

GSK's Sexual Violence Campus Climate Survey

New York State's Enough Is Enough legislation, signed into law in July 2015, requires that all colleges and universities in New York State conduct campus climate surveys to measure the prevalence of sexual assault on campus, assess students' attitudes and awareness about sexual misconduct, and help schools identify ways to address the problem. In the spring of 2018, GSK sent out its Sexual Violence Campus Climate Survey.

67 students, aged 18 and older and currently enrolled in GSK full-time were invited to participate. Survey results reflect a 69% response rate and a 96% completion rate of those who responded. The survey took approximately 15 minutes to complete and contained questions on:

- Campus Climate
- Campus Involvement
- Information and Resources
- Knowledge of Policies, Procedures and Resources
- Affirmative Consent
- Prevalence of Sexual Harassment, Stalking, and Sexual Violence

The survey revealed that:

- 100% of survey participants agree that they feel safe on the GSK campus, with over 75% strongly agreeing.
- Over 75% of participants feel that GSK is doing a good job of insuring students safety against sexual violence.
- Over 75% of participants feel that GSK is doing a good job educating students about sexual violence.

Moving forward, GSK will focus on a number of issues including increasing the number of students who:

- understand who the GSK Title IX coordinators are and their roles and responsibilities;
- are informed about GSK's policies that address sex discrimination, sexual assault and sexual violence and where to get help if needed;
- understand the concept of affirmative consent; and
- are informed about the availability of resources on and off campus.

GSK will use the results of this survey to improve our ability to meet the needs of our students and other community members. GSK will work closely with students, staff and faculty to:

1. develop strategies and programs for improving responses to sexual misconduct and ensuring that we are protecting the community from all forms of sexual assault and
2. provide educational training consistent with Article 129B.

Appendix A: Climate Survey Summary

Appendix B: Survey Instrument

APPENDIX A: Gerstner Sloan Kettering's (GSK) Sexual Misconduct Campus Climate Survey

Administered Spring 2018

In Spring 2018, GSK administer a sexual misconduct campus climate survey. The survey was designed to assess students' personal experiences, and to measure how strongly students felt GSK serves their needs in preventing sexual misconduct as well as in reporting, investigating, adjudicating and supporting them through a sexual misconduct incident.

66% of the GSK student body completed the survey and survey results reflect a 69% response rate (students).

STUDENT AWARENESS AND PERCEPTIONS OF GSK RESOURCES

- 90% of respondents reported that they are informed about how and where to report domestic violence, dating violence, stalking or sexual assault as a victim, survivor or witness.
- 95% reported being informed about GSK's policies that address sex discrimination, sexual assault and sexual violence.
- 58% of participants say they are somewhat informed about the availability of resources on and off campus, such as counseling, health and academic assistance. 34% are very informed about these resources and 6% say they are not at all informed.
- Over half of respondents, 52%, do not know who GSK's Title IX Coordinators are.
- 50% are very informed, and 45% are somewhat informed, about where to get help if you or someone you know at GSK experienced sex discrimination, sexual harassment, or sexual violence.

PERSONAL EXPERIENCES

- A limited number of respondents have witnessed or been subject to unwanted sexual contact (2%), unwelcome sexual remarks, jokes or stories (11%), and inappropriate or offensive comments (6%) while attending GSK.
- 11%, have seen or heard someone acting in a sexually violent or harassing way. Of these respondents, 40% spoke to someone else to seek help and 20% did nothing because they were not sure what to do.

PREVENTION, EDUCATION AND TRAINING

- 84% of respondents feel that GSK is doing a good job insuring student's safety against sexual violence, while 6% of respondents disagree with this statement.
- 78% of participants feel that GSK is going a good job educating students about sexual violence, 19% neither agree nor disagree and 2% disagree.
- 68% of respondents recall participation in trainings/information sessions at GSK on the topics of sexual violence or sexual harassment.
- 46% of respondents report familiarity with GSK's policy on affirmative consent, while 31% report being somewhat familiar and 22% report they are not so familiar. Similarly, 49% of respondents report knowing how to get information about GSK's policy on affirmative consent while 51% of respondents report they do not know or are not sure where to get this information.



Welcome to My Survey

Thank you for participating in our survey. Your feedback is important.

This anonymous survey is designed to assess students' knowledge of GSK's policies and procedures addressing sex discrimination, sexual harassment, and sexual violence; students' knowledge of services and resources offered by GSK and others; and students' personal experiences with sexual misconduct, including observing and reporting incidents of sexual misconduct.

The student climate survey contributes to conversations at GSK around sexual assault by informing ongoing efforts to prevent sexual misconduct and violence; enhancing support for victims when incidents occur; and learning where gaps in knowledge of resources and reporting options exist among students.

Please be advised that some survey questions ask for personal experiences with sexual misconduct. You may skip any question you are not comfortable answering and you may exit the survey at any time. All responses are anonymous and cannot be traced back to you.

If you would like information on the issues contained in this survey, please contact Kristen Ahearn, Esq. ahearnk@mskcc.org or Leslie Ballantyne, Esq. ballantl@mskcc.org, GSK's Title IX Coordinators, staff members with special training in helping students who are facing issues related to sexual harassment and sexual violence. You can also learn about how to report an incident, how to get medical or emotional support, confidentiality, and ways you can help stop sexual violence on campus.



Survey Questions

* 1. Are you 18 years of age or older?

Yes

No

* 2. If you answered yes to Question 1, please check one of the boxes below:

I agree to participate in this survey.

I decline to participate in this survey.

3. Which of the following describes you?

American Indian or Alaskan Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

Hispanic or Latino/a

Other (please specify)

4. What is your gender identity?

Female

Female Transgender

Male

Male Transgender

Transgender

Non-conforming

Other (please specify)

5. What is your sexual orientation?

- | | |
|---|-----------------------------------|
| <input type="radio"/> Bisexual | <input type="radio"/> Queer |
| <input type="radio"/> Gay | <input type="radio"/> Questioning |
| <input type="radio"/> Heterosexual/Straight | <input type="radio"/> Asexual |
| <input type="radio"/> Lesbian | |

6. I feel respected as a member of the GSK community.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

7. I feel safe on the GSK and MSK campuses.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

8. I feel that GSK is doing a good job insuring students safety against sexual violence

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

9. I feel that GSK is doing a good job educating students about sexual violence.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

10. How informed are you about GSK's policies that address sex discrimination, sexual assault and sexual violence?

- Very informed
- Somewhat informed
- Not at all informed

11. Do you know how to get information about GSK's policies that address sex discrimination, sexual assault, and sexual violence?

- Very informed
- Somewhat informed
- Not at all informed

12. How informed are you about the GSK's policy definitions of sex discrimination, sexual harassment, and sexual violence?

- Very informed
- Somewhat informed
- Not at all informed

13. If an incident of sexual violence occurred at GSK, how familiar are you with the difference between GSK's policies and procedures and the criminal law process?

- Very familiar
- Familiar
- Somewhat familiar
- Not at all familiar

14. How informed are you about where to get help if you or someone you know at GSK experienced sex discrimination, sexual harassment, or sexual violence?

- Very informed
- Somewhat informed
- Not at all informed

15. To whom at GSK could you make a report of sex discrimination, sexual harassment, or sexual violence? (select all that apply)

- Title IX Coordinator
- GSK Campus Security
- MSK Hospital Security
- MSK Human Resources
- MSK Compliance Hotline

16. Do you know who GSK's Title IX Coordinators are?

Yes

No

17. What is your understanding of the responsibilities of the Title IX Coordinators?

Evaluating confidentiality requests

Determining appropriate remedies for a complainant

Conducting and/or managing a Title IX investigation and appeal

All of the above

Determining appropriate interim measures for a complainant

18. How informed are you about the availability of resources on and off campus, such as counseling, health and academic assistance?

Very informed

Somewhat informed

Not at all informed

19. In the past 12 months, in which of the following have you participated? (select all that apply)

Discussed sexual violence in class

Attended an event at GSK about sexual violence

Discussed the topic of sexual violence with friends

Seen posters around GSK about sexual violence on topics such as raising awareness, defining sexual violence, preventing sexual violence, where to go for help, etc.

Discussed sexual violence with family members

Attended an event or program at GSK about what you can do as a bystander to stop sexual violence

Seen or heard administrators or staff at GSK address sexual violence

Seen or heard about sexual violence in a GSK student publication or communication

20. Have you participated in any trainings/information sessions at GSK on the topics of campus sexual violence or sexual harassment?

Yes, once

Yes, more than once

No

Do not recall

21. How familiar are you with GSK's policy on affirmative consent?

- Extremely familiar
- Familiar
- Somewhat familiar
- Not so familiar

22. Do you know how to get information about GSK's policy on affirmative consent?

- Yes
- No
- Not sure

23. How informed are you about how and where to report domestic violence, dating violence, stalking or sexual assault as a victim, survivor or witness?

- Very informed
- Somewhat informed
- Not at all informed

24. How informed are you about what happens when GSK receives a report of an incident of sex discrimination, sexual harassment, or sexual violence against a GSK student?

- Very informed
- Somewhat informed
- Not at all informed

25. Which of the following services available to GSK students and employees are you aware of? (select all that apply)

- Employee Health and Wellness Services (EHWS)
- New York State Office of Victim Services
- New York Presbyterian - Weill Cornell Medical Center Sexual Assault Forensic Examiner (SAFE) Program

26. While you've been a GSK student, has a GSK student or employee, an MSK employee or a third party made unwelcome sexual remarks or told jokes or stories that were insulting or offensive to you?

- Yes
- No

27. While you've been a GSK student, has a GSK student or employee, an MSK employee or a third party made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities, or talked to you about sexual matters when you didn't want to?

Yes

No

28. While you've been a GSK student, has a GSK student or employee, an MSK employee or a third party continued, after you said, "No", to ask you to go out, get dinner, have drinks, or have sex?

Yes

No

29. While you've been a GSK student, has a GSK student or employee, an MSK employee or a third party used physical force or threats of physical force to engage with you in sexual activity?

Yes

No

30. While you've been a GSK student, have you ever felt forced to engage in sexual activity with a GSK student or employee, an MSK employee or a third party?

Yes

No

31. While you've been a GSK student, has a GSK student or employee, an MSK employee or a third party had sexual contact with you without your active, ongoing voluntary agreement?

Yes

No

32. While you've been a GSK student, have you received unwanted phone calls, emails, voice messages, text messages, or instant messages, or pictures of videos on social networking sites that made you afraid for your personal safety?

Yes

No

33. While you've been a GSK student, has someone showed up or waited for you when you did not want that person to do so in a way that made you afraid for your personal safety?

Yes

No

34. While you've been a GSK student, has a spouse or romantic partner controlled or tried to control you? For example: kept you from going to classes or pursuing your educational goals, not allowed you to see or talk with friends or family, or made decisions for you such as where you go or what you wear.

Yes

No

35. While you've been a GSK student, has a spouse or romantic partner used any kind of physical force against you? For example: 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

Yes

No

36. Did you contact GSK personnel about these experiences? (select all that apply)

Title IX Coordinator

GSK Campus Security

MSK Hospital Security

MSK Compliance Hotline

37. If you selected one or more options in question 36, how helpful was this person(s) in helping you?

Very helpful

Somewhat helpful

Not at all helpful

38. If you did not select any option in question 36, what were the reasons you did not contact anyone at GSK? (select all that apply)

- I did not know where to go or who to tell
- I felt embarrassed or ashamed
- I felt it would be too emotionally difficult
- I did not think anyone would believe me
- I did not think it was serious enough to report
- I did not want the person to get into trouble
- I feared it would not be kept confidential
- Incident was not on campus or associated with GSK
- Incident did not occur while attending GSK

39. Did you contact any of the following non-GSK personnel or resources about these experiences? (select all that apply)

- No, I did not contact non-GSK personnel or resources
- Law enforcement
- Health care provider
- Friend or Family Member
- I didn't contact anyone (else)

40. If you did not contact any non-GSK personnel or resource, what were the reasons for not contacting anyone else? (select all that apply)

- I did not know where to go or who to tell
- I felt embarrassed or ashamed
- I felt that it would be too emotionally difficult
- I did not think anyone would believe me
- I did not think it was serious enough to report
- I did not want the person to get into trouble
- I feared negative social consequences
- I did not think anything would be done
- I feared it would not be kept confidential

41. While you've been a GSK student, have you been told or learned that a friend had been sexually assaulted?

Yes

No (if no, please skip to question #43)

42. If you answered yes to question #41, how did you respond to this information

I did nothing because I wasn't sure what to do

I spoke to someone else to seek help

I did nothing for another reason

I found resources for my friend

I spoke to my friend

I took action in another way

* 43. While you've been a GSK student, have you seen or heard someone was acting in a sexually violent or harassing way?

Yes

No

44. What did you do?

I did nothing because I wasn't sure what to do

I spoke to someone else to seek help

I did nothing for another reason

I took action in another way

I spoke to my friend

45. If you would like to elaborate upon any of your survey responses, further describe your experiences, or offer additional thoughts about these issues or this survey, we encourage you to do so in the space provided below.

