

Frederick Community College

2022 Survey Administration

A task force consisting of the Executive Director of Planning and Institutional Effectiveness, the Research Analyst, the Title IX Coordinator, and the Executive Director of Diversity, Equity, and Inclusion convened to update the Title IX/Sexual Harassment Campus Climate Survey 2022, previously deployed in spring 2016, 2018, and 2020. The survey assesses increased student awareness of Title IX, perceptions of the level of safety and the College general climate related to sexual harassment, and gauged their impressions of the College readiness and ability to address issues of sexual harassment. This year, the questions suggested by the Maryland Department of Health, Rape and Sexual Assault Prevention Programs were added to the questionnaire. The Senior Leadership Team approved the final questions. Also, the term sexual harassment was used throughout the survey based on the new federal government definition: *"sexual harassment as an umbrella category includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking."*

The Premier SurveyMonkey software was utilized to administer the Title IX/Sexual Harassment Campus Climate Survey to the fall 2021 credit 18 and older students. Due to the uncertainty of the COVID-19 pandemic, the survey was deployed from November to December 2021 instead of the spring semester as in the past, allowing more time to collect the data.

Survey invitations were deployed to 4,010 college email or personal student email addresses (if provided at registration). As a means of encouraging further engagement, announcements were posted to FCC's Facebook page and Twitter feed. Participating faculty members also assisted by making students aware of the survey and completing it while in class. Weekly reminders were sent via the Office of Student Engagement's News Blast newsletter. Additionally, automatic reminder notices for non- and partial respondents were sent approximately three weeks after the project's launch. Finally, the week before the closing date, final reminders were posted on Blackboard, Twitter, and the News Blast. Furthermore, an additional survey link (disseminated in the News Blast and social media posts) was generated to reach potential respondents who did not regularly access their emails. The data analysis for this report is prepared based on 378 completed surveys which provide a 95% confidence level. These results can be used with about 5%+/- confidence interval for generalizing to the total fall 2021 population of returning students aged 18 years or older

The demographics of the respondents somewhat resembled that of the general campus population. All racial/ethnic categories were higher for the respondents by a few percentage points than the fall 2021 students. For example, Asian (+2%), Black or African American (+4.2%), and White (+8%) students were higher among respondents compared to fall 2021 student population, except the Hispanic/Latino survey participants were 1.9% fewer than the fall enrollment; males comprised 41.7% of the student population; however, they submitted 23.3% of the completed surveys. Ages of campus population vs. respondents varied, such as 15.0% fewer

respondents were 18 to 24 years old compared to 14.2% more of adult students 25 years and older. However, full-time students participated in 7.5% more than the general population for the fall of 2021.

Awareness about Sexual Harassment Policy and Procedures

The first two questions in the survey were about students' awareness of the sexual harassment policy and procedures. We were encouraged by students' response to the question, *"Are you aware that FCC has a Title IX Sexual Misconduct Policy and Procedures which addresses sexual and gender-based harassment?"* In 2022, 91.3% reported that they were aware of the policy and procedures, and only 8.7% reported that they were unaware of them. This rate was higher than in 2018 and 2020 (90%) and 2016 (62.1%) when this survey was first conducted. We consider this progress in informing students about the policy and procedures. We were also encouraged by the response to the question, *"Are the FCC procedures for reporting and addressing sexual harassment easy to find?"* In 2022, 40.6% reported that the sexual harassment procedures were easy to find, while 56.4% of the students responded that they had never looked for them, and 3.0% said they were not easy to find. These rates are very similar to 2020 when 42% reported it was easy to find the sexual harassment procedures. Also, these ratings have improved compared to the past two cycles of this survey. In 2018, 39.6% reported it was easy to find the sexual harassment procedures compared to the 2016 survey in which 16.4% said that they were easy to find.

Perceptions of Safety and General Campus Climate

Section Two of the survey had four prompts that assessed the safety and the general climate concerning how FCC handles incidents of sexual misconduct. Regarding the question, *"If I need to report sexual harassment at FCC, I know a faculty or staff member who could help me,"* 75.8% of the students responded that they strongly agreed or agreed; 9.6% answered that they were neutral, and 4.8% disagreed. The other 9.9% of the students responded that they "Did not know/were uncertain/had no basis for judging." The rating in 2022 for this question was much higher (+8.1%) than 2020 ratings, where 67.7% of the students responded that they strongly agreed or agreed; 11.6% answered that they were neutral, and 6.0% disagreed. The other 14.6% of the students responded that they "Did not know/were uncertain/had no basis to judge." For the second prompt, *"I understand what happens when a student reports sexual harassment at FCC,"* 52.9% of the students responded that they strongly agreed or agreed; 16.9% answered that they were neutral, and 15.8% disagreed. The rest, or 14.4% percent of the students, responded that they "Did not know/were uncertain/had no basis to judge." These agreements to the item declined 7.5% compared to the 2020 survey where 60.4% of the students responded that they strongly agreed or agreed; 11.6% answered that they were neutral, and 11.0% disagreed. The rest or 16.9% percent of the students responded that they "Did not know/were uncertain/had no basis to judge." We are encouraged by the response to the third prompt, *"Addressing the issue of sexual harassment is the responsibility of the entire College community."* 94.3% of the students

responded that they strongly agreed or agreed; 4.0% answered that they were neutral, and 1.4% disagreed. Only one student (.30%) responded that they "Did not know/were uncertain/had no basis to judge." The agreement with this statement improved 4.9% when compared to 2020 responses; 89.4% of the students responded that they strongly agreed or agreed; 5.3% responded that they were neutral; 1% disagreed, and 4.3% of the students responded that they "Did not know/were uncertain/had no basis to judge." For the last prompt in this question, *"I believe FCC provides an environment that clearly communicates that sexual harassment and misconduct is not tolerated,"* 85.5% of the students responded that they strongly agreed or agreed; 9.0% responded that they were neutral, and 2.8% disagreed. Only 2.5% of the students responded that they "Did not know/were uncertain/had no basis to judge." Again, this question's ratings improved compared to the 2020 survey where 80.7% of the students responded that they strongly agreed or agreed; 9.3% responded that they were neutral, and 2.3% disagreed. Only 4.7% of the students responded that they "Did not know/were uncertain/had no basis to judge."

Perception of the Institution's Readiness and Ability to Address Issues of Sexual Harassment

This section of the survey had four prompts related to the readiness and ability of the College to address issues of sexual harassment. For the first prompt, *"FCC considers any report of sexual harassment a serious matter,"* 87.4% of the students responded positively; 0.9% expressed disagreement; 5.4% of students were neutral, and 6.3% answered that they "Did not know/were uncertain/had no basis to judge." We are excited to see that students' trust improved in 2022 and their agreement rate with this item increased 7.4% compared to 2020 rates when 80.0% of the students responded positively; 1.3% expressed disagreement; 5.8% of students were neutral, and 12.9% responded that they "Did not know/were uncertain/had no basis to judge." For the second prompt, *"FCC protects the safety and well-being of everyone involved in the Title IX process,"* 80.2% of the students responded positively; 1.8% expressed disapproval; 10.6% of students were neutral, and only 8.3% answered that they "Did not know/were uncertain/had no basis to judge." Another improvement in agreement rating (+3%) compared to 2020 survey shows 77.2% of the students responded positively; 1.3% expressed disapproval; 5.8% of students were neutral, and 15.6% responded that they "Did not know/were uncertain/had no basis to judge." For the third prompt, *"FCC ensures fairness to everyone involved in the Title IX process,"* 77.1% of the students responded positively; 2.3% expressed disagreement; 8.3% of students were neutral, and 12.3% answered that they "Did not know/were uncertain/had no basis to judge." Again, in 2022, the agreement rate improved 2% compared to 2020 when 75.1% of the students responded positively; 1.3% expressed disagreement; 7.8% of students were neutral, and 15.7% responded that they "Did not know/were uncertain/had no basis to judge." For the fourth prompt, *"FCC provides education and training related to Title IX sexual harassment,"* 78.5% of the students responded positively; 11.9% expressed disagreement; 9.2% of students were neutral, and 8.6% responded that they "Did not know/were uncertain/had no basis to judge." Although, the agreement rating of 2022 students was 2.9% higher than those in 2020, the disagreement rating increased 9.5%. In 2020, 75.6% of the students responded positively; 2.4% expressed

disagreement; 9.2% of students were neutral, and 12.9% responded that they "Did not know/were uncertain/had no basis to judge." We are encouraged by the 2022 results which indicate that our intentional work to protect the safety and well-being of our students in the Title IX process has been noticed by our students. The responses about the awareness of receiving written or verbal information about sexual harassment were encouraging.

For the first prompt, 23.5% of the students in 2022 compared to 25.8% in 2020 and 23.2% in 2018 reported they received information about "*Dating, domestic, or intimate partner violence,*" followed by 37.1 % of 2022, 35.8% of 2020, and 26.8% of 2018. Respondents reported affirmatively to the item "*Where to go to get help if you or someone you know has experienced sexual harassment,*" followed by 37.1 in 2022, 33.6% in 2020, and 27.4% in 2018. In the same survey, students reported they know "*How to help prevent sexual harassment.*" 36.8 of the 2022 respondents compared to 39.3% of 2020 respondents received a "Definition of sexual harassment." This item was not included in the previous questionnaire. Although the ratings for these items improved in the 2022 survey, still on average, about 1/3 of the respondents reported that they did not receive written or verbal information at FCC about sexual harassment prevention, its definition, or where to get help if they experienced it. The next section listed reasons for "*What would keep you from reporting sexual harassment at FCC?*" 20.2% of 2022 and 13.8% of 2020 respondents reported "*feel nothing will happen;*" 22.5% of 2022 respondents, and 16.7% of 2020 respondents reported "*fear of retaliation;*" 17.3% of 2022 and 10.4% of 2020 respondents said "*unsure of reporting process;*" 19.6% of 2020 compared to 13.5% of 2020 respondents said "*fear of gossip and persecution by others on campus;*" 14.0% of 2022 and 10.1% of 2020 respondents indicated "*concerned about potential stigma;*" 21.1% of 2022 and 14.2% of 2020 respondents reported "*feelings of shame*" followed by 58.8% of 2022 and 59.4% of FCC students in the 2020 survey selected "*Nothing would stop me. I would report an incident of sexual misconduct.*" The decline of ratings in the items for this group of questions that asks what keeps students from reporting sexual harassment shows FCC must provide more educational training and materials to empower students to report sexual harassment if they experience or witness it. However, the Covid-19 pandemic in the past two years might have impacted the results as well.

Perception of the Institution's Helpfulness and Trust

The Maryland Department of Environmental Health Bureau suggested ten new questions, which we incorporated into our survey in 2022. The scales for these questions were *strongly agreed, agree, neutral, strongly disagree, disagree, and don't know/uncertain/no basis to judge*. Due to the space limitation for this report, only *strongly agree* and *agree* responses are reported. For the first prompt, "*I believe FCC provides an environment that clearly communicates that sexual harassment and misconduct is not tolerated,*" 87.8% of the respondents strongly agreed or agreed with this statement. The next statement, "*I believe that FCC would take a report of sexual harassment seriously*" was agreed by 92.1% of the students, which shows the strong trust students have in FCC. The other statement, "*If requested by the individual, I believe that FCC*

would forward a report of sexual harassment to criminal investigators (for example, the police),” received 89.1% agreement. The statement about trust, “I trust that FCC would forward a report of sexual harassment to criminal investigators (for example, the police) if the report includes criminal behaviors,” earned 92.1% agreement. Students’ response to the statement, “I believe that FCC would support the individual making a report of sexual harassment” also indicated a high agreement of 90.6%. The statement, *I believe that FCC would take action to address factors that may have led to reported sexual assault and/or sexual violence*” shows students’ trust since 90.4% of students agreed with the statement. Also, the statement “*I believe FCC would handle any report of sexual assault and/or sexual violence*” received 91.5% agreement. Lastly, we asked students to rate their agreement with “*I feel I am a part of this college.*” 84.0% agreed; 13.2% were neutral, and 2.9% disagreed. In this section, students were asked to respond to three questions rating their actions. For the statement “*would you call the police or authorities if you saw a group bothering someone in a parking lot or similar setting?*” 84.1% said they would likely call the police or authorities. For the second statement, “*would you confront a friend who was hooking up with someone who was passed out?*” 96.0% reported they would likely confront a friend in the described situation. For the last statement, “*would you confront a friend if you heard rumors that they forced someone to have sex?*” 89.8% said they would confront a friend in this scenario. The positive results for 2022 are more promising since the survey was conducted when the College was operating remotely.

The last section of the survey contained questions of a sensitive nature regarding specific experiences related to sexual harassment, and we informed respondents that continuing beyond this point was optional. However, several students shared their experiences and the responses were shared with the internal authority responsible for Title IX.

Institutional Steps

It is evident that the actions articulated in previous reports have positively affected our students' perceptions of sexual assault and misconduct. The goals listed below will be the responsibility of reporting areas within the Office of the Associate Vice President of Student Affairs and will be addressed in collaboration with the Office of Diversity, Equity, and Inclusion.

Goals by Spring 2023:

The overarching goals for the next few years are around strengthening awareness through training, posting education campaigns to raise awareness, and strengthening Campus Climate to reach 50.0% of students through either the Safe Colleges Online Training, New Student Orientation, Student-Athlete training, and/or virtual or in-person presentations and/or training. The specifics of the initiatives are:

- Addressing Awareness of Title IX Protections:
 - Make the Title IX Sexual Harassment Webpage more accessible and have a reporting mechanism via the webpage.

- Conduct a poster campaign to raise awareness of the Title IX protections, policies, and processes, focusing on where students should go if they need help around sexual misconduct, including potentially passive education in bathrooms.
- Perceptions of Safety & Campus Climate:
 - Increase the online Safe College Title IX training completion rate by 50.0% based on fall 2021 student enrollment (511 students by 2023).
 - Continue to focus on new students and parents, focusing on minimizing stigma and fear around reporting.
 - Develop a new hire orientation for faculty and staff that addresses and provides an overview of Title IX.
 - Provide ongoing professional development and educational training on student conduct, Title IX, and the Student Code of Conduct.
- Continue offering fall and spring focused events on Sexual Assault Awareness and Prevention, Bystander Intervention Training, Domestic Abuse Support, Special focus on Veterans, Identifying and Avoiding High-Risk Behaviors, Understanding Sexual Orientation, Inclusive Language involving Sexual Identity.
- Include community organizations with relevant support and information at the Wellness Fairs offered each semester.
- Continue to have a strong College presence at the Frederick LGBTQ Pride event with a College information table.
- Continue the College partnership with The Frederick Center to provide sensitivity training to the College and community.