

Spring 2021 Campus Climate Results

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Campus Climate Survey Background

New York State passed Education Law Article 129B on July 7, 2015. This law, commonly referred to as “Enough is Enough”, is aggressive legislation designed to take a stand against sexual violence on college campuses. In accordance with Enough is Enough, Hilbert College conducted a campus climate survey during the Fall 2016 semester. The survey was conducted to ascertain general awareness and knowledge of the provisions of Enough is Enough, including student experience with and knowledge of reporting and college adjudicatory processes.

The 2021 survey utilized the same survey instrument that was originally developed internally when the 2016 survey was issued. Information was updated to reflect departments that had previously not been present on campus, such as Diversity, Equity, and Inclusion. It should also be noted that the contract with an on-campus Crisis Services Advocate ended in Spring 2020.

It should also be noted that in March 2020, the campus switched to fully remote due to the COVID-19 pandemic, and remained fully remote until the Fall 2020 semester. At this time, the college operated on a hybrid model, with a modification in course delivery. This ultimately resulted in decreased amount of students on campus. Additionally, due to state and federal regulations to ensure safety and health protocol was enforced, gatherings were very limited, therefore several programs were delivered virtually or via passive programming, including education, prevention, and training.

The survey was approved by the Hilbert College Institutional Review Board and distributed via Survey Monkey to 677 students between April 1 and April 30. 677 is the total number of enrolled undergraduate and graduate students during the Spring 2021 semester. There were 83 student responses yielding a student response rate of 12.26%. An additional 50 faculty and staff completed the survey. All responses were anonymous and voluntary. An incentive of being entered to win a \$50 Amazon gift card was advertised, with a disclaimer that advised participants that individual answers would not be associated with entering their name to into the drawing

Demographic Characteristics of Participants

Survey participants were asked basic demographic questions at the end of the survey as to not turn off participants with seemingly intrusive and identifiable questions before they had answered the main questions of the survey. Table 1 displays demographics of the 83 student and 50 faculty and staff survey participants compared to enrollment statistics for the Spring 2021 semester.

- *Age range* – 74.7% of student participants indicated their age as between 18 and 21 years old. Among faculty and staff participants, 80% indicated their age as 35 years or older.
- *Sexual orientation* – Approximately half of the students (66.23%) an overall majority of faculty and staff (66%) reported their sexual orientation as heterosexual.
- *Marriage status* - The majority of student survey participants (86.75%) indicated that they

were not currently married, while less than half of faculty and staff participants (46%) indicated that they are married.

- *Degree pursuit* - Most students (78.31%) reported that they were pursuing a Bachelor’s degree.

| Table 1: Demographics | | | |
|--|---------------------------------|-------------------------------------|---------------------------------------|
| | STUDENT Survey Participants* | Actual Enrollment (Spring 2021)* | FACULTY/STAFF Survey Participants* |
| Living Arrangements | | | |
| Live on campus | 31.12% | 31.61% | 0% |
| Live off campus | 65.06% | 68.39% | 70% |
| Gender Identity | | | |
| Woman | 63.9% | 57.02% | 56% |
| Man | 21.69% | 42.98% | 28% |
| Trans Woman | 1.20% | | 0.00% |
| Trans Man | 2.41% | | 0.00% |
| Genderqueer/Gender-fluid | 3.61% | | 0.00% |
| Questioning or Unsure | 2.41% | | 0.00% |
| Prefer not to respond | 2.41% | | 0.00% |
| Race/Ethnicity | | | |
| White | 72.29% | 67.95% | 80% |
| Black or African America | 6.02% | 6.65% | 0.00% |
| Hispanic or Latino/a | 7.23% | 2.22% | 0.00% |
| American Indian or Alaska Native | 2.41% | 0.74% | 0.00% |
| Asian or Asian American | 4.82% | 0.89% | 0.00% |
| Native Hawaiian or Other Pacific Islander | 0.00% | 0.15% | 0.00% |
| Multiracial | 2.41% | 8.42% | 0.00% |
| *Percentages do not always add to 100% due to participants’ decision not to disclose this information. | | | |

Special populations – 20.48% of student participants identify as varsity athletes, 12.05% as student leaders, 20.69% as first generation college students, 2.41% as an individual with a disability, and 2.41% as military veterans.

Campus Climate

How students experience their campus environment influences student success. Sexual misconduct has the power to create discriminatory environments resulting in a negative effect on a student’s ability to be successful. Periodic assessment of the climate at Hilbert College provides insight into the experiences and perceptions of the student body. This information will be used to enhance services for students, trainings for the entire campus community, and awareness of sexual misconduct in our

community. Knowing the climate of our campus is essential in creating an environment where everyone feels safe, welcomed, respected, and valued.

Resources

The survey indicated that the Hilbert College community is aware of resources available to them and feels there are protections in place by the institution. Tables 2 and 3 display the percentage of participants who feel protected by and are confident in Hilbert College’s response to incidents of sexual violence.

| Table 2: The Hilbert College community feels protected by and confident in the institution’s response to incidents | | |
|--|----------------------|-------------------|
| | STUDENTS | FACULTY/ STAFF |
| <i>Please indicate your level of agreement with the following statements with respect to sexual violence:</i> | Strongly Agree/Agree | |
| College Administration (VPs, President) does enough to protect students from harm. | 87.95% | 90% |
| College Staff (office staff) does enough to protect students from harm. | 90.36% | 92% |
| College Faculty (professors) does enough to protect students from harm. | 92.77% | 86% |
| College Campus Safety Officers do enough to protect students from harm. | 87.95% | 90% |
| If a crisis happened on my campus, my college would handle it well. | 79.52% | 80% |
| The College handles incidents in a fair and responsible manner. | 79.52% | 72% |
| The College does enough to protect the safety of students. | 78.31% | 80% |
| There is a good support system on campus for students going through difficult times. | 84.34% | 82% |

| Table 3: The College community is confident that Hilbert would respond appropriately to reports of sexual violence | | |
|---|----------|-------------------|
| | STUDENTS | FACULTY/ STAFF |
| <i>If you reported to someone in authority at Hilbert College that you had experienced sexual violence on campus, do you think the college would</i> | Yes | |
| Take your report seriously | 77.11% | 80% |
| Conduct a fair investigation | 68.67% | 70% |
| Provide you with necessary supports during the investigation | 78.31% | 74% |
| Take steps to protect you from further harm by the perpetrator | 68.67% | 72% |
| Take appropriate action against the perpetrator | 65.06% | 56% |

Training

In accordance with Enough is Enough all incoming students, student leaders, and athletes are trained annually by the Title IX Coordinator on sexual misconduct prevention, response, and Hilbert College policy. Additionally, the Title IX Coordinator provides annual training to all faculty and staff. Table 4 displays how the campus community received information on sexual assault from the College.

- Of those who indicated that they received training in sexual assault prevention, 44.58% of

- students and 74% of faculty and staff indicated that the training was useful.
- 73.49% of students and 88% of faculty and staff indicate that they know how to report sexual violence to the College.
- 84.34% of students and 84% of faculty and staff report being aware of the legal definition of Affirmative Consent prior to completing the climate survey.
- When asked if a person who has been drinking excessively can provide consent, 90.36% of students and 86% of faculty and staff answered “No”.
- In regards to the student amnesty policy, 50.6% of students indicated knowing that a bystander acting in good faith or a victim/survivor who reports sexual violence will not be disciplined for violating campus alcohol policy if they have been drinking at or near the time of the sexual violence.

Table 4: The Hilbert College community knows about sexual assault from College provided trainings

| | <i>STUDENTS</i> | | <i>FACULTY/ STAFF</i> | |
|--|--|-----|--|-----|
| <i>Topic</i> | <i>Verbal (e.g., presentations, Trainings)</i> | | <i>Written (e.g., brochures, emails)</i> | |
| The definition of sexual assault | 69.88% | 78% | 39.76% | 66% |
| How to report a sexual assault | 61.45% | 80% | 37.35% | 68% |
| Where to go to get help if you or someone you know is sexually assaulted | 50.6% | 76% | 38.55% | 64% |
| Who you can go to talk to confidentially about a sexual assault | 59.04% | 74% | 39.76% | 68% |
| Title IX protections against sexual assault | 77.11% | 80% | 50.6% | 68% |

Title IX Coordinator’s Role

Participants were asked to identify the Title IX Coordinator and if they knew how to find the Title IX Coordinator. Table 5 displays student awareness of the role of the Title IX Coordinator.

- A slightly smaller amount (42.17%) of student participants and nearly all (70%) of the faculty and staff participants indicated that they know how to find the Title IX Coordinator.
- 89% of students and 97% of faculty and staff accurately identified Lee Coletti and Greg Roberts as the Title IX Coordinator. It should be noted that since the previous campus climate survey took place, the Title IX Coordinator personnel changed.

| | <i>STUDENTS</i> | <i>FACULTY/ STAFF</i> |
|---|-----------------|---------------------------|
| <i>Role</i> | <i>Aware</i> | |
| Receiving reports for sexual discrimination/sexual assault/sexual misconduct | 85.54% | 84% |
| Coordinating campus responses to reports | 78.31% | 82% |
| Ensuring training/education is provided to the campus community | 80.72% | 86% |
| Providing reporting and responding parties with accommodations and services during an investigation | 80.72% | 89.19% |

Other Resources

Table 6 displays how aware the campus community is of the function of the Title IX Coordinator and other on campus resources specifically related to sexual misconduct response at Hilbert College.

| | <i>STUDENTS</i> | <i>FACULTY/ STAFF</i> |
|--|-------------------------|---------------------------|
| <i>Resource</i> | <i>Very Aware/Aware</i> | |
| <i>On Campus -</i> | | |
| Campus Safety | 63.85% | 88% |
| Counseling Center | 66.27% | 78% |
| Title IX Coordinator | 51.81% | 84% |
| Wellness Center | 60.24% | 74% |
| Resident Assistants | 51.81% | 48% |
| Office of Residence Life & Community Standards | 55.42% | 62% |
| Student Life | 54.22% | 62% |
| <i>Off Campus -</i> | | |
| New York State Police | 68.67% | 66% |
| Local Police/Sheriff | 70.71% | 60% |

Bystander Behaviors

When asked to identify active bystander behaviors and to rate how certain they are that they could do these behaviors students, faculty, and staff overwhelmingly indicated that they will intervene in situations where sexual misconduct is occurring or may occur.

- 86.75% of students and 76% of faculty and staff would ask a friend if they needed to be walked home from a party.
- 84.34% of students and 82% of faculty and staff would get help and resources for a friend who disclosed that they have been assaulted.
- 83.13% of students and 78% of faculty and staff would talk to a friend who they suspect is in a sexually abusive relationship.

- 81.13% of students and 78% of faculty and staff would report to the Title IX Coordinator or other campus authority information regarding sexual assault even if pressured by peers not to.
- 75.9% of students and 70% of faculty and staff would do something if they saw someone surrounded by a group at a party who looked uncomfortable.
- 83.13% of students and 78% of faculty and staff would express their discomfort if they hear someone say that rape victims are to blame for being raped.

Reporting

While the college community has awareness of how to formally report sexual misconduct to Hilbert College (see Tables 4-6), more often than not sexual misconduct goes unreported. Table 7 shows the number and percentage of those students who indicated experiencing sexual misconduct in the last 12 months who reported the misconduct to Hilbert College.

| <i>Report to Hilbert College using formal procedures</i> | <i>Yes</i> | | <i>No</i> | |
|--|------------|----------|-----------|----------|
| | <i>N</i> | <i>%</i> | <i>N</i> | <i>%</i> |
| Sexual Assault | 0 | 0.00% | 4 | 100% |
| Dating or Domestic Violence | 1 | 14.29% | 6 | 85.71% |
| Stalking | 2 | 25% | 2 | 50% |
| Sexual Harassment | 0 | 33.33% | 3 | 50% |

*Not all respondents who indicated they had experienced stalking answered if they had reported misconduct to the institution.

It is not uncommon for students to have mixed feelings when deciding whether or not to share their experience with someone else. Table 8 displays the thoughts/concerns that students indicated were factors when deciding *not* to report their experience.

| <i>Concern</i> | <i>Sexual Assault</i> | <i>Dating / Domestic Violence</i> | <i>Stalking</i> | <i>Sexual Harassment</i> |
|---|-----------------------|-----------------------------------|-----------------|--------------------------|
| I didn't recognize it as sexual misconduct at the time. | • | • | • | • |
| Afraid I might be punished for other things I was doing at the time (e.g. drinking underage, using drugs, etc.). | | | | |
| I was concerned that others would find out (e.g. friends, faculty, family, etc.). | • | • | | |
| Worried that if I told someone at my campus, the administration would take action on their own without my permission. | | • | | |
| I did not think it was important enough. | • | • | • | • |
| I worried that it was partly my fault. | • | • | | • |
| I was ashamed or embarrassed. | • | • | | • |

| | | | | |
|--|---|---|---|---|
| I did not think I would be believed. | • | • | | • |
| I thought I would be blamed for what happened. | • | • | | • |
| I feared the person who did it would try to hurt me again in some way. | | • | | • |
| I did not know the reporting procedure on campus. | | | | |
| I did not trust the college to take appropriate action. | | | | • |
| Someone told me not to report it | | • | | |
| I did not trust the police to take appropriate action. | • | • | | • |
| Someone told me not to report. | | | • | |

Among those students who did not report the sexual misconduct that they experienced, some indicated additional reasons for choosing to report. This question was structured as open-ended allowing students to type in anything they wanted.

- “Did not want this impacting my employment/responsibilities”
- “After that day, I arrived at home and felt dirty and that I should not be seen. I could not put on the same outfit because I remembered of that moment. I have not spoken about it and the person did apologize but him and I never spoke again.”
- “I just thought it was better to keep it to myself”
- “It was separate from my college completely so I didn’t feel the need to report it to the college.”

Student Experiences with Sexual Misconduct

This survey asked students about their personal experiences with sexual misconduct. Specifically, students were asked about their experiences with sexual assault, dating/domestic violence, stalking, and sexual harassment. Table 9 indicates the number and percentage of students who experienced each type of sexual misconduct during the last 12 months.

| | <i>Total # of Responses</i> | <i>Yes</i> | | <i>Unsure</i> | |
|-----------------------------|-----------------------------|------------|----------|---------------|----------|
| | | <i>N</i> | <i>%</i> | <i>N</i> | <i>%</i> |
| Sexual Assault | 76 | 4 | 5.26% | 3 | 3.95% |
| Dating or Domestic Violence | 76 | 6 | 7.89% | 2 | 2.63% |
| Stalking | 76 | 8 | 10.53% | 6 | 7.89% |
| Sexual Harassment | 75 | 6 | 8% | 5 | 6.67% |

Sexual Assault

Consistent with federal law, sexual assault is defined by the Hilbert College Sexual Misconduct Policy as:

Non-Consensual Sexual Intercourse

Rape: the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, forcibly or without affirmative consent or where the victim is incapable of giving affirmative consent due to incapacitation.

Statutory rape: non-forcible sexual intercourse with a person who is under the statutory age of consent.

Non-Consensual Sexual Contact – *intentionally having any physical contact, however slight, for purposes of sexual gratification or with sexual intent, with another person’s private body parts without his/her affirmative consent. Acts of non-consensual sexual contact may include, but are not limited to, the touching of a person’s buttocks, penis, vagina, breasts; and/or touching of another person with said body parts; and/or making another touch you in such a manner.*

Four students indicated that they had experienced, and three students indicated that they were unsure if they had experienced, sexual assault in the last 12 months. The students who were sure that they experienced sexual assault were asked to elaborate on their experiences. Table 10 shows that students who did know their attacker noted that alcohol and/or illicit drugs did not play a role in these incidents.

| Question | Yes | | No | |
|---|-----|-------|----|-----|
| | N | % | N | % |
| Did you know the person who sexually assaulted you? | 3 | 75% | 1 | 25% |
| Was the perpetrator affiliated with the campus community?* | 1 | 25% | 3 | 75% |
| Did this incident occur while the person(s) who did this to you was under the influence of alcohol and/or illicit drugs?*** | 0 | 0.00% | 3 | 75% |
| Did this incident occur while you were under the influence of alcohol and/or illicit drugs? | 0 | 0.00% | 3 | 75% |

*Not all respondents replied to the base and follow up questions

***Responses to the follow-up question reveal that the majority of perpetrator(s) indicated here are not identified as members of the campus community.

Additionally, students were asked to identify the location of the most recent incident of sexual assault that they had experienced. Students who responded with the location of the incident indicated that the most recent incident occurred in a friends home or at their own home they share with parents/guardians/relatives, or other off-campus housing.

Dating/Domestic Violence

Dating and domestic violence are defined by the Hilbert College Sexual Misconduct policy as:

Dating Violence – *refers to a pattern of violent behavior (including, but not limited to, sexual or physical abuse or the threat of such abuse) committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship*

shall be determined based on a consideration of the following factors:

- the length of the relationship
- the type of relationship
- the frequency of interaction between the persons involved in the relationship

Domestic Violence – refers to a felony or misdemeanor crime of violence between spouses, former spouses, or intimate partners, cohabitating romantic partners or individuals who were formerly cohabitating romantic partners, individuals who share a child in common or individuals who are similarly situated to spouses and/or individuals who are protected from the other person’s acts under the domestic or family violence laws of the jurisdiction in which the acts of violence occurs.

Six students indicated that they had experienced, and two indicated that they were unsure of if they had experienced, dating or domestic violence in the last 12 months. The students who were sure that they had experienced dating or domestic violence were asked to elaborate on their experiences in Table 11.

| Question | Yes | | No | |
|---|-----|--------|----|--------|
| | N | % | N | % |
| Was the perpetrator affiliated with the campus community?* | 1 | 16.67% | 5 | 83.3% |
| Did this incident occur while the person(s) who did this to you was under the influence of alcohol and/or illicit drugs?*** | 1 | 16.67% | 4 | 66.67% |

***Not all respondents replied to the base and follow up questions**

**Responses to the follow-up question reveal that the majority of perpetrator(s) indicated here are not identified as members of the campus community.

***1 student indicated that they were unsure if their perpetrator was under the influence of alcohol and/or illicit drugs at the time of the most recent assault.

Additionally, students were asked to identify the location of the most recent incident of dating/domestic violence that they had experienced.

- 1 student indicated that the most recent incident occurred on campus, in a non-residence building (includes academic buildings, non-academic buildings, grounds, etc) ;
- 4 students reported the incident taking place in their off-campus home
- 2 students indicated the location as “other”.
- 1 student declined to answer this question.

Stalking

Stalking is defined by the Hilbert College Sexual Misconduct policy as:

Stalking – engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or suffer substantial emotional distress.

Eight students indicated that they had experienced, and six indicated they were unsure of if they had experienced, stalking in the last 12 months. The students who were sure that they had experienced

stalking were asked to elaborate on their experiences. Table 12 shows that for the most part students knew their stalker.

| Table 12: Stalking victim’s familiarity with their perpetrator | | | | |
|--|-----|-------|----|-------|
| Question | Yes | | No | |
| | N | % | N | % |
| Did you know the person who stalked you? | 5 | 62.5% | 3 | 37.5% |
| Was the perpetrator affiliated with the campus community? | 2 | 25% | 6 | 75% |

*Not all respondents replied to the base and follow up questions

Additionally, students were asked to identify the location of the most recent incident of stalking that they had experienced.

- 1 student indicated that the most recent incident occurred on campus, in a non-residence building (includes academic buildings, non-academic buildings, grounds, etc) ;
- 1 students reported being followed home

Sexual Harassment

Sexual Harassment is defined by the Hilbert College Sexual Misconduct policy as:

Sexual Harassment – is a form of harassment with specific distinguishing characteristics, which are described below. Sexual harassment is a type of prohibited sex-based discrimination. Sexual harassment may be verbal, written, visual or physical. Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- submission to such conduct is made either explicitly or implicitly as a term or condition of an individual’s education/employment;
- submission to or rejection of such conduct by an individual is used as the basis for education/employment decisions affecting such individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive educational/working environment.

Six students indicated experiencing, and five students indicated that they were unsure if they had experienced sexual harassment in the last 12 months. The students who were sure that they experienced sexual harassment were asked to elaborate on their experiences. Table 12 shows that for the most part students knew their stalker.

| Table 12: Sexual harassment victim’s familiarity with their perpetrator | | | | |
|---|-----|--------|----|--------|
| Question | Yes | | No | |
| | N | % | N | % |
| Did you know the person who sexually harassed you? | 4 | 57.14% | 3 | 42.86% |
| Was the perpetrator affiliated with the campus community? | 3 | 42.86% | 4 | 57.14% |

*Not all respondents replied to the base and follow up questions

Students were asked to identify the location of the most recent incident of sexual harassment that they

had experienced.

- 1 student indicated being sexually harassed at their place of employment;
- 3 student indicated experiencing sexual harassment on campus in a non-residence building (includes academic buildings, non-academic buildings, grounds, etc.), and
- 1 student was sexually harassed online.
- 1 student indicated being sexually harassed at other off-campus housing

Key Takeaways

Best Practices

- The majority of Hilbert College students feel protected by and confident in the institution's response to incidents. 84.34%, the equivalent of 70 out of 83 respondents, agreed that there is a good support system on campus for students going through difficult times.
- Hilbert College community members are active bystanders. Our students, faculty, and staff overwhelmingly indicated that they would intervene in situations where sexual misconduct is occurring or may occur.

Opportunities for Improvement

- We have seen an increase from 66.41%(2018) to 79.52% of students and 71.12% (2018)to 80% of faculty and staff who believe that if a crisis were to occur on campus that the College would handle it well. While improvements have been made, the institution will continue to take action to increase awareness of campus policies, regulations, and actions. This information has been shared with the Director of Campus Safety as well as the President's Council. In order to continue to grow in the response to crisis, the College will continue to educate the entire campus community on the Crisis Response policy and procedures. Due to the pandemic, the College has increased efforts in crisis management preparation.
- While 50.6% of students, the equivalent of 42 out of 83 respondents, indicated knowing that a bystander acting in good faith or a victim/survivor who reports sexual violence will not be disciplined for violating the campus alcohol policy if they have been drinking at or near the time of the sexual violence, another 36.99% of students indicated that they were "not sure" of this knowledge. In response, we will focus more heavily on educating students about the Amnesty Policy in future trainings.
- We were distressed to learn that less than 75% of students have obtained sexual assault awareness through verbal and written trainings. While we remain mindful that the institution experienced many changes and limitations between March 2020 and the end of the Spring 2021 semester, we recognize the different platforms through which training can be delivered. Moving forward, the Title IX team will work closely with coaches, faculty, and other staff/administration on campus who supervise and mentor the student leaders. Additionally, Title IX will work with the Orientation committee to ensure proper training is provided to

incoming first year, transfer, and graduate students.

- We were distressed to learn that 17 of our students are unsure about whether or not they experienced sexual misconduct within the 12 months leading up to the survey. As a result, the onboarding, athletics, and student leader trainings conducted by the Title IX Coordinator for the 2021-2022 academic year will include detailed information on how to identify sexual misconduct.
- In review of the data, we learned that approximately $\frac{3}{4}$ of the students were confident that Hilbert would respond appropriately regarding reports of sexual violence. As a result, the Title IX team and administration will review our current procedures in place to ensure students recognize and trust the institution will handle any reports of sexual violence in a fair and just manner.
- In reviewing the overall response in regards to the campus' protection and response to a crisis, the campus will review the policies, procedures, and actions following a report.

Moving Forward

Per New York State law, this Campus Climate Survey will be conducted on a bi-annual basis. The survey will be administered again during the 2022/2023 academic year. The next survey report will compare results from the previous reports within beginning from 2016 to 2021 surveys providing a longitudinal assessment of sexual misconduct prevention and response at Hilbert College.