



# **HUC-JIR CLIMATE SURVEY**

*EXECUTIVE REPORT*

October 2019

2019-2020

# INTRODUCTION

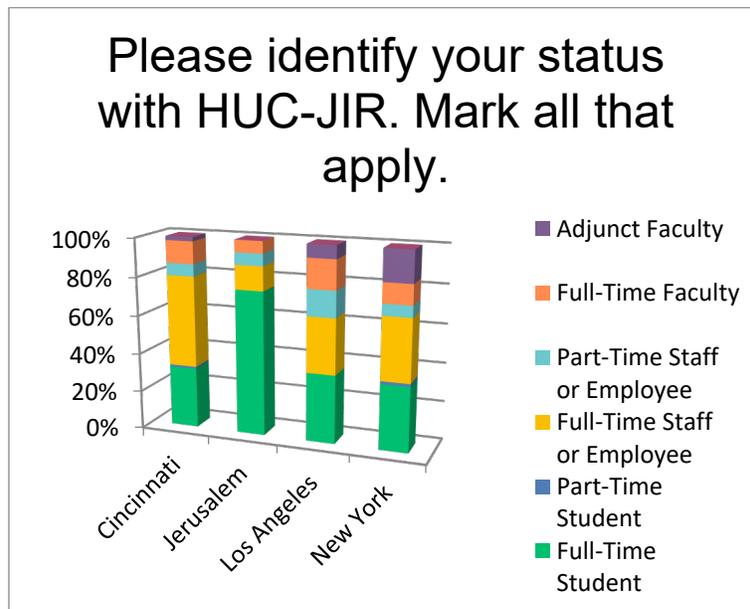
In the spring semester of 2019, HUC-JIR administered its first climate survey. The survey was created by the Survey project team: Marvienne Johnson, Title IX Coordinator, Sutanu Majumdar, Manager of Institutional Research and Assessment, Monisha Ringer, Assistant Registrar and Katie Koestner, Consultant, Campus Outreach Services.

The survey was administered online via Survey Monkey. Survey Monkey provided a secure website and the results were kept in an SPSS database under password protection on a secure server. The survey had seven sections with a total of **55** questions.

The survey sought to evaluate student, faculty and staff perceptions about the different issues surrounding sexual misconduct, sexual harassment, sexual assault, and gender discrimination. The purpose of the survey was to:

1. Gather information on the rates of sexual harassment, sexual assault, sexual misconduct and gender discrimination that students, faculty and staff have experienced while at HUC-JIR.
2. Identify student, faculty and staff perceptions about personal safety, equal opportunities, discrimination, harassment and sexual misconduct and the college-institutes response to these issues.
3. Gather information on student, faculty and staff knowledge of campus resources and reporting awareness.

620 students, faculty and staff received an invitation to take the survey online in March of 2019. **261** students, faculty and staff completed the survey a response rate of 41%.



## **KEY TERMS**

### **Sexual Misconduct**

Sexual misconduct, including sexual harassment as defined below, is a form of sex discrimination that has the purpose or foreseeable effect of unreasonably interfering with an individual's work or academic performance or of creating an intimidating, hostile, or offensive work or learning environment for that individual. Sexual misconduct includes, but is not necessarily limited to, sexual harassment, sexual assault (both non-consensual contact and non-consensual intercourse), sexual exploitation, and indecent exposure.

### **Sexual Harassment:**

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on gender (opposite or same sex), gender identity, or sexual orientation. Such prohibited conduct may include situations where: (1) submission to the conduct is an explicit or implicit term or condition of employment decisions or academic decisions; (2) submission to or rejection of the conduct is used as the basis for employment or academic decisions; or (3) the conduct has the purpose or effect of unreasonably interfering with a person's performance or creating an intimidating, hostile or offensive environment. A single or isolated incident of sexual harassment may create an intimidating, hostile, or offensive environment if the incident is sufficiently severe. In addition to the foregoing, examples of sexual harassment may include: sex-oriented verbal joking or kidding; subtle pressure for sexual activity; patting, pinching or other forms of physical contact; demand for sexual favors, accompanied by implied or overt promises of preferential treatment or threats concerning an individual's academic or employment status; sexually degrading words used to describe an individual; a display of

sexually suggestive objects or pictures, or electronic (including e-mail) or written communications; or other behavior motivated by the foregoing conduct.

### **Sexual Assault:**

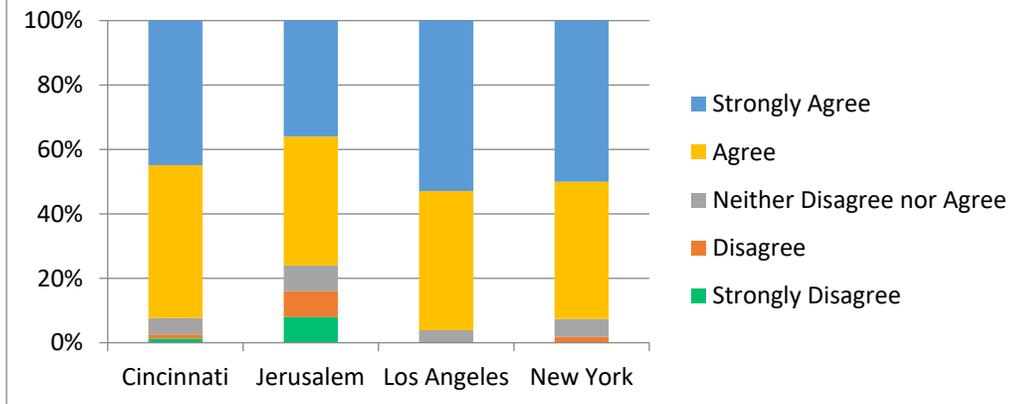
Sexual assault is any forced or coerced sexual activity, committed against a person's will or without consent. Rape is a sexual assault that includes, but is not limited to forcing or attempting to force vaginal, anal, and oral penetration. In addition to rape, sexual assault also includes having or attempting to have sexual contact of any kind with another individual without consent. Sexual contact can include, but is not limited to, kissing, touching the intimate parts of another, causing the other to touch one's intimate parts, or disrobing another without permission or consent. Rape and sexual assault are crimes of violence with sex used as a weapon that can be committed by strangers, friends, relatives, dates, boyfriends, girlfriends, partners, lovers and/or spouses.

## **Key Findings**

### **Education**

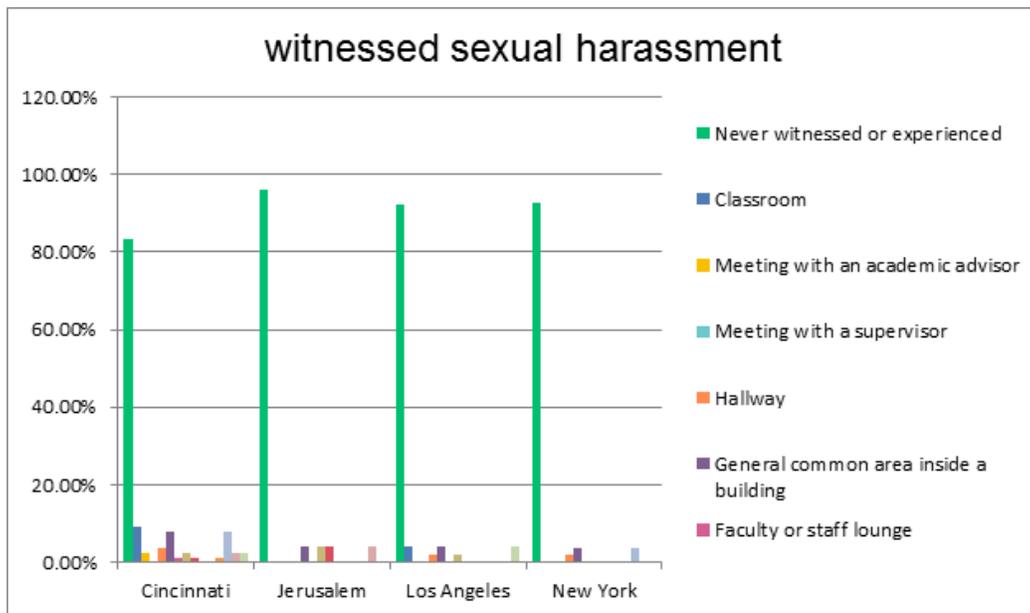
- **66.29%** of students, faculty and staff on the Cincinnati campus know who the HUC-JIR Title IX Coordinator is versus **25.81%** on the Jerusalem campus.
- Jerusalem campus consistently scored lower on all questions related to understanding of HUC-JIR's policies/procedures and how and to whom to report sexual harassment/misconduct and gender discrimination.
- Respondents on all campuses rated less than **50%** in their knowledge of where our policies and procedures on sexual harassment and misconduct are located.
- Training and programs on campus have helped the Cincinnati campus as students, faculty and staff have a strong knowledge of HUC-JIR's policies and procedures related to sexual harassment/misconduct and gender discrimination.

## I'm familiar with training HUC-JIR has offered in preventing sexual misconduct and sexual assault.



### Safety/Safe Places

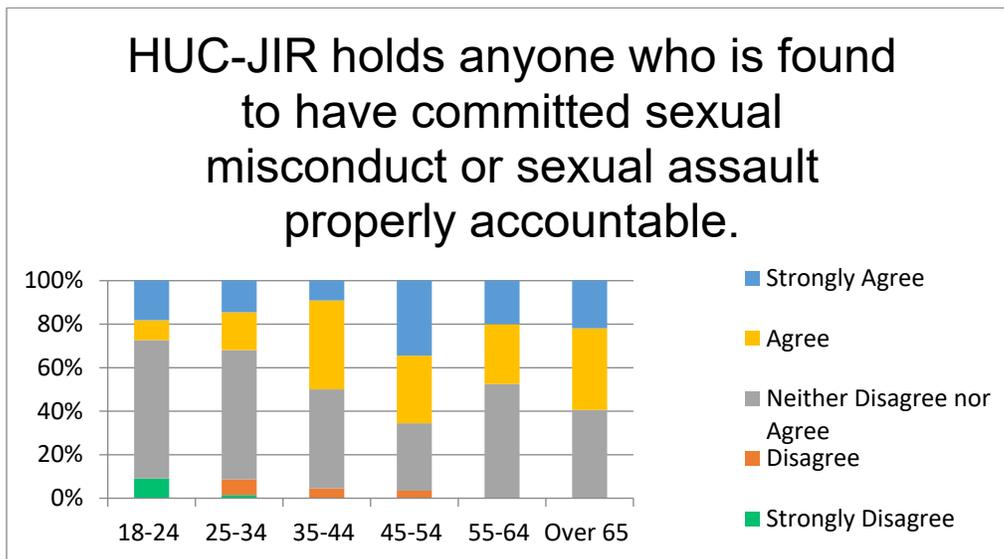
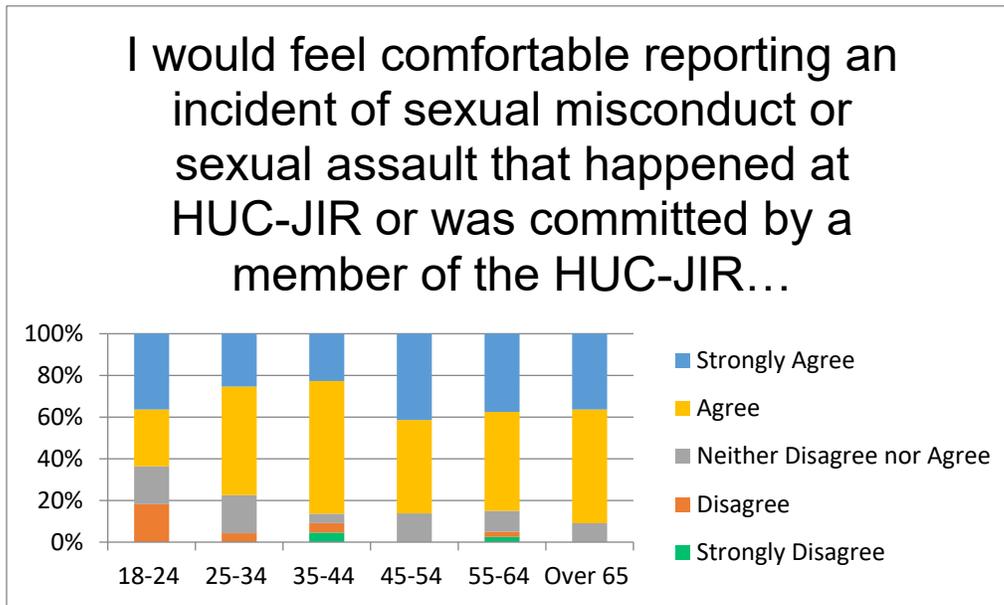
- While all respondents feel that HUC-JIR takes their safety seriously, respondents in Cincinnati feel less safe on campus and feel there are areas on campus where they feel unsafe.
- Top areas where respondents do not feel safe: Classroom, parking lots, common areas inside buildings and hallways.



## Sexual Misconduct/Harassment

- While 90% of respondents have not personally *experienced* sexual harassment at HUC-JIR, some respondents have experienced sexual misconduct/harassment in the following areas: Student pulpit/fieldwork, hallway, general common area inside building and school sponsored events.

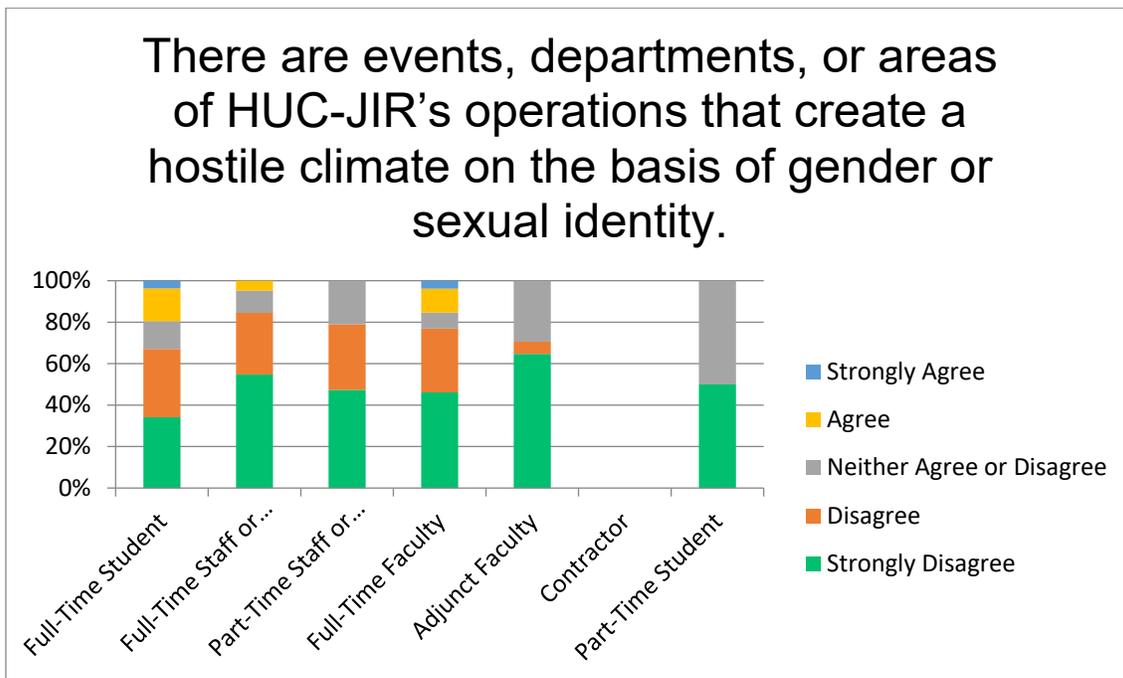
- While **89%** of respondents have not *witnessed* sexual harassment at HUC-JIR, the remaining respondents have witnessed sexual misconduct/harassment in the following areas: classroom, general common area inside building and student pulpit/fieldwork.



## Gender and Sexual Identity

- **12%** of respondents have personally experienced conduct that they feel created an offensive, hostile, intimidating work or educational environment related to gender or sexual identity. There is work to do in Cincinnati and Jerusalem.

- **18%** of respondents on all four campuses have personally observed conduct that they feel created an offensive, hostile intimidating work or educational environment related to gender or sexual identity. Attention should be made to Cincinnati and Jerusalem campuses.
- Top areas where respondents witnessed gender or sexual identity discrimination: Student pulpit/fieldwork and classroom.
- **35%** of Cincinnati respondents felt uncomfortable about comments made about women.
- **63%** of Jerusalem respondents felt uncomfortable with comments made by students about men.
- Respondents in Jerusalem felt the most uncomfortable with comments made by students regarding an employee's gender or sexual identity.



I have personally observed conduct on my campus that I feel has created an offensive, hostile, intimidating work, or educational environment related to gender or sexual identity.



HUC-JIR holds anyone who is found to have committed sex/gender-based discrimination conduct properly accountable.



# Survey Participant Comments

"There are no cameras in certain areas of the parking lot/entrance way."

"I feel frustrated or resigned to the situations (not unsafe)."

"My responses are for the present at my campus, not the past."

"As fieldwork coordinator and supervisor, I hear of incidents from students. I have not personally witnessed the things I've checked in on those categories."

"Both experienced and witnessed inappropriate comments made by staff/faculty/administration to women on more than one occasion on the Jerusalem campus."

"I know this is beyond the scope of this survey, but the Jerusalem campus is a hotbed of racism and sexism."

"I am speaking of female-women creating a bigoted space against gay men and male-bodied men. This has been strongly encouraged by the Jerusalem administration, which is worrying."

"The summer interns made gross errors in presenting and responding to "microaggressions" and in the process made blatant discriminatory remarks about men, condoned such remarks by peers, and the administrators during the summer did nothing to intervene, and even said that this was "now your community's problem". This sort of behavior has only continued by many female students in classrooms through snide comments they make, augmented by cheers, snaps, and other audible gestures. I also have witnessed, in the same locations (i.e., moadon, classrooms, synagogue) female students touch other female students in ways that seemed quite obscene and sexually aggressive, and known to be unwelcome by many of the women, which if it were performed by a male would be called out as misconduct."

"I have had multiple comments made about my body after having a baby."

"Disparaging remarks a number of years ago from a Governor regarding the homosexual population and support from the college."

"I experienced sexual harassment, but it was 10 years ago, and that person is no longer here."

"Why doesn't safety include physical safety related to natural disasters: fire, earthquake, etc.?"