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KGI HEDS Sexual Assault Survey, 2018

Final Report

OCTOBER 2018



HEDS REPORT REVIEW

Overview

Report Background

The HEDS Survey was administered in March of 2018 as a follow-up to the 2015 administration of the survey. The following topics were addressed:

1. Perceptions of campus climate around unwanted sexual contact and sexual assault
2. Perceptions on how the institution addresses and responds to sexual assault
3. And the extent to which students have experienced unwanted sexual contact, sexual assault, stalking, and dating violence

Response Rate

The response rate was 20% (n=105 out of 515 surveys sent). While the response rate in 2015 was higher 54% (n=154 out of 279 surveys sent), the total number of surveys we received between both years was comparable and our average was higher than the national percentage of 12%. We received nearly an equal amount of responses from men and women. And our diversity amongst respondents was significant, with 67.6% identifying as non-white.

Perception

In response to questions about general climate, views on sexual assault, and questions about difficult or dangerous situations, students generally agreed that the campus climate is positive. 83% agree or strongly agree that they feel safe. While there is a slight decrease in safety perception compared to 2015's results, the net change is very low.

One thing to note is that when asked whether they agree that "Officials protect students from harm" students reported an increase compared to 2015. However, when asked if they agree that "officials would handle a crisis well" or "officials respond quickly in difficult situations" or "officials handle incidents in a fair and reasonable manner" student responses slightly declined compared to 2015.

When interpreting student's responses on safety. It may be that students perceive the campus as generally safe and that officials are prepared to respond and protect students, but the means in which they do so could use improvement. The need to handle crisis effectively, and in a timely and fair manner, is a concern for students that may be addressed by more transparent policies and procedures.

It is also important to note that due to the private nature surrounding these cases, the full scope of the process may not be witnessed by those not directly affected. The perception of safety may be in response to the proactive measures/trainings that the institute has implemented, however, the implementation of such practices may not be perceived by students as being effectively reactive.

Affected Parties/Data Review

Consistent with national data, our report showed that Women and those identifying as Non-Heterosexual were more likely to be subjected to Unwanted Verbal Sexual Contact and Unwanted Non-Verbal Sexual Contact.

Our report also noted significant trends in verbal abuse amongst our students. While a majority (upwards of 90%) did not experience any verbal abuse, 13% reported that at one point their partner called them names, put them down, or blamed them for things, or told them that no one else would want them. The reports for verbal abuse outnumbered physical abuse responses, however physical abuse was present among our students as well. Besides verbal abuse, among the most prevalent forms of abuse were manipulation tactics such as trying to keep them from seeing their family or friends.

Salient Issues

As I mentioned above, women and non-heterosexual individuals reported higher numbers of unwanted non-verbal and verbal sexual contact. While this was expected, the percentage of non-heterosexual responses was alarming. Nearly 22% reported unwanted verbal sexual contact (compared to 8% of women) and 6% reported unwanted non-verbal sexual contact (compared to 2% of women). However, when looking at unwanted physical sexual contact, women reported a slightly higher number 8% compared to 6% of those identifying as non-heterosexual. Non-heterosexual individuals also reported the lowest numbers when asked the extent in which they believe students would intervene on sexual assaults.

When reviewing the dating violence data, the number of students reporting verbal and manipulative abuse was higher than those experiencing physical abuse. However, when reviewing the “unwanted communication” data, the reports were surprisingly low. I expected that since verbal abuse was higher, the unwanted communication would be comparable. My concern is that there is no unwanted communication because those experiencing the verbal abuse are still in the relationship.

Another key issue of concern is the percentage of students who understand the resources and our process for handling complaints. Only 64% of respondents know how to report an incident of sexual assault. Only 61% know how to access confidential resources, and only 54% know the procedures for investigating a sexual assault. In reference to my point about perception, perhaps this data is an indicator as to why we have seen a slight decline in student’s confidence in handling such cases.

Steps on moving forward

In response to the salient issues mentioned above. The institute recognizes a need for the following measures:

1. Implementation of a clear and consistent policy and procedural process for cases involving sexual misconduct and intimate partner violence
2. Dissemination of such policy to the community
3. More in-person training on resources, policy procedures, and information on how to report incidents
4. Easy online access to the policy, resources, how to report, and procedures via a streamlined website
5. More bystander intervention training with a focus on how to support non-heterosexual individuals
6. More training on “healthy relationships” and information on recognizing “red flags” of abuse

Introduction and Background

In March 2018, KGI administered the HEDS Sexual Assault and Climate survey instrument to all KGI students and was a follow-up to a 2015 administration of the survey. The survey is designed to cover the following topics: perceptions of campus climate around unwanted sexual contact and sexual assault, perceptions of how the institution addresses and responds to sexual assault, and the extent to which students have experienced unwanted sexual contact or sexual assault, and the 2018 survey includes additional questions related to experiences with stalking and dating violence. The majority of survey questions are dedicated to specific details and circumstances around accounts of sexual assault, in order to bring clarity to a topic that is inherently sensitive and difficult.

The response rate for the 2018 survey was 20% (n=105 out of 515 surveys sent), and the response rate for the 2015 survey was 54% (n=154 out of 279 surveys sent). The national average of graduate students taking the survey was 12%. Because the survey was voluntary, and the topic of sexual assault and campus climate has the potential to provoke strong opinions, it is impossible to determine the impact self-selection may have had on the results. Table 1 presents a breakdown of the demographic of the respondents. Three percent of students reported living in dormitory or campus housing, 92% of students reported living off campus, and 5% did not submit a response to this question.

Table 1—KGI Survey Participant Demographics (2015 compared to 2018)

| Respondents | 2015 (N=154) | | 2018 (N=105) | |
|---------------------------|--------------|---------------------------|--------------|---------------------------|
| | # | % | # | % |
| Gender | | | | |
| Women | 91 | 59.1 | 51 | 48.6 |
| Men | 56 | 36.4 | 52 | 49.5 |
| Not reported | 7 | 4.5 | 2 | 1.9 |
| Race/Ethnicity | | | | |
| White | 51 | 33.1 | 25 | 23.8 |
| Other than white | 90 | 58.4 | 71 | 67.6 |
| Not reported | 13 | 8.4 | 9 | 8.6 |
| Sexual orientation | | | | |
| Heterosexual | 121 | 78.6 | 84 | 80.0 |
| Other than heterosexual | 26 | 16.9 | 18 | 17.1 |
| Not reported | 7 | 4.5 | 3 | 2.9 |
| Total | 154 | Response rate: 54% | 105 | Response rate: 20% |

SECTION 1:

Perceptions of Campus Climate and Sexual Assault

The general views on campus climate are very positive; over 83% of all KGI respondents agree or strongly agree that they feel safe on their campus, and 82% of all KGI respondents reported agree or strongly agree that they feel valued at KGI. The overall scores of questions related to campus climate represents a slight decline compared to the 2015 administration of the survey. The questions related to climate and a comparison between 2015 and 2018 results is provided in Table 2.

Additional questions about the campus climate were added in the 2018 survey, which explored the different groups' (faculty, staff, administrators, and students) contribution to the positive and supportive climate. The strongly agree and agree responses ranged between 81-90% in each category, and the means are expressed in Table 2, below.

Table 2—Responses to questions about General Climate

| Question | 2015 | 2018 | Net change (compare means) |
|---|------|------|----------------------------|
| Faculty, staff and administrators respect what students think | 4.32 | 4.12 | ▼ 0.20 points |
| Faculty, staff and administrators concern for students' welfare | 4.34 | 4.23 | ▼ 0.11 points |
| Faculty, staff and administrators treat students fairly | 4.19 | 3.98 | ▼ 0.21 points |
| Student concern about welfare of other students | 4.03 | 3.98 | ▼ 0.05 points |
| I feel valued in the classroom/learning environment | 4.17 | 4.04 | ▼ 0.13 points |
| I feel close to people on this campus | 3.91 | 3.84 | ▼ 0.07 points |
| I feel part of the community | 4.03 | 3.85 | ▼ 0.18 points |
| I feel safe on this campus | 4.42 | 4.27 | ▼ 0.15 points |
| The faculty contributes to a positive and supportive campus climate at KGI | * | 4.27 | * |
| The staff contributes to a positive and supportive campus climate at KGI | * | 4.21 | * |
| The administration contributes to a positive and supportive campus climate at KGI | * | 4.11 | * |
| The students contribute to a positive and supportive campus climate at KGI | * | 4.13 | * |

NOTE—5 POINT LIKERT SCALE: 5.0 = STRONGLY AGREE, 4.0 = AGREE, 3.0 = NEITHER AGREE NOR DISAGREE, 2.0 = DISAGREE, AND 1.0 = STRONGLY DISAGREE
 * INDICATES IT WAS A NEW QUESTION IN 2018 AND NO COMPARISON SCORE IS AVAILABLE.

Overall, the students feel that the school works to protect students from harm and would respond well to a crisis. Seventy-five percent of students indicated strongly agree or agree to the statement “If a crisis happened at KGI, I am confident campus officials would handle it well” and “There is a good support system at KGI for students going through difficult times.” This is slightly lower than the 2015 response, but still demonstrates that students view the environment positively overall.

Table 3— Responses to questions about difficult or dangerous situations

| Question | 2015 | 2018 | Net change (compare means) |
|---|------|------|----------------------------|
| Officials protect students from harm | 4.08 | 4.11 | ⬆️ 0.03 points |
| Officials would handle a crisis well | 3.98 | 3.78 | ⬇️ 0.20 points |
| Officials respond quickly in difficult situations | 3.87 | 3.78 | ⬇️ 0.09 points |
| Officials handle incidents in fair and responsible manner | 3.94 | 3.83 | ⬇️ 0.11 points |
| There is a good support system for students going through difficult times | 3.89 | 3.84 | ⬇️ 0.05 points |

NOTE—5 POINT LIKERT SCALE: 5.0 = STRONGLY AGREE, 4.0 = AGREE, 3.0 = NEITHER AGREE NOR DISAGREE, 2.0 = DISAGREE, AND 1.0 = STRONGLY DISAGREE

While most respondents from KGI believe that other students would intervene if they witnessed a sexual assault, 11% (as compared to 8.1% of 2015 respondents) think that they or one of their friends is at risk for being sexually assaulted on campus or during off-campus events or programs sponsored by the institution. 78% of KGI respondents (as compared to 84.5% in 2015) perceive the number of sexual assaults that occur on campus or during off-campus events or programs sponsored by their institution to be low. Survey means for these items is in Table 4 and the intervention question disaggregated by group in Figure 1.

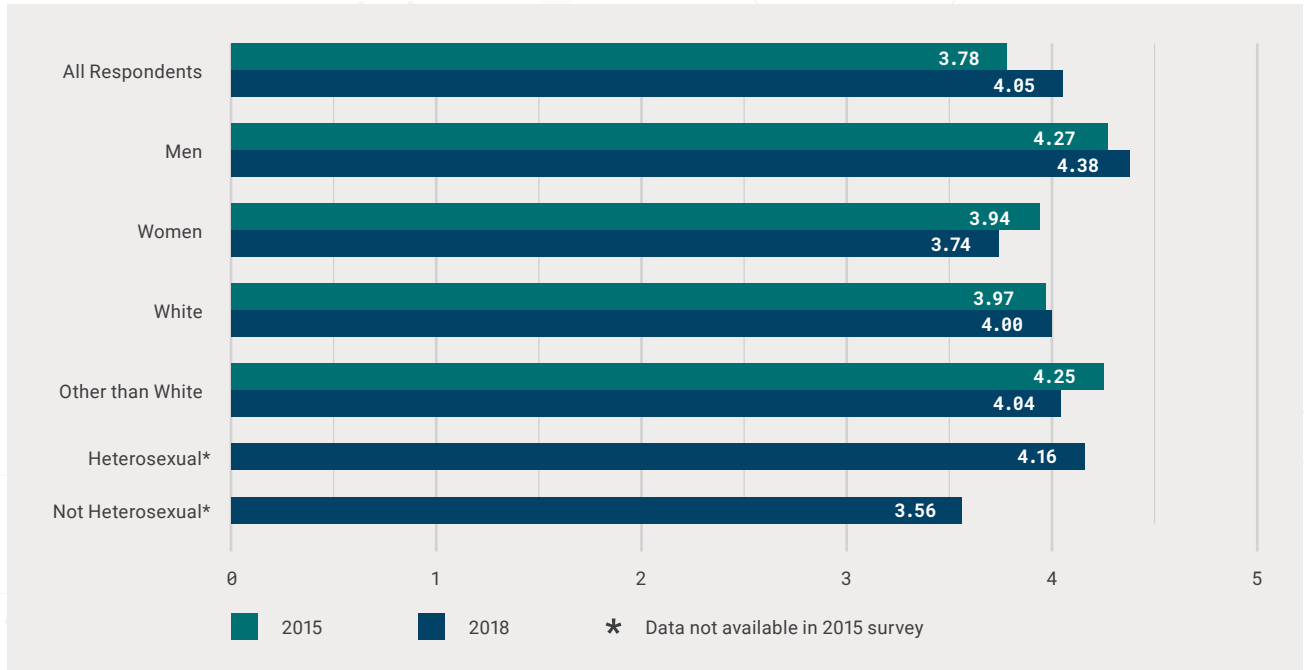
Table 4—Responses to questions about views on sexual assault

| Question | 2015 | 2018 | Net Change (compare means) |
|---|------|------|----------------------------|
| Low number of sexual assaults on campus | 4.26 | 4.13 | ⬇️ 0.13 points |
| Don't believe I or one of my friends is at risk of sexual assault | 4.08 | 4.04 | ⬇️ 0.04 points |
| Students would intervene if they witnessed a sexual assault | 4.25 | 4.05 | ⬇️ 0.20 points |

NOTE—5 POINT LIKERT SCALE: 5.0 = STRONGLY AGREE, 4.0 = AGREE, 3.0 = NEITHER AGREE NOR DISAGREE, 2.0 = DISAGREE, AND 1.0 = STRONGLY DISAGREE

**Disaggregated responses to the statement:
“Extent you agree with views on sexual assault—students would intervene.”**

FIGURE 1—STUDENT INTERVENTION DISAGGREGATED BY GROUP



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SECTION 2:

Institutional Information and Education About Sexual Assault

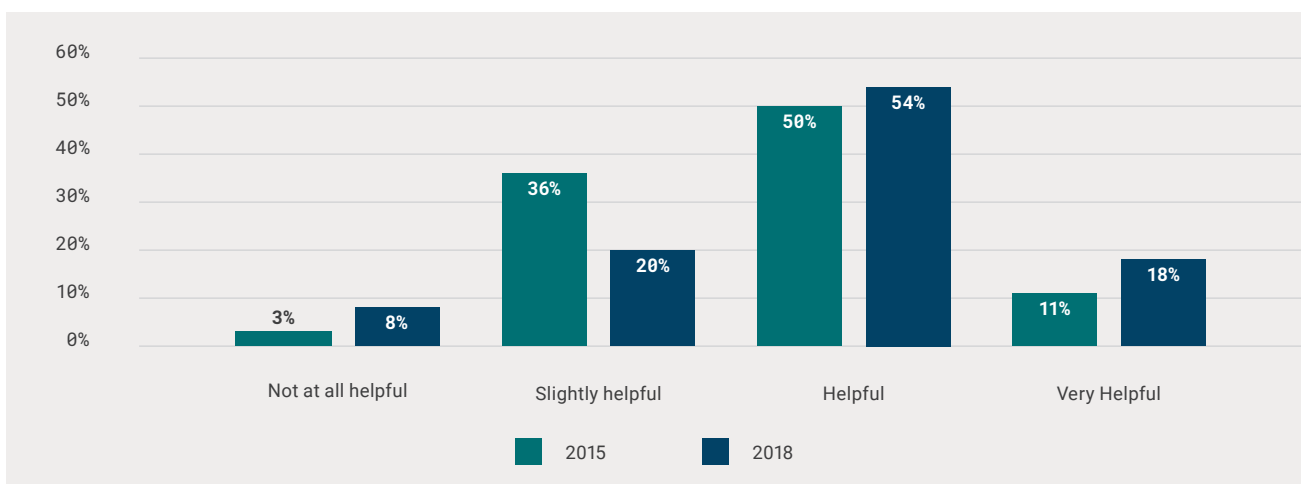
Section 2 of the survey focused on education and resources available to students. The responses indicate a much higher levels of understanding how to recognize and reporting assaults. Overall, students reported significantly higher levels of information and resources and indicated that this information was very helpful compared to the 2015 results. Results of these survey questions are described in Table 5 and figures 2 and 3 below.

Table 5—Responses to questions about information or education (2015 compared to 2018)

| Question: Did you receive information or education from institution about? | 2015 | | | 2018 | | |
|--|-------|------|----------|-------|------|----------|
| | % Yes | % No | % Unsure | % Yes | % No | % Unsure |
| What sexual assault is and how to recognize it | 51% | 24% | 25% | 74% | 10% | 16% |
| How to report and incident of sexual assault | 53% | 22% | 25% | 64% | 13% | 23% |
| Confidential resources for sexual assault and how to locate them | 40% | 27% | 33% | 61% | 18% | 21% |
| Procedures for investigating a sexual assault | 31% | 35% | 34% | 54% | 23% | 23% |
| Action you can take to help prevent sexual assault | 41% | 29% | 30% | 71% | 13% | 16% |

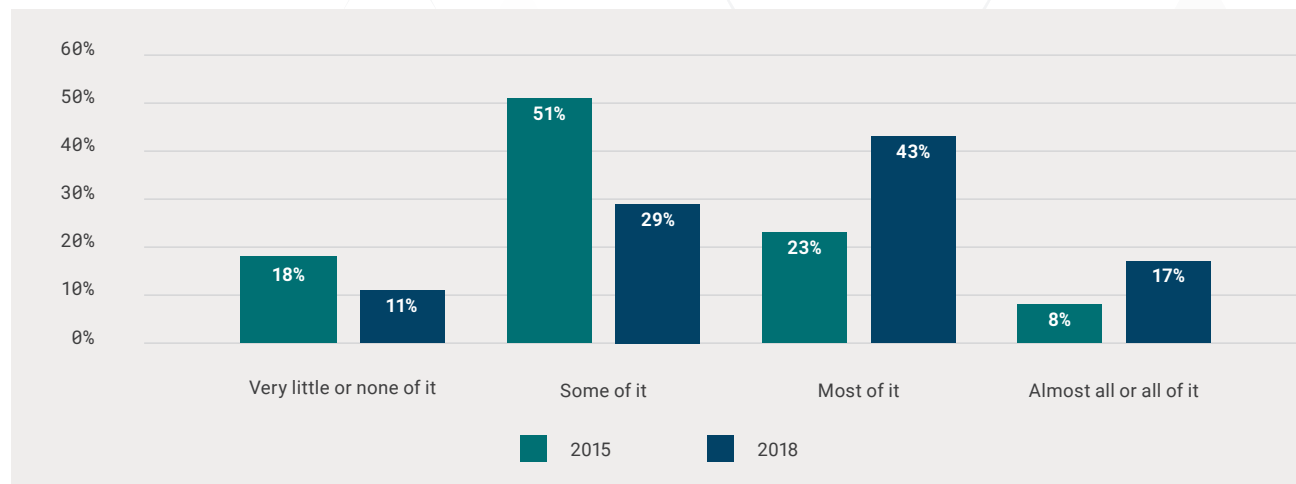
How helpful was the info or education about sexual assault?

FIGURE 2—HELPLESSNESS OF EDUCATION RESOURCES



How much do you remember about the info or education about sexual assault?

FIGURE 3—SELF-REPORT OF RETENTION OF INFORMATION



SECTION 3:

Unwanted Sexual Contact and Sexual Assault

Attempted and completed sexual assaults

For the question “How many incidents of sexual assault have your experienced?” 4 respondents indicated experiencing an incident (2 reported experiencing 1 incident, 1 reported experiencing 2 incidents and 1 reported experiencing more than 4 incidents). In comparison, 1 respondent reported 1 incident in the 2015 survey. Given the growth of KGI over the past 3 years and the very small numbers, this does not present a substantial increase and is consistent with data reported from other graduate institutions participating in the survey (national average across graduate schools participating in the survey is 3%).

The survey also included open-ended questions in which the respondents could make additional comments and provide details of their experiences with sexual assault. All instances were first-year respondents, 2 of whom were female, 1 was male, and one declined to state gender. The 4 students reported assaults occurring on campus with other students that were categorized as non-romantic friend/acquaintance, and three of the assaults involved use of physical force. Half of the reported assaults involved alcohol (both the respondent and the perpetrator).

The majority of respondents reported that they have never experienced unwanted verbal, nonverbal or brief physical contact. However, in response to the question “Has anyone attempted, but not succeeded in, sexually assaulting you while you were on campus or while you were off campus during an event or program sponsored by your institution?” almost 5% of KGI respondents answered yes, and almost 4% (N=4) respondents suspected that someone attempted to sexually assault them, but were not certain. In 2015, 2% (N=3) of respondents indicated an attempted sexual assault, and 2% (N=3) were not sure. Table 7 presents an overview of these trends.

| Question: Has anyone attempted, but not succeeded in, sexually assaulting you? | 2015 | | 2018 | |
|--|----------|----------|----------|----------|
| | Yes | Suspect | Yes | Suspect |
| Women | 2 | 1 | 3 | 3 |
| Men | 1 | 2 | 1 | 1 |
| White | * | * | 0 | 1 |
| Other than white | * | * | 5 | 3 |
| Heterosexual | * | * | 3 | 2 |
| Other than heterosexual | * | * | 2 | 2 |
| Total (across all groups) | 3 | 3 | 5 | 4 |

* DATA UNAVAILABLE

Unwanted sexual contact

The following definitions were used in the survey to ensure a clear description of these terms:

Unwanted verbal behaviors—such as someone making sexual comments about your body; someone making unwelcome sexual advances, propositions, or suggestions to you; or someone telling you sexually offensive jokes or kidding about your sex or gender-specific traits

Unwanted nonverbal behaviors—such as sending you sexual emails, texts, or pictures; posting sexual comments about you on blogs or social media; showing you sexually offensive pictures or objects; leering at you or making lewd gestures towards you; or touching oneself sexually in front of you

Unwanted brief physical contact—such as someone briefly groping you, rubbing sexually against you, pinching you, or engaging in any other brief inappropriate or unwelcome touching of your body

Unwanted sexual contact (verbal, non-verbal, and brief physical contact) decreased from previous results in that 80-90% of respondents reported “never” experiencing these categories during their time at KGI. Women, students of color, non-heterosexual respondents reported higher instances of all types of unwanted sexual contact. More detailed information about respondents’ reported experiences different types of unwanted sexual contact appear below in *Figures 4–9*. These indicators have not increased significantly in the 3 years between survey administrations.

KGI Unwanted Sexual Conduct (Verbal)

FIGURE 4—UNWANTED VERBAL SEXUAL CONTACT

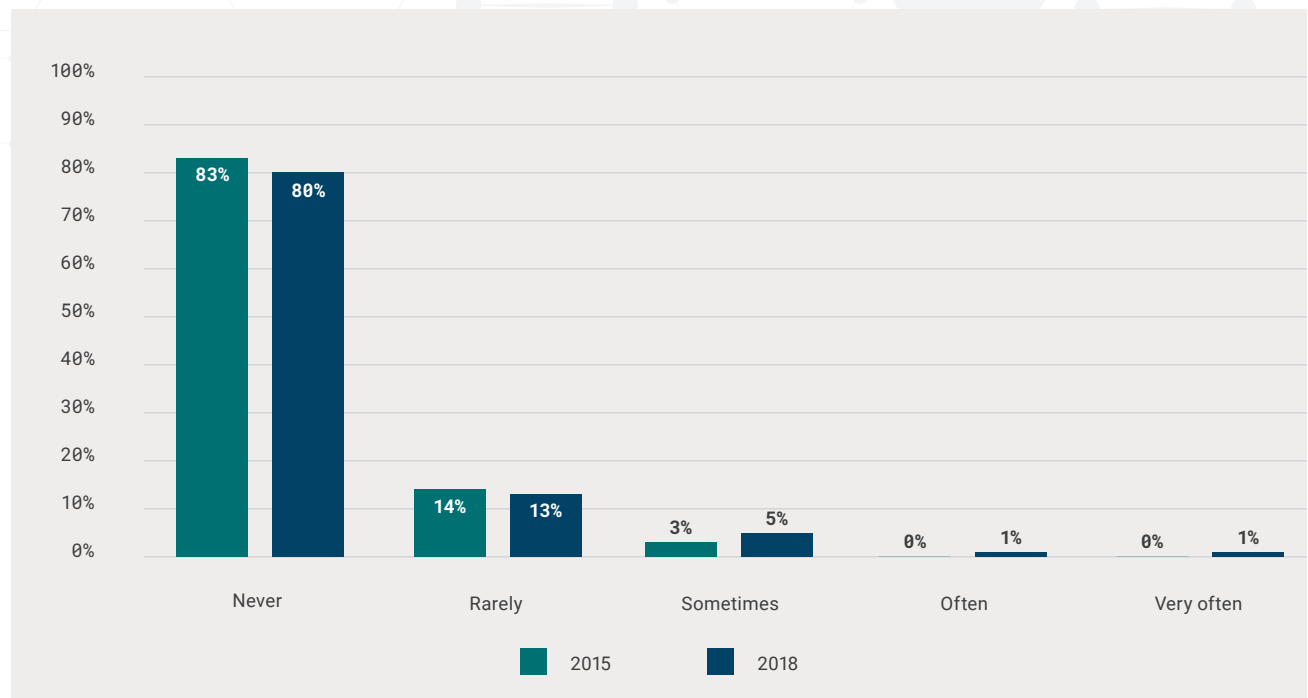
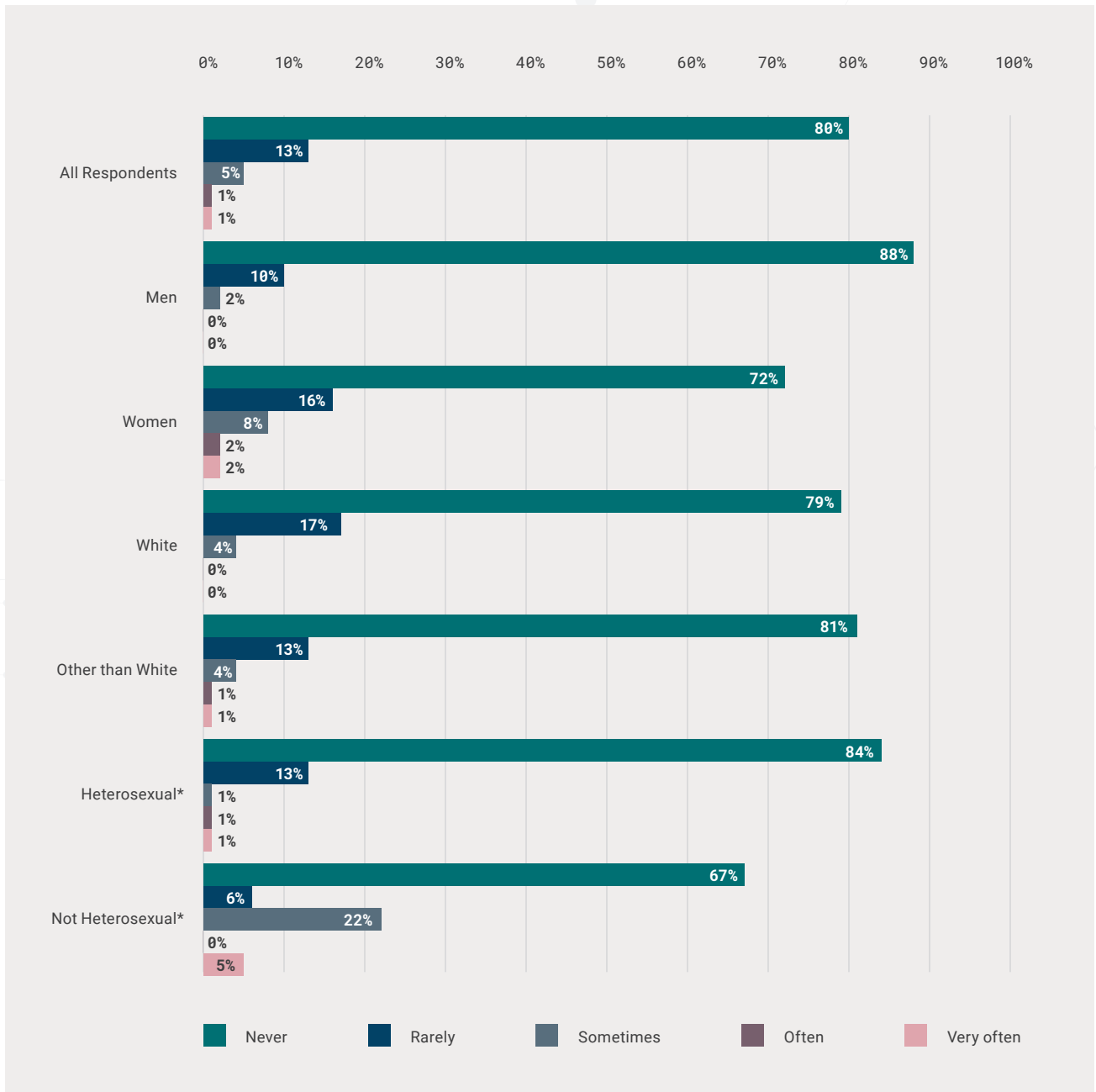


FIGURE 5—UNWANTED VERBAL SEXUAL CONTACT, DISAGGREGATED BY GROUP



KGI Unwanted Sexual Contact (Non-verbal)

FIGURE 6—UNWANTED NON-VERBAL SEXUAL CONTACT

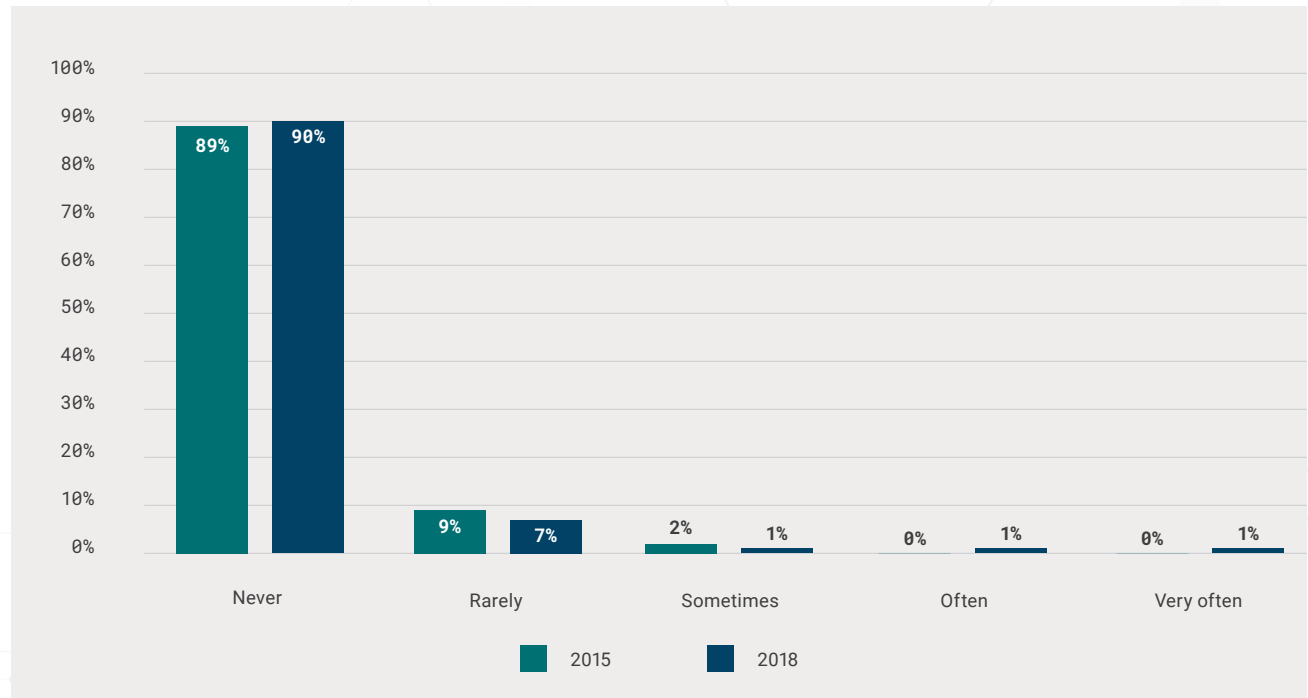
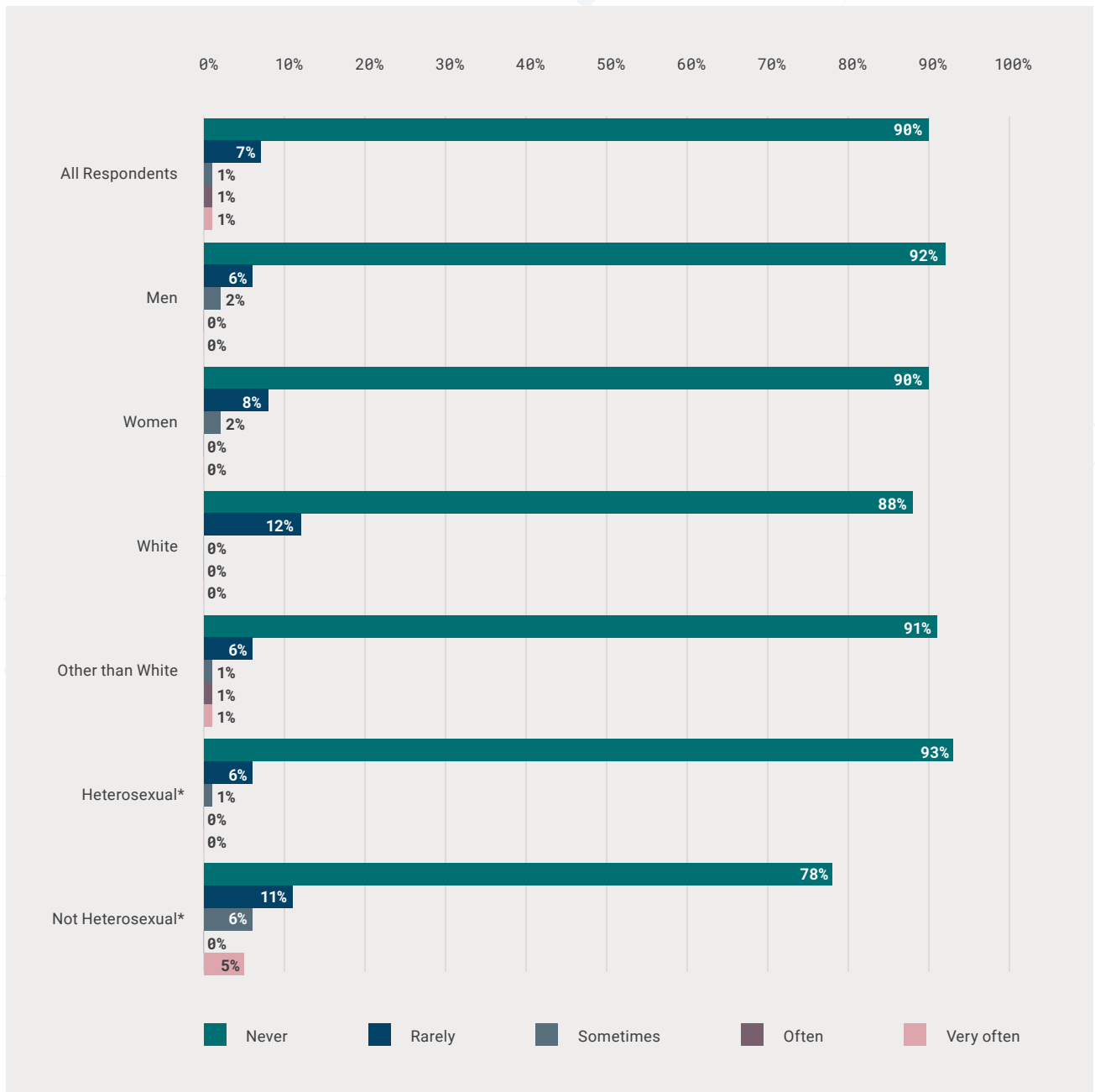


FIGURE 7—UNWANTED NON-VERBAL SEXUAL CONTACT, DISAGGREGATED



KGI Unwanted Sexual Contact (Physical)

FIGURE 8—UNWANTED PHYSICAL CONTACT

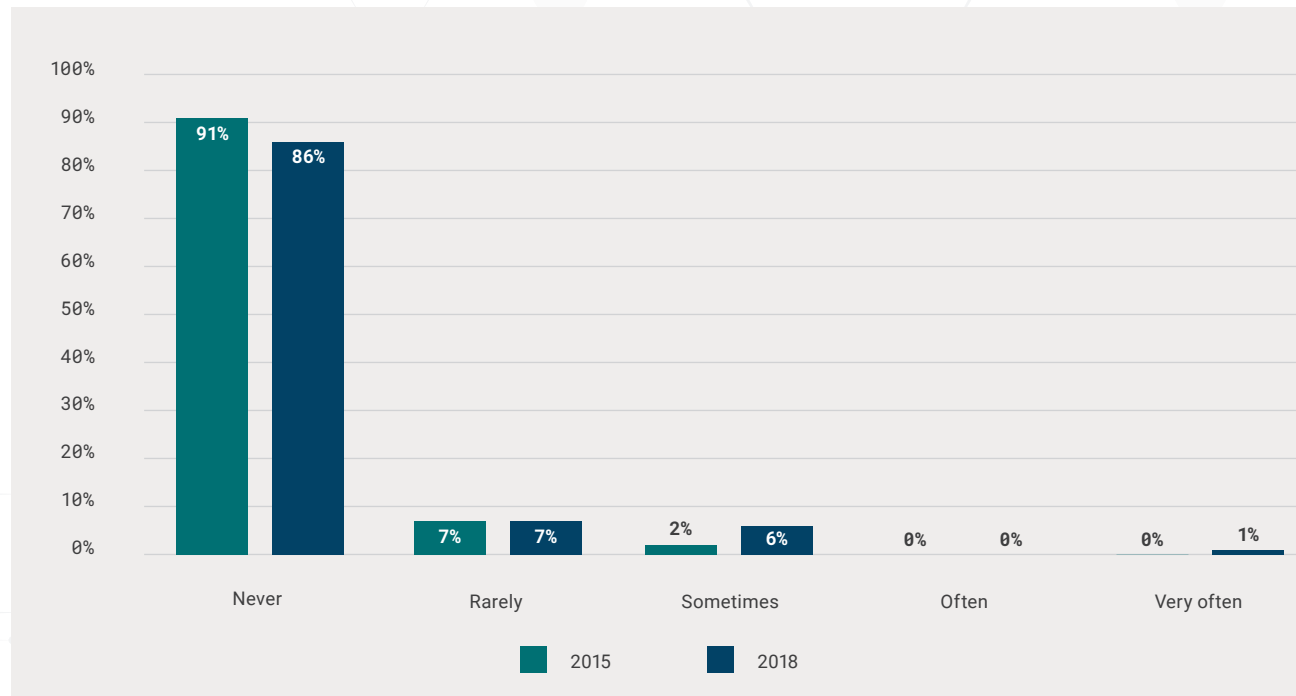
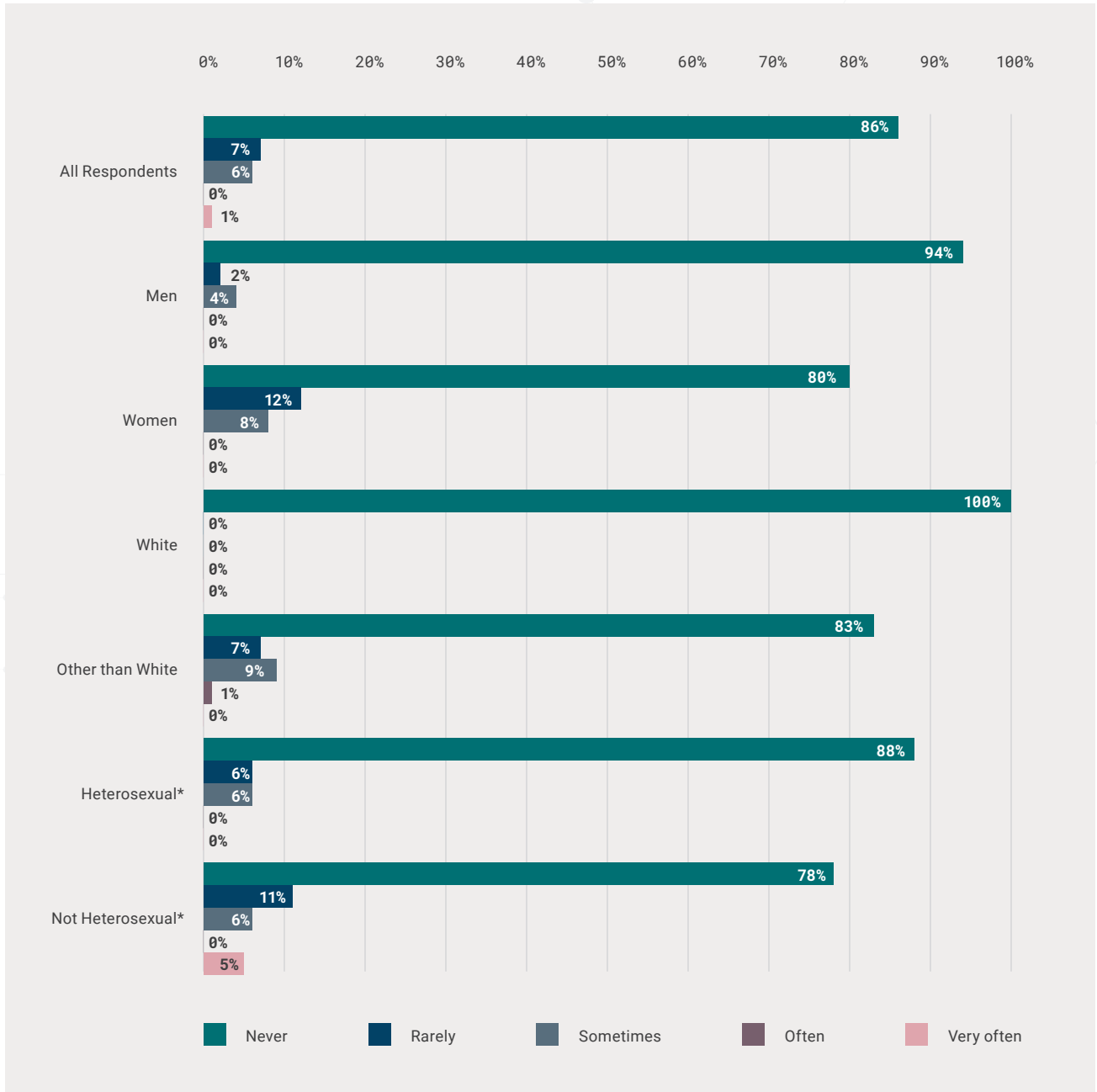


FIGURE 9—UNWANTED PHYSICAL SEXUAL CONTACT, DISAGGREGATED BY GROUP



SECTION 4:

Supplemental Questions (2018 Only) Stalking and Dating violence questions

Additional questions related to stalking and dating violence were added to the 2018 survey. These questions fall into the categories of unwanted communication, and relationship violence. Overall the trends are positive with the majority of students (over 90% in most questions) reporting that they have not experienced these issues. A breakdown of the questions and responses appears below in tables 8-10.

According to the National Domestic Violence Hotline females ages 18 to 34 generally experienced the highest rates of intimate partner violence, which falls within the age range of our students. On average, a woman will leave an abusive relationship seven times before she leaves permanently. Each attempt to leave also increases the victim’s risk. Several factors mitigate a victim’s decision including: children, financial reasons, threats, disability, manipulation, culture, and lack of resources. It was important for our survey to also include information on stalking being that a national majority (around 66%) of female victims of stalking were stalked by a current or former intimate partner according to the National Domestic Violence Hotline.

| Table 8—Unwanted Communication | | | | | |
|---|------|-----|---|----|------------------------|
| Question: Since starting at KGI, how many people have... | None | | 1 | | % indicating 2 or more |
| | # | % | # | % | |
| made unwanted phone calls to you or left you messages? This includes hang-ups, text or voice messages. (N = 101) | 92 | 91% | 5 | 5% | 4% |
| sent you unwanted emails, instant messages, or contacted you through social media? (e.g., Facebook, Snapchat, Instagram) (N= 100) | 95 | 95% | 2 | 2% | 3% |
| watched, approached you or showed up in places such as your residence, work or class when you did not expect them? (N=100) | 95 | 95% | 3 | 3% | 2% |
| followed you from a distance, or used technology to spy on you? (N=99) | 97 | 98% | 1 | 1% | 2% |
| gave you something unwanted or left something strange or threatening in a place where you would find it? (N=101) | 97 | 97% | 2 | 2% | 1% |

| Table 9—Verbal Abuse | | | | | |
|---|------|-----|---|----|------------------------|
| Question: Since starting at KGI, how many of your romantic or sexual partners have ever... | None | | 1 | | % indicating 2 or more |
| | # | % | # | % | |
| acted angrily towards you in a way that seemed dangerous? (N=102) | 97 | 95% | 3 | 3% | 2% |
| called you names, put you down, blamed you for things, or told you that no one else would want you? (N=102) | 89 | 87% | 9 | 9% | 4% |
| insulted, humiliated or made fun of you in front of others? (N=101) | 91 | 90% | 7 | 7% | 3% |

Table 10—Stalking and Dating Violence

| Question: Since starting at KGI, how many of your romantic or sexual partners have ever ... | None | | 1 | | % indicating 2 or more |
|--|------|-----|---|----|------------------------|
| | # | % | # | % | |
| tried to keep you from seeing or talking to your family or friends? (N=101) | 96 | 95% | 5 | 5% | 0% |
| made decisions for you that should have been yours to make, such as the clothes you wear, things you eat, or the friends you have? (N=100) | 96 | 96% | 4 | 4% | 0% |
| kept track of you by demanding to know where you were and what you were doing? (N=102) | 95 | 93% | 5 | 5% | 2% |
| made threats to physically harm you? (N=101) | 100 | 99% | 1 | 1% | 2% |
| threatened to hurt or kill themselves then they were upset with you? (N=102) | 99 | 97% | 2 | 2% | 1% |
| threatened to hurt or kill your friends, family or others you care about?(N=102) | 100 | 98% | 1 | 1% | 1% |
| prevented you from leaving when you wanted to go? (N=102) | 97 | 95% | 4 | 4% | 1% |
| destroyed something that was important to you? (N=102) | 99 | 97% | 2 | 2% | 1% |
| pushed, shoved, or physically hurt you? (N=102) | 99 | 97% | 2 | 2% | 1% |
| used or threatened to use a weapon to hurt you? (N=102) | 100 | 98% | 1 | 1% | 1% |
| tried to choke or suffocate you? (N=102) | 99 | 97% | 2 | 2% | 1% |
| prevented you from using safer sex methods when you wanted to utilize them? (N= 102) | 98 | 96% | 3 | 3% | 1% |

SECTION 5:

Actions

As a result of the prior administration, KGI and the Claremont Colleges have taken important steps to address concerns raised by the survey and improve processes and resources.

Here is a summary of some of the steps taken since the 2015 survey administration:

Full implementation of the EmPower Center

A Claremont Colleges resource, the EmPower Center provides prevention, advocacy, counseling, and support group services and information for those affected by sexual violence, dating violence, and stalking. The Center also provides walk in and connections to emergency and long-term care, and creates links to community services. As part of this effort, the EmPower Center representatives hold office hours on the KGI campus to provide confidential and convenient support. <https://www.7csupportandprevention.com/empower-center-support>

Online Training for all incoming students

KGI has partnered with Everfi to provide interactive online training to students. During the first year of implementation, the modules on Sexual/Intimate Partner Violence were sent to the entire KGI student population to complete. New students are required to complete the training before orientation and are provided access to the modules via their Sakai action items. Mandatory training modules and an information session during orientation were added to orientation programming beginning in 2016.

In-Person training for all incoming students

KGI's Title IX office presents at New Student Orientation for the purposes of providing information and resources available to students regarding topics of sexual violence, intimate partner violence, and stalking.

Increased resources for KGI students, both in person and online

A mobile application (LiveSafe) was implemented to facilitate sharing information amongst students and safety officials. KGI also implemented a "Silent Witness" and MySafeCampus portal to report instances and complaints. In addition, activities and events have taken place on the KGI campus, such as Sexual Assault Awareness Month, which featured information sessions with invited speakers, an open house, a coloring contest and therapeutic Yoga for Healing. <http://www.kgi.edu/about-kgi/consumer-information/safety-and-sexual-misconduct>

Specialized training for KGI Title IX coordinators and deputies

The Title IX Coordinator and Deputy Coordinator Andrea Mozqueda attended a recent Compliance Conference in Austin, Texas in June 2018 that reviewed Title IX's changing compliance landscape and information on best practices. In order to train the rest of the deputies and adjudicators Brittany has utilized our OVW grant funds to purchase an online interactive adjudicator training. This training is conducted by the National Association of Clery Compliance Officers and Professionals (NACCOP) and meets all compliance standards for the Office of Violence Against Women for adjudicator training. In addition, 3 deputy title IX coordinators (Andrea Mozqueda and Kristen Felthousen, both from the Student Services department, and Anna Hickerson, faculty Title IX liaison) attended the Association of Title IX Administrators (ATIXA) attended the Civil Rights Investigator Training & Certification course in June 2017 in San Diego.

Mandatory training for faculty and staff

Led by the Human Resources Department, the mandatory training and materials for sexual harassment and assault prevention training were updated. Currently, Faculty and Staff receive the online training on Sexual Harassment through our online program, Lawroom. Training for “Mandated Reporters” (all faculty and staff) was implemented in 2017 and has become a regular part of new hire and annual training. Brittany has provided Responsible Employee Training during all Staff/Faculty meetings and plans to provide more in-person training throughout the year.

Hiring a full-time Title IX coordinator

In March 2018, KGI hired a full-time Title IX coordinator Brittany Raygoza. In this role, Ms. Raygoza supports students by providing awareness, advocacy, support, training, and compliance support for the KGI community. Ms. Raygoza will also update and create policies and procedures around sexual misconduct issues on campus and will have this completed by 2018’s Orientation. Brittany also plans to create more brochures and training materials for students/staff/and faculty. Brittany also plans to create a strategic plan for programming and trainings that can be repeated yearly.

Expanding the 2015 survey

The 2018 administration of the survey included an additional set of questions around domestic violence, stalking, and other forms of sexual violence in order to more deeply assess student experiences in these areas. Those results are included in section 4 of this report.

Next steps

Climate Survey Implementation

Plans are in process for a climate survey to look more broadly at the safety concerns and environment at KGI beyond sexual misconduct. This new survey will be administered to faculty, staff, and students to ensure a safe, comfortable learning environment for all students.

Information sessions

Information sessions to share this report are planned for the fall. So that the entire KGI community is informed and involved in sexual violence and harassment prevention.