

EXECUTIVE SUMMARY – EMPLOYEE SURVEY RESULTS

On March 27, 2023, our campus began an online administration of the Sexual Violence Prevalence (SVP) Campus Climate Survey. This survey was administered to students and employees and is required to address, at minimum, student and employee knowledge about:

- The Title IX Coordinator's role;
- Campus policies and procedures addressing sexual assault;
- How and where to report sexual violence as a victim/survivor or witness;
- The availability of resources on and off campus, such as counseling, health, academic assistance;
- The prevalence of victimization and perpetration of sexual assault, domestic violence, dating violence, and stalking on and off campus during a set time period (for example, the last two years);
- Bystander attitudes and behavior;
- Whether victims/survivors reported to the College/University and/or police, and reasons why they did or did not report.
- The general awareness of the difference, if any, between the institution's policies and the penal law; and
- The general awareness of the definition of affirmative consent.

The Title IX Office, Human Resources, and the Director of Institutional Research reviewed the survey results which highlight a low response rate, in which the college is unable to generalize the findings from this survey. However, information from the survey provides some guidance on potential next steps. The survey results are being used to assess and improve the college's sexual violence prevention programming, outreach, events, and for the betterment of the campus community.

BACKGROUND

The Sexual Violence Prevalence (SVP) Campus Climate Survey is administered every other year by all SUNY campuses, who work closely with SUNY System Administration to coordinate the survey administration itself. An effort is made to keep the questions from one administration to the next as consistent as possible to allow for reliable and meaningful longitudinal data. System-wide IRB review takes place for each survey administration.

SUNY Maritime College administered the student and employee survey between March 27, 2023, and April 14, 2023. The excluded survey populations included individuals under 18 years of age, all incarcerated individuals regardless of age, and all students concurrently enrolled in high school regardless of age.

Survey outreach and marketing included email correspondence to raise survey awareness. Additionally, SUNY Maritime College did not offer incentives for participants of the survey.

EMPLOYEE SURVEY DEMOGRAPHICS

The Sexual Violence Prevalence (SVP) Campus Climate survey was issued to 336 employees via their college work email addresses on March 27, 2023. Several email reminders were sent. The survey closed on April 14, 2023. 91 employees participated in the survey. The employee response rate was approximately 27%.

Approximately, 65% of the respondents were staff or administrators. 35% of respondents were faculty. Of the respondents, nearly 40% have been employed at the institution for over 11 years, 23% of respondents for 6-10 years, 23% of respondents for 1-5 years, and 14% of respondents for less than a year. 55 respondents were full-time permanent employees. 30 respondents were full-time not permanent employees. 5 respondents were part-time employees.

Respondents identified their race and ethnicity as follows:

- 2.2% American Indian or Alaska Native
- 9.9% Asian or Asian American
- 14.3% Black or African American
- 11% Hispanic or Latino/a
- 1.1% Native Hawaiian or Other Pacific Islander
- 51.6% White
- 13.2% Preferred not to respond

Respondents identified their gender as follows:

- 48.4% Man
- 42.9% Woman
- 2.2% Non-binary
- 1.1% Genderqueer/Gender-fluid
- 5.5% Preferred not to respond

KNOWLEDGE OF TITLE IX POLICIES, PROCEDURES, & RESOURCES

Most respondents (80.2%) stated that they were aware that Maritime College has policies and procedures specifically addressing sexual assault. Most respondents (84.6%) also knew how to contact the Title IX Coordinator.

Most respondents reported receiving written and/or verbal information related to the definition of sexual assault (68.1%), how to report sexual assault (73.6%), where to get help if someone is sexually assaulted (72.5%), confidential resources (65.9%), and policies prohibiting sexual assault (67%). 15.4% of respondents stated they did not receive information regarding any of the above.

Most respondents (80.2%) know the definition of Affirmative Consent. Approximately half (52%) of respondents were aware of SUNY's alcohol and/or drug use amnesty policy in reporting sexual violence.

Most respondents stated that they know how to report sexual assault (79.1%), sexual harassment (81.3%), domestic violence/dating violence (58.2%), and stalking (61.5%). 11% of respondents did not know how to report any of the above. Most respondents stated that a victim/survivor or witness could formally disclose a sexual assault on campus to the Title IX Coordinator (79.1%), University Police (81.3%), Counseling Center, (64.8%), Student Affairs (54.9%), Health Services (68.1%), and Human Resources (72.5%).

Many respondents stated that the Title IX Coordinator's role includes receiving reports (72.5%), coordinating campus response (64.8%), ensuring training and education for the campus community (73.6%), and providing reporting individuals with accommodations and services during an investigation (65.9%).

For other campus resources, most respondents were aware of Human Resources (78%), Health Services (62.6%), and University Police (79.1%). Only 54.9% of respondents were aware of Counseling Services.

78 respondents answered questions about their beliefs related to the college's response to reports of sexual violence.

- 72.5% of respondents think that the college would take the report seriously
- 68.2% of respondents think the college would conduct a fair investigation
- 64.9% of respondents think the college would provide the student with necessary support during the process.

Out of 77 respondents, 73.7% stated they knew how to advise a student on where to get help on campus if a student were sexually assaulted. Only 57.2% of respondents stated they understand what happens when a student reports sexual assault on our campus.

BYSTANDER INTERVENTION

Only 73 respondents provided answers about whether their fellow employees would be willing to help if they became aware of an incident. Of those who answered...

- 69.3% of respondents stated their fellow employees would likely call for help if they heard a neighbor yelling for 'help'.
- 50.6% of respondents stated that their fellow employees would likely talk to a student who they suspected was in an abusive relationship.
- 68.2% of respondents stated their coworkers would likely get help and resources for a friend who told them that they were assaulted.
- 56.1% of respondents believe their fellow employees would share information that might help in a sexual assault case with a campus authority even if they were pressured by friends to stay silent.

Out of 75 respondents, 9 respondents stated that students disclosed that they were a victim of unwanted sexual experiences, domestic violence, dating violence, or stalking during the last year. Out of the 9 respondents, 8 respondents reported to either the Title IX Coordinator, University Police, Student Affairs, or another office on campus. 7 respondents stated that they reported to the Title IX Coordinator.

EMPLOYEE EXPERIENCES

77 respondents answered questions related to their own experiences in the last year. 11% of respondents reported experiencing unwanted sexual comments, sexual slurs, or demeaning jokes. Respondents stated that these comments were made by students, faculty members, or staff members. Respondents reported that these comments happened on-campus in various settings, including the classroom. Respondents reported confronting the person who made the comments, reporting to their supervisor, and/or reporting to another campus office.

Out of 75 respondents, 3 respondents reported receiving sexually suggestive digital communications, including emails, texts, social media communications, letters, or other written communication in the last year. 2 respondents stated the person sending unwanted communications was someone from off-campus.

DISCUSSION AND RECOMMENDED NEXT STEPS

SUNY Maritime College will continue its assessment of learning outcomes of our current training programs with the goal of increasing our educational efforts surrounding sexual violence prevention. Because of the small sample size, the college is unable to generalize the findings from this survey.

Notable strides have been made in the areas of creating awareness of Maritime College policies and procedures specifically addressing sexual assault and how to contact the Title IX Coordinator. It is encouraging to see that many respondents stated that they are aware that Maritime College has policies and procedures specifically addressing sexual assault and how to contact the Title IX Coordinator. Additional strides in awareness initiatives are the result of the colleges' external partnerships with the Bronx District Attorney's Office and Kingsbridge Heights Community Center. The incorporation of the Every Mariner Builds a Respectful Culture (EMBARC) policy has also bolstered a continual emphasis in sexual violence prevention and response education.

Although the data is limited, information from the survey provides some guidance on potential next steps. Employees need additional outreach and education about on-campus confidential resources, such as Counseling Services and Health Services. Suggestions include advertising on-campus resources through tabling events, education during employee onboarding, and additional programming on faculty orientation and assessment days. To increase community confidence, bystander intervention training for employees can also be offered. Maritime College will continue to encourage employees to attend Title IX programming throughout the academic year.