

# Frederick Community College

## Survey Administration

A task force consisting of the Executive Director of Planning and Institutional Research, 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 2020, previously deployed in spring 2018. The survey assesses increased student awareness of Title IX, perceptions of the level of safety and the College general climate relates to sexual harassment, and gauged their impressions of the College readiness and ability to address issues of sexual harassment. The questions, approved by the Senior Leadership Team, were reduced from thirty-one to twenty-six for clarity. Also, the term sexual harassment was used throughout the survey based on the new federal government definition using “*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 in 2020. Due to the COVID-19 pandemic, the survey was deployed in September 2020 instead of March as originally planned. The task force determined students over the age of 18, who had attended the College in the spring 2020 and enrolled in the fall 2020 classes, would be the appropriate cohort to survey.

Survey invitations were deployed to 2,544 college email or personal student email addresses (if provided at registration). As a means of encouraging more engagement, announcements were pinned to the Blackboard landing page which all courses use it. Also, the announcement was posted to FCC’s Facebook page and Twitter feed. Additionally, the automatic reminder notices for non-respondents were used ten days after the start of the project. Lastly, two days before the project's conclusion, updated messages reminding students of the closing date posted on Blackboard, Facebook, and Twitter. Furthermore, an additional survey link (disseminated with the Blackboard and social media reminders) to reach potential respondents who did not access their emails with regularity. Disqualification questions were included at the start of the survey to exclude students who had completed the survey via invitation, did not attend the spring semester, and/or were under 18 years of age. The data analysis for this report is prepared based on 318 completed surveys which provides a 95% confidence level. This results can be used with 5%+/- confidence interval for generalizing to the total fall 2020 18 years or older returning students.

The demographics of the respondents were somewhat resembled that of the general campus population. All racial/ethnic categories almost resembled with the fall 2020 students except the Hispanic/Latino survey participants were 6% fewer than the fall enrollment, males comprised 38% of the student population; however, they submitted 33% of the completed surveys, ages of campus population vs. respondents varied slightly between 1% to 5% for different age groups. However, full-time students participated in 11% more than the general population for the fall of 2020.

## **Awareness about Sexual Misconduct Policy and Procedures**

The first two questions in the survey were about students' awareness related to the sexual harassment policy and procedures. We were encouraged by the student 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 2018 and 2020, 90% reported that they were aware of the policy and procedures and only 10% reported that they were not aware of the policy and procedures. The first year this survey was conducted in 2016, 62.1% of students reported that they were uncertain or were not aware of the policy and procedures, and 37.9% reported that they were aware of the policy and procedures. We consider this to be progress on our efforts to inform 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 2020, 42.0% 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 1.6% reported that they were not easy to find. 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 that 16.4% reported 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 the FCC handles incidents of sexual misconduct. *"If I need to report sexual misconduct at FCC, I know a faculty or staff member who could help me,"* 67.7% of the students responded that they strongly agreed or agreed, 11.6% responded 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 misconduct at FCC,"* 60.4% of the students responded that they strongly agreed or agreed, 11.6% responded 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 misconduct is the responsibility of the entire College community,"* 89.4% of the students responded that they strongly agreed or agreed, 5.3% responded that they were neutral, and 1% disagreed. Only 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,"* 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." The aggregate responses for the four prompts displayed the agreements with the statements declined five percent. In 2018, 79.2% of the respondents agreed with the four statements about the general climate about how FCC handles incidents of sexual misconduct compared to 74.6% in the 2020 survey.

## **Perception of the Institution's Readiness and Ability to Address Issues of Sexual Violence**

This section of the survey had four prompts related to the readiness and ability of the College to address issues of sexual violence. For the first prompt, *"FCC considers any report of sexual harassment a serious matter,"* 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." The second prompt, *"FCC protects the safety and well-being of everyone involved in the Title IX process,"* 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,"* 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,"* 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 these results and by the comparison of the aggregate results. The aggregate for the same prompts last cycle and this year were identical and 77.0% of the students responded positively, 2.0% expressed disapproval, 21.0% of students were neutral, or responded that they "Did not know/were uncertain/had no basis to judge."

The responses about the awareness of receiving written or verbal information about sexual harassment were encouraging. For the first prompt, 25.8% of the students in 2020 compared to 23.2% in 2018 reported they received information about *"Dating, domestic, or intimate partner violence"*, followed by 35.8% of the 2020 respondents reported affirmatively to the item *"Where to go to get help if you or someone you know has experienced sexual misconduct"* compared to 26.8% in 2018, followed by 33.6% in 2020 survey reported they know *"How to help prevent sexual misconduct."* in 2020 compared to 27.4% in 2018, 39.3% of the respondents reported received "Definition of sexual harassment". This item was not included in the previous questionnaire. The last section listed reasons for *"What would keep you from reporting sexual harassment at FCC?"* 14% reported *"feel nothing will happen"*, 16.7% "fear of retaliation", 10.4% *"unsure of reporting process"*, 13.5% *"fear of gossip and persecution by others on campus"*, 10.1% *"concerned about potential stigma"*, 14.2% *"feelings of shame"*, 59.4% of FCC students in the 2020 survey selected *"Nothing would stop me. I would report an incident of sexual misconduct."* Compared to 42.3% in 2018. The increase in this rate is promising and is an indication of improved awareness among our students about the importance of reporting the incident of sexual misconduct.

The positive results for 2020 is more promising since the survey was conducted when the College was operating remotely.

## **Institutional Steps**

It is evident that the actions articulated in previous reports have had a positive effect on our students' perceptions related to sexual assault and misconduct. These goals will be the responsibility of the Student Title IX Coordinators, the Center for Student Engagement, the Office of the Dean of Students including Wellness and Behavior Health, and the Office of Diversity, Equity, and Inclusion.

### **Goals by Spring 2022:**

The overarching goals for the next few years are around strengthening awareness through trainings, posting education campaigns to raise awareness and strengthen Campus Climate with a goal of reaching 25% of students through either the Safe Colleges Online Training, New Student Orientation, and/or virtual or in-person presentations and/or trainings. 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.
  - Poster campaign to raise awareness of the Title IX protections, policies, and processes, with a focus on where to go if you need help around sexual misconduct including potentially passive education in bathrooms.
- Perceptions of Safety & Campus Climate:
  - Increase number of students taking the online Safe College Title IX training to 25% of fall student population (1,400 students by 2022).
  - Continue a focus on new students and parents with a focus on minimizing stigma and fear around reporting.
  - 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