

University of Michigan Climate Survey Related to Sex and Gender

//Key Findings from Michigan Medicine
Faculty & Staff

December 2024

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Introduction

The University of Michigan Ann Arbor and Michigan Medicine 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.
Michigan Medicine/MM	Throughout the survey and this report, "Michigan Medicine" and "MM" refers to the University of Michigan's academic medical center as both an institution and as a campus, including off-site locations controlled by the University.
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, let alone academic medical centers, 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

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).

no differences across the two samples on most forms of sexual misconduct assessed in 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

Faculty

- 43% ($n=92$) of Michigan Medicine faculty participants indicated they had experienced sexual or gender-based harassment by someone else affiliated with Michigan Medicine or the larger University community since the beginning of the academic year.
 - 58% of faculty women ($n=59$), 27% ($n=29$) of men, and 67% of non-binary or transgender faculty ($n=4$) indicated experiencing sexual or gender-based harassment since the beginning of the academic year.
 - The majority of harassing behaviors were committed by fellow Michigan Medicine employees, specifically other faculty (45%) and staff (18%). Hospital patients or visitors committed 40% of the reported experiences.
 - Twenty-eight percent of faculty told someone who works at Michigan Medicine about their experience, only 2.6% said that they reported the incident of harassment.
- 11% ($n=23$) of faculty participants from Michigan Medicine experienced stalking, 6% ($n=12$) experienced intimate partner violence, and 5% ($n=84$) experienced sexual violence since the beginning of the academic year.
 - Stalking: 11% of faculty women ($n=11$) and 11% of faculty men ($n=10$) indicated at least one experience since the beginning of the academic year.
 - Intimate Partner Violence: 9% of women ($n=9$) and 3% of faculty men ($n=3$) 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 or transgender faculty ($n=1$) indicated at least one experience since the beginning of the academic year.
- 70% of Michigan Medicine faculty participants felt confident speaking up against someone telling sexist jokes.
- 94% felt confident that they would ask someone who looks upset at work if they are okay.
- 90% felt confident they would intervene as a prosocial bystander to stop verbal abuse against another person.

- 90% 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 Michigan Medicine.

Staff

- 36% (*n*=678) of Michigan Medicine staff participants indicated they had experienced sexual or gender-based harassment by someone else affiliated with the university or Michigan Medicine since the beginning of the academic year.
 - 36% (*n*=528) of women, 32% (*n*=117) of men, and 60% (*n*=33) of non-binary and transgender staff at Michigan Medicine reported experiencing sexual misconduct since the beginning of the academic year.
 - The majority of harassing behaviors were committed by fellow Michigan Medicine employees, specifically other staff (52%) and faculty (19%). Hospital patients or visitors committed 30% of the reported experiences.
 - While one-third (33%) of staff told someone who works at Michigan Medicine about their experience, only 6.3% said that they reported the incident of harassment.
- 8% (*n*=156) of staff participants from Michigan Medicine experienced stalking, 9% (*n*=162) experienced intimate partner violence, and 5% (*n*=84) experienced sexual violence since the beginning of the academic year.
 - Stalking: 8% (*n*=118) of women, 8% (*n*=28) of men, and 20% (*n*=10) of non-binary or transgender staff indicated at least one experience since the beginning of the academic year.
 - Intimate Partner Violence: 9% of women (*n*=134), 7% of men (*n*=27), and 12% of non-binary or transgender staff (*n*=6) indicated at least one experience since the beginning of the academic year.
 - Sexual Violence: 5% of staff women (*n*=74), 2% of staff men (*n*=6), and 8% of non-binary or transgender staff (*n*=4) indicated at least one experience since the beginning of the academic year.
- 70% (*n*=1,358) of Michigan Medicine staff participants felt confident speaking up against someone telling sexist jokes.
- 94% (*n*=1,819) feel confident that they would ask someone that looks upset at work if they are okay.
- 86% (*n*=1,670) are confident they would intervene as a prosocial bystander to stop verbal abuse against another person.

- 81% ($n=1,560$) 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 in order to get a job at the University of Michigan or Michigan Medicine.

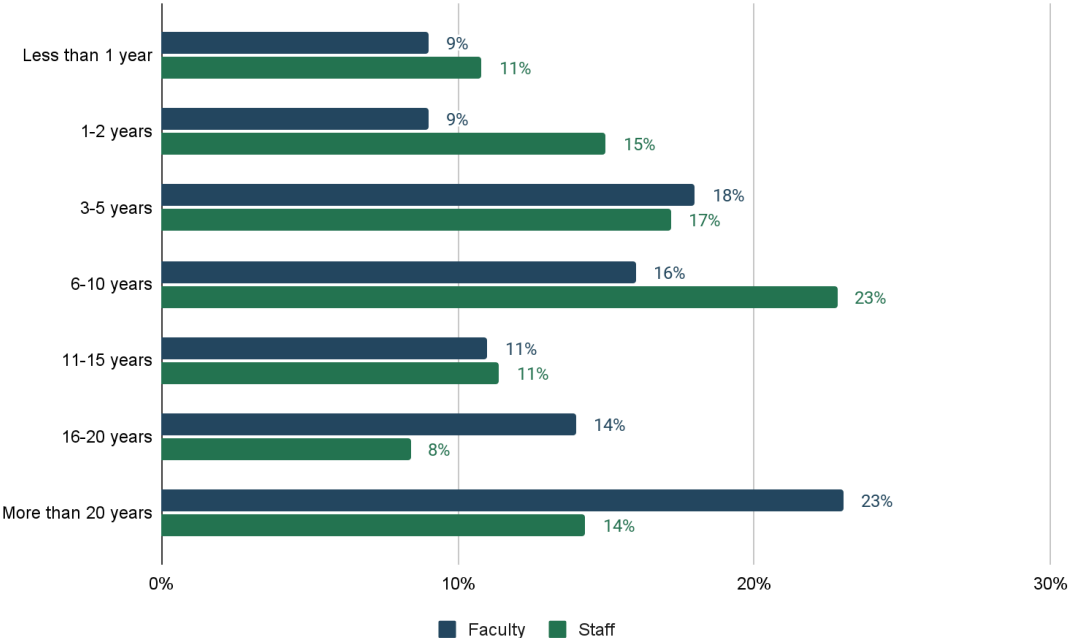
Survey Participant Characteristics

At Michigan Medicine, 35% ($n=219$) of faculty and 49% ($n=1,945$) of the staff members included in the sample responded to the survey. Further details on survey participants are presented below and disaggregated by length of employment, 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

Figure 1 depicts the sample proportions across varying lengths of employment at Michigan Medicine. Nine percent (9%, $n=20$) of faculty had been employed by Michigan Medicine for less than one year, 9% ($n=19$) had been employed between one and two years, 18% ($n=39$) had been employed between three and five years, 16% ($n=34$) had been employed between six and ten years, 11% ($n=24$) had been employed between 11 and 15 years, 14% ($n=30$) had been employed between 16 and 20 years, and 24% ($n=51$) had been employed for more than 20 years. Eleven percent ($n=210$) of staff had been employed by Michigan Medicine for less than one year, 15% ($n=291$) had been employed between one and two years, 17% ($n=333$) had been employed between three and five years, 23% ($n=443$) had been employed between six and ten years, 11% ($n=222$) had been employed between 11 and 15 years, 8% ($n=162$) had been employed between 16 and 20 years, and 14% ($n=278$) had been employed for more than 20 years.

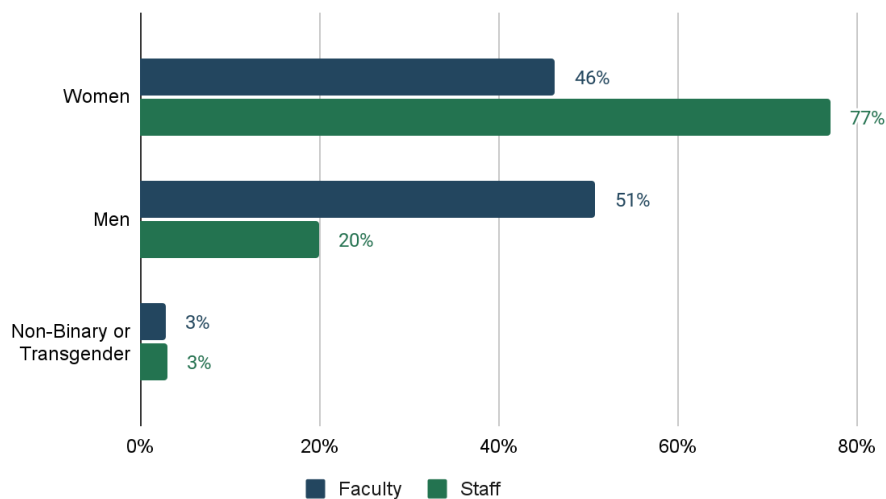
Figure 1. Length of Employment



Gender Identity

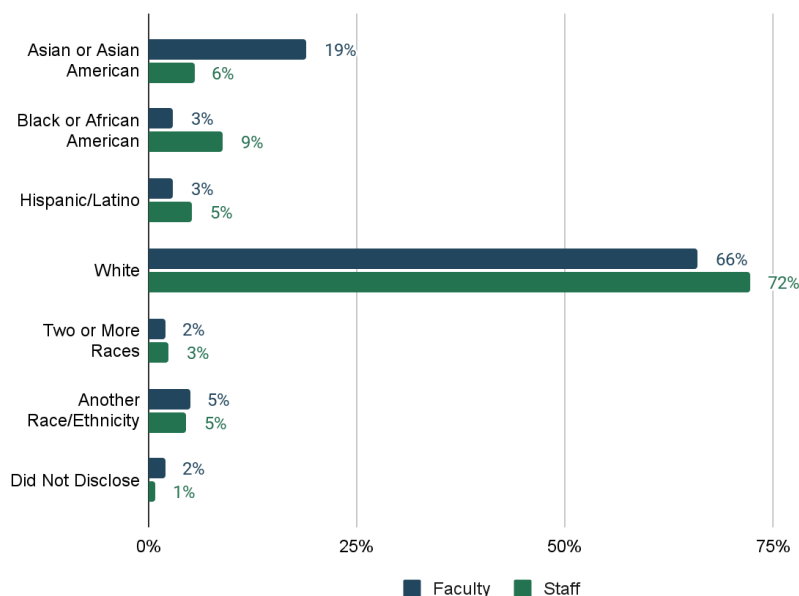
As detailed in Figure 2, 46% ($n=102$) of the Michigan Medicine faculty participants identified as women, 51% ($n=111$) identified as men, and 3% ($n=6$) identified as non-binary or transgender. Among staff, 77% ($n=1,502$) of participants identified as women, 20% ($n=386$) identified as men, and 3% ($n=54$) 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

Figure 3. Response Rates by Race/Ethnicity



Sample proportions by racial/ethnic identity are presented in Figure 3; participants were allowed to select one or more racial/ethnic identities in the survey to best represent their identities. In the Michigan Medicine faculty sample, the largest racial/ethnic group was White ($n=144$) followed by

Asian or Asian American ($n=41$), Black or African American ($n=7$), Hispanic/Latinx ($n=7$), and two or more races ($n=5$). Five (2%) of the Michigan Medicine faculty participants did not disclose their race or ethnicity. Faculty who selected American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, or international were combined into the "another race/ethnicity" category ($n=10$) to maintain confidentiality.

In the staff sample, the largest racial/ethnic group was also White ($n=1,442$) followed by Black or African American ($n=182$), Asian or Asian American ($n=115$), Hispanic/Latinx ($n=74$), and two or more races ($n=49$). Approximately 1% of the Michigan Medicine staff sample did not disclose their race or ethnic identity ($n=19$). Those who selected American Indian or Alaska Native or international were combined into the "another race/ethnicity" category ($n=64$).

Sexual Identity

Survey participants were allowed to select the sexual orientation that most accurately fits their identity. Due to the small numbers of employees 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 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 following estimates represent the proportions of each identity as a function of the total sample size.

The majority of both faculty and staff participants at Michigan Medicine self-identified as heterosexual ($n=190$ and $n=1,614$, respectively). Approximately 7% of Michigan Medicine faculty ($n=14$) and 13% of Michigan Medicine staff ($n=248$) identified within the queer-spectrum. Five percent of faculty ($n=10$) and 3% of staff ($n=60$) chose not to indicate their sexual orientation.

Key Findings: Sexual Misconduct

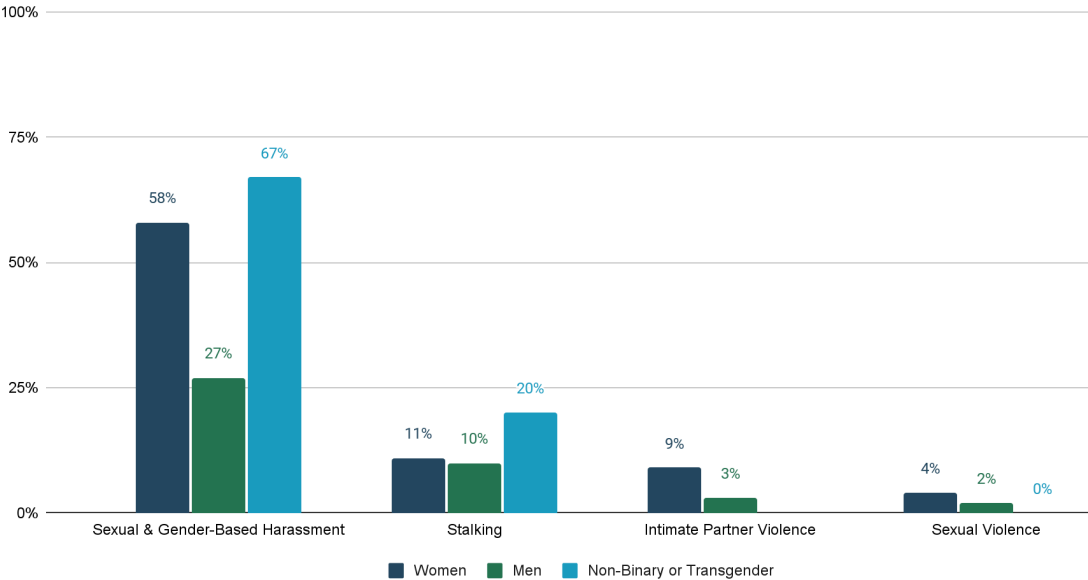
Sexual Misconduct Incidence Rates

Four forms of sexual misconduct were assessed in the survey: sexual and gender-based harassment, stalking, intimate partner violence, and sexual violence. Figures 4 and 5 present the incidence rates of each form of sexual misconduct assessed in the survey for Michigan Medicine 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 or Michigan Medicine, whereas stalking, intimate partner violence, and sexual violence estimates include experiences perpetrated by someone either affiliated with the university and Michigan Medicine or not affiliated with the university and Michigan Medicine. All sexual misconduct experiences assessed in this survey occurred in the past year, and they could occur either on or off university or Michigan Medicine property.

Sexual Misconduct Incidence Rates for Michigan Medicine Faculty

Forty-three percent (43%, *n*=92) of faculty participants at Michigan Medicine experienced at least one form of sexual misconduct in the past year (see Figure 4). Women faculty participants (58%, *n*=59) indicated a higher incidence

Figure 4. Sexual Misconduct Experiences by Faculty Since the Beginning of the Academic Year
Michigan Medicine Faculty



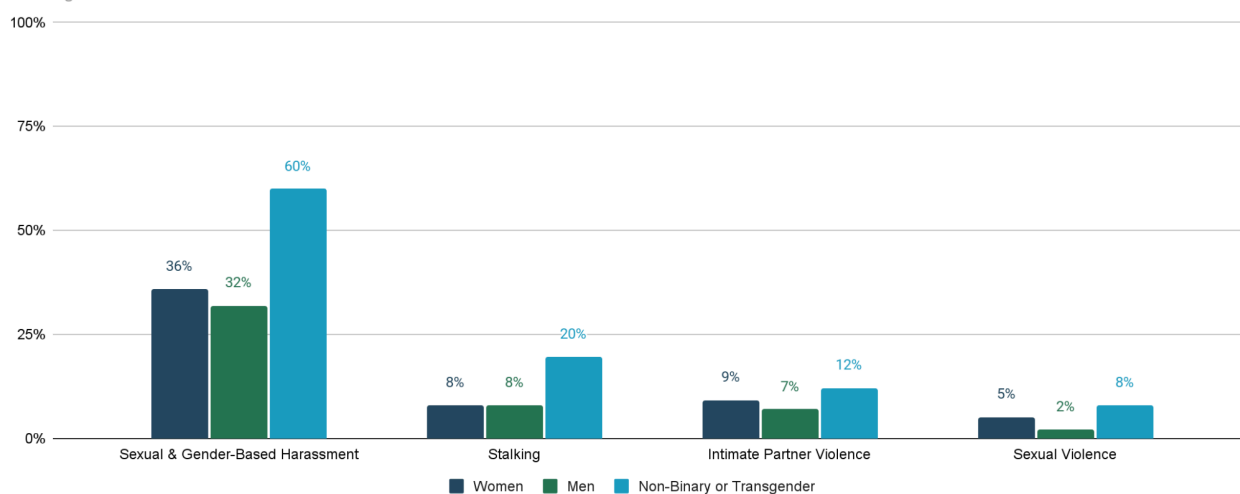
least one form of sexual misconduct compared with faculty men (27%, $n=29$).

Similar to the findings at the Ann Arbor campus, the gendered pattern of sexual misconduct incidence among Michigan Medicine participants is driven by rates of sexual and gender-based harassment, stalking, and intimate partner violence. Women and non-binary or transgender participants were significantly more likely to indicate experiencing these forms of sexual misconduct compared with men.

Sexual Misconduct Incidence for Michigan Medicine Staff

Figure 5. Sexual Misconduct Experiences Since the Beginning of the Academic Year

Michigan Medicine Staff



Forty-five percent (45%, $n=847$) of the staff sample participants at Michigan Medicine indicated experiencing at least one form of sexual misconduct since the beginning of the academic year (see Figure 5). Non-binary or transgender staff participants (60%, $n=33$) were the most likely to indicate experiencing at least one form of sexual harassment incidence as compared with women (36%, $n=528$) and men (32%, $n=117$). Non-binary or transgender staff participants indicated relatively high incidence of sexual harassment and women staff indicated relatively high incidence of sexual violence. This gendered pattern of findings is also 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 or Michigan Medicine. 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 adequate resources; therefore, some sexual violence experiences described in this report were perpetrated by people unaffiliated with the university or Michigan Medicine or at a non-university or Michigan Medicine location.

As previously detailed, 3% ($n=6$) of Michigan Medicine faculty indicated experience of sexual violence since the beginning of the academic year, including 4% of faculty women ($n=4$) and 2% of faculty men ($n=2$). The number of participants who indicated experiences with sexual violence since the beginning of the academic year was too small to disaggregate further. Five percent of Michigan Medicine staff women ($n=74$), 2% of staff men ($n=6$), and 8% of non-binary or transgender staff ($n=4$) indicated at least one experience of sexual violence during the same time period. The number of non-binary or transgender staff participants at both campus locations who indicated experiences with sexual violence since the beginning of the academic year were too low to report.

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 Equity, Civil Rights, and Title IX Office (ECRT), the Sexual Assault Prevention and Awareness Center (SAPAC) or Human Resources (HR).

All Michigan Medicine faculty who experienced sexual violence indicated that the perpetrator was not a supervisor and that they did not report their experience to the university's ECRT, SAPAC, HR, or law enforcement. Most Michigan Medicine staff (99%) who experienced at least one incident of sexual violence indicated that the perpetrator was not a supervisor. None of the staff reported their experience(s) to ECRT, SAPAC, HR, or law enforcement.

Intimate Partner Violence

Intimate partner violence included any report of physical and psychological abuse experiences within an intimate relationship, perpetrated by someone who may or may not be affiliated with the University or Michigan Medicine and occurring either on or off University or Michigan Medicine 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.

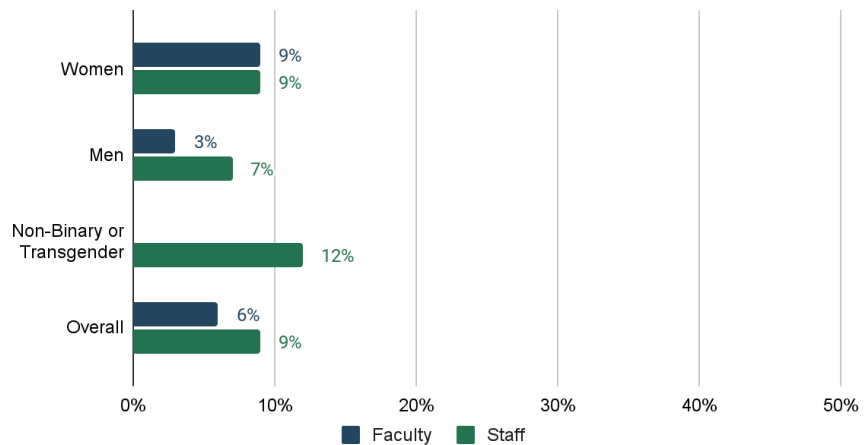
As presented in Figure 6, 6% ($n=12$) of faculty at Michigan Medicine indicated at least one experience with intimate partner

violence: 9% of women ($n=9$) and 3% of faculty

men ($n=3$). There were not enough non-binary or transgender faculty participants who responded to the intimate partner violence items at Michigan Medicine to report their incidence. Nine percent ($n=167$) of staff at Michigan Medicine indicated at least one experience with intimate partner violence: 9% of women ($n=134$), 7% of men ($n=27$), and 12% of non-binary or transgender staff ($n=6$).

Most faculty and staff at Michigan Medicine (95%) 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.

Figure 6. Intimate Partner Violence Incidence Rates Since the Beginning of the Academic Year



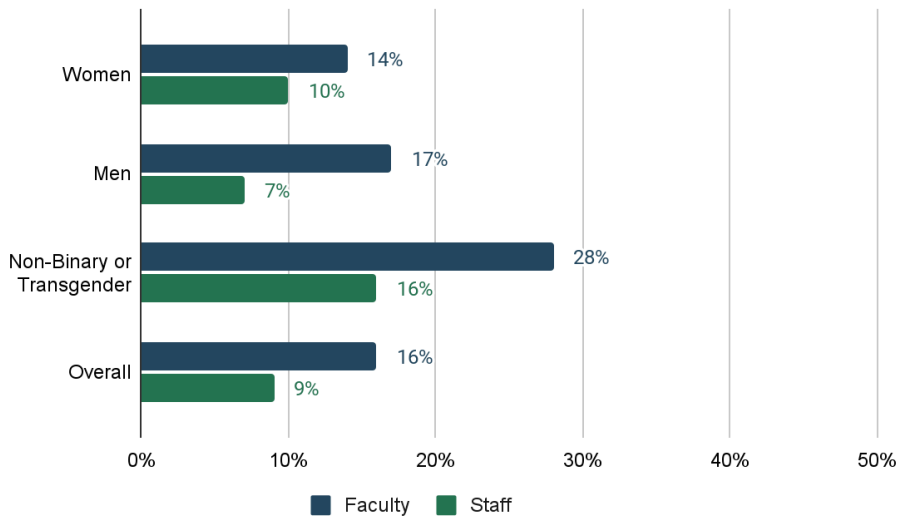
Stalking

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 or Michigan Medicine and that occurred on or off university property, presented in Figure 9.

As previously detailed, 11% of faculty women ($n=11$) and 10% of men ($n=11$) faculty indicated at least one experience of stalking, for an overall 11% incidence rate ($n=22$). The small number of non-binary or transgender faculty participants at Michigan Medicine did

not allow for them to be disaggregated. Among staff at Michigan Medicine, 8% of women ($n=118$), 8% ($n=28$) of men, and 20% of non-binary or transgender staff ($n=10$) indicated experiencing stalking, for an overall incidence among Michigan Medicine staff of 8% ($n=157$).

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



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 the Office of Equity, Civil Rights, and Title IX, the Sexual Assault Prevention and Awareness Center or Human Resources. Most faculty participants (91%) at the University and Michigan Medicine indicated that the perpetrator was not a supervisor and that they did not report their experience to ECRT, SAPAC, HR or law enforcement.

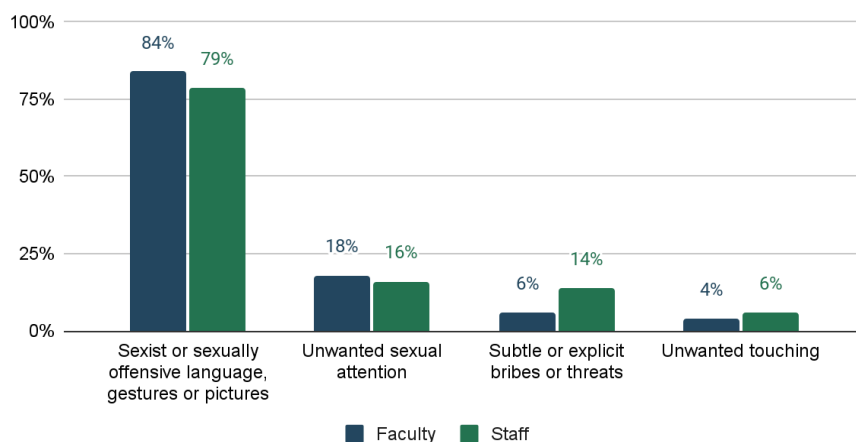
Sexual & Gender-Based Harassment

Staff 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 sexist or crude remarks to sexual touch 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 or Michigan Medicine 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.

At Michigan Medicine, 58% ($n=59$) of faculty women, 27% ($n=29$) of faculty men, and 67% ($n=4$) of non-binary or transgender faculty indicated experiencing sexual or gender-based harassment since the beginning of the academic year, with an overall rate of 43% ($n=92$). Among staff, 36% of women ($n=528$), 32% of men ($n=117$), and 60% of

non-binary and transgender ($n=33$) staff participants experienced sexual harassment, with an overall rate of 36% ($n=678$).

Figure 8. Type of Harassment by Faculty/Staff Since the Beginning of the Academic Year



Of the Michigan Medicine employees who indicated that they had experienced sexual and/or gender-based harassment by a faculty or staff member, 84% of the faculty and 79% of staff indicated that the situation involved sexist or sexually offensive language, gestures or pictures;

18% of the faculty and 16% of the staff indicated that it involved unwanted sexual attention. Fourteen percent of the staff members indicated that the situation included subtle or explicit bribes or threats.

Sexual and Gender-Based Harassment Context

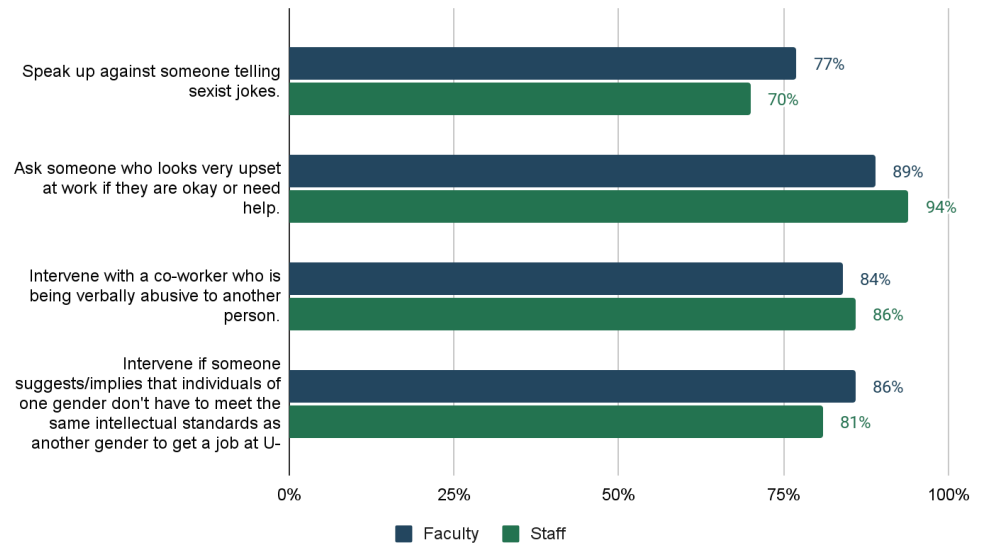
Survey participants who experienced at least one form of sexual or gender-based harassment were asked a series of follow-up questions to assess the characteristics of the perpetrator and situation as well as if they reported the incident to ECRT, SAPAC or HR. Ten (11%) Michigan Medicine faculty responded that the person who committed the behavior was a mentor, supervisor, advisor, PI or boss. Among staff participants from Michigan Medicine, 11% ($n=50$) of women indicated that the person who committed the behavior was a mentor, supervisor, advisor, PI or boss; 9% ($n=8$) of men indicated the harassment was perpetrated by a mentor, supervisor, advisor, PI or boss. The number of non-binary or transgender Michigan Medicine employees who indicated that a supervisor perpetrated the harassment did not meet the threshold for reporting. None of the Michigan Medicine faculty or staff reported their experience to ECRT, SAPAC, or HR.

Additional Climate Indicators

Bystander Confidence

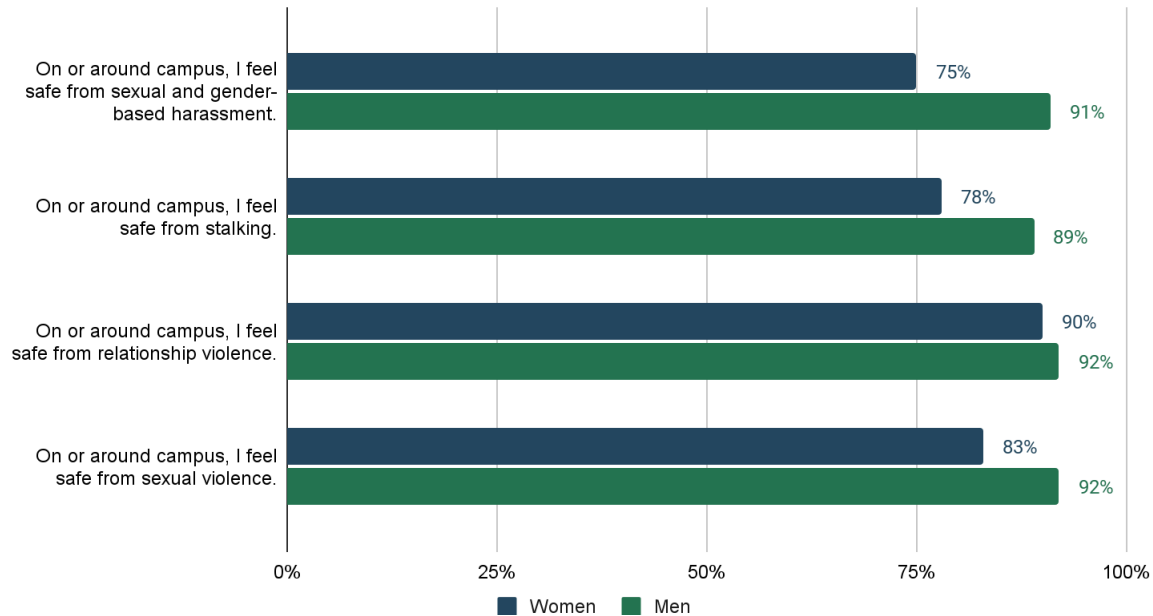
All participants were asked to rate their agreement with the statements presented in Figure 9, which indicates their confidence levels related to bystander intervention across a variety of situations that could involve sexual or gender-based misconduct.

Figure 9. Bystander Intervention Confidence



Sense of Safety

Figure 10. Faculty Sense of Safety On or Around Campus

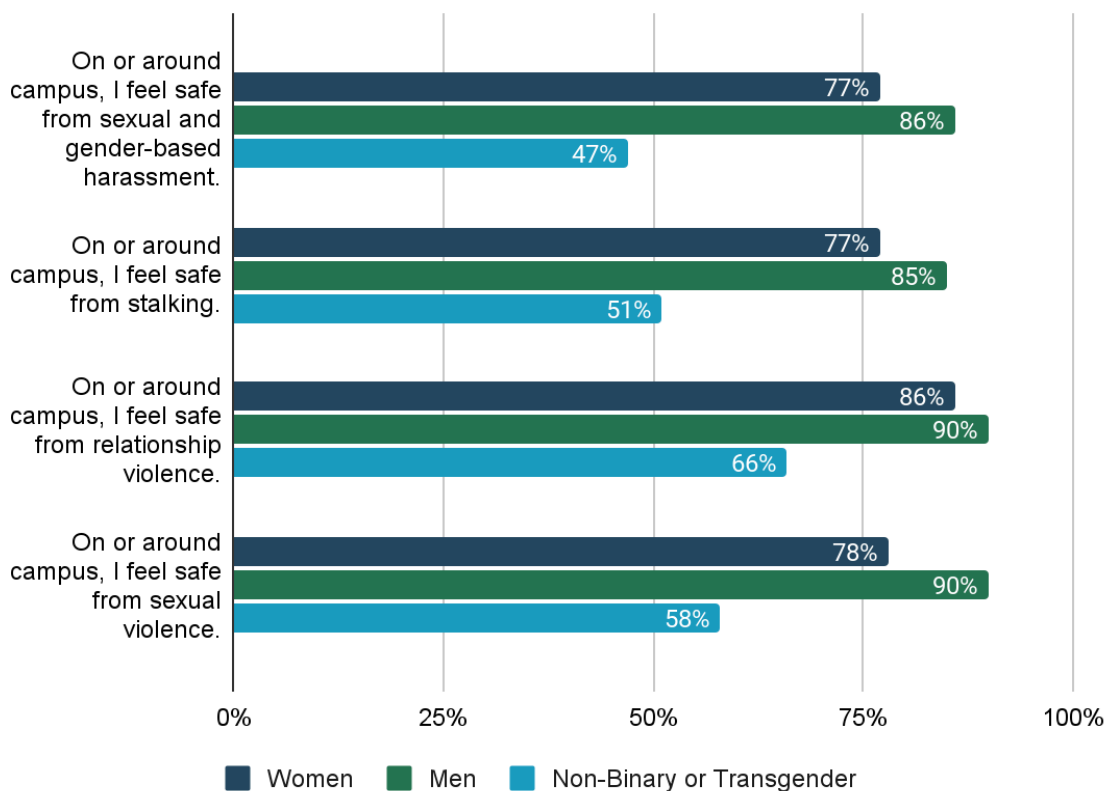


All participants were asked to rate their sense of safety on and around Michigan Medicine's campus and at Michigan Medicine facilities as it related to sexual and

gender-based harassment (see Figure 10). Approximately 83% ($n=172$) of Michigan Medicine faculty agreed with the statement "On or around the U-M campus or Michigan Medicine facilities, I feel safe from sexual and gender-based harassment." Seventy-five percent of women faculty ($n=73$) agreed that they feel safe from sexual and gender-based harassment compared to 91% men faculty ($n=97$). Seventy-eight percent of women faculty ($n=74$) agreed with the statement "On or around the Michigan Medicine campus, I feel safe from stalking" as compared with 89% of men ($n=95$). Finally, 83% of women faculty ($n=80$) agreed that they feel safe from sexual violence compared to 92% of faculty men ($n=98$). Specific to relationship violence, 90% ($n=86$) of faculty women and 92% ($n=98$) of faculty men agreed that they feel safe on or around the Michigan Medicine campus. The n 's of non-binary or transgender faculty participants did not meet the threshold for reporting sense of safety at Michigan Medicine and have been omitted from this report.

Among Michigan Medicine staff (see Figure 11), 77% of women ($n=1,086$) and 47% of non-binary or transgender staff ($n=22$) agreed that they feel safe from sexual and gender-based harassment compared to 86% of men ($n=303$). Specific to relationship violence, 86% ($n=1,217$) of women, 90% ($n=315$) of men, and 66% ($n=30$) of non-binary and transgender staff agreed that they feel safe on or around the Michigan Medicine campus. Finally, 78% of women ($n=1,106$) and 58% of non-binary or transgender staff ($n=27$) agreed that they feel safe from sexual violence compared to 91% of men ($n=315$).

Figure 11. Staff Sense of Safety On or Around Campus



Understanding Consent

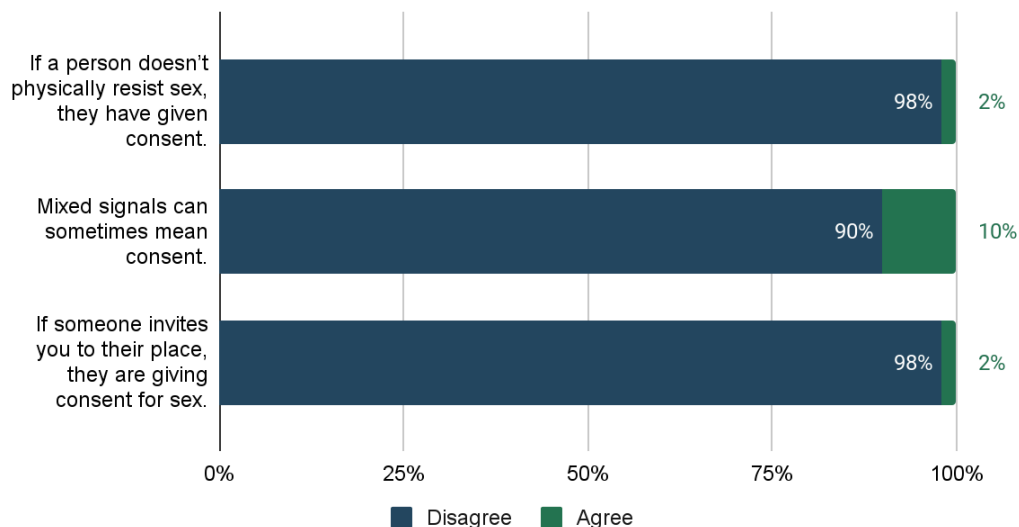
All participants were asked to rate their knowledge of a number of statements related to consent. The

majority of MM employees agreed with most statements (see Figure 12): 98% ($n=202$) of Michigan Medicine employees disagree with the statement "If a person doesn't physically resist sex, they have given consent." Ninety percent ($n=186$) of MM employee participants

disagreed with the statement "Mixed signals can sometimes mean consent" and 98% employees ($n=202$) disagreed with the statement "If someone invites you to their place, they are giving consent for sex."

Figure 12. Employee Understanding of Consent

Faculty and Staff

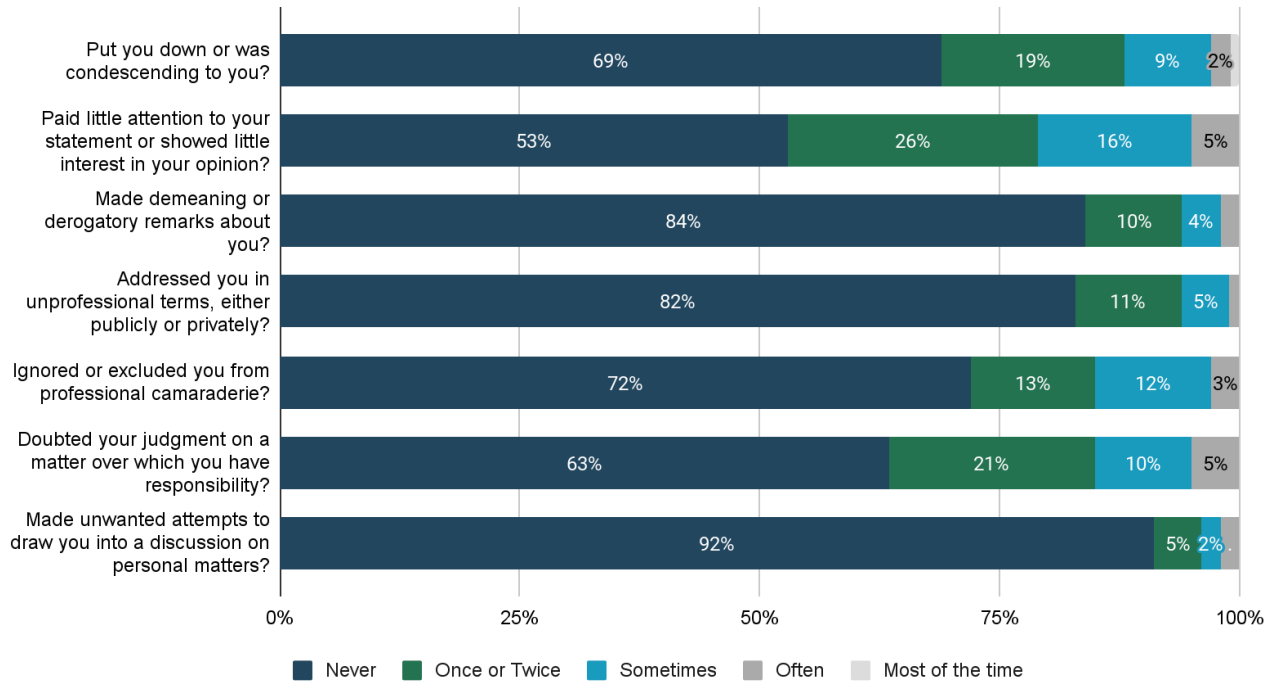


Civility

All Michigan Medicine employees were asked to respond to a series of statements related to workplace civility over their past year. Specifically, employees were asked if they have "been in a situation where any of your superiors or coworkers...", with the specific experiences detailed in Figure 13. For each civility-related scenario posed, a majority of employees indicated they had never had the experience. The most common experiences employees indicated that happened to them over the last 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?".

Figure 13. Employee Civility Experiences

Faculty and Staff



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 and Michigan Medicine communities moving forward. Specifically, employee 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, and knowledge of how to report cases of sexual or gender-based misconduct to the University and how to obtain relevant resources available to students. Findings from this study will help inform the university and Michigan Medicine's continued efforts to prevent and respond to sexual and gender-based harassment.

In moving forward, the university should consider efforts 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 Michigan Medicine which will be led by ECRT and Michigan Medicine leaders and with the support of other campus partners, for example, SAPAC and PEAR.
- Given that 12% of the most significant sexual assault and stalking incidents and 30% of sexual harassment incidents experienced by Michigan Medicine community members are ascribed to hospital patients and visitors, this is a critical area for attention. Michigan Medicine needs to ensure that there is a concrete and holistic plan on how to handle patients/visitors who engage in inappropriate or concerning behavior and how to remediate the harm that they experience. From a compliance perspective, this means clear policy and procedural considerations (e.g., how do you balance any duties to provide medical care to all who seek it with protection of employees) for how the institution is dealing with non-affiliate behavior and making sure the Michigan Medicine employees know of these protections and procedures. This kind of communication should also be given to patients--how are behavioral expectations shared with non-affiliates (e.g., signs around facilities, admittance paperwork, etc.)
- While those experiences of patient/visitor harassment is of concern, 47% of sexual harassment experienced at Michigan Medicine comes from Michigan Medicine staff members and 22% from faculty members. Addressing misconduct within the community, then, is critical. The NASEM Sexual Harassment Action Coalition has shared several medical schools' efforts around incident response using the "A Cup of Coffee" peer to peer intervention approach. If this program--or something

similar--is not in place at Michigan Medicine, it should be strongly considered. Note that any efforts like these also need to be assessed separately from the next sexual misconduct survey but should also be in the next survey itself, with consideration of what questions may need to be added on to best capture the program's impact.

- Thirty-two percent (32%) of those who experienced sexual harassment said they told someone who works on campus. Drilling down on that number, 42% of those who experience any kind of sexual harassment are confiding about their experience in other Michigan Medicine staff and 33% a U-M campus faculty or staff member--but only 2% are turning to official reporting channels. This speaks to a need to ensure that all Michigan Medicine employees know how to respond when a colleague turns to them; often training attention is focused on deans, directors, and department heads, so this needs to consider how colleagues can support each other. That is a good number to look at for movement in the next survey as well.
- When asked about experiences of stalking, Michigan Medicine employees said that 39% of the time, the perpetrator was a staff member and 20% reported that it was a faculty member. Dedicated trainings or specific modules on stalking should be incorporated into education. Further, when looking at reporting rates, this is an area where employees are turning to law enforcement (U-M 12%, non-U-M 5%), Michigan Medicine OCWR (7%) and ECRT (4%). Given that sexual harassment and stalking can have some overlap, depending on the incident(s), this is a potential area for further qualitative analysis to find out what is motivating the increased reporting; it also might benefit for these U-M/MM offices to examine their cases involving Michigan Medicine sexual harassment and stalking cases to learn more about the issues present and the percentage of reports that are involving university affiliates named as respondents.
- 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.
- 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.

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.