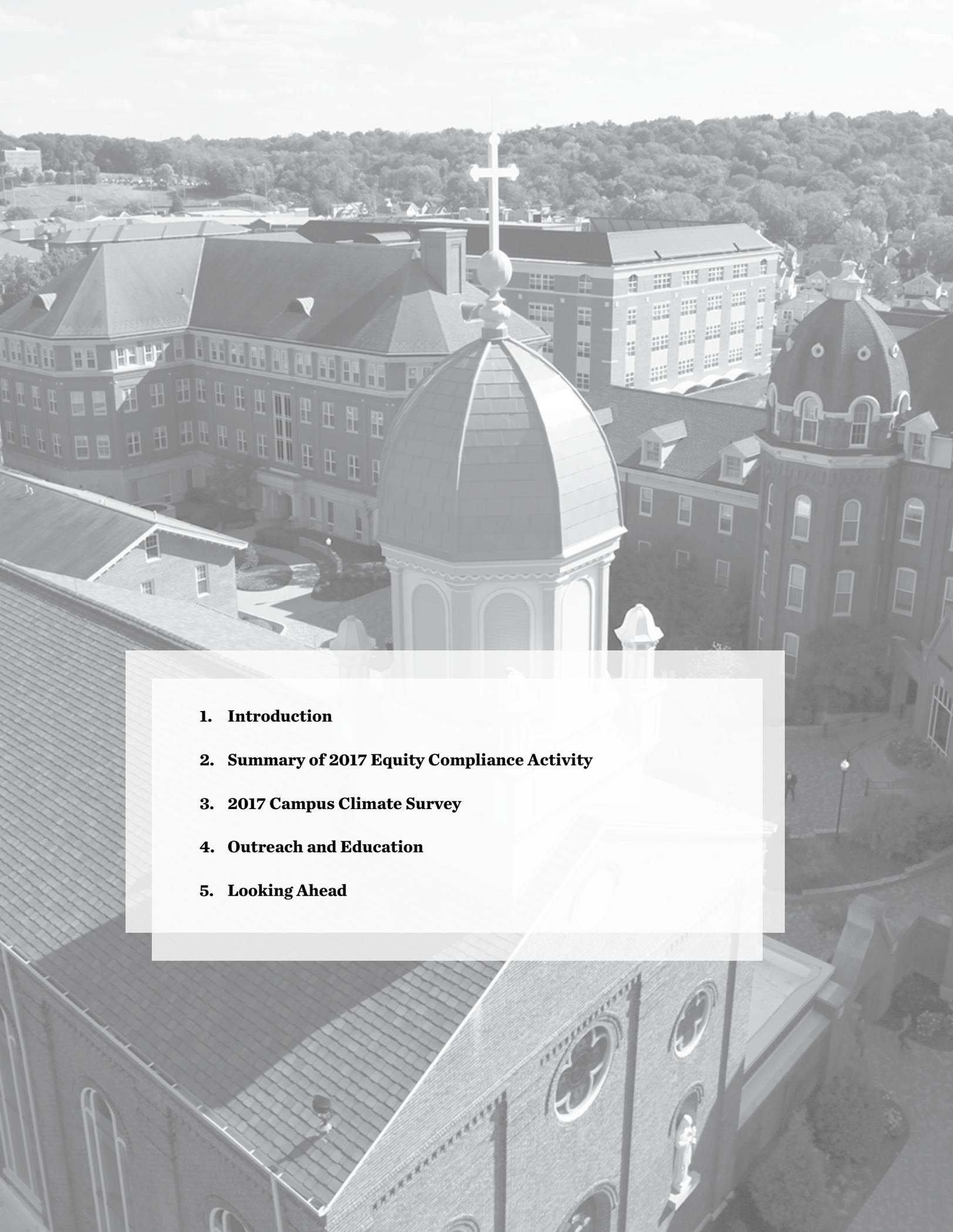


Equity Compliance Report

Academic Year 2017-2018



University
of Dayton



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1. INTRODUCTION

The Marianist vision of community living embraced by the University of Dayton is based on the conviction that every person has innate dignity because all people are made in the image and likeness of God.

The culture of acceptance that Marianists call family spirit focuses on the quality of relationships and calls on us to embrace human diversity by communicating with respect and treating one another as equals. Over time, this creates an environment where every member of the community feels safe, welcome and respected, so that genuine relationships can take root and flourish.

In this Marianist spirit, the University of Dayton is committed to fostering a campus community free of discrimination and harassment. The Equity Compliance Office was established in 2014 to provide a focus for the University's nondiscrimination and anti-harassment policies and related processes, including Title IX, Section 504, and civil rights complaints by and against students, faculty, staff and visitors to campus. The office responds to individuals who report experiences of discrimination or harassment, including forms of bias related to sex, gender, race, ethnicity, abilities, veteran status or other protected statuses; discriminatory hostile environment harassment; sexual misconduct; or other prohibited behavior.

The Equity Compliance Office works closely with and supports the work of the Division of Student Development, the Office of Human Resources and the Provost's Office on education and prevention programming for students, faculty and staff. The office also leads the Bias Response Advisory Committee. When there is reason to believe a violation of University policy may have occurred, the office ensures impacted individuals receive information about rights and resources, and matters are investigated thoroughly and fairly in accordance with University policy, process and legal requirements.

This report summarizes three key areas of Equity Compliance Office activities during the 2017-2018 academic year, which began July 1, 2017 and ended June 30, 2018:

- Information and reports of alleged discrimination and harassment
- Improving understanding of the campus climate as it pertains to discrimination and harassment
- Outreach and education to the campus community.

2. SUMMARY OF 2017-18 EQUITY COMPLIANCE ACTIVITY

In late 2017, the Equity Compliance Office launched a new record-keeping system to better track and analyze data related to activities and complaints. Record keeping related to discrimination/harassment helps us better understand the campus climate and may assist in identifying patterns or systemic concerns. This information is used to recommend proactive steps for the campus community and identify areas of concern.

For the fiscal year ending June 30, 2018, the Equity Compliance Office documented 273 contacts with the office, which included reports, consultations or requests for information. The number of contacts with the Equity Compliance Office is not an indication of the number of policy violations – nearly half of these contacts involved early outreach, consultation or reports of incidents of concern or conflict. These are opportunities for early intervention, to learn from or provide guidance about potentially insensitive or biased interactions.

In spring 2017, more intentional outreach was provided across the University, encouraging members of the community to report concerns early and seek consultation when uncertain whether a concern may be required to be reported. As a result of this outreach and the new record-keeping system there was an increase in overall reporting and consultation during the 2017-18 academic year.

Seventy-two percent of these contacts involve students, though not all matters occurred between students. The majority of contacts involved interactions related to a protected status such as race, gender, ethnicity or abilities. Some interactions involved more than one status, for example, race and gender or ethnicity and abilities. Approximately 55 percent of the contacts involved sex or gender, and about half of those indicated some form of sexual misconduct. As the year proceeded and our outreach continued, we saw an increase in the number of contacts related to other protected statuses. The most common concerns beyond gender-based were related to race and/or national or ethnic origin.

Formed in 2017, the Bias Response Advisory Committee met twice each semester to review the nature of concerns being reported. Composed of a range of members of the UD community, the committee reviews trends in the reporting data to better understand the experiences of those in our community, identify opportunities to enhance outreach and education, and explore options to address larger, potentially systemic issues. Committee members review information related to campus climate and develop or recommend educational or outreach programs or materials. In advising the Equity Compliance Office, the committee focuses on the importance of treating one another with human dignity as well as holding space for opposing views, engaging in difficult dialogue and recognizing the value of academic freedom.

The Equity Compliance Office regularly reviews data from records and incidents to identify possible patterns and to inform the University's prevention efforts. We worked closely with the Division of Student Development, Office of Human Resources, Office of Diversity and Inclusion, and other units to ensure the University's prevention and training efforts align with the current campus environment.

Prevention activities include:

- Continuing to educate and highlight what it means to be an inclusive environment and the resources available to every campus member including our nondiscrimination and anti-harassment policies and processes.
- Promoting a culture of civility and respect among students, staff and faculty at all levels as well as emphasizing equity in educational programs and employment.

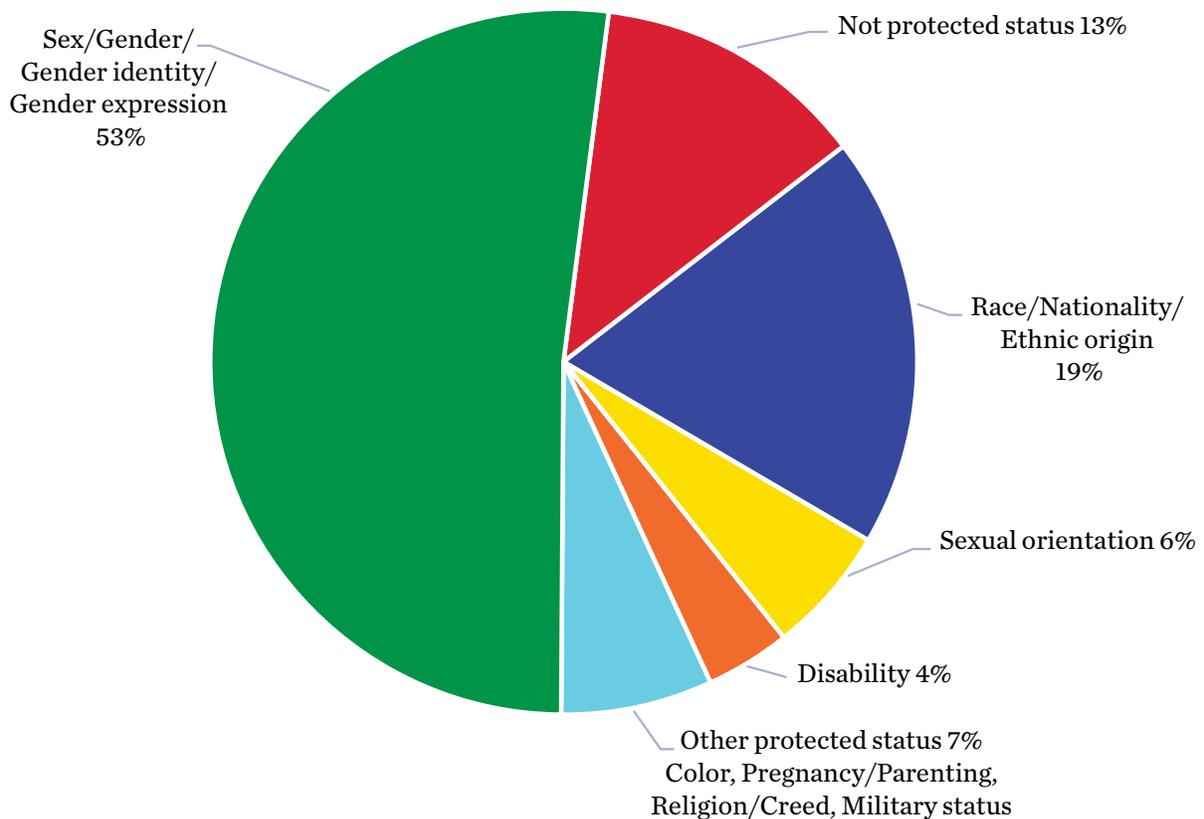
2017-18 Data Trends

In analyzing the 273 reported contacts with the office, we have been able to better understand a broad range of factors that affect the campus environment. Understanding these factors helps inform the University's response, outreach and education efforts.

More than half of the contacts concerned matters related to sex/gender/gender identity/gender expression. Race and national/ethnic origin or ancestry issues were the second most frequently reported (19 percent). Note: As some reports involved one or more categories, total will exceed 100 percent.

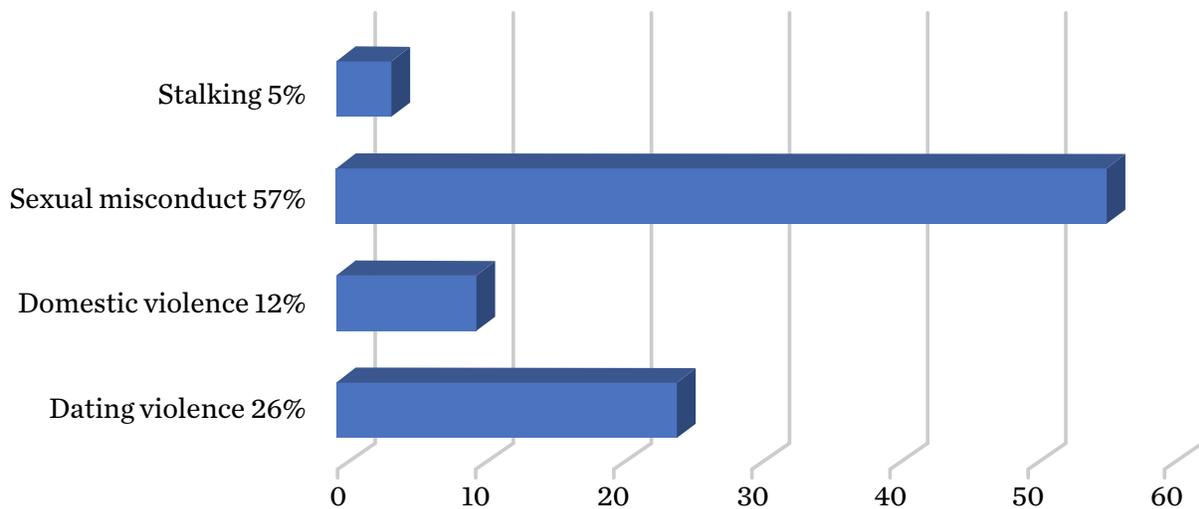
Of the contacts concerning sex/gender/gender identity/gender expression, approximately half (49 percent) were related to sexual or gender-based harassment, which includes unwelcome sexual advances, requests for sexual favors, or other verbal conduct of a sexual nature.

Category of Reported Contacts



Another 47 percent of the contacts concerning sex/gender/gender identity/gender expression related to the spectrum of sexual violence, which includes non-consensual sexual contact, non-consensual sexual intercourse, gender-based stalking, intimate partner violence (dating/domestic violence), and/or sexual exploitation, while 4 percent concerned consultation or assistance regarding pregnancy accommodation.

Sexual Violence



Note: The number of incidents of misconduct reported to the Equity Compliance Office will differ from Clery reporting data maintained by the Office of Public Safety because not all matters of sexual misconduct reported to Equity Compliance and covered by University policy, meet Clery Act reporting requirements.

3. 2017 CAMPUS CLIMATE SURVEY

Background

The survey was conducted in October/November 2017 and administered to enrolled students. The goal of the survey was to measure student awareness of prevention and resources, and the prevalence of power-based personal violence in the UD community. While the Ohio Department of Higher Education (ODHE) gathers data from schools in Ohio that use the ODHE instrument with specific benchmark questions, UD utilized the ARC3 (Administrator Research Campus Climate Consortium) survey. This survey was consistent with the ODHE benchmark questions but its more robust approach gathered greater detail on prevalence and prevention awareness questions. Overall, UD's survey results exceed those of other private colleges that used the ODHE survey. As only 10 percent of students began the survey and only 4 percent completed it, we will be working to increase participation when we administer the survey again in fall 2019.

The reported experience of UD students is fairly consistent with sexual violence experiences reported at other institutions, and for some behavior, is slightly less frequent. UD students report greater awareness and participation in prevention education than indicated by ODHE data for private institutions. UD students reported much higher awareness of where and how to report incidents of concern and much higher recall of participating in prevention events.

Findings: Reported Experiences

Undergraduate students reported they experienced far more adverse behaviors from other students than from faculty and staff. This suggests a role for faculty and staff intervention in inappropriate exchanges between students, particularly in the classroom or staff-led programs/events. Efforts are also underway to offer more intentional outreach to graduate students on prevention education.

	Graduate students	Undergraduate students
Since you enrolled at UD, faculty member, instructor or staff member made offensive sexist remarks	19%	22%
Since you enrolled at UD, another student made offensive sexist remarks	29%	51%
Since you enrolled at UD, faculty member, instructor or staff member made offensive remarks about race, ethnicity or other aspects of identity	19%	23%
Since you enrolled at UD, another student made offensive remarks about race, ethnicity or other aspects of identity	25%	48%
Since you enrolled at UD, you experienced sexual harassment by staff or faculty member (experienced any one of 12 items)	35%	36%
Since you enrolled at UD, you experienced sexual harassment by another student (experienced any one of 12 items)	37%	61%

Because many times those affected by unwelcome behaviors may not name as or realize those behaviors constitute sexual harassment, our survey instrument asked about specific behaviors in order to gather more detailed data on the prevalence of sexual harassment in our community. Those behaviors include:

- made sexist remarks;
- put you down or was condescending to you because of your sex/gender;
- treated you differently because of your sex/gender;
- displayed, used or distributed sexist or suggestive materials;
- repeatedly told sexual stories or jokes that were offensive to you;
- made unwelcome attempts to draw you into a discussion of sexual matters;
- made offensive remarks about your appearance, body or sexual activities;
- made gestures or used body language of a sexual nature which embarrassed or offended you;
- made unwanted attempts to establish a romantic or sexual relationship with you despite your efforts to discourage it;
- continued to ask you for dates, drinks, dinner, etc., even though you said “no”;
- touched you in a way that made you feel uncomfortable;
- made unwanted attempts to stroke, fondle or kiss you.

These 12 behaviors can be understood in three broad categories: sexist gender harassment, which is demeaning or degrading attitudes based upon gender or gender stereotypes; crude gender harassment, which is clearly sexual in nature and degrading or objectifying; and unwanted sexual attention, which is uninvited, unwanted and unreciprocated sexual attention that may be verbal and/or physical.

The survey showed differences between the experiences of graduate students and undergraduate students in these three categories, especially with their peers.

Since you enrolled at UD, have you experienced from **faculty member, instructor or staff member:**

	Graduate students	Undergraduate students
Sexist gender harassment	33%	35%
Crude gender harassment	14%	13%
Unwanted sexual attention	6%	8%

Since you enrolled at UD, have you experienced from **another student:**

	Graduate students	Undergraduate students
Sexist gender harassment	57%	35%
Crude gender harassment	23%	46%
Unwanted sexual attention	9%	25%

The survey also indicated significantly more women students report experiences of sexual harassment or sexual violence than men students.

	All Students	Women	Men
Sexual harassment by staff or faculty member	39%	43%	21%
Sexual harassment by student	57%	68%	35%
Stalking warning sign	28%	31%	17%
Domestic violence	20%	24%	8%
Unwanted sexual contact	21%	29%	7%
Attempted coercion	8%	10%	1%
Coercion	10%	12%	3%
Attempted rape	10%	13%	3%
Rape	13%	18%	4%
Any unwanted sexual contact (any of 5 categories above)	26%	34%	9%
Any form of sexual misconduct	70%	78%	51%

The results from our survey indicate encouraging responses regarding prevention and outreach, as described below, and highlight disturbing results of prevalence of student experiences of sexual harassment. It is important to note the data is a self-report of experiences, and this data is not inconsistent with published data from other institutions and national research. Certainly, responses to the survey indicate far too many members of our campus community are experiencing unwelcome behavior in terms of sexual harassment and/or violence. This data will help us shape education and prevention efforts and will help us continue to track the success of our efforts.

Findings: Prevention and Outreach

The Campus Climate Survey results indicate relatively strong awareness of and participation among students for prevention and outreach efforts. The student survey also identified areas where the University can continue to enhance education and outreach efforts.

It is noteworthy that 73 percent of responding students indicated they received information or education about sexual misconduct prior to coming to UD. This finding aligns with the increased national conversation and emphasis on sexual violence education and prevention in high schools.

Since coming to UD, 77 percent of responding students reported attending at least one power-based personal violence or sexual violence prevention education opportunity; 62 percent attended more than one; 45 percent reported attending three or more. This means that prevention education is reaching a majority of students in a variety of ways. Behavior change is more likely to occur when there is continuous or multiple exposures to prevention information.

A majority of responding UD students agreed that:

- Since coming to UD, they have received written (e.g. brochures, emails) or verbal information (eg. presentations, training) from someone at UD about:
 - definitions of types of sexual misconduct
 - how to report an incident of sexual misconduct
 - how to help prevent sexual misconduct.
- If a friend or I experienced sexual misconduct, I know where to go to get help on campus.
- I would know where to go to make a report of sexual misconduct. The institution would take the report seriously.
- The institution would take steps to protect the safety of the person making the report.
- The institution would support the person making the report.
- The institution would take action to address factors that may have led to the sexual misconduct.
- The institution would provide accommodations to support the person (e.g. academic, housing, safety).
- The institution would handle the report fairly for everyone involved.
- The institution would maintain the privacy of the person making the report.

Compared to the average score for ODHE private colleges, UD students reported a higher awareness of where and how to report incidents of concern and higher recall of participating in prevention efforts. For example, at UD 77 percent of responding students reported attending at least one power-based personal violence or sexual violence prevention education opportunity, while ODHE data indicated 65 percent of private college students reported receiving training on the prevention of sexual misconduct.

A strong percentage of responding students (78 percent) said UD would allow reporting parties to have a say in how their report was handled.

Students were also asked about their willingness to intervene as a bystander in situations where sexual misconduct might occur. The highest response (64 percent) said they would talk to the friends of a drunk person to make sure he or she would not be left behind at a party, bar or other social event. The lowest response (37 percent) was for intervening with a friend who was being physically abused.

4. OUTREACH AND EDUCATION

Because the key to preventing unlawful discrimination, harassment and power-based violence is shifting culture on campus, the Equity Compliance Office places considerable emphasis on outreach and education.

The Equity Compliance officer spoke at approximately 70 meetings, trainings or events during the 2017-18 academic year, reaching more than 2,000 employees. The Equity Compliance Office provided information for a variety of student orientation activities, including the online module, speaking events, student resource fair and trainings for student staff including orientation leaders, resident assistants and fellows, and graduate assistants.

In addition, the Division of Student Development provided prevention efforts specifically focused on students, such as Green Dot training and the PAVE, sexual violence prevention peer educator program. For more on these efforts, visit the Sexual Violence Prevention Education office at go.udayton.edu/sexualviolenceprevention.



5. LOOKING AHEAD

In 2018-19, the Equity Compliance Office is working to:

- Review proposed changes in U.S. Department of Education Title IX in anticipation of federal rule changes that may require updates to University processes.
- Utilize climate survey results to engage in dialogue with students to further educate and inform ongoing prevention efforts.
- Continue education outreach to units across campus.
- Begin preparations for the fall 2019 climate survey, including exploring ways to increase participation.

The Equity Compliance Office will continue to take very seriously all reports, inquiries or information we receive about incidents and behavior that could be discriminatory or harassing. Whether the person perpetrating the behavior is known or unknown, a member of the UD community or not, and whether the person impacted by the behavior is a student, faculty, staff or visitor, we always strive to treat everyone with dignity and respect. Our doors are always open if you want to report misconduct, find out more about UD's policies and resources, or talk with someone about something troubling you have seen, heard or experienced.

The University's commitment to create a diverse, equitable and inclusive community is the foundation for the work of the Equity Compliance Office. We are dedicated to addressing discriminatory or hateful words and actions, pursuing equity and helping the University of Dayton become known as a fully inclusive and welcoming environment for learning, discovery and community engagement.



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