



UTAH STATE UNIVERSITY 2023
OFFICE OF EQUITY

SEXUAL MISCONDUCT SURVEY DATA REPORT: EMPLOYEES

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UtahStateUniversity

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Introduction

Survey Methodology

Survey Development

As part of Utah State University's continuing efforts to address sexual misconduct, the Office of Equity implemented the second USU Sexual Misconduct Survey for employees in April 2023. The 2023 survey was modeled after the 2021 Sexual Misconduct Survey for students and included additional employee-specific questions.

Survey Content

USU's 2023 sexual misconduct survey was divided into 12 sections. A precursor page explaining the intent and general content of the survey, as well as available support resources, 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 key population characteristics. Part 1 included USU campus location, type of employee, length of employment, area of employment, 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 nine behaviors related to sexual misconduct prevention and reporting.

Section 5

Workplace incivility and abuse of power: details about experiences of workplace incivility since May 2021, or 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

Sexual exploitation: details about experiences of sexual exploitation since May 2021. The section's follow-up questions were not displayed for participants who reported no sexual exploitation incidents.

Section 9

Nonconsensual sexual contact: details about experiences of nonconsensual sexual contact since May 2021. 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 10

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 11

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 12

Demographics, part 2: length of USU employment, supervisory status, amount of student interaction, ethnicity/race, veteran status, sexual identity, disability status, relationship status, and religious affiliation.

Participation Incentives:

A total of \$500 in Amazon gift cards was offered via a separate drawing to maintain participant anonymity. Those who completed the survey through section 12 could submit their email address to enter the drawing. Employees who completed the survey in the first week (March 31-April 6) were eligible to win a \$100 gift card. Second week (April 7-13) participants had the opportunity to win one of four \$50 gift cards. Employees who completed the survey in the last week (April 14-21) were eligible to win one of eight \$25 gift cards.

USU Eastern provided an additional \$200 worth of gift cards as an incentive to employees on their campus (one \$100 gift card, one \$50 gift card, and two \$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 March 31, 2023, and it ran until 11:59 pm on April 22, 2023. The total data collection time period was 22 days.

Distributing & Advertising the Survey:

On March 31, the employee population received an initial email signed by the university president. A news story about the survey was also published on March 29 in Utah State Today. Advertisements were included in the Staff Employee Association (SEA)'s March and April newsletters, as well as the newsletters for the Center for Intersectional Gender Studies and Research, plus the Division of Diversity, Equity, and Inclusion. At the start of the second week of the data collection period, employees were sent a reminder email

signed by the executive director of the Office of Equity.

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 10,572, based on the number of employees who were active in HR's employee system at the time the survey was distributed. Graduate assistants and other student employees were categorized in this survey as staff members.

Response Rates:

A total of 1,719 employees participated in the 2023 survey, resulting in an overall response rate of 16.2%.

Completed Survey Response Rate:

A total of 1,329 participants completed the 2023 survey to the final demographic question, resulting in a participant survey completion rate of 77.3%.

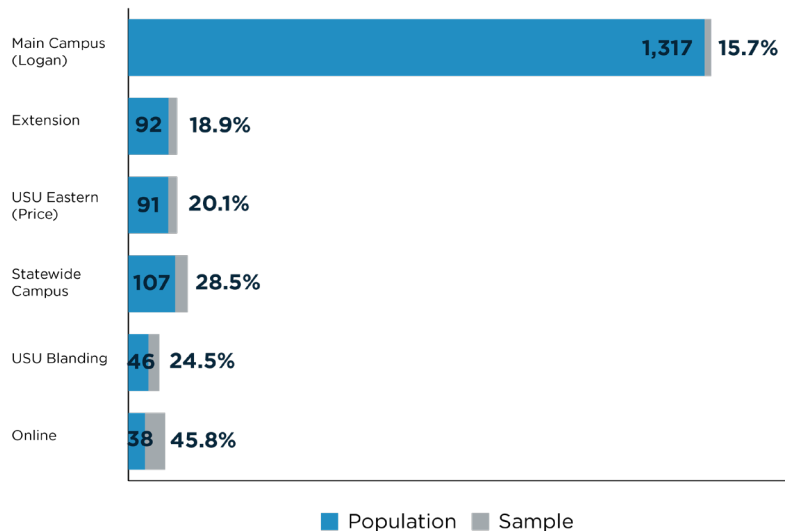
Response Rates by Sex Assigned at Birth:

62.9% of the survey participants were female (1,039) and 35.5% of the survey participants were male (587). The overall USU employee population was 55% female and 43.7% male.

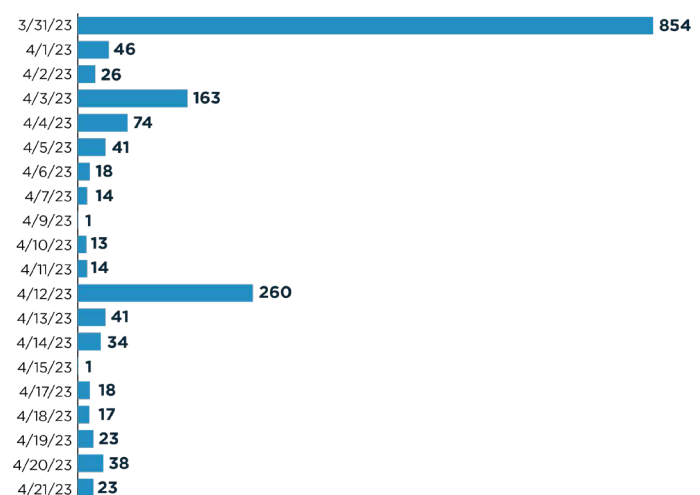
Campus Response Rates:

15.7% of the Logan campus employee population (1,317), 20.1% of the Eastern (Price) campus employee population (91), 28.5% of the Statewide Campuses employee population (107), 24.5% of the Blanding population (46), 18.9% of the Extension population (92), and 45.8% of the online employee population (38) responded to the survey.

Participation by Campus (Employees)



Employee Responses



Response Rates by Employee Type:

72.3% of the survey participants were staff (1,196), 22.1% were faculty (366), 3.9% were administrators (64), and 1.7% selected “Other”.

Department Response Rates:

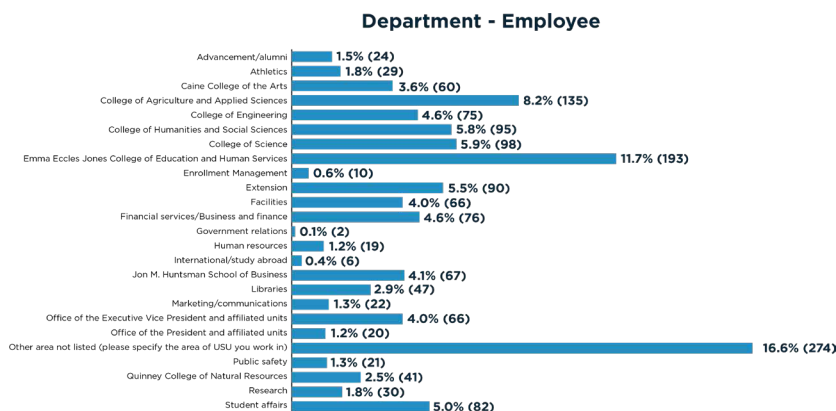
Almost half (46.4%) of survey participants were from one of the eight academic colleges, with the most participants being from the Emma Eccles Jones College of Education and Human Services (11.7%; 193). Extension (5.5%; 90), and Student Affairs (5%; 182) were the next largest participating employee populations. 16.6% of employees (274) selected “other area not listed.”

Response Representativeness of Employee Population:

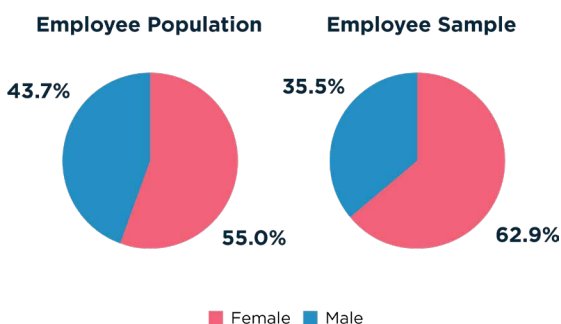
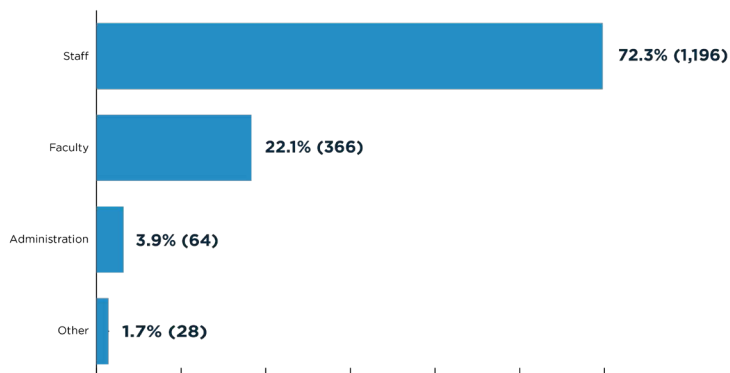
Although male employees were under-sampled and Statewide Campus employees were slightly over-sampled, the overall survey results are likely representative of the employee population at USU.

Sex Assigned at Birth

Female employees were over-sampled and male employees were under-sampled in the 2023 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.



Participation by Classification (Employees)



Biological Sex	Total Population %	Survey Population %	% Difference
Female	55%	62.9%	7.9%
Male	43.7%	35.5%	-8.2%

Campus Location

Statewide Campus employees were slightly over-sampled in the 2023 survey.

Campus Location	Total Population %	Survey Population %	% Difference
Online	0.9%	2.2%	-1.3%
Eastern (Price)	4.3%	5.4%	1.1%
Extension	9.6%	5.4%	-4.2%
Logan	79.8%	77.1%	-2.7%
Statewide Campuses	3.6%	6.3%	-2.7%
Blanding	1.8%	2.7%	0.9%

Employee Type

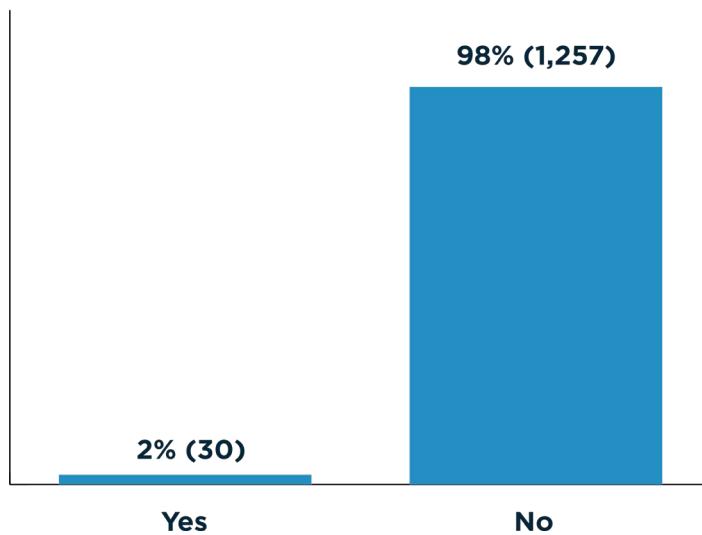
Staff members (including student employees) and faculty were under-sampled in the 2023 survey.

Employee Type	Total Population %	Survey Population %	% Difference
Administration	2.0%	3.9%	1.9%
Faculty	11.1%	22.1%	-11%
Staff	86.9%	72.3%	-14.6%

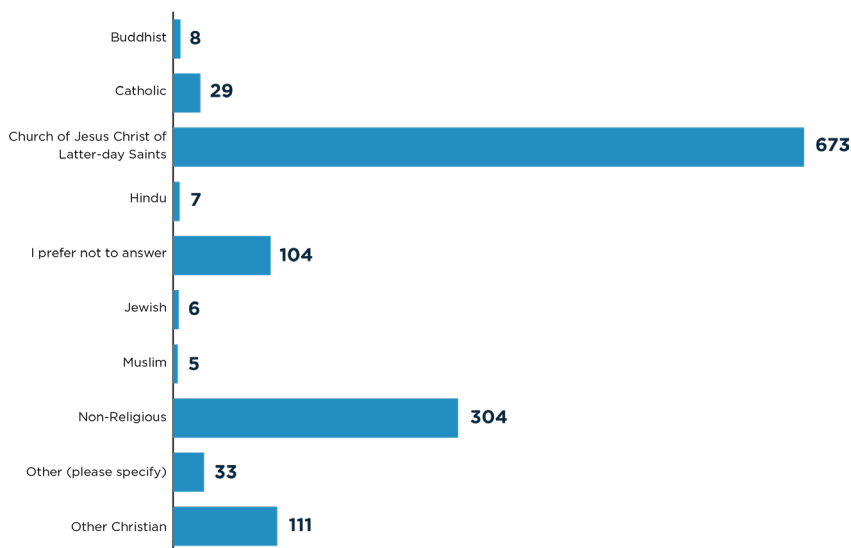
Participant Demographics

Participants were asked to respond to 17 demographic questions. The 2023 survey population has the following characteristics:

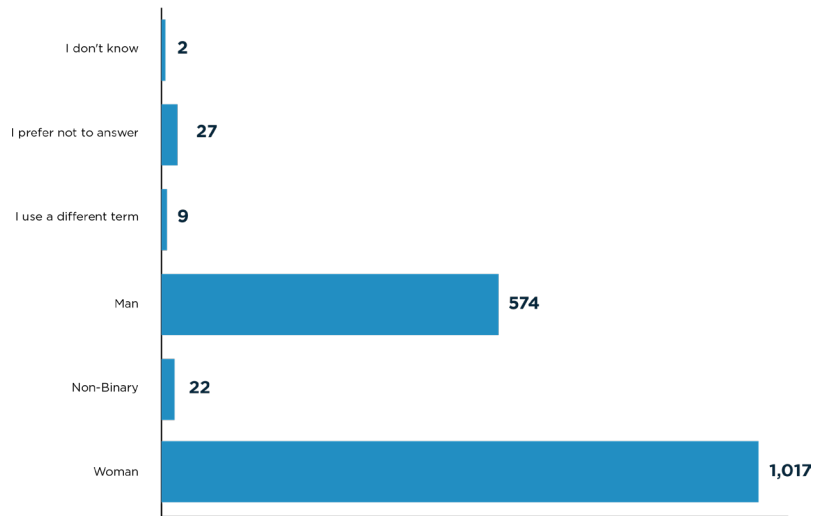
Veterans - Employee



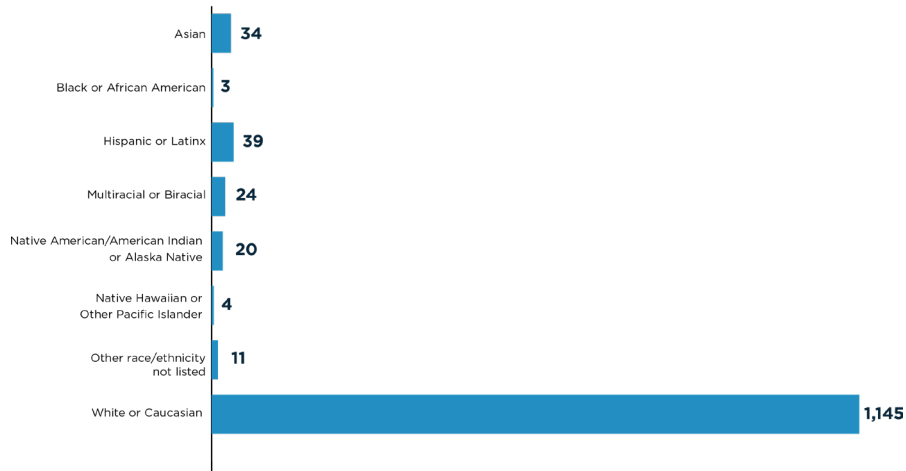
Religion - Employee



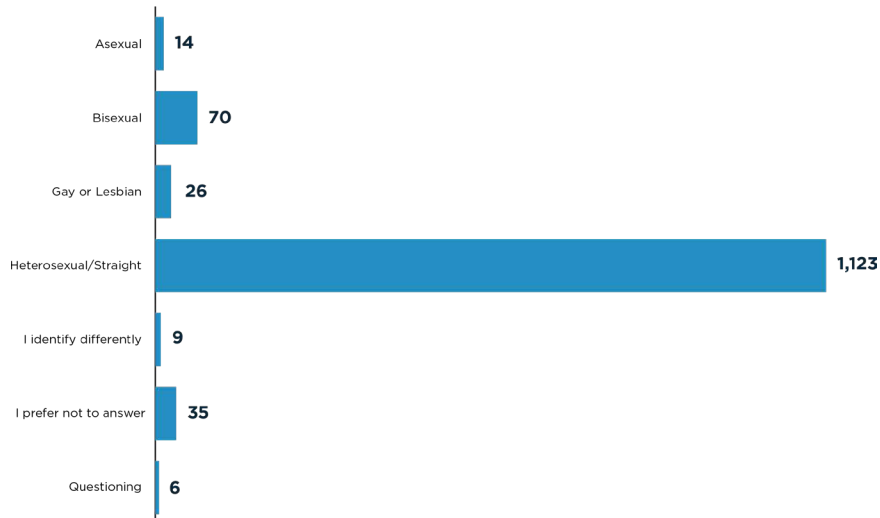
Gender Identity - Employee



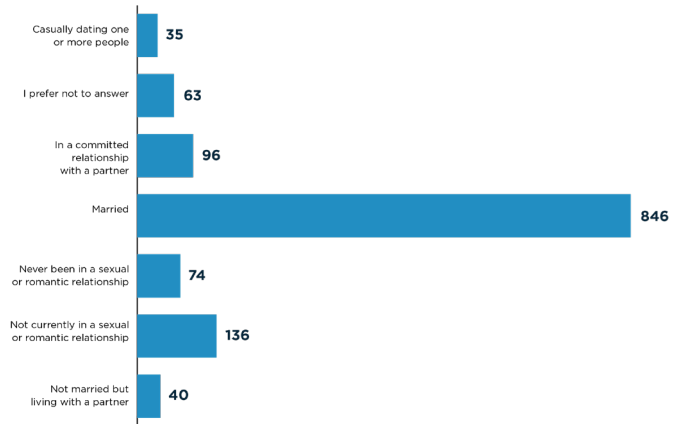
Ethnicity - Employee



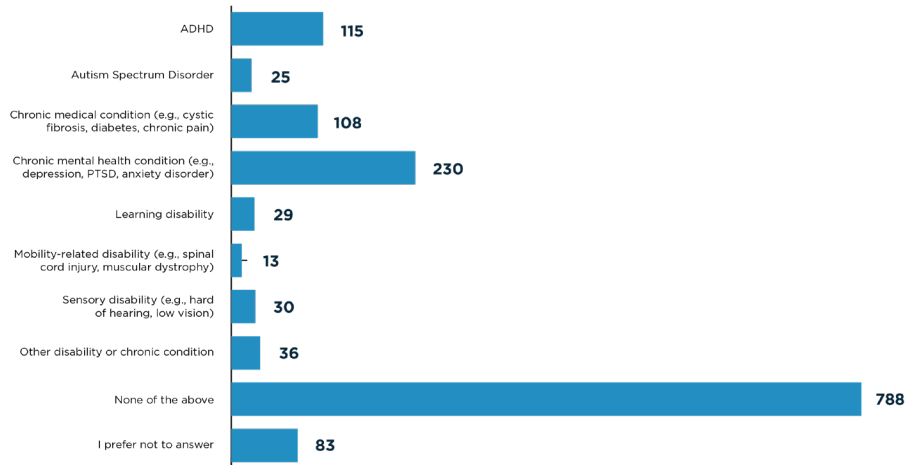
Sexual Orientation - Employee



Relationship - Employee



Participating Employees – Health Conditions



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 (97.6%; 1,551), but many also agree that USU officials could do more to make their campus safe (55.4%; 868). Most participants also think the university would handle a crisis affecting employee safety well (84%; 1,318) and that USU officials handle concerning incidents against an employee in a fair and responsible manner (85.9%; 1,329).

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 forward the report to criminal investigators if desired by the victim (94.4%; 1,436), and would maintain the privacy of the person making the report (90.6%; 1,379).

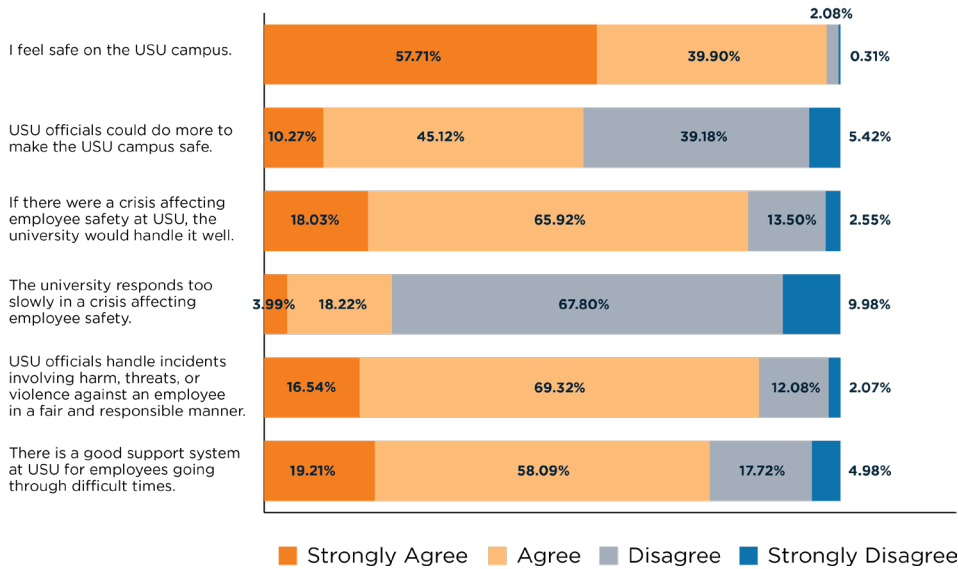
Perceptions of What USU Could Do to Encourage Sexual Misconduct Reporting:

Participants were most likely to indicate that adding information about the reporting and investigation processes to new employee orientation (13.9%; 563) and providing more information about confidential support resources available through USU and the community (11.3%; 460) would encourage reporting of sexual misconduct and retaliation to the university.

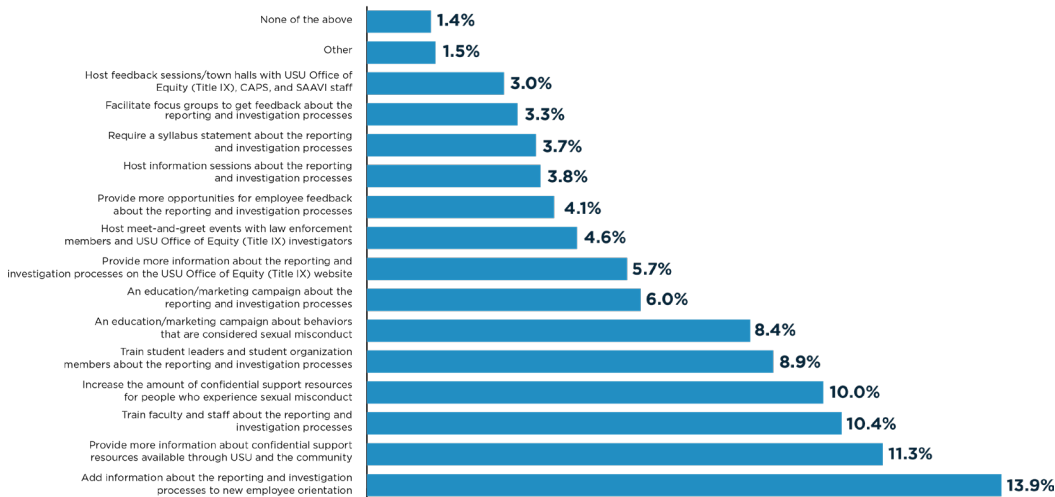
Why Employees Don't Report Sexual Misconduct:

The most common reason participants who have experienced sexual misconduct gave for not reporting it is that they don't think there would be a positive outcome from reporting to USU. The second and third reasons were: USU hasn't handled sexual misconduct and/or retaliation reports appropriately in the past, and "I am afraid of experiencing retaliation for reporting to USU."

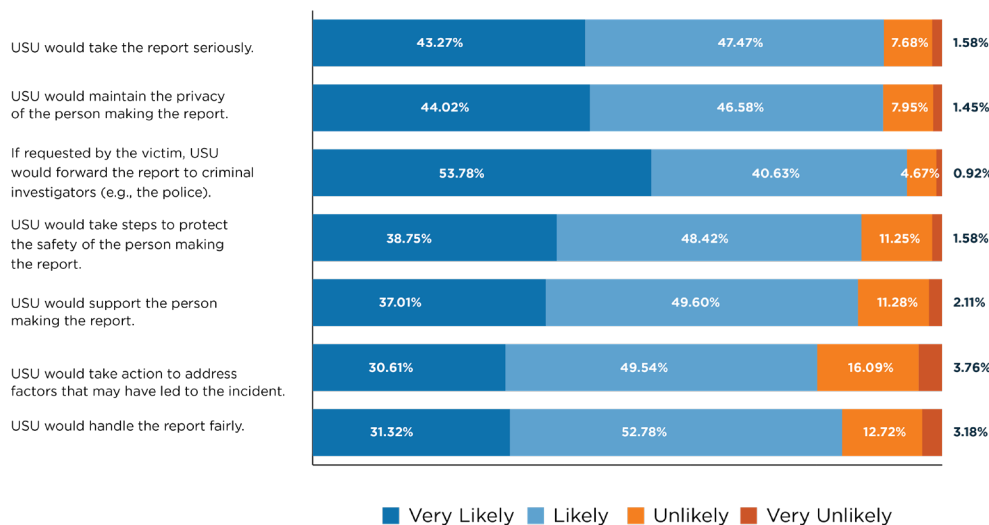
Employee Perceptions



Suggestions for Increasing Reporting of Sexual Misconduct



Employee Perceptions



Section 3

Attitudes & Awareness

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:

Roughly two-thirds of participants (69.9%; 1,074) think there is a need for them to think about sexual misconduct at USU, and slightly more than half of them (53.4%; 815) think sexual misconduct is a problem at the university. The majority of participants (92.1%; 1,419) do not think doing something about sexual misconduct is solely the job of USU administrators, and 73.1% of them (1,117) think there is something they can do about sexual misconduct at USU. Most think USU takes training in sexual misconduct prevention for employees seriously (91.8%; 1,414).

Exposure to Sexual Misconduct Education or Training:

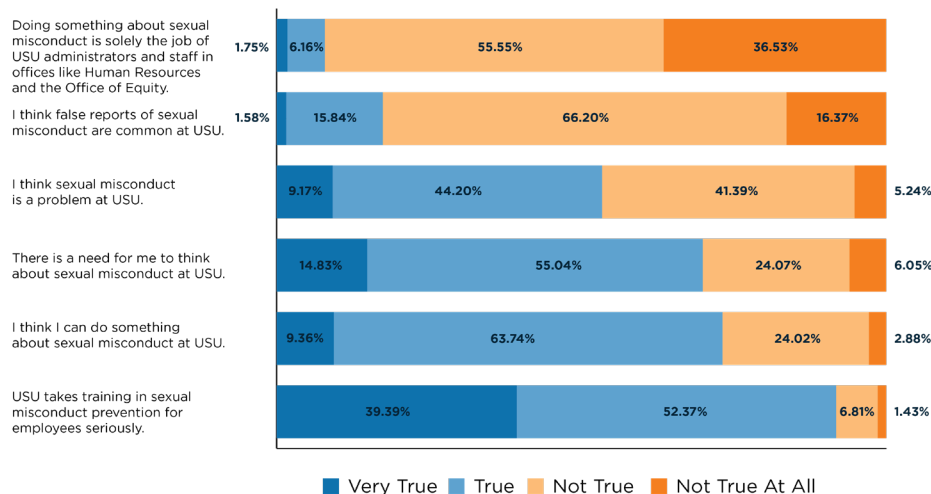
Since May 2021, a majority of participants (81.8%; 1,198) have attended a training

or program about what they can do as bystanders to stop sexual misconduct. A majority of participants have been exposed to education about sexual misconduct through campus posters or digital signs and university websites (75.5%; 1,104). More employees have talked about sexual misconduct topics with their colleagues (53.6%; 784) than discussed it in their department or team meetings (46.8%; 684).

Experiences of Sexual Misconduct Disclosures:

In the past five years (since 2018), more than a quarter of participants had talked with a student about sexual misconduct the student had experienced (28.6%; 400). A smaller percentage of participants (15%; 209) had filed a report with USU's Title IX Coordinator or other campus authorities about a student

Employee Perceptions



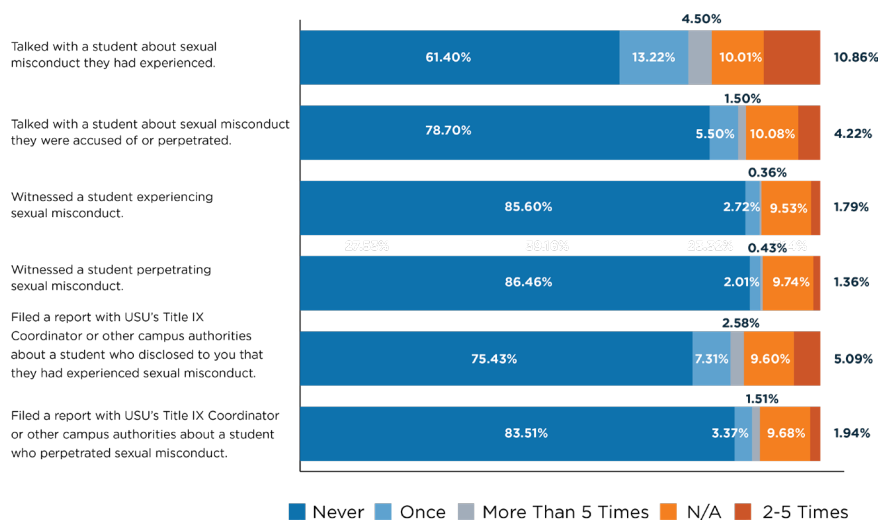
who disclosed to them that they had experienced sexual misconduct.

Also since 2018, 25.8% of participants (358) had talked with another employee about sexual misconduct the employee had experienced. A much smaller percentage of participants (7.1%; 98) had 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. In spring of 2023, USU designated many employees as mandatory reporting employees to reduce the differential between those who heard about sexual misconduct and those who reported it.

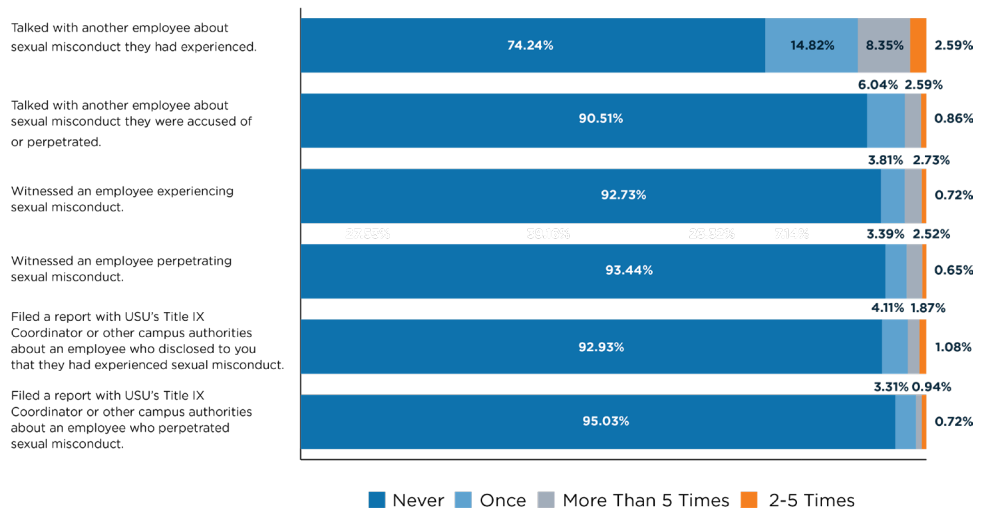
General Awareness of USU and Community Support and Reporting Resources:

The majority of participants are aware of USU confidential (83.5%; 1,257) and community support resources (71.6%; 1,076). Most participants know how to report sexual misconduct (90.5%; 1,366) and related retaliation (85%; 1,279) to USU's Title IX Coordinator. Most participants (84.3%; 1,267) understand USU's procedures for responding to sexual misconduct reports.

Employee Experiences in the Past 5 Years



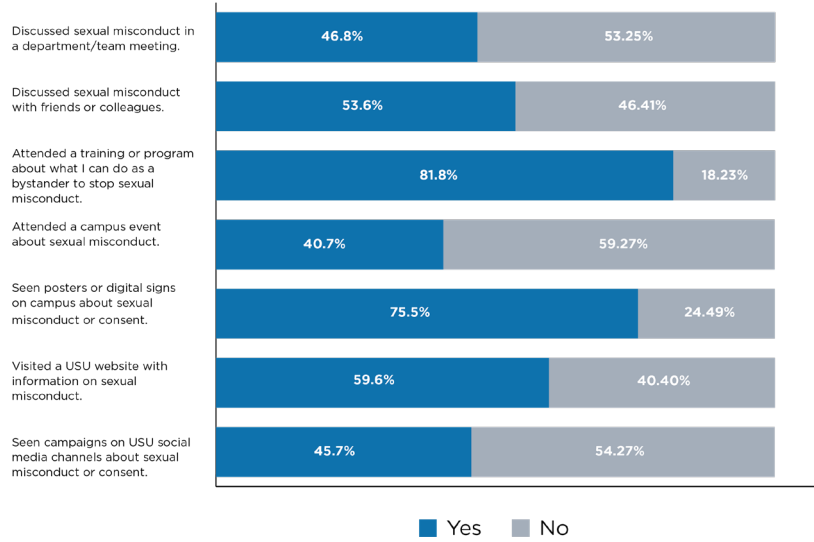
Employee Experiences in the Past 5 Years



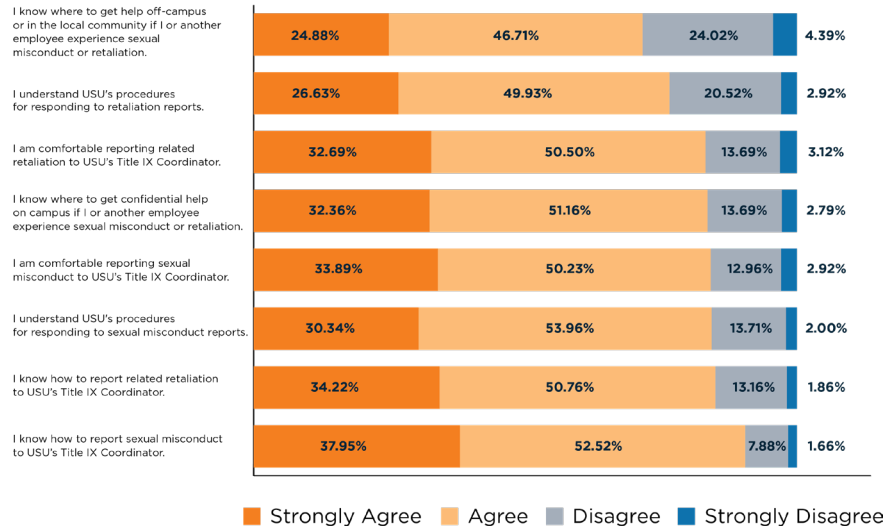
Specific Sexual Misconduct Resource Awareness:

The majority of participants are at least somewhat aware of the two main university confidential sexual misconduct support resources: SAAVI (83.6%; 1,231) and CAPS, or student counseling (88.6%; 1,305). Most participants are at least somewhat aware of USU's Title IX Coordinator (90%; 1,324). Participants were less likely to be at least somewhat aware of their local domestic violence or sexual assault services (62%; 913) compared to their local police department (85.9%; 1,266).

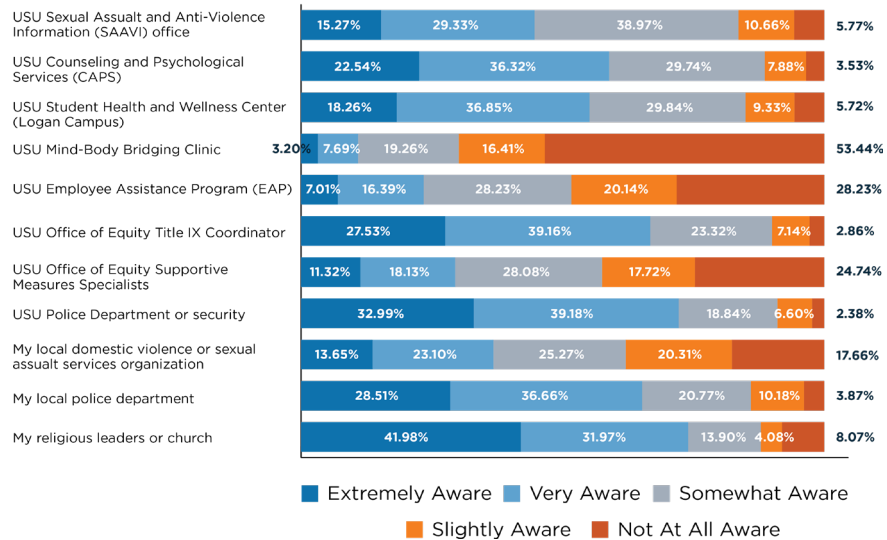
Employee Exposure to Awareness Efforts



Employee Awareness



Employee Awareness



Section 4

Perceptions of Behavior

In section 4, participants were asked about their perceptions of self and colleague likelihood to engage in nine 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” (98.1%; 1,383), and “respond in a non-judgmental and supportive way to someone’s sexual misconduct disclosure” (97.3%; 1,373).

Most participants indicated they were unlikely to “choose not to report sexual misconduct out of concern they would experience retaliation” (74%; 1,043).

Peer Likelihood:

Participants reported their colleagues would especially be “very likely” or “likely” to: “support other employees who confront harmful or problematic behavior” (92.4%; 1,329) and “respond in a non-judgmental and supportive way to someone’s sexual misconduct disclosure” (88.5%; 1,268).

More than a third of participants thought their peers would “choose not to report sexual misconduct out of concern they would experience retaliation” (42.8%; 613).

Self & Peer Likelihood Comparison:

Participants are more likely to think they would engage in each of the nine behaviors compared to their peers. The two largest differences are: “challenge someone who blames a person who experienced sexual misconduct” (20.9% difference: 78.4% self vs. 57.5% peer) and “challenge an employee who said something offensive about people who are lesbian, gay, bisexual, or transgender” (18.1% difference: 86.6% self vs. 68.6% peer).

Employee Perceptions of Peer Behavior

Choose not to report sexual misconduct out of concern they would experience retaliation.

Challenge someone who blames a person who experienced sexual misconduct for their experience.

Say something to a supervisor who made inappropriate or negative sexual comments, jokes, or gestures.

Talk to a colleague who they think has experienced sexual misconduct.

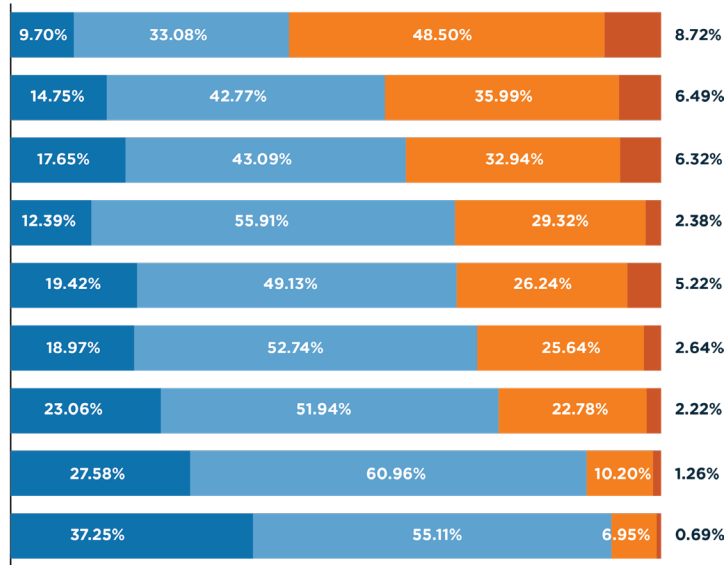
Challenge an employee who said something offensive about people who are lesbian, gay, bisexual, or transgender.

Say something to an employee who made inappropriate or negative sexual comments, jokes, or gestures.

Take action if they saw an employee trying to hug or touch a person who wasn't consenting.

Respond in a non-judgmental and supportive way to someone's sexual misconduct disclosure.

Support other employees who confront harmful or problematic behavior.



Very Likely Likely Unlikely Very Unlikely

Employee Perceptions of Own Behavior

Choose not to report sexual misconduct out of concern I would experience retaliation.

Say something to a supervisor who made inappropriate or negative sexual comments, jokes, or gestures.

Challenge someone who blames a person who experienced sexual misconduct for their experience.

Talk to a colleague who I think has experienced sexual misconduct.

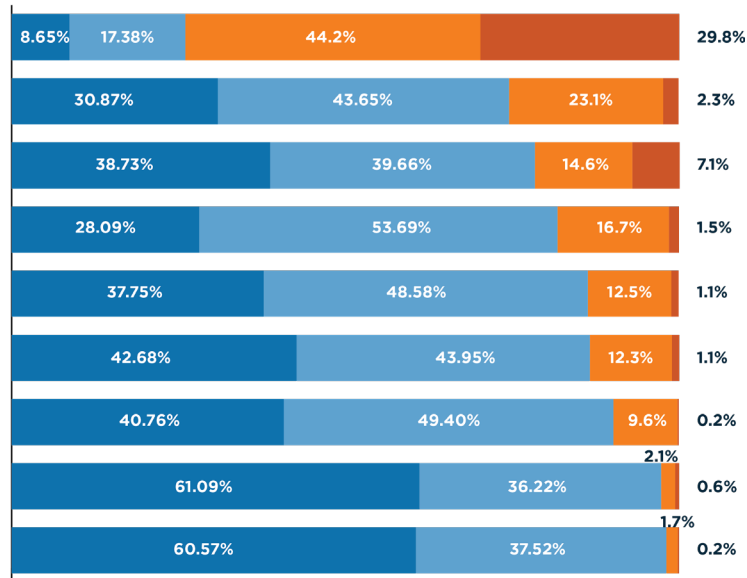
Say something to an employee who made inappropriate or negative sexual comments, jokes, or gestures.

Challenge an employee who said something offensive about people who are lesbian, gay, bisexual, or transgender.

Take action if I saw an employee trying to hug or touch a person who wasn't consenting.

Respond in a non-judgmental and supportive way to someone's sexual misconduct disclosure.

Support other employees who confront harmful or problematic behavior.



Very Likely Likely Unlikely Very Unlikely

Section 5

Workplace Incivility & Abuse of Power

In section 5, participants were asked about their experiences of workplace incivility and abuse(s) of power since May 2021, or becoming an employee at USU, if sooner.

Number of Participants Who Had These Experiences:

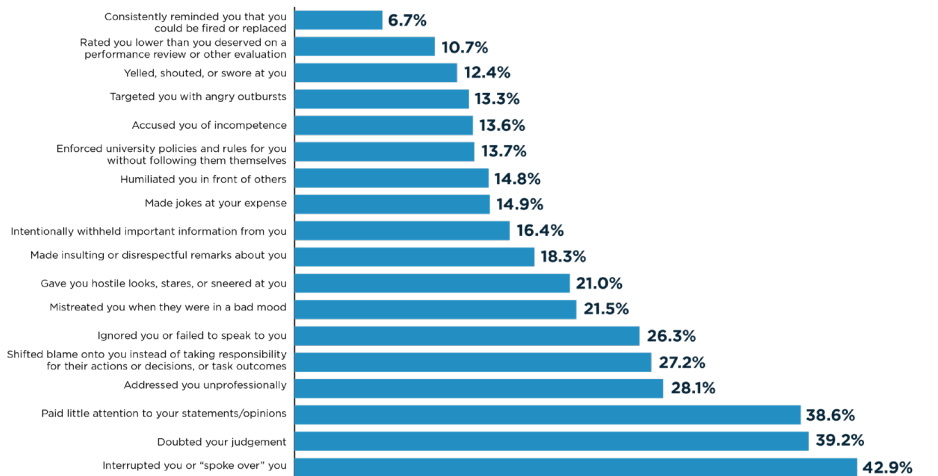
Nearly half of participants have experienced workplace incivility or abuse of power since May 2021, or since being an employee at USU if sooner (46.2%; 795).

Participants were most likely to experience being interrupted or “spoken over” (42.9%; 592), having their judgments doubted

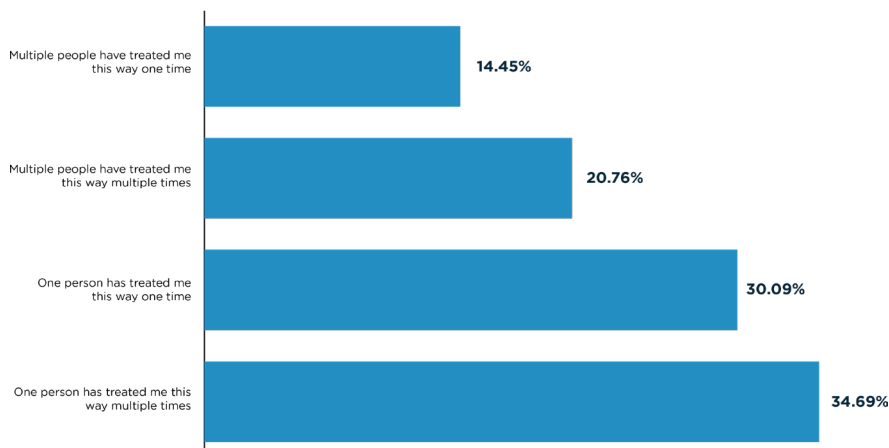
(39.2%; 541), and/or having little attention paid to their statements/opinions (38.6%; 535).

Almost two-thirds of the participants who have experienced workplace incivility since being an employee at USU are female (62.5%; 497), while one-third were male (33.1%; 263).

Workplace Incivility



Workplace Incivility



Identity of the Person Who Engaged in the Behaviors:

Participants who experienced workplace incivility (795) were most likely to be treated that way by one person multiple times (34.7%; 264). The individuals who engaged in the workplace incivility behaviors were most often a USU staff member (26.1%; 185), a USU professor/instructor (22.1%; 157), and a USU supervisor (18%; 128). Individuals who engaged in these behaviors were slightly more likely to be male (56.2%; 397).

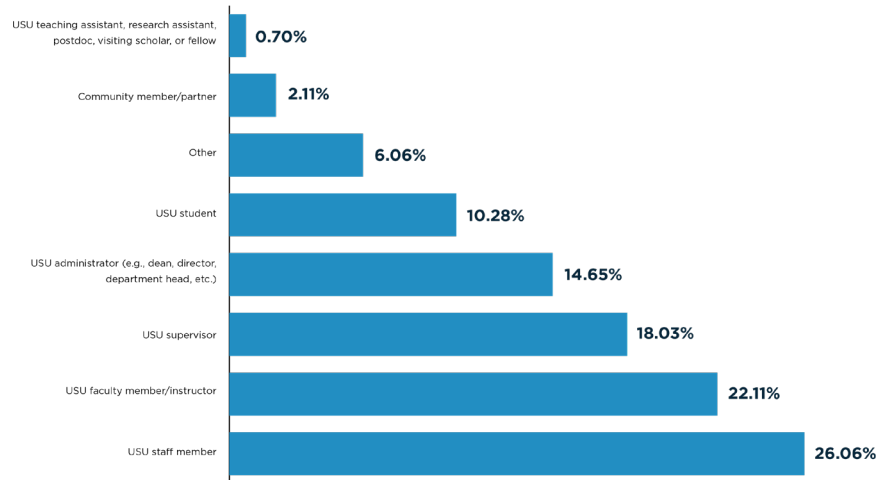
Experiences Shared with USU Resources:

A third of participants did not tell anyone at USU about their experiences of workplace incivility (31.3%; 210). If participants told someone at USU about their experiences, they were most likely to tell a USU colleague (faculty or staff member, 35.4%; 256) or USU supervisor (29.9%; 216).

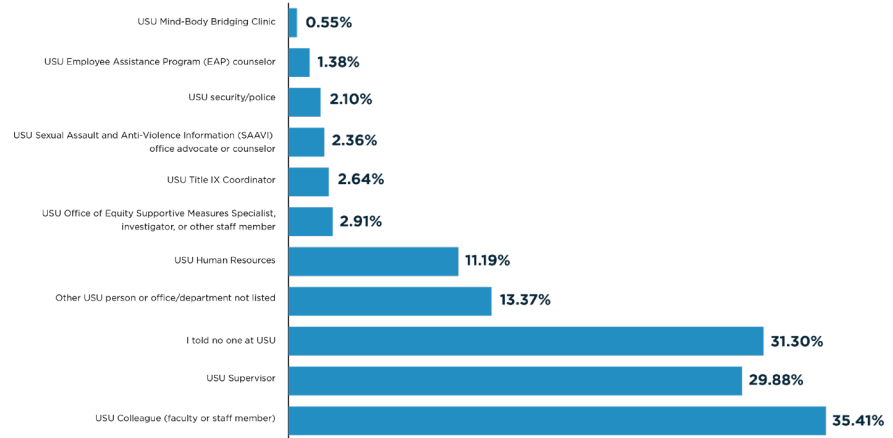
Experiences Shared with Non-USU Resources:

The majority of participants told a friend (60.7%; 439) or a family member about their experiences of workplace incivility (60.6%; 437). They were also very likely to talk to a dating/romantic partner (including spouse) (56.5%; 402) about their experiences. Only 12.55% of participants did not tell anyone about their experiences (77).

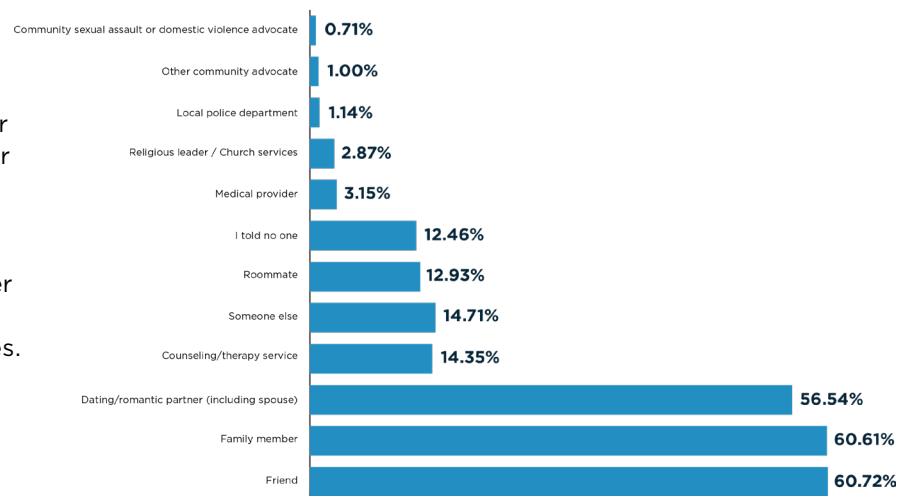
The Perpetrator is a/an:



Shared with the following USU Resource:



Shared with the following Non-USU Resource:



Sexual Misconduct Term Definitions

The survey focused on sex discrimination and six forms of sexual misconduct: sexual harassment, sexual exploitation, sexual assault (sexual touching and sexual assault), penetration, sex-based stalking, and relationship violence. Individuals were also asked about their experiences of retaliation in connection with their sexual misconduct experience. Retaliation and each form of sexual misconduct were defined based on the interim USU Sexual Misconduct Policy 339 and 339A term definitions. A definition of the relevant form of sexual misconduct was provided at the beginning of sections 6-11 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 exploitation is taking a non-consensual sexual advantage of another one's own advantage or benefit, or to the benefit or advantage of anyone other than the claimant.

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 incapacitation. 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 affirmative agreement to do the same thing at the same time in the same way. An affirmative agreement includes an informed, freely and actively given, mutually understandable exchange of unmistakable words or actions, which indicate an affirmative willingness to participate in mutually agreed upon sexual activity. Consent can be withdrawn or modified at any time, as long as such withdrawal or modification is clearly communicated.
 - Consent cannot be assumed based on silence, the absence of “no” or “stop,” the existence of a prior or current relationship, or prior sexual activity. There is no consent when there is force, coercion, or incapacitation.
- **Force** includes the use of physical force or threats of force that affect a person’s ability to consent to sexual contact.
- **Coercion** may consist of intimidation, threats, or other severe conduct that causes a reasonable person to fear significant consequences if they refuse to engage in sexual contact.
- **Incapacitation** is a state in which a person lacks the ability, temporarily or permanently, to give 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.

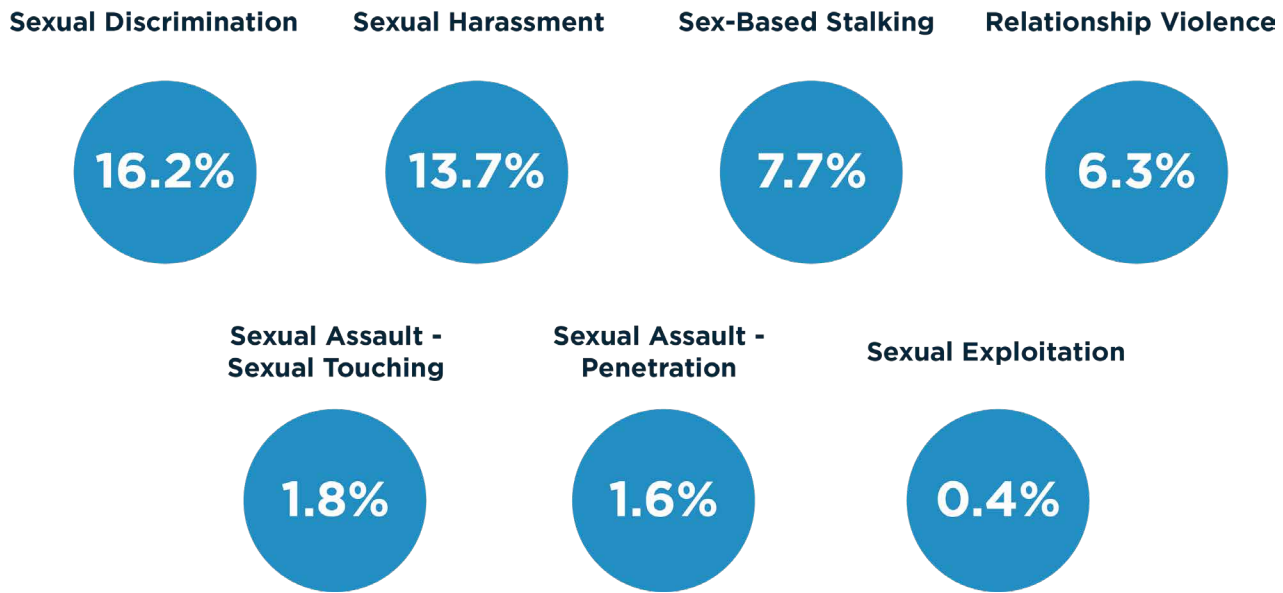
Sex-based stalking is engaging in a course of conduct directed at a specific person or persons based on sex, that would cause a reasonable person to fear for their safety or for the safety of others or to suffer substantial emotional distress. Stalking may occur in person, by telephone, mail, electronic 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 is taking adverse action, including any action that might deter a reasonable person from engaging in protected activity, because the individual has made a report or complaint, testified, assisted, participated, or refused to participate in any manner in an investigation, formal or informal proceeding, or other procedure under university Policies 340, 399, 339A, or 305. A causal relationship between an adverse action and good faith reporting or participation under this policy (305) is needed to demonstrate that retaliation has occurred.

Summary of Sexual Misconduct Experiences

Participants (1,719) have had the following experiences since May 2021, or since being an employee at USU (if sooner).



Section 6

Sex Discrimination

In section 6, participants were asked about their experiences of sex discrimination since May 2021, or since being an employee at USU (if sooner).

Number of Participants Who Had These Experiences:

Sixteen percent of participants have experienced sex discrimination since May 2021 (16.2%; 278).¹

Two-thirds of the participants who have experienced sex discrimination since being an employee at USU are female (66.5%; 185).

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 (34.2%; 96). The individuals who engaged in sex-based discriminatory behaviors were most often USU staff members (20.2%; 53), USU faculty members/instructors (18.3%; 48), or USU students (13.7%; 36). Individuals who engaged in these behaviors were mostly male (68.3%; 179).

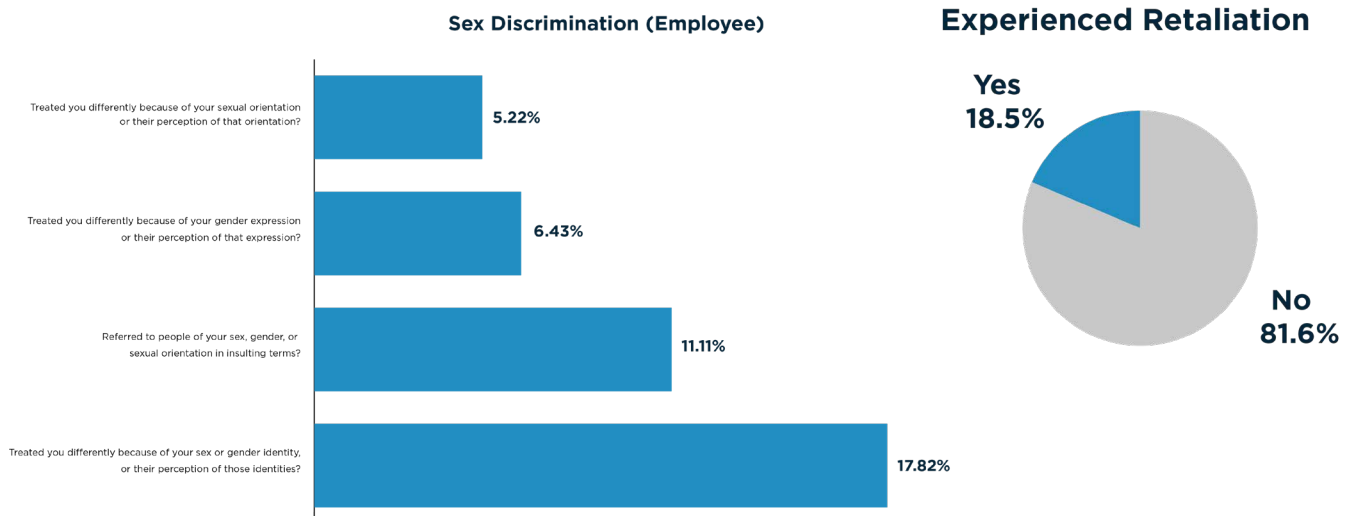
Number of Participants Who Experienced Retaliation:

About one-fifth of participants experienced retaliation connected to their sex discrimination experience (18.5%; 50).

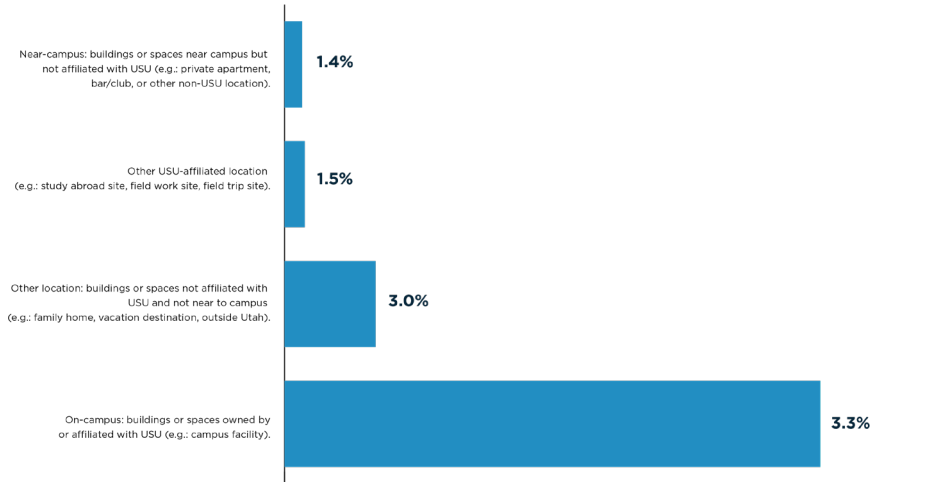
Location of Experiences:

The majority of participant experiences of sex discrimination took place on a USU campus (80.6%; 212).

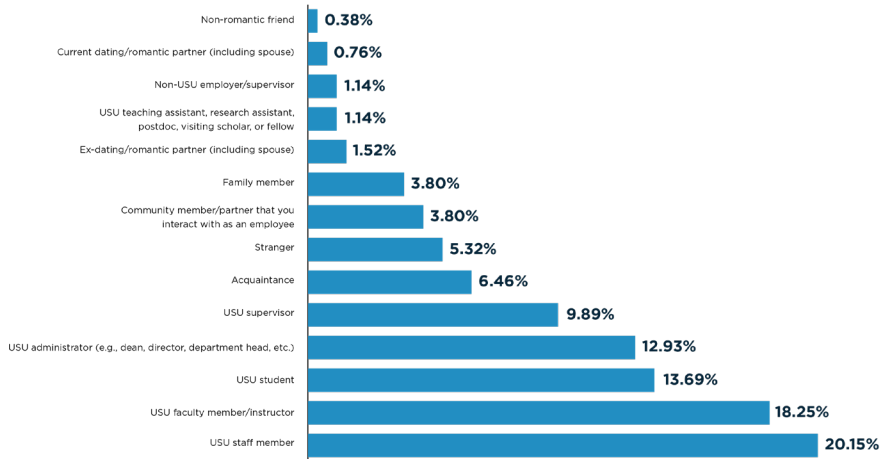
¹ The sex discrimination behaviors would have had to limit participant employment or educational opportunities in order to be a policy violation, so it is possible that not all participant experiences would meet that threshold.



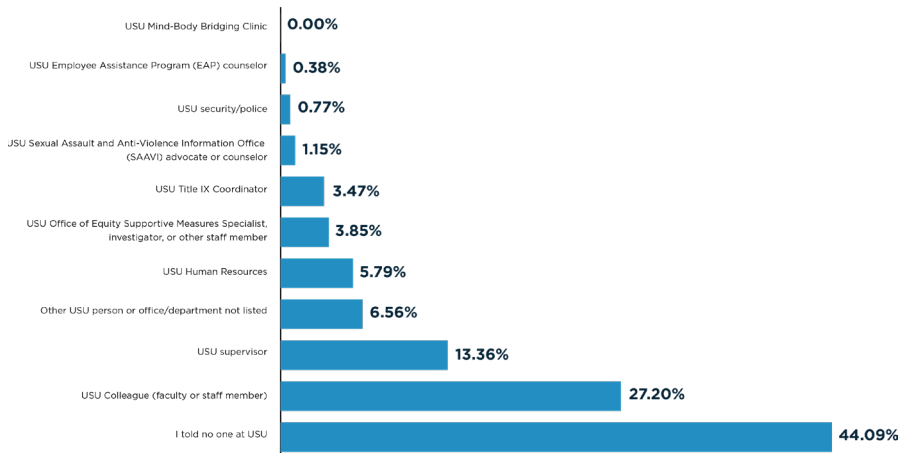
Location of the Incident



The Perpetrator is a/an:



Shared with the following USU Resource:



Experiences Shared with USU Resources:

Many participants did not tell anyone at USU about their experiences of sex discrimination (44.1%; 112). If participants told someone at USU about their experiences, they were most likely to tell a USU colleague (faculty or staff member, 27.2%; 71) or USU supervisor (13.4%; 35). Of the listed potential reasons for why participants chose to tell someone at USU about their experience, the top two reasons were because they “just wanted to talk about it” (37.5%; 63) and “wanted to prevent others from having the same experience” (21.4%; 36).

Experiences Shared with Non-USU Resources:

The majority of participants told a close friend about their experiences of sex discrimination (67.1%; 171). They were also very likely to talk to a family member (55.6%; 139) or a dating/romantic partner (53%; 133) about their experiences. Only 16.1% of participants did not tell anyone about their experiences (39).

Why Participants Did Not Tell Anyone About Their Experiences:

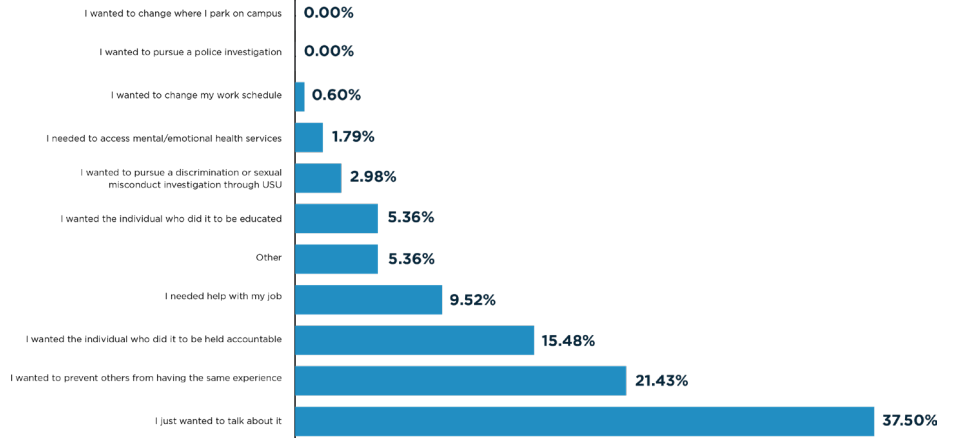
The top three reasons why participants did not tell anyone about their experiences of sex discrimination were because they:

“Didn’t think what happened was serious enough to talk about” (25.9%; 22).

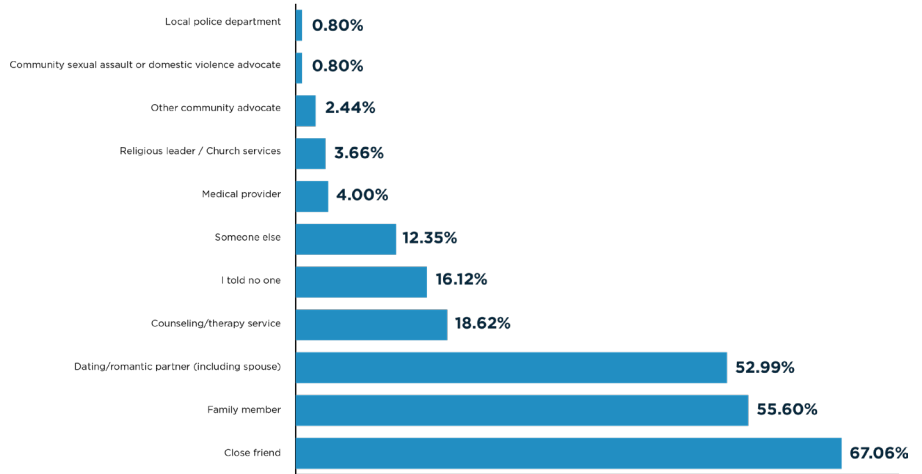
“Didn’t think others would think it was serious or important” (12.9%; 11).

“Didn’t think others would understand” (9.4%; 8).

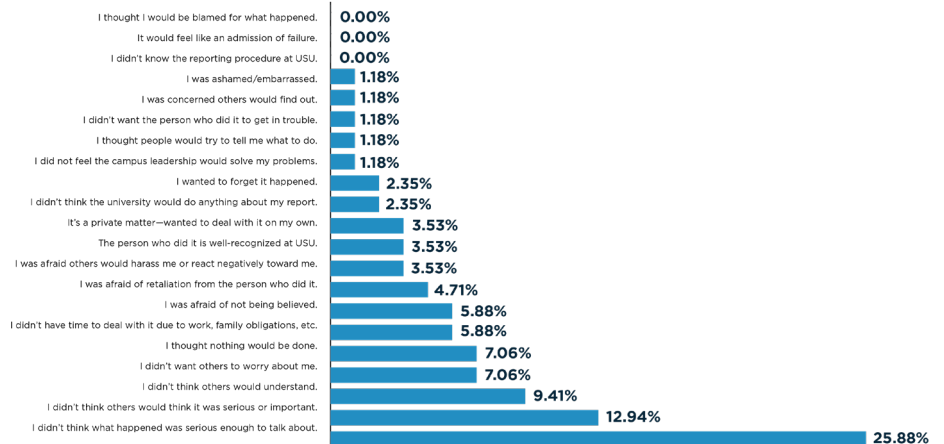
Reasons for sharing with a USU Resource:



Sharing with the following Non-USU Resource:



Reasons for not sharing with anyone:



Section 7

Sexual Harassment

In section 7, participants were asked about their experiences of sexual harassment since May 2021, or being an employee at USU, if sooner.

Number of Participants Who Had These Experiences:

Nearly 14% of participants have experienced sexual harassment since being an employee at USU (13.7%; 236).¹ Participants were most likely to experience someone making sexual remarks or telling jokes or stories that were insulting or offensive to them (24.1%; 126).

Almost two-thirds of the participants who have experienced sexual harassment since being an employee at USU are female (62.3%; 147).

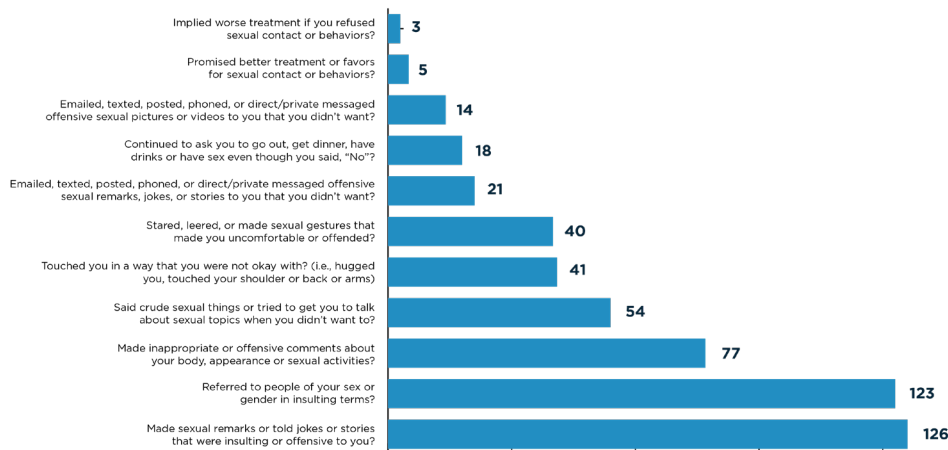
One-quarter of the participants who have experienced sexual harassment since being an employee at USU are male (27.1%; 64).

Number of Participants Who Experienced Retaliation:

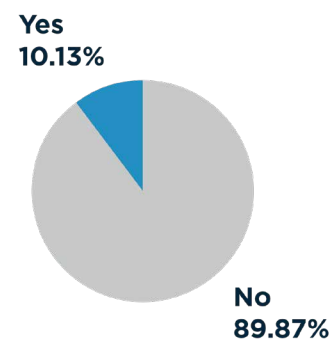
Ten percent of participants experienced retaliation connected to their sexual harassment experience (10.1%; 23).

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.

Experiences of Sexual Harassment (Employee)



Experienced Retaliation



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 (29.5%; 71). USU staff members (26.7%; 57) and USU faculty members/instructors (14.6%; 31) most frequently engaged in sexual harassment behaviors. Individuals who engaged in these behaviors were mostly male (79.9%; 341).

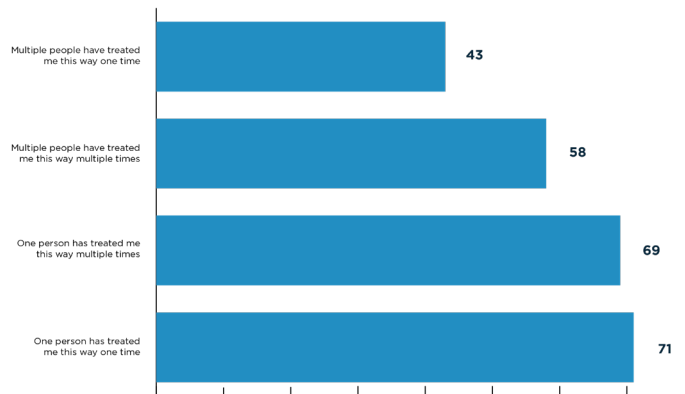
Location of Experiences:

The majority of participant experiences of sexual harassment took place on a USU campus (70.1%; 155).

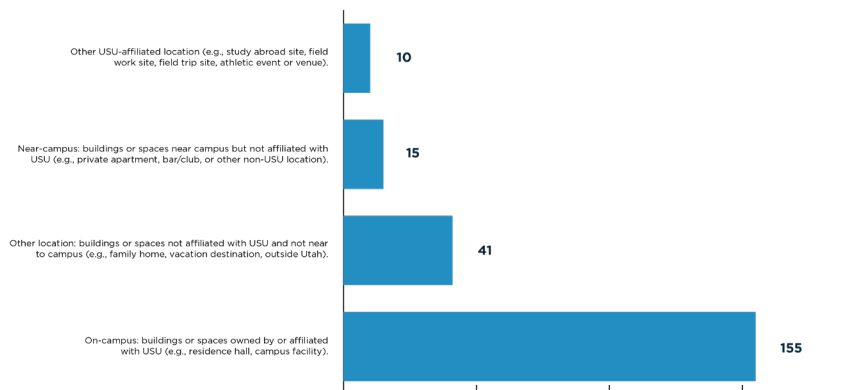
Experiences Shared with USU Resources:

Almost half of participants did not tell anyone at USU about their experiences of sexual harassment (43.9%; 94). If participants told someone at USU about their experiences, they were most likely to tell a USU colleague

Frequency of Sexual Harassment (Employee)



Location of the Incident



(faculty or staff member, 25.1%; 53) or a USU supervisor (11.8%; 25). Of the listed potential reasons for why participants chose to tell someone at USU about their experience, the top two reasons were because they “just wanted to talk about it” (33.3%; 44) and they “wanted to prevent others from having the same experience” (22.7%; 30).

Experiences Shared with Non-USU Resources:

The majority of participants told a close friend about their experiences of sexual harassment (61.4%; 129). They were also very likely to talk to a family member (51.9%; 107) and a dating/romantic partner (48.6%; 101) about their experiences. Almost 20% of participants did not tell anyone about their experiences (18.3%; 39).

Why Participants Did Not Tell Anyone About Their Experiences:

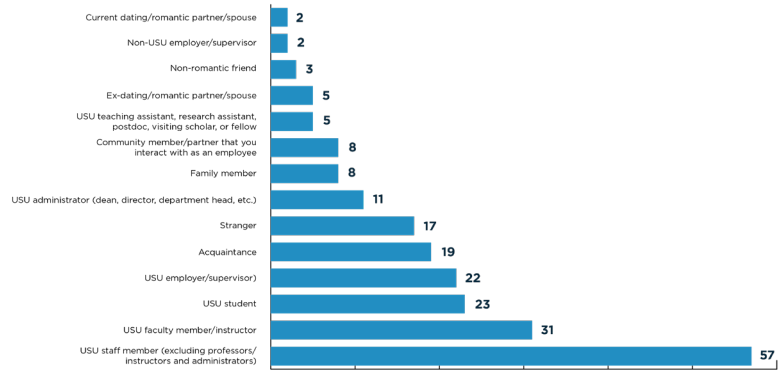
The top three reasons why participants (75) did not tell anyone about their experiences of sexual harassment were because they:

“Didn’t think what happened was serious enough to talk about it” (26.8%; 22).

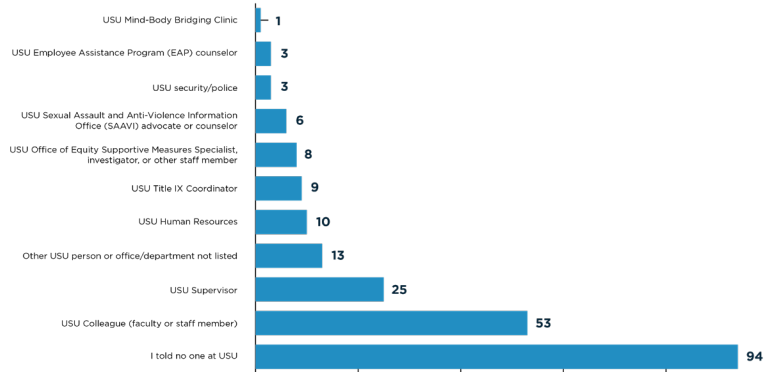
“Didn’t think others would think it was serious or important” (3.4%; 11).

Felt “it’s a private matter” and they “wanted to deal with it on their own” (7.3%; 6).

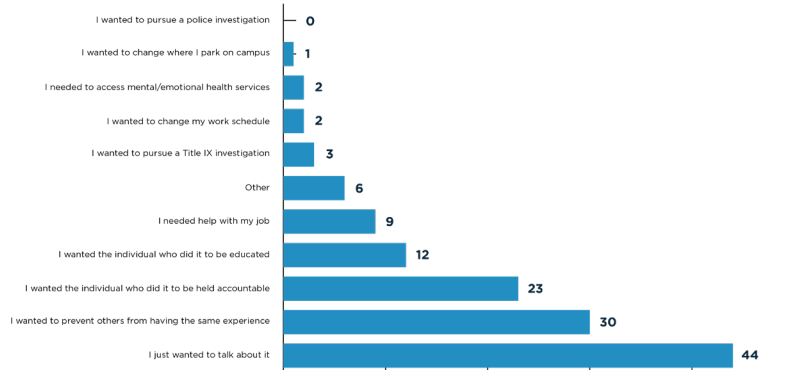
Relationship to Participant



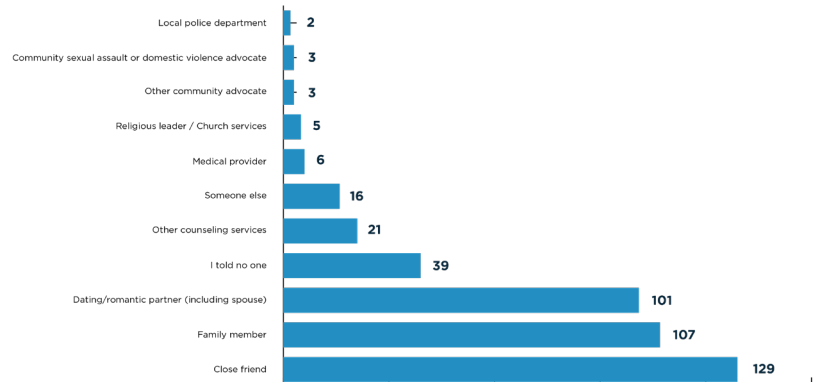
Shared with USU Resources



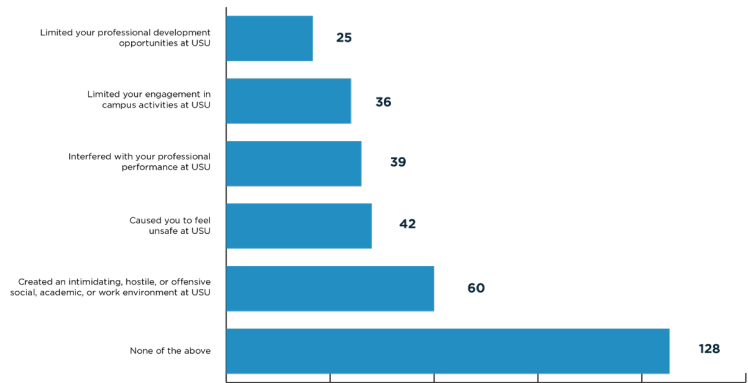
Why Share with USU Resource?



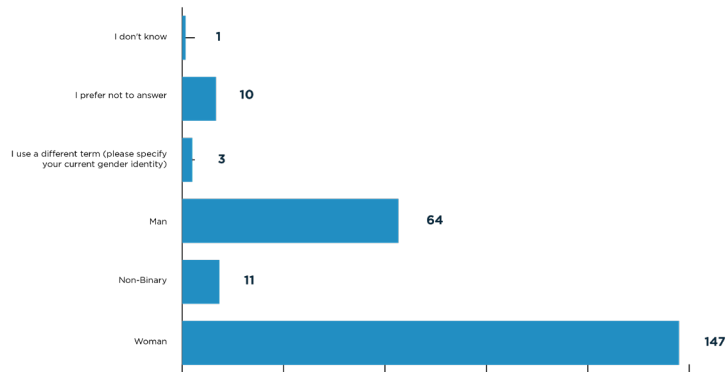
Shared with Non-USU Resources



How Has This Experience Affected You?



Demographics of Participants Who Experienced Sexual Harassment



Why Told No One



Section 8

Sexual Exploitation

In section 8, participants were asked about their experiences of sexual exploitation since May 2021, or being an employee at USU, if sooner.

Number of Participants Who Had These Experiences:

Less than 1% of participants have experienced sexual exploitation since May 2021 (0.4%; 7). Participants were most likely to experience someone allowing another person to observe, record, or photograph them nude without their consent (28.6%; 4).

The majority of the participants who have experienced sexual exploitation since May 2021 are female (85.7%; 6), while 14.3% of the participants who have experienced sexual harassment since May 2021 are male (1).

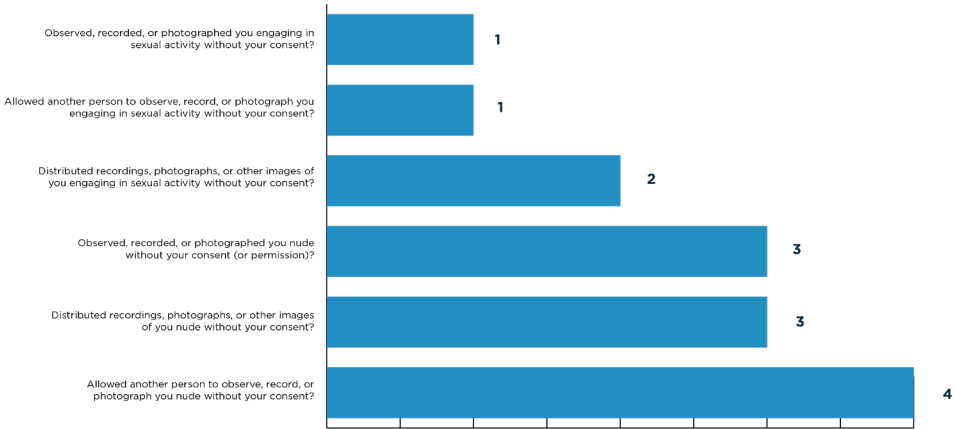
Number of Participants Who Experienced Retaliation:

Forty percent of participants experienced retaliation connected to their sexual exploitation experience (40%; 2).

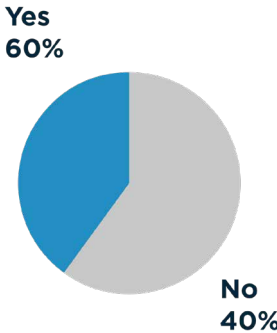
Identity of the Person Who Engaged in These Behaviors:

Participants who experienced sexual exploitation were most likely to be treated that way by one person multiple times (60%; 3). Ex-dating/romantic partners (80%; 4) most frequently engaged in sexual exploitation behaviors, and the majority are male (80%; 4).

Experiences of Sexual Exploitation (Employee)



Experienced Retaliation



Experiences Shared with USU Resources:

No participant told anyone at USU about their experience(s) of sexual exploitation (0%; 0).

Experiences Shared with Non-USU Resources:

Half of participants told a close friend about their experiences of sexual exploitation (50%; 2). They were also very likely to talk to a family member (40%; 2) about their experiences. One-quarter of participants did not tell anyone about their experiences (25%; 1).

Why Participants Did Not Tell Anyone About Their Experiences:

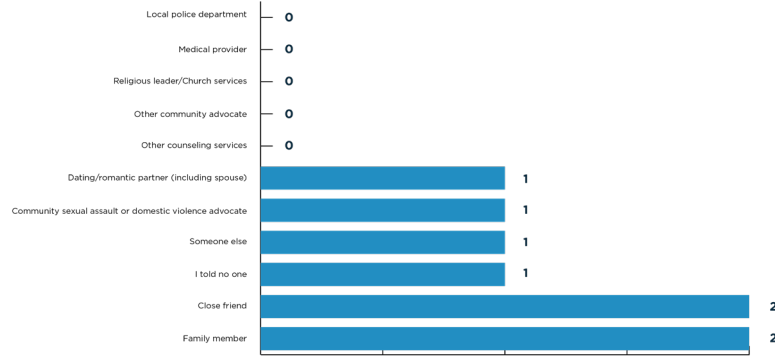
The top three reasons why participants did not tell anyone about their experiences of sexual exploitation were because they:

“Didn’t think what happened was serious enough to talk about it” (33.3%; 1).

“Thought nothing would be done” (33.3%; 1).

“Wanted to forget it happened” (33.3%; 1).

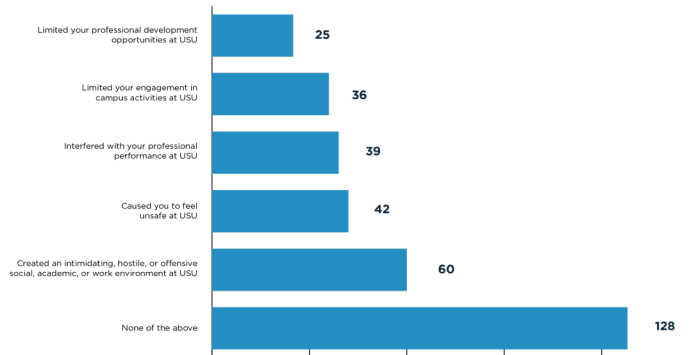
Shared with Non-USU Resources



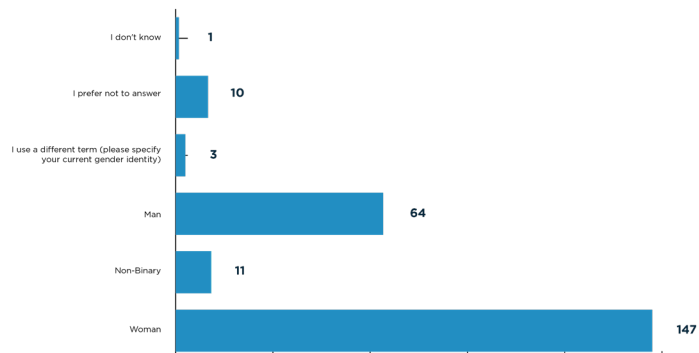
Why Told No One



How Has This Experience Affected You?



Demographics of Participants Who Experienced Sexual Harassment



Section 9

Nonconsensual Sexual Contact

In section 9, participants were asked about their experiences of nonconsensual sexual contact (sexual touching or penetration) since May 2021, or being an employee at USU, if sooner.

Three percent of participants have experienced nonconsensual sexual contact since May 2021 (3.4%; 58).

Roughly two-thirds of the participants who have experienced non-consensual sexual contact since May 2021 are female (63.8%; 37).

19% of the participants who have experienced nonconsensual sexual contact since May 2021 are male (11) and 12.1% are non-binary (7).

Section 9A

Nonconsensual Sexual Touching

In section 9A, participants were asked about their experiences of nonconsensual sexual touching due to coercion, force, or incapacitation since May 2021, or being an employee at USU, if sooner.

Number of Participants Who Had these Experiences:

Nearly 2% of participants have experienced attempted or completed nonconsensual sexual touching since May 2021 (1.8%; 31). Participants were most likely to experience someone touching them sexually without their consent (27.8%; 27).

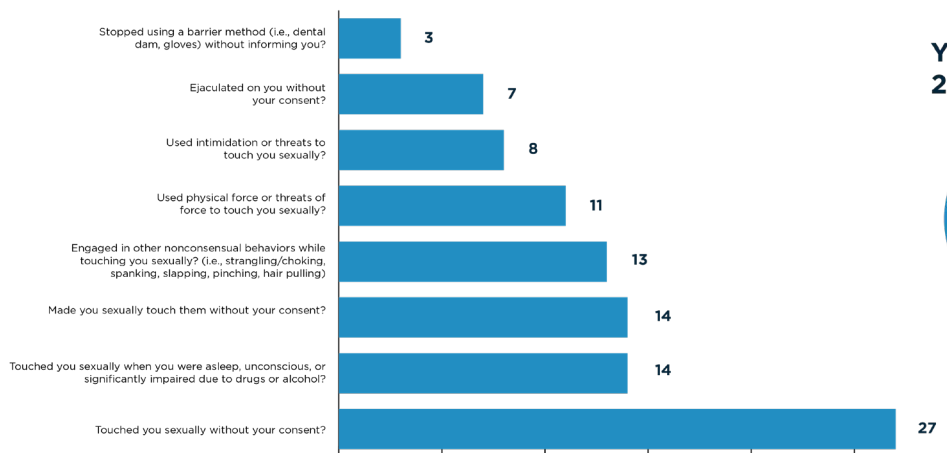
Most of the participants who have experienced attempted or completed nonconsensual sexual touching since May 2021 are female (64.5%; 20).

Equal percentages of participants who have experienced nonconsensual sexual touching since being an employee at USU are male (16.1%; 5) or non-binary (16.1%; 5).

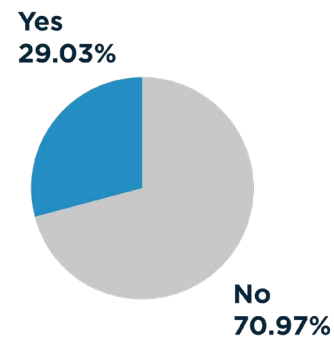
Number of Participants Who Experienced Retaliation:

Almost one-third of participants experienced retaliation connected to their nonconsensual sexual touching experience (29%; 9).

Experiences of Sexual Touching (Employee)



Experienced Retaliation



Identity of the Person Who Engaged in the Behaviors:

Participants who experienced nonconsensual sexual touching were most likely to be touched by one person multiple times (38.2%; 13). Ex-dating/romantic partners/spouses (44.8%; 13) most often engaged in nonconsensual sexual touching of participants. Individuals who engaged in these behaviors were almost entirely male (89.7%; 26).

Location of Experiences:

The majority of participant experiences of nonconsensual sexual touching took place at other locations not affiliated with USU or near to campus (65.5%; 19).

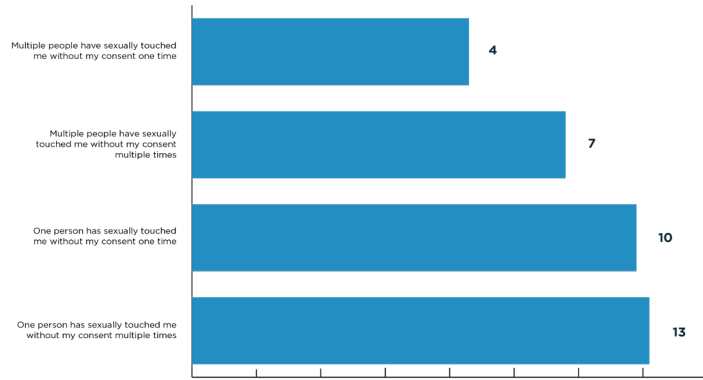
Alcohol or Drug Involvement:

One-fifth of participant experiences of nonconsensual sexual touching involved alcohol use by the other person (19.4%; 6) and 16.1% involved alcohol use by themselves (5). Similarly, 16.1% of participant experiences of nonconsensual sexual touching involved drug use by the other person (5), and 9.7% involved drug use themselves (3).

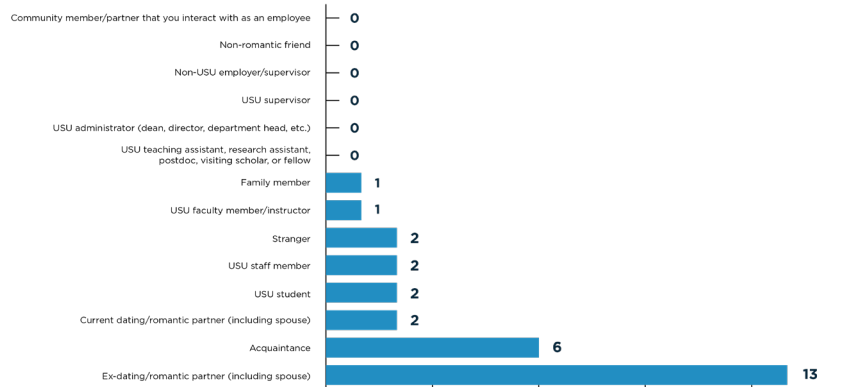
Experiences Shared with USU Resources:

Half of participants did not tell anyone at USU about their experiences of nonconsensual sexual touching (53.3%; 16). If participants told someone at USU about their experiences, they were most likely to tell a USU colleague (faculty or staff

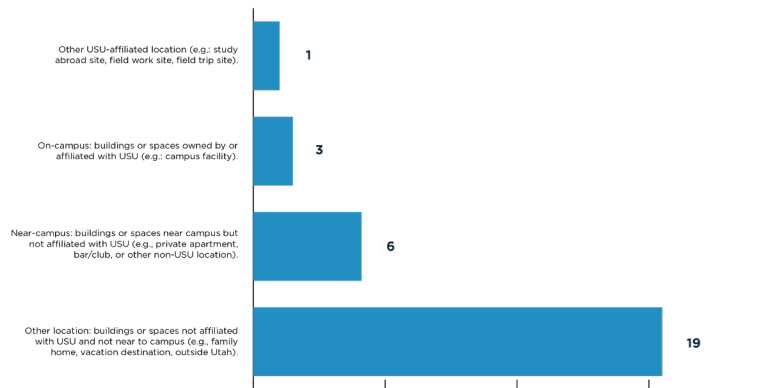
Frequency of Sexual Touching (Employee)



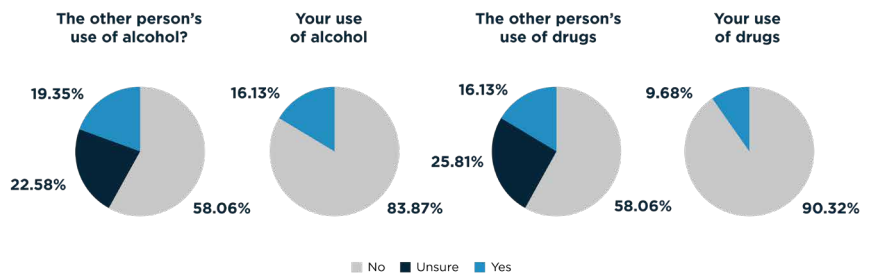
Relationship to Participant



Location of the Incident



Did Incident Involve Use of Alcohol or Drugs?



member, 21.4%; 6) or a Sexual Assault and Anti-Violence Information Office advocate or counselor (21.4%; 6). Of the listed potential reasons for why participants chose to tell someone at USU about their experience, the top two reasons were because they “just wanted to talk about it” (23.8%; 5) and “needed access to mental/emotional support resources” (23.8%; 5).

Experiences Shared with Non-USU Resources:

One-quarter of participants told a friend about their experiences of nonconsensual sexual touching (24.7%; 21), while 4.7% of participants did not tell anyone about their experiences (4).

Why Participants Did Not Tell Anyone About Their Experiences:

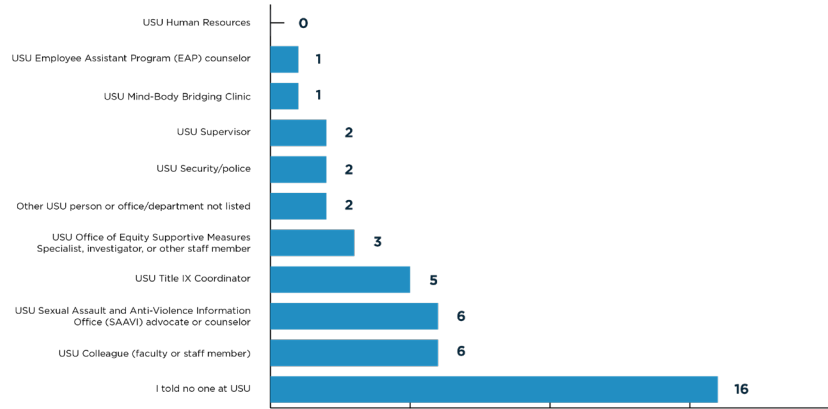
The top three reasons participants did not tell anyone about their experiences of attempted or completed nonconsensual sexual touching were because they:

Felt it was “a private matter” and wanted to deal with it on their own (30%; 3).

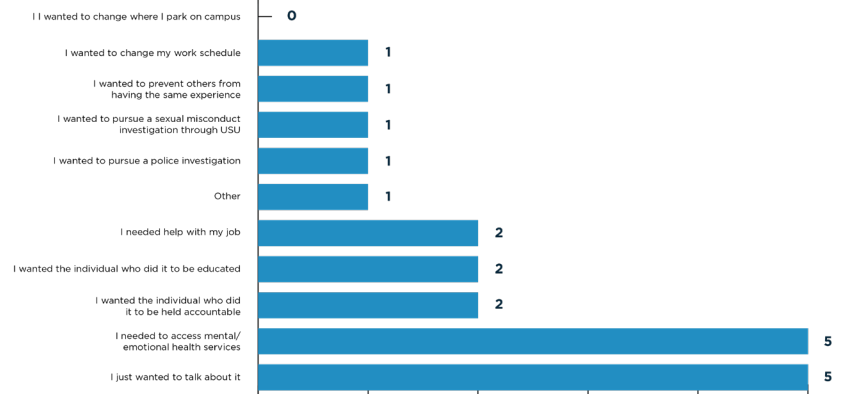
“Wanted to forget it happened” (20%; 2).

Were “afraid of retaliation” (20%; 2).

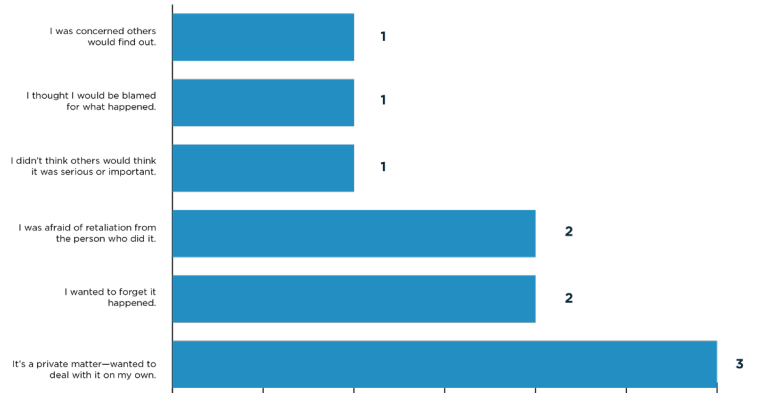
Shared with USU Resources



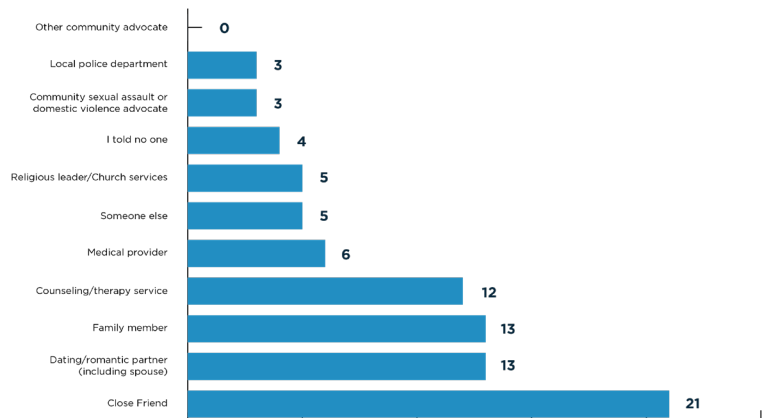
Why Share with USU Resource?



Why Told No One



Shared with Non-USU Resources



Section 9B

Nonconsensual Sexual Penetration

In section 9B, participants were asked about their experiences of nonconsensual sexual penetration since May 2021, or being an employee at USU, if sooner.

Number of Participants Who Had These Experiences:

Two percent of participants (1.6%; 28) have experienced nonconsensual sexual penetration since May 2021. Participants were most likely to experience someone engaging in nonconsensual behaviors while sexually penetrating them or engaging in oral sex with them (15.7%; 13) or sexually penetrating them vaginally without their consent (14.5%; 12).

A majority of the participants who have experienced nonconsensual sexual penetration since May 2021 are female (71.1%; 20).

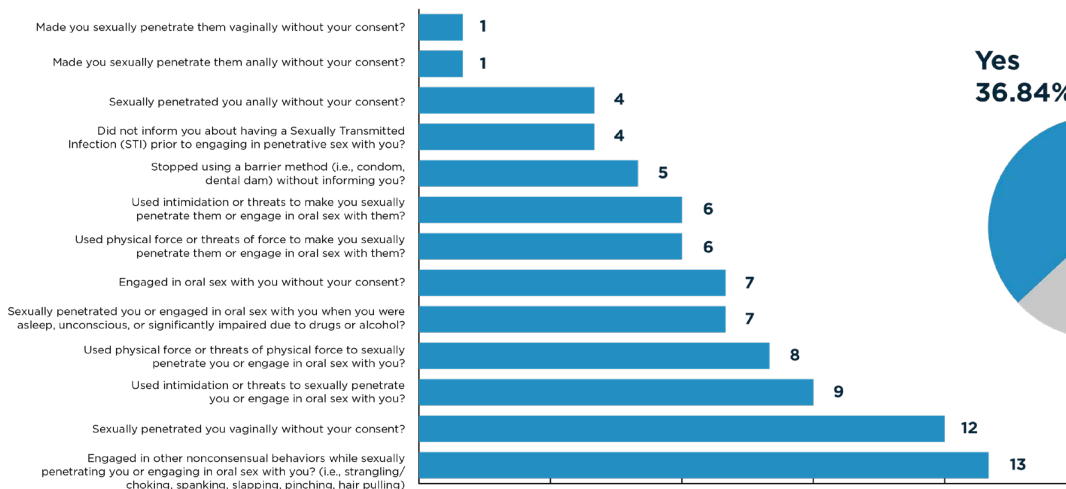
Just under one-fifth of participants who have experienced nonconsensual sexual penetration since May 2021 are non-binary (17.9%; 5).

A small percentage of the participants who have experienced nonconsensual sexual penetration since being an employee at USU are male (7.1%; 2).

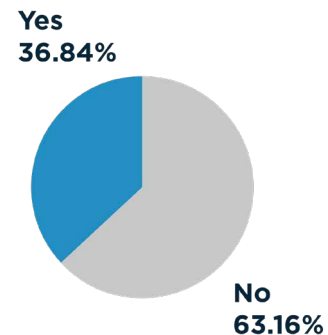
Number of Participants Who Experienced Retaliation:

One-third of participants experienced retaliation connected to their nonconsensual sexual penetration experience (36.8%; 7).

Experiences of Sexual Penetration (Employee)



Experienced Retaliation



Identity of the Person Who Engaged in the Behaviors:

Participants who experienced nonconsensual sexual penetration were most likely to be penetrated by one person multiple times (43.8%; 7). Ex-dating/romantic partners (68.4%; 13) were most likely to engage in nonconsensual sexual penetration of participants. Individuals who engaged in these behaviors were predominantly male (94.7%; 18).

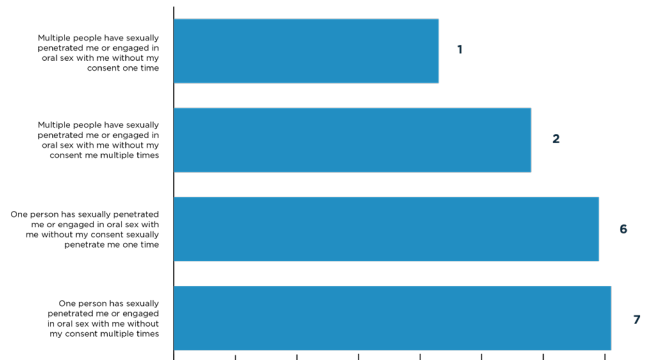
Location of Experiences:

The majority of participant experiences of nonconsensual sexual penetration took place in buildings or spaces not affiliated with USU and not near campus (73.7%).

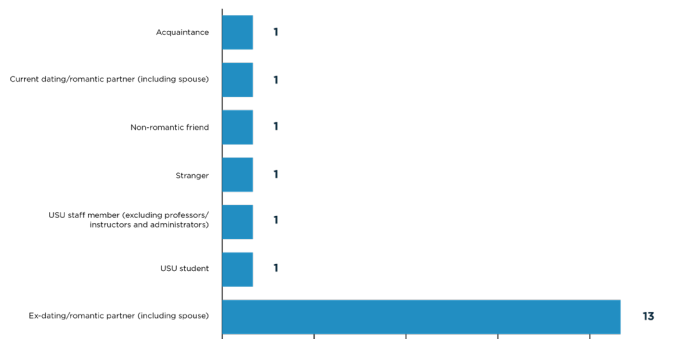
Alcohol or Drug Involvement:

More than a quarter of participant experiences of nonconsensual sexual penetration involved alcohol use by the other person (26.3%; 6), and 15.8% involved their own use of alcohol (3). Similarly, more than one-quarter of participant experiences of nonconsensual sexual penetration involved drug use by the other person (26.3%; 5), and 15.8% involved their own use of drugs (3).

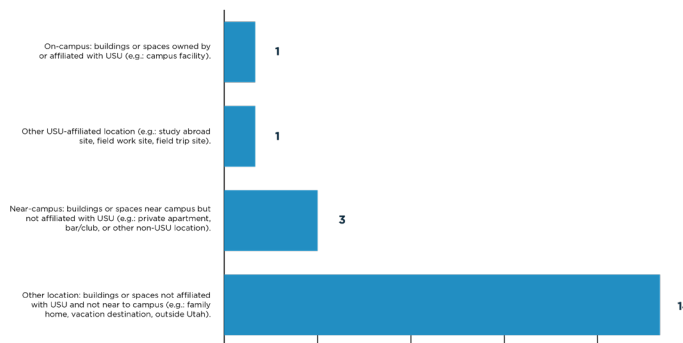
Frequency of Sexual Penetration (Employee)



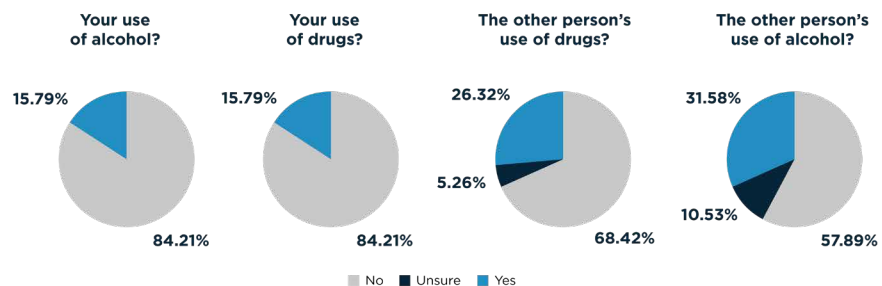
Relationship to Participant



Location of the Incident



Did Incident Involve Use of Alcohol or Drugs?



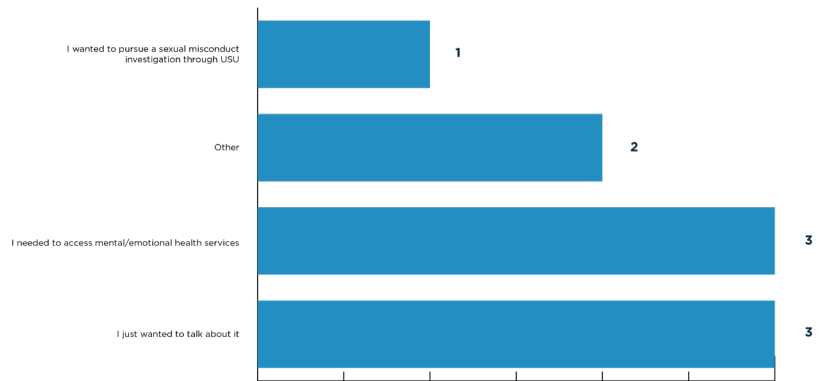
Experiences Shared with USU Resources:

Half of participants did not tell anyone at USU about their experiences of nonconsensual sexual penetration (47.4%; 9). If participants told someone at USU about their experiences, they were equally likely to tell a USU colleague (faculty or staff member, 17.7%; 3), the Title IX Coordinator (17.7%; 3); an Office of Equity supportive measures specialist, investigator, or other staff member (17.7%; 3); or a Sexual Assault and Anti-Violence Information (SAAVI) Office counselor or advocate (17.7%; 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 “just wanted to talk about it” (33.3%; 3) and “needed access to mental/emotional health services” (33.3%; 3).

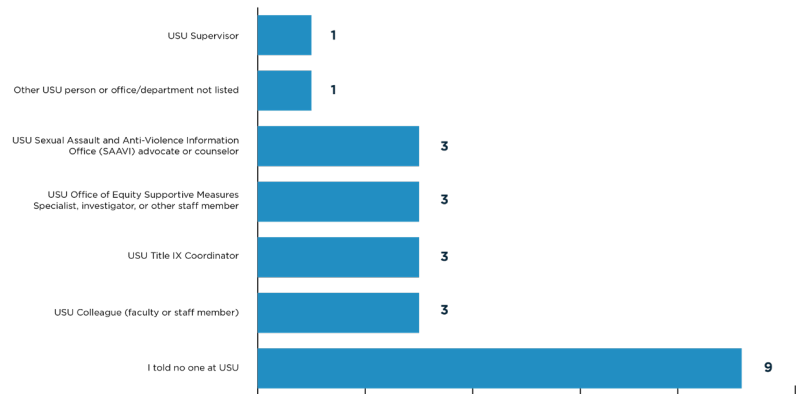
Experiences Shared with Non-USU Resources:

Half of participants told a close friend about their experiences of nonconsensual sexual penetration (52.9%; 9). They were also very likely to talk to a counseling/therapy service (47.1%; 8) about their experiences. However, 30% of the participants did not tell anyone about their experiences.

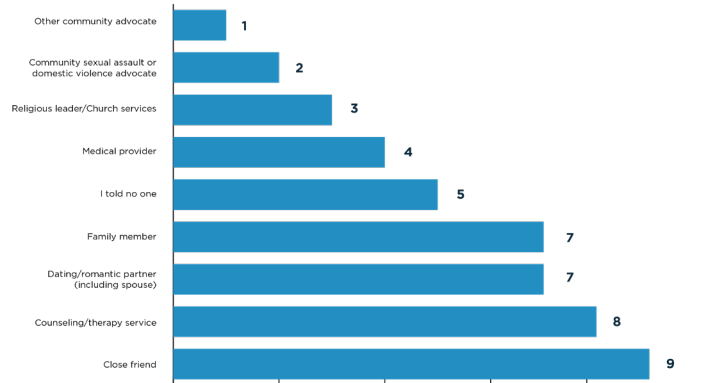
Why Share with USU Resource?



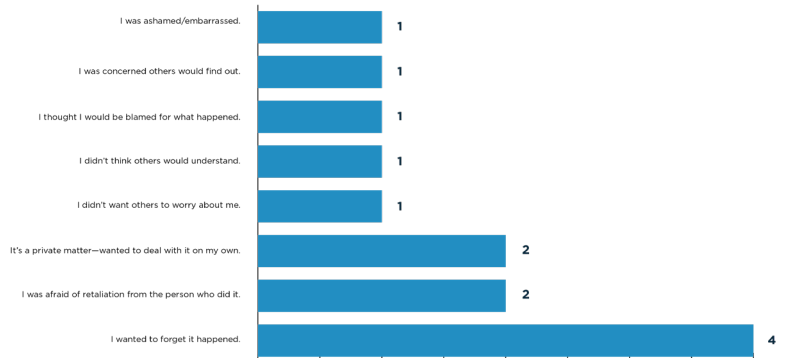
Shared with USU Resources



Shared with Non-USU Resources



Why Told No One



Section 10

Sex-Based Stalking

In section 10, participants were asked about their experiences of sex-based stalking since May 2021, or being an employee at USU, if sooner.

Number of Participants Who Had These Experiences:

Eight percent of participants have experienced stalking since being an employee at USU (7.7%; 133).

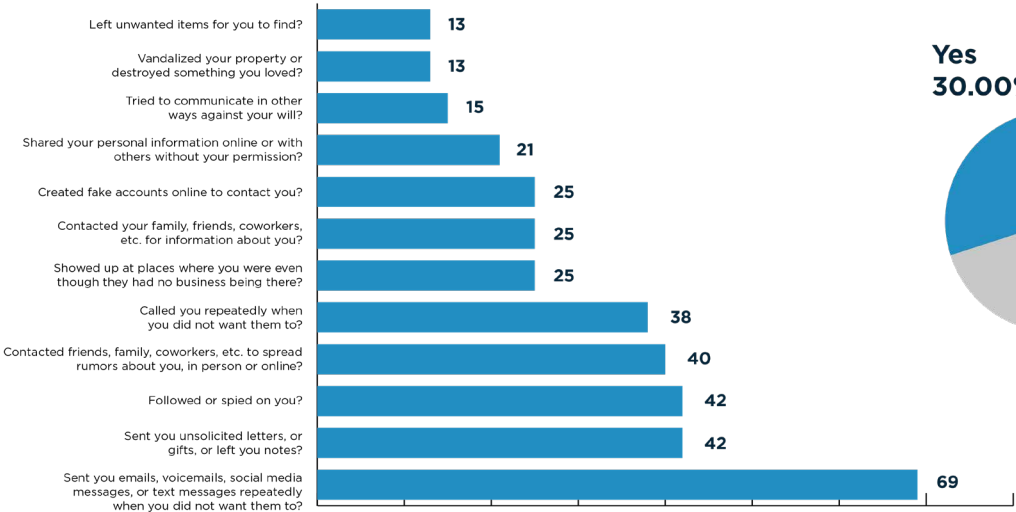
About two-thirds of participants who have experienced stalking since May 2021 are female (64.7%; 89).

Just under one-third of participants who have experienced stalking since being an employee at USU are male (29.3%; 39).

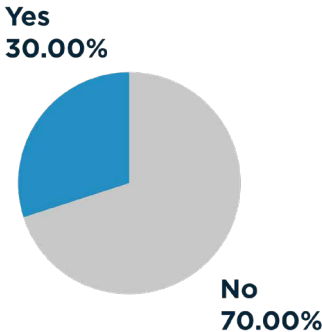
Number of Participants Who Experienced Retaliation:

Almost one-third of participants experienced retaliation connected to their stalking experience (30%; 39).

Experiences of Stalking (Employee)



Experienced Retaliation



Identity of the Person Who Engaged in the Behaviors:

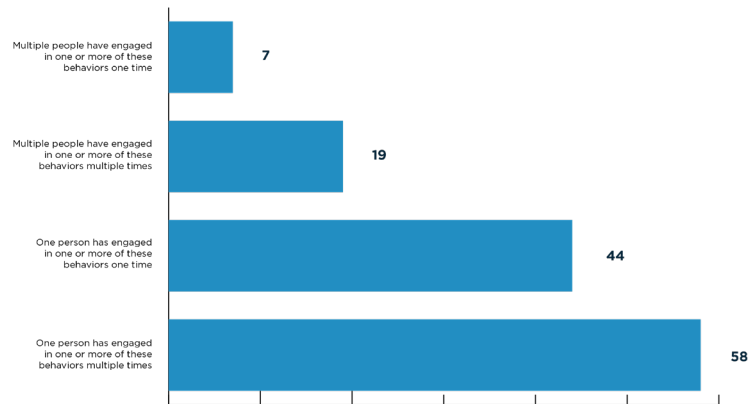
Participants who experienced stalking were most likely to have one person engage in one or more of the behaviors multiple times (45.3%; 58).

Ex-dating/romantic partners (25.2%; 32), acquaintances (17.3%; 22), and strangers (15.8%; 20) most frequently engaged in stalking behaviors. Individuals who engaged in these behaviors were mostly male (59.5%; 75).

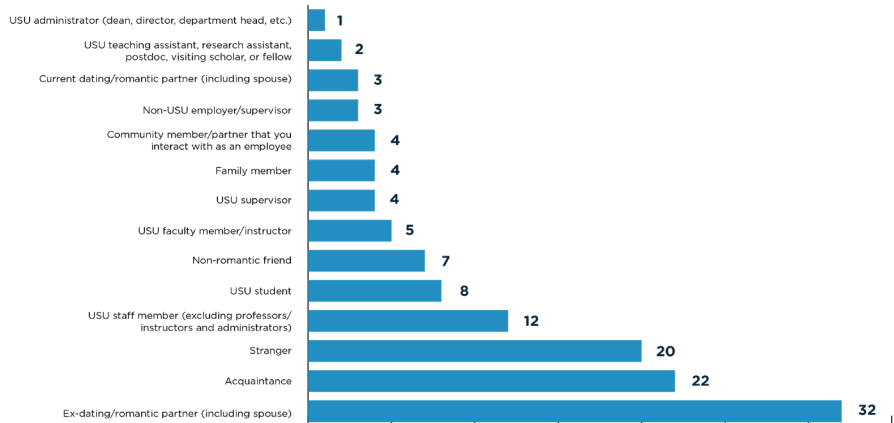
Experiences Shared with USU Resources:

Nearly half of participants did not tell anyone at USU about their experiences of stalking (44.7%; 55). If participants told someone at USU about their experiences, they were most likely to tell a USU supervisor (20.8%; 26) or a USU colleague (20%; 25). Of the listed potential reasons for why participants chose to tell someone at USU about their experience, the top three reasons were because they “just wanted to talk about it” (27.1%; 23), “wanted to prevent others from having the same experience” (22.4%; 19), and “wanted the individual who did it to be held accountable” (16.5%; 14).

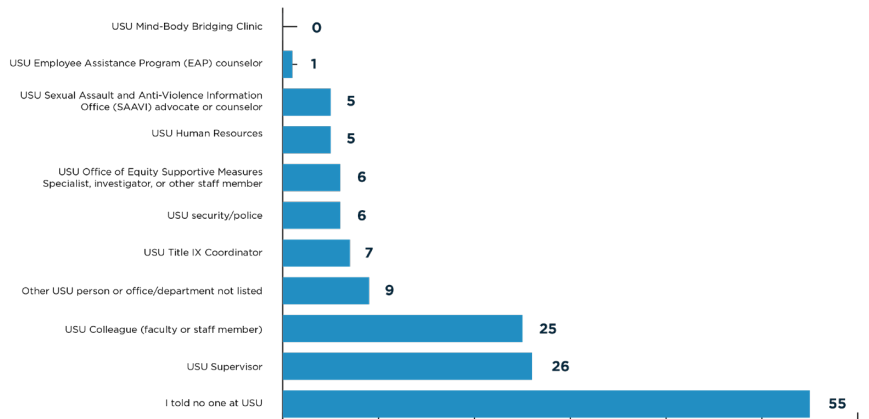
Frequency of Stalking (Employee)



Relationship to Participant



Shared with USU Resources



Experiences Shared with Non-USU Resources:

The majority of participants told a family member (66.1%; 82) or a close friend about their experiences of stalking (65.9%; 81). They were also very likely to talk to a dating/romantic partner (54.6%; 65) about their experiences. Nine percent of participants did not tell anyone about their experiences (8.9%; 10).

Why Participants Did Not Tell Anyone About Their Experiences:

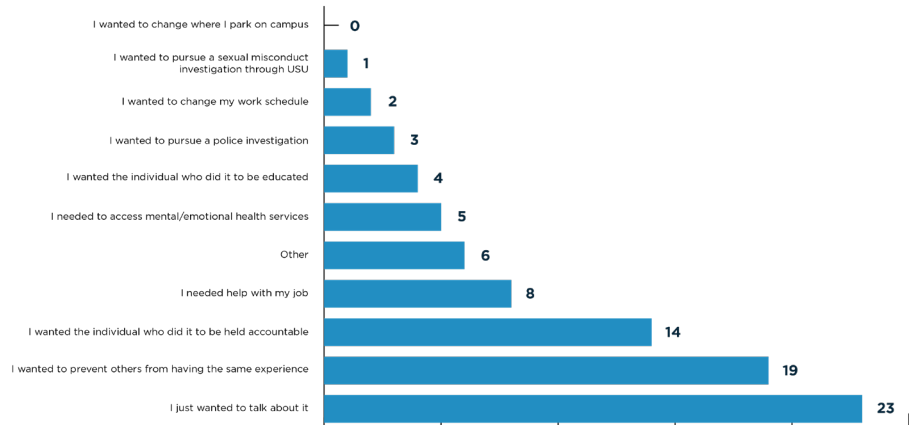
The top three reasons why participants did not tell anyone about their experiences of stalking were because they:

Were “ashamed or embarrassed” (16.7%).

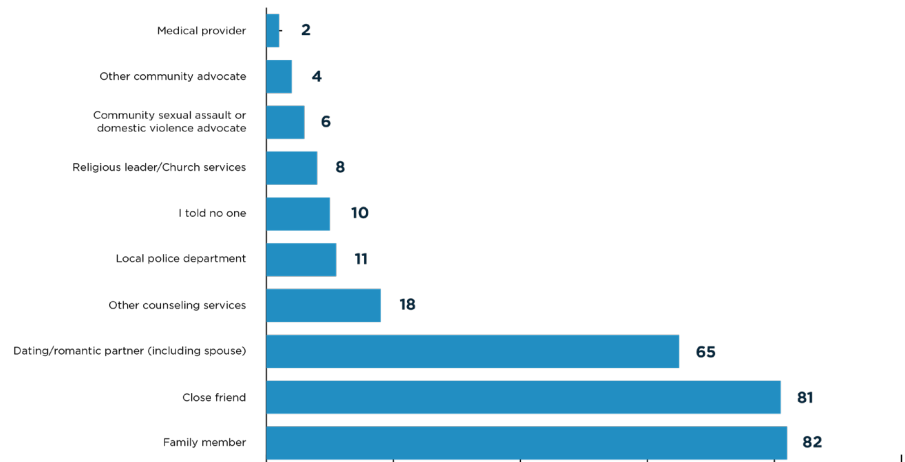
“Didn’t think what happened was serious enough to talk about it” (13.3%).

Felt “concerned others would find out” (13.3%).

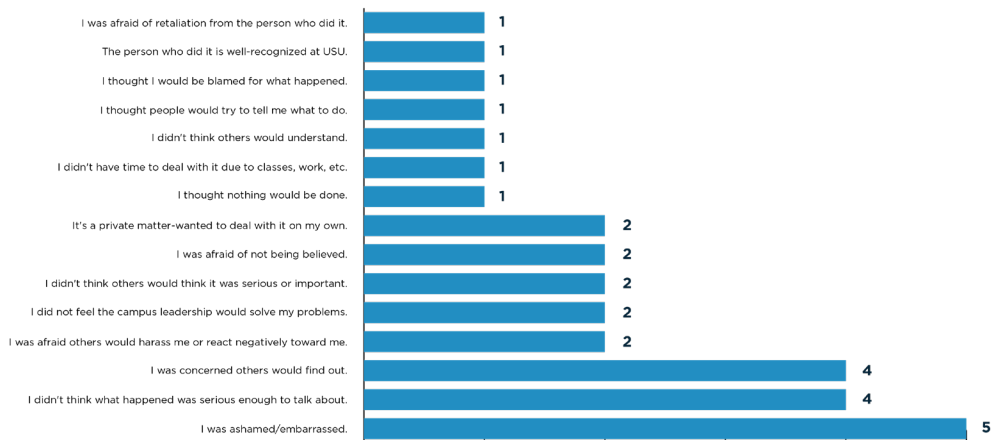
Why Share with USU Resource?



Shared with Non-USU Resources



Why Told No One



Section 11

Relationship Violence

In section 11, participants were asked about their experiences of relationship violence since May 2021 or being an employee at USU, if sooner.

Three-quarters of participants have been in a romantic or intimate relationship since May 2021 (75.5%; 975).

Number of Participants Who Had These Experiences:

Six percent of participants have experienced relationship violence since being an employee at USU (6.3%; 109).¹ Participants were most likely to experience their partner calling them names, criticizing them, or putting down their intelligence or decisions.

Nearly two-thirds of participants who have experienced relationship violence since being an employee at USU are female (63.3%; 69).

About one-third of participants who have experienced relationship violence since being an employee at USU are male (33%; 36).

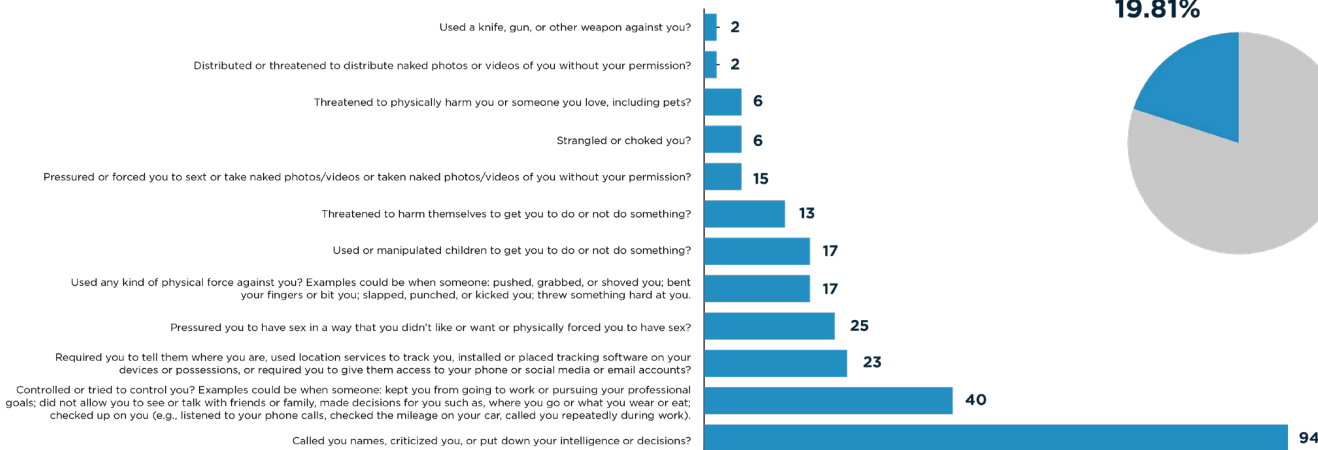
Number of Participants Who Had These Experiences:

One-fifth of participants experienced retaliation connected to their relationship violence experience (19.8%; 21).

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.

Experienced Retaliation

Experiences of Relationship Violence (Employee)



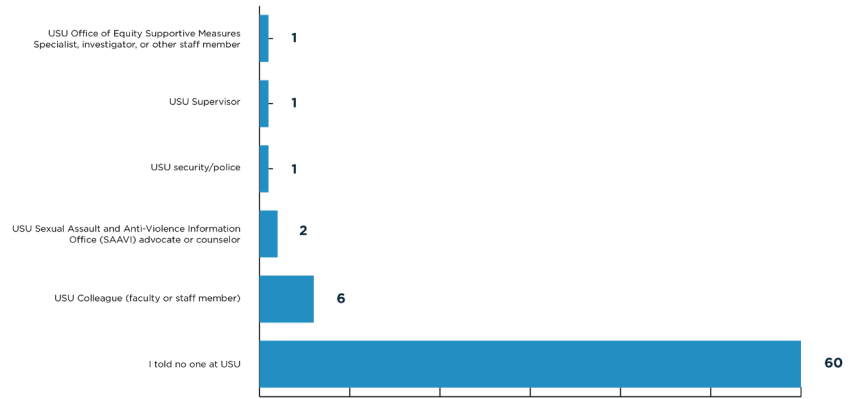
Number of Partners Who Have Engaged in Relationship Violence Behaviors:

The majority of participants who have experienced relationship violence have had this experience with one partner (94.3%; 99).

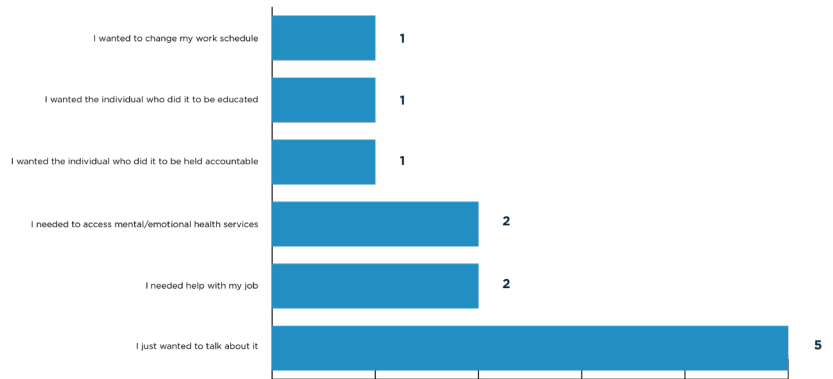
Experiences Shared with USU Resources:

Over half of participants did not tell anyone at USU about their experiences of relationship violence (57.7%; 60). If participants told someone at USU about their experiences, they were most likely to tell a USU colleague (faculty or staff member, 6.3%; 6). Of the listed potential reasons for why participants chose to tell someone at USU about their experience, the top reason was because they “just wanted to talk about it” (41.7%; 5).

Shared with USU Resources



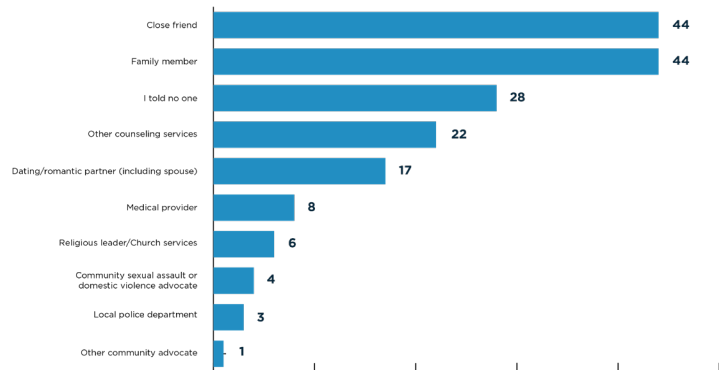
Why Share with USU Resource?



Experiences Shared with Non-USU Resources:

Almost one-third of participants told no one about their experiences of relationship violence (30.4%; 28). If participants did tell someone about their experience(s), they were most likely to tell counseling services (23.2%; 22).

Shared with Non-USU Resources



Why Participants Did Not Tell Anyone About Their Experiences:

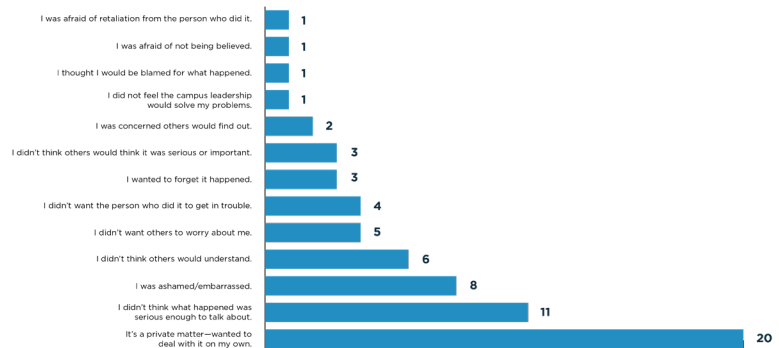
The top three reasons why participants did not tell anyone about their experiences of relationship violence were because they:

Felt “it’s a private matter” and they “wanted to deal with it on their own” (30.8%; 20).

“Didn’t think what happened was serious enough to talk about it” (16.9%; 11).

Were “ashamed/embarrassed” (12.3%; 8).

Why Told No One



Appendix

Campus Climate Survey

Intro & Demographics

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. Which area of USU do you work in?
6. What sex were you assigned at birth on your original birth certificate?
7. What is your current gender identity?
8. Do you identify as transgender?
10. If you have felt unsafe in any specific areas/buildings on campus, please list them here and explain why you felt unsafe.
11. What could USU do to make the campus safer?
12. 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 false reports of sexual misconduct are common 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.
 - USU takes training in sexual misconduct prevention seriously.

General Attitude & Awareness

9. 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 employee 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.
13. The following statements ask how you believe 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.
 - USU would take the report seriously.
 - USU would maintain the privacy of the person making the report.
 - If requested by the victim, USU would forward the report to criminal investigators (i.e., the police).
 - USU would take steps to protect the safety of the person making the report.
 - USU would support the person making the report.
 - USU would take action to address factors that may have led to the incident.
 - USU would handle the report fairly.

14. 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 understand USU's procedures for responding to sexual misconduct reports.
- I understand USU's procedures for responding to retaliation reports.
- 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?

- *I am not familiar with the USU Title IX Coordinator and/or the Office of Equity staff.*
- *I don't know USU's procedures for responding to sexual misconduct and/or retaliation reports.*
- *I don't think there would be a positive outcome from reporting to USU.*
- *I had a negative experience when I previously reported to USU.*
- *Someone I know had a negative experience when they reported to USU.*
- *I had a negative experience when I previously reported to law enforcement or another institution.*
- *I think the reporting process would be biased against me because of my identities (e.g., male, person of color).*
- *I think USU would blame me for experiencing sexual misconduct and/or retaliation.*
- *USU hasn't handled sexual misconduct and/or retaliation reports appropriately in the past.*
- *I wouldn't want to have to repeatedly talk about my sexual misconduct and/or retaliation experience.*

- *I am ashamed/embarrassed about experiencing sexual misconduct and/or retaliation.*
- *I would prefer to get support from another resource (e.g., friends, law enforcement, therapist).*
- *I am afraid of experiencing retaliation for reporting to USU.*
- *Other.*

15. 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
- An education/marketing campaign about behaviors that are considered sexual misconduct
- 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
- Host meet-and-greet events with law enforcement members and USU Office of Equity (Title IX) investigators
- Increase the amount of confidential support resources for people who experience sexual misconduct
- Provide more information about confidential support resources for people who experience sexual misconduct
- Provide more information about confidential support resources available through USU and the community
- 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
- Require a syllabus statement about the reporting and investigation processes
- Train faculty and staff about the reporting and investigation processes
- Train student leaders and student organization members 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.

16. 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 Student Health and Wellness Center (Logan campus)
- USU Mind-Body Bridging Clinic
- USU Employee Assistance Program (EAP)
- USU Office of Equity Title IX Coordinator
- USU Office of Equity Supportive Measures Specialists
- USU Police Department or security
- My local domestic violence or sexual assault organization
- My local police department
- My religious leaders or church (*leave blank if not applicable*)

17. Since May 2021 (or you became an employee at USU, if more recently), 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 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.
- Seen campaigns on USU social media channels about sexual misconduct or consent.

18. 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 engage in intimate behaviors with a person who wasn't consenting.
- 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 they would experience retaliation.
- Talk to a colleague who they think has experienced sexual misconduct.
- Respond in a non-judgmental and supportive way to someone's sexual misconduct disclosure.
- Challenge someone who blames a person who has experienced sexual misconduct for their experience.

19. 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 engage in intimate behaviors with a person who wasn't consenting.
- 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.
- Talk to a colleague who they think has experienced sexual misconduct.
- Respond in a non-judgmental and

supportive way to someone's sexual misconduct disclosure.

- Challenge someone who blames a person who has experienced sexual misconduct for their experience.

20. For the following statements, please indicate how often the following has happened to you in the last 5 years (since 2018). 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.

21. For the following statements, please indicate how often the following has happened to you in the last 5 years (since 2018). 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.
- Witnessed an employee perpetrating sexual misconduct.
- Filed a report with USU's Title IX Coordinator or other campus authorities about an employee who disclosed to you that they had experienced sexual misconduct.
- Filed a report with USU's Title IX Coordinator or other campus authorities about an employee who perpetrated sexual misconduct.

Workplace Incivility

22. 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
- Humiliated you in front of others
- Mistreated you when they were in a bad mood
- Shifted blame onto you instead of taking responsibility for their actions, decisions, or task outcomes
- Consistently reminded you that you could be fired or replaced
- Intentionally withheld important information from you
- Enforced university policies and rules for you without following them themselves

23. 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.

- 24.** When did the first incident occur?
- Before the start of this academic year.
 - After the start of this academic year.
- 25.** When did the most recent incident occur?
- Before the start of this academic year.
 - After the start of this academic year.
 - N/A — only one incident has occurred.
- 26.** 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.
 - Limited your engagement in campus activities at USU.
 - None of the above.
- 27.** What is this person's relationship to you? Please select the best option from the list below
- Community member/partner
 - USU supervisor
 - USU faculty mentor/instructor
 - USU administrator (e.g., dean, director, department head)
 - USU teaching assistant, research assistant, postdoc, visiting scholar or fellow
 - USU student
 - Other (please specify).
- 28.** What was the gender of the person who engaged in these behaviors?
- Man
 - Woman
 - Non-Binary
 - I don't know
- 29.** 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 Mind-Body Bridging Clinic
 - USU Human Resources
 - USU Office of Equity Supportive Measures Specialist, investigator, or other staff member
 - 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).*
- 30.** Did you tell any of the following persons about this?
- Friend
 - Family member
 - Dating/romantic partner (including spouse)
 - 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
- 31.** How can USU better respond to reports from employees about workplace incivility?

Sex Discrimination

- 32.** Since May 2021 (or you became an employee at USU, if more recently) has someone done any of the following? Respond based on both incidents that occurred while you were performing your job duties (i.e., in the workplace) and while you were not performing your job duties (i.e., in your personal life).

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?
 - Referred to people of your sex, gender, or sexual orientation in insulting terms?
- 33.** 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.
- 34.** When did the first incident occur?
- Before the start of this academic year.
 - After the start of this academic year.
- 35.** When did the most recent incident occur?
- Before the start of this academic year.
 - After the start of this academic year.
 - N/A — only one incident has occurred.
- 36.** 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.

- Limited your engagement in campus activities at USU.
- None of the above

- 37.** What is this person's relationship to you? Please select the best option from the list below.

- Acquaintance
- Community member/partner that you interact with as an employee
- Current dating/romantic partner (including spouse)
- Ex-dating/romantic partner (including spouse)
- Family member
- Non-romantic friend
- Non-USU employer/supervisor
- Stranger
- USU supervisor
- USU faculty member/instructor
- USU staff member
- USU administrator (e.g., dean, director, department head, etc.)

- 38.** What was the gender of the person who engaged in these behaviors?

- Man
- Woman
- Non-Binary
- I don't know

- 39.** 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.

- On-campus: buildings or spaces owned by or affiliated with USU (e.g., residence halls, campus facility, athletic venue or "home" event)
- Other USU-affiliated location (e.g., study abroad site, field trip site, "away" athletic venue or event)
- Near campus: buildings or spaces near campus but not affiliated with USU (e.g., private apartment, bar/club, or other non-USU location)
- Other location: buildings or spaces not affiliated with USU and not near campus (e.g., family home, vacation destination, outside Utah)

If desired, please specify the location.

40. 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)
- USU Employee Assistance Program (EAP) counselor
- USU Mind-Body Bridging Clinic
- USU Human Resources
- USU Office of Equity Supportive Measures Specialist, investigator, or other staff member
- 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:

41. 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 access to mental/emotional health services.
- 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 discrimination or sexual misconduct investigation through USU.
- I wanted to pursue a police investigation.

- I just wanted to talk about it.
- Other.
- None of the above.

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

42. How did you feel telling someone at USU about your experience helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could have helped more
- Helped me a lot
- Completely solved the problem

43. Did you or anyone on your behalf tell any of the following persons about this?

- Close friend
- Roommate
- Family member
- Dating/romantic partner (including spouse)
- Classmate
- 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:

44. 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).

- I was ashamed/embarrassed.
- It's a private matter — I wanted to deal with it on my own.
- I was concerned others would find out.

- I didn't want to get the person who did it in trouble.
- I was afraid of retaliation from the person who did it.
- I was afraid of not being believed.
- The person who did it is well-recognized at USU.
- I thought I would be blamed for what happened.
- I didn't think what happened was serious enough to talk about.
- I didn't think others would think it was serious or important.
- I thought people would try to tell me what to do.
- It would feel like an admission of failure.
- I didn't think others would understand.
- I didn't have time to deal with it due to classes, work, etc.
- I didn't know the reporting procedure at USU.
- I did not feel campus leadership would solve my problems.
- I was afraid others would harass me or react negatively toward me.
- I thought nothing would be done.
- I didn't want others to worry about me.
- I wanted to forget it happened.
- I didn't think the university would do anything about my report.

45. Have you experienced intimidation, threats, coercion, or discrimination by the person who committed this act or these actions, or their friends/associates?

- Yes
- No

Please describe the intimidation, threats, coercion, or discrimination that you experienced.

46. Do you feel that you were treated fairly through USU's sexual misconduct grievance process?

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the grievance process

Why did you feel you were not treated fairly through USU's sexual misconduct grievance process?

47. Do you feel that you were treated fairly through USU's sexual misconduct alternative resolution process? *Note: in previous university policies, this process was called an "earlier resolution" and an "informal resolution."*

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the alternative resolution process

Why did you feel you were not treated fairly through USU's Title IX alternative resolution process?

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

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not request or receive supportive measures

Why were you not satisfied with the supportive measures process?

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

- Didn't help me at all
- Helped me a little
- Helped, but could've done more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity Supportive Measures Specialists

50. How do you feel USU's Title IX Coordinator helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've done more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Title IX Coordinator

51. How do you feel USU's Office of Equity investigation team helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've done more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity investigation team

52. How can USU better respond to reports from employees about sex discrimination?

53. How satisfied were you with the services you received from SAAVI?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not request or receive supportive measures

Why were you not satisfied with the services you received from SAAVI?

54. How do you feel SAAVI helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've done more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with SAAVI

55. How satisfied were you with the services you received from USU security/police?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not interact with USU security/police

Why were you not satisfied with the services you received from USU security/police?

56. How do you feel USU security/police helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot

- Completely solved the problem
- Not applicable – I did not interact with USU security/police

57. As a result of the incident and/or related intimidation, threats, coercion, or discrimination, have any of the following happened to you?

- Performed poorly on an assignment and/or exam
- Fell behind on schoolwork
- Overall grade in a course went down
- Missed a class
- Dropped a class
- Changed class schedule
- Took an incomplete course grade
- Stopped participating in an athletic team or student club/organization
- Moved or changed residences
- Quit your job at USU
- Considered leaving USU
- Thought about transferring to a new school

Sexual Harassment

58. Since May 2021 (or you became an employee at USU, if more recently) has someone done any of the following? Respond based on both incidents that happened while you were performing your job duties (i.e., in the workplace) and while you were not performing your job duties (i.e., in your personal life). Remember that your responses will remain confidential and will not be linked to your identity or reported to the USU Title IX Coordinator.

- Made sexual remarks or told jokes or stories that were insulting or offensive to you?
- Made inappropriate or offensive comments about your body, appearance, or sexual activities?
- 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 remarks, jokes, or stories to you that you didn't want?
- 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?
 - Touched you in any way that you were not okay with (i.e., hugged you, touched your shoulder, back or arms)
- 59. 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.
- 60. When did the first incident occur?**
- Before the start of this academic year
 - After the start of this academic year
- 61. When did the most recent incident occur?**
- Before the start of this academic year
 - After the start of this academic year
 - N/A – only one incident occurred
- 62. 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.
 - Interfered with your professional development opportunities at USU.
 - Limited your engagement in campus activities at USU.
 - None of the above.
- 63. What is this person’s relationship to you? Please select the best option from the list below.**
- Acquaintance
 - Community member/partner that you interact with as an employee
 - Current dating/romantic partner (including spouse)
 - Family member
 - Non-romantic friend
 - Non-USU employer/supervisor
 - Stranger
 - USU employee/supervisor
 - USU faculty member/instructor
 - USU staff member (excluding professors/instructors and administrators)
 - USU administrator (dean, director, department head, etc.)
 - USU teaching assistant, research assistant, postdoc, visiting scholar, or fellow
- 64. What was the gender of the person who engaged in these behaviors?**
- Man
 - Woman
 - Non-Binary
 - I don’t know
- 65. 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.**
- On-campus: buildings or spaces owned by or affiliated with USU (e.g., residence hall, campus facility, athletic venue or “home” event)
 - Other USU-affiliated location (e.g., study abroad site, field work site, field trip site, “away” athletic venue or event)
 - Near-campus: buildings or spaces near campus but not affiliated with USU (e.g., private apartment, bar/club, or other non-USU location)
 - Other location: buildings or spaces not affiliated with USU and not near campus (e.g., family home, vacation destination, outside of Utah)
 - *If desired, please specify the location.*

66. Did you or anyone on your behalf 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)
- USU Employee Assistance Program (EAP) counselor
- USU Mind-Body Bridging Clinic
- USU Human Resources
- USU Title IX Coordinator
- USU Office of Equity Supportive Measures Specialist, Investigator, or other staff member
- 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:

67. 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 health services.
- 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.
- I just wanted to talk about it.
- Other.

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

68. Did you or anyone on your behalf tell any of the following persons about this?

- Close friend
- Family member
- Dating/romantic partner (including spouse)
- 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 told no one

69. 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 sex, sexual orientation, gender identity, or gender expression. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

- I was ashamed/embarrassed.
- It's a "private matter" — wanted to deal with it on my own.
- I was concerned others would find out.
- I didn't want the person who did it to get in trouble.
- I was afraid of retaliation from the person who did it.
- I was afraid of not being believed.
- The person who did it is well-recognized at USU.
- I thought I would be blamed for what happened.
- I didn't think what happened was serious enough to talk about.
- I didn't think others would think it was serious or important.
- I thought people would try to tell me what to do.
- It would feel like an admission of failure.
- I didn't think others would understand.
- I didn't have time to deal with it due to work, family obligations, etc.

- I didn't know the reporting procedure at USU.
- I did not feel the campus leadership would solve my problems.
- I was afraid others would harass me or react negatively toward me.
- I thought nothing would be done.
- I didn't want others to worry about me.
- I wanted to forget it happened.
- I didn't think the university would do anything about my report.

70. Have you experienced intimidation, threats, coercion, or discrimination by the person who committed this act or these actions, or by their friends/associates?

- Yes
- No

Please describe the intimidation, threats, coercion, or discrimination that you experienced.

71. Do you feel that you were treated fairly through USU's sexual misconduct grievance process?

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the grievance process

Why do you feel you were not treated fairly through USU's sexual misconduct grievance process?

72. Do you feel that you were treated fairly through USU's sexual misconduct alternative resolution process? Please note: in previous USU policies, this process was called an "earlier resolution" or an "informal resolution."

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the alternative resolution process

Why do you feel you were not treated fairly through USU's sexual misconduct alternative resolution process?

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

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not request or receive supportive measures.

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?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity Supportive Measures Specialists

75. How do you feel USU's Title IX Coordinator helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Title IX Coordinator

76. How do you feel USU's Office of Equity investigation team helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity investigation team

77. How can USU better respond to reports from employees about sex discrimination?

78. How satisfied were you with the services you received from SAAVI?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not interact with SAAVI.

Why were you not satisfied with the services you received from SAAVI?

79. How do you feel SAAVI helped you address the incident?

- Didn't help me at all

- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with SAAVI

80. How satisfied were you with the services you received from USU security/police?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not interact with USU security/police.

Why were you not satisfied with the services you received from USU security/police?

81. How do you feel USU security/police helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU security/police

Sexual Exploitation

82. Since May 2021 (or you became an employee of USU, if sooner) has someone done any of the following? Respond based on both incidents that happened while you were performing your job duties (i.e., in the workplace) and while you were not performing your job duties (i.e., in your personal life). 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.

- Observed, recorded, or photographed you nude without your consent (or permission)?
- Observed, recorded, or photographed you engaging in sexual activity without your consent?
- Allowed another person to observe, record, or photograph you nude without your consent?
- Allowed another person to observe, record, or photograph you engaging in sexual activity without your consent?
- Distributed recordings, photographs, or other images of you nude without your consent?

- Distributed recordings, photographs, or other images of you engaging in sexual activity without your consent?

83. Which of the following is true about this/these experience(s)? 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.

84. When did the first incident occur?

- Before the start of this academic year
- After the start of this academic year

85. When did the most recent incident occur?

- Before the start of this academic year
- After the start of this academic year
- N/A — only one incident occurred

86. Did this/these experience(s) affect you in any of the following ways? Select 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.
- Interfered with your professional development opportunities at USU.
- Limited your engagement in campus activities at USU.
- None of the above.

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

- Acquaintance
- Community member/partner that you interact with as an employee
- Current dating/romantic partner (including spouse)
- Family member
- Non-romantic friend
- Non-USU employer/supervisor
- Stranger
- USU employee/supervisor
- USU faculty member/instructor
- USU staff member (excluding professors/instructors and administrators)

- USU administrator (dean, director, department head, etc.)
- USU teaching assistant, research assistant, postdoc, visiting scholar, or fellow

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

- Man
- Woman
- Non-Binary
- I don't know

89. 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.

- On-campus: buildings or spaces owned by or affiliated with USU (e.g., residence hall, campus facility, athletic venue or "home" event)
- Other USU-affiliated location (e.g., study abroad site, field work site, field trip site, "away" athletic venue or event)
- Near-campus: buildings or spaces near campus but not affiliated with USU (e.g., private apartment, bar/club, or other non-USU location)
- Other location: buildings or spaces not affiliated with USU and not near campus (e.g., family home, vacation destination, outside of Utah)
- *If desired, please specify the location.*

90. Did you or anyone on your behalf 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)
- USU Employee Assistance Program (EAP) counselor
- USU Mind-Body Bridging Clinic
- USU Human Resources
- USU Title IX Coordinator
- USU Office of Equity Supportive Measures Specialist, Investigator, or other staff member
- 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:

91. 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 health services.
- 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.
- I just wanted to talk about it.
- Other.

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

92. How do you feel telling someone at USU about your experience helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem

93. Did you or anyone on your behalf tell any of the following persons about this?

- Close friend
- Family member
- Dating/Romantic partner (including spouse)
- 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 told no one

94. 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 sex, sexual orientation, gender identity, or gender expression. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

- I was ashamed/embarrassed.
- It's a "private matter" — wanted to deal with it on my own.
- I was concerned others would find out.
- I didn't want the person who did it to get in trouble.
- I was afraid of retaliation from the person who did it.
- I was afraid of not being believed.
- The person who did it is well-recognized at USU.
- I thought I would be blamed for what happened.
- I didn't think what happened was serious enough to talk about.
- I didn't think others would think it was serious or important.
- I thought people would try to tell me what to do.
- It would feel like an admission of failure.
- I didn't think others would understand.
- I didn't have time to deal with it due to work, family obligations, etc.
- I didn't know the reporting procedure at USU.
- I did not feel the campus leadership would solve my problems.

- I was afraid others would harass me or react negatively toward me.
- I thought nothing would be done.
- I didn't want others to worry about me.
- I wanted to forget it happened.
- I didn't think the university would do anything about my report.

95. Have you experienced intimidation, threats, coercion, or discrimination by the person who committed this act or these actions, or by their friends/associates?

- Yes
- No

Please describe the intimidation, threats, coercion, or discrimination that you experienced.

96. Do you feel that you were treated fairly through USU's sexual misconduct grievance process?

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the grievance process

Why do you feel you were not treated fairly through USU's sexual misconduct grievance process?

97. Do you feel that you were treated fairly through USU's sexual misconduct alternative resolution process? Please note: in previous USU policies, this process was called an "earlier resolution" or an "informal resolution."

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the alternative resolution process

Why do you feel you were not treated fairly through USU's sexual misconduct alternative resolution process?

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

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not request or receive supportive measures.

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?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity Supportive Measures Specialists

100. How do you feel USU's Title IX Coordinator helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Title IX Coordinator

101. How do you feel USU's Office of Equity investigation team helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity investigation team

102. How can USU better respond to reports of someone taking nonconsensual advantage of another person?

103. How satisfied were you with the services you received from SAAVI?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not interact with SAAVI.

Why were you not satisfied with the services you received from SAAVI?

104. How do you feel SAAVI helped you address the incident?

- Didn't help me at all

- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with SAAVI

105. How satisfied were you with the services you received from USU security/police?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not interact with USU security/police.

Why were you not satisfied with the services you received from USU security/police?

106. How do you feel USU security/police helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU security/police

Sexual Assault

107. Had you experienced sexual contact without your consent (or permission) before you became an employee at USU?

- Yes
- No

108. Have you experienced sexual contact without your consent (or permission) since May 2021 (or you became an employee at USU, if more recently)?

- Yes
- No

109. Since May 2021 (or since you became an employee at USU, if sooner), has someone done any of the following? Respond based on both incidents that happened while you were performing your job duties (i.e., in the workplace) and while you were not performing your job duties (i.e., in your personal life). 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.

- Touched you sexually without your consent?
- Made you sexually touch them without your consent?
- Ejaculated on you without your consent?
- Used intimidation or threats to touch you sexually?
- Used physical force or threats to touch you sexually?
- Touched you sexually when you were asleep, unconscious, or significantly impaired due to drugs or alcohol?
- Stopped using a barrier method (i.e., dental dam, gloves) without informing you?
- Engaged in other nonconsensual behaviours while touching you sexually (i.e., strangling/choking, spanking, slapping, pinching, hair pulling)?

110. 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.

111. When did the first incident occur?

- Before the start of this academic year
- After the start of this academic year

112. When did the most recent incident occur?

- Before the start of this academic year
- After the start of this academic year
- N/A — only one incident occurred

113. Did the incident(s) by the person who has most frequently treated you this way occur in your personal life or the USU workplace?

- Personal life
- USU workplace

- Both settings

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

- Acquaintance
- Community member/partner you interact with as an employee
- Current dating/romantic partner (including spouse)
- Ex-dating/romantic partner (including spouse)
- Family member
- Non-romantic friend
- Non-USU employer/supervisor
- USU faculty member/instructor
- USU staff member
- USU administrator (dean, director, department head, etc.)
- USU teaching assistant, research assistant, postdoc, visiting scholar, or fellow

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

- Man
- Woman
- Non-Binary
- I don't know

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.

- On-campus: buildings or spaces owned by or affiliated with USU (e.g., residence hall, campus facility, athletic venue or "home" event)
- Other USU-affiliated location (e.g., study abroad site, field work site, field trip site, "away" athletic venue or event)
- Near-campus: buildings or spaces near campus but not affiliated with USU (e.g., private apartment, bar/club, or other non-USU location)
- Other location: buildings or spaces not affiliated with USU

and not near campus (e.g., family home, vacation destination, outside of Utah)

- *If desired, please specify the location.*

117. 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. As part of USU's Amnesty Policy (Student Code article II, section II-4), individuals who experience sexual misconduct are protected from getting in trouble for student code violations such as alcohol or drug use.

- The other person's use of alcohol
- Your use of alcohol
- The other person's use of drugs
- Your use of drugs

118. 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)
- USU Employee Assistance Program (EAP) counselor
- USU Mind-Body Bridging Clinic
- USU Human Resources
- USU Office of Equity Supportive Measures Specialist, investigator, or other staff member
- 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:

119. 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 needed mental/emotional health services.
- 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.
- I just wanted to talk about it.
- Other.

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

120. How do you feel telling someone at USU about your experience helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem

121. Do you feel that you were treated fairly through USU's sexual misconduct grievance process?

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the grievance process

Why do you feel you were not treated fairly through USU's sexual misconduct grievance process?

122. Do you feel that you were treated fairly through USU's sexual misconduct alternative resolution process? Note: in previous USU policies, this process was called an "earlier resolution" or an "informal resolution."

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the alternative resolution process

Why do you feel you were not treated fairly through USU's sexual misconduct alternative resolution process?

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

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not request or receive supportive measures.

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?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity Supportive Measures Specialists

125. How do you feel USU's Title IX Coordinator helped you address the incident?

- Didn't help me at all
- Helped me a little

- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Title IX Coordinator

126. How do you feel USU's Office of Equity investigation team helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity investigation team

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

128. How satisfied were you with the services you received from SAAVI?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not interact with SAAVI.

Why were you not satisfied with the services you received from SAAVI?

129. How do you feel SAAVI helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with SAAVI

130. How satisfied were you with the services you received from USU security/police?

- Very satisfied
- Somewhat satisfied

- Not satisfied
- Not applicable — I did not interact with USU security/police.

Why were you not satisfied with the services you received from USU security/police?

131. How do you feel USU security/police helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU security/police

132. Did you or anyone on your behalf tell any of the following persons about this/these incidents?

- Close Friend
- Family member
- Dating/romantic partner (including spouse)
- 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:

133. There are a lot of valid reasons why someone may not tell anyone they experienced unwelcome sex-based conduct. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

- I was ashamed/embarrassed.
- It's a "private matter" — wanted to deal with it on my own.
- I was concerned others would find out.

- I didn't want the person who did it to get in trouble.
- I was afraid of retaliation from the person who did it.
- I was afraid of not being believed.
- The person who did it is well-recognized at USU.
- I thought I would be blamed for what happened.
- I didn't think what happened was serious enough to talk about.
- I didn't think others would think it was serious or important.
- I thought people would try to tell me what to do.
- It would feel like an admission of failure.
- I didn't think others would understand.
- I didn't have time to deal with it due to work, family obligations, etc.
- I didn't know the reporting procedure at USU.
- I did not feel the campus leadership would solve my problems.
- I was afraid others would harass me or react negatively toward me.
- I thought nothing would be done.
- I didn't want others to worry about me.
- I wanted to forget it happened.
- I didn't think the university would do anything about my report.

134. Have you experienced intimidation, threats, coercion, or discrimination by the person who committed this act or these actions, or their friends/associates?

- Yes
- No

Please describe the retaliation that you experienced.

Sexual Penetration

135. Since May 2021 (or you became an employee at USU, if sooner), has someone done any of the following? Respond based on both incidents that happened while you were performing your job duties (i.e., in the workplace) and while you were not performing your job duties (i.e., in your personal life). 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.

- Sexually penetrated you vaginally without your consent?
- Sexually penetrated you anally without your consent?
- Made you sexually penetrate them vaginally without your consent?
- Made you sexually penetrate them anally without your consent?
- Engaged in oral sex with you without your consent?
- Used intimidation or threats to sexually penetrate you or engage in oral sex with you?
- Used intimidation or threats to make you sexually penetrate them or engage in oral sex with them?
- Used physical force or threats of physical force to sexually penetrate you or engage in oral sex with you?
- Used physical force or threats of physical force to make you sexually penetrate them or engage in oral sex with them?
- Sexually penetrated you or engaged in oral sex with you when you were asleep, unconscious, or significantly impaired due to drugs or alcohol?
- Made you sexually penetrate them or engage in oral sex with them while you were asleep, unconscious, or significantly impaired due to drugs or alcohol?
- Stopped using a barrier method (i.e., condom, dental dam) without informing you?
- Did not inform you about having a Sexually Transmitted Infection (STI) prior to engaging in penetrative sex with you?
- Engaged in other nonconsensual

behaviors while sexually penetrating you or engaging in oral sex with you (i.e., strangling/choking, spanking, slapping, pinching, hair pulling)?

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

- One person has sexually penetrated or engaged in oral sex with me without my consent one time.
- One person has sexually penetrated or engaged in oral sex with me without my consent multiple times.
- Multiple people have sexually penetrated or engaged in oral sex with me without my consent one time.
- Multiple people have sexually penetrated or engaged in oral sex with me without my consent multiple times.

137. When did the first incident occur?

- Before the start of this academic year
- After the start of this academic year

138. When did the most recent incident occur?

- Before the start of this academic year
- After the start of this academic year
- N/A — only one incident occurred

139. Was this person a student at USU?

- Yes
- No
- I don't know

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

- Acquaintance
- Community member/partner you interact with as an employee
- Current dating/romantic partner (including spouse)
- Ex-dating/romantic partner (including spouse)

- Family member
- Non-romantic friend
- Non-USU employer/supervisor
- USU faculty member/instructor
- USU staff member
- USU administrator (dean, director, department head, etc.)
- USU teaching assistant, research assistant, postdoc, visiting scholar, or fellow
- USU student

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

- Man
- Woman
- Non-Binary
- I don't know

142. 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.

- On-campus: buildings or spaces owned by or affiliated with USU (e.g., residence hall, campus facility, athletic venue or "home" event)
- Other USU-affiliated location (e.g., study abroad site, field work site, field trip site, "away" athletic venue or event)
- Near-campus: buildings or spaces near campus but not affiliated with USU (e.g., private apartment, bar/club, or other non-USU location)
- Other location: buildings or spaces not affiliated with USU and not near campus (e.g., family home, vacation destination, outside of Utah)
- *If desired, please specify the location.*

143. Did the incident(s) 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. As part of USU's Amnesty Policy (Student Code article II, section

II-4), individuals who experience sexual misconduct are protected from getting in trouble for student code violations such as alcohol or drug use.

- The other person's use of alcohol
- Your use of alcohol
- The other person's use of drugs
- Your use of drugs

144. 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)
- USU Employee Assistance Program (EAP) counselor
- USU Mind-Body Bridging Clinic
- USU Human Resources
- USU Office of Equity Supportive Measures Specialist, investigator, or other staff member
- 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:

145. 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 health services.
- 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.
- I just wanted to talk about it.
- Other.

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

146. How do you feel telling someone at USU about your experience helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem

147. Do you feel that you were treated fairly through USU's sexual misconduct grievance process?

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the grievance process

Why do you feel you were not treated fairly through USU's sexual misconduct grievance process?

148. Do you feel that you were treated fairly through USU's sexual misconduct alternative resolution process? Note: in previous USU policies, this process was called an “earlier resolution” or an “informal resolution.”

- Yes, very
- Yes, somewhat
- No

- Not applicable — I did not participate in the alternative resolution process

Why do you feel you were not treated fairly through USU's sexual misconduct alternative resolution process?

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

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not request or receive supportive measures.

Why were you not satisfied with the supportive measures process?

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

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity Supportive Measures Specialists

151. How do you feel USU's Title IX Coordinator helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Title IX Coordinator

152. How do you feel USU's Office of Equity investigation team helped you address the incident?

- Didn't help me at all
- Helped me a little

- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity investigation team

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

154. How satisfied were you with the services you received from SAAVI?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not interact with SAAVI.

Why were you not satisfied with the services you received from SAAVI?

155. How do you feel SAAVI helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with SAAVI

156. How satisfied were you with the services you received from USU security/police?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not interact with USU security/police.

Why were you not satisfied with the services you received from USU security/police?

157. How do you feel USU security/police helped you address the incident?

- Didn't help me at all
- Helped me a little

- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU security/police

158. Did you or anyone on your behalf tell any of the following persons about this/these incidents?

- Close Friend
- Family member
- Dating/romantic partner (including spouse)
- 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:

159. There are a lot of valid reasons why someone may not tell anyone they experienced unwelcome sex-based conduct. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

- I was ashamed/embarrassed.
- It's a "private matter" — wanted to deal with it on my own.
- I was concerned others would find out.
- I didn't want the person who did it to get in trouble.
- I was afraid of retaliation from the person who did it.
- I was afraid of not being believed.
- The person who did it is well-recognized at USU.
- I thought I would be blamed for what happened.
- I didn't think what happened was serious enough to talk about.

- I didn't think others would think it was serious or important.
- I thought people would try to tell me what to do.
- It would feel like an admission of failure.
- I didn't think others would understand.
- I didn't have time to deal with it due to work, family obligations, etc.
- I didn't know the reporting procedure at USU.
- I did not feel the campus leadership would solve my problems.
- I was afraid others would harass me or react negatively toward me.
- I thought nothing would be done.
- I didn't want others to worry about me.
- I wanted to forget it happened.
- I didn't think the university would do anything about my report.
- 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?
- Shared personal information online or with others without your permission?
- Contacted friends, family, coworkers, etc., to spread rumors about you in person or online?

160. Have you experienced intimidation, threats, coercion, or discrimination by the person who committed this act or these actions, or their friends/associates?

- Yes
- No

Please describe the intimidation, threats, coercion, or discrimination that you experienced.

Sex-Based Stalking

161. Since May 2021 (or you became an employee at USU, if sooner), 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?

162. 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.

163. When did the first incident occur?

- Before the start of this academic year
- After the start of this academic year

164. When did the most recent incident occur?

- Before the start of this academic year
- After the start of this academic year
- N/A — only one incident occurred

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

- Yes
- No

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

- Yes
- No

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

- Acquaintance
- Community member/partner you interact with as an employee
- Current dating/romantic partner (including spouse)
- Ex-dating/romantic partner (including spouse)
- Family member
- Non-romantic friend
- Non-USU employer/supervisor
- USU faculty member/instructor
- USU staff member
- USU administrator (dean, director, department head, etc.)
- USU teaching assistant, research assistant, postdoc, visiting scholar, or fellow
- USU student

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

- Man
- Woman
- Non-Binary
- I don't know

169. Did you or anyone on your behalf 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)
- USU Employee Assistance Program (EAP) counselor

- USU Mind-Body Bridging Clinic
- USU Human Resources
- USU Office of Equity Supportive Measures Specialist, investigator, or other staff member
- 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:

170. 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 health services.
- 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.
- I just wanted to talk about it.
- Other.

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

171. How do you feel telling someone at USU about your experience helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem

172. Do you feel that you were treated fairly through USU's sexual misconduct grievance process?

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the grievance process

Why do you feel you were not treated fairly through USU's sexual misconduct grievance process?

173. Do you feel that you were treated fairly through USU's sexual misconduct alternative resolution process? Note: in previous USU policies, this process was called an "earlier resolution" or an "informal resolution."

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the alternative resolution process

Why do you feel you were not treated fairly through USU's sexual misconduct alternative resolution process?

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

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not request or receive supportive measures.

Why were you not satisfied with the supportive measures process?

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

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity Supportive Measures Specialists

176. How do you feel USU's Title IX Coordinator helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Title IX Coordinator

177. How do you feel USU's Office of Equity investigation team helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity investigation team

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

179. How satisfied were you with the services you received from SAAVI?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not interact with SAAVI.

Why were you not satisfied with the services you received from SAAVI?

180. How do you feel SAAVI helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with SAAVI

181. How satisfied were you with the services you received from USU security/police?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not interact with USU security/police.

Why were you not satisfied with the services you received from USU security/police?

182. How do you feel USU security/police helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU security/police

183. Did you or anyone on your behalf tell any of the following persons about this/these incidents?

- Close friend
- Family member
- Dating/romantic partner (including spouse)
- 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:

184. There are a lot of valid reasons why someone may not tell anyone they experienced unwelcome sex-based conduct. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

- I was ashamed/embarrassed.
- It's a private matter — wanted to deal with it on my own.
- I was concerned others would find out.
- I didn't want the person who did it to get in trouble.
- I was afraid of retaliation from the person who did it.
- I was afraid of not being believed.
- The person who did it is well-recognized at USU.
- I thought I would be blamed for what happened.
- I didn't think what happened was serious enough to talk about.
- I didn't think others would think it was serious or important.
- I thought people would try to tell me what to do.
- It would feel like an admission of failure.
- I didn't think others would understand.
- I didn't have time to deal with it due to work, family obligations, etc.
- I didn't know the reporting procedure at USU.
- I did not feel the campus leadership would solve my problems.
- I was afraid others would harass me or react negatively toward me.
- I thought nothing would be done.
- I didn't want others to worry about me.

- I wanted to forget it happened.
- I didn't think the university would do anything about my report.

185. Have you experienced intimidation, threats, coercion, or discrimination by the person who committed this act or these actions, or their friends/associates?

- Yes
- No

Please describe the retaliation that you experienced.

Relationship Violence

186. Have you been in a romantic or intimate relationship (i.e., casual, steady, or serious dating; sexual or intimate relationship; or marriage) since May 2021 (or since you became an employee at USU, if sooner)?

- Yes
- No

187. Since May 2021 (or you have been an employee at USU, if sooner), has a casual, steady, or serious dating, sexual, or intimate partner or spouse done any of the following to you in a way you did not consent to or were not okay with? Respond based on both incidents that happened while you were performing your job duties (i.e., in the workplace) and while you were not performing your job duties (i.e., in your personal life). 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.

- 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, including pets?
- Threatened to physically harm themselves to get you to do/not do something?
- 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 or threatened to distribute 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?

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

- 1 partner
- 2 partners
- 3 or more partners

189. When did the first incident occur?

- Before the start of this academic year
- After the start of this academic year

190. When did the most recent incident occur?

- Before the start of this academic year

- After the start of this academic year
- N/A — only one incident occurred

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

- Yes
- No
- I don't know

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

- Man
- Woman
- Non-Binary
- I don't know

193. Did you or anyone on your behalf 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)
- USU Employee Assistance Program (EAP) counselor
- USU Mind-Body Bridging Clinic
- USU Human Resources
- USU Office of Equity Supportive Measures Specialist, investigator, or other staff member
- 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:

194. 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 health services.
- 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.
- I just wanted to talk about it.
- Other.

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

195. How do you feel telling someone at USU about your experience helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem

196. Do you feel that you were treated fairly through USU's sexual misconduct grievance process?

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the grievance process

Why do you feel you were not treated fairly through USU's sexual misconduct grievance process?

197. Do you feel that you were treated fairly through USU's sexual misconduct alternative resolution process? Note: in previous USU policies, this process was called an "earlier resolution" or an "informal resolution."

- Yes, very
- Yes, somewhat
- No
- Not applicable — I did not participate in the alternative resolution process

Why do you feel you were not treated fairly through USU's sexual misconduct alternative resolution process?

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

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not request or receive supportive measures.

Why were you not satisfied with the supportive measures process?

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

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity Supportive Measures Specialists

200. How do you feel USU's Title IX Coordinator helped you address the incident?

- Didn't help me at all
- Helped me a little

- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Title IX Coordinator

201. How do you feel USU's Office of Equity investigation team helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU's Office of Equity investigation team

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

203. How satisfied were you with the services you received from SAAVI?

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not applicable — I did not interact with SAAVI.

Why were you not satisfied with the services you received from SAAVI?

204. How do you feel SAAVI helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with SAAVI

205. How satisfied were you with the services you received from USU security/police?

- Very satisfied
- Somewhat satisfied

- Not satisfied
- Not applicable — I did not interact with USU security/police.

Why were you not satisfied with the services you received from USU security/police?

206. How do you feel USU security/police helped you address the incident?

- Didn't help me at all
- Helped me a little
- Helped, but could've helped more
- Helped me a lot
- Completely solved the problem
- Not applicable — I did not interact with USU security/police

207. Did you or anyone on your behalf tell any of the following persons about this/these incidents?

- Close friend
- Family member
- Dating/romantic partner (including spouse)
- 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:

208. There are a lot of valid reasons why someone may not tell anyone they experienced unwelcome sex-based conduct. Please select up to 3 main reasons why you did not tell anyone about your experience(s).

- I was ashamed/embarrassed.
- It's a private matter — wanted to deal with it on my own.
- I was concerned others would

find out.

- I didn't want the person who did it to get in trouble.
- I was afraid of retaliation from the person who did it.
- I was afraid of not being believed.
- The person who did it is well-recognized at USU.
- I thought I would be blamed for what happened.
- I didn't think what happened was serious enough to talk about.
- I didn't think others would think it was serious or important.
- I thought people would try to tell me what to do.
- It would feel like an admission of failure.
- I didn't think others would understand.
- I didn't have time to deal with it due to work, family obligations, etc.
- I didn't know the reporting procedure at USU.
- I did not feel the campus leadership would solve my problems.
- I was afraid others would harass me or react negatively toward me.
- I thought nothing would be done.
- I didn't want others to worry about me.
- I wanted to forget it happened.
- I didn't think the university would do anything about my report.

209. Have you experienced intimidation, threats, coercion, or discrimination by the person who committed this act or these actions, or their friends/associates?

- Yes
- No

Please describe the intimidation, threats, coercion, or discrimination that you experienced.

Final Demographic Questions

210. How long have you been employed by USU?

- Less than one year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21 or more years

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

- Very often (daily)
- Often (multiple times per week)
- Sometimes (multiple times per month)
- Rarely (multiple times per year)
- Never (once or twice per semester)

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

- Asian
- Black or African American
- Hispanic or Latinx
- Native American/American Indian or Alaskan Native
- Native Hawaiian or Pacific Islander
- White or Caucasian
- Multiracial or biracial
- Other race/ethnicity not listed

213. 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?

- Yes
- No

214. Do you identify as:

- Heterosexual
- Bisexual
- Gay or lesbian
- Asexual
- Questioning
- I identify differently
- I prefer not to answer

If you identify differently, please specify.

215. Do you identify as an employee with any of the following? (Select all that apply)

- ADHD
- Autism Spectrum Disorder
- Chronic medical condition (e.g., cystic fibrosis, diabetes, chronic pain)
- Chronic mental health condition (e.g., depression, PTSD, anxiety disorder)
- Learning disability
- Mobility-related condition (e.g., spinal cord injury, muscular dystrophy)
- Sensory disability (e.g., hard of hearing, low vision)
- Other disability or chronic condition
- None of the above
- I prefer not to answer

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

- Casually dating one or more people
- In a committed relationship with a partner
- Not married but living with a partner
- Married
- Not currently in a sexual or romantic relationship with anyone, but have been before
- Never been in a sexual or romantic relationship with anyone
- I prefer not to answer

217. What is your religious affiliation?

- Buddhist
- Catholic
- Church of Jesus Christ of Latter-day Saints
- Hindu
- Muslim
- Non-religious
- Other Christian
- Other (please specify)



In its programs and activities, including in admissions and employment, Utah State University does not discriminate or tolerate discrimination, including harassment, based on race, color, religion, sex, national origin, age, genetic information, sexual orientation, gender identity or expression, disability, status as a protected veteran, or any other status protected by University policy, Title IX, or any other federal, state, or local law. The following individuals have been designated to handle inquiries regarding the application of Title IX and its implementing regulations and/or USU's non-discrimination policies:

Executive Director of the Office of Equity

Matthew Pinner

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Distance Education Rm. 401

Logan, Utah, 84322-5100

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Title IX Coordinator

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For further information regarding non-discrimination, please visit equity.usu.edu, or contact:

U.S. Department of Education

Office of Assistant Secretary for Civil Rights

800.421.3481

OCR@ed.gov

U.S. Department of Education

Denver Regional Office

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