Faculty Sexual Misconduct Climate Survey

Loyola University Chicago takes gender-based violence (sexual misconduct, dating violence, and stalking) very seriously. This survey will provide Loyola with a statistical description of the university climate around and incidences of gender-based violence. It takes about 15 minutes to complete. Loyola will use this information to ensure that Loyola is a safe, healthy, and nondiscriminatory institution, and your feedback here will help in achieving this.

Your participation is voluntary, and you may choose to skip questions or stop responding at any point without penalty. If you agree to participate, you can be assured that your responses are completely confidential and that no individual information will be used in reporting the data. Some of the questions will ask about personal and sexual information and some individuals may experience emotional discomfort. If you are triggered by this survey, want to formally report an incident, or want to speak with someone, you can contact Loyola's Sexual Assault Hotline at 773.494.3810 or Loyola's Employee Assistance Program, Perspectives, Ltd, at 800.456.6327. At the end of this survey there is additional information about local and national resources available to you should you wish to speak with someone further. If you have questions about this research, please contact Tom Kelly at 312.915.6400.

If you wish to continue with the survey, click on the Continue button. Clicking on the Continue button indicates your consent to participate in the survey. If you do not wish to continue, close your browser.

General Climate Questions

Q1: Please indicate your level of agreement with the following statements based on the scale below:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel valued in the work environment.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Faculty, staff, and administrators respect what students at this University think.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Statement</td>
<td>Yes</td>
<td>No</td>
<td>Maybe</td>
<td>Neutral</td>
</tr>
<tr>
<td>---------------------------------------------------------------------------</td>
<td>-----</td>
<td>----</td>
<td>-------</td>
<td>---------</td>
</tr>
<tr>
<td>I think administrators (e.g., Directors, Deans, Vice Presidents, Provosts, President, etc.) at this University are genuinely concerned about students' welfare.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I think staff (e.g., counselors, advisors, ministers, officers, administrative assistants, maintenance, program coordinators, coaches, etc.) at this University are genuinely concerned about students' welfare.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel close to people at this University.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrators at this University treat faculty fairly.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrators and staff respect what faculty at this University think.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I think my faculty colleagues are genuinely concerned about my welfare.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel like I am a part of this University.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Non-confidential staff and faculty at Loyola University Chicago include all employees, except for those confidential resources. Confidential resources include: mental health and medical providers, Loyola Sexual Assault Advocates, and Pastoral Counselors (acting in a sacramental role). All non-confidential staff and faculty at Loyola have a duty to notify the University when they become aware of an incident of gender-based violence.

Q2: Based on the scale below, if a student were to formally report an incident of gender-based violence (sexual assault, dating violence, or stalking) at Loyola, how likely is it that:

<table>
<thead>
<tr>
<th>Item</th>
<th>Not at all Likely</th>
<th>Slightly Likely</th>
<th>Moderately Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loyola would take the report seriously.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Loyola would keep knowledge of the report limited to those who need to know in order to respond properly.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Loyola would forward the report outside the campus to criminal investigators.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Loyola would take steps to protect the safety of the person making the report (e.g. retaliation, living situation, etc.).</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Loyola would support the person making the report.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
The next set of questions asks about your knowledge of policies and procedures around sexual assault at this University as well as the role you have played in supporting students.

Q3: Since becoming a Loyola faculty member, have you received information or education on Loyola's policies and procedures regarding incidents of gender-based violence (sexual assault, dating violence, or stalking) (e.g. the definition of sexual assault at Loyola, how to formally report an incident, who are the confidential resources, procedures for investigating, etc.)?

- YES  - NO

Q4: Since becoming a Loyola faculty member, have you received training in gender-based violence (sexual assault, dating violence, or stalking) prevention?

- YES  - NO

Q5: Since becoming a Loyola faculty member, have students disclosed to you that they have experienced an incident of gender-based violence?

- YES  - NO
Q6: How many students have disclosed this to you?

- [ ] 1
- [ ] 2
- [ ] 3
- [ ] 4
- [ ] 5
- [ ] More than 5

Q7: Did you notify the University?

- [ ] YES
- [ ] NO

Q8: If you did not notify the University, why not? (Choose ALL that apply)

- [ ] It was a private matter.
- [ ] The person(s) wanted to deal with it on their own.
- [ ] I didn't want the person(s) who did it to get in trouble.
- [ ] I didn't think what happened was serious enough to talk about.
- [ ] I didn't think others would think it was serious.
- [ ] I didn't have time to deal with it due to family obligations, work, etc.
- [ ] I didn't know reporting procedure at this University.
- [ ] I feared others would harass me or react negatively toward me at the workplace.
- [ ] I thought nothing would be done.
- [ ] Other (specify)

If you have chosen "other", please specify:

Q9: Please indicate your level of agreement with the following statements based on the scale below:

<table>
<thead>
<tr>
<th>If a student experienced an incident of sexual assault, dating violence, or stalking, I know where to go for help.</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
</tbody>
</table>
The next set of questions asks you about your thoughts on gender-based violence (dating violence, sexual assault, and stalking) at this University.

Q10: Please indicate your level of agreement with the following statements based on the scale below:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I understand Loyola's formal reporting procedures to address complaints of gender-based violence (sexual assault, dating violence, or stalking).</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have confidence that Loyola fairly conducts the formal procedures to address students' complaints of gender-based violence (sexual assault, dating violence, or stalking).</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I know who can provide confidential services on Loyola's campuses for students who were sexually assaulted, in a dating violence situation, or being stalked.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I know who can provide confidential services at Loyola for students who have been sexually harassed.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

I dont think gender-based violence is a problem at this University. | ○ | ○ | ● | ○ |

I dont think there is much I can do about gender-based violence at this University. | ○ | ○ | ● | ○ |
The next set of questions asks about your experiences with sexual harassment during your time as a Loyola faculty member.

Definitions:
The Equal Employment Opportunity Commission, the federal agency responsible for enforcing certain federal laws prohibiting discrimination, has issued the following definition of sexual harassment in Guidelines subsequently approved by the Supreme Court: "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 a term or condition of an individual's employment,
- submission to or rejection of such conduct by an individual is used as the basis for 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 working environment." EEOC 1980 Guidelines on Sexual Harassment, 29 CFR ' 1604.11 (emphasis supplied).

Both men and women are protected from sexual harassment, whether that harassment is perpetrated by a member of the same or opposite sex. Sexual harassment can be committed by a male or a female toward either a male or a female. This policy applies to faculty and staff, up to and including Officers and Trustees of the University.

For more information on this policy please refer to the Human Resources Sexual Harassment Purpose/Policy statement.
Q11: Have you experienced sexual harassment during your time as a Loyola faculty member?

○ YES  ○ NO

Note: if you have answered/chosen none of the following items: [1] in question 11, skip the following question

Q12: Was the person(s) who sexually harassed you affiliated with Loyola as an administrator, staff, faculty member, vendor, student, or alumnus at the time of the incident?

○ YES  ○ NO  ○ I DO NOT KNOW

Note: if you have answered/chosen none of the following items: [1] in question 11, skip the following question

Q13: What was the gender of the individual(s) who sexually harassed you?

○ Woman  ○ Man
○ Transgender  ○ Genderqueer/Gender-nonconforming
○ I do not know

Note: if you have answered/chosen none of the following items: [1] in question 11, skip the following question

Q14: Where did the incident occur?

○ In the nearby vicinity of campus
○ On-campus (e.g., university owned housing, academic building, etc.)
○ Off-campus (e.g., home, another city)
○ Online/Electronically (e.g., a website, via social media, a blog)

Note: if you have answered/chosen none of the following items: [1] in question 11, skip the following question

Q15: Did you tell anyone at Loyola about the sexual harassment? (Choose ALL that apply)

☐ I did not tell anyone at Loyola
☐ My supervisor
☐ The Dean of the School/College
☐ Other University administrator
☐ A fellow faculty member at Loyola
☐ A staff member at Loyola
☐ Human Resources
☐ Campus Safety
☐ EthicsLine/website
☐ Campus Ministry/Pastoral Counselor
☐ Other (specify)

If you have chosen "other", please specify:  

[Space for response]
Q16: If you did not tell anyone, why? (Choose ALL that apply)

☐ I did tell someone who was not affiliated with Loyola
☐ I felt ashamed/embarrassed
☐ Is a private matter - wanted to deal with it on my own
☐ I was concerned others would find out
☐ I did not want the person who did it to get in trouble
☐ Fear of retribution from the person who did it
☐ Fear of not being believed
☐ I thought I would be blamed for what happened
☐ I didnt think what happened was serious enough to talk about
☐ I didnt think others would think it was serious
☐ I thought people would try to tell me what to do
☐ It would feel like an admission of failure
☐ I didnt think others would think it was important
☐ I didnt think others would understand
☐ I didnt know how to report this to the University
☐ I was unaware there is an option for employees to report
☐ I feared others would harass me or react negatively toward me
☐ I thought nothing would be done
☐ I didnt want others to worry about me
☐ I wanted to forget it happened
☐ I had other things I needed to focus on and was concerned about other responsibilities (classes, work)
☐ Other (specify)

If you have chosen "other", please specify:

Note: if you have answered/chosen none of the following items: [1] in question 11, skip the following question
Note: if you have answered/chosen at least one of the following items: [2, 3, 4, 5, 6, 7, 8, 9, 10, 11] in question 15, skip the following question
Note: if you have answered/chosen none of the following items: [1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11] in question 15, skip the following question

Q17: Was any formal action taken by the University?

☐ YES  ☐ NO  ☐ I DON'T KNOW

Note: if you have answered/chosen none of the following items: [1] in question 11, skip the following question
Note: if you have answered/chosen none of the following items: [1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11] in question 15, skip the following question
Note: if you have answered/chosen none of the following items: [2, 3, 4, 5, 6, 7, 8, 9, 10, 11] in question 15, skip the following question

Q18: Please indicate your level of agreement with the following statements about Loyolas formal conduct hearing process based on the scale below:
Thank you for sharing this sensitive information with us. The next set of questions asks about confidence in your ability or duty to be an active bystander here at Loyola.

**Bystander Questions**

Q19: Please read each of the following behaviors and rate how confident you are that you could perform the action using the scale below.

<table>
<thead>
<tr>
<th></th>
<th>Not Confident</th>
<th>Somewhat Not Confident</th>
<th>Moderately Confident</th>
<th>Very Confident</th>
</tr>
</thead>
<tbody>
<tr>
<td>Express my discomfort if someone makes a sexist joke.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Action</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Express my discomfort if someone says that rape victims are to blame for being raped.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Call for assistance (e.g., call 911) if I hear someone in my home or neighborhood yelling help.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Talk to a friend/colleague who I suspect is in an unhealthy relationship.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Get help or provide resources for a friend/colleague who tells me they have experienced sexual harassment.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Submit a report through EthicsLine.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ask a stranger who looks very upset if they are ok or need help.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Confront a friend/colleague who tells me that they have sexually harassed another employee.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Confront a student who tells me that they had sex with someone who was passed out or who didn't give consent.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Action Description</td>
<td>Woman</td>
<td>Man</td>
<td>Transgender woman</td>
<td>Transgender man</td>
</tr>
<tr>
<td>-----------------------------------------------------------------------------------</td>
<td>-------</td>
<td>-----</td>
<td>-------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Do something if I see a person surrounded by a group of people who looks very uncomfortable.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Express concern for a student who may be experiencing stalking.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Express concern for a student who may be experiencing dating violence.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Create a classroom/learning environment where sexual objectification based on gender is not tolerated.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Create a classroom/learning environment where the normalization of dating violence, stalking, sexual assault, and sexual harassment are not tolerated.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

**Demographics**

**Q20: Which best describes your gender identity?**

- Woman ☐
- Transgender woman ☐
- Genderqueer or gender non-conforming ☐
- Not listed ☐
- Man ☐
- Transgender man ☐
- Questioning ☐
- Declined to state ☐

**Q21: Do you consider yourself to be?**

- Heterosexual or straight ☐
- Asexual ☐
- Declined to state ☐
- Gay or lesbian ☐
- Questioning ☐
- Bisexual ☐
- Not listed ☐
Q22: What is your current status?

- Adjunct faculty
- Clinical
- Tenured/tenure-track faculty
- Non tenure-track faculty