

Addressing Sexual Violence and Harassment on Campus

Student and Staff Survey, Spring 2018

The following report outlines the results of the 'addressing sexual violence and harassment on campus' survey, conducted between 7th and 21st February 2018. The survey was part of a joint project between the University of Aberdeen and the Aberdeen University Students Association. This first survey acted as a baseline upon which the development of our implementation plan and other ongoing work to address sexual violence and harassment on campus was based.

Detailed statistics are provided below of both the Student and Staff results. A total of 1064 students and 481 members of staff completed the survey. As can be seen from the responses received there are some key trends across both the staff and student surveys.

Key trends identified:

1. The definitions of consent, sexual harassment and sexual violence seem to be misunderstood perhaps resulting in an under reporting of issues experienced.
2. Individuals expressed that they felt able to disclose issues to friends or colleagues and on behalf of someone else but less able to report directly themselves.
3. Awareness of the support mechanisms in place for staff and students was low, contributing to underreporting of incidents as individuals did not think they would get support if they did report an incident.
4. Approximately 40% of staff indicated that they would not be confident in responding to a disclosure from a student or colleague.

Actions to be taken in response:

1. The launch of a University-wide awareness/communication campaign with the tag line "Online Report, Real Support"
2. As part of the campaign publish a joint statement of commitment by the University and AUSA to a zero tolerance approach to sexual violence and harassment on campus. This statement is endorsed by senior members of both organisations.
3. The development of a confidential reporting tool to launch as part of the campaign. The tool allows the option for individuals to remain anonymous when making a report whilst also providing clear links to sources of information and support through dedicated re-designed webpages (www.abdn.ac.uk/reportsupport).
4. Publishing new, comprehensive policy and accompanying procedures supporting the statement of commitment, making it clear to staff and students what processes are in place for reporting and investigating any issues reported.
5. Developing training for staff and students to raise awareness of the issues and ways in which they can source support either for themselves or colleagues who turn to them for support.
6. Launch an online awareness course on consent issues targeted at students.
7. Review the systems, training and support in place on a regular basis to ensure that what is provided is having a positive impact. This will be facilitated partly through analysis of the reports which are received through the online reporting tool as well as capturing student and staff feedback in other ways.

Student Survey Report

Demographics

The majority of student responses came from females (71%), with 25% male respondents, 2% non-binary and 2% other or preferring not to say.

The majority of student respondents were aged 18-24 (78%), followed by 25-34 year olds (16%).

The majority of student respondents did not report any protected characteristics (71.33%). 18.9% of respondents described themselves as LGB+, 5.17% described themselves as BME, 2.72% described themselves as disabled and 1.7% described themselves as transgender.

Sexual Harassment

Before this survey, were you fully aware of the definition of consent?

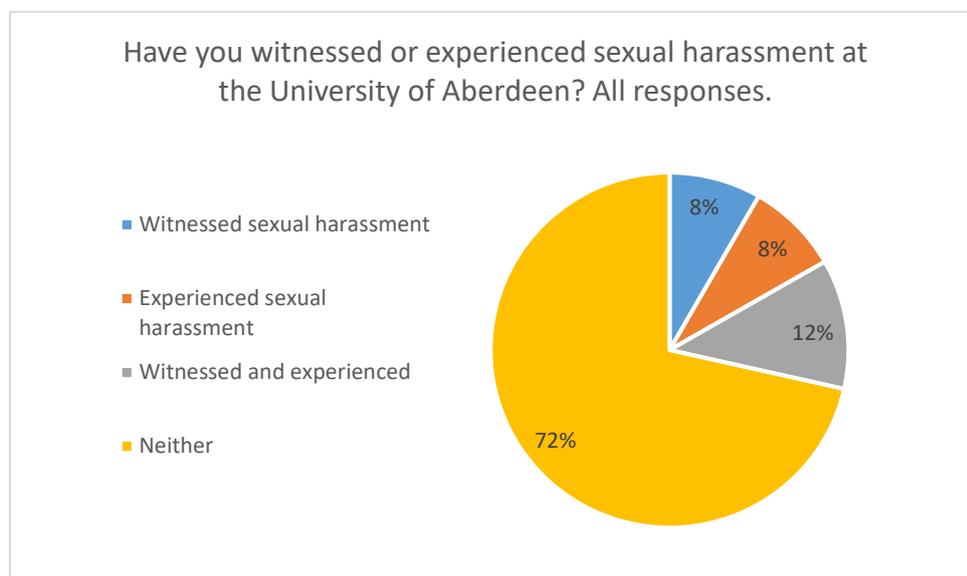
96% of students said they were fully aware of the definition.

Before this survey, were you fully aware of the definition of sexual harassment?

86% of students said they were fully aware of the definition.

Have you witnessed or experienced harassment at the University of Aberdeen?

The majority of students (71%) had neither witnessed nor experienced sexual harassment at the University of Aberdeen. However, 20% have experienced sexual harassment and 20% have witnessed sexual harassment.



Females are 4 times more likely to experience sexual harassment. 25% of female respondents had experienced sexual harassment at the University of Aberdeen, compared to 6% of male respondents.

Protected characteristics also increased the likelihood of experiencing sexual harassment.

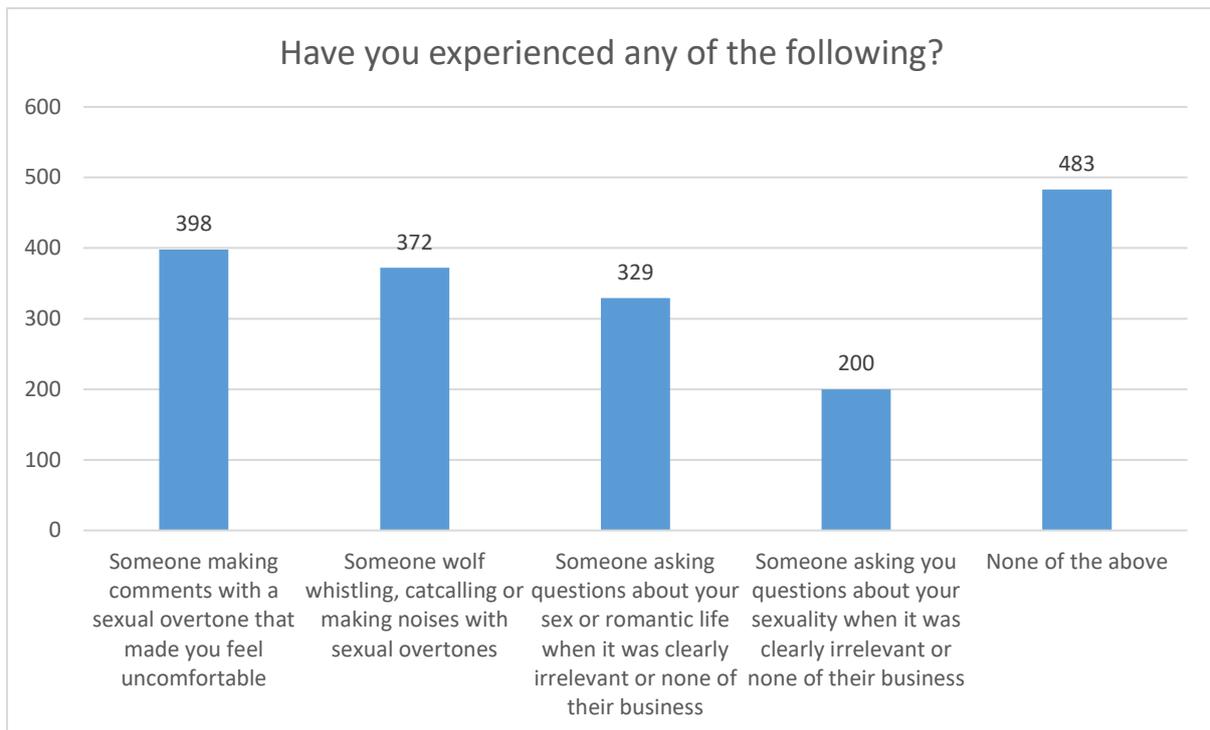
- 31% of LGB+ students experienced sexual harassment.
- 45% of disabled students experienced sexual harassment.
- 32% of transgender students experienced sexual harassment.

- 26% of BME students experienced sexual harassment.

However, to confirm understanding we asked students if they had experienced any of the following;

- Someone making comments with a sexual overtone that made you feel uncomfortable
- Someone wolf whistling, catcalling or making noises with sexual overtones
- Someone asking questions about your sex or romantic life when it was clearly irrelevant or none of their business
- Someone asking you questions about your sexuality when it was clearly irrelevant or none of their business

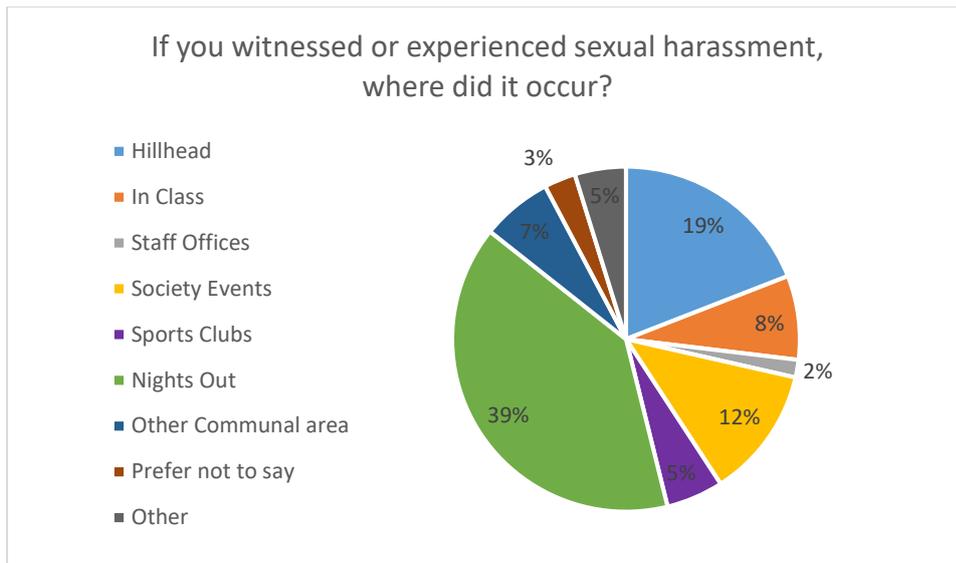
According to our definition of sexual harassment, informed by UUK and CPS, these are all forms of sexual harassment.



Only 214 respondents said they had experienced sexual harassment. Yet, when asked if anyone had made comment with a sexual overtone that made them feel uncomfortable, 398 said they had.

If you witnessed or experienced sexual harassment, where did it occur?

Nights out were indicated by 39% of respondents, followed by Hillhead at 19% and society events at 13%.



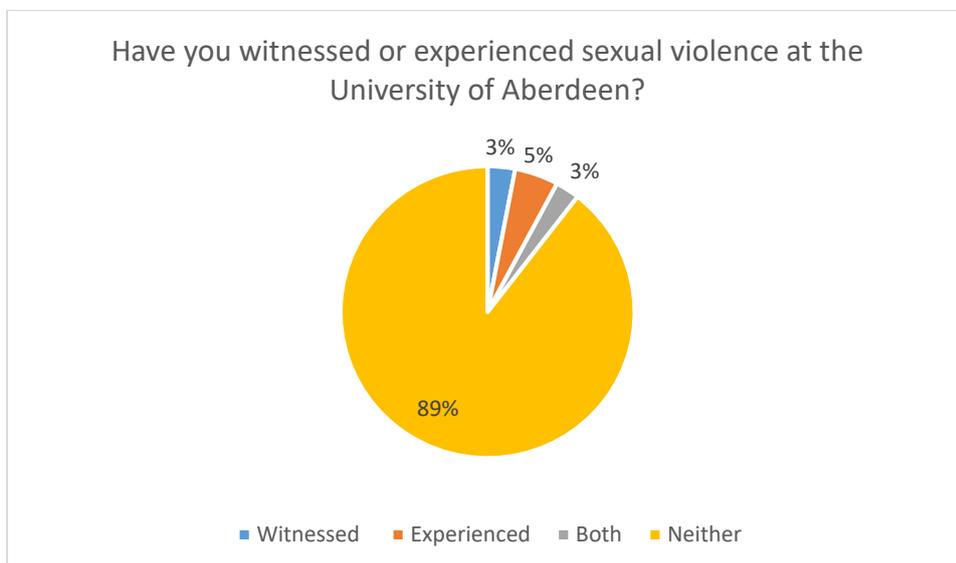
Sexual Violence

Before this survey, were you fully aware of the definition for sexual violence?

80% of students said they were fully aware of the definition.

Have you witnessed or experienced sexual violence at the University of Aberdeen?

The majority of students said that they have not witnessed or experienced sexual violence at the University of Aberdeen (89%). 8% of respondents had experienced sexual violence and 6% had witnessed sexual violence.



Females are more likely to experience sexual violence than males. 9% of female respondents said they had experienced sexual violence, compared to 2% of males.

Protected characteristics also increased the likelihood of experiencing sexual violence.

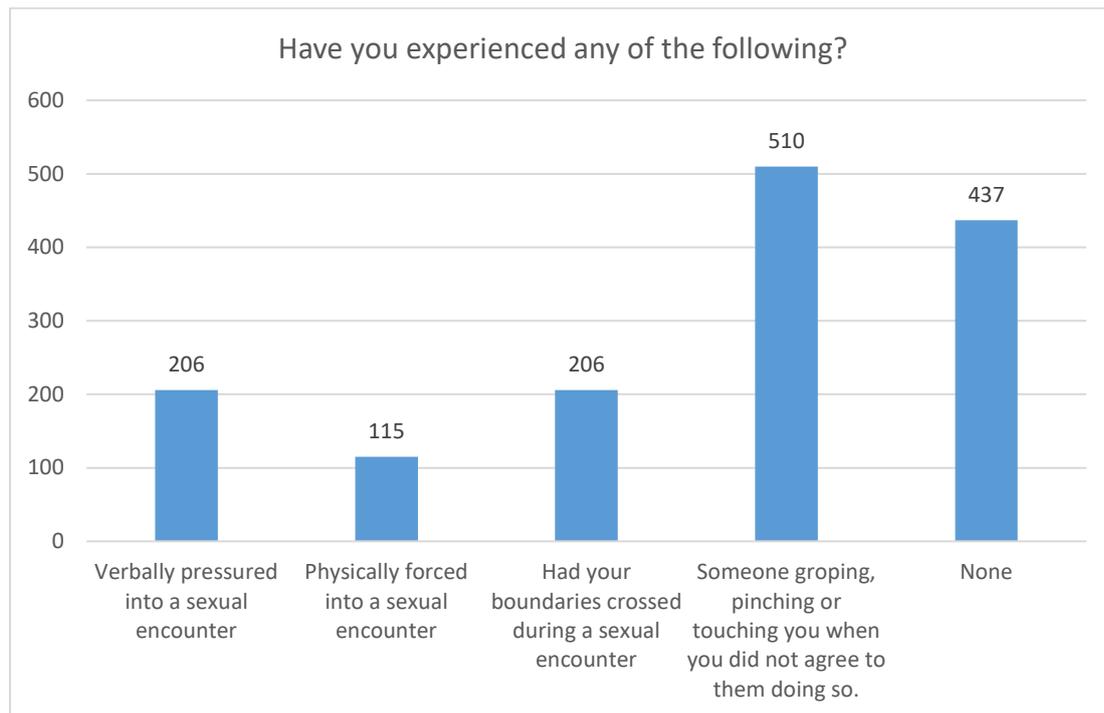
- 13% of LGB+ students experienced sexual violence.
- 21% of disabled students experienced sexual violence.
- 11% of transgender students experienced sexual violence.

- 13% of BME students experienced sexual violence.

However, to confirm understanding we asked students if they had experienced any of the following;

- Verbally pressured into a sexual encounter
- Physically forced into a sexual encounter
- Had your boundaries crossed during a sexual encounter
- Someone groping, pinching or touching you when you did not agree to them doing so.

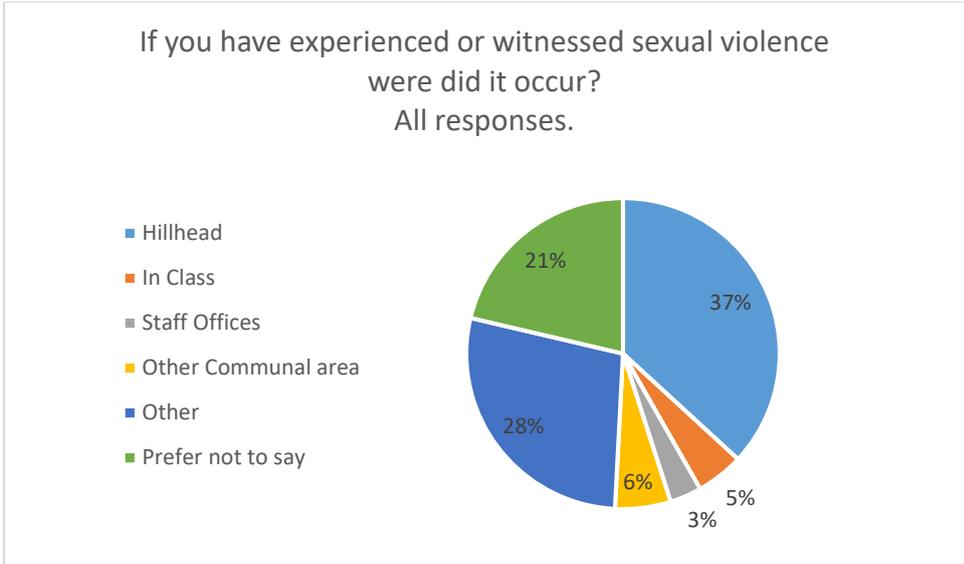
According to our definition of sexual violence, informed by UUK and CPS, these are all forms of sexual violence.



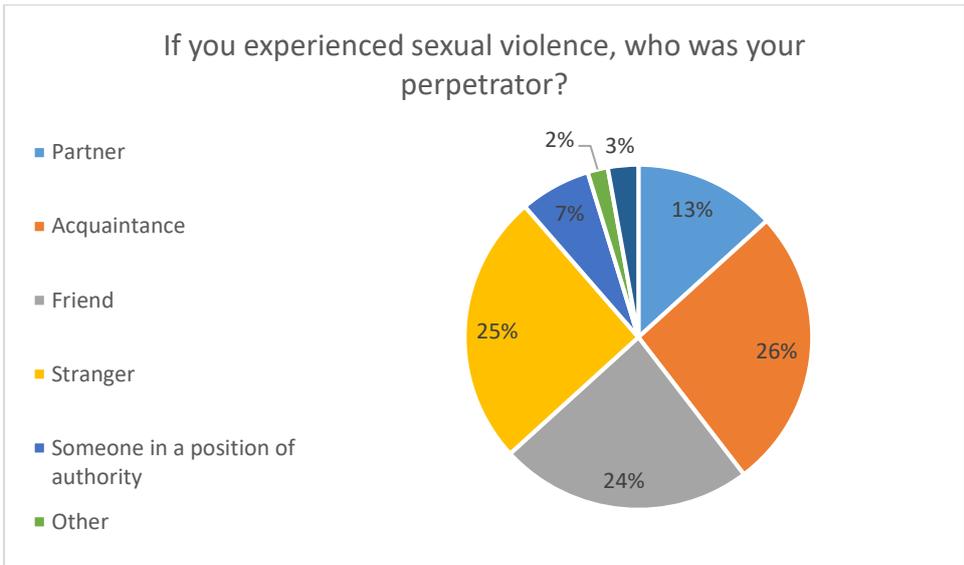
Only 79 respondents said they had experienced sexual violence. Yet, when asked if anyone had physically forced them into a sexual encounter, 115 said they had.

If you experienced or witnessed sexual violence, where did it occur?

The majority of incidents with reported locations occurred at Hillhead (37%), followed by 'other' (28%). When asked to specify 'other', 'night out' was the most common response, with a number of students reporting incidents happening in their private flats/ accommodation.



If you experienced sexual violence, who was your alleged perpetrator?
This question had mixed responses, with acquaintance (26%), stranger (25%) and friend (24%) taking the top three spots.

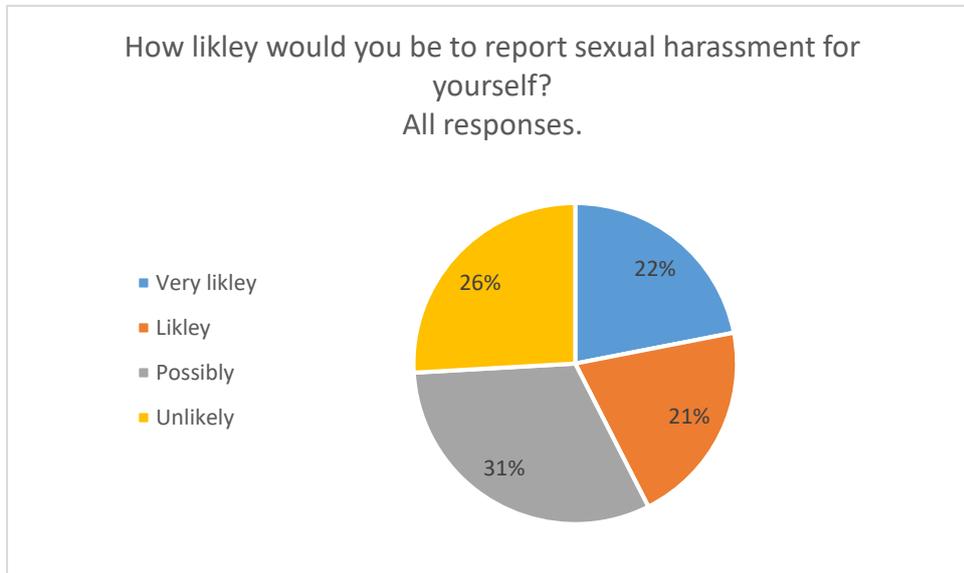


Reporting and Disclosing

How likely would you be to report sexual harassment to the University of Aberdeen for yourself?

The options for this response were on a scale; Very likely, Likely, Possibly and Unlikely.

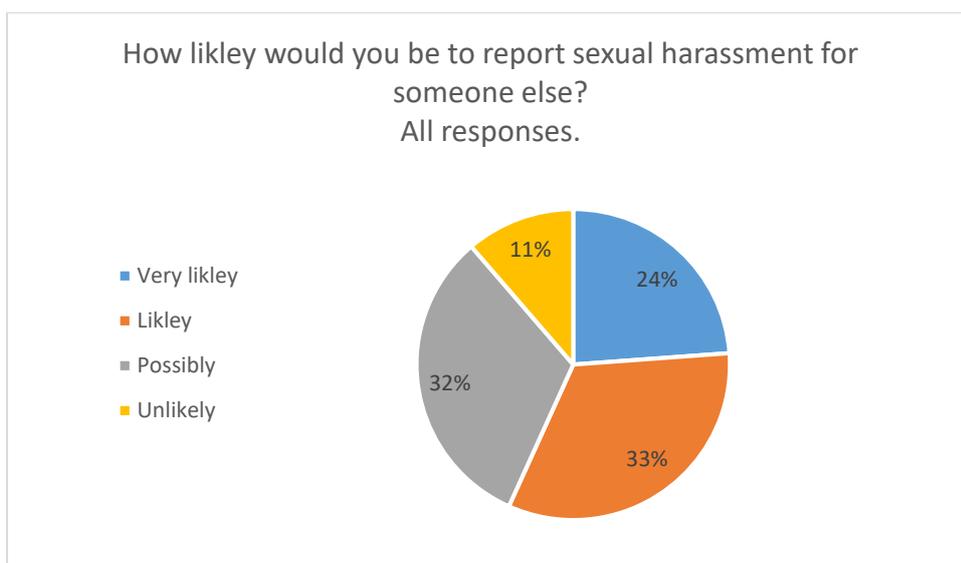
This question received a mixed response with the majority of students (32%) responding that they would 'possibly' report sexual harassment.



There is limited difference when splitting the likelihood of reporting into demographics. For example, 41% of females and 45% of males responded either 'likely' or 'very likely'.

How likely would you be to report sexual harassment to the University of Aberdeen for someone else?

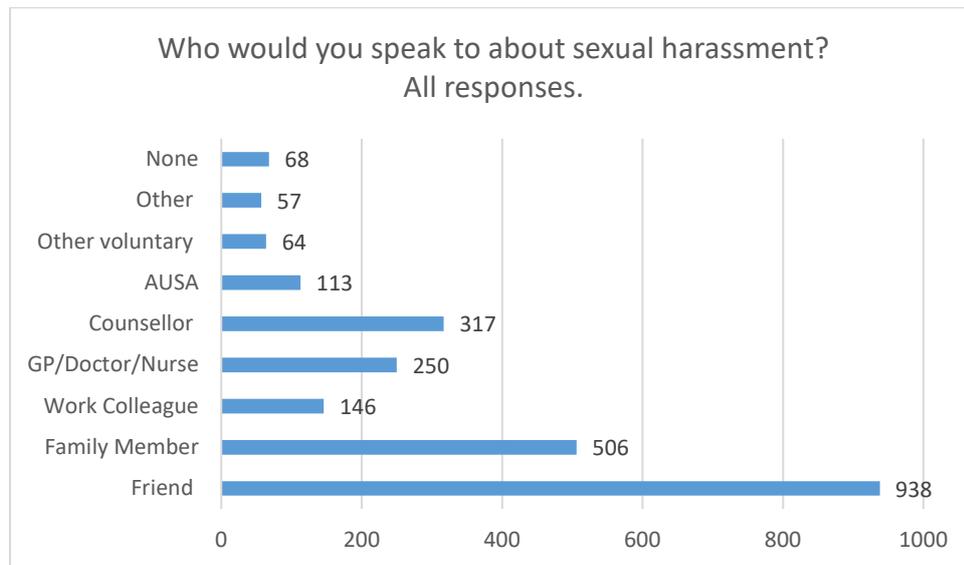
As with the question above, this question received a mixed response with the majority of students (33%) responding with 'likely'.



There is limited difference when splitting the likelihood of reporting into demographics. For example, 56% of females and 57% of males responded either 'likely' or 'very likely'.

Who would you speak to about sexual harassment?

For this question respondents could choose multiple options.

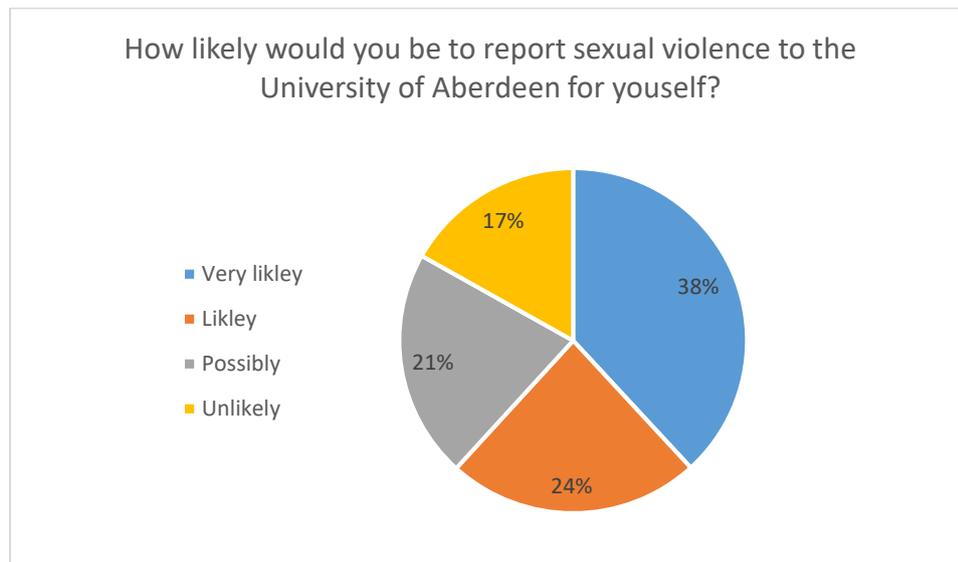


The most popular response was 'friend' with 88% of student respondents choosing it as one of their options.

Females were more likely to talk to their friend about sexual harassment (91% of female respondents chose 'friend' compared to 79% of males), but all genders and protected characteristic demographic breakdowns put friend as their top choice.

How likely would you be to report sexual violence to the University of Aberdeen for yourself?

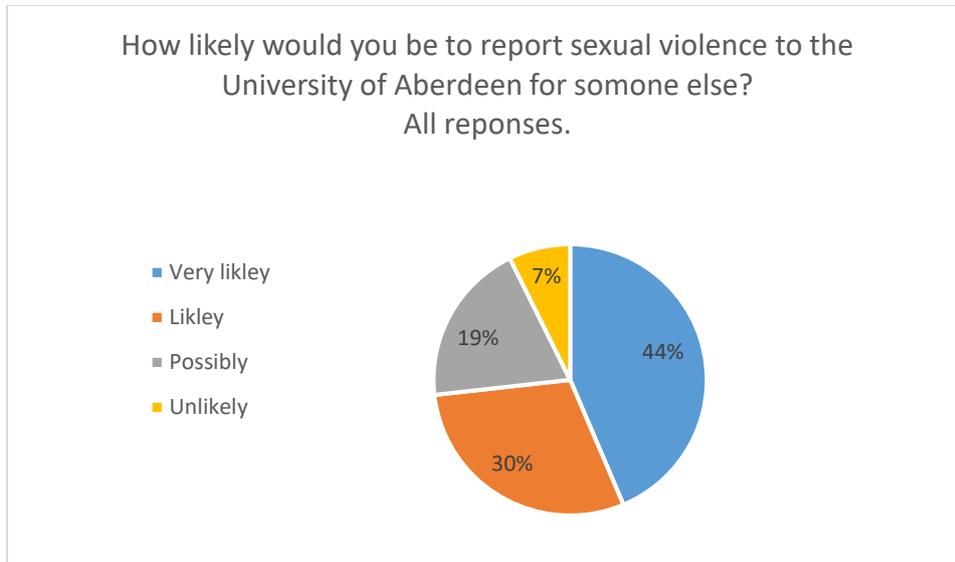
The majority of students (38%) said they were 'very likely' to report sexual violence to the University of Aberdeen, followed by 24% saying they were 'likely' to report.



There is very little change between demographic breakdowns, for example 41% of males and 37% of females said they were 'very likely' to report sexual violence to the University.

How likely would you be to report sexual violence to the University of Aberdeen for someone else?

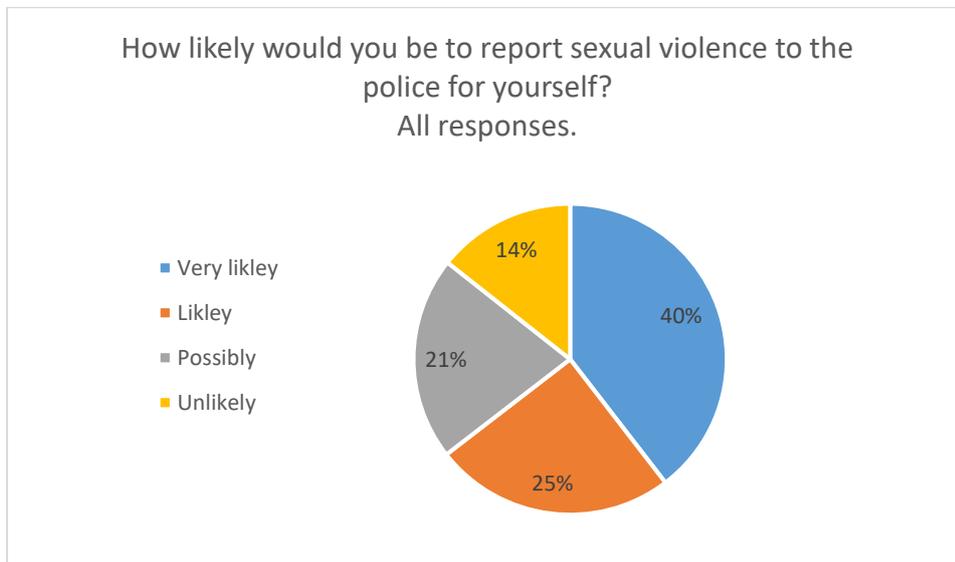
The majority of students were either 'very likely' (44%) or 'likely' (30%) to report sexual violence to the University for someone else.



There was very limited difference when broken down into different genders.

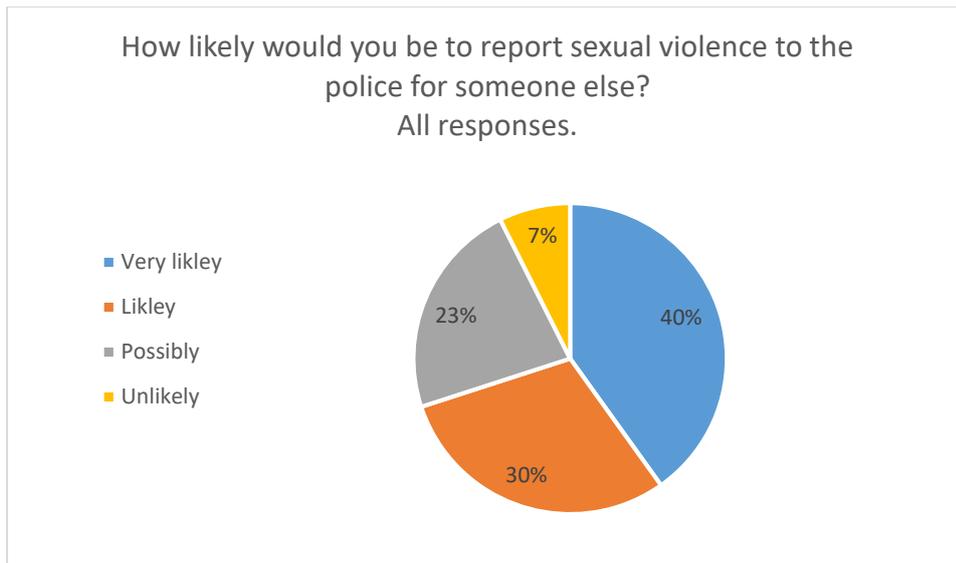
How likely would you be to report sexual violence to the police for yourself?

The majority of students were either 'very likely' (40%) or 'likely' (25%) to report sexual violence to the police for themselves.



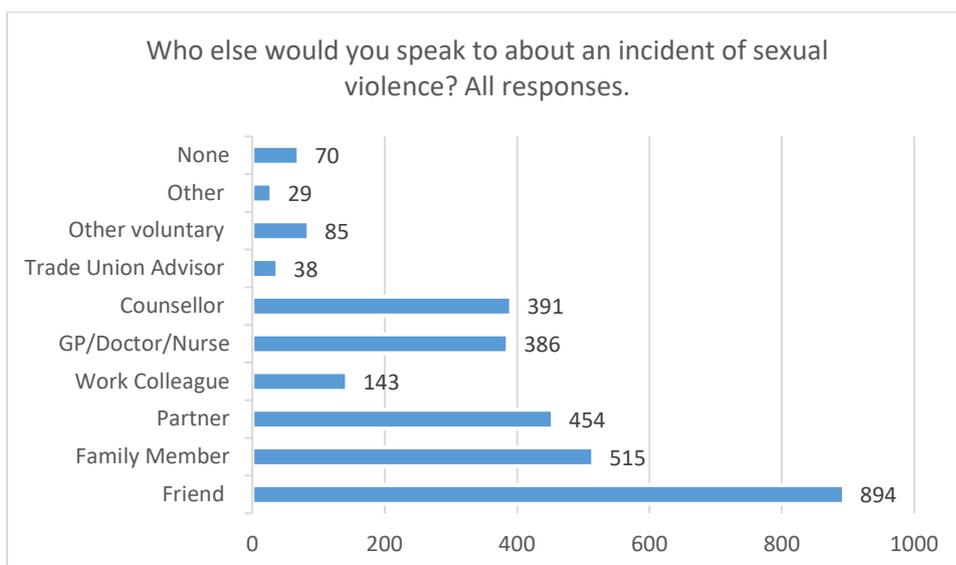
How likely would you be to report sexual violence to the police for someone else?

The majority of students were either 'very likely' (40%) or 'likely' (30%) to report sexual violence to the police for someone else.



Who else would you speak to about an incident of sexual violence?

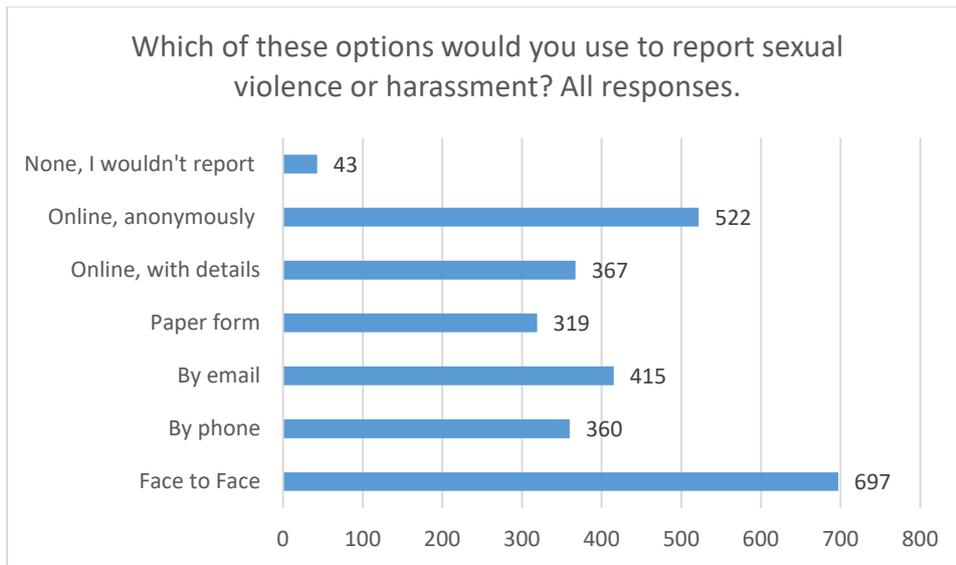
The majority of students (84%) selected 'friend' as one of their choices, with 'family member' (48%) and 'partner' (42%) taking 2nd and 3rd place.



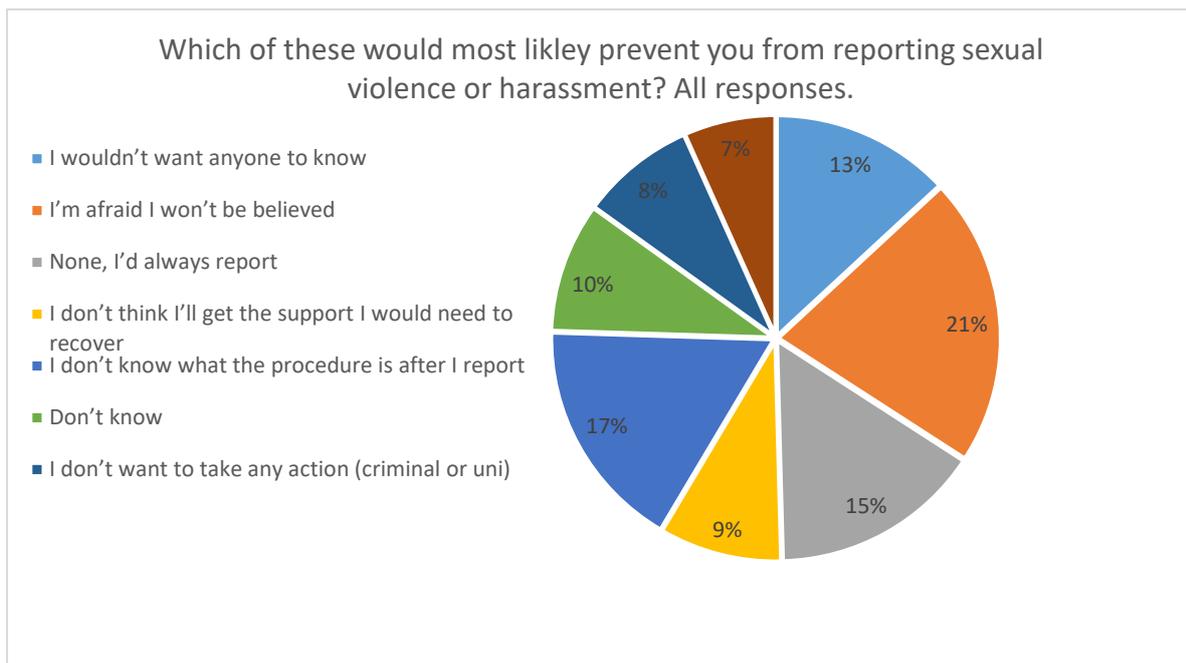
When broken down into demographics, 'friend' was the most popular choice for both male and female respondents.

Which of these options would you use to report sexual violence or harassment?

The majority of students wanted to report with a face-to-face conversation (65.5%), with anonymous online reporting coming 2nd (49%). Only 4% of students said they wouldn't report at all.



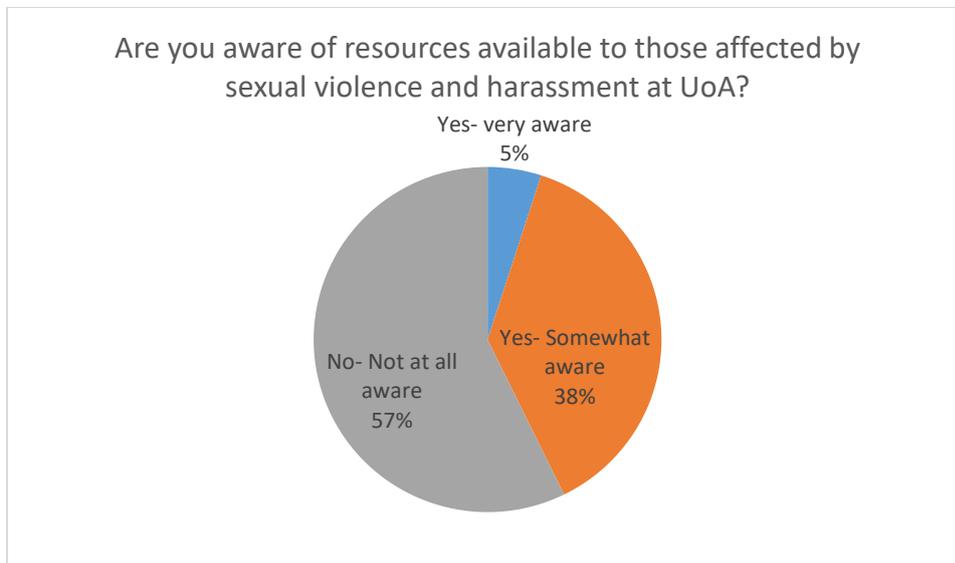
Which of these would most likely prevent you from reporting sexual violence or harassment? Responses to this question were very mixed. The most popular response was 'I'm afraid I won't be believed' (21%), followed by 'I don't know what the procedure is after I report' (17%). The third most popular response was 'none, I'd always report' (15%).



Resources and Support

Are you aware of resources available to those effected by sexual violence and harassment at University of Aberdeen?

The majority of students were not aware of available resources (57%), with 38% being 'somewhat aware'.



If you have accessed any of these resources, did you find them useful?

Only 12 respondents had accessed UoA resources, the majority found them 'somewhat useful' (62%) and 23% saying they were very useful.

Do you feel there are enough resources for survivors at the University of Aberdeen?

53% said they didn't feel that survivors had enough resources at the University of Aberdeen. A number of students commented that they struggled to answer this question, as they didn't have the need to access resources.

Do you feel safe at the University of Aberdeen?

The majority of students responded with either 'yes- all of the time' (57%) or 'yes-some of the times' (37%).

Staff Survey Report

Staff Survey: Results

Demographics

The majority of staff responses came from females (66%) followed by males (31%) and 3% other or preferring not to say.

The majority of staff respondents were aged 45-54 (30%), closely followed by 35-44 (29%) and 25-34 (23%). 55-64 year olds made up 15% of respondents with those under 24 or 65+ making up the remaining 3%. The majority of staff respondents did not report any protected characteristics (85%). 4.37% of staff described themselves as LGB+, 2.91% described themselves as disabled and 1.4% described themselves as BME.

We did not collect data on country of origin or nationality.

Sexual Harassment

Before this survey, were you fully aware of the definition of consent?

96% of staff said they were fully aware of the definition.

Before this survey, were you fully aware of the definition of sexual harassment?

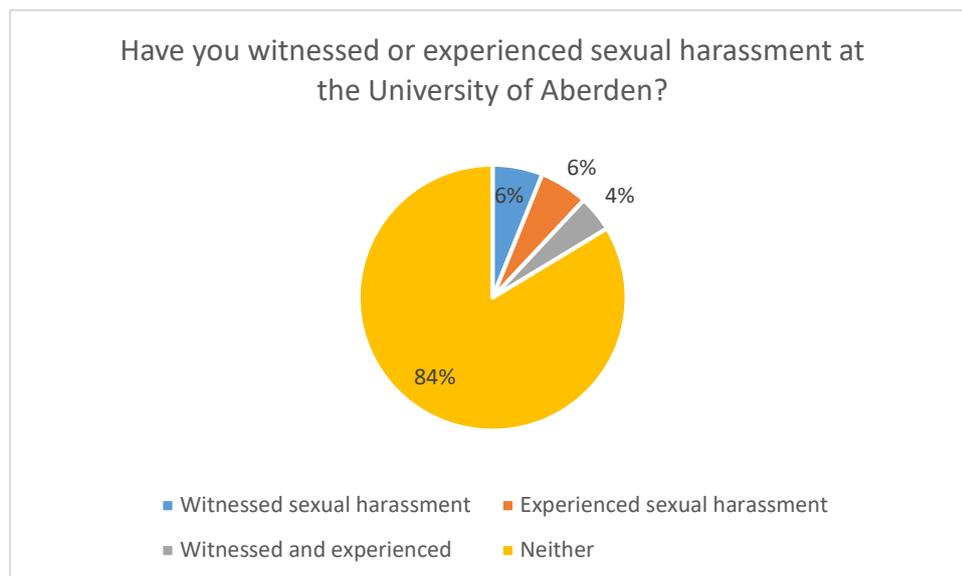
87% of staff said they were fully aware of the definition.

Have you witnessed or experienced harassment at the University of Aberdeen?

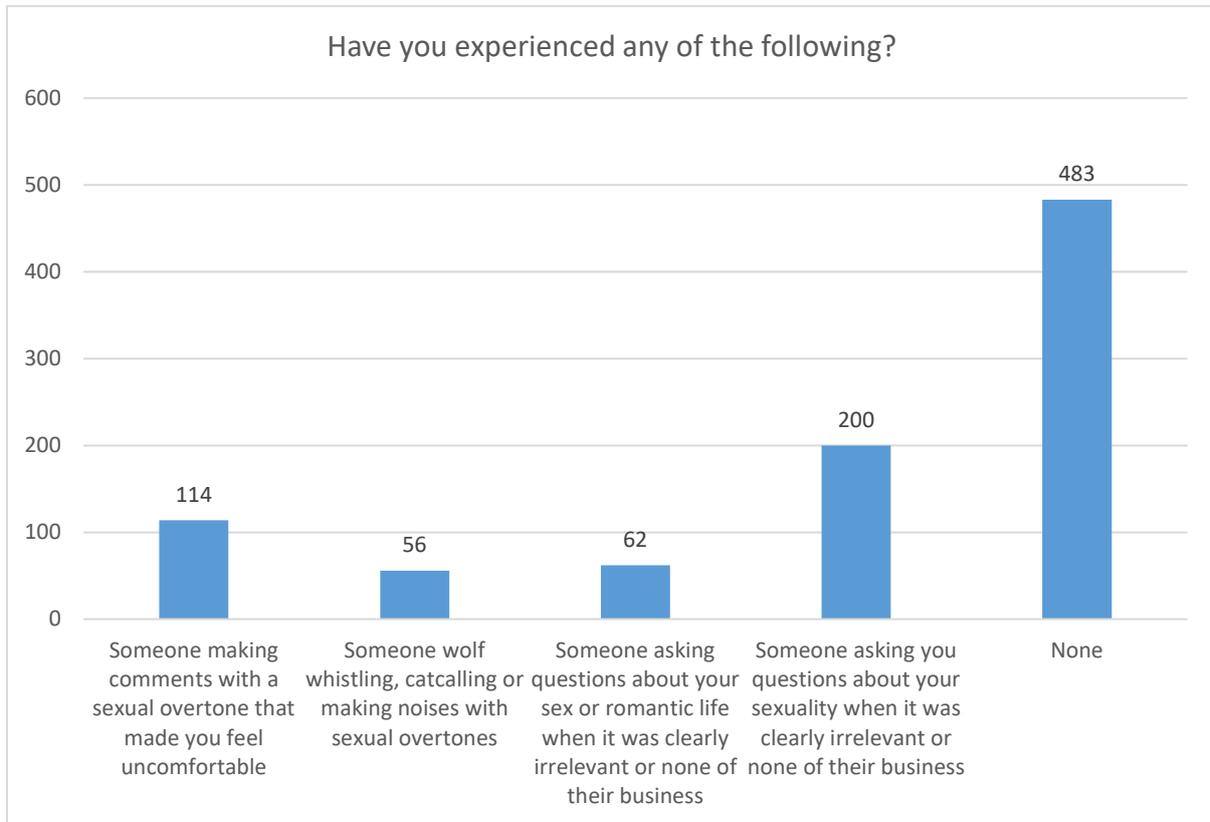
The majority of staff (84%) had neither witnessed nor experienced sexual harassment at the University of Aberdeen. However, 10% have experienced sexual harassment.

Females are nearly twice as likely to experience sexual harassment as males. 12% of female respondents had experienced sexual harassment compared to 6% of male respondents.

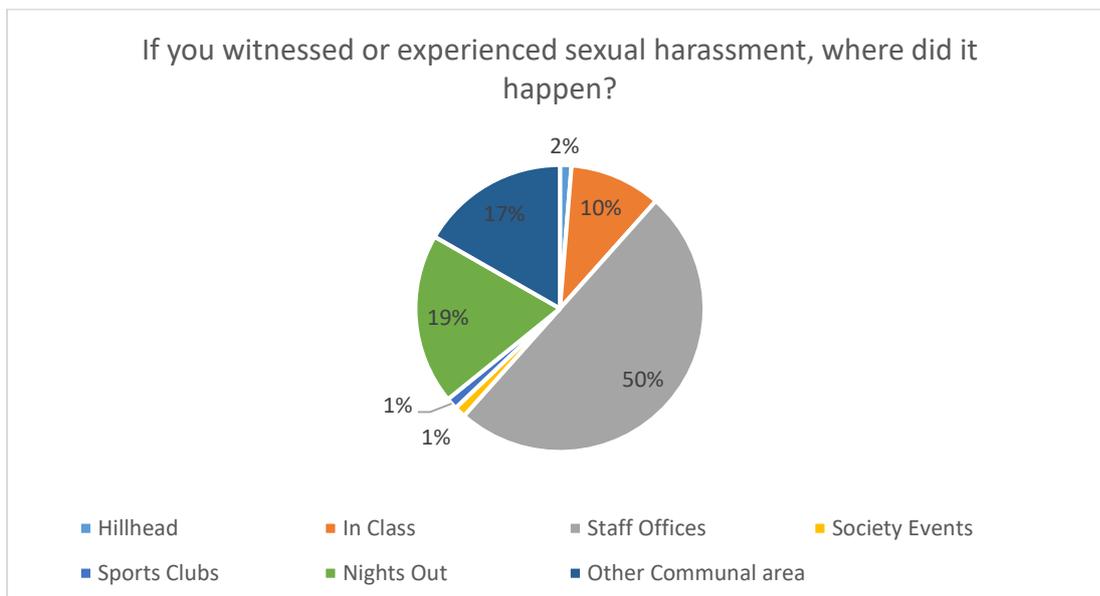
Those who defined as LGB+ were more likely to experience sexual harassment. 19% of respondents who self-defined as LGB+ had experienced sexual harassment. There were no significant changes for other protected characteristics.



Only XXXX respondents said they had experienced sexual harassment. When asked if someone had made comments with a sexual overtone that made them feel uncomfortable, 114 said they had.



If you witnessed or experienced sexual harassment, where did it occur?
 Staff Offices were indicated by 50% of respondents, followed by nights out at 19%.



Sexual Violence

Before this survey, were you fully aware of the definition for sexual violence?

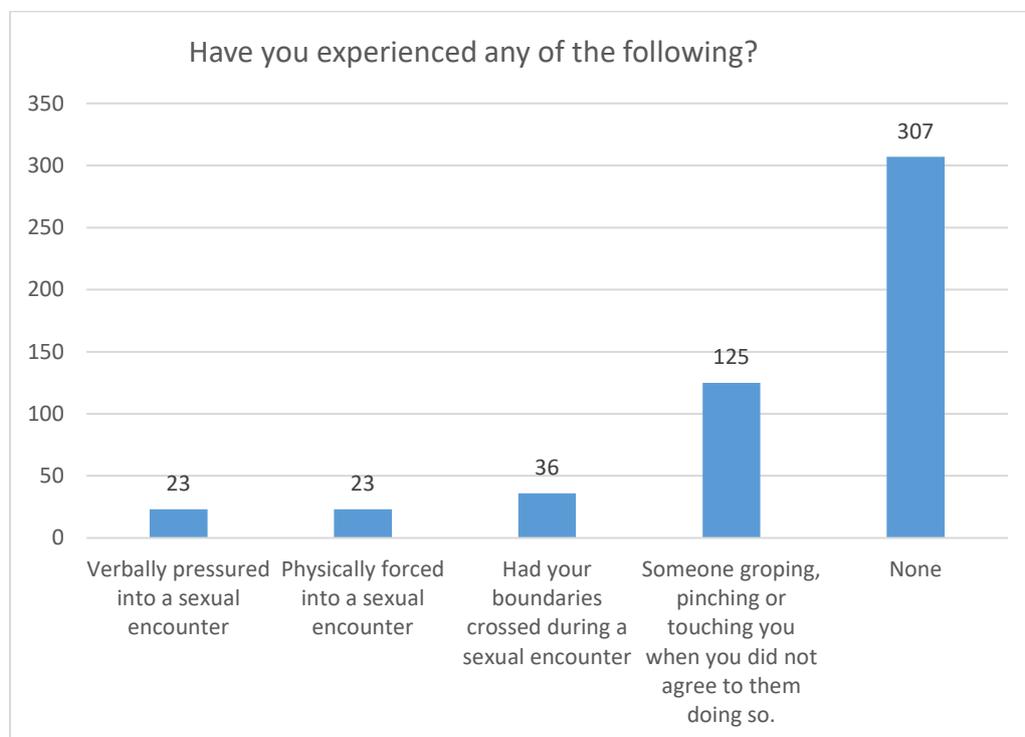
74% of staff said they were fully aware of the definition.

Have you witnessed or experienced sexual violence at the University of Aberdeen?

The majority of staff said that they have not witnessed or experienced sexual violence at the University of Aberdeen (94%). 6% of respondents had experienced sexual violence. There was no significant differences between gender breakdowns.

Of those who said they had experienced sexual violence at the University of Aberdeen, only 9 were willing to disclose the location of the incident. 7 of these respondents said the incident happened in a staff member's office. Only 10 were willing to disclose their relationship to the alleged perpetrator. 6 of these respondents said the alleged perpetrator was 'someone in a position of authority'.

10 staff respondents said they had experienced sexual violence at the University of Aberdeen. Yet, when asked if someone had physically forced them into a sexual encounter, 23 said they had.

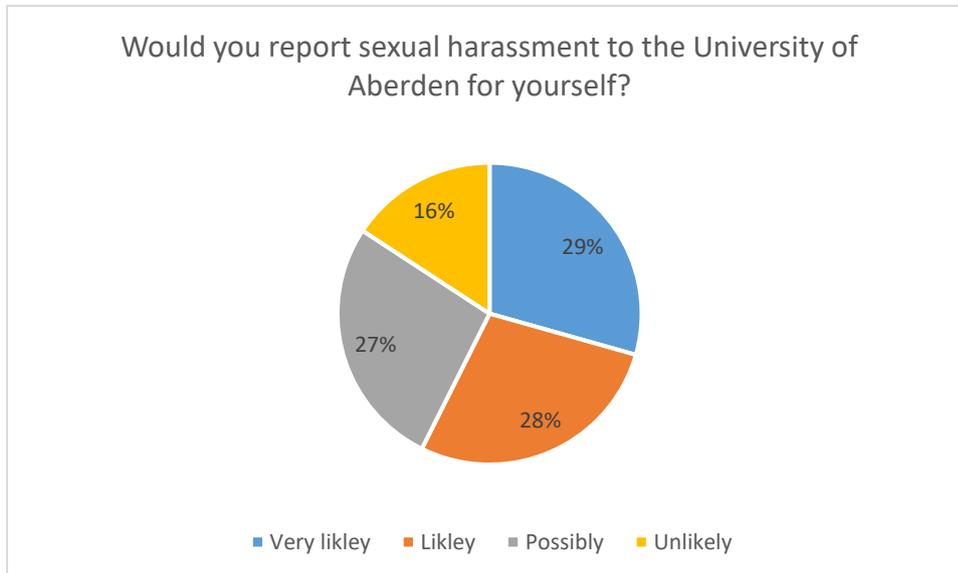


Reporting and Disclosing

How likely would you be to report sexual harassment to the University of Aberdeen for yourself?

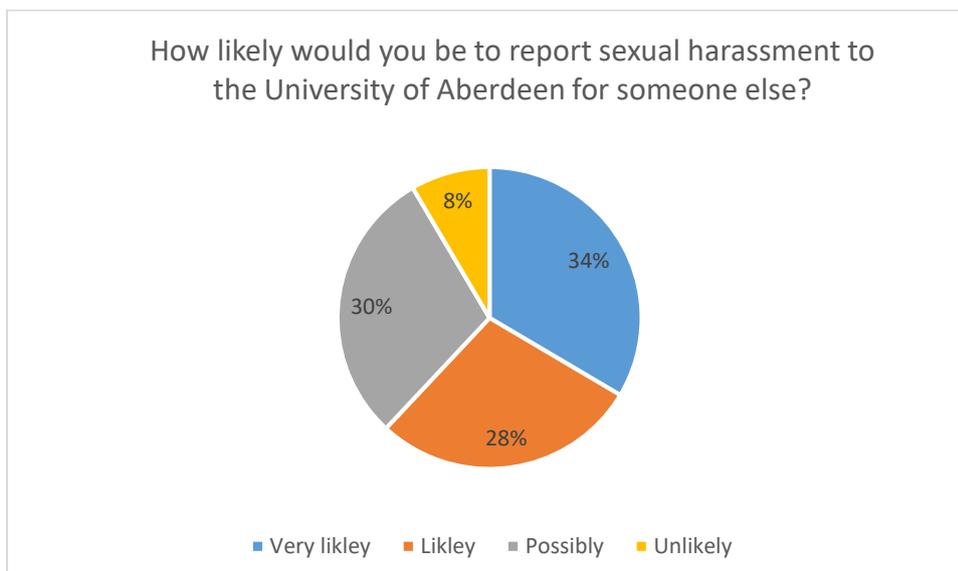
The options for this response were on a scale; Very likely, Likely, Possibly, Unlikely

This question received a very mixed response with the majority of staff (29%) responding that they were 'very likely' to report sexual harassment.



How likely would you be to report sexual harassment to the University of Aberdeen for someone else?

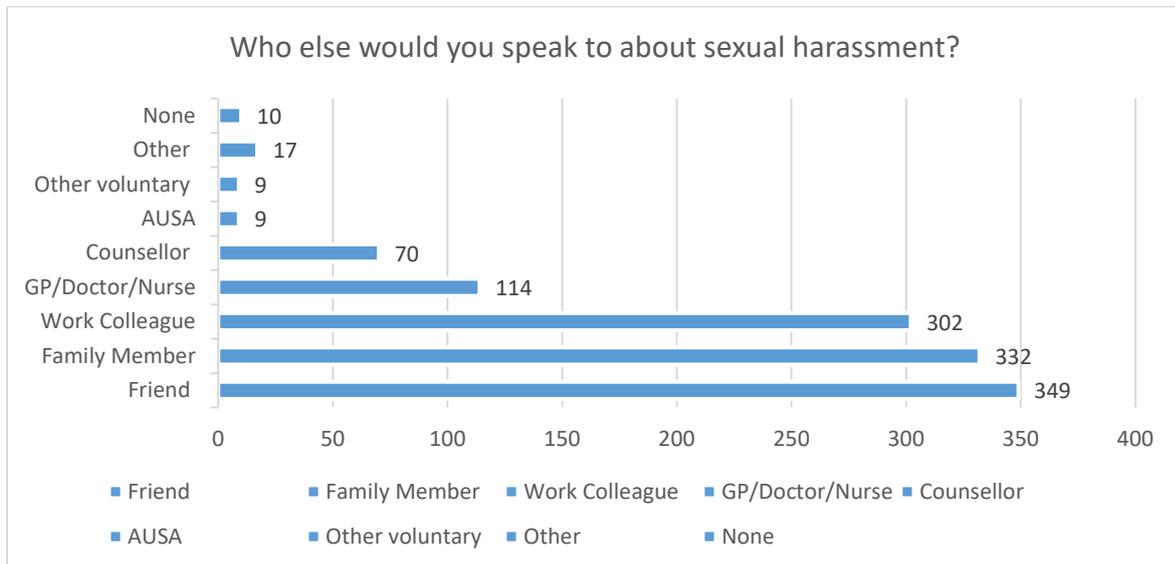
As with the question above, this question received a mixed response with the majority of staff (34%) responding with 'very likely'.



Who would you speak to about sexual harassment?

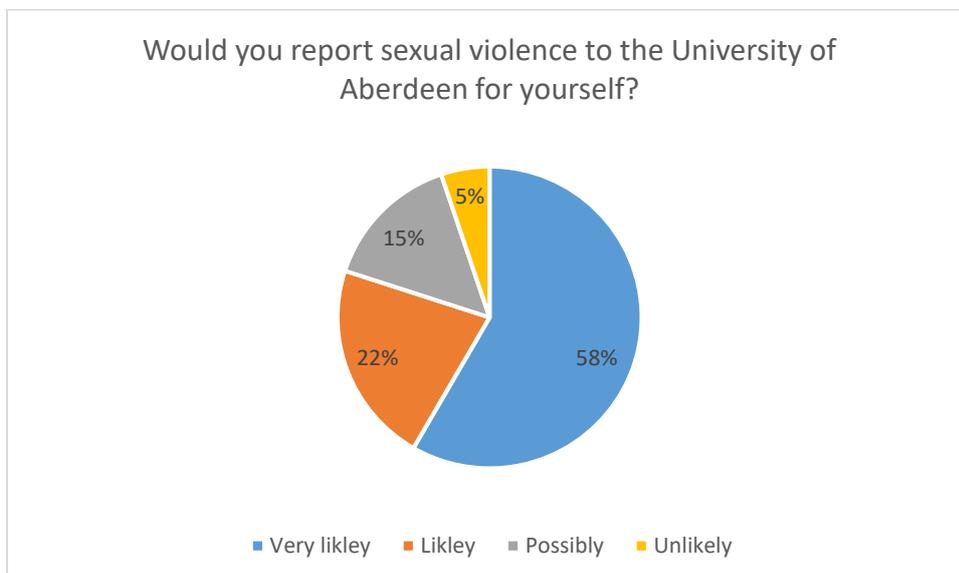
For this question, respondents could choose multiple options.

The most popular response was 'friend', closely followed by family member and work colleague.



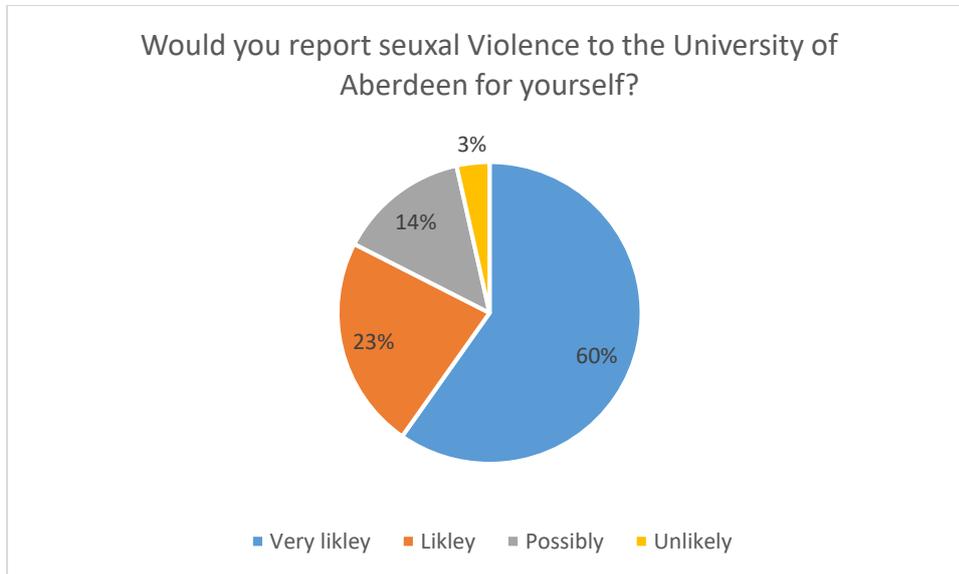
How likely would you be to report sexual violence to the University of Aberdeen for yourself?

The majority of staff (58%) said they were 'very likely' to report sexual violence to the University of Aberdeen, followed by 22% saying they were 'likely' to report.



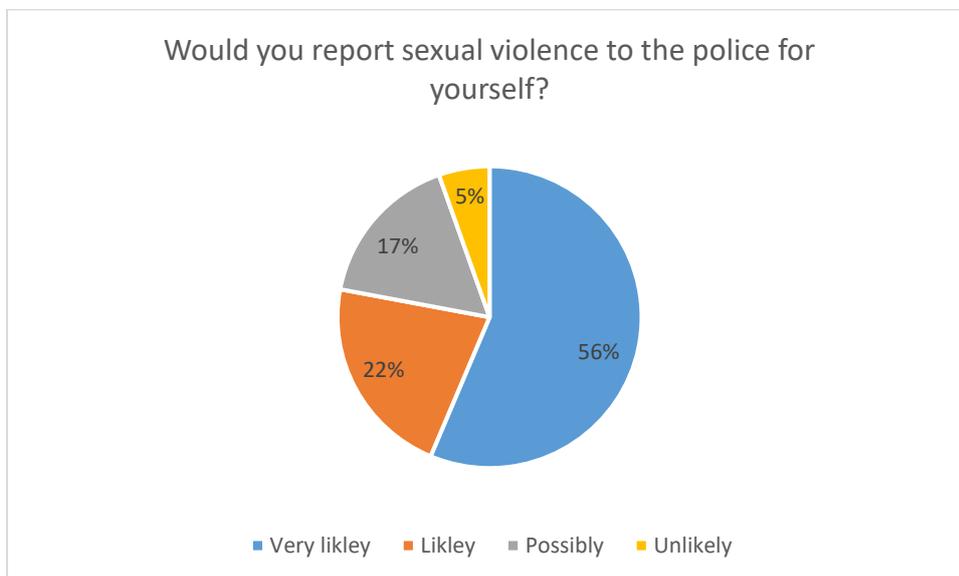
How likely would you be to report sexual violence to the University of Aberdeen for someone else?

The majority of staff were either 'very likely' (60%) or 'likely' (23%) to report sexual violence to the University for someone else.



How likely would you be to report sexual violence to the police for yourself?

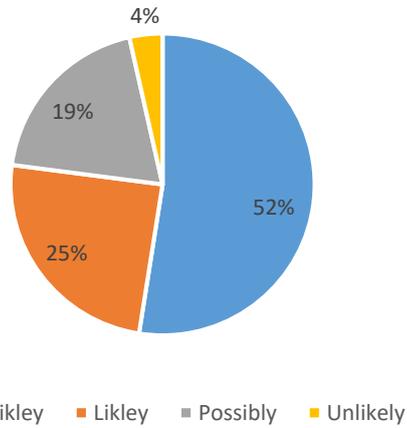
The majority of staff were either 'very likely' (56%) or 'likely' (22%) to report sexual violence to the police for themselves.



How likely would you be to report sexual violence to the police for someone else?

The majority of staff were either 'very likely' (52%) or 'likely' (25%) to report sexual violence to the police for someone else.

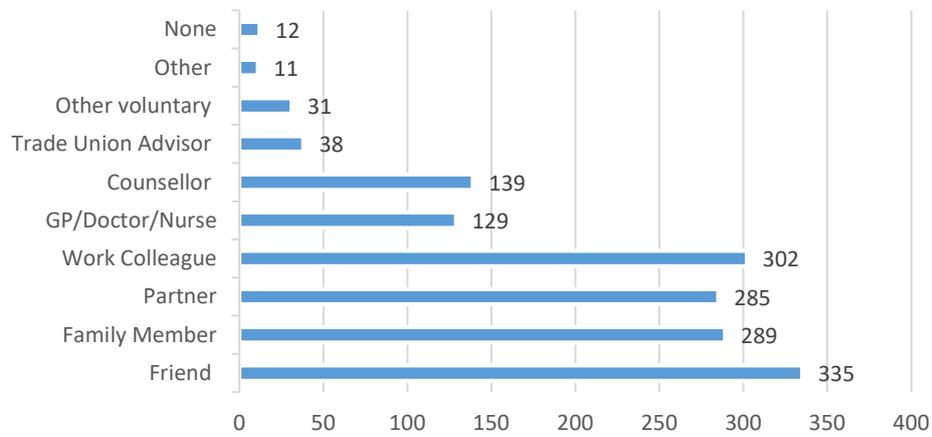
Would you report sexual violence to the police for someone else?



Who else would you speak to about an incident of sexual violence?

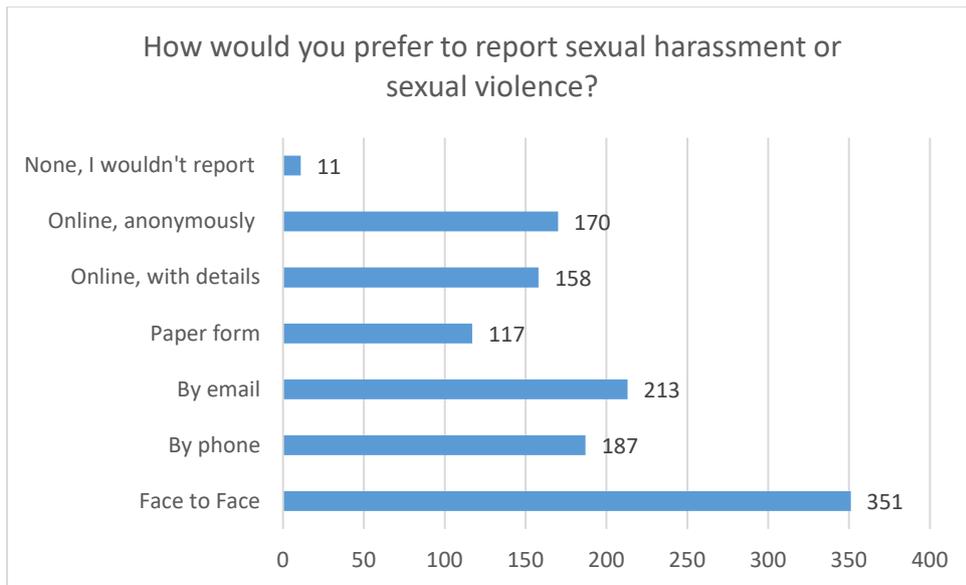
'Friend' was the most popular choice, closely followed by work colleague, partner and family member.

Who else would you speak to about an incident of sexual violence?

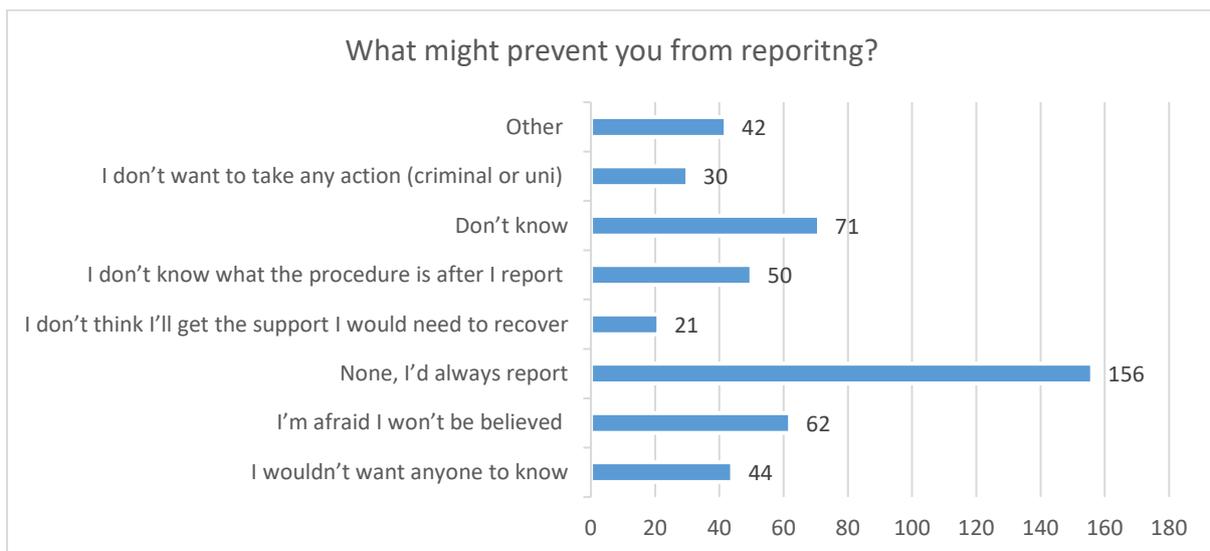


How would you prefer to report sexual harassment or sexual violence?

There was a clear majority for face-to-face reporting but no method of reporting was particularly unpopular.



What might prevent you from reporting?
 32.5% of staff members said they would always report.



Responding to Disclosure

Has anyone disclosed sexual violence to you?

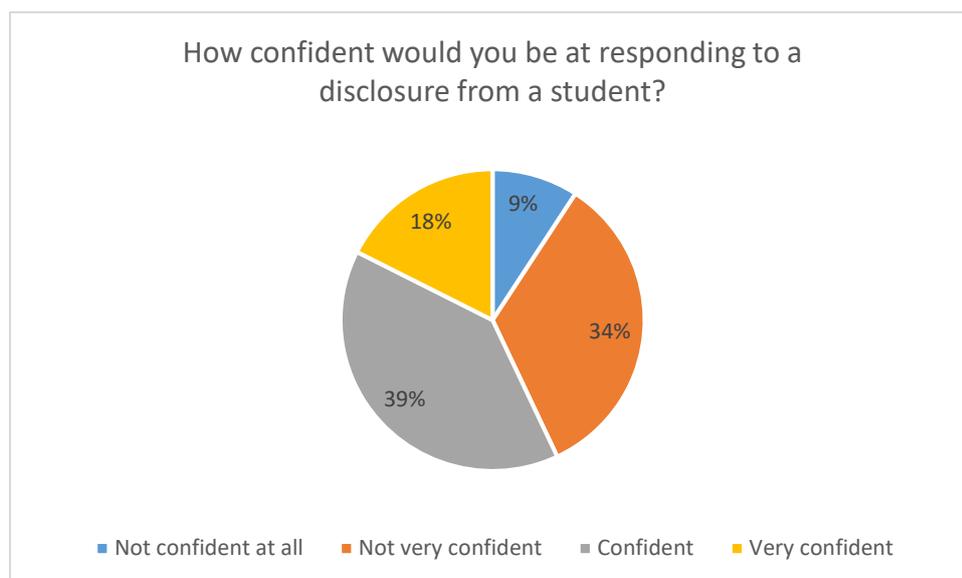
Just 15% admitted to being disclosed to. 50% of those who had been disclosed to say it was a student, 12% were staff and 36% preferred not to say who disclosed.

Has anyone disclosed sexual harassment to you?

Just 24% admitted to being disclosed to. 29% of those who had been disclosed to say it was a student, 33% were staff and 32% preferred not to say who disclosed.

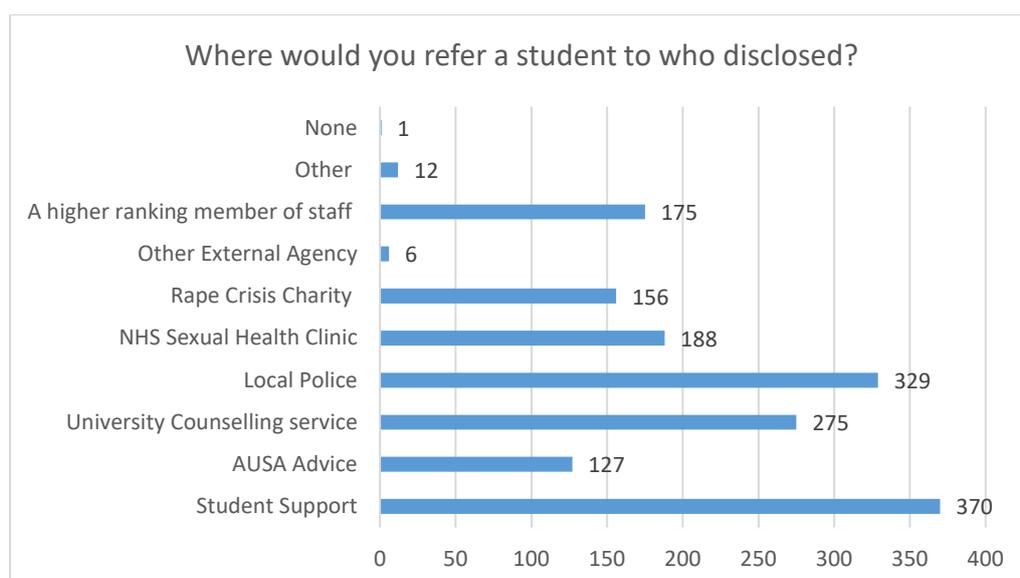
How confident would you be at responding to a disclosure from a student?

The majority said they would be 'confident' (39%) or 'very confident' (18%).



Where would you refer a student who disclosed?

The majority would refer a student to the student support service, closely followed by the local police.



How confident would you be at responding to a disclosure from a staff member?
The majority said they would be 'confident' (42%) or 'very confident' (19%).



Where would you refer a student who disclosed?
The majority would refer a staff member to the local police, closely followed by HR.

