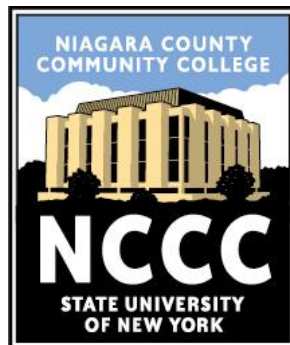


# Niagara County Community College



## Employee Climate Survey 2021

## Employees

### Methods

The Climate Survey is a survey of the campus climate regarding sexual violence and interpersonal violence. Surveys are administered via email from State University of New York (SUNY) System Administration to employees. Surveys are completed every other year. No one under the age of 18 is surveyed.

625 employees were sent the Climate Survey via email. Of those 625 employees, 173 (27.7%) employees responded to the survey.

Survey questions were coded into one of six categories:

1. Demographics
2. Fellow Employee's Willingness to Help
3. Perceptions of the Campus
4. Awareness
5. Personal Experiences
6. Resources

The employee survey coded categories can be found in Appendix A.

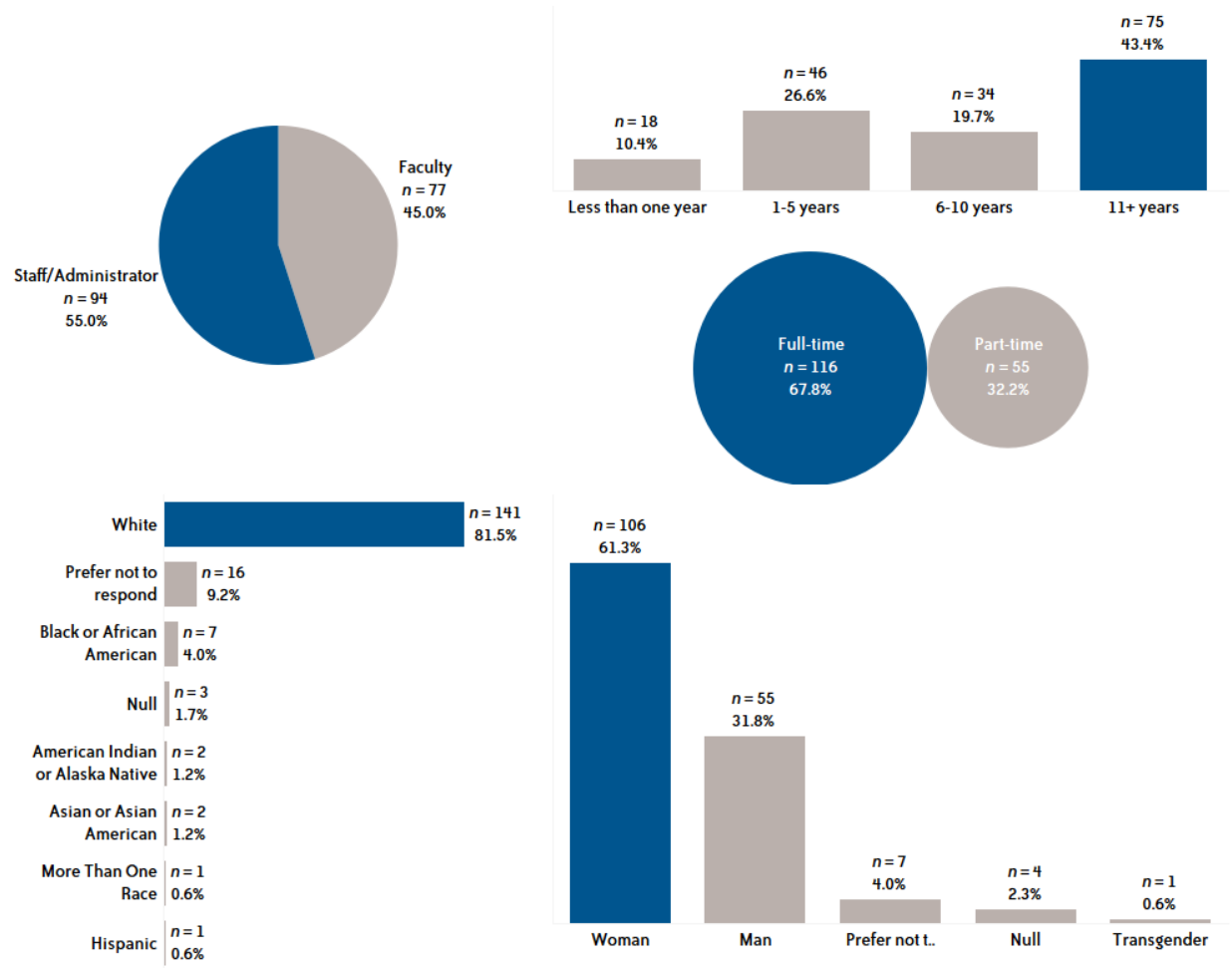
### Limitations

173 survey responses were analyzed, though some employees did not answer every question on the survey. Results only include non-null responses (employee responses).

## Results

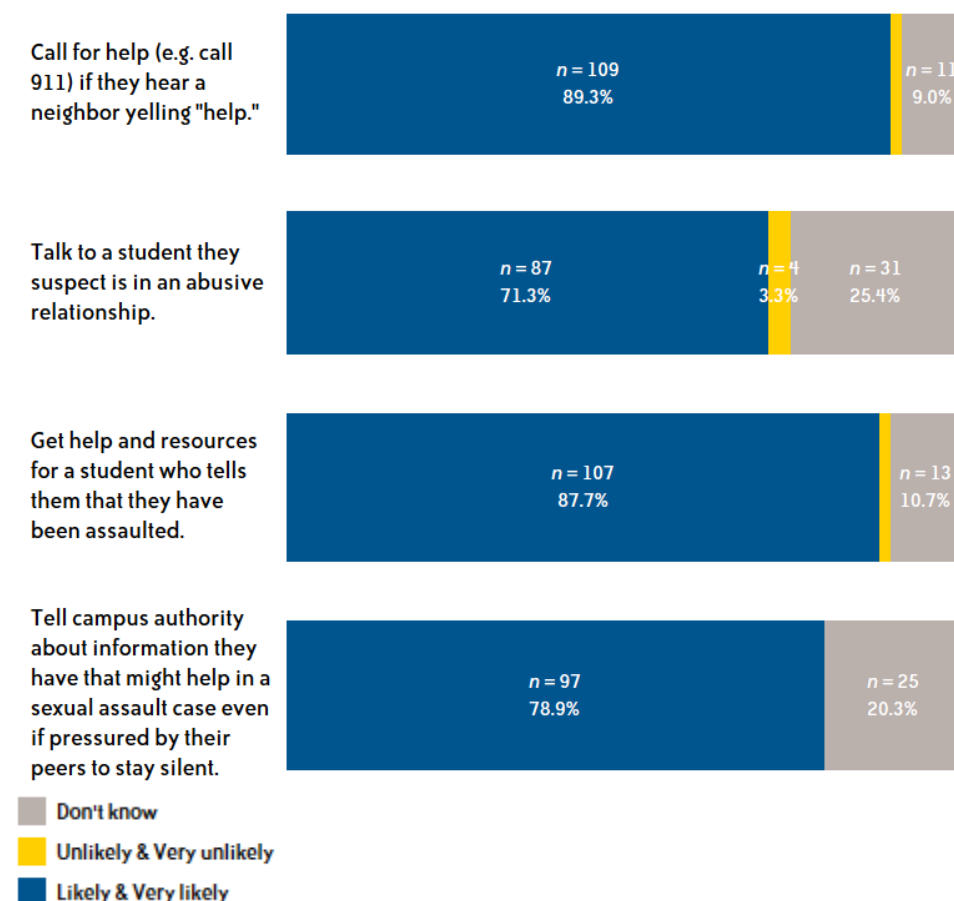
The majority of employees were staff/administration ( $n = 94$ , 55.0%), have been employed by NCCC for at least 11 years ( $n = 75$ , 43.4%), and were employed full-time ( $n = 116$ , 67.8%). Employees were asked to self-identify their racial identity and their gender identity. A majority of responses identified as white ( $n = 141$ , 81.5%) and identified as a woman ( $n = 106$ , 61.3%).

Figure 1 Demographics



Employees were asked to indicate how likely (4 = very likely, 3 = likely, 2 = unlikely, 1 = very unlikely, don't know) their co-workers would respond to a list of situations. Very likely and likely were grouped together as well as unlikely and very unlikely. Of the list of situations, employees felt their co-workers would likely call for help (e.g. call 911) if they hear a neighbor yelling "help" ( $n = 109$ , 89.3%). Employees felt their co-workers were least likely to talk to a student they suspected was in an abusive relationship ( $n = 87$ , 71.3%).

Figure 2 Fellow employee's willingness to help

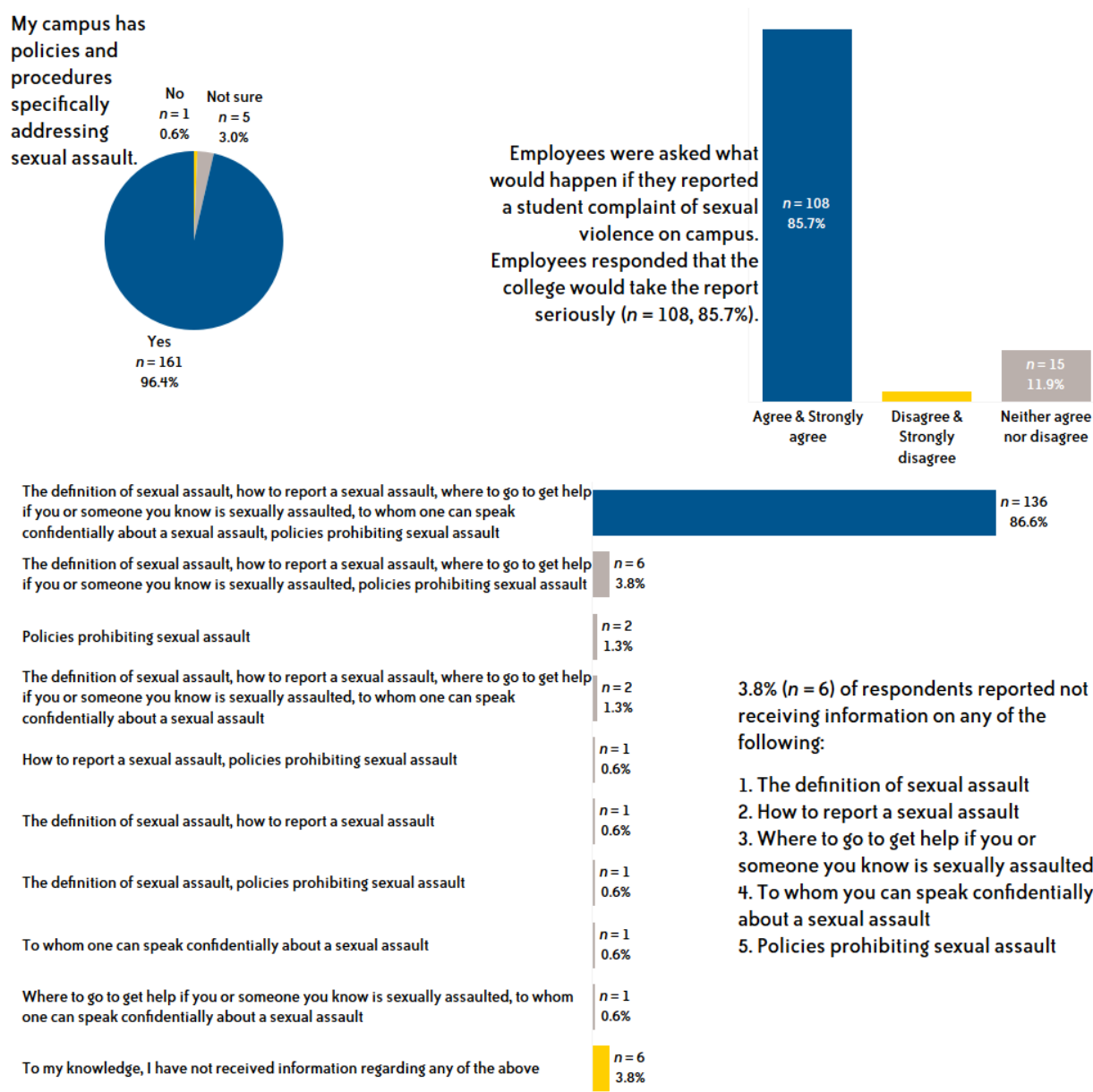


Employees were asked if their campus had policies and procedures addressing sexual assault. Over 95.0% ( $n = 161$ , 96.4%) of employees affirmed their campus had policies and procedures addressing sexual assault.

A list was provided to employees and employees were asked to identify, for each item on the list, if they had received information. The following items were contained on the list: 1) the definition of sexual assault, 2) how to report a sexual assault, 3) where to go to get help if you or someone you know is sexually assaulted, 4) to whom you can speak confidentially about a sexual assault, 5) policies prohibiting sexual assault, and 6) to my knowledge, I have not received information regarding any of the above. Results are shown in Figure 3 below.

Employees were asked what would happen if they reported a student complaint of sexual violence on campus. Over 85% of respondents indicated the college would take the report seriously ( $n = 108$ , 85.7%).

Figure 3 Perceptions of the campus



SUNY's definition of affirmative consent is below:

"Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

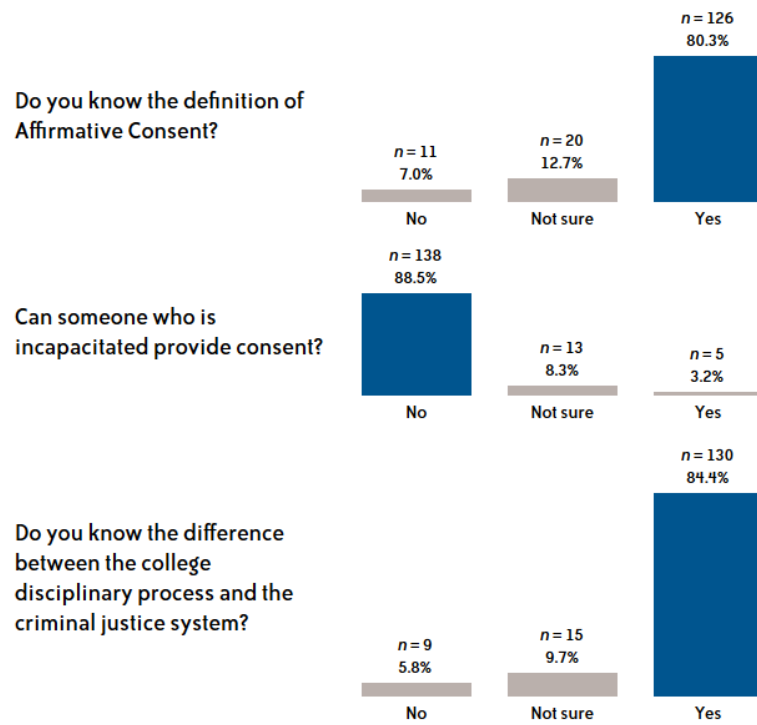
- Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act.
- Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- Consent may be initially given but withdrawn at any time.
- Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.
- Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.
- When consent is withdrawn or can no longer be given, sexual activity must stop."

As outlined on the survey, "There are significant differences between the college disciplinary process and the criminal justice system because they have different, important goals. In the criminal justice system, prosecutors pursue cases when they believe there is sufficient evidence to prove, beyond a reasonable doubt, that an individual has committed a criminal act. A person who is convicted of a crime will face criminal penalties, such as incarceration, probation, or the imposition of a fine. The college disciplinary process seeks to determine whether an individual has violated college policy. In this process, a preponderance of the evidence standard of proof is used to determine responsibility. A person who is found to have violated college policy may be suspended, expelled or otherwise restricted from full participation in the college community. The definition of consent described about (Affirmative Consent) is different from the Penal Law definition."

Figure 4 below displays employee's awareness of affirmative consent and employee's awareness of the differences between the college disciplinary process and the criminal justice system.

Most employees were aware of the definition of affirmative consent ( $n = 126$ , 80.3%), believed someone who is incapacitated cannot provide consent ( $n = 138$ , 88.5%), and were aware of the difference between the college disciplinary process and the criminal justice system ( $n = 130$ , 84.4%).

Figure 4 Awareness



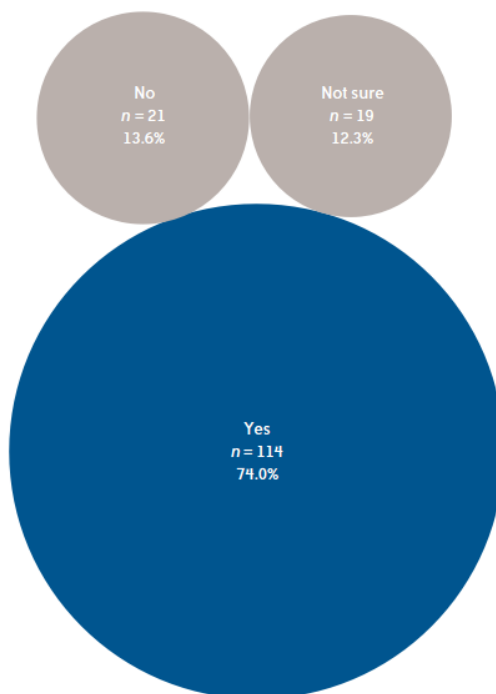
Employees were surveyed about campus policies and procedures, specifically about the SUNY alcohol and/or drug use amnesty policy (when reporting sexual violence cases). This policy was provided on the survey and is written below.

"The health and safety of every student at the State University of New York and its State-operated and community colleges is of utmost importance. Niagara County Community College recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Niagara County Community College strongly encourages students to report incidents of domestic violence, dating violence, stalking, or sexual assault to institution officials. **A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to Niagara County Community College officials or law enforcement will not be subject to Niagara County Community College's code of conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.**"

Less than 3/4 ( $n = 114$ , 74.0%) of employees were aware of the alcohol and/or drug use amnesty in reporting sexual violence cases policy.

Figure 5 Awareness, continued

Do you know about SUNY's alcohol and/or drug use amnesty policy in reporting sexual assault?





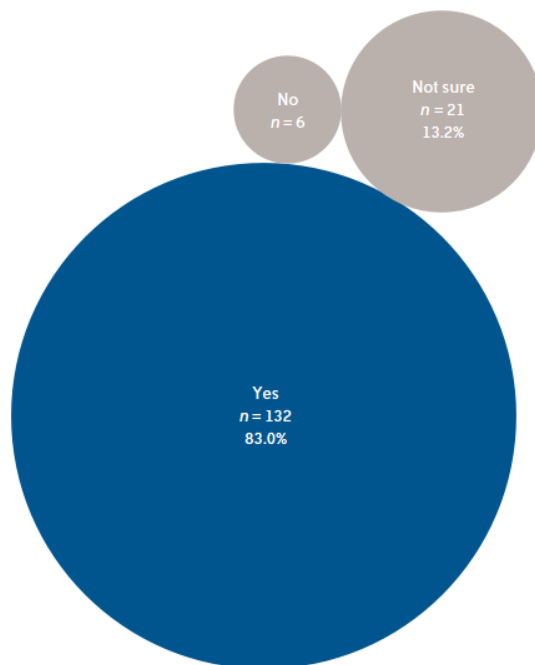
The difference between confidentiality and privacy were explained on the survey. Differences were explained as follows:

- "Confidentiality is a defined term under New York Education Law 129-b, and the obligation to keep information in confidence is inherent for certain professionals on campus, such as health care providers, licensed social workers, licensed psychologists and pastoral and professional counselors (including licensed mental health counselors). Many off-campus resources such as rape crisis centers are also confidential, and with the exception of certain child abuse and imminent threats, individuals working in such organizations have no obligation to report information back to the reporting individual's campus."
- "Privacy - Most employees at an institution are required to report known incidents of sexual assault, or other crimes, so they are not confidential resources. Still, most college employees can offer "privacy." Privacy is the default. It means that an employee may have to share information pursuant to federal or state law or college policy with certain other college employees, but they will not share the private information beyond what is required or needed to comply with law and policy, and will otherwise limit redisclosure as much as possible. They may not, however, offer true confidentiality. Each institution determines which employees may offer true confidentiality as opposed to privacy."

Employees were asked if they were aware of the difference. 83.0% ( $n = 132$ ) of employees were aware of the difference between confidentiality and privacy.

Figure 6 Awareness, continued

**Are you aware of the difference between confidentiality and privacy?**

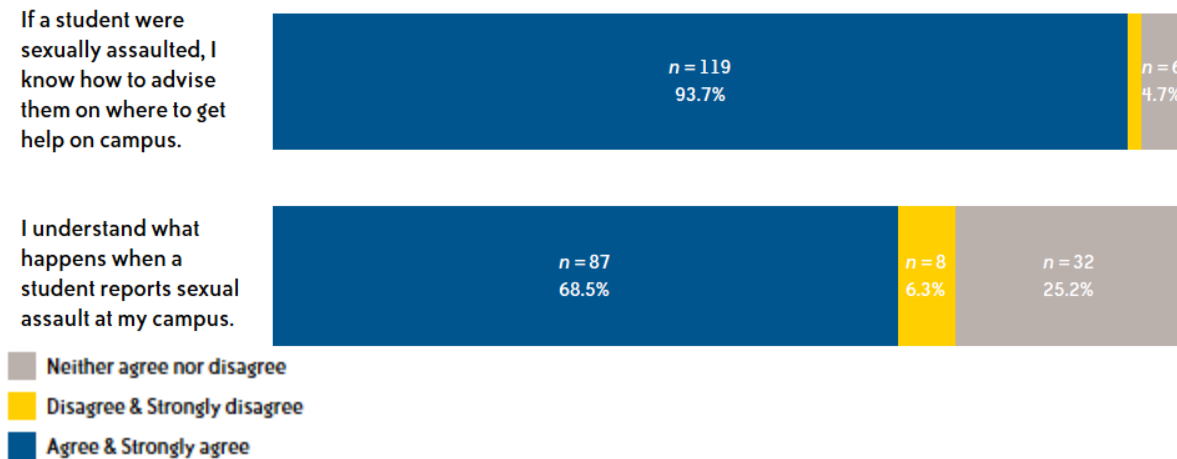


Using a likert scale, (1 = strongly disagree, 2 = disagree, 3 = neither agree nor disagree, 4 = agree, 5 = strongly agree) employees rated their level of agreement with the following statements:

1. "If a student were sexually assaulted, I know how to advise them on where to get help on campus."
2. "I understand what happens when a student reports sexual assault at my campus."

Responses were grouped as "agree", "disagree", or "neither agree nor disagree". The majority of employees agreed with the above statements ( $n = 119$ , 93.7%,  $n = 87$ , 68.5%, respectively).

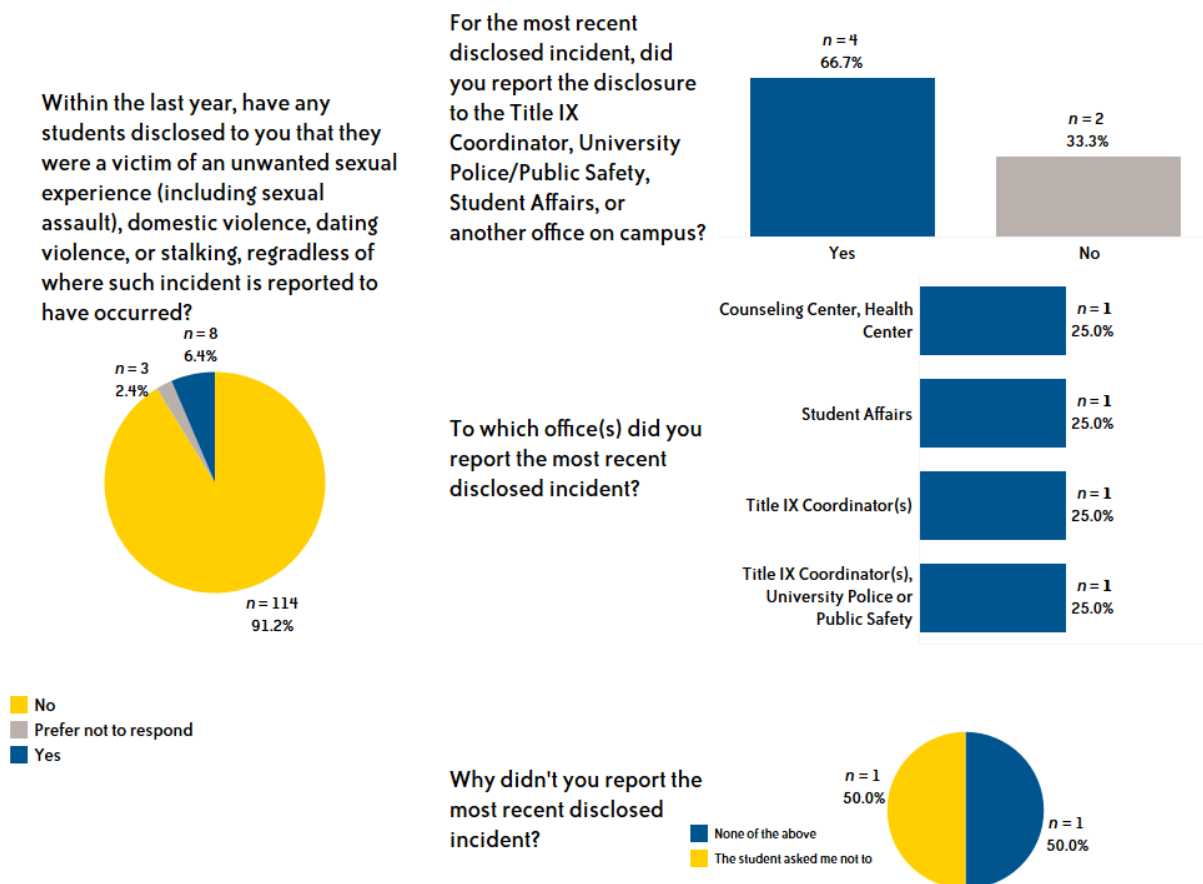
Figure 7 Awareness, continued



Figures 8, 9, and 10 below present information on employee's personal experiences with sexual violence and interpersonal violence. Within the last year, 6.4% ( $n = 8$ ) of employees reported that a student had disclosed, to the employee, that they were the victim of an unwanted sexual experience. Of these 8 employees 6 answered if they disclosed this to the Title IX Coordinator or another campus office and 66.7% ( $n = 4$ ) reported they disclosed incident to the Title IX Coordinator, Campus Police/Public Safety, Student Affairs, or another office on campus. Other offices that received reports are below.

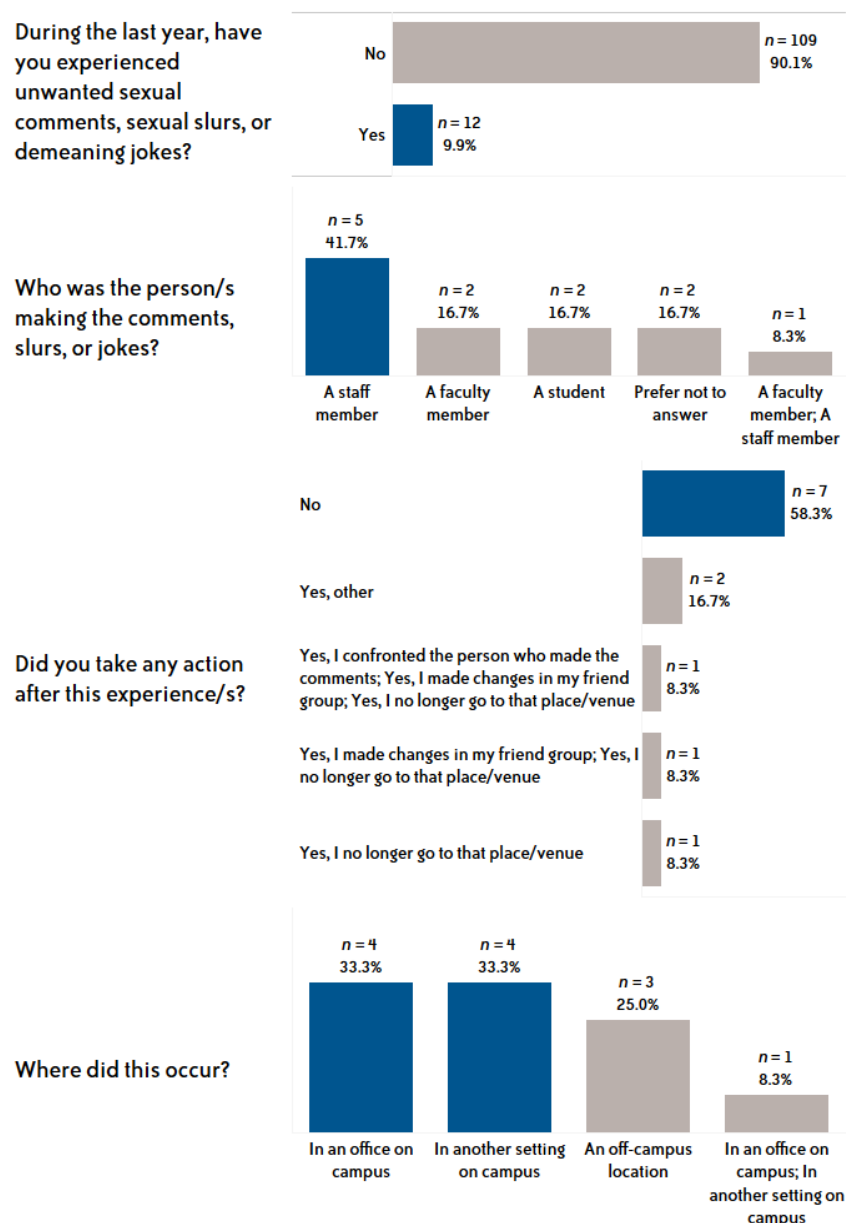
Employees who did not report the most recent incident were asked to select the reason(s) why: (1) The student asked me not to, (2) I am designated as a confidential resource on campus, or (3) none of the above. Of the two responses, 1 (50.0%) indicated the student asked them not to report the incident.

Figure 8 Personal experiences



Employees were asked, within the past year, if they had experienced unwanted sexual comments, sexual slurs, or demeaning jokes. About 10.0% of employees had experienced unwanted sexual comments, sexual slurs, or demeaning jokes within the past year ( $n = 12$ , 9.9%). Most often, this experience occurred in an office on campus ( $n = 4$ , 33.3%) or in another setting on campus ( $n = 4$ , 33.3%) and the person(s) making the unwanted sexual comments, sexual slurs, or demeaning jokes were staff members ( $n = 5$ , 41.7%). Employees were asked to identify action(s) they took as a result. Most often, employees did not take any action ( $n = 7$ , 58.3%). Figure 9 below shows the distribution of employee responses to the survey questions above.

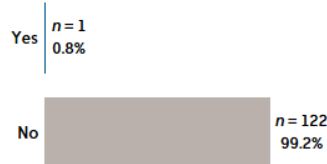
Figure 9 Personal experiences, continued



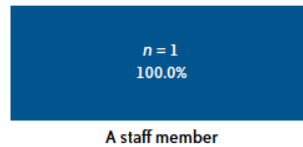
Employees were asked, within the past year, if they had received unwanted sexually suggestive digital communication, either in words or images, or both, including emails, texts, social media communications, or in letters or other written communication. About 1.0% of employees indicated they had received that type of communication ( $n = 1$ , 0.8%). Most often the person(s) sending the unwanted sexually suggestive communication were staff members ( $n = 1$ , 100.0%). Employees were asked to identify action(s) they took as a result. Nothing changed as a result of the unwanted sexual suggestive communication ( $n = 1$ , 0.6%). Figure 10 below shows the distribution of employee responses to the survey questions above.

Figure 10 Personal experiences, continued

During the last year, have you received unwanted sexually suggestive digital communication, either in words or images, or both, including emails, texts, social media communications, or in letters or other written communication?



Who was the person/s sending unwanted communications?



Did anything change because of this experience?

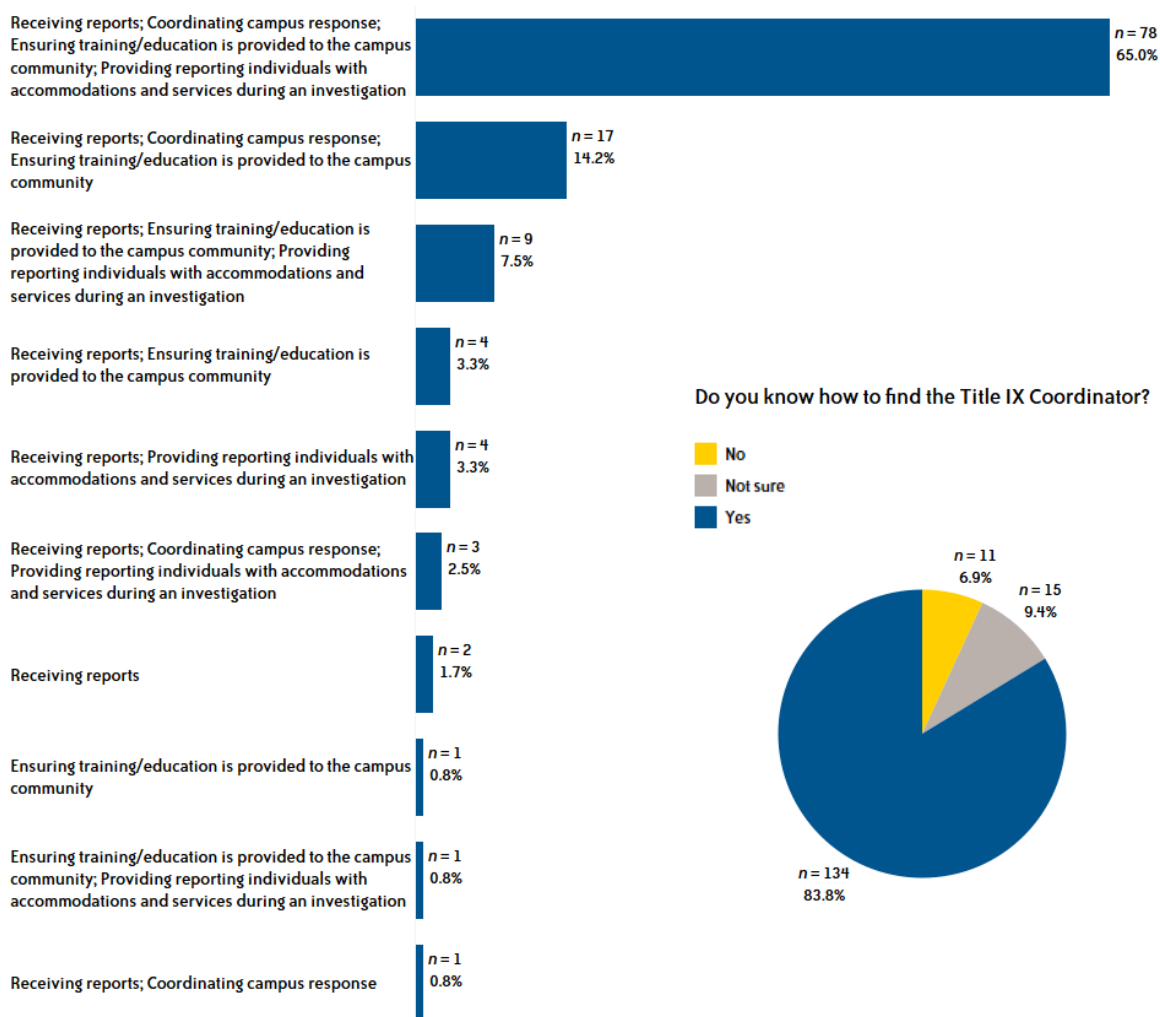


Employees were surveyed about resources, specifically about the role of the Title IX Coordinator. According to niagaracc.suny.edu (Title IX. (n.d.). Retrieved from <https://www.niagaracc.suny.edu/hr/titleix/>), "Title IX of the Education Amendment of 1972 prohibits sex discrimination in all educational programs and activities. Sex discrimination includes all forms of sexual harassment, including verbal sexual harassment and sexual violence by employees, students, or third parties against employees, students or third parties. Niagara County Community College is fully compliant with Title IX and applies compliance to athletics, admissions, financial aid, academic matters, career services, counseling and medical services and all other programs/activities available to students, as well as in the workplace for faculty and staff."

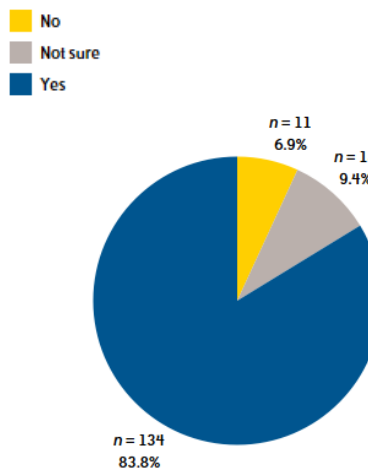
The majority of employees knew how to find the Title IX Coordinator ( $n = 134$ , 83.8%). Employees indicated a general awareness surrounding the role(s) of the Title IX Coordinator.

Figure 11 Resources

**Roles of the Title IX Coordinator (check all that apply):**



**Do you know how to find the Title IX Coordinator?**



A list of resources was provided to employees. Employees were asked to identify, for each item on the list, if they were aware of the resource(s). Of all the resources, employees were most aware of the University police or public safety ( $n = 125$ , 72.3%). There was limited employee awareness regarding the health educator ( $n = 40$ , 23.1%) and the local advocacy center ( $n = 37$ , 21.4%). Results can be seen in Figure 12 below.

Figure 12 Resources, continued

Employees were asked to check all resources they are aware of. Employees were most aware of University police or public safety and least aware of the health educator and the local advocacy center.	University police or public safety	<i>n</i> = 125 72.3%
	Human Resources	<i>n</i> = 120 69.4%
	Campus Health Services	<i>n</i> = 113 65.3%
	Counseling Center	<i>n</i> = 113 65.3%
	Local police/sheriff	<i>n</i> = 98 56.6%
	Local health services (including hospitals)	<i>n</i> = 89 51.4%
	Office of Student Conduct	<i>n</i> = 63 36.4%
	Local crisis center	<i>n</i> = 59 34.1%
	Campus advocacy services	<i>n</i> = 46 26.6%
	Peer counselors	<i>n</i> = 43 24.9%
	Health educator	<i>n</i> = 40 23.1%
	Local advocacy center	<i>n</i> = 37 21.4%

## Appendix A

### Survey Question Categories

#### Demographics (5 questions)

1. How long have you been employed at your current institution?
2. Which best describes you?
3. What is your employment status at this institution this semester?
4. What is your race/ethnicity (as you define it)? (Check all that apply): (1) American Indian or Alaska Native, (2) Asian or Asian American, (3) Black or African American, (4) Hispanic or Latino/a, (5) Native Hawaiian or Other Pacific Islander, (6) White, (7) Prefer not to respond
6. What is your gender identity? (Check all that apply): (1) Male, (2) Female, (3) Prefer not to respond

#### Fellow employee's willingness to help (1 question)

27. Call for help (e.g. call 911) if they hear a neighbor yelling "help".
27. Talk to a student who they suspect is in an abusive relationship.
27. Get help and resources for a student who tells them that they have been assaulted.
27. Tell a campus authority about information they have that might help in a sexual assault case even if pressured by their peers to stay silent.

#### Perceptions of the campus (3 questions)

9. My campus has policies and procedures specifically addressing sexual assault.
10. Have you received written (e.g. brochures, emails) and/or verbal information (e.g., presentations, training) from anyone at your campus about the following? (Check all that apply): (1) The definition of sexual assault, (2) How to report a sexual assault, (3) Where to go to get help if you or someone you know is sexually assaulted, (4) To whom one can speak confidentially about a sexual assault, (5) Policies prohibiting sexual assault, (6) To my knowledge, I have not received information regarding any of the above
25. If you reported a student complaint of sexual violence on your campus, do you think your college would...? (1) Take your report seriously, (2) Conduct a fair investigation, (3) Provide the student with necessary support during the process

#### Awareness (6 questions)

13. Are you aware of the difference between confidentiality and privacy?
14. Do you know the definition of Affirmative Consent?
15. Can someone who is incapacitated provide consent?
16. Do you know the difference between the college disciplinary process and the criminal justice system?
17. Do you know about SUNY's alcohol and/or drug use amnesty policy in reporting sexual violence?
26. If a student were sexually assaulted, I know how to advise him or her on where to get help on campus.
26. I understand what happens when a student reports sexual assault at my campus.



Personal experiences (11 questions)

29. During the last year, have any students disclosed to you that they were a victim of an unwanted sexual experience (including sexual assault), domestic violence, dating violence, or stalking, regardless of where such incident is reported to have occurred?
30. For the most recent disclosed incident, did you report the disclosure to the Title IX Coordinator, University Police/Public Safety, Student Affairs, or another office on campus?
31. To which office(s) did you report the most recent disclosed incident? (Check all that apply): (1) Title IX Coordinator/s, (2) University Police or Public Safety, (3) Counseling Center, (4) Advocacy Center, (5) Student Affairs, (6) Health Center, (7) Affirmative Action, (8) Human Resources, (9) Other
33. Why didn't you report the most recent disclosed incident? (Check all that apply): (1) The student asked me not to, (2) I am designated as a confidential resource on campus, (3) None of the above
35. During the last year, have you experienced unwanted sexual comments, sexual slurs, or demeaning jokes?
36. Who was the person/s making the comments, slurs, or jokes? (Check all that apply): (1) A student, (2) A faculty member, (3) A staff member, (4) Someone from off-campus, (5) Not sure, (6) Prefer not to answer
37. Where did this occur? (Check all that apply): (1) In the classroom, (2) In an office on campus, (3) In another setting on campus, (4) An off-campus location
38. Did you take any action after this experience/s? (Check all that apply): (1) Yes, I confronted the person who made the comments, (2) Yes, I spoke to my chair/supervisor, (3) Yes, I reported the incident to another campus office, (4) Yes, I made changes in my friend group (5) Yes, I no longer go to that place/venue, (6) Yes, other, (7) No
39. During the last year, have you received unwanted sexually suggestive digital communications, either words or images or both, including emails, texts, social media communications, or in letters or other written communications?
40. Who was the person/s sending unwanted communications?
41. Did anything change because of this experience (check all that apply): (1) Yes, I confronted the person/s who sent it, (2) Yes, I reported the incident to my chair/supervisor, (3) Yes, I reported the incident to another campus office, (4) Yes, I made changes in my friend group, (5) Yes, other, (6) No

Resources (3 questions)

12. Do you know how to contact the Title IX Coordinator?
21. Which are the roles of a Title IX Coordinator in regards to sex discrimination/sexual assault/sexual misconduct? (1) Receiving reports, (2) Coordinating campus response, (3) Ensuring training/education is provided to the campus community, (4) Providing reporting individuals with accommodations and services during an investigation
22. Please indicate your awareness of the following on-campus and community resources: (Check all resources of which you are aware): (1) Office of Student Conduct, (2) University police or public safety, (3) Peer counselors, (4) Campus advocacy services, (5) Counseling Center, (6) Campus Health Services, (7) Health educator, (8) Human Resources, (9) Local police/sheriff, (10) Local crisis center, (11) Local advocacy center, (12) Local health services (including hospitals), (13) None of the above