

FINAL REPORT

University of California, Berkeley

MyVoice Survey

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Introduction

NORC at the University of Chicago conducted the MyVoice Survey on behalf of the University of California, Berkeley (hereafter Berkeley) in early 2018, in collaboration with the Berkeley MyVoice Working Group. Funding was provided by private donors through Berkeley.

The MyVoice Survey was designed to gather critical information to inform Berkeley's campus prevention, intervention, and response efforts regarding sexual violence and sexual harassment (SVSH); to aid in tailoring campus SVSH programs and services to the needs and strengths of the campus community; and to learn Berkeley communities' protective and risk factors for SVSH. The survey was also designed to measure prevalence rates of various experiences related to SVSH as a baseline to aid in assessing the university's efforts to create a safe environment. Throughout the process, survey development efforts were grounded in Berkeley's values of trust-building, centering all survivors, and taking action.

NORC developed the survey in close consultation with the Berkeley MyVoice Working Group, adapting questions from existing surveys where possible, including:

- The Rutgers University #iSPEAK survey¹
- The Administrator Researcher Campus Climate Collaborative (ARC3) survey²
- The University of Chicago Spring 2015 Climate Survey³
- Previous climate surveys from the University of California, Berkeley and the University of California system

In addition to adapting questions from these sources, NORC created new survey items in consultation with the MyVoice Working Group to cover the desired topics.

NORC conducted approximately 20 cognitive interviews on-site with students, faculty, and staff members, both to test the effectiveness of the constructed survey and to inform the final phase of survey development.

¹ <https://socialwork.rutgers.edu/centers/center-violence-against-women-and-children/research-and-evaluation/campus-climate-project/campus-climate-survey-tool>

² <https://campusclimate.gsu.edu>

³ <https://climatesurvey.uchicago.edu/spring-2015-survey-materials/>

Survey Population and Response Rate

The MyVoice Survey included four main populations: undergraduate students, graduate students, faculty, and staff members (including postdoctoral researchers). All currently enrolled students and currently employed faculty and staff members who were at least 18 years old as of January 1, 2018 were invited to participate in the survey, with a few exceptions. Visiting students and visiting scholars were not included in the survey, nor were faculty emeriti or alumni.

Berkeley provided information on each eligible student, faculty, and staff member to NORC. NORC reviewed the sample file and removed any students who were under 18 on January 1, 2018. The institutional data included full names, email addresses, population group membership (e.g., undergraduate or graduate student, faculty, or staff member), and other relevant data including demographic information and Berkeley affiliations.

Sample Design

NORC has developed a “Sample-within-a-Census” sample approach design that is particularly effective for large membership populations such as campus populations. The Sample-within-a-Census approach was implemented for the UC Berkeley MyVoice survey. This approach involves inviting all eligible potential participants to complete the survey – the census – while also selecting a sample that will receive additional encouragement to complete the survey. This approach was therefore inclusive of the experiences of all potential participants and also enabled analyses that are representative of the entire campus community. Both the sample and census population responses are appropriately weighted, adjusted for nonresponse bias, and combined, resulting in more reliable estimation. NORC’s Sample-within-a-Census approach also allowed for the most efficient and judicious use of available incentives, as they were applied to a sample that was much smaller than the entire census population. The responses of both the sample and the non-sampled census population are represented in this report as described in the Weighting section below.

Sample

The samples were selected to represent each of the four Berkeley populations with a 3 percent margin of error with 95 percent confidence, and the total number of completed surveys required for each group was driven by this goal. More members of each population were sampled and invited to respond than were required for representation to help ensure that adequate response would be achieved. Our expectations for each group were slightly different, so the ratio of invitations to required completed surveys varied by group.

Table 1 below displays the characteristics of the samples selected to represent each of the four population groups, and includes for each group the number of completed surveys required, the number of participants included in the sample, the number of completed surveys received, and

the final response rate. After assessing the value of partially completed cases, NORC and the Campus Working Group collaboratively determined that surveys that were completed through the end of the Relationship Harm section contained usable data and would be counted as complete; the data from less complete cases were excluded from analyses. Table 1 includes these partially completed cases in the total count of completed surveys.

Note that while the response from three of these four groups exceeded these targets, the sampled faculty response fell just short of its target. However, with 98 percent of the target response achieved, analyses will not be negatively impacted as the margin of error will be only slightly larger than the desired 3 percent.

Table 1
Sample Characteristics and Response Rates by Group

	Target Sample Completes	Selected Sample	Completed Surveys	Sample Response Rate
Undergraduates	1,036	2,994	1,161	39%
Graduates	1,000	2,601	1,238	48%
Faculty	770	1,819	751	41%
Staff	990	2,145	1,083	50%

Census

In addition to the scientific samples described above, all remaining eligible students, faculty, and staff members in the population as described above were invited to participate in the survey. Eligible potential participants not selected for the sample are referred to in this report as the census. There are many characteristics of interest that could not be accounted for in the scientific sample selected for the MyVoice Survey either because those characteristics were not known prior to the survey or because including more stratification and systematic sampling of these rarer characteristics would have unreasonably increased the sample size. The NORC Sample-within-a-Census approach invites all eligible members in the population to participate in the survey to ensure maximum coverage of these rarer (yet important) characteristics of interest. For example, sexual orientation was not available for use in sampling. Data from non-sampled census participants were therefore used to supplement data from sampled participants for analyses related to these traits and other analyses that benefit from a larger response pool. An important additional benefit to inviting all campus members to participate in the survey is it keeps any individual from feeling disenfranchised and supports an overall sense of inclusion.

Table 2 displays, for each group, the total eligible population (combining both the sample and census groups), the number of completed surveys received, and the final response rate. As above, Table 2 includes partially completed cases that met the criteria for inclusion in the final data set in the total count of completed surveys.

Table 2
Response Rates by Group for the Total Population*

	Total Population	Completed Surveys	Response Rate
Undergraduates	30,416	5,516	18%
Graduates	11,336	3,574	32%
Faculty	2,740	1,025	37%
Staff	11,735	4,736	40%

*Includes both the sampled community members in Table 1 as well as all non-sampled community members eligible for the survey (the census).

Data Collection Procedures

NORC and the Berkeley MyVoice Working Group determined that NORC would send all survey invitations and follow-ups to potential participants to protect participant confidentiality and to emphasize that participant data would be collected and analyzed by a third party. Data collection was conducted primarily by self-administered web survey, although we also provided a paper survey option for participants without regular access to a computer in a private place, and the paper version of the survey was also translated into Spanish and Simplified Chinese. A total of 48 surveys were completed on paper, including 10 in English, 21 in Spanish, and 17 in Simplified Chinese.

The MyVoice Survey was open beginning on January 17, 2018 for staff members and January 22 for students and faculty members. Data collection ended April 9, 2018.

NORC emailed all eligible students, faculty, and staff members the survey link and a unique PIN that identified each potential participant. This PIN enabled NORC to track who had completed the survey and follow up accordingly, but the link between PIN and identifying information was securely maintained on NORC’s secure servers, was never shared with the university, and will be destroyed in March 2019 (the linkage was retained past the end of data collection to help resolve any incentive issues that might arise). NORC sent follow-up emails to potential participants who had not yet completed the survey on a weekly schedule throughout the survey period.

All eligible participants were entered into a sweepstakes for one of 20 \$50 Amazon gift cards by clicking on the survey link and entering their PIN (they were not required to answer any questions in the survey to be eligible for the sweepstakes).

Beginning on February 14, sampled students were offered a \$10 Amazon gift code for their participation in the survey, and sampled faculty and staff members were offered the opportunity to be entered into a second sweepstakes for one of two iPads. Towards the end of the survey period, sampled faculty and staff members and a random selection of non-sampled students were also offered a \$10 Amazon gift code, sampled faculty and staff members were offered a

\$30 Amazon gift code, and participants who were offered gift codes were offered the option to instead have the same amount donated in their name to one of six local or national charities.

Additionally, NORC conducted a two incentive experiments throughout data collection to determine whether \$5 or \$10 was a more effective offer for students, and whether \$10 or \$20 was a more effective offer for faculty and staff members before settling on the above offers. While each incentive amount promoted response, NORC determined that \$10 was the most efficient incentive offer for students and staff members, and increasing incentives did not substantially promote response among faculty members.

Overview of Presentation of Results

Weighting

The results presented in this report represent the responses of the sampled and census participants, and have been weighted to represent the entire population from which it was drawn. For sample cases, this involves the application of sampling weights to reflect the probability of being included in the sample, as well as non-response weights to reflect the probability of response within each subgroup. Both types of weights were constructed by gender and race/ethnicity so that the final weighted responses are representative of each Berkeley population (undergraduates, graduate students, faculty, and staff members) across these dimensions. Census-only participants received only non-response adjustment weights.

Rounding

Throughout this report, we observe several conventions to preserve confidentiality of responses. In addition to applying weights throughout the report as described above, frequencies are rounded to the nearest 5 for all single-group responses (e.g., for all undergraduates), and to the nearest 10 for all cross tabulations. Weighted frequencies and percentages may differ slightly from the population totals due to rounding. Occasionally, we have omitted extremely small frequency counts from tables to protect participant confidentiality, and as a result some tables may not total to 100%.

Results

Demographics

In the first section of the survey, participants were asked to answer a series of basic demographic questions. The questions reflected Berkeley’s research and policy goals for the survey, focusing on identifying participants from potentially vulnerable populations.

The tables in this section present responses to four key demographic questions related to gender, sexual orientation, race and ethnicity, and self-reporting of a condition that affects the participant’s experience or work at Berkeley (living with a disability). The demographics section of the survey included other demographic questions, the results of which are included in the appendix. Each table below is broken out by affiliate group and weighted to represent the entire Berkeley population.

Throughout the remainder of this report, results show weighted response data, and the weighting procedures incorporated participants’ gender and race/ethnicity as represented in university records. This means that responses have been weighted so that the distribution of participants who responded to the survey looks like the population of invited respondents across those two variables in the university records. However, the survey questions included more response options than were included in the university records, and it was possible for a participant to enter into the survey a different gender or race/ethnicity than what is in the university records. The gender identity and race/ethnicity tables in this section are therefore intended to represent the distribution of the entire UC Berkeley population across the larger sets of response options from the survey.

Gender identity

Table 3 displays the distribution of gender reported by participants, who were able to select more than one response option – the percentages therefore sum to greater than 100%. Across affiliate groups, between one and two percent of participants chose more than one option.

Table 3
Reported Gender Identity, by Affiliate Group

	Undergraduate	Graduate	Staff	Faculty
Agender	0.6%	0.3%	0.1%	0.4%
Genderqueer	1.2%	1.4%	1.0%	1.3%
Woman	51.8%	45.3%	53.6%	37.6%
Man	46.1%	52.9%	44.5%	60.6%
Non-binary	1.6%	1.3%	0.8%	0.9%
Transwoman	0.2%	0.1%	0.1%	0%
Transman	0.2%	0.4%	0%	0%
Gender not listed	0.4%	0.5%	0.4%	0.5%
No answer	0.3%	0.2%	0.6%	0.5%

Because the proportion of respondents reporting genders other than “Woman” or “Man” is so low, in order to present summaries of survey responses by gender that are analytically meaningful it is necessary to cluster participants by reported gender into three groups: those who reported “Woman” and no other response, those who reported “Man” and no other response, and those who reported any of the other gender identities, including those who reported more than one gender identity. Table 4 presents the distribution of these clustered gender categories, with the third group classified under the heading transgender.

The gender distribution of participants is reasonably well matched to the gender distributions of the entire populations from university records: 52% female for undergraduates⁴, 43.2% female for graduate students, 57.7% female for staff, and 38.8% female for faculty⁵.

⁴ Source for undergraduate students: <https://opa.berkeley.edu/campus-data/our-berkeley>

⁵ Source for graduate students, staff, and faculty: CalAnswers

Table 4
Collapsed Reported Gender Identity, by Affiliate Group

	Undergraduate	Graduate	Staff	Faculty
Woman (only)	50.8%	44.6%	53.0%	37.0%
Man (only)	45.7%	52.2%	44.4%	60.1%
No answer	0.3%	0.2%	0.6%	0.5%
Transgender (including all other responses)	3.2%	3.0%	2.0%	2.3%

Sexual orientation

Table 5 displays the distribution of sexual orientation reported by participants. Responses of bisexual and pansexual are grouped for purposes of this table as are responses of gay, lesbian, and queer. As above, these responses are different in important ways but are grouped for this table to provide a brief overview of how participants reported their sexual orientation and to combine some of the responses chosen by fewer participants.

Later in the report, when summaries of survey responses are presented by sexual orientation, we have clustered respondents into two groups: those who reported “Heterosexual” and no other response, and those who reported any other response or combination of responses (except for no response). The former group matches the Heterosexual row below, and the latter group, which matches the sum of all other rows except for No answer, is grouped under the heading LGBTQA+ for figures later in the report.

Table 5
Reported Sexual Orientation, by Affiliate Group

	Undergraduate	Graduate	Staff	Faculty
Asexual	1.6%	1.8%	1.6%	0.5%
Bisexual/Pansexual	6.3%	4.5%	4.5%	2.7%
Gay/Lesbian/Queer	4.3%	6.8%	7.7%	5.1%
Heterosexual	78.5%	79.2%	80.3%	85.9%
Questioning	1.2%	0.8%	0.8%	0%
Orientation not listed	0.5%	0.5%	0.8%	0.7%
No answer	0.4%	0.4%	1.6%	1.5%
More than one response	7.2%	5.9%	3.0%	3.6%

Race and ethnicity

Participants were given a list of 76 racial/ethnic identities and instructed to select all that apply (please see the appendix for the full text of the question). The 76 options were presented within nine main categories including a race or ethnicity not listed. Table 6 displays the distribution of

racial and ethnic identities reported by participants, classified in three different ways. The Level 1 classification rolls responses into four main categories: Asian/Pacific Islander, Underrepresented Minority, White/Southwest Asian/North African, and Non-Hispanic Central/South American. The Level 2 classification uses the nine major categories presented in the survey, and Level 3 further breaks out some of the Level 2 categories into major component groups. Table 6 includes two categories, Other/Decline to State and Two or More that are reported at Level 2 only and not rolled up to Level 1 because these categories are dependent on how other response options are combined and would differ for different levels. Across all levels, respondents may choose more than one response option and the percentages therefore sum to greater than 100%.

Level 2 classifications are used in Figures 10-13 later in this report.

Table 6
Reported Racial/Ethnic Identity, by Affiliate Group

Level 1 Classification	Level 2 Classification	Level 3 Classification	Undergraduate	Graduate	Staff	Faculty	
Asian/Pacific Islander			50.9%	33.9%	23.4%	15.6%	
	Asian/Asian-American			50.7%	33.6%	22.9%	15.3%
		<i>Chinese</i>		21.4%	16.1%	9.3%	4.9%
		<i>Japanese</i>		3.0%	2.1%	2.8%	1.7%
		<i>Korean</i>		6.1%	2.6%	1.7%	1.3%
		<i>South Asian</i>		8.3%	6.8%	2.9%	4.3%
		<i>Vietnamese</i>		3.4%	1.1%	1.4%	0.5%
		<i>Filipino</i>		3.8%	1.3%	3.7%	0.5%
		<i>Other Asian</i>		19.1%	9.9%	5.2%	3.9%
	Pacific Islander			0.7%	0.3%	1.0%	0.1%
Underrepresented Minority			19.2%	16.4%	23.1%	10.3%	
	African-American/Black		3.6%	4.0%	8.8%	3.4%	
	Hispanic/Latino			15.6%	11.4%	12.9%	6.2%
		<i>Chicanx</i>		11.0%	5.3%	7.1%	2.6%
		<i>Latinx</i>		3.3%	2.9%	1.6%	1.2%
		<i>Other Hispanic</i>		7.6%	7.1%	6.8%	3.4%
American Indian/Alaskan Native			0.8%	0.9%	1.7%	0.4%	
White/Southwest Asian/North African			37.3%	55.1%	56.9%	73.3%	
	Middle Eastern/Southwest Asian/North African (SWANA)			4.5%	4.3%	1.7%	2.7%
		<i>Middle Eastern/Southwest Asian</i>		4.0%	3.9%	1.6%	2.6%
		<i>North African</i>		0.3%	0.5%	0.0%	0.1%
		<i>Other Middle Eastern/SWANA</i>		0.4%	0.2%	0.0%	0.1%
	White			33.8%	51.7%	54.6%	69.9%
Non-Hispanic Central/South American			0.2%	1.0%	0.2%	0.4%	
Other/Decline to State*	Other/Decline to State*			2.1%	2.5%	4.6%	5.1%
Two or More*	Two or More*			11.2%	9.6%	8.2%	5.3%

*These two classifications are reported at Level 2 – another race, or two or more races, using the level 2 categories in this table.

Living with a disability

Table 7 displays the distribution of participants indicating whether or not they were living with a disability. The specific question asked “Which of the following apply to you and affect your studies and/or work on campus?” and included response options covering various medical issues, mental health, sensory issues, and other conditions that may affect their day-to-day life on campus. Following the design principles of the survey, the question did not use the word “disability” but rather focused on specific responses that met the definition of a disability.

Table 7
Reported Living with a Disability, by Affiliate Group

	Undergraduate	Graduate	Staff	Faculty
Yes	28.2%	22.8%	17.9%	17.4%
No	62.1%	69.5%	73.2%	74.6%
No answer	9.7%	7.7%	8.9%	8.0%

Beliefs, Attitudes, and Norms

Beliefs and attitudes about sexual harassment and violence

In this section of the survey, participants were asked to rate their level of agreement with a series of statements about sexual norms, with the goals of describing what participants believe is acceptable and what is not, and to identify particular norms and beliefs that are potentially contributing to, or mitigating, SVSH among the Berkeley community.

Overall, participants tend to disagree with statements that place responsibility for SVSH on survivors, and tend to agree with statements that support individual social and sexual autonomy. Participants also strongly disagree that alcohol or drugs can be a mitigating factor in SVSH experiences. Some participants do, however, believe that sometimes ostensibly innocuous comments can be misinterpreted as sexual harassment. Relatively small minorities agree that SVSH experiences can be the result of miscommunications or misunderstandings.

Figures 1 through 5 show the responses of participants, broken out by affiliate group, to each of 19 statements about norms related to sexual harassment and violence. In each figure, the responses are grouped into three categories for ease of display: agree or strongly agree, neutral or no response, and disagree or strongly disagree. The full set of responses for each question are in the appendix.

Five statements are not displayed in these figures because the responses were overwhelmingly prosocial (at least 88% of participants across affiliate groups disagreed with the statements and fewer than 3% agreed):

- It shouldn’t be considered sexual assault if the accused is drunk and didn’t realize what they were doing.

- If a person doesn't physically fight back, you can't really say it was sexual assault.
- Sexual harassment occurs only in person; it cannot occur online.
- You can't be stalked by someone if you are dating them.
- Being stalked by someone is a creepy thing to have happen, but it's not really dangerous.

Figure 1
Beliefs and Attitudes about Personal Responsibility and SVSH, by Affiliate Group

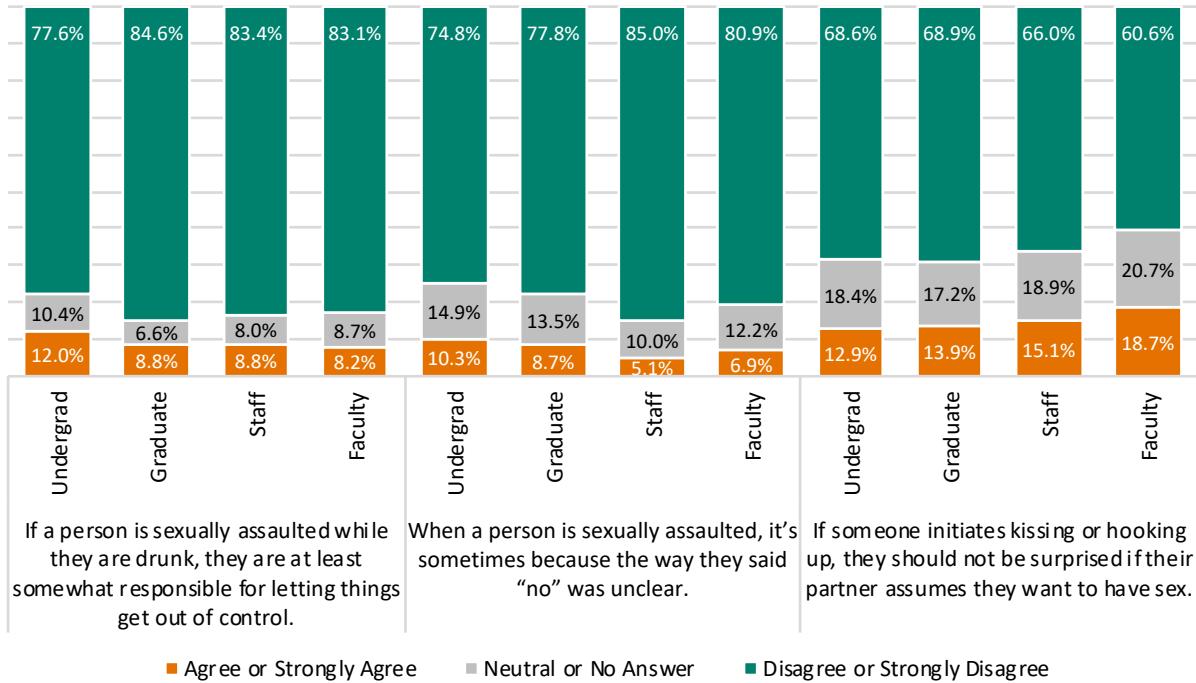


Figure 2
Beliefs and Attitudes about Ambiguity around Reports of SVSH, by Affiliate Group

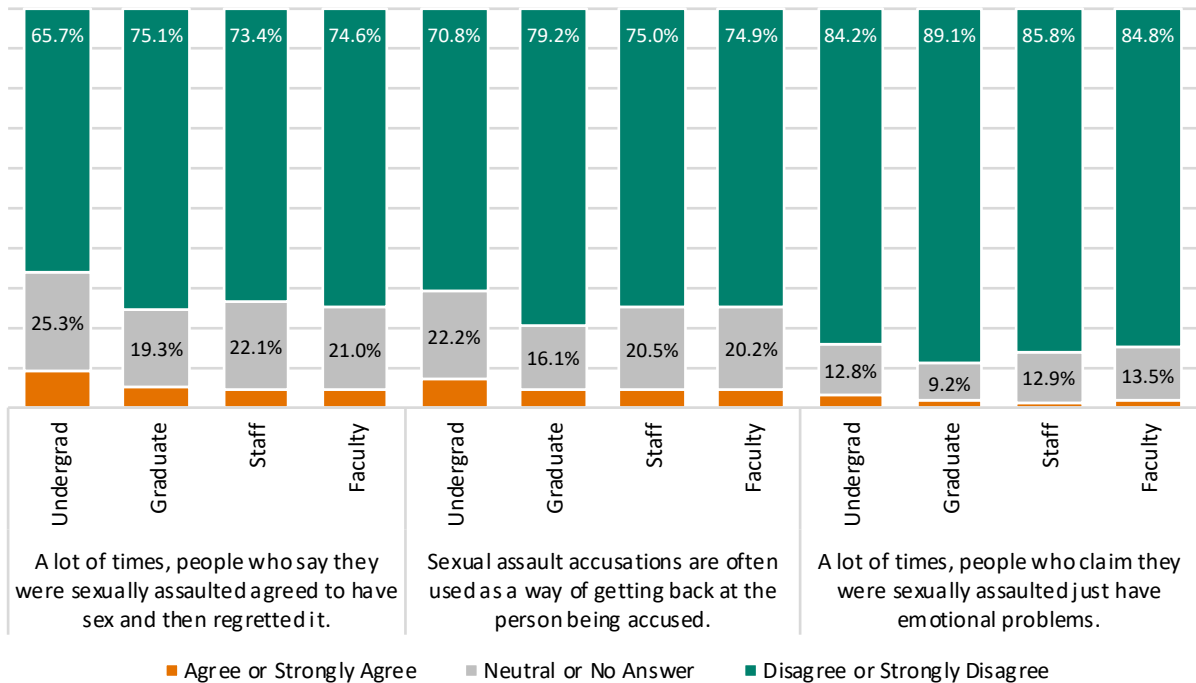


Figure 3
Beliefs and Attitudes about Sexual Harassment, by Affiliate Group

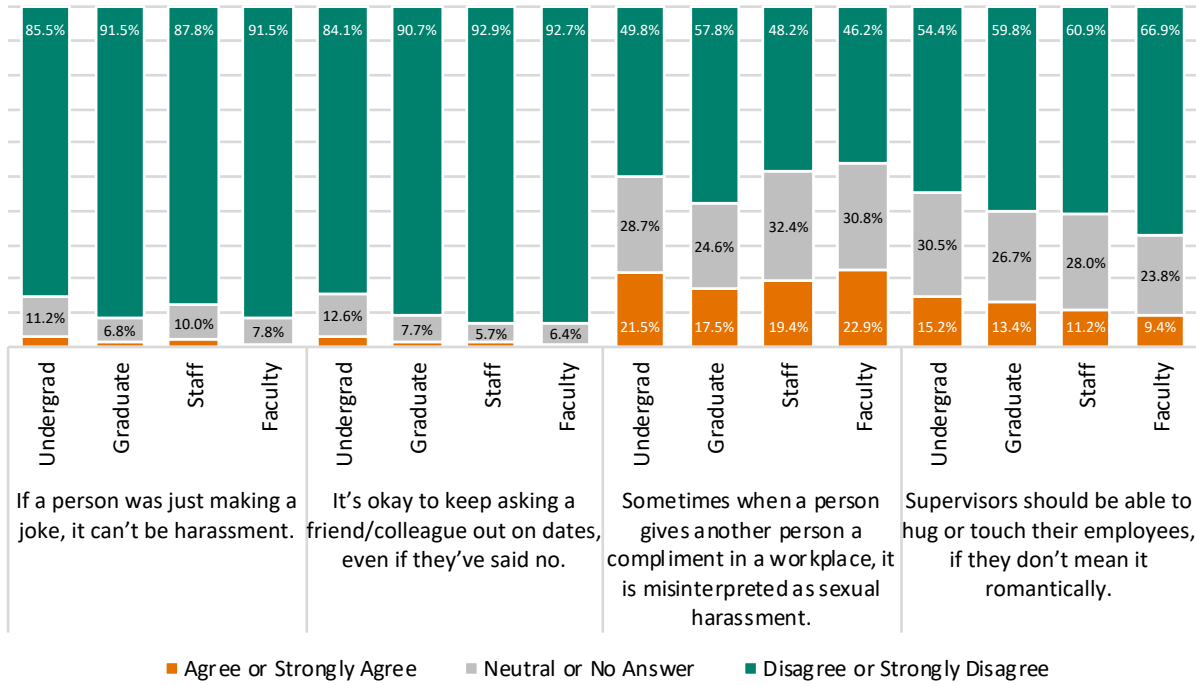


Figure 4
Beliefs and Attitudes about Relationship Violence, by Affiliate Group

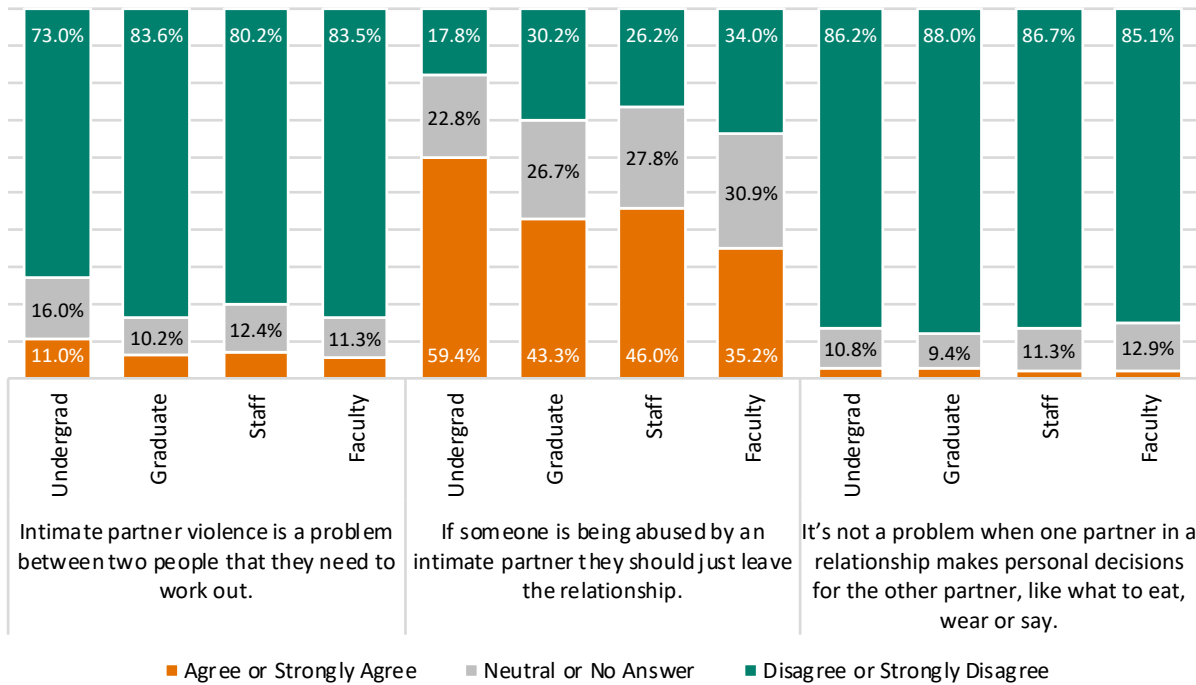
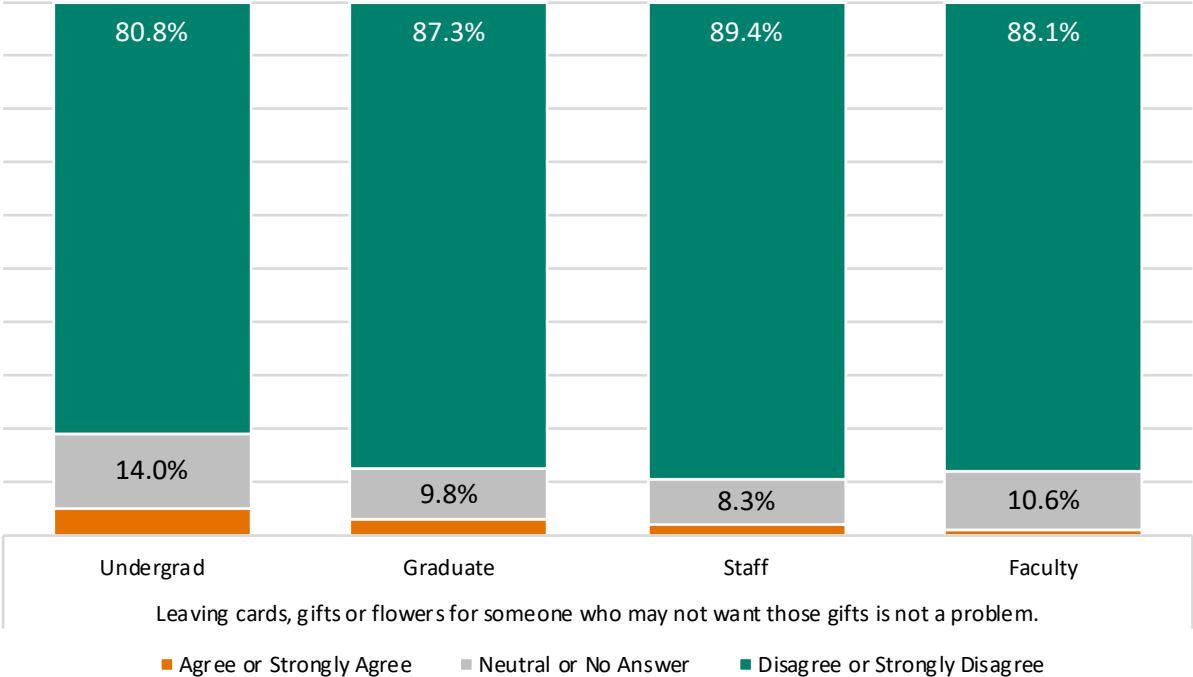


Figure 5
Beliefs and Attitudes about Stalking, by Affiliate Group



Beliefs and attitudes about personal actions

In this section, participants’ attitudes were explored further with regards to their beliefs about their own personal actions as well as more broadly about SVSH. Participants across all groups are very supportive of SVSH survivors and agree that their stories should be heard, believed and supported. They also believe strongly in personal responsibility to intervene to prevent sexual assault, and believe strongly in individual sexual autonomy. Participants are somewhat less inclined to indicate that they believe they can affect others’ actions and beliefs, but still overwhelmingly believe they can.

Figures 6 and 7 show the responses of participants, broken out by affiliate group, to each of nine statements about norms related to sexual harassment and violence. In each figure, the responses are grouped into three categories for ease of display: agree or strongly agree, neutral or no response, and disagree or strongly disagree, with the percentage agreeing or strongly agreeing labeled in the figure. The full set of responses for each question are in the appendix.

As in the previous section, five statements are not displayed in these figures because the responses were overwhelmingly prosocial (at least 88% of participants across affiliate groups agreed with the statements and fewer than 3% disagreed):

- People who experience violence deserve the support of the UC Berkeley community and the resources they need.

- If a person thinks something is happening that might be sexual assault, they should do something to stop it.
- Spreading unwelcome sexual rumors about a coworker by text, email, Facebook, or other electronic means can still be harassment.
- A person should never feel obligated to have sex in a relationship.
- A person who is being followed from place to place after they've asked the other person to stop has a legitimate reason to be upset or frightened, even if the other person isn't explicitly threatening them.

Figure 6
Beliefs and Attitudes about Personal Actions to Prevent Sexual Assault and Harassment by Affiliate Group

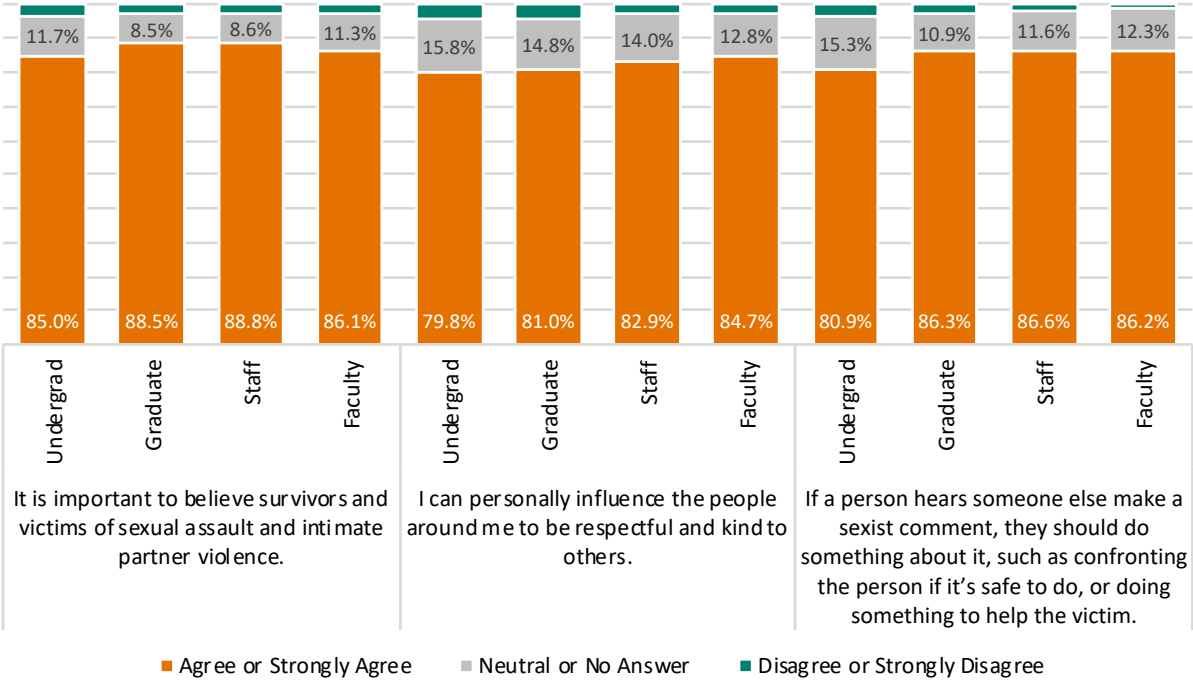
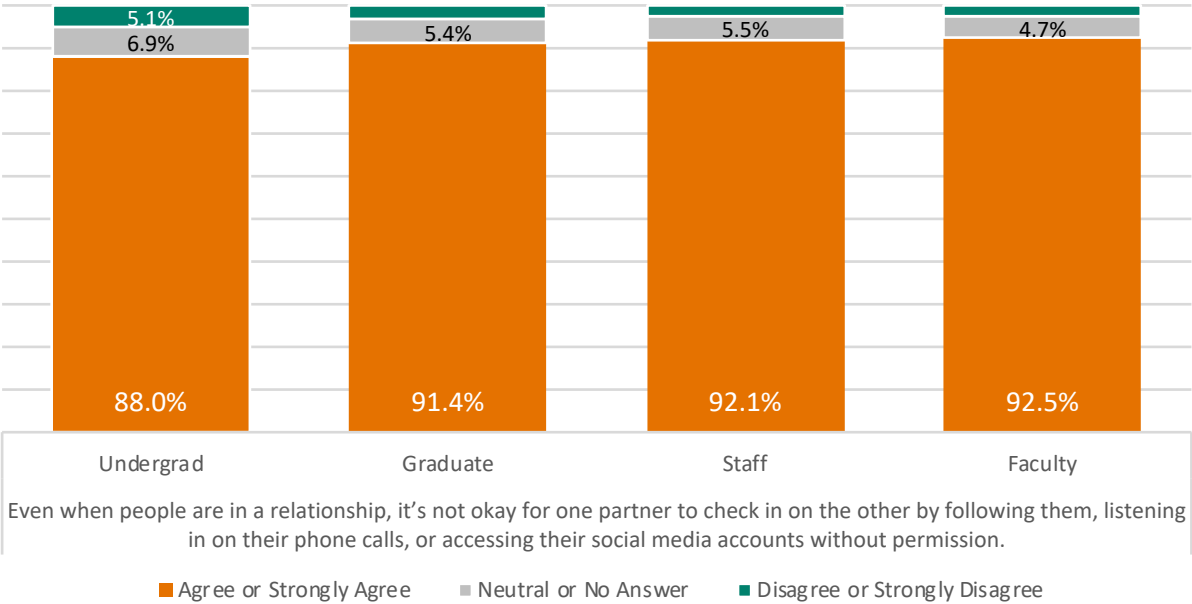


Figure 7
Beliefs and Attitudes about Personal Actions and Relationship Violence, by Affiliate Group



Beliefs about self and others

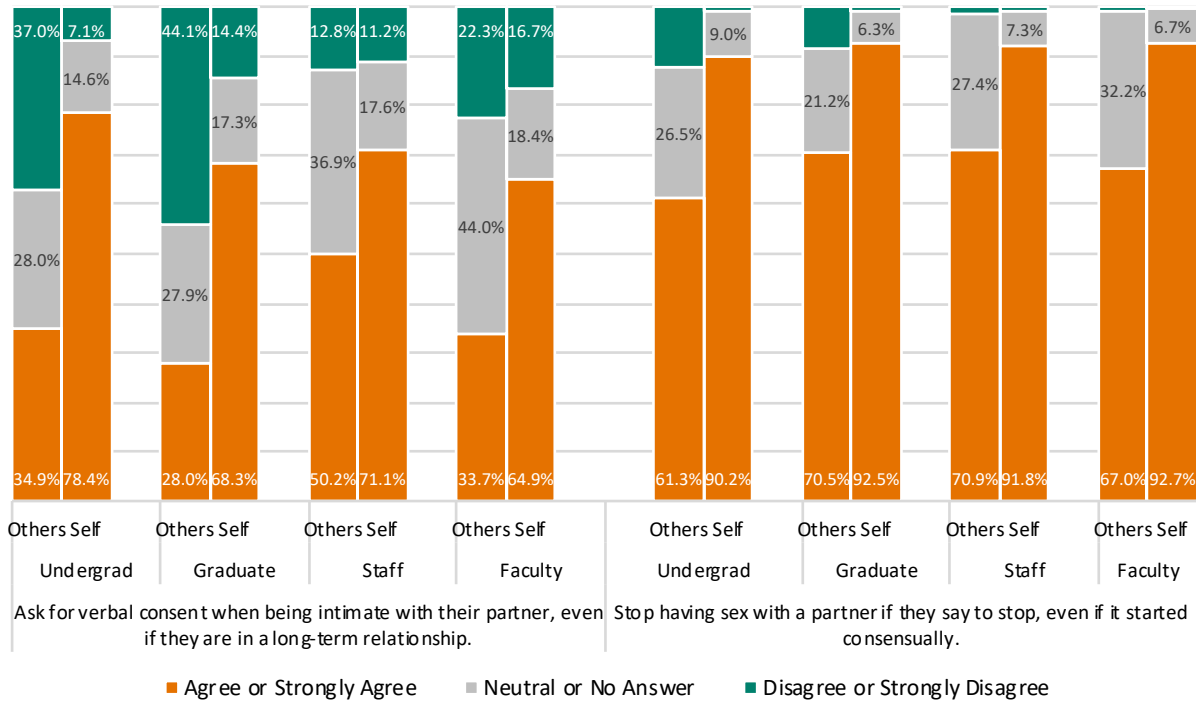
In this section, participants’ reported behaviors and beliefs are presented side by side with their perceptions of others’ behaviors and beliefs. Throughout the questions and across affiliate groups, participants tended to think they were much more likely than other people to perform prosocial behaviors including both believing and supporting friends or colleagues experiencing SVSH and actively intervening in situations, ranging from challenging someone who made a sexist joke through stopping a friend from engaging in sexual acts with someone who is unable to give consent.

Despite believing that they are more likely to exhibit prosocial behaviors than their peers, participants still thought their peers to be fairly likely to exhibit these prosocial behaviors.

Figure 8 shows the responses of participants, broken out by affiliate group, to two questions about how likely participants thought they and their peers would be to acknowledge the importance of consent within an existing sexual relationship, as examples of the patterns of responses in this section. The full set of questions and responses are in the appendix.

Figure 8

Beliefs about Perceptions of Consent: Self and Others, by Affiliate Group



Experiences of Harm

Participants were not asked to classify any of their experiences, but instead were asked a series of questions about their experiences. For purposes of this report, we have categorized responses to these questions as referring to one of four different forms of harm: sexual harassment, stalking, relationship violence, and sexual assault. It is important to note that these categorizations are based on the types of experiences participants reported and not on the participant’s understanding of each of these terms or classifications of their experiences as such.

For each of the forms of harm reported on in this section, we examined each participant’s responses to each related set of questions, and coded the participant as having experienced a particular form of harm if they indicated that they had experienced at least one of the events related to that form of harm. Tables 8 through 11 list the experiences participants were asked about and how they are mapped to these four forms of harm for this report.

Note that the fourth form of harm, experiences related to sexual assault, includes experiences coded as sexual assault as well as experiences coded as attempted sexual assault and non-consensual recording or sharing of intimate images. Across all affiliate groups, approximately 55 to 60% of participants who reported an experience related to sexual assault reported experiencing sexual assault, approximately 65 to 75% reported an experience of attempted

sexual assault, and approximately 10% reported an experience of non-consensual recording or sharing of intimate images (these percentages do not add up to 100% because many people experienced two or more of these categories, especially both sexual assault and attempted sexual assault).

Table 8

Survey Questions Classified as Experiences of Sexual Harassment
Displayed, used, or distributed inappropriate sexual or suggestive materials.
Made offensive sexual remarks, either directed at you or overheard, including jokes or sexual stories.
Made remarks about your appearance, body, or sexual activities that made you uncomfortable.
Made gestures or used body language of a sexual nature which embarrassed or offended you.
Made unwanted attempts to establish a dating, romantic sexual or relationship with you despite your efforts to discourage it.
Touched you in a way that made you feel uncomfortable.
Made you feel threatened with some sort of retaliation for not being romantically or sexually cooperative or implied you'd be treated better if you were sexually cooperative.
Sent or posted unwelcome sexual comments, jokes or pictures by text, email, social media (Facebook, etc.) or other electronic means.

Table 9

Survey Questions Classified as Experiences of Stalking
Watched or followed you from a distance.
Repeatedly waited for you outside of your workplace, classroom, meeting room when you didn't want them to.
Spied on you with a listening device, camera, or GPS [global positioning system] or other technology.
Left strange or potentially threatening items for you to find.
Sneaked into your home or car and did things to scare you by letting you know they had been there.
Made unwanted phone calls to you (including hang up calls or anonymous/blocked-ID calls) or left you unwanted messages (including text or voice messages).
Sent you unwanted emails, instant messages, or sent messages through social media apps.
Left you cards, letters, flowers, or presents when they knew you didn't want them to.

Table 10

Survey Questions Classified as Experiences of Relationship Violence
Threatened to hurt you and you thought you might really get hurt.
Pushed, grabbed, or shook you, hit you, or beat you up.
Stole or destroyed your property, or kept you from having money for your own use.
Tried to keep you from seeing or talking to your friends or family.
Made decisions for you that should have been yours to make, such as the clothes you wear, things you ate, or the friends you had.
Threatened to hurt themselves or commit suicide when they were upset with you.
Refused to use a condom or a safer sex product when you wanted to use one or interfered with your use of birth control or a safer sex product.
Removed a condom during intercourse without your knowledge or consent.

Table 11

Survey Questions Classified as Experiences Related to Sexual Assault
Someone attempted to fondle, kiss, or rub up against the private areas of your body (lips, breast/chest, crotch or butt) or remove some of your clothes without your consent (but did not attempt any sexual penetration).
Someone fondled, kissed, or rubbed up against the private areas of your body (lips, breast/chest, crotch or butt) or removed some of your clothes without your consent (but did not attempt any sexual penetration).
Someone attempted to put their penis, fingers, or other objects into your vagina and/or butt without your consent, and/or attempted to have oral sex with you without your consent.
Someone put their penis, fingers, or other objects into your vagina and/or butt without your consent, and/or had oral sex with you without your consent.
Someone recorded, photographed, transmitted or distributed intimate or sexual images of you without your knowledge and/or consent.

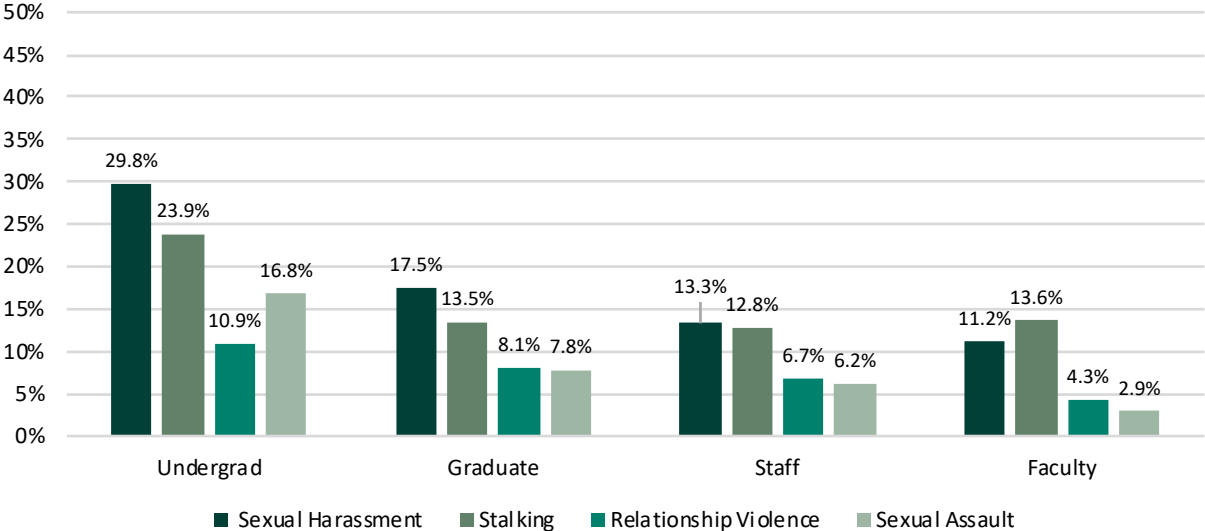
Figure X
Incidence of Specific Experiences Classified as Related to Sexual Assault

Incidence rates

In the figure below are incidence rates by University affiliate group for each of the four forms of harm that survey responses were categorized into as described above. Figure 9 displays the proportion of participants in each affiliate group who indicated that they had experienced at least one type of a given form of harm.

Overall incidence rates are approximately within expectations for students, based on previous studies. Incidence rates decline precipitously from undergraduates to graduates to staff to faculty, with faculty having the lowest overall rates.

Figure 9
Experiences of Different Forms of Harm, by Affiliate Group



NOTE: please refer to Tables 8 through 11 for the reported experiences classified under each form of harm.

Incidence rates by demographic characteristics

Figures 10 through 13 show responses to the same questions as Figure 9 but broken out by affiliate group (one per figure) and various demographic factors. In these figures, we use the blanket term transgender to include all participants who reported a gender identity other than Woman or Man, which includes agender, genderqueer, non-binary, transwoman, transman, another gender identity not listed, or more than one gender identity. We also use the blanket term LGBTQA+ to represent all participants who reported a sexual orientation other than heterosexual, which includes asexual, bisexual, gay, lesbian, pansexual, queer, questioning, another sexual orientation not listed, or more than one sexual orientation. Finally, we have included most of the race/ethnicity groups from the level 2 classification in Table 6; the Pacific Islander, American Indian/Alaskan Native, and Non-Hispanic Central/South American groups are excluded due to the small number of respondents in each. Data from these three relatively small groups are still meaningful and will be used by Berkeley, but they should not be compared across racial and ethnic groups.

Generally speaking, the most pronounced differences between demographic groups within affiliate groups occur among undergraduates, and the least pronounced are among faculty.

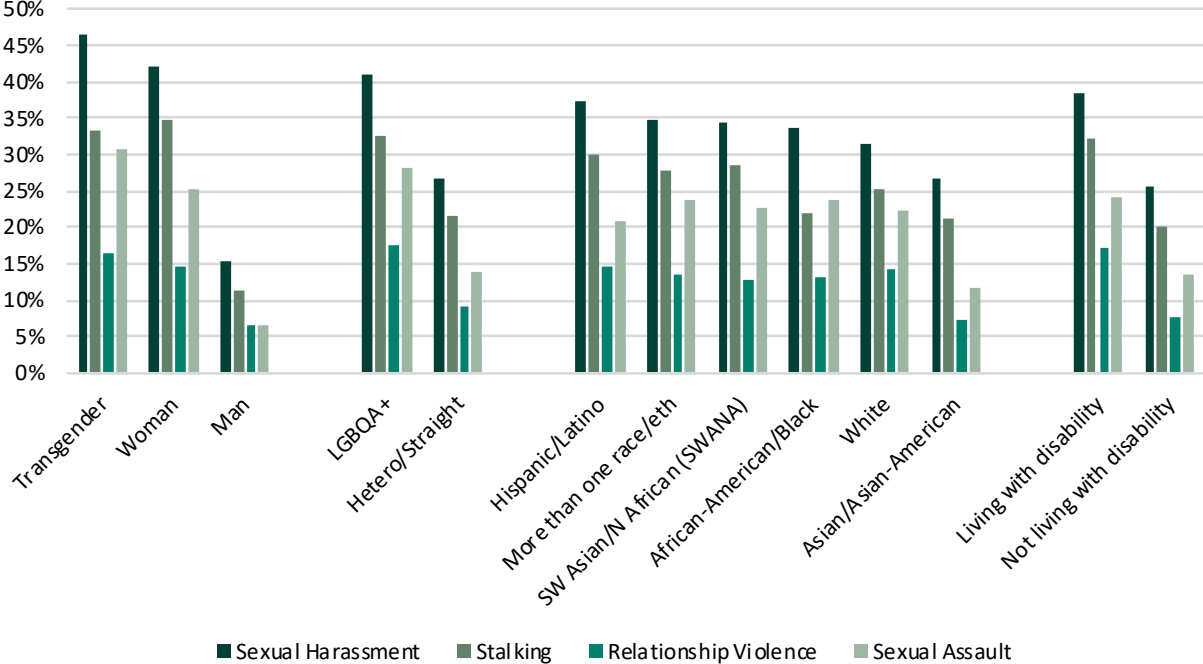
Women, across all affiliate groups, are considerably more likely to report experiencing just about every form of SVSH than are men, and transgender participants are more likely than women or men to report experiencing most forms of SVSH, most notably sexual assault.

LGBQA+ participants were also more likely to report all forms of SVSH than were heterosexual participants. In most forms of SVSH among most affiliate groups, LGBQA+ participants reported experiencing SVSH at twice the rate of heterosexual participants.

Rates of experiences of SVSH varied by race and ethnicity across affiliate groups, although White and Asian-American participants generally reported the lowest rates, with Asian-Americans reporting the lowest rates across most forms of harm and affiliate groups. Among undergraduates, Hispanic/Latino participants reported the highest incidence of sexual harassment, stalking, and relationship violence, and African-American participants and participants of more than one race/ethnicity reported the highest incidence of sexual assault, although many different groups of undergraduates reported similar rates of sexual assault. Among graduate students, African-Americans reported the highest rates of sexual harassment and stalking, and Hispanic/Latino participants reported the highest rates of relationship violence and sexual assault. Staff members of more than one race/ethnicity reported the highest incidence of all forms of SVSH, and faculty members of more than one race/ethnicity reported the highest incidence of sexual harassment and stalking. Southwest Asian and North African (SWANA) faculty members reported the highest rates of relationship violence and sexual assault. Note that the number of faculty participants reporting experiences of SVSH is fairly small so we do not encourage interpretation of small differences between rates among faculty.

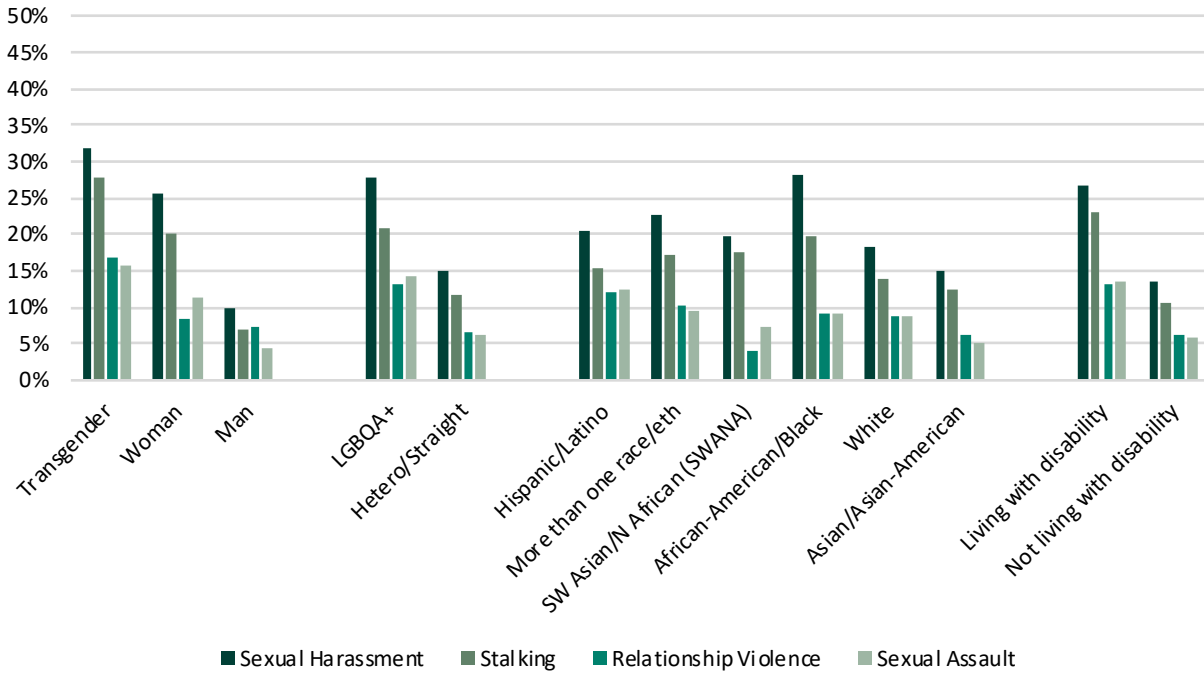
Participants who reported a condition that affects their experience or work at Berkeley were also more likely to report experiencing SVSH, across all types of SVSH and affiliate groups.

Figure 10
Experiences of Different Forms of Harm, Undergraduates by Demographic Factors



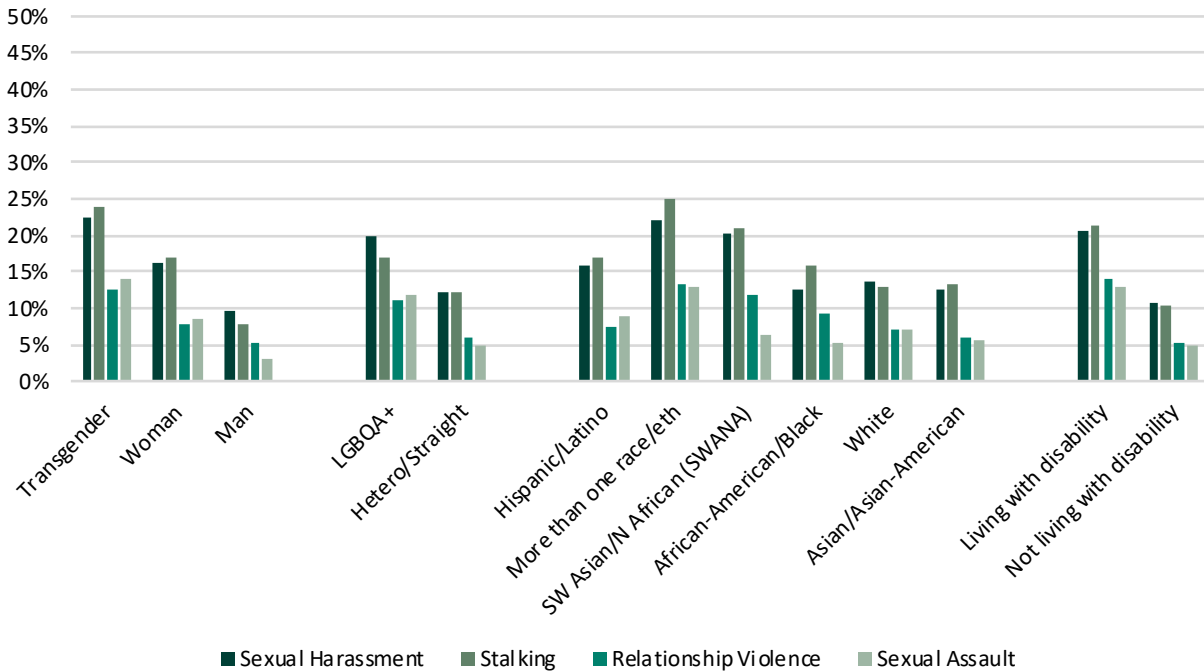
NOTE: please refer to Tables 8 through 11 for the reported experiences classified under each form of harm.

Figure 11
Experiences of Different Forms of Harm, Graduate Students by Demographic Factors



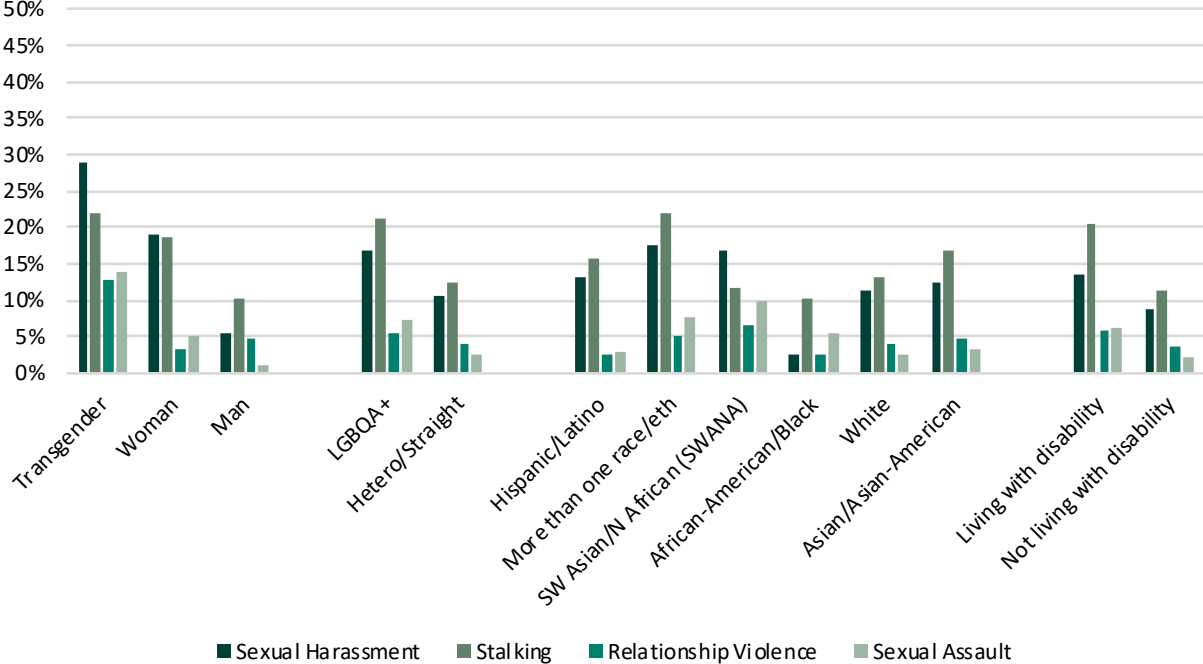
NOTE: please refer to Tables 8 through 11 for the reported experiences classified under each form of harm.

Figure 12
Experiences of Different Forms of Harm, Staff by Demographic Factors



NOTE: please refer to Tables 8 through 11 for the reported experiences classified under each form of harm.

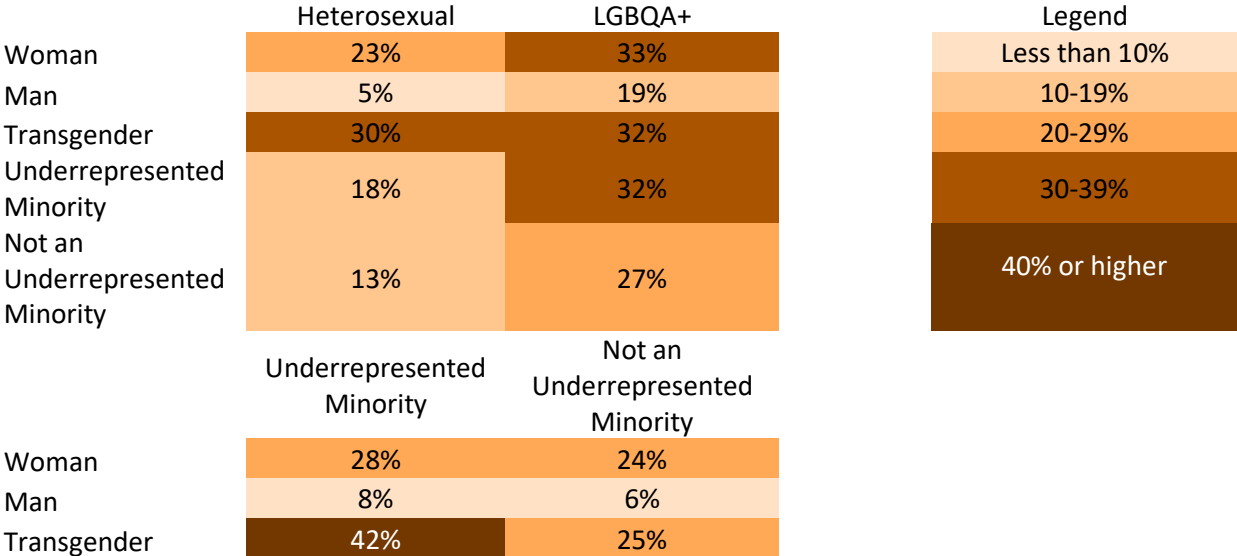
Figure 13
Experiences of Different Forms of Harm, Faculty by Demographic Factors



NOTE: please refer to Tables 8 through 11 for the reported experiences classified under each form of harm.

The above figures show that women are more likely than men, and transgender participants more likely than women, to have experienced each of the forms of harm, as are LGBQA+ participants compared to heterosexual participants and underrepresented minority participants compared to participants who were not underrepresented minorities (the UC Berkeley definition of underrepresented minority includes participants identifying as African-American or Black, American Indian/Alaskan Native, and/or Hispanic or Latino). These effects are intersectional, as demonstrated by Figure 14 below, which shows how the incidence rates for experiences of relationship violence and sexual assault vary by each of these demographic factors in combination. Transgender underrepresented minorities were the most likely to have experienced relationship violence or sexual assault, with heterosexual men and men regardless of their underrepresented minority status the least likely. The relationship between the rates of the other forms of harm and these demographic factors are very similar.

Figure 14
Experiences of Relationship Violence and Sexual Assault, by Intersectional Demographic Factors



NOTE: please refer to Tables 10 and 11 for the reported experiences classified under each form of harm.

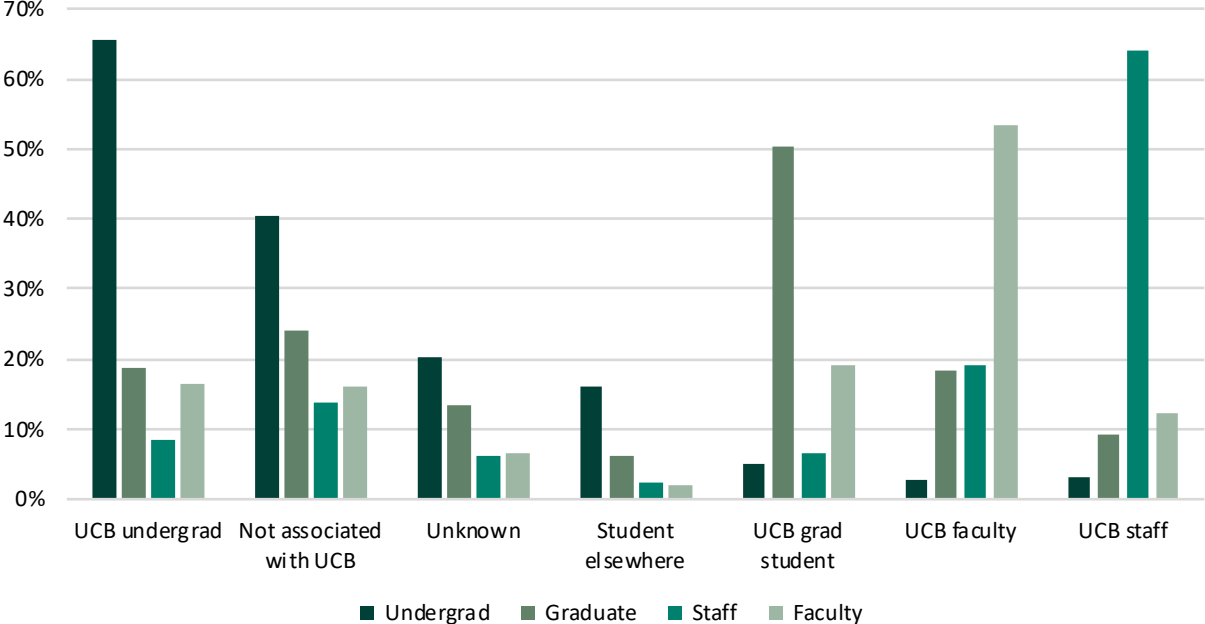
Perpetrators

Figures 15 through 18 show that the perpetrators of each of the forms of harm vary drastically by both type of harm and affiliate group. Figure 15 shows that sexual harassment most commonly happens within peer groups – that is, undergraduates harass undergraduates, graduate students harass graduate students, staff harass staff, and faculty harass faculty. However, the figure also shows that students, particularly undergraduates, were more likely than other groups to be harassed by someone (a non-student) not associated with Berkeley (UCB) or by an unknown perpetrator. Undergraduates were also more likely than other groups to be harassed by a student not affiliated with Berkeley.

Figure 16 shows that perpetrators of stalking vary from perpetrators of sexual harassment, although undergraduate and graduate students and staff were still most likely to be stalked by their peers than anyone else at Berkeley. Faculty, on the other hand, were more likely to be stalked by students, particularly undergraduates, than by other faculty or staff. Across all affiliate groups, participants were most likely to be stalked by a non-student not affiliated with Berkeley, with the characteristics of many stalkers unknown.

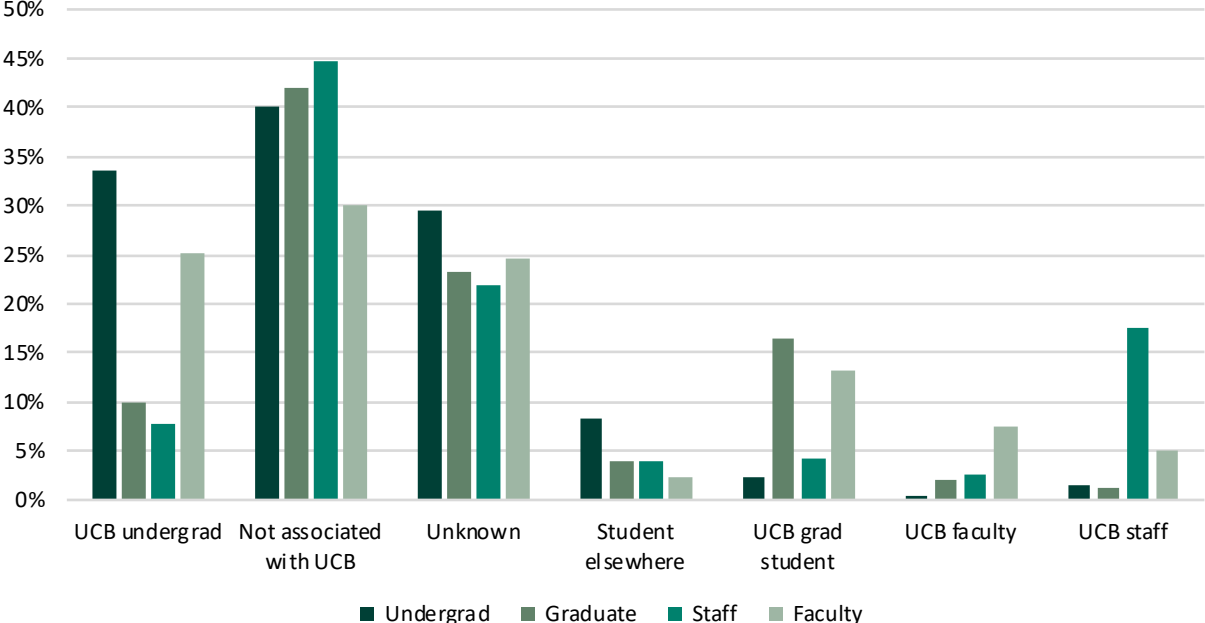
Figures 17 and 18 indicate that perpetrators of relationship violence and sexual assault were most likely to be non-students not affiliated with Berkeley, except that undergraduates were most likely to experience these two forms of harm from their peers, and graduate students were as likely to experience sexual assault perpetrated by a fellow graduate student as by a non-student not affiliated with Berkeley.

Figure 15
 Characteristics of Perpetrators of Sexual Harassment by Affiliate Group



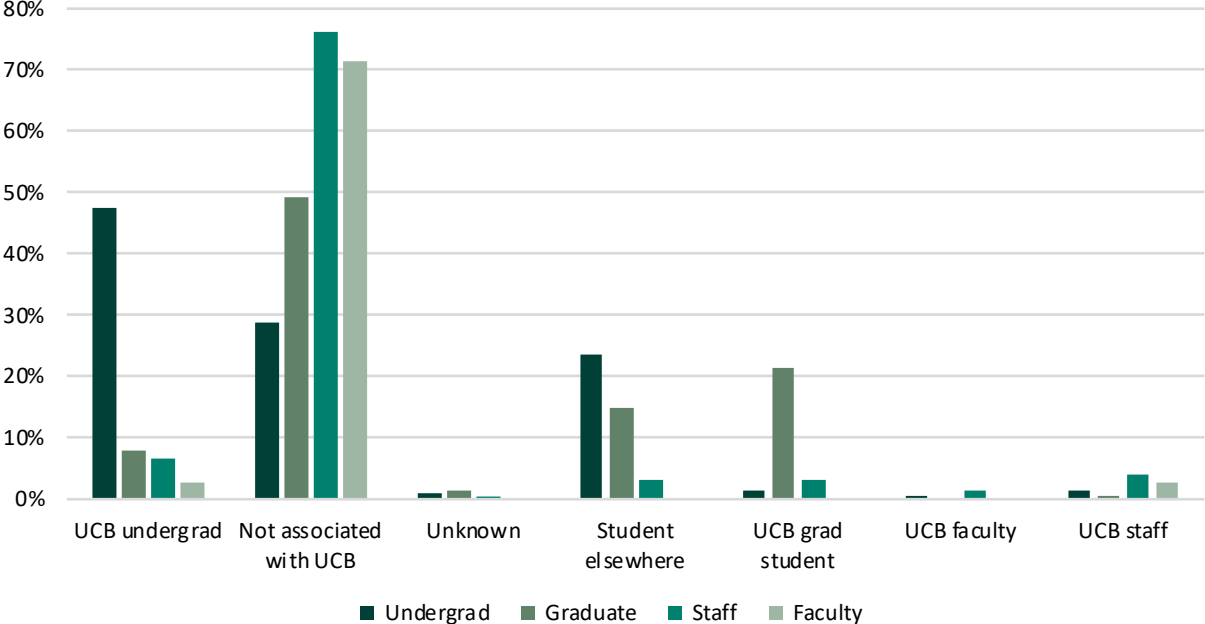
NOTE: please refer to Table 8 for the reported experiences classified under sexual harassment.

Figure 16
 Characteristics of Perpetrators of Stalking by Affiliate Group



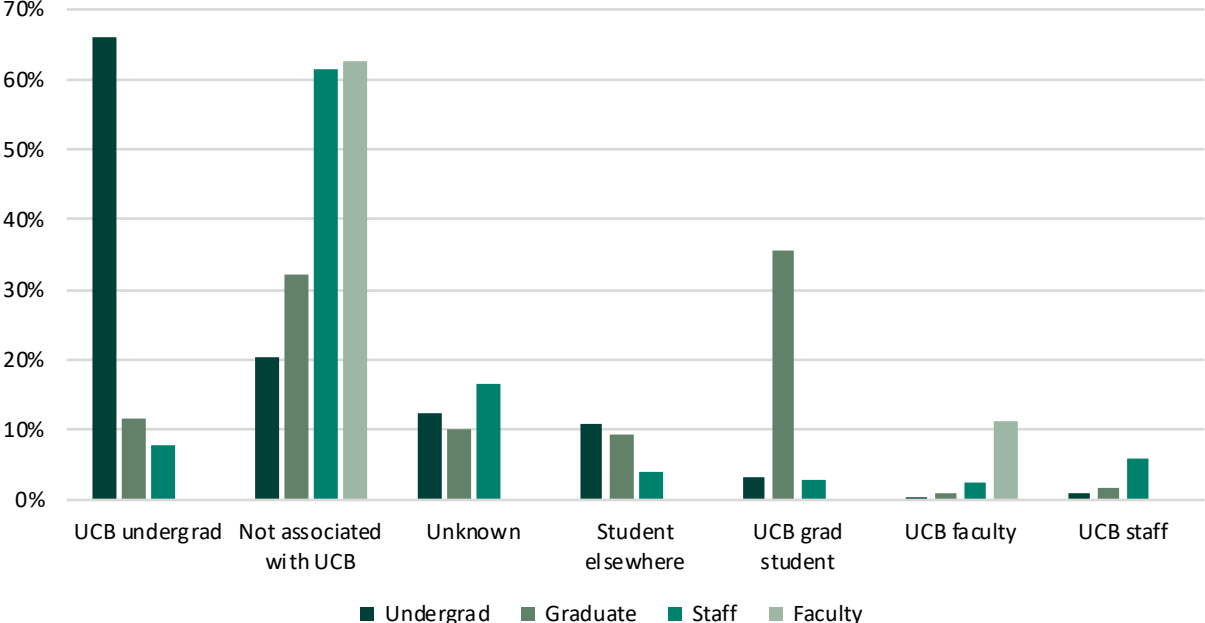
NOTE: please refer to Table 9 for the reported experiences classified under stalking.

Figure 17
Characteristics of Perpetrators of Relationship Violence by Affiliate Group



NOTE: please refer to Table 10 for the reported experiences classified under relationship violence.

Figure 18
Characteristics of Perpetrators of Sexual Assault by Affiliate Group



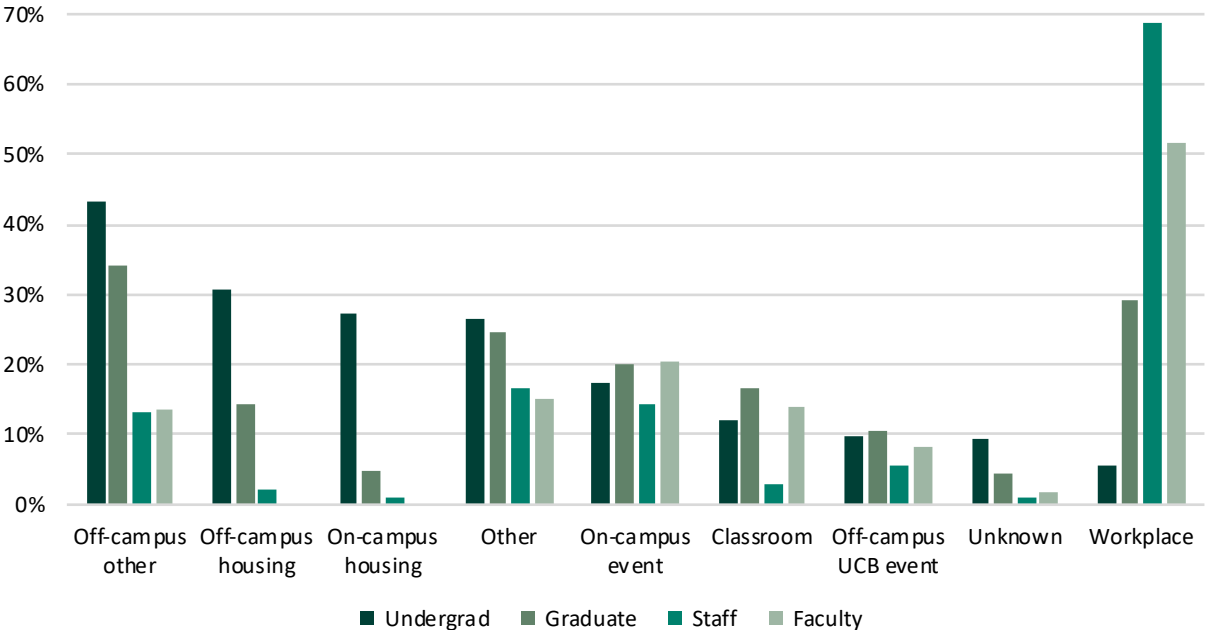
NOTE: please refer to Table 11 for the reported experiences classified under sexual assault.

Locations

Figure 19 shows the locations where participants experienced sexual harassment, the distribution of which is similar to the locations where participants experienced the other forms of harm except for relationship violence. Relationship violence was typically experienced in housing or otherwise off-campus across all affiliate groups.

Faculty and staff predominantly encountered sexual harassment in the workplace, with some experiences at on-campus events or other off-campus locations, as well as within the classroom for faculty. Students typically experienced sexual harassment at other off-campus locations and on- and off-campus Berkeley events, with graduate students more likely to experience sexual harassment in the workplace and undergraduates more likely to experience sexual harassment in on- or off-campus housing.

Figure 19
Locations of Experiences of Sexual Harassment by Affiliate Group

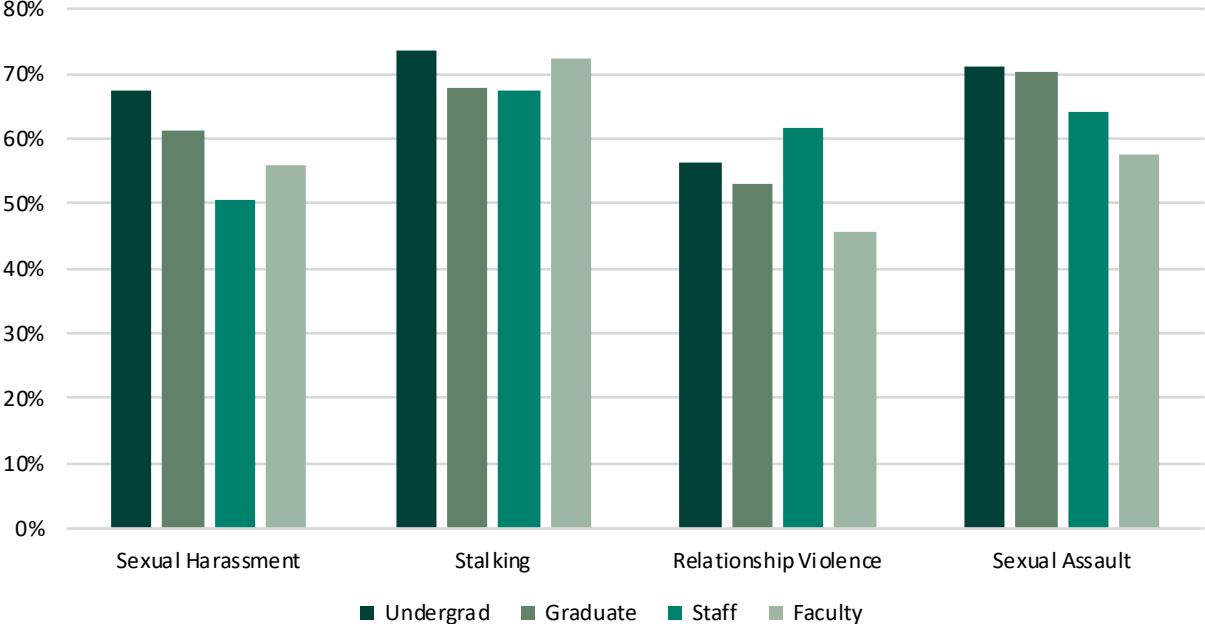


NOTE: please refer to Table 8 for the reported experiences classified under sexual harassment.

Reporting experiences of harm

Not every participant who reported experiencing a form of harm chose to report it. Figure 20 displays the proportion of participants in each affiliate group who experienced each form of harm and decided to tell anyone about their experience. Most, but not all, participants told someone about their experience, although participants were less likely to tell someone about experiencing relationship violence. Faculty and staff were less likely than students to tell someone about their experiences of sexual harassment or sexual assault.

Figure 20
Participants Choosing to Tell Anyone of Experiences of Harm by Affiliate Group



NOTE: please refer to Tables 8 through 11 for the reported experiences classified under each form of harm.

There are many reasons why someone might choose not to tell anyone about an experience, and it is each person’s choice whether they do so. Figure 21 shows the reasons participants chose not to tell anyone about their experiences with sexual assault.

The most common reason for not telling anyone about an experience of sexual assault was that the participant didn’t think the event was serious enough to report, followed by not feeling like they needed assistance or not wanting any action to be taken. The next most common reason was being concerned that other people might think they were partly at fault for the experience, although faculty were much less likely to have this concern than other affiliate groups.

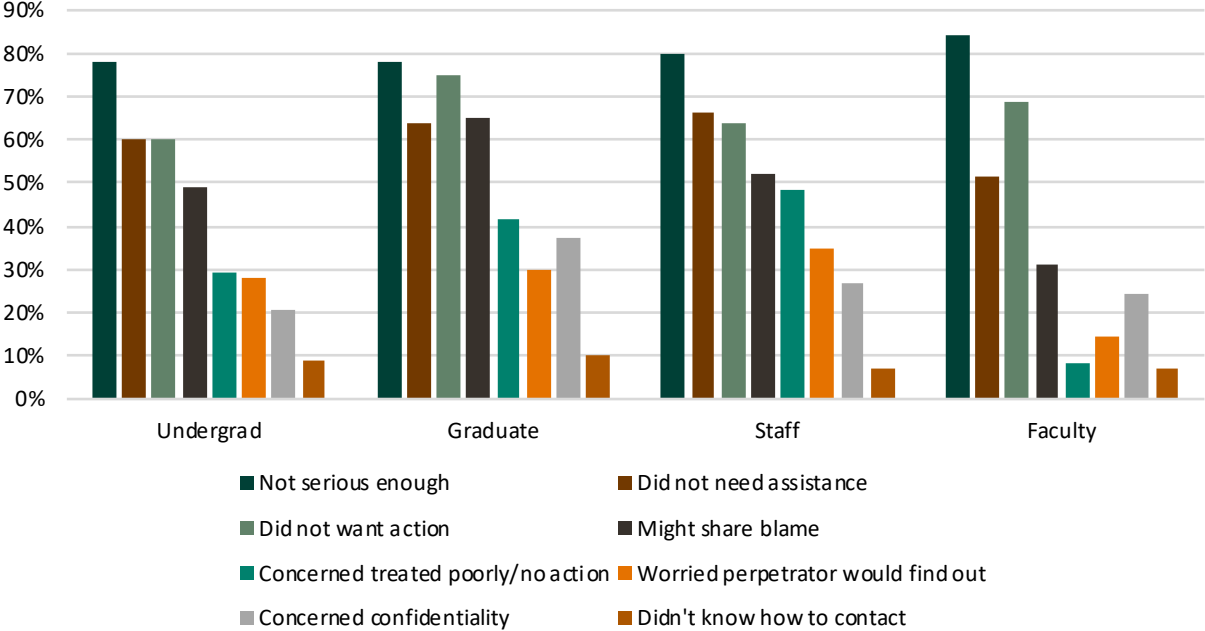
Across affiliate groups and forms of harm, concerns about being treated poorly or that no action would be taken, concerns about the perpetrator finding out they told someone, and concerns about confidentiality were given as reasons by approximately 20 to 40% of participants who did not tell anyone of their sexual assault, although this varied between groups with faculty generally less worried about repercussions other than confidentiality.

Finally, across all affiliate groups and forms of harm, between 4 and 14% of participants did not tell anyone of their sexual assault because they didn’t know how to contact anyone they would choose to tell about their experience.

The reasons participants chose not to tell anyone about their experiences of the other forms of harm were similar, except that participants who did not tell anyone about being harassed or

stalked were less likely to be concerned that other people might think they were partly at fault for the experience. Details on the reasons participants chose not to tell anyone about experiences of other forms of harm are in the appendix.

Figure 21
Reasons Participants did not Tell Anyone about Sexual Assault by Affiliate Group



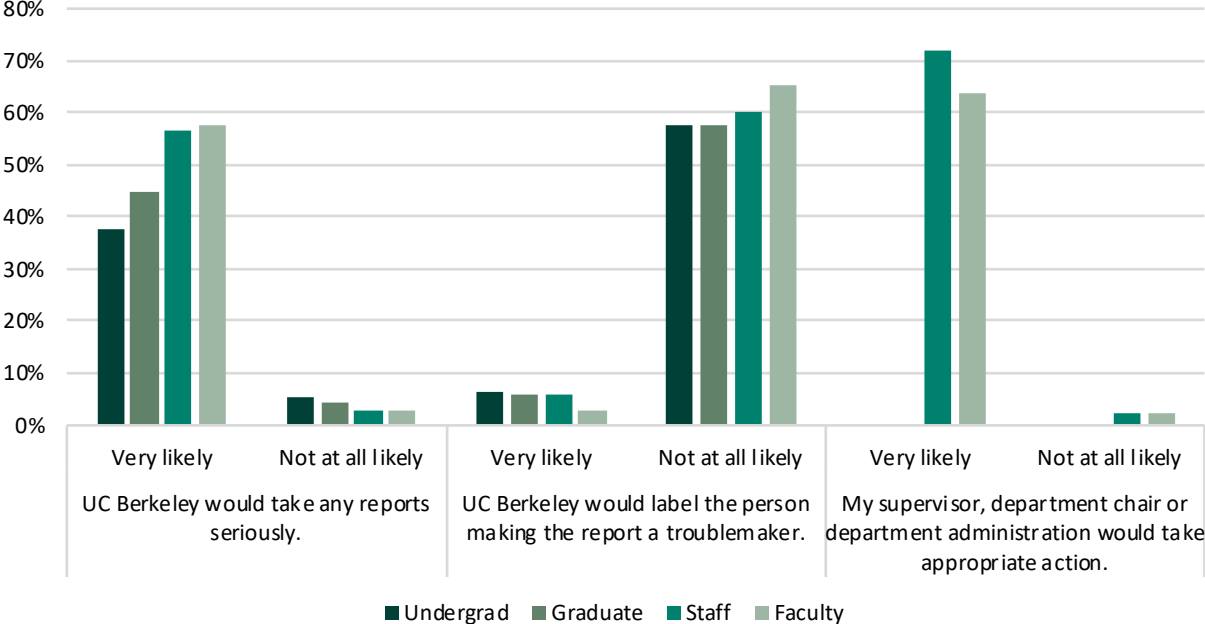
NOTE: please refer to Table 11 for the reported experiences classified under sexual assault.

Institutional Trust

All participants were asked a series of questions about their perceptions about what would happen if someone were to report SVSH to a campus authority that generally fell into three main topics: would the university handle the report appropriately, would there be repercussions for the person reporting SVSH, and, for faculty and staff, would specific people with authority handle the report appropriately. Figure 22 displays the proportion of participants who said that each of three representative scenarios were either very likely or not at all likely.

In general, most participants trusted that the university would handle the report appropriately, although students, and particularly undergraduates, were less sure than other participants that this outcome was very likely. Similarly, fairly few participants thought negative repercussions for the person reporting SVSH were very likely. Finally, faculty and staff seemed to think it even more likely that their supervisor or department management would handle the report well compared to the university as a whole.

Figure 22
Measures of Institutional Trust by Affiliate Group



Receipt and Retention of Information Related to SVSH

As Berkeley implements efforts to improve the climate and provides critical information to the community, the effectiveness of those materials depends not only on their quality and type but also how well it gets to and is retained by its intended audience. The survey asked all participants to state whether they had recently received written or verbal information or online training about the following topics:

- The definitions of types of SVSH
- Where to go to get support, if someone I know experiences SVSH
- Where to go to get help if someone you know experiences SVSH
- Title IX protections against SVSH
- How to help prevent SVSH
- The Student code of conduct or honor code (*Students only*)
- The Faculty Code of Conduct (*Faculty only*)
- Personnel policies, and UC policy (*Faculty and staff only*)

For students, the time frame was since they first came to Berkeley, and for faculty and staff the time frame was within the past three to five years to focus on recent efforts.

Figure 23 shows the proportion of participants who indicated that they had received information or training on each topic (the proportions for where to go to get help and where to go to get support were very similar, so we have only presented the latter). Most information was fairly well

retained, particularly by faculty, with one key exception: undergraduates were much less likely to report receiving information about most topics, particularly the student code of conduct or honor code, Title IX protections against SVSH, and the definitions of types of SVSH. Aside from the undergraduate students, while faculty were a bit more likely to report receiving information than staff or graduate students, the rates were generally similar across types of information.

Figure 23
Receipt and Retention of Information Related to SVSH by Affiliate Group

