



WAVE *of*
CHANGE

TULANE CLIMATE SURVEY

EXECUTIVE REPORT
& ACTION PLAN

JANUARY 31, 2018



The logo features the words "WAVE of CHANGE" in a blue, sans-serif font. The word "WAVE" is in all caps, "of" is in a smaller, lowercase script font, and "CHANGE" is in all caps. The text is framed by a thin blue line that forms a wave shape above and sides, with a small vertical line on the right side.

WAVE *of* CHANGE

Dear Tulane Community:

Today, we release the results of our campus climate survey on sexual violence and harassment. We are committed to confronting sexual misconduct on our campus, and in order to do so, we must better understand the scope and scale of our own problems. For a second time, we conducted a campus climate survey to ask students about their experiences. We will continue to work hard to improve our efforts, based on what we learned and will continue to learn.

Tulane conducted this second, far more comprehensive survey in the spring of 2017, surveying all full-time students, undergraduate, graduate and professional. Our community responded in extraordinary fashion; nearly half (47%) of our students participated, one of the nation's highest response rates for a survey of this nature. That level of engagement demonstrates the importance of these issues to our campus community, and we hope it signals the beginning of a culture-changing moment.

We see some encouraging results about the quality of Tulane's response to survivors, and the level of education our students have received about reporting and prevention. But the results of the survey regarding our levels of sexual violence are deeply disturbing.

As I look at the data in the report that follows, it is clear that we have serious struggles ahead. For years, Tulane has proudly implemented the prevention programs that are considered best practices throughout higher education. Yet this latest data shows that those programs have not accomplished nearly enough to prevent sexual violence on our campuses. We still seek the answers—we at Tulane, we in higher education generally, and we as a nation.

For 184 years, however, Tulane has never backed down from a challenge, especially one that threatens our own students. We must become a national leader in preventing sexual violence. We must help find the answers.

If we are to succeed, and we must, we will need help from every single member of our community to create a culture of prevention. Our work will require a better understanding of not just the definition of legal consent, but also of the power structures and cultural beliefs that contribute to sexual misconduct.

To that end, as our survey data was being analyzed, I asked Tania Tetlow, my chief of staff and senior vice president, to lead the work of learning what more Tulane can do to prevent sexual violence, using her expertise as a law professor in the field. She and Meredith Smith, Tulane's assistant provost for Title IX and Clery Compliance, have been meeting with our own faculty experts, students, and front-line staff to brainstorm and implement new ideas. You will find an initial action plan based on this work later in this report.

We also engaged Dr. Kevin Swartout of Georgia State University to validate the survey data and to share his insights as one of the nation's leading experts on perpetration and prevention. We have convened a group of outside experts, including Dr. Swartout, to review and advise us, as we seek to improve on all that we are already doing when it comes to ending sexual violence. These experts bring us a variety of insights on the complex issues raised by our survey data, including the particularly high rates of sexual violence reported by our LGBTQ+ community.

We want to express appreciation for the many Tulane faculty, staff, and students who are dedicated to these issues. To those who completed and verified our survey analysis, both internal and external partners, we appreciate your diligence and great care. I would personally like to extend a special thank you to Dr. Gretchen Clum, associate professor in the School of Public Health and Tropical Medicine, and graduate student Nicholas Fears, who is finishing his doctorate in psychology at the School of Science and Engineering, for their work in analyzing the data. And another thank you to the professionals in Student Affairs, the Newcomb College Institute and the Office of Institutional Equity who have worked tirelessly for years to improve our efforts.

As a nation, we are in the midst of a cultural watershed. Following years of work to acknowledge the problem of sexual violence in higher education and in the military, we are now turning an unprecedented focus on the issue across industries. We have come to understand the endemic and collective nature of the problem of sexual misconduct in our society, as well as the extraordinary damage it causes to victims' lives and careers. As a university, we have an obligation to help ensure that this is more than a moment in time—that this is a movement that will lead to real change. I welcome the opportunity to stand and work with you, as we do our part at Tulane.

The stories shared by the survivors, the feedback we continue to receive since announcing our commitment to ending sexual violence at Tulane, and the results from this campus climate survey have been heartbreaking. No one should ever experience sexual violence. For the survivors reading this, we hope that you will report your experiences to us and reach out for campus resources. Anyone needing to report or make use of support services should visit www.titleix.tulane.edu.

Today, Tulane takes another critical step in learning how we can make this community and our nation's college campuses safer and stronger. We have much work to do, and our resolve and our compassion must not waver. We take these steps together with and for each other, for Tulane and for all who wish to join us in this movement. Please share your ideas with us at letters@tulane.edu. *Join us in this wave of change.*



Michael A. Fitts, President

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INTRODUCTION

In the spring semester of 2017, Tulane University administered a sexual harassment and sexual violence campus climate survey. This was the university's second student survey on these topics. In 2014–15, Tulane administered the American College Health Association-National Collegiate Health Assessment (NCHA-II) and the Healthy Minds Study (HMS) surveys to the student body and added 36 institution-specific items to those surveys in order to gather desired climate data on sexual violence as a pilot for a larger, stand-alone sexual violence climate survey. Tulane responded to that first survey by increasing our education on sexual assault, strengthening reporting and prevention efforts, and hiring a full-time Title IX coordinator after a national search.

The pilot survey demonstrated a need to ask ourselves new and different questions, while also increasing our collective knowledge on issues of sexual misconduct. We chose the Administrator-Researcher Campus Climate Collaborative (ARC3) survey for its thorough and well-researched approach. Using the pilot survey experiences, we were able to refine the ARC3 survey instrument further for our community. All full-time students at Tulane were invited to share their experiences with sexual harassment and sexual violence, as well as their perceptions of the campus climate on these issues.

9,958
STUDENTS INVITED
TO PARTICIPATE
IN SURVEY

4,644
STUDENTS
COMPLETED
SURVEY

The survey also sought to evaluate student sentiment about Tulane's efforts to educate the community on issues of sexual misconduct and to create safe pathways and processes for investigating and reporting sexual assault. The purpose of the survey was to:

- 1) Gather the most robust and detailed information possible on the rates of sexual harassment, sexual assault, dating/domestic violence, and stalking that undergraduate and graduate/professional students have experienced since enrolling at Tulane.
- 2) Identify student perceptions about sexual violence and the institution's response to these issues.
- 3) Inform the creation of Tulane-specific programs, resources, and other efforts that will reduce sexual misconduct on our campus and improve our students' health and safety.

9,958 full-time students received an invitation to take the survey. 4,644 students at Tulane completed the survey, a response rate of 47%.

KEY TERMS

IMPORTANT TERMS & CONTEXTUAL NOTES

The terminology presented below is intended to provide a common vocabulary and context for our community as we discuss issues of sexual misconduct. Often terms used in the survey instrument and in this report are broader in definition than criminal law.

DEFINITIONS

GENDERQUEER/GENDER NON-CONFORMING/NON-BINARY IDENTIFYING:

Refers to any individual who does not subscribe to conventional gender distinctions but identifies with neither, both, or a combination of genders.

LGBQ+ WOMEN AND GBQ+ MEN:

Refers to any individual who identifies as a lesbian, gay, bisexual or any other queer-identity woman or a gay, bisexual or any other queer-identity man.

SEXUAL MISCONDUCT:

Refers collectively to sexual harassment, stalking, dating violence and sexual violence.

SEXUAL VICTIMIZATION:

Refers to experiencing sexual misconduct.

SEXUAL ASSAULT:

The survey report defines sexual assault broadly as nonconsensual sexual activity committed through incapacitation—taking advantage of a victim too drunk to stop what was happening—or force—through physical force such as holding or pinning down or through threats to physically harm the victim or someone close to them.

There are three distinct activities included within the definition of sexual assault:

The types of sexual assault are:

UNWANTED SEXUAL CONTACT – fondling, kissing, or rubbing up against a person’s private areas of their body (lips, breast/chest, crotch, or butt), or removing clothing without the person’s consent by incapacitation or force.

ATTEMPTED RAPE – attempted oral, anal, or vaginal sex without a person’s consent by incapacitation or force.

RAPE – oral, anal, or vaginal sex without a person’s consent by incapacitation or force.

SEXUAL VIOLENCE:

Refers collectively to sexual assault, stalking, and dating violence.



DATING VIOLENCE:

The survey looked at dating violence as activities that occurred between any hook-up, boyfriend, girlfriend, husband or wife, including exes. It also excluded any measure of the length of the relationship. All questions excluded horseplay or joking. (This report uses the term dating violence to refer to both dating violence as well as domestic violence.)

The measured actions included:

- Being threatened to be hurt and feeling as though actual harm may occur.
- Being pushed, grabbed or shook.
- Being hit.
- Being beaten up.
- Stealing or destroying personal property.
- Being scared of a significant other without them laying a hand on the person.

STALKING:

The survey measured a number of stalking behaviors. In general, stalking refers to a pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear.

The specific measures include:

- Being watched or followed from a distance, or spied on with a listening device, camera, or GPS.
- Being approached or showing up in places, such as one's home, workplace, or school when the perpetrator was unwanted there.
- Being left strange or potentially threatening items.
- Sneaking into one's home or car and doing things to scare one by the perpetrator making it known they had been there.
- Leaving unwanted messages, including texts.
- Making unwanted calls, including hang-ups.
- Sending unwanted emails, instant messages, or social media messages.
- Leaving unwanted cards, flowers, or presents.
- Making rude or mean comments online.
- Spreading rumors about a person online.

SEXISM & SEXUAL HARASSMENT:

The survey included various measures of sexism and sexual harassment in the following categories:

SEXIST COMMENTS OR DISCRIMINATION – being treated differently because of one's sex or perceived gender identity, someone displaying sexist or suggestive materials, someone making offensive sexist remarks, or being put down because of their sex.

CRUDE AND LEWD REMARKS – being told offensive sexual stories or jokes, unwanted attempts at drawing a person in discussions of sexual matters, someone making offensive remarks about their appearance, body, or sexual activities, or making gestures or using body language of a sexual nature that were embarrassing or offensive.

UNWANTED SEXUAL ATTENTION – unwanted attempts to establish a romantic relationship, continually being asked out for drinks or dinner, touched in a way that made them uncomfortable, or unwanted attempts to kiss, fondle or stroke them.

SEXUAL COERCION – being bribed with a reward to engage in sexual behavior, feeling threatened with retaliation for not being sexually cooperative, treated badly for refusing to have sex, or someone implied better treatment if they were sexually cooperative.

CONTEXTUAL NOTES

WEIGHTING OF ANALYSIS

The demographics of those who responded to the survey vary in some dimensions from the demographics of our overall student population (see Section IV). To provide the most accurate estimate of our population statistics, all findings are weighted based on the age, gender at birth, race/ethnicity, and class status of the Tulane student population.

GENDER IDENTITY

Transgender student responses are reported within class-level, gender and orientation category with which the individual identifies (e.g. an undergraduate heterosexual transman would be reported in the undergraduate heterosexual men findings.) Only non-binary individuals are reported separately.

The ARC3 survey asked respondents to indicate whether they identified as a man, woman or in a non-binary manner. Of all survey respondents, a total of .7% identified as genderqueer, gender non-conforming or another non-binary gender identity. Currently, Tulane does not possess the baseline gender identity information with which to assign appropriate weighting to this subset. As a result of the small subset of respondents, every effort has been made to provide non-weighted statistically valid data in the aggregate (undergraduate, graduate, and professional) on genderqueer, gender non-conforming and any individual identifying with any other non-binary identity.

DEMOGRAPHIC DATA

In some instances, there are identity groups with insufficient numbers of responses to allow for presenting the data without risking disclosure of personally identifiable details and ensuring statistically valid findings. Every effort has been made to provide the data in the most granular way possible that presents valid results and protects individual privacy.

PERIOD/TIMING FOR MEASURED BEHAVIOR

The data represents measured behaviors that have occurred since a student's enrollment at Tulane and could therefore include behavior committed while away from Tulane, for example while on summer break or study abroad.



KEY FINDINGS

OVERVIEW OF FINDINGS

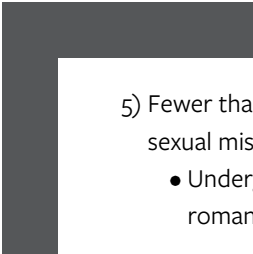
- 1) Undergraduate women, especially LGBTQ+ women, report the highest rates of sexual assault.
 - Overall, 41% of undergraduate women reported experiencing sexual assault since enrolling at Tulane. Further analysis by sexual orientation indicates that 51% of undergraduate LGBTQ+ women and 39% of undergraduate heterosexual women reported sexual assault.
 - Overall, 18% of undergraduate men reported experiencing sexual assault since enrolling at Tulane. Further analysis by sexual orientation indicates that 44% of undergraduate GBQ+ men reported sexual assault compared to 13% of undergraduate heterosexual men.
 - Graduate and undergraduate students of color reported lower rates of sexual assault than their white peers collectively. Overall, 23% of undergraduate students of color reported sexual assault. Heterosexual women of color reported an 18% rate of sexual assault versus 35% for white heterosexual women. LGBTQ+ women of color reported a rate of 38% and GBQ+ men of color reported 21% versus 46% for white LGBTQ+ women and 42% for white GBQ+ men.

- 2) Alcohol is often involved in perpetrating the sexual assault of Tulane undergraduates.
 - Seventy-four percent (74%) of women and 87% of men who experienced any form of sexual assault reported they were incapacitated by alcohol at the time of the incident.

- 3) Graduate² students experience higher rates of sexism, crude comments and sexual harassment by faculty and staff in the academic setting than their undergraduate colleagues.
 - Graduate student LGBTQ+ women reported the highest rates of sexism or sex discrimination by faculty or staff at 42%. Among graduate students that rate is followed by heterosexual women (29%), GBQ+ men (24%) and heterosexual men (19%).
 - Undergraduates reported significantly lower overall rates of sexism or sex discrimination by faculty or staff. Only undergraduate LGBTQ+ women, at 37%, reported a rate close to that of their graduate student peers.
 - Sexual harassment of both graduate students and undergraduates by faculty or staff occurred at lower levels. Six percent (6%) of undergraduate heterosexual women and 5% of LGBTQ+ women reported experiencing sexual harassment by faculty/staff while at Tulane. Graduate student LGBTQ+ women had the highest reported rate at 10%.

- 4) Undergraduate LGBTQ+ students reported the highest rates of dating violence.
 - Thirty-eight percent (38%) of undergraduate LGBTQ+ women and 32% for undergraduate GBQ+ men reported dating violence compared to 16% of undergraduate heterosexual women and 9% of undergraduate heterosexual men. More than half (56%) of undergraduate GBQ+ men and half (50%) of undergraduate LGBTQ+ women reported being a stalking victim. This is followed by 39% of graduate LGBTQ+ women.

² “Graduate students” is used to refer to both graduate and professional students in this report.



5) Fewer than half of undergraduate women (42%) and a quarter of undergraduate men (23%) who experienced sexual misconduct reported disclosing their experiences to anyone.⁴

- Undergraduate students disclosed most often to a close friend, followed by their roommate, and their romantic partner.

6) Most undergraduate sexual misconduct victims felt that Tulane did or would provide them with needed support and valued them.

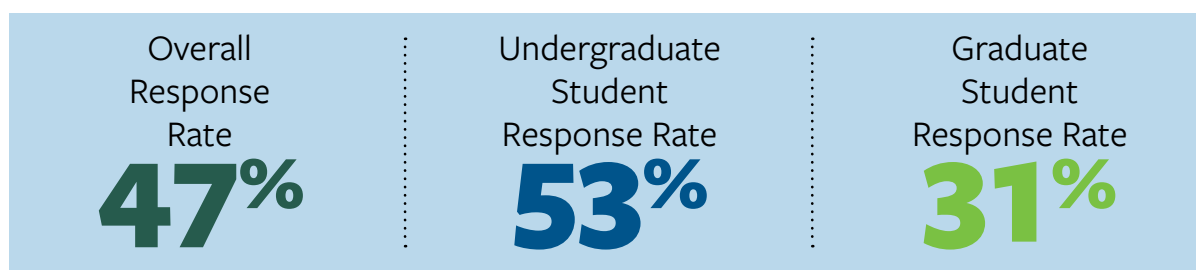
- Eighty-four percent of both undergraduate women and men, who reported an incident of sexual misconduct via the survey, said that Tulane did or would actively support them with formal or informal resources.
- Seventy-eight percent of undergraduate women and 85% of men, who reported an incident of sexual misconduct via the survey, said Tulane did or would meet their needs for support or accommodation.

SUPPORTING DATA *for* KEY FINDINGS

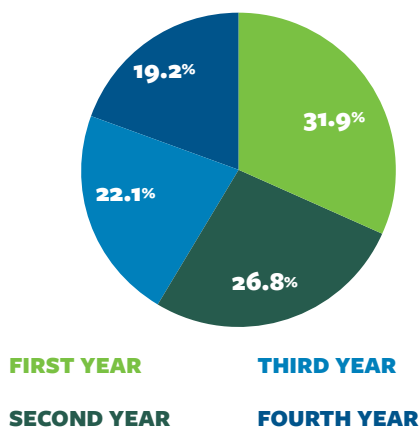
A. DEMOGRAPHICS OF SURVEY RESPONDENTS

Forty-seven percent (47%) of Tulane University students overall—53% of undergraduates and 31% of graduate students—responded to the survey. Further detail on the demographics of the survey respondents is presented below.

RESPONSE RATE

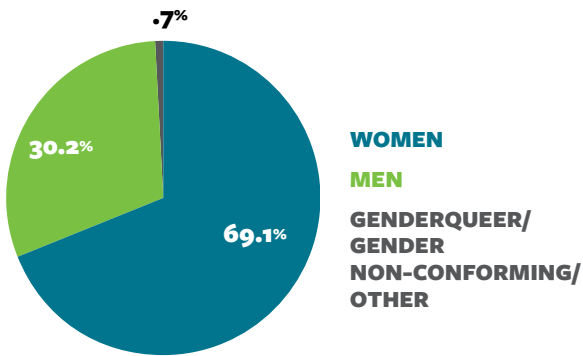


CLASS YEAR OF UNDERGRADUATE STUDENT RESPONDENTS

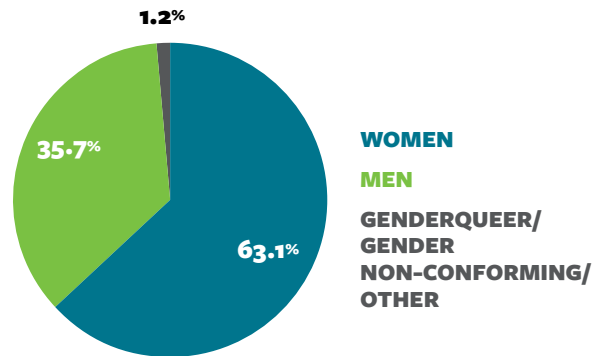


GENDER IDENTITY

UNDERGRADUATE STUDENT RESPONDENTS

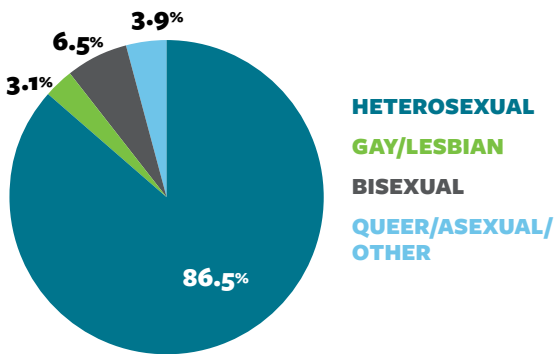


GRADUATE STUDENT RESPONDENTS

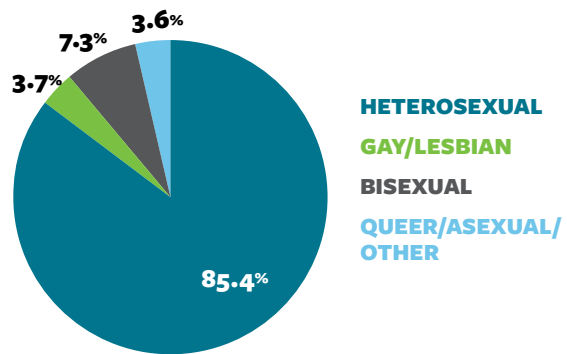


SEXUAL ORIENTATION

UNDERGRADUATE STUDENT RESPONDENTS

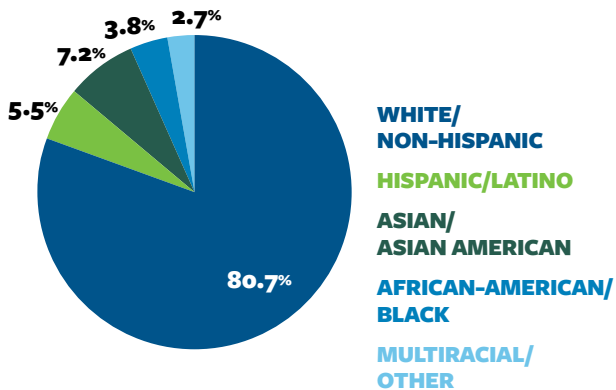


GRADUATE STUDENT RESPONDENTS

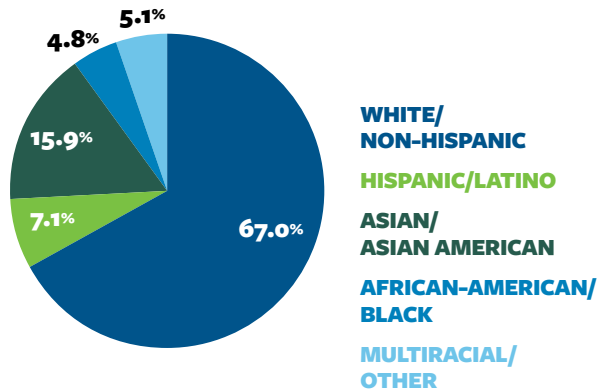


RACE/ETHNICITY

UNDERGRADUATE STUDENT RESPONDENTS



GRADUATE STUDENT RESPONDENTS



B. PREVALENCE OF SEXUAL ASSAULT & HARASSMENT

• SEXUAL ASSAULT

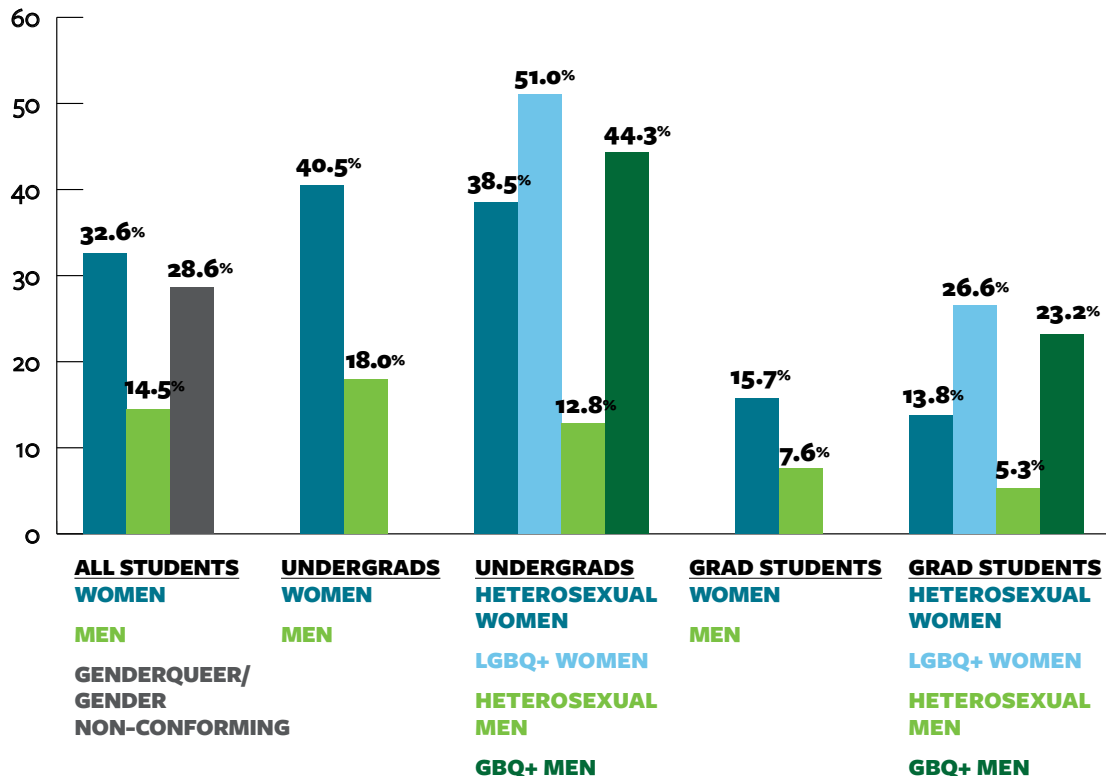
Sexual assault encompasses unwanted sexual touching and unwanted sexual penetration (rape). The below behaviors describe sexual acts that occurred since the student had enrolled at Tulane, including summer or spring breaks.

Without consent is defined as: Taking advantage of me when I was too drunk or out of it to stop what was happening; threatening to physically harm me or someone close to me; and/or using force, for example holding me down with their body weight, pinning my arms, or having a weapon.

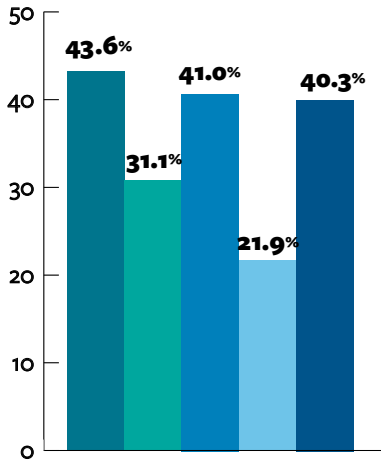
NOTABLE FINDINGS:

- Thirty-three percent (33%) of women, 15% of men, and 29% of genderqueer or gender non-conforming students reported having been sexually assaulted since they enrolled at Tulane. This includes undergraduate and graduate students.
- Both undergraduate and graduate students identifying as LGBTQ+ reported higher rates of sexual assault victimization than did heterosexual students. For undergraduates, LGBTQ+ women reported the highest rate of sexual assault victimization at 51%, followed by 44% of GBQ+ men and 39% of heterosexual women.
- Graduate and professional student sexual assault victimization rates were lower than those of the undergraduate population. Similar to the undergraduate population, LGBTQ+ women reported the highest sexual victimization rate at 27%, followed by GBQ+ men (23%) and heterosexual women (14%).

REPORTING SEXUAL ASSAULT:

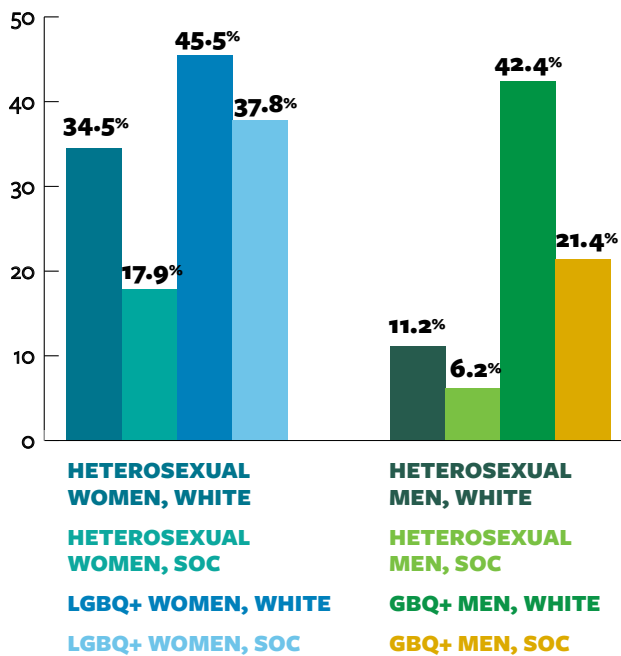


**REPORTING SEXUAL ASSAULT:
ALL STUDENTS, BY SEXUAL ORIENTATION**



- GAY**⁵
- LESBIAN**
- BISEXUAL**
- HETEROSEXUAL**
- QUEER/ASEXUAL/ORIENTATION NOT LISTED**

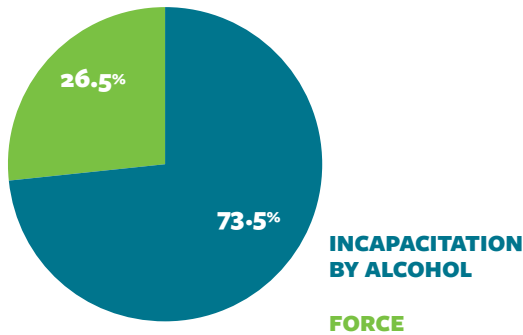
**REPORTING SEXUAL ASSAULT:
BY SEXUAL ORIENTATION AND RACE**
(SOC = STUDENTS OF COLOR)



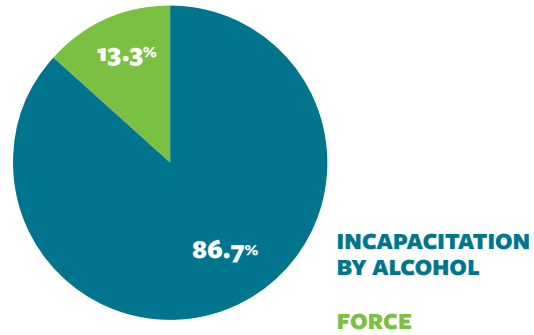
⁵ This includes responses from men and women who identify their orientation as gay

METHOD OF UNDERGRADUATE SEXUAL ASSAULT VICTIMIZATION

WOMEN



MEN



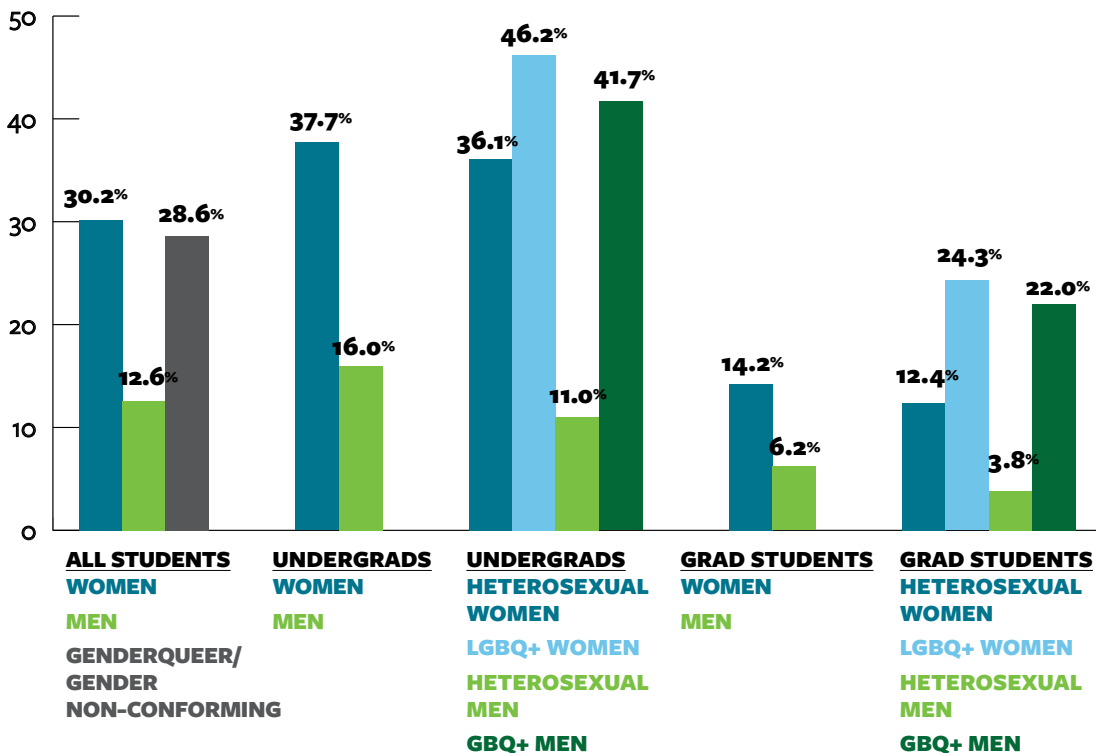
• UNWANTED SEXUAL CONTACT

Using incapacitation, threat or force, someone fondled, kissed, or rubbed up against the private areas of my body (lips, breast/chest, crotch or butt) or removed some of my clothes without my consent (but did not attempt sexual penetration).

NOTABLE FINDINGS:

- More than 40% of LGBTQ+ undergraduates reported unwanted sexual contact (46% of women and 42% of men).
- Among undergraduates, 9% of women and almost 2% of men reported 3 or more incidents of unwanted sexual contact.

REPORTING ALL UNWANTED SEXUAL CONTACT:



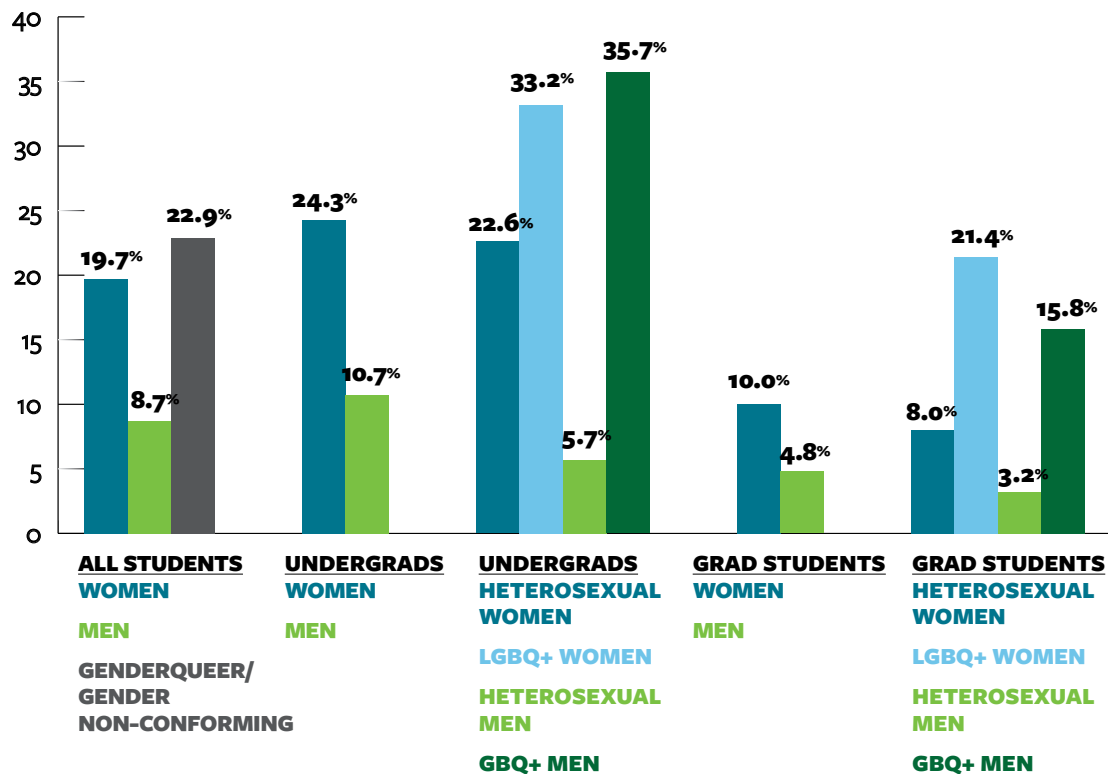
• RAPE

Someone had oral sex with me or made me have oral sex with them without my consent; and/or someone put their penis, fingers, or other objects into my vagina and/or butt without my consent.

NOTABLE FINDINGS:

- Approximately one-third (33%) of undergraduate LGBQ+ women and more than a third (36%) of undergraduate GBQ+ men reported having been raped. Rates for undergraduate heterosexual women followed at 23%.
- Fifteen percent (15%) of all undergraduate women say that they experienced 2 or more incidents of rape.

REPORTING RAPE:



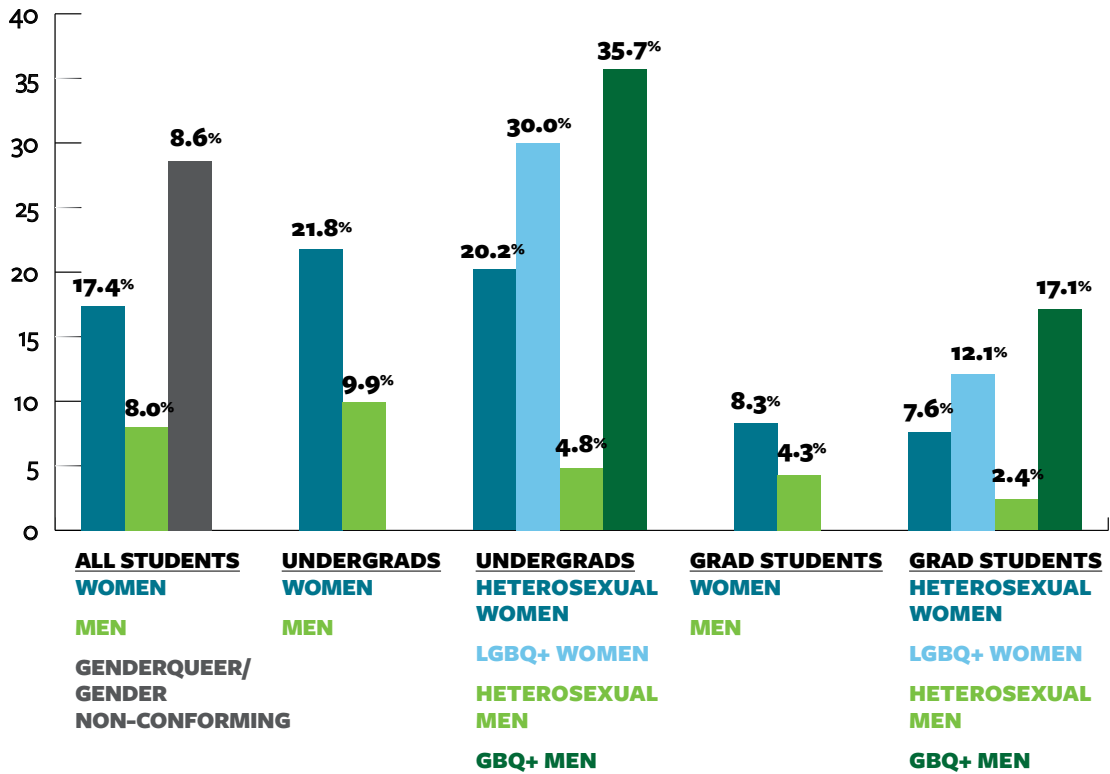
• ATTEMPTED RAPE

Even though it didn't happen, someone tried to have oral, anal, or vaginal sex with me without my consent.

NOTABLE FINDINGS:

- Undergraduate GBQ+ men reported having been victims of attempted rape at the highest rates at 36%, followed by undergraduate LGBQ+ women (30%), and heterosexual women (20%).
- Ten percent (10%) of all undergraduate women reported having experienced 2 or more incidents of attempted rape.

REPORTING ATTEMPTED RAPE:



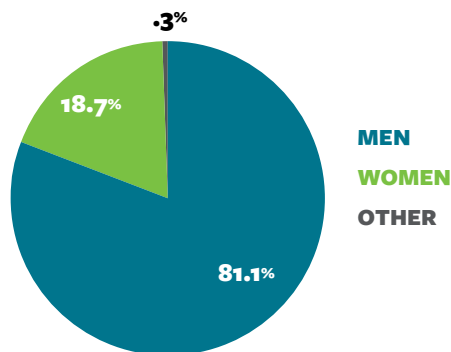
• MORE INFORMATION ON UNDERGRADUATE SEXUAL ASSAULT

For those who reported experiencing any kind of sexual assault, students were asked to describe a variety of characteristics related to the one experience that had the greatest effect on them:

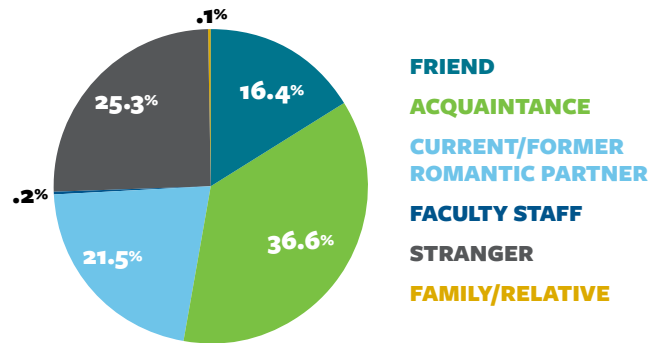
NOTABLE FINDINGS:

- Ninety-seven (97%) percent of undergraduate heterosexual women and 87% of undergraduate LGBQ+ women who reported being assaulted indicated a man was the perpetrator. Eighty-six percent (86%) of undergraduate heterosexual men and 32% of undergraduate GBQ+ men who reported being assaulted indicated a woman was the perpetrator.
- The majority of undergraduate heterosexual men and women (53%) said they were assaulted on campus, while over 65% of undergraduate LGBQ+ women and men said their assault happened off-campus.

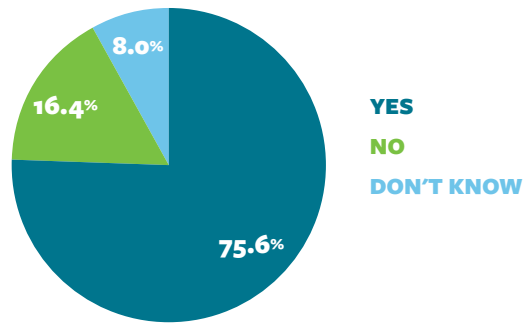
GENDER IDENTITY OF PERPETRATOR



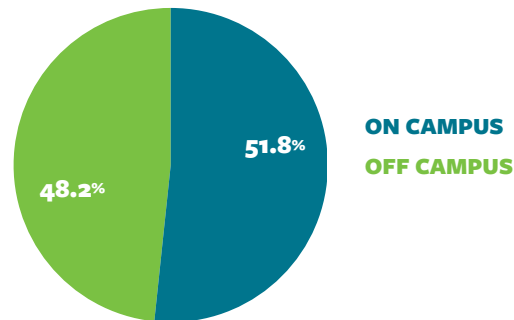
RELATIONSHIP TO PERPETRATOR



WAS THIS PERSON A TULANE STUDENT?



DID THE INCIDENT HAPPEN ON OR OFF CAMPUS?



PERPETRATOR'S USE OF ALCOHOL/ OTHER DRUGS DURING ASSAULT

VICTIM'S USE OF ALCOHOL/ OTHER DRUGS DURING ASSAULT

THEY HAD BEEN USING ALCOHOL:	57.8%	I HAD BEEN USING ALCOHOL:	71.5%
THEY HAD BEEN USING DRUGS:	1.5%	I HAD BEEN USING DRUGS:	1.8%
THEY HAD BEEN USING ALCOHOL AND DRUGS:	14.4%	I HAD BEEN USING ALCOHOL AND DRUGS:	10.5%
THEY HAD NOT BEEN USING EITHER ALCOHOL OR DRUGS:	9.6%	I HAD NOT BEEN USING EITHER ALCOHOL OR DRUGS:	16.2%
I DON'T KNOW:	16.8%		

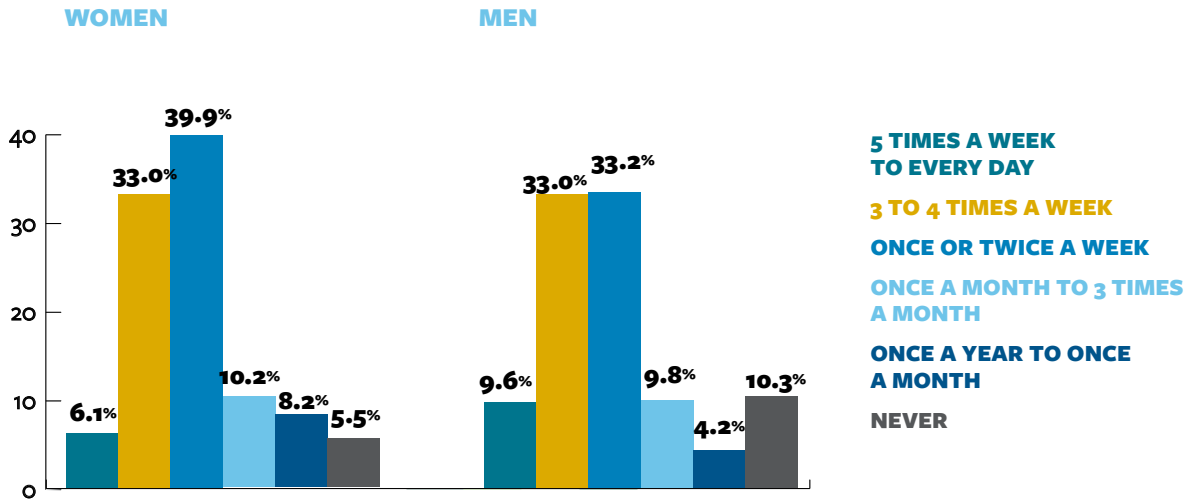
C. UNDERGRADUATE ALCOHOL USE

Students were asked generally about their use of alcohol since enrolling at Tulane.

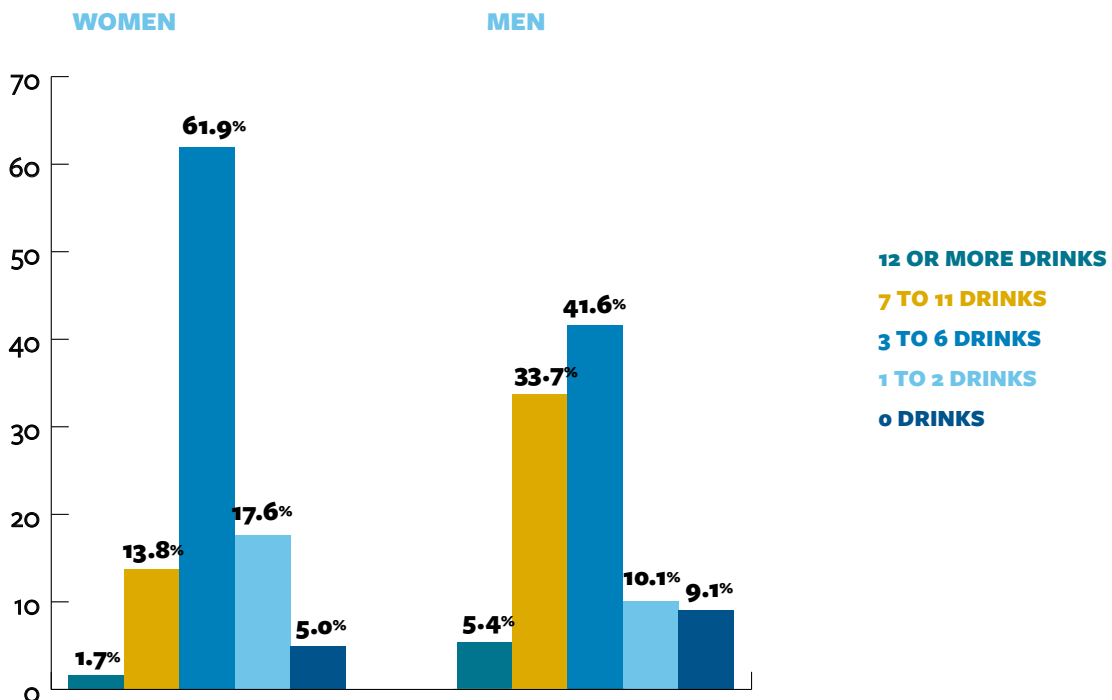
NOTABLE FINDINGS:

- Forty-three percent (43%) of undergraduate men and 39% of undergraduate women reported drinking alcohol 3 or more times per week.

SINCE ENROLLING AT TULANE, HOW OFTEN DO YOU USUALLY HAVE ANY KIND OF DRINK CONTAINING ALCOHOL?



SINCE ENROLLING AT TULANE, HOW MANY ALCOHOLIC DRINKS DO YOU HAVE ON A TYPICAL DAY WHEN YOU DRINK ALCOHOL?



D. ACADEMIC SEXISM, SEX DISCRIMINATION, AND SEXUAL/GENDER-BASED HARASSMENT BY FACULTY AND STAFF TO STUDENTS

Students were asked questions about behaviors or actions they had experienced within the academic context, by faculty or staff (which includes graduate student instructors or supervisors and adjuncts). These questions measured a range of behaviors, from sexist or crude remarks up to sexual touch or coercion. These questions were also measured on the frequency of the behavior. This is a public health definition of sexual harassment and uses different terms than what is found in Tulane policies or in employment law.

NOTABLE FINDINGS:

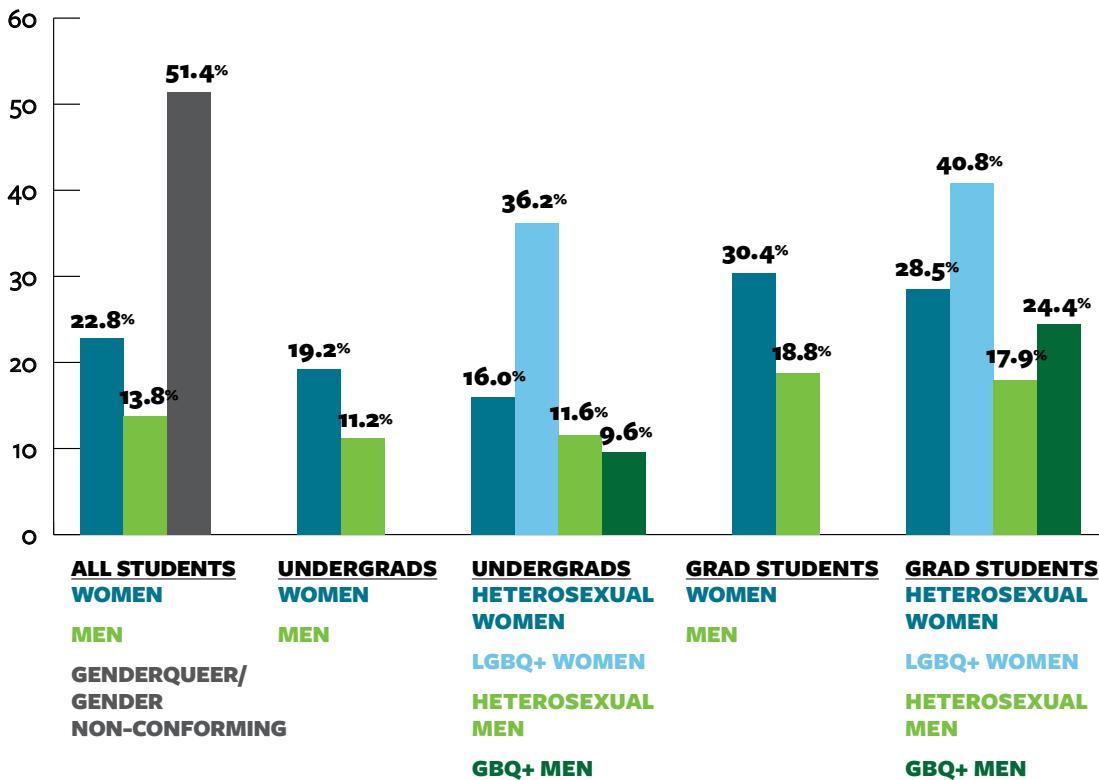
- Six percent (6%) of undergraduate, heterosexual women and 5% of LGBTQ+ women reported experiencing sexual harassment by faculty/staff while at Tulane.
- Graduate/Professional LGBTQ+ women had the highest reported rate at 10%.

• SEXIST COMMENTS & BEHAVIOR

Since you enrolled at Tulane, have you been in a situation in which a faculty member, instructor or staff member did any of the following:

1. Treated you “differently” because of your sex?
2. Displayed, used, or distributed sexist or suggestive materials?
3. Made offensive sexist remarks?
4. Put you down or was condescending to you because of your sex?

REPORTING SEXIST COMMENTS:

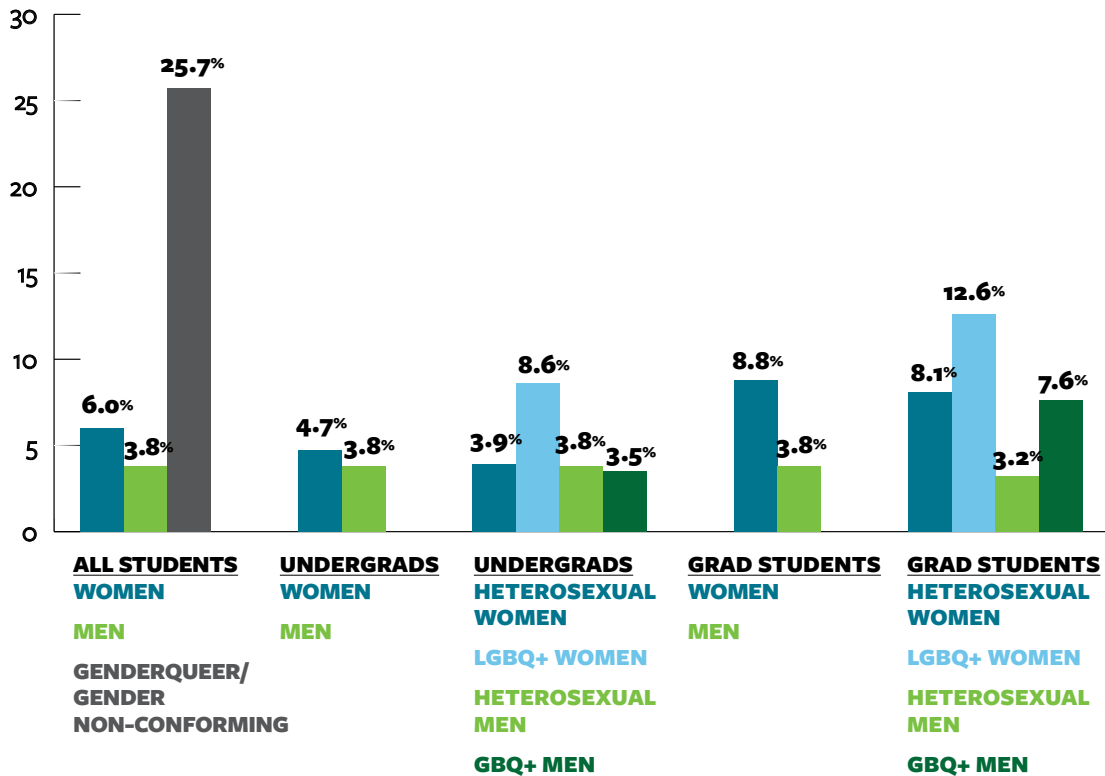


• CRUDE OR LEWD COMMENTS & BEHAVIOR

Since you enrolled at Tulane, have you been in a situation in which a faculty member, instructor or staff member did any of the following:

1. Repeatedly told sexual stories or jokes that were offensive to you?
2. Made unwelcome attempts to draw you into a discussion of sexual matters?
3. Made offensive remarks about your appearance, body, or sexual activities?
4. Made gestures or used body language of a sexual nature which embarrassed or offended you?

REPORTING CRUDE OR LEWD COMMENTS:

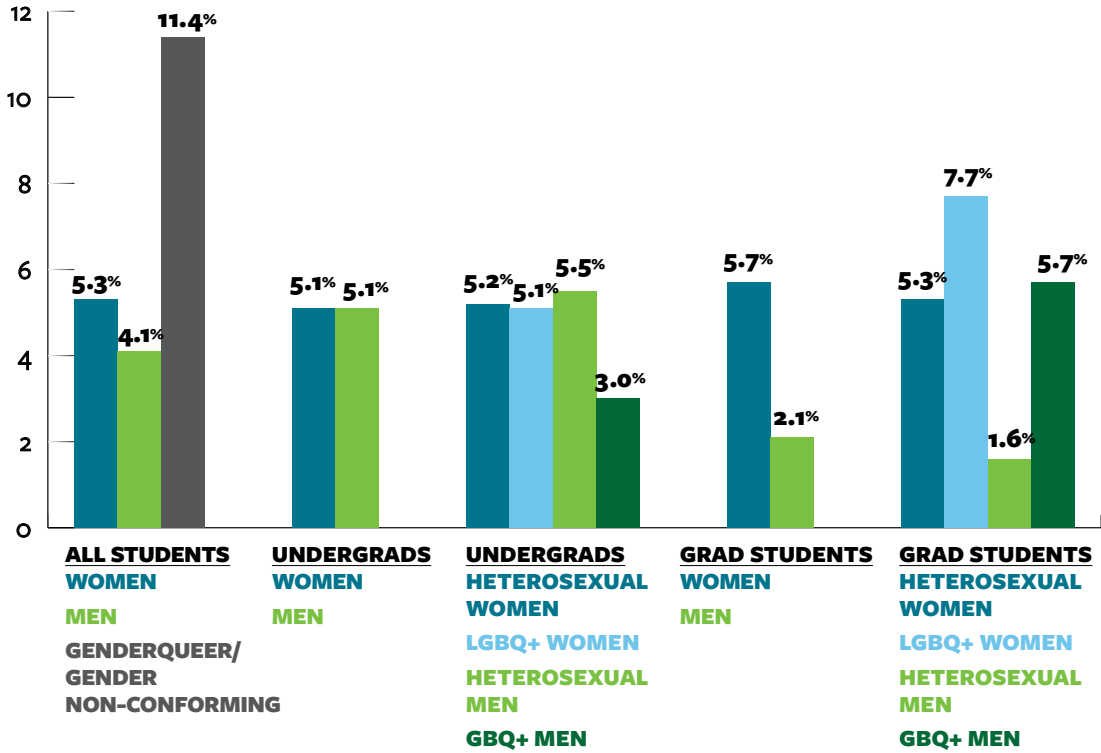


• UNWANTED SEXUAL CONTACT

Since you enrolled at Tulane, have you been in a situation in which a faculty member, instructor or staff member did any of the following:

1. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?
2. Continued to ask you for dates, drinks, dinner, etc., even though you said “No”?
3. Touched you in a way that made you feel uncomfortable?
4. Made unwanted attempts to stroke, fondle, or kiss you?

REPORTING UNWANTED SEXUAL CONTACT:

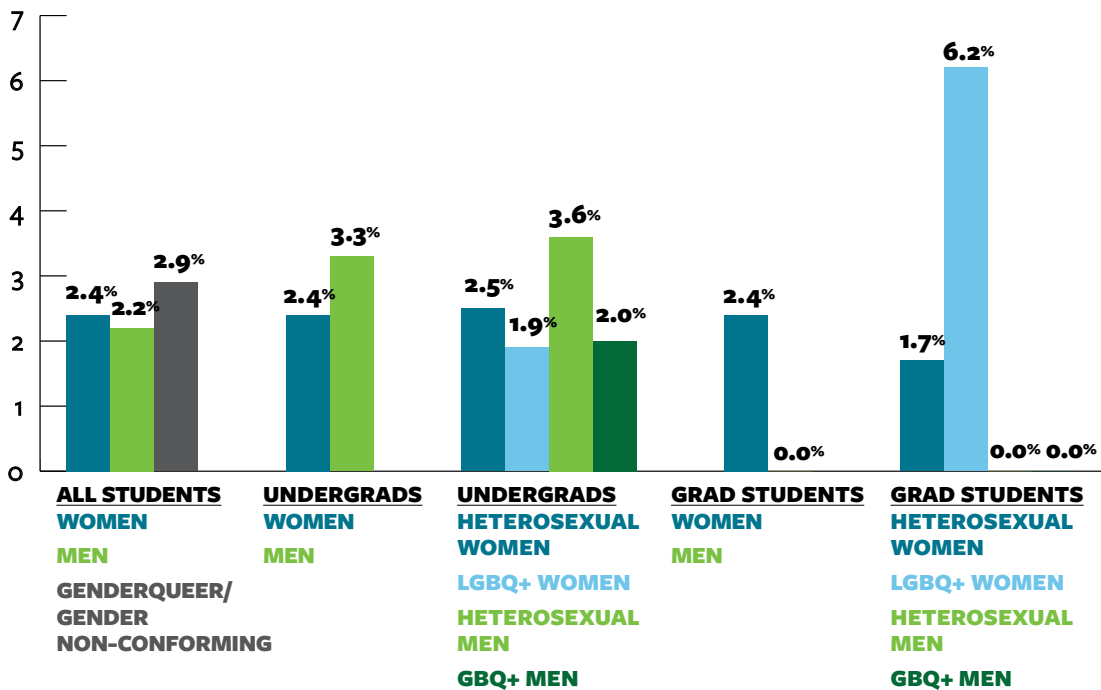


• UNWANTED SEXUAL COERCION

Since you enrolled at Tulane, have you been in a situation in which a faculty member, instructor or staff member did any of the following:

1. Made you feel like you were being bribed with a reward to engage in sexual behavior?
2. Made you feel threatened with some sort of retaliation for not being sexually cooperative?
3. Treated you badly for refusing to have sex?
4. Implied better treatment if you were sexually cooperative?

REPORTING UNWANTED SEXUAL COERCION:

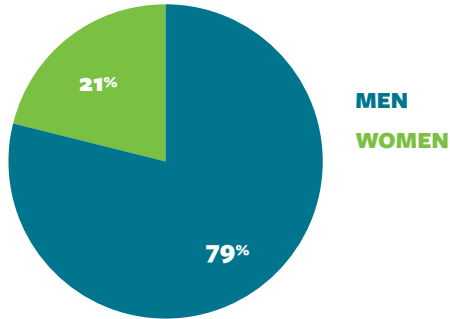


• MORE INFORMATION ON ACADEMIC SEXISM, SEX DISCRIMINATION AND SEXUAL/GENDER-BASED HARASSMENT BY FACULTY/STAFF

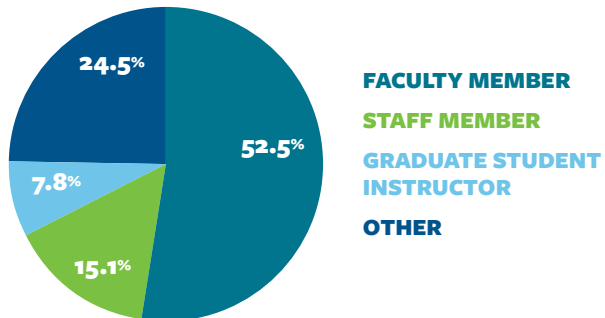
For those who reported experiencing the above behaviors.

ALL UNDERGRADUATE VICTIMS

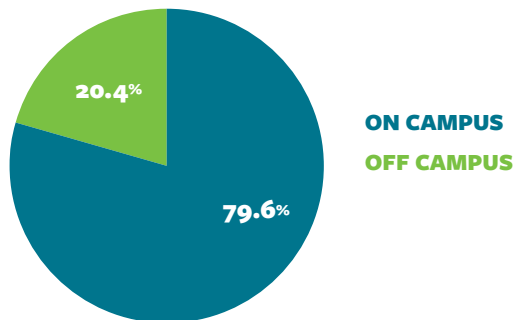
GENDER IDENTITY OF PERPETRATOR



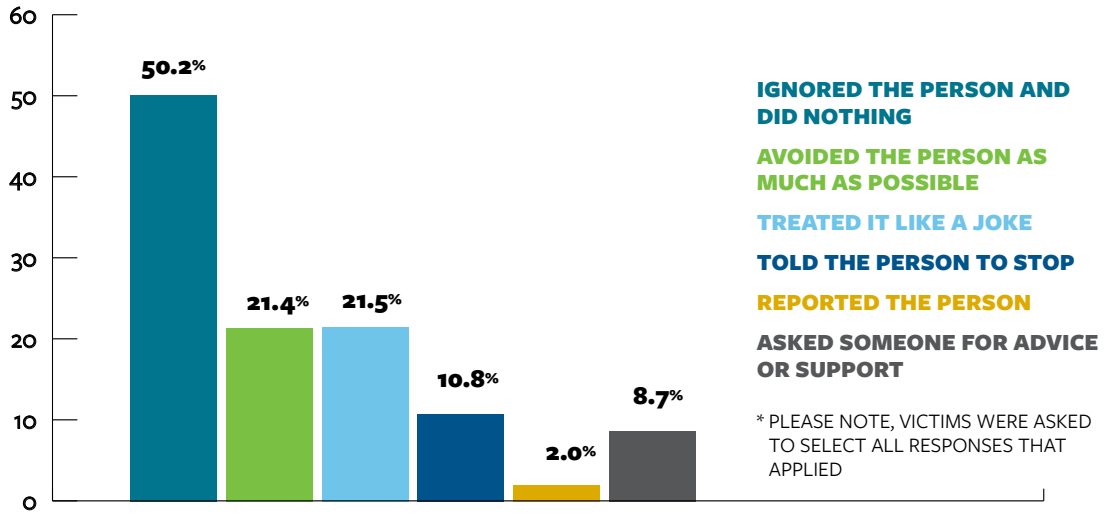
ROLE OF PERPETRATOR



DID THE INCIDENT HAPPEN ON OR OFF CAMPUS?

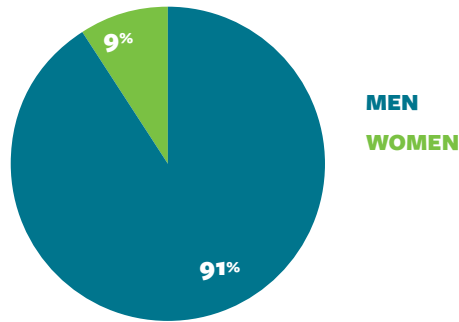


HOW DID THE VICTIM REACT?*

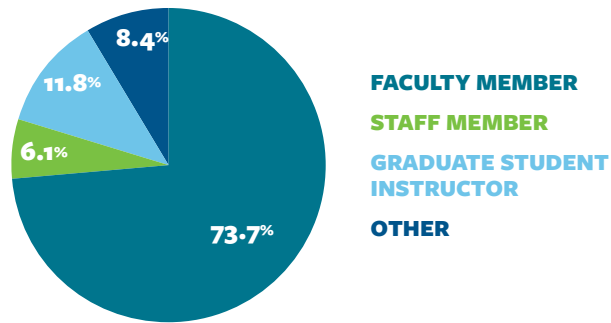


ALL GRADUATE VICTIMS

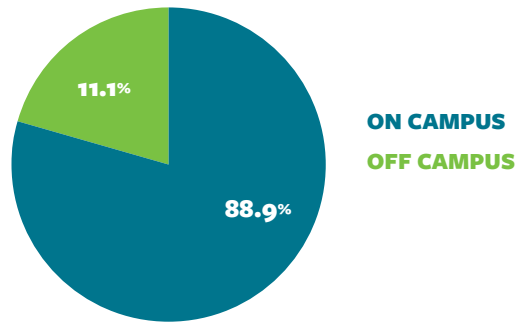
GENDER IDENTITY OF PERPETRATOR



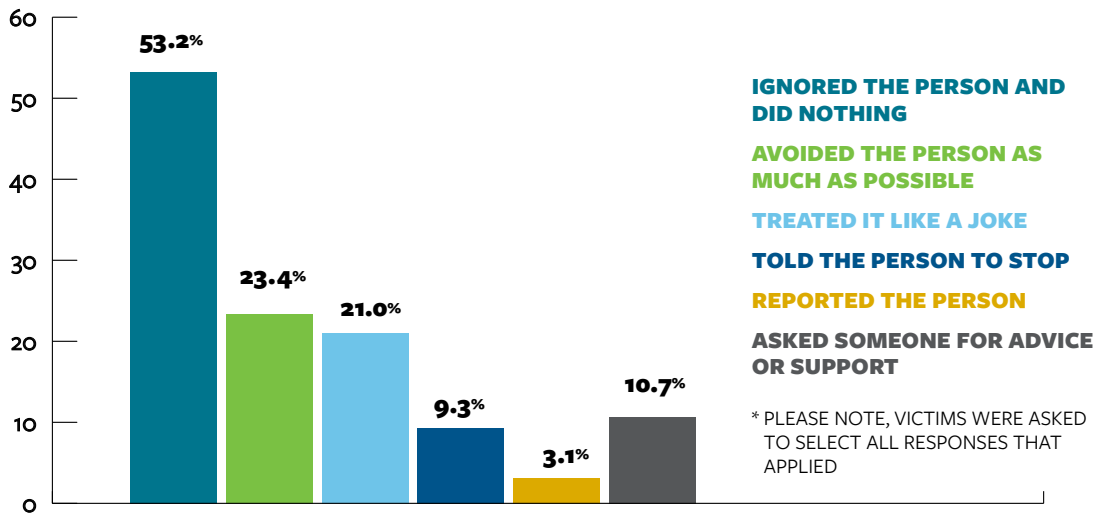
ROLE OF PERPETRATOR



DID THE INCIDENT HAPPEN ON OR OFF CAMPUS?



HOW DID THE VICTIM REACT?*



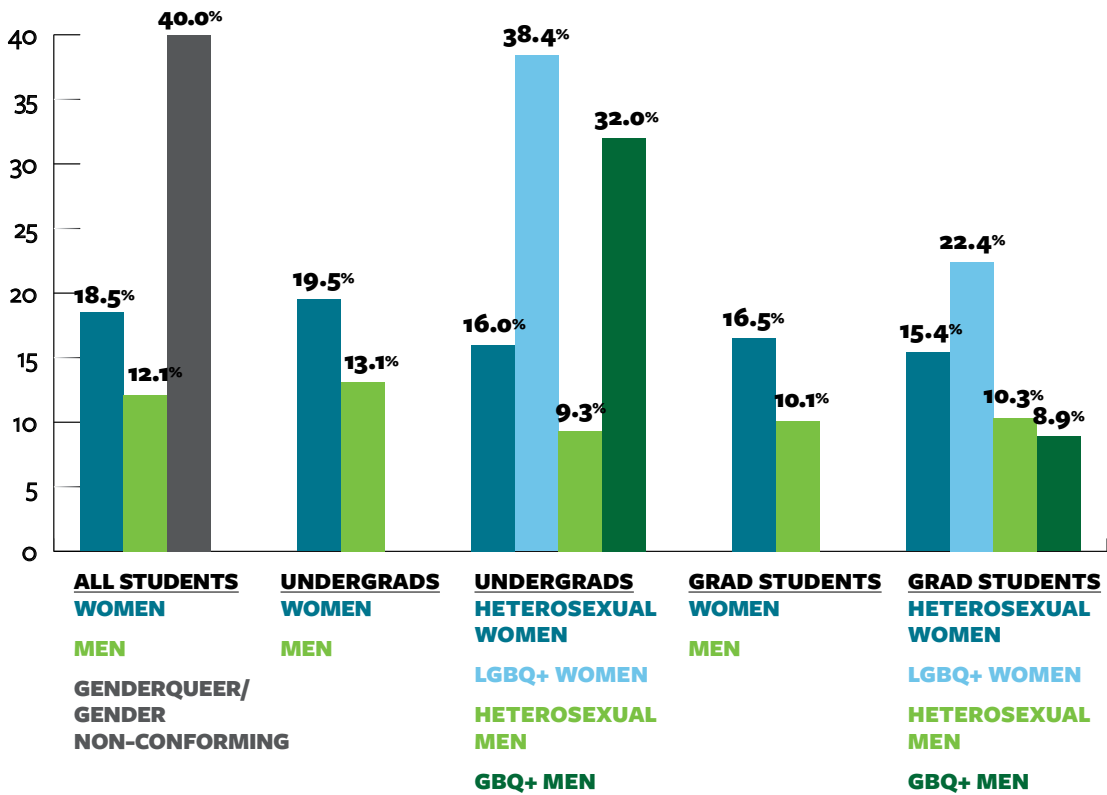
E. DOMESTIC/DATING VIOLENCE (DV)

Dating/Domestic Violence included any report of physical and/or psychological abuse behaviors within an intimate relationship. This section asked questions focused on physical actions like pushing, shoving, hitting, “beating me up,” as well as property damage, threats of violence, and fear of harm. This is a slightly broader definition of dating violence than what is found in the law and Tulane’s Code of Student Conduct.

NOTABLE FINDINGS:

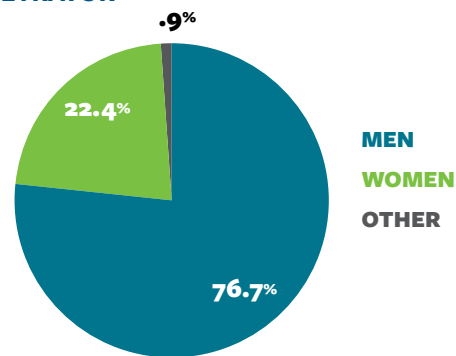
- LGBTQ+ undergraduates reported higher victimization rates (38% for women, LGBTQ+ undergraduates and 32% for men) than heterosexual undergraduates (16% for women and 9% for men).
- Of graduate students who experienced dating/domestic violence, the majority (52%) reported their most impactful incident involved being abused by their current romantic partner. Sixty-nine percent (69%) of graduate students reported that their abusers were not Tulane students and 87% reported the incident occurred off-campus.
- Fifty-seven percent (57%) of undergraduate students who reported experiencing dating/domestic violence said that their abuser had used alcohol, drugs, or both at the time of their worst incident, compared to 36% of graduate/professional students.
- Graduate students had lower rates of dating violence victimization than their undergraduate counterparts.

OVERALL DV VICTIMIZATION

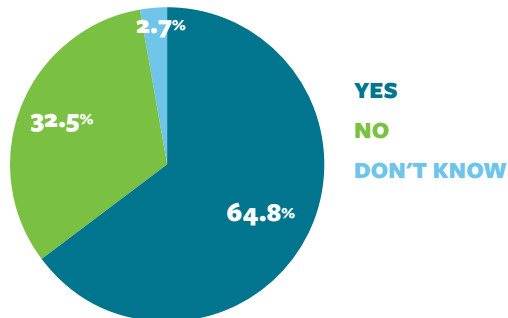


WORST REPORTED DV INCIDENT INFORMATION ALL UNDERGRADUATE VICTIMS

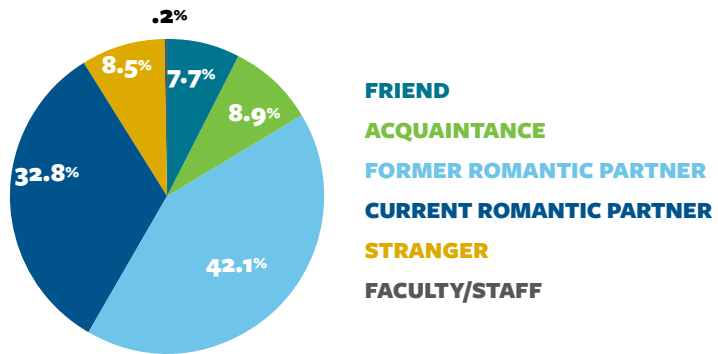
GENDER IDENTITY OF PERPETRATOR



WAS THE PERSON A TULANE STUDENT?



RELATIONSHIP TO PERPETRATOR

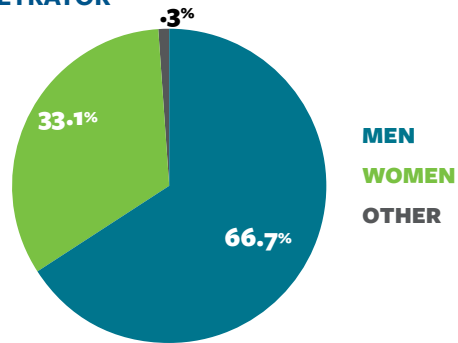


DID THE INCIDENT HAPPEN ON OR OFF CAMPUS?

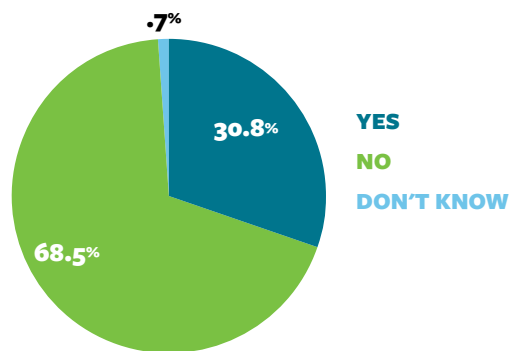


PERPETRATOR'S USE OF ALCOHOL/ OTHER DRUGS DURING ASSAULT		VICTIM'S USE OF ALCOHOL/ OTHER DRUGS DURING ASSAULT	
THEY HAD BEEN USING ALCOHOL:	36.5%	I HAD BEEN USING ALCOHOL:	39.3%
THEY HAD BEEN USING DRUGS:	4.5%	I HAD BEEN USING DRUGS:	4.1%
THEY HAD BEEN USING ALCOHOL AND DRUGS:	15.6%	I HAD BEEN USING ALCOHOL AND DRUGS:	3.9%
THEY HAD NOT BEEN USING EITHER ALCOHOL OR DRUGS:	24.4%	I HAD NOT BEEN USING EITHER ALCOHOL OR DRUGS:	52.7%
I DON'T KNOW:	19.0%		

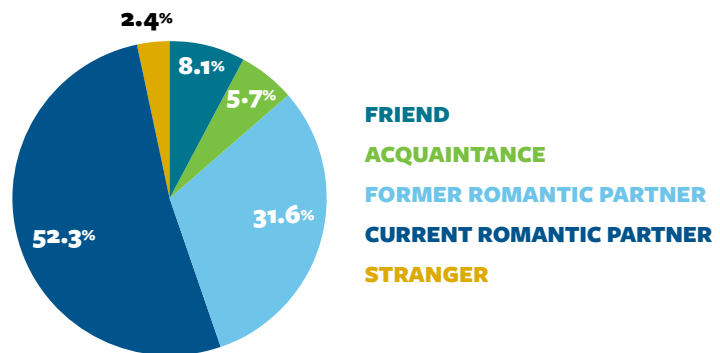
ALL GRADUATE VICTIMS
GENDER IDENTITY OF PERPETRATOR



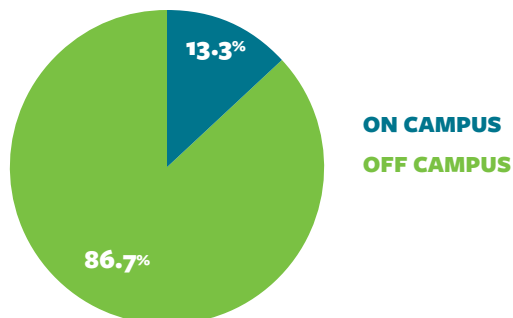
WAS THIS PERSON A TULANE STUDENT?



RELATIONSHIP TO PERPETRATOR



DID THE INCIDENT HAPPEN ON OR OFF CAMPUS?



PERPETRATOR'S USE OF ALCOHOL/ OTHER DRUGS DURING ASSAULT		VICTIM'S USE OF ALCOHOL/ OTHER DRUGS DURING ASSAULT	
THEY HAD BEEN USING ALCOHOL:	29.8%	I HAD BEEN USING ALCOHOL:	29.5%
THEY HAD BEEN USING DRUGS:	2.8%*		
THEY HAD BEEN USING ALCOHOL AND DRUGS:	3.8%*	I HAD BEEN USING ALCOHOL AND DRUGS:	1.0%*
THEY HAD NOT BEEN USING EITHER ALCOHOL OR DRUGS:	41.4%	I HAD NOT BEEN USING EITHER ALCOHOL OR DRUGS:	69.5%
I DON'T KNOW:	22.2%		

*Indicates fewer than 10 responses

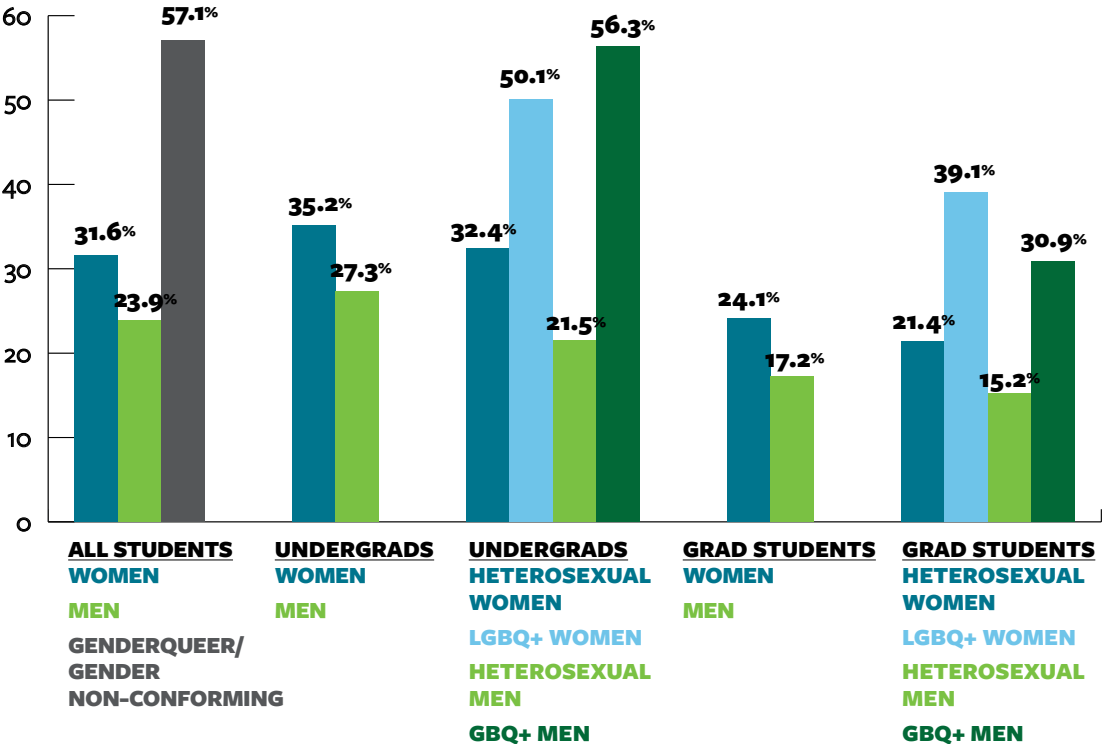
F. STALKING

Stalking included a pattern of stalking behavior in which a student reported at least one of eight behaviors occurring three or more times. These behaviors include the following: surveillance, unwanted communications (including electronic communications, like texts or social media), unwanted presents or gifts, and threatening gestures. This definition is similar to that found in the law and Tulane policy. The below behaviors describe behaviors that occurred since the student had enrolled at Tulane, including summer or spring breaks.

NOTABLE FINDINGS:

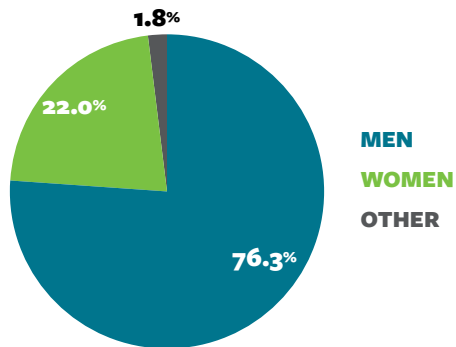
- Ninety-three percent (93%) of undergraduate women who reported being stalked were stalked by men. Men reported they were stalked by women (52%) and men (46%) at much more similar rates.
- Graduate students were more likely than undergraduates to report being stalked by someone who was not a Tulane student (37% v. 18%).
- Undergraduates reported that 67% of stalking incidents happened on campus versus 33% that happened away from Tulane. Conversely, 64% of incidents with graduate/professional students occurred off campus and 36% at Tulane.

OVERALL STALKING VICTIMIZATION

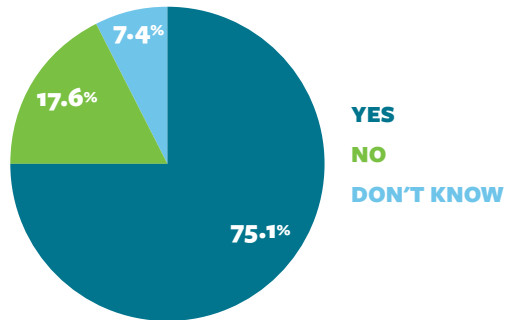


WORST REPORTED STALKING INCIDENT INFORMATION ALL UNDERGRADUATE VICTIMS

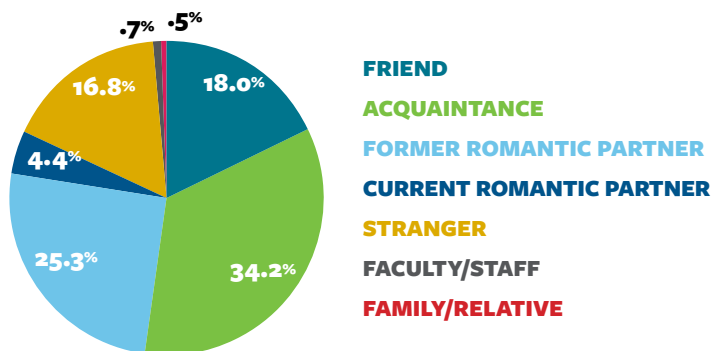
GENDER IDENTITY OF PERPETRATOR



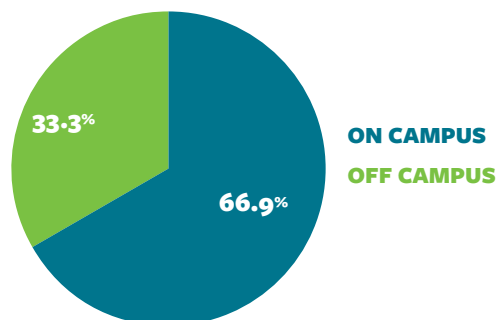
WAS THE PERSON A TULANE STUDENT?



RELATIONSHIP TO PERPETRATOR



DID THE INCIDENT HAPPEN ON OR OFF CAMPUS?

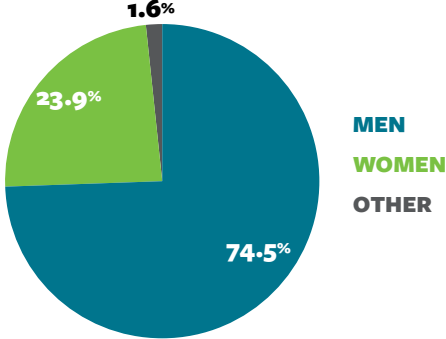


PERPETRATOR'S USE OF ALCOHOL/ OTHER DRUGS DURING ASSAULT		VICTIM'S USE OF ALCOHOL/ OTHER DRUGS DURING ASSAULT	
THEY HAD BEEN USING ALCOHOL:	22.9%	I HAD BEEN USING ALCOHOL:	26.0%
THEY HAD BEEN USING DRUGS:	1.1%	I HAD BEEN USING DRUGS:	.9%*
THEY HAD BEEN USING ALCOHOL AND DRUGS:	10.4%	I HAD BEEN USING ALCOHOL AND DRUGS:	4.5%
THEY HAD NOT BEEN USING EITHER ALCOHOL OR DRUGS:	17.4%	I HAD NOT BEEN USING EITHER ALCOHOL OR DRUGS:	68.8%
I DON'T KNOW:	48.2%		

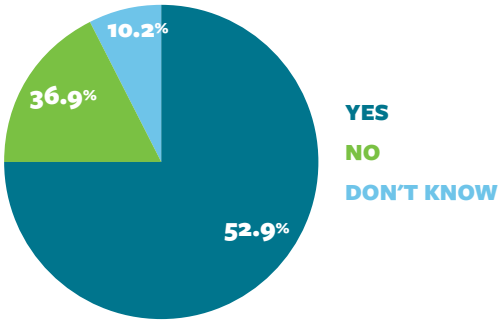
*Indicates less than 10 responses

ALL GRADUATE VICTIMS

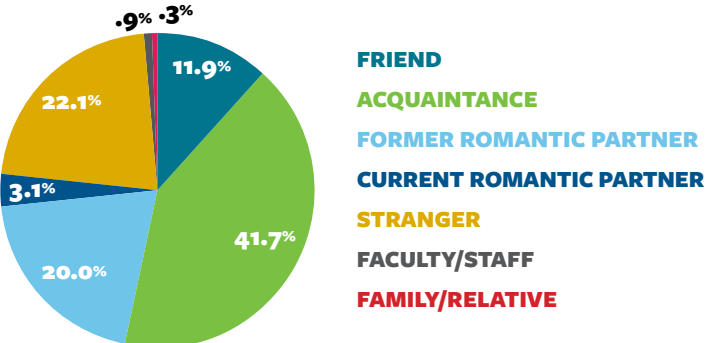
GENDER IDENTITY OF PERPETRATOR



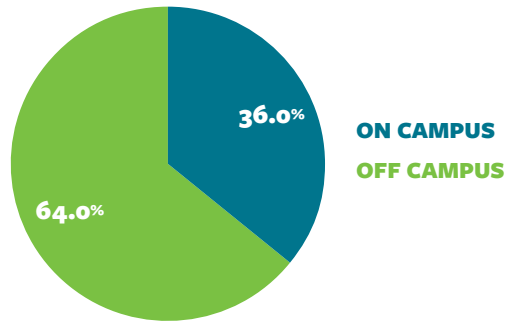
WAS THIS PERSON A TULANE STUDENT?



RELATIONSHIP TO PERPETRATOR



DID THE INCIDENT HAPPEN ON OR OFF CAMPUS?



PERPETRATOR'S USE OF ALCOHOL/ OTHER DRUGS DURING ASSAULT		VICTIM'S USE OF ALCOHOL/ OTHER DRUGS DURING ASSAULT	
THEY HAD BEEN USING ALCOHOL:	14.7%	I HAD BEEN USING ALCOHOL:	14.7%
THEY HAD BEEN USING DRUGS:	1.1%*	I HAD BEEN USING DRUGS:	1.1%*
THEY HAD BEEN USING ALCOHOL AND DRUGS:	3.4%	I HAD BEEN USING ALCOHOL AND DRUGS:	.2%*
THEY HAD NOT BEEN USING EITHER ALCOHOL OR DRUGS:	26.9%	I HAD NOT BEEN USING EITHER ALCOHOL OR DRUGS:	84.0%
I DON'T KNOW:	53.9%		

*Indicates less than 10 responses

G. VICTIM DISCLOSURE

Students who reported experiencing any form of sexual misconduct (sexual harassment by faculty/staff, sexual assault, stalking, and/or dating/domestic violence) were asked the following questions about whether they told anyone about their experience.

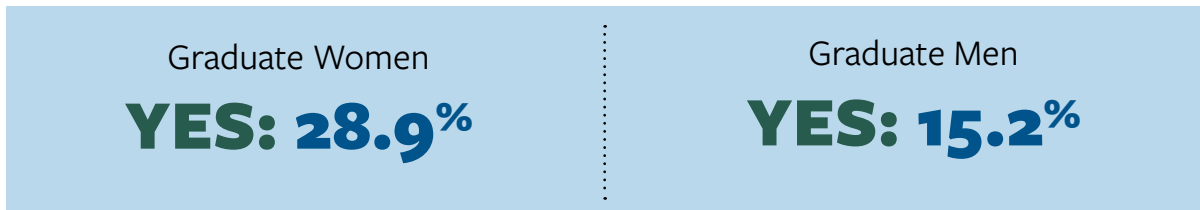
NOTABLE FINDINGS:

- Forty-two percent (42%) of undergraduate women who experienced sexual misconduct told someone about the incident compared with only 23% of men.
- The vast majority of undergraduate victims (81% of men and 87% of women) who told someone about their incident told a close friend. Roommates were the next highest person indicated (63% of men and 62% of women.)
- Graduate and professional student victims were much less likely to tell someone about the incident (15% of men and 29% of women) than undergraduates.

DID YOU TELL ANYONE ABOUT THE INCIDENT BEFORE THIS QUESTIONNAIRE?



DID YOU TELL ANYONE ABOUT THE INCIDENT BEFORE THIS QUESTIONNAIRE?



H. STUDENT PERCEPTIONS OF CAMPUS

The following questions capture students' feelings broadly about Tulane and the Tulane campus, namely their perceptions of safety and violence on campus and their satisfaction overall with the institution. Also included are students' feelings on their role in creating change.

NOTABLE FINDINGS:

- Men, regardless of sexual orientation, felt safe from all forms of sexual misconduct. Women of any sexual orientation reported feeling less safe than men. Less than 50% of LGBTQ+ women felt safe from sexual misconduct.
- When asked if they think sexual violence is **not** a problem at Tulane, 65% of all women disagreed or strongly disagreed, which was nearly 18% higher than men (47%).
- Ten percent (10%) of all men on campus agreed or strongly agreed that there was no need to think about sexual violence during their time in college. Only 4% of women reported the same. When comparing only undergraduate men to undergraduate women, the gap widens: 11% versus 2%.
- Despite their experience, the overwhelming majority of Tulane students who experienced sexual assault report that if they had to do it over again, they would still enroll at Tulane and they would recommend attending Tulane to others.

• UNDERGRADUATE STUDENTS REPORTING ANY SEXUAL MISCONDUCT EXPERIENCE INSTITUTIONAL RESPONSES

TULANE'S RESPONSE (DID/WOULD)	% NO	% YES	% NOT APPLICABLE
<i>Support formal/informal resources</i>			
WOMEN	<1	83.9	15.7
MEN	<1	83.5	15.9
<i>Apologize for what happened to them</i>			
WOMEN	9.9	65.4	27.2
MEN	8.8	68.2	23.0
<i>Believe your report</i>			
WOMEN	0	79.1	20.9
MEN	<1	78.6	20.6
<i>Allow a say in how report handled</i>			
WOMEN	3.3	76.4	20.4
MEN	1.3	80.9	17.9
<i>Ensure treated as important Tulanian</i>			
WOMEN	<1	81.5	17.9
MEN	<1	84.0	15.7
<i>Meet needs for support/accommodations</i>			
WOMEN	<1	78.3	20.8
MEN	<1	84.5	15.2
<i>Create safe environment to discuss</i>			
WOMEN	1.4	81.1	17.6
MEN	<1	83.9	15.5
<i>Create environment that recognizes problem of SV</i>			
WOMEN	15.4	65.7	18.9
MEN	9.7	71.3	

• PERCEPTIONS OF SAFETY

	AGREE/STRONGLY AGREE	
	WOMEN	MEN
UNDERGRAD		
<i>I feel safe from Sexual Harassment</i>	47.8%	86.6%
<i>I feel safe from Dating Violence</i>	67.8%	86.5%
<i>I feel safe from Sexual Violence</i>	51.4%	86.7%
<i>I feel safe from Stalking</i>	64.6%	83.5%
GRADUATE STUDENTS		
<i>I feel safe from Sexual Harassment</i>	56.3%	90.5%
<i>I feel safe from Dating Violence</i>	74.2%	92.5%
<i>I feel safe from Sexual Violence</i>	61.3%	92.5%
<i>I feel safe from Stalking</i>	62.0%	85.5%

• PERCEPTIONS OF SAFETY BY GENDER AND RACE

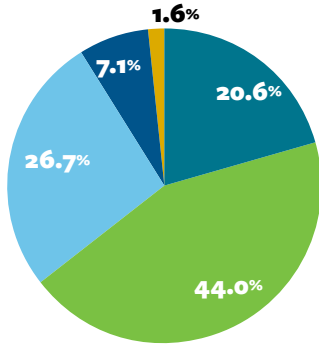
(SOC = Students of Color)

	AGREE/STRONGLY AGREE			
	WOMEN WHITE	WOMEN SOC	MEN WHITE	MEN SOC
ALL STUDENTS				
<i>I feel safe from Sexual Harassment</i>	51.4%	47.7%	89.0%	84.0%
<i>I feel safe from Dating Violence</i>	71.6%	64.4%	89.7%	84.1%
<i>I feel safe from Sexual Violence</i>	56.8%	47.7%	89.8%	84.5%
<i>I feel safe from Stalking</i>	66.0%	57.1%	85.8%	78.1%

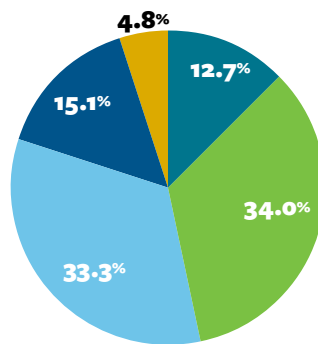
• STUDENT ENGAGEMENT

I DON'T THINK SEXUAL VIOLENCE IS A PROBLEM AT TULANE:

WOMEN



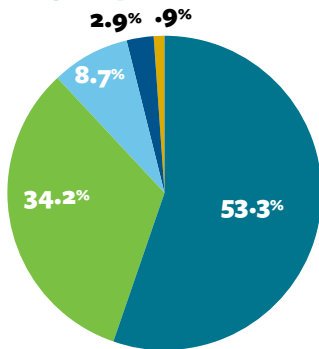
MEN



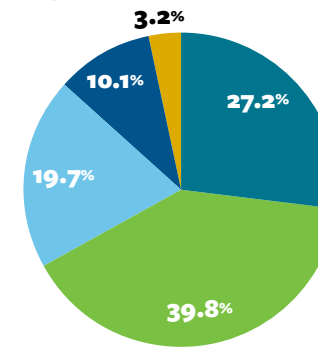
STRONGLY DISAGREE
DISAGREE
NEUTRAL
AGREE
STRONGLY AGREE

THERE ISN'T MUCH NEED FOR ME TO THINK ABOUT SEXUAL VIOLENCE WHILE AT COLLEGE:

WOMEN



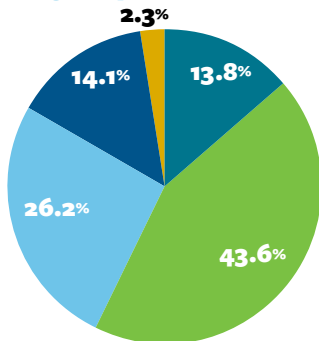
MEN



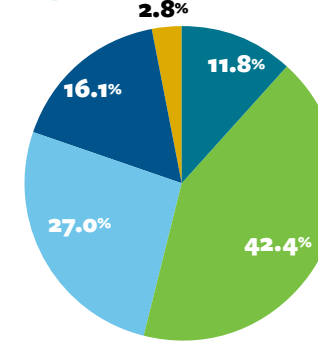
STRONGLY DISAGREE
DISAGREE
NEUTRAL
AGREE
STRONGLY AGREE

I DON'T THINK THERE IS MUCH I CAN DO ABOUT SEXUAL VIOLENCE ON THIS CAMPUS:

WOMEN



MEN

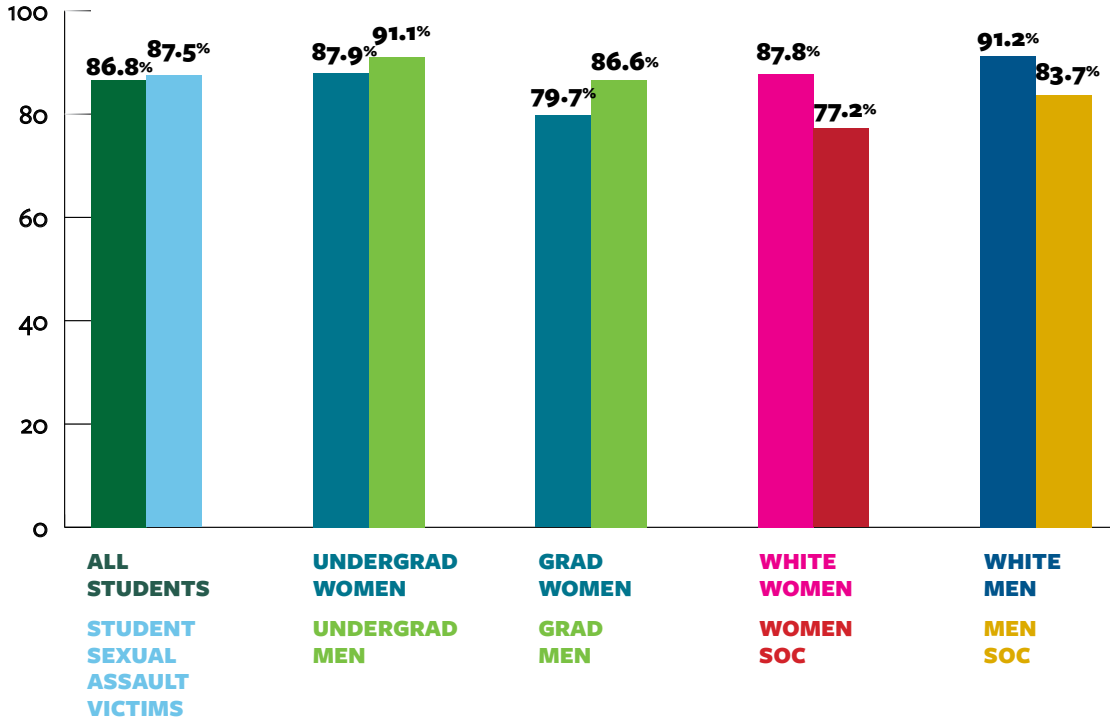


STRONGLY DISAGREE
DISAGREE
NEUTRAL
AGREE
STRONGLY AGREE

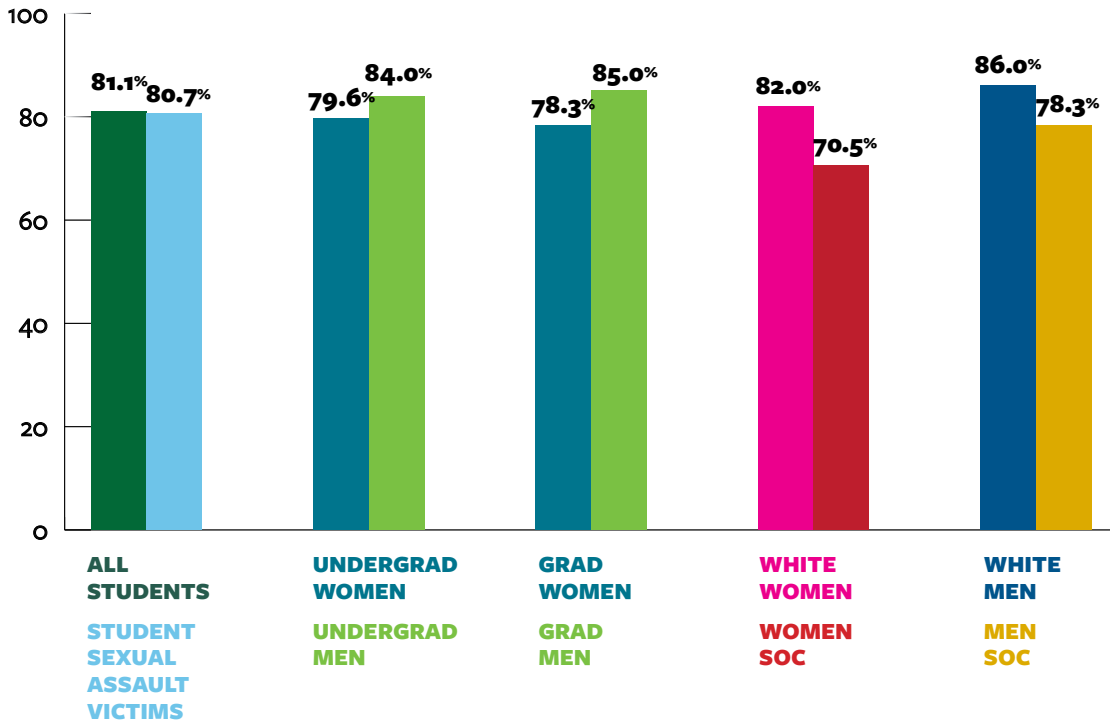
	AGREE/STRONGLY AGREE	
	WOMEN	MEN
UNDERGRAD		
<i>I don't think sexual violence is a problem at Tulane</i>	7.5%	19.7%
<i>There isn't much need for me to think about sexual violence while at college</i>	2.3%	11.3%
<i>I don't think there is much I can do about sexual violence on this campus</i>	16.2%	18.1%
GRADUATE STUDENTS		
<i>I don't think sexual violence is a problem at Tulane</i>	11.3%	20.4%
<i>There isn't much need for me to think about sexual violence while at college</i>	6.8%	17.2%
<i>I don't think there is much I can do about sexual violence on this campus</i>	17.0%	20.5%
ALL STUDENTS		
<i>I don't think sexual violence is a problem at Tulane</i>	8.6%	9.9%
<i>There isn't much need for me to think about sexual violence while at college</i>	3.8%	18.3%
<i>I don't think there is much I can do about sexual violence on this campus</i>	16.4%	18.9%

• TULANE SATISFACTION

I WOULD RECOMMEND ATTENDING TULANE TO OTHERS



IF I HAD TO DO IT OVER AGAIN, I WOULD STILL ATTEND TULANE



TULANE'S ACTION PLAN *for* CREATING A PREVENTION CULTURE

• THE BEGINNINGS OF OUR ACTION PLAN

We are working with experts among our own faculty and others across the country to apply national best practices in the prevention of sexual assault. We face a major hurdle, however. Few prevention programs have been proven to work, and there has been far too little national research to find the answers we need. But this cannot deter us. We will strive to become a leader in finding the answers. We will carefully evaluate everything we do to see what works and we will pass on those insights to others.

We will expand and improve the training we give to all of our students, and create more effective public health campaigns. We will use every available institution, from residence halls to Greek life, to help change the parts of our culture that allow sexual violence to flourish. We will encourage and facilitate the efforts of students to promote their own culture change from within. We will elevate our efforts to focus on prevention, while improving our reporting systems and support for survivors.

The section below provides an overview of some of our foundational efforts over the past several years, as well as the immediate actions that we will take together based on this report. These efforts are but a start to the work ahead of us. We will continue to work with our students, faculty and staff to find the best ways to apply the insights of experts to the needs of our community. We must, and we will, find the answers.

• INTEGRATE SEXUAL VIOLENCE PREVENTION INTO THE TULANE EXPERIENCE

Increasing knowledge, shifting attitudes, changing behavior, and building skills are vital to the success of a sexual violence prevention program. We must build upon the strength of our programs for first-year students, who are at the most vulnerable moments in their college careers. However, our efforts can't be isolated. We must expand them across the entire Tulane academic experience.

OUR WORK TO DATE:

- Integrated consent education into sexual health programs in 2012, with online consent and sexual violence education for all incoming first-year students.
- Mandated since 2014, an interactive consent presentation during first-year Welcome Weekend.
- Launched in 2013, the One Wave bystander program, providing training for students on how to identify and intervene in situations that could lead to sexual violence. To date, more than 3,000 students have been trained.
- Since 2014, Title IX syllabus language offered by the Provost each term to all faculty members has included information on how students can report sexual harassment and violence and the support resources available to them. This was an initiative from the Undergraduate Student Government.
- Hosted the inaugural Louisiana Sexual Assault Student Activist Conference, created and run by Tulane students with the support of Newcomb College Institute, created in 2016, and hosted again in 2017.

- Greatly improved lighting on and off campus to improve the likelihood of bystander intervention, and installed more security cameras to capture evidence and provide deterrence.
- Developed a comprehensive online training for all staff and faculty regarding sexual misconduct.
- Developed annual Shifting the Paradigm event, first held in 2014, in which Tulane shares its Clery statistics, all reports of sexual misconduct received by the institution, and the Office of Student Conduct's adjudication numbers.

WHAT WE'RE STARTING TODAY:

- Establishing a comprehensive, multi-dose educational plan with clear goals for undergraduate and graduate student populations and key subpopulations that will link sexual violence prevention to Tulane's mission.
- Creating more time and opportunity in a student's first year at Tulane, beyond orientation, to learn about prevention. In students' subsequent years at Tulane, we will continue to provide education, while also engaging them as community teachers on issues of sexual assault prevention.
- Mandating One Wave bystander training, making it part of the Tulane experience.
- Adopting co-curricular trainings that expand our educational goals beyond the narrow issue of consent to broader issues of coercion and inequality. We will teach about healthy relationships, empathy and moral reasoning.
- Further developing prevention efforts to reduce high-risk drinking as a tool of perpetrators and a broader source of harm to students.
- Developing a university-wide health communications campaign on sexual violence, consent, and healthy relationships.
- Through Residence Life, we are focusing on increasing the peer-to-peer training on sexual misconduct prevention. We will provide more trainings for Resident Assistants, as well as engaging them as leaders in the work of creating a prevention culture.
- Encouraging more faculty to offer courses on, or relevant to, sexual violence.
- Creation of new prevention programming for graduate and professional schools. Those prevention programs should focus on sexual violence, and also on the increased risk of sexual harassment that graduate students face. Where possible, prevention programs should be integrated into the curriculum of each program to improve their effectiveness. Medical students, for example, can learn about prevention while getting necessary education on sexual assault and intimate partner violence as public health problems. Graduate business students can get crucial training on sexual harassment in the workplace.
- Supporting the work of the Newcomb College Institute to create a certificate in Gender-Based Violence.

● ADDRESSING SPECIFIC ISSUES OF RACE, GENDER, SEXUALITY, INTERSECTIONALITY & SEXUAL VIOLENCE

The climate survey provides key data to help enhance and expand our programs and approach to issues surrounding race, gender, sexuality, intersectionality and sexual violence. We must ensure that no group is or feels isolated from the services, education and resources that they need. This means we must understand the root causes of the higher risks facing our LGBTQ+ community; learn about how intersectionality issues directly impacts our students of color; and provide the support for male victims—too often overlooked—and who even more rarely report or seek services.

OUR WORK TO DATE:

- Developed specific orientation resources for new students of color and those identifying as LGBTQ+, which focuses on issues of sexual assault, through the Offices of Multicultural Affairs (OMA) and Gender and Sexual Diversity (OGSD), known collectively as THE O.
- Raising visibility around issues of race and sexuality with programs, speakers, and a series of workshops on sexual health.
- In fall 2017, the Gender and Sexuality Advisory Council established an undergraduate LGBTQ+ Student Advisory Council on Sexual Assault with student leaders from various campus groups comprising the Council membership.
- 2018 launch of Title IX training and platform aimed specifically at the needs of international students.



WHAT WE'RE STARTING TODAY:

- Ensuring that existing university resources have the capacity and expertise—and broadly market that fact—to provide services to LGBTQ+ students, to male victims, to students of color and international students.
- Learn more about the greatly increased risk of LGBTQ+ students through continued qualitative research and consultation with national experts.
- Expanding outreach and engagement of LGBTQ+ students through the Office of Gender and Sexual Diversity as well as focused public health efforts.
- TUPD will create a designated liaison to the LGBTQ+ community to increase the sense of accessibility and openness.
- Include specific training about sexuality, race, gender and national origin in TUPD's training on sexual violence.
- Use the new Community Engagement Specialist to focus specific public health outreach to men who are victims, to help them feel comfortable seeking services.
- Work through qualitative research and outreach, and consultation with national experts, to gain greater insights into the experiences of men who are victims.
- THE O will continue to work closely with the Title IX Coordinator, Campus Health and the rest of Student Affairs to conduct focused outreach to students of color, outreach that specifically addresses the potential for a greater isolation by race.
- Work with national experts to help us greatly increase support for students of color, including outreach like a new discussion and support group called “Breaking Out Bold.”
- THE O will work with faculty to encourage courses on subjects of sexual violence and intersectionality, including among others, the Gender and Sexuality Studies Program, Africana Studies, Latin American Studies, and the Newcomb College Institute.
- The Office of International Students and Scholars will provide specific training to international students regarding prevention, reporting and available services.

● ESTABLISH GREATER MEANS FOR STUDENT ENGAGEMENT

The most effective culture change comes from within. We must do everything possible to facilitate and support the efforts of student leaders to change those parts of our culture that facilitate sexual violence. These efforts will inevitably include Greek life, athletics and student leaders and organizations working on sexual misconduct issues, but engagement must also be broadened. We must hear from all parts of Tulane and develop focused programs that provide for the specific needs of disparate members of our community.

OUR WORK TO DATE:

- As a result of a 1990s grant from the Department of Justice, we established a 24-hour student-run hotline, now known as the Sexual Aggression Peer Hotline & Education (SAPHE).
- Since 2012, we've held an ongoing series of student engagement and education speaking events organized and hosted by the Newcomb College Institute. Speakers have included Lynn Rosenthal, Kevin Swartout, Ray Douglas, Catharine MacKinnon, Catherine Lhamon and Anurima Bhargava.
- Founded in 2014, the Sexual Violence Prevention & Education Coalition (SVPEC) allows students, faculty, and staff to work together on issues of sexual misconduct.
- Created in 2016, the “Potential New Member Education Series” by the Office of Fraternity and Sorority Programs (OFSP), requires mandatory sexual violence education for all students looking to pledge a Greek organization.
- Held in 2016–17, the “It's On Us” campaign was implemented by Tulane athletics, GAPSA and USG.
- In 2016, Kate Harding's book *Asking For It: The Alarming Rise of Rape Culture and What We Can Do About It* was selected as the Tulane Reading Project for incoming students. Discussions were facilitated by professors and administrators in first-year seminar classes, and the project culminated with a lecture by Harding at the 2016 *Shifting the Paradigm*.
- Held in 2017, the Taylor Design Center Thinking student summit aimed to identify new voices and solutions.

- Continued the Tulane Sexual Misconduct Task Force, which looks at existing programs and opportunities to engage the community in new and innovative ways.
- In 2017, we convened an outside expert panel to review and provide input on new programming and opportunities aimed at sexual misconduct prevention.
- In Fall 2017, the Inter-Fraternity Council (IFC) unanimously voted to ban hard liquor from all registered events in chapter houses.
- A Greek Life Steering Committee comprised of faculty, members from the Board of Trustees, senior leadership of the university, and chapter advisors has been working together on identifying critical issues facing the Greek community on campus and is currently compiling recommendations and action steps in enhancing the student experience for all Greek-affiliated students, including recommendations related to shifting the alcohol culture and aiming to increase risk management strategies.

WHAT WE'RE STARTING TODAY:

- Facilitating opportunities for broad-based, grassroots student engagement, and working to implement the best ideas that result, including in-depth work with the Taylor Center for Social Innovation and Design. From providing technology for social media campaigns to facilitators for student-led strategic planning, we want to give our students the tools they need to be partners with us in finding the answers.
- Working to recognize the intensive and focused labor of students who participate in student organization efforts around prevention and support, by granting them community service credit, such as the Tulane University Peer Health Educators (TUPHE) and the Sexual Aggression Peer Hotline & Education (SAPHE).
- Finding ways to engage students who cannot devote as much time to these efforts, but whose broad-based engagement will prove crucial. Finding creative ways students can participate at an entry level, and finding specific ways to engage men in these efforts.
- Redevelop the Sexual Violence Prevention and Education Committee (SVPEC) as a focused networking collaborative to share information, educate the community, support and respond to survivors, and spread prevention messages. Expand membership more broadly and add higher level administrators to implement ideas more quickly.
- Engage with all Greek-letter organizations and councils to develop and implement prevention programs based in peer mentoring and changing norms.
- Work with student-athletes, who receive significant prevention training already, to help set an example and change norms.
- Partner with important organizations across campus who have already provided enormous leadership on issues of sexual violence to collaborate around programming and prevention, especially the Newcomb College Institute.

● **EXPAND COMMUNITY SUPPORT FOR SURVIVORS AND ENCOURAGING REPORTING**

Victims of sexual harassment and sexual violence should have strong support not only from comprehensive university services but within the community itself, where Tulanians encourage their peers and colleagues to report and know how to help them. We must find ways to support and encourage victims to report the crime against them, and we will continue to strive for a system that is fair and just. When we encourage reporting, we do so by being as supportive as possible, never by pushing and never with judgment. The decision to report is extremely difficult and personal.

OUR WORK TO DATE:

- Founded in 2014 the Sexual Violence Prevention & Education Coalition to allow students, faculty and staff to work together on issues of sexual misconduct.
- Hired a full-time staff member in 2009 whose focus was solely violence prevention and victim services.
- Appointed in 2015 a full-time Title IX Coordinator overseeing all sexual assault reporting functions.



WHAT WE'RE STARTING TODAY:

- Increasing staff capacity of Case Management and Victim Support Services to provide them ability to provide their high level of care and support to more survivors.
- Hiring a Project Manager in the Office of the Title IX Coordinator to increase the office's ability to outreach and engage with the community.
- Assess and inventory survivor reporting, care, and support services to improve and ameliorate current efforts, including reaching out to students who have used services and participated in investigations for focus groups.
- Creating a faculty Title IX Ambassador group, where faculty members from each school receive in-depth training on sexual harassment and violence reporting and support in order to serve as a resource to fellow faculty as well as students seeking help on these issues.
- Requiring sexual harassment training for all faculty, including adjuncts.

● ARTICULATE A TRANSPARENT EVALUATION PLAN AND FURTHER RESEARCH

Tulane's success requires that we establish milestones and measure our progress in addressing sexual misconduct over time in a transparent and community oriented way. As a major research university, Tulane possesses the expertise to become a national leader in generating scholarship and data on sexual misconduct that helps our community and others.

OUR WORK TO DATE:

- Completed 2014 pilot campus climate survey at Tulane.
- Completed 2017 campus climate survey at Tulane.
- Held since 2014, the annual Shifting the Paradigm Event to present data on reported cases to the Tulane community.

WHAT WE'RE STARTING TODAY:

- Developing a plan with the Office of Institutional Research that encompasses needs assessment, process evaluation, and outcome evaluation.
- Promoting faculty and student research on sexual harassment and violence by providing research funds.
- Hosting a conference on sexual misconduct research, including the ARC3 consortium, that will use Tulane as a case study for evaluation.
- Engaging a panel of outside expert researchers to review our data and recommend best practices for meaningful measurement.
- Exploring the creation of a national research center for issues relating to sexual misconduct scholarship and programming.



THE FUTURE *our* MOONSHOT

Ending sexual misconduct demands that we think boldly and identify big ideas that shift not only our culture at Tulane, but society as a whole. Our community is home to people who know how to use their knowledge to change the world for the better. We will nurture and draw from our own expertise, while also engaging experts from beyond our campus gates, as we strive to end sexual misconduct at Tulane and beyond.

When President John F. Kennedy challenged our country's leading minds to put a man on the moon, America drew upon our collective expertise and rose to the occasion. Today, we challenge ourselves again to think boldly: What will it take to end sexual assault? We will challenge ourselves to take our moonshot.

As a community, we have already started thinking big. With input from the sexual misconduct task force, sessions with the Taylor Center and other conversations throughout our university, we've begun building a stronger foundation. Here are the moonshots we are currently considering—we look forward to working together to develop even more:

- Exploring the creation of a national research center for issues relating to sexual misconduct. This work would include scholarship and programming.
- Establishing a funded research endowment for faculty and students, to develop Tulane-specific plans to prevent sexual misconduct.
- Creating a social consciousness effort for Tulane and beyond that shifts norms about the facts of sexual assault victimization.
- Developing intervention programming and training that can be implemented to educate and shift sexual norms for high school students.

CAMPUS support RESOURCES

The addenda below provide a summary of resources, support services, events, and engagement opportunities for members of the Tulane community. We encourage everyone to make use of the resources and events available for support, reporting, and education. To learn more about a specific resource, please visit the Tulane Title IX webpage (<http://www.titleix.tulane.edu>).

Any member of the Tulane community needing to report sexual misconduct is encouraged to call the Title IX Office at (504) 314-2160 or visit www.titleix.tulane.edu/how-to-report.

• OFFICES AND GROUPS ON CAMPUS THAT PROVIDE SERVICE FOR STUDENTS WHO EXPERIENCE SEXUAL MISCONDUCT

RESOURCE	DEPARTMENT	OVERVIEW
CAPS FOR COUNSELING SERVICES	Tulane Student Affairs	CAPS is a safe and inclusive place for Tulane Students to receive confidential assistance on a variety of concerns, including sexual trauma. CAPS offers consultations, brief individual therapy, group workshops and therapy (including a Survivor Support Group), psychiatric evaluation and medication management, urgent walk-in services, and referrals to private care and community resources.
CAPS SURVIVOR GROUP COUNSELING: LIFE AFTER SEXUAL ASSAULT	Tulane Student Affairs	Group counseling for survivors of sexual assault. Participants must be screened by a CAPS counselor and recommended for participation.
“GET YOURSELF TESTED” (GYT) SCREENING	Medical Service	This free HIV/STI screening clinic provides students a confidential resource on campus where they can discuss campus and community resources. Students may disclose incidents of sexual assault during the GYT screening in a confidential setting and receive referrals to resources.

**HOUSING AND RESIDENCE
LIFE RESIDENT ADVISORS**

Tulane Student Affairs

Resident Advisors help students with personal, vocational, social, academic, and general concerns. RAs are responsible for assessing student concerns and/or needs and directing students to the correct resources. All RAs receive training at the beginning of the year on Title IX and trauma-informed response for victims.

**OFFICE OF
CASE MANAGEMENT AND
VICTIM SUPPORT SERVICES**

Tulane Student Affairs

The Office of Case Management and Victim Support Services (OVPSS) is a specialized office within the Department of Student Resources and Support Services. Our aim is to empower students who are victims and survivors of crime to make informed decisions in their recovery process.

**OFFICE OF
INSTITUTIONAL EQUITY**

Tulane University

Conducts investigation into sexual misconduct alleged to have been committed by faculty or staff.

**OFFICE OF
STUDENT CONDUCT**

Tulane Student Affairs

Conducts investigations into sexual misconduct alleged to have been committed by students.

**SEXUAL AGGRESSION PEER
HOTLINE & EDUCATION**

Student Organization

Student organization that operates a 24/7 confidential hotline regarding all issues that surround sexual aggression. SAPHE is an active ally against sexual violence on campus. SAPHE offers educational programs targeted to students that can be requested by members of the Tulane community.

THE LINE

Tulane Student Affairs
Campus Health

The Line is a 24/7 hotline for Tulane students. Counselors are available to offer support in times of distress. The number is 504-264-6074.

TITLE IX COORDINATOR

Office of the Provost
& Academic Affairs

Oversees the prevention and response efforts for the university and meets with Tulane community members seeking to report sexual misconduct to the university. Visit titleix.tulane.edu for more information.

OFFICE FOR GENDER & SEXUAL DIVERSITY

Tulane Student Affairs

The mission of the Office for Gender and Sexual Diversity (OGSD) is to work with all members of Tulane University to foster a climate of respect, understanding, and appreciation for diverse genders, sexualities, cultures, and histories; to encourage critical thinking about gender and sexuality; to provide support and leadership development for students who identify as lesbian, gay, bi sexual, transgender, and queer (LGBTQ+) and gender non-conforming (GNC); and, to ensure an open and affirming learning environment, free of homophobia, heterosexism, transphobia, sexism, and other forms of gender- and sex-based bias and discrimination. OGSD works closely with the Office of Multicultural Affairs (OMA) to provide educational, social, and cultural opportunities that address the ways in which gender and sexuality intersect with race, ethnicity, class, nationality, disability, and religious identifications. OGSD also provides the Mosaic Lounge, a safe space for LGBTQ+ students, located in Warren House.

• CAMPUS-WIDE AWARENESS EFFORTS AND PROGRAMMING

Programs and campaigns designed to increase knowledge and student awareness of sexual misconduct issues on campus and in the community

PROGRAM

TIMING/LOCATION

OVERVIEW

CLOTHESLINE PROJECT

April Event

Project Clothesline is an event dedicated to giving a voice to those affected by sexual assault, stalking, and dating violence. Participants decorate t-shirts with messages regarding these issues, and the shirts are displayed on campus.

HEALTHY RELATIONSHIPS WEEK

Event

SAPHE partners with various organizations and departments to raise awareness of healthy relationships for one week during the spring semester.

HERS, THEIRS, OURS

April Event

The Vagina Monologues is a stage production based on different women's experiences and connections to womanhood that is part of the larger V-Day movement.



**KALEIDOSCOPE
RESIDENTIAL LEARNING
COMMUNITY**

Residential Learning

Opened in the Fall of 2017, the Kaleidoscope Residential Learning Community is dedicated to multicultural, gender, and sexual diversity. As a residential community within the housing system, the Multicultural & Inclusivity Residential Learning Community is designed to offer students the experience of living in an inclusive, diverse, dynamic, and close-knit community, as well as opportunities to grow as agents of social change.

**LOUISIANA SEXUAL ASSAULT
STUDENT ACTIVIST
CONFERENCE**

Newcomb College
Institute

The Newcomb College Institute supports student leaders in the planning and implementation of the Louisiana Sexual Assault Student Activist Conference.

**OFFICE OF STUDENT
PROGRAMMING & THE LBC
DRAG QUEEN BINGO**

Event

Office of Student Programming and the LBC host Drag Queen Bingo each semester, during which time students hear about consent, safer sex, and sexuality.

**SEXUAL ASSAULT
AWARENESS MONTH: APRIL**

Event

In the United States, April is Sexual Assault Awareness Month (SAAM). The goal of SAAM is to raise public awareness about sexual violence and to educate communities on how to prevent it. Various campus partners contribute programming to SAAM.

SHIFTING THE PARADIGM

Event

Hosted by Tulane University's Sexual Violence Prevention and Education Committee, this roundtable event brings together faculty, staff, administrators, and students to discuss their unique roles as change agents in the prevention of sexual violence. Open to all, attendees will be provided data, ideas, strategies, conversation starters, and resources related to Title IX and the valuable role we play in preventing violence.

**TAKE BACK THE NIGHT:
OCTOBER**

Event

Loyola, Tulane, UNO, Xavier and Dillard University students, faculty, and friends join New Orleans community members to raise awareness of sexual violence.

**THE WELL
FOR HEALTH PROMOTION**

Tulane Student Affairs

The Well for Health Promotion (The Well) is devoted to engaging Tulane in the work of creating a healthier campus, building individual capacity for health and advocating for students in times of crisis. Sexual violence is 1 of 6 of their health content focuses.

**NEWCOMB COLLEGE
INSTITUTE (NCI)**

Tulane University

The Newcomb College Institute (NCI) provides women-focused undergraduate education at Tulane University. NCI hosts events related to sexual assault prevention and education. These include film screenings, invited lectures, and educational lunches targeted at faculty.

**UNDERGRADUATE STUDENT
GOVERNMENT SEXUAL
VIOLENCE TOWN HALL**

Event

Started in 2016, the Town Hall is a forum offered by USG for Tulane students to ask questions following Shifting the Paradigm. Moderated by USG members, the panel is composed of students, faculty, and staff involved in sexual violence response efforts on campus.

RESEARCH METHODOLOGY & COMPARATIVE CONTEXT

• UNDERSTANDING THE SURVEY IN THE NATIONAL CONTEXT

OTHER CLIMATE SURVEYS

Since recommendations issued in 2014 by the White House Task Force to Protect Students from Sexual Assault, an increasing number of colleges and universities have conducted campus climate surveys. Because of a difference in methodology, approaches to measurement, individual profiles of schools, and the timing of a survey, comparing results between institutions can be challenging.

- **Timing of a Survey:** When did the institution conduct its climate survey? By conducting a survey in 2017, at a heightened point in the national discussion and awareness of sexual violence on college campuses, and after years of increasing education and efforts at Tulane on these issues, our data could skew higher than our peers'. Previous research has shown the more awareness and education a campus provides to its community, the higher the reported victimization rates.
- **Methodology:** Did an institution offer the survey to the entire institution, like Tulane did, or did they cull a smaller, random, representative sample of the student body?
- **Approaches to Measurement:** What survey instrument did the school use? Not all surveys are equal. In fact, many institutions tailor their surveys to meet their individual needs.
- **Individual Profiles of Schools:** How similar are the two schools? Universities have different profiles—private versus public, mid-sized versus large, urban versus rural.

COMPARING SURVEY RESULTS TO CLERY STATISTICS

The yearly crime statistics provided in Tulane's Annual Security Report, as mandated by the Clery Act, cover a broad range of criminal activity, including a few types of sexual violence: sexual assault (defined as rape, fondling, incest, and statutory rape), dating violence, domestic violence, and stalking. The Clery Act does not include sexual harassment, as it is not a criminal offense.

Tulane is mandated to report criminal activity that fits the following specific criteria. First, the offenses must fit the definitions of criminal activity as defined by the Department of Education. Second, the offenses must occur either on campus, on public property adjacent to campus, or in/on non-campus buildings or property that the university controls or owns. Most importantly, the University can only report those sexual assaults reported to us. At Tulane, as everywhere, only a fraction of those assaults are actually reported to the university. Sexual violence is the most underreported of crimes. For us, success will lead to an increase in sexual violence reporting, evidence that more students are comfortable coming forward to share their experiences with the institution.

METHODOLOGY

The ARC3 survey is a campus climate survey designed with a specific focus on college compliance with Title IX, including all forms of sexual discrimination, harassment, and violence protected by the legislation and how these

incidents impact students' well-being and beliefs. Developed by a consortium of sexual assault researchers and student affairs professionals, the survey meets the recommendations on climate surveys laid out by the White House Task Force to Protect Students from Sexual Assault in its 2014 report.

All full-time undergraduate, graduate, and professional students at Tulane's two New Orleans academic campuses were invited to participate in the online climate survey through several email messages sent to their university email address.

To measure prevalence, the survey contained behaviorally based questions on sexual harassment (of students by students and of students by faculty/staff), sexual assault (unwanted sexual contact and rape), dating/domestic violence, and stalking. The questions addressed both victimization and perpetration. Students were also asked to identify the worst incident with sexual harassment or violence they had experienced and provided additional information on their assailant, the location of the incident, whether drugs or alcohol were involved, and their feelings of safety. There were also modules with questions about general respondent demographics, alcohol consumption, bystander behaviors, and knowledge of campus resources, among others. Two additional questions were added at the end of the survey about the incentives available for respondents.

The survey was presented as the "Tulane Sexual Misconduct Climate Survey" or simply "The Climate Survey." The survey's administration was set for January/February 2017 with a three-week window for students to complete the survey. Prior to the survey's opening, students were made aware of the survey through an extensive campus-wide marketing campaign, including social media marketing through Facebook and Instagram. Community competitions were also used to increase participation: There were incentives for Greek organizations, residence halls, and graduate/professional schools in addition to the incentives offered to individual respondents. Respondents could choose either a guaranteed \$5 Amazon gift card or to enter a raffle with a range of potential incentives.

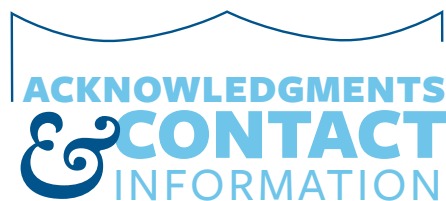
DATA PREPARATION

The students' responses ($N=4644$) to the Tulane Sexual Misconduct Climate Survey were cleaned via three main criteria. The initial criteria for exclusion were appropriate demographic responses. Written responses to the demographics questions were qualitatively analyzed. Students that were deemed to have given inappropriate answers (racial, ethnic, gender, and sexual slurs) to the demographic questions were removed from the data set ($n=9$). The second criteria for exclusion used for cleaning the data was the built-in attention checks (e.g., "8. The response to this item will be "Neutral" to indicate attention."). Students who failed to respond correctly to at least 50% of the attention checks were removed from the data set ($n=163$). The final criterion for exclusion was student's time to completion of the survey. Students who completed the survey in less than 5 minutes or took longer than 120 minutes were removed from the data set ($n=98$). In sum, 270 students (5.8%) were excluded, bringing the final sample size of the data set to 4,374 students.

RESPONSE BIAS REDUCTION

To reduce bias in the survey results, hot deck imputation and proportional weights were used to reduce item-response bias. The questions that were not answered by a student who otherwise completed the survey were estimated using hot deck imputation. The imputation process selects an answer for the question from the answers provided by other students that match the current student on demographic characteristics (e.g. age, gender, year in school). The percentage of imputed answers was 0.6% of all possible answers across 31.6% of students (largest amount of missing data for a single question was 5.7%). Finally, the data was weighted using proportional weights to ensure that the sample was representative of the Tulane student population (e.g. men were weighted more heavily because they were underrepresented in the survey). The proportional weights were created using the population percentages from age, gender, year in school, and race. The equation used to calculate the proportional weights is shown below.

$$\frac{(\text{Number of Students in Demographic Cell X of Population} / \text{Total Number of Students in Population})}{(\text{Number of Students in Demographic Cell X of Survey} / \text{Total Number of Students in Survey})}$$



ACKNOWLEDGMENTS
& CONTACT
INFORMATION

The work on sexual misconduct, and, in particular, this survey has required countless hours from many dedicated members of this community. Special recognition for collection and analysis of the climate survey data is owed to Dr. Gretchen Clum, Nicholas Fears, Jessica Shedd, and Meredith Smith. They are primarily responsible for the collection and analysis of the data presented in this document.

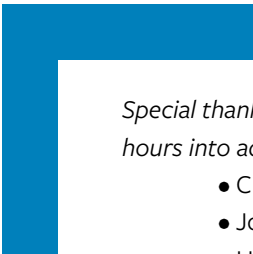
We also want to begin to thank the countless people at Tulane who have worked so hard on these issues for years, as staff on the front lines, as faculty doing research, teaching and supporting students, and the students who have pushed us to do more.

We thank the dedicated professionals in the following offices:

- Division of Student Affairs
- Office of Fraternities & Sororities
- Office of Gender & Sexual Diversity
- Office of Housing & Residence Life
- Office of Multicultural Affairs
- Office of New Student & Leadership Program
- Campus Health, including the Health Center, the Well, and CAPS
- Case Management & Victim Support Services
- Office of Student Conduct
- Office of Institutional Equity
- Tulane University Police Department and Sexual Misconduct Response Team
- Newcomb College Institute
- Office of the General Counsel
- Communications & Marketing
- Office of the Provost
- Office of Assessment & Institutional Research
- Tulane Athletics
- Center for Academic Equity

The faculty, across numerous schools and departments, who research and teach in these areas

- All of the faculty, staff and students who have been willing to serve, and be trained to serve, on conduct panels
- All of the faculty, staff and students who have ever comforted a survivor or pushed for reform



Special thanks to those who have served on our Taskforce to Combat Sexual Misconduct, who have put countless hours into advising us:

- Chair, Tania Tetlow, SVP and Chief of Staff, Professor of Law
- Joey Bishop, Superintendent, TUPD
- Howard Boyd, Associate General Counsel
- Derick Bugg, Assistant Director, Campus Recreation
- Sonali Chadha, undergraduate
- Dr. Gretchen Clum, Associate Professor, School of Public Health and Tropical Medicine
- Dr. Michael Cunningham, Associate Provost and Professor, School of Science and Engineering
- Nicholas Fears, graduate student, SSE
- Charvi Greer, Director, Associate Athletic Director for Academics/SWA
- Lindsey Greeson, Office of Advancement
- Dr. Brian Johnson, Assistant VP, Housing, Residence Life, and Campus Recreation
- Sarah Jones, undergraduate
- Dr. Dennis Kehoe, Professor, School of Liberal Arts
- Dr. Sally Kenney, Executive Director of Newcomb College Institute
- Becki Kondkar, Director of Domestic Violence Clinic, Law School
- Dr. Alyssa Lederer, Assistant Professor, School of Public Health and Tropical Medicine
- Sam Levin, undergraduate
- Dr. Sarah Lindsey, Assistant Professor, School of Medicine
- Dr. Ana Lopez, Associate Provost and Professor, Office of Academic Affairs
- Deborah Love, Vice President of Institutional Equity
- Margaret Martin, law student
- Sgt. Patrick Martin, TUPD
- Dr. Elisabeth McMahon, Associate Professor, School of Liberal Arts
- Hannah Novak, undergraduate
- Dr. Smita Ruzicka, Assistant VP for Campus Life
- Caroline Scott, undergraduate
- Jessica Shedd, Assistant Provost, Assessment and Institutional Research
- Meredith Smith, Assistant Provost for Title IX and Clery Compliance
- Dr. Heather Storer, Assistant Professor, School of Social Work
- Dr. Scott Tims, Assistant VP for Campus Health Services
- Dr. Red Tremmel, Director, Office for Gender and Sexual Diversity and Administrative Assistant Professor
- Laura Wolford, Assistant Director, Newcomb College Institute, and Director, Newcomb Research Center
- Erica Woodley, Assistant VP Student Affairs, Case Management and Conduct



CONCLUSION

At the heart of the Tulane spirit is a belief that we can and must address the difficult issues facing our society. We share a commitment to making our world a better place. The results of this survey reveal a crucial and enormous challenge: how to end sexual misconduct on our campus and how to confront our roles in perpetuating it. Together, we will bring our collective spirit and commitment to make our community and the world better—and to impart meaningful knowledge onto society about ways we address and prevent sexual misconduct and the social norms that contribute to it.

We know that our greatest strength comes from working together as a community and acting boldly in the pursuit of positive change. This is our moment to prove ourselves.



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