

# Niagara County Community College



## Employee Climate Survey 2019

## **Employees**

### **Methods**

The Climate Survey is a survey of the campus climate regarding sexual violence and interpersonal violence. Separate surveys are administered via email from State University of New York (SUNY) System Administration to students and employees. Surveys are completed every other year. No one under the age of 18 is surveyed.

604 employees were sent the Climate Survey on March 18, 2019 via email. Of those 604 employees, 207 (34.3%) employees returned the survey by April 5, 2019.

Survey questions were coded into one of six categories:

1. Demographics
2. Fellow Employee's Willingness to Help
3. Perceptions of the Campus
4. Awareness
5. Personal Experiences
6. Resources

The employee survey coded categories can be found in Appendix A.

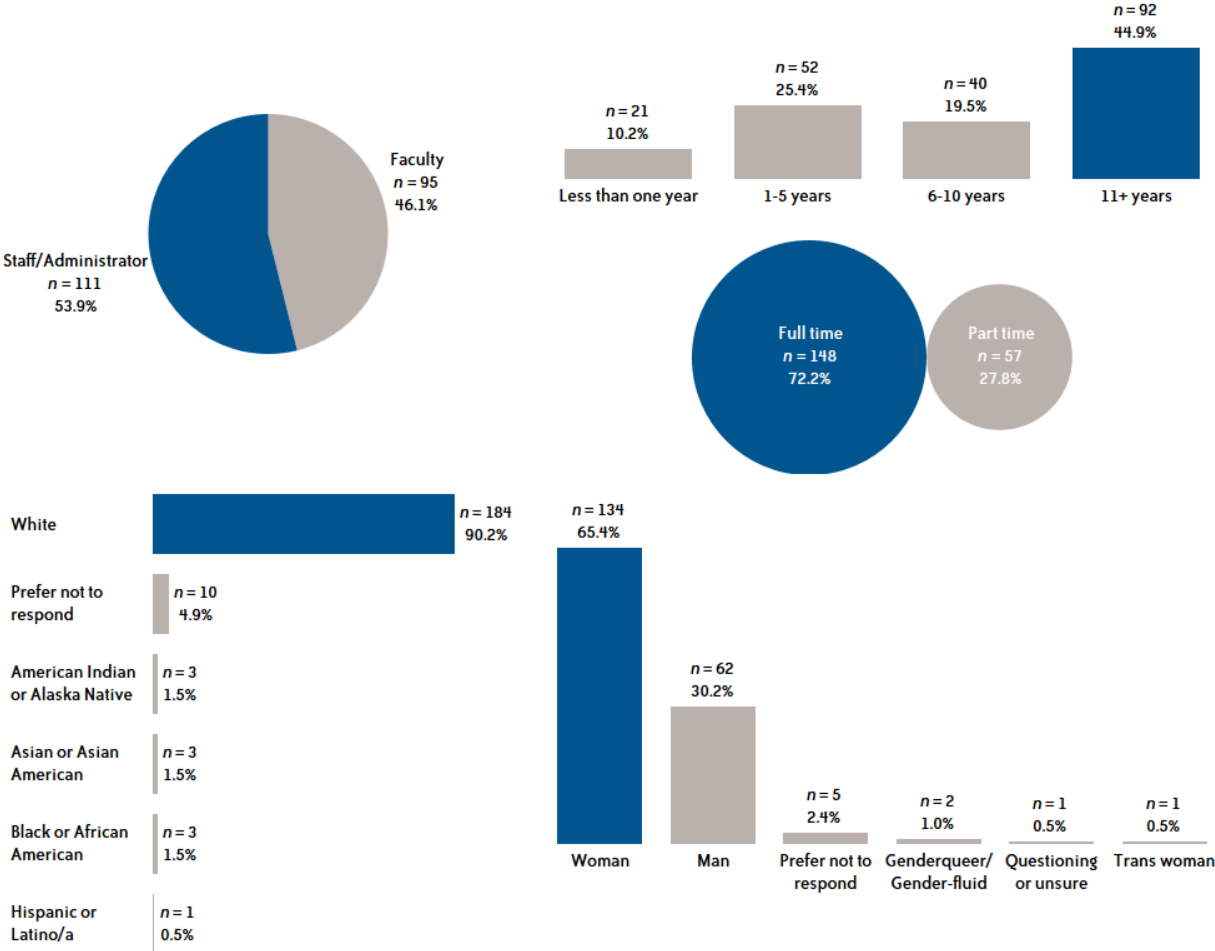
### **Limitations**

207 employees returned the survey, though some employees did not answer every question on the survey. Results only include non-null responses (employee responses).

# Results

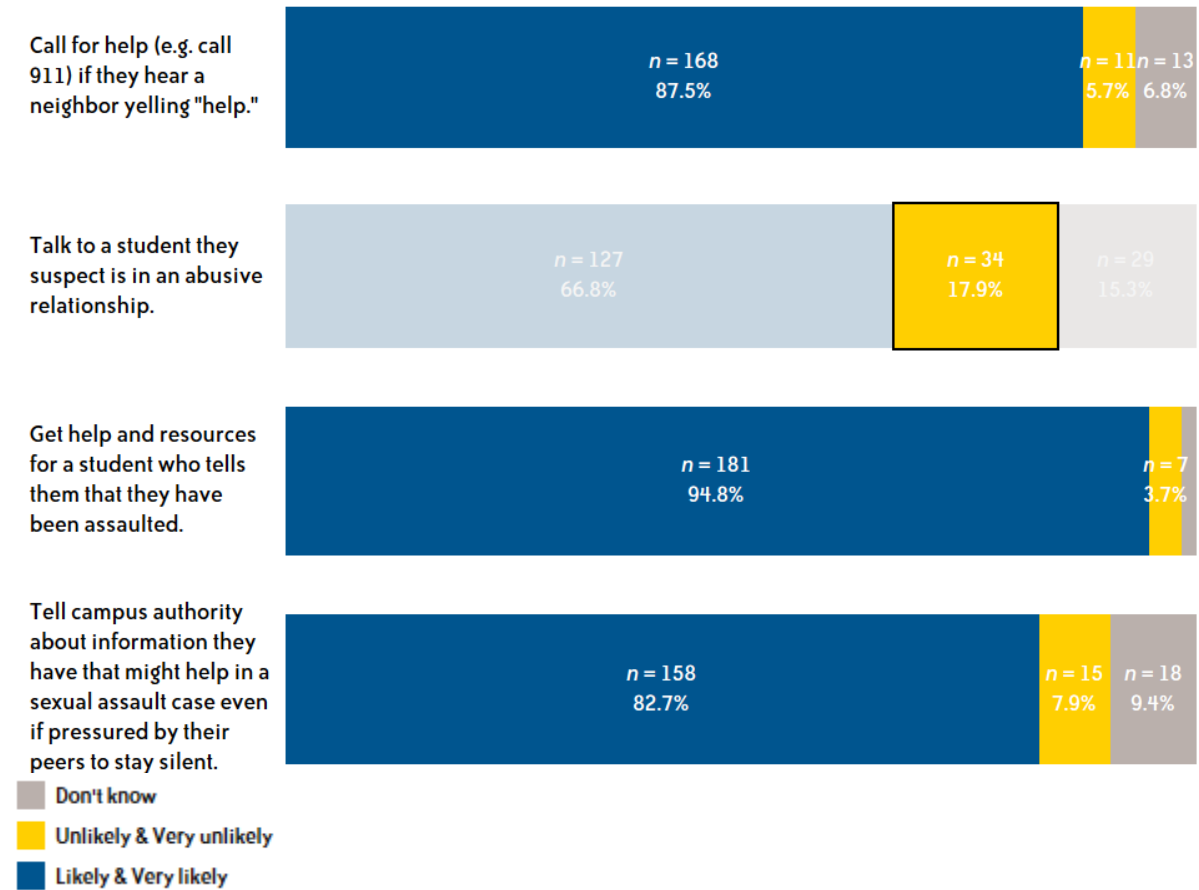
The majority of employees were staff/administration (53.9%), have been employed by NCCC for at least 10 years (44.9%), and worked full-time (72.2%). Employees were asked to self-identify with any race (American Indian or Alaska Native, Asian or Asian American, Black or African American, Hispanic or Latino/a, Native Hawaiian or Other, Prefer not to Respond, White) and gender (A gender identity not listed, Genderqueer/Gender-fluid, Man, Prefer not to respond, Questioning or unsure, Trans man, Trans woman, Woman) listed. From the list provided, a majority of responses identified as white (90.2%), and identified as a woman (65.4%).

Figure 1. Demographics



Employees were asked to indicate how likely (4 = very likely, 3 = likely, 2 = unlikely, 1 = very unlikely, don't know) their co-workers would respond to a list of situations. Very likely and likely were grouped together as well as unlikely and very unlikely. Of the list of situations, employees felt their co-workers would likely get help and resources for a student who told them that they have been assaulted ( $n = 181$ , 94.8%). Employees felt their co-workers were least likely to talk to a student they suspected was in an abusive relationship ( $n = 34$ , 17.9%).

Figure 2. Fellow Employee's Willingness to Help



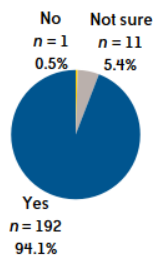
Employees were asked if their campus had policies and procedures addressing sexual assault. Over 94.0% ( $n = 192$ ) of employees affirmed their campus had policies and procedures addressing sexual assault.

A list was provided to employees and employees were asked to identify, for each item on the list, if they had received information. The following items were contained on the list: 1) The definition of sexual assault, 2) How to report a sexual assault, 3) Where to go to get help if you or someone you know is sexually assaulted, 4) To whom you can speak confidentially about a sexual assault, 5) Policies prohibiting sexual assault, and 6) To my knowledge, I have not received information regarding any of the above. The definition of sexual assault was most familiar to employees ( $n = 207$ , 21.0%).

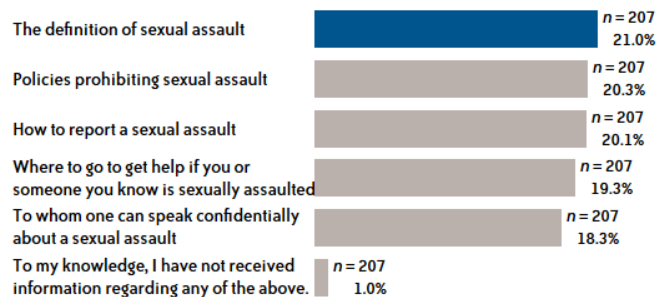
Employees were asked what would happen if they reported a student complaint of sexual violence on campus. Nearly 25% of all responses indicated the college would take the report seriously ( $n = 145$ , 23.0%).

Figure 3. Perceptions of the Campus

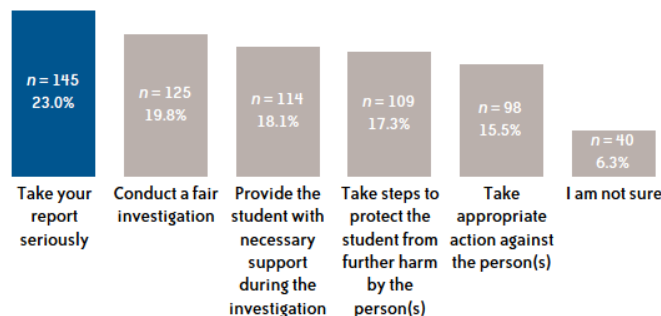
My campus has policies and procedures specifically addressing sexual assault.



Of the employees who acknowledged receipt or written/verbal information, information on the definition of sexual assault was most often received.



Employees were asked what would happen if they reported a student complaint of sexual violence on campus. Employees responded that the college would take the report seriously.



SUNY's definition of affirmative consent includes the following:

“Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

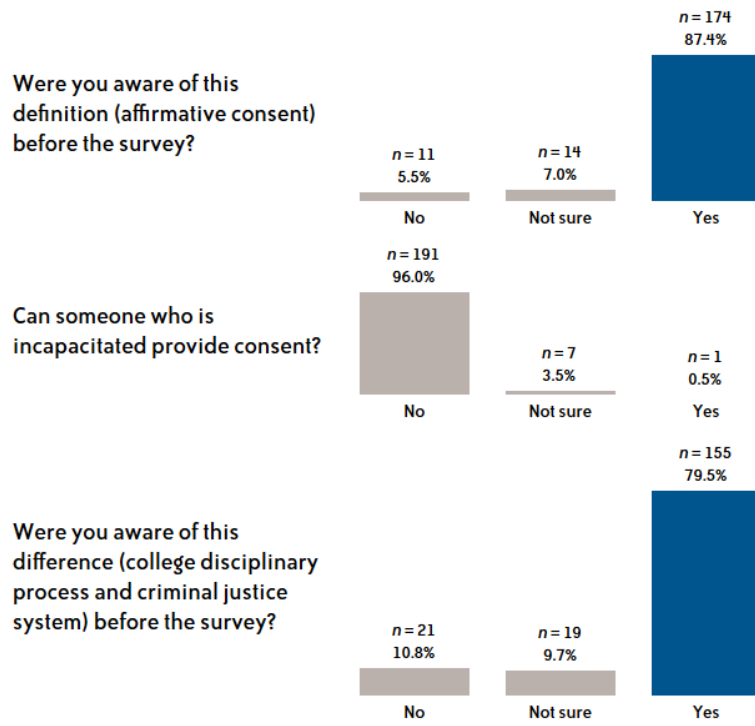
- Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act.
- Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- Consent may be initially given but withdrawn at any time.
- Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.
- Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.
- When consent is withdrawn or can no longer be given, sexual activity must stop.”

As outlined on the survey, “There are significant differences between the college disciplinary process and the criminal justice system because they have different, important goals. In the criminal justice system, prosecutors pursue cases when they believe there is sufficient evidence to prove, beyond a reasonable doubt, that an individual has committed a criminal act. A person who is convicted of a crime will face criminal penalties, such as incarceration, probation, or the imposition of a fine. The college disciplinary process seeks to determine whether an individual has violated college policy. In this process, a preponderance of the evidence standard of proof is used to determine responsibility. A person who is found to have violated college policy may be suspended, expelled or otherwise restricted from full participation in the college community. The definition of consent described about (Affirmative Consent) is different from the Penal Law definition.”

Figure 4 below displays employee's awareness of affirmative consent (before the survey), employee's belief regarding consent and incapacitation, and employee's awareness of the differences between the college disciplinary process and the criminal justice system (before the survey).

Most employees were aware of affirmative consent ( $n = 174$ , 87.4%), believed someone who is incapacitated cannot provide consent ( $n = 191$ , 96.0%), and were aware of the difference between the college disciplinary process and the criminal justice system ( $n = 155$ , 79.5%).

Figure 4. Awareness



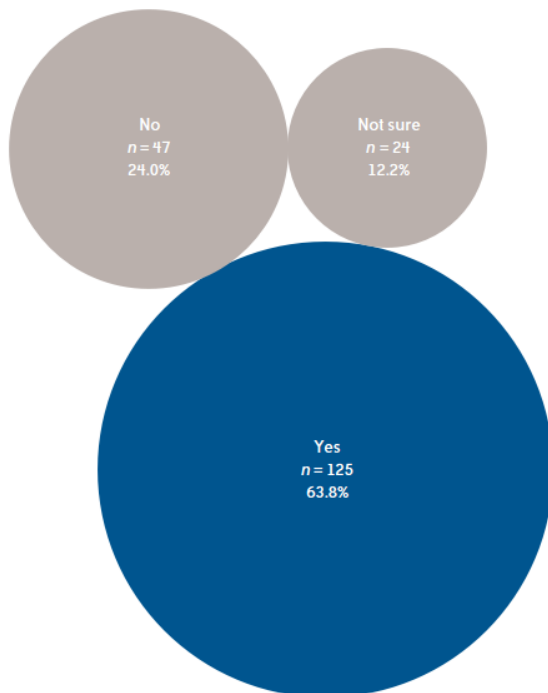
Employees were surveyed about campus policies and procedures, specifically about the SUNY alcohol and/or drug use amnesty policy (when reporting sexual violence cases). This policy was provided on the survey and is written below.

“The health and safety of every student at the State University of New York and its State-operated and community colleges is of utmost importance. Niagara County Community College recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Niagara County Community College strongly encourages students to report incidents of domestic violence, dating violence, stalking, or sexual assault to institution officials. **A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to Niagara County Community College officials or law enforcement will not be subject to Niagara County Community College's code of conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.**”

About 1/4 ( $n = 47$ , 24.0%) of employees were not aware of the alcohol and/or drug use amnesty in reporting sexual violence cases policy.

Figure 5. Awareness, Continued

Were you aware of this policy before the survey?





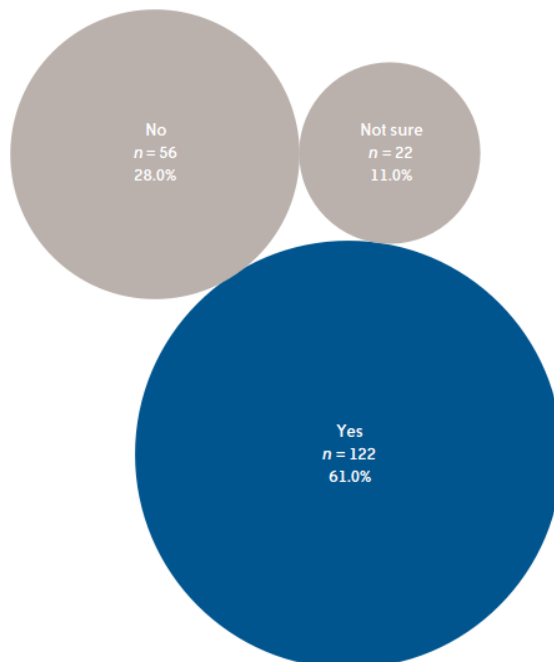
The difference between confidentiality and privacy were explained on the survey. Differences were explained as follows:

- “Confidentiality is a defined term under New York Education Law 129-b, and the obligation to keep information in confidence is inherent for certain professionals on campus, such as health care providers, licensed social workers, licensed psychologists and pastoral and professional counselors (including licensed mental health counselors). Many off-campus resources such as rape crisis centers are also confidential, and with the exception of certain child abuse and imminent threats, individuals working in such organizations have no obligation to report information back to the reporting individual's campus.”
- “Privacy - Most employees at an institution are required to report known incidents of sexual assault, or other crimes, so they are not confidential resources. Still, most college employees can offer "privacy." Privacy is the default. It means that an employee may have to share information pursuant to federal or state law or college policy with certain other college employees, but they will not share the private information beyond what is required or needed to comply with law and policy, and will otherwise limit redisclosure as much as possible. They may not, however, offer true confidentiality. Each institution determines which employees may offer true confidentiality as opposed to privacy.”

Employees were asked if they were aware of these differences before the survey. Before the survey, 61.0% ( $n = 122$ ) of employees were aware of the difference between confidentiality and privacy.

Figure 6. Awareness, Continued

Where you aware of this difference between confidentiality and privacy before this survey?

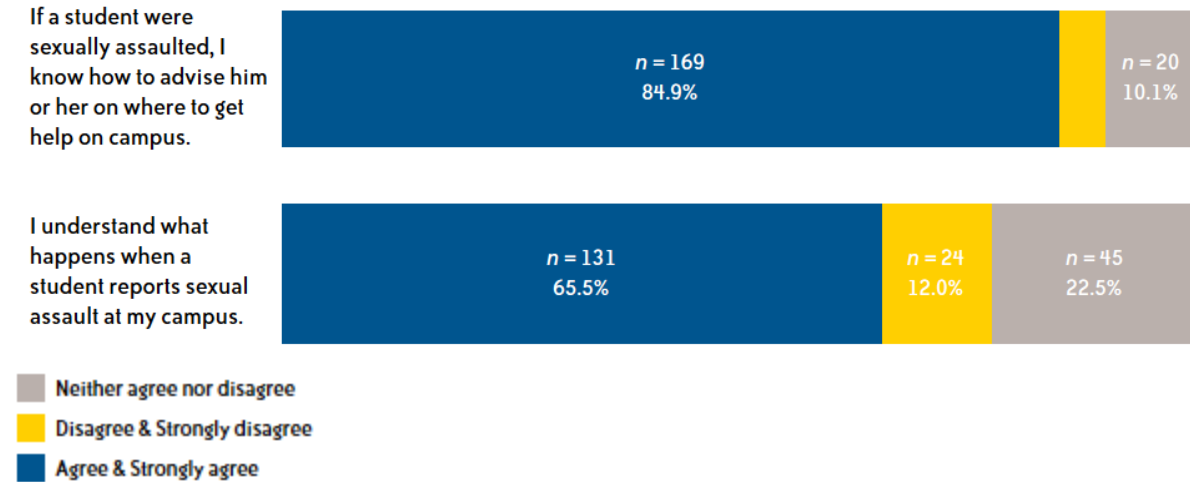


Using a likert scale, (1 = strongly disagree, 2 = disagree, 3 = neither agree nor disagree, 4 = agree, 5 = strongly agree) employees rated their level of agreement with the following statements:

1. “If a student were sexually assaulted, I know how to advise him or her on where to get help on campus.”
2. “I understand what happens when a student reports sexual assault at my campus.”

Responses were grouped as “agree”, “disagree, or “neither agree not disagree”. The majority of employees agreed with the above statements ( $n = 169, 84.9\%$ ,  $n = 131, 65.5\%$ , respectively).

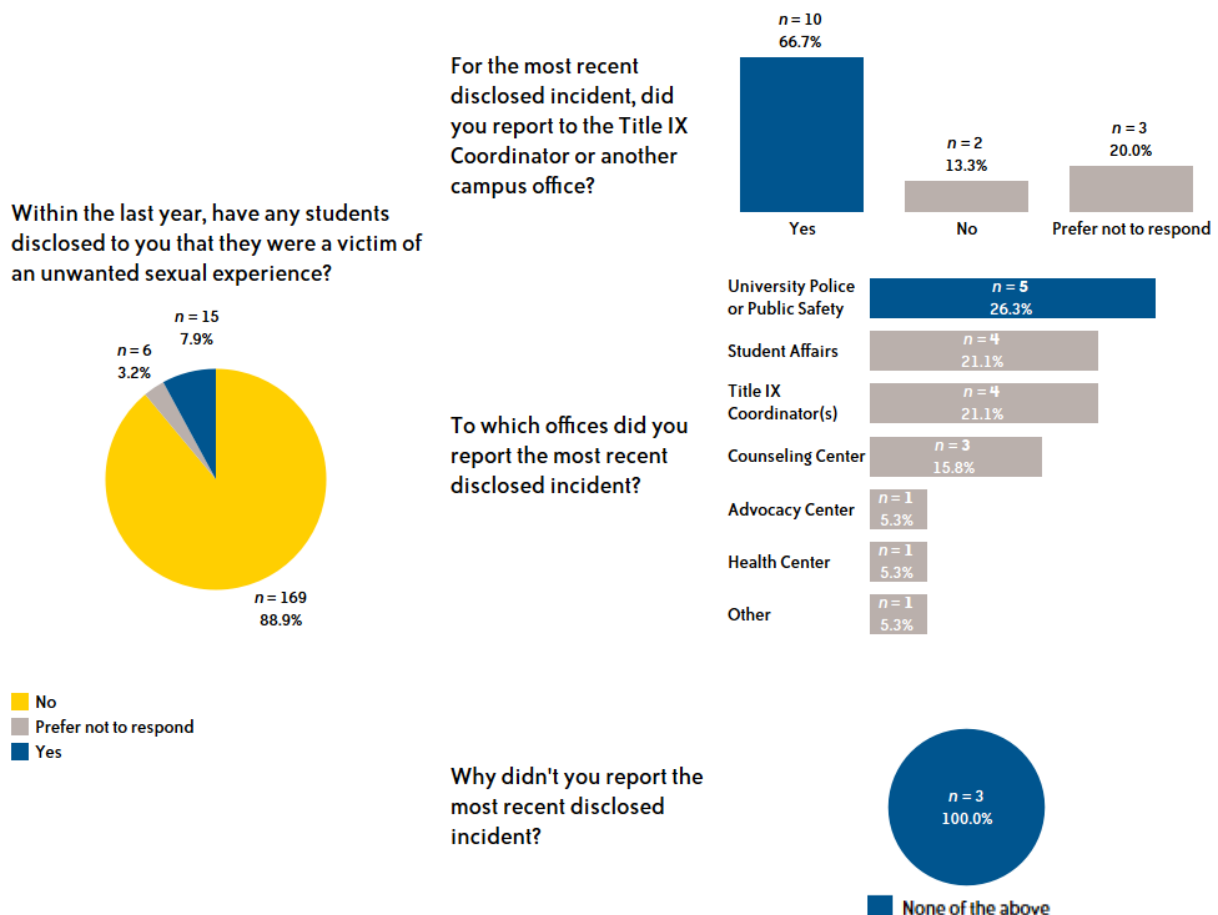
Figure 7. Awareness, Continued



Figures 8, 9, and 10 below present information on employee's personal experiences with sexual violence and interpersonal violence. Within the last year, 7.9% ( $n = 15$ ) of employees reported that a student had disclosed, to the employee, that they were the victim of an unwanted sexual experience. Of these 15 employees, 66.7% ( $n = 10$ ) reported the disclosed incident to the Title IX Coordinator, Campus Police/Public Safety, Student Affairs, or another office on campus. The University Police or Public Safety was the office that received the most amount of reports ( $n = 5$ , 26.3%).

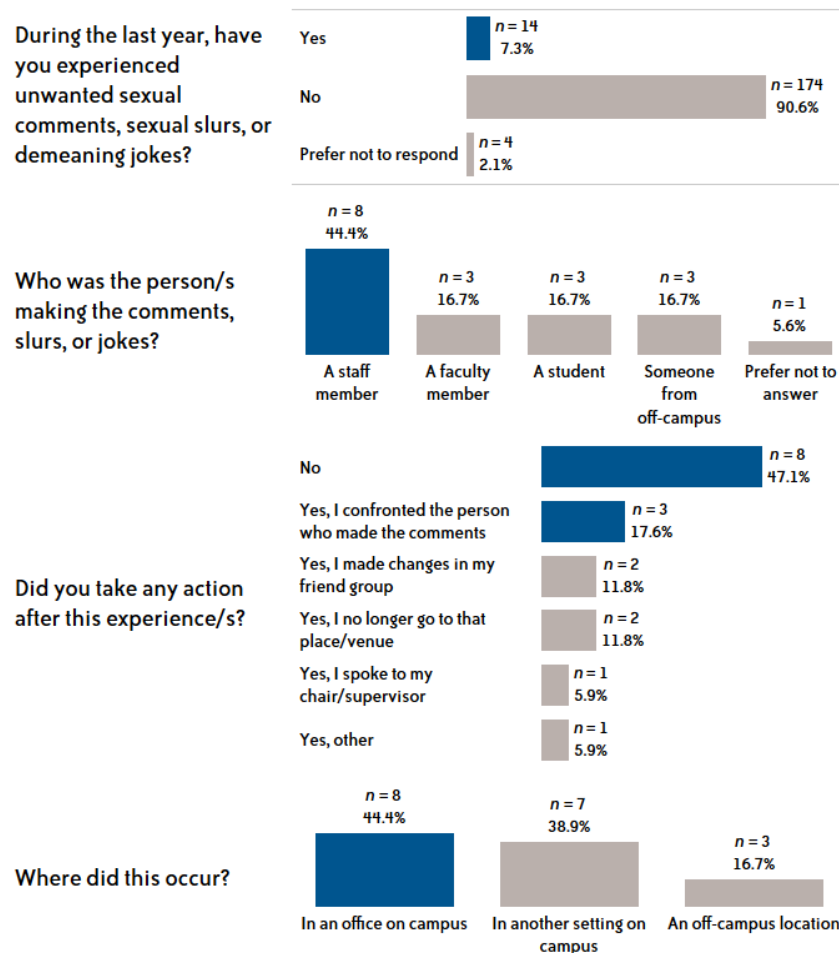
Employees who did not report the most recent incident were asked to select the reason(s) why: (1) I didn't recognize it as sexual or interpersonal violence at the time, (2) I was afraid the student might be punished for other things s/he was doing at the time (e.g. drinking underage, using drugs, etc.), (3) The student asked me not to, (4) I didn't think it was important enough, (5) I thought I was required to keep it confidential, (6) I didn't think the student would be believed, (7) I thought the student would be blamed for what happened, (8) I feared the person who did it would try to hurt the student again in some way, (9) I didn't know the reporting procedure on campus, (10) I didn't trust the campus to take appropriate action, (11) I didn't trust the police to take appropriate action, (12) Someone told me not to report it, (13) I just did not want to deal with it, (14) I am designated as a confidential resource on campus, or (15) none of the above. All employees ( $n = 3$ , 100.0%) indicated a reason(s) aside from those listed above.

Figure 8. Personal Experiences



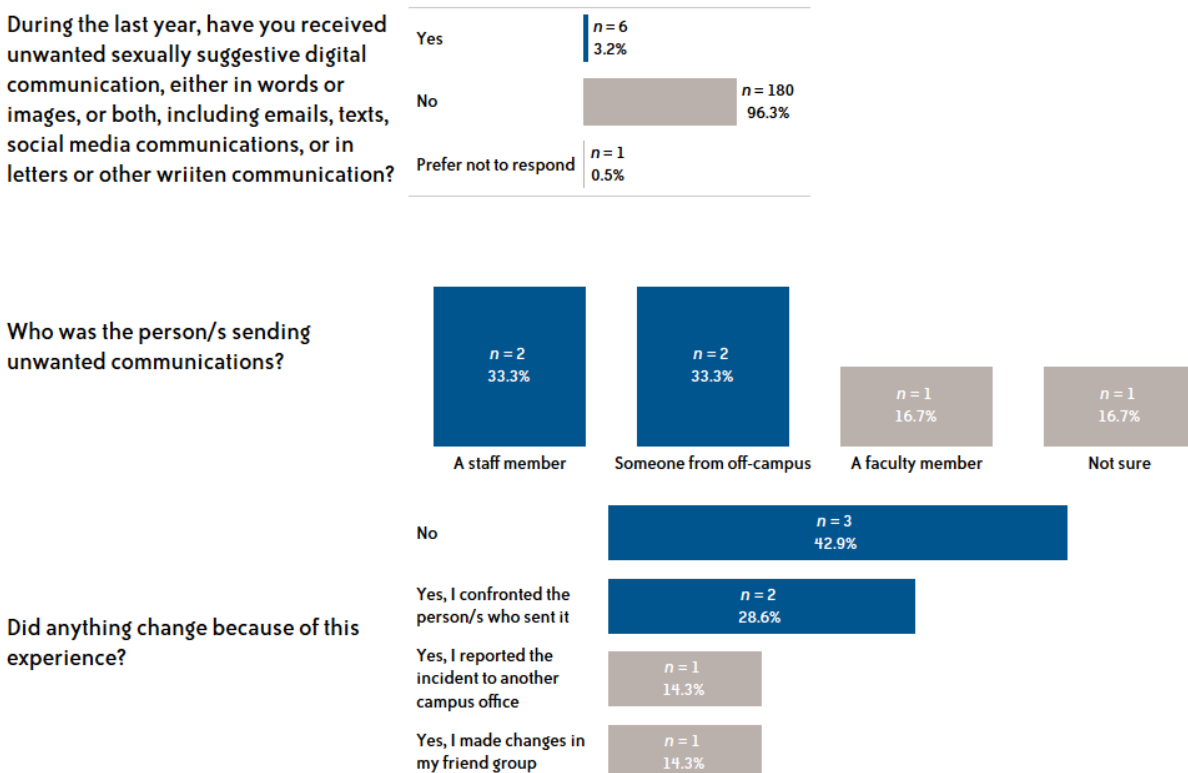
Employees were asked, within the past year, if they had experienced unwanted sexual comments, sexual slurs, or demeaning jokes. About 7.0% of employees had experienced unwanted sexual comments, sexual slurs, or demeaning jokes within the past year ( $n = 14$ , 7.3%). Most often, this experience occurred in an office on campus ( $n = 8$ , 44.4%) and the person(s) making the unwanted sexual comments, sexual slurs, or demeaning jokes were staff members ( $n = 8$ , 44.4%). Employees were asked to identify action(s) they took as a result. Most often, employees confronted the person making the comments, jokes or slurs ( $n = 3$ , 17.6%). Figure 9 below shows the distribution of employee responses to the survey questions above.

Figure 9. Personal Experiences, Continued



Employees were asked, within the past year, if they had received unwanted sexually suggestive digital communication, either in words or images, or both, including emails, texts, social media communications, or in letters or other written communication. About 3.0% of employees indicated they had received that type of communication ( $n = 6$ , 3.2%). Most often the person(s) sending the unwanted sexually suggestive communication were staff members ( $n = 2$ , 33.3%) or someone from off-campus ( $n = 2$ , 33.3%). Employees were asked to identify action(s) they took as a result. Most often, employees confronted the person sending the unwanted sexual suggestive communication ( $n = 2$ , 28.6%). Figure 10 below shows the distribution of employee responses to the survey questions above.

Figure 10. Personal Experiences, Continued

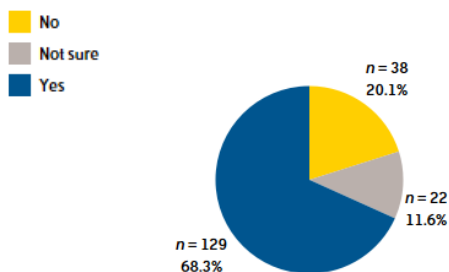


Employees were surveyed about resources, specifically about the role of the Title IX Coordinator. According to niagaracc.cuny.edu (Title IX. (n.d.). Retrieved from <http://niagaracc.suny.edu/compliance/titleix.php>), "Title IX of the Education Amendment of 1972 prohibits sex discrimination in all educational programs and activities. Sex discrimination includes all forms of sexual harassment, including verbal sexual harassment and sexual violence by employees, students, or third parties against employees, students or third parties. Niagara County Community College is fully compliant with Title IX and applies compliance to athletics, admissions, financial aid, academic matters, career services, counseling and medical services and all other programs/activities available to students, as well as in the workplace for faculty and staff. The Title IX Officer is responsible for facilitating the investigation and remedies, as well as offer support resources to the victim/complainant, for any allegation of sex or gender-based harassment, discrimination, misconduct, violence or any other conduct covered by Title. The Title IX Officer works closely with Student Services, Academic Affairs, Human Resources, Campus Security and other office during Title IX investigation and to provide education programming for the campus community."

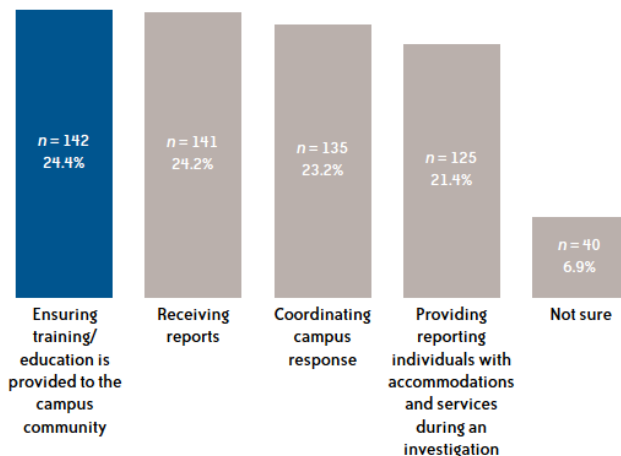
The majority of employees knew how to find the Title IX Coordinator ( $n = 129$ , 68.3%). Employees were asked to identify the role(s) of the Title IX Coordinator. Responses indicated a general awareness surrounding the role(s) of the Title IX Coordinator ( $n = 543$ , 93.1%).

Figure 10. Resources

Do you know how to find the Title IX Coordinator?



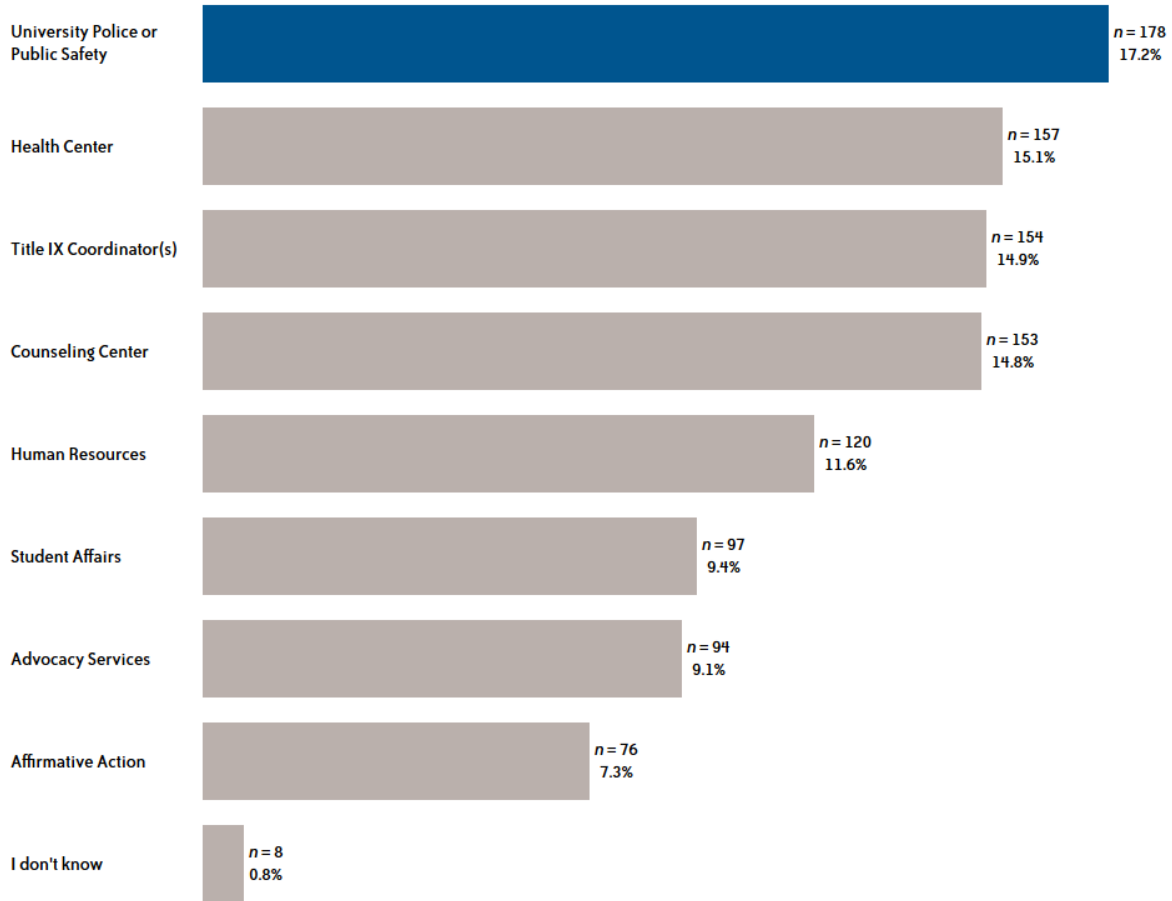
Roles of the Title IX Coordinator (check all that apply):



Employees were asked who a victim/survivor, or witness can formally disclose a sexual assault to on campus. University Police or Public Safety was an authority that employees identified most frequently as available to receive reports of instances of sexual assault ( $n = 178$ , 17.2%). Less than 1.0% of responses suggested employees did not know to whom a victim/survivor or witness can formally disclose a sexual assault.

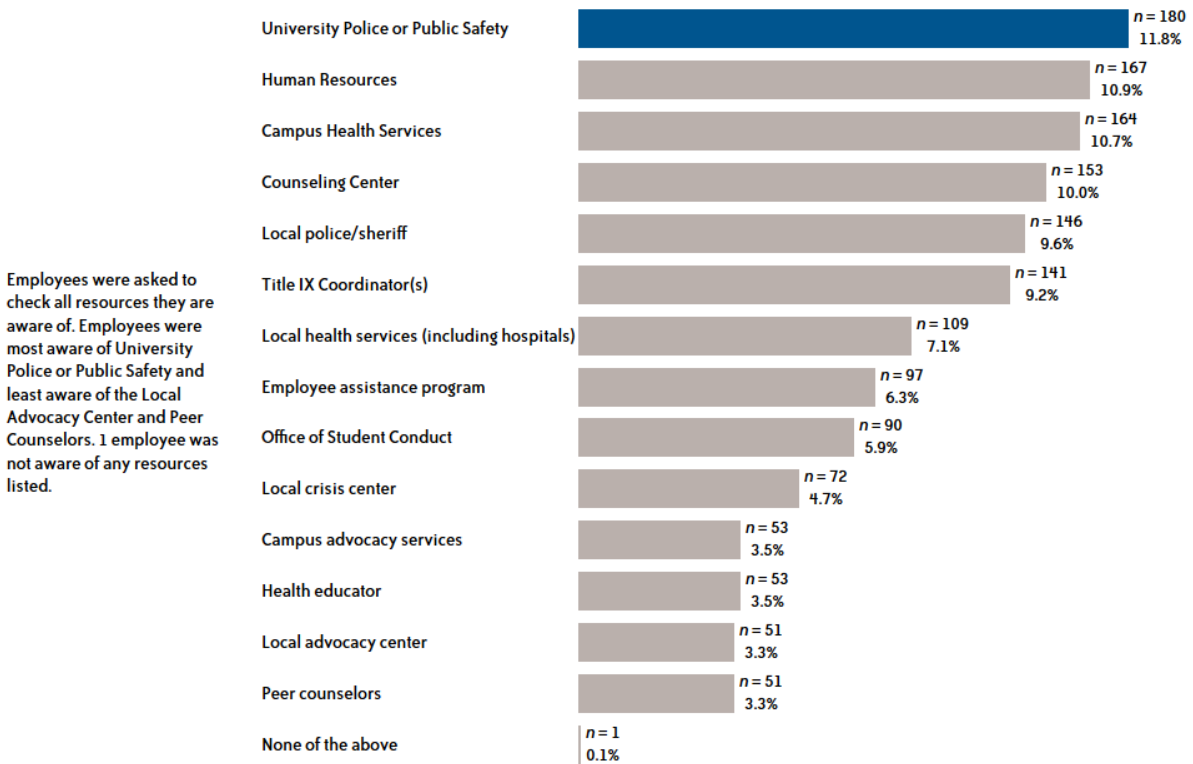
Figure 11. Resources, Continued

Who can victim/witness disclose to (check all that apply)?



A list of resources was provided to employees. Employees were asked to identify, for each item on the list, if they were aware of the resource(s). Of all the resources, employees were most aware of the University Police or Public Safety ( $n = 180$ , 11.8%). There was limited employee awareness regarding peer counselors ( $n = 51$ , 3.3%) and the local Advocacy Center ( $n = 51$ , 3.3%). Results can be seen in Figure 12 below.

Figure 12. Resources, Continued





## Appendix A

### Student Survey Categorizations

#### Demographics (5 questions)

1. How long have you been employed at your current institution?
2. Which best describes you?
3. What is your employment status at this institution this semester?
43. What is your race/ethnicity (as you define it)? (check all that apply)
4. What is your gender identity?

#### Fellow Employee's Willingness to Help (4 questions)

24. Call for help (e.g. call 911) if they hear a neighbor yelling "help".
25. Talk to a student who they suspect is in an abusive relationship.
26. Get help and resources for a student who tells them that they have been assaulted.
27. Tell a campus authority about information they have that might help in a sexual assault case even if pressured by their peers to stay silent.

#### Perceptions of the Campus (3 questions)

5. If you reported a student complaint of sexual violence on your campus, do you think your college would...? (check all that apply)
6. My campus has policies and procedures specifically addressing sexual assault.
7. Have you received written (e.g. brochures, emails) and/or verbal information (e.g. presentations, training) from anyone at your campus about the following? (check all that apply)

#### Awareness (7 questions)

8. Were you aware of the difference between confidentiality and privacy before this survey?
9. Using the scale provided, please indicate your level of agreement with the following statement:  
If a student were sexually assaulted, I know how to advise him or her on where to get help on campus.
10. Using the scale provided, please indicate your level of agreement with the following statement: I understand what happens when a student reports sexual assault at my campus.
11. Were you aware of this definition before this survey (affirmative consent)?
12. Can someone who is incapacitated provide consent?
13. Were you aware of this difference before the survey (college disciplinary process and criminal justice system)?
14. Were you aware of this policy before this survey (alcohol and/or drug use amnesty in reporting sexual violence cases)?

#### Personal Experiences (12 questions)

19. During the last year, have any students disclosed to you that they were a victim of an unwanted sexual experience (including sexual assault), domestic violence, dating violence, or stalking, regardless of where such incident is reported to have occurred?
20. For the most recent disclosed incident, did you report the disclosure to the Title IX Coordinator, Campus Police/Public Safety, Student Affairs, or another office on campus?
21. To which office(s) did you report the most recent disclosed incident? (check all that apply)

- 22. If other, please specify:
- 28. Why didn't you report the most recent disclosed incident? (check all that apply)
- 23. During the last year, have you experienced unwanted sexual comments, sexual slurs, or demeaning jokes?
- 52. Who was the person/s making the comments, slurs, or jokes?
- 53. Check the setting/s where this occurred (check all that apply)
- 54. Did you take any action after this experience/s? (check all that apply)
- 55. During the last year, have you received unwanted sexually suggestive digital communications, either words or images or both, including emails, texts, social media communications, or in letters or other written communications?
- 58. Who was the person/s sending unwanted communications?
- 60. Did anything change because of this experience (check all that apply)

Resources (4 questions)

- 15. To whom can a victim/survivor or witness formally disclose a sexual assault on campus? (Check all that apply)
- 16. Which are the roles of a Title IX Coordinator in regards to sex discrimination/sexual assaults/sexual misconduct? (Check all that apply)
- 17. Do you know how to find the Title IX Coordinator?
- 18. Please indicate your awareness of the following on-campus and community resources: (Check all resources of which you are aware)