

UTAH STATE UNIVERSITY 2023  
OFFICE OF EQUITY

# SEXUAL MISCONDUCT SURVEY DATA REPORT: EMPLOYEES

## *One-Page Summary*

**As part of Utah State University's continuing efforts to address sexual misconduct, the Office of Equity implemented the second biennial USU sexual misconduct survey for employees in April 2023. All 10,572 employees 18 years of age or older at all statewide locations were invited to participate in the 2023 survey.**

Sixteen percent of employees participated in the 2023 survey (1,719) representing 16% of the Logan campus population (1,317 participants), 20% of the Eastern campus population (91 participants), 24% of the Blanding campus population (46 participants), 28% of the Statewide Campuses population (107 participants), 9% of the Extension population (92 participants), and 39% of the Online (not on campus) population (38 participants). The majority of participants were female (62%; 1,017) and staff members (54%; 890).

The majority of participants feel safe on their USU campus (98%; 2,311) and think that the university would handle a crisis affecting employee safety well (88%; 2,058). Most participants think the university would maintain the privacy of the person making the sexual misconduct report (90%; 1,991) and take the report seriously (87%; 2,027). Eighty-two percent of participants know how to report sexual misconduct to USU's Title IX Coordinator (2,124).

Almost three-quarters of participants (70%; 1,074) think that there is a need for them to think about sexual misconduct at USU, even though roughly half of them (53%; 815) think that sexual misconduct is a problem at USU. A majority of participants think there is something they can do about sexual misconduct at USU (73%; 1,117).

The majority of participants think that USU takes training in sexual misconduct prevention seriously (92%; 1,414). Most participants (82%; 1,198) have attended a training or program about what they can do as a bystander to stop sexual misconduct and a training about their sexual misconduct reporting obligations. Almost all participants think it is likely that their peers would support other employees who confront harmful or problematic behavior (92%; 1,329).

In the past five years, 13% of participants (185) have talked with a student one time about sexual misconduct the student had experienced, and 11% of participants (152) have talked with a student two to five times. Since 2021, 15% of participants (206) have talked with another employee one time about sexual misconduct the employee had experienced and 8% of participants (116) have talked with another employee two to five times.

Females represented the majority of participants who experienced workplace incivility, sex discrimination, and all forms of sexual misconduct.

Participants (1,719) have had the following experiences since being an employee at USU:

- **Workplace incivility:** 46% (795) of participants
- **Sex discrimination:** 16% (278) of participants
- **Sexual harassment:** 14% (236) of participants
- **Sexual exploitation:** 0.4% (7) of participants
- **Nonconsensual sexual contact:** 3% (50) of participants
  - **Nonconsensual sexual touching:** 2% (31) of participants
  - **Nonconsensual sexual penetration:** 1% (19) of participants
- **Sex-based stalking:** 8% (133) of participants
- **Relationship violence:** 6% (109) of participants