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Survey

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Introduction

Survey Methodology

Survey Development

As part of Utah State University’s continuing efforts to address sexual misconduct, the Campus Climate and Survey Working Group, part of the USU Sexual Violence Task Force, implemented the first USU Sexual Misconduct Survey for employees in April 2021. The 2021 survey was modeled after the 2019 Sexual Misconduct Survey for students and included additional employee-specific questions.

Survey Content

USU’s 2021 sexual misconduct survey was divided into 11 sections. A precursor page explaining the intent and general content of the survey, as well as available support resources, also acted as an age gate to ensure responses were not solicited from minors (individuals under age 18).

Section 1
Demographics, part 1: Demographics questions were divided between the start and the end of the survey in an effort to have more complete data related to participant biological sex, USU campus location, and type of employee. Part 1 included USU campus location, type of employee, length of employment, amount of interaction with students, supervisory status, area of employment, biological sex, and gender identity.

Section 2
General campus climate: perceptions of campus safety, university actions in response to general issues, and university actions in response to sexual misconduct reports.

Section 3
Attitudes and awareness: attitudes about sexual misconduct at USU, awareness of USU and community support and reporting resources, and exposure to sexual misconduct information, education, and training.

Section 4
Perceptions of behavior: perceptions of self and colleague likelihood to engage in seven behaviors related to sexual misconduct prevention and reporting.
Section 5
*Workplace incivility:* details about experiences of workplace incivility since the time the participant started working at USU. The section’s follow-up questions were not displayed for participants who reported no workplace incivility incidents.

Section 6
*Sex discrimination:* details about experiences of sex discrimination since the time the participant started working at USU. The section’s follow-up questions were not displayed for participants who reported no sex discrimination incidents.

Section 7
*Sexual harassment:* details about experiences of sexual harassment since the time the participant started working at USU. The section’s follow-up questions were not displayed for participants who reported no sexual harassment incidents.

Section 8
*Nonconsensual sexual contact:* details about experiences of nonconsensual sexual contact from the time since the participant started working at USU. The section’s follow-up questions were not displayed for participants who did not experience a nonconsensual sexual contact incident since working at USU.

Participants who reported experiencing a nonconsensual sexual contact incident were then asked more specific questions about their experiences of nonconsensual sexual touching and nonconsensual sexual penetration. The relevant subsection’s follow-up questions were not displayed if they did not report having that experience.

Section 9
*Sex-based stalking:* details about experiences of sex-based stalking since the time the participant started working at USU. The section’s follow-up questions were not displayed for participants who reported no sex-based stalking incidents.

Section 10
*Relationship violence:* details about experiences of relationship violence since the time the participant started working at USU. The section’s follow-up questions were not displayed for participants who reported no relationship violence incidents.

Section 11
*Demographics, part 2:* ethnicity/race, veteran status, sexual identity, disability status, relationship status, and religious affiliation.

**Participation Incentives:**
A total of $500 in USU Campus Store gift cards was offered via a separate drawing to maintain participant anonymity. Those who completed the survey through section 11 could submit their email address to enter the drawing. Employees who completed the survey in the first week (April 1-8) were eligible to win a $100 USU Campus Store gift card. Second week (April 9-15) participants had the opportunity to win one of four $50 gift cards. Employees who completed the survey in the last week (April 16-22) were eligible to win one of eight $25 gift cards.

**Administering the Survey:**
The survey was administered using the Qualtrics web service by going to survey.usu.edu/employees. Data collection opened on April 1, 2021, and it ran until 11:59 pm on April 22, 2021. The total data collection time period was 22 days.
Distributing and Advertising the Survey:
On April 1, the employee population received an initial email signed by the university president. A news story about the survey was also published on April 1 in Utah State Today. At the start of the final week of the data collection period, employees were sent a reminder email signed by the associate vice president of Human Resources.

Population Sample:
The survey was made available to all Utah State employees, 18 years of age or older at all statewide locations. The total population size was 9,446, based on the number of employees who were active in HR’s employee system at the time the survey was distributed.

Response Rates:
A total of 2,588 employees participated in the 2021 survey, resulting in an overall response rate of 27%.

Completed Survey Response Rate:
A total of 2,025 participants completed the 2021 survey to the final demographic question, resulting in a participant survey completion rate of 78.2%.
**Biological Sex Response Rates:**
60.4% of the survey participants were female (1,563) and 39.6% of the survey participants were male (1,025). The overall USU employee population was 55.1% female and 44.9% male.

**Campus Response Rates:**
25.4% of the Logan campus employee population (2,148), 23.8% of the Eastern (Price) campus employee population (113), 26.6% of the Blanding campus employee population (49), 35.7% of the Statewide Campuses employee population (126), and 10.5% of the Extension employee population (152) responded to the survey.

**Employee Type Response Rates:**
59% of the survey participants were staff (1,526), 23.7% were faculty (613), 3.3% were administrators (84), and 8.8% of the survey participants (228) selected “other.”
Department Response Rates:
Almost half (46.3%) of survey participants were from one of the eight academic colleges, with the most participants being from the Emma Eccles Jones College of Education and Human Services (10%; 258). Facilities (5.8%; 150), Extension (5.8%; 149), and Student Affairs (5.8%; 149) were the next largest participating employee populations. 10.6% of employees (275) selected “other area not listed.”

Response Representativeness of Employee Population:
Although male employees were under-sampled and Statewide Campus employees were slightly over-sampled, the overall survey results are likely representative of the employee population at USU.

Biological Sex
Female employees were over-sampled and male employees were under-sampled in the 2021 survey. National research shows that females experience nonconsensual sexual contact at higher rates than males, so oversampling female employees may provide a more representative sample of women’s experiences.
**Campus Location**
Statewide Campus employees were slightly over-sampled in the 2021 survey.

<table>
<thead>
<tr>
<th>Campus Location</th>
<th>Total Population %</th>
<th>Survey Population %</th>
<th>% Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blanding</td>
<td>2.3%</td>
<td>1.9%</td>
<td>-0.4%</td>
</tr>
<tr>
<td>Eastern (Price)</td>
<td>4.7%</td>
<td>4.4%</td>
<td>-0.3%</td>
</tr>
<tr>
<td>Extension</td>
<td>6.5%</td>
<td>5.9%</td>
<td>-0.6%</td>
</tr>
<tr>
<td>Logan</td>
<td>83.8%</td>
<td>83.0%</td>
<td>-0.8%</td>
</tr>
<tr>
<td>Statewide Campuses</td>
<td>2.7%</td>
<td>4.9%</td>
<td>2.2%</td>
</tr>
</tbody>
</table>

**Employee Type**
Staff members were over-sampled and faculty members were slightly under-sampled in the 2021 survey.

<table>
<thead>
<tr>
<th>Degree Type</th>
<th>Total Population %</th>
<th>Survey Population %</th>
<th>% Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>5.4%</td>
<td>3.8%</td>
<td>-1.6%</td>
</tr>
<tr>
<td>Faculty</td>
<td>31.4%</td>
<td>27.6%</td>
<td>-3.9%</td>
</tr>
<tr>
<td>Staff</td>
<td>63.2%</td>
<td>68.7%</td>
<td>5.5%</td>
</tr>
</tbody>
</table>
Participant Demographics

Participants were asked to respond to 19 demographic questions. The 2021 survey population has the following characteristics:
Section 2

General Campus Climate

In section 2, participants were asked about their perceptions of campus safety, university actions in response to safety issues, and university actions in response to sexual misconduct reports.

Perceptions of Campus Safety and University Actions in Response to Safety Issues:
The majority of participants feel safe on their USU campus (98.1%; 2,311), but a small majority also agree that USU officials could do more to make their campus safe (57.8%; 1,347). Most participants also think the university would handle a crisis affecting employee safety well (88.1%; 2,058) and that USU officials handle concerning incidents against an employee in a fair and responsible manner (88.3%; 2,021).

Perceptions of University Actions in Response to Sexual Misconduct Reports:
The majority of participants think USU would respond appropriately to sexual misconduct reports. Participants especially thought the university would maintain the privacy of the person making the report (90.1%; 1,991), forward the report to criminal investigators if desired by the victim (89.6%; 2,058), and take the report seriously (87%; 2,027).

Perceptions of What USU Could Do to Encourage Sexual Misconduct Reporting:
Participants were most likely to indicate that adding information about the reporting and investigation processes to new employee orientation (21%; 543) and training faculty and staff about the reporting and investigation processes (21%; 543) would encourage reporting of sexual misconduct and retaliation to the university.
In section 3, participants were asked about their attitudes related to sexual misconduct at USU, experiences of student and employee disclosures, exposure to sexual misconduct information, education, and training, and awareness of USU confidential and reporting resources and community support resources.

**Attitudes About Sexual Misconduct at USU:**
Almost three-quarters of participants (71.1%; 1,613) think there is a need for them to think about sexual misconduct at USU and a little less than half of them (46.8%; 1,058) think sexual misconduct is a problem at the university. The majority of participants (92.4%; 2,113) do not think doing something about sexual misconduct is solely the job of USU administrators, and 75.1% of them (1,701) think there is something they can do about sexual misconduct at USU.

**Exposure to Sexual Misconduct Education or Training:**
A majority of participants have been exposed to education about sexual misconduct through campus posters or digital signs (75.4%; 1,634) and university websites (54.7%; 1,183). More employees have talked about sexual misconduct topics with their colleagues (54.6%; 1,184) than discussed it in their department or team meetings (50.4%; 1,092).

Almost three-quarters of participants (73.6%; 1,594) have attended a training or program about what they can do as a bystander to stop sexual misconduct, and 78.1% (1,693) have attended a training about their reporting obligations related to sexual misconduct.

**Experiences of Sexual Misconduct Disclosures:**
In the past five years (since 2016), some participants had talked with a student about sexual misconduct the student had experienced. A smaller percentage of participants have filed a report with USU’s Title IX Coordinator or other campus authorities about a student who disclosed to them that they had experienced sexual misconduct.
In the past five years (since 2016), fewer participants had talked with another employee about sexual misconduct the employee had experienced. An even smaller percentage of participants have filed a report with USU’s Title IX Coordinator or other campus authorities about an employee who disclosed to them that they had experienced sexual misconduct.

**General Awareness of USU and Community Support and Reporting Resources:**

The majority of participants are aware of USU confidential (71.2%; 1,590) and community support resources (64.2%; 1,434). Most participants know how to report sexual misconduct (82.1%; 1,248)

**Employee experiences in the past 5 years**

Experiences:
- Filed a report with USU’s Title IX Coordinator or other campus authorities about a student who disclosed to you that they had experienced sexual misconduct.
- Filed a report with USU’s Title IX Coordinator or other campus authorities about a student who perpetrated sexual misconduct.
- Talked with a student about sexual misconduct they had experienced.
- Talked with a student about sexual misconduct they were accused of or perpetrated.
- Witnessed a student experiencing sexual misconduct.
- Witnessed a student perpetrating sexual misconduct.

**USU INFORMATION EXPOSURE EFFORTS:**

**Fall 2017**
20 employees are trained to facilitate the Upstanding bystander intervention program.

**Fall 2018**
50 employees are trained to facilitate the Upstanding program; Upstanding program starts being facilitated for employee-only audiences.

**Fall 2019**
In-person employee sexual harassment prevention and responsible employee training programs are updated and rolled out in person at Statewide Campuses.

**USU TRAINING EXPOSURE EFFORTS FOR EMPLOYEES:**

Boundaries, SAAVI services, reporting obligations, and sexual misconduct policy

Office of Equity
- 2018-2019: 1,362 participants
- 2019-2020: 1,135 participants
- 2020-2021: 2,646 participants

SAAVI
- 2018-2021: 501 participants

Upstanding (bystander intervention) program
- 2017-2018: 180 participants
- 2018-2019: 325 participants
- 2019-2020: 335 participants
- 2020-2021: 238 participants
and related retaliation (76.6%; 1,715) to USU’s Title IX Coordinator. Half of participants (50%; 1,114) are aware of what happens after someone reports sexual misconduct to USU’s Title IX Coordinator.

**Specific Sexual Misconduct Resource Awareness:**
The majority of participants are at least somewhat aware of the two main university confidential sexual misconduct support resources (SAAVI, 71.3%; 1,553 and CAPS or Student Counseling, 83.6%; 1,817). Most participants are at least somewhat aware of USU’s Title IX Coordinator (80.7%; 1,754). Participants were less likely to be at least somewhat aware of their local domestic violence or sexual assault services (61.5%; 1,336) compared to their local police department (88.4%; 1,921).
Section 4

Perceptions of Behavior

In section 4, participants were asked about their perceptions of self and colleague likelihood to engage in seven behaviors related to sexual misconduct prevention and reporting should they or their colleagues encounter such situations in the future.

**Self-Likelihood:**
Participants reported they would be “very likely” or “likely” to do all but one of the surveyed behaviors, with the top two being: “support other employees who confront harmful or problematic behavior” (97.4%; 2,068), and “support the posting of information about sexual misconduct topics within employee common areas” (94.6%; 2,004).

Most participants indicated they were unlikely to “choose not to report sexual misconduct out of concern they would experience retaliation” (70%; 1,090).

**Peer Likelihood:**
Participants reported their colleagues would especially be “very likely” or “likely” to: “support the posting of information about sexual misconduct within employee common areas” (90.2%; 1,938) and “support other employees who confront harmful or problematic behavior” (88.5%; 1,903).

They thought it was less than 50% likely their peers would “choose not to report sexual misconduct out of concern they would experience retaliation” (32.9%; 708).

**Self and Peer Likelihood Comparison:**
Participants are more likely to think they would engage in each of the seven behaviors compared to their peers. The two largest differences are: “say something to an employee who made inappropriate or negative sexual comments, jokes, or gestures” (18.5% difference; 83.1% self vs 64.6% peer) and “say something to a supervisor who made inappropriate or negative sexual comments, jokes, or gestures” (18% difference; 71.7% self vs 53.7% peer).
### Employee Perception of Peer Behavior

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Likely</th>
<th>Likely</th>
<th>Unsure</th>
<th>Likely</th>
<th>Likely</th>
<th>Likely</th>
<th>Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Challenge an employee who said something offensive about people who are lesbian, gay, bisexual, or transgender.</td>
<td>21.75%</td>
<td>7.68%</td>
<td>34.65%</td>
<td>19.56%</td>
<td>4.59%</td>
<td>26.42%</td>
<td>12.56%</td>
</tr>
<tr>
<td>Choose not to report sexual misconduct out of concern they would experience retaliation.</td>
<td>39.20%</td>
<td>28.20%</td>
<td>8.24%</td>
<td>34.65%</td>
<td>19.56%</td>
<td>26.42%</td>
<td>12.56%</td>
</tr>
<tr>
<td>Say something to a supervisor who made inappropriate or negative sexual comments, jokes, or gestures.</td>
<td>47.81%</td>
<td>22.91%</td>
<td>8.24%</td>
<td>34.65%</td>
<td>19.56%</td>
<td>26.42%</td>
<td>12.56%</td>
</tr>
<tr>
<td>Support other employees who confront harmful or problematic behavior.</td>
<td>54.42%</td>
<td>9.91%</td>
<td>8.24%</td>
<td>34.65%</td>
<td>19.56%</td>
<td>26.42%</td>
<td>12.56%</td>
</tr>
<tr>
<td>Support the posting of information about sexual misconduct topics within employee common areas (i.e., breakroom or conference room).</td>
<td>51.00%</td>
<td>18.51%</td>
<td>8.24%</td>
<td>34.65%</td>
<td>19.56%</td>
<td>26.42%</td>
<td>12.56%</td>
</tr>
<tr>
<td>Take action if they saw an employee trying to hug or touch a person who wasn’t consenting.</td>
<td>47.53%</td>
<td>18.51%</td>
<td>8.24%</td>
<td>34.65%</td>
<td>19.56%</td>
<td>26.42%</td>
<td>12.56%</td>
</tr>
</tbody>
</table>

### Employee Perception of Own Behavior

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Likely</th>
<th>Likely</th>
<th>Unsure</th>
<th>Likely</th>
<th>Likely</th>
<th>Likely</th>
<th>Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Challenge an employee who said something offensive about people who are lesbian, gay, bisexual, or transgender.</td>
<td>42.22%</td>
<td>9.75%</td>
<td>39.71%</td>
<td>29.02%</td>
<td>13.00%</td>
<td>42.65%</td>
<td>29.02%</td>
</tr>
<tr>
<td>Choose not to report sexual misconduct out of concern I would experience retaliation.</td>
<td>43.13%</td>
<td>10.96%</td>
<td>39.71%</td>
<td>29.02%</td>
<td>13.00%</td>
<td>42.65%</td>
<td>29.02%</td>
</tr>
<tr>
<td>Say something to a supervisor who made inappropriate or negative sexual comments, jokes, or gestures.</td>
<td>43.13%</td>
<td>10.96%</td>
<td>39.71%</td>
<td>29.02%</td>
<td>13.00%</td>
<td>42.65%</td>
<td>29.02%</td>
</tr>
<tr>
<td>Support other employees who confront harmful or problematic behavior.</td>
<td>36.44%</td>
<td>17.43%</td>
<td>39.71%</td>
<td>29.02%</td>
<td>13.00%</td>
<td>42.65%</td>
<td>29.02%</td>
</tr>
<tr>
<td>Support the posting of information about sexual misconduct topics within employee common areas (i.e., breakroom or conference room).</td>
<td>33.13%</td>
<td>10.96%</td>
<td>39.71%</td>
<td>29.02%</td>
<td>13.00%</td>
<td>42.65%</td>
<td>29.02%</td>
</tr>
<tr>
<td>Take action if I saw an employee trying to hug or touch a person who wasn’t consenting.</td>
<td>45.03%</td>
<td>18.51%</td>
<td>8.24%</td>
<td>34.65%</td>
<td>19.56%</td>
<td>26.42%</td>
<td>12.56%</td>
</tr>
</tbody>
</table>
Section 5

Workplace Incivility

In section 5, participants were asked about their experiences of workplace incivility since being an employee at USU.

**Number of Participants Who Had These Experiences:**

Forty percent of participants have experienced workplace incivility since being an employee at USU (39.6%; 1,026). Participants were most likely to experience being interrupted or "spoken over" (100%; 1,026), having little attention paid to their statements/opinions (87.7%; 900), and having their judgments doubted (87.5%; 898).

Almost two-thirds of the participants who have experienced workplace incivility since being an employee at USU are female (61.7%; 633).

One-third of the participants who have experienced workplace incivility since being an employee at USU are male (35.8%; 367).

<table>
<thead>
<tr>
<th>Workplace Incivility</th>
<th>Yes (Count)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interrupted you or &quot;spoken over&quot; you</td>
<td>Yes (1,026)</td>
</tr>
<tr>
<td>Paid little attention to your statements/opinions</td>
<td>Yes (900)</td>
</tr>
<tr>
<td>Discounted your judgement</td>
<td>Yes (898)</td>
</tr>
<tr>
<td>Addressed you unprofessionally</td>
<td>Yes (723)</td>
</tr>
<tr>
<td>Ignored you or failed to speak to you</td>
<td>Yes (649)</td>
</tr>
<tr>
<td>Gave you hostile looks, stares, or sneered at you</td>
<td>Yes (542)</td>
</tr>
<tr>
<td>Made insulting or disrespectful remarks about you</td>
<td>Yes (494)</td>
</tr>
<tr>
<td>Yelled, shouted, or swore at you</td>
<td>Yes (399)</td>
</tr>
<tr>
<td>Made jokes at your expense</td>
<td>Yes (399)</td>
</tr>
<tr>
<td>Targeted you with angry insults</td>
<td>Yes (357)</td>
</tr>
<tr>
<td>Accused you of incompetence</td>
<td>Yes (348)</td>
</tr>
<tr>
<td>Rated you lower than you deserved on a performance review or other evaluation</td>
<td>Yes (208)</td>
</tr>
</tbody>
</table>
Identity of the Person Who Engaged in the Behaviors:
Participants who experienced workplace incivility were most likely to be treated that way by one person multiple times (28.3%; 290). The individuals who engaged in the workplace incivility behaviors were most often a USU professor/instructor (22.7%; 233), a USU staff member (17.4%; 179), and a USU supervisor (16.6%; 170). Individuals who engaged in these behaviors were more likely to be male (58.8%; 603).

Experiences Shared with USU Resources:
A third of participants did not tell anyone at USU about their experiences of workplace incivility (32.1%; 329). If participants told someone at USU about their experiences, they were most likely to tell a USU colleague (faculty or staff member, 42.2%; 433) or USU supervisor (33%; 339).

Experiences Shared with Non-USU Resources:
The majority of participants told a family member about their experiences of workplace incivility (69.8%; 716). They were also very likely to talk to a friend (66.8%; 685) about their experiences. Only 15% of participants did not tell anyone about their experiences (14.9%; 153).
Sexual Misconduct
Term Definitions

The survey focused on sex discrimination and five forms of sexual misconduct: sexual harassment, sexual assault – penetration, sexual assault – sexual touching, relationship violence, and sex-based stalking. Individuals were also asked about their experiences of retaliation in connection with their sexual misconduct experience. Retaliation and each form of sexual misconduct was defined based on the interim USU Sexual Misconduct Policy 339 term definitions. A definition of the relevant form of sexual misconduct was provided at the beginning of sections 6-10 in the survey.

**Sex discrimination** includes disparate treatment and hostile environment.

- **Disparate Treatment**: When a person is treated differently because of their sex than another person who is similarly situated and includes treatment based on sex that harmfully or adversely impacts the terms or conditions of one's employment or student status.

- **Hostile Environment**
  - **For Students** – Unwelcome conduct based on the student’s sex that is so severe or pervasive that it denies or limits the student’s ability to participate in or benefit from the University’s education programs and activities.
  - **For Employees** – Unwelcome conduct based on the employee’s sex that is so severe or pervasive that it creates a work environment that would be intimidating, hostile, or offensive to a reasonable person.

**Sexual misconduct** is conduct on the basis of sex including one or more of the following types of conduct:

- **Sexual Harassment**
- **Sexual Assault**
- **Relationship Violence; and**
- **Sex-based Stalking**

**Sexual harassment** includes Hostile Environment and Quid Pro Quo.

- **Hostile Environment** is unwelcome sex-based conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an employment or education program or activity.

- **Quid Pro Quo** is an Employee’s conditioning of the provision of a University aid, benefit, or service on a person’s participation in unwelcome sexual conduct.

**Sexual assault** includes any sexual act or attempted sexual act, including Rape, Sodomy, Sexual Assault with An Object, or Fondling, directed against another person without their Consent. This includes instances where the person is incapable of giving Consent because of their age or because of a temporary or permanent mental or physical incapacity. Sexual Assault also includes unlawful sexual acts, such as Incest and Statutory Rape.

- **Rape**: Sexual intercourse with another person without their Consent.
- **Sodomy**: Oral or anal sexual intercourse with another person without their Consent.
- **Sexual Assault with An Object**: The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person without their Consent.
- **Fondling**: The touching of the private body parts of another person for the purpose of sexual gratification without their Consent.
- **Incest**: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law (e.g., a sibling or parent/child relationship).
• **Statutory Rape**: Sexual intercourse with a person who is under Utah's statutory age of Consent.

**Sexual assault** occurs when at least one party does not consent to the sexual activity.

• **Consent** is an understandable exchange of words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent is an agreement to do the same thing at the same time in the same way. Consent cannot be assumed based on silence, the absence of “no” or “stop,” or the existence of a prior or current relationship, or prior sexual activity.
  - There is no consent in the presence of coercion, incapacitation, force, or where the sexual activity violates state law relating to age of consent.

• **Force** includes the use of physical force or threats of force that affects a person’s ability to consent to sexual contact.

• **Incapacitation** means the person lacks the ability, temporarily or permanently, to consent to sexual activity including because of a disability, drug or alcohol consumption (whether voluntarily or involuntarily), or because the person is unconscious, asleep, immobilized, or otherwise unaware that the sexual activity is occurring. A person is not necessarily incapacitated solely as a result of drinking or using drugs; the level of impairment must be significant enough to render the person unable to give consent.
  - It is not an excuse that the party initiating sexual contact was intoxicated and therefore did not realize the incapacity of the other. In evaluating cases involving alleged incapacitation, the University considers whether the person initiating the sexual conduct knew or should have known the other person was incapacitated.

**Relationship violence** includes Dating Violence and Domestic Violence.

• **Dating Violence** includes violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Claimant. The existence of such a relationship shall be determined based on a consideration of the following factors: (a) the length of the relationship, (b) the type of relationship, and (c) the frequency of interaction between the persons involved in the relationship

• **Domestic Violence** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Claimant, by a person with whom the Claimant shares a child in common, by a person who is cohabitating with or has cohabitated with the Claimant as a spouse or intimate partner, by a person similarly situated to a spouse of the Claimant under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth Claimant who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

**Sex-based stalking** is engaging in a course of conduct directed at a specific person or persons based on sex, that would cause a reasonable person to fear for their safety or for the safety of others or to suffer substantial emotional distress. Stalking may occur in person, by telephone, mail, electronic communication, social media, or any other action, device, or method.

  - A course of conduct is two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through a third party, follows, monitors, observes, surveils, threatens, intimidates, harasses, or communicates to or about a person, or interferes with a person's property by telephone, mail, electronic communication, social media, or any other action, method, device, or means.

**Retaliation** includes intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege under USU Policy 339 or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in a formal investigation, proceeding, or hearing related to sexual misconduct. A student or employee who engages in retaliation is subject to corrective action or sanctions. An employee who engages in retaliation may be subject to discipline up to and including termination.
Summary of Sexual Misconduct Experiences

Participants (2,588) have had the following experiences since being an employee at USU.

<table>
<thead>
<tr>
<th>Sexual Penetration</th>
<th>Sexual Touching</th>
<th>Dating &amp; Domestic Violence</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.5%</td>
<td>0.9%</td>
<td>6.6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sex-based Stalking</th>
<th>Sex Discrimination</th>
<th>Sexual Harassment</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.0%</td>
<td>14.7%</td>
<td>16.5%</td>
</tr>
</tbody>
</table>
Section 6

Sex Discrimination

In section 6, participants were asked about their experiences of sex discrimination since being an employee at USU.

**Number of Participants Who Had These Experiences:**
Fifteen percent of participants have experienced sex discrimination since being an employee at USU (14.7%; 380).

Three-quarters of the participants who have experienced sex discrimination since being an employee at USU are female (75.9%; 288).

One-fifth of the participants who have experienced sex discrimination since being an employee at USU are male (19%; 72).

**Identity of the Person Who Engaged in the Behaviors:**
Participants who experienced sex discrimination were most likely to be treated differently by multiple people multiple times (36.9%; 140). The individuals who engaged in sex-based discriminatory behaviors were most often USU faculty members/instructors (22.7%; 86), USU staff members (17.4%; 66), or a USU supervisor (16.6%; 63). Individuals who engaged in these behaviors were predominantly male (75.7%; 288).

**Number of Participants Who Experienced Retaliation:**
About seventeen percent of participants experienced retaliation connected to their sex discrimination experience (16.6%; 63).

**Location of Experiences:**
The majority of participant experiences of sex discrimination took place on a USU campus (86.3%; 328).

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1 The sex discrimination behaviors would have had to limit participant employment or educational opportunities in order to be a policy violation, so it is possible that not all participant experiences would meet that threshold.

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![Sex Discrimination (Employee) Graph](image1.png)

![Experienced Retaliation Graph](image2.png)
Experiences Shared with USU Resources:
Many participants did not tell anyone at USU about their experiences of sex discrimination (39.2%; 149). If participants told someone at USU about their experiences, they were most likely to tell a USU colleague (faculty or staff member, 40.1%; 152) or USU supervisor (25.1%; 95). Of the listed potential reasons for why participants chose to tell someone at USU about their experience, the top two reasons were because they “wanted to pursue a police investigation” (11.2%; 43) and “wanted to pursue a Title IX investigation” (10.7%; 41).

Experiences Shared with Non-USU Resources:
The majority of participants told a friend about their experiences of sex discrimination (74%; 281). They were also very likely to talk to a family member (66.9%; 254) and a dating/romantic partner (53%; 201) about their experiences. Only 15.1% of participants did not tell anyone about their experiences (57).

Why Participants Did Not Tell Anyone About Their Experiences:
The top three reasons why participants (57) did not tell anyone about their experiences of sex discrimination were because they:

“Didn’t think what happened was serious enough to talk about” (23.1%; 13).

Felt “it’s a private matter” and they “wanted to deal with it on their own” (16.5%).

“Didn’t think others would think it was serious or important” (11%).
Section 7

Sexual Harassment

In section 7, participants were asked about their experiences of sexual harassment since being an employee at USU.

**Number of Participants Who Had These Experiences:**

Around 17% of participants have experienced sexual harassment since being an employee at USU (16.5%; 427). Participants were most likely to experience someone making sexual remarks or telling jokes or stories that were insulting or offensive to them (68.6%; 293).

Two-thirds of the participants who have experienced sexual harassment since being an employee at USU are female (67.1%; 287).

One-quarter of the participants who have experienced sexual harassment since being an employee at USU are male (28.7%; 123).

**Number of Participants Who Experienced Retaliation:**

Twelve percent of participants experienced retaliation connected to their sexual harassment experience (12%; 51).

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1 Not all participant experiences would likely meet the threshold of a violation of USU’s sexual harassment policy. To meet the threshold, the sexual harassment would have had to be in provision of USU aid, benefit, or service or denied a participant equal access to USU’s educational programs or activities.
Identity of the Person Who Engaged in the Behaviors:
Participants who experienced sexual harassment were most likely to be treated that way by one person one time (33.1%; 141). USU staff members (27.9%; 119) and USU faculty members/instructors (22.5%; 96) most frequently engaged in sexual harassment behaviors. Individuals who engaged in these behaviors were predominantly male (79.9%; 341).

Location of Experiences:
The majority of participant experiences of sexual harassment took place on a USU campus (82.6%; 353).

Experiences Shared with USU Resources:
Almost half of participants did not tell anyone at USU about their experiences of sexual harassment (41.2%; 176). If participants told someone at USU about their experiences,
they were most likely to tell a USU colleague (faculty or staff member, 36%; 154) and a USU supervisor (20.4%; 87). Of the listed potential reasons for why participants chose to tell someone at USU about their experience, the top two reasons were because they “wanted to prevent others from having the same experience” (26%; 111) and “needed mental/emotional support” (22.2%; 95).

Experiences Shared with Non-USU Resources:
The majority of participants told a friend about their experiences of sexual harassment (69.6%; 297). They were also very likely to talk to a family member (58%; 248) and a dating/romantic partner (47.5%; 203) about their experiences. Almost 20% of participants did not tell anyone about their experiences (17.6%; 75).

Why Participants Did Not Tell Anyone About Their Experiences:
The top three reasons why participants (75) did not tell anyone about their experiences of sexual harassment were because they:

“Didn’t think what happened was serious enough to talk about it” (29.5%; 22).

“Didn’t think others would think it was serious or important” (17.2%; 13).

Felt “it’s a private matter” and they “wanted to deal with it on their own” (8.2%).
Section 8

Nonconsensual Sexual Contact

In section 8, participants were asked about their experiences of nonconsensual sexual contact (sexual touching or penetration) since being an employee at USU.

Two percent of participants have experienced nonconsensual sexual contact since being employees at USU (1.6%; 33).

Eighty-five percent of the participants who have experienced non-consensual sexual contact since being an employee at USU are female (84.9%; 28).

About ten percent of the participants who have experienced nonconsensual sexual contact since becoming an employee at USU are male (9.1%) and three percent are non-binary.
Section 8A

Nonconsensual Sexual Touching

In section 8A, participants were asked about their experiences of attempted and successful nonconsensual sexual touching due to coercion, force, or incapacitation since being an employee at USU.

**Number of Participants Who Had these Experiences:**

One percent of participants have experienced attempted or completed nonconsensual sexual touching since being an employee at USU (0.9%; 23). Participants were most likely to experience someone touching them sexually without their consent (95.7%; 22).

Most of the participants who have experienced attempted or completed nonconsensual sexual touching since being an employee at USU are female (87.5%; 20).

A small percentage of the participants who have experienced nonconsensual sexual touching since being an employee at USU are male (4.2%).

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**Number of Participants Who Experienced Retaliation:**

Twelve percent of participants experienced retaliation connected to their nonconsensual sexual touching experience (12.5%).

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*Sexual Touching (Employee)*

<table>
<thead>
<tr>
<th>Event</th>
<th>Yes (Count)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Touched you sexually without your consent?</td>
<td>Yes (22)</td>
</tr>
<tr>
<td>Used force to touch you sexually?</td>
<td>Yes (11)</td>
</tr>
<tr>
<td>Made you sexually touch them without your consent?</td>
<td>Yes (9)</td>
</tr>
<tr>
<td>Used coercion to touch you sexually?</td>
<td>Yes (7)</td>
</tr>
<tr>
<td>Attempted but not succeeded to make you sexually touch them without your consent?</td>
<td>Yes (7)</td>
</tr>
<tr>
<td>Exploited you without your consent?</td>
<td>Yes (6)</td>
</tr>
<tr>
<td>Attempted but not succeeded to use coercion to touch you sexually?</td>
<td>Yes (6)</td>
</tr>
<tr>
<td>Attempted but not succeeded to touch you sexually without your consent?</td>
<td>Yes (8)</td>
</tr>
<tr>
<td>Attempted but not succeeded to use force to touch you sexually?</td>
<td>Yes (4)</td>
</tr>
<tr>
<td>Attempted but not succeeded to touch you sexually when you were incapacitated?</td>
<td>Yes (2)</td>
</tr>
<tr>
<td>Touched you sexually when you were incapacitated?</td>
<td>Yes (1)</td>
</tr>
<tr>
<td>Attempted but not succeeded to exploit you without your consent?</td>
<td>Yes (1)</td>
</tr>
</tbody>
</table>

*Experienced Retaliation*

- 12.5% Yes
- 87.5% No
Identity of the Person Who Engaged in the Behaviors:
Participants who experienced attempted or completed nonconsensual sexual touching were most likely to be touched by one person one time (44%; 10). Ex-dating/romantic partners/spouses (50%; 12) most often attempted or completed nonconsensual sexual touching of participants. Individuals who engaged in these behaviors were almost entirely male (91.7%; 21).

Location of Experiences:
The majority of participant experiences of attempted or completed nonconsensual sexual touching took place at other locations not affiliated with USU or near to campus (41.7%; 10).

Alcohol or Drug Involvement:
One-quarter of participant experiences of attempted or completed nonconsensual sexual touching involved alcohol use by the other person (25%) and four percent involved alcohol use by themselves (4.2%). Thirteen percent of participant experiences of attempted or completed nonconsensual sexual touching might have involved drug use by the other person (12.5%). No participant experiences involved drug use by themselves.
Experiences Shared with USU Resources:
Fourty-one percent of participants did not tell anyone at USU about their experiences of attempted or completed nonconsensual sexual touching (40.9%). If participants told someone at USU about their experiences, they were most likely to tell a USU colleague (faculty or staff member, 30.4%) or a USU supervisor (26.1%). Of the listed potential reasons for why participants chose to tell someone at USU about their experience, the top two reasons were because they “needed mental/emotional support” (29.4%) and “wanted to prevent others from having the same experience” (23.5%).

Experiences Shared with Non-USU Resources:
The majority of participants told a friend about their experiences of attempted or completed nonconsensual sexual touching (78.3%; 18). They were also very likely to talk to a dating/romantic partner (60.9%; 14), a family member (56.5%; 13), and a counseling/therapy service (42.9%; 10) about their experiences. Fourteen percent of participants did not tell anyone about their experiences (13.6%).

Why Participants Did Not Tell Anyone About Their Experiences:
The top reason why participants did not tell anyone about their experiences of attempted or completed nonconsensual sexual touching was because they:
- Were “afraid of not being believed” (22.2%).
Section 8B

Nonconsensual Sexual Penetration

In section 8B, participants were asked about their experiences of attempted and completed nonconsensual sexual penetration due to force, coercion, or incapacitation since being an employee at USU.

Number of Participants Who Had These Experiences:
Less than one percent of participants (0.5%; 13) have experienced attempted or completed nonconsensual sexual penetration since being an employee at USU. Participants were most likely to experience someone sexually penetrating them vaginally or anally without their consent (53.8%) or using force to sexually penetrate them or engage in oral sex with them (46.2%).

Three-quarters of the participants who have experienced attempted or completed nonconsensual sexual penetration since being an employee at USU are female (73.6%; 10).

A small percentage of the participants who have experienced attempted or completed nonconsensual sexual penetration since being an employee at USU are male (9.1%).

Number of Participants Who Experienced Retaliation:
One-third of participants experienced retaliation connected to their nonconsensual sexual penetration experience (36.4%).

### Sexual Penetration (Employee)
- Sexually penetrated you vaginally or anally without your consent? Yes (7)
- Used force to sexually penetrate you or engage in oral sex with you? Yes (6)
- Used coercion to sexually penetrate you or engage in oral sex with you? Yes (4)
- Attempted but not succeeded to use coercion to sexually penetrate you or engage in oral sex with you? Yes (4)
- Attempted but not succeeded to use force to sexually penetrate you or engage in oral sex with you? Yes (3)
- Attempted but not succeeded to sexually penetrate you vaginally or anally without your consent? Yes (3)
- Attempted but not succeeded to engage in oral sex with you without your consent? Yes (2)
- Sexually penetrated you or engaged in oral sex with you when you were incapacitated? Yes (1)
- Engaged in oral sex with you without your consent? Yes (1)
- Attempted but not succeeded to sexually penetrate you or engage in oral sex with you when you were incapacitated? Yes (0)

### Experienced Retaliation
- 36.36% Yes
- 63.64% No
Identity of the Person Who Engaged in the Behaviors:
Participants who experienced attempted or completed nonconsensual sexual penetration were most likely to be penetrated by one person one time (45.5%). Ex-dating/romantic partners (54.6%) were most likely to attempt or complete nonconsensual sexual penetration of participants. Individuals who engaged in these behaviors were entirely male (100%; 13).

Location of Experiences:
The majority of participant experiences of attempted or completed nonconsensual sexual penetration took place in buildings or spaces not affiliated with USU and not near campus (45.5%).

Alcohol or Drug Involvement:
Twenty-seven percent of participant experiences of attempted or completed nonconsensual sexual penetration involved alcohol use by the other person (27.3%). Nine percent of participant experiences of attempted or completed nonconsensual sexual penetration involved drug use by the other person (9.1%). No participant experiences involved alcohol or drug use by themselves.
Experiences Shared with USU Resources:
Three-quarters of participants did not tell anyone at USU about their experiences of attempted or completed nonconsensual sexual penetration (27.3%). If participants told someone at USU about their experiences, they were most likely to tell a USU colleague (faculty or staff member, 36.4%) or USU supervisor (27.3%). Of the listed potential reasons for why participants chose to tell someone at USU about their experience, the top two reasons were because they “needed mental/emotional support” (33.3%) and “needed help with their job” (22.2%).

Experiences Shared with Non-USU Resources:
The majority of participants told a friend about their experiences of attempted or completed nonconsensual sexual penetration (90.9%; 12). They were also very likely to talk to a counseling/therapy service (54.6%) and dating/romantic partner (54.6%) about their experiences. None of the participants did not tell anyone about their experiences.
Section 9

Sex-based Stalking

In section 9, participants were asked about their experiences of sex-based stalking since being an employee at USU.

**Number of Participants Who Had These Experiences:**
Seven percent of participants have experienced stalking since being an employee at USU (7%; 181).

Seventy-four percent of participants who have experienced stalking since being an employee at USU are female (73.6%; 133).

Twenty-three percent of participants who have experienced stalking since being an employee at USU are male (23%; 42).

**Number of Participants Who Experienced Retaliation:**
One-fifth of participants experienced retaliation connected to their stalking experience (21.8%; 39).
Identity of the Person Who Engaged in the Behaviors:
Participants who experienced stalking were most likely to have one person engage in one or more of the behaviors multiple times (43%; 78).

Ex-dating/romantic partners (20.3%; 37) and strangers (15.8%; 29) most frequently engaged in stalking behaviors. Individuals who engaged in these behaviors were mostly male (61.1%; 111).

Experiences Shared with USU Resources:
Nearly a third of participants did not tell anyone at USU about their experiences of stalking (32.5%; 59). If participants told someone at USU about their experiences, they were most likely to tell a USU colleague (faculty or staff member, 38.7%; 70) or a USU supervisor (33.5%; 61). Of the listed potential reasons for why participants chose to tell someone at USU about their experience, the top three reasons were because they “wanted to prevent others from having the same experience” (21.6%; 39), “needed mental/emotional support” (20.4%; 37), and “wanted the individual who did it to be held accountable” (18.3%; 33).
Experiences Shared with Non-USU Resources:
The majority of participants told a friend about their experiences of stalking (85%; 154). They were also very likely to talk to a family member (76.7%; 139) and a dating/romantic partner (58.1%; 105) about their experiences. Seven percent of participants did not tell anyone about their experiences (6.9%; 12).

Why Participants Did Not Tell Anyone About Their Experiences:
The top four reasons why participants (12) did not tell anyone about their experiences of stalking were because they:

Felt “it’s a private matter” and they “wanted to deal with it on their own” (25%).

“Didn’t think what happened was serious enough to talk about it” (20%).

“Didn’t want others to worry about them” (10%).

“Didn’t think others would think it was serious or important” (10%).
Section 10

Relationship Violence

In section 10, participants were asked about their experiences of relationship violence since being an employee at USU.

Sixty-three percent of participants have been in a romantic or intimate relationship since they became an employee at USU (62.7%; 1,623).

**Number of Participants Who Had These Experiences:**
Seven percent of participants have experienced relationship violence since being an employee at USU (6.6%; 171).

Sixty percent of participants who have experienced relationship violence since being an employee at USU are female (59.4%; 102).

Thirty-eight percent of participants who have experienced relationship violence since being an employee at USU are male (37.6%; 64).

**Number of Participants Who Had These Experiences:**
Fourteen percent of participants experienced retaliation connected to their relationship violence experience (14%; 24).

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1 The relationship violence behaviors would have to involve violence or physical harm or threats of violence or physical harm in order to be a policy violation, so not all participant experiences would meet that threshold.
Identity of the Person Who Engaged in the Behaviors:
Dating/romantic partners or spouses who engaged in these behaviors were mostly male (58.3%; 100).

Experiences Shared with USU Resources:
Over half of participants did not tell anyone at USU about their experiences of relationship violence (58.4%; 100). If participants told someone at USU about their experiences, they were most likely to tell a USU colleague (faculty or staff member, 17.1%; 29). Of the listed potential reasons for why participants chose to tell someone at USU about their experience, the top reason was because they “needed mental/emotional support” (54%; 92).

Experiences Shared with Non-USU Resources:
The majority of participants told a friend about their experiences of relationship violence (59.6%; 102). They were also very likely to talk to a family member (49.7%; 85) about their experiences. Twenty-five percent of participants did not tell anyone about their experiences (25.5%; 44).

Why Participants Did Not Tell Anyone About Their Experiences:
The top three reasons why participants (44) did not tell anyone about their experiences of relationship violence were because they:
Felt “it’s a private matter” and they “wanted to deal with it on their own” (32.9%; 14).
“Didn’t think what happened was serious enough to talk about it” (20.3%).
“ Didn’t want others to worry about them” (8.9%).
Question Options (as applicable) and Follow-up Questions

1. How old are you?

2. What is your primary USU campus location? Please select your Statewide Campus.

3. Which of the following best describes your current employment with USU?

4. Which type of employee are you?

5. How long have you been employed at USU?

6. In your role, on average, how often do you interact with students (via phone, email, in-person, etc.)?

7. In your position, do you supervise staff (including student employees) or faculty?

8. How many academic courses are you taking through USU this semester?

9. Which area of USU do you work in?

10. What biological sex is on your birth certificate?

11. What is your current gender identity? If you identify differently, please specify.

12. Do you identify as transgender?

13. Please indicate your overall level of agreement with the following statements about Utah State University:
   - I feel safe on the USU campus.
   - USU officials could do more to make the USU campus safe.
   - If there were a crisis affecting student safety at USU, the university would handle it well.
   - The university responds too slowly in difficult situations.
   - USU officials handle incidents involving harm, threats or violence against an employee in a fair and responsible manner.
   - There is a good support system at USU for employees going through difficult times.

14. If you have felt unsafe in any specific areas/buildings on campus, please list them here and explain why you felt unsafe.

15. What could USU do to make the campus safer?

16. Using the scale provided, please indicate how true each of the following statements is to you.
   - I think sexual misconduct is a problem at USU.
   - I think I can do something about sexual misconduct at USU.
   - There is a need for me to think about sexual misconduct at USU.
   - Doing something about sexual misconduct is solely the job of USU administrators and staff in offices like Human Resources and the Office of Equity.

17. The following statements describe how Utah State University might respond if an employee reports an incident of sexual misconduct. Use the scale provided to indicate how likely each scenario is.
   - The university would take the report seriously.
   - The university would maintain the privacy of the person making the report.
   - If requested by the victim, the university would forward the report to criminal investigators (ex: the police).
   - The university would take steps to protect the safety of the person making the report.
   - The university would support the person making the report.
   - The university would take action to address factors that may have led to the incident.
• The university would handle the report fairly.

18. Using the scale provided, please indicate your level of agreement with the following statements.

• I know how to report sexual misconduct to USU’s Title IX Coordinator.
• I know how to report related retaliation to USU’s Title IX Coordinator.
• I am comfortable reporting sexual misconduct to USU’s Title IX Coordinator.
• I am comfortable reporting related retaliation to USU’s Title IX Coordinator.
• I know what happens after someone reports sexual misconduct to USU’s Title IX Coordinator.
• I know what happens after someone reports related retaliation to USU’s Title IX Coordinator.
• I know where to get confidential help on campus if I or another employee experience sexual misconduct or retaliation.
• I know where to get help off campus or in the local community if I or another employee experience sexual misconduct or retaliation.

If not comfortable reporting to USU: Why are you not comfortable reporting sexual misconduct and/or retaliation to USU?

19. Which of the following should USU do to encourage reporting of sexual misconduct and retaliation? Select up to 3 actions you think are most important for USU to take.

• Add information about the reporting and investigation processes to new employee orientation
• An education/marketing campaign about the reporting and investigation processes
• Facilitate focus groups to get feedback about the reporting and investigation processes
• Host feedback sessions/town halls with USU Office of Equity (Title IX), CAPS, and SAAVI staff
• Host information sessions about the reporting and investigation processes
• Provide more information about the reporting and investigation processes on the Office of Equity (Title IX) website
• Provide more opportunities for employee feedback about the reporting and investigation processes
• Release an annual report with information about the number of reports and investigation outcomes
• Train faculty and staff about the reporting and investigation processes
• Other
• None of the above

If you selected other, please specify what else USU should do to encourage reporting of sexual misconduct and retaliation.

20. Please use the following scale to indicate how familiar you are with the services each of the following on- and off-campus resources provides for someone who has experienced sexual misconduct.

• USU Sexual Assault and Anti-Violence Information (SAAVI) office
• USU Counseling and Psychological Services (CAPS) or USU Student Counseling
• USU Employee Assistance Program (EAP)
• USU Office of Equity Title IX Coordinator
• USU Office of Equity Supportive Measures Specialists
• USU Police Department or security
• USU Family Life Center (Logan Campus)
• My local domestic violence or sexual assault services
• My local police department
• My religious leaders or church (leave blank if not applicable)

21. Since you became an employee at USU, which of the following have you done?

• Discussed sexual misconduct in a department/team meeting.
• Discussed sexual misconduct with friends or colleagues.
• Attended a training or program about what I can do as a bystander to stop
sexual misconduct.

- Attended a training about my reporting obligations related to sexual misconduct.
- Attended a campus event about sexual misconduct.
- Seen posters or digital signs on campus about sexual misconduct or consent.
- Visited a USU website with information on sexual misconduct.
- Attended a self-defense class.
- Seen campaigns on USU social media channels about sexual misconduct or consent.

22. For the next few questions, based on behavior you have observed, how likely do you think most employees at USU would be willing to:

- Support other employees who confront harmful or problematic behavior.
- Take action if they saw an employee trying to hug or touch a person who wasn't consenting.
- Support the posting of information about sexual misconduct topics within employee common areas (i.e. breakroom or conference room).
- Say something to a supervisor who made inappropriate or negative sexual comments, jokes, or gestures.
- Say something to an employee who made inappropriate or negative sexual comments, jokes, or gestures.
- Challenge an employee who said something offensive about people who are lesbian, gay, bisexual, or transgender.
- Choose not to report sexual misconduct out of concern you would experience retaliation.

23. Using the scale provided, please indicate how likely you would be to do the following things in the future if you encountered the situations described:

- Support other employees who confront harmful or problematic behavior.
- Take action if you saw an employee trying to hug or touch a person who wasn't consenting.
- Support the posting of information about sexual misconduct topics within employee common areas (i.e. breakroom or conference room).
- Say something to a supervisor who made inappropriate or negative sexual comments, jokes, or gestures.
- Say something to an employee who made inappropriate or negative sexual comments, jokes, or gestures.
- Challenge an employee who said something offensive about people who are lesbian, gay, bisexual, or transgender.
- Choose not to report sexual misconduct out of concern you would experience retaliation.

24. For the following statements, please indicate how often the following has happened to you in the last 5 years (since 2016). If you have worked at USU fewer than 5 years, answer based on your experiences since you started working at USU.

- Talked with a student about sexual misconduct they had experienced.
- Talked with a student about sexual misconduct they were accused of or perpetrated.
- Witnessed a student experiencing sexual misconduct.
- Witnessed a student perpetrating sexual misconduct.
- Filed a report with USU's Title IX Coordinator or other campus authorities about a student who disclosed to you that they had experienced sexual misconduct.
- Filed a report with USU's Title IX Coordinator or other campus authorities about a student who perpetrated sexual misconduct.

25. For the following statements, please indicate how often the following has happened to you in the last 5 years (since 2016). If you have worked at USU fewer than 5 years, answer based on your experiences since you started working at USU.

- Talked with another employee about sexual misconduct they had experienced.
- Talked with another employee about sexual misconduct they were accused of or perpetrated.
- Witnessed an employee experiencing sexual misconduct.
Workplace Incivility

26. Since you became an employee at USU has someone that you interacted with while doing your job duties done any of the following to you? Remember that your responses will remain confidential and will not be linked to your identity or reported to the USU Title IX Coordinator or Human Resources.

- Paid little attention to your statements/opinions
- Doubted your judgment
- Gave you hostile looks, stares, or sneered at you
- Addressed you unprofessionally
- Interrupted you or “spoke over” you
- Rated you lower than you deserved on a performance review or other evaluation
- Yelled, shouted, or swore at you
- Made insulting or disrespectful remarks about you
- Ignored you or failed to speak to you
- Accused you of incompetence
- Targeted you with angry outbursts
- Made jokes at your expense

27. Which of the following is true about this/these experiences? Select all that apply.

- One person has treated me this way one time.
- One person has treated me this way multiple times.
- Multiple people have treated me this way one time.
- Multiple people have treated me this way multiple times

28. When did the first incident occur?

29. When did the most recent incident occur?

30. Did this/these experience(s) affect you in any of the following ways? Mark all that apply.

- Caused you to feel unsafe at USU.
- Limited your employment opportunities at USU.
- Limited your professional development opportunities at USU.
- None of the above

31. What is this person’s relationship to you? Please select the best option from the list below

- If other, please specify.

32. What was the gender of the person who engaged in these behaviors?

33. Did you tell any of the following people or offices/departments at Utah State University about the incident?

- USU Sexual Assault and Anti-Violence Information Office (SAAVI) advocate or counselor
- USU Employee Assistance Program (EAP) counselor
- USU Human Resources
- USU Office of Equity Supportive Measures Specialist
- USU Title IX Coordinator
- USU colleague (faculty or staff member)
- USU supervisor
- USU security/police
- Other USU person or office/department not listed
- I didn’t tell anyone at USU

Please identify the other USU person or office/department that you told about your experience(s).

34. Did you tell any of the following persons about this?

- Friend
- Family member
- Dating/romantic partner
- Local police department
- Medical provider
- Religious leader/Church services
- Community sexual assault or domestic violence advocate
• Other community advocate
• Counseling/therapy service
• Someone else
• I didn’t tell anyone

35. How can USU better respond to reports from employees about workplace incivility?

Sex Discrimination

36. Since you became an employee at USU has someone done any of the following? Remember that your responses will remain confidential and will not be linked to your identity or reported to the USU Title IX Coordinator.

• Treated you differently because of your sex or gender identity or their perception of those identities?
• Treated you differently because of your gender expression or their perception of that expression?
• Treated you differently because of your sexual orientation or their perception of that orientation?

37. Which of the following is true about this/these experiences? Select all that apply.

• One person has treated me this way one time.
• One person has treated me this way multiple times.
• Multiple people have treated me this way one time.
• Multiple people have treated me this way multiple times.

38. When did the first incident occur?

39. When did the most recent incident occur?

40. Did this/these experience(s) affect you in any of the following ways? Mark all that apply.

• Caused you to feel unsafe at USU.
• Limited your employment opportunities at USU.
• Limited your professional development opportunities at USU.
• None of the above

41. What is this person’s relationship to you? Please select the best option from the list below.

• If other, please specify.

42. What was the gender of the person who engaged in these behaviors?

43. Where did the incident occur? Please select the most accurate location. You may use the open-ended text field to specify the location, if desired.

• If desired, please specify the location.

44. How safe did you feel after the incident?

45. Did you tell any of the following people or offices/departments at Utah State University about the incident?

• USU Sexual Assault and Anti-Violence Information Office (SAAVI) advocate or counselor
• USU Employee Assistance Program (EAP) counselor
• USU Human Resources
• USU Office of Equity Supportive Measures Specialist
• USU Title IX Coordinator
• USU colleague (faculty or staff member)
• USU supervisor
• USU security/police
• Other USU person or office/department not listed
• I didn’t tell anyone at USU

Please identify the other USU person or office/department that you told about your experience(s).

If “yes” to a USU person or office/department:

46. Why did you choose to tell a USU person or office/department about your experience? Please select up to 3 main reasons why you chose to talk with someone at USU about your experience.

• I needed mental/emotional support.
• I needed help with my job.
• I wanted to change where I park on campus.
• I wanted to change my work schedule.
• I wanted the individual who did it to be educated.
• I wanted the individual who did it to be held accountable.
• I wanted to prevent others from having the same experience.
• I wanted to pursue a Title IX investigation.
• I wanted to pursue a police investigation.
• Other.
• None of the above.

Please explain your “other” reason for telling a USU person or office/department about your experience.

47. Did you tell any of the following persons about this?
• Friend
• Family member
• Dating/romantic partner
• Local police department
• Medical provider
• Religious leader/Church services
• Community sexual assault or domestic violence advocate
• Other community advocate
• Counseling/therapy service
• Someone else
• I didn’t tell anyone

If “yes” to I didn’t tell anyone:

48. There are a lot of valid reasons why someone may not tell anyone about times they were treated differently based on their actual or perceived gender, sexual orientation, gender identity, or gender expression. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

49. How long after the incident did you first tell someone what happened?

50. Have you experienced retaliation by the person who committed this act or these actions, or their friends/associates?

Please describe the retaliation that you experienced.

51. Have you experienced any of the following as a result of the incident(s) and/or related retaliation?
• Flashbacks
• Depression or anxiety
• Anger problems
• Fearfulness
• Nightmares
• Trouble sleeping
• Problems with eating
• Difficulty concentrating
• Concerns about your safety
• Alcohol or other substance abuse
• Thoughts of self-harm

52. Has the incident had a negative impact on any of the following? Check all that apply.
• Job
• Social/recreational activities
• Social relationships
• Intimate relationships
• Family relationships

If “yes” to job:

53. You indicated that the incident and/or related retaliation has had a negative impact on your job at USU. As a result of the incident, to what degree has the following happened to you?
• Performed poorly on an assignment and/or task.
• Fell behind in work.
• Overall performance went down.
• Missed a shift/day(s) of work.
• Changed work schedule.
• Considered leaving USU.
• Thought about transferring to a new department within USU

54. Do you feel that you were treated fairly through USU’s Title IX procedures?
• Why do you feel you were not treated fairly through USU’s Title IX grievance process?

55. Do you feel that you were treated fairly through USU’s Title IX informal resolution process?
• Why do you feel you were not treated fairly through USU’s Title IX grievance process?

56. How satisfied were you with the supportive measures process?
• Why were you not satisfied with the supportive measures process?

57. How do you feel USU’s Office of Equity Supportive Measures Specialists helped you address the incident?

58. How do you feel USU’s Title IX Coordinator and/or Office of Equity investigation team helped you deal with the incident?
59. How can USU better respond to reports about sex discrimination?

Sexual Harassment

60. Since you became an employee at USU, has someone done any of the following? Remember that your responses will remain confidential and will not be linked to your identity or reported to the USU Title IX Coordinator or Human Resources.

- Made sexual remarks or told jokes or stories that were insulting or offensive to you?
- Said crude sexual things or tried to get you to talk about sexual topics when you didn’t want to?
- Stared, leered, or made sexual gestures that made you uncomfortable or offended?
- Emailed, texted, posted, phoned, or direct/private messaged offensive sexual pictures or videos to you that you didn’t want?
- Continued to ask you to go out, get dinner, have drinks or have sex even though you said, “No”?
- Referred to people of your sex or gender in insulting terms?
- Promised better treatment or favors for sexual contact or behaviors?
- Implied worse treatment if you refused sexual contact or behaviors?

61. Which of the following is true about this/these experiences? Select all that apply.

- One person has treated me this way one time.
- One person has treated me this way multiple times.
- Multiple people have treated me this way one time.
- Multiple people have treated me this way multiple times.

62. When did the first incident occur?

63. When did the most recent incident occur?

64. Did this/these experience(s) affect you in any of the following ways? Mark all that apply.

- Caused you to feel unsafe at USU.
- Created an intimidating, hostile, or offensive social, academic, or work environment at USU.
- Interfered with your professional performance at USU.
- Limited your professional development opportunities at USU.
- None of the above.

65. What is this person’s relationship to you? Please select the best option from the list below.

- If other, please specify.

66. What was the gender of the person who engaged in these behaviors?

67. Where did the incident occur? Please select the most accurate location. You may use the open-ended text field to specify the location, if desired.

- If desired, please specify the location.

68. How upset were you by the incident?

69. Did you tell any of the following people or offices/departments at Utah State University about the incident?

- USU Sexual Assault and Anti-Violence Information Office (SAAVI) advocate or counselor
- USU Employee Assistance Program (EAP) counselor
- USU Human Resources
- USU Title IX Coordinator
- USU Office of Equity Supportive Measures Specialist
- USU colleague (faculty or staff member)
- USU supervisor
- USU security/police
- Other USU person or office/department not listed
- I didn’t tell anyone at USU

69. Please identify the other USU person or office/department that you told about your experience(s).

If “yes” to a USU person or office/department:

70. Why did you choose to tell a USU person or office/department about your experience? Please select up to 3 main reasons why you chose to talk with someone at USU about your experience.

- I needed mental/emotional support.
- I needed help with my job.
• I wanted to change where I park on campus.
• I wanted to change my work schedule.
• I wanted the individual who did it to be educated.
• I wanted the individual who did it to be held accountable.
• I wanted to prevent others from having the same experience.
• I wanted to pursue a Title IX investigation.
• I wanted to pursue a police investigation.
• Other.
• None of the above.

Please explain your “other” reason for telling a USU person or office/department about your experience.

71. Do you feel that you were treated fairly through USU’s Title IX grievance process?
• Why do you feel you were not treated fairly through USU’s Title IX grievance process?

72. Do you feel that you were treated fairly through USU’s Title IX informal resolution process?
• Why do you feel you were not treated fairly through USU’s Title IX grievance process?

73. How satisfied were you with the supportive measures process?
• Why were you not satisfied with the supportive measures process?

74. How do you feel USU’s Office of Equity Supportive Measures Specialists helped you address the incident?

75. How do you feel USU’s Title IX Coordinator and/or Office of Equity investigation team helped you deal with the incident?

76. How can USU better respond to reports of unwelcome sex-based conduct?

77. Did you tell any of the following persons about this?
• Friend
• Family member
• Dating/romantic partner
• Local police department
• Medical provider

78. There are a lot of valid reasons why someone may not tell anyone about times they experienced unwelcome sex-based conduct that potentially created a hostile environment or was a condition of them receiving a university aid, benefits, or service. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

Please select up to 3 main reasons why you did not tell anyone about your experience(s).

79. How long after the incident did you first tell someone what happened?

80. Have you experienced retaliation by the person who committed this act or these actions, or their friends/associates?

Please describe the retaliation that you experienced.

81. Have you experienced any of the following as a result of the incident and/or related retaliation?
• Flashbacks
• Depression or anxiety
• Anger problems
• Fearfulness
• Nightmares
• Trouble sleeping
• Problems with eating
• Difficulty concentrating
• Concerns about your safety
• Alcohol or other substance abuse
• Thoughts of self-harm

82. Has the incident and/or related retaliation had a negative impact on any of the following? Check all that apply.
• Job
• Social/recreational activities
• Social relationships
• Intimate relationships
• Family relationships
If “yes” to job:

83. You indicated that the incident and/or related retaliation has had a negative impact on your job at USU. As a result of the incident and/or related retaliation, to what degree has the following happened to you?
   • Performed poorly on an assignment and/or task.
   • Fell behind in work.
   • Overall performance went down.
   • Missed a shift/day(s) of work.
   • Changed work schedule.
   • Considered leaving USU.
   • Thought about transferring to a new department within USU

84. Have you experienced sexual contact without your consent since you became an employee at USU?

Sexual Touching

85. Since you became an employee at USU, has someone done any of the following? Remember that your responses will remain confidential and will not be linked to your identity or reported to the USU Title IX Coordinator or Human Resources.
   • Attempted but not succeeded to touch you sexually without your consent?
   • Touched you sexually without your consent?
   • Attempted but not succeeded to make you sexually touch them without your consent?
   • Made you sexually touch them without your consent?
   • Attempted but not succeeded to ejaculate on you without your consent?
   • Ejaculated on you without your consent?
   • Attempted but not succeeded to use coercion to touch you sexually?
   • Used coercion to touch you sexually?
   • Attempted but not succeeded to use force to touch you sexually?
   • Used force to touch you sexually?
   • Attempted but not succeeded to touch you sexually when you were incapacitated?
   • Touched you sexually when you were incapacitated?

86. Which of the following is true about this/these experiences? Select all that apply.
   • One person has nonconsensually sexually touched or attempted to nonconsensually sexually touch me one time.
   • One person has nonconsensually sexually touched or attempted to nonconsensually sexually touch me multiple times.
   • Multiple people have nonconsensually sexually touched or attempted to nonconsensually sexually touch me one time.
   • Multiple people have nonconsensually sexually touched or attempted to nonconsensually sexually touch me multiple times.

87. When did the first incident occur?

88. When did the most recent incident occur?

89. What is this person’s relationship to you? Please select the best option from the list below.
   • If other, please specify.

90. What was the gender of the person who engaged in these behaviors?

91. Where did the incident occur? Please select the most accurate location. You may use the open-ended text field to specify the location, if desired. If desired, please specify the location.

92. How safe did you feel after the incident(s)?

93. Did the incident involve the use or alcohol or drugs? Remember that your answers will remain confidential. You are not responsible for the incident that occurred, even if you had been drinking or using drugs.
   • The other person’s use of alcohol?
   • Your use of alcohol?
   • The other person’s use of drugs?
   • Your use of drugs?

94. Did you tell any of the following people or offices/departments at Utah State University about the incident?
   • USU Sexual Assault and Anti-Violence Information Office (SAAVI) advocate or counselor
   • USU Employee Assistance Program (EAP) counselor
   • USU Human Resources
   • USU Office of Equity Supportive Measures Specialist
   • USU Title IX Coordinator
   • USU colleague (faculty or staff member)
   • USU security/police
• Other USU person or office/department not listed
• I didn’t tell anyone at USU

Please identify the other USU person or office/department that you told about your experience(s).

If “yes” to a USU person or office/department:

95. Why did you choose to tell a USU person or office/department about your experience? Please select up to 3 main reasons why you chose to talk with someone at USU about your experience.
• I needed mental/emotional support.
• I needed help with my job.
• I wanted to change where I park on campus.
• I wanted to change my work schedule.
• I wanted the individual who did it to be educated.
• I wanted the individual who did it to be held accountable.
• I wanted to prevent others from having the same experience.
• I wanted to pursue a Title IX investigation.
• I wanted to pursue a police investigation.
• Other.
• None of the above.

Please explain your “other” reason for telling a USU person or office/department about your experience.

96. Do you feel that you were treated fairly through USU’s Title IX grievance process?
• Why do you feel you were not treated fairly through USU’s Title IX grievance process?

97. Do you feel that you were treated fairly through USU’s Title IX informal resolution process?
• Why do you feel you were not treated fairly through USU’s Title IX grievance process?

98. How satisfied were you with the supportive measures process?
• Why were you not satisfied with the supportive measures process?

99. How do you feel USU’s Office of Equity Supportive Measures Specialists helped you address the incident?

100. How do you feel USU’s Title IX Coordinator and/or Office of Equity investigation team helped you deal with the incident?

101. How can USU better respond to reports of nonconsensual sexual touching?

102. Did you tell any of the following persons about this?
• Friend
• Family member
• Dating/romantic partner
• Local police department
• Medical provider
• Religious leader/Church services
• Community sexual assault or domestic violence advocate
• Other community advocate
• Counseling/therapy service
• Someone else
• I didn’t tell anyone

If “yes” to I didn’t tell anyone:

103. There are a lot of valid reasons why someone may not tell anyone they experienced nonconsensual sexual touching. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

104. How long after the incident did you first tell someone what happened?

105. Did the incident result in physical injury?

106. Have you experienced retaliation by the person who committed this act or these actions, or their friends/associates?

Please describe the retaliation that you experienced.

107. Have you experienced any of the following as a result of the incident and/or related retaliation?
• Flashbacks
• Depression or anxiety
• Anger problems
• Fearfulness
• Nightmares
• Trouble sleeping
• Problems with eating
• Difficulty concentrating
• Concerns about your safety
• Alcohol or other substance abuse
• Thoughts of self-harm

108. Has the incident and/or related retaliation had a negative impact on any of the following? Check all that apply.
• Job
• Social/recreational activities
• Social relationships
• Intimate relationships
• Family relationships

If “yes” to job:

109. You indicated that the incident and/or related retaliation has had a negative impact on your job at USU. As a result of the incident and/or related retaliation, to what degree has the following happened to you?
• Performed poorly on an assignment and/or task.
• Fell behind in work.
• Overall performance went down.
• Missed a shift/day(s) of work.
• Changed work schedule.
• Considered leaving USU.
• Thought about transferring to a new department within USU.

Sexual Penetration

110. Since you became an employee at USU, has someone done any of the following? Remember that your responses will remain confidential and will not be linked to your identity or reported to the USU Title IX Coordinator or Human Resources.
• Attempted but not succeeded to sexually penetrate you vaginally or anally without your consent?
• Sexually penetrated you vaginally or anally without your consent?
• Attempted but not succeeded to engage in oral sex with you without your consent?
• Engaged in oral sex with you without your consent?
• Attempted but not succeeded to use coercion to sexually penetrate you or engage in oral sex with you?
• Used coercion to sexually penetrate you or engage in oral sex with you?

111. Which of the following is true about this/these experiences? Select all that apply.
• One person has nonconsensually sexually penetrated or attempted to nonconsensually sexually penetrate me one time.
• One person has nonconsensually sexually penetrated or attempted to nonconsensually sexually penetrate me multiple times.
• Multiple people have nonconsensually sexually penetrated or attempted to nonconsensually sexually penetrate me one time.
• Multiple people have nonconsensually sexually penetrated or attempted to nonconsensually sexually penetrate me multiple times.

112. When did the first incident occur?

113. When did the most recent incident occur?

114. What is this person’s relationship to you? Please select the best option from the list below.
• If other, please specify.

115. What was the gender of the person who engaged in these behaviors?

116. Where did the incident occur? Please select the most accurate location. You may use the open-ended text field to specify the location, if desired.
• If desired, please specify the location.

117. How safe did you feel after the incident?

118. Did the incident involve the use of alcohol or drugs? Remember that your answers will remain confidential. You are not responsible for the incident that occurred, even if you had been drinking or using drugs.
• The other person’s use of alcohol?
• Your use of alcohol?
• The other person’s use of drugs?
• Your use of drugs?
119. Did you tell any of the following people or offices/departments at Utah State University about the incident?

- USU Sexual Assault and Anti-Violence Information Office (SAAVI) advocate or counselor
- USU Employee Assistance Program (EAP) counselor
- USU Human Resources
- USU Office of Equity Supportive Measures Specialist
- USU Title IX Coordinator
- USU colleague (faculty or staff member)
- USU supervisor
- Other USU person or office/department not listed
- I didn’t tell anyone at USU

Please identify the other USU person or office/department that you told about your experience(s).

If “yes” to a USU person or office/department:

120. Why did you choose to tell a USU person or office/department about your experience? Please select up to 3 main reasons why you chose to talk with someone at USU about your experience.

- I needed mental/emotional support.
- I needed help with my job.
- I wanted to change where I park on campus.
- I wanted to change my work schedule.
- I wanted the individual who did it to be educated.
- I wanted the individual who did it to be held accountable.
- I wanted to prevent others from having the same experience.
- I wanted to pursue a Title IX investigation.
- I wanted to pursue a police investigation.
- Other.
- None of the above.

Please explain your “other” reason for telling a USU person or office/department about your experience.

121. Do you feel that you were treated fairly through USU’s Title IX grievance process?

- Why do you feel you were not treated fairly through USU’s Title IX grievance process?

122. Do you feel that you were treated fairly through USU’s Title IX informal resolution process?

- Why do you feel you were not treated fairly through USU’s Title IX grievance process?

123. How satisfied were you with the supportive measures process?

- Why were you not satisfied with the supportive measures process?

124. How do you feel USU’s Office of Equity Supportive Measures Specialists helped you address the incident?

125. How do you feel USU’s Title IX Coordinator and/or Office of Equity investigation team helped you deal with the incident?

126. How can USU better respond to reports of nonconsensual sexual penetration or oral sex?

127. Did you tell any of the following persons about this?

- Friend
- Family member
- Dating/romantic partner
- Local police department
- Medical provider
- Religious leader/Church services
- Community sexual assault or domestic violence advocate
- Other community advocate
- Counseling/therapy service
- Someone else
- I didn’t tell anyone

If “yes” to I didn’t tell anyone:

128. There are a lot of valid reasons why someone may not tell anyone they experienced nonconsensual sexual penetration or attempted nonconsensual sexual penetration. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

129. How long after the incident(s) did you first tell someone what happened?

130. Did the incident(s) result in a sexually transmitted infection?
131. Did the incident(s) result in pregnancy?

132. Did the incident(s) result in physical injury?

133. Have you experienced retaliation by the person who committed this act or these actions, or their friends/associates?

*Please describe the retaliation that you experienced.*

134. Have you experienced any of the following as a result of the incident and/or related retaliation?

- Flashbacks
- Depression or anxiety
- Anger problems
- Fearfulness
- Nightmares
- Trouble sleeping
- Problems with eating
- Difficulty concentrating
- Concerns about your safety
- Alcohol or other substance abuse
- Thoughts of self-harm

135. Has the incident and/or related retaliation had a negative impact on any of the following? Check all that apply.

- Job
- Social/recreational activities
- Social relationships
- Intimate relationships
- Family relationships

If “yes” to job:

136. You indicated that the incident and/or related retaliation has had a negative impact on your job at USU. As a result of the incident and/or related retaliation, to what degree has the following happened to you?

- Overall performance went down.
- Missed a shift/day(s) of work.
- Changed work schedule.
- Considered leaving USU.
- Thought about transferring to a new department within USU.

137. In the past, have you engaged in nonconsensual sexual contact (touching or penetration) or another person, including by pressuring or forcing them into sexual contact without that person’s explicit consent (e.g., used physical force or threatened to physically harm them; manipulated them through lies, threats, or pressure; took sexual advantage of them when they were significantly impaired or incapacitated by drugs/alcohol)? Remember that your responses will remain confidential and will not be linked to your identity or reported.

138. You indicated that you engaged in nonconsensual sexual contact with another person since you became an employee at USU. When did this happen while you were an employee at USU?

139. Were any of the following people or offices/departments at Utah State University notified about the incident?

- USU Sexual Assault and Anti-Violence Information Office (SAAVI) advocate or counselor
- USU Employee Assistance Program (EAP) counselor
- USU Human Resources
- USU Office of Equity Supportive Measures Specialist
- USU Title IX Coordinator
- USU colleague (faculty or staff member)
- USU supervisor
- Other USU person or office/department not listed
- I didn’t tell anyone at USU

*Please identify the other USU person or office/department that was notified about the incident.*
Sex-based Stalking

140. Since you became an employee at USU, has anyone, of any gender (not including bill collectors, telephone solicitors, or other sales people) ever done any of the following? Remember that your responses will remain confidential and will not be linked to your identity or reported to the USU Title IX Coordinator or Human Resources.

- Followed or spied on you?
- Sent you unsolicited letters or left you notes?
- Called you after you asked them not to?
- Sent you emails, voicemails, or text messages after you asked them not to?
- Created fake accounts online to contact you?
- Contacted your family, friends, coworkers, etc. for information about you?
- Showed up at places where you were even though they had no business being there?
- Left unwanted items for you to find?
- Tried to communicate in other ways against your will?
- Vandalized your property or destroyed something you loved?

141. Which of the following are true about this/these experiences? Select all that apply.

- One person has engaged in one or more of these behaviors one time.
- One person has engaged in one or more of these behaviors multiple times.
- Multiple people have engaged in one or more of these behaviors one time.
- Multiple people have engaged in one or more of these behaviors multiple times.

142. When did the first incident occur?

143. When did the most recent incident occur?

144. Did the behavior(s) cause you to fear for your safety or for the safety of others?

145. Did the behavior(s) cause you to suffer substantial emotional distress?

146. What is this person’s relationship to you? Please select the best option from the list below.

- If other, please specify.

147. What was the gender of the person who engaged in these behaviors?

148. If these behaviors have stopped, how safe do you feel now?

149. Did you tell any of the following people or offices/departments at Utah State University about the incident?

- USU Sexual Assault and Anti-Violence Information Office (SAAVI) advocate or counselor
- USU Employee Assistance Program (EAP) counselor
- USU Human Resources
- USU Office of Equity Supportive Measures Specialist
- USU Title IX Coordinator
- USU colleague (faculty or staff member)
- USU security/police
- Other USU person or office/department not listed
- I didn’t tell anyone at USU

Please identify the other USU person or office/department that you told about your experience(s).

If “yes” to a USU person or office/department:
150. Why did you choose to tell a USU person or office/department about your experience? Please select up to 3 main reasons why you chose to talk with someone at USU about your experience.
   • I needed mental/emotional support.
   • I needed help with my job.
   • I wanted to change where I park on campus.
   • I wanted to change my work schedule.
   • I wanted the individual who did it to be educated.
   • I wanted the individual who did it to be held accountable.
   • I wanted to prevent others from having the same experience.
   • I wanted to pursue a Title IX investigation.
   • I wanted to pursue a police investigation.
   • Other.
   • None of the above.

Please explain your “other” reason for telling a USU person or office/department about your experience.

151. Do you feel that you were treated fairly through USU’s Title IX grievance process?
   • Why do you feel you were not treated fairly through USU’s Title IX grievance process?

152. Do you feel that you were treated fairly through USU’s Title IX informal resolution process?
   • Why do you feel you were not treated fairly through USU’s Title IX grievance process?

153. How satisfied were you with the supportive measures process?
   • Why were you not satisfied with the supportive measures process?

154. How do you feel USU’s Office of Equity Supportive Measures Specialists helped you address the incident?

155. How do you feel USU’s Title IX Coordinator and/or Office of Equity investigation team helped you deal with the incident?

156. How can USU better respond to reports of stalking?

157. Did you tell any of the following persons about this?
   • Friend
   • Family member
   • Dating/romantic partner
   • Local police department
   • Medical provider
   • Religious leader/Church services
   • Community sexual assault or domestic violence advocate
   • Other community advocate
   • Counseling/therapy service
   • Someone else
   • I didn’t tell anyone

If “yes” to I didn’t tell anyone:

158. There are a lot of valid reasons why someone may not tell anyone about experiencing behaviors that may be considered stalking. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

159. How long after the incident did you first tell someone what happened?

160. Have you experienced retaliation by the person who committed this act or these actions, or their friends/associates?
   • Please describe the retaliation that you experienced.

161. Have you experienced any of the following as a result of the incident and/or related retaliation?
   • Flashbacks
   • Depression or anxiety
   • Anger problems
   • Fearfulness
• Nightmares
• Trouble sleeping
• Problems with eating
• Difficulty concentrating
• Concerns about your safety
• Alcohol or other substance abuse
• Thoughts of self-harm

162. Has the incident and/or related retaliation had a negative impact on any of the following?
• Job
• Social/recreational activities
• Social relationships
• Intimate relationships
• Family relationships

163. You indicated that the incident and/or related retaliation has had a negative impact on your schoolwork at USU. As a result of the incident, to what degree has the following happened to you?
• Performed poorly on an assignment and/or task.
• Fell behind in work.
• Overall performance went down.
• Missed a shift/day(s) of work.
• Changed work schedule.
• Considered leaving USU.
• Thought about transferring to a new department within USU.

164. Have you been in a romantic or intimate relationship since you became an employee at USU?

165. Since you have been an employee at USU, has a casual, steady, or serious dating, sexual, or intimate partner or spouse done any of the following to you?

• Called you names, criticized you, or put down your intelligence or decisions?
• Controlled or tried to control you? Examples could be when someone: kept you from going to work or pursuing your professional goals; did not allow you to see or talk with friends or family; made decisions for you such as where you go or what you wear or eat; checked up on you (e.g., listened to your phone calls, checked the mileage on your car, called you repeatedly during work).
• Required you to tell them where you are, used location services to track you, or required you to give them access to your phone or social media or email accounts?
• Threatened to physically harm you, someone you love, or themselves?
• Used or manipulated children to get you to do something?
• Used any kind of physical force against you? Examples could be when someone: pushed, grabbed, or shoved you; bent your fingers or bit you; slapped, punched, or kicked you; threw something hard at you.
• Choked or strangled you?
• Used a knife, gun, or other weapon against you?
• Pressured or forced you to sext or take naked photos/videos or taken naked photos/videos of you without your permission?
• Distributed naked photos or videos of you without your permission?
• Pressured you to watch pornography when you didn’t want to?
• Pressured you to have sex in a way that you didn’t like or want or physically forced you to have sex?

166. How many different partners have treated you in any of these ways since you have been an employee at USU?

167. When did the first incident occur?

168. When did the most recent incident occur?

169. Was your partner or spouse a student at USU?

170. What was the gender of the person who engaged in these behaviors?
171. If these behaviors have stopped, how safe do you feel now?

172. Did you tell any of the following people or offices/departments at Utah State University about the incident?
- USU Sexual Assault and Anti-Violence Information Office (SAAVI) advocate or counselor
- USU Employee Assistance Program (EAP) counselor
- USU Human Resources
- USU Office of Equity Supportive Measures Specialist
- USU Title IX Coordinator
- USU colleague (faculty or staff member)
- USU supervisor
- USU security/police
- Other USU person or office/department not listed
- I didn’t tell anyone at USU

Please identify the other USU person or office/department that you told about your experience(s).

If “yes” to a USU person or office/department:

173. Why did you choose to tell a USU person or office/department about your experience? Please select up to 3 main reasons why you chose to talk with someone at USU about your experience.
- I needed mental/emotional support.
- I needed help with my job.
- I wanted to change where I park on campus.
- I wanted to change my work schedule.
- I wanted the individual who did it to be educated.
- I wanted the individual who did it to be held accountable.
- I wanted to prevent others from having the same experience.
- I wanted to pursue a Title IX investigation.
- I wanted to pursue a police investigation.
- Other
- None of the above.

Please explain your “other” reason for telling a USU person or office/department about your experience.

174. Do you feel that you were treated fairly through USU’s Title IX grievance process?
- Why do you feel you were not treated fairly through USU’s Title IX grievance process?

175. Do you feel that you were treated fairly through USU’s Title IX informal resolution process?
- Why do you feel you were not treated fairly through USU’s Title IX grievance process?

176. How satisfied were you with the supportive measures process?
- Why were you not satisfied with the supportive measures process?

177. How do you feel USU’s Office of Equity Supportive Measures Specialists helped you address the incident?

178. How do you feel USU’s Title IX Coordinator and/or Office of Equity investigation team helped you deal with the incident?

179. How can USU better respond to reports of relationship violence?

180. Did you tell any of the following persons about this?
- Friend
- Family member
- Dating/romantic partner
- Local police department
- Medical provider
- Religious leader/Church services
- Community sexual assault or domestic violence advocate
- Other community advocate
- Counseling/therapy service
181. There are a lot of valid reasons why someone may not tell anyone about experiencing relationship violence. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

If “yes” to I didn’t tell anyone:

182. How long after the incident did you first tell someone what happened?

183. Did the incident result in a sexually transmitted infection?

184. Did the incident result in pregnancy?

185. Did the incident result in physical injury?

186. Have you experienced retaliation by the person who committed this act or these actions, or their friends/associates?

Please describe the retaliation that you experienced.

187. Have you experienced any of the following as a result of the incident and/or related retaliation?

• Flashbacks
• Depression or anxiety
• Anger problems
• Fearfulness
• Nightmares
• Trouble sleeping
• Problems with eating
• Difficulty concentrating
• Concerns about your safety
• Alcohol or other substance abuse
• Thoughts of self-harm

188. Has the incident and/or related retaliation had a negative impact on any of the following?

• Job
• Social/recreational activities

If “yes” to job:

189. You indicated that the incident and/or related retaliation has had a negative impact on your job at USU. As a result of the incident and/or related retaliation, to what degree has the following happened to you?

• Performed poorly on an assignment and/or task.
• Fell behind in work.
• Overall performance went down.
• Missed a shift/day(s) of work.
• Changed work schedule.
• Considered leaving USU.
• Thought about transferring to a new department within USU.

190. Which of the following options describes your race/ethnicity? Select the best option.

191. Are you a veteran, former or current service member; have you ever served or are you currently serving on Active Duty, Reserve, or National Guard of any branch of the United States military?

192. Do you identify as: [sexual orientation]

• If you identify differently, please specify.

193. Do you identify as an employee with any of the following? (Select all that apply) [disability]

194. Please choose the option that most closely describes your current relationship status.

195. What is your religious affiliation?

• If other, please specify.
USU is committed to a learning and working environment free from discrimination, including harassment. For USU’s non-discrimination notice, see equity.usu.edu/non-discrimination.