

Frederick Community College

Methodology

Frederick Community College (FCC) formed a taskforce to design the Campus Climate Survey. The design of the survey was based on a sample questionnaire shared by MHEC and by incorporating the climate survey sample questions from the Association of Title IX Administrators. The process to finalize the survey questionnaire involved many deliberations among the members of the taskforce and input from the legal council as well as reviews by the students. As part of the student reviews, the Center for Student Engagement held a focus group with SGA leaders to evaluate the questionnaire. During the focus group session, the survey was given to the participants to complete. The students then assessed each item based on clarity, sensitivity, and usefulness of the questions and provided constructive suggestions for improvement. All the suggestions were incorporated in the final questionnaire which was subsequently approved by the College legal council and the Senior Leadership Team.

As a means to administer the survey, an online survey was designed and emailed to 4,892 Spring 2016 students aged 18 years or older. In an effort to inform the students about the survey and the importance of participation, FCC promoted the survey by adding a link to the College BlackBoard and Facebook pages, encouraging students to complete the survey. The purpose of the survey was also communicated to all affinity groups on campus, so they would be able to respond to student questions about the survey. In addition, the College utilized SchoolMessenger and broadcasted a message to the phone numbers of the students who received the online survey. The survey had a response rate of 16.6 % with a total of 814 completed surveys, which corresponds to 3.14% margin of error at the 95% confidence level.

Population Comparison

The questionnaire contained a section with seven questions about student characteristics that can be used to compare the respondent characteristics against that of the population. However, some information was not available for comparison, and about 120 students did not respond to the questions in this section. Of the students who responded, 40% of them reported their status as full-time while 35% of total students 18 years and older were full-time in Spring 2016. The students were asked how long they have been enrolled at FCC. First year students (40.7%) represented the highest number of the respondents, followed by second year (28.3%), and third or more year (24.7%). The respondents were older than the entire Spring 2016 population with 54.5% of the respondents being 18-24 years old compared to 63.8% of the students enrolled in 2016 Spring semester. This disparity might be impacted by the sample selection which only students who were 18 years and older received the survey. The racial/ethnic composition of the respondents is almost identical to the 2016 population of 18 years and older except white which is 7.8% less than the population proportion. It is challenging to make a comparison for gender groups since the participants had more than the binary options of female and male to identify their gender. However, the higher proportion of female (64.0%) than male (32.9%) participants resembles the population (female =56.2%, male = 43.8%). Four percent of the respondents selected a different gender type.

Perceptions about the Safety of the Campus

The first section of the survey was comprised of seven statements related to perception of the students about *campus sexual misconduct*. In response to the first statement, “*FCC handles incidents in a fair and responsible manner,*” 48.5% of participants reported that they either don’t know, were uncertain, or did not have a basis to judge, 40.1% agreed with the statement, 10% were neutral and only 1.4% disagreed. Also, 52.9% reported that they either strongly agreed or agreed with the statement, “*FCC does enough to protect the safety of its students*”, 27.0% reported they did not know. The level of disagreement with this statement was low (6%), while 14% reported neutral.

As to the issue of measuring students’ knowledge of the FCC procedures and handling sexual misconduct, an aggregate index was calculated by combining three statements regarding this issue. Overall, 36.9% provided a positive response, 19.6% expressed disapproval, followed by 15.4% of the respondents were neutral on this issue. Also, 28.1% of the students were not aware of the FCC procedures for reporting and addressing sexual misconduct, where to find help, or what happens when a student reports a claim of sexual misconduct at FCC.

The second section of the survey had 12 statements designed to measure the perceptions of how FCC would respond to crisis and incidents and how people would react to someone reporting an incident of sexual assault and sexual violence at the College. An aggregate index combining the 12 measures revealed that 57.4% of the students either strongly agreed or agreed with the statements, 28.0% did not know or had no basis to judge, 11.2% were neutral, and 3.4% strongly disagreed or disagreed with the statements.

Out of the 19 total statements in these two sections, the two highest agreement ratings were for “*FCC would consider any report of sexual misconduct a serious matter.*” with 67.3% agreements and “*FCC would do its best to maintain the privacy of the person making the report.*” with 64.7% strongly agreed or agreed. These ratings are indicative of students trusting FCC for taking sexual misconduct issues seriously. About 2% disagreed with the statements and less than 10% were neutral.

The next section of the survey focused on the statements measuring students’ awareness about Title IX policy and procedure. Students were asked to respond to the question “*Are FCC’s procedures for reporting and addressing sexual misconduct easy to find?*” Of the students who responded, 76.1% reported that they have never looked for them, followed by 16.4% reported was easy to find, and 7.5% reported “no”. With regard to the question “*Are you aware that FCC has a Title IX Sexual Misconduct Policy and Procedure which addresses sexual and gender-based harassment and misconduct?*” 40.9% reported that they didn’t know/were uncertain, 37.9% reported they were aware of the policy and procedure, and 21.2% were not aware. The students were then asked if they *have received written or verbal information about Title IX and sexual misconduct from anyone at FCC since they came to the College*. Of the respondents, 23.5% reported they received *the definitions of sexual misconduct*, 20.3% for *dating, domestic, or intimate partner violence*, 17.1% for *how to report sexual misconduct*, 16.1% for *where to go to get help if you or someone you know has experienced sexual misconduct*, 18.3% for *Title IX information on sexual misconduct*, and 19.4% for *how to help prevent sexual misconduct*. Additionally, 33.8% reported that they did not receive any of the items in the list, and 26.5%

were uncertain or did not remember if they received any information about campus sexual misconduct. The respondents were also asked the *reasons that may prevent students from reporting sexual misconduct on campus*. More than half (52.2%) reported fear of retaliation, 38.3% reported they were unsure of reporting process, 49.2% believed fear of gossip and persecution of others on campus, 33% selected stigma as their reason, and lastly 51% reported shame may prevent students from reporting.

Institution Readiness

As to the institutional readiness, the students were asked to evaluate three statements pertaining to the effectiveness of the College with respect to responding to sexual misconduct on campus. The first statement was *educating the campus community about how to address sexual misconduct*. Of the respondents, 34.1% evaluated FCC on this item as very effective (16.1%) or effective (18.0%), 22.6% as average, 12.4% as ineffective (9.2%) or very ineffective (3.2%), and 30.9% reported don't know/uncertain/no basis to judge. On the second statement, 39.2% reported *preventing sexual misconduct on campus* as very effective (18.2%) or effective (21.0%), 16.9% gave average rating, 5.6% rated ineffective (3.4%) or very effective (1.4%), and 38.3% responded they don't know/uncertain. Lastly, *responding to reports of sexual misconduct on campus* was rated by 32.3% students as very effective (15.5) or effective (16.8%), 13.4% as average, 2.7% as ineffective (2.0%) or very ineffective (.7%), and 51.6% reported that they don't know/uncertain.

Actions

The College with the support of the Student Government Association adopted the following:

1. Promote Safe Colleges online training during the year.
2. Offer Title IX information sessions to new students and employees during the year.
3. Offer expanded Title IX training during new employee orientation.
4. Post Title IX information posters in restrooms and bulletin boards, and on the electronic announcement monitors.
5. Promote the use of the Title IX policy and Title IX booklet posted on the College website to students and employees using central communication methods, email, and Blackboard messaging.
6. Revise the cover page of Title IX booklet to emphasize that the policy addresses Sexual Misconduct to help students and employees to connect the content of the booklet with the policy title and distribute it widely.
7. Partner with the student clubs and Student Government Association and employee affinity groups to promote Title IX awareness sessions.

Frederick Community College (FCC) is committed to ensuring our campus is a safe, healthy, and nondiscriminatory environment for all of our students.

Your input is critical in helping us improve the safety of the College.

This survey addresses concerns regarding student safety, the College policy regarding sexual misconduct, and student perceptions of how reports of this nature would be handled.

The questionnaire takes about 15 minutes to complete. Some of the survey questions will ask you about sexual and personal information. If you agree to participate, you can be assured that your responses are completely anonymous – your name is not anywhere on the questionnaire and web data is stripped of any identifying computer related information before we receive the data. Your responses will be reported in terms of groups of students rather than as individual cases.

At the end of the survey, you will be given information about resources if you wish to talk with someone further, but no additional actions are required.

Note: If you have already completed the survey, please disregard any further reminders to do so.

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FCC Title IX Coordinator

Section One: Perception of Campus Sexual Misconduct

Sexual misconduct is a broad term used to define acts of sexual assault; sexual harassment; intimidation; stalking; dating; domestic, or intimate partner violence or retaliation. These behaviors could be initiated by someone known or unknown, including someone with whom he or she is in a relationship.

1. Please indicate the extent to which you agree or disagree with the following statements in helping us to know how you feel FCC handles these situations.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Uncertain/No Basis to Judge
FCC handles incidents in a fair and responsible manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FCC does enough to protect the safety of its students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FCC's procedure for reporting and addressing sexual misconduct is easy to find.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would know where to find help if I or a friend needed to report sexual misconduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand what happens when a student reports a claim of sexual misconduct at FCC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't think sexual misconduct is a problem at FCC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addressing the issue of sexual misconduct is solely the job of the College.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Two: Response to Campus Sexual Misconduct

2. The following statements address perceptions of how FCC would respond to crisis and incidents and how people would react to someone reporting an incident of sexual assault and sexual violence at the College.

Using the scale provided, please indicate the extent to which you agree or disagree with the following statements.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Uncertain/No Basis to Judge
FCC would consider any report of sexual misconduct a serious matter.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FCC would do its best to maintain the privacy of the person making the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FCC would do its best to maintain the privacy of the accused.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If requested by the person making the report , FCC would contact law enforcement to conduct a criminal investigation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FCC would take steps to protect the safety of the person making the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FCC would protect the safety and well-being of the reporting parties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FCC would ensure due process of the accused.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FCC would handle the report fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FCC would take action to address factors that may have led to the incident.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If informed of an incidence of sexual misconduct, students would be supportive of the person who made the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The alleged offender(s) or their friends would try to get back at the person making the report.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/Uncertain/No Basis to Judge
I believe FCC adequately informs the campus community about safety concerns related to sexual misconduct in a timely fashion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Two: Response to Campus Sexual Misconduct

3. Are FCC's procedures for reporting and addressing sexual misconduct easy to find?

- Yes
 No
 I've never looked for them

4. Are you aware that FCC has a Title IX Sexual Misconduct Policy and Procedure which addresses sexual and gender-based harrassment and misconduct?

- Yes
 No
 Don't Know/Uncertain

5. Since coming to FCC, have you received written (i.e. brochures, emails) or verbal information (presentations, training) from anyone at FCC about the following?

Please check all that apply.

- The definitions of sexual misconduct
- Dating, domestic, or intimate partner violence
- How to report sexual misconduct
- Where to go to get help if you or someone you know has experienced sexual misconduct
- Title IX information on sexual misconduct
- How to help prevent sexual misconduct
- None of the above
- Uncertain/Don't remember

6. What do you think are some of the reasons that may prevent students from reporting sexual misconduct on campus? Choose any statements you feel would apply.

- Feel nothing will happen
- Fear of retaliation
- Unsure of reporting process
- Fear of gossip and persecution of others on campus
- Stigma
- Shame
- I don't know
- Other (please specify)

7. Please evaluate the overall effectiveness of the College in the following:

	Very Effective	Effective	Average	Ineffective	Very Ineffective	Don't Know/Uncertain/No Basis to Judge
Educating the campus community about how to address sexual misconduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preventing sexual misconduct on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responding to reports of sexual misconduct on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section Three: Student Information

8. Are you currently a full-time or part-time student?

- Full-time (12+ credits)
- Part-time (Less than 12 credits)

9. Is this your:

- First year taking classes at FCC?
- Second year taking classes at FCC?
- Third or more year taking classes at FCC?
- Other (please specify)

10. At which location do you attend classes? Please select all that apply.

- Main Campus (Opossumtown Pike)
- Monroe Center
- Mount Airy College Center
- Online

11. What is your age?

- 18 - 24
- 25 and over

12. What is your race/ethnicity? (Please select all that apply.)

- | | | |
|--|--|---|
| <input type="checkbox"/> American Indian or Alaskan Native | <input type="checkbox"/> Hispanic or Latino | <input type="checkbox"/> Two or more races |
| <input type="checkbox"/> Asian | <input type="checkbox"/> Native Hawaiian or Other Pacific Islander | <input type="checkbox"/> Prefer not to disclose |
| <input type="checkbox"/> Black or African-American | <input type="checkbox"/> White | |

13. What is your gender?

- Male
- Female
- Transman
- Transwoman
- Non-Binary
- Uncertain or Questioning
- I identify using a different term (please elaborate)

14. How do you identify in terms of your sexual orientation?

- Lesbian
- Gay
- Bisexual or Pansexual
- Queer
- Heterosexual or Straight
- Asexual
- Uncertain or Questioning
- I identify using a different term (please elaborate)

15.

The next section of this survey contains questions of a sensitive nature regarding specific experiences related to sexual misconduct.

Continuing beyond this point is optional.

Do you wish to proceed?

- Yes
- No

Section Four: Personal Experiences

“Sexual assault” and “sexual violence” refer to a range of behaviors that are unwanted by the recipient and include persistent sexual advances that are undesired by the recipient, threats of force to get an individual to engage in sexual behavior, as well as unwanted touching and unwanted penetration or attempted penetration. These behaviors could be initiated by someone known or unknown to the recipient, including someone he/she is in a relationship with.

16. At FCC or an FCC related event, have you experienced any unwanted sexual violence or unwanted sexual contact (which can include kissing, touching, harrassment, stalking)?

- Yes
- No
- Prefer not to disclose

Section Four: Personal Experiences

17. Where did the incident take place?

- Main Campus (Opossumtown Pike)
- Monroe Center
- Mount Airy College Center
- During an FCC sponsored activity held off campus
- Off campus (**not** at an FCC sponsored activity)
- Prefer not to disclose

Section Four: Personal Experiences

18. Were there any witnesses to the incident?

- Yes
- No
- Prefer not to disclose

Section Four: Personal Experiences

19. Did you tell anyone about the incident?

- Yes
- No
- Prefer not to disclose

Section Four: Personal Experiences

20. Was at least one person you told an employee of the College?

- Yes
- No
- Prefer not to disclose

Section Four: Personal Experiences

21. Please rate the quality of the help provided by the FCC employee.

Very Good

Good

Fair

Poor

Very Poor

Section Four: Personal Experiences

22. Did you seek help from a resource outside the College such as a rape crisis center, medical facility, or mental health center?

- Yes
- No
- Prefer not to disclose

Section Four: Personal Experiences

23. Which of the following concerns or thoughts were tied to your decision not to talk to anyone?

Please selected all answers that apply.

- I felt embarrassed or ashamed.
- It is a private matter; I wanted to deal with it on my own.
- I was concerned others would find out.
- I didn't want the person who did it to get in trouble.
- I feared the person who did it would try to get back at me.
- I was afraid I would not be believed.
- I thought I would be blamed for what happened.
- I didn't think what happened was serious enough to talk about.
- I didn't think others would think it was serious.
- I didn't know about the reporting procedure on campus.
- I didn't think the incident had anything to do with the College.
- I feared that I or another would be punished for infractions or violations (e.g. underage drinking).
- I feared others would harrass me or react negatively toward me.
- I wanted to forget it happened.
- I had other things I needed to focus on and was concerned about (such as classes or work).
- I didn't think the school would do anything about my report.
- I found the campus process difficult.
- Other (please specify)

Section Four: Personal Experiences

24. If you wish, please provide additional comments in the space below.