

Frederick Community College

2024 Title IX Campus Climate Survey Results

A. Survey Administration

Frederick Community College (FCC) administered Title IX/Sexual Harassment Campus Climate Survey in spring 2024. FCC adopted two protocols in fall 2022: 1) use the questions suggested by the Maryland Department of Health, Rape and Sexual Assault Prevention Programs and 2) define the term *sexual harassment* based on the federal government guidelines: “*an umbrella category includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking.*” For the 2024 survey, a task force of Title IX authorities and Office of Planning, Assessment, and Institutional Research (OPAIR) staff reviewed and kept the same 2022 questionnaire in order to track changes over time.

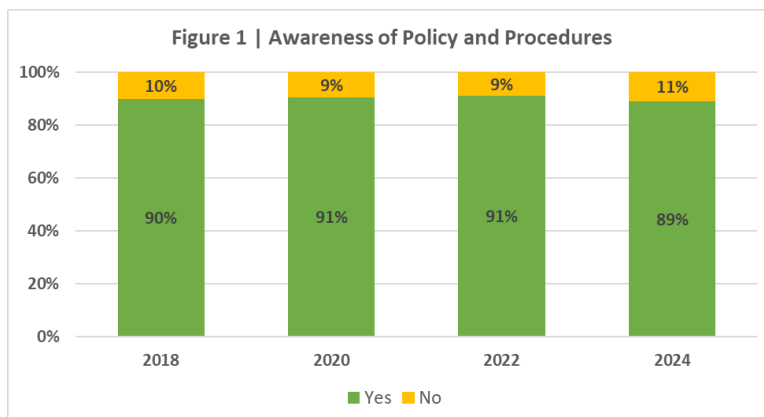
OPAIR utilized a premier professional software package to administer the Title IX/Sexual Harassment Campus Climate Survey among credit students enrolled in spring 2024 who are age 18 and older at the time of the survey. FCC sent 3,966 email invitations to complete the survey. Campus staff posted announcements to social media accounts (Instagram, Facebook, and X) to encourage student engagement. Faculty members assisted by promoting and encouraging students to complete the survey. The FCC News Blast and Navigate, a communication platform, provided weekly reminders to students about the survey. OPAIR intermittently sent reminder emails. In the final weeks, student support staff shared an additional survey link to reach respondents and sent reminders and notices during the final week of administration.

The data analysis for this report is prepared based on 309 completed surveys, providing a +/- 5.25% confidence interval at the 95% confidence level. Results may be generalized to the total spring 2024 population of students aged 18 years or older, however, the participants may skip questions resulting in larger confidence intervals on a question-by-question basis.

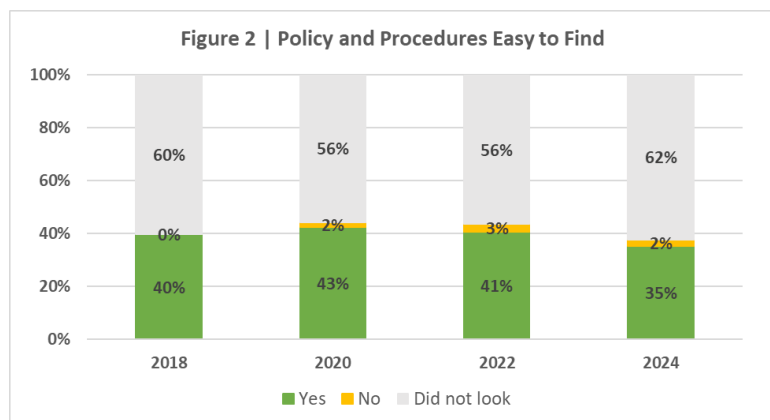
The demographics of the respondents are *not weighted* to fully align with the general spring 2024 campus population. Several differences between the respondents and student population are notable. Full-time students, only 26% of the general population, are overrepresented among respondents (42%). Male students are 43% of the student population but are underrepresented respondents (33%). One percent (1%) of student population is nonbinary, yet 6% of the respondents are nonbinary (low n). Students aged 18 to 24 are 72% of the campus population but underrepresented in the survey responses (56%). Among racial/ethnic categories, survey respondents reflected the profile for all students enrolled in spring 2024.

B. Perceptions of Safety and General Campus Climate

The survey first poses a question about students’ awareness of the sexual harassment policy and procedures (Figure 1): “*Are you aware that FCC has a Title IX Sexual Harassment Policy and Procedures which addresses sexual and gender-*



based harassment?” In 2024, 89% reported that they were aware of the policy and procedures, and 11% reported unaware. Student awareness for sexual harassment policy and procedures has ranged from 89% to 91% over the past several years, and no significant differences are apparent from 2018 to 2024.

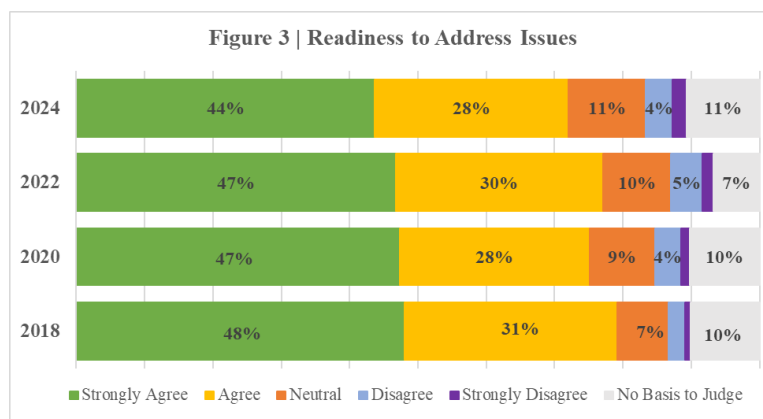


Students then respond to the question (Figure 2): “Are the FCC procedures for reporting and addressing sexual harassment easy to find?” In 2024, the percentage of students who did not look for the policies and procedures for reporting and addressing sexual harassment increased to 62%, the highest measurement in four years.

The differences in searching for sexual harassment policy and procedures do not appear to be significant (per statistical testing) in the past two periods (2022 v. 2024), but is worthy of monitoring in future years. Among all respondents, approximately one-third (35%) looked for and reported the procedures are easy to find while 2% looked for and reported the procedures are not easy to find. In other words, when limited to only students who looked for the policies and procedures in 2024 (n=112), approximately 94% reported the policies and procedures are easy to find.

C. Perceptions of Institution’s Readiness and Ability to Address Issues of Sexual Violence

The survey presents four prompts that assess the safety and the general climate concerning FCC’s *readiness* to handles incident of sexual misconduct. The graph below reports the respondents’ perceptions of how much students are aware of the process of reporting and resolving sexual harassment incidents at FCC based on the average of the four questions in this section – a Readiness Composite Score¹ (Figure 3). The Readiness Composite Score indicates that there may have been a recent erosion in the perceived readiness of the institution to address issues of sexual violence: 72% of respondents strongly agreed or agreed (on average) with FCC’s Readiness in 2024 compared to 79% of respondents in 2018. Students’ perceptions of the college’s perceived readiness to address issues of sexual violence are more often Neutral, Disagree, or Strongly Disagree than in previous years.



* Frequencies less than 2% not illustrated with a data label.

¹ Composite scores computed from multiple related questions to represent constructs (such as “readiness”) are a standard practice in benchmarking.

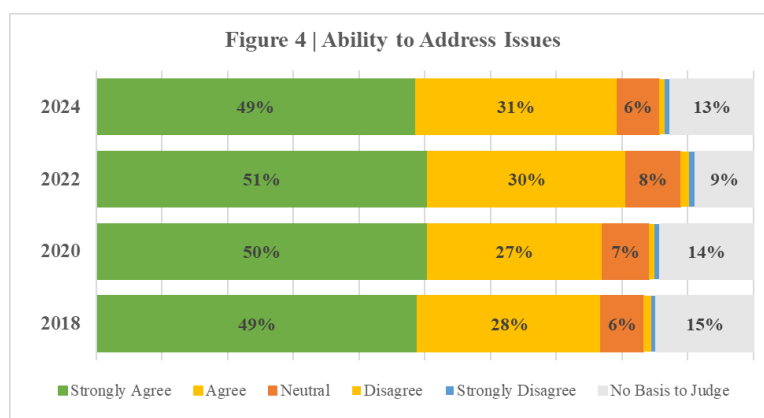
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Underlying the apparent shift in perception for FCC’s Composite Readiness Score, a larger percentage of students indicated “strongly agree” and “agree” in 2018 compared to 2024:

- “If I need to report sexual harassment at FCC, I know a faculty or staff member who could help me.” – 77.2% (2018) down to 67.9% (2024)
- “I understand what happens when a student reports sexual harassment at FCC.” – 68.3% down to 48.5%
- “Addressing the issue of sexual harassment is the responsibility of the entire College community.” – 92.1% down to 86.9%

One Readiness measure – “I believe FCC provides an environment that clearly communicates that sexual harassment and misconduct is not tolerated.” – improved from 79.2% (2018) to 84.7% (2024).

The survey then presents four prompts to assess FCC’s **ability** to handle incidents of sexual misconduct. Figure 4 reports the respondent’s perception of the ability to handle reports and to resolve sexual harassment incidents at FCC based on the average of the four questions – an Ability Composite Score. The Ability Composite Score indicates the institution’s ability to address issues of sexual violence.



* Frequencies less than 2% not illustrated with a data label.

Students’ perceptions have remained fairly consistent over the past six years: around 4-in-5 students “strongly agree” or “agree” that FCC has the Ability to address issues of sexual violence. Few (<3%) “strongly disagree” or “disagree” while the remaining respondents are “neutral” or report having “no basis to judge” one or more measures.

In 2024, the perceptions of FCC’s ability to address issues on the specific measures are fairly consistent, but vary by ten percentage points:

- “FCC considers any report of sexual misconduct harassment a serious matter.” – 85.3% “strongly agree” or “agree”
- “FCC protects the safety and well-being of everyone involved in the Title IX process.” – 79.9% “strongly agree” or “agree”
- “FCC provides education and training related to Title IX sexual misconduct.” – 76.8% “strongly agree” or “agree”
- “FCC ensures fairness to everyone involved in the Title IX process.” – 75.3% “strongly agree” or “agree”

Additional Survey Questions and Tables of Results

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

Topics Addressed by FCC Literature / Presentations	2020	2022	2024
Dating, domestic, or intimate partner violence	26%	24%	24%

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Topics Addressed by FCC Literature / Presentations	2020	2022	2024
Where to go to get help if you or someone you know has experienced sexual harassment	36%	37%	37%
How to help prevent sexual misconduct	34%	37%	36%
Definition of sexual harassment	N/A	37%	39%
Uncertain/Don't remember	26%	31%	32%
None of the above	39%	23%	23%

* Multiple responses allowed, columns may total more than 100%.

- “What would keep you from reporting sexual misconduct at FCC?”

Constraints to Reporting Sexual Misconduct at FCC	2020	2022	2024
Feel nothing will happen	13.8%	20.2%	15.3%
Fear of retaliation	16.7%	22.5%	20.1%
Unsure of reporting process	10.4%	17.3%	17.3%
Fear of gossip and persecution of others on campus	13.5%	19.6%	14.9%
Concerned about potential stigma	10.1%	14.0%	10.0%
Feelings of shame	14.2%	21.1%	17.7%
Nothing would stop me. I would report...sexual misconduct.	59.4%	58.8%	62.7%
Other (please specify)	4.7%	5.3%	6.0%

* Multiple responses allowed, columns may total more than 100%.

The Maryland Department of Environmental Health Bureau suggested ten new questions in 2022, which FCC incorporated into its surveys for both 2022 and 2024. Comparisons for the new questions are:

- The scales for the following seven statements were *strongly agree, 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.

Statements	2022	2024
I believe that FCC would take a report of sexual harassment seriously.	92.1%	85.7%
If requested by the individual, I believe that FCC would forward a report of sexual harassment to criminal investigators (for example, the police).	89.1%	84.7%
I trust that FCC would forward a report of sexual harassment to criminal investigators (for example, the police) if the report includes criminal behaviors.	92.1%	87.3%
I believe that FCC would support the individual making a report of sexual harassment.	90.6%	87.6%
I believe that FCC would take action to address factors that may have led to reported sexual assault and/or sexual violence.	90.4%	85.4%
I believe FCC would handle any report of sexual assault and/or sexual violence.	91.5%	87.2%
I feel I am a part of this college.	84.0%	78.3%

- The scales for three questions on willingness to get involved in an incident were *very likely, likely, neutral, unlikely, very unlikely*. *Very likely* and *likely* responses for 2022 and 2024 are reported.

Questions	2022	2024
Would you call the police or authorities if you saw a group bothering someone in a parking lot or similar setting?	84.1%	80.6%
Would you confront a friend who was hooking up with someone who was passed out?	96.0%	96.0%
Would you confront a friend if you heard rumors that they forced someone to have sex?	89.8%	91.6%

D. Institutional Analysis and Action Steps

There are key issues that need immediate attention based on recent data regarding students' awareness and perceptions of the Title IX policy at FCC. Students know about the Title IX policy and infrequently have difficulty locating it *when looked for*. However, students lack familiarity with the faculty and staff's ability to assist with complaints and are concerned about the fairness of the process.

To address these concerns, the College will implement the following actions:

Enhancing Accessibility of Title IX Policy

- **Website Revamp:** Ensure the Title IX policy is prominently displayed and easily accessible from the Student Affairs webpage.
- **Physical Visibility:** Place posters and informational brochures in high-traffic areas such as libraries, student centers, residence halls, and academic buildings.
- **Blackboard Access:** Ensure the Title IX policy is available under Student Information on Blackboard.

Building Confidence in Faculty/Staff Assistance

- **Training Programs:** Implement training programs for all faculty and staff on Title IX policies and procedures and their roles in supporting students as mandated by the 2024 regulations.
- **Resource Guides:** Provide faculty and staff with resource guides on handling Title IX complaints, referral procedures, and contact information for the Title IX Coordinator.
- **Direct Contact to Title IX Coordinator:** Establish an email address specifically for Title IX complaints, training, and inquiries to ensure a sustainable communication line to the Title IX coordinator.

Ensuring Fairness in the Title IX Process

- **Transparent Procedures:** Review and revise Title IX procedures to ensure they are transparent and communicated to students.
- **Clear Communication:** Develop communication channels to keep students informed about the progress of their complaints and any actions taken.
- **Support Services:** Enhance support services for students involved in Title IX complaints by providing access to counseling and advocacy.
- **Anonymous Reporting:** Introduce an anonymous reporting system that allows students to report Title IX violations without fear of retaliation.
- **External Review Process:** Partner with an external agency to review the Title IX policy and process to ensure fairness

Continuous Improvement and Monitoring

- **Education & Outreach:** Regularly conduct workshops and training sessions on Title IX topics such as recognizing and reporting sexual harassment, understanding consent, and bystander intervention.
- **Campus Forums:** Hold regular campus forums to discuss Title IX issues, gather student input, and provide updates on changes and improvements.

E. Prevalence of Sexual Assault and Other Sexual Misconduct

FCC does not collect these survey data for reporting purposes.