

# Staff 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 please 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:

	Strongly Disagree	Disagree	Agree	Strongly Agree
I feel valued in the work environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty, staff, and administrators respect what students at this University think.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I think administrators (e.g., Directors, Deans, Vice Presidents, Provosts, President, etc.) at this University are genuinely concerned about students' welfare.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think faculty (e.g., professors, instructors, etc.) at this University are genuinely concerned about students' welfare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel close to people at this University	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrators at this University treat staff fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrators and faculty respect what staff at this University think.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think my staff colleagues are genuinely concerned about my welfare.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like I am a part of this University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am happy to be at this University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I feel safe on Loyola's campuses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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## Perceptions of Leadership, Policies and Reporting

*Non-confidential staff and faculty at Loyola University Chicago include all employees, except for those confidential resources with privileged status. 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:**

	Not at all Likely	Slightly Likely	Moderately Likely	Very Likely
Loyola would take the report seriously.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loyola would keep knowledge of the report limited to those who need to know in order to respond properly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loyola would forward the report outside the campus to criminal investigators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loyola would take steps to protect the safety of the person making the report (e.g. retaliation, living situation, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loyola would support the person making the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loyola would take corrective action to address factors that may have led to the sexual assault.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loyola would take corrective action against the offender.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Students at Loyola would label the person making the report a troublemaker".	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students at Loyola would support the person making the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The educational achievement/career of the person making the report would suffer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*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 staff member, have you received information or education on Loyolas 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 staff member, have you received training in gender-based violence (sexual assault, dating violence, or stalking) prevention?**

- YES  NO

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

- YES  NO

*Note: if you have answered/chosen none of the following items: [1] in question 5, skip the following question*

**Q6: How many students have disclosed this to you?**

- 1  2  3  4  5  More than 5

*Note: if you have answered/chosen none of the following items: [1] in question 5, skip the following question*

**Q7: Did you notify the University?**

- YES  NO

Note: if you have answered/chosen none of the following items: [1] in question 5, skip the following question

Note: if you have answered/chosen none of the following items: [2] in question 7, skip the following question

**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 didnt think what happened was serious enough to talk about.
- I didnt think others would think it was serious.
- I didnt have time to deal with it due to family obligations, work, etc.
- I didnt 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:**

	Strongly Disagree	Disagree	Agree	Strongly Agree
If a student experienced an incident of sexual assault, dating violence, or stalking, I know where to go for help.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand Loyolas formal reporting procedures to address complaints of gender-based violence (sexual assault, dating violence, or stalking).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have confidence that Loyola fairly conducts the formal procedures to address students' complaints of gender-based violence (sexual assault, dating violence, or stalking).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I know who can provide confidential services on Loyolas campuses for students who were sexually assaulted, in a dating violence situation, or being stalked.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know who can provide confidential services at Loyola for students have been sexually harassed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*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:**

	Strongly Disagree	Disagree	Agree	Strongly Agree
I dont think gender-based violence is a problem at this University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I dont think there is much I can do about gender-based violence at this University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doing something about gender-based violence is solely the job of the police.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Since becoming a Loyola staff member, I have not yet done anything to learn more about gender-based violence (e.g. taken the Im Here for You training).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Since becoming a Loyola staff member, I have taken part in ongoing efforts, activities, or volunteered my time on projects focused on ending gender-based violence at this University.

*The next set of questions asks about your experiences with sexual harassment during your time as a Loyola staff 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 staff 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
- Transgender
- I do not know
- Man
- Genderqueer/Gender-nonconforming

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
- University administrator
- A faculty member at Loyola
- Campus Safety
- Campus Ministry/Pastoral Counselor
- My supervisor
- A fellow staff member at Loyola
- Human Resources
- EthicsLine/website
- Other (specify)

If you have chosen "other", please specify:

Note: if you have answered/chosen at least one of the following items: [2, 3, 4, 5, 6, 7, 8, 9, 10] 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] in question 15, skip the following question

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

**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, etc.)
- Other (specify)

If you have chosen "other", please specify:

*Note: if you have answered/chosen none of the following items: [1, 2, 3, 4, 5, 6, 7, 8, 9, 10] 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] in question 15, skip the following question*  
*Note: if you have answered/chosen none of the following items: [1] in question 11, 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, 2, 3, 4, 5, 6, 7, 8, 9, 10] 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] in question 15, skip the following question*  
*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] in question 17, 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:**

	Strongly Disagree	Disagree	Agree	Strongly Agree
The process was timely.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt supported throughout the process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The process was clear to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I told my account of the incident only to those who needed to know.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I did not have to re-tell my account of the incident too many times.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was happy with the outcome of the process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I felt like my privacy was respected throughout the process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt like my concerns were taken seriously.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*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.**

	Not Confident	Somewhat Not Confident	Moderately Confident	Very Confident
Express my discomfort if someone makes a sexist joke.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Express my discomfort if someone says that rape victims are to blame for being raped.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Call for assistance (e.g., call 911) if I hear someone in my home or neighborhood yelling help.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Talk to a friend/colleague who I suspect is in an unhealthy relationship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Get help or provide resources for a friend/colleague who tells me they have experienced sexual harassment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Submit a report through EthicsLine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ask a stranger who looks very upset if they are ok or need help.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Confront a friend/colleague who tells me that they have sexually harassed another employee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Confront a student who tells me that they had sex with someone who was passed out or who didnt give consent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do something if I see a person surrounded by a group of people who looks very uncomfortable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Express concern for a student who may be experiencing stalking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Express concern for a student who may be experiencing dating violence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create a workplace/learning environment where sexual objectification based on gender is not tolerated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Create a workplace/learning environment where the normalization of dating violence, stalking, sexual assault, and sexual harassment are not tolerated.

## Demographics

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

- |  |   |
|--|---|
| <input type="radio"/> Woman                                | <input type="radio"/> Man               |
| <input type="radio"/> Transgender woman                    | <input type="radio"/> Transgender man   |
| <input type="radio"/> Genderqueer or gender non-conforming | <input type="radio"/> Questioning       |
| <input type="radio"/> Not listed                           | <input type="radio"/> Declined to state |

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

- |  |                                      |                                  |
|--|--------------------------------------|----------------------------------|
| <input type="radio"/> Heterosexual or straight | <input type="radio"/> Gay or lesbian | <input type="radio"/> Bisexual   |
| <input type="radio"/> Asexual                  | <input type="radio"/> Questioning    | <input type="radio"/> Not listed |
| <input type="radio"/> Declined to state        |                                      |                                  |

**Q22: What is your current status?**

- |  |   |  |
|--|---|--|
| <input type="radio"/> Part-time staff      | <input type="radio"/> Full-time staff           | <input type="radio"/> University Administrator |
| <input type="radio"/> Manager (supervisor) | <input type="radio"/> Graduate Assistant/Intern | <input type="radio"/> Other (please specify)   |

If you have chosen "other", please specify: