



Rankin & Associates, Consulting

Assessment • Planning • Interventions

Clarkson University

Unwanted Sexual  
Contact/Conduct  
Report from Climate  
Assessment

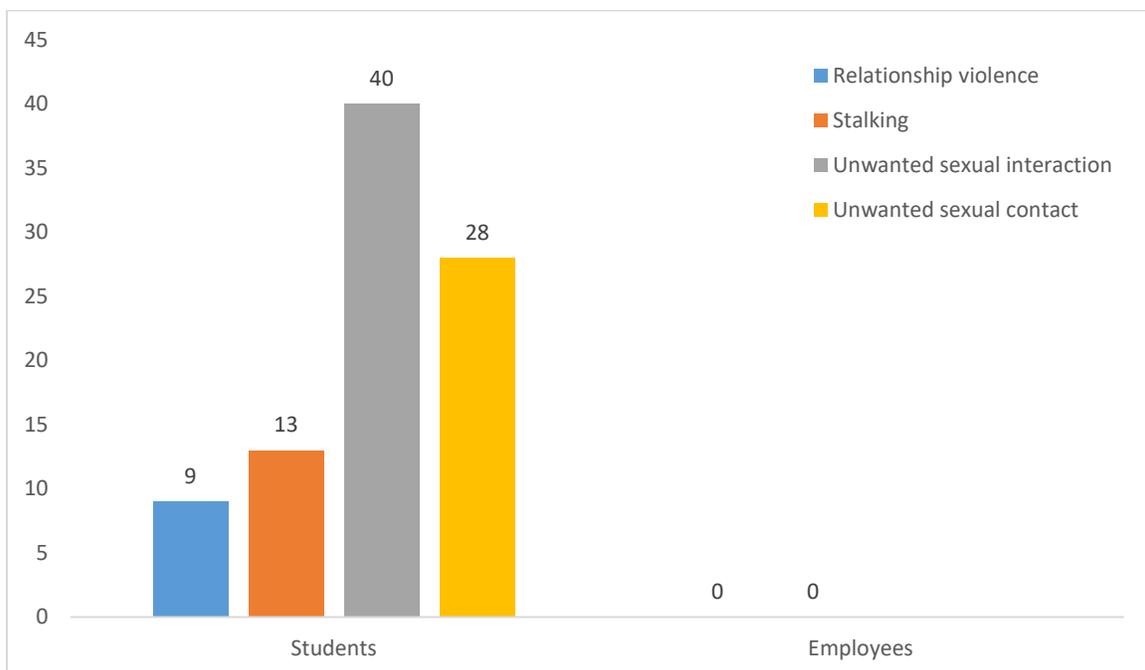
May 2019



Rankin & Associates, Consulting

## Unwanted Sexual Experiences

Five percent ( $n = 51$ ) of respondents indicated on the survey that they had experienced unwanted sexual contact/conduct, with 1% ( $n = 9$ ) experiencing relationship violence (e.g., ridiculed, controlling, hitting), 1% ( $n = 13$ ) experiencing stalking (e.g., following me, on social media, texting, phone calls), 4% ( $n = 41$ ) experiencing unwanted sexual interaction (e.g., catcalling, repeated sexual advances, sexual harassment), and 3% ( $n = 30$ ) experiencing unwanted sexual contact (e.g., fondling, rape, sexual assault, penetration without consent, non-consensual sexual contact, non-consensual sexual acts) while a member of the Clarkson community (Figure 31).



Note: Responses with  $n < 5$  are not presented in the figure.

*Figure 1. Respondents' Experiences of Unwanted Sexual Contact/Conduct by Position Status (n)*

### Relationship Violence

Subsequent analyses of the data to determine statistically significant differences by select demographics were not possible because of low response numbers.

Fifty-six percent ( $n = 5$ ) of respondents who indicated that they experienced relationship violence indicated that it happened within the past year.

Student respondents were asked if alcohol and drugs were involved in the relationship violence and two-thirds (67%,  $n = 6$ ) indicated “no.” Student respondents were also asked to share what semester in their college career they experienced relationship violence. Specifics of those responses are not reported in order to maintain confidentiality owing to the small number of responses.

Sixty-seven percent ( $n = 6$ ) of the respondents who indicated on the survey that they experienced relationship violence identified current or former dating/intimate partners as the perpetrators of the conduct. Sixty-seven percent ( $n = 6$ ) indicated that the incidents occurred on campus.

In response to experiencing relationship violence, 78% ( $n = 7$ ) of respondents told a friend, 67% ( $n = 6$ ) felt somehow responsible, and 56% ( $n = 5$ ) felt embarrassed (Table 44). Fewer than five respondents made an official complaint to a campus employee/official.

**Table 1. Responses to Relationship Violence**

Response	<i>n</i>	%
I told a friend.	7	77.8
I felt somehow responsible.	6	66.7
I felt embarrassed.	5	55.6
I was afraid.	< 5	---
I was angry.	< 5	---
I didn't know who to go to.	< 5	---
I made an official complaint to a campus employee/official.	< 5	---

Note: Table reports responses only from individuals who indicated on the survey that they experienced relationship violence ( $n = 9$ ). For a complete list of actions, please see Table B64 in Appendix B.

**Qualitative comments analyses.** Seven respondents provided information regarding why they did not report their experience of relationship violence to a campus official or staff member.

From the responses, one theme was present: lacked confidence in reporting process.

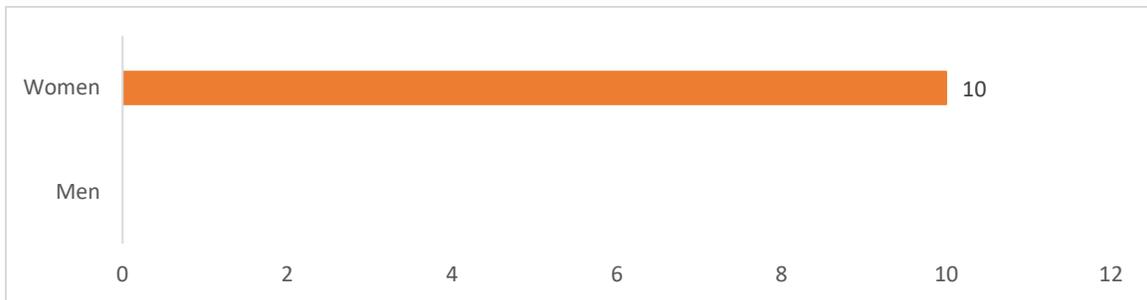
*Lacked Confidence in Reporting Process.* Respondents specified that they did not report their experience of relationship violence to a campus official or staff member because they thought that their report would either not be believed or that their report would not be responded to appropriately. According to one respondent, “I felt like no one would care or would chalk it up to me being a freshman and not knowing how to handle relationships.” Similarly, another

respondent shared, “I didn't need to involve anyone that I knew couldn't/wouldn't help me.” One respondent specified that they lacked confidence in the reporting process as a result of a negative prior reporting experience. The respondent shared, “When I made a report my freshman year about being stalked nothing resulted from it so I didn't see the point in being vulnerable a second or third time.”

Five respondents shared information regarding their experience of reporting relationship violence to a campus official and/or staff member and if they felt it was responded to appropriately. No theme was present.

### Stalking

Analyses of the data suggested that a higher percentage of Women respondents (2%,  $n = 10$ ) than Men respondents ( $n < 5$ ) experienced stalking (Figure 32).<sup>i</sup> –



Note: Responses with  $n < 5$  are not presented in the figure.

*Figure 2. Respondents’ Experiences of Stalking While at Clarkson by Gender Identity (n)*

Forty-six percent ( $n = 6$ ) of respondents who indicated they experienced stalking noted that it happened within the past year, and 46% ( $n = 6$ ) noted it happened two to four years ago.

Student respondents were asked if alcohol and drugs were involved in the stalking and 85% ( $n = 11$ ) answered “no.” The survey also asked Student respondents to share what semester in their college career they experienced stalking. Of Student respondents who indicated that they

experienced stalking, 69% ( $n = 9$ ) noted that it occurred in their first year as an undergraduate student.

Sixty-nine percent ( $n = 9$ ) of the respondents who indicated on the survey that they experienced stalking identified a Clarkson student as the perpetrator of the conduct. Seventy-seven percent ( $n = 10$ ) of respondents indicated that the incidents occurred on campus.

In response to experiencing stalking, 54% ( $n = 7$ ) of respondents told a friend, and 39% ( $n = 5$ ) each felt somehow responsible, ignored it, and/or felt angry (Table 45). Fewer than five respondents made an official complaint to a campus employee/official.

**Table 2. Responses to Experienced Stalking**

Response	<i>n</i>	%
I told a friend.	7	53.8
I felt somehow responsible.	5	38.5
I ignored it.	5	38.5
I was angry.	5	38.5
I sought support from campus resource (e.g., Counseling Center, Human Resources, Dean of Students).	< 5	---
I didn't know who to go to.	< 5	---
I felt embarrassed.	< 5	---
I left the situation immediately.	< 5	---
I told a family member.	< 5	---
I made an official complaint to a campus employee/official.	< 5	---

Note: Table reports responses only from individuals who indicated on the survey that they experienced stalking ( $n = 13$ ). For a complete list of actions, please see Table B70 in Appendix B.

**Qualitative comments analyses.** Six respondents provided information as to why they did not report their experience of being stalked to a campus official or staff member. No theme was present.

Six respondents provided information regarding their experience of reporting stalking to a campus official and/or staff member and feeling as though their report was not responded to appropriately. No theme was present.

### Unwanted Sexual Interaction

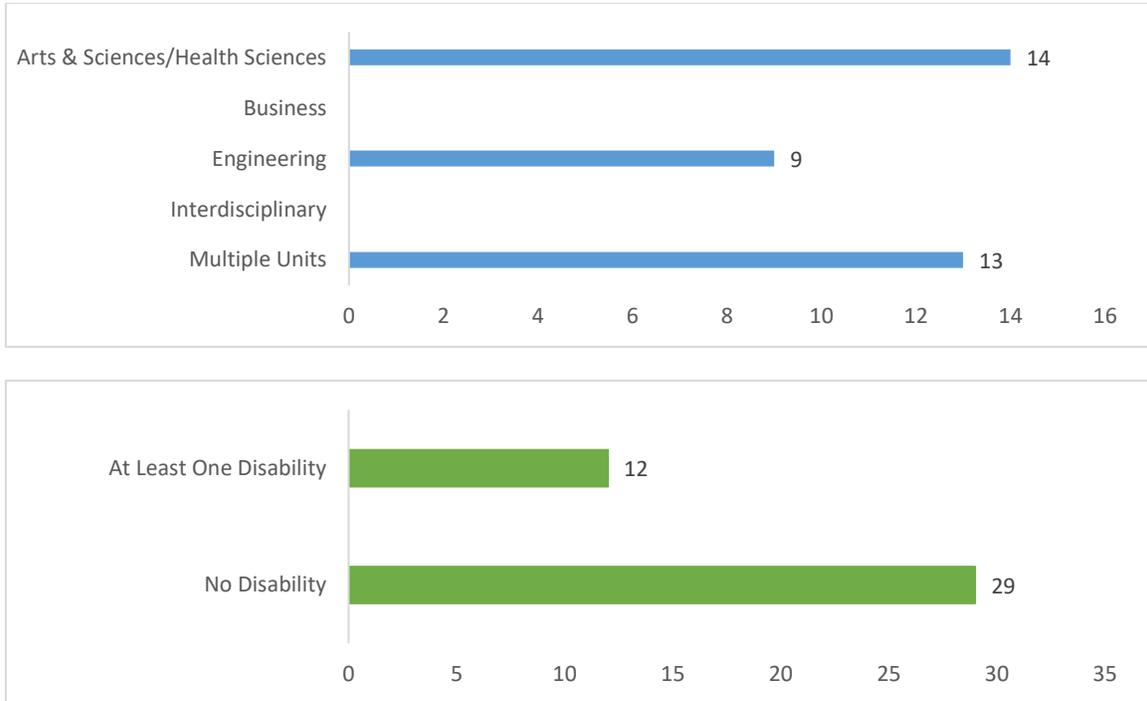
Analyses of the data suggested that a higher percentage of Student respondents (7%,  $n = 40$ ) than Staff respondents ( $n < 5$ ) or Faculty respondents (0%,  $n = 0$ ) experienced unwanted sexual interaction (Figure 33).<sup>ii</sup> Eight percent ( $n = 38$ ) of Undergraduate Student respondents compared with fewer than five Graduate Student respondents experienced unwanted sexual interaction.<sup>iii</sup> Higher percentages of Women respondents (8%,  $n = 38$ ) than Men respondents ( $n < 5$ ) experienced unwanted sexual interaction.<sup>iv</sup>



Note: Responses with  $n < 5$  are not presented in the figure.

*Figure 3.* Respondents' Experiences of Unwanted Sexual Interaction While at Clarkson by Position Status, Student Status, and Gender Identity ( $n$ )

Higher percentages of Arts & Sciences/Health Sciences Student respondents (11%,  $n = 14$ ) and Multiple Academic Unit Student respondents (12%,  $n = 13$ ) than Business Student respondents ( $n < 5$ ) experienced unwanted sexual interaction (Engineering Student respondents (6%,  $n = 9$ ) and Interdisciplinary Student respondents ( $n < 5$ ) did not statistically differ from the other groups)<sup>v</sup> (Figure 34). A larger proportion of Respondents With at Least One Disability (10%,  $n = 12$ ) than Respondents with No Disability (4%,  $n = 29$ ) experienced unwanted sexual interaction.<sup>vi</sup>



Note: Responses with  $n < 5$  are not presented in the figure.

*Figure 4. Respondents' Experiences of Unwanted Sexual Interaction While at Clarkson by Student Academic Unit and Disability Status ( $n$ )*

One-third (33%,  $n = 13$ ) of respondents who had experienced unwanted sexual interaction indicated that it happened less than six months ago, 13% ( $n = 5$ ) from six to twelve months ago, 25% ( $n = 10$ ) from one to two years ago, and 30% ( $n = 12$ ) noted that it happened two to four years ago.

Student respondents were asked if alcohol and drugs were involved in the unwanted sexual interaction,” and 45% ( $n = 17$ ) indicated “no” and 55% ( $n = 21$ ) indicated “yes.” Of those who indicated alcohol and or drugs were involved, 83% ( $n = 15$ ) noted alcohol only was involved.

The survey also asked Student respondents to share what semester in their college career they experienced unwanted sexual interaction. Of Student respondents who indicated that they experienced unwanted sexual interaction, 71% ( $n = 29$ ) noted that it occurred in their first year of college, 37% ( $n = 15$ ) noted that it occurred in their second year, 39% ( $n = 16$ ) noted that it occurred in their third year, and 22% ( $n = 9$ ) noted that it occurred during their fourth year (Table 46).

**Table 3. Semester in Which Student Respondents Experienced Unwanted Sexual Interaction**

Semester experience occurred	<i>n</i>	%
During my time as a graduate student at Clarkson	< 5	---
Prior to my first semester (e.g., orientation, pre-collegiate program at Clarkson)	< 5	---
Undergraduate first year	29	70.7
Fall semester	21	72.4
Spring semester	18	62.1
Summer semester	< 5	---
Undergraduate second year	15	36.6
Fall semester	10	66.7
Spring semester	11	73.3
Summer semester	< 5	---
Undergraduate third year	16	39.0
Fall semester	11	68.8
Spring semester	10	62.5
Summer semester	< 5	---
Undergraduate fourth year	9	22.0
Fall semester	8	88.9
Spring semester	< 5	---
Summer semester	0	0.0
After my fourth year as an undergraduate	0	0.0

Note: Table reports responses only from Students who indicated on the survey that they experienced unwanted sexual interaction ( $n = 40$ ). Percentages may not sum to 100 as a result of multiple response choices.

Eighty-one percent ( $n = 33$ ) of the respondents who indicated on the survey that they experienced sexual interaction identified a Clarkson student as the perpetrator of the conduct. Respondents also identified other sources as acquaintances/friends (34%,  $n = 14$ ) and strangers (32%,  $n = 13$ ).

Asked where the unwanted sexual interaction incident(s) occurred, 49% ( $n = 20$ ) of respondents indicated that they occurred off campus and 59% ( $n = 24$ ) indicated they occurred on campus. Respondents who experienced unwanted sexual interaction off campus commented that the incident(s) occurred in places such as “apartments,” “fraternity,” “party,” and “walking through town.” Respondents who experienced unwanted sexual interaction on campus stated that the incident(s) occurred in places such as “dorms,” “Student Center,” and “walking from dorm to class.”

In response to experiencing unwanted sexual interaction, 59% ( $n = 24$ ) of respondents told a friend (Table 47). Other respondents ignored it (51%,  $n = 21$ ), felt embarrassed (37%,  $n = 15$ ), felt angry (37%,  $n = 15$ ), did nothing (29%,  $n = 12$ ), and/or left the situation immediately (24%,  $n = 10$ ). Fewer than five respondents made an official complaint to a campus employee/official.

**Table 4. Responses to Unwanted Sexual Interaction**

Response	<i>n</i>	%
I told a friend.	24	58.5
I ignored it.	21	51.2
I felt embarrassed.	15	36.6
I was angry.	15	36.6
I did nothing.	12	29.3
I left the situation immediately.	10	24.4
I was afraid.	9	22.0
I felt somehow responsible.	8	19.5
I told a family member.	5	12.2
I sought support from campus resource (e.g., Counseling Center, Human Resources, Dean of Students).	< 5	---
I didn't know who to go to.	< 5	---

**Table 4. Responses to Unwanted Sexual Interaction**

Response	<i>n</i>	%
I made an official complaint to a campus employee/official.	< 5	---
A response not offered above	6	14.6

Note: Table reports responses only from individuals who indicated on the survey that they experienced unwanted sexual interaction (*n* = 41). For a complete list of actions, please see Table B76 in Appendix B.

**Qualitative comments analyses.** Twenty-nine respondents elaborated about why they did not report an unwanted sexual interaction (e.g., cat-calling, repeated sexual advances, sexual harassment) to a campus official or staff member. Two themes emerged from the responses: incident lacked severity and commonplace behavior.

*Incident Lacked Severity.* Respondents explained that they chose not to report the conduct because they did not perceive the incident to be severe or significant enough to warrant a report. Respondents explained, “I did not feel it was significant enough for anything to be done,” “I did not feel it was severe enough,” and “Was just an unwanted touch in a single instance.” Respondents similarly wrote, “I did not feel that it was legitimate at the time” and “It didn’t seem serious enough to report.” Another respondent shared, “I didn’t feel the situation would fit the definition of sexual harassment well enough or be a well enough reason to file something on it.” Respondents who specified the type of unwanted sexual interaction they experienced noted, “[T]he interaction was only thigh touching and being really clingy, so I didn’t think it warranted anything. It made me very uncomfortable though” and “It was just cat-calling and I didn’t think it was worth mentioning.”

*Commonplace Behavior.* In the second theme, respondents offered that they chose not to report their experience because the type of unwanted sexual interaction that they experienced was commonplace. According to respondents, “It happens too often to report every time” and “It seemed like something that happens frequently and not like something that needed to be reported.” A respondent also shared, “It’s something that we have to deal with - literally happens everywhere all the time.” Similarly, a respondent wrote, “Honestly, as a woman we [a]re taught that it’s what’s to be expected so I didn’t even think of reporting it.”

Five respondents provided information regarding their experience of reporting unwanted sexual interaction to a campus official and/or staff member and if they felt it was responded to appropriately. No theme was present.

### Unwanted Sexual Contact

Analyses of the data suggested 5% ( $n = 28$ ) of Student respondents experienced unwanted sexual contact (e.g., fondling, rape, sexual assault, penetration without consent) compared with Staff respondents ( $n < 5$ ) and Faculty respondents (0%,  $n = 0$ ) (Figure 35).<sup>vii</sup> A higher percentage of Women respondents (5%,  $n = 24$ ) than Men respondents ( $n < 5$ ) experienced unwanted sexual contact.<sup>viii</sup>



Note: Responses with  $n < 5$  are not presented in the figure.

*Figure 5. Respondents' Experiences of Unwanted Sexual Contact While at Clarkson by Position Status and Gender Identity ( $n$ )*

Of respondents who indicated they had experienced unwanted sexual contact, 17% ( $n = 5$ ) specified that it happened less than six months ago, 23% ( $n = 7$ ) noted that it happened six to twelve months ago, 33% ( $n = 10$ ) indicated one to two years ago, and 27% ( $n = 8$ ) noted that it happened two to four years ago.

Student respondents were asked if alcohol and drugs were involved in the unwanted sexual contact. Thirty-six percent ( $n = 10$ ) specified “no” and 64% ( $n = 18$ ) indicated “yes.” Of those who indicated alcohol and drugs were involved, 93% ( $n = 14$ ) indicated that it was alcohol only.

Student respondents were also asked to share what semester in their college career they experienced unwanted sexual contact. Of Student respondents who indicated that they experienced unwanted sexual contact, 50% ( $n = 15$ ) noted that it occurred in their first year, 33% ( $n = 10$ ) noted that it occurred in their second year, and 27% ( $n = 8$ ) noted that it occurred in their third year (Table 48).

**Table 5. Semester in Which Student Respondents Experienced Unwanted Sexual Contact**

Semester experience occurred	<i>n</i>	%
During my time as a graduate student at Clarkson	0	0.0
Prior to my first semester (e.g., orientation, pre-collegiate program at Clarkson)	0	0.0
Undergraduate first year	15	50.0
Fall semester	12	80.0
Spring semester	5	33.3
Summer semester	< 5	---
Undergraduate second year	10	33.3
Fall semester	5	50.0
Spring semester	7	70.0
Summer semester	< 5	---
Undergraduate third year	8	26.7
Fall semester	5	62.5
Spring semester	5	62.5
Summer semester	< 5	---
Undergraduate fourth year	< 5	---
Fall semester	< 5	---
Spring semester	0	0.0
Summer semester	0	0.0
After my fourth year as an undergraduate	0	0.0

Note: Table reports responses only from Students who indicated on the survey that they experienced unwanted sexual contact ( $n = 28$ ). Percentages may not sum to 100 as a result of multiple response choices.

Seventy-three percent ( $n = 22$ ) of the respondents who indicated on the survey that they experienced unwanted sexual contact identified Clarkson students as the perpetrators of the

conduct. Respondents also identified acquaintances/friends (37%,  $n = 11$ ) and current or former dating/intimate partners (23%,  $n = 7$ ).

Asked where the unwanted sexual contact incidents occurred, 50% ( $n = 15$ ) of respondents indicated that they occurred off campus and 57% ( $n = 17$ ) indicated they occurred on campus. Respondents who experienced unwanted sexual contact off campus indicated that the incidents occurred in places such as “apartment,” “bar,” “fraternity,” and “SUNY Potsdam.”

In response to experiencing unwanted sexual contact, 60% ( $n = 18$ ) told a friend, 43% ( $n = 13$ ) felt embarrassed, 37% ( $n = 11$ ) did not do anything, 37% ( $n = 11$ ) felt angry, 33% ( $n = 10$ ) felt somehow responsible, and 33% ( $n = 10$ ) ignored it (Table 49). Fewer than five respondents made an official complaint to a campus employee/official.

**Table 6. Responses to Unwanted Sexual Contact**

Response	<i>n</i>	%
I told a friend.	18	60.0
I felt embarrassed.	13	43.3
I did nothing.	11	36.7
I was angry.	11	36.7
I felt somehow responsible.	10	33.3
I ignored it.	10	33.3
I left the situation immediately.	9	30.0
I was afraid.	6	20.0
It didn't affect me at the time.	< 5	---
I sought support from campus resource (e.g., Counseling Center, Human Resources, Dean of Students).	< 5	---
I made an official complaint to a campus employee/official.	< 5	---

Note: Table reports responses only from individuals who indicated on the survey that they experienced unwanted sexual contact ( $n = 30$ ). For a complete list of actions, please see Table B82 in Appendix B.

**Qualitative comments analyses.** Twenty-two respondents provided information about why they did not report their experience of unwanted sexual contact to a campus official or staff member. One theme emerged from the responses: victim-perpetrator relationship.

*Victim-Perpetrator Relationship.* Respondents identified their relationship to their perpetrator as a reason they chose not to report the unwanted sexual contact to a campus official or staff member. Describing their perpetrator as an intimate partner, respondents wrote, “He was my boyfriend at the time,” “It was with an, at the time, current partner,” and “I was in a relationship with him.” Respondents also identified their perpetrator as a friend. “The person had been a friend and someone I regularly saw and was friends with my other friends and I didn't want to make waves or have people not take it seriously” and “I had and still have a hard time pressing charges because he was my friend and now I fear it's been too long since it occurred.”

Four respondents provided information regarding their experience of reporting unwanted sexual contact to a campus official and/or staff member and if they felt it was responded to appropriately. No theme was present.

### **Knowledge of Unwanted Sexual Contact/Conduct Definitions, Policies, and Resources**

Several survey items queried respondents about the degree to which they knew about campus policies, resources, and reporting options and responsibilities at Clarkson (Table 50). Ninety-four percent ( $n = 900$ ) of respondents “strongly agreed” or “agreed” that they were aware of the definition of Affirmative Consent, and 91% ( $n = 870$ ) of respondents “strongly agreed” or “agreed” that they generally were aware of the role of the Clarkson University Title IX Coordinator with regard to reporting incidents of unwanted sexual contact/conduct. Seventy-five percent ( $n = 718$ ) of respondents “strongly agreed” or “agreed” that they knew how and where to report such incidents.

Seventy-nine percent ( $n = 748$ ) of respondents “strongly agreed” or “agreed” that they were familiar with the campus policies on addressing sexual misconduct, domestic/dating violence, and stalking and 76% ( $n = 721$ ) of respondents “strongly agreed” or “agreed” that they generally were aware of the campus resources listed on the survey.

Ninety-one percent ( $n = 868$ ) of respondents “strongly agreed” or “agreed” that they had a responsibility to report such incidents when they saw them occurring on campus or off campus. Eighty-two percent ( $n = 782$ ) of respondents “strongly agreed” or “agreed” that they understood that Clarkson University standards of conduct and penalties differed from standards of conduct and penalties under the criminal law.

Sixty-six percent ( $n = 628$ ) of respondents “strongly agreed” or “agreed” that they knew that information about the prevalence of sex offenses (including domestic and dating violence) was available in Clarkson’s Annual Security Report. Sixty-nine percent ( $n = 655$ ) of respondents “strongly agreed” or “agreed” that they knew that Clarkson University sends a Timely Warning to the campus community when such an incident occurs.

**Table 7. Respondents’ Knowledge of Unwanted Sexual Contact/Conduct Definitions, Policies, and Resources**

Statement	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
I am aware of the definition of Affirmative Consent.	537	56.2	363	38.0	37	3.9	13	1.4	5	0.5
I am generally aware of the role of Clarkson University Title IX Coordinator with regard to reporting incidents of unwanted sexual contact/conduct.	449	47.1	421	44.1	53	5.6	23	2.4	8	0.8
I know how and where to report such incidents.	327	34.3	391	41.1	125	13.1	96	10.1	13	1.4
I am familiar with the campus policies on addressing sexual misconduct, domestic/dating violence, and stalking.	322	33.9	426	44.8	117	12.3	74	7.8	12	1.3
I am generally aware of the campus resources listed here: <a href="https://www.clarkson.edu/nonondiscrimination">https://www.clarkson.edu/nonondiscrimination</a>	284	29.8	437	45.8	137	14.4	81	8.5	15	1.6
I have a responsibility to report such incidents when I see them occurring on campus or off campus.	481	50.6	387	40.7	66	6.9	13	1.4	< 5	---
I understand that Clarkson University standards of conduct and penalties differ from standards of conduct and penalties under the criminal law.	333	35.0	449	47.2	111	11.7	48	5.0	10	1.1
I know that information about the prevalence of sex offenses (including	275	28.9	353	37.0	155	16.3	148	15.5	22	2.3

**Table 7. Respondents’ Knowledge of Unwanted Sexual Contact/Conduct Definitions, Policies, and Resources**

Statement	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
domestic and dating violence) are available in Clarkson’s Annual Security Report.										
I know that Clarkson University sends a Timely Warning to the campus community when such an incident occurs.	290	30.5	365	38.4	147	15.5	111	11.7	38	4.0

**Summary**

Seventy-one percent ( $n = 684$ ) of the survey respondents were “very comfortable” or “comfortable” with the climate at Clarkson. Seventy-five percent ( $n = 293$ ) of Faculty and Staff respondents were “very comfortable” or “comfortable” with the climate in their departments/program or work units. Eighty-five percent ( $n = 613$ ) of Student respondents and Faculty respondents were “very comfortable” or “comfortable” with the climate in their classes. The findings from investigations at higher education institutions across the country (Rankin & Associates Consulting, 2016) suggest that 70% to 80% of respondents felt positively toward their campus climate. Although Faculty and Staff respondents at Clarkson similarly rated their department/program or work unit climates, Faculty and Student respondents held more positive views about the climate in their classes at Clarkson.

Twenty percent to 25% of individuals in similar campus climate assessments conducted by Rankin & Associates, Consulting indicated that they personally had experienced exclusionary, intimidating, offensive, and/or hostile conduct. At Clarkson, 10% ( $n = 98$ ) of respondents noted that they personally had experienced exclusionary, intimidating, offensive, and/or hostile conduct within the past year. Another 18% ( $n = 168$ ) had experienced such conduct within the past year, but indicated that it did not interfere with their ability to work or learn. Faculty respondents, Staff respondents, and Women respondents had experienced exclusionary, intimidating, offensive, and/or hostile conduct more than their colleagues. Most of the conduct was based on position status, political views, age, and gender identity. Sixteen percent ( $n = 41$ ) of respondents officially reported the exclusionary conduct. Two themes emerged from

respondents who took the opportunity to elaborate on their experiences of exclusionary, intimidating, offensive, and/or hostile conduct at Clarkson: concerns regarding reporting processes and hostilities based on gender and/or sex

Twenty-four percent ( $n = 231$ ) of Clarkson survey respondents indicated that they had observed conduct or communications directed toward a person or group of people at Clarkson that they believe had created an exclusionary, intimidating, offensive and/or hostile working or learning environment within the past year. Most of the observed exclusionary, intimidating, offensive, and/or hostile conduct was based on race, position, ethnicity, physical characteristics, gender identity, and political views. Faculty respondents, Staff respondents, Undergraduate Student respondents, LGBTQ respondents, Campus Housing Student respondents, U.S. Citizen-Birth respondents, and Respondents with Multiple Disabilities had observed exclusionary, intimidating, offensive, and/or hostile conduct more than did their colleagues. These results also parallel the findings of other climate studies of specific constituent groups offered in the literature, where higher percentages of members of historically underrepresented and underserved groups had experienced various forms of exclusionary, intimidating, offensive, and/or hostile conduct and discrimination than did percentages of those in the majority (Harper, 2015; Harper & Hurtado, 2007; Ellis, Powell, Demetriou, Huerta-Bapat, & Panter, 2018; Kim & Aquino, 2017; Leath & Chavous, 2018; Museus & Park, 2015; Pittman, 2012; Quinton, 2018; Seelman, Woodford, & Nicolazzo, 2017; Sue, 2010). Twelve percent ( $n = 27$ ) of respondents officially reported the exclusionary conduct. Respondents were offered the opportunity to elaborate on their experiences of such conduct. Two themes emerged across all respondent types (Faculty, Staff, and Students): institutional response to reports and hostile verbal remarks. One theme also presented specific to Employee (Faculty and Staff) respondents: bullying in the workplace.

Five percent ( $n = 51$ ) of respondents indicated on the survey that they had experienced unwanted sexual conduct, with 1% ( $n = 9$ ) experiencing relationship violence (e.g., ridiculed, controlling, hitting), 1% ( $n = 13$ ) experiencing stalking (e.g., following me, on social media, texting, phone calls), 4% ( $n = 41$ ) experiencing unwanted sexual interaction (e.g., catcalling, repeated sexual advances, sexual harassment), and 3% ( $n = 30$ ) experiencing unwanted sexual contact (e.g., fondling, rape, sexual assault, penetration without consent, non-consensual sexual contact, non-

consensual sexual acts) while a member of the Clarkson community. Higher percentages of Student respondents, Undergraduate Student respondents, Arts & Sciences/Health Sciences Student respondents, Multiple Academic Unit Student respondents, Women respondents, and Respondents With at Least One Disability reported experiencing unwanted sexual conduct than did their colleagues. When asked to elaborate about why they did not report the incident(s) to a campus official or staff member, respondents indicated that they lacked confidence in the reporting process, the incident lacked severity, the behavior was commonplace, or they identified their relationship to their perpetrator as a reason they chose not to report the conduct

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<sup>i</sup> A chi-square test was conducted to compare percentages of respondents who indicated on the survey that they had experienced stalking by gender identity:  $\chi^2(1, N = 937) = 5.048, p < .05$ .

<sup>ii</sup> A chi-square test was conducted to compare percentages of respondents who indicated on the survey that they had experienced unwanted sexual interaction by position status:  $\chi^2(2, N = 958) = 25.913, p < .001$ .

<sup>iii</sup> A chi-square test was conducted to compare percentages of respondents who indicated on the survey that they had experienced unwanted sexual interaction by student status:  $\chi^2(1, N = 569) = 4.886, p < .05$ .

<sup>iv</sup> A chi-square test was conducted to compare percentages of respondents who indicated on the survey that they had experienced unwanted sexual interaction by gender identity:  $\chi^2(1, N = 937) = 32.196, p < .001$ .

<sup>v</sup> A chi-square test was conducted to compare percentages of respondents who indicated on the survey that they had experienced unwanted sexual interaction by student academic unit:  $\chi^2(4, N = 502) = 10.996, p < .05$ .

<sup>vi</sup> A chi-square test was conducted to compare percentages of respondents who indicated on the survey that they had experienced unwanted sexual interaction by disability status:  $\chi^2(1, N = 946) = 10.432, p < .01$ .

<sup>vii</sup> A chi-square test was conducted to compare percentages of respondents who indicated on the survey that they had experienced unwanted sexual contact by position status:  $\chi^2(2, N = 958) = 15.020, p < .01$ .

<sup>viii</sup> A chi-square test was conducted to compare percentages of respondents who indicated on the survey that they had experienced unwanted sexual contact by gender identity:  $\chi^2(1, N = 937) = 18.155, p < .001$ .