

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

Executive Summary: University of Michigan Medicine

The University of Michigan (U-M) and Michigan Medicine is dedicated to fostering a caring community and committed to preventing sexual and gender-based misconduct. **Every member of the Michigan Medicine community has a right to experience freedom from discrimination and harassment.** U-M's senior administration recognized the need to collect comprehensive information on the experiences and perceptions of its student body regarding sexual and gender-based harassment and misconduct. The University contracted with Rankin Climate, LLC, to conduct an assessment of all campuses and Michigan Medicine via an anonymous survey of students, faculty, and staff focused on sexual harassment and gender-based misconduct in the winter and spring of 2024. Data gathered from the 2024 *Campus Climate Survey Related to Sex and Gender* assessed the prevalence of sexual harassment and misconduct¹, perceptions of these issues on U-M campuses, and awareness of campus responses and resources. A randomized sample of the undergraduate and graduate/professional student populations was selected and recruited to complete the survey. **Thirty-five percent of faculty and 49% of the staff members included in the sample responded to the survey percent of the Michigan Medicine sample responded to the survey invitation.**

¹ Four forms of sexual misconduct were assessed in the survey: sexual and gender-based harassment, stalking, intimate partner violence, and sexual violence.

Michigan Medicine Employees

Michigan Medicine Sexual and Gender-Based Misconduct Incidence Rates Since the Beginning of the Academic Year						
	Faculty			Staff		
	Men	Women	Non-Binary/ Transgender	Men	Women	Non Binary/ Transgender
Sexual or Gender-Based Harassment²	27%	58%	67%	32%	36%	60%
Stalking	11%	11%	–	8%	8%	20%
Intimate Partner Violence	3%	9%	–	7%	9%	12%
Sexual Violence	2%	2%	6%	2%	5%	8%

- Forty-five percent ($n=219$) of Michigan Medicine faculty included in the sample, and 36% ($n=678$) of MM staff included in the sample responded to the survey.
- Forty-three percent ($n=92$) of Michigan Medicine faculty participants indicated they had experienced sexual or gender-based harassment by someone else affiliated with the University of Michigan or Michigan Medicine since the beginning of the academic year. This included:
 - 58% of faculty women ($n=59$)
 - 27% of faculty men ($n=29$)
 - 67% of non-binary or transgender ($n=4$) faculty
- Thirty-six percent ($n=678$) of Michigan Medicine staff participants indicated they had experienced sexual or gender-based harassment by someone else affiliated with the University of Michigan or Michigan Medicine since the beginning of the academic year. This included:
 - 36% of staff women ($n=528$)
 - 32% of staff men ($n=117$)
 - 60% of non-binary and transgender ($n=33$) staff
- Thirty percent of Michigan Medicine employees indicated that they had experienced sexual or gender-based harassment by patients or hospital visitors since the beginning of the academic year. This included:
 - 40% of faculty
 - 30% of staff
 - 10% of post-doctoral research fellows
- The overwhelming majority Michigan Medicine faculty and staff participants felt they would intervene as a prosocial bystander in four different situations:

² Please see definitions on page 4.

- 70% of MM faculty and staff participants felt confident speaking up against someone telling sexist jokes.
- 94% of faculty and staff participants felt confident they would ask someone who looks upset at work if they are okay.
- 90% of faculty participants felt confident they would intervene to stop verbal abuse against another person compared to 86% of staff.
- 90% of MM faculty participants felt confident that they would intervene if someone suggested or implied that one gender doesn't have to meet the same intellectual standards as another gender to get a job at the University of Michigan, compared to 81% of staff participants.

Key Definitions

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

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

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

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

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

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

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

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

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

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