

Appendix I: Summary of Title IX Survey Results Wichita State University External Title IX Review

I. Summary

In the spring semester (2021), Cozen O'Connor designed and through the University, disseminated an electronic survey to WSU students, staff, and faculty. The questions in the survey focused on understanding the visibility, awareness, and effectiveness of campus policies, resources, training and educational programming regarding harassment and discrimination. It was not designed to measure incident rates on campus. The survey ran from April 9, 2021 to April 22, 2021. The survey included authentication protections, which limited participation to invitees (students, staff, faculty, and alumni). At the same time, the survey allowed respondents to participate anonymously.

The survey was disseminated to 15,340 individuals, including 2,937 employees and 12,403 students. 911 individuals responded completed the survey, a 5.9% overall response rate.

Sixteen employees (3.2% of employee survey respondents) expressed an interest in being contacted to share more about their experiences. Twenty students (4.9% of student survey respondents) expressed an interest in being contacted to share more about their experiences.¹

II. Overview of Survey Responses by Employees

A. Role

499 employees (out of 2,937) responded to the survey, a 17% employee response rate, as follows:

- 22.5% of all tenured faculty responded to the survey
- 28.5% of all non-tenured faculty responded to the survey
- 7.8% of all lecturers responded to the survey
- 17.9% of all unclassified professionals responded to the survey
- 56% of all unclassified professional faculty responded to the survey
- 9% of all classified staff responded to the survey
- 9.2% of all Intercollegiate Athletic Association (ICAA) employees responded to the survey

B. Demographics

- Average age of employee respondent: 47
- Gender demographics of survey respondents:
 - 65% identified as female
 - 35% identified as male
- Racial demographics of survey respondents:
 - 4.3% identified as Asian
 - 6.1% identified as Black
 - 5.1% identified as Hispanic
 - 6.5% identified as another race or multiple races

¹ Given the timing between the closing of the survey and the requested delivery of the report by the University, we have not yet completed our outreach and conversations with all 36 individuals. We will supplement this appendix when those individual conversations are concluded.

- 78% 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 for Employees, Students and Visitors Policy) or Policy 3.47 (Discrimination Review Procedures for Students, Employees and Visitors)?

405 employees (81%) answered “yes”
 74 employees (15%) answered “no”
 8 employees (1.6%) answered “decline to answer”
 12 employees (2.4%) did not provide an answer to this question

2. Have you ever used Policy 3.06 (Sexual Harassment, Discrimination and Retaliation for Employees, Students and Visitors Policy) or Policy 3.47 (Discrimination Review Procedures for Students, Employees and Visitors) as a Complainant, Respondent, Witness, Advisor or Responsible Employee?

75 employees (15%) answered “yes”
 409 employees (82%) answered “no”
 5 employees (1%) answered “decline to answer”
 10 employees (2%) did not provide an answer to this question

- a. Please share your feedback in using these policies. Check all that apply:

	# of responses
The policy was easy to read and follow.	31
The policy was difficult to read and follow.	12
I was able to find the answers to my questions in the policy.	33
The policy directed me to the right resource or the right people on campus.	34
I could not find what I needed in the policy.	5

Training, Prevention and Education

3. Have you participated in a training, prevention or education program (online or in person) about the University’s policies prohibiting sexual harassment, sexual assault, dating violence, domestic violence, stalking, retaliation, and/or harassment or discrimination on the basis of protected characteristics?

339 employees (68%) answered “yes”
 56 employees (11%) answered “no”
 90 employees (18%) answered “not sure”
 7 employees (1.5%) answered “decline to answer”
 7 employees (1.5%) did not provide an answer to this question

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:

- “A proactive approach to these issues would demonstrate to all the type of culture that is created on campus.”
- “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.”
- “Most faculty and staff are not equipped to deal with this issue without training.”
- “A one-time course with access to information is adequate.”
- “A refresher course is always a good idea to keep the policies in the forefront of individuals’ minds.”
- “Annual is very frequent. Maybe upon hire/admission and then every 2 years after that.”
- “Annual training on this topic would demystify the complexity of the policy.”
- “Mandatory isn’t ideal. Continue or enhance voluntary programs and let groups and clubs do their own version of mandatory.”

Reporting

5. Have you or someone one 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	42
Yes, someone I know experienced sexual harassment, sexual assault, dating or domestic violence, stalking,	40

discrimination and/or harassment but I did not report it to the University	
No	384
Decline to Answer	42

- a. Did any of the following reasons impact your decision not to report to the University? Check all that apply.

	# of responses
Not sure who to tell	9
Blamed myself	5
Felt embarrassed or ashamed	13
Worried about others' reactions (being blamed, not being believed, being treated differently by peers or in the workplace)	23
Did not want to get the other person in trouble	12
Fear of retaliation	29
Afraid my family or partner would find out	2
Afraid my co-workers would find out	4
Did not think reporting would solve anything	32
Not comfortable discussing the details of the incident	10
Wanted to forget about it	11
Afraid my reputation would be harmed	11
Not sure if what happened to me fit the University definition of the conduct	14
Concerned that my report would not be kept private	21
Did not know enough about the University's process	6
Did not want to go through the University's process	8
Did not trust the University's system	14
Did not think the University would do anything	22

- i. Please use the space below to explain your response as needed.

Sample responses, edited for clarity and anonymity:

- "A student brought this to me in confidence."
- "Did not have the person's permission to report."
- "I did not know any details to report."
- "The assaults were not on University property or time."
- "Whether WSU admits it or not, retaliation happens at the highest levels of management."
- "This person was well liked by upper leadership. I was afraid my words would not be taken seriously."
- "The circumstances suggested that although the experience was inappropriate and potentially constituted harassment, I was not harmed, not at risk, and there was no reason to believe that it was a pattern of behavior or that it would happen again."
- "I Know how to report issues in the case of students, but not for faculty or staff."

- “It felt like a gray area. I felt discriminated against and harassed based on my gender but I didn’t really have a way to prove it.”
 - “I have reported and action has never been taken. Having gone through the process with others, I know that it would not be an effective way of dealing with my complaints.”
 - “I only heard about it after the event. The person said they were handling it and would report it themselves.”
 - “Found out about it way later after the incident and the person didn’t want to bring it back up.”
6. Based on your role, are you required to report sexual harassment, sexual assault, dating or domestic violence, stalking, discrimination or harassment to the University?

373 employees (75%) answered “yes”
 21 employees (4.2%) answered “no”
 93 employees (18.6%) answered “don’t know”
 5 employees (1%) answered “decline to answer”
 7 employees (1.2%) did not provide an answer to this question

- a. If so, do you know where to report?

302 employees (81%) answered “yes”
 9 employees (2.4%) answered “no”
 62 employees (16.6%) answered “not sure”

7. Are you aware that there are confidential resources on campus for students, staff and faculty?

398 employees (79.8%) answered “yes”
 34 employees (6.8%) answered “no”
 52 employees (10.4%) answered “do not know / not sure”
 5 employees (1%) answered “decline to answer”
 10 employees (2%) did not provide an answer to this question

Experiences with and Perceptions of the Office of Institutional Equity and Compliance

8. Are you familiar with the Office of Institutional Equity and Compliance (OIEC) (created in 2018)?

287 employees (57.6%) answered “yes”
 195 employees (39%) answered “no”
 6 employees (1.2%) answered “decline to answer”
 11 employees (2.2%) did not provide an answer to this question

9. Have you had direct interaction with the Office of Institutional Equity and Compliance (OIEC) as a Complainant (reported victim/survivor), a Respondent (the accused), a Witness or an Advisor (advised a Complainant or a Respondent through the process)?

28 employees (5.6%) answered “yes”
 327 employees (65.6%) answered “no”
 4 employees (0.8%) answered “decline to answer”

140 employees (28%) did not provide an answer to this question

a. If you answered yes, please answer the below questions.

	1 Strongly Disagree	2	3	4	5 Strongly Agree
I was able to get a timely response from OIEC	Average score: 3.93				
I was treated with dignity and respect	Average score: 3.89				
My questions were answered satisfactorily	Average score: 3.46				
I was provided with updates about the process and timing	Average score: 3.28				
I was treated fairly	Average score: 3.64				
I understood the process	Average score: 3.64				
The process occurred within the time frames in the policy	Average score: 3.67				
The University provided me with access to supportive measures	Average score: 3.24				
I had a full and fair opportunity to be heard	Average score: 3.50				

10. Based on your experience, has OIEC responded appropriate to reports of sexual harassment, sexual violence, dating or domestic violence, stalking, retaliation, discrimination or harassment?

41 employees (8.2%) answered “yes”

8 employees (1.6%) answered “no”

267 employees (53.6%) answered “don’t know”

42 employees (8.4%) answered “decline to answer”

141 employees (28.2%) did not provide an answer to this question

a. If “no,” what was the primary reason that you feel OIEC did not respond appropriately?

	# of responses
OIEC was not neutral and impartial	2
The process took too long	1
The process was difficult to navigate	0
I did not agree with the outcome	1
OIEC did not follow the University’s policy	0
Other reasons not listed here	3
Decline to Answer	1

b. Please use the space below to explain your response to the above as needed.

Sample responses, edited for clarity and anonymity:

- “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.”
- “Never heard what the outcome was.”
- “[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.”
- “OIEC has increased its profile on campus but it is not an effective resource.”
- “The wider university is deeply secretive and there is no support for addressing problems. The equity office does not have support.”
- “The threat of sexual violence was eventually addressed properly, but along the way I was dealt with as if I was making it up and told that I was blowing things out of proportion.”
- “There was little guidance. It was forced and unkind. Made me hope I never need the service again.”

Conclusion

11. What steps can WSU take to improve prevention efforts and response to sexual assault, dating and domestic violence, stalking, retaliation, or discrimination or harassment based on protected characteristics on campus?

Sample responses, edited for clarity and anonymity:

- “Work on creating a culture that prevents sexual assault, discrimination, retaliation, etc. via action teams that work on exercising leadership, institutional courage, etc.”
- “Make sure there are repercussions for bad behavior... seems like many faculty feel like they are bulletproof due to tenure.”
- “I do think mandatory trainings (maybe even yearly) would be useful. And maybe even doing them in person. I know of faculty who have logged into the portal and told their GA to do the training on their behalf.”
- “Increase programming and visibility.”
- “Place an equal emphasis on harassment as compared to sexual assault.”
- “In prevention work, include students in developing programs, campaigns, and informational events.”
- “Model trainings on the successful mental health wellness campaigns, which have had a positive emphasis on resources and outreach.”
- “People in management roles often receive reports first. Having more in-depth training for our management people will improve everything.”
- “Create a culture of awareness and encourage reporting.”
- “I believe WSU is doing an excellent job in prevention efforts and response to above areas.”
- “More frequent trainings that include resources for us to use/refer, if necessary.”

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:

- 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.
- 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.
- 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 on 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 on whose behalf you reported.”
- 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.
- 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.
- 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.
- Some employees said they felt that OIEC was unable to explain its own policies and procedures.
- 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.
- 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:

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

B. Demographics

- Average age of student respondent: 27.1
- Gender demographics of survey respondents:
 - 59% identified as female
 - 41% identified as male
- Racial demographics of survey respondents:
 - 4.8% identified as Asian
 - 4.8% identified as Black
 - 9% identified as Hispanic
 - 21.4% identified as another race or multiple races
 - 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 for Employees, Students and Visitors Policy) or Policy 3.47 (Discrimination Review Procedures for Students, Employees and Visitors)?

228 students (55.3%) answered "yes"

88 students (21.4%) answered "no"

87 students (21%) answered "don't know / not sure"

5 students (1.3%) answered "decline to answer"

4 students (1%) did not provide an answer to this question

2. Have you ever used Policy 3.06 (Sexual Harassment, Discrimination and Retaliation for Employees, Students and Visitors Policy) or Policy 3.47 (Discrimination Review Procedures for Students, Employees and Visitors) as a Complainant, Respondent, Witness, Advisor or Responsible Employee?

15 students (3.6%) answered "yes"

380 students (92.2%) answered "no"

15 students (3.6%) answered "decline to answer"

2 students (0.5%) did not provide an answer to this question

- a. Please share your feedback in using these policies. Check all that apply:

	# of responses
The policy was easy to read and follow.	8
The policy was difficult to read and follow.	2
I was able to find the answers to my questions in the policy.	5
The policy directed me to the right resource or the right people on campus.	4
I could not find what I needed in the policy.	0

Training, Prevention and Education

3. Have you participated in a training, prevention or education program (online or in person) about the University’s policies prohibiting sexual harassment, sexual assault, dating violence, domestic violence, stalking, retaliation, and/or harassment or discrimination on the basis of protected characteristics?

232 students (56.3%) answered “yes”
 165 students (40%) answered “no”
 13 students (3.2%) answered “decline to answer”
 2 students (0.5%) did not provide an answer to this question

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

	# of responses
I do not remember being offered a training on these topics	135
I was offered a training but decided not to take it because I did not have time	8
I was offered a training but decided not to take it because it did not seem relevant to me	3
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)?

259 students (62.8%) answered “yes”
 74 students (18%) answered “no”
 78 students (19%) answered “decline to answer”
 1 students (0.2%) did not provide an answer to this question

Reporting

5. Have you or someone one 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

- a. Did any of the following reasons impact your decision not to report to the University? Check all that apply.

	# of responses
Not sure who to tell	8
Afraid I would get in trouble for violating a University policy (like underage drinking)	0
Blamed myself	7
Felt embarrassed or ashamed	10
Worried about others' reactions (being blamed, not being believed, being treated differently by peers or social group/team)	12
Did not want to get the other person in trouble	8
Fear of retaliation	6
Afraid my family or partner would find out	14
Did not think reporting would solve anything	20
Not comfortable discussing the details of the incident	8
Wanted to forget about it	13
Afraid my reputation would be harmed	6
Not sure if what happened to me fit the University definition of the conduct	12
Concerned that my report would not be kept private	9
Did not know enough about the University's process	6
Did not want to go through the University's process	6
Did not trust the University's system	13
Did not think the University would do anything	18

- i. Please use the space below to explain your response as needed.

Sample responses, edited for clarity and anonymity:

- "The incident happened off campus with a student so I wasn't sure it mattered."
- "It was sexual harassment but the person did not know that what they said was sexual harassment so I did not think it was serious enough to file a report."

- “Catcalling is not easily punished and the men on campus are aware of that.”
 - “I did not have a support system in my life or at the University.”
 - “It was a ‘he said she said’ and with little evidence, I did not think it was worth reporting.”
 - “[After a third-party reported the incident,] the individual who helped me from the CARE team was extremely nice and helpful.”
 - “The incident only happened once and I was not sure how the incident would be addressed as it involved emotional abuse.”
6. Do you know where or how to report sexual harassment, sexual assault, dating or domestic violence, stalking, discrimination or harassment to the University?

201 students (48.7%) answered “yes”
 100 students (24.3%) answered “no”
 101 students (24.5%) answered “not sure”
 10 students (2.5%) did not provide an answer to this question

7. Are you aware that there is a Wichita Area Sexual Assault Center (WASAC) Advocate available on campus to provide confidential assistance, referral to resources, or assistance in reporting?

180 students (43.6%) answered “yes”
 174 students (42.3%) answered “no”
 46 students (11.1%) answered “do not know / not sure”
 12 students (3%) did not provide an answer to this question

Experiences with and Perceptions of the Office of Institutional Equity and Compliance

8. Are you familiar with the Office of Institutional Equity and Compliance (OIEC) (created in 2018)?

114 students (27.6%) answered “yes”
 233 students (56.5%) answered “no”
 52 students (12.6%) answered “not sure”
 13 students (3.2%) did not provide an answer to this question

9. Have you had direct interaction with the Office of Institutional Equity and Compliance (OIEC) as a Complainant (reported victim/survivor), a Respondent (the accused), a Witness or an Advisor (advised a Complainant or a Respondent through the process)?

7 students (1.7%) answered “yes”
 390 students (94.6%) answered “no”
 15 students (3.6%) did not provide an answer to this question

- a. What was your role?

5 students (71%) answered “Complainant”
 0 students answered “Respondent”
 2 students (29%) answered “Witness”
 0 students answered “Advisor”

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

	1 Strongly Disagree	2	3	4	5 Strongly Agree
I was able to get a timely response from OIEC	Average score: 4.14				
I was treated with dignity and respect	Average score: 3.71				
My questions were answered satisfactorily	Average score: 3.57				
I was provided with updates about the process and timing	Average score: 3.86				
I was treated fairly	Average score: 3.57				
I understood the process	Average score: 3.14				
The process occurred within the time frames in the policy	Average score: 3.86				
The University provided me with access to supportive measures	Average score: 3.23				
I had a full and fair opportunity to be heard	Average score: 3.57				

10. Based on your experience, has OIEC responded appropriate to reports of sexual harassment, sexual violence, dating or domestic violence, stalking, retaliation, discrimination or harassment?

25 students (6%) answered “yes”

19 students (4.6%) answered “no”

318 students (77.2%) answered “don’t know”

50 students (12.1%) did not provide an answer to this question

a. If “no,” what was the primary reason that you feel OIEC did not respond appropriately?

	# of responses
OIEC was not neutral and impartial	3
The process took too long	1
The process was difficult to navigate	0
I did not agree with the outcome	1
OIEC did not follow the University’s policy	0
Other reasons not listed here	5

Conclusion

11. What steps can WSU take to improve prevention efforts and response to sexual assault, dating and domestic violence, stalking, retaliation, or discrimination or harassment based on protected characteristics on campus?

Sample responses, edited for clarity and anonymity:

- “Display information where everyone can see on the startup page of Blackboard. Send 1-2 emails per semester. Display info in prominent places with high student traffic.”
- “Making the reporting process easier to find.”
- “Advertise more on social media. Many students use social media to get news and educate themselves about causes and steps they can take to change the community for the better.”
- “Hire a more diverse group of people to receive reports so that students of all identities feel comfortable reporting.”
- “Annual programs that raise awareness of what constitutes sexual assault and harassment, dating and domestic violence, stalking, and retaliation.”
- “I really like how WSU deals with these issues. I have never felt safer or less judged by a university. All of my professors express a desire to make all students feel comfortable.”
- “Continue to work with WASAC and consider reaching out to WFCC to help partner with domestic violence issues.”
- “Make annual training required.”
- “More on-campus police presence.”
- “Focus on the role of men, healthy masculinity, consensual relationship practices, and accountability. I think that reformation in the culture of men is largely what is missing from the social conversations about sexual assault and gender violence.”
- “Put holds on people’s accounts if they do not complete the necessary training.”

Individual Follow-Up Conversations

Twenty students (4.9% of student survey respondents) expressed an interest in being contacted to share more about their experiences. The following broad themes emerged from those individual conversations:

- One student expressed their belief that students lack awareness regarding the prevalence of sexual harassment, sexual assault, dating and domestic violence, stalking, and other forms of discrimination and harassment at WSU. The student said that many of their peers believed that the issues were uncommon and, therefore, unimportant. The student suggested finding ways to share first-person experiences to demonstrate the prevalence and impact of prohibited conduct.