

Sexual Assault Campus Climate Survey: 4-Year Trends

Extended Town Hall Presentation

April, 2019

Background

This fall, all Oxy students were asked to participate in Oxy's fourth annual sexual assault climate survey. Faculty, staff and administrators were urged to participate in a similar survey for the third year, in line with the College's resolution agreement with the U.S. Department of Education's Office for Civil Rights. Students completed a survey developed by The Higher Education Data Sharing (HEDS) Consortium. HEDS is the independent not-for-profit corporation that supports its member institutions – national liberal arts colleges and private universities – in strategic planning and research.

To protect the anonymity of students, the survey was administered by HEDS from November 5 – December 9, 2018, using a list of student emails provided by Oxy. HEDS provided the survey results, scrubbed of any identifying information, to Oxy for analysis. To review the survey questions go to <https://www.hedsconsortium.org/heds-sexual-assault-campus-survey/>.

The survey for faculty, staff and administrators was created internally and available in English and Spanish. Through a Memorandum of Understanding, HEDS collected the employee survey results and anonymized them before providing the results to Oxy.

At the Town Hall presentation, Ms. Jennifer Broomfield, Title IX Coordinator, presented a summary of the trends observed over the last four years of administration. This presentation does not include all questions asked in the survey.

Definition of Survey Terms

Survey questions on unwanted sexual contact and sexual assault focus on experiences respondents may have had while they were:

- On campus
- Off campus at an event or program connected with Occidental College, including study abroad and internships, or
- At a social activity or party near campus such as at an apartment, restaurant or bar.

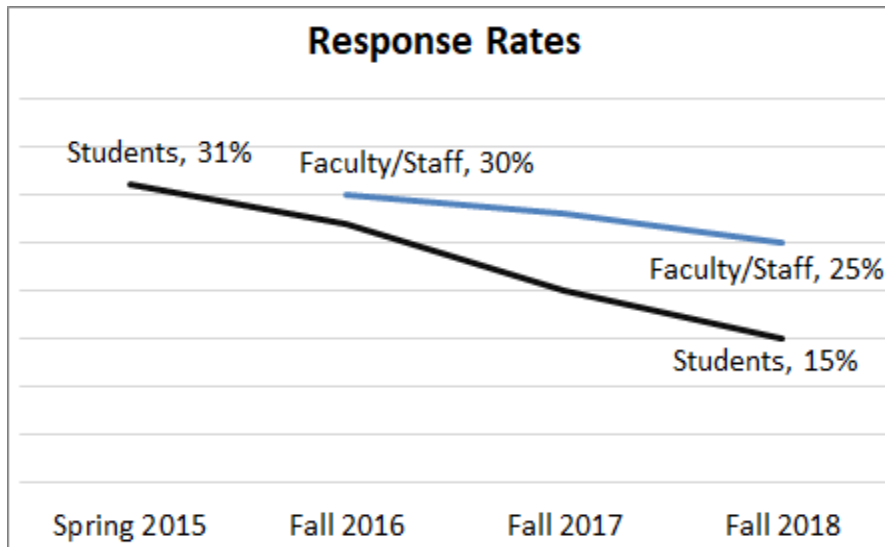
Unwanted sexual contact includes:

- Unwanted verbal behaviors – someone making sexual comments about your body; someone making unwelcome sexual advances, propositions, or suggestions to you; or someone telling you sexually offensive jokes or kidding about your sex or gender-specific traits
- Unwanted nonverbal behaviors – sending you sexual emails, texts, or pictures; posting sexual comments about you on blogs or social media; showing you sexually offensive pictures or objects; leering at you or making lewd gestures towards you; or touching oneself sexually in front of you
- Unwanted brief physical contact – such as someone briefly groping you, rubbing sexually against you, pinching you, or engaging in any other brief inappropriate or unwelcome touching of your body.

Sexual assault includes the following types of sexual contact, which you ***did not want*** or for which you ***did not give consent***:

- Touching of a sexual nature (kissing you, touching of private parts, grabbing, fondling, rubbing up against you in a sexual way, even if it was over your clothes)
- Oral intercourse (someone's mouth or tongue making contact with your genitals, or your mouth or tongue making contact with someone else's genitals)
- Vaginal intercourse (someone's penis being put in your vagina, or your penis being put into someone else's vagina)
- Anal intercourse (someone's penis being put in your anus, or your penis being put into someone else's anus)
- Anal or vaginal intercourse with a body part other than a penis or tongue, or by an object.

Response Rates have dropped over time.



- Student response rates have dropped to half of what they were in 2015.
- Faculty and staff response rates have dropped 5% since 2016.

Implications:

- Is the survey sample representative of the campus?
- Is the data analysis and interpretation affected by small numbers?

Future tactics:

- Administer the survey towards the end of the school year (spring) instead of the start (fall).
- Administer every other year to reduce repetitiveness.
- Create a home-grown, condensed survey that is administered internally.

Response Rates

- **Student Survey**

- National survey, year 4
- Administered by the Higher Education Data Sharing Consortium (HEDS)

Students	Total Respondents	Response Rate	Margin of Error
Spring 2015	634	31%	+/- 3.0%
Fall 2016	552	27%	+/- 3.2%
Fall 2017	419	20%	+/- 3.4%
Fall 2018	307	15%	+/- 3.7%

- **Faculty/Staff/Admin Survey**

- Homegrown survey, year 3
- Administered by the Higher Education Data Sharing Consortium (HEDS)

Faculty/Staff	Total Respondents	Response Rate
Fall 2016	234	30%
Fall 2017	217	28%
Fall 2018	189	25%

A Note on Response Rates

One concern of the dwindling response rate over time is the affect of small numbers on the calculation of percentages. This is particularly concerning when comparing percentages across time to an already small population of sexual violence survivors. As the total number of respondents decreases, the change in one student impacts the calculated percentage more drastically. For example, with 50 students, an increase or decrease of one student moves a percentage 2 points. But with only 30 students, an increase or decrease in one student moves a percentage 3 points.

When response rates fall below 20%, there is a concern that the sample does not adequately represent the population. In other words, the voice of the few who answered does not speak for the entire student body. To determine how well a survey sample represents a population, two metrics are considered. First is the survey's margin of error, calculated using a 95% confidence level. This confidence level means, if the survey was administered multiple times, to multiple samples of students, the same results would be expected 95% of the time. The margin of error itself indicates that the 'true' response is plus or minus its value, from the response collected in the survey. For example, if 60% of the sample said their favorite ice cream was vanilla, and the margin of error is 3%, we would expect that 57% to 63% of the total student body's favorite ice cream was vanilla. In the realm of survey research, acceptable margin of error is anything less than 8%. Over the past 4 years, with the decreasing response rate, the margin of error has remained fairly good, dropping only to 4% in the most current year.

The second metric to consider is the survey sample's representativeness to the population. This is shown on the next slide.

Note – 2015 was the only year the survey was administered in the Spring.

Representativeness: Student Survey Demographics compared to Population

Students	Female		Frosh		Sophomore		Junior		Senior	
	Survey %	Oxy %	Survey %	Oxy %	Survey %	Oxy %	Survey %	Oxy %	Survey %	Oxy %
Spring 2015	66%	57%	25%	19%	26%	25%	21%	26%	27%	30%
Fall 2016	70%	57%	27%	26%	23%	24%	24%	25%	25%	23%
Fall 2017	65%	58%	30%	30%	21%	24%	24%	23%	24%	23%
Fall 2018	68%	59%	32%	29%	29%	26%	17%	22%	22%	21%

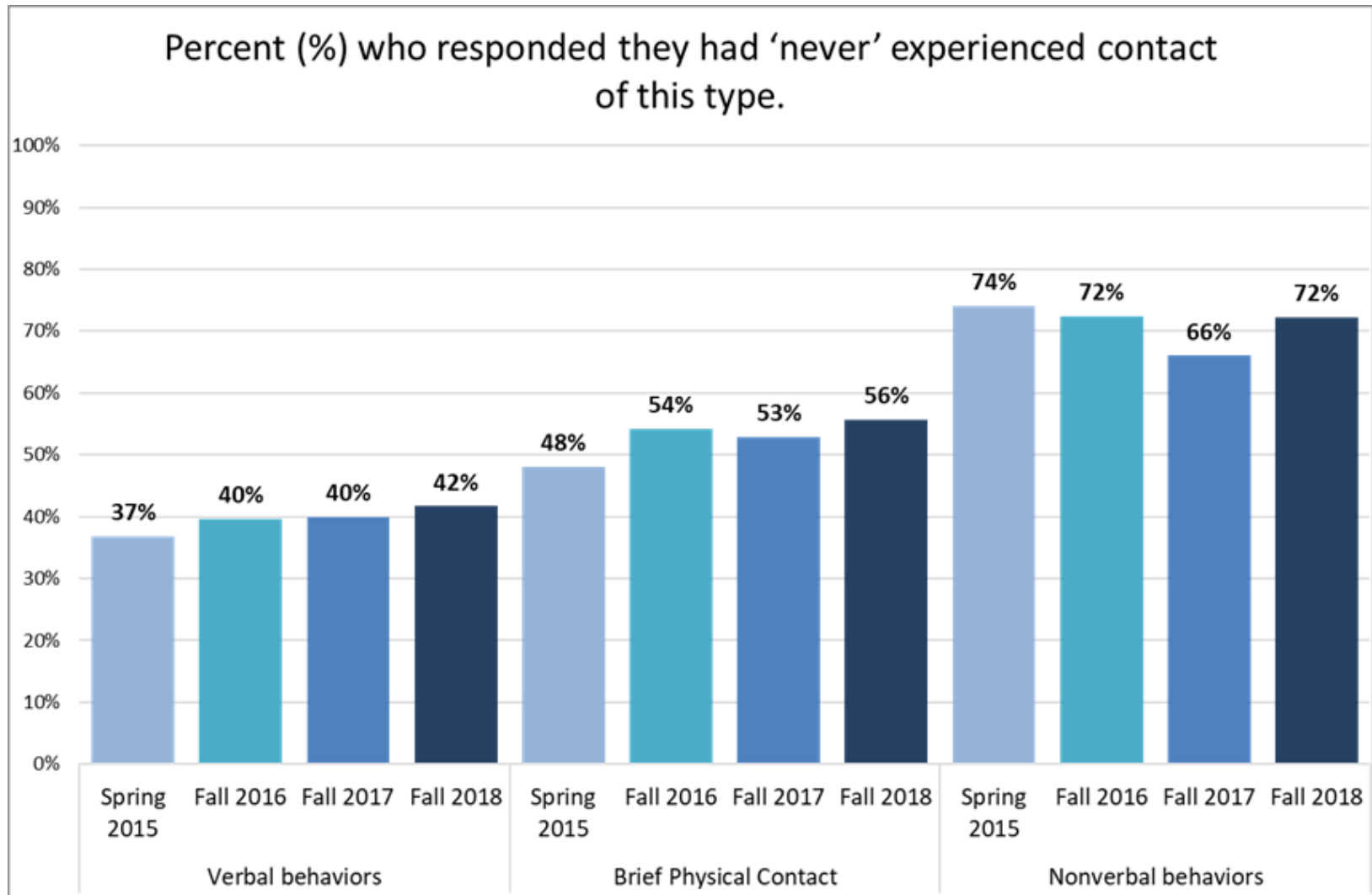
Representativeness is as important as response rates. When the survey does not accurately reflect the population, one group will be ‘speaking’ louder than other groups on campus.

Other than the survey sample being skewed towards a higher percentage of females, which it has been for all years, the class level distribution is rather comparable.

So the biggest concern in interpreting these survey results is the influence of small numbers on the calculation of percentages.

Student Survey: The Facts

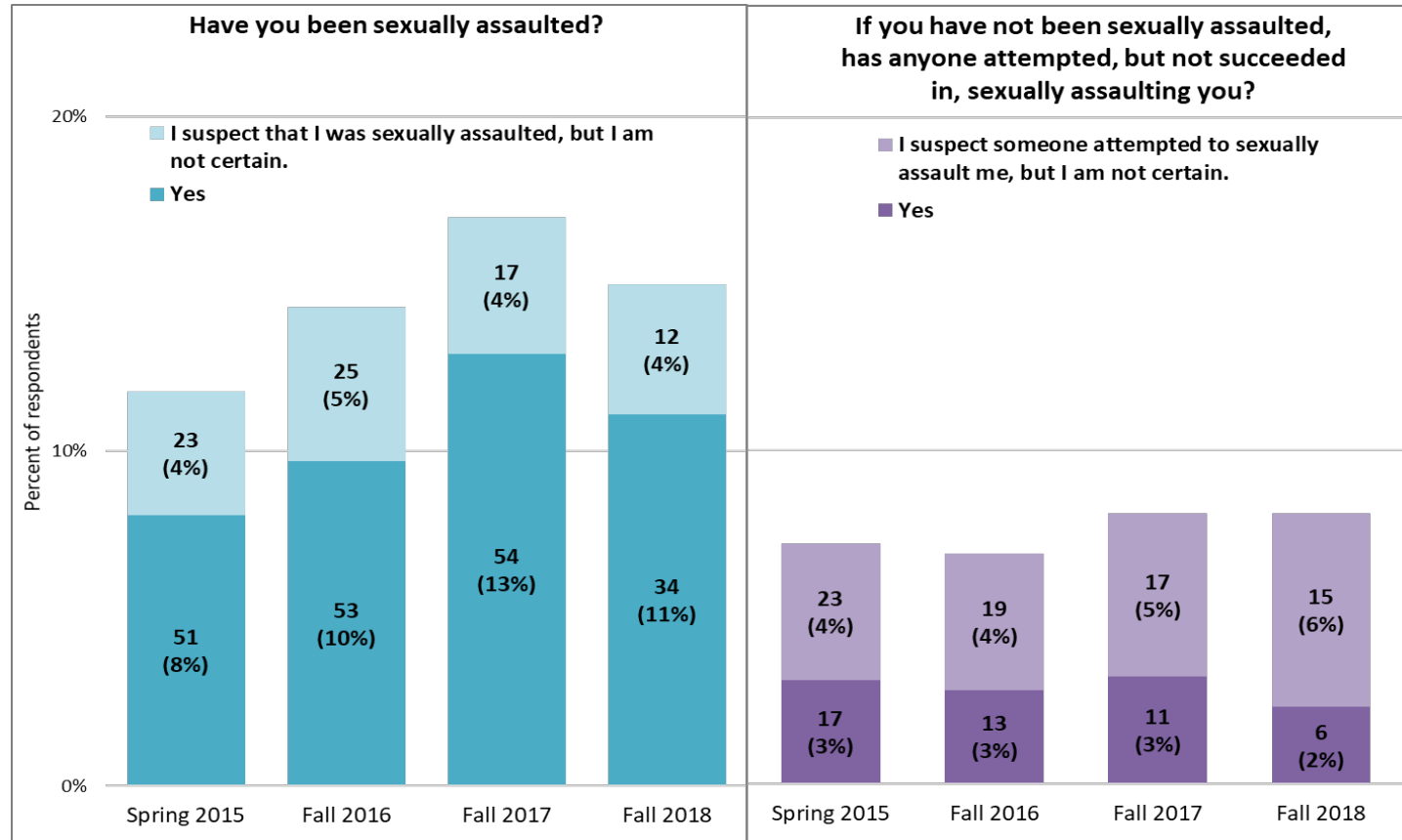
Overall, the percent of students who have never experienced unwanted sexual contact is increasing.



Percentages are out of total respondents to the questions: 2015 n = 611; 2016 n = 548; 2017 n = 417; 2018 n = 307

Sexual assault rates were on the rise until 2018. Attempted sexual assaults have remained low.

- The rise in assault rates may indicate an actual increase in assaults OR that students are becoming more willing to disclose.
- Uncertainty about experiencing sexual assault present opportunities for continued education related to recognizing and understanding activities that constitute sexual assault.

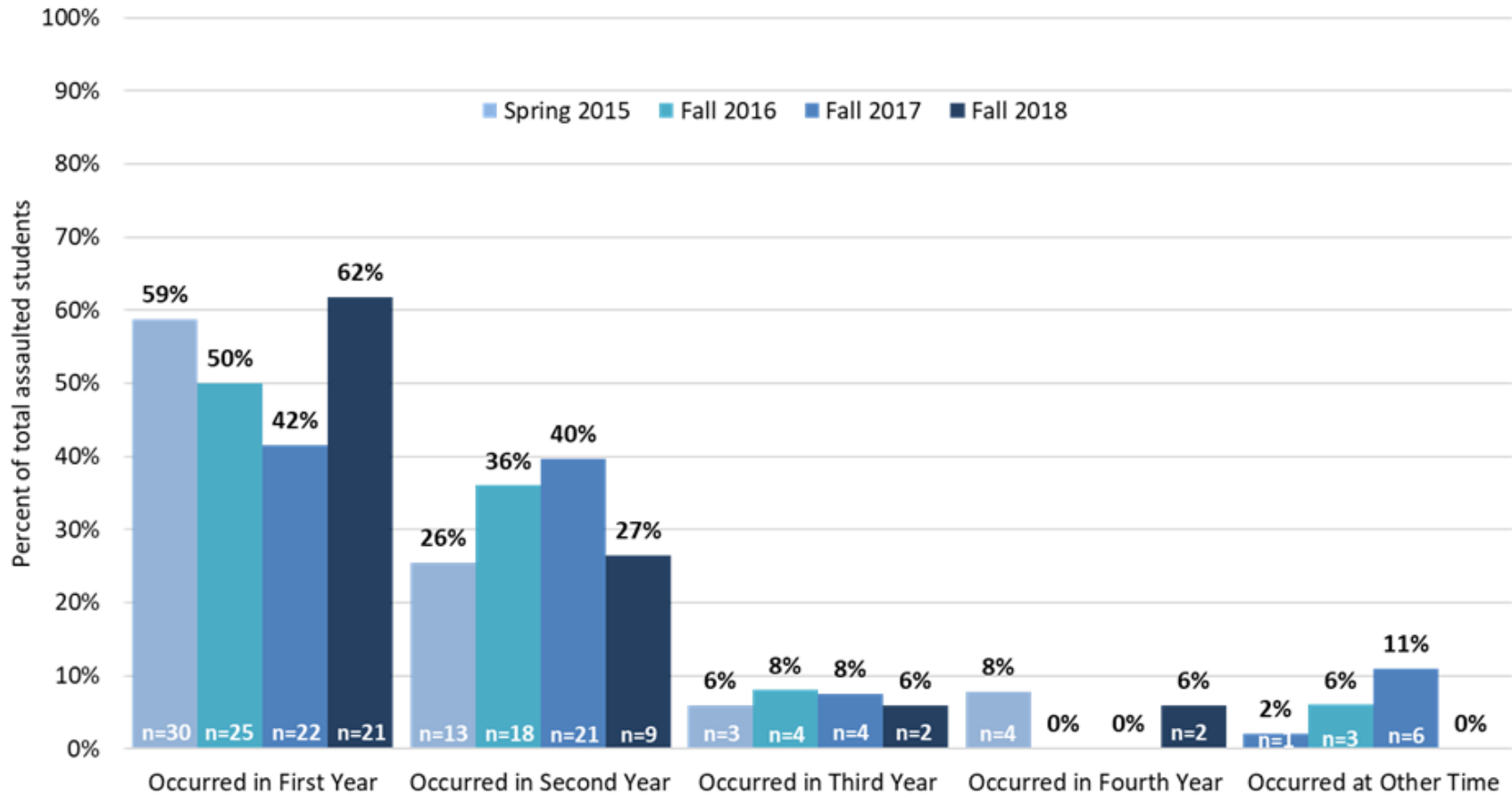


The data in this table was analyzed so that the column categories are mutually exclusive. That is, only the responses for those who answered “no” to having been sexually assaulted were included in the counts and percentages* of ‘attempted assaults’. This eliminates duplication across the questions and counteracts overestimating the total number of students who have experienced assault or attempted assault.

*Percentages in these category are out of the total number of respondents who answered “no”, not the total respondents to the survey.

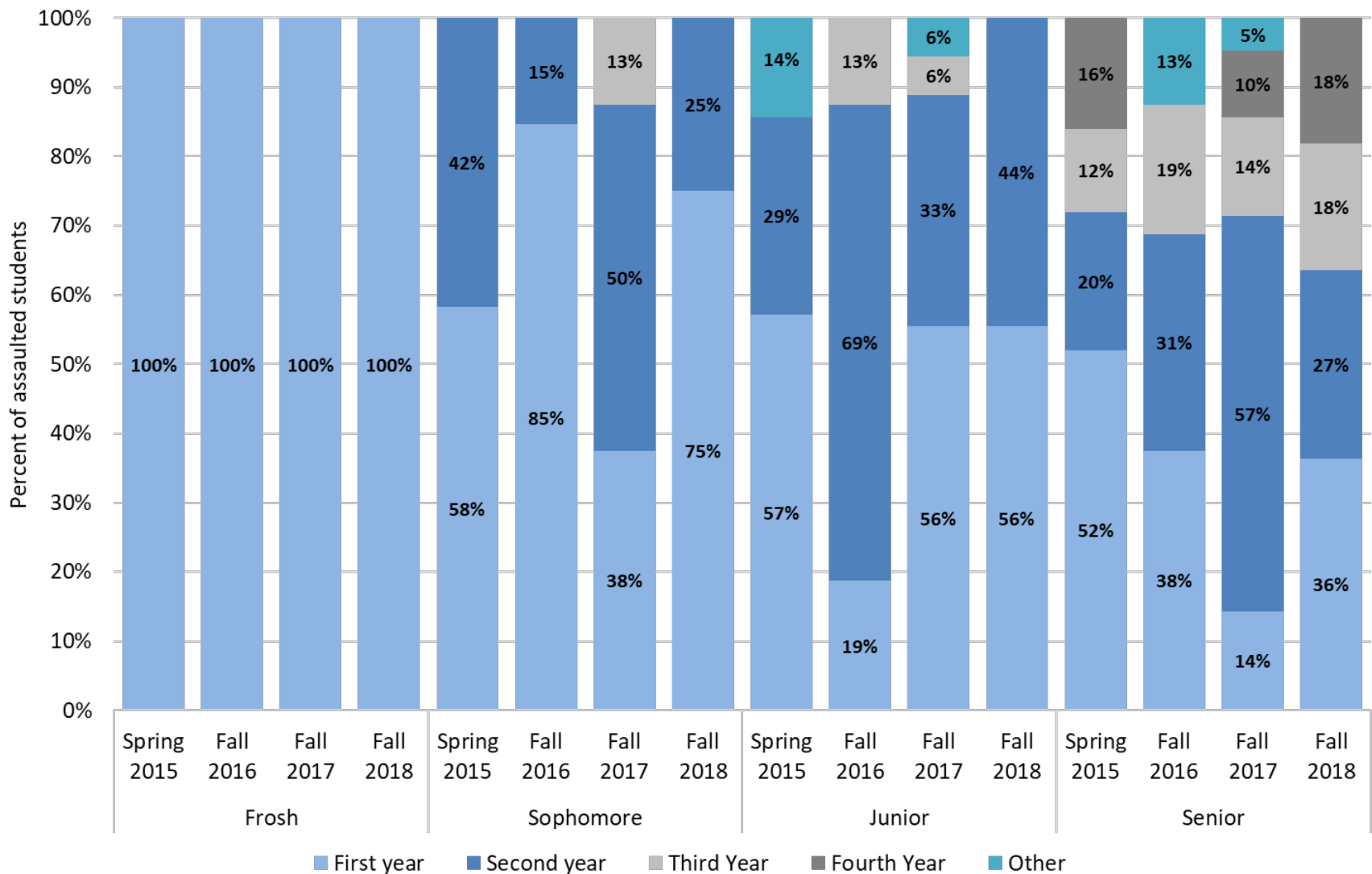
Regardless of the students' class level, the majority of sexual assaults occur in the student's first or second year.

Percent of total assaults overall, by when the assault occurred



A note on this chart - The percentages reflect the total survey respondents who disclosed on that survey year they were sexually assaulted and answered the follow-up question "When did the assault occur?" For example, on the Fall 2018 survey, 62% of all respondents who indicated they had experienced sexual assault indicated that the assault occurred during the first year of enrollment.

When did the assault happen? By Class Level

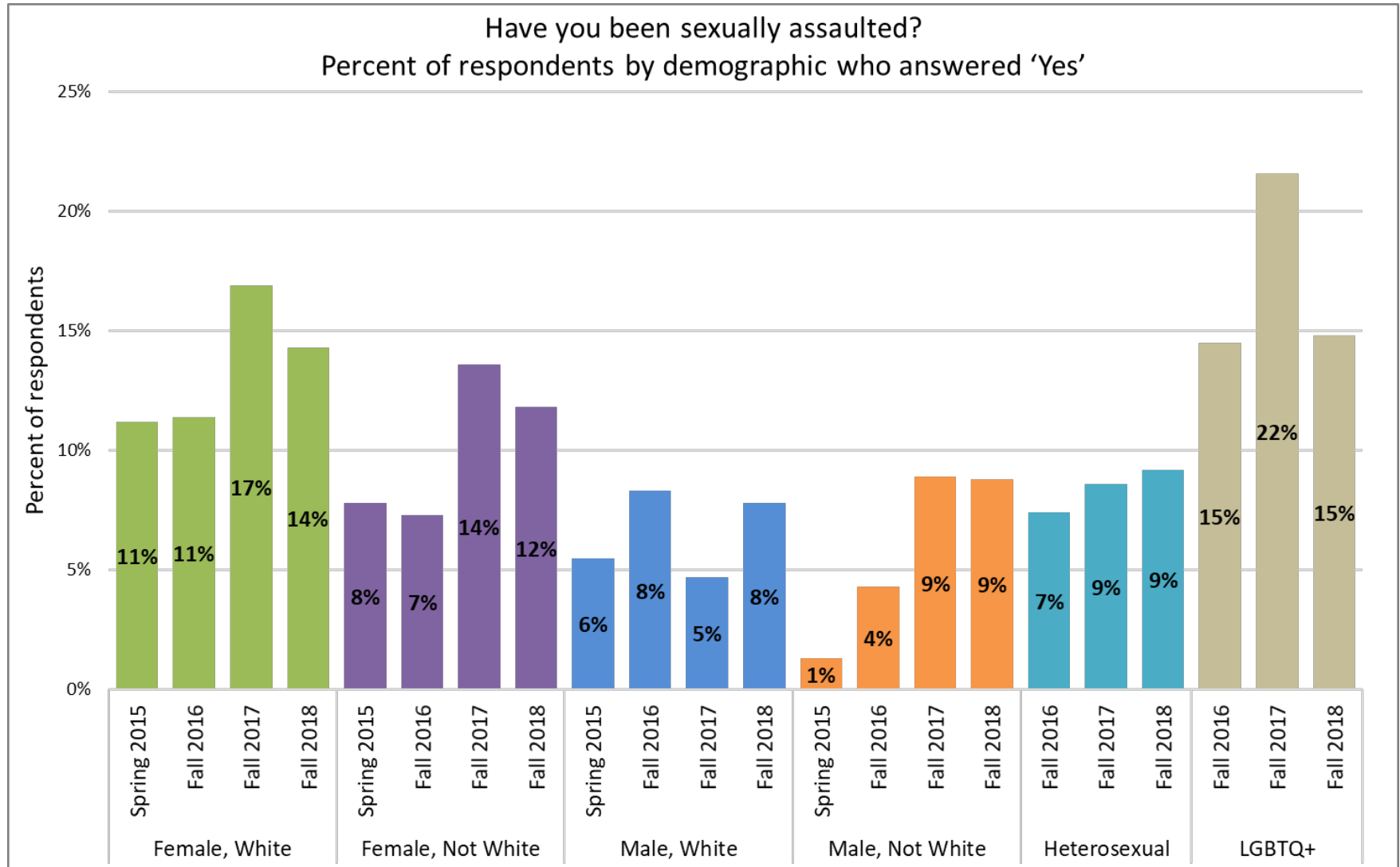


Students who were assaulted multiple times were asked to choose the timing of only one assault. This chart shows the distribution of when assaults occurred, out of all students who disclosed assaults.

Sexual assault rates are higher for female-identified students than for male-identified students, and highest for LGBTQ+ students.

- Assault rates have been highest for LGBTQ+ students, ranging between 15-22% from 2016 to 2018.
- Assault rates for female-identified students are almost double those for male-identified students.
 - Rates for female-identified across 2015 to 2018: 10-16%
 - Rates for male-identified across 2015 to 2018: 4-8%
- Assault rates for non-white students (male-identified and female-identified) in the past two years are twice what they were the two years prior.
 - Rates in 2015 and 2016 for non-white students: 6-7%
 - Rates in 2017 and 2018 for non-white students: 11-13%

Sexual assault rates: by Demographics



The chart above displays the sexual assault rate for each demographic category. Data represents the percent of that demographic category who answered “yes” to the question “Have you been sexually assaulted?” Example of how to read this data: Of the students in Fall 2018 who identified as white and female, 14% disclosed that they had been sexually assaulted.

Due to small numbers and risk of identification, sexual orientation was not available in the 2015 data.

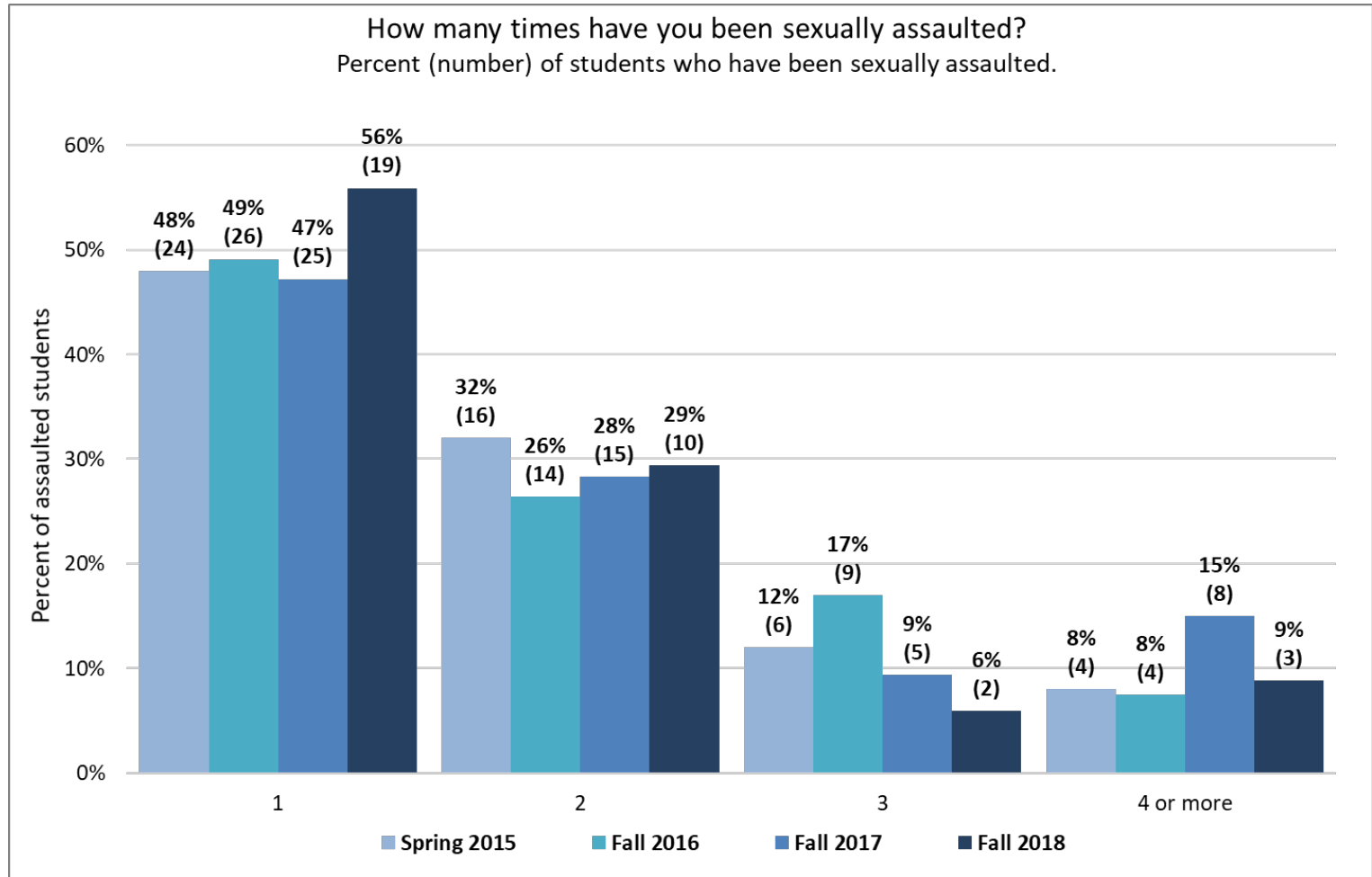
The who, what, where and how of sexual assault:

- **How many times have you been assaulted?** Around half of survivors are assaulted once (ranging between 47-49% from 2015 to 2017; 56% in 2018).
 - Over the last three years, the percent of survivors assaulted twice has slightly increased (from 26% in 2016 to 28% in 2017 to 29% in 2018).
 - Fewer students are experiencing three or more sexual assaults.
- **What was the nature of the assault?** The majority of assaults continue to be 'touching of a sexual nature' (from 80% in 2015 to 94% in 2018).
- **Where did the assault occur?** The percent of assaults occurring in on-campus residence halls has declined (45% in 2016 to 38% in 2018), as the percent of assaults at off-campus locations has increased (26% in 2016 to 31% in 2018).
- **Who assaulted you?** The percent of assaulters who were Oxy students has decreased (90% in 2015 to 71% in 2018), while the percent of assaulters who were students at another institution has increased (6% in 2015 to 9% in 2018).
- **What was your relationship to your assaulter?** Non-romantic friends or acquaintances have become less-likely assaulters (from a high of 44% in 2016 to 30% in 2018), while casual dates/hookups (from a low of 16% in 2016 to 35% in 2018) and strangers (from 16% in 2015 to 27% in 2018) are becoming more likely assaulters.

How many times have you been assaulted?

Around half of survivors are assaulted once (ranging between 47-49% from 2015 to 2017; 56% in 2018).

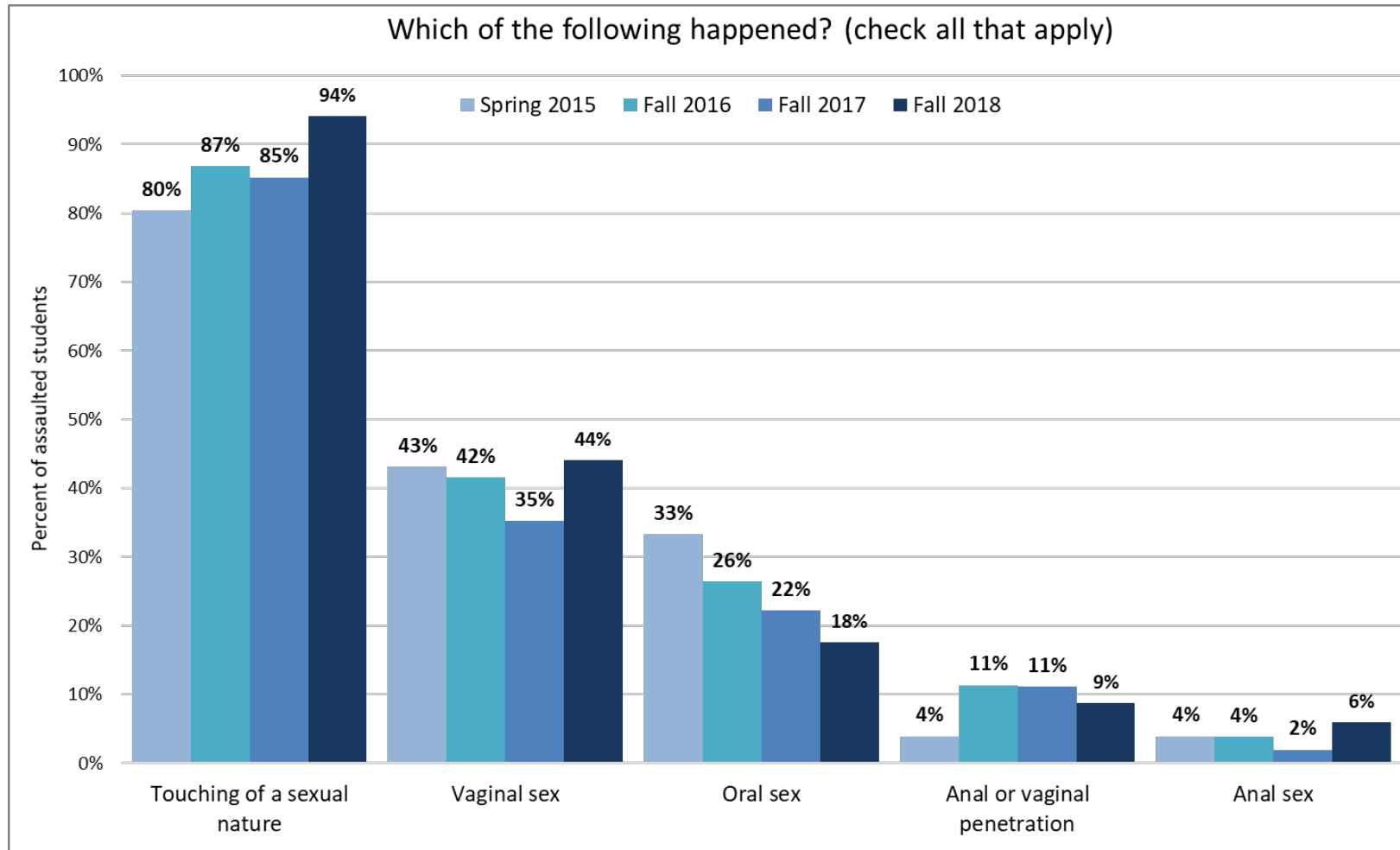
Over the last three years, the percent of survivors assaulted twice has slightly increased (from 26% in 2016 to 28% in 2017 to 29% in 2018). Fewer students are experiencing three or more sexual assaults.



Response options of '4' and 'more than 4' are combined into '4 or more'.

What was the nature of the assault?

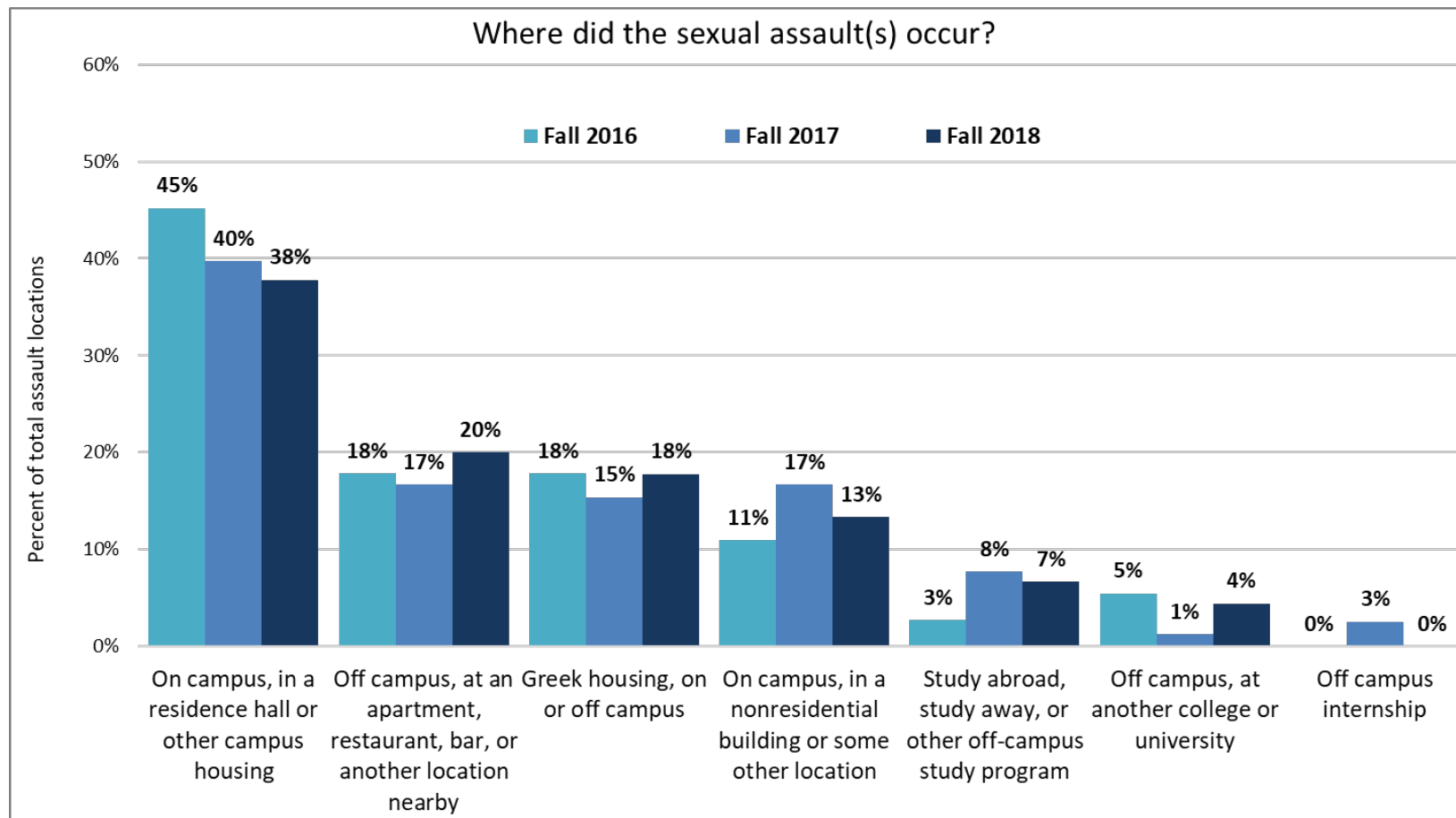
The majority of assaults continue to include 'touching of a sexual nature' (from 80% in 2015 to 94% in 2018).



Respondents could select multiple options. Percentages are out of total respondents.

Where did the assault occur?

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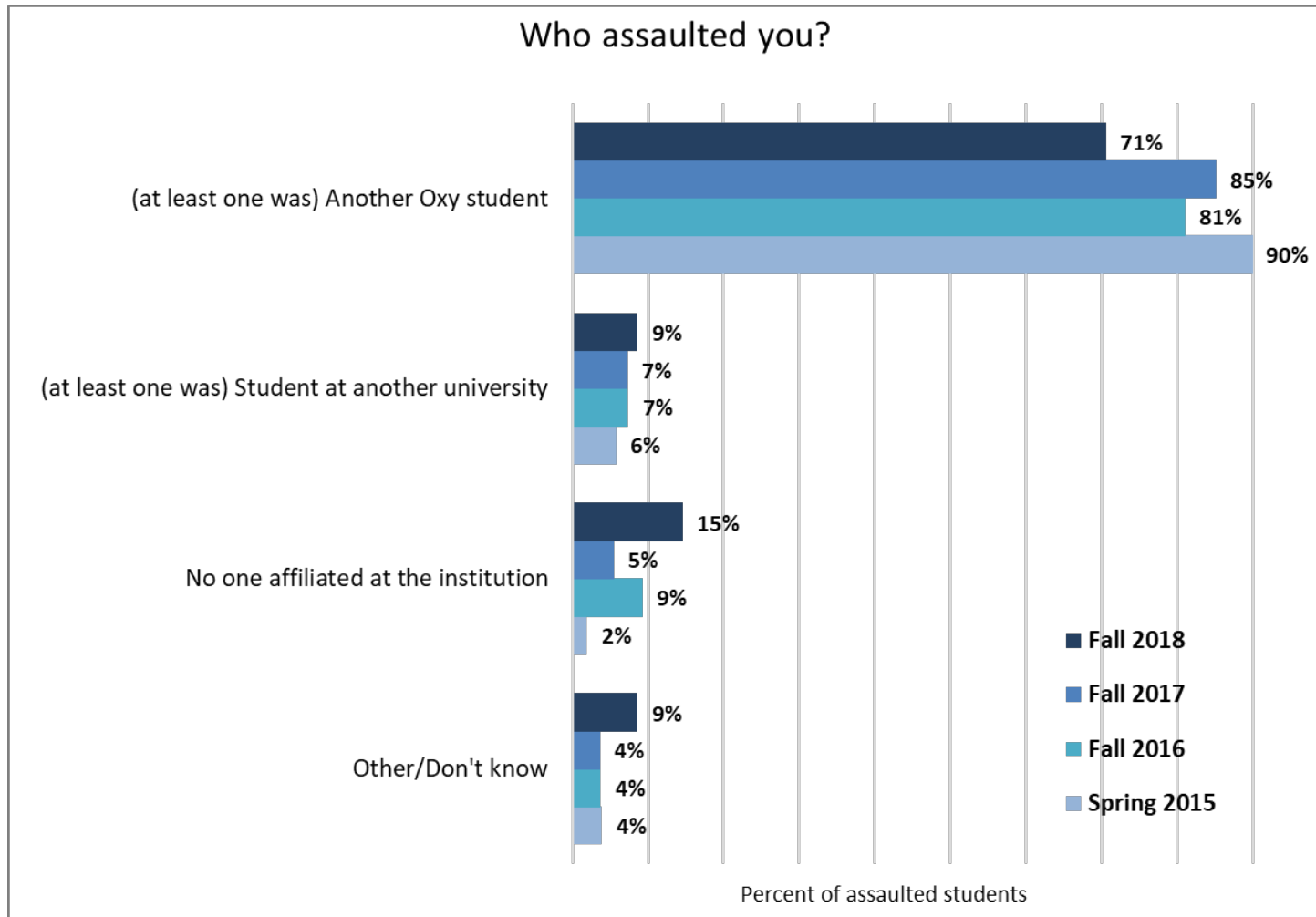


Percent of total assaults, not individual students. For students who have been assaulted more than one time, each assault location identified is included in the chart above. This differs from previous years' analyses (only one assault location was included). The information was collected differently on 2015 survey, making the comparison invalid.

"Off-campus" includes "off campus at an apartment...", "Study abroad...", "...at another college..." and "off campus internship".

Who was the assaulter(s)?

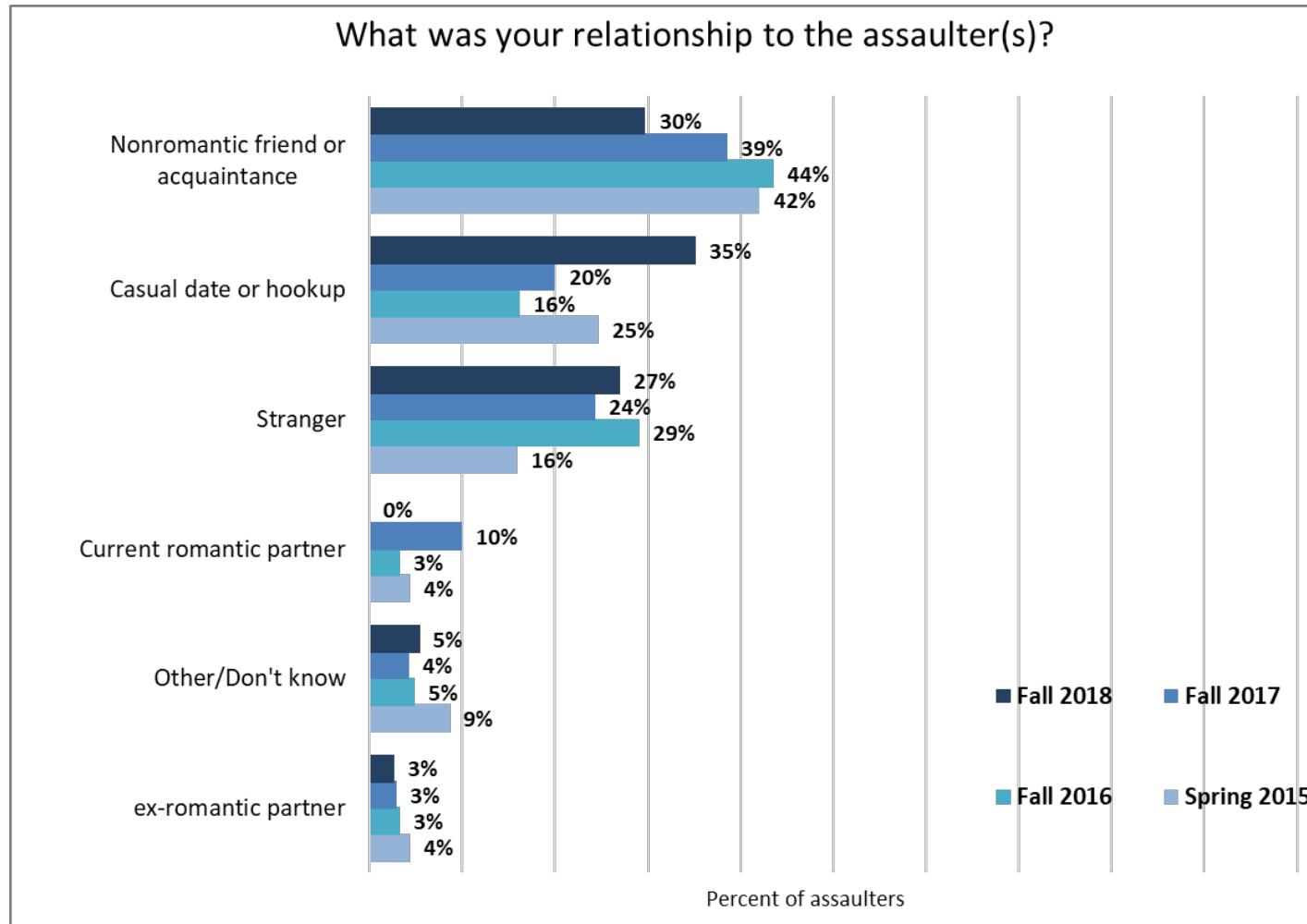
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Not all categories collected on the survey are shown, due to small numbers/percentages. Respondents could select multiple assaulters and multiple relationships, if they experienced multiple assaults. Not all assaults garnered multiple selections.

What was your relationship to your assaulter?

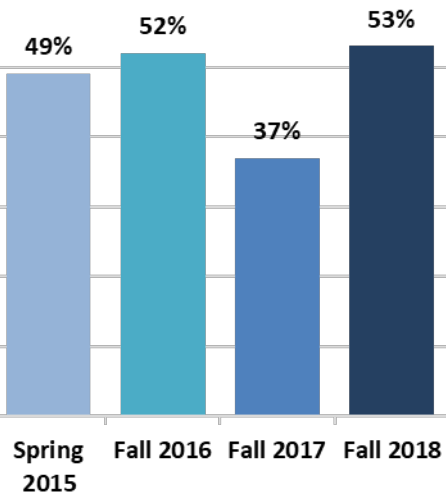
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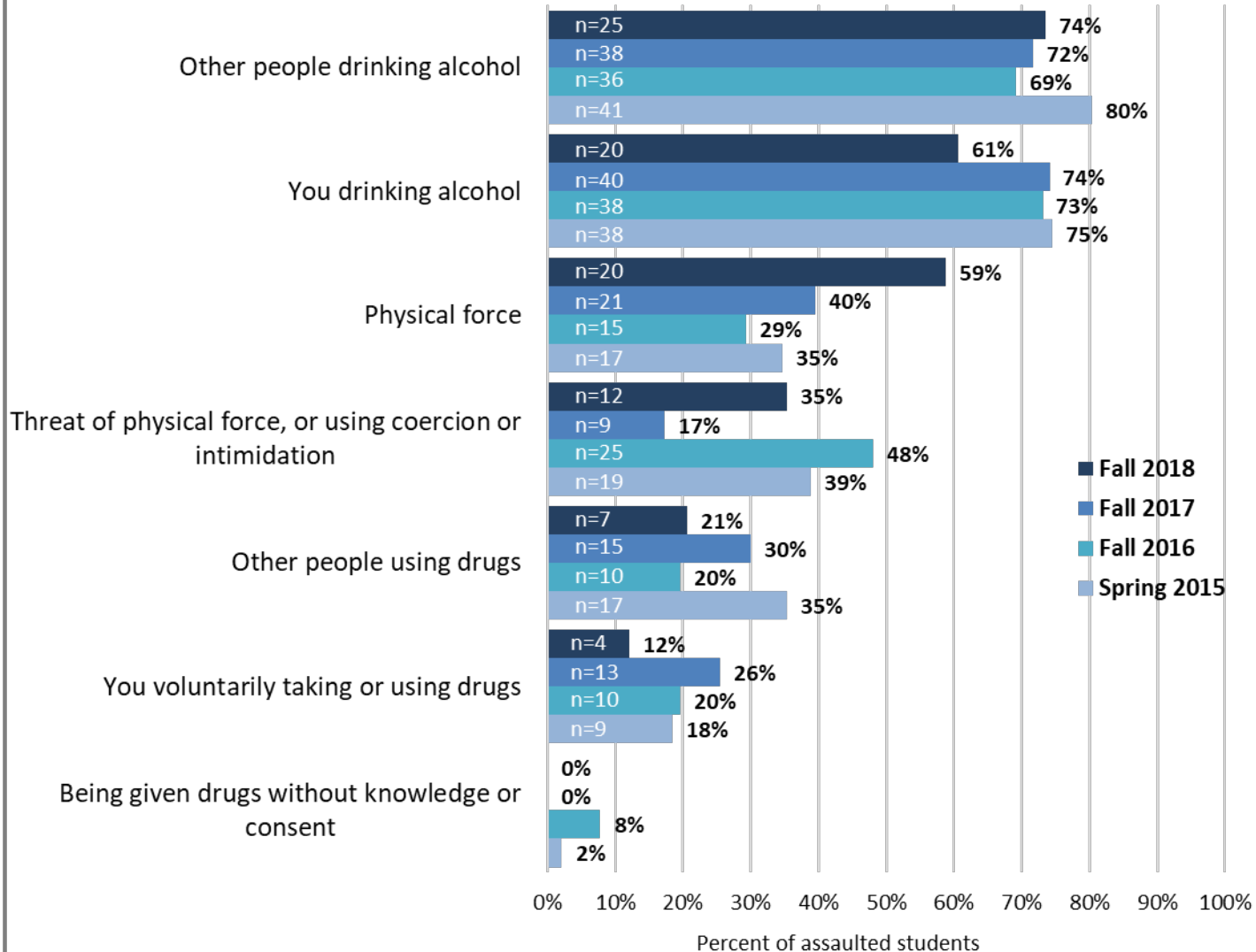
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What were the conditions of the assault?

Were you unable to provide consent or stop what was happening because you were incapacitated?
(Percent 'Yes')



Did the assault involve...

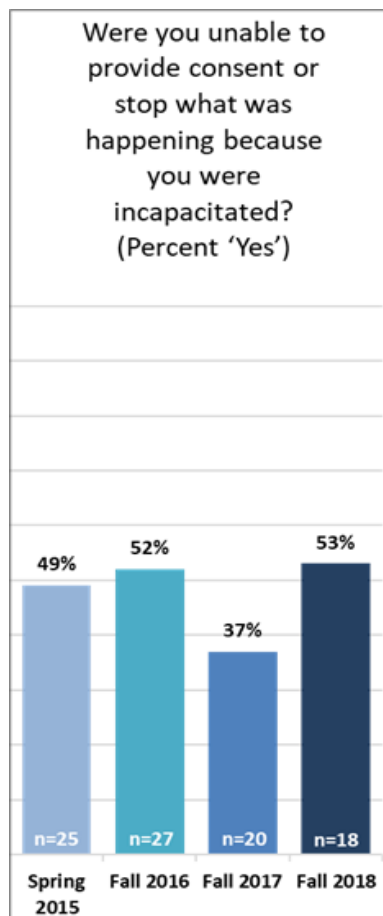


Respondents could select multiple categories, and likely did if they were assaulted more than one time.

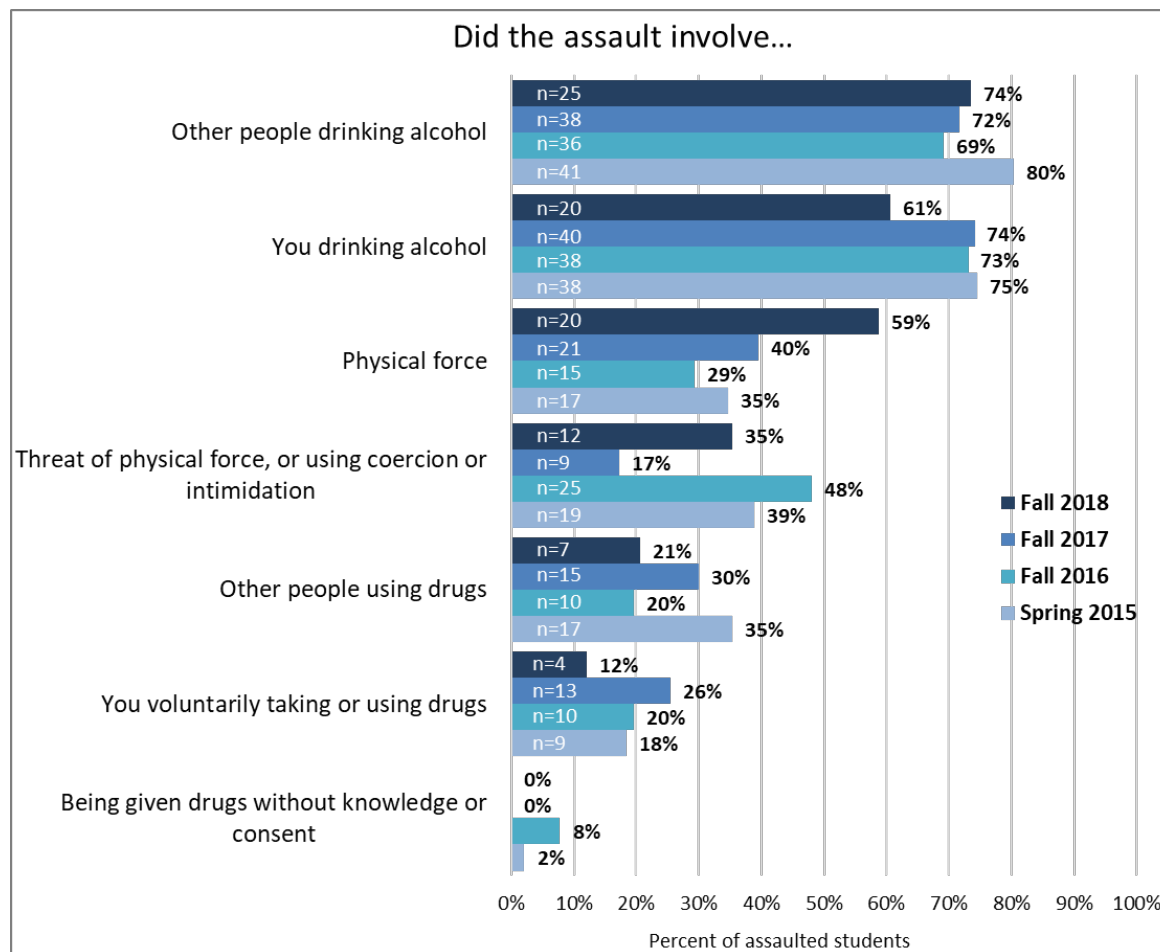
About half of survivors say they were incapacitated in some way and unable to provide consent or stop what was happening. (49% in 2015; 52% in 2016; 37% in 2017; 53% in 2018)

Assaults involving physical force have increased since 2016. (29% in 2016; 40% in 2017; 59% in 2018).

The survivor's use of alcohol or drugs was substantially lower in 2018 than prior years. (75% in 2015; 73% in 2016; 74% in 2017; 61% in 2018)

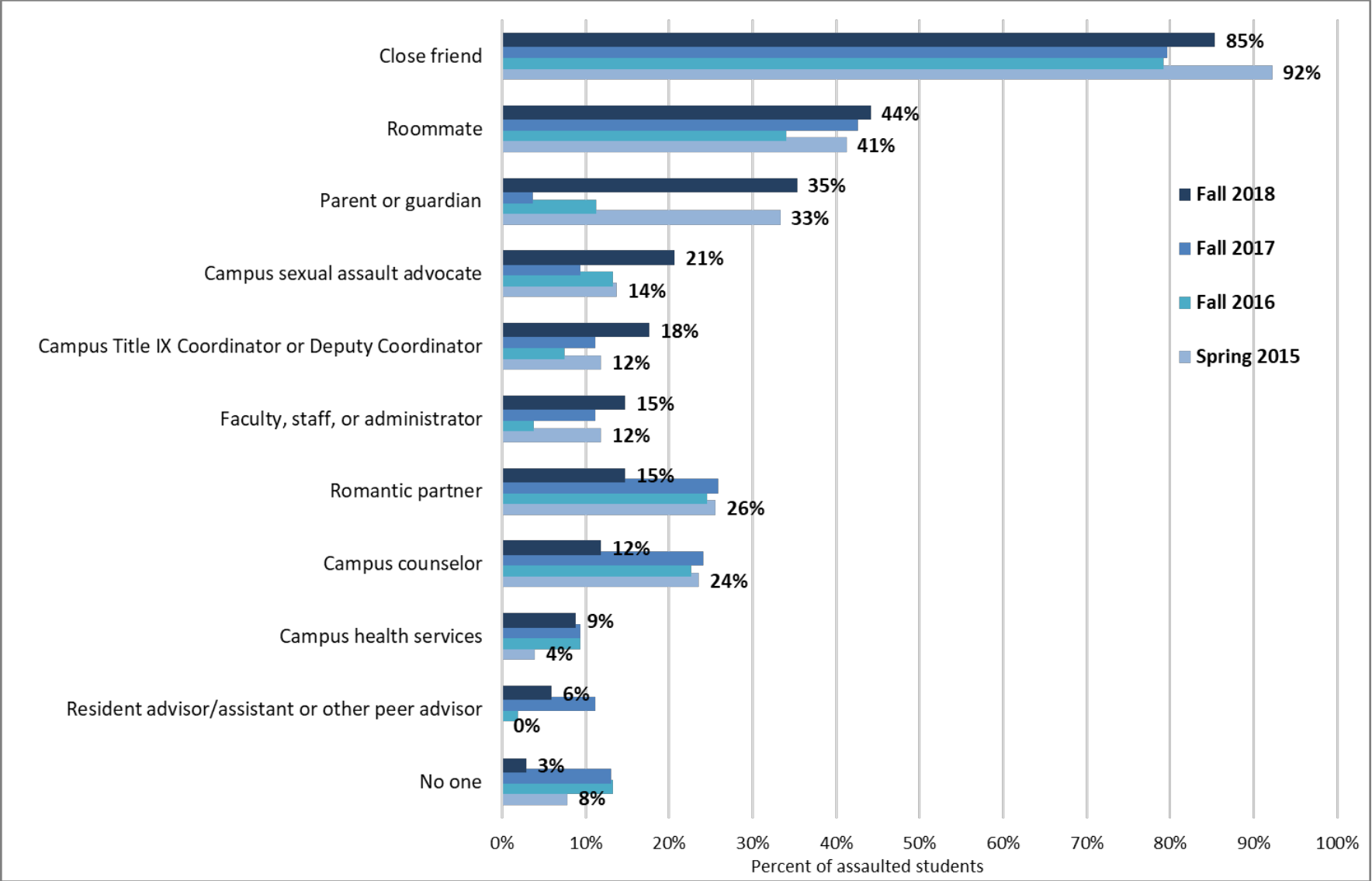


From the survey, examples of 'incapacitated' = passed out, drugged, drunk, asleep



Respondents could select multiple categories. Not all categories offered in the survey are shown.

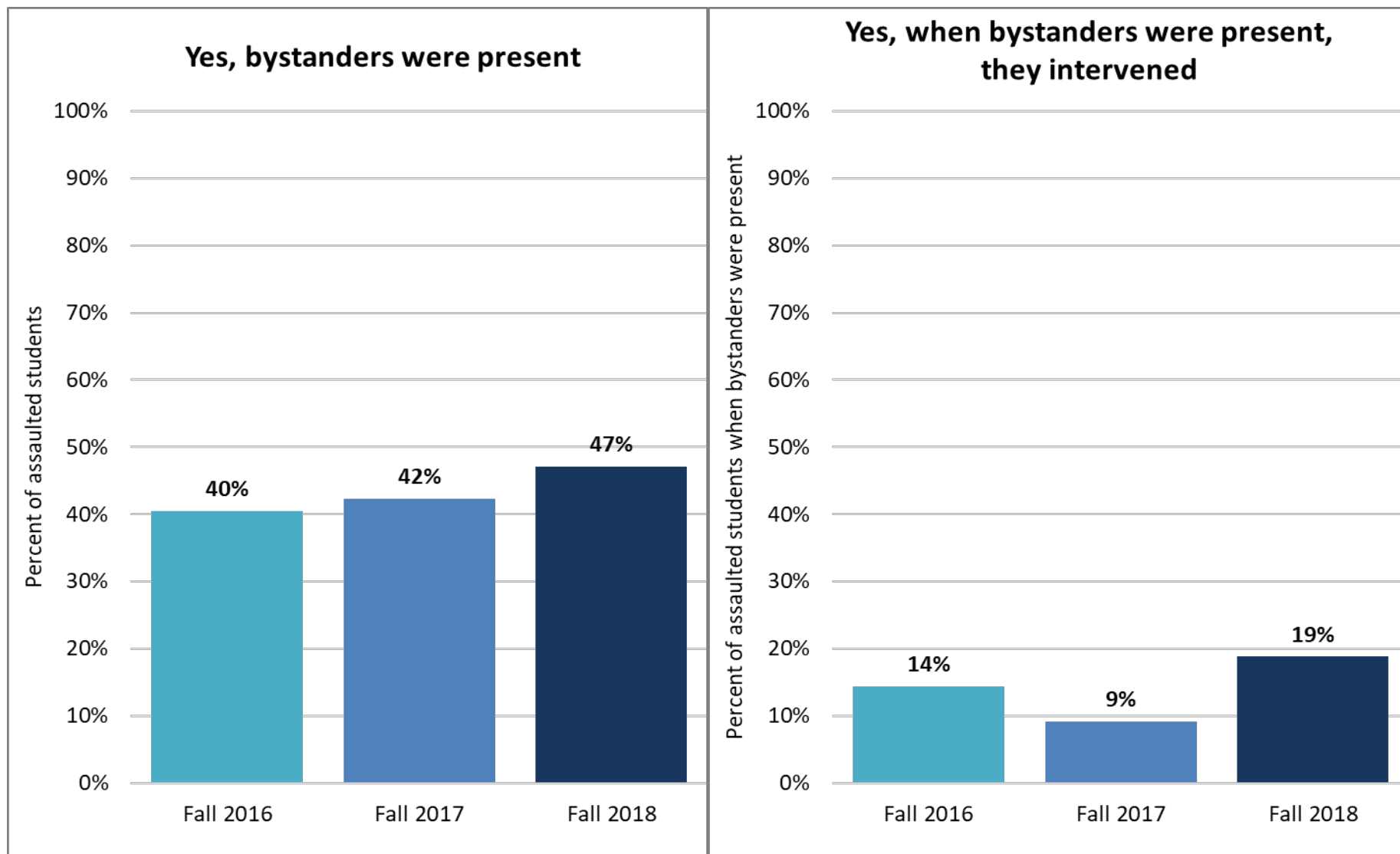
Whom did you tell about the sexual assault?



Respondents could select multiple categories. Not all survey options are shown due to no or low response. Not shown: campus pastor, minister, rabbi, or other clergy; Faculty, staff, or administrator from another institution; Local police; campus security/safety/police; resident advisor/assistant or other peer advisor; other family member; private counselor; local or national sexual assault hotline; "Other".

Were there bystanders when you were sexually assaulted and did they intervene?

Bystanders were present in less than half of disclosed assaults. Less than one in five bystanders intervened.

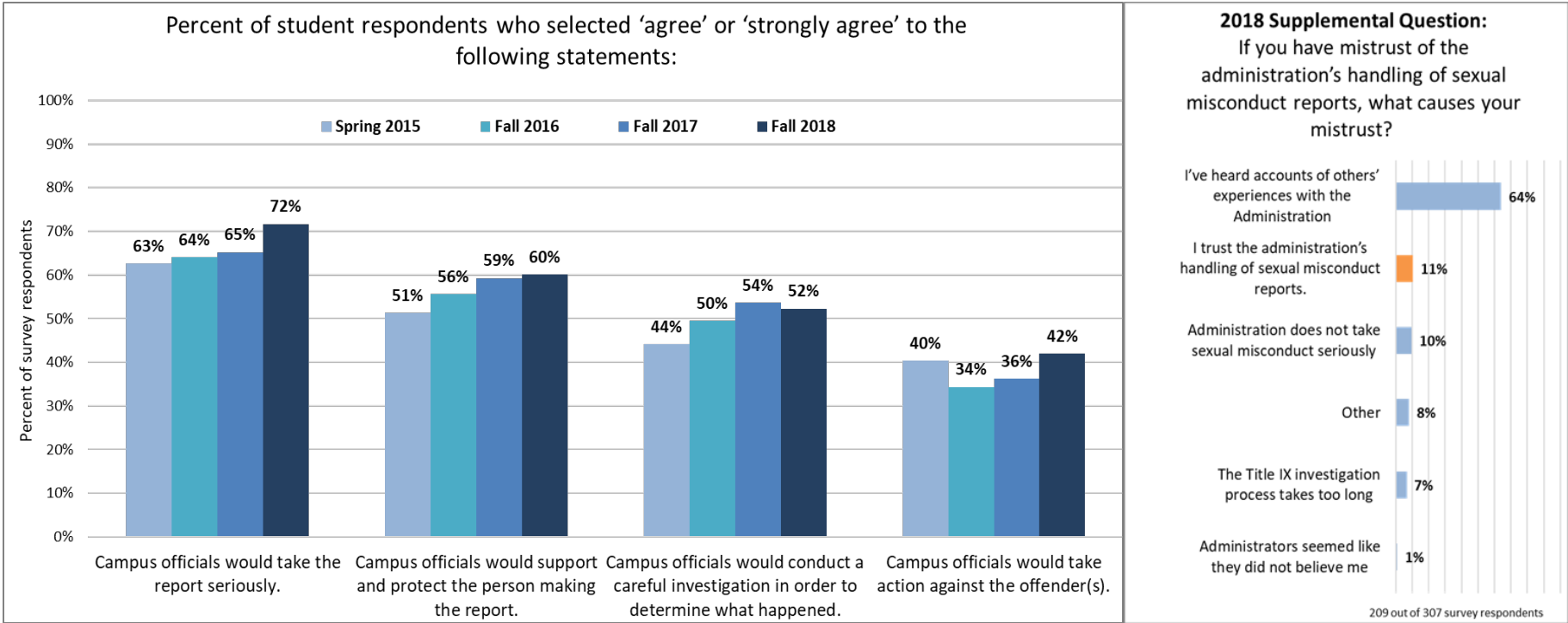


Student Survey: Perceptions

Trust in campus officials' response to and handling of sexual assault cases remains an issue, primarily due to hearing about the experiences of others.

While there have been some gains in trust in campus officials (e.g. 72% think campus officials would take the report seriously):

- Only around half of students agree that campus officials would conduct a careful investigation to determine what happened.
- Less than half of students agree that campus officials would take action against the offender.
- Mistrust is caused primarily from hearing accounts of others' experiences.

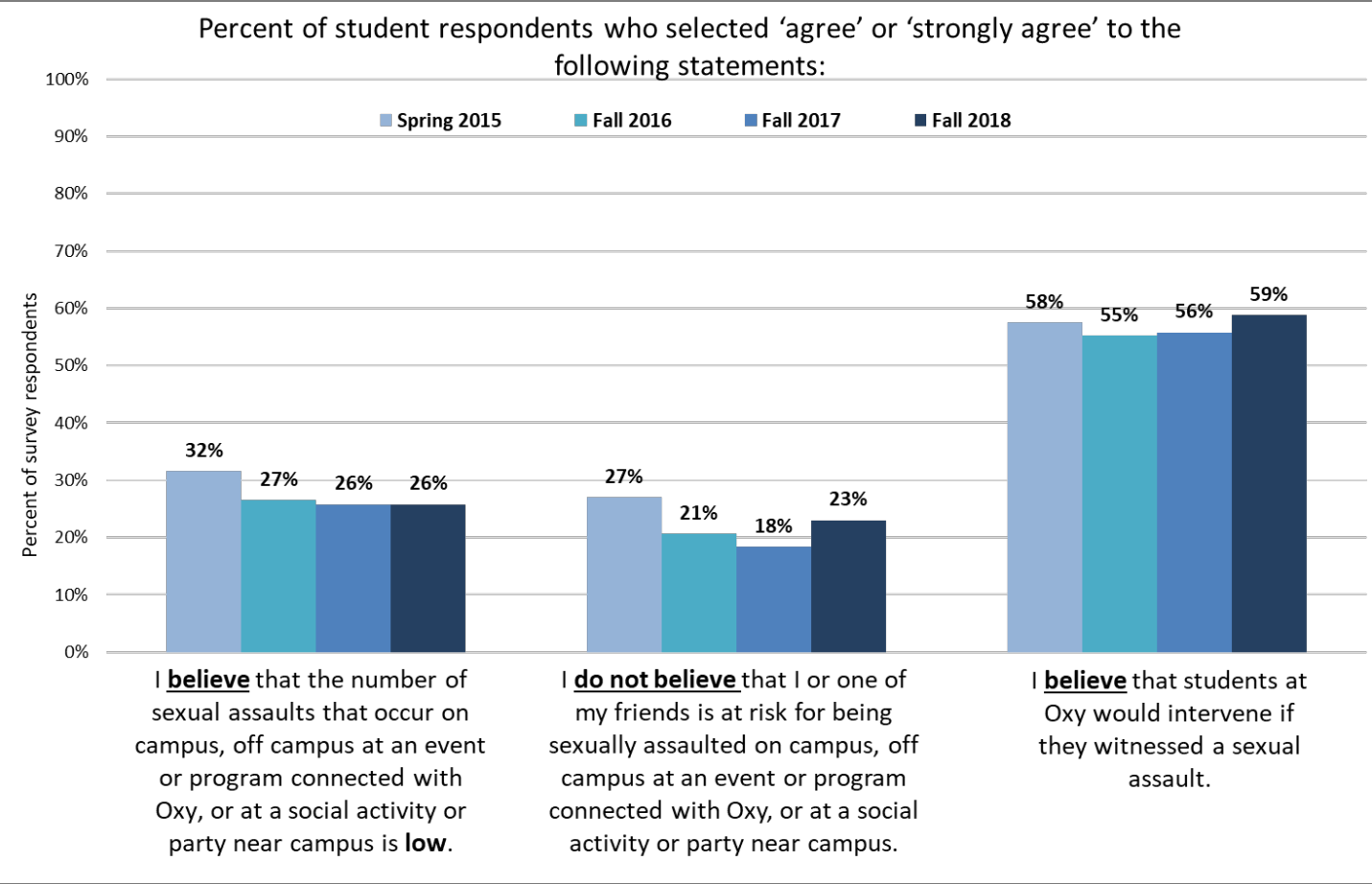


Responses collected on a 5-point scale. 1 = strongly disagree; 5 = strongly agree. Percentages are out of total respondents: 2015: 631-634; 2016:545-549; 2017: 417-418; 2018: 306-307

About 25% of students believe the number of sexual assaults (on campus, at an off-campus Oxy event or program, or social activity/party near campus) is low.

About 2 out of 10 do not feel they or a friend are at risk for being sexually assaulted.

Only 6 out of 10 believe that Oxy students would intervene if they witnessed a sexual assault.



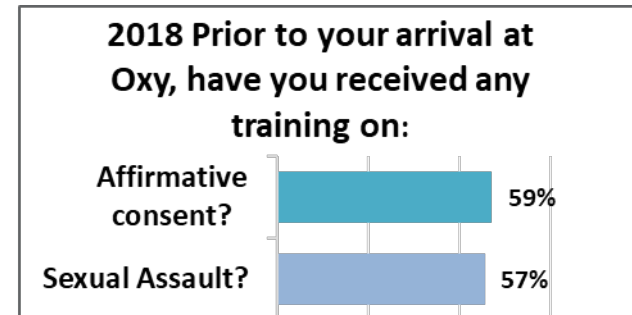
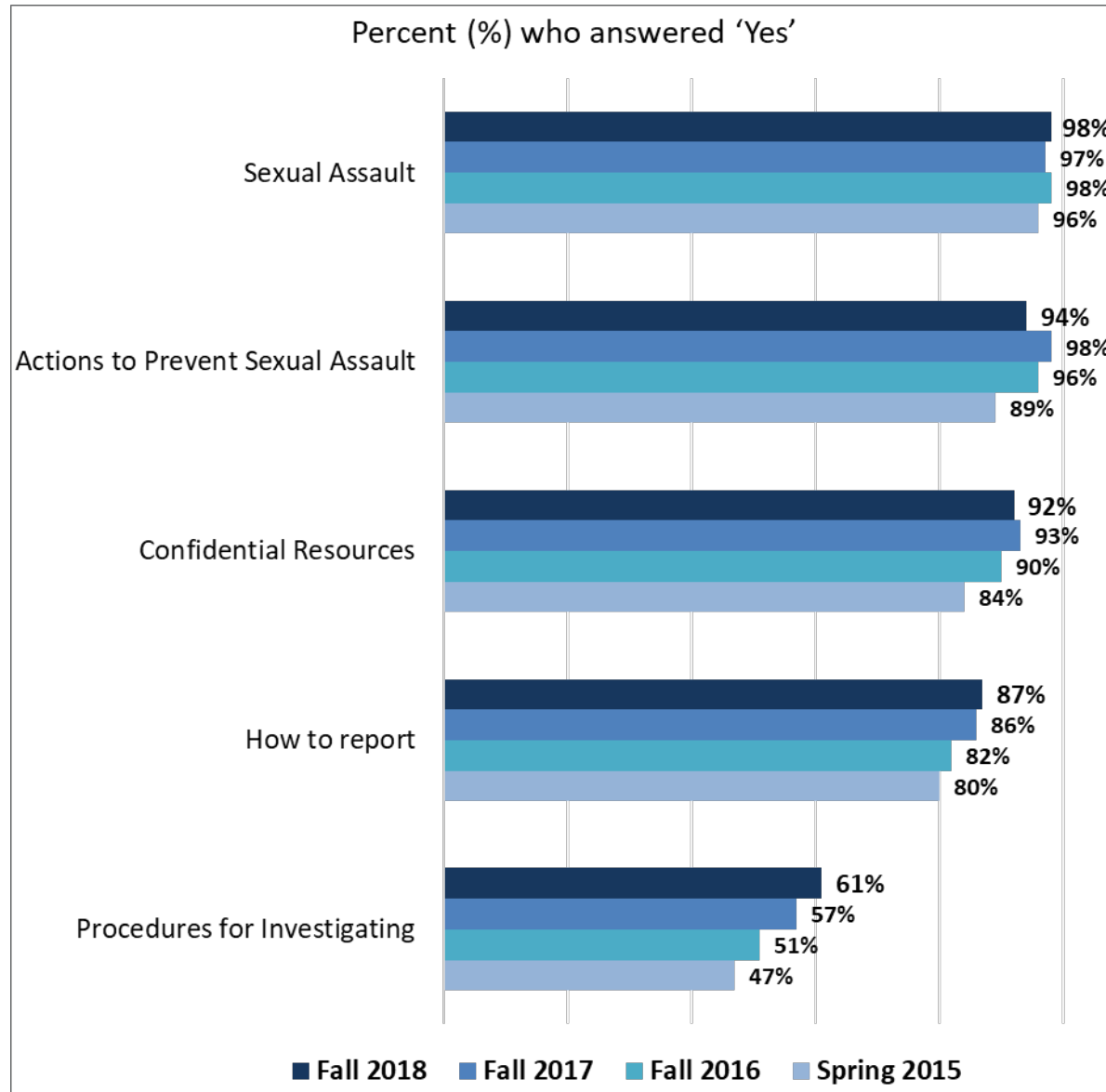
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2015: 633; 2016: 549; 2017: 418; 2018: 306

Student Survey: Education

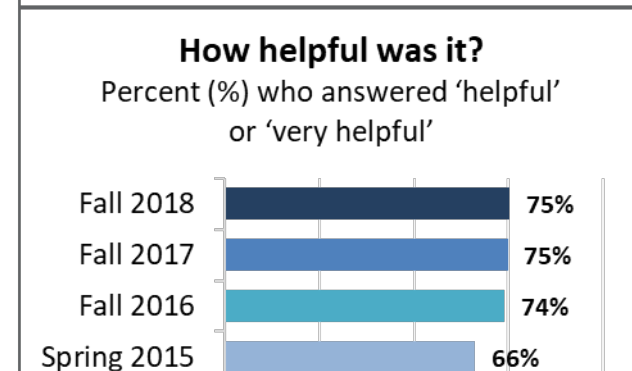
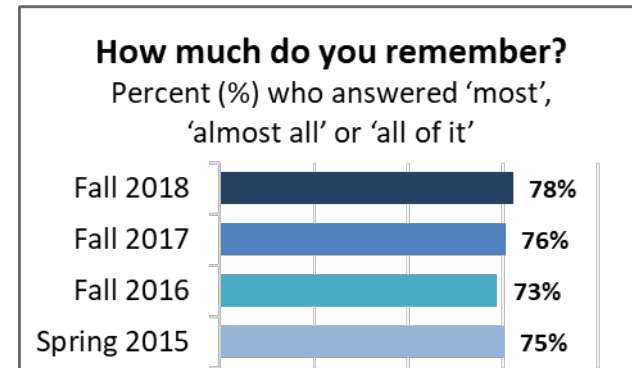
Though there has been improvement, about one-third of students are still not receiving information or education related to College procedures for investigating sexual assault.

- The percent of students who responded ‘yes’ to receiving information or education on College procedures for investigating sexual assaults has risen from 47% to 61%.
 - While this information is a part of all Title IX presentations, we need to find better ways to make the information “stick” in the same way information about actions to prevent sexual assaults is sticking.
- Greater than 90% of students are receiving information about sexual assault, actions to prevent assault, and confidential resources.
- We are making progress on getting information to students on how to report, with responses of ‘yes’ rising from 80% to 87%.
- Three-quarters (75%) of students have consistently said the information they received was helpful and they remember most, almost all, or all of it.

Have you received information or education about:



Of those who received information or education at Oxy:

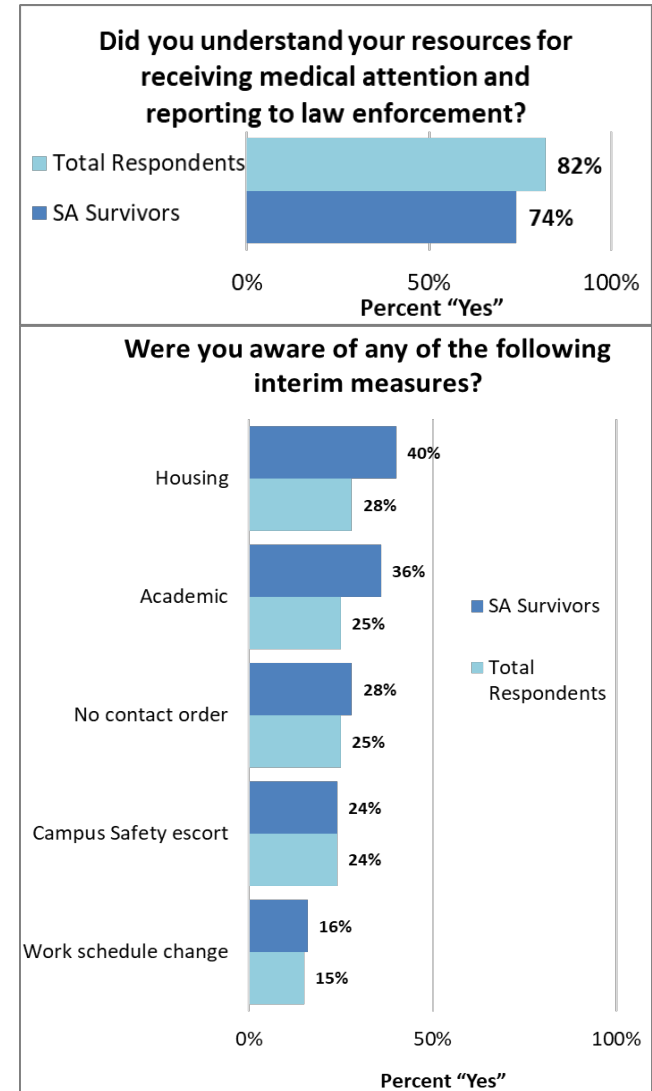


The 'how much do you remember' and 'how helpful was it' charts include ONLY those who answered "yes" to at least one of the categories in the "have you received information..." question.

Few survivors, and fewer students overall, are aware of resources available to them during the investigative process.

- The majority of students understand the resources for medical attention and reporting to law enforcement.
- Few students are aware of supportive measures available to them.
- Going forward, education efforts need to include focus on supportive measures and how to access them.

These items were added to the 2018 survey as supplemental questions.

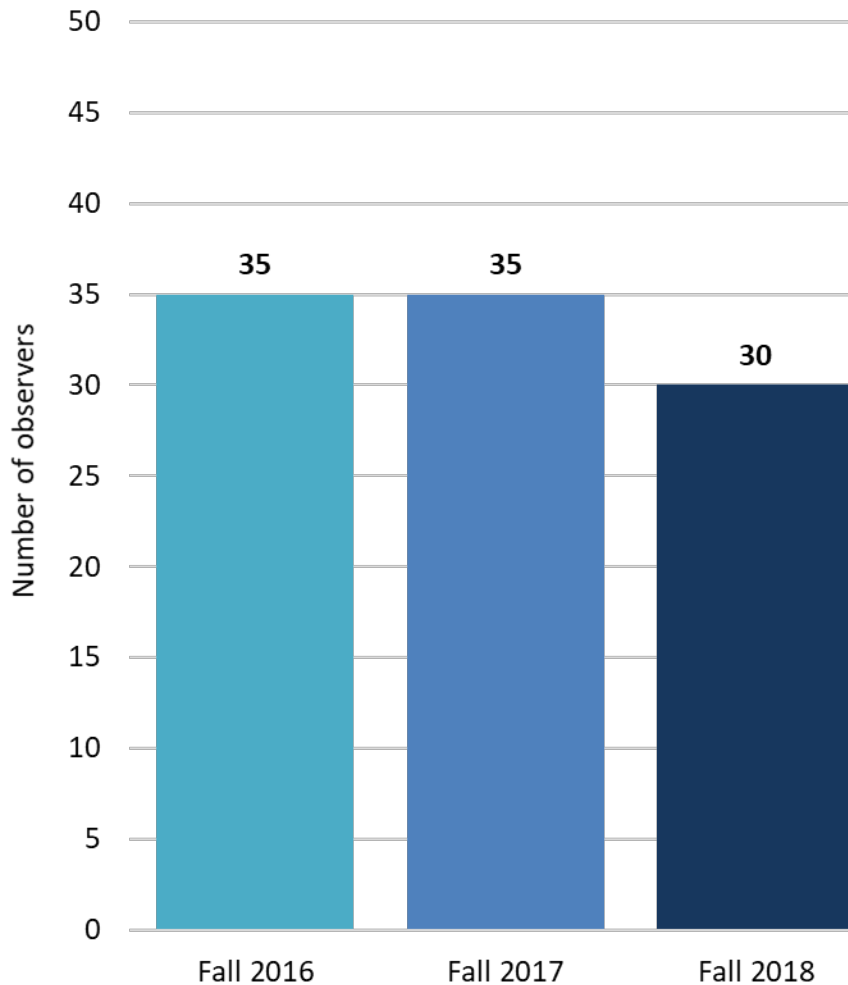


Percent is based on students to whom these questions were applicable (those who did NOT select 'not applicable'). n = 102-129

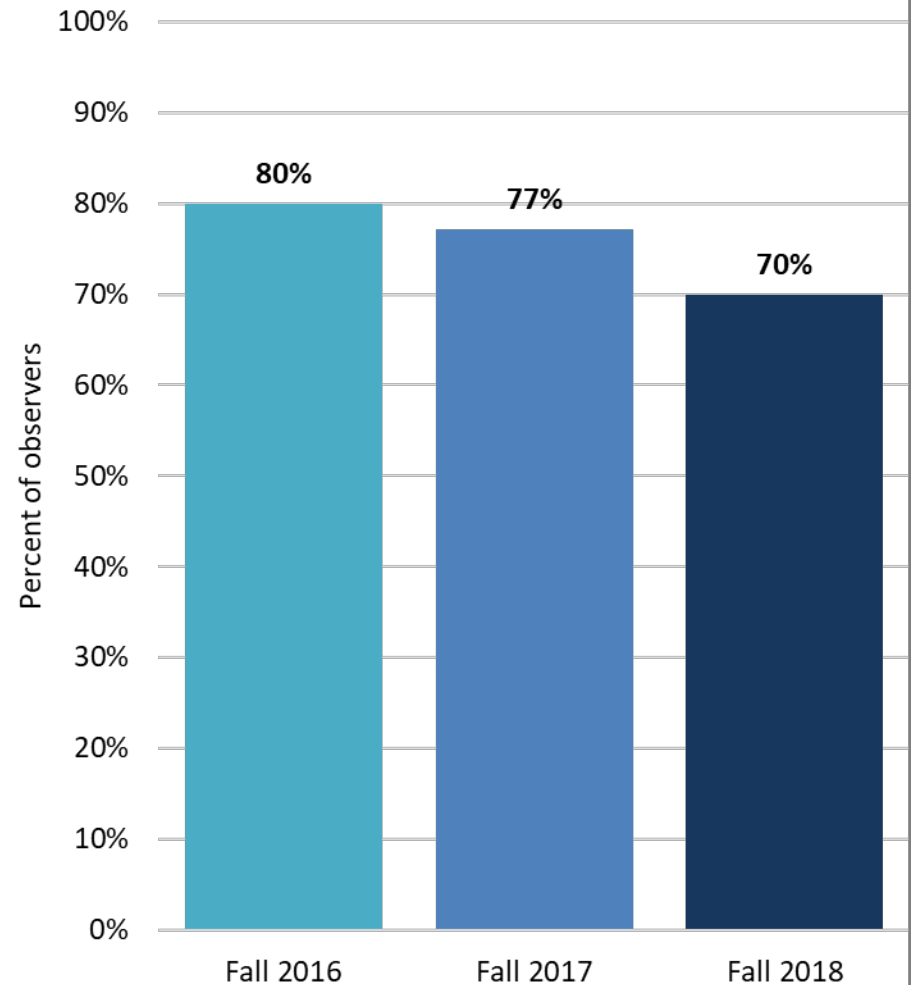
Student Survey: Bystanders – Observers of Sexual Assault

Have you observed a sexual assault and did you intervene?

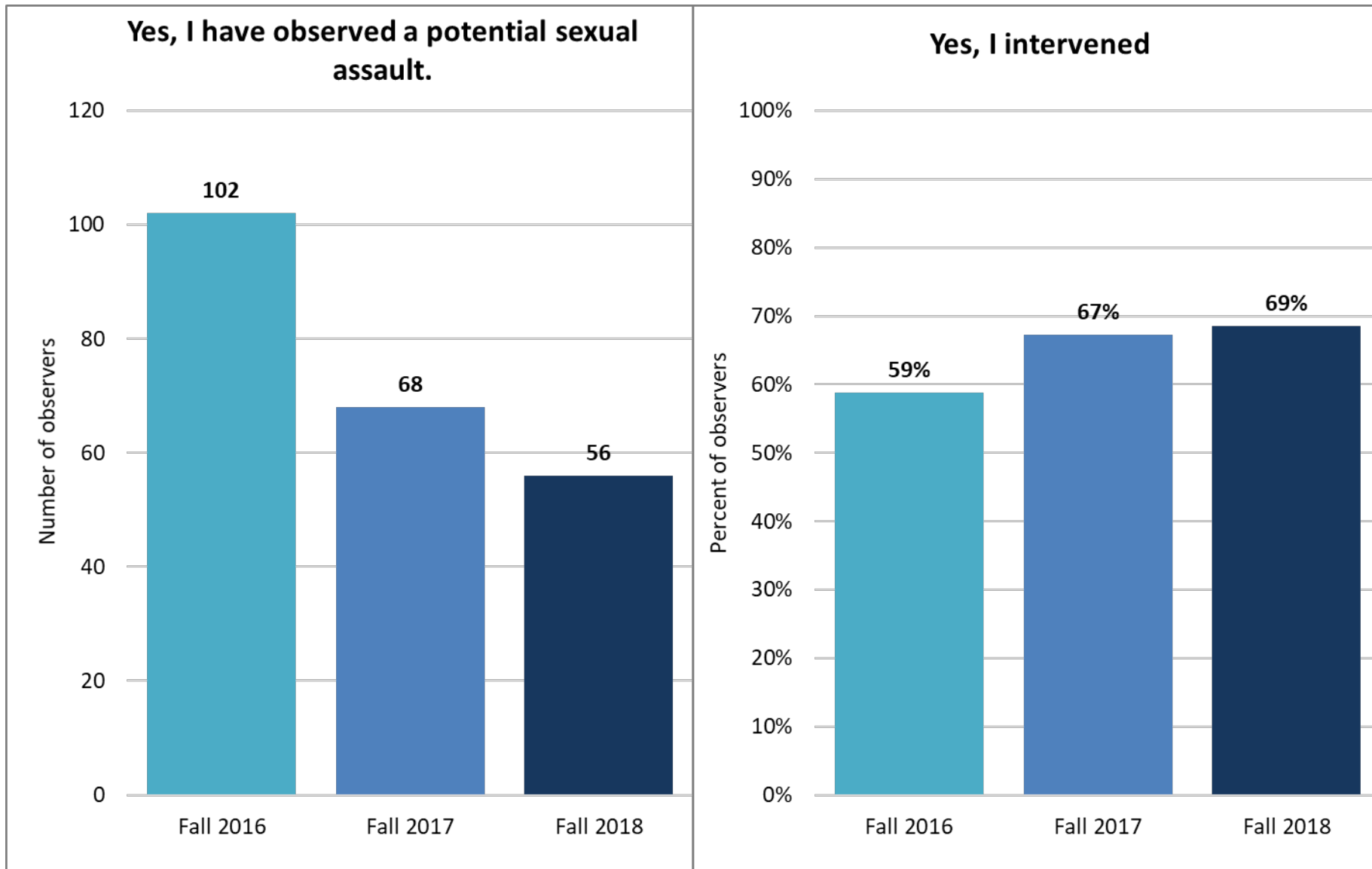
Yes, I have observed a sexual assault.



Yes, I intervened



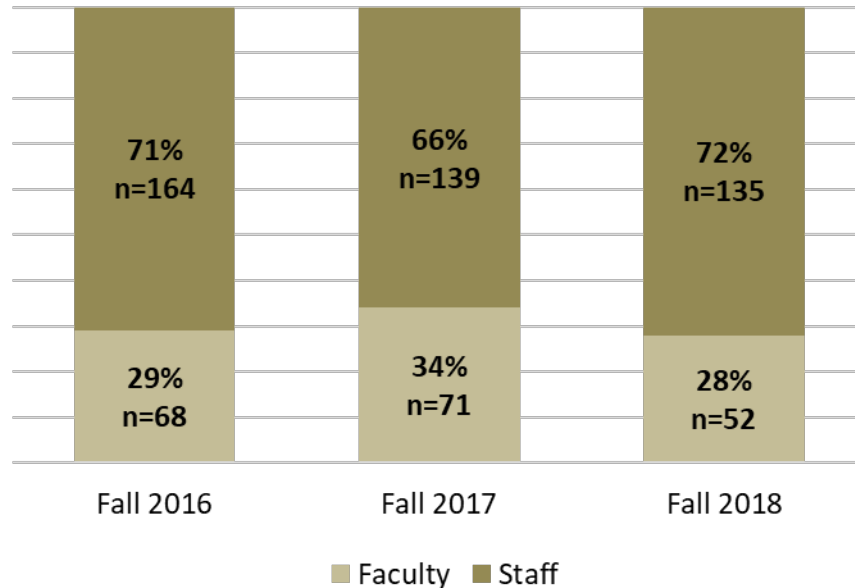
Have you observed a situation that could have led to sexual assault and did you intervene?



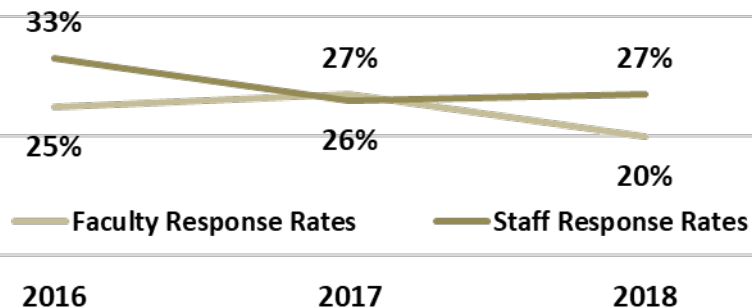
Faculty/Staff Survey

Survey Responses

Role Distribution



Response Rates by Role



Faculty/Staff

Total Respondents

Response Rate

Fall 2016	234	30%
Fall 2017	217	28%
Fall 2018	189	25%

Faculty Response Rates

Total Respondents

Total Faculty

Response Rate

2016	68	276	25%
2017	71	264	27%
2018	52	254	20%

Staff Response Rates

Total Respondents

Total Staff

Response Rate

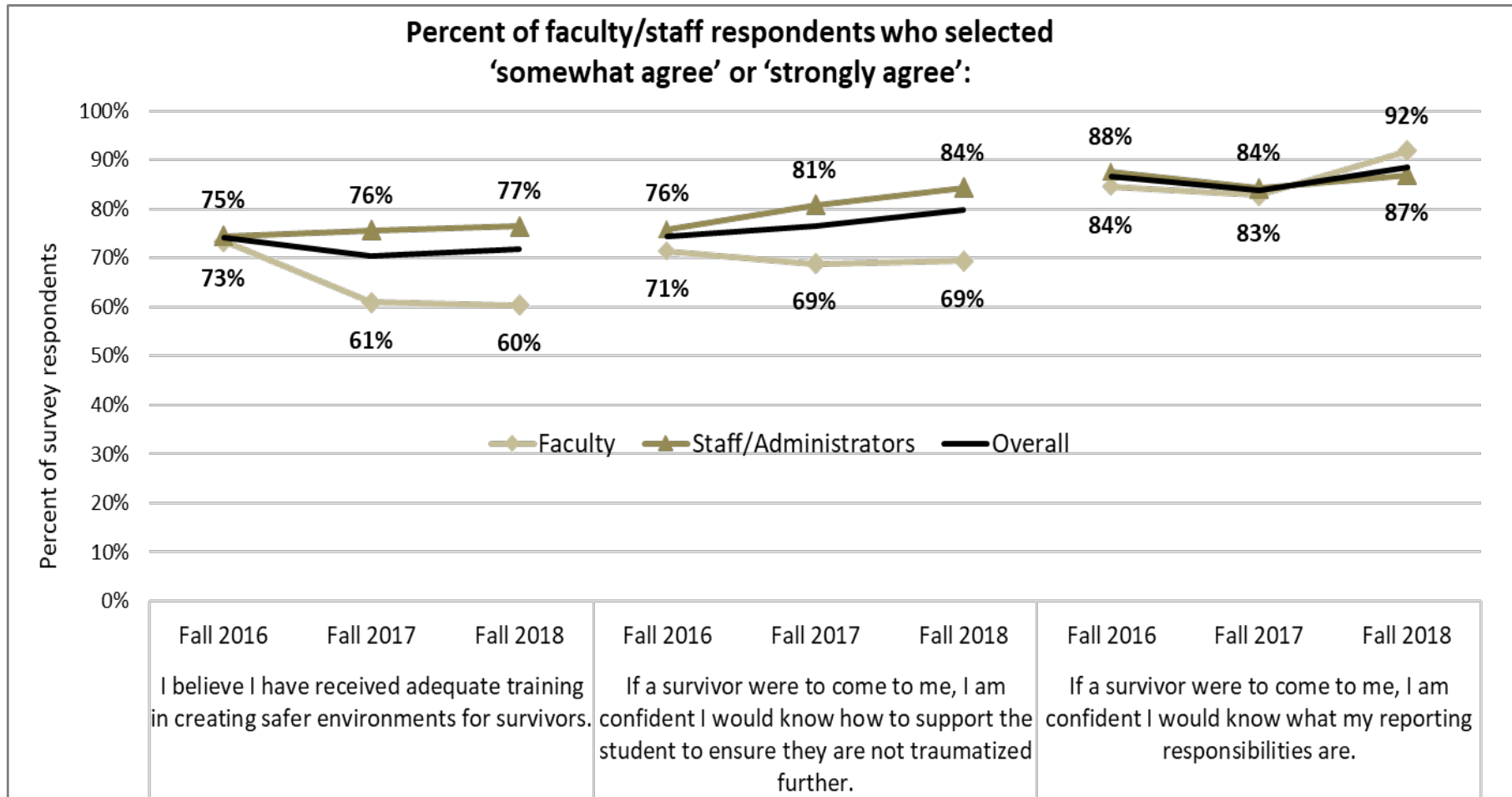
2016	164	492	33%
2017	139	525	26%
2018	135	505	27%

Respondents who did not select a role: 2016 = 2; 2017 = 7; 2018 = 2

Faculty/Staff Survey: Education and Perception

Faculty do not feel as adequately trained as staff in creating safer environments and helping survivors, but are confident in their reporting responsibilities.

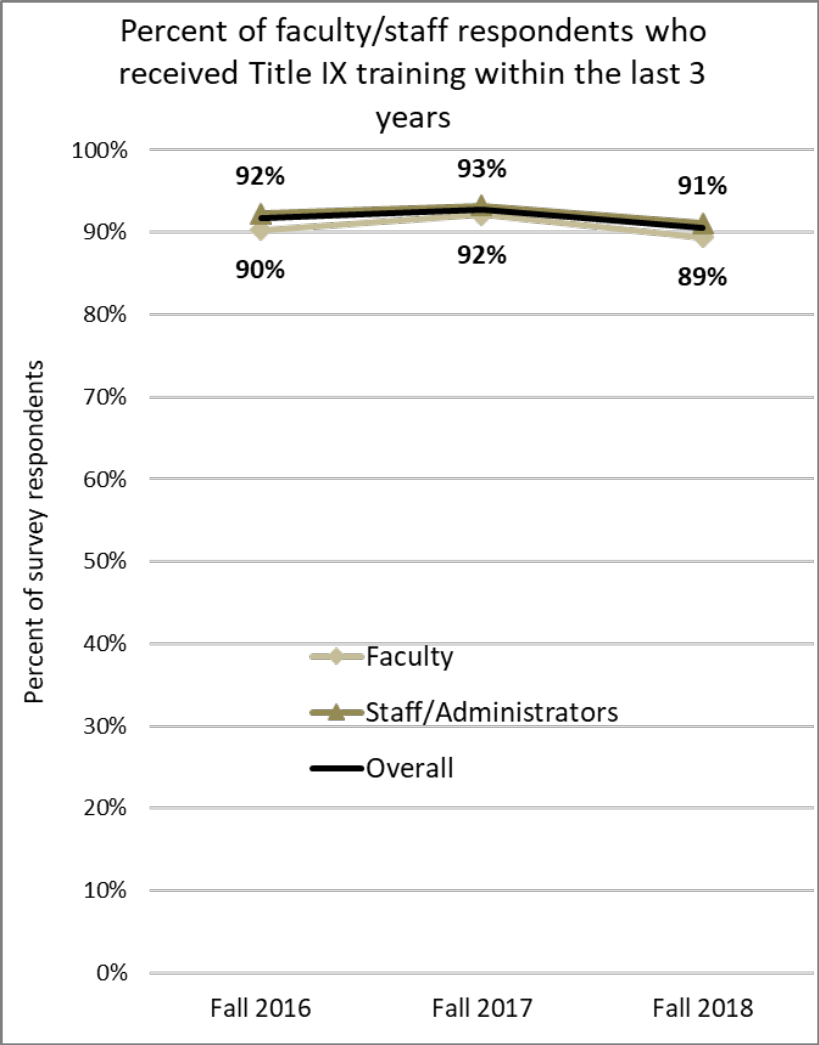
Integrating more information on creating safer environments and supporting survivors is a priority.



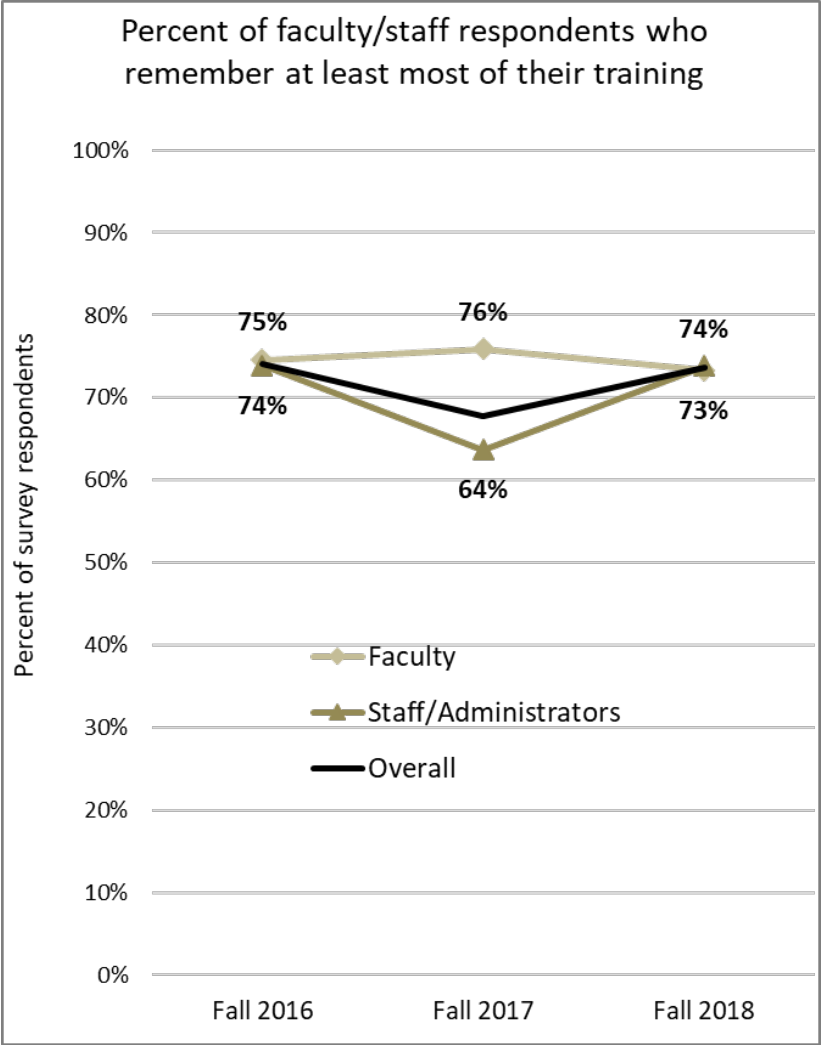
Responses collected on a 5-point scale. 1 = strongly disagree; 5 = strongly agree

Title IX training and information retention

Consistently, 90% of faculty and staff have received Title IX training within the past 3 years.



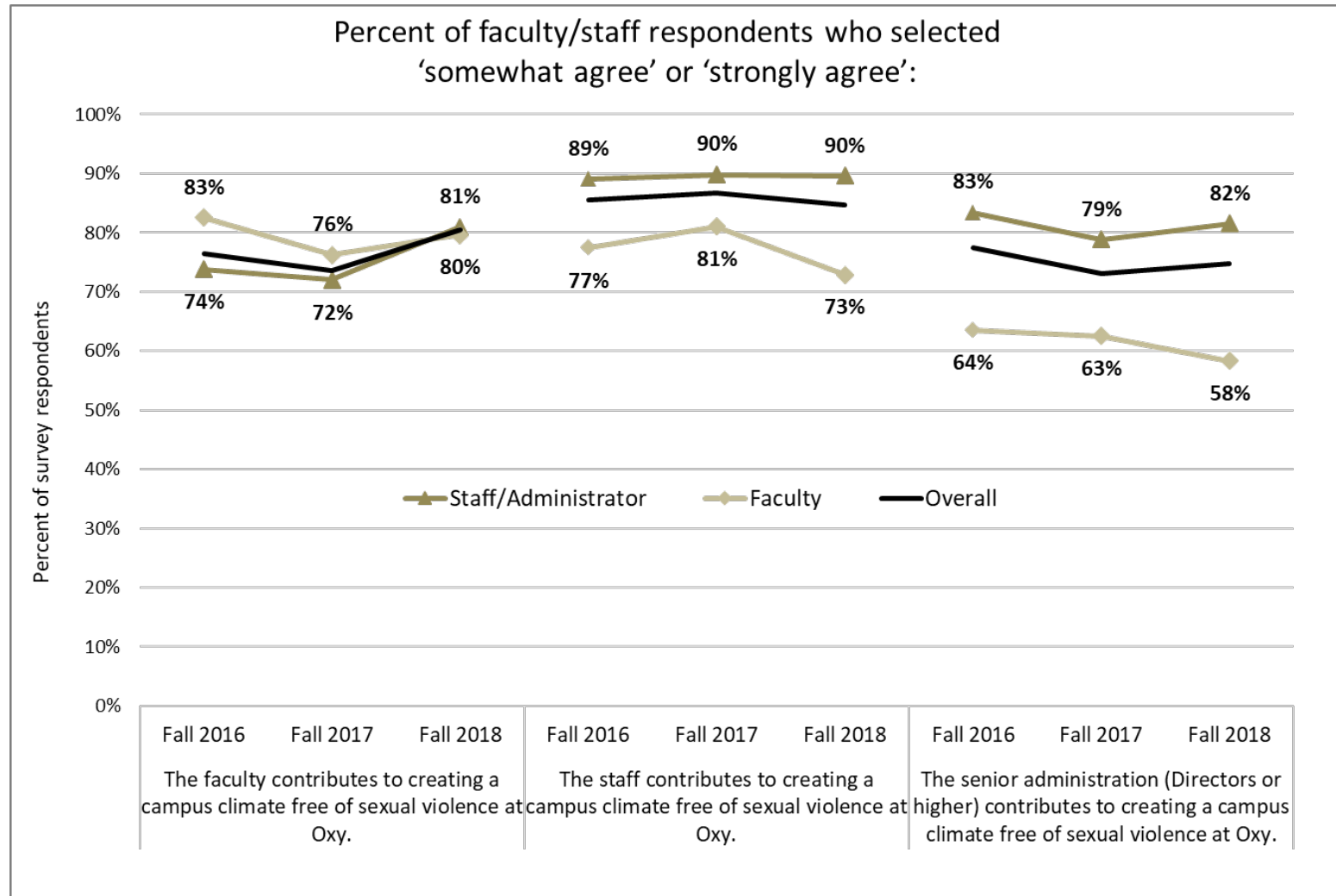
About three-quarters (75%) report that they remember most or all of it.



Responses collected as 'a year ago', '2 years ago', '3 years ago' or 'unsure'

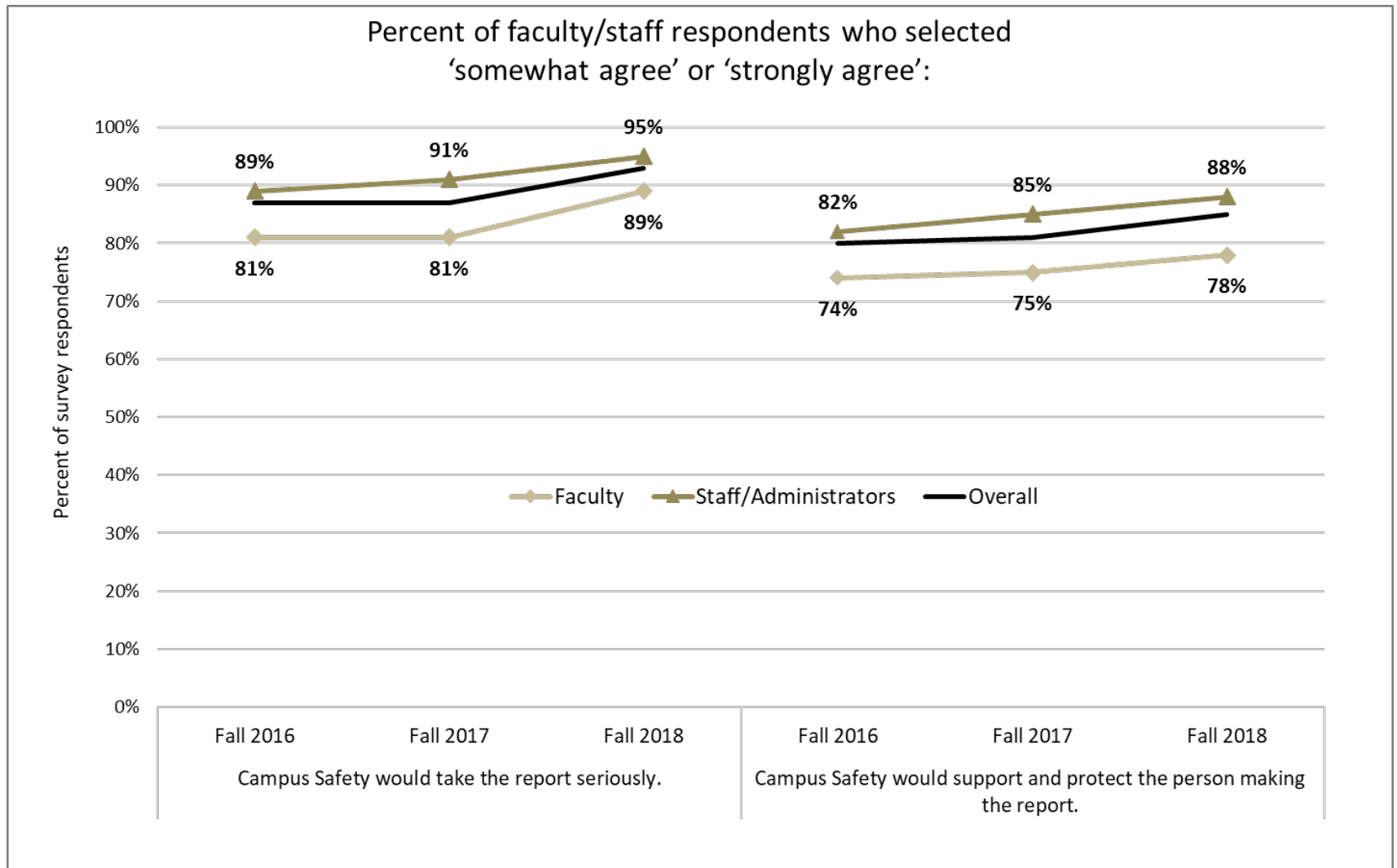
Responses collected on a 4-point scale. 1 = very little or none of it ; 4 = almost all or all of it

Faculty and staff agree that faculty contribute to a campus climate free of sexual violence, but diverge substantially concerning the contribution of staff and administrators.



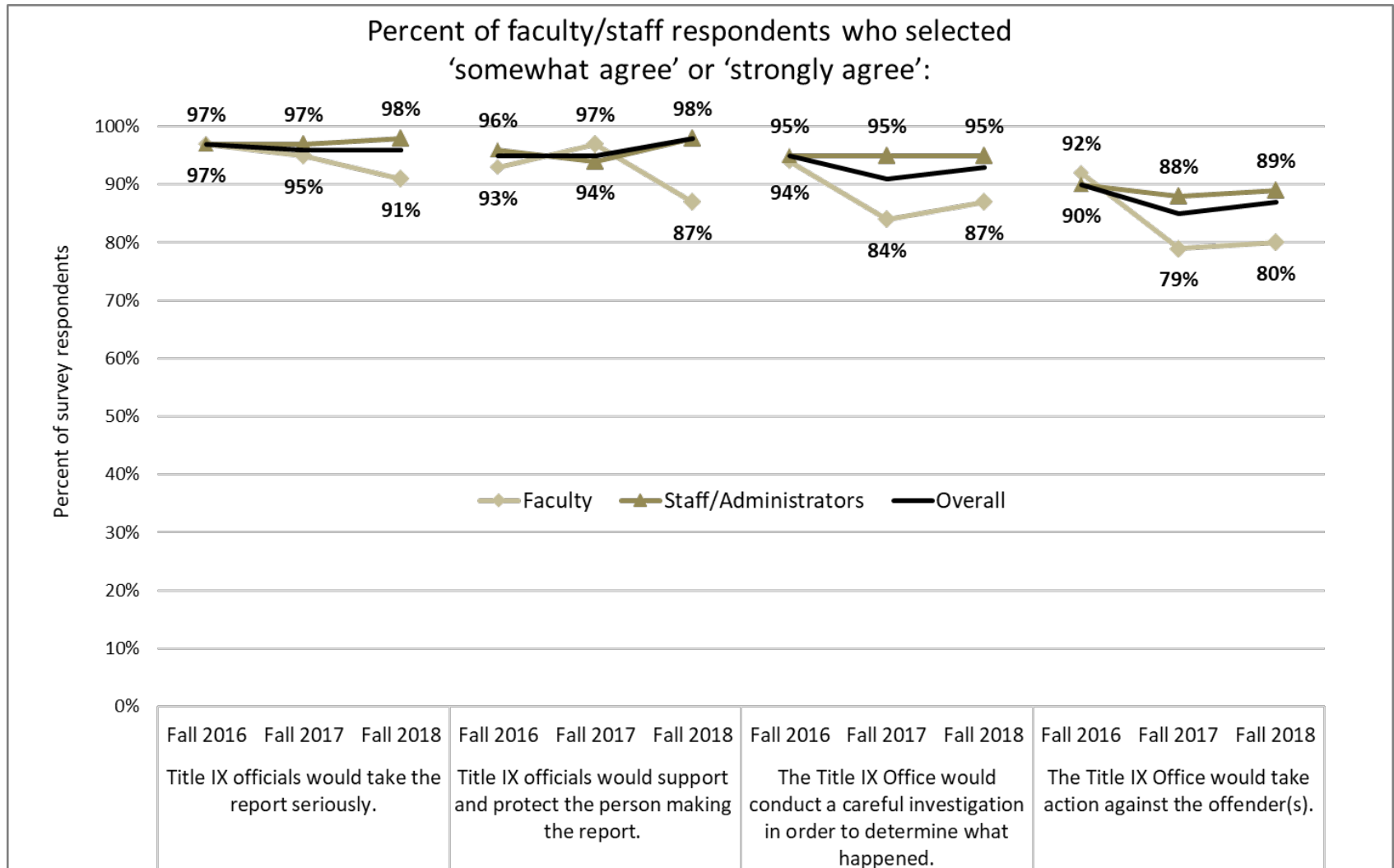
Responses collected on a 5-point scale. 1 = strongly disagree; 5 = strongly agree

Confidence in Campus Safety is increasing; faculty confidence remains lower than staff confidence.



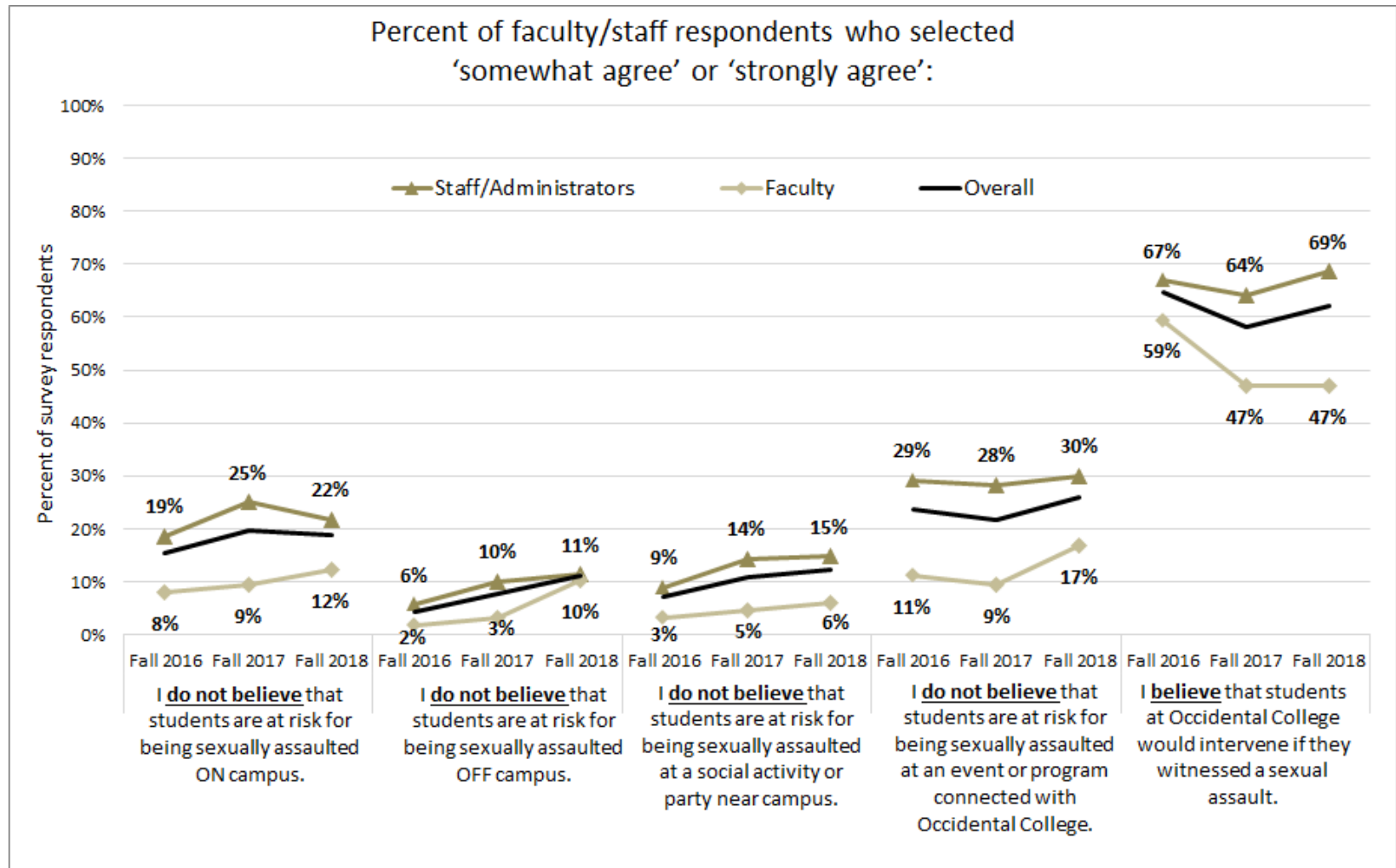
Responses collected on a 5-point scale. 1 = strongly disagree; 5 = strongly agree

Staff confidence in the Title IX office remains very high, with faculty confidence just below. Recently, faculty confidence in investigations and action against the offender has dipped.



Responses collected on a 5-point scale. 1 = strongly disagree; 5 = strongly agree

Compared to faculty, a higher percentage of staff do not believe students are at risk of sexual assault, and do believe that students would intervene if they witnessed an assault.

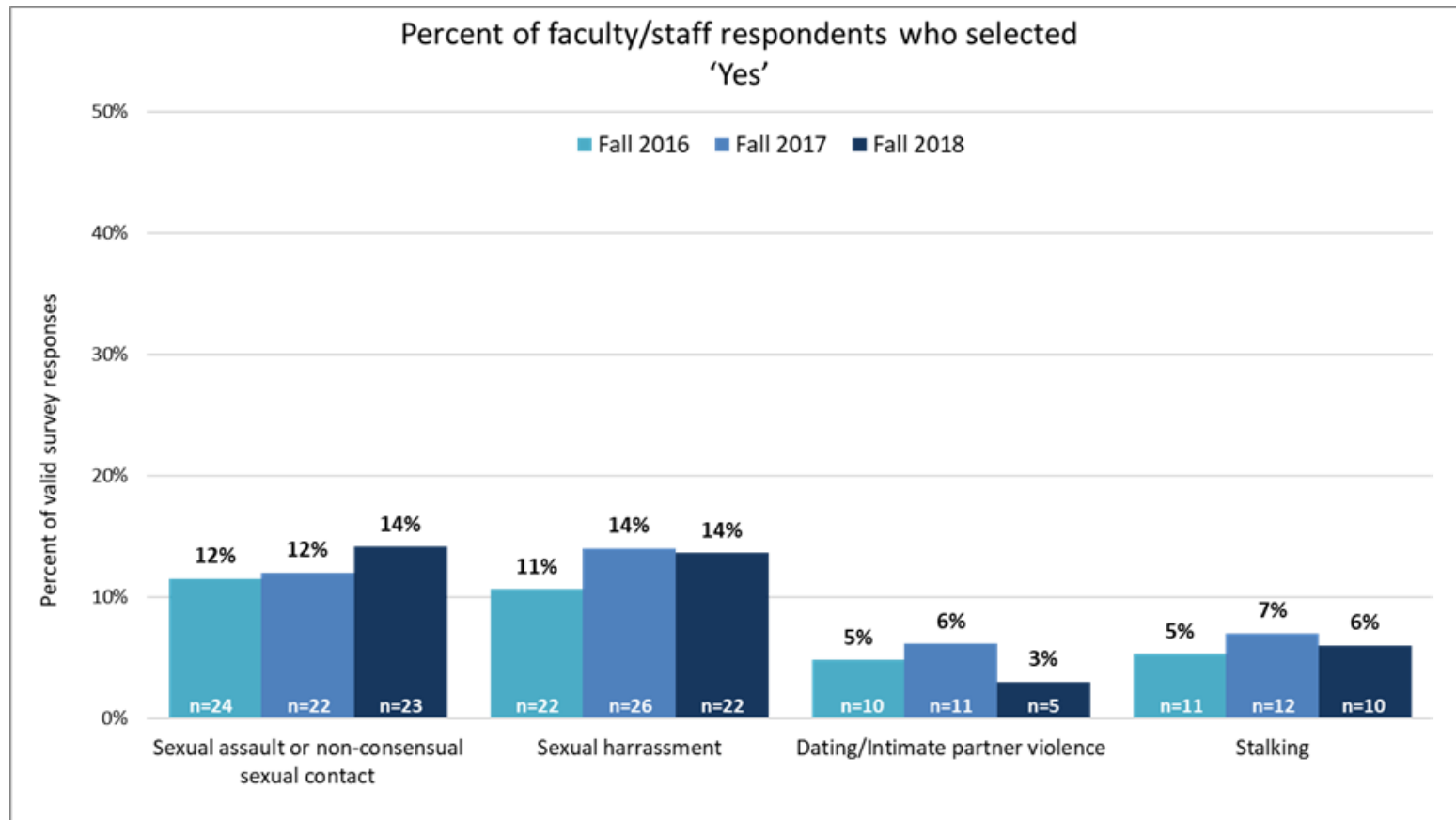


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Faculty/Staff Survey: Student and Personal Experiences

The percent of faculty and staff who have reported instances of sexual assault or harassment has slightly increased over 3 years.

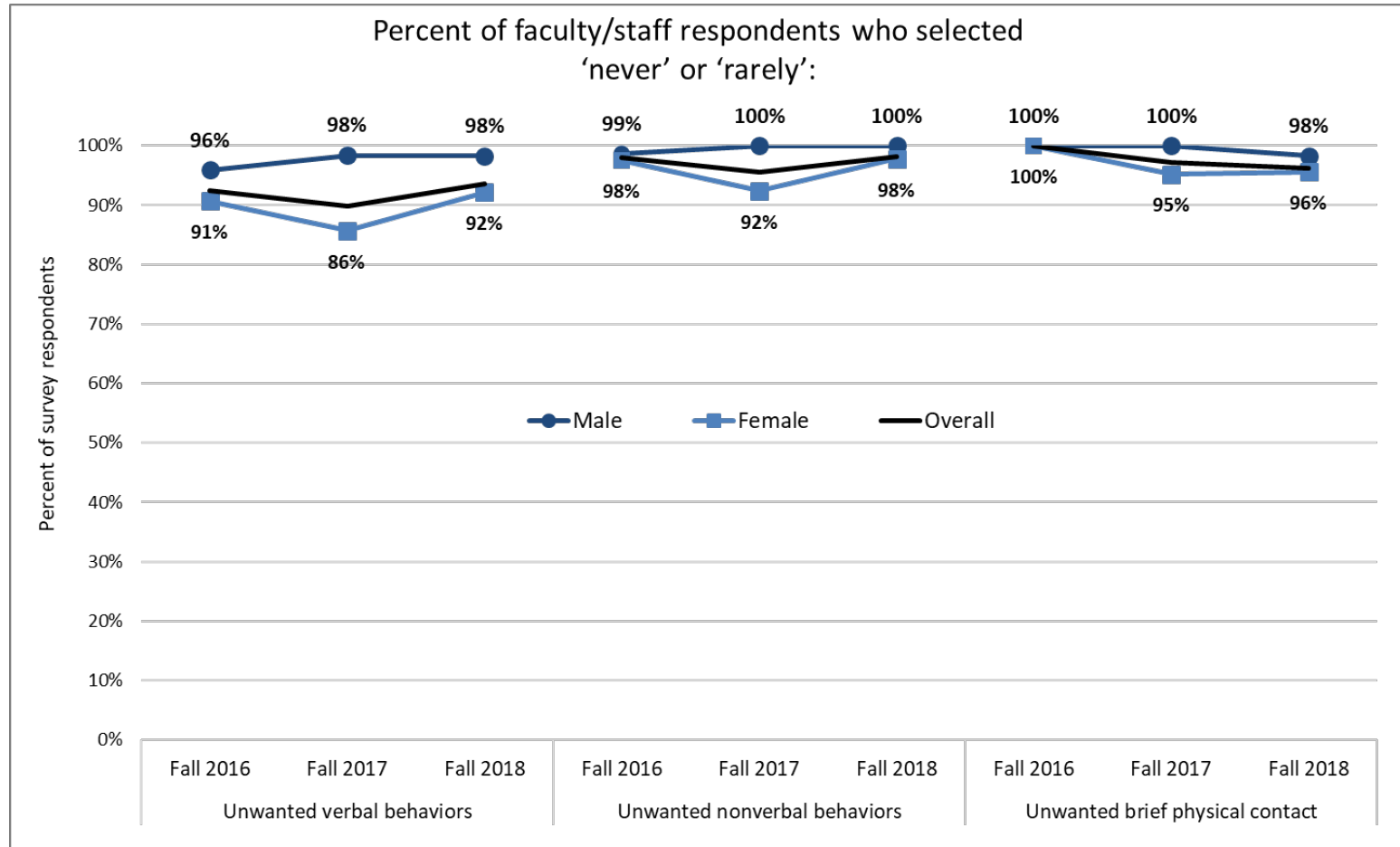
At Oxy, have you reported to a campus authority any of the following that happened to a student or was done by a student?



In 2016, sexual assault and unwanted sexual contact were separate categories. In 2017, the item asking 'dating violence' was changed to 'intimate partner violence'.

Responses collected as 'yes' or 'no'. Percentages are based on the total respondents who answered the question.

In 2018, between 94% to 99% of faculty and staff rarely or never experienced unwanted sexual contact on campus. Female-identified respondents disclose slightly more unwanted sexual contact than male-identified respondents.



Off campus events are not shown. Due to small numbers, gender identities other than male or female are not shown.
Responses collected on a 5-point scale. 1 = never; 5 = very often

Title IX Office Complaints

2017-2018 Formal Charges

Respondent	Charge	Result	Sanction
1	Nonconsensual sexual contact Sexual assault	Responsible	Expulsion
2	Nonconsensual sexual contact Sexual assault	Not Responsible (All counts)	N/A
3	Nonconsensual sexual contact Sexual assault	Not Responsible (All counts)	N/A
4	Sexual harassment Nonconsensual sexual contact Sexual assault	Complainant Withdrew	N/A
5	Nonconsensual sexual contact Sexual assault	Pending	
6	Nonconsensual sexual contact Sexual assault	Pending	

Types of Charges and Informal Resolutions Handled by the Title IX Office During the 2017-2018 Academic Year

ALLEGED INCIDENT* AS DEFINED IN OUR POLICY	NUMBER OF INCIDENTS (Student Respondent)	NUMBER OF INCIDENTS (Employee Respondent)
Sex- or Gender-based Discrimination	0	1
Gender-based Harassment	3	1
Non-Consensual Sexual Contact	12	2
Intimate Partner Violence	3	0
Sexual Exploitation	1	0
Stalking	1	0
Sexual Assault	15	0
Sexual Harassment	13	5
Not covered by Title IX	3	1
TOTAL	53	10

*Some cases involve multiple charges against a single defendant.

It is important to note that not all cases involve Oxy community members as Respondents, and not all of cases involve incidents that occurred on campus or during 2017-2018. (Delayed reporting is common.) The “not covered by Title IX” cases are those in which community members sought support from the Title IX Office but allegations could not be characterized as sex/gender discrimination and/or sexual misconduct. In those cases, immediate assistance was provided and the individual was referred to the appropriate office for follow up.

Policy Updates

- California Court of Appeals decision
- Interim Sexual Misconduct Policy (effective January 25, 2019)
 - Impact on current cases
- Pending Department Of Education Proposed Rules

Next Steps

- Based on what we have learned over the four survey years, the following are our next steps:
 - Title IX Office and CCSRM to develop strategic plan to address trust issues
 - Title IX Office to work with Queer/Trans Services Workgroup to discern queer/trans students' barriers to report and how to overcome them
 - Develop new educational materials re: investigation and adjudication procedures (e.g. preponderance of the evidence standard and what is incapacitation)
 - Consider alternative means of campus climate data collection
 - Focus groups (including post survey focus groups)
 - Listening sessions
 - Investigation satisfaction surveys
 - Move to alternate year survey conducted in spring

Thank you.

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