

**SUNY Sexual Violence Prevention (SVP) Campus Climate Survey Report**

Herkimer County Community College

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The *Campus Climate Survey* administered this year was intended to gather information about students' and employees' knowledge of policies and resources related to sexual violence. By law, every SUNY campus is required to participate in this survey project. This report includes an Executive Summary that may be used for public websites or other campus publications. As per the SUNY policy, "results will be published on the campus website providing no personally identifiable information shall be shared." Details and recommendations are also included in this report

<http://system.suny.edu/sexual-violence-prevention-workgroup/policies/campus-climate/>

## Executive Summary

After reviewing the student survey, there were some concerns regarding the generalizability of the data. The response rate was low and the demographics of the respondents did not provide a wide enough variety to provide an accurate depiction of students' perceptions. The College acknowledges that it is in compliance with Education Law 129B, but needs to have identify and implement strategies to increase student awareness in several areas.

The College will increase its efforts to ensure that all students know how to seek assistance and report sexual assault or harassment, stalking, and dating or domestic violence. The College will also promote student awareness of the Good Samaritan policy and encourage students to seek assistance if they feel they or someone they know is in danger or in need of immediate assistance. Since it is critical that students know this information as they begin their college career, the information will be disseminated as part of the orientation program, with additional information to be provided during the first-year experience course. The first-year experience course is a graduation requirement.

The response rate for the faculty/staff survey was also low and not inclusive of all sectors of employees on campus. With the data provided, we can glean some information that the college can use as a guiding source, but future runs of the survey will need to encourage all employees to respond. From the information revealed in the survey, the College will increase its efforts to make new employees (full and part-time) more aware of their roles and responsibilities in assisting themselves, their co-workers and our students regarding sexual assault and harassment, stalking and domestic, and dating violence. The College will also ensure that the policy is included in the faculty/staff handbook and in new employee orientation.

## Background

Herkimer College was looking to identify the baseline for faculty, staff and students' knowledge regarding: sexual violence and assault; domestic and dating violence; and stalking. The College also sought to establish a baseline for the faculty, staff and students' knowledge regarding campus policies, how to report an incident, and affirmative consent.

Herkimer College has numerous resources available to faculty, staff and students to help increase awareness of sexual violence and to help victims in their time of need. The campus Counseling Center is available for students in distress, and the staff from the staff from the YWCA Mohawk Valley Sexual Violence Services provides on-campus services for sexual assault victims and survivors on a monthly and

as needed basis. The Counseling Center coordinates many prevention and awareness programs throughout the academic year. Additionally, the Counseling Center staff organizes the college-wide initiative that requires all students enrolled in a First Year Experience course and all student athletes to complete an online learning platform specific to Sexual Violence Prevention (Haven). In collaboration with Catholic Charities of Herkimer County's Domestic Violence Program staff, the Counseling Center also coordinates a Domestic Violence Awareness Month in October which includes the following activities: information tables, t-shirt making for the Clothesline Project (displayed in the College Center Lobby), and a Take Back the Night Event, which was held on-campus on 10/13/16. The office works closely with our Campus Safety Office, Dean of Students Office and external agencies to ensure our students have access to the resources they need when they need them. The results of this survey also serves as an additional assessment of the efforts the college is making to create awareness and take appropriate measures to resolve incidents reported.

## Response Rates and Demographics

### ***Population Surveyed***

Herkimer College surveyed all active employees and all students over the age of 18 that were enrolled in an on-campus course(s). We selected this population to maximize the number of responses.

### ***Acknowledgements that respondents are all 18 years or older***

No one under the age of 18 was in the population of students or faculty/staff surveyed.

### ***Survey Administration***

The data was collected via an online survey using Campus Labs that ran for 3 weeks. Three reminder emails were sent and an internal announcement was made to encourage student participation. An email from the president's office was also sent to encourage faculty/staff responses. The Campus Labs response calculator was used to determine the number of responses required for each cohort. In conversation, the Dean of Students, the President and the Director of Institutional Research determined that any student, faculty or staff member (full or part time) that either worked or attended classes on campus, over the age of 18, would be surveyed.

### **Number of faculty, Staff, and Students Surveyed**

<i>Population</i>	<i>Total Surveyed</i>	<i>Total Responded</i>
<i>Faculty/Staff</i>	281	118
<i>Students</i>	1140	33

### **Response rate for faculty, staff, and students**

<i>Population</i>	<i>Response Rate</i>
<i>Faculty/Staff</i>	32.6%
<i>Students</i>	2.5%

### ***Respondent Demographics***

Neither survey yielded a representative sample compared to the demographics on campus. The faculty/staff survey lacked representation from our part-time employee cohort, which has been growing over the past several years. The response rate of the student survey was extremely low with 69.7% of respondents identified as commuter students and 30.3% identified as on-campus students. Overall, we did achieve a response rate on either survey to rule out bias or to provide a reasonable confidence level to generalize the data collected.

Because of the low response rate, we are not able to use the data collected for decision making or strategic planning purposes; and the demographics cannot be shared, as this could potentially reveal respondents. We will provide details from both surveys, but will not be generalizing the data to avoid compromising confidentiality or anonymity of the respondents.

## Results

### ***The Title IX Coordinator's role***

The faculty/staff survey responses indicated the following:

- 53.27% were aware that the Title IX coordinator was responsible for receiving reports, coordinating campus response and ensuring training and education is provided to the campus community
- 44.86% knew that the Title IX coordinator is responsible for providing individuals with accommodations and services during an investigation
- 42.99% were unsure what the role of the Title IX coordinator entailed
- 50% of the respondents knew who the Title IX coordinator was

The student survey responses indicated the following:

- 52% of the students did not know how to find the Title IX Coordinator
- 32% did
- 15% were unsure

The following are the student response breakout when asked what the roles of the Title IX Coordinator include:

- 37.04 % Receive reports
- 29.63% Coordinate campus response
- 44.44% Ensure training/education is provided to the campus community
- 33.33% Provide reporting individuals with accommodations and services during an investigation

### ***Campus policies and procedures addressing sexual assault***

- 88.6% of the faculty/staff respondents knew the college has policies and procedures specifically addressing sexual assault

- 8% did not know
- 10.53% were not sure
- 87.5% of students responding to the survey knew the campus had policies and procedure specifically addressing sexual assault
- 12.5% were unsure

Faculty/Staff responding to the survey indicated they had received written and/or verbal information from someone on campus on the following topics:

- 75.45% about the definition of where to get help if they or someone they knew was sexually assaulted
- 69.09% regarding whom one can speak with confidentially about sexual assault
- 63.64% regarding the definition of sexual assault and how to report a sexual assault
- 60% regarding the policies prohibiting sexual assault
- 12.73% were not aware of having received any information regarding any of the above

The students responding to the survey indicated they had received written and/or verbal information from someone on campus for the following topics:

- 75% the definition of sexual assault
- 65.63% information on how to report a sexual assault
- 68.75% information on where to go if they or someone they knew were sexually assaulted
- 75% information on whom they can speak confidentially about a sexual assault
- 78.13% information on policies prohibiting sexual assault
- 9.38% were not aware of having received any information regarding any of the above

***How and where to report sexual violence as a victim/survivor or witness***

- 49.09% of the faculty/staff respondents strongly agreed that if a student were sexually assaulted, they would know how to advise them on where to go on campus for help
- 40.91 % agreed
- 6.36 neither agreed nor disagreed
- 3.64% disagreed

Of the faculty/staff respondents the following data shows what percentage knew that a victim/survivor or witness could formally disclose a sexual assault to:

- 97.22% Counseling Center
- 91.67% Campus Safety
- 91.67% the Dean of Students
- 69.44% Human Resources
- 68.52% the Title IX coordinator
- 2.78% were not sure

Of the students responding to the survey:

- 75% knew where to report sexual assault and sexual harassment
- 65.63% knew where to report domestic violence and stalking
- 62.5% knew where to report dating violence
- 21.88% did not know how to report any of the above.

The following breakout shows the results from students who responded to the survey that knew to whom a victim/survivor or witness could formally disclose a sexual assault on campus:

- 96.3% to Campus Safety
- 88.89% to Counseling Center
- 77.78% to Dean of Students
- 51.58% to Human Resources
- 48.15% to the Title IX Coordinator
- 3.7% did not know

***The availability of resources on and off campus, such as counseling, health, academic assistance***

- 73.21% of the faculty staff respondents felt that if there was a student complaint of sexual violence on campus the college would take the report seriously
- 63.39% felt that the college would conduct a fair investigation
- 66.96% felt the college would provide the student with necessary support during the investigation
- 58.04% felt the college would take the necessary steps to protect the student from further harm
- 54.46% felt the college would take appropriate action against the person
- 18.75% were not sure how the college would react to the complaint

Students were aware of the following campus resources:

- 87.5% Dean of Students Office
- 37.5% Title IX Coordinator
- 87.5% Campus Safety
- 70.83% Peer Counselors\*
- 91.67% Counseling Center
- 62.5% Campus Health Services\*
- 62.5% Human Resources
- 70.83% Local police/sheriff
- 50% Local crisis center
- 29.17% YWCA advocacy center
- 66.67% Local health services

\* Note: the campus does not have peer counselors or a Campus Health Office.

***The prevalence of victimization and perpetration of sexual assault, domestic violence, dating violence, and stalking on and off campus during a set time period (for example, the last two years)***

Information regarding campus crime statistics is available on

<https://nces.ed.gov/collegenavigator/?q=herkimer+county+community+college&s=all&id=191612#crime>

- 2013 - one forcible sex offense reported (none in 2014 or 2015)
- 2015 - two reports of rape (none in 2013 or 2014)

***Bystander attitudes and behavior***

Of the faculty/staff respondents:

- 20.54% strongly agreed and 39.29% agreed that they understood what happens when a student reports a sexual assault
- 25% neither agreed nor disagreed
- 13.39% disagreed
- 1.79% strongly disagreed

In the student survey:

- 47.83% felt their fellow students would get help and resources for a friend who tells them that they have been assaulted
- 39.13% felt their fellow student would likely get help and resources
- 8.7% felt it was unlikely
- 4.35% felt it was very unlikely

In the student survey when asked if they felt that a fellow student would confront a friend that told them they had sex with someone that was passed out or who did not give consent, the following responses were given:

- 34.78% felt it was very likely
- 30.43% felt it was likely
- 8.7% were unlikely
- 13.04% very unlikely
- 13.04% did not know

When asked if they thought their fellow students would call 911 if they heard a neighbor calling for help the response rate was:

- 34.78% were very likely
- 47.83% were likely
- 8.7% were unlikely
- 4.35% were either very unlikely or did not know

When asked if they thought their fellow students would do something to help a very drunk person who is being brought upstairs by a group of people at a party the response rate was:

- 48.48% very likely
- 34.78% likely
- 8.7% unlikely
- 8.7% very unlikely
- 4.35% did not know

When asked if they thought their fellow students would tell an RA or other campus authority about information they have that might help in a sexual assault case even if pressured by their friends to stay silent the response rate was:

- 26.09% very unlikely
- 34.78% were likely
- 21.74% unlikely
- 4.35% very unlikely
- 13.04% did not know

***Whether victims/survivors reported to the College/University and/or police, and reasons why they did or did not report***

In the faculty/staff survey the following responses were reported:

- 11.11% of the respondents indicated that a student has disclosed they were a victim of an unwanted sexual experience (including sexual assault), domestic violence, dating violence, or stalking regardless of where such incident is reporting to have occurred.
- Out of that 11.11%, 83.33% disclosed the information to either the Title IX Coordinator, Campus Safety, Student Affairs or another campus office.
- The respondents may have reported to multiple offices. 90% reported to Campus Safety, 50% reported to the Dean of Students, 40% reported to the Counseling Center, 20% reported to the Title IX Coordinator and 20% to other.

***The general awareness of the difference, if any, between the institution's policies and the penal law; and 29-30 (s)***

- 85.05% of the faculty/staff respondents were aware of the difference between the penal law and the institution's policy
- 7.48% were not aware
- 7.48% were not sure
- 75.7% were also aware of the SUNY policy for alcohol and/or drug use amnesty in reporting sexual violence while 17.76% were not and 6.54% were unsure.

***The general awareness of the definition of affirmative consent***

- 89.29% of the faculty/staff respondents knew the definition of consent prior to the survey
- 8.04% did not
- 2.68% were unsure



Of the faculty/staff respondents:

- 94.64% knew that if someone was incapacitated they could not provide consent
- 4.46 were unsure
- 0.89% said that consent could be given.

Of the student responses:

- 66.67% of the students knew the difference between the college disciplinary process and the criminal
- 29.63% did not
- 3.7% were unsure
- The same break out was received when the students were asked if they were aware of the SUNY alcohol and/or drug use amnesty in reporting sexual violence cases

From <http://system.suny.edu/sexual-violence-prevention-workgroup/policies/campus-climate/>

## Discussion and next steps

***Explain how your campus intends to address challenges. Identify individuals or departments who will be tasked with the responsibility to take next steps. Are there any additional questions that have gone unanswered by the Survey that you intend to investigate within the 2-year window? Do any of the planned action steps connect back to existing campus initiatives, goals, or strategies?***

In consideration of the data that was available, we feel the results could have provided the college with critical guidance in educating our students on sexual violence prevention providing we had a viable response rate. Since the response rate was so low, we have looked at our methodology and have begun to investigate ways to improve this rate. We would include in our efforts, a larger team on campus to promote the survey. We would utilize our current marketing tools such as social media, college billboards and the college portal, to capture a larger audience.

Some of the current activities that the college is doing to promote awareness of sexual violence, sexual assault and domestic violence are the use of videos made by current faculty, staff and students for education.

“No More” video regarding sexual and domestic violence prevention

“Put Yourself in a Pair of High Heels” video regarding sexual and domestic violence prevention.

Additional programming events included: *The Bystander* with Tim Collins, and *The Bystander Intervention Workshop*, also presented by Tim Collins in September 2016. The Counseling Center sponsored a sexual assault awareness day in September 2016, which included the *Put Yourself in a Pair of High Heels* event, and the YWCA Mohawk Valley Sexual Violence Services and Domestic Violence of Herkimer County was also on campus providing information to students and staff. In April 2017, the Counseling Center sponsored **Denim Day**, which was a sexual assault awareness/prevention event in collaboration with the YWCA Mohawk Valley Sexual Violence Services.

The Counseling Center also trained the Resident Assistants with the *Escalation Workshop* and offered 7 workshops to classes in the Humanities/Social Science division in the Spring 2017 semester. The Escalation Workshop is designed to provide students with the tools to recognize the warning signs of relationship abuse, including sexual violence and domestic violence prevention.

The HAVEN program, which is an online learning platform for Sexual Violence Prevention, is being discontinued due to lack of participation from our students. The College understands the importance of relaying this information to the student body and is currently considering other programs that would be more effective for our student body.

The College is also the recipient of The Office of Alcoholism Abuse and Substance Abuse Services (OASAS) grant which will staff a full-time College Prevention Coordinator. One of the position's responsibilities is to utilize universal approaches which enhance protective factors and reduce risk factors related to problem behaviors associated with substance abuse, which would include sexual assault. According to a 2012 study in *Democracy Rules*, of the undergraduate women who are sexually assaulted in college, 57% are under the influence of alcohol or drugs. During the 2017-2018 academic year, Herkimer College will have a new, full-time staff person devoted to reducing the use of alcohol and substances on campus, and optimistically increase the awareness and prevention of sexual assault.

All student athletes are required to view the "Cup of Tea" consent video, which provides the students the definition of consent using an analogy with a cup of tea. This video is also shown in some of our first-year student experience course. Because of this survey, a recommendation will be put forth to continue to include this in all first-year experience courses.

The Counseling Center also provides the *Bringing in the Bystander* training to student ambassadors and resident assistants. In November 2016, 1 session was also offered to student employees. This training provides these individual with the critical knowledge on how to advise and assist a student in distress. Because of this survey, the college will be looking to ensure that students are aware that these individuals have been trained and can assist them. This training creates a trickle down affect by demonstrating positive role models and encouraging other to intervene in a positive and beneficial manner.

Current Fall 2017 prevention programs includes:

*8/23/17 Bringing in the Bystander Training for Student Ambassadors*

*9/26/17 Sexual Assault Awareness Day*

*9/28/17 The Script*, by Tim Collins, Nationally Touring Solo Theater Performer and Violence Prevention Advocate; Recipient of Wallis Foundation Grant and the "Best Educational Show Award" in the United States Theater Festival

*9/28/17 Toxic Masculinity Workshop by Tim Collins*

The College, in keeping with SUNY's Amnesty program and NYS Good Samaritan law has a Good Samaritan policy that allows students to call for assistance if they or someone they know is in distress due to alcohol or drugs and they will not suffer from legal or judicial problems. This policy dissuades the notion of looking the other way and encourages the students to take action. The college will also be including information regarding the Good Samaritan Policy in new student Orientation and we will request that each student sign a commitment that if ever they are placed in a situation that they or

another person has apparently become ill due to alcohol or drugs, they will seek immediate assistance and they acknowledge that no legal or judicial repercussions will follow.

In consideration of the survey results, broken down by demographics for the faculty and staff, reviewers of this survey will recommend that specific information regarding Title IX be included in all new employee orientation sessions for both full-time and part-time employees. This information will include telling new employees how to contact the Title IX officer and how to report an incident. Information will be added to the Faculty/Staff handbook to include information regarding Title IX. This information will mirror that which is currently available for students in the Student Code of Conduct.

Even though the student survey response rate was low, the College recognizes that it is critical for all students to know how to report sexual assault, sexual harassment, domestic violence, dating violence and stalking. The College will increase its efforts to create greater student awareness in this area.

The key personnel that will continue to provide and collaborate on the activities regarding sexual violence prevention education and awareness will be, Counseling Center, Dean of Students Office, Campus Safety, Human Resources, Provost, Center for Leadership and Development Office (Student Activities), Institutional Research and President's office.

## Appendix A

### **About Campus Labs:**

The Campus Labs® platform offers integrated software and cloud-based assessment tools for higher education. The corporate mission is focused on empowering and transforming colleges and universities through strategic data insights. Campus Labs is headquartered in Buffalo, New York. Specific to the SUNY Sexual Violence Prevention (SVP) Campus Climate Survey, Campus Labs is providing the technology to administer the survey and analyze the collected data. Campus Labs has also provided consultation in the form of two consultants whose role is to advise SUNY representatives on the logistics and administration of the survey.

### **Data Security:**

Campus Labs is committed to maintaining the highest standards in data security. To protect information used in internet transactions (e.g. online surveys, data reports), Campus Labs uses the following security techniques and procedures:

- Secure login access (username and password) is required to access all data reports
- Information is exchanged via Secure Socket Layer (SSL) that uses 128-bit encryption
- Information requests must pass through multiple hardware and software security firewalls
- Campus Labs' data center is monitored 24/7 and access is restricted to authorized parties with validated key cards
- Data is backed up every hour internally
- Data is backed up every night to a centralized backup system, with offsite backups in the event of catastrophe.
- Campus representatives will have access to all data for their campus only.
- SUNY Administrators will have access to the data of all participating campuses
- Respondent identifiers are hidden from the SUNY and campus representatives administering the SVP Campus Climate Survey. At no time will SUNY or campus representatives be able to see respondent identifiers linked to individual's responses.

## Appendix B

### SUNY Policy

SUNY Policies on Sexual Violence Prevention and Response <http://system.suny.edu/sexual-violence-prevention-workgroup/policies/> and <http://system.suny.edu/sexual-violence-prevention-workgroup/policies/response/>

SUNY Policies <http://system.suny.edu/compliance/topics/sexual-violence-prevention/>

Campus Resources and Best Practices <http://system.suny.edu/university-life/sexual-assault-prevention/>

Sexual Assault and Violence Response Resources <https://www.suny.edu/violence-response/> with resources on or off campus by location, campus, city.