

x 78% identified as White non Hispanic

C. Responses to Survey Questions

Policy

a. If not, why not? Check all that apply:

	# of responses
I do not remember being offered a training on these topics	54
I was offered a training but decided not to take it because I did not have time	1
I was offered a training but decided not to take it because it did not seem relevant to me	0
I was offered a training but decided not to take it because it was not mandatory	2

4. Should WSU require mandatory sexual assault prevention, policies and resources training annually for all members of the campus community (students, faculty and staff)?

347 employees (69.5%) answered "yes"

88 employees (17.6%) answered "no"

55 employees (11%) answered "decline to answer"

9 employees (1.8%) did not provide an answer to this question

a. Why or why not?

Sample responses edited for clarity and anonymity:

- x "A proactive approach to these issues would demonstrate to all the type of culture that is created on campus."
- x "People come from a wide variety of backgrounds and we cannot assume everyone has a shared understanding of how to relate to others appropriately and safely."
- x "Most faculty and staff are not eky5Tj0Tt10 2.503 Tc relate

discriminationand/or harassmenbut I did not report it to the University	
No	384
Declineto Answer	42

a. Didany of the following reasonsimpactyour decisionnot to

x “It felt like a gray area. I felt discriminated against and harassed based on my gender

Sample responses edited for clarity and anonymity:

- x "A specific person was reported for inappropriate behavior. Our whole unit was required to attend a sexual harassment awareness presentation that appeared informational in nature but suggested ulterior motives. All attention should have been solely directed at the person in question. The individual in question should have been dealt with discretely and directly. It was none of my business. I did not need to be there."
- x "Never heard what the outcome was."
- x "[As a third party reporter], I was given insufficient information and each time was told that because the [Respondent] refused to participate in the process, there was nothing they could do."
- x "OIEC has increased its

Individual Follow Up Conversations

Sixteen employees (3.2% of employee survey respondents) expressed an interest in being contacted to share more about their experiences. The following broad themes emerged from those individual conversations:

- x Several employees were unfamiliar with OIEC and the personnel who work there. Those employees expressed that they would appreciate more opportunities to learn about OIEC so that they are more comfortable making referrals to OIEC.
- x Many employees expressed the belief that the University community would benefit from required foundational OIEC training and education across populations. Several employees said that a foundational training would allow their department or program to host more specific programs to address the unique context and needs of their unit.
- x Some employees who have made third party reports on behalf of others expressed a desire to have some communication about next steps, such as a message stating, "Thank you for making a report to OIEC. We have connected with the person whose behalf you reported and we look forward to continuing to work with them. To protect the privacy interests of the parties, we will not share case updates with you; however, we encourage you to continue to be in touch with the person whose behalf you reported."
- x Employees would like clearer guidance and additional tools for how to address concerns that do not constitute OIEC prohibited conduct and/or are found not to rise to the level of a potential policy violation under OIEC's policies. As examples, employees cited harassment not based on a protected class, inappropriate expectations for work performance or hours, disrespectful comments about others in the workplace, and bullying.
- x Employees who have served as advisors for others going through the OIEC process noted the need for more training and better communication about the hearing format. They also noted the need for additional resources to prepare them to serve in the role of advisor.
- x Some employees reported the need for better training and more consistent enforcement of the responsible employee reporting obligation. One employee said that their supervisor told them not to report their concerns to OIEC.
- x Some employees said they felt that OIEC was unable to explain its own policies and procedures.
- x Some employees said that OIEC staff minimized their experiences by offering alternative explanations for another person's conduct that focused on the other person's possible intent rather than the impact on the employee reporting the conduct.
- x Some employees noted that, in their interactions with OIEC staff, they have found the staff to be proactive, engaged, dedicated, and resourceful in finding ways to help students. Those employees noted the need for increased resources for OIEC and other units that address discrimination and harassment.

III. Students

A. Role

412 students (out of 12,403) responded to the survey, a 3.3% student response rate, as follows:

- x 3.0% of all undergraduate students responded to the survey
- x 4.4% of all graduate students responded to the survey

B. Demographics

- x Average age of student respondent: 27.1
- x Gender demographics of survey respondents:
 - x 59% identified as female
 - x 41% identified as male
- x Race demographics of survey respondents:
 - x 4.8% identified as Asian
 - x 4.8% identified as Black
 - x 9% identified as Hispanic
 - x 21.4% identified as another race or multiple races
 - x 60% identified as White non Hispanic

C. Responses to Survey Questions

Policy

1. Have you read or do you know where to find Policy 3.06 (Sexual Harassment, Discrimination and Retaliation) and

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a.

Reporting

5. Have you or someone you know experienced sexual harassment, sexual assault, dating or domestic violence, stalking, discrimination or harassment, but decided not to report it to the University? Check all that apply.

	# of responses
Yes, I experienced sexual harassment, sexual assault, dating or domestic violence, stalking, discrimination and/or harassment but I did not report it to the University	25
Yes, someone I know experienced sexual harassment, sexual assault, dating or domestic violence, stalking, discrimination and/or harassment but I did not report it to the University	36
No	336
Decline to Answer	25

x "Catcalling

b. Please answer the following questions as it relates to your interaction with OIEC.

x “Displayinformation