

University of Michigan–Flint Climate Survey Related to Sex and Gender

//Key Findings from Employees

December 2024

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Introduction

The University of Michigan–Flint is dedicated to fostering a caring community, and committed to preventing sexual and gender-based misconduct. Each individual in the University of Michigan 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 U-M campuses, along with awareness of campus responses and resources.



The University of Michigan contracted with Rankin Climate, LLC to conduct a system-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 (ATC3) 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 UM-Flint's Office of Institutional Analysis.

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 Sexual Harassment & Misconduct 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 (IPV)	Violence that occurs between any hook-up, boyfriend, girlfriend, intimate partner, spouse, husband, or wife, including exes that excludes horseplay or joking.
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-Flint" refers to the University of Michigan–Flint 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 § 11611–6). 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 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 health definitions of sexual assault and sexual violence.

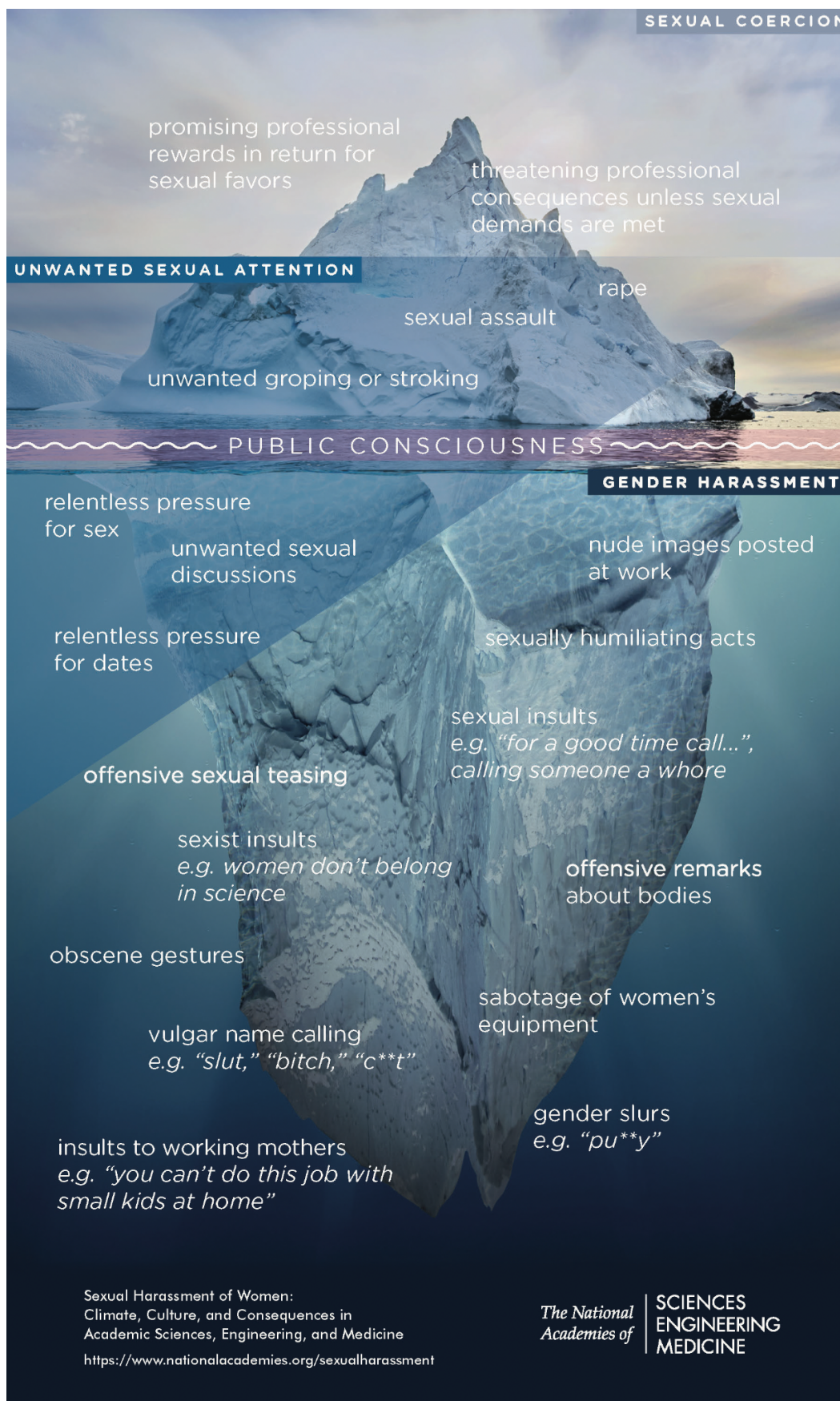
NASEM commissioned a qualitative study to better understand the sexual harassment experiences of faculty and staff. Faculty and staff women in this study who had experienced sexual harassment described a diverse set of experiences, including but not limited to derogatory comments related to their sex 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, 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 (Illies 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 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 Science, Engineering, and Medicine in its 2018 *Sexual Harassment of Women* report. The figure on the following page is consistent with a public health approach¹ and 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.

¹ The 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).



Key Takeaways

- Seventy-one percent ($n=96$) of UM-Flint employees invited to participate responded to the survey indicating their perceptions of and experience with sexual and gender-based harassment or misconduct since the beginning of the academic year.
 - 65% ($n=45$) of the faculty members
 - 77% ($n=51$) of the staff members
- Four forms of sexual misconduct were assessed in the survey: sexual and gender-based harassment, stalking, intimate partner violence, and sexual violence. Assessment sexual and gender-based harassment was focused on experiences perpetrated by people affiliated with UM-Flint.
- 34% ($n=32$) of UM-Flint employee participants indicated at least one experience with sexual or gender-based misconduct since the beginning of the academic year. This included:
 - 46% ($n=12$) of women faculty participants
 - 22% ($n=4$) of men faculty participants
 - 40% ($n=16$) of women staff participants
 - No men staff reported experiencing any sexual or gender-based misconduct since the beginning of the academic year.
- More than 7 out of 10 UM-Flint employee participants indicated that they felt confident intervening across a variety of situations to stop sexual or gender-based misconduct.
- UM-Flint employees demonstrated strong knowledge of sexual consent:
 - 95% disagreed with the statement "If a person doesn't physically resist sex, they have given consent."
 - 94% disagreed with the statement "Mixed signals can sometimes mean consent."
 - 99% disagreed with the statement "If someone invites you to their place, they are giving consent for sex."

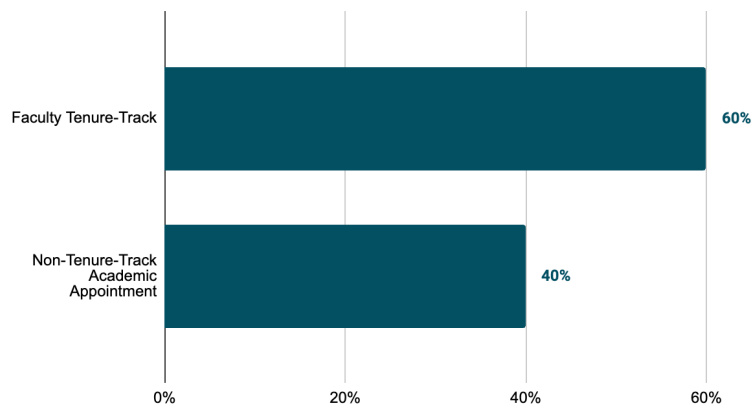
Survey Participant Characteristics

Seventy-one percent ($n=96$) of UM-Flint employees invited to participate responded to the survey. This included 65% ($n=45$) of the faculty members and 77% ($n=51$) of the staff members invited to participate. Further details on survey respondents are presented below disaggregated by position, gender, racial/ethnic identity, and sexual identity. Each item in the survey was optional, and some respondents 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.

Response Rate by Position

Figures 1 and 2 depict the response rate of UM-Flint employees by position. The response rates were calculated based on population data for each position category provided by

Figure 1. Primary Position of Faculty Respondents

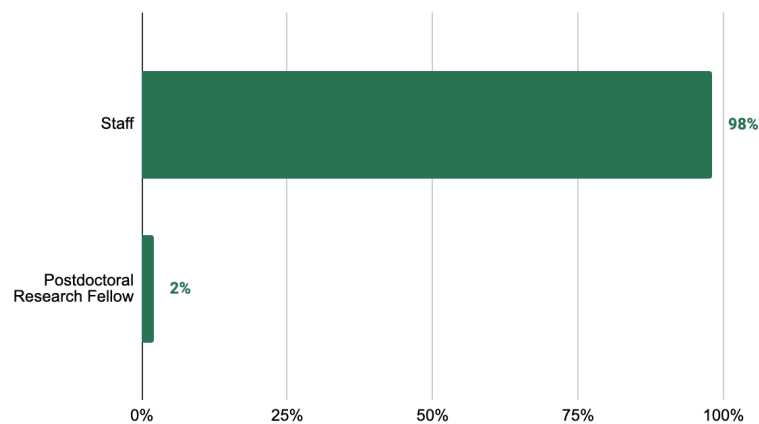


the University. Sixty percent ($n=27$) of the Flint faculty sample were tenure-track faculty and 40% ($n=18$) were non-tenure-track academic appointments (see Figure 1). The UM-Flint faculty sample was composed of 60% ($n=30$) tenure-track faculty and 40% non-tenure track faculty ($n=20$).

Response Rate by Length of Employment

Staff participants included in the randomized sample were asked to identify the length of their employment at UM-Flint (see Figure 3). Thirteen percent ($n=6$) of faculty participants had been employed by the university for less than one year, 11% ($n=5$) had been employed between one and two years, 9% ($n=4$) had been employed between three and five years, 24% ($n=11$) had been employed by the university for six to

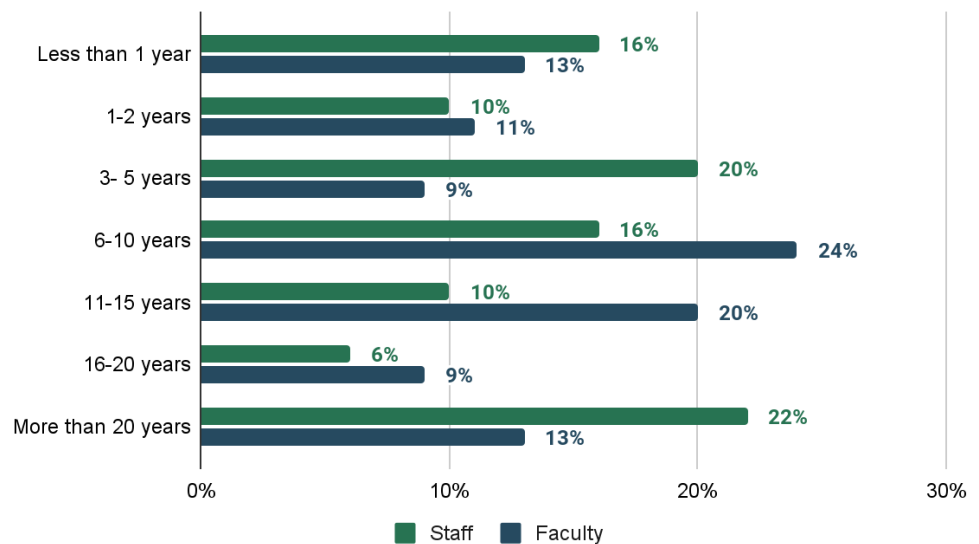
Figure 2. Primary Position of Staff Respondents



ten years, 20% ($n=9$) had been employed by the university for 11 to 15 years, 9% ($n=4$) had been employed by the university for 16 to 20 years, and 13% ($n=6$) had been employed by the university for more than 20 years.

For staff participants, 16% ($n=8$) had been employed for less than one year, 10% ($n=5$) had been employed between one and two years, 20% ($n=10$) had been employed between three and five years, 16% ($n=8$) had been employed for six to ten years, 10% ($n=5$) had been employed for 11 to 15 years, 6% ($n=3$) had been employed for 16 to 20 years, and 22% ($n=11$) had been employed by the university for over 20 years.

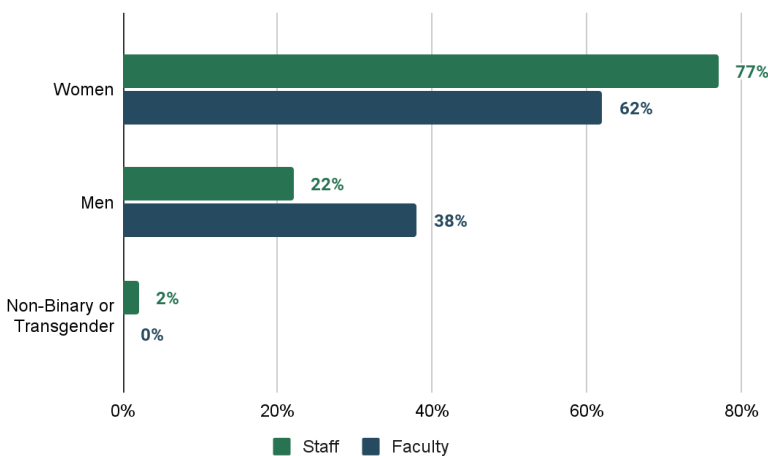
Figure 3. Length of Employment at UM-Flint



Gender Identity

Response rates by gender identity on the UM-Flint campus were calculated by comparing the sample data with the university administrative data, presented in Figure 4.

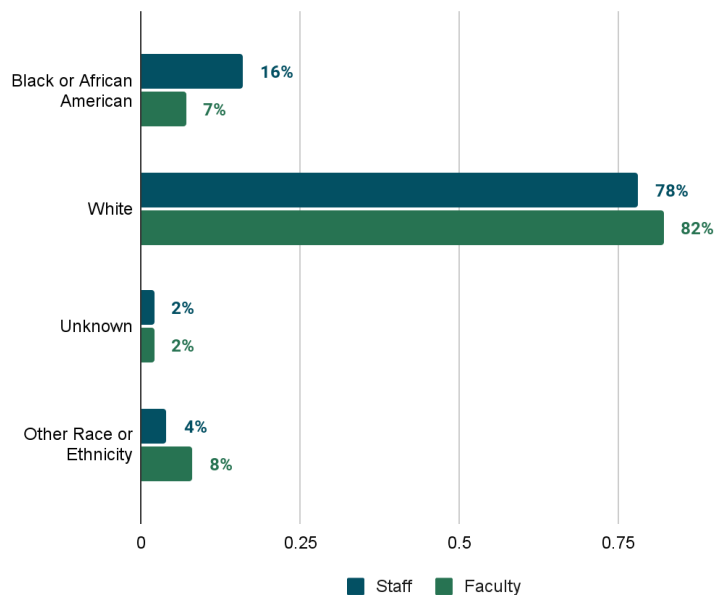
Figure 4. Gender Identity of Employee Respondents



The UM-Flint faculty sample was composed of 62% ($n=28$) of participants who identified as women and 38% ($n=17$) who identified as men. No UM-Flint faculty participants self-identified as non-binary or transgender. Among the UM-Flint staff participants, 77% ($n=39$) identified as women, 22% ($n=11$) identified as men, and 2% ($n=1$) identified as non-binary or transgender.

Racial/Ethnic Identity

Figure 5. Racial/Ethnic Identity of Employee Respondents



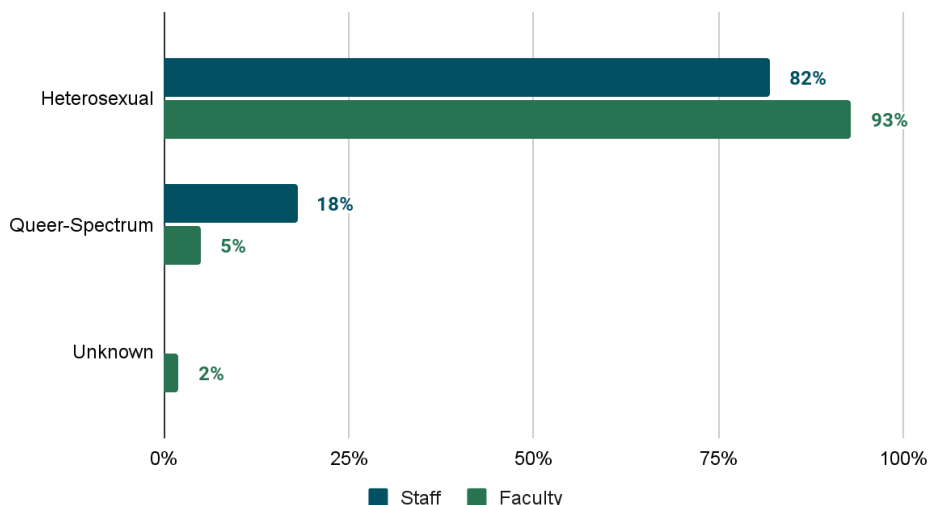
Employee response rates by racial/ethnic identity were also calculated by comparing the sample data with the university's administrative population data, presented in Figure 5; participants were allowed to select one or more racial/ethnic identities in the survey to best represent their identities.

In the Flint faculty sample, most participants identified as white (82%, $n=37$), followed by Black or African American (7%, $n=3$). Two percent of faculty participants chose not to identify their race or

ethnicity. Due to the small number of faculty participants that identified as other races, the categories of Asian or Asian American, international, Hispanic or Latinx, and two or more races were collapsed into the "Other Race or Ethnicity" category (8%, $n=4$). Among the Flint staff sample, most staff identified as white (78%, $n=40$), followed by Black or African American (16%, $n=8$). One staff participant (2%) chose not to identify their race or ethnicity. As with the Flint faculty sample, the categories of Asian or Asian American, international, Hispanic or Latinx, and two or more races were collapsed into the "Other Race or Ethnicity" category, which made up 4% of the staff sample.

Sexual Identity

Figure 6. Sexual Identity of Employee Respondents



Faculty and staff participants were allowed to select the sexual identity that most accurately fits their identity. Due to the small numbers of staff 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 does not maintain administrative data on sexual identity; therefore the estimates in Figure 6 represent the proportions of each identity as a proportion of the total sample size.

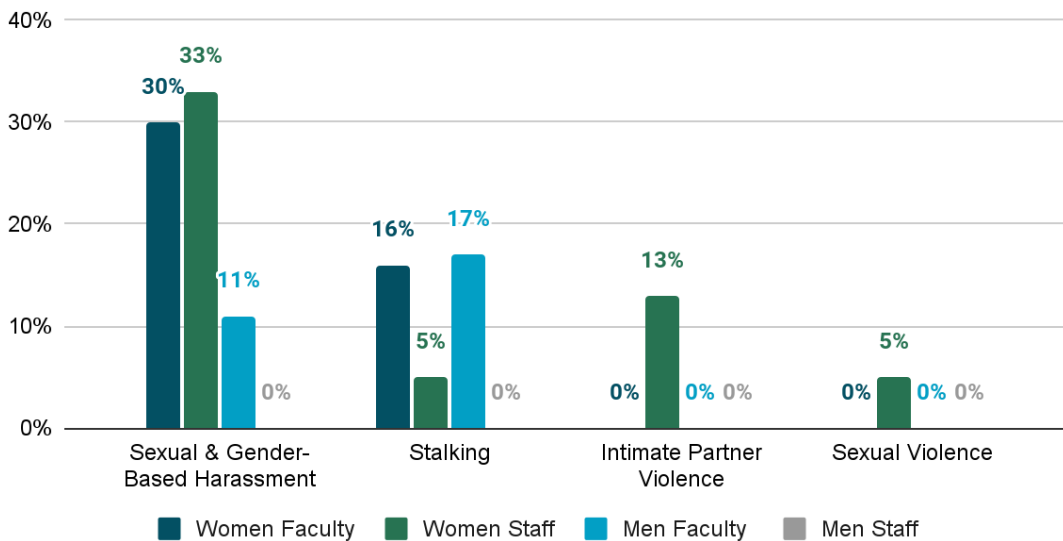
The majority of faculty and staff respondents in the Flint sample self-identified as heterosexual ($n=93$ and $n=41$, respectively), followed by those whose identity falls within the queer-spectrum category ($n=2$ and $n=9$, respectively). One faculty participant opted not to disclose their sexual orientation.

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. Figure 7 presents the incidence rates of each form of sexual misconduct assessed in the survey for UM-Flint employees. 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 respondents 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 UM-Flint, whereas stalking, intimate partner violence, and sexual violence estimates include experiences perpetrated by someone either affiliated or unaffiliated with UM-Flint. All sexual misconduct experiences assessed in this survey occurred since the employee began working at UM-Flint, and they could occur either on or off UM-Flint property.

Figure 7. Sexual Misconduct Incidence Rates Since the Beginning of the Academic Year



Overall, 34% (*n*=32) of UM-Flint employee participants indicated at least one experience with sexual or gender-based misconduct since the beginning of the academic year. This included 46% (*n*=12) of UM-Flint women faculty participants, 40% (*n*=16) of women staff, and 22% (*n*=4) of men faculty who indicated experiencing at least one form of sexual or gender-based misconduct since the beginning of the academic year. Male staff participants did not indicate experiencing any sexual or gender-based misconduct

experiences since the beginning of the academic year. Thirty percent ($n=8$) of women faculty and 33% ($n=13$) of women staff experienced sexual or gender-based harassment compared with 11% ($n=2$) of men faculty. Sixteen percent ($n=4$) of women faculty, 5% ($n=2$) of women staff, and 17% ($n=3$) of men faculty indicated experiencing stalking. Thirteen percent ($n=5$) of women staff participants indicated experiencing intimate partner violence, and 5% ($n=2$) indicated experiencing sexual violence since the beginning of the academic year.

Sexual Violence

The sexual violence items included in the survey 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. Permission is defined here as the respondent'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 students' overall experiences with sexual violence since the beginning of the academic year to better understand the full scope of the issue and provision of adequate resources; therefore, some sexual violence experiences described in this report were perpetrated by people unaffiliated with the university or at a non-university location.

Sexual Violence Context and Reporting

Employee 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 as well as if they reported the incident to the Equity, Civil Rights and Title IX office (ECRT), Center for Gender and Sexuality (CGS) staff member, or Human Resources (HR). Only 2 UM-Flint employees—both women staff members—indicated experiencing sexual violence since the beginning of the academic year. Neither of those employees indicated that the perpetrator was a supervisor, and neither reported the experience to a university office or official.

Intimate Partner Violence

Intimate partner or dating violence included any experience of physical and psychological abuse experiences within an intimate relationship, perpetrated by someone who may or may not be affiliated with the university and occurring either on or off university 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's policies, but it is well-accepted in the public health literature and consistent with recent U.S. federal legislation mandating campus sexual misconduct climate assessment.

Intimate Partner Violence Context and Reporting

Eight percent of ($n=5$) UM-Flint employees indicated experiencing intimate partner violence since the beginning of the academic year. All of those participants were women staff members (13% of women staff). None of those employees indicated that the perpetrator was a supervisor, and one (20%) reported the experience to a university office or official. One (20%) of these participants indicated that the perpetrator was another staff member at UM-Flint, one (20%) indicated that it was an undergraduate student at UM-Flint, and the remaining three (60%) indicated it was a current or former partner unaffiliated with UM-Flint.

Stalking

Stalking was defined for this project as a course of sexual misconduct 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. 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 and that occurred on or off university property.

Stalking Context and Reporting

Among all employee participants, 10% ($n=9$) indicated at least one experience with stalking since the beginning of the academic year. Employee 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 ECRT, a CGS staff member, or HR. One (11%) UM-Flint employee who experienced stalking indicated that the perpetrator was a supervisor, and two UM-Flint employees (22%) indicated that they reported their experience to a university office or official.

Sexual and Gender-Based Harassment

Faculty and 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. Although this public health scope of sexual and gender-based harassment uses different terms than what is found in University of Michigan policies or employment law in some instances, it is consistent with the required items in the sexual misconduct survey mandate. Although 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.

Twenty-two percent ($n=10$) of UM-Flint faculty participants indicated experiencing sexual or gender-based harassment since the beginning of the academic year. Most of these harassing experiences (53%) were indicated by faculty participants to include sexist or sexually-offensive language, gestures or pictures; 21% of faculty indicated the harassment involved unwanted touching and 26% indicated it involved subtle or explicit bribes or threats.

Among staff participants, 25% ($n=13$) experienced sexual or gender-based harassment (all identified as women). Most (74%) of the sexual or gender-based harassment staff indicated included sexist or sexually-offensive language, gestures or pictures; 13% indicated the experience included unwanted sexual attention, unwanted touching, or subtle or explicit bribes or threats, respectively.

Sexual and Gender-Based Harassment Context and Reporting

Employee participants who indicated experiencing at least one form of sexual and/or gender-based harassment were asked a series of follow-up questions to assess the characteristics of the perpetrator as well as if they reported the incident to ECRT or a CSG staff member, or HR. Most faculty who experienced at least one incident of harassment indicated that the perpetrator was not a supervisor. None of the employees that experienced harassment reported their experience(s) to ECRT, CGS, or HR.

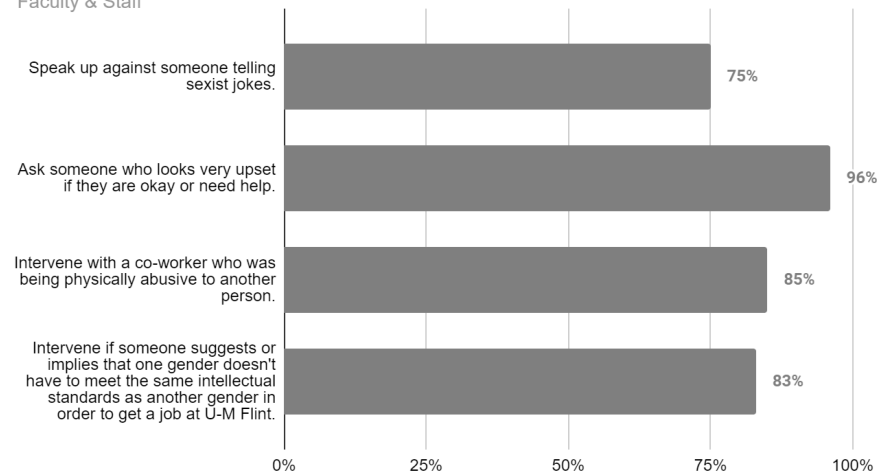
Nine percent ($n=2$) of UM-Flint employees who experienced sexual or gender-based harassment since the beginning of the academic year indicated that the perpetrator was a supervisor, and 17% ($n=4$) reported their experience to a university office or official. Six employees (26%) indicated the perpetrator was a UM-Flint staff member, 4 employees (17%) indicated it was a UM-Flint undergraduate student, four employees were unsure of the perpetrator's role at UM-Flint, three employees (13%) indicated it was a UM-Flint faculty member, and two employees (9%) indicated it was a third-party contractor.

Additional Climate Indicators

Bystander Confidence

All respondents were asked to rate their agreement with the statements presented in Figure below, which indicates their confidence levels related to bystander intervention across a variety of situations that could involve sexual or gender-based misconduct. Overall, more than seven out of 10 UM-Flint employee participants indicated that they felt confident that they would intervene in all of the four scenarios posed.

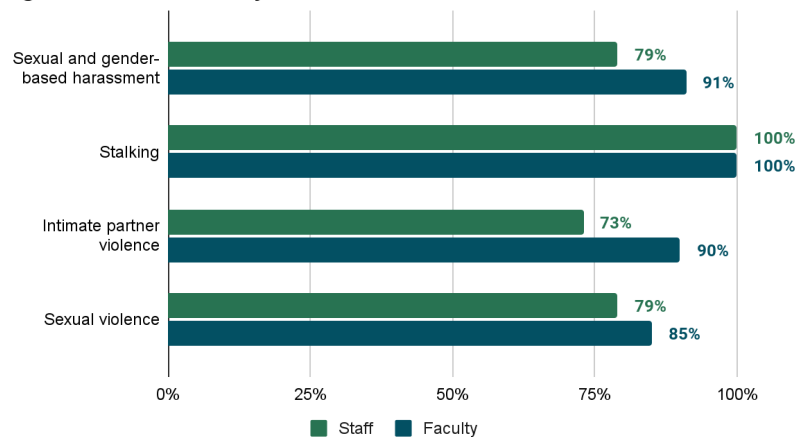
Figure 8. Bystander Intervention Confidence
Faculty & Staff



Sense of Safety

All faculty respondents were asked to rate how safe they felt on campus with regards to various forms of sexual misconduct which is presented in Figure 9, which indicates that they feel safe on campus from sexual misconduct, especially with regards to intimate partner or dating violence.

Figure 9. Sense of Safety On or Around UM-Flint

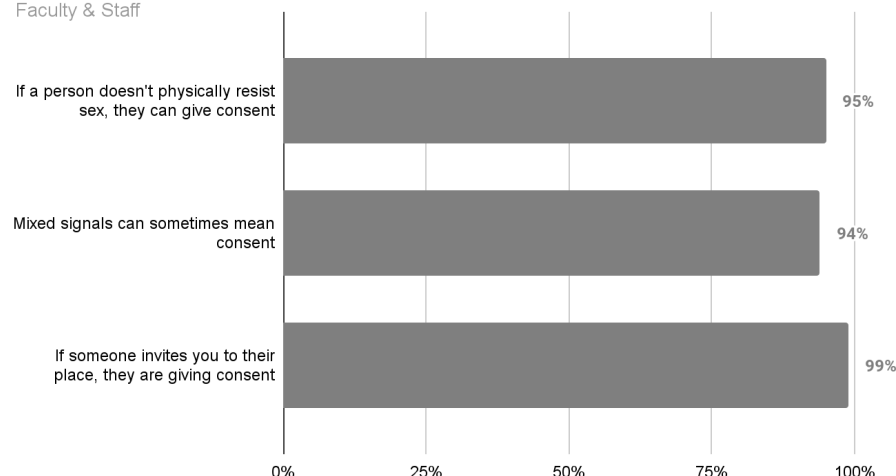


Perceptions of Consent

All UM-Flint employee respondents were asked to rate their degree of agreement with the statements presented in Figure 10 below, which indicates that faculty overall have a good understanding of what constitutes sexual consent.

Figure 10. Consent Knowledge

Faculty & Staff

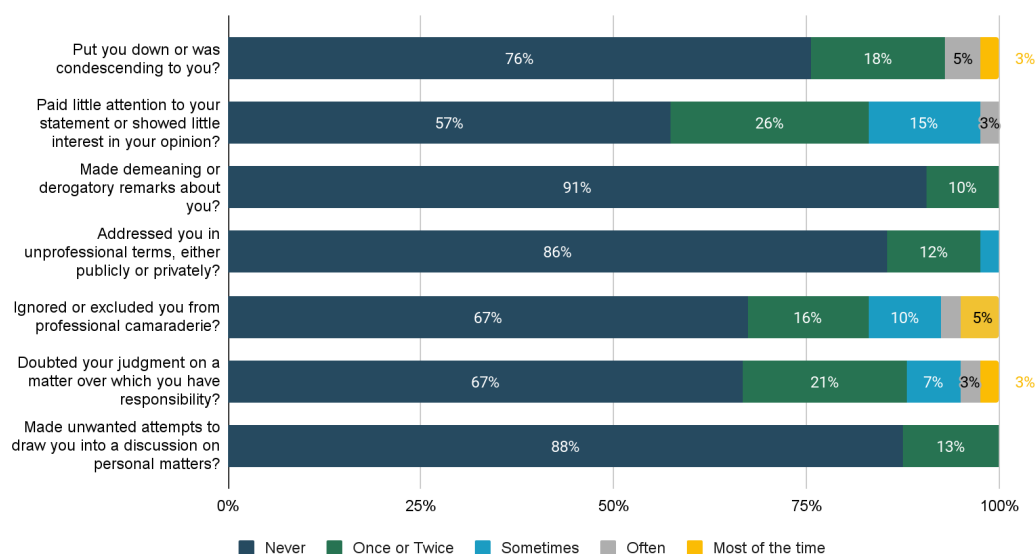


Civility

All UM-Flint employees were asked to respond to a series of statements related to workplace civility over their past year working at the university. Specifically, employees were asked if they have "...been in a situation where any of your superiors or coworkers...", with the specific experiences detailed in Figures 11 for faculty and 12 for staff.

Figure 11. Civility Experiences

Faculty

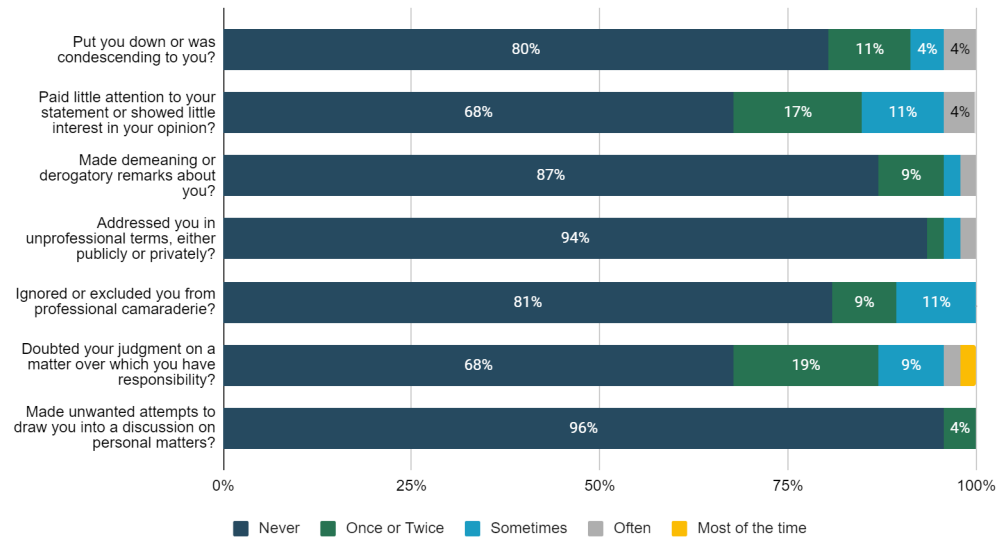


For each civility-related scenario posed, a majority of UM-Flint faculty and staff indicated

they had never had the experience. The most common experiences both faculty and staff indicated happened to them over the past year at least once or twice were “Paid little attention to your statement or showed little interest in your opinion?” (faculty $n=17$, staff $n=16$) and “Doubted your judgment on a matter over which you have responsibility?” (faculty $n=13$, staff $n=16$).

Figure 12. Civility Experiences

Staff



Conclusion

This report and the following appendices describe key findings from survey data collected as a result of a rigorous campus sexual and gender-based misconduct assessment. As with previous climate surveys, these data will be useful to the University of Michigan-Flint campus community moving forward. Specifically, employee experiences with sexual and gender-based misconduct as well as their confidence intervening as a prosocial bystander to stop misconduct, knowledge of sexual consent, general sense of safety on and around campus, and knowledge of how report cases of sexual or gender-based misconduct to the University and how to obtain relevant resources available to employees. Findings from this study will help inform UM-Flint's continued efforts to prevent and respond to campus 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 the UM-Flint community. The collaborative approach that the greater U-M community employed in creating this survey can serve as a blueprint for a similar inter-Flint community approach to creating new and strengthening existing prevention and response efforts.
- 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. Preparing employees to have difficult conversations on topics like sexual misconduct and respect, especially in challenging demeaning and sexist and offensive remarks, could have a positive impact on employee sexual harassment rates as well.
- The responses to "I don't think sexual violence is a problem at UM-Flint" are a room for growth, with 70% of employees either agreeing or selecting a neutral response. However, with such strong responses to knowledge of consent, looking at how employees have learned about such things could allow for similar educational vehicles. Regardless, these responses can be a specific figure to target and move future survey participants to stronger awareness of the issues in the community.

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 2024 *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 at the university. 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 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.

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 n s 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 system-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
- Telling lies... - Threatening to end the relationship... - Threatening to spread rumors about me... - Making promises I knew were untrue... -or- - Continually verbally pressuring me... ...after I said I didn't want to.				
- Showing displeasure... - Criticizing my sexuality or attractiveness... -or- - Getting angry but not using physical force... ...after I said I didn't want to.				
Taking advantage of me when I was too drunk or out of it to stop what was happening.				
Threatening to physically harm me or someone close to me.				
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
- Telling lies... - Threatening to end the relationship... - Threatening to spread rumors about me... - Making promises I knew were untrue... - Continually verbally pressuring me... ...after I said I didn't want to.				
Showing displeasure...				

• Criticizing my sexuality or attractiveness... • Getting angry but not using physical force... ...after I said I didn't want to.				
• Taking advantage of me when I was too drunk or out of it to stop what was happening.				
• Threatening to physically harm me or someone close to me.				
• 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
• Telling lies... • Threatening to end the relationship... • Threatening to spread rumors about me... • Making promises I knew were untrue... • Continually verbally pressuring me... ...after I said I didn't want to.				
• Showing displeasure... • Criticizing my sexuality or attractiveness... • Getting angry but not using physical force... ...after I said I didn't want to.				
• Taking advantage of me when I was too drunk or out of it to stop what was happening.				
• Threatening to physically harm me or someone close to me.				
• 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
• Telling lies... • Threatening to end the relationship... • Threatening to spread rumors about me... • Making promises I knew were untrue...				

Continually verbally pressuring me... ...after I said I didn't want to.				
- Showing displeasure... - Criticizing my sexuality or attractiveness... - Getting angry but not using physical force... ...after I said I didn't want to.				
Taking advantage of me when I was too drunk or out of it to stop what was happening.				
Threatening to physically harm me or someone close to me.				
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
- Telling lies... - Threatening to end the relationship... - Threatening to spread rumors about me... - Making promises I knew were untrue... - Continually verbally pressuring me... ...after I said I didn't want to.				
- Showing displeasure... - Criticizing my sexuality or attractiveness... - Getting angry but not using physical force... ...after I said I didn't want to.				
Taking advantage of me when I was too drunk or out of it to stop what was happening.				
Threatening to physically harm me or someone close to me.				
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.