SUNY SEXUAL VIOLENCE PREVENTION CAMPUS CLIMATE SURVEY
EMPLOYEE SURVEY INSTRUMENT 2019
This campus climate survey is intended to gather information about sexual and interpersonal violence and knowledge of related campus policies and resources. The questionnaire takes about 10 minutes to complete. Your participation is voluntary and you may choose to skip questions or stop responding at any point. Your responses will be helpful to our campus, as we are committed to ensuring a safe, healthy and nondiscriminatory environment for our students. Thank you for taking the time to complete this brief survey.

Your responses are completely confidential. Your responses will be reported in terms of groups of respondents rather than as individuals. If you need any information regarding SUNY resources this webpage will provide a link for resources on or off campus.

If at any point you would like to stop taking the survey or choose not to answer particular items, you may do so. If you would like to continue, clicking on the link in the email you received will take you back to where you left off.
1. How long have you been employed at your current institution?
   - Less than one year
   - 1-5 years
   - 6-10 years
   - 11+ years

2. Which best describes you?
   - Faculty
   - Staff/Administrator

3. What is your employment status at this institution this semester?
   - Full time
   - Part time

4. What is your race/ethnicity (as you define it)? (Check all that apply)
   - American Indian/Alaskan Native
   - Asian or Asian American
   - Black or African American
   - Hispanic or Latino/a
   - Native Hawaiian or Other Pacific Islander
   - White
   - Prefer not to respond

5. What is your gender identity?
   - Man
   - Woman
   - Trans Man
   - Trans Woman
   - Genderqueer/Gender-fluid
   - Questioning or unsure
   - A gender identity not listed
   - Prefer not to respond
6. If you reported a student complaint of sexual violence on your campus, do you think your college would . . . ? (Check all that apply)

- Take your report seriously
- Conduct a fair investigation
- Provide the student with necessary support during the investigation
- Take steps to protect the student from further harm by the person(s)
- Take appropriate action against the person(s)
- I am not sure

7. My campus has policies and procedures specifically addressing sexual assault.
- Yes
- No
- Not sure

8. Have you received written (e.g., brochures, emails) and/or verbal information (e.g., presentations, training) from anyone at your campus about the following? (Check all that apply)

- The definition of sexual assault
- How to report sexual assault
- Where to go to get help if you or someone you know is sexually assaulted
- To whom you can speak confidentially about a sexual assault
- Policies prohibiting sexual assault
- To my knowledge, I have not received information regarding any of the above.

Distinction between confidentiality and privacy:

Confidentiality is a defined term under New York Education Law 129-b, and the obligation to keep information in confidence is inherent for certain professionals on campus, such as health care providers, licensed social workers, licensed psychologists and pastoral and professional counselors (including licensed mental health counselors). Many off-campus resources such as rape crisis centers are also confidential, and with the exception of certain child abuse and imminent threats, individuals working in such organizations have no obligation to report information back to the reporting individual’s campus.

Most employees at an institution are required to report known incidents of sexual assault, or other crimes, so they are not confidential resources. Still, most college employees can offer “privacy.” Privacy is the default. It means that an employee may have to share information pursuant to federal or state law or college policy with certain other college employees, but they will not share the private information beyond what is required or needed to comply with law and policy, and will otherwise limit redisclosure as much as possible. They may not, however, offer true confidentiality. Each institution determines which employees may offer true confidentiality as opposed to privacy.

9. Were you aware of the difference between confidentiality and privacy before this survey?
- Yes
- No
- Not sure

10. If a student were sexually assaulted, I know how to advise him or her on where to get help on campus.

11. I understand what happens when a student reports sexual assault at my campus.
SUNY’s definition of affirmative consent includes the following:

“Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity, or gender expression.”

- Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act.
- Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- Consent may be initially given but withdrawn at any time.
- Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.
- Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm
- When consent is withdrawn or can no longer be given, sexual activity must stop.

12. Were you aware of this definition before this survey?
- Yes
- No
- Not sure

13. Can someone who is incapacitated provide consent?
- Yes
- No
- Not sure

Difference between college disciplinary process and criminal justice system:

There are significant differences between the college disciplinary process and the criminal justice system because they have different, important goals. In the criminal justice system, prosecutors pursue cases when they believe there is sufficient evidence to prove, beyond a reasonable doubt, that an individual has committed a criminal act. A person who is convicted of a crime will face criminal penalties, such as incarceration, probation, or the imposition of a fine. The college disciplinary process seeks to determine whether an individual has violated college policy. In this process, a preponderance of the evidence standard of proof is used to determine responsibility. A person who is found to have violated college policy may be suspended, expelled or otherwise restricted from full participation in the college community. The definition of consent described above (Affirmative Consent) is different from the Penal Law definition.

14. Were you aware of this definition before this survey?
- Yes
- No
- Not sure

SUNY has a policy for alcohol and/or drug use amnesty in reporting sexual violence cases.

The health and safety of every student at the State University of New York and its State-operated and community colleges is of utmost importance. [College/University] recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. [College/University] strongly encourages students to report incidents of domestic violence, dating violence, stalking, or sexual assault to institution officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to [College/University] officials or law enforcement will not be subject to [College/University’s] code of conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.

15. Were you aware of this definition before this survey?
- Yes
- No
- Not sure
16. To whom can a victim/survivor or witness formally disclose a sexual assault on campus? (Check all that apply)

- Title IX Coordinator(s)
- University Police or Public Safety
- Counseling Center
- Advocacy Services
- Student Affairs
- Human Resources
- I don’t know

17. Which are the roles of a Title IX Coordinator in regards to sex discrimination/sexual assault/sexual misconduct? (Check all that apply)

- Receiving reports
- Coordinating campus response
- Ensuring training/education is provided to the campus community
- Providing reporting individuals with accommodations and services during an investigation
- Not sure

18. Do you know how to find the Title IX Coordinator?

- Yes
- No
- Not sure

19. Please indicate your awareness of the following on-campus and community resources: (Check all resources of which you are aware)

- Office of Student Conduct
- Title IX Coordinator
- University Police of Public Safety
- Peer Counselors
- Campus Advocacy Center
- Counseling Center
- Campus Health Services
- Health Educator
- Human Resources
- Local police/sheriff
- Local crisis center
- Local advocacy center
- Local health services (including hospitals)
- None of the above
20. During the last year, have any students disclosed to you that they were a victim of an unwanted sexual experience (including sexual assault), domestic violence, dating violence, or stalking, regardless of where such incident is reported to have occurred?

- Yes
- No
- Prefer not to respond

If “Yes”--> Go to Q21
If “No”--> Go to Q24
If “Prefer not to respond”--> Go to Q24

21. For the most recent disclosed incident, did you report the disclosure to the Title IX Coordinator, Campus Police/Public Safety, Student Affairs, or another office on campus?

- Yes
- No
- Prefer not to respond

If “Yes”--> Go to Q22
If “No”--> Go to Q23
If “Prefer not to respond”--> Go to Q24

22. To which office(s) did you report the most recent disclosed incident? (Check all that apply)

- Title IX Coordinator(s)
- University Police or Public Safety
- Counseling Center
- Advocacy Services
- Student Affairs
- Health Center
- Affirmative Action
- Human Resources
- Other
- None of the above

23. Why didn’t you report the most recent disclosed incident? (Check all that apply)

- I did not recognize it as a sexual or interpersonal violence at the time.
- I was afraid the student might be punished for other things s/he was doing at the time (e.g., drinking underage, using drugs, etc.).
- The student asked me not to.
- I did not think it was important enough.
- I thought I was required to keep it confidential.
- I didn’t think the student would be believed.
- I thought the student would be blamed for what happened.
- I feared the person who did it would try to hurt the student again in some way.
- I did not know the reporting procedure on campus.
- I did not trust the campus to take appropriate action.
- I did not trust the police to take appropriate action.
- Someone told me not to report.
- I just did not want to deal with it.
- I am designated as a confidential resource on campus.
- None of the above
The following items relate to your understanding of a fellow employee’s willingness to help if they become aware of an incident. You may interpret the phrase “do something” to mean acting in some way, such as asking for help, creating a distraction, or talking directly.

Please consider the following behaviors. Indicate how likely or unlikely you think fellow employee is to do the following:

<table>
<thead>
<tr>
<th></th>
<th>Very Likely</th>
<th>Likely</th>
<th>Don’t Know</th>
<th>Unlikely</th>
<th>Very Unlikely</th>
</tr>
</thead>
<tbody>
<tr>
<td>24. Call for help (e.g. call 911) if they hear a neighbor yelling “help.”</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>25. Talk to a student who they suspect is in an abusive relationship.</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>26. Get help and resources for a friend who tells them that they have been assaulted.</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>27. Tell a campus authority about information they have that might help in a sexual assault case even if pressured by their friends to stay silent.</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

**PERSONAL EXPERIENCE**

28. During the last year, have you experienced unwanted sexual comments, sexual slurs, or demeaning jokes?
   - Yes
   - No
   - Prefer not to respond

   If “Yes”---> Go to Q29
   If “No”---> Go to Q32

29. Who was the person/s making comments, slurs, or jokes?
   - A student
   - A faculty member
   - A staff member
   - Someone from off-campus
   - Not sure
   - Prefer not to answer

30. Check the setting/s where this occurred (check all that apply)
   - In the classroom
   - In an office on campus
   - In another setting on campus
   - An off-campus location
31. Did you take any action after this experience/s? (check all that apply)

- [ ] No
- [ ] Yes, I confronted the person who made the comments
- [ ] Yes, I spoke to my chair/supervisor
- [ ] Yes, I reported the incident to another campus office
- [ ] Yes, I changed my job or my work hours
- [ ] Yes, I made changes in my friend group
- [ ] Yes, I no longer go to that place/venue
- [ ] Yes, other

32. During the last year, have you received unwanted sexually suggestive digital communications, either words or images or both, including emails, texts, social media communications, or in letters or other written communications?

- [ ] Yes
- [ ] No
- [ ] Prefer not to respond

If "Yes"--> Go to Q33
If "No"--> Submit Survey

33. Who was the person/s sending unwanted communications?

- [ ] A student
- [ ] A faculty member
- [ ] A staff member
- [ ] Someone from off-campus
- [ ] Not sure
- [ ] Prefer not to answer

34. Did you take any action after this experience/s? (check all that apply)

- [ ] No
- [ ] Yes, I confronted the person who made the comments
- [ ] Yes, I spoke to my chair/supervisor
- [ ] Yes, I reported the incident to another campus office
- [ ] Yes, I changed my job or my work hours
- [ ] Yes, I made changes in my friend group
- [ ] Yes, I no longer go to that place/venue
- [ ] Yes, other