CULTIVATING LEARNING AND SAFE ENVIRONMENTS

An Empirical Study of Prevalence and Perceptions of Sexual Harassment, Stalking, Dating/Domestic Abuse and Violence, and Unwanted Sexual Contact

The University of Texas System Health Institutions

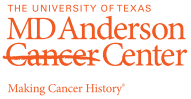

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Table of Contents

1. Introduction

05 Introduction

07 Acknowledgements

11 Executive Summary

2. Findings

29 Findings

30 Demographics

32 More Demographics

34 Prevalence of Sexual Harassment, Stalking, Dating/Domestic Abuse and Violence, and Unwanted Sexual Contact

36 Prevalence of Victimization: Faculty/Staff-Perpetrated Sexual Harassment

38 More About Faculty/ Staff Sexual Harassment Perpetration

40 Prevalence of Victimization: Student-Perpetrated Sexual Harassment and Perpetration Information

42 Prevalence of Victimization: Stalking and Perpetration Information

44 Prevalence of Victimization: Dating/Domestic Abuse and Violence

46 More About Dating/Domestic Abuse and Violence: Cyber and Psychological Abuse

48 More About Dating/Domestic Abuse and Violence: Physical Violence

50 Prevalence of Victimization: Unwanted Sexual Contact

52 More About Unwanted Sexual Contact Perpetration

54 A Look at Victimization by Gender and Sexual Identities

56 Disclosing After Victimization

58 Victims' Reports of Impact on Daily Life

60 Alcohol and Drug Use at Time of Victimization

62 Students' Health and Well Being

64 Students' Perceptions of Safety at the Institution

66 Students' Perceptions of Institutional Response

3. Current Programs

69 Current Programs

4. Next Steps

103 Next Steps

5. Additional Information

109 Additional Information

111 Appendix A: Prevalence Tables

115 Appendix B: Establishing Prevalence

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1.
Introduction

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Acknowledgements from the Research Team-Institute on Domestic Violence & Sexual Assault (IDVSA)

The successful launch and timely completion of the *Cultivating Learning and Safe Environments* (CLASE) Survey at The University of Texas System is due in large part to the collective effort and dedication of many individuals. The CLASE survey is part of the larger empirical CLASE study of prevalence and perpetration of five forms of violence and misconduct including sexual harassment by faculty/staff, sexual harassment by students, stalking, dating/domestic violence, and unwanted sexual contact across 13 institutions in The University of Texas System. The research also includes focused analysis with professionals at rotating campuses and an innovative multi-year cohort study to assess impact and program outcomes at The University of Texas at Austin.

First, the research team and the university community owe an immense debt of gratitude to all student participants. We understand more about our students' lives because they took the time to complete this survey. We are particularly grateful to the survivors of sexual harassment, stalking, dating/domestic violence, and unwanted sexual contact. Survivors' contributions were especially critical to move program and response policies forward, so our hope is that the findings are reflective of their experiences.

Chancellor William McRaven is a transformative leader. With the support of the UT Board of Regents, the Chancellor's vision has been to recognize all forms of violence that our students experience and implement strategies toward pioneering solutions. It has been a privilege to be a part of this noble charge.

We would like to extend our heartfelt thanks to Dr. Wanda Mercer, associate vice chancellor for student affairs at the UT System Office of Academic Affairs. Dr. Mercer was our on-the-ground leader, expertly assisting this team through the labyrinth of institutions of higher education. Undoubtedly, the CLASE project would have been unachievable without Dr. Mercer's aptitude and commitment.

Many thanks go to the Presidents of UT System campuses for engaging students and campus communities in the deepest understanding and strategies of these issues to ensure the safety and academic achievement of all students. Their leadership is commendable.

Our gratitude and appreciation goes out to CLASE Working Group chairs and members at every UT System campus, for their commitment and tireless energy developing recruitment and promotional efforts that led to a successful fall survey launch.

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Chris Kaiser, director of public policy for the Texas Association Against Sexual Assault (TAASA) and Aaron Setliff, director of public policy for the Texas Council on Family Violence (TCFV) receive our immense gratitude for their superb legal prowess and guidance.

For the past two years, we have deepened our strong relationship with the UT System Office of the Director of Police under the leadership of Director Mike Heidingsfield. Thank you for putting police efforts at the center of prevention and change efforts on our campuses.

We wish to thank Lope Gutierrez-Ruiz, Michelle Benaim Steiner, and the team at In-House International for their incredible creative work on this report. Hundreds of hours went into these reports, and we owe them a great debt for their commitment to illustrate these important data with such care.

We wish to give a big shout out to all the energetic and passionate students who helped with recruitment, pilot pre-testing, and survey promotion through social media.

IDVSA graduate research assistants Michelle "Chelly" Calandra and McKenna Talley worked tirelessly to develop this report.

We have stood on the broad shoulders of a large community of sexual assault and violence researchers and colleagues that willingly shared their survey tools and consulted with us. We are deeply appreciative for their commitment and generosity.

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Executive Summary

Introduction

If we want to change our campus culture, then we have to be open and honest about our students' experiences, no matter how uncomfortable it is. Our UT System institutions have numerous, effective programs to serve victims of sexual assault and misconduct, yet we can and must do better because even one incident is too many. These findings provide specific data to more deeply understand our students' experiences, and address the problem.

William H. McRaven
Chancellor, The University of Texas System

Participating Institutions

UT Health Science Center at Houston
UT Health Science Center at San Antonio
UT MD Anderson Cancer Center
UT Medical Branch at Galveston
UT Southwestern Medical Center

The *Cultivating Learning and Safe Environments* (CLASE) (pronounced 'class') project is a research study about The University of Texas System students' experiences with sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact.[1] The CLASE project was implemented to better understand students' experiences and perceptions of these acts with the goal to increase student safety. Findings will inform institution-specific efforts that address victimization and perpetration risks across the University of Texas (UT) System.[2] This document presents the web-based findings for the UT System health institutions, summarizes existing institutional direct programs that serve students, and reports strategic next steps. All enrolled students were invited to participate at the health institutions.

Students anonymously and voluntarily answered questions using a web-based platform in three broad areas: health and well-being, general perceptions about the institution's response to addressing four areas protected under Title IX legislation (sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact), and if they had personal experience with any of these since their enrollment at a UT System institution. Among the health institutions, 1,853 students participated. The response rate was 13%.

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Executive Summary

Sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact are pervasive societal issues. Research indicates that college-aged students may be at particular risk for victimization, and institutions of higher education (IHEs) have a moral and legal responsibility to implement strategies that minimize risks for their students. The UT System and its institutional leaders have set the goal to do just that—further understand, address, and work to eliminate these acts by continuing to dedicate and commit significant institutional efforts and resources. It is equally important to recognize that these issues are not unique to IHEs, but are social problems that should be viewed in the larger societal context.

The health institutions that are part of The University of Texas System (UT System) are independently accredited academic health centers. Within the System's six health institutions, there are four medical schools, two dental schools, three nursing schools, five biomedical science graduate schools, four schools of health professions as well as a school of biomedical informatics and two schools of public health, including one with five regional campuses.

UT System's health institutions have a complexity beyond what is typically seen in general academic institutions because of the constellation of organizations that come together in their roles of education, research and patient care. These collaborative structures often resemble that of a consortium of institutions, often including other institutions of higher education, hospitals, clinics, large health systems, and other affiliated partners that share in the educational environment for students and other trainees. The health institutions are also distinctly different from each other, each with their own programs, structures, and unique student populations. As a result, students interface with a diverse set of professionals, including physicians, nurses, allied health professionals, scientists, staff, and other trainees, such as medical residents and postdoctoral fellows who share in the teaching of students.

Assessing and improving the educational experience for students at health institutions involves a significant commitment to collaboration across

Title IX Forms of Violence

Title IX is the Education Amendment of 1972 that states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."[3]

Some forms of violence are prohibited types of sex discrimination under Title IX. These forms of violence include sexual harassment, stalking, dating/domestic violence, and sexual assault.

This report uses the term "unwanted sexual contact" to include unwanted sexual touching, attempted rape, and rape. These particular forms of violence are often referred to as "sexual assault" within the context of federal and state statutes.

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Why Use CLASE Statistics?

There are several reasons why the findings in this report and statistics from other studies may differ. Definitions of victimization vary; the CLASE project uses behaviorally-specific definitions focused on unwanted, nonconsensual behaviors. Behaviorally specific definitions result in more accurate reports of victimization than asking a person if they were sexually harassed, stalked, abused, or sexually assaulted.

Second, the study's scope is limited to the issues protected under Title IX and queries students about their experiences since enrollment at a UT System institution.

Finally, prevalence data are not limited to formal reports to institutional services such as campus police or health centers. Research indicates that the topics under study are among the most underreported crimes in the United States. In Texas, only nine percent of adult sexual assault victims reported their victimization to law enforcement.[4]

What we have produced is a current, representative, and UT System Institutions-specific study of the prevalence of forms of violence under Title IX.

organizations that contribute to the various educational environments, whether classrooms, clinical rotations or preceptorships in patient care settings, practicums with affiliated institutions, or field work and community outreach training.

Clery Statistics[5]

The Clery Act is a federal statute that requires both private and public IHEs that participate in federal financial aid programs to disclose information about crime on and around their campuses in an Annual Security Report (ASR). The Department of Education defines what crimes are reported in the ASR, which include several non-sexual misconduct related crimes and also the sexual misconduct related crimes of (1) dating violence, (2) domestic violence, (3) sexual assault (rape, fondling, incest, statutory rape), and (4) stalking.

In addition to the sexual misconduct crimes reported under Clery, the CLASE report also addresses: (1) sexual harassment (sexist gender harassment, crude sexual harassment, unwanted sexual attention harassment, sexual coercion harassment) and (2) cyber abuse and psychological abuse in the dating/domestic violence context. Under Clery, a crime is "reported" when it is brought to the attention of a campus security authority (CSA), the institution's police department or campus safety office, or local law enforcement personnel by a victim, witness, other third party or even the offender. Reports can be made by anyone, including non-affiliates of the institution. As not all crimes are reported to a CSA, the institution is limited to reporting in the ASR only those crimes of which it is made aware.

The institution is also limited to reporting in the ASR offenses that occur (1) on campus, (2) on public property within or immediately adjacent to the campus; and (3) in or on non-campus buildings or property that the institution owns or controls. The CLASE report does not have geographic limits and it does not focus on formal reports to the institution, rather its focus is on students' experiences.

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It was in this context that UT System's health institutions undertook the CLASE study, analyzed its results, and now work toward improving current programs and developing new services in support of student health and wellbeing.

Race/Ethnicity —
The UT System is uniquely positioned to further contribute to the understanding of the impact these forms of violence have on racially and ethnically diverse student populations, particularly Hispanic and Latino/a students. Findings do not explore the intersectionality of race/ethnicity and sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact. The CLASE project will work toward these aims in the future.

Complex accountability for institutions of higher education —
In recent years, universities nationwide have been grappling with how to identify and respond to victims and hold perpetrators accountable. However, in university settings, striking the balance of justice for victims and accountability of the alleged offenders is more complex, particularly when the offender has been identified as another student. University actors have a duty to address the needs of all their students in a system where there are both Title IX and criminal justice process reporting options. Research indicates formal reporting is incredibly complex for victims, because it is most likely that the victim and alleged offender know, have known, or are related to each other.

Nationally, university actors need more support and resources dedicated to the implementation of disciplinary processes, police investigations, an advanced understanding of Title IX legislation and processes, and student support services.[6] This research seeks to contribute to UT System institutions' understanding of these issues.

Report Organization

This report is organized into five major sections.

Part 1: Introduction gives background information about the CLASE project, including its methodology;

Part 2: Findings include 19 infographics illustrating the prevalence rates, related impact, and students' perceptions of institutional response;

Part 3: Current Programs summarizes the current institutional efforts to address sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact;

Part 4: Next Steps describes initiatives, strategic actions, and priorities; and

Part 5: Additional Information includes appendices that provide supplemental data and findings.

Impetus for Leadership-Driven Policy Efforts

The UT System and its institutions recognize that sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact deeply affect students' abilities to learn, grow, thrive, and achieve their educational goals while at-

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tending college. The UT System, as a leader in the State of Texas and the nation, strives to understand, address, and reduce these forms of violence across its institutions with the goal to eventually eliminate them. In May 2015, at the initiative of Chancellor William H. McRaven and with the full support of the UT System Board of Regents, researchers at the Institute on Domestic Violence & Sexual Assault (IDVSA) at the School of Social Work at The University of Texas at Austin developed and implemented the four-year CLASE research study. The CLASE project was funded by The University of Texas System Board of Regents.

Federal legislation, mandatory legal regulations, and the creation of the White House Task Force to Protect Students from Sexual Assault also brought these issues to the public's attention. The Task Force's first report, Not Alone[7], identified priority areas for research, including the critical role of benchmarking surveys to assess efforts that build on knowledge and improve prevention and intervention undertakings. IDVSA researchers have been a part of all these efforts.

See www.utsystem.edu/CLASE for a full description of the CLASE Project.

Literature Review

The four issues under study are briefly outlined particularly in the context of higher education.

Sexual harassment —

Sexual harassment is defined as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature when such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating a hostile environment".[8,9] In this report, we include gender harassment (unwanted sexist behavior) within sexual harassment since Title IX protection extends to students who experience gender harassment or sexual harassment.[10] Sexual harassment of students at IHEs is well-documented in the literature and continues to be affirmed by the recent results of campus climate surveys across the United States.

Sexual harassment is characterized by power dynamics in relationships. In health educational settings, students spend a significant amount of their education in clinical settings (such as hospitals) where they are often supervised by clinical faculty, residents, or preceptors. It is often in these settings that students indicate higher rates of sexual harassment and abuse. There is little research that fully explains students' experiences, although some research suggests that 71.3% to 80.4% of medical and healthcare students reported experiencing abuse (that includes sexual harassment), and the 2016 American Association of Medical Colleges' (AAMC) Graduation Questionnaire (GQ) results indicate that 38% of medical students reported experiencing mistreatment.[11-13] The majority of perpetrators of sexual harassment or abuse in healthcare education are in hierarchical relationships with students (e.g. clinical faculty, residents, professors) and male colleagues.[14,15] Research indicates that the perpetrator's status often contributes to underreporting both because of a fear of reprisal and or a lack of confidence that the institution will response adequately.[16,17] CLASE sexual harassment prevalence findings are generally

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comparable with other IHEs prevalence rates.

However, methodological and measurement approaches across national studies make exact comparisons about these issues difficult. Appendix A provides a summary of two other national studies for contrast and methodological differences are noted.. See Penn State Hershey College of Medicine for comparison study of medical students.

Stalking —

Stalking is defined as the "persistent [use of] threatening or harassing tactics" that are unwanted and fear-inducing, such as being followed, spied on, or sent repeated unwanted messages.[18] Recent research at IHEs found that stalking prevalence rates range from 2.9% to 26%, with higher rates typically experienced by undergraduates and female students.[19-22] CLASE stalking prevalence rates are comparable to prevalence rates across US institutions Appendix A provides additional comparison data.

Dating/domestic abuse and violence —

The Department of Justice (DOJ) defines dating/domestic abuse and violence "as a pattern of abusive behavior"[23] committed "by the victim's current or former spouse, current or former cohabitant, or person similarly situated under domestic or family violence law;" partners in a non-marital romantic or intimate relationship are also included.[24] Prevalence rates vary across studies due, in part, to diverse methodological practices. Recent research at IHEs indicated that students experience dating/domestic violence at rates of 4.9% to 11.5%.[25-29] The CLASE study included psychological abuse, cyber abuse, and physical violence victimization as measures of dating and dating/domestic violence. Methodological and measurement approaches across national studies make exact comparisons across prevalence rates difficult.

The high rates of disclosure among men are surprising, although not without precedent; several studies indicate that male and female college students report experiencing dating/domestic abuse and violence at similar rates. What is also known is that the consequences or impact of this abuse and violence is often greater for women, who are more likely to experience emotional consequences and severe injuries. For example, in the CLASE study, women reported higher rates of injuries that needed medical treatment, problems with school, and serious emotional difficulties. Women's violence also tends to be a protective behavior used in response to violence initiated by an abusive, intimate partner; a strong predictor of women's violence is men's violence against them.[30,31] The inability to measure the intent, including self-defense and coercive control as describe above, are limitations of behaviorally-specific measures.

Yet, men's dating/domestic abuse and violence rates are concerning. Findings indicate that both male and female students are harming one another at troubling rates during the particularly important young-adulthood developmental stage. No physical violence perpetrated against anyone is tolerable. Societal pressures and expectations may also mean that women face fewer social barriers to reporting than do men. This research area needs further investigation to fully appreciate the findings and develop programs and services that respond to all students' needs.

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Unwanted sexual contact —

Unwanted sexual contact is defined as sexual activity that occurs without consent.[32] Title IX legislation defines sexual violence as any "physical sexual act perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or use of drugs or alcohol, or because an intellectual or other disability prevents the student from having the capacity to give consent)."[33] Prevalence rates of unwanted sexual contact in the CLASE study are comparable to rates at other IHEs nationwide. Rates of unwanted sexual contact vary widely by gender and classification. In several recent studies, rates of unwanted sexual contact victimization among undergraduate females ranged from 21% to 31%, while rates among graduate males ranged from 1.1% to 5%.[34-39] Unwanted sexual contact prevalence rates at UT System institutions are similar to rates at other IHEs.

Comparing national prevalence rates —

Methodological and measurement approaches across national studies make exact comparisons about these issues difficult. Appendix A provides a summary of two national studies for contrast and methodological differences are noted.

Methodology

The CLASE project aimed to better understand students' experiences of sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact and enhance existing programs and services for students. The CLASE project is an innovative and comprehensive study about the issues protected under Title IX legislation and their impact on students' physical, mental, and financial lives. Its revolutionary aspects are marked by the diversity of institutions involved, the multidisciplinary group of stakeholders engaged, the scientific rigor of the methodology, and the use of findings to inform institutional practice and policies for immediate and innovative change.

FOUR GENERAL TERMS TO DESCRIBE ISSUES UNDER STUDY	AREAS OF BEHAVIORS/ EXPERIENCES THAT THE INSTRUMENT ASKED PARTICIPANTS ABOUT
Faculty/Staff-Perpetrated Sexual Harassment	1. Sexist Hostility/Sexist Gender Harassment 2. Sexual Hostility/Crude Gender Harassment 3. Unwanted Sexual Attention 4. Sexual Coercion
Student-Perpetrated Sexual Harassment[40]	1. Sexist Hostility/Sexist Gender Harassment 2. Sexual Hostility/Crude Gender Harassment 3. Unwanted Sexual Attention 4. Sexual Harassment Via Electronic Communication
Stalking[41]	1. Stalking
Dating/Domestic Abuse and Violence	1. Cyber Abuse 2. Psychological Abuse 3. Physical Violence
Unwanted Sexual Contact	1. Unwanted Sexual Touching 2. Attempted Rape 3. Rape

The larger CLASE project consists of three parts: 1) a web-based survey, 2) an in-depth empirical investigation phased in with all institutions across four

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years, and 3) a four-year cohort study at UT Austin. Only the web-based survey findings of prevalence and perceptions are reported in this document. Data collection is ongoing in Parts 2 and 3 mentioned above and new reports will be produced once additional UT System institutions have participated in an in-depth empirical investigation and the cohort study.

Guiding research questions —

Three research questions guided the CLASE survey.

1. What is the prevalence and rate of sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact of students since their enrollment at a UT System institution?

2. What are the students' perceptions of institutional responses to these issues?

3. How do UT System institutions use findings to enhance existing programs and services and identify next steps?

Survey instrument development, confidentiality, and Institutional Review Board (IRB) Process —

The web-based survey contained 20 modules that included questions about general demographics, health and well-being, alcohol consumption, perceptions of safety, and several other areas. Students were also asked behaviorally-specific questions about their experiences in the four areas protected under Title IX (sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact) since their enrollment as a student at the institution.

All undergraduate and graduate students ages 18 or older were invited to participate. Students voluntarily and anonymously participated and the survey was structured to protect their confidentiality and privacy. All data were kept on a secure server. The IRB at UT Austin reviewed and approved this project (IRB approval No. 2015-09-0110) and served as the IRB of record.

Interpreting percentages and the number of survey participants —

Research reports that present findings as percentages often include the overall number of participants to provide more context for the reader. For example, "18% of students experience sexual assault" might be more useful if the overall number of students at the institution is also included when reporting the percentage. In the infographic reports, several factors led to the decision to be parsimonious so that they contain only percentages. The overall population of students and number of survey participants are known and reported in the report's demographics section. Also, the number of participants for each question and all other relevant data are provided to any interested reader in the "Research Methods Report" and available on the project website: www.utsystem.edu/CLASE.

More importantly, the research team employed the most rigorous and scientific methods available in survey research, as explained in the Research Methods Report. The margins of error were calculated and reported for all percentages and reliability tests were performed on the instruments. Both strategies add confidence to the reported findings.

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Executive Summary

The CLASE findings are relevant to all students since their enrollment at a UT System health institution, not just those students participating in the study.

Victimization questions —

The CLASE survey was designed to be consistent with the highest standards of scientific rigor and professional best practices in the field. Administrator Researcher Campus Climate Collaborative (ARC3)[42] and Campus Attitudes Towards Safety (CATS)[43] served as the primary web-based survey tools. Both measurements are well-known and broadly referenced. Reliability and validity tests were performed for their use in UT health institution settings. To increase consistency in participants' understandings of the meaning of each question, the survey instruments consist of behaviorally-specific questions. The table below outlines the behaviors measured in the survey. The CLASE tool is outlined on page 17.

For the complete copy of the CLASE web-based survey see the Research Methods Report.

Institutional stakeholder group collaborations —

The CLASE project was implemented with the involvement of an Institutional Stakeholder Group at every institution. The Institutional Stakeholder Group included representatives from the administration, faculty, staff, and students. The stakeholder group members had the opportunity to provide input and discuss findings. These multidisciplinary partnerships strengthened the project process and outcomes, and were reflective of the project's value to be inclusive and culturally grounded.

How was prevalence estimated? —

Criminal justice experts were engaged to define the victimization survey questions that met Title IX legislation violations. Prevalence was defined by the proportion of students enrolled in the UT System who had experienced sexual harassment, stalking, dating/domestic abuse and violence, or unwanted sexual contact victimization since enrollment at a current institution. Sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact are all violations under Title IX legislation.

See Appendix B and the Research Methods Report for a detailed summary of the study methodology.

Identifying and addressing study limitations —

The study had several limitations. Voluntary surveys may have the potential to reflect response bias because some participants may have answered survey questions either inaccurately or untruthfully due to a misunderstanding or to be socially desirable. In addition, some may assume that students with the experience of victimization are more drawn to this type of study. Three strategies were used to minimize overestimation of victimization. First, the study was not advertised as a study about victimization. Second, weighting strategies were used so that the findings were reflective of the student population by gender, race/ethnicity, and school classification at the institution. Third, margins of error were also calculated to reflect relative confidence in the findings.

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Executive Summary

Behaviorally-specific questions —

Advances in social science have improved the ability to measure victimization over the last decade. Behaviorally-specific questions on surveys more accurately capture participants' experiences. For example, in the CLASE survey, unwanted sexual contact included unwanted touching, attempted rape, and rape. Students were asked to consider the definition of rape as "since enrollment someone put their penis, fingers, or other objects into my vagina [or butt] without my consent." Attempted rape was defined as "even though it didn't happen, someone TRIED to have oral, anal, or [vaginal] sex with me without my consent."

Snapshot vs. cumulative view —

Survey research has other limitations. A survey is a snapshot that provides a relatively simplified picture of the issue under study. In the CLASE study, the findings may miss two important aspects about students' lives. First, the findings do not necessarily fully account for the context or impact of these issues in a student's life. Second, a single survey is not able to fully assess how these issues evolve over time, so a lifetime measure might be considered more accurate. For example, a freshman enrolled at a UT System institution who did not report being victimized during her or his first year may experience a victimization by graduation. These issues are being mitigated. First, during the CLASE study, all UT institutions will repeat the web-based survey to more fully understand the cumulative nature of these issues on students' lives. Second, over the CLASE project, institutions are iteratively involved with in-depth qualitative data collection efforts that will fill in the gaps that may be left unexplored by survey methodology.

A look toward the future —

Prevalence across categories may rise in the future. Although counterintuitive, the upsurge should be considered a signal that the institutional strategies (described in Part 4) are having a positive effect, not that incidents are increasing. Better scientific methods for measuring student experiences, the willingness for students to identify their victimization experiences, and students' increased trust in their institutional reporting systems are also likely explanations for expected increased prevalence rates. As the issues protected under Title IX legislation are prioritized, the barriers toward students' success are removed and students' educational success is more obtainable.

External review —

An external review was used to evaluate the project's integrity and its scientific rigor. The reviewers were provided draft reports with findings, a detailed methodological report, the data set, copies of the survey, and scoring procedures. The reviewers were asked to answer: a) whether the study met scientific standards, b) whether the findings were consistent with the methods, and c) whether the study answered critical questions for institutions of higher education. The external reviewers concluded that the CLASE study employed accepted practices for this type of study, met high scientific standards of methodological rigor, and that the analysis was consistent with the findings presented in the reports.

See the External Review Report for additional information.

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Executive Summary

Key Findings

The following reflects web-based survey findings of students' experiences since their enrollment at a UT System health institution.

Sexual harassment

• Eighteen percent of students experienced sexist gender harassment by faculty/staff.
• One in five students reported having experienced student-perpetrated sexual harassment.

Stalking

• Eight percent of students reported having experienced stalking since their enrollment at a UT health institution.

Dating/domestic abuse and violence

• Five percent of students who had been in a dating or marital relationship while at a UT health institution reported having experienced physical violence.

Unwanted sexual contact

• Three percent of students reported having experienced rape since enrollment.

Vulnerable groups

• Twenty-two percent of students who identified as LGBTQ+ reported having experienced student-perpetrated sexual harassment.

It is well documented that LGBTQ+ students are victimized at a rate disproportionate to their population size. While they make up a minority of the student body, they constitute a significant percentage of students who report having experienced victimization. These students' relatively high victimization rates were strongly indicated in the CLASE study in scientific and practical ways; findings from the CLASE aggregate research, focus group findings, and direct practice with students provide strong evidence about their high disproportionality with regard to victimization. Programmatic and educational gaps for these communities, as well as remedies to strengthen their inclusion and attend to the unique needs of LGBTQ+ victims will be addressed by UT institutions in current actions and next steps.

Quick summary of other factors: alcohol involvement, perpetrators, and location

• Sixty-two percent of unwanted sexual contact victims and 83% of unwanted sexual contact perpetrators had used alcohol and/or drugs at the time of victimization.
• The vast majority of dating/domestic abuse and violence and unwanted sexual contact occurred off campus; 97% of both physical violence and unwanted sexual contact incidents occurred off campus.
• Seventy-two percent of perpetrators of unwanted sexual contact were not other students; 25% of perpetrators of unwanted sexual contact were identified as students at UT health institutions.

Disclosure

Twenty-three percent of victims of sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact disclosed the incident(s) to someone prior to taking the survey. Seventy-seven percent of victims did not disclose to someone prior to taking the survey.

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Institute on Domestic Violence & Sexual Assault

Executive Summary

Students' perceptions of institutional response

• Many victims (89%) and non-victims (92%) alike reported feeling safe on their campus.
• Many victims (81%) and non-victims (92%) reported believing UT System health institutions would take a report of sexual harassment, stalking, dating/domestic abuse or violence, or unwanted sexual contact seriously.

Additional Reports

All UT System aggregate and individual academic institutional reports can be found at:

www.utsystem.edu/CLASE

Current Actions and Next Steps

In the context of the new findings provided by the benchmarks, these next steps build on existing programs and initiatives conducted by the UT System. For example, the UT System's Bystander Intervention Initiative and Sexual Assault Prevention efforts provide funding and resources to improve campus safety through intervention strategies aimed at reducing harm and to support innovative, cutting-edge campus sexual assault research initiatives. The next steps are as follows.

Establish a health institution consortium

• Engage an interdisciplinary consortium through on-going meetings during the CLASE project.
• Collaborate to tailor measurement tools, approaches, and strategies that take into account the cultural differences in health institution settings.
• Identify areas of student life and educational curriculum where further support and intervention can be offered around issues of violence.
• Develop community-specific interventions to address issues of violence.

Build champions, resonate broadly, and shift culture

• Engage institutional leaders in annual strategic goals.
• Build faculty leadership, responsibility, and involvement.
• Involve parents, alumni, and other nonresidential stakeholders.

Move forward through the lens of intersectionality

• Address issues of substance use, alcohol use, and binge-drinking.
• Address the intersectionality of issues protected under Title IX and other issues of power differentials in the educational environment, such as oppression and discrimination (e.g., homophobia and racism) through intentional programming.
• Acknowledge historical barriers to reporting and building innovative reporting pathways and access to services.

Re-examine and rethink the delivery of programs, services, and policies.

• Engage faculty, residents, postdoctoral fellows and TAs/GRAs about issues protected under Title IX legislation through more comprehensive and innovative trainings.
• Develop intervention and training programs for those receiving disclosures (such as roommates,

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partners, and friends).

- Explore providing services locally (e.g. appoint deputy Title IX in schools, departments, and/or programs).
- Develop specialized units to meet the needs of vulnerable students (such as new students, undergraduate programs, pre-baccalaureate experiences on campus and LGBTQ+ students).
- Improve communication and coordination with affiliated and partnering organizations, such as hospitals, clinics, health systems, and other institutions of higher education.
- Provide support systems locally (e.g. assign care counselors in schools, departments, and/or programs).
- Develop collaborative relationships among multicultural organizations and institutional services for marginalized and underrepresented groups (victims and accused students).
- Ensure consistency of sanctions for behaviors that violate Title IX legislation and institutional codes of conduct.

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Endnotes

[1] The terms employed in this study are used in the context of social science research, and not in their legal context. They are not intended to indicate that the responses of results of the survey constitute or evidence a violation of any federal, state, or local law or policy.

[2] The CLASE survey was fielded at 13 University of Texas System institutions in fall 2015 and spring 2016. Across The University of Texas System, 13 of 14 institutions participated. The University of Texas Health Science Center at Tyler enrolls too few students to participate in survey research in a statistically meaningful way and we would be unable to ensure their anonymity.

[3] U.S. Department of Education. (2015). *Title IX and sex discrimination.* Retrieved from http://www2.ed.gov/about/offices/list/ocr/dos/tix_dis.html

[4] Busch-Armendariz, N.B., Olaya-Rodriguez, D., Kammer-Kerwick, M., Wachter, K. & Sulley, C. (2015). *Health and well-being: Texas statewide sexual assault prevalence.* Austin, TX: Institute on Domestic Violence & Sexual Assault, The University of Texas at Austin. Retrieved from https://utexas.app.box.com/s/tklreu3gq0up754b599rr37bbf7jefdk

[5] The results of this study are not intended to indicate that Clery Act reportable incidents have been miscounted by the institution or that the institution has otherwise violated the Clery Act.

[6] Busch-Armendariz, N.B., Sulley, C., & Hill, K. (2016). *The blueprint for campus police: Responding to sexual assault.* Austin, TX: Institute on Domestic Violence & Sexual Assault, The University of Texas at Austin.

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[8] United States Equal Employment Opportunity Commission. (n.d.). *Sexual harassment.* Retrieved from https://www.eeoc.gov/laws/types/sexual_harassment.cfm.

[9] American Association of University Women Educational Foundation. (2001). *Hostile hallways: Bullying, teasing, and sexual harassment in school.* Retrieved from http://history.aauw.org/files/2013/01/hostilehallways.pdf

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[11] Monrouxe, L. V., Rees, C. E., Dennis, I., & Wells, S. E. (2015). *Professionalism dilemmas, moral distress and the healthcare student: Insights from two online UK-wide questionnaire studies.* BMJ Open, 5. doi:10.1136/bmjopen-2014-007518.

[12] The American Association of Medical Colleges' (AAMC) national Medical School Graduation Questionnaire (GQ) is administered annually. The methodology of the GQ is different from the methodology of CLASE and cannot be considered a viable comparison. The GQ measures provide an overall prevalence rate for mistreatment (gender, sexual, racial/ethnic, and sexual orientation), and three questions related to sexual harassment. CLASE used a validated and widely-used measurement tool to measure sexual harassment, consisting of 16 questions which make up 4 subscales.

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[19] Cantor, D., Fisher, B., Chibnall, S., Townsend, R., Lee, H., Bruce, C., & Thomas, G. (2015). *Report on the AAU campus climate survey on sexual assault and sexual misconduct.* Retrieved from https://www.aau.edu/uploadedFiles/AAU_Publications/AAU_Reports/Sexual_Assault_Campus_Survey/AAU_Campus_Climate_Survey_12_14_15.pdf16

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[22] Office of Assessment and Decision Support. (2016, June 16). *Report on the Georgetown University sexual assault and misconduct survey.* Retrieved from https://georgetown.app.box.com/s/wwe8v637v8or2avtzp00ap2265u4jiye

[23] The United States Department of Justice. (2016). *Domestic violence.* Retrieved from https://www.justice.gov/ovw/domestic-violence

[24] American Council on Education. (April, 2014). *New requirements imposed by the violence against women reauthorization act.* Retrieved from http://www.acenet.edu/news-room/Documents/VAWA-Summary.pdf

[25] Cantor, D., Fisher, B., Chibnall, S., Townsend, R., Lee, H., Bruce, C., & Thomas, G. (2015). *Report on the AAU campus climate survey on sexual assault and sexual misconduct.* Retrieved from https://www.aau.edu/uploadedFiles/AAU_Publications/AAU_Reports/Sexual_Assault_Campus_Survey/AAU_Campus_Climate_Survey_12_14_15.pdf16

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[40] Throughout the report student-perpetrated sexual harassment is not divided by subscales; the data were analyzed as one measure.

[41] Stalking did not contain subscales.

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Executive Summary

Research Team

Institute on Domestic Violence & Sexual Assault (IDVSA), School of Social Work, The University of Texas at Austin

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For questions on this report, please email idvsa@austin.utexas.edu

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Busch-Armendariz, N. B., Wood, L., Kammer-Kerwick, M., Kellison, B., Sulley, C., Westbrook, L., Olaya-Rodriguez, D., Hill, K., Wachter, K., Wang, A., McClain, T., & Hoefer, S. (2017). *Cultivating learning and safe environments: An empirical study of prevalence and perceptions of sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact - The University of Texas System Health Institutions.* Austin, TX: Institute on Domestic Violence & Sexual Assault, The University of Texas at Austin.

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Color Index

The color scheme in this report was intentional, representing the unifying colors of advocacy, survival, and dedication to ending violence. Selected colors corresponded with awareness campaigns.

Orange-red: Was selected for faculty/staff perpetrated harassment since there is not a representing ribbon campaign.
Blue: National Bullying Prevention Month: www.stompoutbullying.org
Silver: National Stalking Awareness Month: www.stalkingawarenessmonth.org
Purple: National Domestic Violence Awareness Month: www.nnedv.org
Teal: National Sexual Assault Awareness Month: www.nsvrc.org

Faculty/Staff-Perpetrated Sexual Harassment

Student-Perpetrated Harassment

Stalking

Dating/Domestic Abuse and Violence (D/DV)

Unwanted Sexual Contact (USC)

Prevalence of Victimization

Male

Female

Unknown/Additional Gender Identity

Gender Information

Victims

Non-Victims

Perpetrators

Victim Information

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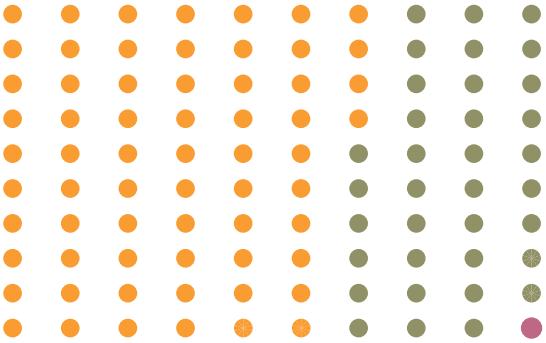
2.
Findings

Demographics

All Students

Gender Identity[1, 2]

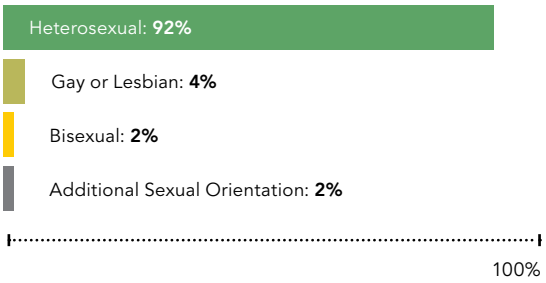


Female **64%**

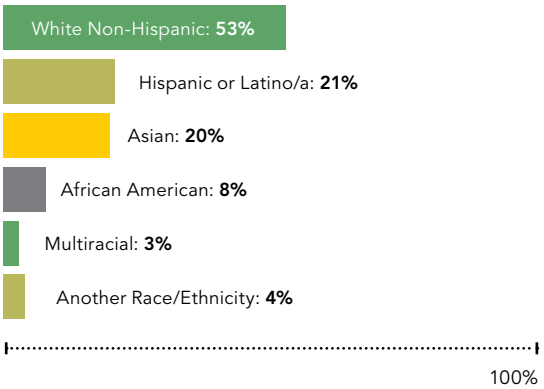
Male **36%**

Additional Gender Identity **1%**

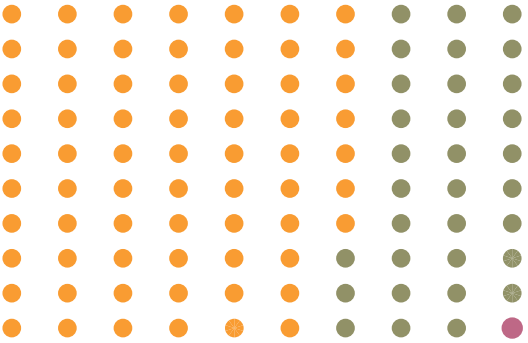
Sexual Orientation[3]



Race/ Ethnicity[4,5]



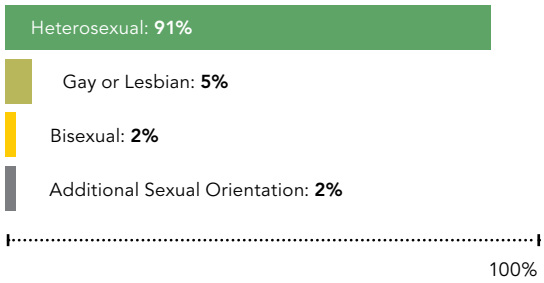
Victims

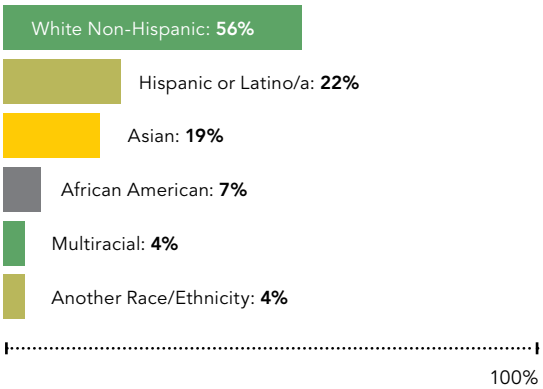


Female **67%**

Male **32%**

Additional Gender Identity **1%**





Findings are relevant to all students at UT health institutions.

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More information about this issue available on the next page.

Understanding the Infographic Data

• Sixty-four percent of students at University of Texas health institutions identified as female, 36% as male, and 1% as an additional gender identity.

• The majority of students identified as heterosexual (92%).

• Four percent of students identified as gay or lesbian,2% as bisexual, and 2% as an additional sexual orientation.

• Fifty-three percent of students identified as White Non-Hispanic, 21% as Hispanic or Latino/a, and 20% as Asian.

Footnotes

1. The survey originally included nine gender identity categories (Female, Male, Transgender Female, Transgender Male, Genderqueer, Gender Non-Conforming, Intersex, Two Spirit, and I prefer to be called, please specify). Because of small sample sizes and to protect participants' anonymity, categories were reported as three gender identities (Female, Male and Additional Gender Identity).

2. Percentage may not equal 100% because of rounding.

3. The survey originally included seven sexual orientation categories (Gay, Lesbian, Bisexual, Asexual, Heterosexual, Queer, and A Sexual Orientation Not Listed). Because of small sample sizes and to protect participants' anonymity, categories were reported as four sexual orientations (Gay or Lesbian, Bisexual, Heterosexual, and Additional Sexual Orientation).

4. The survey originally included 11 race/ethnicity categories (White Non-Hispanic, Hispanic or Latino/a, African American, Asian, American Indian/Alaskan Native, Native Hawaiian, Guamanian or Chamorro, Samoan, Other Pacific Islander, Biracial, and Multiracial). Because of small sample sizes and to protect participants' anonymity, analyses included six categories (White Non-Hispanic, Hispanic or Latino/a, African American, Asian, Multiracial, and Additional Race/Ethnicity).

5. Percentages may sum to more than 100% because participants could choose from more than one category.

Findings are relevant to the population of students at UT System health institutions. The methodology ensures that the estimates provide for statistical confidence and adequate anonymity of study participants. The research methodology report provides details about research design and sampling methodology including the sample size and the related margin of error.

This research was conducted by the CLASE research team at the Institute on Domestic Violence & Sexual Assault and the Bureau for Business Research. Dr. Noël Busch-Armendariz is the IDVSA director and CLASE Principal Investigator.

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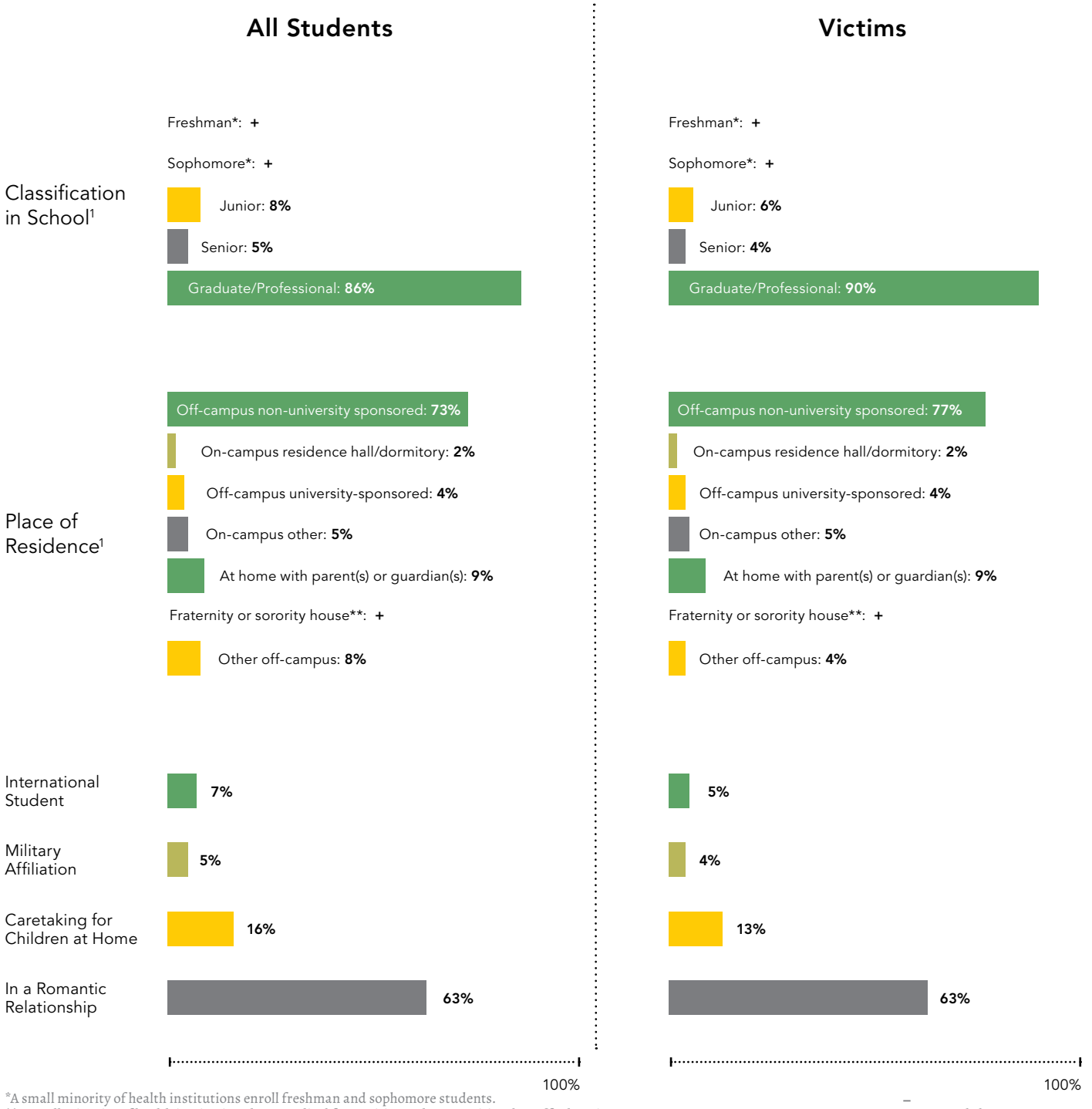
More Demographics



*A small minority of health institutions enroll freshman and sophomore students.
**A small minority of health institutions have medical fraternities and/or sororities that offer housing.

\+ Extremely low rates.

Unweighted data

13,942
Number of Students Invited to Participate

1,853
Number of Students that Participated

13%
Response Rate

Findings are relevant to all students at UT health institutions.

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More information about this issue available on the next page.

Understanding the Infographic Data

• Graduate/professional students represented 90% of victims and 86% of all students.

• The majority of students (73%) and victims (77%) lived in off-campus, non-university sponsored housing.

• Four percent of victims and 5% of all students were military-affiliated.

Footnotes

1. Percentage may not equal 100% because of rounding.

Findings are relevant to the population of students at UT System health institutions. The methodology ensures that the estimates provide for statistical confidence and adequate anonymity of study participants. The research methodology report provides details about research design and sampling methodology including the sample size and the related margin of error.

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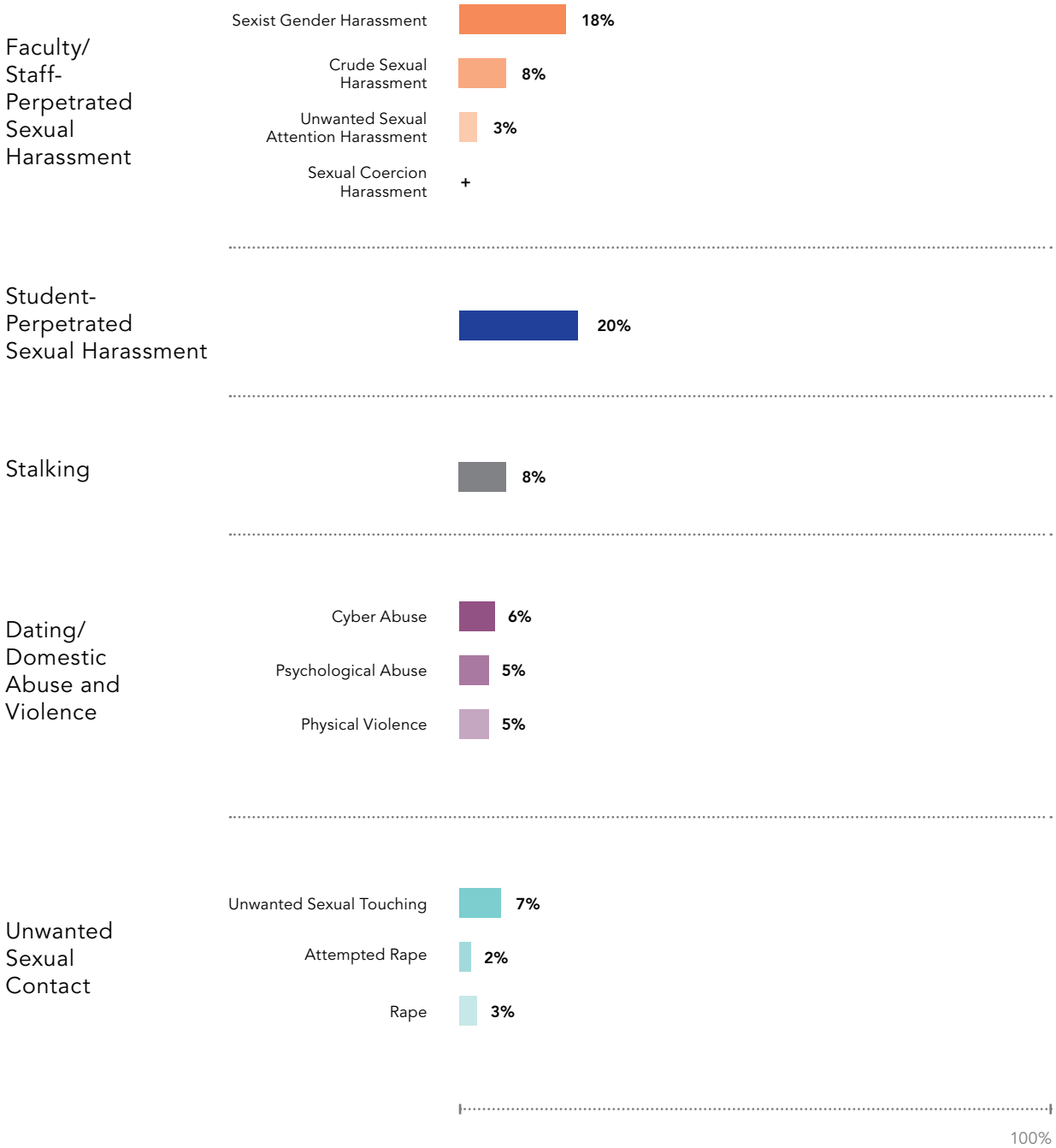
Prevalence of Sexual Harassment, Stalking, Dating/Domestic Abuse and Violence, and Unwanted Sexual Contact[1]



The margin of error is ≤ +/- 1% at 95% confidence.
See Appendix F in the Research Methods Report for more information.

Findings are relevant to all students at UT health institutions.

+ Extremely low victimization rate.

More information about this issue available on the next page.

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Understanding the Infographic Data

• Twenty percent of students reported having experienced student-perpetrated sexual harassment victimization.

• Seven percent of students reported having experienced unwanted sexual touching victimization.

Footnotes

1. The survey used self-report data and asked only about experiences of victimization since participant enrolled at the university.

Findings are relevant to the population of students at UT System health institutions. The methodology ensures that the estimates provide for statistical confidence and adequate anonymity of study participants. The research methodology report provides details about research design and sampling methodology including the sample size and the related margin of error.

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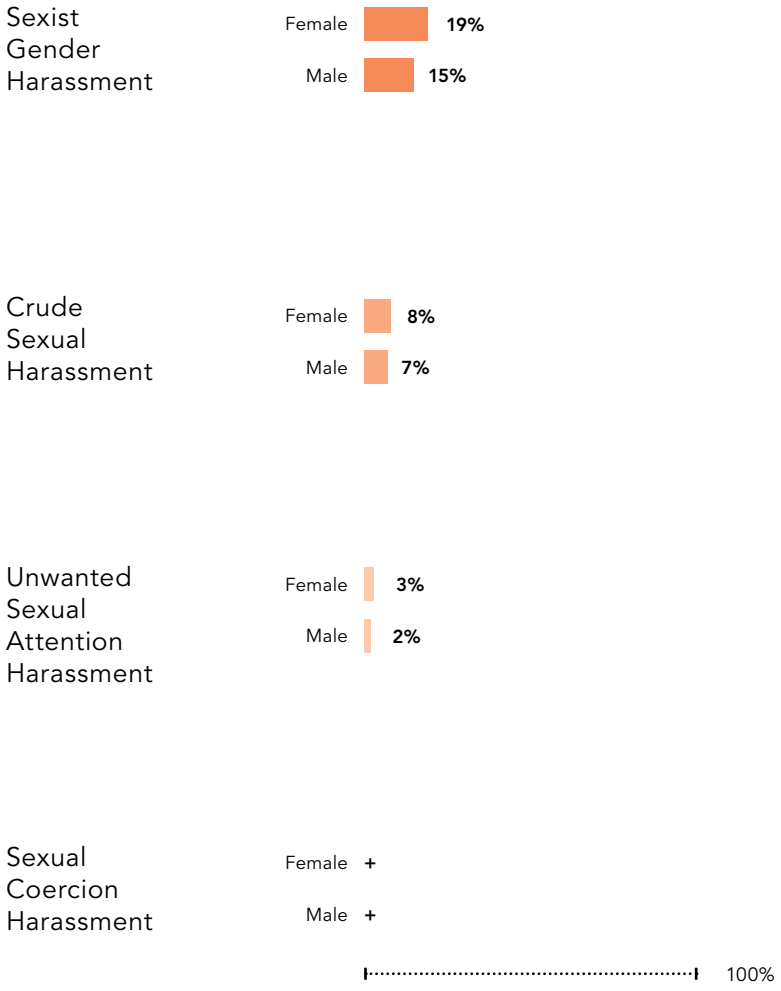
Prevalence of Victimization: Faculty/Staff-Perpetrated Sexual Harassment by Gender Identity[1,2]



Findings are relevant to all students at UT health institutions.

The margin of error is ≤ +/- 3% at 95% confidence. See Appendix F in the Research Methods Report for information.

+ Extremely low victimization rate.

More information about this issue available on the next page.

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Understanding the Infographic Data

• Nineteen percent of female and 15% of male students reported having experienced faculty/staff-perpetrated sexist gender harassment since enrollment

Additional Information

These are additional data not presented in the infographic.

• Eight percent of all students and 10% of female graduate/professional students reported having experienced crude sexual harassment by faculty/staff.

• Three percent of students reported unwanted sexual attention harassment by faculty/staff.

Reporting on Vulnerable Groups

These data were not presented in the infographic; students' relatively high victimization rates were strongly indicated in other scientific and practical ways described on the Gender and Sexual Identities page and therefore merit reporting as highlights.

• Thirty-three percent of students identifying as an additional sexual orientation reported having experienced sexist gender harassment by faculty/staff.

Footnotes

1. The survey used self-report data and asked only about experiences of victimization since participant enrolled at the university.

2. The survey originally included nine gender identity categories and, when possible, rates were calculated on all gender identities. Because of small sample sizes and to protect participants' anonymity, only Male and Female are displayed here. Information about prevalence among additional gender identity categories can be found on the Gender and Sexual Identities page.

Findings are relevant to the population of students at UT System health institutions. The methodology ensures that the estimates provide for statistical confidence and adequate anonymity of study participants. The research methodology report provides details about research design and sampling methodology including the sample size and the related margin of error.

This research was conducted by the CLASE research team at the Institute on Domestic Violence & Sexual Assault and the Bureau for Business Research. Dr. Noël Busch-Armendariz is the IDVSA director and CLASE Principal Investigator.

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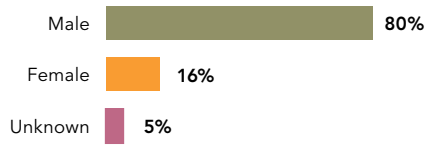
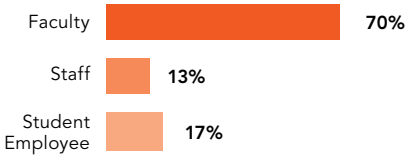
More About Faculty/Staff Sexual Harassment Perpetration[1]

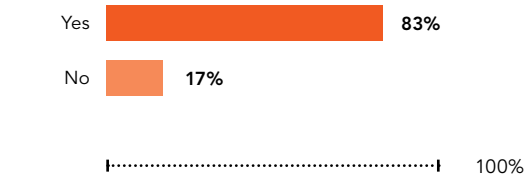
Gender Identity of Perpetrator[2,3]



Academic Status of Perpetrator[4]



Did it happen on campus?



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More information about this issue available on the next page.

Understanding the Infographic Data

• Eighty percent of faculty/staff sexual harassment perpetrators were male.

• Faculty and staff sexual harassment perpetrators were 70% faculty, 13% staff, and 17% student employees (e.g. teaching assistants, research assistants, etc.).

• The majority of faculty/staff-perpetrated sexual harassment incidents (83%) occurred on-campus.

Footnotes

1. These analyses are based on questions posed to victims to "recount one victimization since they had enrolled that had the greatest impact on them." This does not describe all the victimizations reported by students in this survey.

2. The survey originally included nine gender identity categories for perpetration (Female, Male, Transgender Female, Transgender Male, Genderqueer, Gender Non-Conforming, Intersex, Two Spirit, and Unknown) and when possible, rates were calculated on all gender identities. Because of small sample sizes and to protect participants' anonymity, categories were reported as three gender identities (Female, Male, and Unknown). The third category is labeled as "Unknown" because the gender identity of the perpetrator was more often identified as unknown to the victim rather than an additional gender identity, even though additional gender identity is still included in the "Unknown" category.

3. Percentage may not equal 100% because of rounding.

4. The survey originally provided eight options to define status of perpetrator. Six responses had base sizes that were too small to permit separate analysis and were collapsed into "Student Employee".

This research was conducted by the CLASE research team at the Institute on Domestic Violence & Sexual Assault and the Bureau for Business Research. Dr. Noël Busch-Armendariz is the IDVSA director and CLASE Principal Investigator.

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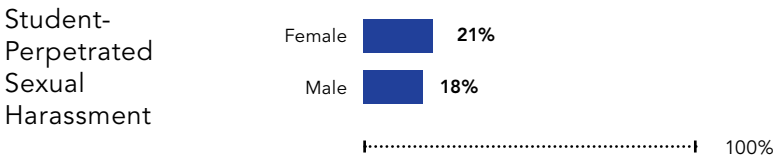
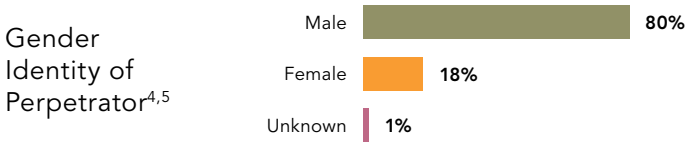
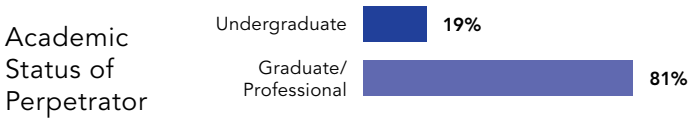
Prevalence of Victimization: Student-Perpetrated Sexual Harassment by Gender Identity *and* Perpetration Information[1,2]

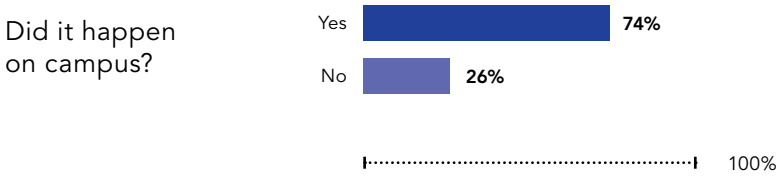


Findings are relevant to all students at UT health institutions.

Student-Perpetrated Sexual Harassment: Perpetration Information[3]







The margin of error is ≤ +/- 3% at 95% confidence. See Appendix F in the Research Methods Report for more information.

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More information about this issue available on the next page.

Understanding the Infographic Data

• Eighty percent of student sexual harassment perpetrators were male.

• Eighty-one percent of student sexual harassment perpetrators were graduate/professional students and 19% were undergraduate students.

• The majority of student-perpetrated harassment incidents (74%) occurred on-campus.

Additional Information

These are additional data not presented in the infographic.

• Twenty-four percent of female graduate/professional students reported having experienced student-perpetrated sexual harassment victimization.

Footnotes

1. The survey used self-report data and asked only about experiences of victimization since participant enrolled heaat the university.

2. The survey originally included nine gender identity categories and, when possible, rates were calculated on all gender identities. Because of small sample sizes and to protect participants' anonymity, only male and female are displayed here. Information about prevalence among those with an additional gender identity can be found on the Gender and Sexual Identities page.

3. These analyses are based on questions posed to victims to "recount one victimization since they had enrolled that had the greatest impact on them." This does not describe all the victimizations reported by students in this survey.

4. The survey originally included nine gender identity categories for perpetration (Female, Male, Transgender Female, Transgender Male, Genderqueer, Gender Non-Conforming, Intersex, Two Spirit, and Unknown) and when possible, rates were calculated on all gender identities. Because of small sample sizes and to protect participants' anonymity, categories were reported as three gender identities (Female, Male, and Unknown). The third category is labeled as "Unknown" because the gender identity of the perpetrator was more often identified as unknown to the victim rather than an additional gender identity, even though additional gender identity is still included in the "Unknown" category.

5. Percentage may not equal 100% because of rounding.

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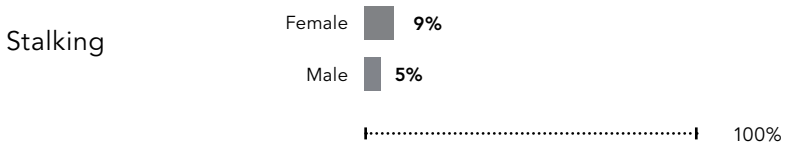
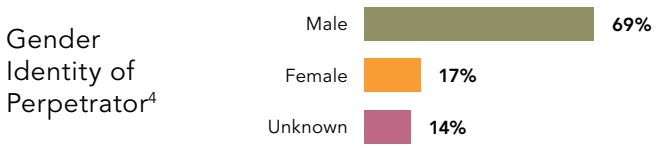
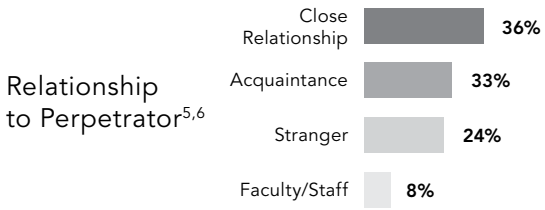
Prevalence of Victimization: Stalking by Gender Identity *and* Perpetration Information[1,2]

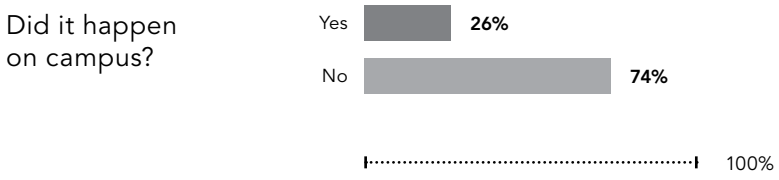


Findings are relevant to all students at UT health institutions.

Stalking: Perpetration Information[3]







The margin of error is ≤+/- 2% at 95% confidence. See Appendix F in the Research Methods Report for more information.

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More information about this issue available on the next page.

Understanding the Infographic Data

• Sixty-nine percent of stalking perpetrators were male.

• Most stalking victims had either an acquaintanceship (33%) or close relationship (36%) with the perpetrator.

• Most incidents of stalking (74%) occurred off-campus.

Footnotes

1. The survey used self-report data and asked only about experiences of victimization since participant enrolled at the university.

2. The survey originally included nine gender identity categories and, when possible, rates were calculated on all gender identities. Because of small sample sizes and to protect participants' anonymity, only Male and Female are displayed here. Information about prevalence among those with an additional gender identity can be found on the Gender and Sexual Identities page.

3. These analyses are based on questions posed to victims to "recount one victimization since they had enrolled that had the greatest impact on them." This does not describe all the victimizations reported by students in this survey.

4. The survey originally included nine gender identity categories for perpetration (Female, Male, Transgender Female, Transgender Male, Genderqueer, Gender Non-Conforming, Intersex, Two Spirit, and Unknown) and when possible, rates were calculated on all gender identities. Because of small sample sizes and to protect participants' anonymity, categories were reported as three gender identities (Female, Male, and Unknown). The third category is labeled as "Unknown" because the gender identity of the perpetrator was more often identified as unknown to the victim rather than an additional gender identity, even though additional gender identity is still included in the "Unknown" category.

5. Relationship was originally defined in eight mutually exclusive categories (Stranger, A person I met in the previous 24 hours, Acquaintance, Friend, Romantic Partner, Former Romantic Partner, Relative/Family, and Faculty/Staff). Categories were collapsed into four categories for the analysis (Stranger, Acquaintance, Close Relationship, and Faculty/Staff). "A Person I Met in the Last 24 Hours" is included with "Acquaintance."

6. Percentage may not equal 100% because of rounding.

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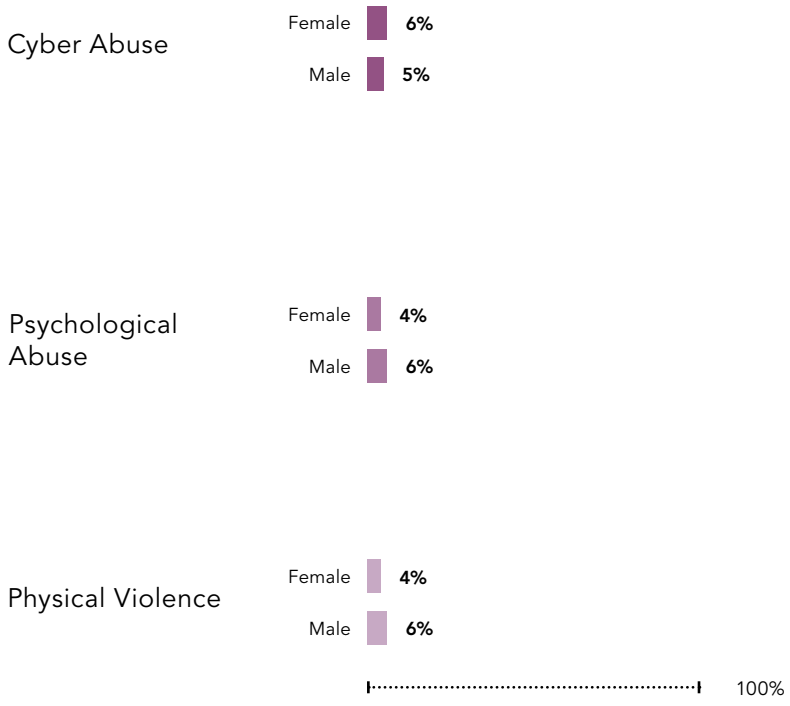
Prevalence of Victimization: Dating/Domestic Abuse and Violence by Gender Identity[1,2]



[1] Findings are relevant to all students at UT health institutions.

[2] The margin of error is ≤ +/- 3% at 95% confidence. See Appendix F in the Research Methods Report for more information.

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More information about this issue available on the next page.

Understanding the Infographic Data

• Six percent of male and 4% of female students who had been in a dating or marital relationship while at a UT health institution reported having experienced psychological abuse.

• Six percent of male and 4% of female students who had been in a dating or marital relationship while at a UT health institution reported having experienced physical violence.

Additional Information

These are additional data not presented in the infographic.

• Six percent of students who had been in a dating or marital relationship while at a UT health institution reported having experienced cyber abuse.

• Five percent of students who had been in a dating or marital relationship while at a UT health institution reported having experienced psychological abuse.

• Five percent of students who had been in a dating or marital relationship while at a UT health institution reported having experienced physical abuse.

Footnotes

1. The survey used self-report data and asked only about experiences of victimization since participant enrolled at the university.

2. The survey originally included nine gender identity categories and, when possible, rates were calculated on all gender identities. Because of small sample sizes and to protect participants' anonymity, only Male and Female are displayed here. Information about prevalence among additional gender identity categories can be found on the Gender and Sexual Identities page.

Findings are relevant to the population of students at UT System health institutions. The methodology ensures that the estimates provide for statistical confidence and adequate anonymity of study participants. The research methodology report provides details about research design and sampling methodology including the sample size and the related margin of error.

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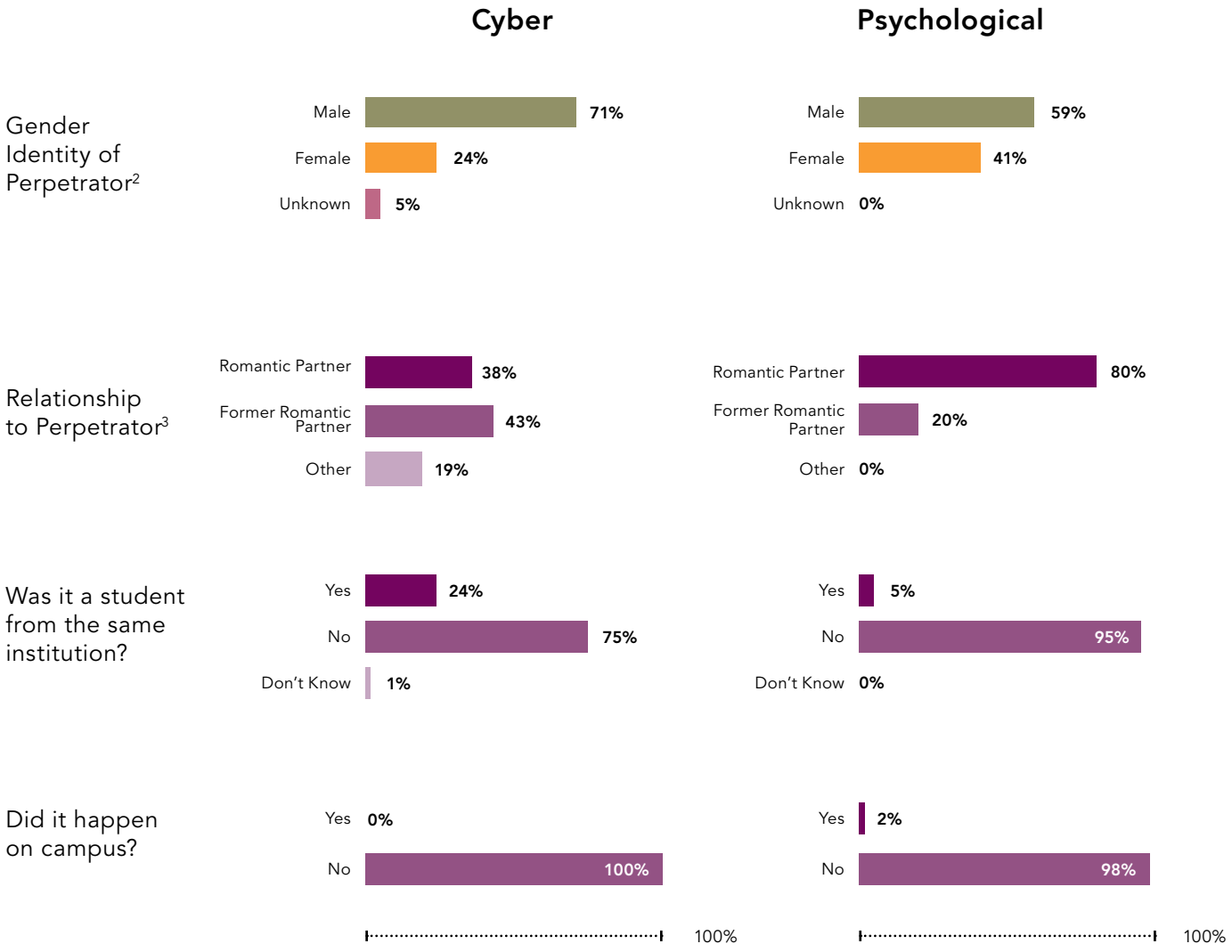
More about Dating/Domestic Abuse and Violence Perpetration: Cyber and Psychological Abuse[1]



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More information about this issue available on the next page.

Understanding the Infographic Data

• Seventy-one percent of cyber abuse perpetrators were male.

• Most victims of cyber abuse were romantic partners (38%) or former romantic partners (43%) of the perpetrator.

• Nineteen percent of cyber abuse victims had relationship other than romantic partner or former romantic partner with the perpetrator. These relationships were most often friends and relatives/family.

• Twenty-four percent of cyber abuse perpetrators attended the same institution as the victim.

• Fifty-nine percent of psychological abuse perpetrators were male and 41% of perpetrators were female.

• Romantic partners constituted 80% of perpetrators of psychological abuse.

• Most incidents of dating/domestic abuse and violence did not occur on-campus.

Footnotes

1. These analyses are based on questions posed to victims to "recount one victimization since they had enrolled that had the greatest impact on them." This does not describe all the victimizations reported by students in this survey.

2. The survey originally included nine gender identity categories for perpetration (Female, Male, Transgender Female, Transgender Male, Genderqueer, Gender Non-Conforming, Intersex, Two Spirit, and Unknown) and when possible, rates were calculated on all gender identities. Because of small sample sizes and to protect participants' anonymity, categories were reported as three gender identities (Female, Male, and Unknown). The third category is labeled as "Unknown" because the gender identity of the perpetrator was more often identified as unknown to the victim rather than an additional gender identity, even though additional gender identity is still included in the "Unknown" category.

3. Relationship was originally defined in eight mutually exclusive categories (Person I Met in Previous 24 hours, Acquaintance, Friend, Romantic Partner, Former Romantic Partner, Relative/Family, and Faculty/Staff). Categories were collapsed into three relationships (Romantic Partner, Former Romantic Partner, and Other) for the analysis. For cyber abuse, "other" mainly consisted of Friend or Relative/Family.

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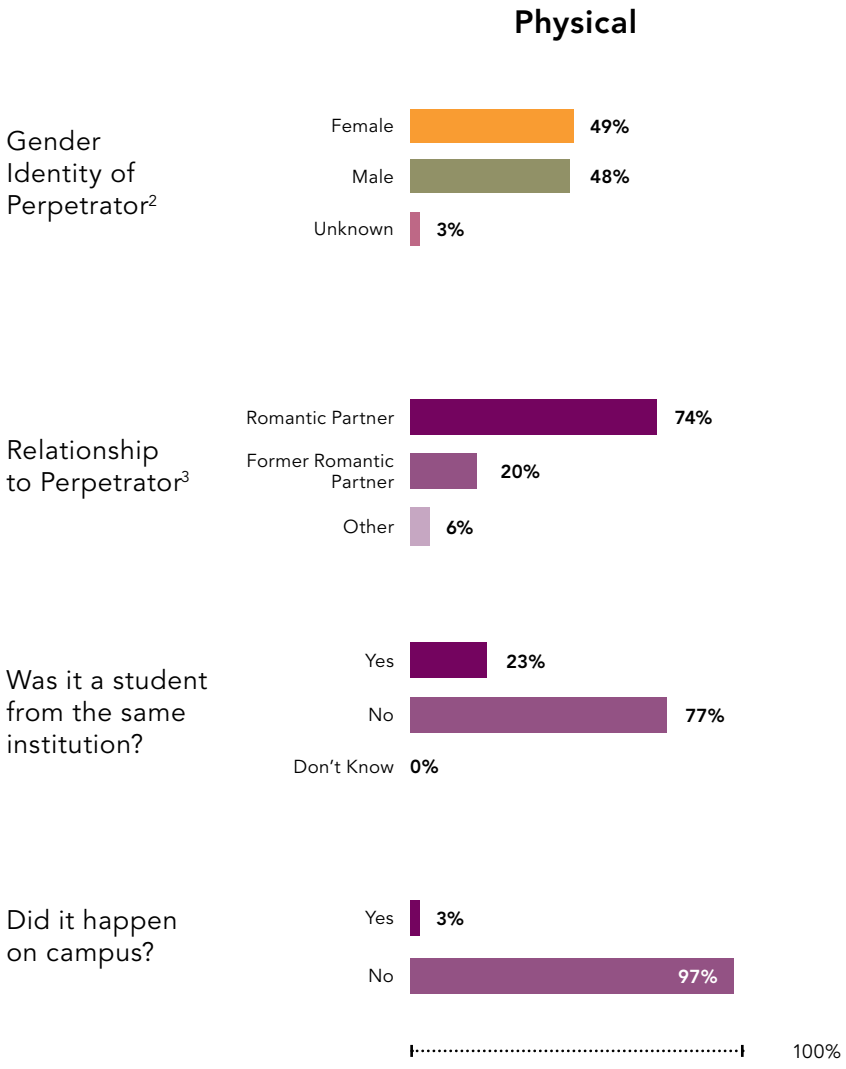
More about Dating/Domestic Abuse and Violence Perpetration: Physical Violence[1]



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More information about this issue available on the next page.

Understanding the Infographic Data

• Perpetrators of physical violence were 48% male and 49% female.

• Romantic partners constituted 74% of physical violence perpetrators.

• Twenty-three percent of physical violence perpetrators attended the same institution as the victim.

Footnotes

1. These analyses are based on questions posed to victims to "recount one victimization since they had enrolled that had the greatest impact on them." This does not describe all the victimizations reported by students in this survey.

2. The survey originally included nine gender identity categories for perpetration (Female, Male, Transgender Female, Transgender Male, Genderqueer, Gender Non-Conforming, Intersex, Two Spirit, and Unknown) and when possible, rates were calculated on all gender identities. Because of small sample sizes and to protect participants' anonymity, categories were reported as three gender identities (Female, Male, and Unknown). The third category is labeled as "Unknown" because the gender identity of the perpetrator was more often identified as unknown to the victim rather than an additional gender identity, even though additional gender identity is still included in the "Unknown" category.

3. Relationship was originally defined in eight mutually exclusive categories (Person I Met in Previous 24 hours, Acquaintance, Friend, Romantic Partner, Former Romantic Partner, Relative/Family, and Faculty/Staff). Categories were collapsed into three relationships (Romantic Partner, Former Romantic Partner, and Other) for the analysis.

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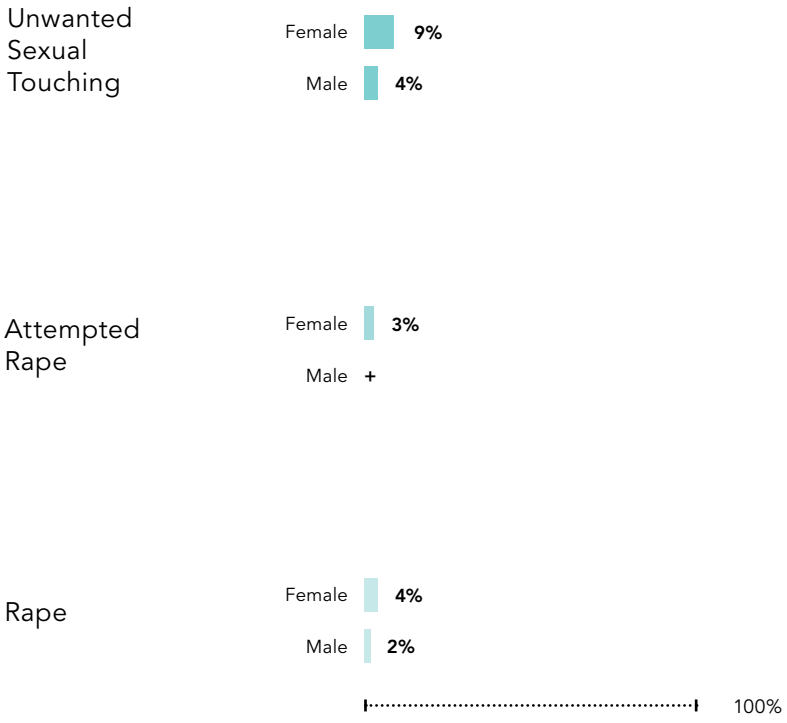
Prevalence of Victimization: Unwanted Sexual Contact by Gender Identity[1,2]



Findings are relevant to all students at UT health institutions.

The margin of error is ≤ +/- 2% at 95% confidence. See Appendix F in the Research Methods Report for more information.

+ Extremely low victimization rate.

More information about this issue available on the next page.

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Understanding the Infographic Data

• Four percent of female students reported having experienced rape since their enrollment.

• Nine percent of female students reported having experienced unwanted sexual touching since their enrollment.

Footnotes

1. The survey used self-report data and asked only about experiences of victimization since participant enrolled at the university.

2. The survey originally included nine gender identity categories and, when possible, rates were calculated on all gender identities. Because of small sample sizes and to protect participants' anonymity, only Male and Female are displayed here. Information about prevalence among additional gender identity categories can be found on the Gender and Sexual Identities page.

Findings are relevant to the population of students at UT System health institutions. The methodology ensures that the estimates provide for statistical confidence and adequate anonymity of study participants. The research methodology report provides details about research design and sampling methodology including the sample size and the related margin of error.

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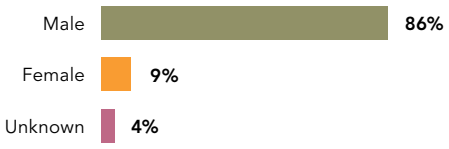
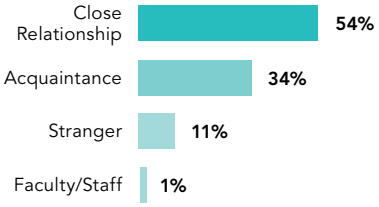
More About Unwanted Sexual Contact Perpetration[1]

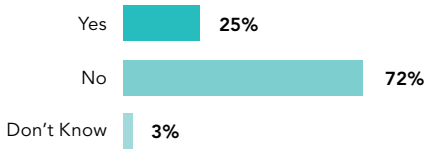
Gender Identity of Perpetrator[2,3]



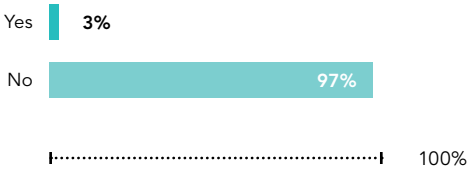
Relationship to Perpetrator[4]



Was it a student from the same institution?



Did it happen on campus?



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More information about this issue available on the next page.

Understanding the Infographic Data

• Eighty-six percent of unwanted sexual contact perpetrators were male.

• Many victims had a close relationship (54%) or an acquaintanceship (34%) with the perpetrator.

• The majority of perpetrators (72%) did not attend the same institution as the victim.

• Ninety-seven percent of unwanted sexual contact incidents did not happen on-campus.

Footnotes

1. These analyses are based on questions posed to victims to "recount one victimization since they had enrolled that had the greatest impact on them." This does not describe all the victimizations reported by students in this survey.

2.The survey originally included nine gender identity categories for perpetration (Female, Male, Transgender Female, Transgender Male, Genderqueer, Gender Non-Conforming, Intersex, Two Spirit, and Unknown) and when possible, rates were calculated on all gender identities. Because of small sample sizes and to protect participants' anonymity, categories were reported as three gender identities (Female, Male, and Unknown). The third category is labeled as "Unknown" because the gender identity of the perpetrator was more often identified as unknown to the victim rather than an additional gender identity, even though additional gender identity is still included in the "Unknown" category.

3. Percentage may not equal 100% because of rounding.

4. Relationship was originally defined in eight mutually exclusive categories. Categories were collapsed into four categories for the analysis. "A Person I Met in the Last 24 Hours" is included with "Acquaintance."

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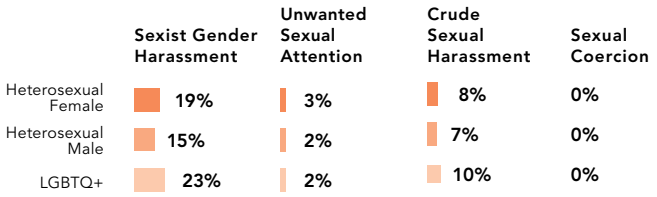
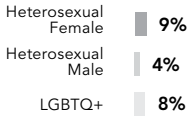
A Look at Victimization by Gender and Sexual Identities[1,2]

Faculty/Staff- Perpetrated Sexual Harassment

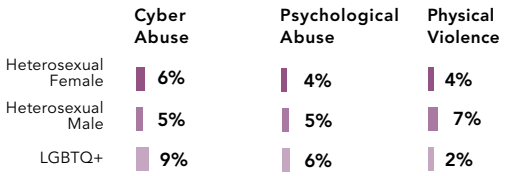


Student-Perpetrated Sexual Harassment

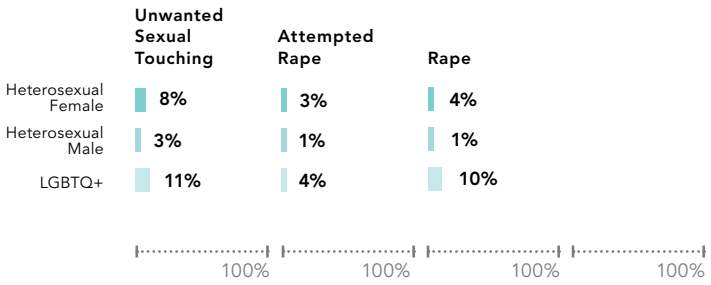
Stalking



Dating/Domestic Abuse and Violence



Unwanted Sexual Contact



The margin of error is ≤ +/- 7% at 95% confidence. See Appendix F in the Research Methods Report for more information.

Findings are relevant to all students at UT health institutions.

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More information about this issue available on the next page.

Understanding the Infographic Data

• Twenty-two percent of students identifying as LGBTQ+ reported student-perpetrated sexual harassment victimization.

• Eight percent of students identifying as LGBTQ+ reported stalking victimization.

Footnotes

1. The survey used self-report data and asked only about experiences of victimization since participant enrolled at the university.

2. The survey originally included nine gender identity categories and seven sexual orientation categories. Because of small sample sizes and to protect participants' anonymity, categories were reported as Heterosexual Female, Heterosexual Male, and LGBTQ+.

Findings are relevant to the population of students at UT System health institutions. The methodology ensures that the estimates provide for statistical confidence and adequate anonymity of study participants. The research method-ology report provides details about research design and sampling methodology including the sample size and the related margin of error.

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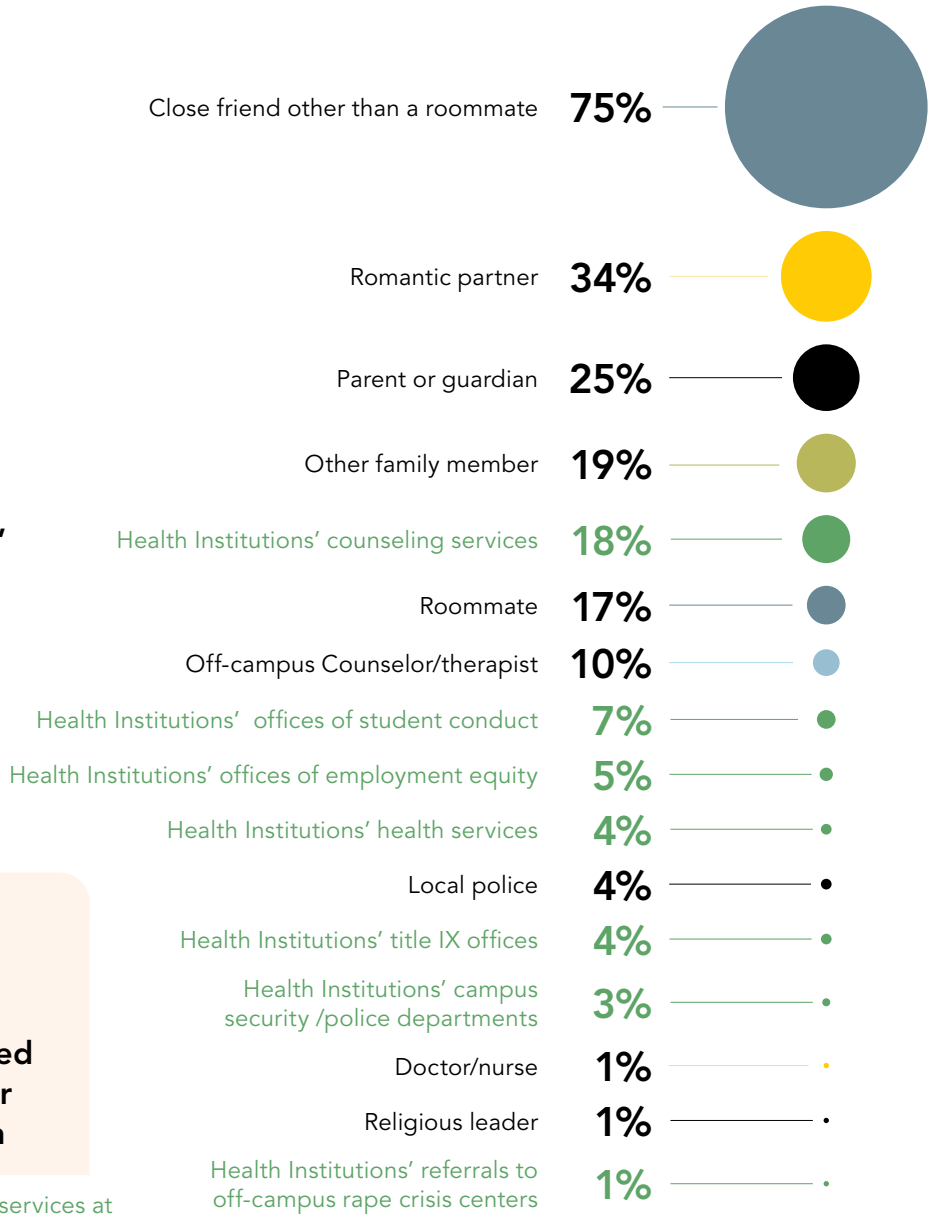
Disclosing After Victimization

Did you tell anyone about the incident(s) before the survey?

77% No **23% Yes**

When you disclosed, who did you tell?[1,2]



34%

of victims who disclosed told someone at their UT Health Institution

● Green color indicates university services at UT Health Institutions

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Understanding the Infographic Data

• The majority of victims (77%) did not disclose the incident(s) prior to taking the survey.

• Among students who disclosed, 75% disclosed to a close friend other than a roommate.

• Among students who disclosed, 25% disclosed to a parent or guardian and 19% told another family member.

• Among students who disclosed, 34% disclosed to their respective health institution's services and 18% accessed their UT health institution's counseling service.

• Among students who disclosed, 4% disclosed to local police.

Footnotes

1. Reports to the following campus departments were too small for statistical analysis (lower than 1%) and were not reported in the infographic: office for violence prevention and victim assistance and student legal services.

2. Percentages may amount to more than 100% because participants could choose from more than one category.

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Victims' Reports of Impact on Daily Life[1,2]

Academic

6% Had to take time off from school

2% Needed to repeat a class

1% Had to drop one or more courses

Financial

4% Had to take time off from work

0% Needed emergency financial support from the University

<1% Had to pay for tutoring

Services

2% Needed medical care

2% Needed legal services

1% Needed victim advocacy services

Housing

1% Needed housing services

3% Needed to relocate to another residence

<1% Needed emergency shelter

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More information about this issue available on the next page.

Understanding the Infographic Data

• Six percent of victims had to take time off of school as a result of victimization.

• One percent of victims had to drop one or more courses as a result of victimization.

• Four percent of victims had to take time off of work as a result of victimization.

• Three percent of victims had to relocate residences as a result of victimization.

Footnotes

1. Participants responded to yes or no questions. Percentages are calculated on yes responses. Responses could be based on any victimization experience endorsed by the participant.

2. Analysis did not allow for clear understanding of the utilization of services after victims determined their needs.

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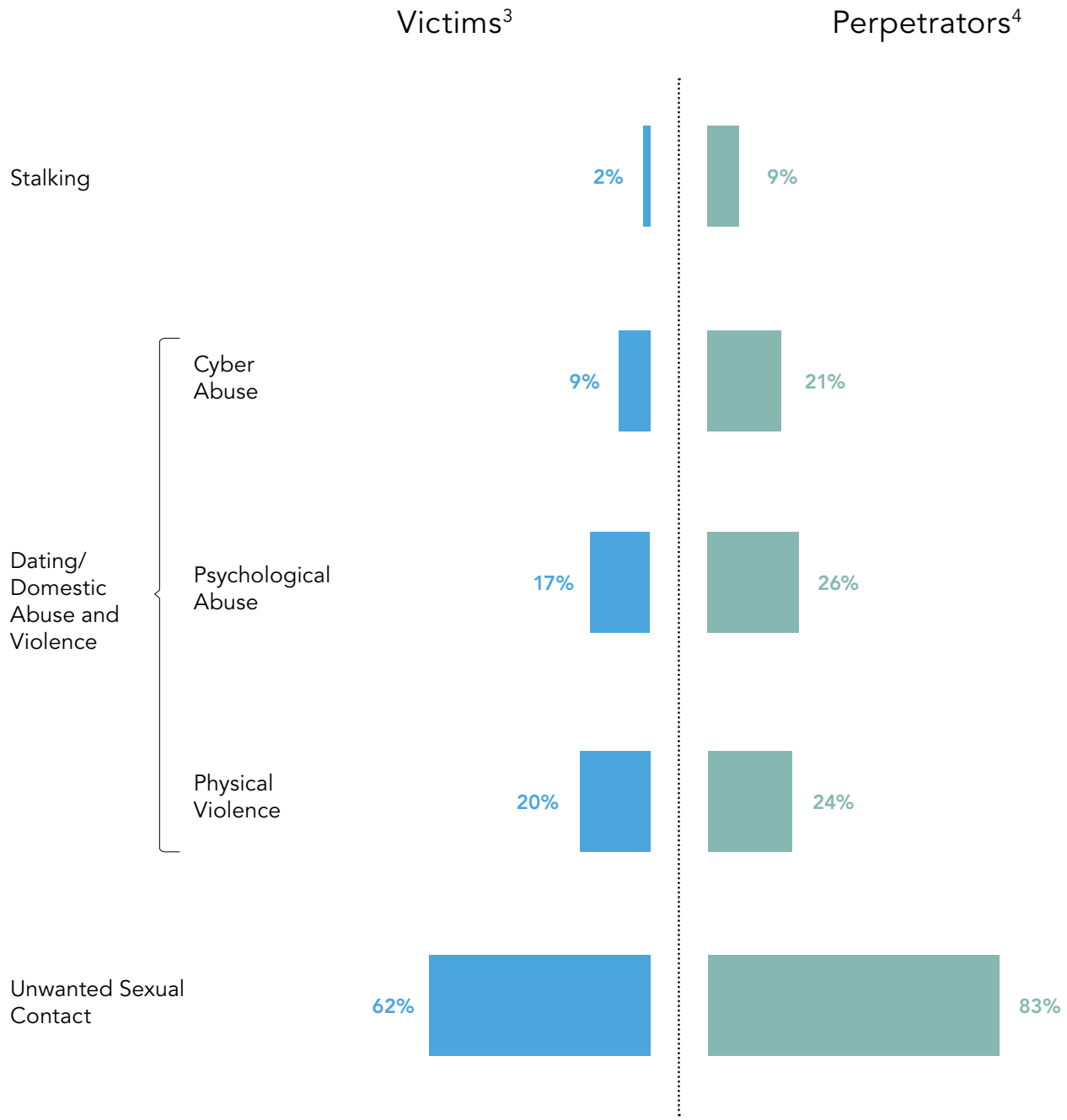
Alcohol and Drug Use at Time of Victimization[1,2]



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Understanding the Infographic Data

• Perpetrators used alcohol/drugs more often than victims across all measured categories of abuse and violence.

• Twenty-six percent of perpetrators and 17% of victims in psychological abuse incidents had used alcohol/drugs at the time of victimization.

• Twenty-four percent of perpetrators and 20% of victims in physical violence incidents had used alcohol/drugs at the time of victimization.

• Eighty-three percent of perpetrators and 62% of victims in unwanted sexual contact incidents had used alcohol/drugs at the time of victimization.

Footnotes

1. These analyses are based on questions posed to victims to "recount one victimization since they had enrolled that had the greatest impact on them." This does not describe all the victimizations reported by students in this survey.

2. We did not measure alcohol and drug use for faculty-staff perpetrated harassment and student-perpetrated harassment.

3. The survey originally included five response categories. The analyses are based on four collapsed categories. Data presented include only participants who reported using alcohol and/or drugs.

4. The survey originally included six response categories. The analyses are based on four collapsed categories. Data presented include only participants who reported the perpetrator using alcohol and/or drugs.

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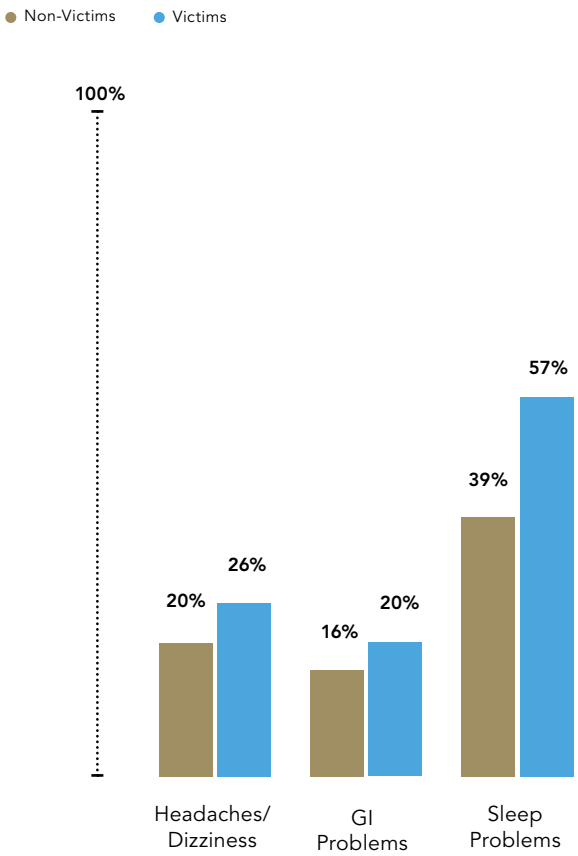
Students' Health and Well-Being

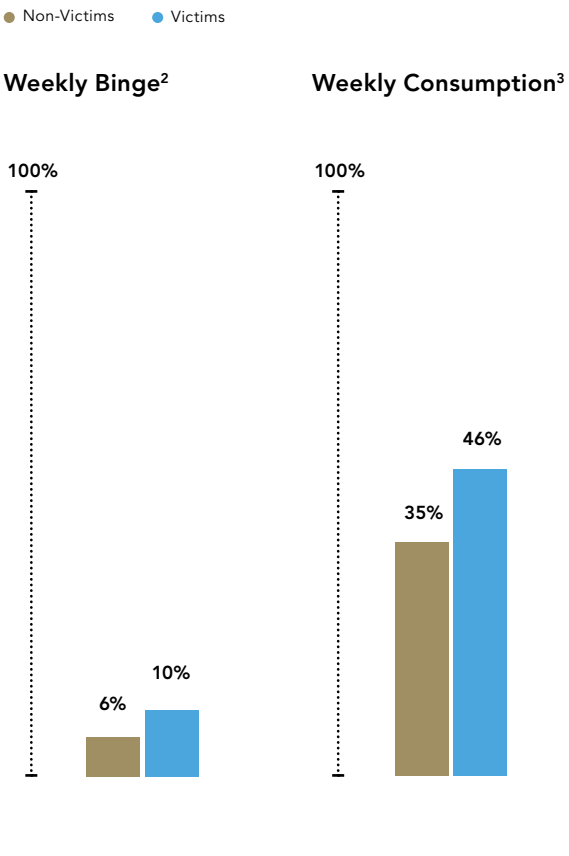
Impact on Mental Health[1]

	Non-Victims	Victims
Depression Symptoms	7%	16%
PTSD Symptoms	7%	18%

Impact on Physical Health



Impact on Alcohol Consumption



Findings are relevant to all students at UT health institutions.

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Understanding the Infographic Data

• Sixteen percent of victims screened positive for depression, compared to 7% of non-victims.

• Eighteen percent of victims screened positive for post-traumatic stress disorder (PTSD), compared to 7% of non-victims.

• Victims reported higher rates of physical health problems than non-victims. For example, 57% of victims reported sleep problems compared to 39% of non-victims.

• The rate at which victims consumed alcohol weekly (46%) was higher than non-victims (35%); victims also had higher rates of weekly binge drinking (10%) compared to non-victims (6%).

Footnotes

1. The CLASE survey included validated scales that assess for depression and PTSD symptoms. Participants who screened positive for PTSD and depression symptoms according to the scoring criteria associated with the original scales are displayed.

2. A drink is defined as half an ounce of alcohol equivalent to a 12-ounce can or glass of beer or cooler, a 5-ounce glass of wine, or a drink containing one shot of liquor. Binge drinking was defined as having five or more (if you are male) or four or more (if you are female) drinks containing any kind of alcohol on one occasion.

3. Participants responded to questions based on 2 categories. Analyses are based on reporting into five collapsed categories (never: I never drank any alcohol in my life/I did not drink since enrolling; less than monthly: 1 or 2 times per year/3 to 2 times per year; monthly: once a month/2 to 3 times a month; weekly: once a week/twice a week/3 to 4 times a week/5 to 6 times a week; and daily: everyday). Percentages are calculated on weekly responses.

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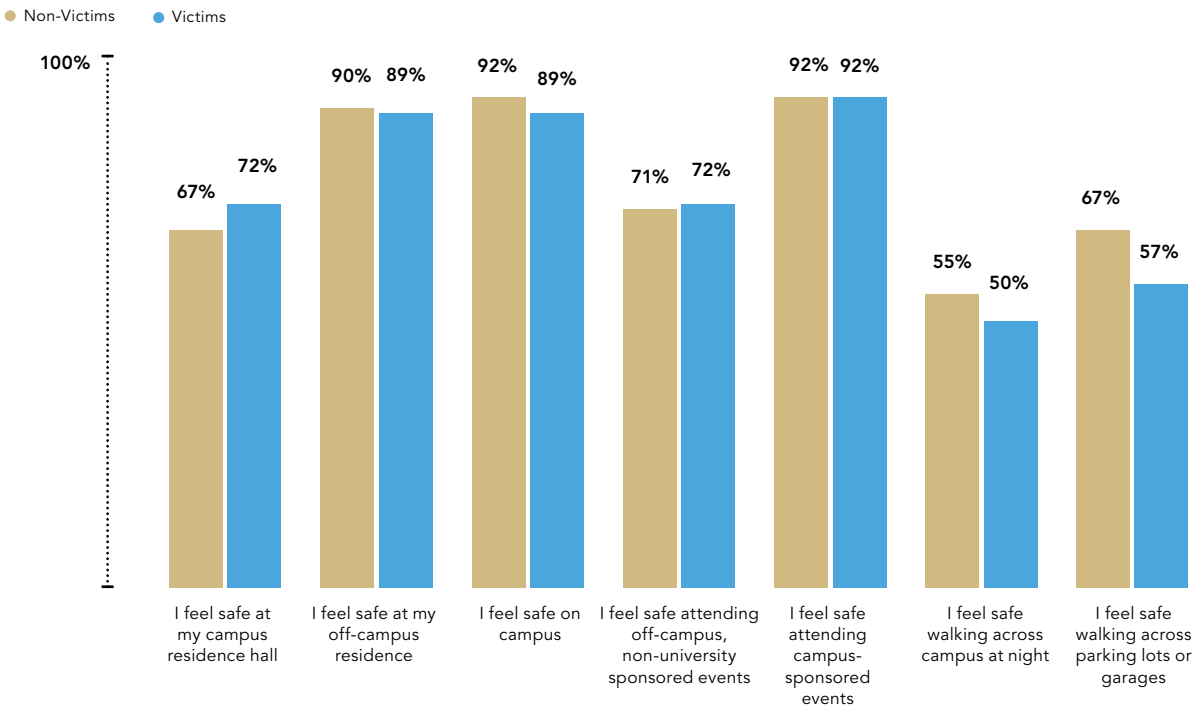
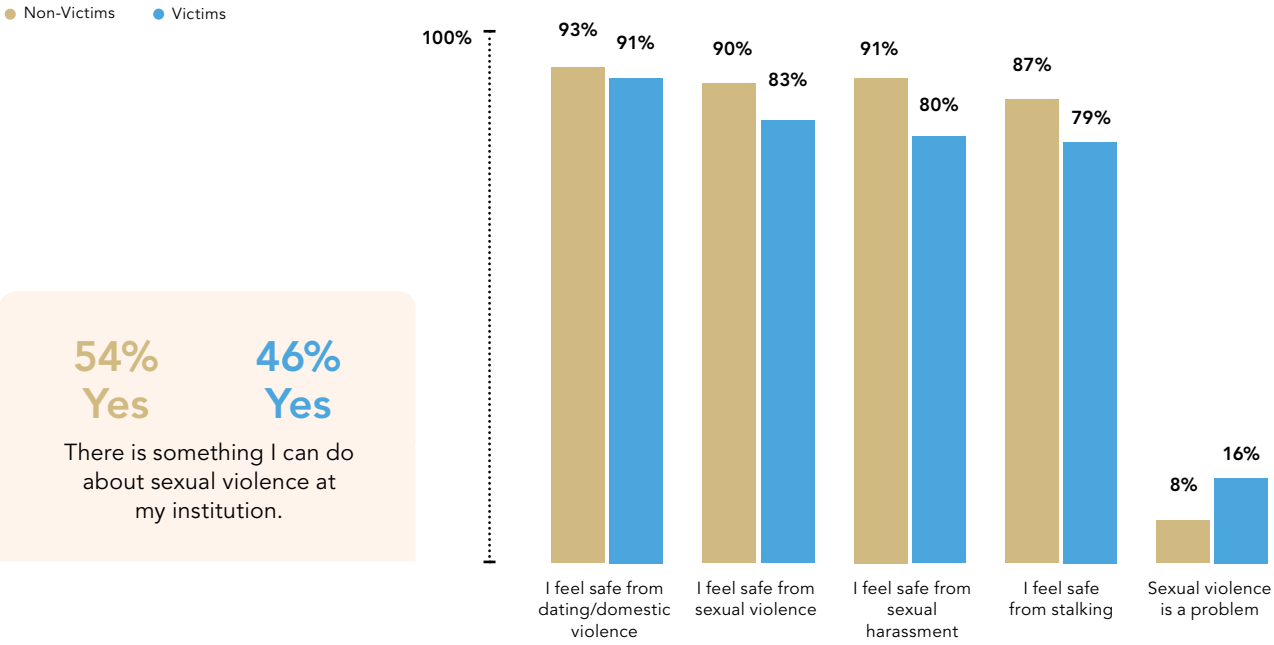
Students' Perceptions of Safety at their Institution

On and Around Campuses[1]



Perceptions of Victimization Risks[2,3,4]



54% Yes | **46% Yes**

There is something I can do about sexual violence at my institution.

Findings are relevant to all students at UT health institutions.

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Understanding the Infographic Data

• Most victims (89%) and non-victims (92%) reported feeling safe on campus at their respective health institution.

• Fifty percent of victims and 55% of non-victims reported feeling safe walking across their campus at night.

• Eighty-three percent of victims and 90% of non-victims reported feeling safe from sexual violence.

• Seventy-nine percent of victims and 87% of non-victims reported feeling safe from stalking.

• Twice as many victims (16%) than non-victims (8%) reported thinking that sexual violence is a problem at their health institution.

Footnotes

1. Participants responded to questions based on a 5-point scale (Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree). Analyses are based on analysis of participants who Strongly Agree or Agree.

2. Participants responded to questions based on a 5-point scale (Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree). Four analyses are based on reporting into one collapsed category (Strongly Agree/Agree) and two analyses are based on reporting into one collapsed category (Strongly Disagree/Disagree).

3. Participants responded to questions about perception of safety surrounding victimization on or around campus.

4. Sexual violence is used instead of unwanted sexual contact to honor participant endorsement of a perception related specifically to the term sexual violence.

Findings are relevant to the population of students at UT System Health Institutions. The methodology ensures that the estimates provide for statistical confidence and adequate anonymity of study participants. The research methodology report provides details about research design and sampling methodology including the sample size and the related margin of error.

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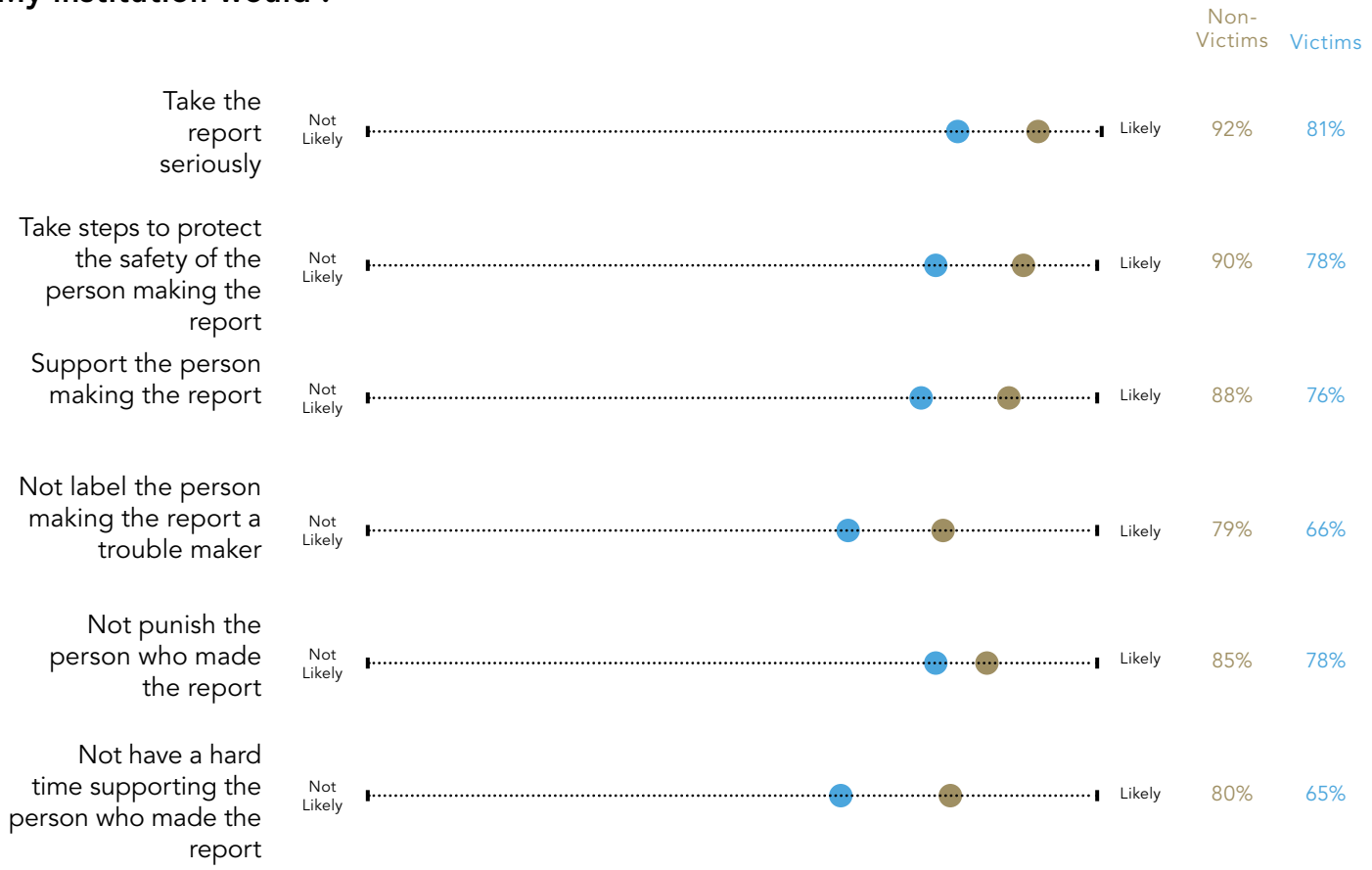
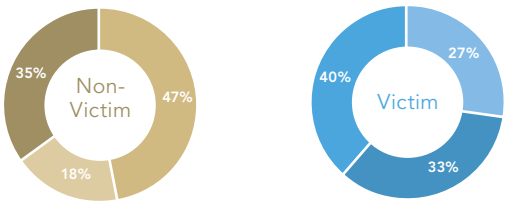
Students' Perceptions of Institutional Response

My institution would[1]:



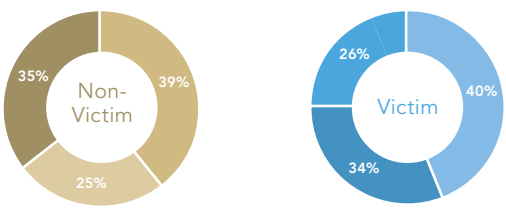
Do you know where students get help?[2]



- Yes: **47%**
- No: **18%**
- I don't know: **35%**

- Yes: **40%**
- No: **27%**
- I don't know: **33%**

Do you know what happens after getting help?[2,3]



- Yes: **39%**
- No: **25%**
- I don't know: **35%**

- Yes: **26%**
- No: **40%**
- I don't know: **34%**

Findings are relevant to all students at UT health institutions.

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Understanding the Infographic Data

• Eighty-one percent of victims and 92% of non-victims reported believing that their institution would take a report seriously.

• Seventy-eight percent of victims and 90% of non-victims reported believing that their institution would take steps to protect the safety of the person making the report.

• Sixty-six percent of victims and 79% of non-victims reported believing that their institution would not label a person making a report as a troublemaker.

• Forty percent of victims and 47% of non-victims reported knowing where to go to get help at their institution.

Footnotes

1. Participants responded to questions based on a 5-point scale (Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree). Analyses are based on analysis of participants who Strongly Agree or Agree.

2. Participants responded to questions based on a 5-point scale (Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree). Four analyses are based on reporting into one collapsed category (Strongly Agree/Agree) and two analyses are based on reporting into one collapsed category (Strongly Disagree/Disagree).

3. Percentage may not equal 100% because of rounding.

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3.
Current Programs

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UT System Current Programs

The University of Texas System's Response, Prevention Efforts, and Resources to Address Sexual Harassment, Stalking, Dating/Domestic Abuse and Violence, and Unwanted Sexual Contact. Each health institution provides ongoing programs and services for their students. These programs are described on the following pages.

Coordinated Response

UT System Office of the Director of Police (ODOP)

ODOP is charged with the responsibility of protecting the life and property of individuals who comprise the student body, faculty, and staff of the University of Texas System community. ODOP's mission is to train and mentor the finest university law enforcement officers in the United States who follow evidence-based best practices in the delivery of police services while always respecting the principle purpose of a university: to educate our young people in a safe and secure environment.

UT System Task Force on Student Mental Health and Safety

The Task Force on Student Mental Health and Safety released a report in June 2014 that reviewed current campus practices and appropriate institutional responses to worrisome student behavior. The Task Force developed recommendations in the structure of Behavioral Intervention Teams (BITs) and identified entry points to mental health support that address the unique needs of students. The task force recommendation to create a BIT at UT institutions was adopted by the UT System Board of Regents.

UT System Task Force on Hazing and Alcohol

The Task Force on Hazing and Alcohol released a report in 2014 with an array of evidence-based practices that target campus organizations and constituencies in an effort to change campus culture concerning hazing and high-risk drinking behavior.

Policy

UTS184 Consensual Relationships

The University of Texas System's Consensual Relationships policy requires UT System institutions and the UT System Administration to adopt policies addressing consensual relationships. The policy also requires that one or more offices be designated as offices where students, faculty, and employees can obtain advice about sexual harassment, sexual

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assault, and consensual relationships and that UT System Administration and each institution develop robust information and training programs for all faculty, staff, and students.

INT134 Sexual Harassment and Misconduct

The Sexual Harassment and Misconduct policy was established to create an environment free from sexual misconduct. The policy applies to all employees, visitors, and applicants for employment at the UT System. It also prohibits retaliation and ensures confidentiality, to the extent permitted by law, while also providing a complaint procedure.

ODOP Policy #421 - Sexual Assault Response and Investigation

The first sexual assault response and investigation policy researched and published by the UT System ODOP, *ODOP Policy #421 - Sexual Assault Response and Investigation*, reaffirms the commitment of UT System Police to appropriately respond to and investigate reports of sexual assault.

Professional Training

Bi-Annual Compliance Training Module

The training module is a mandatory sexual harassment and equal employment opportunity training for all UT System Administration employees with core material provided by the Texas Workforce Commission, Civil Rights Division, and the Texas Administrative Code 202.

The Blueprint for Campus Police: Responding to Sexual Assault

The *Blueprint* is a 170-page evidence-based law enforcement guide about responding to campus sexual assault. The Blueprint is a collaboration of the Office of the Director of Police and the Institute on Domestic Violence & Sexual Assault.

Training for Law Enforcement

In 2015 the Sexual Assault and Family Violence Investigation Course was hosted and instructed for the first time at the University of Texas System Police Academy.

Awareness, Prevention, and Education Efforts

Bystander Intervention and Protocol Initiative

In 2015 the UT System launched a three-year initiative to teach students intervention strategies to help prevent suicides, sexual assaults, high-risk drinking, hazing, hate speech, and academic dishonesty. The Board of Regents allocated $1.4 million to fund the System-wide initiative with the goal of teaching students how to keep their peers healthy and safe. Regents approved $1.1 million to fund crisis hotlines for each of the UT System's academic and health institutions for the next five years.

Alcohol Prevention, Education, and Recovery Program

The University of Texas System sets the national standard for student wellness and safety programs and has extended that commitment through its continuous funding and expansion of alcohol prevention, education, and recovery programs across all UT academic campuses.

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UT System Current Programs

Research

CLASE Study

In 2015 The University of Texas System funded the $1.7 million multiyear Cultivating Learning and Safe Environments (CLASE) study on unwanted sexual contact, dating/domestic abuse and violence, stalking, and sexual harassment at 13 of its academic and health institutions. The study is currently being conducted by researchers at The Institute on Domestic Violence and Sexual Assault at UT Austin's School of Social Work for The University of Texas System. The study will range from online questionnaires for students, surveys and focus groups of faculty, staff, and campus law enforcement; and a four-year cohort study of entering freshman at The University of Texas at Austin to identify the psychological and economic impact of sexual violence. This report is the result of the first initiative of the CLASE study in which a representative sample of students anonymously answered questions about the campus climate around unwanted sexual contact, sexual harassment, stalking, dating/domestic abuse and violence, and their on-campus victimization experiences.

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UTHealth Current Programs

The University of Texas Health Science Center at Houston's (UTHealth) Response, Prevention Efforts, and Resources to Address Sexual Harassment, Stalking, Dating/Domestic Abuse and Violence, and Unwanted Sexual Contact.

Supportive Services

The Houston Area Women's Center

The Houston Area Women's Center provides services for survivors of domestic violence and sexual assaultUT including counseling, shelter, and referral to community resources. In addition, the center offers violence prevention and community education. For the center contact (713) 528-6798. For 24-hour Domestic Violence Hotline contact (713) 528-2121 or toll free at (800) 256-0551. For the 24-hour Sexual Assault Hotline contact (713) 528-7273 or toll free at (800) 256-0661.

Confidential Resources and Reporting —

UTHealth Student Health & Counseling Services

The Student Health & Counseling Services provides integrated healthcare to all enrolled UTHealth Houston community students. Services include primary care and clinical services, health maintenance, STD testing, immunizations, lab work, pharmacy, and nutritional services. Counseling services include individual and group therapy, psychiatric care, outreach, and educational programs. The Student Health Clinic is located at 6410 Fannin St. #1010. Contact (713) 500-5171 or visit the website at https://www.uth.edu/studenthealth/index.htm for information and services.

UTHealth Employee Assistance Program

The UT Health EAP program is available for employees and family members and offers a variety of services including counseling services with a licensed mental health professional, as well as counseling for employee complainants and respondents in Title IX cases. The UT EAP is available 24/7. Members can contact (713) 500-3327 or toll-free at (800) 346-3549.

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UTHealth Current Programs

Coordinated Response

STOP (Behavioral Intervention Team)

The STOP Behavioral Intervention Team for the university aims to prevent and resolve incidents of violence across campus, with an emphasis on addressing sexual harassment, stalking, dating/domestic violence, and sexual assault. This partnership includes University of Texas Police - Houston (UTP-H), Legal Affairs, Office of Employee Assistance Programs, Student Counseling, Human Resources, and the Office of the Executive Vice President & Chief Academic Officer. For information contact (713) 792-7867 (713-792-STOP).

Human Resources Equal Opportunity Office (HR-EO)

The HR-EO Office is committed to providing a working and learning environment free from discrimination and harassment. Contact (713) 500-3279 or visit https://www.uth.edu/hr/department/equal-opportunity/ for information.

Title IX Office

The Title IX Office is committed to creating and maintaining an academic environment that is free from all forms of discrimination, including sex discrimination, sexual harassment (including sexual violence), and sexual misconduct. Visit https://www.uth.edu/titleix/coordinators.htm for information.

Institutional Title IX Coordinator

The Title IX Coordinator is tasked with oversight responsibility with regard to all Title IX matters. Contact Eric Solberg at (713) 500-3596 or email Eric.J.Solberg@uth.tmc.edu for information.

Deputy Title IX Coordinator

The Deputy Title IX Coordinator is responsible for handling complaints or other reporting duties. Contact Ms. Deana Moylan at (713) 500-3279 or email Deana.K.Moylan@uth.tmc.edu for information.

UT Police - Houston (UTP-H)

The University of Texas Police at Houston (UTP-H) is dedicated to the protection and service of all persons within the UT Health Houston community, while protecting the resources of the university. For emergencies call 911. For non-emergencies contact (713) 792-2890. For students who wish to report sexual assault, dating/domestic violence, or stalking to UTP-H call (713) 792-STOP. Visit https://www.mdanderson.org/utpd/index. html for information.

Threat Management Unit

Serving as the investigative component of our Behavioral Intervention/STOP Team (STOP), the Threat Management Unit (TMU) scans the environment to identify incidents and behaviors, linked to aggression and violence. Rather than waiting for disruptive, aggressive, or suicidal expressions to erupt into a violent event, TMU works proactively with the STOP to design, implement, and monitor intervention strategies. This collaborative approach has yielded positive results in hundreds of cases with the highest priority given to behaviors linked to stalking, harassment, domestic violence, suicidal ideation, and mental health concerns.

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UTHealth Current Programs

Policy

Nondiscrimination, Anti-Harassment, and Equal Opportunity Policy

Visit https://www.uth.edu/hoop/policy.htm?id=1448214 for the policy and information.

Sexual Misconduct Policy

Visit https://www.uth.edu/hoop/policy.htm?id=1447966 for the policy and information.

UT Health Handbook of Operating Procedures

Visit https://www.uth.edu/hoop/policy.htm

Professional Training

Training for Employees —

EEO and Sexual Misconduct Online Compliance Training

This annual compliance training is mandatory for all new employees and current employees, and includes modules on equal employment opportunity (EEO) and sexual misconduct policies (HOOP Policy #183 and Policy #59). Accessed online through Learn2Succeed. Sponsored by UT Health Human Resources and the Office of Learning and Development. Contact Human Resources at (713) 500-3130 or visit https://www.uth.edu/hr/department/learning-and-development/ for information.

Training for Residents —

Title IX Training

Title IX training is provided to all new residents (resident physicians and clinical fellows) annually at the Medical School as they begin their summer training. This training is delivered by the McGovern Medical School Graduate Medical Education Office. Policies are also included in the Resident Handbook which is jointly reviewed and revised as needed by the EVP/CAO Office and the McGovern Medical School Graduate Medical Education Office.

Training for Students —

Title IX Training

Title IX training is provided to all enrolled students at the beginning of each semester during new student orientation, including notification of Title IX policies and procedures (HOOP Policy 59 - Sexual Misconduct). Sponsored jointly by the Office of the Executive Vice President/Chief Academic Office and Equal Opportunity Office.

Campus Clarity Online Graduate/ Professional Title IX Training

This mandatory online training on Title IX and sexual assault prevention is provided annually to all currently enrolled students.

Rape Aggression Defense (R.A.D.)

This 12-hour safety awareness course is given by certified instructors associated with The University of Texas Police at Houston (UTP-H). A lecture, discussion, and demonstration of hands on self-defense practices are provided to help individuals feel confident in their ability to avoid and fend off attackers. Contact UTP-H email at utpdoutreach@mdanderson.org or by calling 713-563-7794.

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UTHealth Current Programs

Awareness, Prevention, and Education Efforts

Student InterCouncil (SIC)

The Student InterCouncil (SIC) is the UTHealth student governance organization with representatives from each of the six schools and from underrepresented student constituencies. SIC sponsors many Title IX trainings and publishes a newsletter. Visit https://www.uth.edu/sic/ for information.

Title IX Reporting & Investigation of Complaints

The Title IX Office provides training on HOOP Policy 59 – Sexual Misconduct to the university community including faculty, staff, student workers, students, vendors, contractors, and consultants as requested or needed.

Domestic Violence Awareness

This one-hour UT Police at Houston (UTP-H) safety awareness course familiarizes attendees with Texas laws associated with family violence, dating violence, sexual assault, and stalking. Guidance is provided on how to recognize the signs of intimate partner violence and to understand the significance of early action and reporting options. Contact UTP-H email at utpdoutreach@ mdanderson.org or by calling 713-563-7794.

General Campus Safety Awareness

This one-hour UT Police at Houston (UTP-H) safety awareness course provides general safety tips on how to be safe, how to minimize risk of being a potential target, and available resources. Contact UTP-H email at utpdoutreach@mdanderson.org or by calling 713-563-7794.

Violence Against Women

This one-hour UT Police at Houston (UTP-H) safety awareness course provides an overview of gender-based violence (e.g. intimate partner violence, sexual assault, stalking, dating violence, and sexual harassment), as well as information on how to respond. Contact UTP-H email at updoutreach@ mdanderson.org or by calling 713-563-7794.

Violence in the Workplace

This one-hour UT Police at Houston safety awareness course provides guidance on identifying and addressing behaviors of concern and courses of action when in the workplace. The course motto is "Awareness plus action equals prevention." Contact UTP-H email at utpdoutreach@mdanderson.org or by calling 713-563-7794.

Verbal Defense and Influence

This four-hour UT Police at Houston (UTP-H) safety awareness course teaches the individual to defend and def lect words with proven strategies that can turn a heated conversation to their advantage and keep tension to a minimum. Contact UTP-H email at utpdoutreach@mdanderson.org or by calling 713-563-7794.

I.M. UT Crisis Hotline

I.M. UT hotline is part of a campus-wide program to support staff and student mental health, wellness, and safety. This hotline provides trained mental health professionals to help with assessment, refer-

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rals, intervention, and crisis management. This program is promoted at new student orientation and through rotating trainings throughout the school year. Free of charge and available 24/7. Contact (713) 500-IMUT (4688).

School of Public Health (SPH) Campus Climate Survey

Launched in the fall of 2014 as a pilot and repeated in 2016, this climate survey was developed to understand students' perceptions and experience, including issues of diversity, classroom climate, professionalism, personal safety, student services, and issues related to Title IX.

UT Health Student Perception Survey

This survey is conducted every three years to assess students' perceptions on a range of student services across the UTHealth campus and includes regional SPH campuses. This survey is developed and implemented with input from the Student InterCouncil (SIC), UT Health's student governance organization, and facilitated by the Vice President for Academic and Research Affairs. The next survey is scheduled for 2017 and will include more questions related to Title IX and related services.

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UT Health San Antonio Current Programs

The University of Texas Health Science Center San Antonio's Response, Prevention Efforts, and Resources to Address Sexual Harassment, Stalking, Dating/Domestic Abuse and Violence, and Unwanted Sexual Contact.

Supportive Services

On-Campus —

Student Counseling Center (SCC)

The SCC provides free and confidential individual, couple, and group counseling to UT Health San Antonio students. For non-emergencies between 8 a.m. and 5 p.m. contact (210) 567-2648. For the local mental health authority's after-hours 24/7 crisis intervention hotline contact (210) 223-7233 or (800) 316-9241. For the local rape crisis center's 24-hour hotline contact (210) 349-7273. Visit http://students.uthscsa.edu/counseling/ for further information.

Student Health & Wellness Center

The Student Health & Wellness Center offers a broad array of services to promote the health of all enrolled students at UT Health San Antonio. Services include the following: Primary Care Services, Comprehensive Wellness and Health Promotions, Urgent Care, Minor Injuries, Counseling Services, Immunizations, STD Testing and Laboratory Services. For non-emergency appointments between 8 a.m. and 5 p.m., please contact us by calling (210) 567-9355. For all Medical Emergencies, please call 911 if off campus and (210) 567-8911 if on campus. Visit http://shc.uthscsa.edu/ for more information.

UT Employee Assistance Program (UTEAP)

All UT Health San Antonio employees, faculty, staff members, and their families can access confidential counseling through the UTEAP. Contact (800) 346-3549 or visit http://uthscsa.edu/HR/inside/utadv.asp for information.

Silent Witness Program

Students can make a confidential report of a crime (not intended to report crimes in progress) as a silent witness to UT Health San Antonio Police Department. For more information visit: https://www.uthscsa.edu/police/witness-form.

Student Ombudsperson

The Student Ombudsperson provides a safe space where students can share their issues or concerns

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UT Health San Antonio Current Programs

confidentially and discuss potential solutions. The Student Ombudsperson does not advocate for individuals, groups or entities, but rather for the principles of fairness and equity. The Student Ombudsperson will listen to student concerns, clarify information, identify and evaluate options, and provide referrals to other departments (if needed). For more information, please visit the following: http://students.uthscsa.edu/studentlife/2016/11/student-ombudsperson/.

UT Employee Assistance Program (UTEAP)

All UT Health San Antonio employees, faculty, staff members, and their families can access confidential counseling through the UTEAP. Contact (800) 346-3549 or visit http://uthscsa.edu/HR/inside/utadv.asp for information.

Off-Campus —

The Rape Crisis Center

The Rape Crisis Center provides survivors of sexual violence comprehensive advocacy services including counseling, crisis intervention, medical accompaniment, law enforcement/judicial accompaniment, case management, and community education/prevention. For 24/7 crisis hotline contact (210) 349-7273. Visit http://rapecrisis.com/ for further information.

Sexual Assault Forensic Exams (SAFEs)

Victims of sexual assault may wish to receive a confidential and free SAFE exam within 96 hours of the assault at Methodist Specialty & Transplant Hospital (ER.) Contact (210)575-8168 (a Sexual Assault Nurse Examiner (SANE) is on duty 24 hours), or the Rape Crisis Hotline (210) 349-7273.

Coordinated Response

Title IX Director

The Title IX Director has oversight responsibility for all Title IX matters. Contact John Kaulfus at (210) 567-2982 or email kaulfus@uthscsa.edu for information.

Title IX at UT Health San Antonio

This website includes resources, policies, and procedures related to sex discrimination and sexual misconduct, including a link to sexual harassment/sexual misconduct policy, Title IX, Violence Against Women Act (VAWA), and Campus SaVE Act. Visit http://students.uthscsa.edu/titleix/ for information.

UT Police Department

The UT Health San Antonio Police Department's mission is to protect and serve all persons within the UT Health San Antonio campus community, while protecting the resources of the university. For emergencies, contact 911 on university landline or (210) 567-8911. For non-emergencies contact (210)567-2800 opt #3. Visit http://www.uthscsa.edu/police/home for information. Visit http://www.uthscsa.edu/police/home

Policy

Sexual Harassment and Sexual Misconduct Policy

Visit http://uthscsa.edu/hop2000/4.2.2.pdf for review.

Responsible Employee Title IX Policy

Visit https://www.uthscsa.edu/police/clery responsible-employee for information.

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UT Health San Antonio Current Programs

Policy on Clery Act

Right to Know – visit https://www.uthscsa.edu/police/clery/right-to-know for more information.

UT Health San Antonio Handbook of Operating Procedures

This handbook covers institutional compliance program procedures concerning EEO or sexual harassment. Visit http://uthscsa.edu/hop2000/index.aspx for information.

Professional Training

Title IX Compliance Training (Faculty/Staff)

All faculty/staff are required to undergo Title IX compliance training. New employees take the online training within the first 2 months of employment and complete subsequent compliance training every two years. This online Title IX compliance module provides information on discrimination, sexual harassment, and sexual misconduct. Provided through the Knowledge Center portal.

Title IX Training (Investigators/Coordinators)

The Association of Title IX Administrators (ATIXA) training is provided throughout the year to faculty/staff investigators and hearing officers. Sponsored by the Title IX Office. Investigators have also received training from UT System, D Stafford and Associates, and the Office of Civil Right (OCR).

Title IX Training – On going (Faculty/Staff)

Title IX training on reporting, rights, and responsibilities is provided annually to university employees including Health Professions faculty, School of Nursing faculty, graduate school leadership, compliance professionals, law enforcement, Registrar's Office, Staff Council, and Student Affairs staff. Periodic updates are given on pregnant and parenting students, transgender issues, and climate issues.

Awareness, Prevention, and Education Efforts

Student Title IX Training (On-line Student Orientation)

This online Title IX training module is provided to all new students and transfer students, and includes information on sexual misconduct and sexual assault prevention. Students can access the training through the Knowledge Center portal and must complete the training before they can register for classes. Visit http://students.uthscsa.edu/studentlife/2013/02/before-orientation/ for information.

Student Title IX Training (New Student Orientation)

Title IX training on rights and responsibilities is provided in person by the Title IX Director or his proxy at all new student orientations for the Schools of Medicine, Dentistry, Nursing, Health Professions and the Graduate School of Biomedical Studies.

Student Title IX Training (CampusClarity Training On-line)

All student are required to take the CampusClarity on-line training module. This 45-minute train-

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UT Health San Antonio Current Programs

ing is interactive and explores Title IX and safety issues in depth. "Campus Clarity is an online substance and sexual abuse training program that prepares students to confront and prevent serious campus problems. The program delivers Title IX and Campus SaVE Act training with a non-judgmental approach to effectively reach students."- Campus Clarity website. Students who do not complete this training have graduation and registration holds placed on their student accounts until completed.

Student Title IX Training (Registered Student Organizations & Student Leaders)

Title IX training on rights and responsibilities is provided to all student organizations through state mandated risk assessment training. All student organizations must send at least two members for this training and then take what they have learned back to their organizations. Student organizations can also request specialized Title IX training and updates from the Office of Student Life and the Title IX Director.

Prevention Awareness & Prevention Programs

The UT Health San Antonio Police Department provides prevention programs focused on increasing awareness and risk reduction. Prevention topics include sexual assault, domestic violence, dating violence, and stalking. Other programs offer information on victim resources, campus safety, and bystander intervention. Contact (210) 567-2800. For more information, please visit the following: http://www.uthscsa.edu/police/clery/prevention-awareness.

Rape Aggression Defense (R.A.D.) Course

The UT Health San Antonio Police Department offers this free 12- hour (three sessions) women's self-defense course to UT Health San Antonio students, faculty, and staff. Please visit the following: http://www.uthscsa.edu/police/rape-aggression-defense for more information.

I CARE Bystander Intervention Initiative

This UT Health San Antonio bystander intervention program for students and the campus community aims to promote the importance of safe bystander intervention in the prevention of risky and volatile behaviors including sexual assault and relationship violence. To promote the I Care program to the UT Health San Antonio community, information tables were hosted across campus where informative cards were distributed, along with I Care t-shirts and keychains. Sponsored by the Title IX Office and Student Life.

Behavior Intervention and Threat Assessment Teams (BIT)

Campus Awareness Requires Everyone (CARE) – The Behavior Intervention Team (BIT) strives to promote the health, safety, and welfare of the entire university community by preventing and resolving incidents of violence across campus, with an emphasis on addressing sexual harassment, stalking, dating/ domestic violence, and sexual assault. The larger BITTeam meets several times each semester to address issues of safety and violence on campus. To share a concern or make a referral contact (210) 567-CARE (2273). Visit http://care.uthscsa.edu/ for information.

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UT Health San Antonio Current Programs

Safe Walk

This UT Health San Antonio Police Department program provides uniformed public safety officers to safely escort students, faculty, and staff around campus upon request. Contact (210) 567-2800, option 3 or visit the following: http://www.uthscsa.edu/police/campus-patrol-services for more information.

HSC Alert

A text and e-mail notification system for emergencies and campus closures at the UT Health San Antonio. Visit http://care.uthscsa.edu/hscalert.aspx for more information.

It's On Us

It's On Us is a White House initiative started in 2014 with the focus of "reframing the conversation surrounding sexual assault in a way that inspires everyone to see it as their responsibility to do something, big or small, to prevent it."-White House official website In conjunction with the national It's On us campaign, UT Health San Antonio offers events, such as a pledge drive, where students commit to taking an active role to prevent sexual assault. Students also receive giveaways, such as t-shirts, keychain/whistles, etc. to show their support of the It's On Us program and the fight against sexual assault. Also, It's On Us PSA's have been filmed to support the It's On Us initiative. View the 2016 It's On Us PSA: https://vimeo.com/193873609

Title IX Awareness (Campus Leadership)

Highlighting different Title IX topics and issues, the Title IX Spotlight of the Week is emailed to all students' senior leadership on a weekly basis during the academic year and monthly over the summer.

Title IX Awareness (Faculty & Staff)

An informational email on Title IX Sexual Harassment/Sexual Misconduct Policy (HOP 4.2.2) and other Title IX resources are sent to all students. Visit http://uthscsa.edu/hop2000/4.2.2.pdf for information. Ongoing emails from the Title IX Office with updates on university policy and Title IX issues are provided to faculty and staff throughout the academic year as needed.

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UTMB Galveston Current Programs

The University of Texas Medical Branch at Galveston's Response, Prevention Efforts, and Resources to Address Sexual Harassment, Stalking, Dating/Domestic Abuse and Violence, and Unwanted Sexual Contact.

Supportive Services

Confidential Resources and Reporting —

Health and Counseling Services

Student Health and Counseling offers a broad array of services to promote the mental and physical health of all enrolled students at UTMB. Mental health services include: confidential counseling, crisis intervention, and outreach presentations. Heath Services include: primary care, minor emergency care, well health exams, radiology, management of chronic stable disease, prescriptions refills, allergy/immunizations, STI testing, and laboratory services.

For non-emergency appointments between 8 a.m. and 5 p.m. contact (409) 747- 9508. Students have access to mental health professionals 24-hours a day through the UTMB Student Helpline at (409) 747-HELP(4357). Students experiencing an emergency should contact the Campus Police 911. For after-hours medical care contact (409) 772-2222 or (800) 917-8906. For medical emergencies contact 911.

For information visit: https://www.utmb.edu/student health.

UT Employee Assistance Program (UTEAP)

All UTMB current or retired employees, faculty, staff members, and their families can access confidential counseling through the UT Employee Assistance Program. To schedule an EAP appointment contact 1 (844) 876-5896.(409) 772-2485 or 1 (888) 870-8553. For 24-hour crisis assistance contact (844) 872-5986. Visit https:// hr.utmb.edu/eap/ for information.

Medical Forensic Sexual Assault Exam with Evidence Collection

Victims of sexual assault may wish to receive a confidential and free Medical Forensic Sexual Assault Exam within 96 hours of the assault through the UTMB Emergency Department. Contact (409) 772-1479.

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UTMB Galveston Current Programs

Off-Campus Resources —

Center for Changing Our Campus

The Center is an online resource to address sexual assault, domestic/dating violence, and stalking for colleges and universities, and is supported by the DOJ's Office on Violence Against Women. Visit http://www.changingourcampus.org/ for information.

Resource & Crisis Center of Galveston County

The Resource and Crisis Center provides survivors of sexual assault, family violence, and child abuse comprehensive advocacy services including counseling, crisis intervention, medical accompaniment, law enforcement/judicial accompaniment, case management, and community education/prevention. For the 24-Hour Crisis Hotline contact (409)765-SAFE (7233) or toll-free (888) 919-SAFE (7233.) Visit http://www.rccgc.org/ for information.

The Houston Area Women's Center

The Houston Area Women's Center provides services for survivors of domestic violence and sexual assault including counseling, shelter, and referral to community resources. In addition, the center offers violence prevention and community education. For the center contact (713) 528-6798. For 24-hour Domestic Violence Hotline contact (713) 528-2121, or toll free (800) 256-0551. For the 24-hour Sexual Assault Hotline contact (713) 528-7273 or toll free (800) 256-0661.

United Way of Greater Houston Community Resources

Within the Houston and Galveston region, there are several resource and crisis centers. United Way of Greater Houston provides a list of community resources that address sexual assault. The Title IX Office provides a PDF printable version of the United Way of Greater Houston's list to survivors.

http://referral.unitedwayhouston.org/MatchList.aspx?c;;0;;N;0;579727;Individual and Family Life;Individual and Family Support Services;446;Sexual Assault/Incest Support Groups~

The Texas Association Against Sexual Assault (TAASA)

TAASA provides education, prevention and advocacy to victims of sexual assault. For information contact (512)474- 7190 or visit http://taasa.org/

Coordinated Response

Title IX Office

The Title IX Office is committed to providing a working and learning environment free from gender discrimination, including sexual harassment, stalking, dating/ domestic violence, and sexual assault. Visit https://www.utmb. edu/studentservices/titleix.asp for information.

Title IX Director

The Title IX Director is tasked with oversight and responsibility of all Title IX matters. For information email Kathy Rodriguez Title.IX@utmb.edu or call (409)772-2112.

UTMB Police Department

The UTMB Police Department, through professional policing and working in partnership with the com-

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UTMB Galveston Current Programs

munity, is dedicated to providing a safe and secure campus where the pursuit of higher education, research, and health care can be achieved.

For emergencies contact 911 or (409) 772-1111. For non-emergencies contact (409) 772-2691 or dial 2-1511 from any on-campus location. For information visit: https://www.utmb.edu/police

Report crimes, including sexual violence immediately to UTMB Campus Police:

- Internally – 911
- Externally - 409-772-1111

Sexual violence may also be reported to the Title IX Office:

- 409-747-5742
- 409-772-2112
- karodrig@utmb.edu

Policy

Sexual Harassment and Sexual Misconduct Policy

Visit https://www.utmb.edu/policies_and_procedures/IHOP/Employee/Regulatory_Compliance/IHOP - 03.02.04 - Sexual Harassment and Sexual Misconduct.pdf for the policy and information.

UTMB Handbook of Operating Procedures

This handbook covers institutional compliance program procedures in regard to EEO or Sexual Harassment. Visit https://www.utmb.edu/policies_and_procedures/ for information.

Professional Training

Compliance for Students —

Annual Online Prevention and Awareness Program

This annual online Title IX training module is provided to all new students and transfer students, and includes information on sexual misconduct and sexual assault prevention. Students must complete the training before they can register for classes.

Compliance for University Employees —

Annual Online Employee Compliance Training

This annual online Equal Employment Opportunity and Sexual Harassment module is mandatory for all faculty/staff and new employees, and provides information on discrimination, sexual harassment and sexual misconduct, and Title IX.

Training for Students —

Bystander Intervention Training

All new UTMB students and employees are introduced to the Bystander Intervention program at new student and new employee orientation. Sponsored by the Title IX Office. Additional programs are held throughout the year that reinforce the principles of bystander intervention.

Title IX Training (New Student Orientation)

Title IX training on rights and responsibilities is provided at all new student orientations annually. Sponsored by the Title IX Office.

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UTMB Galveston Current Programs

Training for Students and University Employees —

Title IX Training (Investigators & Coordinators)

Title IX Training on reporting, rights, and responsibilities is provided to Title IX Coordinators and Deputy Coordinators throughout the year.

Title IX Training (Hearing Officers)

Training on the hearing and adjudication process in compliance with Title IX and OCR guidance is provided to faculty/staff hearing officers annually. Sponsored by the Title IX Office.

Title IX Training (Employees)

Title IX training on reporting, rights, and responsibilities is provided annually to all university employees.

Title IX Reporting Training (Student Employees)

Title IX training on reporting, rights and responsibilities is provided to university student employees annually.

Sexual Assault Prevention Training (Law Enforcement)

Law Enforcement Officers are provided information on Sexual Assault Nurse Examiners (SANEs), including funding for free SAFE exams. Visit https://www.utmb.edu/police/SexualAssaultPrevention.asp for information.

Safety Watch

This UTMB Police Department program provides uniformed public safety of ficers to safely escort students, faculty, and staff walking on campus, from dusk to dawn, to on-campus locations. For information contact (409)772-2691.

The Red Zone Campaign: Safety is a Shared Responsibility

The Red Zone Campaign is a prevention and awareness campaign for incoming students. Based on national statistics, the "Red Zone" is the period between Labor Day and Thanksgiving when incoming students at college campuses across the country are at a higher risk of being victims of crimes, including sexual violence.

UTMB is committed to providing a safe learning environment and campus for its students. In order to continue to ensure that our campus is safe, UTMB's Title IX Office has created the Red Zone Campaign to encourage students to be alert and report suspicious or dangerous activities. If you see something, say something! Posters of the campaign will be placed at various locations across campus to remind students and UTMB community members to report concerns.

Rape Aggression Defense (RAD) Course

The focus of the RAD course of instruction is on the development of easily mastered personal safety skills, which can be safely practiced within a comfortable learning environment, and the coupling of those physical skills with a threat assessment process, which will increase physical safety awareness. The overall goal is to reduce victimization through informed decision-making and sensible action. The classes are free of charge to all females age 12 or

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UTMB Galveston Current Programs

older (ages 12-17 require parent /guardian consent) http://www.utmb.edu/police/.The For information visit https://www.utmb.edu/police/RAD.asp

Awareness, Prevention, and Education Efforts

UTMB Diversity Council

The Diversity Council at UTMB promotes an inclusive environment that actively values diversity among students, faculty, staff, and the broader community. Visit https://www.utmb.edu/diversity/ for information.

Sexual Assault Prevention

UTMB will not tolerate sexual assault in any form, including acquaintance rape. Sexual assault refers to rape as well as other forms of forcible or non-forcible activity. Sexual assault occurs when one person threatens, or uses violence or coercion to cause another person to participate in any type of forced sexual activity. Sexual assault is a crime. UTMB Police Department sponsors links to information and resources on sexual assault and domestic violence. Visit https:// www.utmb.edu/police/ for information.

National LGBT Health Education Center

This online resource provides educational programs, webinars/videos, and consultation to health care organizations with the goal of optimizing quality, cost-effective health care for lesbian, gay, bisexual, and transgender (LGBT) people. Visit http://www.lgbthealtheducation.org/lgbt-education/learning-modules/ for information.

Do the Right Thing ACT Website

This website provides an overview of bystander intervention and UTMB's bystander initiative ACT, which stands for "Assist. Call for help. Tell someone." Visit https://www.utmb.edu/act/about.asp for information.

Bystander Intervention Program – Do the Right Thing

This UTMB bystander intervention program for students the campus community aims to promote the importance of safe bystander intervention in the prevention of risky and volatile behaviors including sexual assault and relationship violence. Sponsored by the Title IX Office and the Student Services Department. Visit https://www.utmb.edu/act/ for information.

Do the Right Thing (Toolkit)

This bystander intervention toolkit is available 24/7 online and provides an overview of UTMB's bystander intervention program and resources aimed at preventing sexual violence. Visit https://www.utmb.edu/act/toolkit for information.

Awareness Campaigns

The Title IX Office conducts campaigns throughout the year to coincide with Sexual Assault Awareness Month, Domestic/Dating Violence Awareness Month, and Stalking Awareness Month. Unique programing and presentations are coordinated through the Title IX Office for each specific topic. Typical events include wearing teal during sexual assault awareness month, the pledge against sex-

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UTMB Galveston Current Programs

ual violence, and documentary screenings with expert panel discussions. Visit https://www.utmb.edu/iutmb for information.

Title IX Office Mission

The mission of UTMB's Title IX Office is to promote and advance sex/gender equity in all UTMB programs and activities; prevent discrimination on the basis of sex, gender, or gender identity; prohibit sexual harassment and sexual violence; enforce the non-retaliation policy; appropriately process complaints of sex/gender based discrimination, including sexual harassment and sexual violence; and remedy any effects of discrimination, harassment, and sexual violence prohibited under Title IX.

Vision

We will work together with the UTMB community to share the responsibility of promoting sex/gender equity in all of our endeavors, thereby creating and ensuring an environment free of sex/gender based discrimination, sexual harassment, and sexual violence.

Strategic Plan

Objectives

1. Title IX Awareness and Education: Increase student awareness of the Title IX office and the services it offers to 80% or higher.
2. Faculty and Staff Education: Educate faculty and staff on Title IX and duties of "Responsible Employees" under the institutional Sexual Harassment and Sexual Misconduct policy.
3. Prevention Programs: Encourage bystander intervention and responsibility through bystander intervention education, campaigns, and presentations.
4. Complaint and Resolution Process: Process and review 100% of Title IX complaints submitted to the Title IX office, following UTMB's Sexual Harassment and Sexual Misconduct policy.

Measures

1. Awareness and education is measured annually through the Student Satisfaction Survey.
2. Faculty and staff education is measured through a presentation quota established for each fiscal year.
3. Prevention programs are measured by campaign and presentation quotas established for each fiscal year.
4. Complaint and resolution process is measured through annual statistical reports and data tracking conducted by the Title IX Coordinator.

Current Action Plans[1]

1. Awareness: Enhance education programs at all new student orientations and with online training programs.
2. Prevention Programs: Partner with the Office of Student Life, Human Resources, and Employee Relations to leverage resources to promote the Bystander Intervention Program ("Do the right thing! A.C.T. Assist. Call for help. Tell someone.") and incorporate presentations within existing programs and events. Develop relationships with student organizations, and create programs and presentations specific for student events and groups.

[1] Action plans are created at the end of the fiscal year in response to measures obtained.

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UTMD Anderson Current Programs

The University of Texas MD Anderson Cancer Center's Response, Prevention Efforts, and Resources to Address Sexual Harassment, Stalking, Dating/Domestic Abuse and Violence, and Unwanted Sexual Contact.

Supportive Services

I.M. UT Crisis Hotline

This hotline is part of a campus-wide bystander initiative program to support staff and student mental health, wellness, and safety. The hotline provides trained mental health professionals to help with assessment, referrals, intervention, and crisis management. This program is promoted at new student orientation and through rotating trainings throughout the school year. Free of charge and available 24/7. For information contact (713) 500-IMUT (4688).

UTMDA Institutional Diversity Office

UTMD Anderson's Institutional Diversity office serves as a resource on all matters related to diversity and inclusion within the MD Anderson environment. For example, the Institutional Diversity office can be a source of information on how cultural differences can impact whether or not a person will perceive behavior as sexually inappropriate. The Institutional Diversity office can be reached at (713) 563-5367.

Confidential Resources and Reporting —

Student Health & Counseling Services

The Student Health & Counseling Services provides integrated healthcare to all enrolled UTMDA community students. Services include primary care and clinical services, health maintenance, STD testing, immunizations, lab work, pharmacy, and nutritional services. Counseling services include individual and group therapy, psychiatric care, outreach, and educational programs. The Student Health Clinic is located at 6410 Fannin St. #1010. Contact (713) 500-5171 or visit the website at https://www.uth.edu/studenthealth/index.htm for information and services.

UTMDA Employee Assistance Program

UTMDA's EAP program is available for employees and family members, and offers a variety of services including counseling services with a licensed mental health professional, as well as counseling for employee complainants and respondents in Title IX cases. The UT EAP is available 24/7. For information contact (713) 745-6901.

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Off-Campus Resources —

The Houston Area Women's Center

The Houston Area Women's Center provides services for survivors of domestic violence and sexual assault including counseling, shelter, and referral to community resources. In addition, the center offers violence prevention and community education. For the center contact (713) 528-6798. For 24-hour Domestic Violence Hotline contact (713) 528-2121 or toll free at (800) 256-0551. For the 24-hour Sexual Assault Hotline contact (713) 528-7273 or toll free at (800) 256-0661.

Texas Advocacy Project

This resource center provides free legal help to survivors of family violence and sexual assault. For Sexual Assault Legal Hotline contact (888) 296-SAFE, for Family Violence Legal Hotline contact (800) 374-HOPE, or visit https://www.texasadvocacyproject.org/ for more information.

Crisis Intervention of Houston

This 24-hour confidential telephone counseling and referral service provides free crisis intervention support, information, and referrals to individuals in crisis. For 24-hour Hotline contact (832) 416-1177 or visit https://crisishotline.org/ for information.

Coordinated Response

STOP (Behavioral Intervention Team – B.I.T.)

UTMDA and The University of Texas Health Science Center at Houston have an integrated BIT team that aims to prevent and resolve incidents of violence across campus, with an emphasis on addressing sexual harassment, stalking, and dating/domestic violence. This partnership includes UTP-H, Legal Affairs, Office of Employee Assistance Programs, Student Counseling, Human Resources, and the Office of the Executive Vice President & Chief Academic Officer. For information contact (713) 792-7867 (713-792-STOP).

Human Resources, EEO, & HR Regulations Office (HR-EEO & HR Regs)

The HR-EO Office is committed to providing a working and learning environment free from discrimination and harassment. HR-EEO revised the Sexual Harassment and Sexual Misconduct Prevention Policy in July 2015, developed and implemented trainings, and provided resources to the School of Health Professions (SHP) students and staff. Contact (713)745-6947 or visit https://www.mdanderson.org/about-md-anderson/business-legal/legal-and-policy/legal-statements/equal-employment-opportunity.html for further information.

Institutional Title IX Coordinator

The Title IX Coordinator is tasked with oversight responsibility with regard to all Title IX matters, including sexual harassment and sexual misconduct. For information contact Sheri Wakefield at (713) 745-6174; sbrownlo@mdanderson.org.

UT Police - Houston (UTP-H)

The University of Texas Police at Houston (UTP-H) is dedicated to the protection and service of all persons within the UTMDA Cancer Center community, while protecting the resources of the universi-

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UTMD Anderson Current Programs

ty. For emergencies call 911. For non-emergencies contact (713) 792-2890. For students who wish to report to UTP-H an incident of sexual assault, dating/domestic violence, or stalking contact (713) 792-STOP. Visit https://www.mdanderson.org/utpd/index.html for information.

Note: A database was created for UTP-H to share case information with the Title IX Coordinator to review and determine appropriate next steps in parallel with the criminal investigative component, as appropriate or needed.

Threat Management Team

Serving as the investigative component of our Behavioral Intervention Team (BIT), the Threat Management Team (TMT) scans the environment to identify incidents and behaviors, linked to aggression and violence. Rather than waiting for disruptive, aggressive, or suicidal expressions to erupt into a violent event, TMT works proactively with the BIT to design, implement, and monitor intervention strategies. This collaborative approach has yielded positive results in hundreds of cases with the highest priority given to behaviors linked to stalking, harassment, domestic violence, suicidal ideation, and mental health concerns.

Policy

Sexual Harassment and Sexual Misconduct Prevention Policy

Visit https://www.mdanderson.org/education-and-research/education-and-training/schools-and-programs/school-of-health-professions/school-of-health-professions-student-catalog/policies-and-procedures/index.html for information on the Sexual Harassment and Sexual Misconduct Prevention Policy.

UT MDA School of Health Professions Student Catalog

All academic and general policies including those on sexual harassment and misconduct are available to students online at all times. Emphasis on policies occur at the beginning of each academic year. Institutional and program handbooks are also available online and through program directors and personnel in the Dean's office. Visit https://www.mdanderson.org/education-and-research/education-and-training/schools-and-programs/school-of-health-professions/school-of-health-professions-student-catalog/policies-and-procedures/index.html for a complete list of policies.

Title IX Information

Visit our Title IX Binder: https://utexas.box.com/s/d98j2mkvagueg7g1dwu6epqub1qou2e7

Professional Training

Compliance for Students and Employees —

Institutional Online Training for Students

This mandatory online course provides training on sexual harassment, sexual misconduct, and Title IX. A requirement of both the institution and the School of Health Professions. Students must complete this training during the first week of enrollment. Training is available on the training portal in the Education Center.

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UTMD Anderson Current Programs

Employment Laws and Practices Training for Students - Online Course

This course provides training on sexual harassment, sexual misconduct, and Title IX. A requirement of both the institution and SHP. Students must complete this training during the first week of enrollment. Available on the training portal in the Education Center.

Institutional Mandatory Online Training for Employees

A separate training for employees on sexual harassment, sexual misconduct, and Title IX, including reporting policies and procedures, is also located on the training portal in the Education Center.

Instructor-Led Training

Instructor-led training is conducted annually with SHP students and faculty.

Training for Students —

Student Orientation Title IX Training

This face-to-face training presentation on the various elements of Title IX, including sexual harassment and sexual misconduct, is provided to all enrolled students during new student orientation. Sponsored by the Title IX Office.

Training for Employees —

Title IX Reporting Training

Title IX reporting training on all areas of Title IX compliance is provided annually to all Equal Employment Opportunity staff, Title IX coordinators, investigators, and appeal/hearing officers by Title IX Compliance.

Employment Laws and Practices Training

A customized training for managers, employees, and contingent workers on sexual harassment, sexual misconduct, and Title IX, including reporting policies and procedures, is also located on the training portal in the Education Center.

Sexual Harassment and Sexual Misconduct Prevention Policy Resource Packet

A customized resource packet was provided to all SHP faculty/staff on changes in the Sexual Harassment and Sexual Misconduct policy. A customized resource packet for managers is available on the MD Anderson website for managers.

Training for Students and Employees —

Rape Aggression Defense (R.A.D.)

This safety awareness course is given by certified instructors associated with The University of Texas Police at Houston (UTP-H). A twelve-hour training including a lecture, discussion, and demonstration of hands-on self-defense practices is provided to help individuals feel confident in their ability to avoid and fend off attackers. For information email utpd-outreach@mdanderson.org or contact (713)563-7794.

Awareness, Prevention, and Education Efforts

It's On US

This bystander intervention and sexual violence prevention program encourages students and the campus community to take a pledge to be part of the

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UTMD Anderson Current Programs

solution to preventing sexual assault and violence on campus through education and safe intervention.

Domestic Violence Awareness

This one-hour UTP-H safety awareness course familiarizes attendees with Texas laws associated with family violence, dating violence, sexual assault, and stalking. Guidance is provided on how to recognize the signs of intimate partner violence and to understand the significance of early action and reporting options. For information email utpdoutreach@mdanderson.org or contact (713)563-7794.

General Campus Safety Awareness

This one-hour UTP-H safety awareness course provides general safety tips on how to be safe and minimize risk of being a potential target, and available resources. For information email utpdoutreach@mdanderson.org or contact (713)563-7794.

Violence Against Women

This one-hour UTP-H safety awareness course provides an overview of gender-based violence (e.g. intimate partner violence, sexual assault, stalking, dating violence, and sexual harassment), as well as information on how to respond. For information email utpdoutreach@mdanderson.org or contact (713)563-7794.

Violence in the Workplace

This one-hour UTP-H safety awareness course provides guidance on identifying and addressing behaviors of concern and courses of action in the workplace. The course motto is "Awareness plus action equals prevention." For information email utpdoutreach@mdanderson.org or contact (713)563-7794.

Verbal Defense and Influence

This four-hour UTP-H safety awareness course teaches individuals to defend and deflect words with proven strategies that can turn a heated conversation to their advantage and keep tension to a minimum. For information email utpdoutreach@mdanderson.org or contact (713)563-7794.

Employee Notes

This website and employee resource provides pertinent information including updates to sexual harassment and sexual misconduct policy, and Title IX issues.

Email Communications

MD Anderson communicates with all leadership, including managers, via email regarding their role as outlined in the revised Sexual Harassment and Misconduct Prevention Policy. See Title IX binder for examples of actual communications and plans.

The Forum

Open to all employees and encouraged for managers to attend, The Forum is a monthly meeting designed to share high-priority information that's of interest institution-wide. The meeting is streamed live for those who cannot attend in person, and video recordings of all presentations are made available on the intranet for repeat viewing after the event.

Employee Bulletin Boards

MD Anderson communicates important messages to employees through more than 20 bulletin boards hanging in employees-only areas with high traffic. Boards are updated weekly and feature important policy and compliance reminders as well as news

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UTMD Anderson Current Programs

and other important information that will help employees do their jobs effectively in a safe and respectful manner.

Title IX Website

This website is accessible by the public and features access to MD Anderson's policies regarding sexual misconduct, contact information for our Title IX coordinator and more information about how to report an incident. Visit www.mdanderson.org/titleix

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Institute on Domestic Violence & Sexual Assault

UT Southwestern Current Programs

The University of Texas Southwestern Medical Center's Response, Prevention Efforts, and Resources to Address Sexual Harassment, Stalking, Dating/Domestic Abuse and Violence, and Unwanted Sexual Contact.

Supportive Services

Confidential Resources and Reporting –

Student Health Services

Student Health Services offers a broad array of services to promote the health of all enrolled students at UT Southwestern Medical Center. Services include primary care, minor emergency care, travel care, well health exams, prescription refills, allergy/immunizations, STI testing, and laboratory/imaging services. For non-emergency appointments Monday through Friday between 8 a.m. and 5 p.m. contact (214) 645-8690. For after-hours care and on-call physician contact (214) 645-8690. For medical emergencies contact 911. Visit http://www.utsouthwestern.edu/education/student-services/student-health-service/index.html for information.

Student Mental Health Services

Student Mental Health Services is located in the Student Support Services Building and staffed by psychiatrists, psychologists, and a social worker. For non-emergencies between 8 a.m. and 5 p.m. contact (214) 645-8680. For after hours or weekend mental health emergencies contact (214) 645-8690 and the on-call psychiatrist will return your call. Visit http://www.utsouthwestern.edu/education/student-services/student-health-service/mental-health.html for further information.

UT Employee Assistance Program (UTEAP)

All UT Southwestern Medical Center current or retired employees, faculty, staff, and eligible family members can access confidential counseling through the UT Employee Assistance Program. To schedule an EAP appointment contact (214) 648-5330 or 1(800) 386-9156. Visit http://www.utsouthwestern.edu/about-us/administrative-offices/human-resources/benefits-and-retirement/special-programs/eap/articles.html for information.

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UT Southwestern Current Programs

Off-Campus Resources —

Parkland Hospital Victim Intervention Program/Rape Crisis Center

The Parkland Rape Crisis Center provides counseling and advocacy services for survivors of domestic violence, childhood abuse, and sexual assault. Services include crisis intervention for victims who are cared for at Parkland, counseling, emergency shelter information, and referral to community resources. In addition, the center offers judicial accompaniment, help with Crime Victims' Compensation, and referrals for protective orders. For the Crisis Center contact (214) 590-2926. For 24-hour hotline contact (214) 590-0430. Visit http://www.parklandhospital.com/phhs/vip-rape-crisis-center.aspx for information.

Dallas Area Rape Crisis Center (DARCC)

DARCC provides survivors of sexual violence comprehensive advocacy services including counseling, crisis intervention, medical accompaniment, law enforcement/judicial accompaniment, case management, and community education/prevention. For 24/7 crisis hotline contact (972)641-7273. Visit http://www.dallasrapecrisis.org/ for information.

The Texas Association Against Sexual Assault (TAASA)

TAASA provides education, prevention, and advocacy to victims of sexual assault. Contact (512) 474-7190 or visit http://taasa.org/ for information.

Sexual Assault Forensic Exams (SAFE)

Victims of sexual assault may wish to receive a confidential and free SAFE exam within 96 hours of the assault at the following resources:

- Parkland Hospital (214) 590-8000
- Texas Health Presbyterian-Plano (214) 418-4041
- Methodist Dallas Medical Center (214) 947-8181

Coordinated Response

Title IX at UT Southwestern Medical Center

UT Southwestern Medical Center is committed to providing a working and learning environment free from gender discrimination including sexual harassment, stalking, dating/domestic violence, and sexual assault. Visit http://www.utsouthwestern.edu/education/student-services/title-ix/index.html for information.

Title IX Coordinator

The Title IX Coordinator is tasked with oversight responsibility in regard to all Title IX matters. Contact Dr. Charles Ginsburg (214) 648-8597 or email charles.ginsburg@utsouthwestern.edu for information.

UT Southwestern Medical Center Police Department

The UT Southwestern Medical Center Police Department's mission is to protect and serve all persons within the campus community, while protecting the resources of the university. For on-campus emergencies contact 911 or (214) 648-8911. For non-emergencies contact (214) 648-8311. Visit http://www.utsouthwestern.edu/about-us/administrative-offices/university-police/index.html for information.

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UT Southwestern Current Programs

Personal Safety Escort Services

UT Southwestern Medical Center Police Department provides uniformed public safety officers to safely escort students, faculty, and staff around campus upon request. For information contact (214) 648-8311.

Policy

Policy on Sex Discrimination, Sexual Misconduct, and Sexual Harassment

Visit http://www.utsouthwestern.edu/edumedia/edufiles/education_training/student_svcs/title_ix/edu-116-sex-discrimination-misconduct-harassment-2016-06-28.pdf for more information.

Professional Training

Compliance for Students —

Eliminating Campus Sexual Violence Online Prevention and Awareness Program

This mandatory online Title IX training module is provided to all new students and transfer students, and includes information on sexual misconduct and sexual assault prevention.

Compliance for Employees —

Eliminating Campus Sexual Violence Online Prevention and Awareness Program

This mandatory online compliance training on Title IX, including information on discrimination, sexual harassment, and sexual misconduct, is provided annually to all new employees and Faculty/Staff.

Training for Students —

Eliminating Campus Sexual Violence Training

All new UT Southwestern Medical Center students and employees are introduced to sexual violence prevention training, including bystander intervention, during annual new student orientations. Sponsored by the Title IX Coordinator and Student Services.

Training for Employees —

Title IX Training (Coordinators)

Title IX training is provided to Title IX coordinators and deputy coordinators throughout the year by the Office of Legal Affairs.

Training for Students and Employees —

Sexual Assault Prevention Training

The UT Southwestern Medical Center Police Department offers presentations throughout the year on sexual assault prevention training. For more information contact (214) 648-2220.

Campus and Personal Safety Training

The UT Southwestern Medical Center Police Department offers campus and personal safety training presentations throughout the year. For more information contact (214) 648-2220.

Rape Aggression Defense (R.A.D.) Course

The UT Southwestern Medical Center Police Department offers this free 12-hour women's self-defense course (four 3-hour sessions) four times a year to UT Southwestern Medical Center students, faculty, and

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staff. Contact (214) 648-2220 or visit http://www.utsouthwestern.edu/edumedia/edufiles/about_us/admin_offices/police/annual-crime-2011-2013.pdf for more information.

Awareness, Prevention, and Education Efforts

National Campus Safety Awareness Month

UT Southwestern Medical Center participates in this national awareness campaign during the month of September. Topics include the prevention of stalking, dating/domestic violence, and sexual assault. Activities include weekly quizzes and other activities publicized through the university intranet.

Campus Security Authority

UT Southwestern Medical Center Police Department provides the Clery Act Annual Security Report. Visit http://www.utsouthwestern.edu/about-us/administrative-offices/university-police/annual-security-report.html for information.

UT Southwestern Medical Center Online Resources

UT Southwestern Medical Center's Employee Assistance Program (EAP) offers online resources on numerous topics including domestic violence and sexual assault/rape. Topics covered include:

- How to help a friend or family member who is being abused;
- How to recognize the signs of an abusive relationship;
- How to support a survivor of sexual assault; and
- Do you find yourself hurting the ones you love?

Visit http://www.utsouthwestern.edu/edumedia/edufiles/about_us/admin_offices/human_resources/eap/assault-survivor.pdf for further information.

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4.
Next Steps

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NEXT STEPS

The University of Texas System is invested in eliminating obstacles that interfere with students' success or well-being. These recommendations are in response to the CLASE findings.

Background

The University of Texas System health institutions approach sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact with a road map of bold yet achievable short- and long-term solutions. These innovative strategies communicate the highest standards of conduct throughout UT System health institutions and a commitment to reject behaviors of intimate and interpersonal violence, as well as any cultural nuances that may encourage their existence. Student safety and well-being and students' educational achievements are the ultimate goals.

The *Cultivating Learning and Safe Environments* (CLASE) (pronounced 'class') findings revealed that students' victimization (sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact) during college or graduate school impacts their physical and mental health. The findings do not suggest UT System institutions are ignoring these violences; administrators and staff are committed to further understanding the prevalence of these issues among their students with the aim to enhancing existing programs and services. The aim is ensuring that every student has the right to receive their education free of discrimination, harassment, and violence. UT System administrators, staff, and faculty have committed both short- and long-term strategies to eliminate the barriers to student success, particularly those that are preventable.

Part 3 of this report detailed existing programs and services currently available to students at five UT System health institutions. This section—Part 4—focuses on four strategies designed to further mitigate sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact. These four strategies were developed as a result of both knowledge gained from the survey findings and the collaborative process with institutional stakeholder groups.

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NEXT STEPS

Strategy #1: Establish a Health Institution Consortium

A consortium of representatives from across UT System health institutions will work closely with the research team in the next phases of the CLASE project. The consortium will work collaboratively on culturally grounded health institution research and areas of need for related programming. Faculty, administrators, institutional representatives, and those involved in student success and well-being will be involved in the consortium. The consortium philosophy is built on a framework that will advance the study and methods of these complex issues paying particular attention to context and students who are learning at health institutions and the emerging best practices of programs and services. The consortium will provide guidance and input as they relate to emerging best practices in both health and social sciences, prevention strategies, and the evaluation of student programs and services.

Implementation steps include:

1. Engaging an interdisciplinary consortium through on-going meetings during the CLASE project,
2. Collaborating to tailor measurement tools, approaches, and strategies that take into account the cultural differences in health institution settings,
3. Building an understanding of those students at health institutions that are marginalized or more difficult to study and gain a better understanding students' help-seeking behaviors,
4. Identifying areas of student life and educational curriculum where further support and intervention can be offered around issues of violence when needed,
5. Develop community-specific interventions to combat issues of violence.

Strategy #2: Build Champions, Resonate Broadly, and Shift Culture

The UT System institutions and their community members have become champions for transformation in their communities by understanding that silence and stigmatization have too often forced victims, accused students, and the professionals who serve them to address these issues in isolation. By broadening conversations and strengthening prevention and response efforts, institutions can change the overall campus climate.

These issues and their impacts are social problems that belong to our communities (in this case, the institutions of learning) and are best solved through collaboration-driven solutions.

Implementation steps include:

1. Engaging institutional leaders in annual strategic goals,
2. Building faculty leadership, responsibility, and involvement,
3. Involving alumni, professional groups, other non-residential stakeholders,
4. Actively involving student leaders and student organizations.

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Strategy #3: Move Forward Through the Lens of Intersectionality

Conversations about student safety and well-being should go beyond physical safety. Responding to sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact can be challenging. These intimate and interpersonal violence acts do not happen in a vacuum; their intersectionality with other social issues is well documented. Because of this, ending intimate and interpersonal violence is one of the toughest societal issues to solve and must be approached through an intersectional lens. These issues intersect with other complex facets of students' lives, such as substance use, alcohol use, and binge drinking and ongoing relationships between offenders and victims. These are next steps related to CLASE.

Implementation steps include:

1. Addressing issues of substance use, alcohol use, and binge drinking,
2. Address the intersectionality of issues of power differentials in the educational environment, such as oppression and discrimination (e.g., homophobia and racism) through intentional programming.
3. Acknowledging historical barriers to reporting and building innovative reporting pathways and access to services.

Strategy #4: Reexamine and Rethink the Delivery of Programs, Services, and Policies

Proposed value-based solutions include a responsibility to self and to others; the provisions of trauma-informed, victim-centered services; and a duty to implement a thoughtful, balanced system that protects all students, including student victims and the liberties of students who are accused. Programs, services, and policies are best implemented when they are informed by institutional values and receive deliberate re-evaluation. Programs and services must be relevant, evidence-informed, and have time to take shape, and be evaluated. Of equal priority is to evaluate our own educational programs to discover how to improve content and delivery. Knowledge, skill, and attitude development around intimate and interpersonal violence help to improve the institutional climate and daily interactions of the entire university community including administrators, faculty, staff, students, residents, postdoctoral fellows, and other stakeholders.

Implementation steps include:

1. Engaging faculty, residents, postdoctoral fellows and TAs/GRAs about issues protected by Title IX legislation through more comprehensive and innovative training,
2. Developing intervention and training programs for those receiving disclosures (such as roommates, partners, and friends),
3. Explore providing services locally (e.g. appoint deputy Title IX coordinators in schools, departments, and/or programs),
4. Developing specialized units to meet the needs

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of vulnerable students (such as new students, undergraduate programs, pre-baccalaureate experiences on campus, and LGBTQ+ students),

5. Improve communication and coordination with affiliated and partnering organizations, such as hospitals, clinics, health systems, and other institutions of higher education, etc.
6. Providing support systems locally (e.g. assign care counselors in schools, departments, and/or programs),
7. Developing collaborative relationships between multicultural organizations and institutional services for marginalized and underrepresented groups (victims and accused students),
8. Ensuring consistency of sanctions on behaviors that violate Title IX and institutional codes of student conduct.

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5.

Additional Information

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Additional Information

Appendix A: Comparison of Prevalence Estimates Among Three Institutions of Higher Education Using the Administrator Researcher Campus Climate Collaborative (ARC3) Measure

Two institutions' findings were selected for comparison with UT System results. These institutions (Penn State and University of Iowa) were selected based on three criteria: 1) both used the ARC3 survey measurement tool as the primary tool (methodological modifications are noted about how the tool was implemented), 2) students were queried about their experiences since their enrollment across all three institutions, and 3) all three are public institutions of higher education (IHEs). Methodological differences exist among the studies and readers are cautioned when making direct comparisons among prevalence rates. Main differences include 1) variability in population demographics among the institutions, 2) estimations of prevalence were calculated differently (i.e., the CLASE project uses a Title IX framework, see Appendix B), 3) dating/domestic abuse and violence was measured differently across studies, and 4) findings for faculty/staff-perpetrated sexual harassment, student-perpetrated sexual harassment, and unwanted sexual contact were presented differently.

Table 1: Faculty/Staff-Perpetrated Sexual Harassment Prevalence

Table 1 presents the prevalence findings for faculty/staff-perpetrated sexual harassment victimization. Some methodological differences are noted.

Study Title	Student Classification	Prevalence Findings	Response Rate
Faculty/Staff-Perpetrated Sexist Gender Harassment			
2016 Speak Out Iowa Survey Full Report and Anti-Violence Plan[1]	All	36%	9.3%
2017 Cultivating Learning and Safe Environments - UT Health Institutions	All	18%	13%
Faculty/Staff-Perpetrated Crude Gender/Sexual Harassment			
2016 Speak Out Iowa Survey Full Report and Anti-Violence Plan	All	13.4%	9.3%
2017 Cultivating Learning and Safe Environments - UT Health Institutions	All	8%	13%
Faculty/Staff-Perpetrated Unwanted Sexual Attention			
2016 Speak Out Iowa Survey Full Report and Anti-Violence Plan	All	4.2%	9.3%
2017 Cultivating Learning and Safe Environments - UT Health Institutions	All	3%	13%
Faculty/Staff-Perpetrated Sexual Coercion			
2016 Speak Out Iowa Survey Full Report and Anti-Violence Plan	All	1.5%	9.3%
2017 Cultivating Learning and Safe Environments - UT Health Institutions	All	<1%	13%
Faculty/Staff-Perpetrated Sexual Harassment Overall Rate			
2015 Penn State Sexual Misconduct Climate Survey: Hershey[2,3]	All	42.8%	46.2%

[1]The University of Iowa. (2016). *Speak out Iowa survey full report and anti-violence plan.* Retrieved from https://speakout.uiowa.edu/assets/Uploads/Speak-Out-Iowa-Full-Report-and-Anti-Violence-Plan.pdf

[2]PennState Student Affairs. (2015). *2015 Penn State sexual misconduct climate survey–Hershey.* Retrieved from https://studentaffairs.psu.edu/assessment SMCS/

[3]Penn State reports faculty/staff-perpetrated sexual harassment as an overall rate.

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Additional Information

Table 2: Student-Perpetrated Sexual Harassment Prevalence

Table 2 presents the prevalence findings for student-perpetrated sexual harassment victimization. Some methodological differences are noted.

Study Title		Student Classification	Prevalence Findings	Response Rate
2015 Penn State Sexual Misconduct Climate Survey: Hershey[1]		All	31.1%	46.2%
2017 Cultivating Learning and Safe Environments - UT Health Institutions		All	20%	13%
Student-Perpetrated Sexual Harassment Subscale Rates				
2016 Speak Out Iowa Survey Full Report and Anti-Violence Plan[2,3]	Sexist Gender Harassment	All	56.9%	9.3%
	Crude Sexual Harassment	All	45.6%	
	Unwanted Sexual Attention	All	23.5%	
	Sexual Harassment via Electronic Communication	All	24.5%	

[1] PennState Student Affairs. (2015). *2015 Penn State sexual misconduct climate survey–Hershey*. Retrieved from https://studentaffairs.psu.edu/assessment SMCS/
[2]The University of Iowa. (2016). *Speak out Iowa survey full report and anti-violence plan.* Retrieved from https://speakout.uiowa.edu/assets/Uploads/Speak-Out-Iowa-Full-Report-and-Anti-Violence-Plan.pdf
[3]The University of Iowa presents subscale rates for student-perpetrated sexual harassment, not overall rates.

Table 3: Stalking Prevalence

Table 3 presents the prevalence findings for stalking victimization. Some methodological differences are noted.

Study Title	Student Classification	Prevalence Findings	Response Rate
2015 Penn State Sexual Misconduct Climate Survey: Hershey[1]	All	4.4%	46.2%
2016 Speak Out Iowa Survey Full Report and Anti-Violence Plan[2]	All	9.4%	9.3%
2017 Cultivating Learning and Safe Environments - UT Health Institutions	All	8%	13%

[1] PennState Student Affairs. (2015). *2015 Penn State sexual misconduct climate survey–Hershey*. Retrieved from https://studentaffairs.psu.edu/assessment SMCS/
[2]The University of Iowa. (2016). *Speak out Iowa survey full report and anti-violence plan.* Retrieved from https://speakout.uiowa.edu/assets/Uploads/Speak-Out-Iowa-Full-Report-and-Anti-Violence-Plan.pdf

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Additional Information

Table 4: Dating/Domestic Abuse and Violence Prevalence

Table 4 presents the prevalence findings for dating/domestic abuse and violence victimization. Some methodological differences are noted.

Study Title	Student Classification	Prevalence Findings			Response Rate
		Psychological Abuse & Physical Violence[1]			
2015 Penn State Sexual Misconduct Climate Survey: Hershey[2]	All	5.1%			46.2%
2016 Speak Out Iowa Survey Full Report and Anti-Violence Plan[3]	All	9.4%			9.3%
		Cyber Abuse	Psychological Abuse	Physical Violence	
2017 Cultivating Learning and Safe Environments - UT Health Institutions	All	6%	5%	5%	13%

[1]Penn State and The University of Iowa use the ARC3 measure for dating violence that has items pertaining to psychological abuse and physical violence. CLASE uses three different measures for dating and domestic abuse and violence.

[2]PennState Student Affairs. (2015). *2015 Penn State sexual misconduct climate survey–Hershey*. Retrieved from https://studentaffairs.psu.edu/assessment SMCS/

[3]The University of Iowa. (2016). *Speak out Iowa survey full report and anti-violence plan.* Retrieved from https://speakout.uiowa.edu/assets/Uploads/Speak-Out-Iowa-Full-Report-and-Anti-Violence-Plan.pdf

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Additional Information

Table 5: Unwanted Sexual Contact Prevalence

Table 5 presents the prevalence findings for unwanted sexual contact victimization. Some methodological differences are noted.

Study Title	Student Classification	Student Gender	Prevalence Findings	Response Rate
Unwanted Sexual Touching				
2016 Speak Out Iowa Survey Full Report and Anti-Violence Plan[2]	All	Female	32.9%*	9.3%
		Male	12.5%*	
2017 Cultivating Learning and Safe Environments - UT Health Institutions	All	All	7%	13%
Attempted Rape				
2016 Speak Out Iowa Survey Full Report and Anti-Violence Plan	All	Female	18.4%*	9.3%
		Male	6.8%*	
2017 Cultivating Learning and Safe Environments - UT Health Institutions	All	All	2%	13%
Rape				
2016 Speak Out Iowa Survey Full Report and Anti-Violence Plan	All	Female	19.1%*	9.3%
		Male	3.9%*	
2017 Cultivating Learning and Safe Environments - UT Health Institutions	All	All	3%	13%
Penn State Overall Rate for Attempted Rape and Rape				
2015 Penn State Sexual Misconduct Climate Survey: Hershey[2,3]	All	All	2.9%	46.2%

[1]PennState Student Affairs. (2015). *2015 Penn State sexual misconduct climate survey–Hershey.* Retrieved from https://studentaffairs.psu.edu/assessment SMCS/

[2]The University of Iowa. (2016). *Speak out Iowa survey full report and anti-violence plan.* Retrieved from https://speakout.uiowa.edu/assets/Uploads/Speak-Out-Iowa-Full-Report-and-Anti-Violence-Plan.pdf

[3]Penn State provides overall rates for students reporting rape and/or attempted rape; these rates are not presented separately throughout their report.

*Prevalence rate only includes incidents which occured through the use of force or incapacitation.

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Appendix B: Establishing Prevalence: Title IX, Texas Penal Code, and Student Judicial Services' Code of Conduct*

Prevalence was calculated for victimization measures when single or multiple incidents of behavior(s) were endorsed. Title IX's "hostile environment" threshold was often met with a single incident. In some cases, multiple incidents of behaviors were needed to create a totality of circumstances to reach the hostile environment claim. In other cases, a behavior could result in a violation if it occurred more than once. This is one example; the full details of the decision-making are outlined in the tables below.

A structured four-step strategy was used to estimate the prevalence and rates.

Step 1 involved engaging criminal justice experts to define which victimization survey questions met any Title IX and/or Texas Penal Code violation.

Step 2 included reviewing and excluding any victimization survey questions that did not meet the legal, criminal, and policy criteria outlined in Step 1.
Step 3 included further selecting victimization survey questions that only met Title IX violations because the scope of the study is the college campus context (Title IX-related) and not criminal context (Texas Penal Code-related).

Step 4 involved examining each victimization question by frequency. For some victimization questions, a single incident was sufficient threshold to be included in the prevalence calculations. In other cases, multiple occurrences were required for the victimization question to be included in the prevalence calculation. These decisions were based on the review in Step 1.

The Research Methods Report provides a detailed summary of the prevalence estimation methodology (see the IDVSA website).

**The purpose of this appendix is to predict the behaviors' relative potential and circumstantial possibilities of violating federal, state, or local law or policy. It is used in the context of social science research and does not imply that these behaviors, exclusive of context, automatically violate federal law, state law and/or university policy. Actual violations are determined on a case-by-case basis.*

Faculty/Staff-Perpetrated Sexual Harassment	TX Penal Code	Student Judicial Services	Title IX
Subscale: Sexist Gender Harassment			
Treated you "differently" because of your sex	No	Yes	Yes
Displayed, used, or distributed sexist or suggestive materials	Yes[1]	Yes[2]	Yes[2]
Made offensive sexist remarks	No	Yes	Yes
Put you down or was condescending to you because of your sex	No	Yes	Yes
Subscale: Crude Sexual Harassment			
Repeatedly told sexual stories or jokes that were offensive to you	No[3]	Yes[2]	Yes[2]
Made unwelcome attempts to draw you into a discussion of sexual matters	No	Yes[2]	Yes[2]
Made offensive remarks about your appearance, body, or sexual activities	No[3]	Yes	Yes[2]
Made gestures or used body language of a sexual nature which embarassed or offended you	No[3]	Yes	Yes[2]

Faculty/Staff-Perpetrated Sexual Harassment scale continued on next page—

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Additional Information

Subscale: Unwanted Sexual Attention Harassment			
Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it	No[3]	Yes	Yes[2]
Continued to ask you for dates, drinks, dinner, etc. even though you said "No"	No[3]	Yes	Yes[2]
Touched you in a way that made you feel uncomfortable	Yes[4]	Yes	Yes[2]
Made unwanted attempts to stroke, fondle or kiss you	Yes[4]	Yes	Yes
Subscale: Sexual Coercion Harassment			
Made you feel like you were being bribed with a reward to engage in sexual behavior	Yes[4]	Yes	Yes
Made you feel threatened with some sort of retaliation for not being sexually cooperative	Yes[4]	Yes	Yes
Treated you badly for refusing to have sex	No	Yes	Yes
Implied better treatment if you were sexually cooperative	Yes[4]	Yes	Yes

[1] If harassment, stalking, disclosure of intimate visual material, or electronic transmission of visual material depicting a minor.
[2] If totality of circumstances creates a hostile environment.
[3] Unless risen to the level of criminal harassment (Texas Penal Code § 42.07. Harassment) or involves stalking.
[4] If accused should reasonably believe contact will be perceived as offensive or provocative or accused is clergy or mental health professional with client relationship with the victim.

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Additional Information

Student-Perpetrated Sexual Harassment	TX Penal Code	Student Judicial Services	Title IX
Treated you "differently" because of your sex	No	Yes[1]	Yes[2]
Displayed, used, or distributed sexist or suggestive materials	Yes[3]	Yes[1]	Yes[2]
Made offensive sexist remarks	No	Yes[1]	Yes[2]
Put you down or was condescending to you because of your sex	No	Yes[1]	Yes[2]
Repeatedly told sexual stories or jokes that were offensive to you	No[4]	Yes[1]	Yes[2]
Made unwelcome attempts to draw you into a discussion of sexual matters	No	Yes[1]	Yes[2]
Made offensive remarks about your appearance, body, or sexual activities	No[4]	Yes[1]	Yes[2]
Made gestures or used body language of a sexual nature which embarassed or offended you	No[4]	Yes[1]	Yes[2]
Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it	No[4]	Yes[1]	Yes[2]
Sent or posted unwelcome sexual comments, jokes, or pictures by text, email, Facebook, or other electronic means	Yes[3]	Yes[1]	Yes[2]
Spread unwelcome sexual rumors about you by text, email, Facebook, or other electronic means	No[4]	Yes[1]	Yes[2]
Called you gay or lesbian in a negative way by text, email, Facebook, or other electronic means	No[4]	Yes[1]	Yes[2]

[1] If it adversely affects employment or education.
[2] If totality of circumstances creates a hostile environment.
[3] Unless harassment, stalking, disclosure of intimate visual material, or electronic transmission of visual material depicting a minor.
[4] Unless risen to the level of criminal harassment (Texas Penal Code § 42.07. Harassment) or involves stalking.

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Additional Information

Stalking	TX Penal Code[1]	Student Judicial Services[2]	Title IX[3]
Watched or followed you from a distance, or spied on you with a listening device, camera, or global positioning system	Yes	Yes	Yes
Approached you or showed up in places, such as your home, workplace, or school whne you didn't want them there	Yes	Yes	Yes
Left strange or potentially threatening items for you to find	Yes	Yes	Yes
Sneaked into your home or car and did things to scare you by letting you know they had been there	Yes	Yes	Yes
Left you unwanted messages (including text or voice messages)	Yes	Yes	Yes
Made unwanted phone calls to you (including hang up calls)	Yes	Yes	Yes
Sent you unwanted emails, instant messages, or sent messages through social media apps	Yes	Yes	Yes
Left you cards, letters, flowers, or presents when they knew you didn't want them to	Yes	Yes	Yes
Made rude or mean comments to you online	Yes	Yes	Yes
Spread rumors about you online, whether they were true or not	Yes	Yes	Yes

[1] If behaviors are a pattern of conduct that puts victim in reasonable fear of serious injury, death, or property damage. Applies to whole column.
[2] If behaviors are part of a course of conduct that puts victim in reasonable fear or causes substantial emotional distress. Applies to whole column.
[3] If totality of circumstances creates a hostile environment. Applies to whole column.

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Additional Information

Dating/Domestic Abuse and Violence	TX Penal Code	Student Judicial Services	Title IX[2]
Subscale: Cyber Abuse			
They posted embarassing photos or other images of you online	No[1]	Yes	Yes
They sent threatening text messages to you	No[3]	Yes	Yes
They wrote nasty things about you on their profile page/timeline (on Facebook, Instagram, etc.)	No[3]	Yes[4]	Yes
They sent you so many messages (like texts, emails, chats) that it made you feel unsafe	Yes	Yes[4]	Yes
They sent you text messages, emails, chats, etc., to have sex or engage in sexual acts with them when they knew you did not want to	Yes	Yes[4]	Yes
They spread rumors about you using a cell phone, web chat, or social networking site (Facebook, Instagram, etc.)	No[1]	Yes[4]	Yes
They used information from your social networking site to harass you or put you down	No[1]	Yes[4]	Yes
Subscale: Psychological Abuse			
Checked up on you by following you, invading your privacy by reading private messages or listening in on calls that were NOT done in a joking or playful manner	No[1]	Yes[4]	Yes
Threatened or intimidated you by destroying something, or threatening to harm you or others that were NOT done in a joking or playful manner	Yes	Yes	Yes
Subscale: Physical Violence			
Shoved, shook, pinched, or scratched you, or pulled your hair	Yes	Yes	Yes
Slapped you	Yes	Yes	Yes
Threw something at you that could hurt you	Yes	Yes	Yes
Bent your fingers or twisted your arm	Yes	Yes	Yes
Hit, punched, kicked, or bit you	Yes	Yes	Yes
Dragged you by your hair, threw you down stairs or out of a car, or threw you around	Yes	Yes	Yes
Beat you up	Yes	Yes	Yes
Burned you, choked you, or tried to strangle or suffocate you	Yes	Yes	Yes
Used or threatened to use a weapon against you	Yes	Yes	Yes

[1] Unless risen to the level of criminal harassment (Texas Penal Code § 42.07. Harassment) or involves stalking.
[2] If totality of circumstances creates a hostile environment. Applies to whole column.
[3] Unless accused threatens imminent bodily injury to person or person's spouse.
[4] If it adversely affects employment or education or if part of course of conduct that would cause reasonable fear for safety or substantial emotional distress.

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Additional Information

Unwanted Sexual Contact	TX Penal Code	Student Judicial Services	Title IX
Subscale: Unwanted Sexual Touching			
Someone kissed you without your consent (but did not attempt sexual penetration) by:			
Telling lies, threatening to end the relationship, threatening to spread rumors about you, making promises you knew were untrue, or continually verbally pressuring you after you said you didn't want to	No[1]	Yes	Yes[2]
Showing displeasure, criticizing your sexuality or attractiveness, getting angry but not using physical force, after you said you didn't want to	No[1]	Yes	Yes[2]
Taking advantage of you when you were too drunk or out of it to stop what was happening	Yes	Yes	Yes[2]
Threatening to physically harm you or someone close to you	Yes	Yes	Yes[2]
Using force, for example holding you down with their body weight, pinning your arms, or having a weapon	Yes	Yes	Yes[2]
Someone fondled or rubbed up against the private areas of your body (lips, breast/chest, crotch, or butt) without your consent by:			
Telling lies, threatening to end the relationship, threatening to spread rumors about you, making promises you knew were untrue, or continually verbally pressuring you after you said you didn't want to	No[1]	Yes	Yes[2]
Showing displeasure, criticizing your sexuality or attractiveness, getting angry but not using physical force, after you said you didn't want to	No[1]	Yes	Yes[2]
Taking advantage of you when you were too drunk or out of it to stop what was happening	Yes	Yes	Yes[2]
Threatening to physically harm you or someone close to you	Yes	Yes	Yes[2]
Using force, for example holding you down with their body weight, pinning your arms, or having a weapon	Yes	Yes	Yes[2]
Someone removed some of your clothing without your consent (but did not attempt penetration) by:			
Telling lies, threatening to end the relationship, threatening to spread rumors about you, making promises you knew were untrue, or continually verbally pressuring you after you said you didn't want to	No[1]	Yes	Yes[2]
Showing displeasure, criticizing your sexuality or attractiveness, getting angry but not using physical force, after you said you didn't want to	No[1]	Yes	Yes[2]
Taking advantage of you when you were too drunk or out of it to stop what was happening	Yes	Yes	Yes[2]
Threatening to physically harm you or someone close to you	Yes	Yes	Yes[2]

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Additional Information

Using force, for example holding you down with their body weight, pinning your arms, or having a weapon	Yes	Yes	Yes

Subscale: Rape

Someone had oral sex with you or made you perform oral sex on them without your consent by:			
Telling lies, threatening to end the relationship, threatening to spread rumors about you, making promises you knew were untrue, or continually verbally pressuring you after you said you didn't want to	No[1]	Yes	Yes
Showing displeasure, criticizing your sexuality or attractiveness, getting angry but not using physical force, after you said you didn't want to	No[1]	Yes	Yes
Taking advantage of you when you were too drunk or out of it to stop what was happening	Yes[3]	Yes	Yes
Threatening to physically harm you or someone close to you	Yes	Yes	Yes
Using force, for example holding you down with their body weight, pinning your arms, or having a weapon	Yes	Yes	Yes
Someone put their penis, fingers, or other objects into your vagina without your consent by:			
Telling lies, threatening to end the relationship, threatening to spread rumors about you, making promises you knew were untrue, or continually verbally pressuring you after you said you didn't want to	No[1]	Yes	Yes
Showing displeasure, criticizing your sexuality or attractiveness, getting angry but not using physical force, after you said you didn't want to	No[1]	Yes	Yes
Taking advantage of you when you were too drunk or out of it to stop what was happening	Yes[3]	Yes	Yes
Threatening to physically harm you or someone close to you	Yes	Yes	Yes
Using force, for example holding you down with their body weight, pinning your arms, or having a weapon	Yes	Yes	Yes
Someone put their penis, fingers, or other objects into your butt without your consent by:			
Telling lies, threatening to end the relationship, threatening to spread rumors about you, making promises you knew were untrue, or continually verbally pressuring you after you said you didn't want to	No[1]	Yes	Yes
Showing displeasure, criticizing your sexuality or attractiveness, getting angry but not using physical force, after you said you didn't want to	No[1]	Yes	Yes
Taking advantage of you when you were too drunk or out of it to stop what was happening	Yes[3]	Yes	Yes

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Additional Information

Threatening to physically harm you or someone close to you	Yes	Yes	Yes
Using force, for example holding you down with their body weight, pinning your arms, or having a weapon	Yes	Yes	Yes
Subscale: Attempted Rape			
Even though it didn't happen, someone TRIED to have oral, anal, or vaginal sex with you without your consent by:			
Telling lies, threatening to end the relationship, threatening to spread rumors about you, making promises you knew were untrue, or continually verbally pressuring you after you said you didn't want to	No	Yes[4]	Yes[2]
Showing displeasure, criticizing your sexuality or attractiveness, getting angry but not using physical force, after you said you didn't want to	No	Yes[3]	Yes[2]
Taking advantage of you when you were too drunk or out of it to stop what was happening	Yes[3]	Yes	Yes
Threatening to physically harm you or someone close to you	Yes	Yes	Yes
Using force, for example holding you down with their body weight, pinning your arms, or having a weapon	Yes	Yes	Yes

[1] If submitted due only to continued pressure, rather than use of threat of force/violence and/or if accused knew or reasonably should have known person would find act offensive/provocative.
[2] If totality of circumstances creates a hostile environment.
[3] If unconscious, unaware that sexual assault is occurring, physically unable to resist, or actor intentionally administered a substance.
[4] If accused engages in speech, including but not limited to verbal, electronic, or written communication, that is directed to inciting or producing imminent lawless action and is likely to incite or produce such action.

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