



SUNY Sexual Violence Prevention (SVP) Campus Climate Survey Report

Spring 2017

Office of the President
Rockland Community College
145 College Road
Suffern, NY 10901

Executive Summary

Rockland Community College (College) is committed to providing an environment that respects and encourages the development and growth of all students, faculty and staff. In order to better understand our campus and to make informed decisions when it comes to providing a safe environment, during spring 2017, the College conducted the Sexual Violence Prevention Campus Climate Survey. The survey was administered to students, faculty and staff.

By State University of New York (SUNY) policy this uniform survey ascertains faculty and staff awareness of policies and resources, and student experience with and knowledge of reporting and college adjudicatory processes for sexual harassment, including sexual violence and other related crimes.

Results indicate that faculty and staff are generally aware of the policies and laws, and resources. There is an indication that more information, outreach and follow-up is needed to provide up to date information to faculty and staff. Of the 266 who responded representing more than 20% of the College's workforce more than 90% knew that the College had policies specifically addressing sexual assault, and more than 80% knew how to advise a sexual assault victim/survivor on where to get help on campus, however, only slightly more than half knew of the Title IX Coordinator's role on campus.

Results indicate that students also are generally aware of the policies and resources. However, the results indicate that more information, outreach and follow-up is needed to reinforce critical information for students. Of the 135 students who responded approximately 90% knew that the College had policies specifically addressing sexual assault, approximately 85% knew the definition of affirmative consent, and at least 60% knew how to report sexual violence to the College. However, less than 40% knew of the Title IX Coordinator's role on campus. Significantly, there appears to be some confusion regarding where to formally disclose sexual violence for investigation on campus versus where to go on-campus to confidentially discuss sexual violence.

The College will use the findings of the survey to continue improving training, prevention, support and adjudication as part of our ongoing effort to achieve a campus environment free of sexual harassment, including sexual violence and related crimes.

A campus committee has reviewed all results and will hold a meeting with leadership to review specific results and to further detail recommendations based on the findings.

If you have any questions about the survey, please contact the Office of Campus Communications at 845-574-4032; campuscomm@sunyrockland.edu.

If you have recommendations about how the College can reduce the incidence of conduct that creates a hostile environment on campus, including sexual violence and related crimes, and improve the support the College offers when it does occur, please contact the Title IX Coordinator at titleix@sunyrockland.edu.

Background

SUNY retained Campus Labs to provide the technology to administer the Campus Climate Survey and analyze the collected data across all 64 campuses in the system. The survey was administered by Campus Labs during the three-week period beginning on March 20 and ending on April 9, 2017. The survey was distributed to current students and employees that were over the age of 18 as of the beginning of the survey.

The Institutional Research & Effectiveness office (IR) was primarily tasked with assisting with the administration of the survey at the College. The Office of the President, the Title IX Coordinators and Student Involvement provided ancillary assistance by encouraging all campus constituents, all employees and all students, respectively, to complete the survey.

IR and SUNY administration had access to survey data. However, respondent identifiers were hidden from the SUNY and campus representatives assisting with the administration of the survey. At no time were SUNY or campus representatives able to see respondent identifiers linked to individual responses.

The survey was distributed to 5,701 full and part-time College students with a response rate of 2.4%. We were hoping that at least 10% of our students would complete the survey. The lower than anticipated response rate does raise the question of whether the results are representative of the student body. As indicated below, a higher percentage of women completed the survey compared to the student population. Additionally, a lower percentage of African Americans and a higher percentage of Whites completed the survey compared to the student population as a whole.

<i>Gender</i>	Students	Percentage	Survey respondents*	Percentage
<i>Women</i>	3,037	53.3%	55	61.8%
<i>Men</i>	2,664	46.7%	29	32.6%
<i>Other/did not respond</i>			5	5.6%
<i>Total</i>	5,701		89	

<i>Race/Ethnicity</i>	Students	Percentage	Survey respondents*	Percentage
<i>Black/African American</i>	1,234	21.5%	11	12.09%
<i>Hispanic/Latino</i>	1,258	21.9%	19	20.88%
<i>White</i>	2,714	47.2%	50	54.95%
<i>Other</i>	539	9.4%	11	12.09%
<i>Total</i>	5,745		91	

* 135 students took the Campus Climate Survey, however, a smaller number answered the gender and race/ethnicity questions.

The survey was distributed to 1,179 full and part-time College employees with a response rate of 22.6%. As indicated below, a higher percentage of women completed the survey compared to the employee population. Employees were not asked to self-identify their race or ethnicity.

<i>Gender</i>	Employees	Percentage	Survey respondents[^]	Percentage
<i>Women</i>	645	55.0%	167	63.0%
<i>Men</i>	527	45.0%	91	34.3%
<i>Other/did not respond</i>			7	2.6%
	1,172		265	

[^] 266 employees took the Campus Climate Survey, however, a smaller number answered the gender question.

As required by New York State law, the College anticipates conducting the next Sexual Violence Prevention Campus Climate Survey during spring 2019.

The College intends to utilize the results of this and future Campus Climate Surveys as a component of a SWOC (Strengths, Weaknesses, Opportunities and Challenges) analysis of College policies and procedures related to sexual harassment, including sexual violence and related crimes prevention. We will examine and assess the work we have already accomplished in this domain in order to reinforce what we judge to have been done well, identify practices for improvement, scan to achieve opportune results and plan for future related challenges. (For example on this latter point, the College will need to confront certain training, staffing and resource challenges before opening the proposed residence hall to proactively prevent increased sexual violence on campus.)

Because the incidence of publicly known sexual violence of any nature at the College is in effect nil, as shown in the College’s most recent published security report, which can be found on the College’s website at www.sunyrockland.edu/campus-life/public-safety/annual-safety-and-security-report/2015-annual-security-report, the College and local community by and large perceive the very idea of sexual violence occurring on our campus as a non-issue. More sensitized College faculty and staff know however that to hold that perception as truth is to bury our heads in the sand, given that the majority of sexual assaults go unreported. Additionally, even if incidents have not occurred or been reported on our campus, some of our students will have experienced a form of sexual violence or misconduct prior to arriving on our campus or off-campus, and may, accordingly, require certain services or assistance. Raising awareness among our campus constituents about the variant, tacit degrees of sexual violence stands as one of our enduring fundamental goals in continuing to administer this survey, along with guaranteeing that victims/survivors know about and can readily access appropriate services and support.

Results

The results of the survey are listed below. In order to protect the identity of individuals, questions or answers with less than five responses have been omitted in this report.

- *The Title IX Coordinator’s role*

The College has one Title IX Coordinator and three Deputy Title IX Coordinators. The deputies serve as investigators of all complaints of sexual harassment, including sexual violence. In this report, all four individuals are referred to as Title IX Coordinator(s).

More than half (55-62%) of the employee-respondents and a little more than a third (35-38%) of the student-respondents were aware of at least some of the responsibilities of the Title IX Coordinator. However, many employees and most students were not aware that the Title IX Coordinator has multiple responsibilities, including receiving reports, coordinating campus response, ensuring training/education is provided to the campus community, and providing reporting individuals with accommodations and services during an investigation.

Approximately two-thirds of the employee-respondents and slightly more than a quarter of the student-respondents knew how to locate the Title Coordinator(s).

- *Campus policies and procedures addressing sexual assault*

Approximately 90% of both the employee-respondents and student-respondents were aware that the College has policies and procedures specifically addressing sexual assault.

- *How and where to report sexual violence as a victim/survivor or witness*

Employee-respondents were aware that a victim/survivor or witness could formally disclose a sexual assault on campus for investigation to Public Safety (91%) and the Title IX Coordinator(s) (68%). However, employee-respondents incorrectly believed that a formal disclosure for investigation could be made to the Counseling Center (82%) and The Connection Center (54%). Both offices can be contacted confidentially, but unless a student consents, no report will be made to either the Title IX Coordinator or Public Safety for investigation.

A significant percentage of student-respondents indicated that they knew how to report a sexual assault or sexual harassment (more than 70%) to the College. However, a smaller percentage of student-respondents indicated that they knew how to report domestic violence, dating violence or stalking (58-61%) to the College.

Approximately 20% of employee-respondents indicated that they did not know how to advise a student who was sexually assaulted on where to get help on campus (responses included: neither agree nor disagree, disagree or strongly disagree). Approximately 37% of employee-respondents indicated that they did not understand what happens when a student reports sexual assault on campus (responses included: neither agree nor disagree, disagree or strongly disagree).

- *The availability of resources on and off campus, such as counseling, health, academic assistance*

Employee-respondents were more aware of on-campus resources, such as Public Safety (94%) and Counseling Center (84%), and less aware of the Title IX Coordinator(s) (68%) and The Connection Center (65%). Employee-respondents were more aware of the local police/sheriff (76%) and local health services (including hospitals) (63%) as off-campus resources and less aware of the local crisis center (43%).

Student-respondents indicated that they were aware of the following on-campus resources: Public Safety (89%) and Counseling Center (74%). Student-respondents were less aware of other on-campus resources: the Title IX Coordinator(s) (53%) and The Connection Center (48%). Student-respondents were generally aware of the local police/sheriff (69%) as an off-campus resource, and less aware of other off-campus resources: local health services (including hospitals) (54%) and local crisis center (35%).

- *The prevalence of victimization and perpetration of sexual assault, domestic violence, dating violence, and stalking on and off campus during the last year*

Several student-respondents indicated that they had a sexual experience without their consent during the last year:

- 8 student-respondents said they were aware of someone viewing their sexual activity or nakedness without their consent, or taking pictures or recordings without their consent;
- 15 student-respondents said they received unwanted sexually suggestive digital or other written communications;
- 10 student-respondents said someone fondled, kissed or rubbed up against the private areas of their body without their consent; and
- 6 student-respondents said someone sexually penetrated them without their consent.

18 student-respondents indicated that a casual, steady, or serious dating or other intimate partner had behaved in at least one of a list of behaviors that would be characterized as dating violence during the last year.

10 student-respondents indicated that a stranger, friend, current or ex-partner had repeatedly followed them, watched them, texted, called, written, e-mailed, or communicated with them in ways that seemed obsessive and made them afraid or concerned for their safety during the last year.

It is not clear from the wording of the questions where any of the incidents occurred or whether the perpetrators were under the jurisdiction of the College.

- *Whether victims/survivors reported to the College and/or police, and reasons why they did or did not report*

Of student-respondents who indicated that they had been the victim of some form of sexual assault, only one indicated using the College's formal procedures to report the incident. Of student-respondents who indicated that they had been the victim of some form of sexual assault, but opted not to report or otherwise share their experience, the most common reasons indicated were that they did not recognize it as a sexual assault at the time, they were worried that it was partly their fault, or they were ashamed or embarrassed.

Of student-respondents who indicated that they had been the victim of some form of dating violence, none indicated using the College's formal procedures to report the incident. Of student-respondents who indicated that they had been the victim of some form of dating violence, but opted not to report or otherwise share their experience, the most common reasons indicated were that they did not recognize it as dating violence at the time, they were worried that it was partly their fault, they were ashamed or embarrassed, they were afraid the person who did it would try to hurt them again or they did not think it was important enough.

Of student-respondents who indicated that they had been the victim of some form of stalking, none indicated using the College's formal procedures to report the incident. Of student-respondents who indicated that they had been the victim of stalking, but opted not to report or otherwise share their experience, the most common reasons indicated were that they were concerned that others would find out, they did not think they would be believed, they were ashamed or embarrassed, they thought they would be blamed for what happened or they did not trust the campus or the police to take appropriate action.

- *The general awareness of the definition of affirmative consent*

80% of employee-respondents and 85% of student respondents were aware of the SUNY definition of affirmative consent. However, approximately 9% of employee-respondents and approximately 20% of student-respondents were either not sure or incorrectly assumed that an incapacitated person could give consent.

- *Bystander attitudes and behavior*

Employee-respondents indicated that they believed their colleagues were very likely or likely to call for help if they heard a neighbor yelling for help (92%), talk to a student who they suspected was in an abusive relationship (71%), get help and resources for a student who told them that they had been assaulted (96%), and tell a campus authority about information they have that might help in a sexual assault case even if pressured by their peers to stay silent (83%).

Student-respondents indicated that they believed their student peers were very likely or likely to express their discomfort if someone made a joke about a person's body (34%), call for help if they heard a neighbor yelling for help (64%), get help and resources for a friend who told them that they had been assaulted (79%), confront a friend who told them they had sex with someone who was passed out or who didn't give consent (52%), do something to help a very drunk person who was being brought upstairs by a group of people at a party (60%), and tell a campus authority about information they have that might help in a sexual assault case even if pressured by their friends to stay silent (45%).

- *The general awareness of the difference, if any, between the institution's policies and the penal law*

79% of employee-respondents and 56% of student-respondents were aware of the difference between the college disciplinary process and the criminal justice system.

Discussion and next steps

In 2014, President Cliff L. Wood delegated responsibility for sexual violence prevention training of students to the Committee Against Sexual Assault and Relationship Violence, a committee focusing exclusively on such matters (CASARV), and training of employees to the Center for Excellence in Teaching & Learning, an umbrella organization for professional development at the College (CETL). Both groups consult with the Title IX Coordinators and the Clery Officer to ensure that they are providing the most up-to-date information to campus constituents.

Since 2014, Public Safety and CASARV have utilized The Rape Aggression Defense (RAD) System, which is a program of realistic, self-defense tactics and techniques. The RAD System, which is currently being taught at many colleges and universities, is a comprehensive course for women that begins with awareness, prevention, risk reduction and avoidance, while progressing on to the basics of hands-on defense training. The RAD courses for students, employees and members of the public are taught at the College by two certified RAD instructors as well as a Nationally Certified Instructor. Approximately 150 individuals have completed the RAD program since its introduction to our campus and the program has received many positive reviews.

A collaboration with the Center for Safety & Change, the local domestic violence and sexual assault service provider in Rockland County (CSC), and the College has allowed both not-for-profit organizations to educate the populations they serve on sexual violence response and prevention. Each year CASARV runs numerous programs during Domestic Violence Awareness Month (October) and Sexual Assault Awareness Month (April) to educate campus constituents about domestic violence, dating violence, stalking, and sexual assault. Since May 2016, CSC has provided speakers for 30 of these programs, including the required training for athletes and student leaders. CETL has also worked with CSC to provide training to employees.

According to CASARV, the training provided to campus constituents in partnership with CSC has increased awareness of the problem and impact of sexual assault. The event evaluations collected for the following events held in partnership with CSC illustrate this conclusion:

Screening and Discussion of *The Hunting Ground*, a movie about rape crimes on US college campuses

- 90.2% of those who completed the evaluation for this event stated that their “knowledge of this topic was increased by this workshop”.
- Sample written comments:
 - “Amazing information, shocking – alarming, enraging – thought provoking - hard to think this is such a huge problem that is being brushed aside.”
 - “I thought the workshop was insightful, a very powerful message that needs to be seen more.”
 - “People need to be aware and survivors NEED to know they are NOT alone.”
 - “It opened my eyes to how often this really occurs.”
 - “Before this I was honestly not aware of the situation. This made me a lot more aware of how bad it is. I think it’s crazy how the schools try to cover up such a terrible act. This really needs to stop.”

“Revenge Porn: What is it? What you should know about it!” workshop

- 92.3% of those who completed the evaluation for this event stated that their “knowledge of this topic was increased by this workshop”.
- Sample written comments:
 - “Very informative also, shocking. Glad that the speaker encouraged people to contact The Center for Safety & Change if they had this problem.”
 - “I had not heard the words “revenge porn” before this presentation and I learned so much about the topic as a whole. Really informative!”
 - “It was extremely powerful and moving.”

“The College Experience and Sexual Assault”, collaborative multi-media presentation

- 92% of those who completed the evaluation for this event stated that their “knowledge of this topic was increased by this workshop”.
- Sample written comments:
 - The presentation “really opened your eyes about the topic to realize how bad it’s getting and how you can get help.”
 - “Telling you to take action when someone is in need of your help and help someone not commit an action they would regret doing.”

- The workshop “really cleared up what sexual assault is and not to be afraid or ashamed to report it.”

Consistent with Federal and State law, the College offers this ongoing training to students and employees, but does not mandate any group other than student-athletes and student-leaders to actually complete the training. This has presented a challenge regarding educating all campus constituents.

The College makes numerous sexual and interpersonal violence resources available to its constituents both on- and off-campus (for example, on-campus resources include Title IX Coordinator(s), Public Safety, The Connection Center, Counseling Center, and Religious Life; and off-campus resources include the CSC, State, county and local law enforcement, and local health services, among others). As a next step the College must endeavor to ensure that 100% of our campus community know either where to go for help or where to direct someone in need.

In fall 2017, the College plans to introduce two new training opportunities for students and employees, which will complement the existing onboarding and ongoing training offered by CASARV and CETL. The College plans to begin using the SUNY/CUNY SPARC (Sexual and Interpersonal Violence Prevention And Response Course), a new online training program for students and employees that will offer in one place all relevant definitions, how to formally report sexual violence for investigation, who to consult confidentially, what accommodations or services are available, and the potential consequences and sanctions for individuals who commit these crimes and college conduct violations. Additionally, the College plans to institute The University of New Hampshire’s *Bringing In the Bystander* program, which will comprehensively address bystander intervention and the importance of taking action to prevent violence when one can safely do so.

Improved training that reaches all college constituents on student rights and responsibilities under local, State and Federal law, including sexual violence prevention and response, is an integral part of the College’s Diversity & Inclusion Plan for 2016 – 2019. Responsibility for this action item was assigned to multiple offices, including CETL, the Office of the Vice President of Student Services and the Title IX Coordinator(s).