



OXY
Occidental
College

2016 Sexual Assault Surveys for Oxy Faculty, Staff and Students

April 13, 2017

About the Surveys

(Administered on Nov 5-Dec 10, 2016 at Oxy)

Faculty/Staff/Admin Survey

- Homegrown survey
- Administered through Kenyon College
- Response rate: $234/768=30\%$

Student Survey

- National survey
- Administered by the Higher Education Data Sharing Consortium (HEDS)
- Response rate: $552/2062=27\%$ (from 31% in 2015)

Demographic questions (gender, sexual orientation and race/ethnicity) were asked, but responses were masked to protect anonymity of respondents.

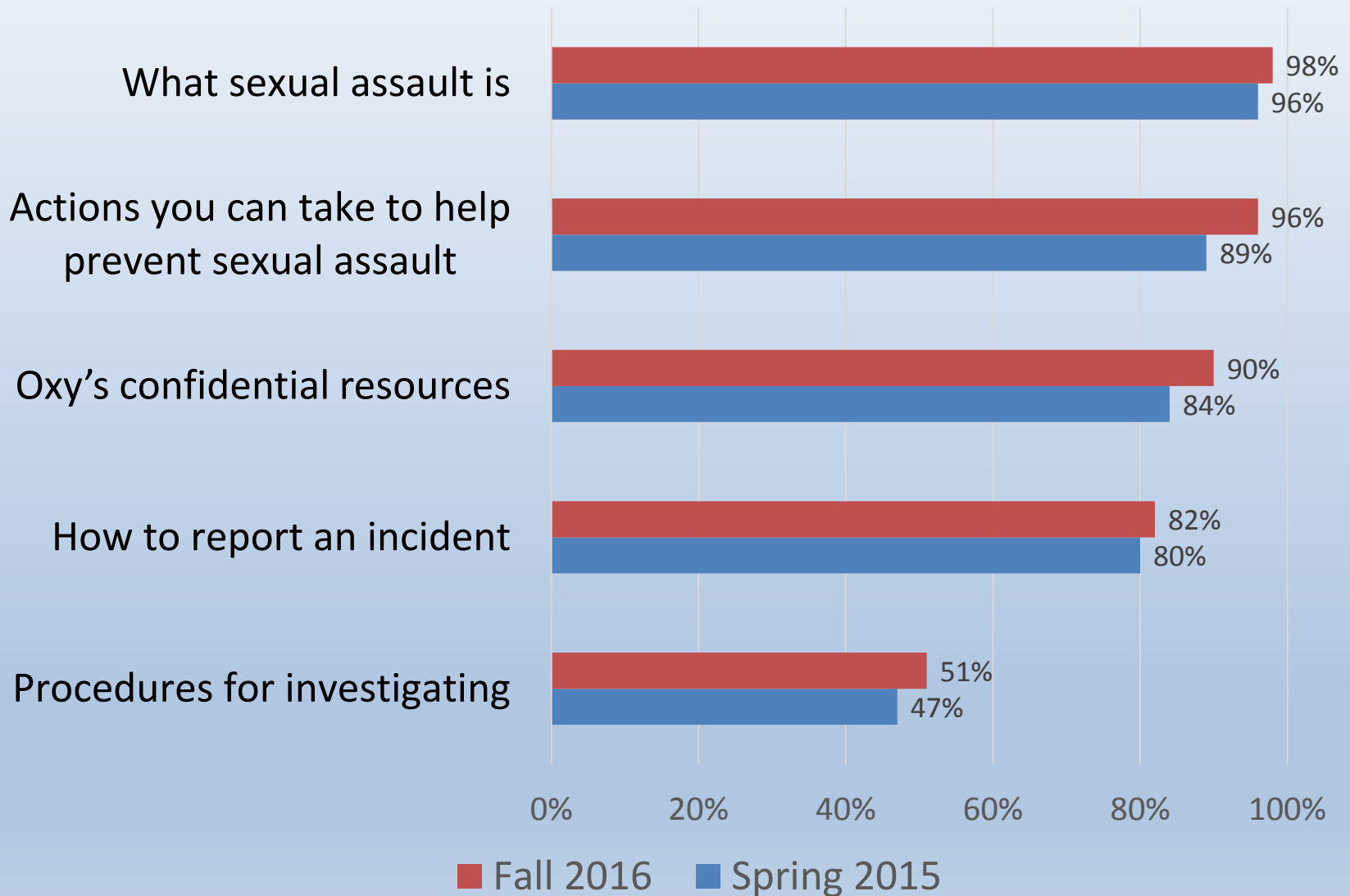
Student Survey

Student Survey

By gender	Target popn	Responses	%
Female	1,180	388	33%
Male	882	152	17%
Total	2,062	552	27%

By class level	Responses	%
Frosh	147	27%
Sophomore	125	23%
Junior	134	24%
Senior	139	25%
Other	3	0.50%

Have you received information or education from Oxy about: (% 'yes')



Spring 2015:

“Since starting at Oxy, have you been sexually assaulted while on campus or off-campus during an event or program sponsored by Oxy?”

Fall 2016:

“Since starting at Oxy, have you been sexually assaulted while you were:

- a) on campus;
- b) off campus at an event or program connected with Oxy, including study abroad and internships; or
- c) at a social activity or party near campus such as at an apartment, restaurant or bar?”

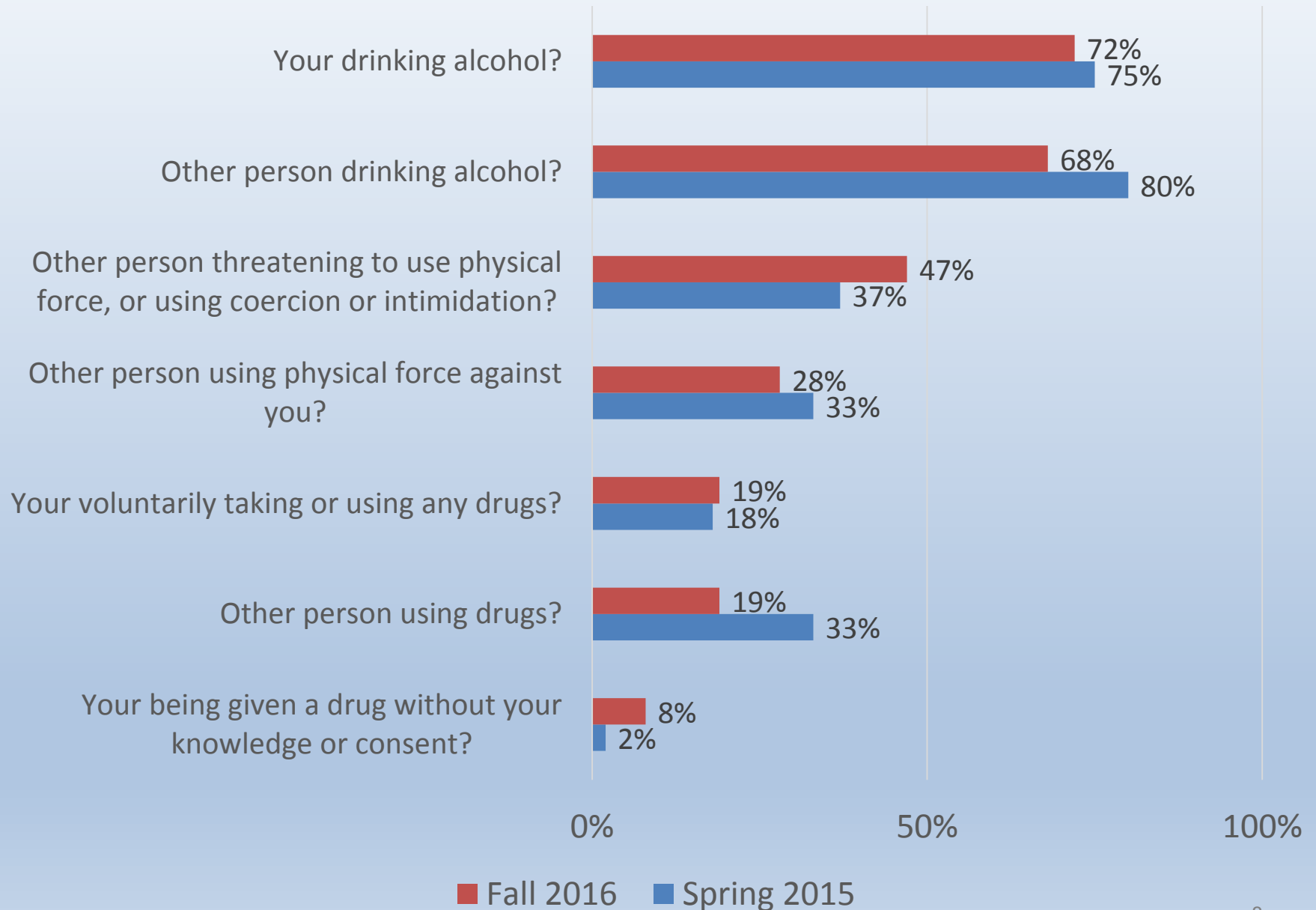
...have you been sexually assaulted...?

	Spring 2015		Fall 2016	
Yes	51	8%	53	10%
No	556	88%	468	86%
Unsure	23	4%	25	5%
Total responses	630	100%	546	100%

Spring 2015: 25 out of 51 (49%) said they were “incapacitated” in some way.

Fall 2016: 27 out of 53 (51%) said they were “incapacitated” in some way.

Did this incident of sexual assault involve:



When did it happen?

	Spring 2015		Fall 2016	
Sexual assaults	Oxy	% SA, adjusted by class size	Oxy	% SA, adjusted by class size
In my first year	30	44%	22	40%
In my second year	13	25%	18	45%
In my third year	3	9%	4	15%
In my fourth year	4	22%	0	0%
	50	100%	44	100%

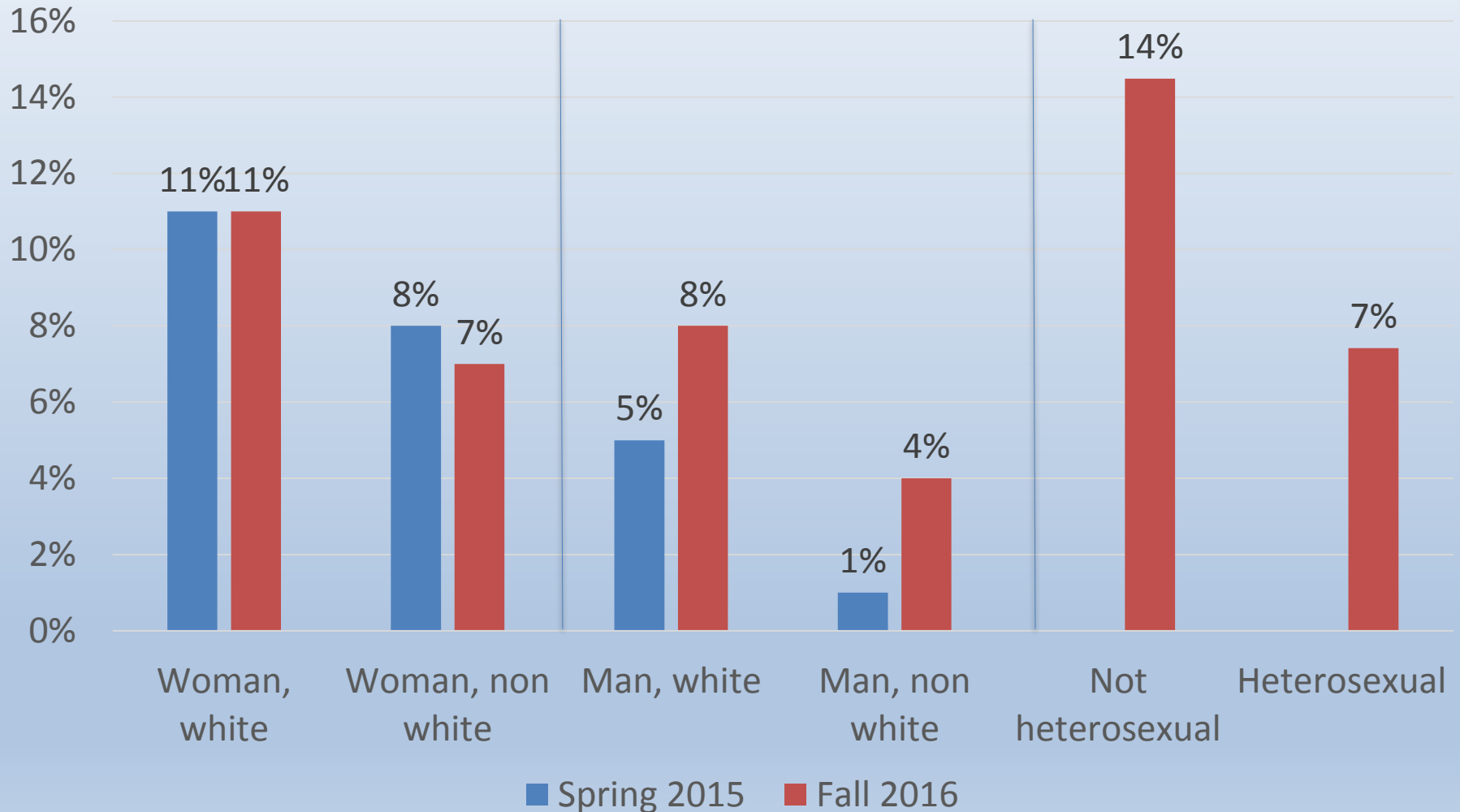
Where did the sexual assaults occur?

	Spring 2015		Fall 2016	
On the campus, in a residential building	25	49%	28	53%
On the campus, in a nonresidential building	9	18%	6	11%
Off campus, at another college or university	0	0%	1	2%
Off campus, not at another college or university	16	31%	10	19%
Greek housing, on or off campus	not asked during this round		6	11%
Study abroad, study away, or other off-campus study program			2	4%
missing	1	2%	0	0%
Total	51	100%	53	100%

Around 65% of sexual assaults happened ON campus, 35% happened OFF campus.

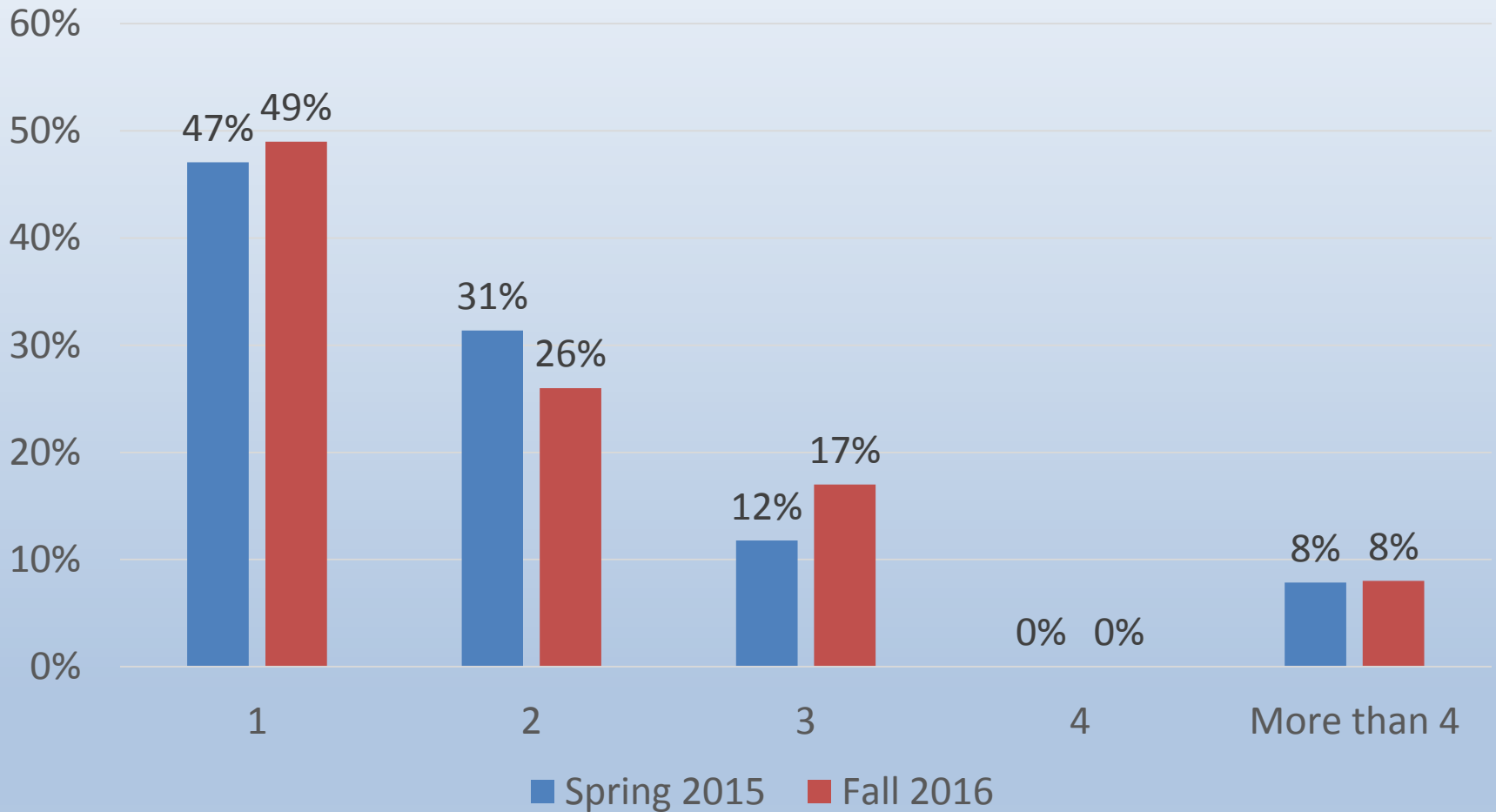
...have you been sexually assaulted...?

Sexual Assaults and Demographics



Counts of 'yes' to question: 51 in Spring 2015, 53 in Fall 2016

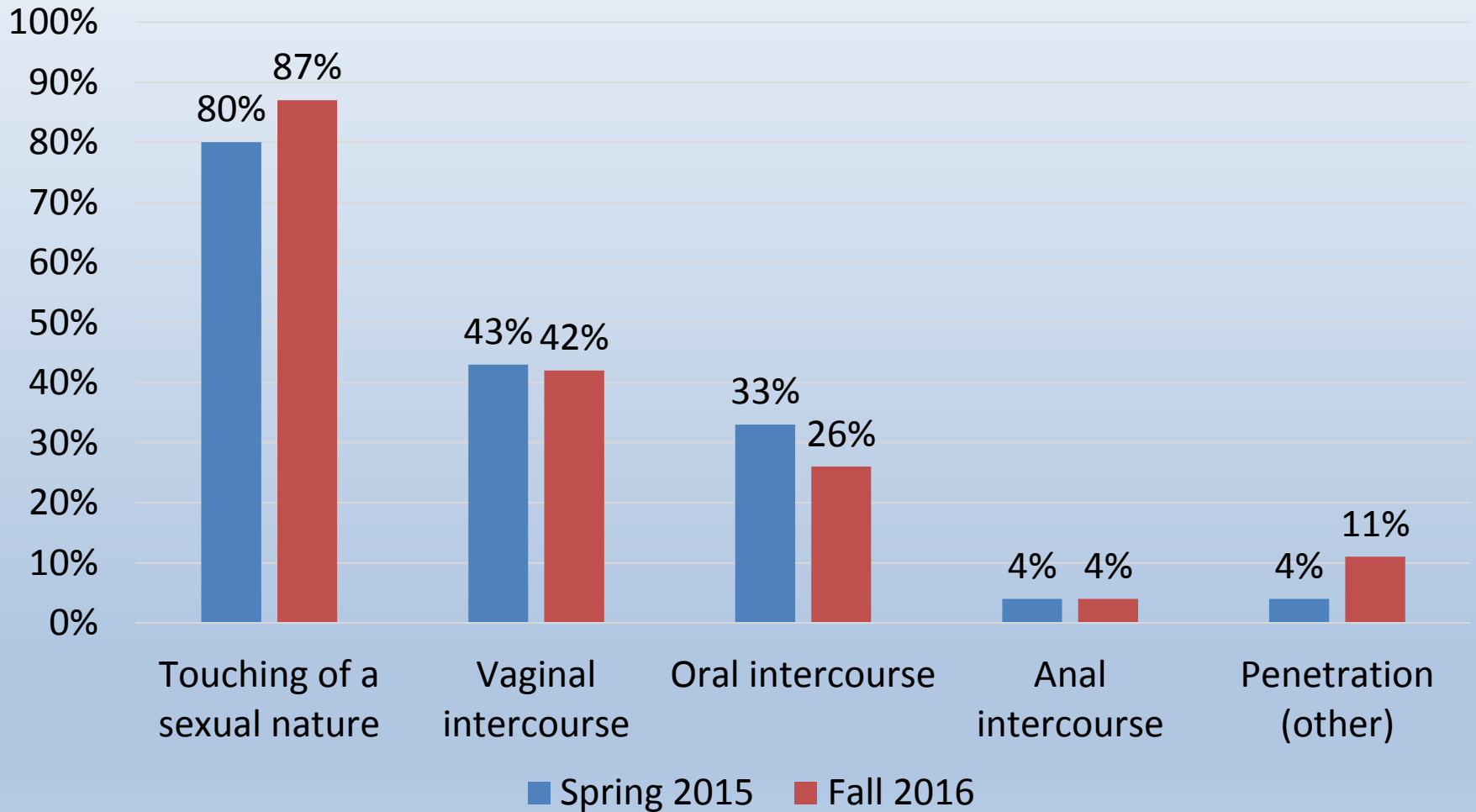
Since starting at Oxy, how many incidents of sexual assault have you experienced ...?



Around 50% of survivors suffered more than 1 sexual assault.

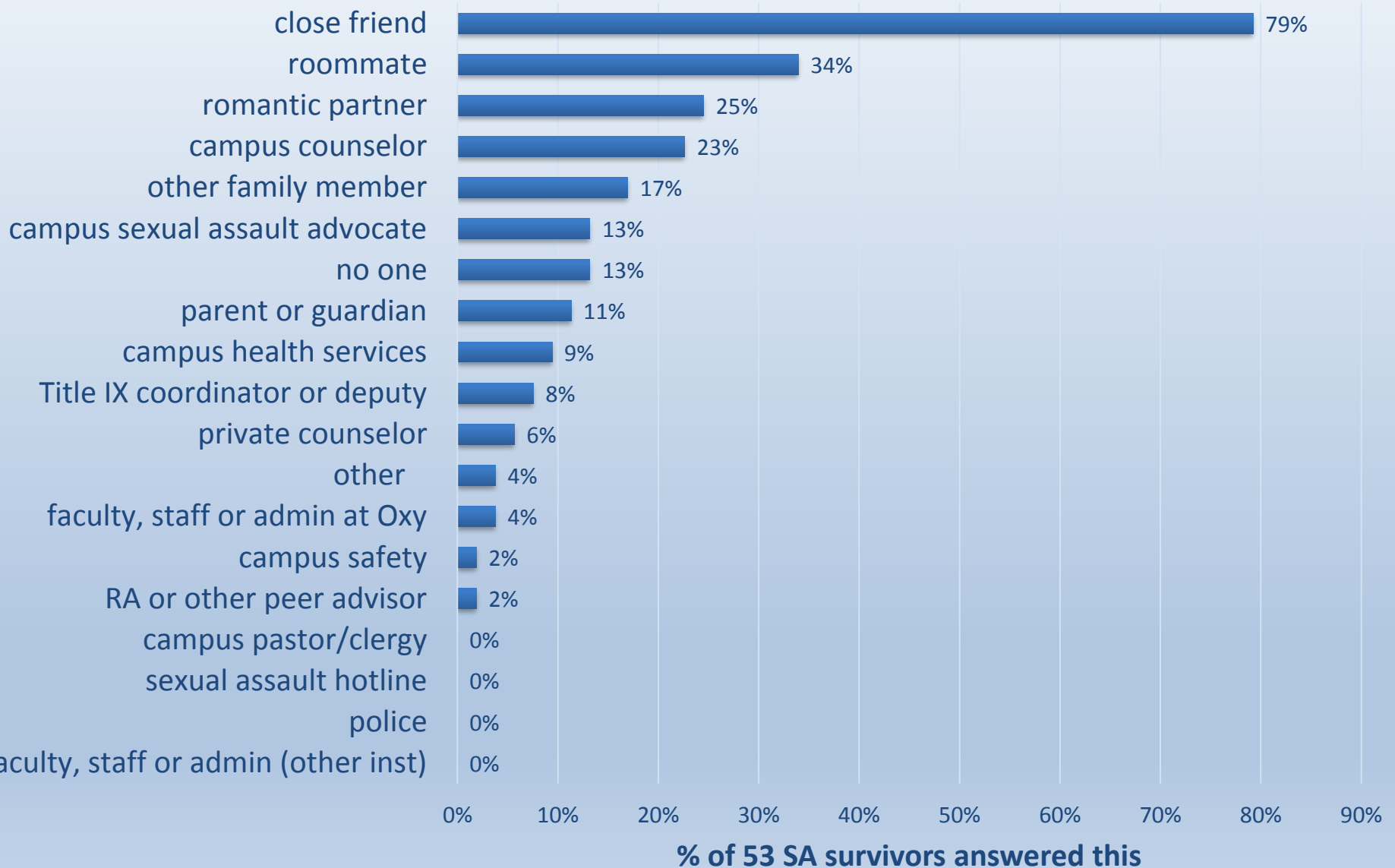
Which of the following happened?

Nature of Sexual Assault



Spring 2015: 51 sexual assaults; Fall 2016: 53 sexual assaults

Whom did you tell about the sexual assault?



Trust levels for campus officials

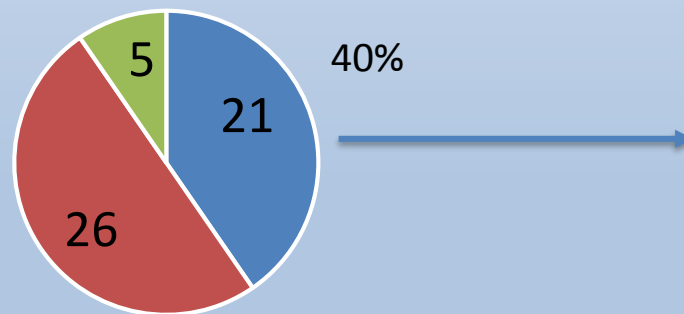
Strongly agree/Agree %	Student Survey		Faculty, admin/staff
	Spring 2015	Fall 2016	Fall 2016
Campus officials would take the report seriously.	63%	64%	84%
Campus officials would support and protect the person making the report.	51%	55%	81%
Campus officials would conduct a careful investigation in order to determine what happened.	44%	49%	Not asked during this round
Campus officials would take action against the offender(s).	40%	34%	
Students would support the person making the report.	71%	73%	

Bystander intervention

About 55% of total respondents believe that Oxy students would intervene if they witnessed a sexual assault.

From point of view of 53 survivors:

Were there any bystanders when you were sexually assaulted?



Of the 21 bystanders, only 3 intervened:

- *separated us
- *asked if I needed help
- *confronted assaulters

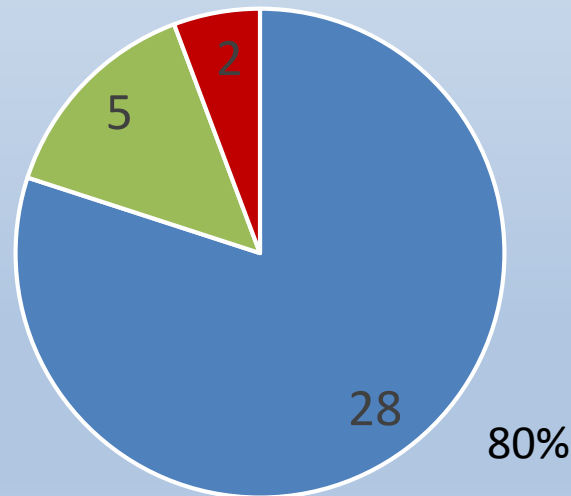
■ Yes ■ No ■ I am not sure.

Bystander intervention

(Bystander observed sexual assault)

About 8% of total respondents (35 out of 437) have observed sexual assault.

Did you intervene in sexual assault?



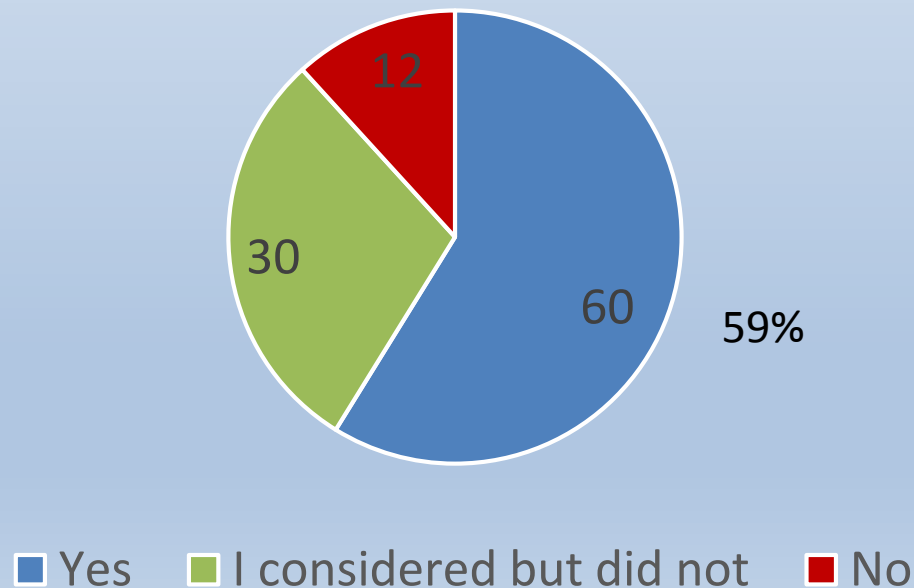
■ Yes ■ I considered but did not ■ No

Bystander intervention

(Bystander observed situation that could have led to sexual assault)

About 25% of total respondents (102 out of 402) observed a situation that could have led to sexual assault.

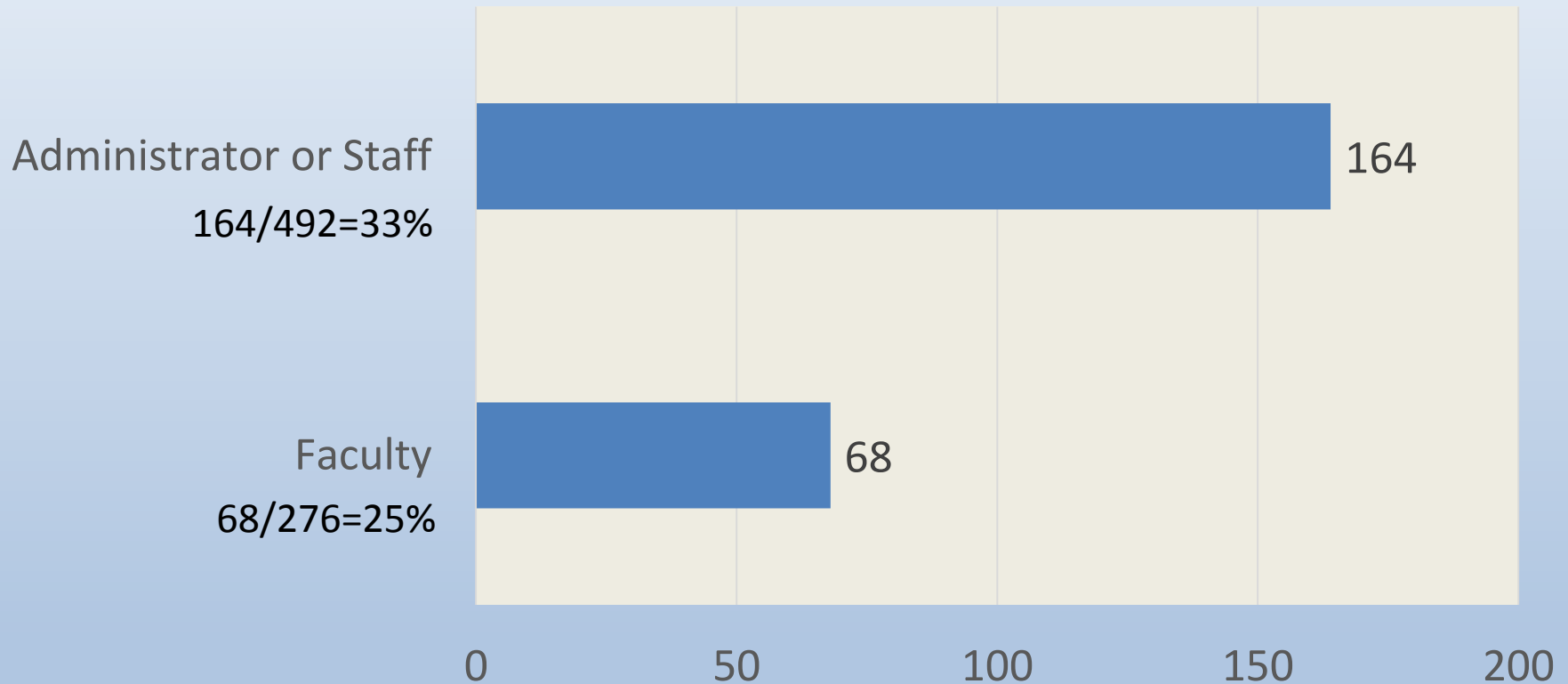
Did you intervene in situation that could have led to sexual assault?



Faculty/Staff/Admin Survey

Faculty/Staff/Admin Survey

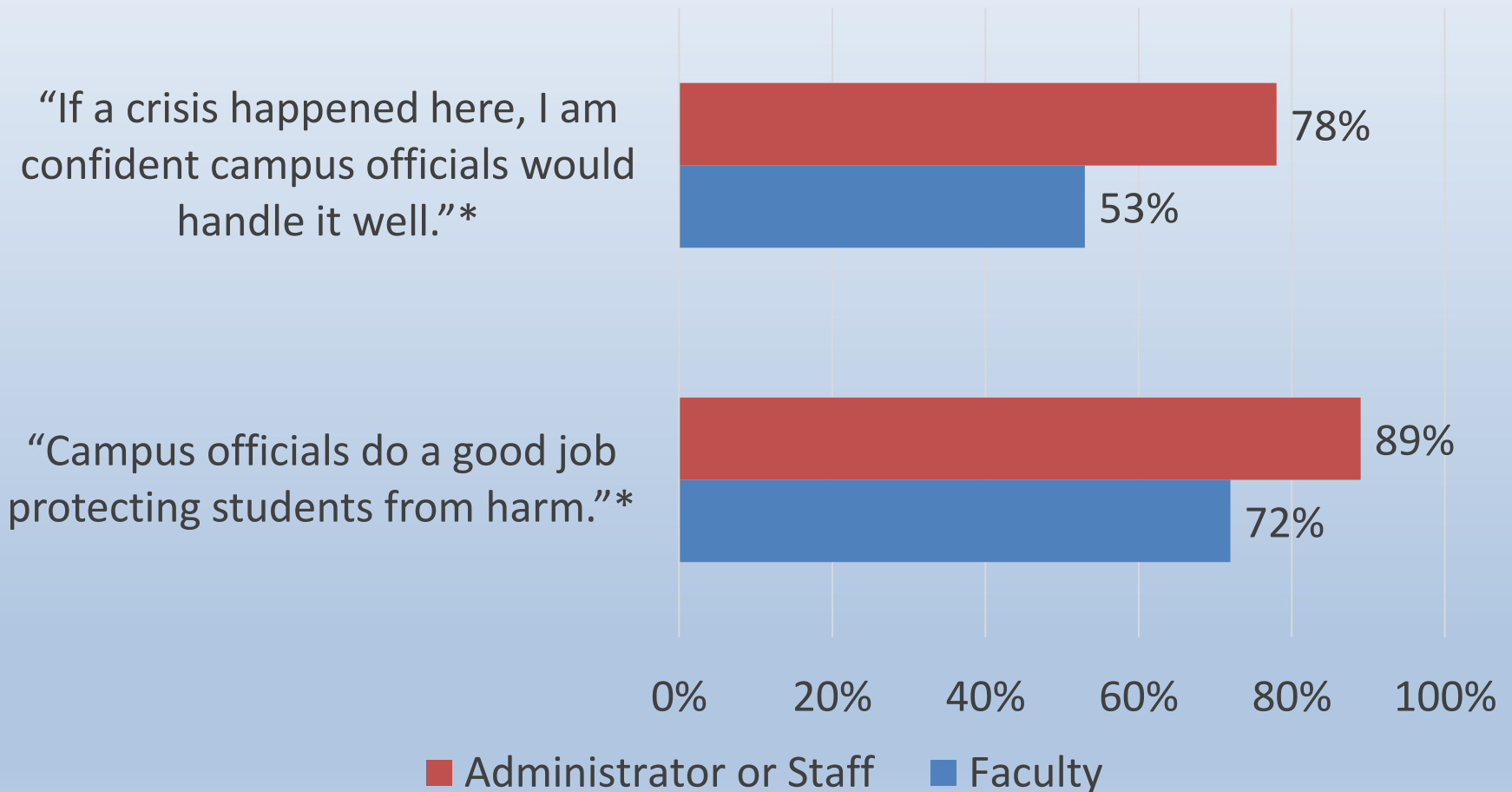
Responses from:



91% of total respondents are full-time employees.

Questions on general campus climate

% Strong agree/Somewhat agree



*Differences between faculty and admin/staff are statistically significant.

Trust for campus officials regarding sexual assault cases

Both faculty and admin/staff generally trust the Title IX Office when it comes to handling sexual assault reports.

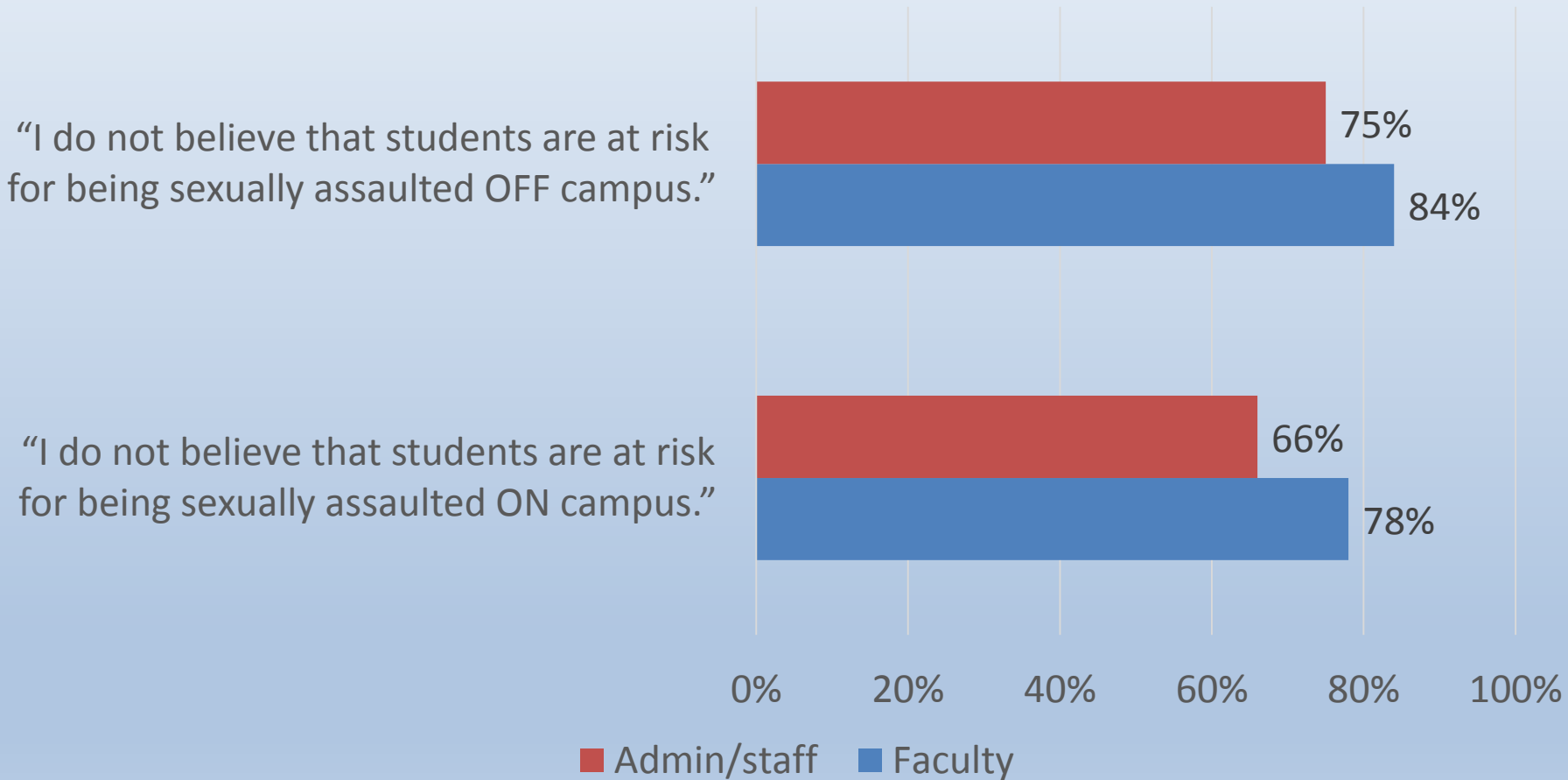
"Campus officials would take the report seriously."*		Faculty	Administrator or Staff
Title IX	% Strongly agree	83%	95%
Dean of Students	% Strongly agree	46%	77%
Campus Safety	% Strongly agree	48%	68%

"Campus officials would support and protect the person making the report."*		Faculty	Administrator or Staff
Title IX	% Strongly agree	77%	92%
Dean of Students	% Strongly agree	38%	67%
Campus Safety	% Strongly agree	39%	58%

*Differences between faculty and admin/staff are statistically significant.

Concern for students being at risk of sexual assaults

% Strongly disagree/somewhat disagree



Note: Based on Oxy student survey data, around 70% of sexual assaults happen ON campus.

Own (faculty/admin/staff) experience with unwanted sexual contact

Since starting at Oxy, how often have you experienced the following: (% rarely, sometimes, often, very often)	On campus	Off campus event or program connected with Oxy
Unwanted verbal behaviors	21%	27%
Unwanted nonverbal behaviors	5%	13%
Unwanted brief physical contact	7%	14%

Of those who experienced any unwanted sexual contact, only 12% (10 out of 84) made an official report to anyone.

Title IX training for faculty/admin/staff

- Around 90% answered that they “received Title IX training over the last 2 years”.
- 74% remember “almost all or all of it/“most of it”
- Perceived understanding of sexual assault issues increased after Title IX training.

Rate your understanding of: (% Very good/ good understanding)	Before Training	After Training
Sexual harassment	66%	96%
Sexual assault	69%	96%
Stalking	62%	84%
Dating violence	65%	87%

Perceived understanding of sexual assault issues increased after Title IX training.

Knowledge of Title IX policies

Who do you think are the following (counts of all that were checked)

	Responsible employees	Confidential Resources	Responsible employees report to these
Supervisors	169	36	45
All faculty members	159		
Dean of Student Office	158	57	37
Coaches	158	29	17
Student Resident Advisors	148	31	20
Title IX Coordinator or Deputy Coordinator	144	126	189
All faculty, staff, admin at Oxy	116		
Director of Religious and Spiritual Life	87	128	12
Emmons Counselors	86	157	16
Survivor Advocate	74	156	20
Student workers	53		

Title IX Office Complaints

2015-2016 Formal Charges

Charge	Result	Sanction
Non-Consensual Sexual Contact and Sexual Assault	Respondent found responsible for sexual assault and non-consensual sexual contact	Expelled
Non-Consensual Sexual Contact	Respondent found responsible for non-consensual sexual contact	Suspended for one semester
Non-consensual Sexual Contact	Respondent found not responsible	

Types of Cases and Informal Resolutions Handled by the Title IX Office During the 2015-2016 Academic Year

ALLEGED INCIDENT AS DEFINED IN OUR POLICY	NUMBER OF INCIDENTS
Sex or Gender Based-Discrimination (new policy charge as of Feb. 2016)	1
Discrimination in Programs and/or Activities (under old policy prior to Feb. 2016)	1
Non-Consensual Sexual Contact	3
Intimate Partner Violence	3
Sexual Exploitation	4
No Title IX Charge	4
Stalking	6
Sexual Assault	13
Sexual Harassment	14
Total:	49***

*Some cases have multiple charges.

** Not all cases involve Oxy community members as Respondents, and not all of cases involve incidents that occurred on campus.

Next Steps

- Include Oxy specific questions on the student survey
- Create additional communication materials on reporting options and the investigation process
- Include more specifics on verbal harassment in new employee training
- Explore the addition of more options for informal resolution of complaints (Informal resolution not available for allegations of physical violence.)

Thank you.

Teresa Kaldor, PhD | Director
Office of Institutional Research and Planning

Ruth Jones | Associate Dean, Title IX Coordinator
Title IX Office

Occidental College