



# UNIVERSITY OF HAWAII STUDENT CAMPUS CLIMATE SURVEY ON SEXUAL HARASSMENT AND GENDER-BASED VIOLENCE

## EXECUTIVE SUMMARY

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## EXECUTIVE SUMMARY

The University of Hawai‘i (UH) is dedicated to maintaining and promoting safe and respectful campus environments that are free from sex discrimination and gender-based violence. Under UH President David Lassner’s leadership, the University has prioritized various initiatives to create and support a foundation of respectful and nonviolent relationships for students, faculty and staff at UH and address all forms of sexual misconduct. In an effort to implement a system-wide approach to policy and programmatic development, the University, under legislative mandate, created the system-wide Office of Institutional Equity (OIE) in 2015.

Since 2015, OIE has coordinated and overseen initiatives including: the Act 222 Affirmative Consent Task Force; the University’s Executive Policy 1.204 Sex Discrimination and Gender-Based Violence; launch of accessible, online and live Title IX (TIX) training for University employees and students; development of online Title IX case management and intake system; and the development of partnerships with direct service providers in the community.

As a result of extensive community and University stakeholder dialogue, OIE received legislative support to carry out President Lassner’s commitment to assess the prevalence and incidence of sexual harassment and gender-based violence and to measure student awareness and perception of resources and rights system-wide. To achieve this goal, OIE contracted with OmniTrak Group, Inc., an independent market research company based in Honolulu, Hawai‘i, to administer a comprehensive climate survey on sexual harassment and gender-based violence for undergraduate, graduate and professional students enrolled at the 10 UH campuses. Additionally, OIE commissioned an advisory group of UH employees and students to provide subject matter expertise, advise on survey development, and promote student participation.

Based on the survey findings, OIE and its various stakeholders are developing an action plan to address the needs of each UH campus and improve campus climate system-wide.

### **Project Structure and Process**

The purpose of the survey was to gather information from students about:

- Their campus environment as related to sexual harassment and gender-based violence.
- How well students believe the UH community responds to and addresses their concerns regarding sexual harassment and gender-based violence.
- Their awareness of resource and reporting options for those experiencing sexual harassment, stalking, dating/domestic violence and nonconsensual sexual contact.
- Prevalence (i.e., how many people experienced) and incidence (i.e., how many times experienced) of sexual harassment, stalking, dating/domestic violence and nonconsensual sexual contact on UH campuses. (See Definition).

The survey gathered information on one of the most diverse university systems in the nation. Although the University of Hawai‘i has conducted smaller-scaled surveys in the past, this is the first comprehensive census of adult UH students with respect to sexual harassment and gender-based violence across all of the system’s 10 campuses, and is the largest known online survey to date in Hawai‘i.

Student focus groups, implemented between September 12 and September 19, 2016, provided design input from all campuses and different student constituencies. Using national and local input, OmniTrak designed and cognitively tested the survey. Pre-test results were presented to OIE before its approval of the final questionnaire.

To complete the survey, UH students were emailed an invitation from President Lassner and a link to the survey, including a Consent Form to which students were required to agree before starting the questionnaire. Surveys were completed from January 20 to February 20, 2017. The one-month field period was recommended to permit UH students with different academic and work schedules to participate and reflected OmniTrak’s experience with completion times for Hawaii internet surveys. The self-administered online web survey used for data collection was accessible across multiple devices. Students also had the option of requesting a printed questionnaire and business reply envelope in which to return the survey. Key sections (Consent Form, Instructions and Definitions) translated into Tagalog, Korean, Mandarin, or Japanese were also available to students in the online survey via a link.

To encourage participation in the survey, students were offered incentives of gift cards in \$10 and \$5 increments for early responses. Survey completion was not required to win.

### **Description of the Sample**

The sample frame for the survey was a census of 44,671 adult students enrolled in the 2017 Spring Semester across all 10 UH campuses. UH provided a database of student email addresses, screening them against the following characteristics: 1) Currently enrolled in the UH Spring 2017 semester; and 2) Aged 18 years or older.

Of the students system-wide who received an invitation to participate in the survey, 7,810 (17.5%) started the survey and either submitted or left their responses in their survey account without pressing the submit button. These surveys were analyzed to determine if they met the two criteria required to define a “completed” survey: 1) The survey participant spent at least five minutes before submitting and, 2) For partial surveys where the submit button was not pressed, at least one question in each of the victimization sections was answered, except for Section F which requires screening for a partnered relationship. Of all surveys started, 6,311 met the criteria for “completed surveys” resulting in a completed survey response rate of 14.1 percent.

To assess sample bias, OmniTrak compared participants' demographic characteristics with the UH System-wide Profile compiled by UH from Spring 2017 enrollment data (Table 1). Overall, the UH system-wide profile and that of participants was quite representative for age, ethnicity, education, and campus location, though it skewed in representativeness by gender and campus.

<b>Table 1: UH Student and Survey Participants Profiles</b>			
		<b>UH Students</b>	<b>Survey Participants All UH Campuses</b>
<b>GENDER</b>	Male	41.6%	29.2%
	Female	57.5%	68.3%
	TGQN <sup>1</sup> /Decline/Unknown	0.8%	2.5%
<b>AGE</b>	18 to 19 years	20.7%	20.0%
	20 to 21 years	21.8%	21.5%
	22 to 24 years	19.5%	17.7%
	25 to 29 years	16.0%	16.4%
	30 to 34 years	8.2%	9.0%
	35 and older	13.8%	15.4%
<b>ETHNICITY</b>	Caucasian	17.7%	18.0%
	Chinese	4.7%	5.2%
	Filipino	14.4%	11.8%
	Hawaiian/Part Hawaiian	22.4%	21.2%
	Hispanic	1.9%	3.1%
	Japanese	7.4%	6.7%
	Pacific Islander	2.1%	1.7%
	Mixed	22.2%	23.9%
All Other	7.2%	8.4%	
<b>EDUCATION LEVEL</b>	Undergraduate	89.3%	82.0%
	Graduate/ Professional School	10.7%	16.7%
	Unknown	--	0.3%
<b>CAMPUS</b>	UH Mānoa	34.6%	46.0%
	UH Hilo	7.2%	10.9%
	UH West O'ahu	5.6%	7.5%
	Community Colleges Subtotal	52.6%	34.7%
	Unknown	--	1.0%
<b>GEOGRAPHY</b>	O'ahu	79.1%	78.0%
	Neighbor Island	20.9%	21.1%

<sup>1</sup>TGQN - Transgender/genderqueer/questioning or non-conforming.

Based on the above comparison, data were weighted by gender at the campus level, which adjusted bias toward both female and university students. Although sample age and ethnicity distribution was close to the overall student census, data were weighted using a secondary weighting scheme balancing age and ethnicity by campus. There were eight gender categories in the survey, and the official UH data only identified two gender categories. Thus, a Transgender Woman was grouped into the Female cohort, and a Transgender Man was grouped into Male. Other gender categories were randomly imputed from cases with similar characteristics. This was for weighting purpose only, and gender tabulation in final report specifies Female, Male, TGQN, and Decline.

## Key Findings – Areas of Strength

### 1. Bystander intervention

- The survey asked students if, at any time while enrolled at UH, they had experienced the following: 1) You suspected a friend had been sexually assaulted; 2) You saw someone you thought had too much alcohol heading off for what looked like a sexual encounter; 3) You saw (or heard) someone acting in a sexually violent or harassing way toward someone else. If they had, survey participants were asked what, if anything, they did the last time this happened.
- Among all students, almost 2 in 7 (29.2%) witnessed any of the three types of situations described while enrolled at UH, though approximately 1 in 10 experienced each of the individual situations.
- A significant percentage of students who were bystanders to these behaviors reported that they intervened. The highest rate was 74.8 percent among survey participants who reported taking action when they suspected a friend was sexually assaulted. Three in 7 (43%) reported acting to prevent a potentially violent or harassing incident. Almost half (49.4%) took action after witnessing a drunk person heading for a sexual encounter.

### 2. Satisfaction of survey participants who contacted UH resources

- Survey participants who reported contacting campus officials after experiencing sexual harassment or gender-based violence reported very positive reactions to their experience. A majority found the programs contacted helped them deal with the experience.
- Depending on the type of gender violence experienced, between 60.4 and 110 percent of survey participants who rated each contact made (hence percentages sum to more than 100%) perceived that their contact with campus programs was “*very or extremely*” useful.
- Satisfaction with their interaction with UH officials was especially high among survey participants who contacted UH resources after experiencing nonconsensual sexual contact (110%) and after experiencing sexual harassment (95.8%).

### **3. Campus Climate: Perception of Sexual Assault and Misconduct Risk**

- Overall, UH Survey participants did not feel at risk for sexual assault or misconduct.
- By a margin of almost 4 to 1, students did not perceive sexual assault or harassment to be problematic at UH (57.5% indicated it was *little/no problem* while 14.7% believed it was *very* or *extremely* problematic).
- A larger majority of almost 7 in 8 (85.3%) felt it was unlikely that they would personally experience sexual assault or sexual harassment while on campus, with 3 in 4 (76.2%) feeling an off-campus, university-sponsored event incident was unlikely.

### **4. Student Perceptions of the Campus Officials Involved in the Reporting Process**

- Just over half perceived campus officials would treat students experiencing sexual harassment or gender violence respectfully (53.7%) and protect their privacy (53.4%) and their safety (51.7%).
- By a margin of 5 to 1, survey participants perceived that the likelihood of a student reporting an incident would be believed was high (50.2% *extremely/very likely* vs. 9.3% *a little/not likely at all*).

## **Key Findings – Opportunities for Improvement**

### **1. Rates of Nonconsensual Sexual Contact**

- One in 16 UH Survey participants system-wide (6.3%) reported nonconsensual sexual contact at any time while enrolled at UH. Sexual touching was 2.5 times more prevalent than sexual penetration (5.4% and 2.4%, respectively).

### **2. Prevalence of Stalking or Sexual Harassment**

- Approximately 1 in 10 student survey participants reported experiencing stalking or sexual harassment.
- System-wide 9.7 percent of survey participants reported being stalked, while 9.3 percent of students reported of sexual harassment.

### **3. High Rates of Dating and Domestic Violence**

- Dating and domestic violence had the highest prevalence rate among all survey participants system-wide.
- Of the survey participants who reported having been in a partnered relationship since entering UH (79%), 1 in 5 (19.1%) experienced dating or domestic violence.

#### 4. Vulnerable Populations

- Patterns are similar to national campus surveys on the same topic, with the exception of Native Hawaiian students, for which there is no comparable data. The UH Survey found higher rates of gender violence reported by the following characteristics:
  - Undergraduate females;
  - Native Hawaiian students;
  - Transgender/genderqueer/questioning or non-conforming (TGQN) students;
  - Lesbian/gay/bisexual/questioning/not listed (LGBN) students;
  - Students with disabilities;
  - Students living on campus; and
  - Students at four-year campuses (as opposed to two-year campuses).

#### 5. Consequences of Nonconsensual Sexual Penetration

- A large percentage of survey participants who experienced nonconsensual sexual penetration or sexual touching reported that their experience took a negative toll on them physically and mentally.
- Among students who reported experiencing nonconsensual sexual penetration, physical impacts affected 20.8 percent overall.
  - Impacts ranged from physical injury (e.g., bruises, cuts to internal vaginal or anal injury from sexual contact) to contraction of sexually transmitted diseases (STDs).
- 61.2 percent reported adverse academic impacts.
  - School-related consequences ranged from difficulty concentrating on studies (54.5%) to thoughts about dropping out of school (23.8%).
- Health impacts, experienced by 73.5 percent overall, ranged from feelings of hopelessness (48.0%) to increased drug and alcohol use (17.7%).

#### 6. Contact with UH Resources after Gender Violence

- Only 1 in 6 student participants who experienced nonconsensual sexual contact, sexual harassment, stalking, or dating and domestic violence contacted UH resources.
- For nonconsensual sexual penetration, 16.6 percent contacted campus UH programs.
- Depending on the type of tactic used against them, 43.3 percent to 64.7 percent of survey participants experiencing nonconsensual sexual contact did not report the incident to campus programs because they did not believe the incident was “*serious enough.*”
- For nonconsensual sexual penetration, 44.5 percent felt “*too embarrassed, ashamed, or that it (would) be too difficult emotionally*” to report and 43.3 percent doubted that the incident was “*serious enough.*”

## 7. Awareness of UH Policies and Processes

- Among all survey participants, a majority had *little or no knowledge* of what happens when a student reports an incident (59.2%) or the rights of students making a report (55.1%).
- Just under half (46.5%) said they had *little or no knowledge* of where to make a report.

## 8. Perceptions of the Investigative Process

- Most survey participants indicated that they believe campus officials are *extremely or very likely* to treat complaining parties respectfully (53.7%) and protect their privacy (53.4%) and safety (51.7%). However, less than half felt it was *extremely or very likely* that campus officials will take action against offenders (38.2%) or conduct a fair investigation (42.6%). This is due to higher Don't Knows of 27.1% and 25.8% respectively.