



**SUNY Sexual Violence Prevention (SVP) Survey Report
Purchase College, SUNY
Fall 2016**

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Executive Summary

Purchase College is committed to providing a safe environment that respects all individuals, encourages exploration, and increases growth and knowledge both in and out of the classroom. In order to better understand our students, faculty and staff the SUNY Sexual Violence Prevention (SVP) Survey was conducted in October 2016. This Executive Summary may be used for public websites or other campus publications. As per SUNY policy 'Results will be published on the campus website providing no personally identifiable information shall be shared'.

By [State University of New York \(SUNY\) policy](#) this uniform, SUNY-wide survey ascertains faculty and staff awareness of policies and resources, and student experience with and knowledge of reporting and college adjudicatory processes for sexual harassment, including sexual violence and other related crimes.

The survey response rate for students was far lower than that for faculty and staff. The student response rate was 7.68% and of those respondents, only 55% completed the survey. We cannot assume that the sample is unbiased. That is, it is important to note that with such a low response rate, we cannot assume a representative sample. Accordingly, this report cannot serve as a basis for drawing *conclusions* regarding the state of awareness of resources and prevalence of incidences of sexual assault on this campus. We cannot reliably use these data for making assumptions of what is happening on campus. However, we are required by law to publish results which we have done here, with the qualifier of potential bias.

Results indicate that faculty and staff are generally aware of the policies, laws, and resources. Of the 229 faculty and staff who completed the survey, 83% knew of the Title IX Coordinators role on campus, and 79% responded that they would know how to advise a student who was sexually assaulted on where to get help on campus. However, while the very low student response rate renders results unreliable, there is an indication that the College should continue with its comprehensive efforts to increase awareness of resources. While 99% of respondents were aware that a sexual assault could be reported to the University Police, and 95% and 90% were aware of the Counseling and Health Centers as respective resources, 56% thought a victim could report to a non-existent Advocacy center.

The student responses to the questions on knowledge of how to report incidences of sexual violence ranged from 60 – 65% depending on the type of violence. As you might expect, knowledge of how to report an incidence was related to a student's perception on how the college would respond, with the students who know how to report an incident more likely to indicate the college would take steps to protect a victim from further harm.

If you have any questions about the survey, please contact [Barbara Moore](#), Director of [Institutional Research](#). If you have recommendations about how the College can reduce the incidence of conduct that creates a hostile environment on campus, including sexual violence and related crimes, and improve the support the College offers when it does occur, please contact the Interim Title IX Coordinator at <mailto:titleix@purchase.edu>.

Background

Two separate SUNY Sexual Violence Prevention Surveys were concurrently administered, one to students and one to employees (faculty and staff). Students 18 years old or older and the entire faculty/staff population with college email addresses received the survey invitation. Purchase College served as a pilot campus for the administration for this survey. Accordingly, our survey was open for participation from Monday, October 10th through Monday, October 31st. The survey administration for non-pilot campuses was in March of the following academic semester.

A local task force was formed to manage the administration of the survey, assist with outreach to students and faculty/staff, and to review the results for presentation to senior management. This group was comprised of the Director of Institutional Research who chaired the team, the Chief Diversity Officer, the Directors of the Counseling Center, Human Resources and Community Standards, the Associate Dean for Student Affairs, and the Assistant Director of the Office of Community Engagement.

After many discussions, including several with members of the Purchase Student Government Association, the Task Force decided not to offer an incentive for participation in the SUNY Sexual Violence Prevention Survey. The student leadership of the college felt that an incentive was inappropriate given the sensitive nature of the survey. This decision was revisited during debriefing conversations as being a factor in the very low student response rates. As noted in the Executive Summary, the extremely low student response rates, while consistent with the student culture at Purchase College, renders the results unreliable. More work must and will be done for the spring 2019 administration to increase response rates, including offering substantial incentives.

Prior to the survey start date, a marketing campaign was launched that included posting flyers and posters, outreach to faculty at school meetings, outreach to staff at various meetings, and outreach to various groups of students (athletes, RAs, freshmen in their Freshmen Seminars, etc.). To the extent possible, the campus task force attempted to utilize existing venues for communication. Talking points were prepared for faculty who were interested in discussing the survey with their students. In addition, survey reminders to the campus community was included in the weekly Student Affairs digest starting the week before the survey open date. All eligible students and employees received the email invitation to participate on October 10th and four reminder emails were sent during the three-week administration period.

The survey was administered using a third party platform. Campus Labs is a higher education technology company which provides a platform to administer surveys, collect data and analyze the results. The security and integrity of the data are strictly protected through a variety of measures. While Institutional Research and SUNY administration staff had access to survey data, including individual responses, respondent identifiers were removed by Campus Labs prior to the data being made available.

The Purchase College Sexual Violence Prevention Survey Task Force made the decision to administer the survey to the entire college population. This decision was based on the relatively small population sizes as well as a history of low student response rates to surveys administered at Purchase College. The only individuals excluded from the survey were minor students (below the age of 18) and employees, primarily in the Operational Services Unit of CSEA who lacked a Purchase College email address. While there was discussion of translating the survey into Spanish to accommodate employees for whom

English is not the primary language, we were unable to accommodate this modification for this survey administration.

The response rates for the Sexual Violence Prevention survey are outlined in the table below.

	# surveyed	# responded	response rate	# completed surveys	% completed	Response rate for completed surveys
Faculty/Staff	1076	229	21.28%	190	83.0%	17.66%
Student	4060	312	7.68%	172	55.1%	4.24%

The decision was made by the SUNY pilot campuses administering this survey not to take measures to capture student IDs or employee IDs. Accordingly data was de-identified by Campus Labs before being made available to SUNY and to campuses for analysis. This was done to preserve the strictest confidentiality of the data. However, it also meant that the survey dataset could not be linked to the student information system to determine the representativeness of the survey population for any demographic elements not specifically included in the survey. In addition, a number of demographic questions on the survey cannot be compared to overall institution headcounts because the values do not match. For example, while the survey asks for race/ethnicity, we cannot compare the racial composition of student respondents to that of our students in general because our Student Information System disaggregates students with multiple races as well as non-resident aliens in our counts and the survey does not. Accordingly, we can only determine the representativeness of the survey participants based on the two variables shown in the tables below, gender and campus residency.

Fall 2016	Overall Student Population	Survey Respondents
<u>Student Gender</u>		
<u>ID</u>		
Male	43.2	16.67%
Female	56.8	70.69%
Other		12.64%
<u>Residency</u>		
On Campus	63.2	68.39%
Off Campus	36.8	31.04%
Distance Learner		0.57%

The above table shows that many more females completed the survey than did males and that this difference was much greater than the difference that exists in the overall population. The Student Information System does not allow for any gender other than male or female and almost 13% of the survey respondents identified as a gender other than either of those two binary options. Note: This obviously raises the issue of the limits of our Student Information System and will be addressed. In addition, a higher percentage of survey respondents lived on-campus than the general student population.

As required by NYS law, Purchase College will again administer the SUNY Sexual Violence Prevention survey during spring 2019.

Results

As noted earlier in this report, the response rates for this survey were extremely low (only 4.24% of students completed the survey). Therefore, it is not responsible to assume that the results listed below, particularly those for the student survey, are representative of the entire population. While the below results can assist the college with the direction of future initiatives, more and better work must be done in future survey administrations to increase the response rate.

- *Title IX Coordinator's role*

The College currently employs an Interim Title IX Coordinator who reports to the College President, and a Title IX Investigator reporting to the Coordinator. At the time of the survey administration in fall 2016 the College had a Chief Diversity Officer who had responsibility for all Title IX functions.

As you can see from the table below, it is apparent from the results of both the student survey and the faculty/staff survey that the various roles of the Title IX Coordinator are not well understood on campus. On a more positive note, 69.27% of employee respondents know where to find the Title IX Coordinator. However, only 23.88% of student respondents indicate they are so aware.

<i>Which are the roles of a Title IX coordinator? (Check all that apply)</i>	Student	Faculty/Staff
Receiving reports for sex discrimination/sexual assaults/sexual misconduct complaints	23.9	27.24
Coordinating campus responses to complaints	19.08	24.57
Ensuring training/educating is provided to the campus community	20.48	27.09
Providing reporting individuals with accommodations and services during an investigation	20.68	21.1

- *How and where to report sexual violence as a victim/survivor or witness*

For employee respondents there was less awareness of the availability of the Title IX Coordinator (82.63%) as a resource for receiving a formal disclosure of sexual assault than the Campus Police (99.48%). In addition, a large majority of employee respondents incorrectly believed that a formal disclosure, as opposed to a confidential disclosure, could be made to either the Health Center (89.89%) or the Counseling Center (95.26%). In those two offices, confidential disclosures could be made, however no report will be made to the Title IX Coordinator without student consent.

The student responses to the same series of questions show less awareness of the role of the Title IX Coordinator and his/her role on campus. Only 55.78% of student respondents were aware that formal disclosure of a sexual assault by a victim/survivor or witness can be made to the Title IX Coordinator. 90.5% were aware that a formal disclosure can be made to Campus Police. However, 90.5% of student respondents also believed that a formal disclosure could be made to the Counseling Center and 78.46%

believed that such disclosure could be made to the Health Center. Those are two of the three offices (including our Wellness Center) where confidential disclosures can be made. Certainly staff at these offices, like all staff, can refer students to UPD or the Title IX Coordinator. However, while all other staff are obligated to follow-up, staff at this three offices are not. They and they alone can maintain confidentiality at the request of the victim/survivor, or witness.

Student responses to the questions pertaining to knowledge of how to report various incidences of sexual violence seem to indicate a relatively high level of awareness. A majority knew how to report sexual assault (66.81), sexual harassment (61.54%), domestic violence (58.8%), dating violence (59.91%) and stalking (61.47%). However, this means that fully 1/3 of student respondents do not know how to report an incidence of sexual assault and even higher percentages of students are unaware of how to report other types of sexual violence.

Almost 17% of student respondents indicated that they did not know where to go to get help if they or a friend were sexually assaulted. Approximately 13% of employee respondents indicated that they did not know how to advise a student who was sexually assaulted on where to get help on campus. Over 27% of employee respondents responded that they were unaware of what happens when a student reports such a claim. Almost 60% indicated that they did not receive training in prevention of sexual assault and almost 36% indicated they did not receive written or verbal information. This is a clear indication of a future goal in this regard.

- *The availability of resources on and off campus, such as counseling, health, academic assistance*

Employee respondents were generally aware of on-campus resources such as the Title IX Coordinator (81%), Office of Student Conduct (70%), University Police (99%), the Counseling Center (98%), Health Services (98%), Human Resources (96%) and the Employee Assistance Program (73%). However, a fairly large percentage of employee respondents also indicated an awareness of on-campus resources that do not, in fact exist as described in the survey item language. This included an Office for Violence Prevention and Victim Assistance (22%), peer counselors (39%), a Campus Advocacy Center (30%), and a Health Educator (26%). It is important to note that the campus does have other on-campus resources available including a designated campus Victim's Advocate. The survey's description of resources does not clearly reflect the structure of and environment at Purchase College. It is unclear if the respondents were considering the designated campus Victim's Advocate as synonymous with the Office for Violence Prevention and Victim Assistance. The survey should be adapted to the specific campus environments to remove this confusion.

Student respondents indicated that they were aware of on-campus resources such as University Police (99%), the Counseling Center (98%), and Health Services (98%). However, they were less aware than employee respondents of on-campus resources such as the Title IX Coordinator (36%) and the Office of Student Conduct (49%). While they were much less aware of on-campus resources such as Human Resources (37%) and the Employee Assistance Program (14%) this makes sense as those offices serve primarily employees. Similar to the results from the employee survey, a number of student respondents also claimed awareness of on-campus resources that do not exist.

It is important to note that the SUNY Task Force on the SUNY Sexual Violence Prevention Survey had many discussions on whether to customize the surveys for each of the 64 campuses to avoid including offices that might not exist on a particular campus. However, for a variety of reasons including technical and resource issues, it was determined to build a "one size fits all" survey SUNY-wide. The inclusion of

offices that do not exist on a particular campus, and the researchers' inability to understand if the respondent might be referring to an office/employee with a different name, title or structure, add more confusion than useable information.

Both employee and student respondents were less aware of off-campus resources than on-campus resources, including local police/sheriff (76% and 63% respectively). Far less of the respondents in both surveys were aware of local crisis centers and local advocacy centers – each 21% or less.

- *The prevalence of victimization and perpetration of sexual assault, domestic violence, dating violence, and stalking on and/off campus during the last year*

The faculty/staff survey did not include questions relating to the prevalence and incidence of sexual violence and assault. The results in this section reflect only that from the student survey. While the percentages and numbers are low, any incident of sexual violence is unacceptable. It is important to note that students may be more inclined towards candor on a confidential survey (anonymous to the institution and SUNY) than they are in coming forward to report any such incidents.

A number of student respondents indicated having been the recipient of some form of sexual activity rising to the level of violence without their consent during the last year, including:

<i># of student respondents indicating sexual activity without consent</i>	
someone viewed your sexual activity or nakedness, or taken pictures or recordings	11
someone fondles, kissed, or rubbed up against the private areas of my body	39
someone removed some of my clothes	15
someone TRIED to sexually penetrate me	10
someone sexually penetrated me	9
someone TRIED to perform oral sex on me or tried to force me to perform oral sex	14
someone performed oral sex on me or forced me to perform oral sex	9

33 out of 173 survey respondents who answered this question indicated that a casual, steady, or serious dating or other intimate partner had demonstrated some behavior(s) that would be defined as dating violence.

28 of the 180 survey respondents who answered this question indicated that a stranger, friend, current or ex-partner had repeatedly followed them, watched them, texted, called, written, e-mailed, or communicated with them in ways that seemed obsessive and made them afraid or concerned for their safety during the last year.

The survey asks for incidents that occurred in the past year but does not specify for each incident whether it took place on campus. However, when asked to identify the perpetrators affiliation with the college for the most recent incident, 95% identified another student while almost 9% identified a member of the faculty. Such incidents include those listed above as well as sexual comments, sexual slurs, or demeaning jokes.

- *Whether victims/survivors reported to the College and/or police, and reasons why they did or did not report*

For the respondents above who indicated that they had been a victim of some form of sexual assault, **only five** indicated that they used the College's formal procedures to report the incident(s). Two of the five students indicated that the campus formal procedures "Didn't help me at all". One indicated they helped a little and two indicated they "Helped, but could have helped more". For those respondents who indicated victimization but opted not to report the incident(s), the most common reasons why they didn't do so were 1) they didn't feel it was important enough, 2) they did not want to deal with it, and 3) that they did not recognize the incident as sexual assault at the time of the occurrence.

For the student respondents above who indicated that they had been a victim of dating violence only seven indicated that they told someone on-campus other than their friend or roommate. One told a peer advisor/educator, five told a counselor from the Counseling Center, and one told campus safety.

- *The general awareness of the definition of affirmative consent*

76% of employee respondents and 86% of student respondents were aware of the SUNY definition of affirmative consent. However, approximately 20% of employee-respondents and approximately 14% of student-respondents were not, or were unsure. While almost all employee respondents (99%) were aware that an incapacitated person cannot give consent, only 94% of student respondents were so aware.

- *Bystander attitudes and behavior*

Employee respondents indicated they were very likely or likely to express discomfort with victim blaming (92%), to call for help (call 911) if they heard someone calling for help (98%), talk to a student who they suspected in in a sexually abusive relationship (78%), get help/resources for a student claiming assault (98%), and tell a campus authority about information that might help in a sexual assault case even if pressured by peers to stay silent (94%).

Student respondents indicated they were very likely or likely to express discomfort with victim blaming (97%), to call for help (call 911) if they heard someone calling for help (80%), talk to a student who they suspected in in a sexually abusive relationship (92%), get help/resources for a student claiming assault (94%), ask a stranger who looks very upset at a party if they are okay or need help (76%), speak up to someone who is making excuses for forcing someone to have sex with them (90%), and speak up to someone who is making excuses for having sex with someone who is unable to give full consent (96%).

Discussion and Next Steps

A campus committee reviewed results, limited though they were by the extremely low response rates. The campus is already doing a lot to increase awareness of campus resources, as well as what constitutes sexual violence, and how to prevent it.

The Affirmative Action Office and the Title IX Investigator and Coordinator conduct annual training session on the topics of Title IX, Sexual Violence and Prevention Response and Sexual harassment and

Discrimination. A majority of these trainings (Title IX) are collaboratively conducted with staff from the Conduct Office, Counseling Services and University Police. The training is provided to all:

- Incoming freshman and transfer students and their parents during the summer and at the beginning of the Spring semester
- Student athletes, coaches, athletic trainers and athletic administrators are provided with the training prior to the beginning of the semester.
- Student leaders who are members of the student government, and student clubs
- Resident Assistants and Resident Directors
- Student Orientation leaders

During the academic semesters, training is also provided on the topics of Title IX and Sexual Harassment to all faculty and staff. In calendar year 2016, 1,149 students participated in training sessions. In 2017 (January 1, 2017 to present - August 25, 2017), 785 students have participated in training sessions (including 365 parents).

To increase awareness on the campus of the issues and/or resources related to Title IX, the Affirmative Action Office will intensify its efforts by increasing the number of: campus broadcast that go out to faculty, staff and students during the academic year and conduct more training sessions.

In addition to the above, the campus is continually reviewing existing policies, collaborating across offices, and incorporating new initiatives to enhance the safety and freedom of our community members. In the last year, the Student Affairs and Enrollment Management Division significantly revamped orientation presentations and welcome week activities to tease out and emphasize the role of the Title IX coordinator. The college trained four staff employees to become trainers in the areas of bystander training and intervention to better promote awareness of Title IX coordinator position and responsibilities.

Since the administration of the survey in fall 2016, the Chief Diversity Officer left the college and the commitment was made to replace the one position with two full-time positions. We now have a full-time Title IX Investigator and are in the midst of a search for a Title IX Coordinator who will report directly to the President. In a time of tightening budgets, this is a huge and obvious commitment to protecting the welfare of our students and campus community.

The work of these two full-time employees will include:

- Oversee and conduct Title IX/VAWA investigations, provide yearly reports to OCR, design and provide annual Title IX training to all students and Staff/Faculty
- Provide guidance and education to students on the role of counseling, community standards and the University police
- Oversee and manage the job performance and output of the Title IX investigator, monitor reports and complaints
- Oversee the investigation of human rights complaints, administer the internal discrimination grievance procedures, and assist the Dir. of HR in investigating and resolving labor grievances
- Provides strategic, integrated program direction and consultation to President & Cabinet on major institutional issues regarding diversity initiatives
- Provides overall coordination and direction to College programs related to diversity, including campus climate surveys, hiring and retention, training and workshops

- Advocates for and supports faculty, staff and students and ensures that mentorship programs are provided
- Oversees improvements to and implementation of the College's current diversity plan. Monitors and evaluates programmatic and operational effectiveness, and affects changes required for improvement
- Works closely with administrative personnel to establish affirmative action goals and to encourage and support administrative personnel in their efforts to recruit and retain a diverse student body, faculty, and staff offering appropriate assistance to schools and departments to achieve diverse applicant pools for academic and staff positions
- Coordinates campus participation in surveys on the diversity of student, faculty, and staff
- Review all recruitment/request to hire documentation and post all full searches on the college's job vacancy site and other external recruitment locations. Maintain a separate database of all searches and their results for reporting purposes
- Providing training to campus faculty and administrative staff regarding search procedures and monitoring and approving of recruitment/search process
- Provide education and training to campus community on human rights policies and procedures
- Administer AA Plan

We secured a Substance Abuse and Mental Health Services Administration (SAMHSA) five-year grant to hire a full-time employee with the responsibility of promoting health and wellness issues, and whose duties include prevention. This employee will be providing educational programming regarding sexual assault and prevention as well.

At this time, crisis response services by local agencies have been rerouted to a single county hospital. A low level of student awareness can be traced to reduced promotion of services at the agency level, as well as increased promotion of campus resources designed to offset this recent change.

The College understands that nationally, there is a low percentage of students who come forward to make a formal complaint or disclosure of sexual violence. We were not surprised that the results of the SUNY Sexual Violence Prevention survey showed that a number of students indicated being on the receiving end of some form of nonconsensual sexual behavior but only five indicated that they approached the administration in a formal, non-confidential, way. Our efforts, including off those outlined above, are designed to move the bar on this cultural norm. Through our continued efforts to educate, raise awareness, provide resources, and support our students we hope to see more and more success in subsequent surveys.