of Innovation & Technology
- Undeclared or Undecided
- Other Area (please specify: _____)

1.3 Are you a full-time or part-time student?

- Full-time
- Part-time

[SECTION 2. DEMOGRAPHICS]

Data will **not** be reported for groups of fewer than five individuals, which may be small enough to compromise confidentiality. Rankin Climate will combine the groups to eliminate any potential identifiable demographic information. **Please also remember that you do not have to answer any question about which you are uncomfortable.**

2.1 Please select your gender. **(Mark all that apply.)**

- Agender
- Genderqueer
- Gender fluid
- Gender Non-binary
- Gender Non-conforming
- Man
- Woman
- Unsure/Questioning
- A gender not listed here (please specify: _____)
- I prefer not to answer
- I prefer not to disclose

2.2 Are you Transgender?

- Yes
- No
- Unsure/Questioning

2.4 What is your citizenship status?

- U.S. citizen
- Permanent resident
- Non-U.S. citizen

2.5 Although the categories listed below may not represent your full identity or employ the language you use, for the purpose of this survey, please indicate which group below most accurately describes your racial/ethnic identification. **(If you are of a multiracial/multiethnic/multicultural identity, mark all that apply.)**

- Alaska Native
- American Indian/Native American/Indigenous
- Asian/Asian American
- Black/African American
- Hispanic/Latino/a
- Middle Eastern or North African

- Native Hawaiian
- Pacific Islander
- South Asian
- White/European American
- A racial/ethnic identity not listed here (please specify: _____)

2.6 What is your age?
[Drop-down of all ages: "18" through "99"]

2.7 Although the categories listed below may not represent your full identity or employ the language you use, for the purpose of this survey, please indicate which choice below most accurately describes your sexual identity.

- Asexual
- Bisexual
- Demisexual
- Gay
- Heterosexual/Straight
- Lesbian
- Pansexual
- Queer
- Unsure/Questioning
- A sexual identity not listed here (please specify: _____)
- I prefer not to answer
- I prefer not to disclose

2.8 Do you consider yourself to have a disability? For the purposes of this survey, we understand disability broadly and inclusively, regardless of whether or not you have any official diagnosis or documentation. Examples may include, but are not limited to, physical disabilities, sensory disabilities, chronic illnesses, neurodivergence, mental health conditions, learning disabilities, and more that could at times make job-relevant tasks difficult.

- No [Skip to Question #2.10]
- Yes

2.9 Would you benefit from accommodations at the university?

- Yes
- No

- 2.10 At home, what language(s) are spoken?
- Entirely English
 - A mix of English and other languages
 - Mostly/entirely language(s) other than English
- 2.11 Are you a veteran or current member of the U.S. Armed Forces, Military Reserves, or National Guard?
- Yes
 - No
- 2.12 How long have you been employed at the University of Michigan?
- Less than 1 year
 - 1-2 years
 - 3-5 years
 - 6-10 years
 - 11-15 years
 - 16-20 years
 - More than 20 years
- 2.13 What is your current relationship status?
- Single, not dating
 - Single, dating
 - Single, divorced
 - Single, widowed (partner/spouse deceased)
 - In a committed relationship
 - Partnered, in civil union
 - Married or remarried
 - Married but separated

[SECTION 3: PERCEPTIONS OF INSTITUTIONAL RESPONSE]

3.6 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 the University of Michigan listed below.

	Not at all aware	Slightly aware	Somewhat aware	Very aware	Extremely aware
University of Michigan Ombuds Office					
University of Michigan Student Counseling and Psychological Services (CAPS)					
Faculty and Staff Counseling and Consultation Office (FASCCO)					
Michigan Medicine Office of Counseling and Workplace Resilience (OCWR)					
University Health Service (UHS) [UM-Ann Arbor & UM-Flint]					
University of Michigan Equity, Civil Rights & Title IX Office (ECRT)					
Sexual Assault Prevention and Awareness Center staff member (SAPAC) [UM-Ann Arbor]					
University of Michigan Police Department (UMPD) [UM-Dearborn]					

[SECTION 4: BYSTANDER CONFIDENCE]

4.1 I feel confident that I would:

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Speak up against someone telling sexist jokes.					
Ask someone who looks very upset at a party if they are okay or need help.					
Intervene with a co-worker who was being physically abusive to another person.					
Intervene if someone suggests or implies that one gender doesn't have to meet the same intellectual standards as another gender in order to get a job at the University of Michigan.					

[SECTION 5: SEXUAL HARASSMENT]

5.0 **Since the beginning of this academic year at the University of Michigan**, have you been in a situation in which a faculty member, instructor, student, or staff member:

	Never	Once or Twice	Sometimes	Often	Many Times
1. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?					
2. Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography which you found offensive)?					
3. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?					
4. Put you down or was condescending to you because of your gender?					
5. Repeatedly told sexual stories or jokes that were offensive to you?					
6. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?					
7. Made offensive remarks about your appearance, body, or sexual activities?					
8. Made gestures or used body language of a sexual nature which embarrassed or offended you?					
9. Made unwanted attempts to establish a romantic/sexual relationship with you despite your efforts to discourage it?					
10. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?					
11. Touched you in a way that made you feel uncomfortable?					
12. Made unwanted attempts to stroke, fondle, or kiss you?					

13. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?					
14. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?					
15. Treated you badly for refusing to have sex?					
16. Implied better treatment if you were sexually cooperative?					

[ONLY DISPLAY ITEMS 5.0.1 - 5.0.8 IF AT LEAST ONE INCIDENT OF SEXUAL HARASSMENT WAS REPORTED]

You indicated being in one of the situations described on the last page of the survey. Please respond to the next few items based **on all the experiences** that happened **since the beginning of this academic year at the University of Michigan.**

5.0.1 The situation(s) involved... (Mark all that apply)

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

5.0.2 The person/people who did those things was a... **(Mark all that apply):**

- University of Michigan faculty member or teaching staff
- University of Michigan graduate student instructor
- University of Michigan staff member (not a coach or a trainer)
- University of Michigan coach or trainer
- Supplemental Instruction Leader (SI)
- Third-party contractor
- Hospital patient or visitor **[UM-Ann Arbor & Michigan Medicine]**
- University of Michigan graduate student
- University of Michigan undergraduate student
- Unsure
- Other: _____

5.0.3 Was the person(s) who committed the behavior your mentor, supervisor, advisor, PI or boss? **(Mark all that apply)**

- Yes
- No

5.0.4 Please describe the person(s) who engaged in the conduct. **(Mark all that apply)**

RANDOMIZE RESPONSE CHOICES

- Genderqueer
- Gender Non-binary
- Man
- Woman
- I don't know
- A gender not listed here (please specify: _____)

Please respond to the rest of the items on this page based on **the one experience** you reported on the last page that happened since the beginning of this academic year at the University of Michigan **that impacted or affected you the most.**

5.0.5 What was your response to the experience(s)? **(Mark all that apply)**

RANDOMIZE ALL RESPONSE CHOICES EXCEPT LAST

- 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
- I did not respond in any of these ways

5.0.6 Did you tell anyone who works at the University of Michigan about the experience(s)?

- No [Skip to 5.1.8]
- Yes

5.0.7 Whom did you tell? **(Mark all that apply)**

RANDOMIZE ALL RESPONSE CHOICES EXCEPT LAST

- Friend or roommate
- Romantic partner
- Family member
- University of Michigan faculty member or teaching staff
- University of Michigan staff member or administrator
- University of Michigan academic advisor

- Michigan Medicine staff **[UM-Ann Arbor & Michigan Medicine]**
- University of Michigan staff member (not a coach or a trainer)
- University of Michigan coach or trainer
- Ombuds Office
- University of Michigan Student Counseling and Psychological Services (CAPS)
- Faculty and Staff Counseling and Consultation Office (FASCCO)
- Michigan Medicine Office of Counseling and Workplace Resilience (OCWR) **[UM-Ann Arbor & Michigan Medicine]**
- University Health Service (UHS) **[UM-Dearborn]**
- University of Michigan Equity, Civil Rights & Title IX Office (ECRT)
- Sexual Assault Prevention and Awareness Center staff member (SAPAC) **[UM-Ann Arbor & Michigan Medicine]**
- Violence Prevention and Response Initiatives staff member **[UM-Dearborn]**
- Center for Gender and Sexuality staff member (CGS) **[UM-Flint]**
- University of Michigan Police Department (UMPD) or Department of Public Safety (DPS)
- Non-University of Michigan law enforcement
- Another University of Michigan resource or person (please specify: _____)

5.0.8 **[Display if response to 5.0.6 is No -or- none of the UM options in 5.0.7 are selected]** You indicated that you **DID NOT** tell a University of Michigan official, faculty, or staff member about the experiences you just noted in the survey. Please describe why you chose not to tell someone in one of those roles.

[SECTION 6. STALKING]

6.0 **Since the beginning of this academic year at the University of Michigan**, how many times has someone...

	Never	Once or Twice	Sometimes	Often	Many Times
Watched or followed you from a distance, or spied on you with an air listening device, camera, airtag, or mobile phone tracking app?					
Approached you or showed up in places, such as your home, workplace, or school when you didn't want them to be there?					
Left strange or potentially threatening items for you to find?					
Sneaked into your home or car and did things to scare you by letting you know they had been there?					
Left you unwanted messages (including text or voice messages)?					
Made unwanted phone calls to you (including hang up calls)?					
Sent you unwanted emails, instant messages, or sent messages through social media apps?					
Person(s) left you cards, letters, flowers, or presents when they knew you didn't want them to?					
Person(s) made rude or mean comments to you online?					
Person(s) spread rumors about you online, whether they were true or not?					

[ONLY DISPLAY ITEMS 6.1 - 6.9 (IF AT LEAST ONE INCIDENT OF STALKING WAS REPORTED)]

You indicated being in one of the situations described on the last page of the survey. Please respond to the next few items based on all the experiences that happened **since the beginning of this academic year at the University of Michigan**.

6.1 The person/people who did those things was a... **(Mark all that apply):**

- University of Michigan faculty member or teaching staff

- University of Michigan graduate student instructor
- University of Michigan staff member (not a coach or a trainer)
- University of Michigan coach or trainer
- Supplemental Instruction Leader (SI)
- Third-party contractor
- Hospital patient or visitor **[UM-Ann Arbor & Michigan Medicine]**
- University of Michigan graduate student
- University of Michigan undergraduate student
- Unsure
- Other: _____

6.2 Was the person(s) who committed the behavior your mentor, supervisor, advisor, PI or boss?

- Yes
- No

6.3 Please describe the person(s) who engaged in the conduct. **(Mark all that apply)**

RANDOMIZE RESPONSE CHOICES

- Genderqueer
- Gender Non-binary
- Man
- Woman
- I don't know
- A gender not listed here (please specify: _____)

Please respond to the rest of the items on this page based on **the one experience** you reported on the last page that happened since the beginning of this academic year at the University of Michigan **that impacted or affected you the most.**

6.4 What was your response to the experience(s)? **(Mark all that apply)**

RANDOMIZE RESPONSE CHOICES EXCEPT LAST

- 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
- I did not respond in any of these ways

6.5 Did you tell anyone who works at the University of Michigan about the experience(s)?

- No [Skip to 6.7]
- Yes

6.6 Whom did you tell? **(Mark all that apply)**

RANDOMIZE ALL RESPONSE CHOICES EXCEPT LAST

- Friend or roommate
- Romantic partner
- Family member
- University of Michigan faculty member or teaching staff
- University of Michigan staff member or administrator
- University of Michigan academic advisor
- Michigan Medicine staff **[UM-Ann Arbor & Michigan Medicine]**
- University of Michigan staff member (not a coach or a trainer)
- University of Michigan coach or trainer
- Ombuds Office
- University of Michigan Student Counseling and Psychological Services (CAPS)
- Faculty and Staff Counseling and Consultation Office (FASCCO)
- Michigan Medicine Office of Counseling and Workplace Resilience (OCWR) **[UM-Ann Arbor & Michigan Medicine]**
- University Health Service (UHS) **[UM-Dearborn]**
- University of Michigan Equity, Civil Rights & Title IX Office (ECRT)
- Sexual Assault Prevention and Awareness Center staff member (SAPAC) **[UM-Ann Arbor & Michigan Medicine]**
- Violence Prevention and Response Initiatives staff member **[UM-Dearborn]**
- Center for Gender and Sexuality staff member (CGS) **[UM-Flint]**
- University of Michigan Police Department (UMPD) or Department of Public Safety (DPS)
- Non-University of Michigan law enforcement
- Another University of Michigan resource or person (please specify: _____)

6.7 **[Display if response to 6.5 is No -or- none of the UM options in 6.6 are selected]**

You indicated that you **DID NOT** tell a University of Michigan official, faculty, or staff member about the experiences you just noted in the survey. Please describe why you chose not to tell someone in one of those roles.

[SECTION 7. INTIMATE PARTNER VIOLENCE]

7.0 Answer the next questions about any date, boyfriend, girlfriend, husband, wife, or partner you have had, including exes, regardless of the length of the relationship, **since the beginning of this academic year at the University of Michigan.**

	Never	Once or Twice	Sometimes	Often	Many Times
Not including horseplay or joking around, the person threatened to hurt me and I thought I might really get hurt.					
Not including horseplay or joking around, the person pushed, grabbed, or shook me.					
Not including horseplay or joking around, the person hit me.					
Not including horseplay or joking around, the person beat me up.					
Not including horseplay or joking around, the person stole or destroyed my property					
Not including horseplay or joking around, the person can scare me without laying a hand on me.					
Not including horseplay or joking around, the person insulted, humiliated, or made fun of you in front of others.					

[ONLY DISPLAY ITEMS 7.1 - 7.9 IF AT LEAST ONE INCIDENT OF RELATIONAL VIOLENCE WAS REPORTED]

You indicated being in one of the situations described on the last page of the survey. Please respond to the next few items based on all the experiences that happened **since the beginning of this academic year at the University of Michigan.**

7.1 The person/people who did those things was a... **(Mark all that apply):**

- University of Michigan faculty member or teaching staff

- University of Michigan graduate student instructor
- University of Michigan staff member (not a coach or a trainer)
- University of Michigan coach or trainer
- Supplemental Instruction Leader (SI)
- Third-party contractor
- Hospital patient or visitor **[UM-Ann Arbor & Michigan Medicine]**
- University of Michigan graduate student
- University of Michigan undergraduate student
- Unsure
- Other: _____

7.2 Was the person(s) who committed the behavior your mentor, supervisor, advisor, PI or boss?

- Yes
- No

7.3 Please describe the person(s) who engaged in the conduct. **(Mark all that apply)**

RANDOMIZE RESPONSE CHOICES EXCEPT LAST

- Genderqueer
- Gender Non-binary
- Man
- Woman
- I don't know
- A gender not listed here (please specify: _____)

Please respond to the rest of the items on this page based on **the one experience** you reported on the last page that happened since the beginning of this academic year at the University of Michigan **that impacted or affected you the most.**

7.4 What was your response to the experience(s)? **(Mark all that apply)**

RANDOMIZE RESPONSE CHOICES EXCEPT LAST

- 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
- I did not respond in any of these ways

7.5 Did you tell anyone who works at the University of Michigan about the experience(s)?

No [Skip to 7.7]

Yes

7.6 Whom did you tell? **(Mark all that apply)**

RANDOMIZE ALL RESPONSE CHOICES EXCEPT LAST

Friend or roommate

Romantic partner

Family member

University of Michigan faculty member or teaching staff

University of Michigan staff member or administrator

University of Michigan academic advisor

Michigan Medicine staff **[UM-Ann Arbor & Michigan Medicine]**

University of Michigan staff member (not a coach or a trainer)

University of Michigan coach or trainer

Ombuds Office

University of Michigan Student Counseling and Psychological Services (CAPS)

Faculty and Staff Counseling and Consultation Office (FASCCO)

Michigan Medicine Office of Counseling and Workplace Resilience (OCWR)
[UM-Ann Arbor & Michigan Medicine]

University Health Service (UHS) **[UM-Dearborn]**

University of Michigan Equity, Civil Rights & Title IX Office (ECRT)

Sexual Assault Prevention and Awareness Center staff member (SAPAC)
[UM-Ann Arbor & Michigan Medicine]

Violence Prevention and Response Initiatives staff member **[UM-Dearborn]**

Center for Gender and Sexuality staff member (CGS) **[UM-Flint]**

University of Michigan Police Department (UMPD) or Department of Public Safety (DPS)

Non-University of Michigan law enforcement

Another University of Michigan resource or person (please specify: _____)

7.7 **[Display if response to 7.5 is No -or- none of the UM options in 7.6 are selected]**

You indicated that you **DID NOT** tell a University of Michigan official, faculty, or staff member about the experiences you just noted in the survey. Please describe why you chose not to tell someone in one of those roles.

[SECTION 8. SEXUAL VIOLENCE/SEXUAL ASSAULT]

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 threatened you and had sex with you when you were drunk, you should indicate both.

We want to know about your experiences **since the beginning of this academic year at The University of Michigan**. These experiences could occur on or off campus, when school is in session or when you are on a break.

8.1 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
<ul style="list-style-type: none"> • Telling lies... • Threatening to end the relationship... • Threatening to spread rumors about me... • Making promises I knew were untrue... -or- • Continually verbally pressuring me... <p>...after I said I didn't want to.</p>				
<ul style="list-style-type: none"> • Showing displeasure... • Criticizing my sexuality or attractiveness... -or- • Getting angry but not using physical force... <p>...after I said I didn't want to.</p>				
<ul style="list-style-type: none"> • Taking advantage of me when I was too drunk or out of it to stop what was happening. 				
<ul style="list-style-type: none"> • Threatening to physically harm me or someone close to me. 				
<ul style="list-style-type: none"> • Using force, for example holding me down with their body weight, pinning my arms, or having a weapon. 				

8.2 Someone had oral sex with me or made me have oral sex with them without my consent by:

	0 times	1 time	2 times	3+ times
<ul style="list-style-type: none"> Telling lies... Threatening to end the relationship... Threatening to spread rumors about me... Making promises I knew were untrue... Continually verbally pressuring me... <p>...after I said I didn't want to.</p>				
<ul style="list-style-type: none"> Showing displeasure... Criticizing my sexuality or attractiveness... Getting angry but not using physical force... <p>...after I said I didn't want to.</p>				
<ul style="list-style-type: none"> Taking advantage of me when I was too drunk or out of it to stop what was happening. 				
<ul style="list-style-type: none"> Threatening to physically harm me or someone close to me. 				
<ul style="list-style-type: none"> Using force, for example holding me down with their body weight, pinning my arms, or having a weapon. 				

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

	0 times	1 time	2 times	3+ times
<ul style="list-style-type: none"> Telling lies... Threatening to end the relationship... Threatening to spread rumors about me... Making promises I knew were untrue... Continually verbally pressuring me... <p>...after I said I didn't want to.</p>				
<ul style="list-style-type: none"> Showing displeasure... Criticizing my sexuality or attractiveness... Getting angry but not using physical force... <p>...after I said I didn't want to.</p>				

<ul style="list-style-type: none"> • Taking advantage of me when I was too drunk or out of it to stop what was happening. 				
<ul style="list-style-type: none"> • Threatening to physically harm me or someone close to me. 				
<ul style="list-style-type: none"> • Using force, for example holding me down with their body weight, pinning my arms, or having a weapon. 				

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

	0 times	1 time	2 times	3+ times
<ul style="list-style-type: none"> • Telling lies... • Threatening to end the relationship... • Threatening to spread rumors about me... • Making promises I knew were untrue... • Continually verbally pressuring me... <p>...after I said I didn't want to.</p>				
<ul style="list-style-type: none"> • Showing displeasure... • Criticizing my sexuality or attractiveness... • Getting angry but not using physical force... <p>...after I said I didn't want to.</p>				
<ul style="list-style-type: none"> • Taking advantage of me when I was too drunk or out of it to stop what was happening. 				
<ul style="list-style-type: none"> • Threatening to physically harm me or someone close to me. 				
<ul style="list-style-type: none"> • Using force, for example holding me down with their body weight, pinning my arms, or having a weapon. 				

8.5 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
<ul style="list-style-type: none"> • Telling lies... • Threatening to end the relationship... • Threatening to spread rumors about me... • Making promises I knew were untrue... • Continually verbally pressuring me... <p>...after I said I didn't want to.</p>				

<ul style="list-style-type: none"> • Showing displeasure... • Criticizing my sexuality or attractiveness... • Getting angry but not using physical force... <p>...after I said I didn't want to.</p>				
<ul style="list-style-type: none"> • Taking advantage of me when I was too drunk or out of it to stop what was happening. 				
<ul style="list-style-type: none"> • Threatening to physically harm me or someone close to me. 				
<ul style="list-style-type: none"> • Using force, for example holding me down with their body weight, pinning my arms, or having a weapon. 				

[ONLY DISPLAY ITEMS 8.1 - 8.10 IF AT LEAST ONE INCIDENT OF SEXUAL VIOLENCE WAS REPORTED]

You indicated being in one of the situations described on the last page of the survey. Please respond to the next few items based on all the experiences that happened **since the beginning of this academic year at the University of Michigan.**

8.1 The person/people who did those things was a... **(Mark all that apply):**

- University of Michigan faculty member or teaching staff
- University of Michigan graduate student instructor
- University of Michigan staff member (not a coach or a trainer)
- University of Michigan coach or trainer
- Supplemental Instruction Leader (SI)
- Third-party contractor
- Hospital patient or visitor **[UM-Ann Arbor & Michigan Medicine]**
- University of Michigan graduate student
- University of Michigan undergraduate student
- Unsure
- Other: _____

8.2 Was at least one of the person(s) who committed the behavior your mentor, supervisor, advisor, PI or boss?

- Yes
- No

8.3 Please describe the person(s) who engaged in the conduct. **(Mark all that apply)**
RANDOMIZE RESPONSE CHOICES EXCEPT LAST

- Genderqueer

- Gender non-binary
- Man
- Woman
- I don't know
- A gender not listed here (please specify: _____)

Please respond to the rest of the items on this page based on the one experience you reported on the last page that happened since the beginning of this academic year at the University of Michigan that impacted or affected you the most.

It is never a person's fault if they experience the incidents described on the previous pages of this survey. It is always the fault of the person who engages in those behaviors. It is important for University of Michigan prevention efforts to understand how alcohol and drugs are related to these incidents, which is why we are asking these next two questions.

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

- 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

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

- 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

8.6 Were any other of the following people present when this happened?

RANDOMIZE RESPONSE CHOICES EXCEPT LAST

- University of Michigan faculty member or teaching staff
- University of Michigan staff member
- University of Michigan graduate student
- University of Michigan undergraduate student
- None of the people listed above were present

8.7 What was your response to the experience(s)? **(Mark all that apply)**

RANDOMIZE RESPONSE CHOICES EXCEPT LAST

- 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
- I did not respond in any of these ways

8.8 Did you tell anyone who works at the University of Michigan about the experience(s)?

- No [Skip to 8.10]
- Yes

8.9 Whom did you tell? **(Mark all that apply)**

RANDOMIZE ALL RESPONSE CHOICES EXCEPT LAST

- Friend or roommate
- Romantic partner
- Family member
- University of Michigan faculty member or teaching staff
- University of Michigan staff member or administrator
- University of Michigan academic advisor
- Michigan Medicine staff **[UM-Ann Arbor & Michigan Medicine]**
- University of Michigan staff member (not a coach or a trainer)
- University of Michigan coach or trainer
- Ombuds Office
- University of Michigan Student Counseling and Psychological Services (CAPS)
- Faculty and Staff Counseling and Consultation Office (FASCCO)
- Michigan Medicine Office of Counseling and Workplace Resilience (OCWR) **[UM-Ann Arbor & Michigan Medicine]**
- University Health Service (UHS) **[UM-Dearborn]**
- University of Michigan Equity, Civil Rights & Title IX Office (ECRT)
- Sexual Assault Prevention and Awareness Center staff member (SAPAC) **[UM-Ann Arbor & Michigan Medicine]**
- Violence Prevention and Response Initiatives staff member **[UM-Dearborn]**
- Center for Gender and Sexuality staff member (CGS) **[UM-Flint]**
- University of Michigan Police Department (UMPD) or Department of Public Safety (DPS)
- Non-University of Michigan law enforcement
- Another University of Michigan resource or person (please specify: _____)

8.10 **[Display if response to 8.8 is No -or- none of the UM options in 8.9 are selected]**

You indicated that you **DID NOT** tell a University of Michigan official, faculty, or staff member about the experiences you just noted in the survey. Please describe why you chose not to tell someone in one of those roles.

[SECTION 9. CONSENT & CIVILITY]

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
If a person doesn't physically resist sex, they have given consent.					
Mixed signals can sometimes mean consent.					
If someone invites you to their place, they are giving consent for sex.					

During the past year, while employed by the University of Michigan, have you been in a situation where any of your superiors or coworkers...

	Never	Once or twice	Sometimes	Often	Most of the time
Put you down or was condescending to you?					
Paid little attention to your statement or showed little interest in your opinion?					
Made demeaning or derogatory remarks about you?					
Addressed you in unprofessional terms, either publicly or privately?					
Ignored or excluded you from professional camaraderie?					
Doubted your judgment on a matter over which you have responsibility?					
Made unwanted attempts to draw you into a discussion on personal matters?					

[SECTION 10. CAMPUS SAFETY]

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
On or around this campus, I feel safe from sexual and gender-based harassment.					
On or around this campus, I feel safe from relationship violence.					
On or around this campus, I feel safe from sexual violence.					
On or around this campus, I feel safe from stalking.					

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 or gender-based misconduct is a problem at the University of Michigan.					
I don't think there is much I can do about sexual or gender-based misconduct on this campus.					
There isn't much need for me to think about sexual or gender-based misconduct while on campus.					

[SECTION 11. CONSENT]

Please indicate the extent to which you agree with each of the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
If a person doesn't physically resist sex, they have given consent.					
Mixed signals can sometimes mean consent.					
If someone invites you to their place, they are giving consent for sex.					

**Thank you for participating in the
2024 ARC3 Campus Climate Survey Related to Sex and Gender.**

Responses to this questionnaire are submitted directly to Rankin Climate, the independent firm facilitating the survey, who will anonymize and de-identify the responses. The information gathered in this survey will help the University of Michigan better understand how members of our university communities experience the university climate, including the ways it is impacted by sexual harassment and misconduct, and how healthier campus community climates can be supported with prevention and response efforts.

Your voice is important, your experiences matter, and your time is valuable. As a small gesture of our appreciation for participating in this survey, Rankin Climate is distributing \$15 Visa gift cards to all participants who submit a completed survey. To receive your gift card, please follow the link below to share your contact information. Your contact information will not be linked with the responses you just provided on this survey. Gift cards will be sent to the U-M email account you provide within 30 days of when you complete the survey.

Appendix D – Terms and Contextual Notes

The terminology presented below is intended to provide a common vocabulary and context for our community as we discuss issues of sexual misconduct. We recognize that language is continuously changing. All the terms offered here are intended as flexible, working definitions. The classifications used here may differ from legal definitions. Culture, economic background, region, race, and age all influence how we talk about others and ourselves. Because of this, all language is subjective and culturally defined and most identity labels are dependent on personal interpretation and experience. This list strives to use the most inclusive language possible while also offering useful descriptions of community terms.

Often terms used in the survey instrument and in this report are broader in definition than criminal law.

American Indian (Native American): A person having origin in any of the original tribes of North America who maintains cultural identification through tribal affiliation or community recognition.

Androgynous: Appearing and/or identifying as neither man nor woman, presenting a gender either mixed or neutral.

Asexual: Lack of sexual attraction to others. Unlike celibacy, which people choose, asexuality is an intrinsic part of an individual.

Assigned Birth Sex: The biological sex assigned (named) to an individual baby at birth.

Bisexual: Attraction, romantically and/or sexually, to people of more than one gender, not necessarily at the same time, not necessarily in the same way, and not necessarily to the same degree.

Bullied: Being subjected to unwanted offensive and malicious behavior that undermines, patronizes, intimidates, or demeans.

Bystander intervention: Positively intervening during an emergency (e.g., sexual misconduct) to either help improve the situation or to otherwise counter or correct the environment.

Cisheterosexism: The system of oppression that values and centers cisgender and heterosexual people by upholding heterosexuality and the gender binary as normal and neutral, while marginalizing, oppressing, and making invisible LGBTQIA2S+ people.

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.

Consent: Conscious, and voluntary agreement to engage in sexual activity.

Dating violence: Any physical violence (e.g., grabbing, pushing, hitting, or kicking), psychological violence (e.g., threatening physical harm or exerting emotional control over a person), or destruction of property within the context of an intimate relationship. These experiences might be with another person considered as a hook-up, boyfriend, girlfriend, husband, or wife, including exes, regardless of the length of time the two people have known one another.

Disability: A physical or mental impairment that limits one or more major life activities.

Ethnicity: A socially constructed category about a group of people based on their shared culture. This can be reflected in language, religion, material culture such as clothing and cuisine, and cultural products such as music and art.

Gender identity: Refers to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.

Gender expression: The manner in which a person outwardly represents gender, regardless of the physical characteristics that might typically define the individual as man or woman.

Gender Fluid: Gender expression that does not adhere to one fixed gender expression; individuals expression of themselves as man, woman, or non-binary at different times or under different circumstances.

Gender nonconforming: Relating to an identity that does not conform to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category. While many also identify as transgender, not all gender-nonconforming people do.

Genderqueer: Relating to an identity that may be both man or woman, neither man or woman, or completely outside of these categories, or to a person who is gender nonconforming through expression, behavior, social roles, and/or identity.

Heterosexism: A system of oppression that values and centers heterosexual people, upholds heterosexuality as normative and natural, and marginalizes queer people and communities. Heterosexism enacts violence through erasure, pathologization, and invalidation.

Homophobic: A fear, hatred, and/or hostility toward lesbian, gay, bisexual, or queer people and individuals who identify as or are perceived as LGBTQIA2S+.

Intersex: Any one of a variety of conditions in which a person is born with a reproductive or sexual anatomy that does not seem to fit the typical definitions of female or male.

LGBTQIA2S+ : An acronym that stands for lesbian, gay, bisexual, transgender, queer (or sometimes questioning), intersexual, asexual and two-spirit.

Nonbinary: A gender identity term for a person who identifies outside of the gender binary. Nonbinary is also conceptualized as an array of genders at some distance from the gender binary. Nonbinary is sometimes written as "non-binary." A common abbreviation for nonbinary is enby.

Physical characteristics: Term that refers to one's appearance.

Pansexual: Characterized by fluidity in sexual identity and attraction to others regardless of their sexual identity or gender.

Position: The status individuals hold by virtue of their role/status in the institution (e.g., undergraduate student, staff, full-time faculty, part-time faculty, administrator).

Queer: A term used by some individuals to challenge static notions of gender and sexuality. The term is used to explain a complex set of sexual behaviors and desires. "Queer" is also used as an umbrella term to refer to all lesbian, gay, bisexual, and transgender people.

Racial identity: A socially constructed category about a group of people based on generalized physical features such as skin color, hair type, shape of eyes, physique, etc.

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.

Sexual exploitation or abuse by image sharing: Actual or threatened sharing of sexual images of a person without that person's permission.

Sexual 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 misconduct: Physical contact or non-physical conduct of a sexual nature in the absence of clear, knowing, and voluntary consent as well as gender-based and/or sexual orientation-based violence, even if not sexual in nature. Examples include sexual or gender-based harassment, stalking, dating violence, sexual violence, gender-based violence, sexual-orientation-based violence, and violence based on gender identity or expression.

Sexual identity: The language a person uses to describe themselves as a sexual being based on the gender of people to whom one is emotionally, physically, and sexually attracted. This is the more current term for sexual orientation. A few common sexual identity terms include bisexual, pansexual, lesbian, gay, and straight.

Socioeconomic status: The status one holds in society based on one's level of income, wealth, education, and familial background.

Stalking: 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.

Transgender: An umbrella term referring to those whose gender identity or gender expression is different from that associated with their sex assigned at birth.

Unwanted sexual attention: Unwelcomed sexual advances (including sexual advances or propositions or threats, requests for sexual favors), other verbal communication of a sexual nature (including suggestive or insulting comments or sounds, including whistling; sexual jokes, stories, or teasing of a sexual nature; commentary about an individual's body, sexual prowess, or sexual deficiencies), and/or physical conduct or communications of a sexual nature.

Unwanted sexual contact: Unwelcomed touching, grabbing, slapping, fondling, kissing, or rubbing up against the private areas of someone's body (lips, breast/chest, crotch or butt) or removing someone's clothes. Sexual assault encompasses rape, attempted rape, and unwanted sexual contact.