

2021 Dartmouth College Sexual Misconduct Faculty and Staff Survey

EXECUTIVE SUMMARY OF RESULTS

Overview of the Survey

Sexual violence is antithetical to a community of teaching, learning, and care. At Dartmouth, we remain committed to supporting the members of our community and taking actions on our campus that move us closer to ending sexual violence. Since the 2017 Sexual Misconduct Survey, we have continued our progress in three distinct areas: (1) preventing and reducing the prevalence of sexual misconduct and harassment in all forms; (2) supporting Dartmouth community members impacted by sexual misconduct; and (3) increasing the education of the community on what constitutes Prohibited Conduct and options for receiving support and remedies.

The sexual misconduct survey, which mirrors a survey administered to students at Dartmouth in 2015, 2017, and 2021, was administered for the first time to faculty and staff in 2021. In 2015, the original survey was designed and administered at Dartmouth as part of a partnership with 26 other AAU institutions. Since 2015 Dartmouth has continued to collect new data and refine its prevention and response efforts. Our participation was initially and continues to be part of President Philip Hanlon's Moving Dartmouth Forward plan, designed to understand the extent and effects of sexual violence among our populations and use the data to inform our policies, prevention, and response.

This document is a brief summary of the 2021 survey results, providing a high-level view of key findings. It does not attempt to represent results from all survey items. All survey items are available in the online dashboard, along with breakouts by employment category and by gender, which are important for a complete understanding of the subject matter undertaken in this survey.

Survey Design

In 2014, the Association of American Universities (AAU) developed a survey to examine the attitudes and experiences of undergraduate and graduate/professional students with respect to sexual assault and sexual misconduct. In 2015, Dartmouth conducted this survey on campus. For details on the 2015

AAU Survey and its development, [please see the 2015 FAQs](#). In 2017, a small working group at Dartmouth reviewed and revised the 2015 AAU instrument for a second administration at Dartmouth to students. Changes were informed by the 2015 results and Dartmouth's desire to learn more about certain topics, but an effort was made to maintain consistent wording whenever possible in order to allow comparisons over time. For details on the 2017 survey instrument and results, please see the [2017 report](#).

In 2020, a small Dartmouth working group again met to consider previous survey instruments and findings and prepare for a new survey administration, this time to faculty and staff as well as students. As before, maintaining consistency in questions was a priority in order to preserve validity of longitudinal comparisons. Changes for the 2021 administration include revised language on questions related to sexual assault, updated names of certain Dartmouth campus and community resources, and updated timeframe for when incidents happened. The survey for faculty and staff was developed by modifying the wording of the student survey to reflect the faculty and staff context.

Survey Administration and Response Rates

The survey was launched on April 2nd and closed on April 23rd, 2021, in alignment with the survey for students. After accounting for employees who were underage or on leave, the total number of valid invitations sent was 4,527.

The total number of responses received was 2,104 for an overall response rate of 46%. The response rate was 48% for Faculty; 60% for Exempt Staff; 34% for Other Staff, which includes non-exempt, non-union service, Service Employees International Union, and International Alliance of Theatrical Stage Employees staff; and 46% for postdoctoral fellows and research associates.

Presentation of Results

In presenting results, Dartmouth's intention is to provide a full set of information in complete, accurate and accessible format, without exposing individuals or individual responses. To that end, results are communicated in the following ways:

- An Executive Summary, designed to communicate key findings to a broad audience.
- A user-friendly, web-based dashboard containing the aggregated responses to all questions, available on the Dartmouth web site. To protect against the potential identification of individuals, best practice is followed of masking data where the response count is fewer than 5.
- A user-friendly, web-based dashboard containing the aggregated responses to all questions, with no data masked when cell sizes are small. This dashboard is available to Dartmouth's Title IX Coordinator, who provides access to others within the College as appropriate.

The results of the 2021 survey of faculty and staff are presented in a manner consistent with the current and prior student survey results, which are configured to be consistent with the original 2015 student survey. Since not all who were invited responded to the survey, results from the initial (2015) survey administration were presented as weighted estimates.¹ In order to protect comparability, the same practice was used in presenting the 2017 and 2021 student results and is continued in this Executive Summary of the 2021 faculty and staff results. Since the unweighted data are broadly representative of the population and are more straightforward to interpret, the 2021 results are presented in weighted and unweighted form in the online dashboard.

The online dashboards are constructed to show all responses to all questions, but data are suppressed when the response count is 5 or fewer. While suppressing data in the case of small cell sizes is important to preserve confidentiality, it can have the unintended effect of rendering small populations invisible. This is especially problematic in a survey like this, where across-the-board breakouts by gender are warranted because of the nature of the topic, and where some questions appear only to a subset of respondents, depending on how they answered one or more of the preceding questions. This means there are a number of items for which the count of respondents will, categorically, be small.

On this survey, respondents who selected “Transgender woman,” “Transgender man,” “Genderqueer or gender non-conforming,” “Questioning,” or “Not listed” are grouped in the results as “TGQN.” Even so, the numbers on some questions are as low as a single response from this group, and failing to mask data could expose individuals. While these data are not discussed in the Executive Summary and are suppressed in the public dashboard, they are not suppressed in the internal dashboard that is available to the Dartmouth personnel who are responsible for prevention efforts and the care and support of the campus community. Where data from this population are not masked, it remains important to recognize that the numbers are still relatively small, and because we do not have a reliable institutional census of TGQN employees, we have no means of identifying what proportion of that population is represented in the survey respondents.

Key Results

The survey was administered about a year after pandemic-related social distancing went into effect on campus. Many survey items refer to a time period defined as “Since you have been at Dartmouth...”, which for some respondents can go back more than 25 years, so the period of time covered by many questions is substantial for some respondents, and substantially longer than most students are on campus. Some items ask specifically about the past year which, because of the pandemic, was a year in which many members of the Dartmouth community were not on campus, or were on campus but

¹ Weighted estimates use a raking procedure. Specifically, the initial step was to create a base-weight for each respondent. A census was conducted at Dartmouth and a base weight of one was assigned to each respondent. The base weight was adjusted to reflect non-response. This adjusted the base weight to the demographic data available on the frame (Deming and Stephen, 1940; Deville, Särndal, and Sautory, 1993; Cervantes and Brick, 2008). The variables used in the raking procedure included: 1) Gender (Male/Female); 2) Age Group (18-20, 21-23, 24-26, and 27+); 3) Year in School (Undergraduate freshman, Undergraduate sophomore, Undergraduate junior, Undergraduate senior, and Graduate/Professional year); and 4) Race/Ethnicity (Hispanic, White, Black, Other race, Nonresident alien).

discouraged from gathering in groups. In the case of the latter, there is no definitive way to distinguish between results that stem from substantial Dartmouth programming and interventions and results that stem from a reduction in contact during a pandemic year.

PREVALENCE

The survey asks about two behaviors comprising sexual contact: penetration and sexual touching, both of which are defined in the appendix to the Executive Summary. Counts include attempted as well as completed acts. The survey further asks about four tactics, also described in the appendix: physical or threat of physical force, incapacitation, coercion, and absence of affirmative consent. Prevalence rates are estimated by counting the number of respondents who have been a victim at least once over the time period of interest. Nonconsensual sexual contact events are counted only once even if penetration and sexual touching may have happened in the same incident. Counting rules conform to those established by the FBI Uniform Crime Reporting and the Clery Act, and are described in the appendix.

In 2021, 1.2% percent of Dartmouth faculty and staff report having experienced completed or attempted nonconsensual sexual contact by physical force or incapacitation in their time at Dartmouth, with 0.2% saying this has happened since the beginning of 2020.

- The vast majority of respondents who have experienced nonconsensual sexual contact are female.
- Exempt and Other Staff are more likely to have experienced these events than Faculty or Postdoctoral Fellows and Research Associates.

The prevalence rate above includes both penetration and sexual touching. **The prevalence rate for penetration alone is 0.5%.**

- The vast majority of these are female.
- Staff are disproportionately represented relative to Faculty or Postdoctoral Fellows and Research Associates.

HARASSMENT

The survey asks about five forms of harassment by someone employed by or otherwise associated with Dartmouth. **Overall, the percentage of faculty and staff who have experienced harassment varies substantially by form of harassment.**

- 22% of respondents said someone employed by or otherwise associated with Dartmouth had made inappropriate or offensive comments about their or someone else's body, appearance, or sexual activities since they have been at Dartmouth.
- 22% said someone had made remarks or told jokes or stories that were insulting or offensive.
- 2% had someone continue to ask them to go out, get dinner, have drinks, or have sex even though they said "No"; 4% said someone had posted on social media in ways they didn't want;

and 7% said someone had said crude or gross sexual things to them or tried to get them to talk about sexual matters when they didn't want to.

- 17% of respondents said harassment events had taken place since the beginning of the 2020-21 school year. 27% said events had taken place during 2019-20, 28% in 2018-19, 23% in 2017-18, and 59% said events had taken place prior to 2017.
- A greater proportion of female than male respondents experienced all five forms of harassment.

DARTMOUTH POLICIES AND RESOURCES FOR THOSE AFFECTED BY SEXUAL ASSAULT

The majority of faculty and staff respondents say they understand where to get help if they are assaulted or receive a disclosure (85%), how to make a report (76%), and what happens when a report is made (75%).

- Understanding is slightly higher among faculty than exempt staff or other staff, but over 70% of all three of these groups “somewhat agree” or “strongly agree” that they understand what happens if an incident of sexual assault is reported and know how to make a report if they are assaulted. Over 80% of faculty, exempt staff and other staff know where to get help on campus if they are sexually assaulted or receive a disclosure of sexual assault.
- Understanding is similar for male and female respondents, but TGQN respondents are somewhat less likely to “somewhat agree” or “strongly agree” that they know where to get help or how to make a report if they are sexually assaulted.

AWARENESS OF SERVICES PROVIDED BY DARTMOUTH RESOURCES

Respondents were asked to indicate their level of awareness of various Dartmouth offices and services, including the Department of Safety and Security, Human Resources, The Office of Institutional Diversity and Equity, the Title IX Office, and more. **Virtually all employees (97%) have some level of knowledge of the services and resources offered by the College for those affected by sexual assault and sexual misconduct, but the level of awareness is uneven.**

- Awareness rates are similar for female and male respondents, but TGQN respondents are somewhat more likely to indicate low levels of awareness.
- Roughly two-thirds of respondents say they are “very aware” or “extremely aware” of the services provided by Dartmouth Department of Safety and Security, the local police department, and the Title IX Office.
- 36% of faculty and staff say they are “not at all aware” of the Tucker Center (Ordained Priests, Rabbis, Clergy), and an additional 18% say they are “a little aware.”
- Postdoctoral fellows and research associates are somewhat less aware of Dartmouth Department of Safety and Security and the local police department, and they are substantially less likely to have awareness of the Dartmouth Faculty/Employee Assistance Program, the Tucker Center, or WISE.

- Most faculty (92%) have some level of awareness of Human Resources, but the proportion who say “very aware” or “extremely aware” is lower than for the other employee groups.

CONFIDENCE IN DARTMOUTH’S ACTIONS IN RESPONSE TO REPORTS

Overall, faculty and staff have confidence in how the College might handle it if a Dartmouth community member reported an incident of sexual assault or sexual misconduct. On all of the items about Dartmouth’s responses, the proportion of respondents who thought it “unlikely” or “very unlikely” that Dartmouth would take appropriate action ranged from 3% to 13%.

- Faculty and staff have greatest confidence that Dartmouth would take the report of sexual assault or sexual misconduct seriously (86% think it is “likely” or “very likely”); they are least confident that Dartmouth would take action to address factors that may have led to the sexual assault or sexual misconduct (13% think this is “unlikely” or “very unlikely”).
- Although the overall level of confidence is high, male faculty and staff are more likely to have confidence than female, and female more likely than TGQN.
- Levels of confidence are similar across employment categories in general, though postdoctoral fellows and research associates are less confident than others on some items. For example, they are less confident that Dartmouth would take action to address factors that may have led to the sexual assault or sexual misconduct (22% think this is “unlikely” or “very unlikely”) or that Dartmouth would take action to hold the responding party (an individual who is reported to have violated the policy) accountable (21% think this is “unlikely” or “very unlikely”).

CONFIDENCE IN HOW PEOPLE WOULD REACT TO SOMEONE MAKING A REPORT

Faculty and staff were asked how they thought people would react to someone reporting an incident of sexual misconduct and/or sexual assault at Dartmouth. **Results show there is confidence overall in how other people would react to someone making a report. Differences in how they think students would react compared to faculty and staff are small.**

- 62% think it is “unlikely” or “very unlikely” that Dartmouth faculty and staff would label the person making the report a troublemaker; 57% think it is “unlikely” or “very unlikely” that Dartmouth students would label the person making the report a troublemaker.
- 77% say Dartmouth faculty and staff would support the person making the report; 71% say Dartmouth students would support the person making the report.
- While 31% think it is “unlikely” or “very unlikely” that the alleged offender(s) or their friends/colleagues would retaliate against the person making the report, and 23% think it is “likely” or “very likely,” 45% are neutral on this question.

BYSTANDER BEHAVIOR

Faculty and staff were asked a small number of questions about their behavior as bystanders.

- 90% of faculty and staff respondents say they “agree” or “strongly agree” they would officially report a friend or colleague who committed sexual assault.
- 55% say they “agree” or “strongly agree” they would confront friends or colleagues if they thought or heard rumors they had forced sex on someone.

Conclusions

These results are consistent with widely known patterns of sexual violence nationally. While prevalence rates are low for faculty and staff when viewed through the lens of weighted percentages, any rate above zero is unacceptable and warrants continued efforts to mitigate. Despite the low rates and masked data on some items where cell sizes were small for key populations, it is important not to overlook that female and TGQN faculty and staff are more likely to experience events of concern and associated harm. Similarly, faculty, staff, and postdoctoral fellows and research associates do not always have the same experiences.

While Dartmouth students have been surveyed in the past regarding climate and sexual misconduct, this is the first time faculty and staff have been surveyed, so there are no comparison data providing a trendline. As Dartmouth develops its response to these results, care must be taken to recognize gender differences in employment for which good data, research and resources exist nationally, as well as the differences in experience according to employment category.

Definitions used in the Sexual Misconduct Survey²:

Two Types of Nonconsensual Sexual Contact:

Penetration (completed and attempted):

- sexual intercourse (anal, oral, or vaginal), including penetration with a body part (e.g., penis, finger, hand, or tongue) or an object, or requiring another to penetrate themselves with a body part or an object, however slight

Sexual Touching:

- kissing
- touching your breast, chest, crotch, groin, or buttocks
- grabbing, groping or rubbing against you in a sexual way, even if the touching is over your clothes

Four Tactics:

1. Physical force

Incidents that involved physical force or threats of physical force against you. Force could include someone holding you down with their body weight, pinning your arms, hitting or kicking you, or using or threatening to use a weapon against you.

2. Incapacitation

Incidents when you were unable to consent or stop what was happening because you were passed out, asleep or incapacitated due to drugs or alcohol.

3. Coercion

Incidents when someone coerced you by threatening serious non-physical harm or promising rewards such that you felt you must comply. Examples include:

- threatening to give you bad grades or cause trouble for you at work
- promising good grades or a promotion at work
- threatening to share damaging information about you with your family, friends or authority figures
- threatening to post damaging information about you online

4. Absence of Affirmative Consent

Incidents that occurred without your affirmative and willing agreement. Examples include someone:

- initiating sexual activity despite your refusal
- ignoring your cues to stop or slow down
- went ahead without checking in or while you were still deciding
- otherwise failed to obtain your consent

² Definitions are consistent with the 2015 Association of American Universities Survey except where updates were made to be consistent with definitions in the [2021 Student Sexual Misconduct Survey](#).

Other Forms of Sexual Misconduct:

1. Harassment

Situations in which a student at Dartmouth, or someone employed by or otherwise associated with Dartmouth said or did something that interfered with your academic or professional performance, limited your ability to participate in or benefit from educational programs or activities, or created an intimidating, hostile or offensive social, residential, academic or work environment.

Specific behaviors:

- made sexual remarks or told jokes or stories that were insulting or offensive to you
- made inappropriate or offensive comments about your or someone else's body, appearance or sexual activities
- said crude or gross sexual things to you or tried to get you to talk about sexual matters when you didn't want to
- emailed, texted, tweeted, phoned, or instant messaged offensive sexual remarks, jokes, stories, pictures or videos to you that you didn't want
- continued to ask you to go out, get dinner, have drinks or have sex even though you said, "No"

2. Stalking

Instances where someone behaved in a way that caused you to fear bodily injury or experience substantial emotional distress. Has a student, or someone employed by or otherwise associated with Dartmouth...

- made unwanted phone calls, sent emails, voice, text or instant messages, or posted messages, pictures or videos on social networking sites in a way that made you afraid for your personal safety
- showed up somewhere or waited for you when you did not want that person to be there in a way that made you afraid for your personal safety or caused substantial emotional distress (e.g., waiting outside of your classroom, residence, or office)
- spied on, watched or followed you either in person or using devices or software in a way that made you afraid for your personal safety or cause substantial emotional distress

3. Relationship and Interpersonal Violence

Questions administered to anyone who said they had been physically or romantically intimate with someone.

Physically or romantically intimate included:

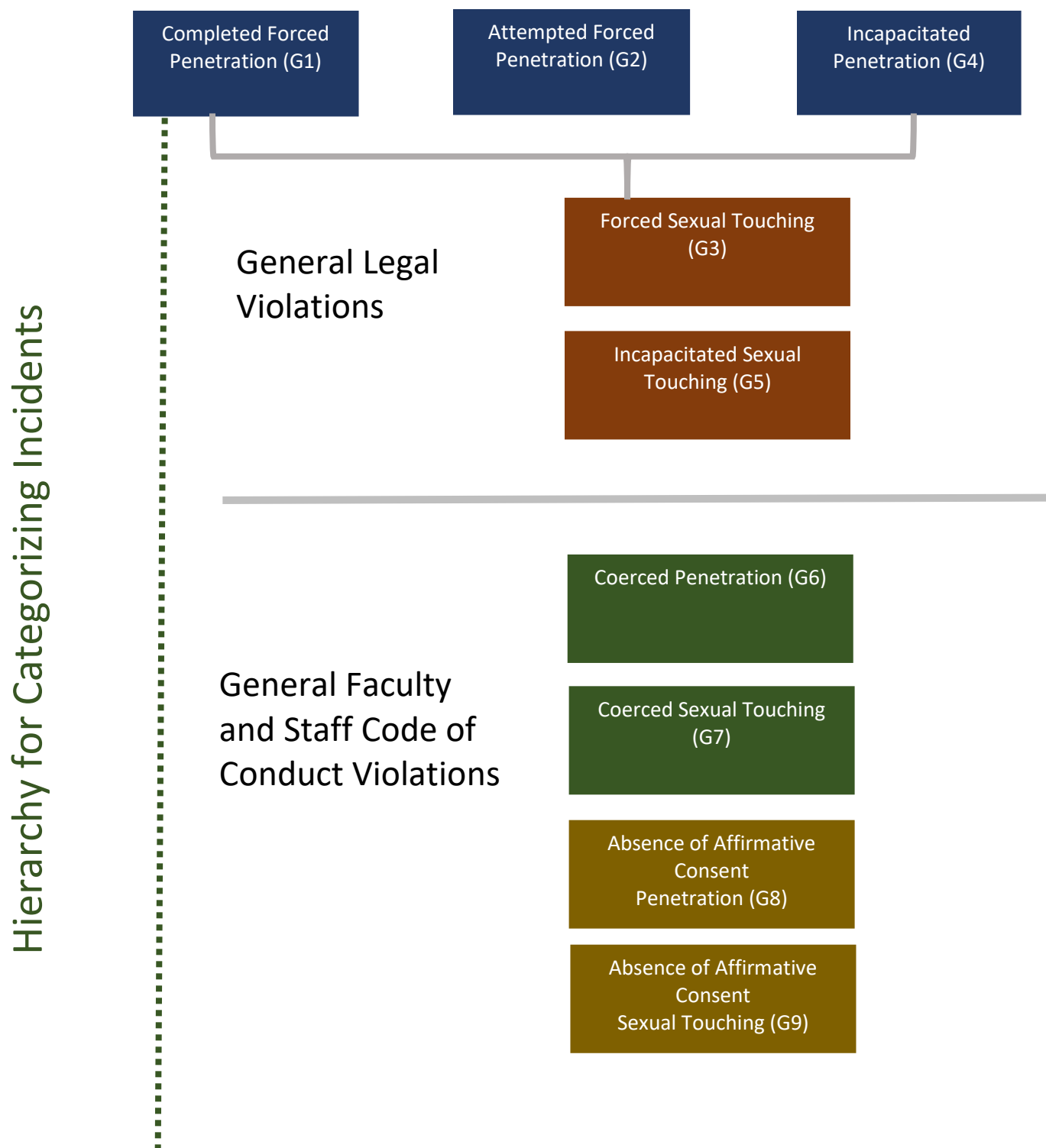
- Been on a date
- Been in a romantic/intimate relationship
- Hooked up with someone, made out with someone, had sex with someone
- Been in a steady or serious relationship
- Been married, in a civil union, domestic partnership or cohabited with someone

Since you have been a student at Dartmouth, has a partner...

- controlled or tried to control you. Examples could be when someone:
 - kept you from going to classes or pursuing your educational goals
 - did not allow you to see or talk with friends or family
 - made decisions for you such as, where you went or what you wore or ate
 - threatened to “out” you to others
- threatened to physically harm you, someone you love, or themselves
- used any kind of physical force against you. Examples could be when someone had done the following to you against your will:
 - scratched, bent your fingers or bit you
 - pushed, grabbed and/or shoved you
 - choked, slapped, punched or kicked you
 - hit you with something other than a fist
 - attacked you with a weapon, or otherwise physically hurt or injured you

Prevalence Rates: Deduplication Hierarchy Rules

In order to conform to the counting rules established by the FBI Uniform Crime Reporting Program and the Clery Act, Dartmouth categorized and counted incidents that included both nonconsensual sexual penetration and sexual touching solely as a penetration offense.



General Legal Violations (behaviors and tactics):

Penetration:

- 1) Physical force or threat of physical force (completed G1 or attempted G2)
- 2) Incapacitation (G4)

Sexual Touching:

- 1) Physical force or threat of physical force (G3)
- 2) Incapacitation (G5)

General Faculty and Staff Code of Conduct Violations (behaviors and tactics):

Penetration:

- 1) Coercion (G6)
- 2) Absence of affirmative consent (AAC) (G8)

Sexual Touching:

- 1) Coercion (G7)
- 2) Absence of affirmative consent (AAC) (G9)

Deduplication Hierarchy Rules

1. Completed forced penetration without incapacitation (G1, no G4)
2. Attempted forced penetration without incapacitation (G2, no G1 or G4)
3. Completed penetration by incapacitation without any forced or attempted forced penetration (G4, no G1 or G2)
4. Both completed penetration by incapacitation and penetration by physical force (either completed and attempted) (G4 and (G1 or G2))
5. Sexual touching by force without incapacitation (G3, no G1, G2, G4, G5)
6. Sexual touching by incapacitation without force (G5, no G1, G2, G3, G4)
7. Sexual touching by both force and incapacitation (G3 and G5, no G1, G2, G4)
8. Penetration by coercion (G6, no G1-G5)
9. Sexual touching by coercion (G7, no G1-G6)
10. Penetration by absence of affirmative consent (G8, no G1-G7)
11. Sexual touching by absence of affirmative consent (G9, no G1-G8)