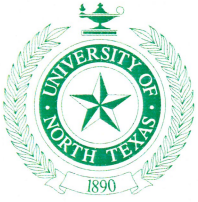


ASAP

Assessment of
Sexual Assault
Perspectives

2017 Survey



UNIVERSITY OF NORTH TEXAS

Neal J. Smatresk, *President*

Creating a safe, caring culture for our students

Feb. 1, 2018

Dear UNT community,

Cultivating a safe, caring campus community is a priority for all of us at UNT. We work tirelessly to create and modify programming dedicated to the UNT community's safety and overall well-being. As we continue to build and improve our services, we wanted to take a closer look at the current campus environment to understand where we were doing well and where we could improve, specifically related to issues of sexual misconduct.

In an effort to gather information, UNT joined the Cultivating Safe College Campuses Consortium last year and launched a campus-wide Assessment of Sexual Assault Perspectives (ASAP) survey. The consortium is a partnership between eight universities and five organizations focused on establishing a consistent, effective response to sexual assault on university campuses.

This booklet contains the results of the 2017 ASAP survey. We have begun implementing new programming to address areas we feel need improvement based on these results, and we will survey the community again in fall 2018 to measure the impact of our efforts. It is our hope to become a community free from incidences of sexual misconduct and our first step begins with education. The eradication of sexual misconduct and violence requires each member of the UNT family to act. One way we are working to encourage that in our culture is to introduce Green Dot, a training program that empowers bystanders to act. Green Dot training for faculty, staff, and students is available from the Dean of Students Office and will equip bystanders with intervention tactics to help reduce violence in our community.

UNT has dedicated resources to support those impacted by sexual misconduct, including the UNT Police Department, the Survivor Advocates, the Respondent Advisors, the Dean of Students Office, Counseling and Testing Services, and the Title IX Coordinator.

I am proud to be a part of this incredibly diverse, vibrant, and caring community. If sexual misconduct or sexual violence affects one of us, it affects us all. I hope you will join me in ensuring it has no place among us.

UNT Proud,

Neal J. Smatresk
President

Office of the President

1155 Union Circle #311425 • Denton, Texas 76203-5017 • 940.565.2026 • Fax 940.565.4322 • www.unt.edu

PROUDLY USING ENVIRONMENTALLY FRIENDLY PAPER

TABLE OF CONTENTS

- State of Title IX Efforts**.....5
 - Committee
 - Survivor Advocate

- Campus Sexual Misconduct Survey**.....6
 - Instrument
 - Data Collection and Preparation
 - Incentives
 - Demographic Characteristics of the Sample
 - Data Collection and Preparation (Survey Module, UNT Grade, UNT Response)
 - Overall Module Climate Scores
 - Summary of Findings

- Programmatic Implications**.....11

- Planned Programming for Fall 2017-18**.....11
 - Green Dot
 - Eagle’s Watch
 - It’s On Us
 - White Ribbon Campaign
 - One Love
 - Programming Related to Peer Empathy and Mental Health
 - Enhancing Male Participation
 - Awareness Through Social Media

- Acknowledgements**.....13

- About the Division of Institutional Equity & Diversity**.....15



STATE OF TITLE IX EFFORTS

The University of North Texas (UNT) is firmly committed to ensuring that all its students have full access to the educational and employment opportunities the university offers. As such, UNT is dedicated to eradicating and preventing sexual misconduct in all forms on its campuses – including sexual harassment, sexual assault, relationship violence, stalking and sexual exploitation.

UNT's efforts to prevent and respond to sexual misconduct are spearheaded by the university's Title IX Coordinators, who are located in the Office of Equal Opportunity, the Dean of Students Office, and the Student Services Office in the Athletics Department. Title IX of the Education Amendments of 1972 ("Title IX") prohibits sex discrimination, including sexual misconduct, in educational programs and activities for institutions that receive federal financial assistance, and prohibits retaliation for the purpose of interfering with any right or privilege protected by Title IX.

Inya Baiye, the Title IX Coordinator, reviews all reports of sexual misconduct, relationship violence and stalking at the university, oversees the investigative and adjudicative processes for all sexual misconduct allegations, approves interim measures and accommodations for individuals affected by sexual misconduct, and develops Title IX training plans for the institution. Dr. Maureen McGuinness, the Deputy Title IX Coordinator for Students, assists the Title IX Coordinator in overseeing the collection of and response to reports of sexual misconduct that involve students. She also supervises the Survivor Advocate and Respondent Advisors, and assists students with pregnancy and parenting accommodations. Dr. Cinnamon Sheffield, the Deputy Title IX Coordinator for Athletics assists the Title IX Coordinator by ensuring athletics equity compliance. Title IX requires that equitable opportunities to participate in intercollegiate sports are offered to members of each gender. The Athletics Deputy Title IX Coordinator assists in Title IX training for all staff in Athletics and student-athletes as mandated by the NCAA.

COMMITTEE

The university has a Committee on the Education & Prevention of Sexual Assault & Intimate Partner Violence, which is chaired by the Survivor Advocate (Renee McNamara). The Committee develops programming initiatives for the campus, and reviews and provides suggestions for policy.

SURVIVOR ADVOCATE

Renee McNamara in the Dean of Students Office provides support and advocacy services to student survivors of sexual assault, relationship violence and stalking. The Survivor Advocate educates students about their rights and options and assists students by filing protective orders, completing crime victim's compensation applications, contacting professors for absences related to an assault, working with housing to facilitate a room change (if needed), and connecting students to the many other resources that are available on and off campus. The Survivor Advocate also facilitates educational opportunities for the campus and presents on topics relating to sexual assault and relationship violence on request.

CAMPUS SEXUAL MISCONDUCT SURVEY

In an effort to establish a clear picture of current campus perceptions and attitudes towards sexual misconduct, UNT proactively partnered with Texas Woman's University (TWU) on a three-year, \$750,000 U.S. Department of Health and Human Services grant aimed at creating a consistent and effective response to campus sexual assault in participating Texas institutions of higher education (IHEs). The grant is called *Cultivating Safe College Campuses: A College Sexual Assault Policy and Prevention Consortium*¹.

Partnering organizations include the Association for Student Conduct Administration, American Student Government Association, Texas Council of Chief Student Affairs Officers, and Texas Council for Public University Presidents and Chancellors. Partnering IHEs include Hardin-Simmons University, McMurry University, Midwestern State University, North Central Texas College, Southern Methodist University, Texas A&M International University, and Texas Christian University. In the spring of 2017, UNT conducted the *Administrator-Researcher Campus Climate Collaborative (ARC3)* survey. The results from this survey provided UNT's Title IX Coordinators with a baseline measurement of current campus climate. UNT will use the current results and two subsequent surveys to design and implement a tailored prevention approach for the institution.

INSTRUMENT

The *Administrator-Researcher Campus Climate Collaborative (ARC3)* survey was used to evaluate the UNT student population. ARC3² is a collaborative of sexual assault researchers and student affairs professionals who came together to respond to the White House Task Force to Protect Students from Sexual Assault by developing, testing, and disseminating a free campus climate survey for the higher education community. The survey evaluates the prevalence of sexual misconduct on college campuses, and over time will track changes in the scope of sexual misconduct, and assess the effectiveness of prevention efforts. The ARC3 survey has been used at other universities including the University of Oregon, Penn State University, Georgia State University, Tulane University, University of Colorado, University of Illinois, University of Iowa and Ohio University. The full survey was expected to take students an average of 30 minutes to complete. Students who report experiencing sexual misconduct only take an additional one minute to complete the full survey, on average.

DATA COLLECTION AND PREPARATION

UNT and the Center for Research, Design, and Analysis (CRDA) at Texas Woman's University chose to use all 19 modules in the survey. Per UNT's request, the CRDA recruited participants for the survey from the entire student body via official UNT emails. Participants received advance notice of an upcoming campus survey, and then received an email with a specific survey link, which would track participants without collecting identifying information. As such, UNT was not furnished with any individual student response data to protect the anonymity of the respondents. Data collection opened on February 13, 2017 and closed March 28, 2017. The total sample collected was 3,058 and the number of valid responses used was 2,637³. CRDA conducted a validity check to ensure valid participants were used in the data analyses. Per CRDA methodology, participants who completed the survey in too short a time, incorrectly answered more than half of the attention trap questions, or dropped off before reaching the sexual harassment sections were removed from the data file. Additionally, CRDA conducted weighting procedures to correct for disparities between the sample

¹ More information about the consortium is available at its website: <http://cscg-grant.wixsite.com/open>.

² Administrator-Researcher Campus Climate Collaborative. (2015). *ARC3 Campus Climate Survey regarding Sexual Misconduct*. Available from <http://campusclimate.gsu.edu>.

³ UNT's student population in the spring 2017 semester was 35,494. Therefore, the valid sample was 7.4% of the student population. The confidence interval was +/- 1.8%.

characteristics and UNT campus characteristics. The sample was weighted by age group, race, gender, and class standing. The two demographic areas that this may have greatly impacted were women and Hispanics as they responded to the survey at a greater rate than reflected in the overall UNT student population. Data was collected and stored through TWU's secured and IRB-approved PsychData program, with only the CRDA having access to the data for monitoring and analysis purposes. The IHE Representative for UNT was the authorizing agent on the account. Consistent with UNT's human subject research policies, our IRB was also engaged to ensure our ability to participate.

INCENTIVES

As a means of enhancing participation in the survey, the Office of Equal Opportunity and the Dean of Students Office provided some incentives. Students were notified that there would be a drawing of survey entries, and survey participants could win:

- 1 parking permit for UNT student parking lots (\$250 value) OR a Barnes & Noble Gift Card if the student was graduating (\$250)
- 4 UNT Bookstore Gift Cards (\$25 each, total \$100)
- 20 sets of Flex Dollars⁴ (\$5 each, total \$100)

The CRDA provided UNT with the names of the winners of the incentives to maintain the confidentiality of the survey responses.

DEMOGRAPHIC CHARACTERISTICS OF THE SAMPLE		
Gender	Female	67.2%
	Male	30.1%
	Transgender	0.5%
	Genderqueer/Gender non-comforming	1.4%
	Other	0.8%
Race	White/Caucasian	53.3%
	Hispanic/Latino	23.3%
	Black/African	13.3%
	Asian/Asian American	5.6%
	Native American or Alaskan Native	4.4%
	Other	0.6%
Age	18 - 20	19.5%
	21 - 25	28.2%
	26+	52.3%
Classification	Lower Classmen	22.0%
	Upper Classmen	53.0%
	Graduate/Professional	24.5%
Living Situation	On Campus	18%
	Off Campus	82%
Sexual Orientation	Heterosexual/Straight	85.5%
	Gay	3.6%
	Bisexual	5.7%
	Asexual	1.6%
International Students		4.3%
Note: Percentages do not add up to 100 when some students selected "other" or prefer not to answer. *Results are from sample of 2,637 students		

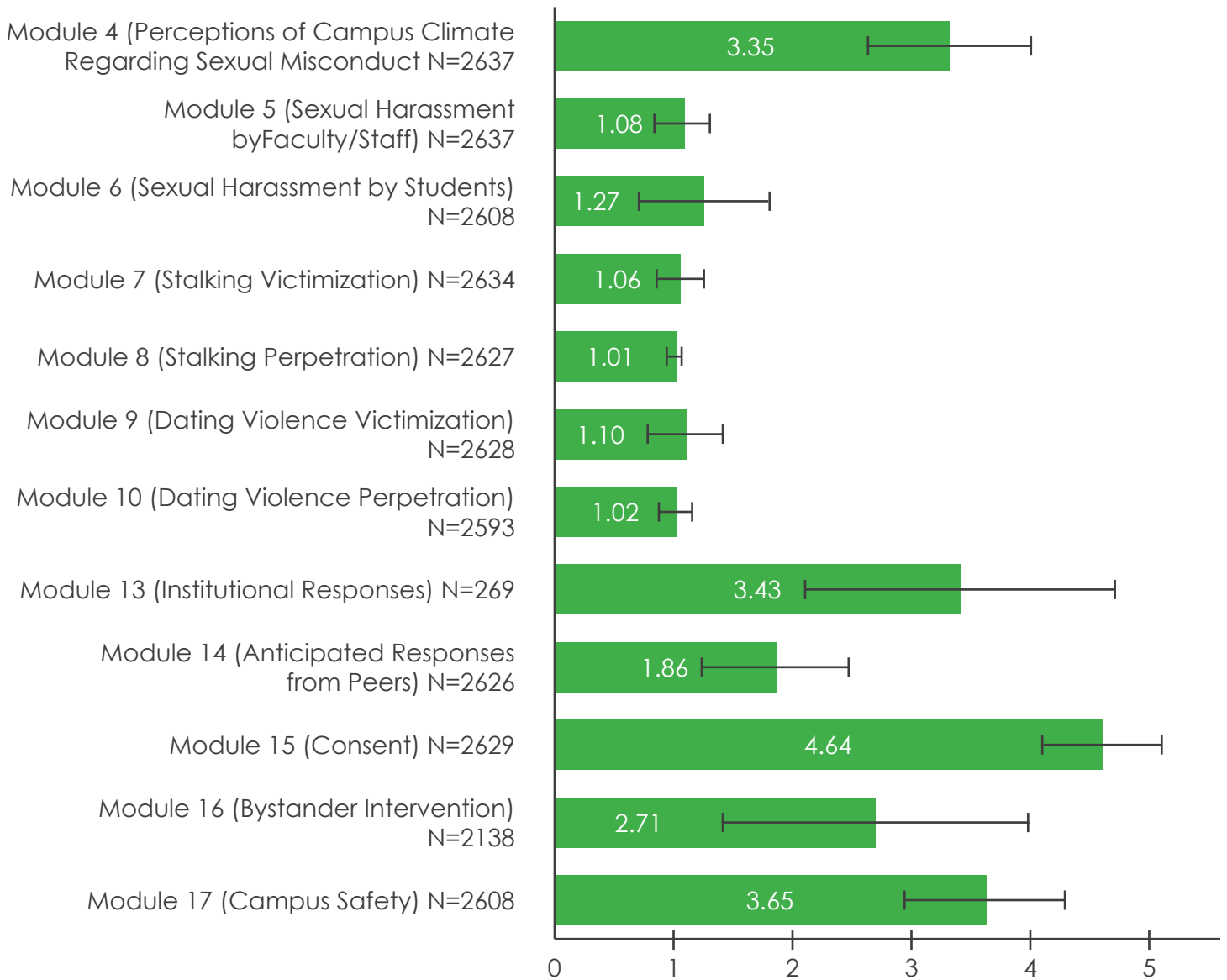
⁴ Flex money works like a gift card, and can be used in any of the cafeterias and retail food shop locations on campus.

In order to facilitate instrument-wide patterns the UNT team created the following infographic to help demonstrate student response patterns on each of the measured modules.

In several areas (Module 4: Perception of Campus Climate Regarding Sexual Misconduct, and Module 13: Response Usefulness) UNT scored above a mean score of 3.0 consistent with expected ARC3 scores. However, these are areas where the institution believes additional attention is warranted given the expected outcomes of a high-performing ARC3 campus. In two areas (Module 14: Anticipated Responses from Peers and Module 16: Bystander Intervention) UNT scored below a mean score of 3.0 indicating an area where the respondents did not answer in patterns consistent with ARC3 intended outcomes. These two areas represent opportunities for the institution to continue to promote education and awareness in our student population.

SURVEY MODULE	UNT GRADE	UNT RESPONSE
Module 1: Student Well-being	Ideal	Maintain current programming
Module 2: Alcohol Use	Insufficient Data	Maintain current programming
Module 3: Peer Norms	Ideal	Maintain current programming
Module 4: Perception of Campus Climate Regarding Sexual Misconduct	Ideal	Maintain current programming AND introduce new support/initiatives
Module 5: Sexual Harassment by Faculty/Staff	Ideal	Maintain current programming
Module 6: Sexual Harassment by Students	Ideal	Maintain current programming
Module 7: Stalking Victimization	Ideal	Maintain current programming
Module 8: Stalking Perception	Ideal	Maintain current programming
Module 9: Dating Violence Victimization	Ideal	Maintain current programming
Module 10: Dating Violence Perpetration	Ideal	Maintain current programming
Module 11: Sexual Violence Victimization	Insufficient Data (Above 85% of respondents indicated "0 times")	Maintain current programming
Module 12: Sexual Violence Perpetration	Insufficient Data (Above 85% of respondents indicated "0 times")	Maintain current programming
Module 13: Response Usefulness	Ideal	Maintain current programming AND introduce new support/initiatives
Module 14: Anticipated Responses from Peers	Below Average	Focus on improving with new campus-wide initiatives
Module 15: Consent	Ideal	Maintain current programming
Module 16: Bystander Intervention	Below Average	Focus on improving with new campus-wide initiatives
Module 17: Campus Safety	Ideal	Maintain current programming

OVERALL MODULE CLIMATE SCORES



SUMMARY OF FINDINGS

Respondents report low incidences of stalking victimization, stalking perpetration, dating violence, and dating victimization.

1. Stalking Victimization:
 - 4.2% of the respondents stated that they had been watched, followed from a distance or spied on
 - 5.5% had been in a situation where a person approached them or showed up in places where the respondent did not want them to be
 - 7.7% had been in a situation where a person left them unwanted messages
2. Dating violence victimization:
 - 5.8% of the respondents reported being hit by someone they were dating/married to, had been dating, or hooked up with
 - 6.4% reported being in a situation where the person stole or destroyed their property
3. Dating violence perpetration:
 - 2.2% of the respondents admitted to hitting someone they were dating/married to, had been dating, or hooked up with
 - 0.8% admitted to stealing or destroying property belonging to someone they were dating
4. Sexual violence victimization: 13.6% of the respondents report having been a victim of sexual violence⁵
 - 8.9% of all male respondents and 18% of all female respondents indicated that they had experienced sexual violence victimization
5. Attempted sexual violence: 9.4% of the respondents had experienced an attempted sexual violence victimization
 - 5.2% of all male respondents and 13.3% of all female respondents indicated that they had experienced attempted sexual violence
6. Sexual violence perpetration: 2.2% of respondents admit to perpetrating sexual violence
7. Consent: respondents report a healthy understanding of consent (a mean of 4.64 on a 1-5 scale)
8. Campus Safety: respondents report above average perceptions of campus safety (mean of 3.65 on a 1-5 scale), satisfaction with the institution's response to campus sexual violence (mean of 4.6 on a 1-5 scale), and positive perception of campus climate towards sexual misconduct (mean of 3.35 on a 1-5 scale).
9. Bystander Intervention: respondents are only moderately confident in their ability to intervene as a bystander (mean of 2.71 on a 1-5 scale).
10. Respondents expressed low levels of confidence in their peers' empathetic response to any misconduct that may occur and in their understanding of sexual consent (mean of 1.86 on a 1-5 scale). This is especially important to note given that 81.5% of the respondents were over the age of 21.

As noted in the module infographic and the data above, ARC3 results suggest that the campus body feels a sense of support from the institution, but more attention needs to be given to educating individuals on their personal responses to misconduct and to empowering bystanders to take a personal stand in situations where a fellow student may experience verbal abuse, unwanted advances, etc. UNT will continue to strengthen its support network in order to continually increase the confidence in its response to the physical and emotional safety of its campus body.

⁵ As defined by the Arc 3 survey, "sexual violence" includes unwanted fondling, kissing or rubbing of the lips, breast, chest, crotch or buttocks.

PROGRAMMATIC IMPLICATIONS

Texas Women's University's CRDA provided suggestions for UNT based on their review of the survey findings. CRDA suggested that UNT should consider:

- Working with those in the community to make both campus and community-available resources more prominently visible and known, especially towards women. [Module 4]
- As an institution, working to increase the confidence in the usefulness of response in reporting incidents; currently, more confidence is placed in family or confidant response. [Module 13]
- Working with those in the community to educate the campus body on how to empathetically (and helpfully) respond to peers who receive unwanted sexual conduct. [Module 14]
- Working with those in the community to educate on bystander intervention and increase the confidence to intervene of those that may witness sexual misconduct on campus. [Module 16]
- As an institution, working to continually foster an atmosphere that cultivates a sense of safety, especially for women. [Module 17]
- As an institution, continually foster an atmosphere that supports not only academic health, but physical and mental health. [Module 1]

PLANNED PROGRAMMING FOR FALL 2017-18

In addition to the existing programming, the university will be hosting new programs directed at raising awareness of sexual misconduct issues and preventing sexual misconduct.

GREEN DOT

The University will continue with its rollout of Green Dot by conducting Bystander Intervention training sessions for faculty, staff and students. The university aims to train the incoming first-year class in fall 2019.

EAGLE'S WATCH

The University will modify its second bystander intervention program to directly target intervention in sexual misconduct and relationship violence, by incorporating information about gender and power differentials; consent and recognizing consensual activity as a bystander.

IT'S ON US

It's On Us is a national movement to end sexual assault which launched in September 2014, following recommendations from the White House Task Force that noted the importance of engaging everyone in the conversation to end sexual violence. The campaign works with 95 partners and students on over 500 campuses. Close to 300,000 people have taken the pledge to create a culture of consent, bystander intervention and survivor support. The university will host weekly events educating students on It's On Us, and partner with the Student Government Association to enhance participation in the movement.

WHITE RIBBON CAMPAIGN

The White Ribbon Campaign is a global movement of men and boys working to end male violence against women and girls. The university is engaging Athletics in this campaign, starting with the Football team.

ONE LOVE

One Love is an organization whose aim is to ensure that everyone understands the difference between a healthy and an unhealthy relationship. The Dean of Students Office will be part of a partnership with One Love to host Escalation workshops in the residence halls. The Escalation Workshop⁶ is a film-based workshop that raises awareness of the warning signs of relationship violence.

PROGRAMMING RELATED TO PEER EMPATHY AND MENTAL HEALTH

The university will develop a marketing campaign to enhance participation in programs offered by Counseling and Testing Services and the Meadows Center for Health Resources such as:

CAREfrontation: a program offered in the residence halls that teaches students how to assert themselves in a caring manner. The program reviews many types of relationships including work relationships, professor-student interactions, and roommates or other individuals in communal living situations.

IMPACT: a workshop focused on positive impacts that individuals can make in their lives and communities which aims to empower students to feel like they can affect change in situations.

The Healing Arts Showcase: an annual art showcase where students can submit artwork that represents empowerment and resilience. The showcase also helps to teach empathy by exposing students to the emotional responses their peers have had to trauma.

ENHANCING MALE PARTICIPATION

The university will partner with Denton County Friends of the Family to develop a program for healthy relationship strategies aimed at male students. Topics covered will include identifying physical and verbal abuse and discussions around male victims of interpersonal violence. The program will be rolled out in November in conjunction with Men's Health Month initiatives.

AWARENESS THROUGH SOCIAL MEDIA

The Survivor Advocate maintains a Facebook, Twitter and Instagram account which post about programs/events, educational materials/articles, and different resources that are available in the community. The Survivor Advocate and the Student Health and Wellness Center will partner with University Relations, Communication and Marketing on social media campaigns for prevention programming such as Green Dot.

⁶ For more information, please visit <https://www.joinonelove.org/take-action/>

ACKNOWLEDGEMENTS

This report could not have been completed without the advice and assistance of the following people:

Mindy Chandler	Grant Evaluator
Leigh Anne Gullett	Associate Director of News, University Relations, Communication and Marketing, UNT
Ann Kapusta	Grant Program Associate Director, Office of Research and Sponsored Programs, TWU
Dr. Maureen McGuinness	Dean of Students, UNT
Renee McNamara	Survivor Advocate, UNT
Dr. Rene Paulson	Senior Statistician, CRDA, Office of Research and Sponsored Programs, TWU
Dr. Donna Scott-Tilley	Grant Program Director and Primary Investigator, Assistant Provost, TWU
Dr. Jason Simon	Assistant Vice President, Data, Analytics, and Institutional Research, UNT
Kerry Stanhope	Assistant Director of Outreach, Student Health and Wellness Center, UNT
Dr. Jae Webb	Senior Associate Dean of Students, UNT



Inya Baiye, J.D.

Director of Equal Opportunity &

Title IX Coordinator



ADMINISTRATION BUILDING

ABOUT THE DIVISION OF INSTITUTIONAL EQUITY & DIVERSITY

We partner with the University of North Texas faculty, staff and the entire campus community to create an inclusive environment that prepares and promotes UNT student success in a global marketplace.

OUR MISSION

The Division of Institutional Equity and Diversity is committed to inclusive excellence. Our goal is to champion equity, access and engagement to create a welcoming campus community where diverse faculty, staff and students thrive.

OUR VISION

All members of the UNT community value, support and respect each other and leverage the educational benefits of diversity.

CONTACT US

Hurley Administration Building 175

(940) 565-2759

oeo@unt.edu

For press inquiries, please contact

University Relations, Communications & Marketing

(940) 565-2108

urcm@unt.edu