



Graduate Sexual Harassment Survey

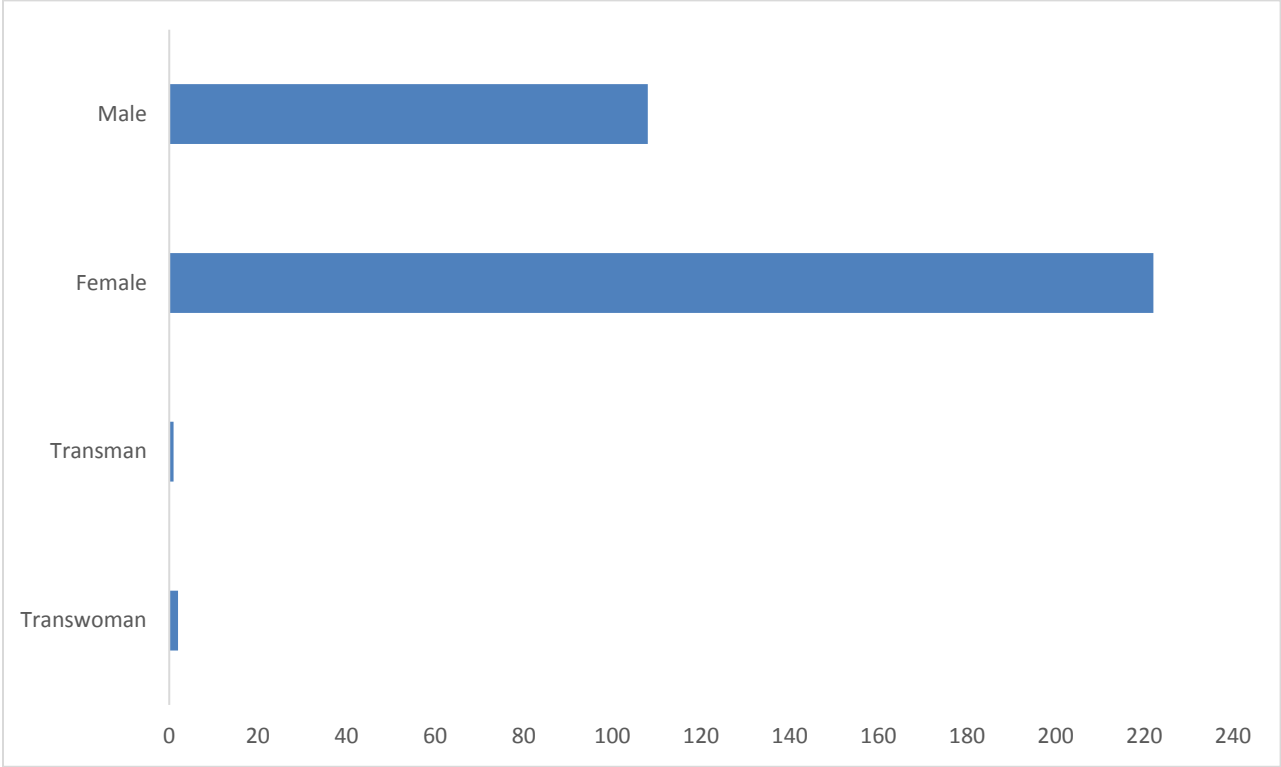
April 23 – May 2, 2018

Total Graduate Students: **5,966**

Total Respondents: **333**

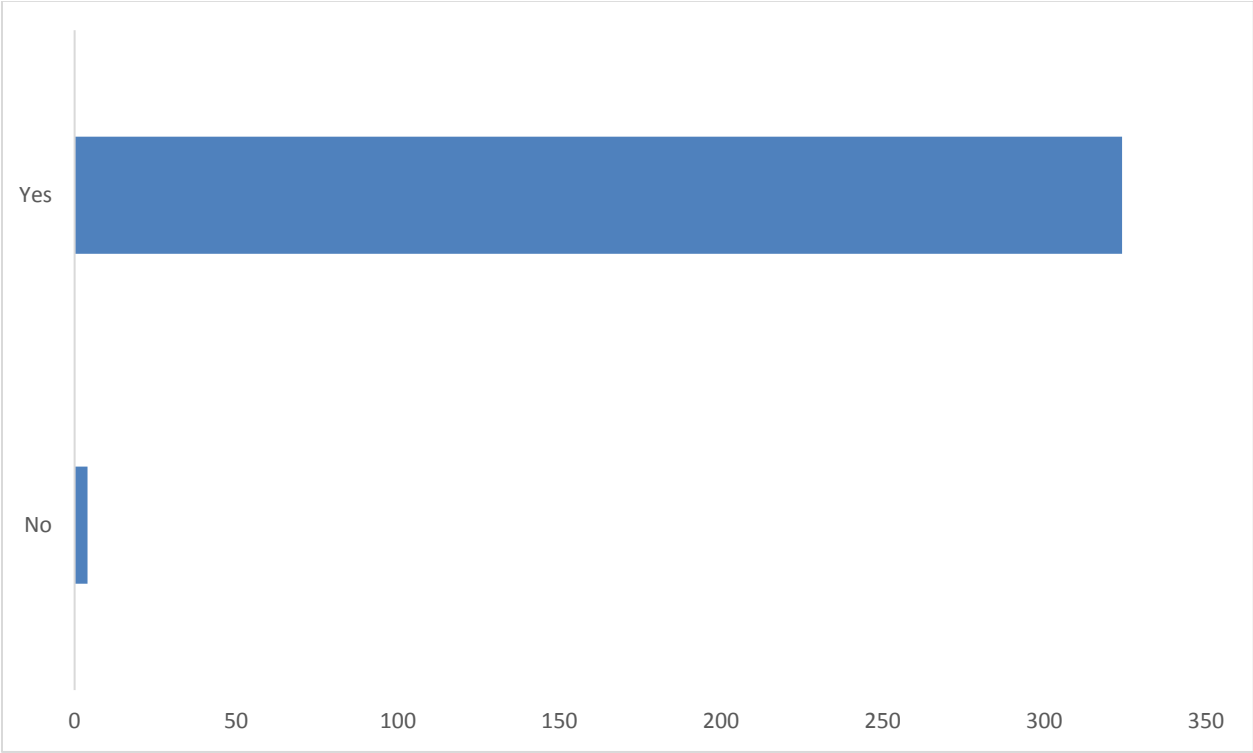
Response Rate: **5.58%**

Q1 - What gender do you currently identify?



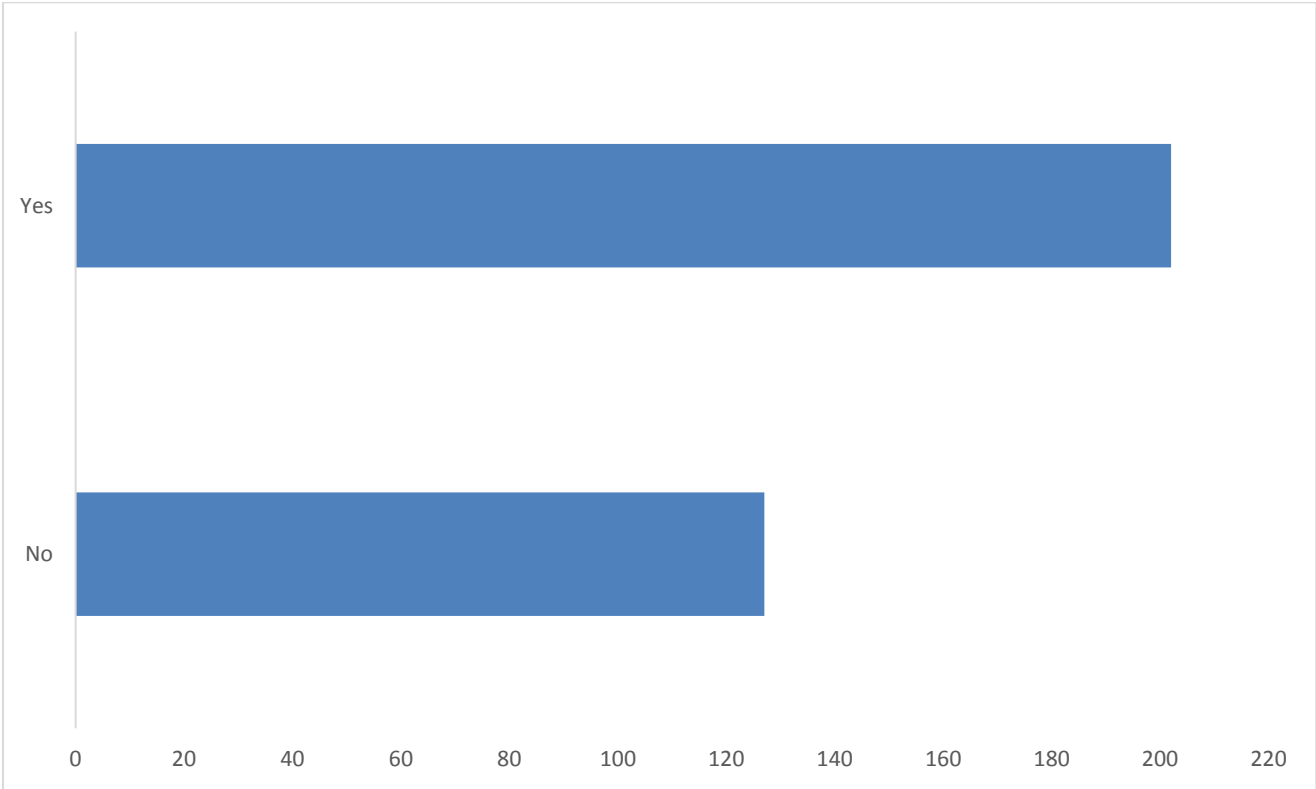
#	Answer	%	Count
1	Male	32.43%	108
2	Female	66.67%	222
3	Transman	0.30%	1
4	Transwoman	0.60%	2
	Total	100%	333

Q2 - Did you know that acts of sexual misconduct (i.e., sexual harassment, non-consensual sexual touching) and sexual violence (i.e., sexual assault, relationship violence, stalking) is prohibited at the University of Kansas?



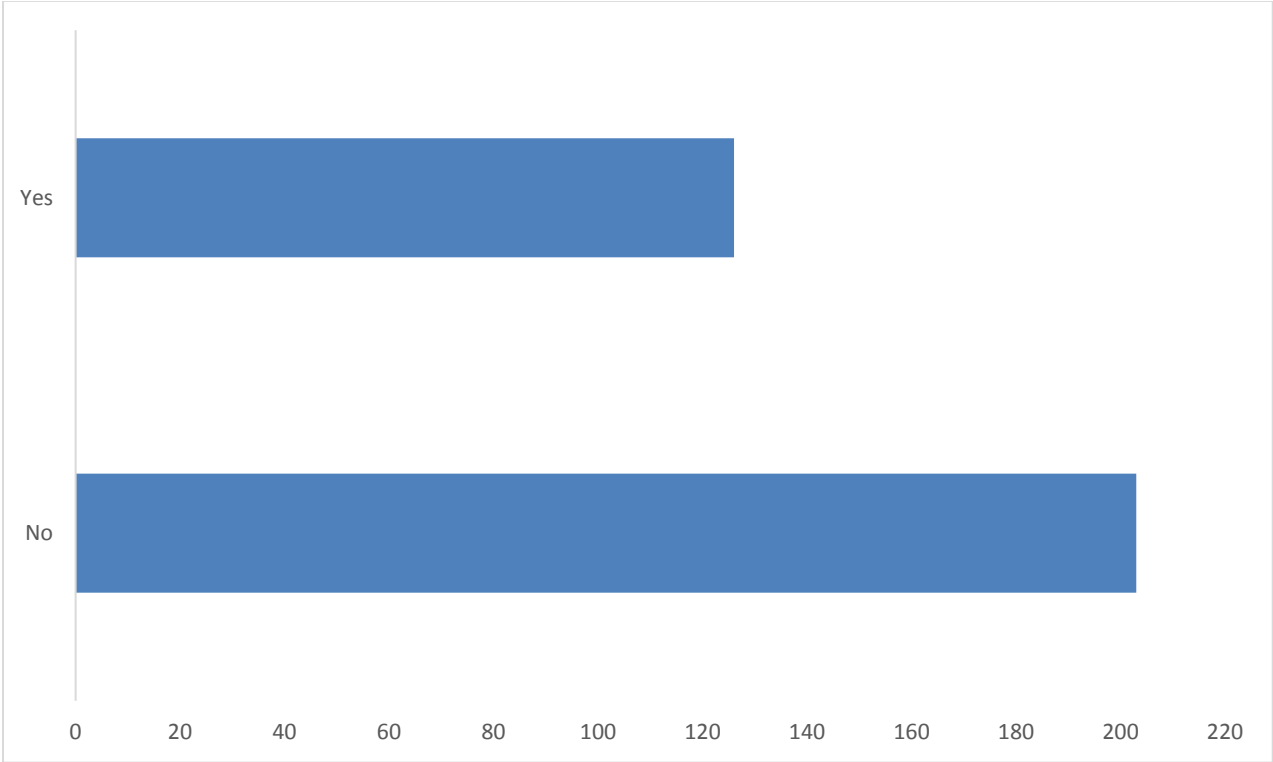
#	Answer	%	Count
1	Yes	98.78%	324
2	No	1.22%	4
	Total	100%	328

Q3 - Did you know the University of Kansas maintains a website (www.ioa.edu) devoted to addressing sexual misconduct and sexual violence that includes policies, complaint procedures and, campus and community support resources for those who experience sexual misconduct and sexual violence?



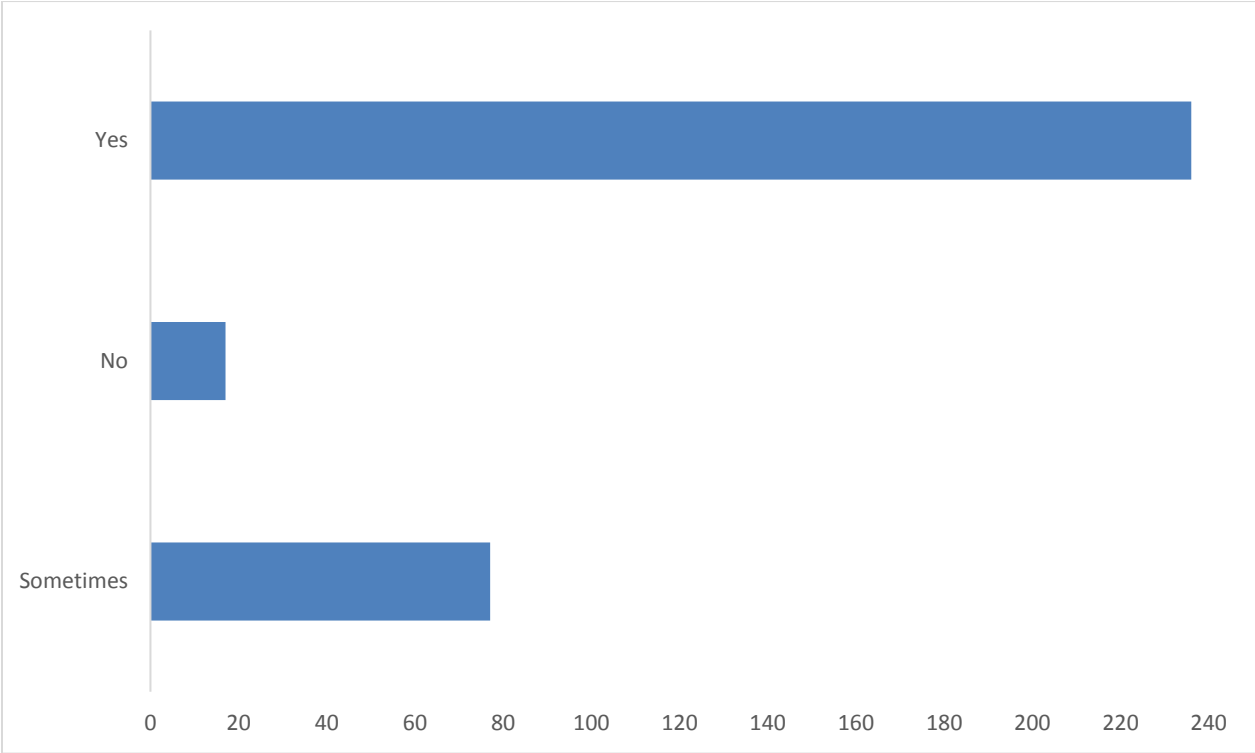
#	Answer	%	Count
1	Yes	61.40%	202
2	No	38.60%	127
	Total	100%	329

Q4 - Did you know the University of Kansas maintains an electronic mailbox (ioa@ku.edu) to provide personalized assistance to those who experience sexual misconduct and sexual violence?



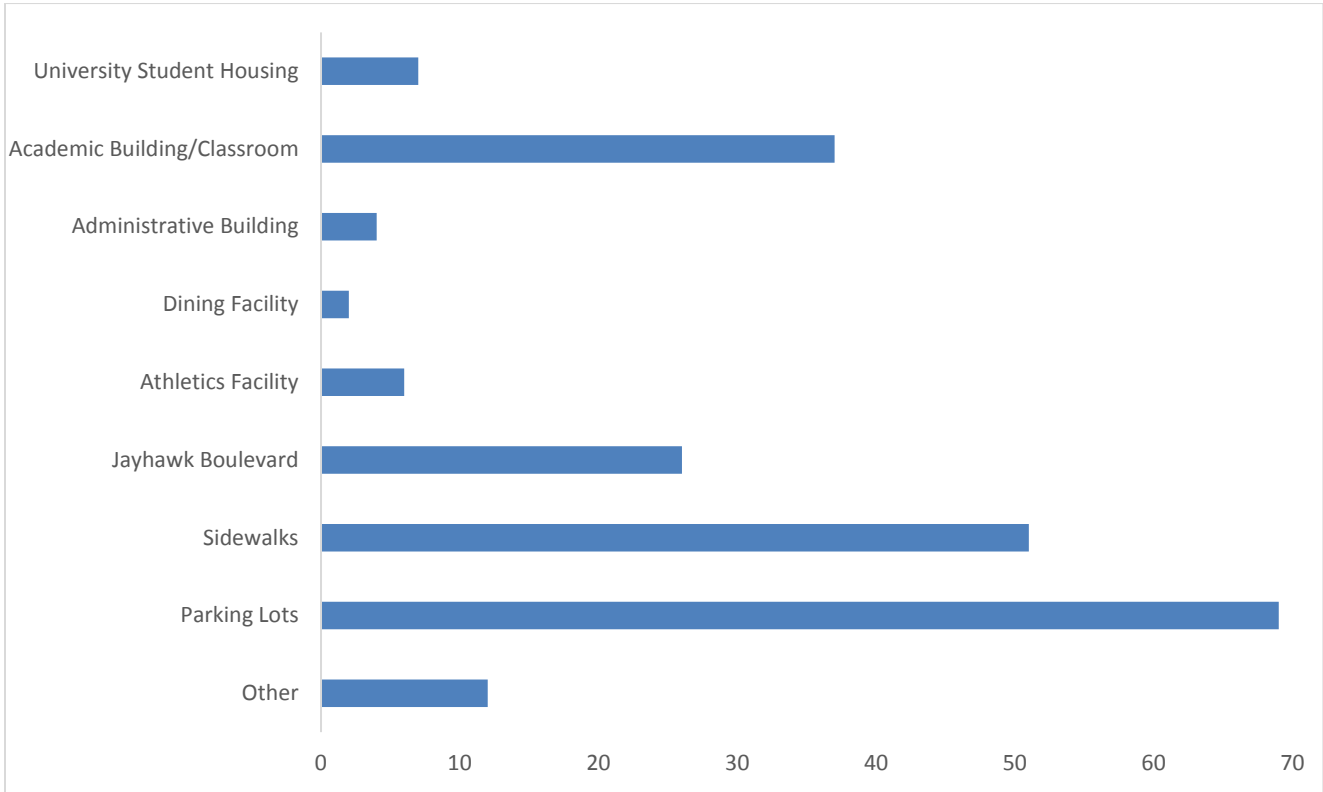
#	Answer	%	Count
1	Yes	38.30%	126
2	No	61.70%	203
	Total	100%	329

Q5 - Do you feel safe from actions of sexual misconduct and sexual violence on campus?



#	Answer	%	Count
1	Yes	71.52%	236
2	No	5.15%	17
3	Sometimes	23.33%	77
	Total	100%	330

Q6 - If no or sometimes, where do you feel unsafe? (please check all that apply)



#	Answer	%	Count
1	University Student Housing	3.27%	7
2	Academic Building/Classroom	17.29%	37
3	Administrative Building	1.87%	4
4	Dining Facility	0.93%	2
5	Athletics Facility	2.80%	6
6	Jayhawk Boulevard	12.15%	26
7	Sidewalks	23.83%	51
8	Parking Lots	32.24%	69
9	Other	5.61%	12
	Total	100%	214

Other

Entire campus after dark

Libraries

Really anywhere at night

Anywhere with a significant percentage of fraternity members

Campanile at night

Walking back from night classes

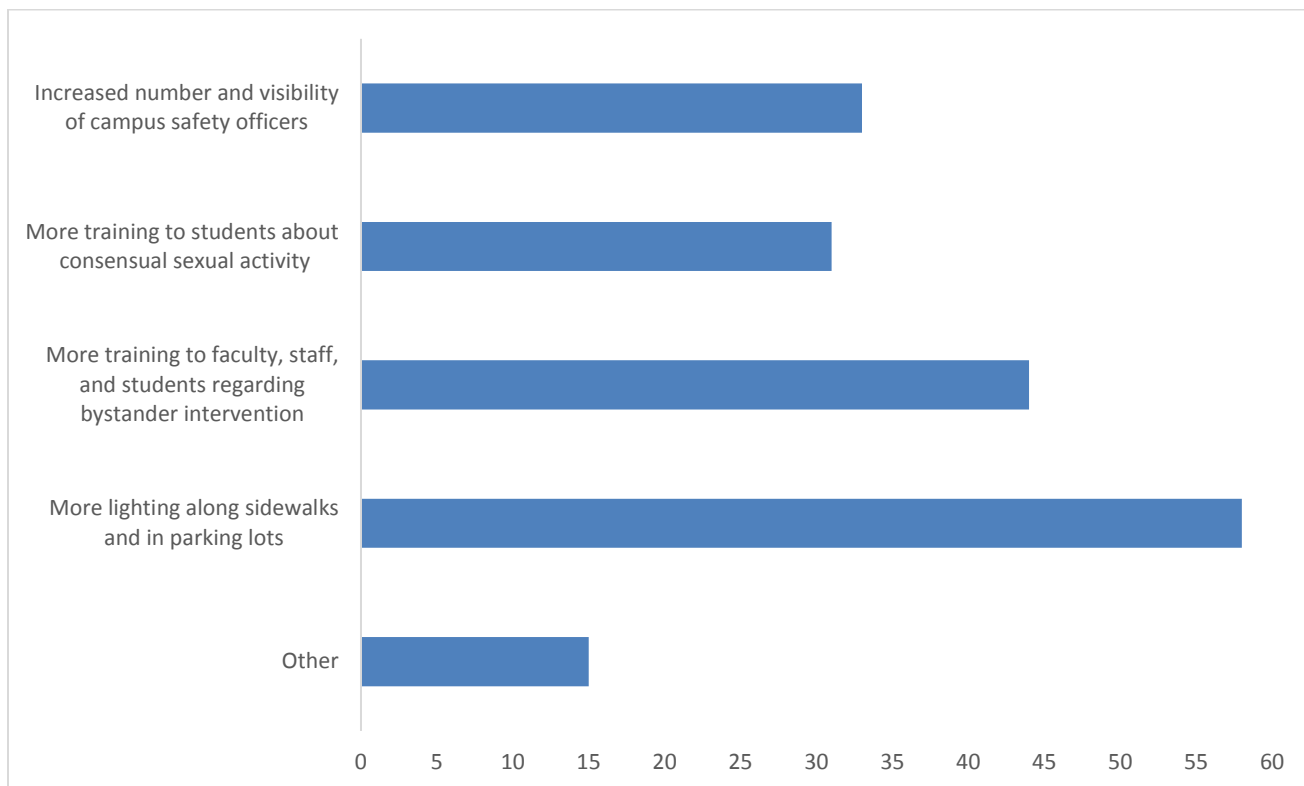
At night where there is little lighting is the most frequent times I begin to feel nervous of my safety

Watkins

At night outside

At night

Q7 - If you do not feel safe on campus, what do you think needs to be improved to ensure your safety? (please check all that apply)



#	Answer	%	Count
1	Increased number and visibility of campus safety officers	18.23%	33
2	More training to students about consensual sexual activity	17.13%	31
3	More training to faculty, staff, and students regarding bystander intervention	24.31%	44
4	More lighting along sidewalks and in parking lots	32.04%	58
5	Other	8.29%	15
	Total	100%	181

Other

I mean just general power dynamics... I am not sure if there is anything that can fully be done about that.

More punishment for faculty caught engaging in these acts

More training for faculty and staff as to what sexual harassment actually is

Communication between faculty and graduate students about observations of people's behavior and comments

More training for faculty re: what is acceptable and ethical ways of behaving with graduate students and other faculty members

Systemic changes

Increased training for faculty & administrators in supporting graduate students that report feeling unsafe or experiencing sexual misconduct. Clearer guidelines on GTA rights to feel safe, in the classroom and in other work spaces. Consistently enforced punitive measures for faculty and students who violate sexual misconduct rules.

Firing known sexual harassers like **redacted** in the Soc department

I don't think there are environmental or structural changes that could be made that would make me feel safer. I think campus is well lit and there are emergency call boxes and safety officers. I am just conditioned to feel unsafe when I am alone at night, so I try to avoid being on campus after dark by myself, at least in secluded areas. It's not just campus, it's anywhere in any town.

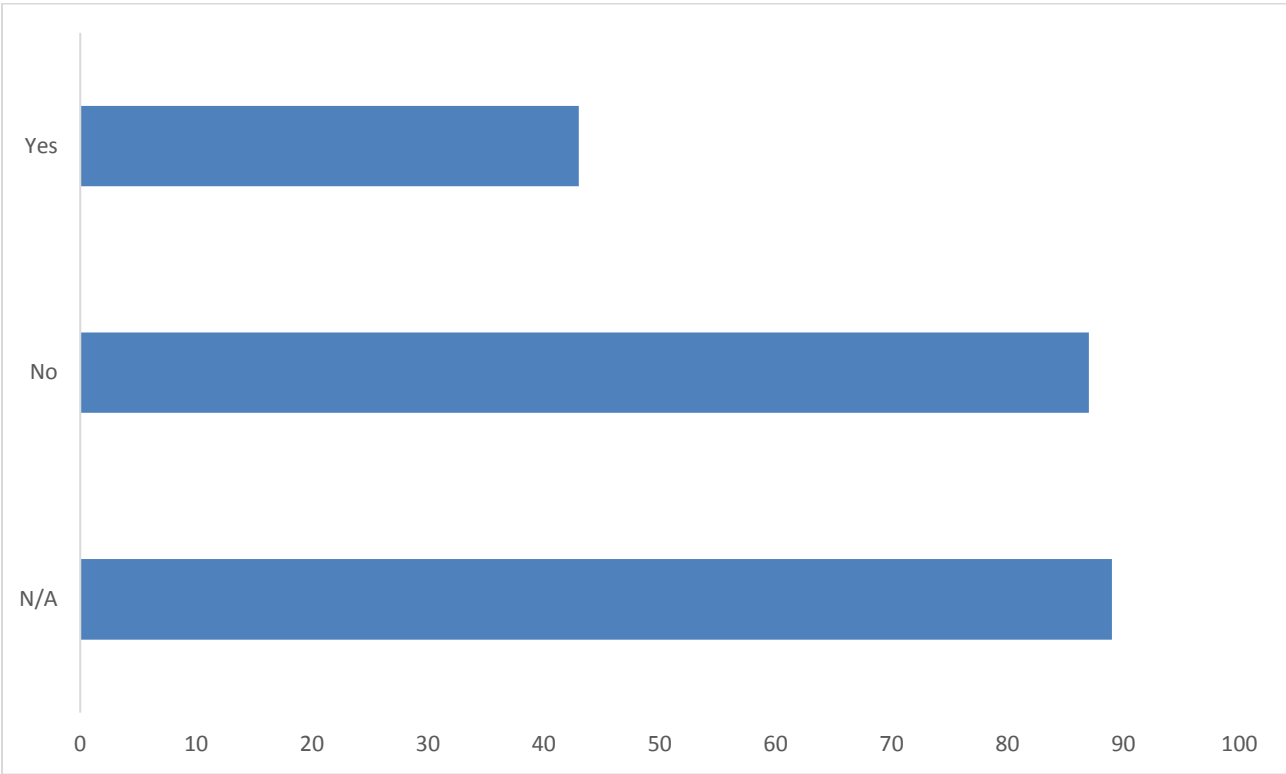
If students could not catcall me from cars, that'd be great.

Actual consequences for inappropriate professor behavior

More emergency phone stations

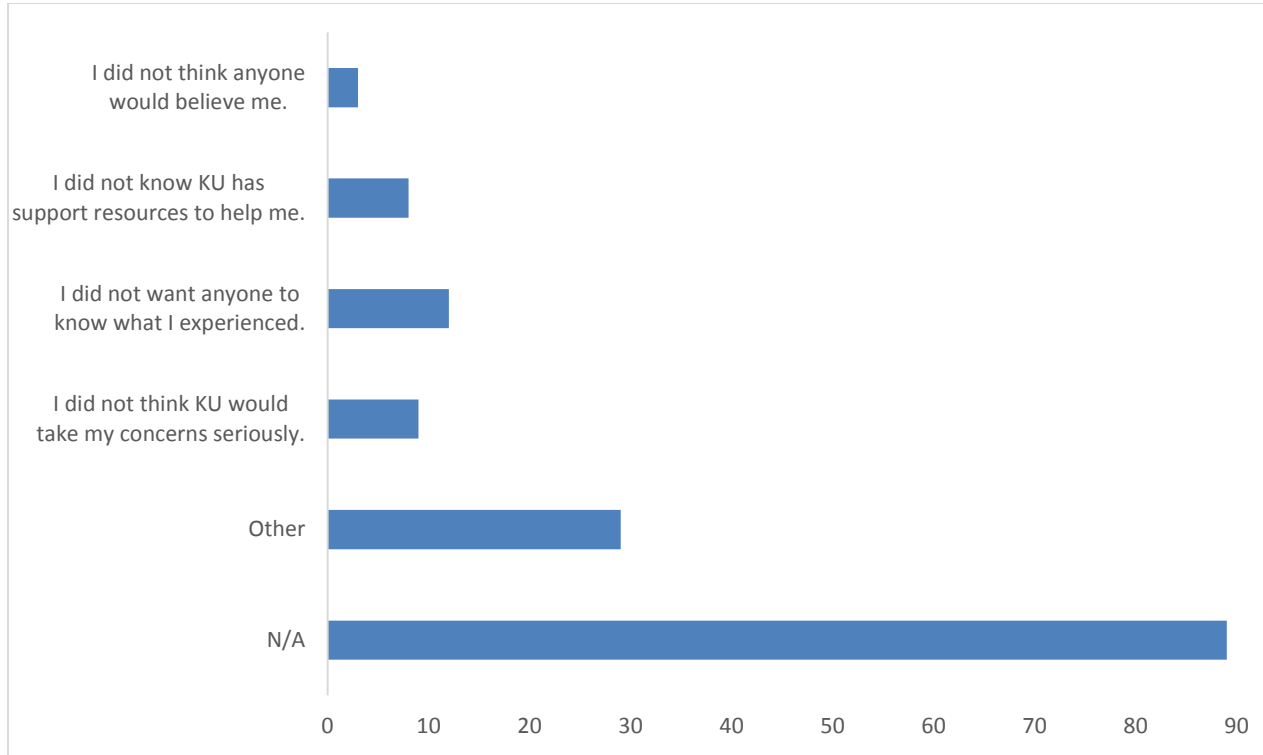
Increased number and visibility of campus safety officers after business hours in particular.

Q8 - If you have been affected by sexual misconduct or sexual violence at KU, did you report your experience?



#	Answer	%	Count
1	Yes	19.63%	43
2	No	39.73%	87
3	N/A	40.64%	89
	Total	100%	219

Q9 - If no, why did you not report your experience?



#	Answer	%	Count
1	I did not think anyone would believe me.	2.00%	3
2	I did not know KU has support resources to help me.	5.33%	8
3	I did not want anyone to know what I experienced.	8.00%	12
4	I did not think KU would take my concerns seriously.	6.00%	9
5	Other	19.33%	29
	N/A	59.34%	89
	Total	100%	150

Other

It was years ago and no one did anything

It was not in my best interest to report - due to job opportunities and advancing in my degree program

I was afraid of retaliation.

I could handle it myself and it did not escalate to a reportable issue.

Because in the past, this professor has never faced consequences and most likely the university would just try to cover it up rather than do anything.

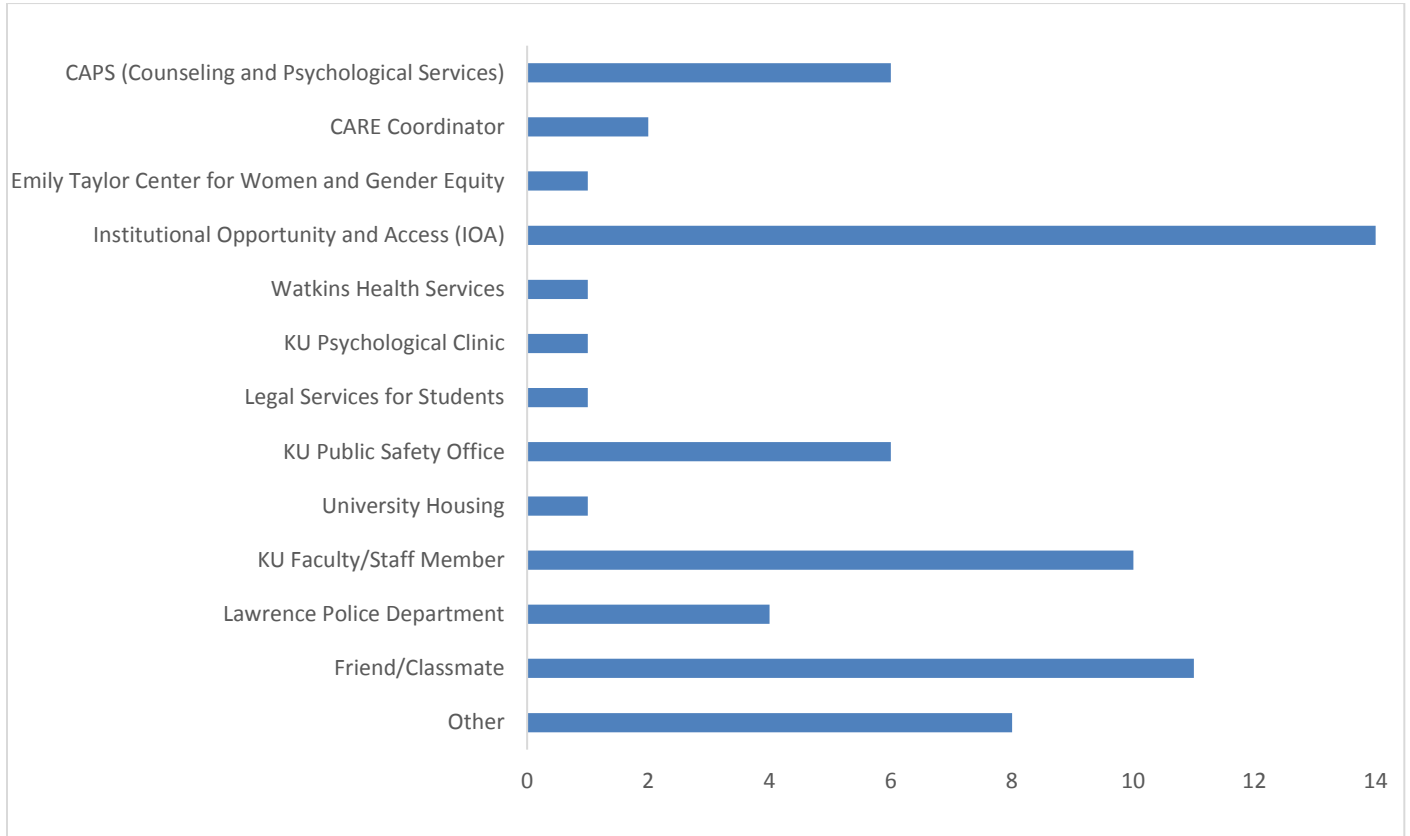
The university literally could not do anything about it (I've experienced street harassment from unknown male students while walking or jogging on campus at night)

Didn't feel it crossed a threshold worth pursuing

Don't want to cause a fuss. Not worth the hassle. He is about to leave, retire. More upsetting that other faculty laugh when he makes sexual comments. Sets a bad example for other male students, like it's acceptable.

I thought there would be implications in my research field

Q10 - If yes, to whom did you report your experience? (please check all that apply)



#	Answer	%	Count
1	CAPS (Counseling and Psychological Services)	9.09%	6
2	CARE Coordinator	3.03%	2
3	Emily Taylor Center for Women and Gender Equity	1.52%	1
4	Office of Institutional Opportunity and Access (IOA)	21.21%	14
5	Watkins Health Services	1.52%	1
6	KU Psychological Clinic	1.52%	1
7	Legal Services for Students	1.52%	1
8	KU Public Safety Office	9.09%	6
9	University Housing	1.52%	1
10	KU Faculty/Staff Member	15.15%	10
11	Lawrence Police Department	6.06%	4

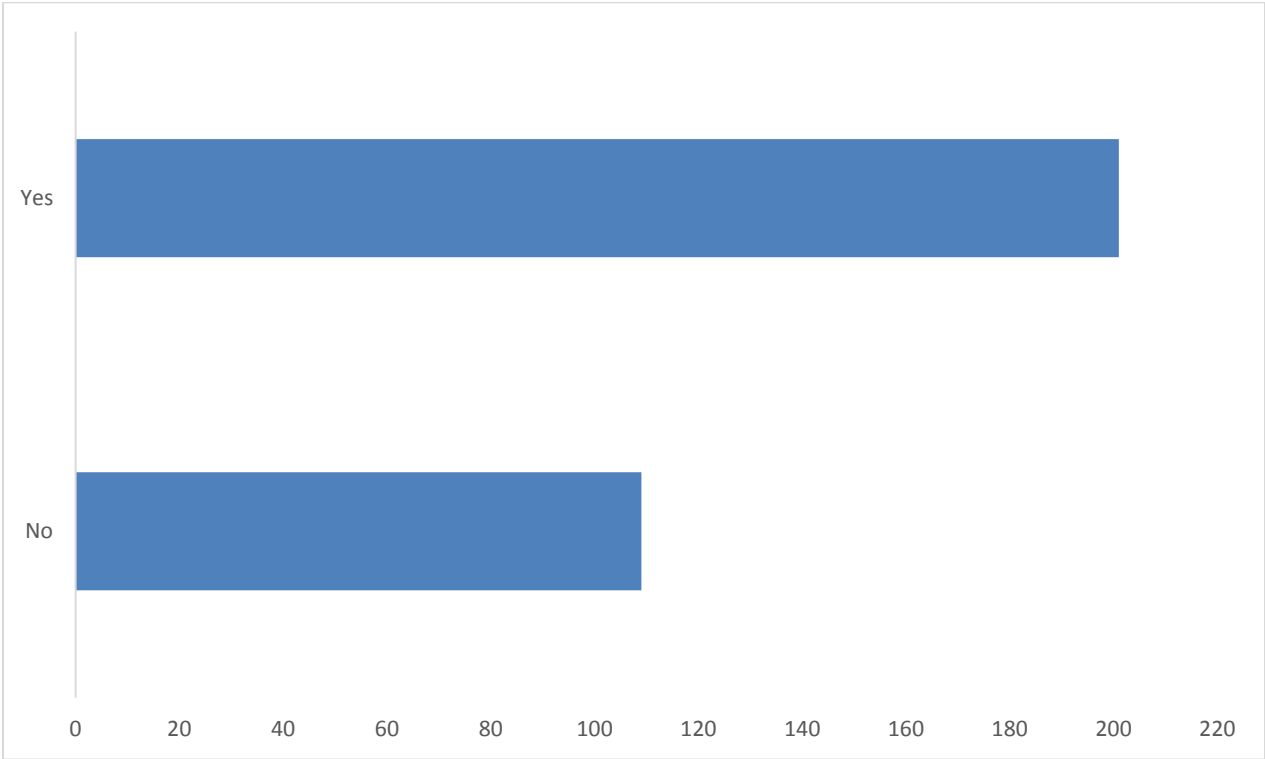
12	Friend/Classmate	16.67%	11
13	Other	12.12%	8
	Total	100%	66

Other

HR

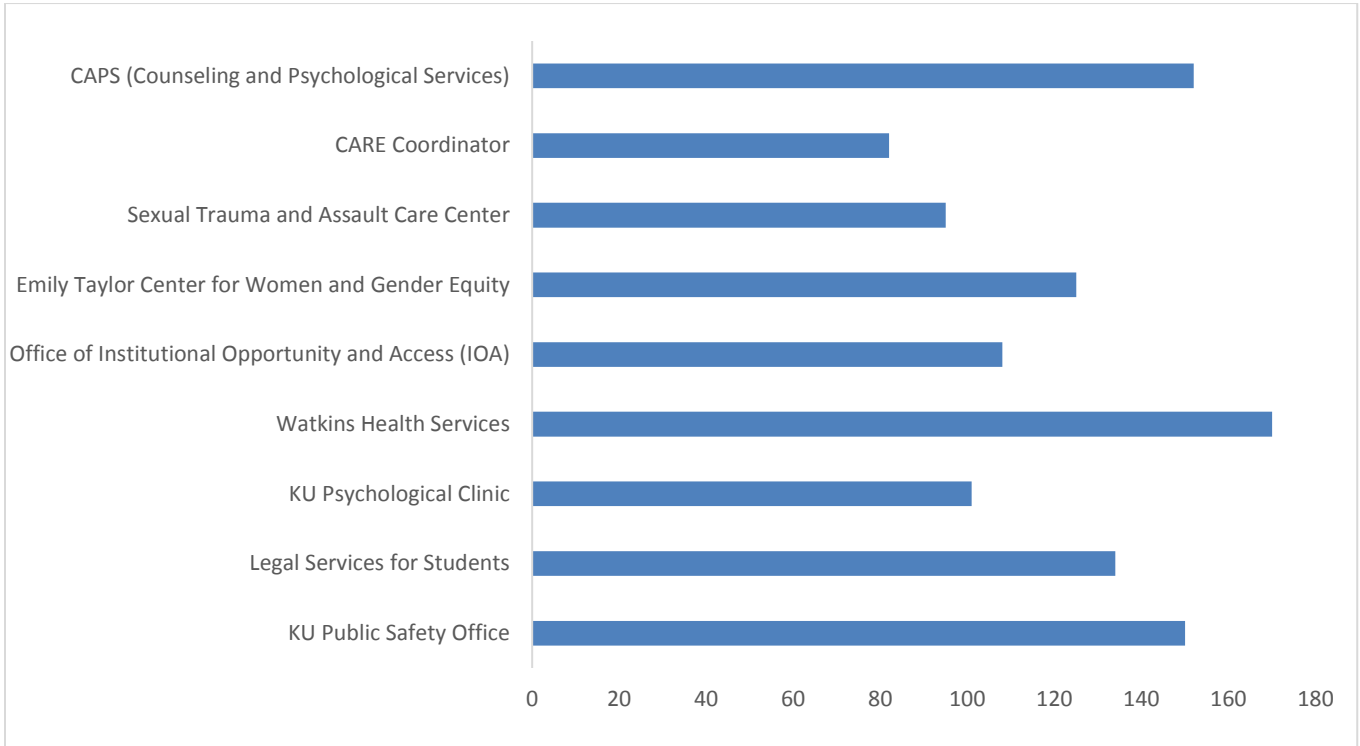
Advisor

Q11 - KU offers several campus and community-based resources to assist survivors of sexual misconduct and sexual violence. Are you aware of the programs and services offered by the University of Kansas to assist students who have been affected by sexual misconduct and sexual violence?



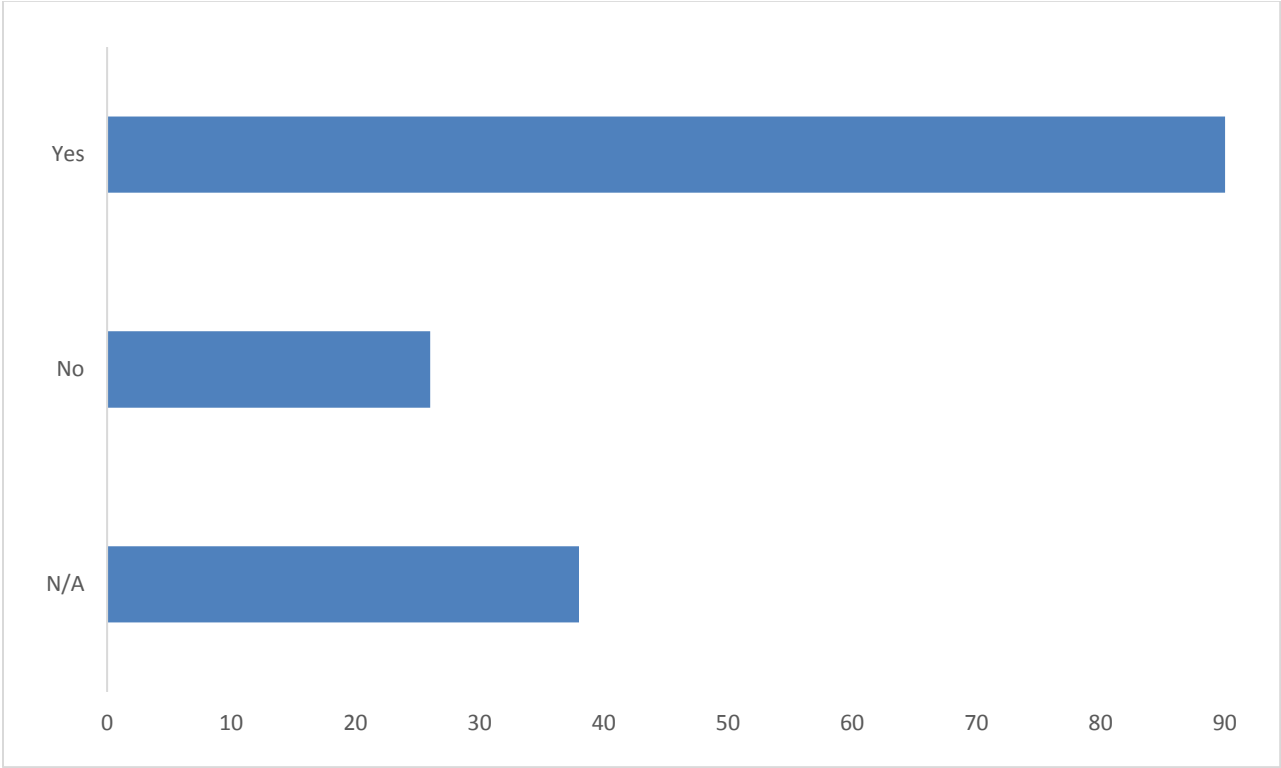
#	Answer	%	Count
1	Yes	64.84%	201
2	No	35.16%	109
	Total	100%	310

Q12 - If yes, what programs/services are you aware? (please check all that apply)



#	Answer	%	Count
1	CAPS (Counseling and Psychological Services)	13.61%	152
2	CARE Coordinator	7.34%	82
3	Sexual Trauma and Assault Care Center	8.50%	95
4	Emily Taylor Center for Women and Gender Equity	11.19%	125
5	Office of Institutional Opportunity and Access (IOA)	9.67%	108
6	Watkins Health Services	15.22%	170
7	KU Psychological Clinic	9.04%	101
8	Legal Services for Students	12.00%	134
9	KU Public Safety Office	13.43%	150
	Total	100%	1117

Q13 - If you accessed any of these programs and services, did you feel that these services treated you with respect and addressed your questions/concerns with speed and accuracy?



#	Answer	%	Count
1	Yes	58.46%	90
2	No	16.84%	26
3	N/A	24.70%	38
	Total	100%	154

Q14 - If no, what service needs improvement and how?

Watkins, make it a service, not a profession from morning 8 to 5. It is a basic necessity

Quicker investigation and action

Watkins. If you don't have insurance they act like you don't matter. Both my experiences have ended in this way. I'm one who does not have private insurance. I pay a semester fee but never use it because of this issue. Make it a choice, not a demand to pay!

Increase the apparency of investigation

CAPS never responded when I called to schedule an appointment.

A janitor fondled his exposed penis in front of another grad student and he was moved to another building with no warning to the occupants of that building.

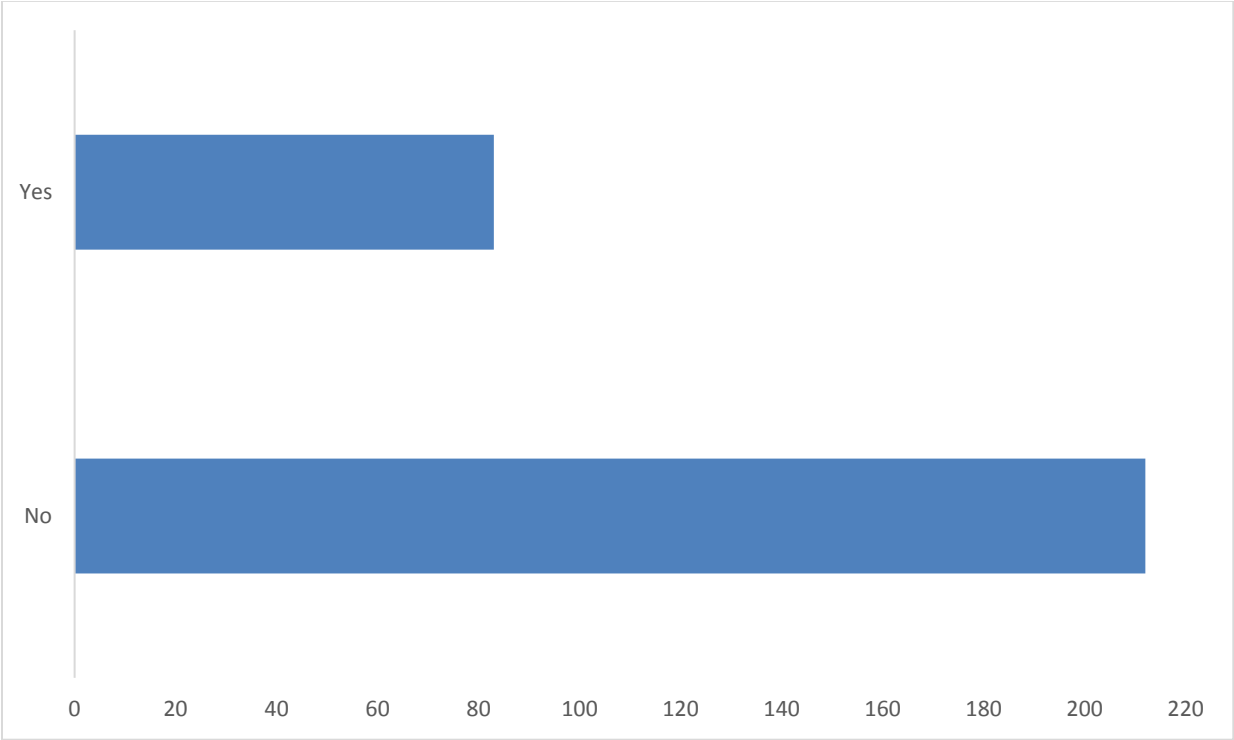
Nothing changed. I felt dismissed.

The entire university needs improvement in training and to actually combat campus Greek life culture as well as training faculty about appropriate behaviors (and that there are repercussions when faculty behave inappropriately).

The ombudsman dismissed my complaint and did not make me aware of other resources on campus.

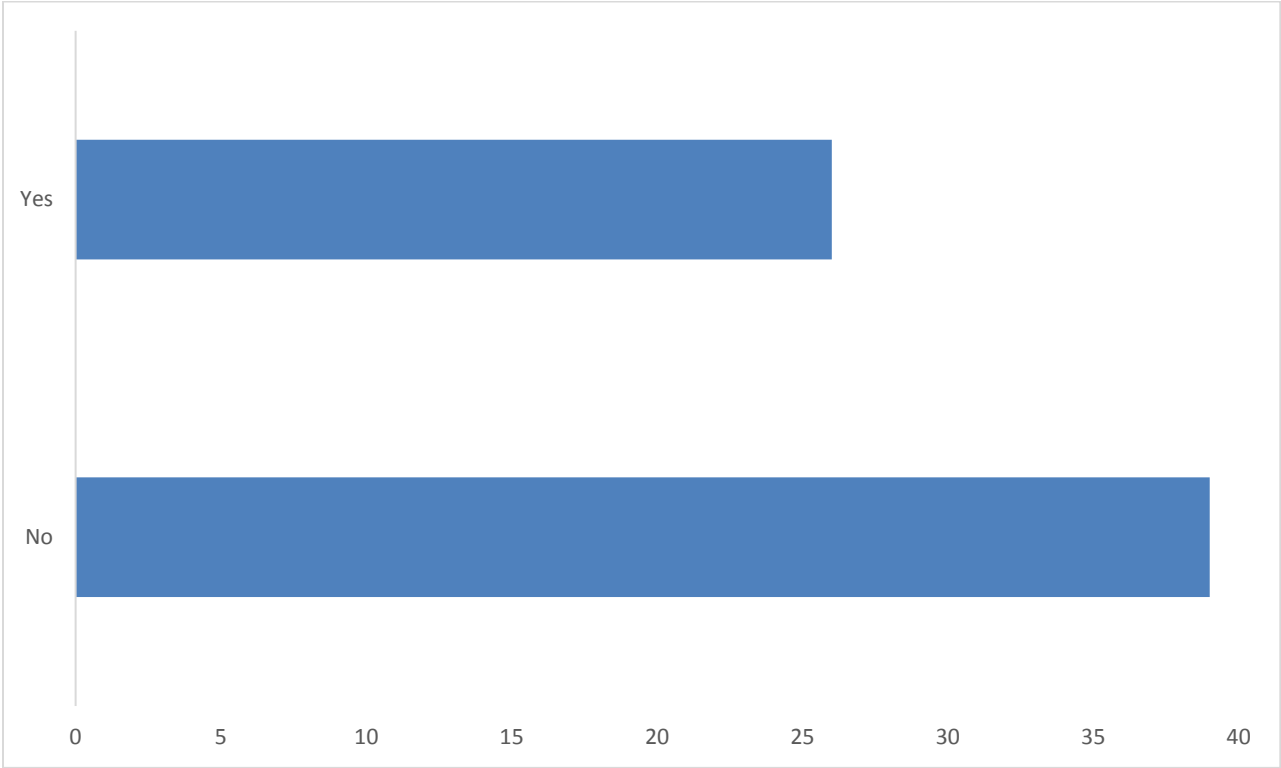
Awareness of them all

Q15 - The Sexual Assault Prevention and Education Center (SAPEC) offers bystander intervention training to KU students. Have you participated in a bystander intervention training offered at KU by the Sexual Assault Prevention and Education Center (SAPEC)?



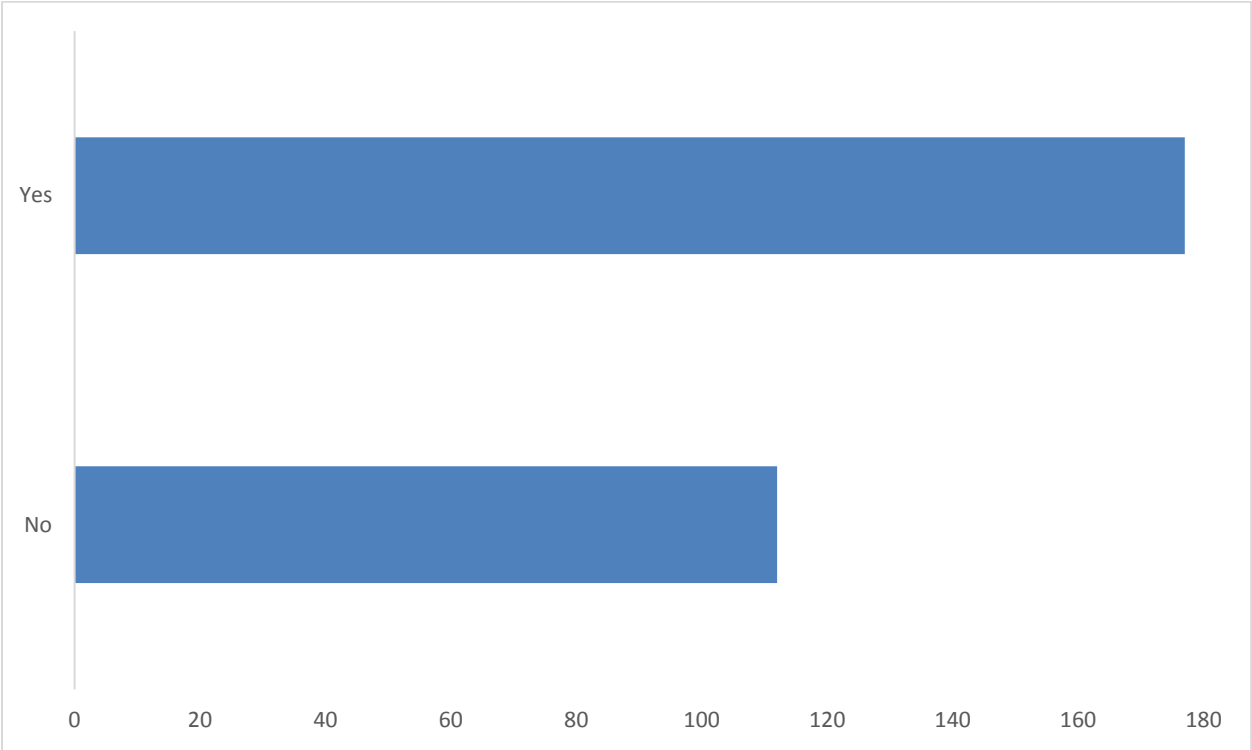
#	Answer	%	Count
1	Yes	28.14%	83
2	No	71.86%	212
	Total	100%	295

Q16 - If yes, have you safely intervened as a bystander when you saw unwanted sexual behavior or intimate partner violence?



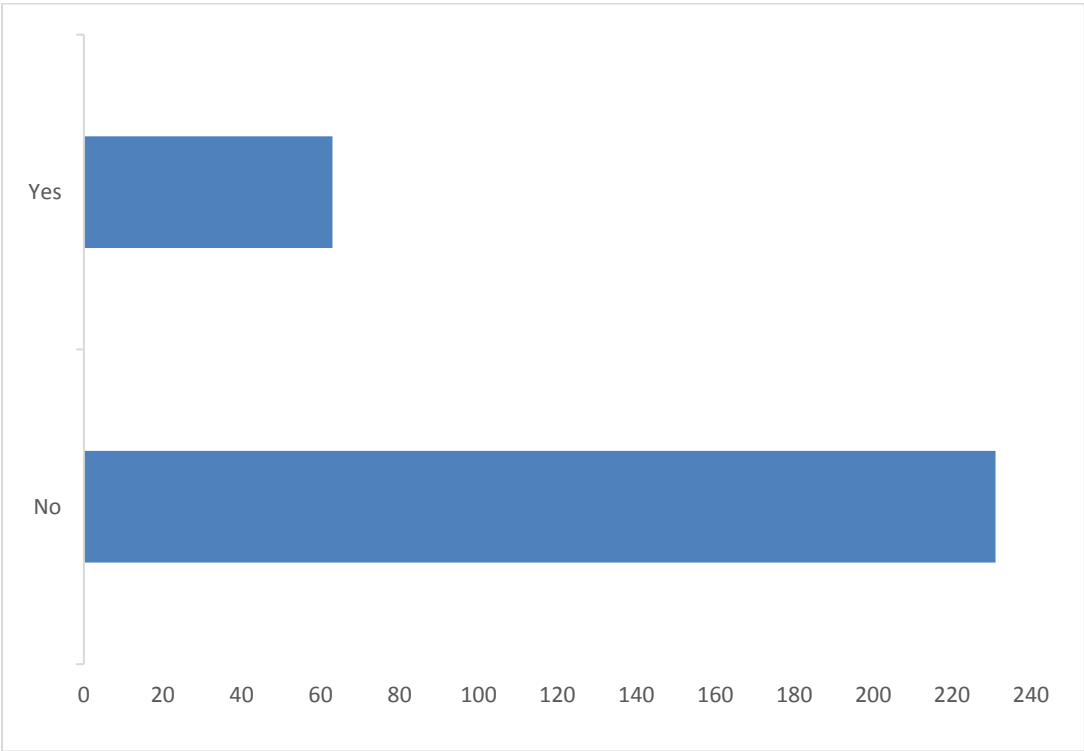
#	Answer	%	Count
1	Yes	40.00%	26
2	No	60.00%	39
	Total	100%	65

Q17 - All KU administrators, faculty, staff, GTAs, and GRAs are required to successfully complete a one-hour online training program that educates them on how to identify, respond, and report acts of sexual misconduct and sexual violence. Do you feel KU administrators, faculty, and staff are adequately trained to assist students who are affected by sexual misconduct and sexual violence?



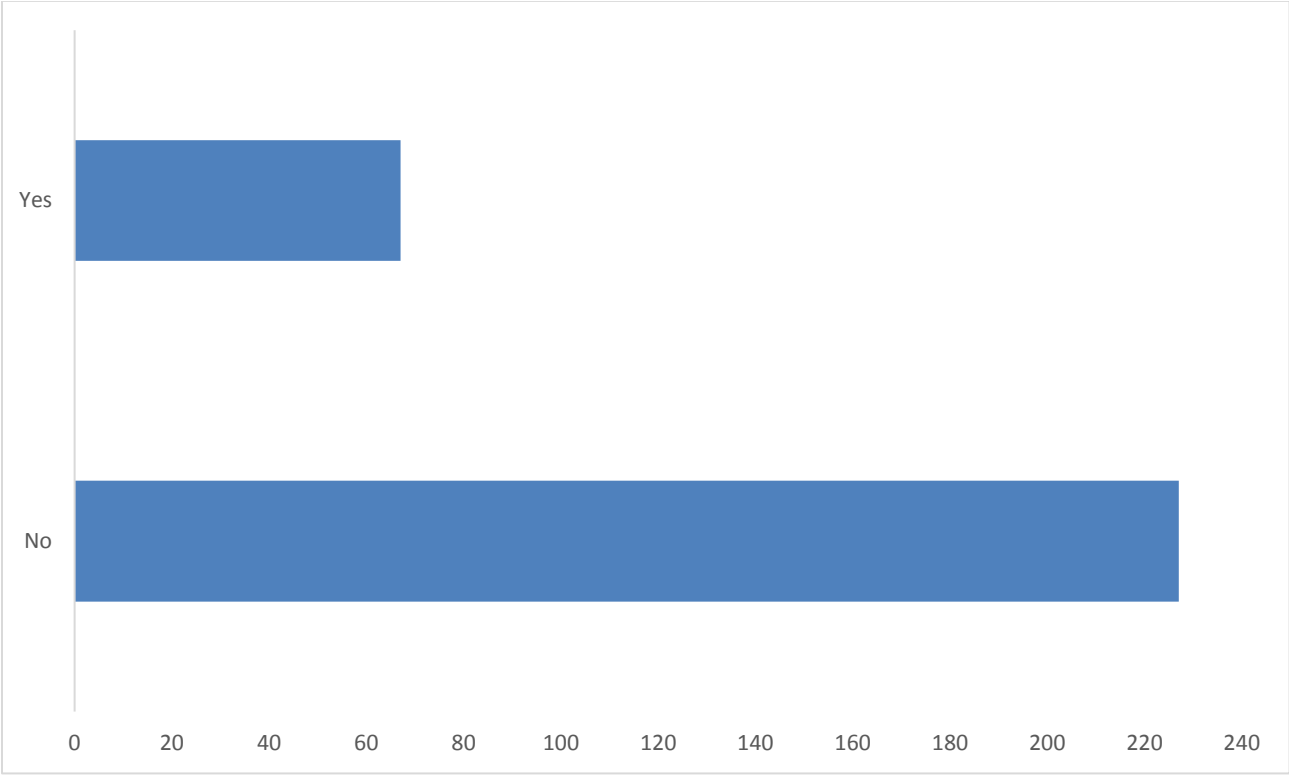
#	Answer	%	Count
1	Yes	61.25%	177
2	No	38.75%	112
	Total	100%	289

Q18 - While a student at the University of Kansas, have you personally received or heard sexually harassing remarks made by faculty or staff?



#	Answer	%	Count
1	Yes	21.43%	63
2	No	78.57%	231
	Total	100%	294

Q19 - While a student at the University of Kansas, have you personally experienced or witnessed a situation where you believed a faculty member or staff member exploited you or another student in a power differential relationship?



#	Answer	%	Count
1	Yes	22.79%	67
2	No	77.21%	227
	Total	100%	294

Q20 - Given the unique relationship between a graduate student and faculty, staff, and your peers, do you have recommendations for educational efforts or changes to university policy, practices, or procedures that would improve the University's work to address sexual misconduct and sexual violence?

NONE

Sexual misconduct and sexual violence are explicitly defined within KU policy. However, many of the issues that I hear about from peers and undergraduate students are intersectional, in nature. A comment or advance may be defined as a microaggression, or as racially-motivated (for example), when the motivating factor is sexual--but because of how KU specifically defines sexual misconduct/violence, an aggressor (usually with more power) can avoid sanctions. We can't read minds, so there will always be a gray area. KU could, however, have stricter accountability and preventative measures, than a 1-hour online training, once per year. Like many other schools and institutions, KU uses lots of supportive language for those at risk of harm, but unless there's a loss of money or a tarnishing of reputation, I'm not confident that much more will be done. I believe that there are individuals who genuinely care and will go above-and-beyond their positions to help others, but altruism and a sense of justice from a handful of people is not enough to protect everyone. These issues are systemic; I get that. Is there more that KU could do? Yes. But even if KU received more funding, specifically to better address sexual misconduct and sexual violence, how would the student body know that the money is actually being used appropriately?

Any efforts to protect the accuser from censure or retribution from the accused or others affiliated with the accused is very important. This might include confidential reporting. At the same time, I feel it is important for the accused to have an opportunity to be presumed innocent until proven guilty and to be afforded a defense procedure before being punished.

Continue with the education efforts.

Get rid of GTAs and professors when they harass students. Believe survivors.

None at this moment.

Just continuing to raise awareness and visibility of the issues, making resources obvious and easy to find. Most helpful will be people hearing about successful prevention of sexual harassment and resolution of cases in ways that don't only punish the victim. It'll take a while to trust since better well known are cases where the victim is punished/removed from school/limited in their activities.

None

Reach out to survivors to identify what they feel is necessary

IDK

None at this time.

Faculty know what they're doing is wrong. This isn't a case of lack of education. It is a case of graduate students being relatively transient and unwilling to stake their career on the chance that something may happen to a faculty member that harasses them. A member of my committee harasses me routinely, but do you think he will let me graduate if I go report him? He is tenured, so it isn't like he will get fired. The best case scenario is that I report him, the whole (very small) department knows, and I spend the next two years with no friends and professors who won't help me on my project or let me graduate.

More education on how to help survivors

Better education/training to Faculty and Staff and stiffer penalties for sexual misconduct.

I believe any indication that a faculty or staff member may have engaged in sexual harassment or abuse of a power-differential should be taken much more seriously/investigated immediately.

Ensure that everyone who interacts with students has a clear training on not making sexually harassing comments. Additionally, work with CTE to ensure that GTAs are adequately trained on how to offer in-the-moment support to students who disclose perpetrating or surviving assault AND how to respond to students who sexually harass GTAs (particularly male students harassing female GTAs)

Male faculty should have all the lights on in their office when meeting with students, even if they have large windows or lamps on

Yes, departments need to foster a broader range of faculty-graduate student relationships. I had issues with my faculty mentor, I felt that I had no where to turn because I had strictly professional relationships with other faculty in the department. I think more efforts need to be made by faculty to arrange secondary mentoring relationships with grad students that could provide venues for students to discuss issues

No, these programs appear very comprehensive.

None

I wish GTAs got better sexual assault training than the same program that undergraduate students receive as we face different issues than undergrads

None at present.

Knife dispensers

N/A

Limit sexual interactions between tenured professors and GTAs

Monitor tenure faculty closure in the SOE

Educate faculty regarding white male privilege in relation to their perception of women

It is hard to come forward when it is your superior

Self defense training and abusive partner prevention training

Not at this time - faculty graduate student relationships are complex given power differentials and potential to be seen as junior colleague

More support to grad students and more visible advocates. It's easy to feel secluded and like your advisor is the only person you can speak to. Which is problematic if they are the problem.

Don't put publications over sexual harassment offences

I believe I do these surveys and no one listens. Nothing changes! In the math department the TA's, at least need to speak and understand the English language. In particular, when they do not know a meaning of a word and needs to ask the class the meaning and then reply "you should just go to my country, our language is better" is not ok with me! Before the hiring of such persons I liee they should know, write and understand the English language. On another note: Professors need to be accountable for what's on the syllabus and not add more assignments that what's on there. Missing to many classes by professors the past 2 years has been a concern for me as well. When this happens I'm not sure the dean of the school knows this is happening.

Increase training for faculty members and students and also enforce the consequences of any misconduct

Make sure incoming students are aware of resources available.

No

Yes - stop talking about the issues. People need to learn to fend for themselves. Teach classes on concealed carry and self defense. Teach men and women how to stand up to predators instead of providing resources for when something happens.

None

Just keep up the training and keep spreading the word about the resources on campus because you never know when it will be necessary (speaking from undergrad/non KU experience)

Provide more open, third spaces for meetings. Better lighting.

No

I think policies need to be firmer and better established to protect students (particularly graduate students) from abusive positions of power by more senior faculty. Further, departments need to prioritize the safety of their students over the productivity of abusive faculty members.

no

Make training a continuous process and not a one-time thing.

Not necessarily. But more education on what exactly those policies and procedures are is necessary.

In the case where I knew that a member of faculty was both abusing a power differential AND making sexual comments about students other members of faculty failed to report the case, despite knowing about it over the course of several years. Faculty need to be trained in reporting AND in holding each other accountable to meet reporting requirements. Abusers and the faculty that protect them should be punished and named to avoid future abuse

Removing from teaching/advising and then, firing faculty members would be a start.

I do not have recommendations.

I don't know that it's clear enough to GTAs that we are mandatory reporters. We get told that we are in training and then never talk about it again. I think that's something that needs to be crystal clear to every GTA.

I don't have anything specific because I took the bystander training more than a few months ago, but looking at revamping that. I left there feeling like I had learned about issues of sexual assault on campus, but with no new tools or strategies to help stop these issues. I know others that attended the same session made similar comments while we were having lunch afterwards.

The tunnel of oppression exercise that we walked through at the Edwards Campus was very good. I would recommend all students and faculty walk through this experience.

Write clearer questions on your survey, morons.

Continue to make it easy for these issues to be reported and taken seriously.

NO

It's easy: fire a professor who sexually harasses, assaults, or sleeps with a student. Any other job would. Why are professors immune?

The initial response from the KU Police was encouraging, but after they questioned the janitor they tried to get the grad to agree that she was wrong about what she saw. I think this is a problem with upper level facilities staff and upper level KU Police, because the original officer who took the report seemed to take this very seriously.

It would be great to give clear examples of micro aggression look like against certain genders look like so faculty and staff are aware of such micro aggression comments or behavior

Improve the IOA and our faith in that body to actually perform its duties effectively. Also, tenure and position should not protect faculty members from abusing graduate students.

Monthly newsletters or reminders of the services. Posters in the bathrooms. More than one hour of online training a year (most people I know just click through to get it done in 5-10min)

Establish policies that guarantee the safety from retaliation of students reporting abuse of themselves or others.

Faculty and staff do not take a one-hour online training seriously. KU needs to ensure that sexual harassment/sexual violence and other trainings are seen as mission critical through the culture of each department and KU as a whole.

NA

The university needs to have repercussions for faculty when they engage in inappropriate behavior as well as protect graduate students if they choose to report. Graduate students do not feel comfortable reporting behavior, as it has been dismissed in the past. My advisor went to the chair of our department after a faculty member made inappropriate comments about my body during class, and the chair told her that I complained too much. This kind of attitude is not permissible.

For graduate students - one of the biggest challenges would be reporting misconduct of a faculty member - this group has a large amount of power over a graduate student in terms of their degree progress, but also they are highly regarded by graduate students. I would recommend some training in how to identify misconduct even if it's someone who you highly regard, and why as a graduate student, you should still do something.

I think faculty should have a no tolerance policy for students or other faculty when sexist or uncomfortable remarks are made. There is a huge power dynamic and I, for one, don't feel like it should be my responsibility to address people above me. It's not just the obvious misconduct that everyone knows is wrong, it's the comments and innuendoes that make things uncomfortable and set a tone of it's ok. They set a bad example for students. Like oh that professor really likes you, haha!

There needs to be better, more in-depth training to address sexual misconduct and sexual violence.

A one-hour in-person training is far more effective than online. Most people can speed through the training without absorbing any of the content or contextualizing it to their individual lives.

I do not agree with making classes mandatory. Individuals who want to commit sexual misconduct and sexual violence will do so regardless of the training. I do not agree with the excuse of "ignorance" and "not knowing it was wrong". Mandating individuals, who understand right from wrong, and know how to act in a situation, is a waste of time. Quite frankly, it had made a bad connotation emerge in regards to the great programs KU has to offer.

There needs to be a mechanism to report instances of abuse without the threat of retaliation. There needs to be more education about the power imbalance between faculty and students, and what is unacceptable in terms of unwanted sexual comments and attention.

No

An sexual violence awareness rating system that it's founded upon hours within training modules, outside programs participated in, and anonymous student review of conduct

Faculty needs to be trained properly. The power differential between graduate students and faculty make it almost impossible to report incidents.

This may already happen, but I know that many times departments defer to larger university policies when students approach them with misconduct issues (either sexual or discriminatory). I think it would be helpful to encourage the departments to include intradepartmental policies that they discuss with their graduate students to provide a more transparent guideline of what they will do to help protect the student to show they are there to support them. In many ways students feel the department serves to protect their faculty so there may be a more systemic issue at play here.

Tenured professors believe they can get away with anything and frequently manipulate their position of power

N/a

Not sure if this is already in place, but I feel strongly that relationships between faculty and graduate students within a department should be prohibited.