

Kenyon's Results from the Faculty & Staff Campus Climate and Sexual Assault Survey

The Faculty & Staff Campus Climate and Sexual Assault survey was deployed to all Kenyon staff and faculty on October 25, 2016. Of the 767 faculty and staff invited to participate, 359 completed the survey for a 46.8% response rate. Though almost 60% of respondents identified as female, this closely mirrors the gender split in the overall invitee population (57% female, 42% male). The proportion of respondents from each division also closely mirrors the proportion of employees invited with the exception of the Operations division which is underrepresented in the respondents. As a consequence, all other divisions are slightly but not significantly overrepresented in the results.

The results of the Faculty & Staff Campus Climate and Sexual Assault survey pose a challenge that is not unique but is more sensitive than that posed by most Kenyon surveys. Our goal in this reporting is to balance transparency and privacy so that data can inform policy and education while carefully protecting individual respondents. Due to the extremely sensitive nature of this survey, data needed to meet the following criteria to be published:

- 1) Representative of 0 or 6 or more employees. Some cases required combining categories to meet the minimum while other cases did not allow for reporting at all.
- 2) Indicative of overall trends on campus rather than specific characteristics of an assault.

Resources for the Kenyon Community

Some of the questions in the survey addressed sexual, personal, and potentially troubling information. It may be emotionally difficult to read these results. Should you wish to talk with someone further, below is a list of campus, local, and national resources for unwanted sexual contact, sexual assault, and relationship violence:

Campus Safety

Campus Safety staff are available to help address crisis issues. They can also put you in contact with local law enforcement.

You can call Campus Safety at (740)427-5000 24 hours a day. Campus Safety is located at
101 West Scott Lane
Gambier, OH 43022

New Directions

<http://www.kenyon.edu/directories/offices-services/ocr/title-ix-vawa/additional-resources/off-campus-resources/>

24 Hour Crisis Hotline: 740-397-4357

info@newdirectionshelter.org

P.O. Box 453

Mt. Vernon, OH 43050

New Directions offers survivors of physical, sexual, and emotional violence advocacy and support resources.

Behavioral Healthcare Partners

<http://www.bhcpartners.org/>

8402 Blackjack Road

Mount Vernon, Ohio 43050

Crisis Intervention Services:

Monday-Friday 8:00 a.m. – 5:00 p.m.

1.877.593.6330 toll free.

All other times, including holidays,

1.800.544.1601 toll free

Behavioral Healthcare Partners offers 24 hour crisis intervention services and outpatient therapy.

RAINN (Rape, Abuse, and Incest National Network)

RAINN's hotline is available 24 hours a day.

National Sexual Assault Hotline: 800-656-4673

Online Hotline: <https://ohl.rainn.org/online/>

Information about Kenyon's Title IX Services and Policy is available here:

<http://www.kenyon.edu/directories/offices-services/title-ix/>

Kenyon's Civil Rights and Title IX/Civil Rights Coordinator is Samantha Hughes. She can be reached at 740-427-5820 or hughess@kenyon.edu.

For questions about this survey, its implementation, and resulting data please contact Erika Farfan, Kenyon's Director of Institutional Research at 740-427-5571 or farfane@kenyon.edu.

General Campus Climate

Please indicate the extent to which you agree or disagree with the following statements about Kenyon's campus climate for **students**.

	% Strongly Agree or Agree	% Neither Agree nor Disagree	% Strongly Disagree or Disagree	Mean (on a 5-point scale)
Faculty and staff respect what students think.	92.7	5.9	1.4	4.3
Faculty and staff are genuinely concerned about students' welfare.	98.3	1.7	0	4.7
Faculty and staff treat students fairly.	93.8	--	--	4.4
Students at Kenyon are genuinely concerned about the well-being of other students.	78.9	19.7	1.4	4.0
Students feel safe on this campus.	77.3	20.7	2.0	3.9

(Strongly disagree=1, Disagree=2, Neither agree nor disagree=3, Agree=4, Strongly agree=5)

Please indicate the extent to which you agree or disagree with the following statements about Kenyon's campus climate for **faculty and staff**.

	% Strongly Agree or Agree	% Neither Agree nor Disagree	% Strongly Disagree or Disagree	Mean (on a 5-point scale)
Faculty and staff respect each other.	78.7	12.6	8.6	3.9
Students respect faculty and staff.	77.6	18.2	4.2	4.0
Faculty and staff are genuinely concerned for each others' welfare.	79.0	15.1	5.9	4.0
I feel valued by my colleagues.	77.2	13.6	9.2	4.0
I feel close to people on this campus.	69.3	20.7	10.1	3.8
I feel safe on this campus.	95.0	3.3	1.7	4.5
I feel like I am part of the Kenyon community.	76.6	13.9	9.4	4.0

(Strongly disagree=1, Disagree=2, Neither agree nor disagree=3, Agree=4, Strongly agree=5)

Please indicate the extent to which you agree or disagree with the following statements about Kenyon's campus climate for faculty and staff.

	% Strongly Agree or Agree	% Neither Agree nor Disagree	% Strongly Disagree or Disagree	Mean (on a 5-point scale)
If there was a crisis at Kenyon, our officials would handle it well.	81.2	12.6	6.2	4.1
Kenyon officials handle incidents in a fair and responsible manner.	75.3	17.1	7.6	4.0
Kenyon officials respond quickly in difficult situations.	78.3	16.6	5	4.1
Kenyon does enough to protect faculty and staff from harm.	74.8	19.4	5.9	4.1
There is a good support system on campus for faculty and staff going through difficult times.	60.5	26.2	13.2	3.7

(Strongly disagree=1, Disagree=2, Neither agree nor disagree=3, Agree=4, Strongly agree=5)

Below are statements about your views on what might happen if a faculty or staff member were to report a sexual assault to an official at Kenyon. Please indicate the extent to which you agree or disagree with each statement.

	% Strongly Agree or Agree	% Neither Agree nor Disagree	% Strongly Disagree or Disagree	Mean (on a 5-point scale)
Campus officials would take a report of sexual assault seriously.	90.5	6.7	2.8	4.6
Campus officials would limit knowledge of the incident to those who need to know.	84.4	8.9	6.7	4.4
Campus officials would protect the safety of the person reporting.	84.9	11.5	3.6	4.4
Campus officials would take action against the offender(s).	67.3	26.3	6.5	3.9
Campus officials would address any factors that might have led to the incident.	69.2	23.0	7.8	3.9

(Strongly disagree=1, Disagree=2, Neither agree nor disagree=3, Agree=4, Strongly agree=5)

How likely are your colleagues (other faculty and staff members) to:

	% Very Likely or Likely	% Undecided	% Very Unlikely or Unlikely	Mean (on a 5-point scale)
Allow personal loyalties to interfere with reporting of sexual assault?‡	17.5	28.3	54.1	2.5
Choose not to report sexual assault out of concern others will be punished?‡	14.7	28.0	57.2	2.4
Intervene if they heard a colleague making inappropriate sexual comments or saw them making inappropriate gestures?	57.7	27.6	14.7	3.6
Report a colleague who continues to engage in sexual harassing behaviors after having been previously alerted to stop?	74.4	16.1	9.6	4.0
Report a colleague who uses pressure to engage in sexual contact?	78.8	14.9	6.2	4.1
Intervene if they heard a supervisor or senior colleague making inappropriate sexual comments or saw them making inappropriate gestures?	55.2	26.5	18.3	3.5
Report a supervisor or senior colleague who continues to engage in sexual harassing behaviors after having been previously alerted to stop?	68.7	18.6	12.7	3.8
Report a supervisor or senior colleague who uses pressure to engage in sexual contact?	72.7	17.2	10.1	4.0

‡The first two questions are reverse coded so lower means indicate a more positive response.

(Very unlikely=1, Unlikely=2, Undecided=3, Likely=4, Very unlikely=5)

Have you received training in Kenyon's policies and procedures (that is, definitions, how to report an incident, confidential resources, procedures for investigating, who are mandated reporters) regarding incidents of:

	% Yes	% No
Sexual harassment	91.7	8.3
Relationship violence	79.8	20.2
Sexual assault	89.4	10.6

How much do you remember from the training?

	% of respondents
A great deal/ A lot	22.5
A moderate amount	71.0
A little/ Nothing at all	6.5

How helpful was the training?

	% of respondents
Very helpful/ Helpful	73.4
Somewhat helpful	24.1
Not at all helpful	2.5

Have you received training in the prevention of:

	% Yes	% No
Sexual harassment	71.0	29.0
Relationship violence	57.9	42.1
Sexual assault	66.7	33.3

Incidents Reported in the Survey

In the last four years, how often have you experienced the following forms of unwanted sexual contact while you were on campus or performing your job duties off campus?

We had the included definitions in mind when we asked about unwanted sexual contact, relationship violence, and sexual assault. **These definitions DO NOT match Kenyon's policies but do match the definitions that are provided to students in a national survey which will allow for comparability.**

	% "Never"	% "Rarely" or "Sometimes"	% "Often" or "Very Often"	Mean (on a 5-point scale)
Unwanted verbal behaviors – such as 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	79.8	18.2	2.0	1.3
Unwanted online behaviors – such as sending you sexual emails, texts, or pictures; posting sexual comments about you on blogs or social media; showing you sexually offensive pictures or objects	94.0	--	--	1.1
Unwanted in person nonverbal behaviors – such as leering at you or making lewd gestures towards you; or touching oneself sexually in front of you	93.7	--	--	1.1
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	95.7	--	--	1.1

*Percentages that represent responses from 1-5 faculty and/or staff have been masked or summarized into larger categories.

(Never=1, Rarely=2, Sometimes=3, Often=4, Very often =5)

Incidence of Relationship Violence

In the last four years, have you experienced relationship violence while on Kenyon's campus or while you were performing your work duties off-campus?

5.7% yes or I suspect that I have, but I am not certain
--

*Percentages that represent responses from 1-5 faculty and/or staff have been masked or summarized into larger categories.

Reporting by Faculty and Staff that Experienced Relationship Violence

--% told no one
40% told a friend, family member, romantic partner, etc.
50% told someone at Kenyon (colleague, supervisor, campus safety, Title IX coord., etc.)
--% told someone outside of Kenyon (local police, private counselor, sexual assault hotline, etc.)

*Percentages that represent responses from 1-5 faculty and/or staff have been masked or summarized into larger categories.

Demographics

Percentages that represent responses from 1-5 faculty and/or staff will be withheld or summarized into larger categories.

In what division do you work?

	% of respondents
Academic Division - Faculty	29.0
Academic Division - Staff	14.2
Admissions and Financial Aid	4.5
College Relations	7.0
Finance/ Ohio 5/ President's Office	6.7
LBIS	8.1
Operations	8.4
Student Affairs	13.9
Missing	8.4

For how many years have you been employed by Kenyon?

	% of all respondents
1 year	10.9
2-5 years	24.8
6-10 years	12.3
11-15 years	13.1
16-20 years	9.7
More than 20 years	18.4
Missing	10.9

For how many years have you been employed by Kenyon?

	% of faculty respondents
1 year	8.7
2-5 years	17.3
6-10 years	13.5
11-15 years	16.3
16-20 years	14.4
More than 20 years	23.1
Missing	6.7

For how many years have you been employed by Kenyon?

	% of staff respondents
1 year	11.4
2-5 years	27.1
6-10 years	11.4
11-15 years	10.6
16-20 years	7.8
More than 20 years	15.3
Missing	16.5

What is your age?

	% of respondents
18-34	16.2
35-44	22.0
45-54	25.3
55-64	24.8
65 or older	6.1
Missing	5.6

What is your gender?

	% of respondents
Man	34.8
Woman	59.6
Missing	5.6

Which term best describes your sexual orientation?

	% of respondents
Heterosexual	80.8
LGBTQ+ (Asexual, Bisexual, Gay, Lesbian, Pansexual, Queer, Questioning)	9.5
Missing + Fill in	9.7

Race/Ethnicity

	% of respondents
Person of Color (American Indian/Alaskan Native, Asian, Black or African American, Native Hawaiian/Pacific Islander, Hispanic/Latino)	6.7
White	84.1
Missing	9.2

This survey and resulting data were made possible through the expertise and cooperation of our colleague, Laura Palucki Blake, from Harvey Mudd College. We appreciate her commitment to Title IX efforts and helping us to produce high quality data for our campus.

The following pages display those questions that were addressed in the survey but for which there were not sufficient responses to release data publicly.

Incidence of Sexual Assault

In the last four years, has anyone **attempted, but not succeeded in**, sexually assaulting you while you were on Kenyon's campus or while you were performing your work duties off-campus?

--% yes or I suspect that someone attempted to sexually assault me, but I am not certain

*Percentages that represent responses from 1-5 faculty and/or staff have been masked or summarized into larger categories.

In the last four years, have you been sexually assaulted while you were on Kenyon's campus or while you were performing your work duties off-campus?

--% yes or I suspect that someone sexually assaulted me, but I am not certain

*Percentages that represent responses from 1-5 faculty and/or staff have been masked or summarized into larger categories.

Reporting by Faculty and Staff that Experienced Sexual Assault

Did this incident involve:

	% Yes	% No
The other person threatening to use physical force against you, or using coercion or intimidation?	--	--
The other person using physical force against you?	--	--
The other person drinking alcohol?	--	--
Your drinking alcohol?	--	--
Your voluntarily taking or using drugs other than alcohol?	--	--
Your being given a drug without your knowledge or consent?	--	--

*Percentages that represent responses from 1-5 faculty and/or staff have been masked or summarized into larger categories.

Were you unable to provide consent or stop what was happening because you were incapacitated in some way (e.g., passed out, drugged, drunk, asleep)?

0% of those that were victims of sexual assault were unable to provide consent because they were incapacitated in some way (e.g. passed out, drunk, drugged, asleep).

--% were not incapacitated during their assault.

--% were unsure if they were incapacitated during their assault.

*Percentages that represent responses from 1-5 faculty and/or staff have been masked or summarized into larger categories.

0% of respondents who experienced sexual assault used Kenyon's procedures for making a formal report

--% of respondents who experienced sexual assault DID NOT USE Kenyon's procedures for making a formal report
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*Percentages that represent responses from 1-5 faculty and/or staff have been masked or summarized into larger categories.

No respondents fit this category.

% of respondents who used Kenyon's procedures who were satisfied or very satisfied with the response.

% of respondents who used Kenyon's procedures who were neither satisfied nor dissatisfied with the response.
--

% of respondents who used Kenyon's procedures who were dissatisfied or very dissatisfied with the response.

0% told no one

--% told a friend, family member, romantic partner, etc.
--

--% told someone at Kenyon (faculty member, CA, campus safety, Title IX coord., campus counselor, etc.)

--% told someone outside of Kenyon (local police, private counselor, sexual assault hotline, etc.)
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*Percentages that represent responses from 1-5 faculty and/or staff have been masked or summarized into larger categories.

Reporting by Faculty and Staff that Experienced Sexual Assault and Told No One

No respondents fit this category.

Percent who told no one because...

I did not think I would be believed.

I thought I would be blamed for what happened.
--

I wanted to deal with it on my own.

I was ashamed/embarrassed.

I was concerned others would find out.
--

I did not recognize it as sexual assault at the time.

I was afraid of losing my job.

I was afraid of retaliation.

I did not think others would take it seriously.

I didn't have time to deal with it.

I thought nothing would be done.

I didn't want others to worry about me.

I wanted to forget that it happened.

I thought I would be accused of being unprofessional.

I didn't think that others would think it was important.
--

It would feel like I was admitting a failure.

I did not know the reporting procedure on campus.
