

**Western Carolina University**

**Climate, Diversity, and Sexual Harassment Survey**

**June 24, 2014**

**Council on Diversity and Inclusion**

**Henry D. Wong, Chair**

## **Executive Summary**

### **Introduction**

The Council on Diversity and Inclusion (CODI) conducted a Climate, Diversity, and Sexual Harassment Survey in March 2014 for the purpose of determining faculty, staff, and students' perceptions of Western Carolina University's work and classroom climate, diversity, discrimination, and sexual harassment.

### **Overall Results**

The total population was 1400 and the return rate was 33% for faculty and staff (n = 468). Student responses were excluded from the analysis due to insufficient numbers.

Fifty-seven percent of the sample were staff compared to forty-three percent faculty. Fifty-six percent of respondents were female. Fifty-eight percent of the sample were between the ages of 41 and 60 years old. Eighty-nine percent were white. Seven percent had a disability.

Ninety-four percent of faculty and staff sampled strongly agreed/agreed that diversity was important at WCU.

Sixty-five percent indicated they knew where to go at WCU to have diversity-related concerns addressed.

Eighty-eight percent stated they feel accepted by WCU faculty and staff whose racial or ethnic background differs from theirs.

Eighty-six percent stated they feel accepted by their coworkers.

Twenty-five percent stated they experienced offensive or hostile conduct that interfered with their work or learning at WCU.

Seven percent stated they had experienced sexual harassment.

Twenty-six percent stated they had observed discriminatory employment-related actions like bias.

### **Interests and Suggestions**

The top five ranked workshops that faculty and staff would be interested in participating include 1) bias, 2) cultural diversity/diversity, 3) sexual violence, 4) sexual harassment, and 5) date-rape drugs.

Suggestions for improving the University's response to complaints include 1) providing more information on the WCU homepage, 2) having faculty share information in class on these survey topics, 3) providing more public information on topics of sexual violence and sexual harassment using social media and pamphlets and 4) offering workshops on topics like sexual violence prevention, sexual assault, sexual harassment, bias, and cultural diversity.

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# Climate, Diversity, and Sexual Harassment Survey 2014

## Introduction

The Council on Diversity and Inclusion (CODI) conducted a Climate, Diversity, and Sexual Harassment Survey in March 2014 for the purpose of determining faculty, staff, and students' perceptions of Western Carolina University's work and classroom climate, diversity, discrimination, and sexual harassment.

The survey was sent via Qualtrics to 1400 faculty and staff. The return rate was 33% (n = 468). Student responses were excluded from the analysis due to insufficient numbers.

## Demographics

- 91% were white
- 71% indicated their primary religion was Christianity, 1% Buddhism, 0.4 Hinduism, 0.2 Native American, and 26% Other
- 58% were between the ages of 41 and 60 years old
- 56% were female and 0.2% transgender
- 57% were staff compared to forty-three percent faculty
- 7% had a visual, hearing, learning, or mobility disability
- 3% were African American
- 2% were Asian
- 1% were Native American or Hispanic

## Summary of Overall Results of Faculty and Staff

### Diversity and Climate

- 97% strongly agreed/agreed that WCU is a welcoming environment for persons who are white.
- 94% strongly agreed/agreed that diversity is important.
- 93% strongly agreed/agreed that WCU is a welcoming environment for males.
- 86% strongly agreed/agreed that WCU is a welcoming environment for females.
- 83% feel accepted by WCU students whose racial or ethnic background differs from theirs.
- 78% strongly agreed/agreed that WCU is a welcoming environment for veterans.
- 66% strongly agreed/agreed that WCU is a welcoming environment for persons who are of different national origins and persons of color.
- 63% strongly agreed/agreed that WCU is a welcoming environment for persons with a disability.
- 60% strongly agreed/agreed that WCU is a welcoming environment for persons of different religions.

- 59% strongly agreed/agreed that WCU is a welcoming environment for persons who are lesbian, gay, transgender, or bisexual.

### **Hiring and Recruitment**

- 59% strongly agreed/agreed that WCU should do more to recruit/hire employees of color.
- 58% strongly agreed/agreed that WCU should do more to recruit/admit students of color.

### **Acceptance**

- 88% feel accepted by WCU faculty and staff whose racial or ethnic background differs from theirs.
- 86% believe the work environment is accepting of them.
- 83% feel accepted by WCU students whose racial or ethnic background differs from theirs.

### **Satisfaction with University Programs**

- 59% are Very Satisfied/Satisfied with programs to increase awareness of diversity.
- 55% are Very Satisfied/Satisfied with opportunities to interact with diverse persons on campus.
- 52% are Very Satisfied/Satisfied with services addressing needs of persons who are gay, lesbian, bisexual, or transgender.
- 52% are Very Satisfied/Satisfied with services addressing needs of persons with disabilities.
- 48% are Very Satisfied/Satisfied with services addressing needs of veterans.
- 44% are Very Satisfied/Satisfied with services addressing needs of persons from diverse cultures.
- 33% are Very Satisfied/Satisfied with services addressing needs of persons of diverse religions.

### **Sexual Harassment**

- 93% knew when to report sexual harassment and sexual assault. However, 7% did not.
- 86% were aware that retaliation against them under University policies #53 and #116 was prohibited.
- 85% knew where to report sexual harassment and sexual assault. However, 15% did not.
- 45% felt Very Comfortable/Comfortable reporting sexual harassment and sexual assault. However, 23% felt Very Uncomfortable/Uncomfortable reporting it.
- 25% witnessed an act of bias that may have interfered with someone's ability to work or learn at WCU. However, 13% reported it.
- 21% experienced being shunned, ignored, intimidated, or harassed that interfered with their ability to work or learn at WCU. However, 14% reported it.
- 13% personally experienced an act of bias that may have interfered with their work. However, 7% reported it.

- 7% have experienced sexual harassment. However, 3% reported it.
- One staff reported being sexually assaulted but did not report it.

### **Barriers for Reporting Sexual Harassment**

Respondents indicated that the barriers for reporting sexual harassment include the following:

- 30% are afraid of retaliation.
- 29% believe there is a lack of confidentiality.
- 21% are afraid of public humiliation.
- 15% believe there is a lack of University support.
- 12% believe there are norms maintaining women's sexual submissiveness.
- 12% believe there are norms supporting sexual violence.

Respondents suggested WCU could encourage the reporting of harassment, sexual harassment, sexual assault, retaliation, and better respond to complaints by the following:

- 36% stated provide more information on the WCU homepage.
- 34% stated to have faculty/staff provide information about these topics in classes and offer workshops on these topics.
- 29% stated provide public information like pamphlets.

Respondents indicated how familiar they were with WCU's outreach, education, and prevention efforts to identify effective strategies to reduce sexual harassment or sexual assault.

- 59% stated they were familiar Some/A Lot
- 32% stated Little
- 10% stated None

### **Discrimination**

- 26% stated they had observed discriminatory employment-related actions at WCU (e.g., hiring bias, search committee bias, limited recruiting pool, and lack of effort in diversifying a recruiting pool, promotion, tenure, salary, or dismissal). However, 4% reported it.
- 11% experienced discrimination at WCU based on their sex.

### **Workshops of Interest**

Respondents indicated how likely they would attend workshops in the following areas:

- 56% stated they were Very Likely/Likely to attend workshops on Cultural Sensitivity/Awareness and Diversity.
- 56% stated they were Very Likely/Likely to attend workshops on Bias.

- 47% stated they were Very Likely/Likely to attend workshops on Sexual Violence Prevention.
- 44% stated they were Very Likely/Likely to attend workshops on Sexual Assault.
- 43% stated they were Very Likely/Likely to attend workshops on Sexual Harassment.
- 38% stated they were Very Likely/Likely to attend workshops on Date-Rape Drugs.

## **Conclusions and Recommendations**

Interpretation of the results should be made with caution due to the small sample size of this survey. Based on the data, recommendations include:

1. Expand recruitment of minority applicants using targeted minority resources listed on the Equal Employment Opportunity webpage under the Employment and Hiring section;
2. Expand recruitment of faculty, staff and students of color;
3. Increase public information on sexual harassment, sexual assault, bias, and prohibition against retaliation using social media, the WCU webpage, and other marketing materials for campus-wide distribution;
4. Recruit faculty to provide links about sexual violence prevention, sexual harassment, sexual assault, and bias, on their Blackboard classes, classroom discussions, and syllabi; and
5. Provide professional development workshops campus-wide on topics of
  - a) cultural awareness/sensitivity and diversity
  - b) bias
  - c) sexual violence prevention
  - d) sexual harassment and sexual assault and
  - e) drug-facilitated sexual assault and date-rape drugs.

## Results Sorted by Faculty and Staff

### Demographics

#### Faculty (n = 202)

93% were white  
65% stated primary religion was Christian,  
3% Buddhism, 2% Judaism, 1% Hinduism, and  
30% Other  
65% were between ages of 41 and 60 years  
16% were between ages of 18 and 30 years  
15% were 61 years or older  
52% were female and 0.2% transgender  
9% had a visual, hearing, learning,  
or mobility disability  
1% were African American  
4% were Asian  
1% were Native American or Hispanic

#### Staff (n = 266)

90% were white  
76% stated primary religion was Christian,  
1% Buddhism, 1% Judaism, and 23% Other  
52% were between ages of 41 and 60 years  
32% were between ages of 18 and 30 years  
6% were 61 years or older  
60% were female  
6% had a visual, hearing, learning,  
or mobility disability  
4% were African American  
1% were Asian  
1% were Native American or Hispanic

### Summary of Sorted Results

#### Diversity and Climate

##### Faculty

##### Staff

Strongly agreed/agreed that diversity is important.

96%            92%

Strongly agreed/agreed that WCU is a welcoming environment for males.

92%            93%

Feel accepted by WCU students whose racial or ethnic background differs from theirs.

88%            79%

Strongly agreed/agreed that WCU is a welcoming environment for persons who are white.

86%            87%

Strongly agreed/agreed that WCU is a welcoming environment for females.

84%            88%

Strongly agreed/agreed that WCU is a welcoming environment for veterans.

81%            75%

Strongly agreed/agreed that WCU is a welcoming environment for persons who are lesbian, gay, transgender, or bisexual.

63%            53%

**Faculty      Staff**

Strongly agreed/agreed that WCU is a welcoming environment for persons who are of different national origins.

62%                  69%

Strongly agreed/agreed that WCU is a welcoming environment for persons with a disability.

61%                  65%

Strongly agreed/agreed that WCU is a welcoming environment for persons of color.

60%                  71%

Strongly agreed/agreed that WCU is a welcoming environment for persons of different religions.

54%                  65%

**Hiring and Recruitment**

**Faculty      Staff**

Strongly agreed/agreed that WCU should do more to recruit/hire employees of color.

72%                  50%

Strongly agreed/agreed that WCU should do more to recruit/admit students of color.

71%                  49%

**Acceptance**

**Faculty      Staff**

Feel accepted by WCU faculty and staff whose racial or ethnic background differs from theirs.

92%                  86%

Feel accepted by WCU students whose racial or ethnic background differs from theirs.

88%                  79%

Believe the work environment is accepting of them.

85%                  87%

**Satisfaction with University Programs**

**Faculty      Staff**

Very Satisfied/Satisfied with programs to increase awareness of diversity.

56%                  61%

Very Satisfied/Satisfied with services addressing needs of persons with disabilities.

55%                  50%

Very Satisfied/Satisfied with services addressing needs of veterans.

48%                  49%

**Faculty      Staff**

Very Satisfied/Satisfied with opportunities to interact with diverse persons on campus.  
47%                  61%

Very Satisfied/Satisfied with services addressing needs of persons who are gay, lesbian, bisexual, or transgender.  
40%                  45%

Very Satisfied/Satisfied with services addressing needs of persons from diverse cultures.  
40%                  56%

Very Satisfied/Satisfied with services addressing needs of persons of diverse religions.  
30%                  36%

**Sexual Harassment**

**Faculty      Staff**

Knew when to report sexual harassment and sexual assault.  
92%                  94%

However, 8% of faculty and 7% of staff did not.

Were aware that retaliation against them under University policies #53 and #116 was prohibited.  
89%                  83%

However, 11% of faculty and 17% of staff did not.

Knew where to report sexual harassment and sexual assault.  
82%                  86%

However, 18% of faculty and 14% of staff did not.

Felt Very Comfortable/Comfortable reporting sexual harassment and sexual assault.  
43%                  47%

However, 27% of faculty and 21% of staff felt Very Uncomfortable/Uncomfortable reporting it.

Witnessed an act of bias that may have interfered with someone's ability to work or learn at WCU.

27%                  23%

However, 15% of faculty and 12% of staff reported it.

Experienced being shunned, ignored, intimidated, or harassed that interfered with their ability to work or learn at WCU.

21%                  22%

However, 17% of faculty and 13% of staff reported it.

**Faculty      Staff**

Personally experienced an act of bias that may have interfered with their work.

14%              12%

However, 7% of faculty and 8% of staff reported it.

Have experienced sexual harassment.

9%              5%

However, 4% of faculty and 2% of staff reported it.

One staff reported being sexually assaulted but did not report it.

**Barriers for Reporting Sexual Harassment**

Respondents indicated that the barriers for reporting sexual harassment include the following:

**Faculty      Staff**

Afraid of retaliation.

29%              30%

Believe there is a lack of confidentiality.

28%              30%

Afraid of public humiliation.

21%              22%

Believe there is a lack of University support.

15%              14%

Believe there are norms maintaining women's sexual submissiveness.

16%              9%

Believe there are norms supporting sexual violence.

12%              11%

Respondents suggested WCU could encourage the reporting of harassment, sexual harassment, sexual assault, retaliation, and better respond to complaints by the following:

**Faculty      Staff**

Provide more information on the WCU homepage.

37%              36%

Provide public information like pamphlets.

28%              30%

Have faculty/staff provide information about these topics in classes and offer workshops on these topics.

26%              40%

Respondents indicated how familiar they were with WCU's outreach, education, and prevention efforts to identify effective strategies to reduce sexual harassment or sexual assault.

<b>Faculty</b>	<b>Staff</b>
Familiar Some/A Lot	
58%	69%
Little	
34%	30%
None	
8%	11%

### **Discrimination**

#### **Faculty      Staff**

Observed discriminatory employment-related actions at WCU (e.g., hiring bias, search committee bias, limited recruiting pool, and lack of effort in diversifying a recruiting pool, promotion, tenure, salary, or dismissal).

25%                  26%

However, 5% of faculty and 4% of staff reported it.

Experienced discrimination at WCU based on their sex.

11%                  10%

### **Workshops of Interest**

#### **Faculty      Staff**

Very Likely/Likely to attend workshops on Bias.

49%                  62%

Very Likely/Likely to attend workshops on Cultural Sensitivity/Awareness and Diversity.

48%                  63%

Very Likely/Likely to attend workshops on Sexual Violence Prevention.

37%                  54%

Very Likely/Likely to attend workshops on Sexual Assault.

33%                  50%

Very Likely/Likely to attend workshops on Date-Rape Drugs.

31%                  44%

Very Likely/Likely to attend workshops on Sexual Harassment.

29%                  54%

## **Appendix**

### **Suggestions for Enhancing WCU's Climate and Diversity**

<p><b>Workplace Climate and Diversity</b>          -Hiring more faculty/staff of color would be beneficial, but let's be realistic, the surrounding community may not be all that desirable to them.</p>	
<p>-I have seen employees hired for positions that I know they would not be the best candidate. However, they are friends with some people on the committee or directors of certain positions. As this campus continues to grow, the "friend mentality" has to stop.</p>	
<p>-Make information about these topics and educational programs more valued and more widely known. Most professors do not address these issues in classes, and often students do not feel comfortable approaching professors/authority figures about these issues if they do not know that they value diversity. Make sure that the policies surrounding these issues are actually enforced effectively. Crack down on departments that clearly value one set of cultural values over another (i.e., Christian prayer before dinners with university departments). Make programming and education on diversity/harassment/assault issues a priority and a requirement that is enforced.</p>	
<p>-We have a serious need to increase pay at the university. Our last two searches identified qualified women and minorities who were offered jobs but went elsewhere for higher pay. Our faculty remains very white and male. It's an issue in our accreditation. We are trying hard within the realm of finding an exciting and great candidate first and gender/diversity close second but we can't close the deal with low pay. Perhaps an effort by our provost to have a pool of funds or other benefit to attract those who receive offers.</p>	
<p>-I think we have a fairly well diverse campus and ongoing development of diversity and awareness will help.</p>	
<p>-Complete the gender equity study.</p>	
<p>-Perhaps a one-stop area for reporting these issues.</p>	
<p>-At this point I think a cultural shift can occur if we place the "right" people in positions of leadership. For example, it seems to me that our Chancellor is the "right" person to affect the socio-cultural change in this regard. His personality is such that he draws people to him, he is warm and likeable and because of this has the platform to speak publically on these issues to the campus community as a whole and affect change in this regard. Actively identifying existing leaders (whether they are faculty or administrators) and/or hiring others who have this ability as well, (preferably women and persons of color and other cultural backgrounds) would be a good starting point.</p>	
<p>-Support for students of color from faculty of color, which means recruiting more qualified faculty and staff of color. Cullowhee/Jackson county and Waynesville are not very diverse in terms of race, especially those who identify as black or African American. I suggest that any potential faculty are shown the Asheville area as well to understand that they will not be living in a white world.</p>	
<p>-Why is there no diversity(people of color) in Facilities mgmt.? I know of several people of color that have applied, I also know of several people that had applied that were not people of color that was hired by the Good Old Boy System. Not what you know but who you know. The top person over Facilities mgmt. does not want any DIVERSITY in facilities mgmt.</p>	
<p>-More visible diversity among employees (faculty and staff) and students -- active recruitment and active commitment to retention.</p>	
<p>-Continuing to build relationship with the Eastern Band of the Cherokee. Work with partners to develop appropriate housing in the area for attracting faculty and staff.</p>	
<p>-I would suggest having mentoring programs for individuals from diverse ethnic backgrounds and persons of color.</p>	

<p>-The problem is that all of the items listed as suggestions have been tried at WCU, but have failed to bring about the changes needed to enhance WCU climate and diversity. As I said in my earlier comments, the problem at WCU is deeply ingrained in the culture of the organization. Until faculty, staff and students from other parts on N. Carolina, the U.S. and the world are welcomed to the campus and in the larger community, then real change will not occur.</p>	
<p>-Unless WCU can assist Western North Carolina in general with its lack of interest in diversity and climate, I don't believe there is anything more you can do. Our area isn't exactly a melting pot of diverse people or cultures.</p>	
<p>-Continuing to bring diverse cultural events to campus- e.g. Buddhist monks, throat singers, etc. And continuing to encourage faculty to promote attendance at these events - and foster class discussion. If possible (and legal) offer scholarships promoting student diversity.</p>	
<p>-It is difficult to reach out to diverse employees as the community as a whole is not very diverse. The potential employee can see WCU as being nondiscriminatory, however if they live in the local community and their family attends local schools, etc, they may not come due to that discrimination.</p>	
<p>-Provide monetary support for placing job announcements in publications that are more diverse.</p>	
<p>-Increase understanding of non-Christian religions on campus. It can be frustrating to have to explain why you don't celebrate Christmas and that your religious celebrations predate Christianity.</p>	
<p>-As a minority (woman), I find it offensive that anyone would be hired because they are a minority rather than on their own merit.</p>	
<p>-Recruit more diverse faculty, staff and student body.</p>	
<p>-We need to have diversity recruitment plans for both students and faculty/staff. It's not enough for us to blame our lack of diversity on our region.</p>	
<p>-Remove skin color and sex question from the admission and job position applications.</p>	
<p>-I think WCU is doing a great job emphasizing diversity and related matters, in comparison to other institutions I have been affiliated with.</p>	
<p>-As a person of color it is uncomfortable to be in a class setting where no one looks like me. I have no professors of color, in fact University wide there are only two full time African American professors at WCU. Recruitment and retention should be a higher priority for our undergraduates, graduate programs, and faculty/staff. Hair Care Products for Ethnic Hair types Makeup that matches my shade of Brown Plays and concerts that reflect students of Color " A Raisin in the Sun, For Colored Girls, Hairspray etc.) Radio stations that reflect Diverse Genres of music (Pop, Hip-Hop, R &amp; B, Rock, etc. not just Country) Soul Food options.</p>	
<p>-Having more persons of diverse backgrounds interacting on an equal basis in a variety of situations on campus is the best way to increase acceptance.</p>	
<p>-I believe the university should approach this topic as Inclusion as opposed to Diversity. Diversity separates us, and puts students/faculty and staff in adversarial positions (picking one topics/group over another). In relation to admitting/hiring people of color, I think initiatives to accomplish any institutional goals are fine. Obviously, WCU is in a challenging situation as a regional comprehensive in relation to admitting students of color. That said, if an applicant is qualified, they should be admitted. I would hope that through a shift to Inclusion, students of color will choose to come to Western more frequently as a result. In relation to hiring faculty/staff of color, I feel that the most qualified people should work at Western. Like admissions outreach, there should be hiring outreach to underrepresented groups. I do not feel that someone's status in a protected class should</p>	

provide them a job over someone else with the same (or better) objective qualifications. I feel the same way about salary increases related to retention (of which I have seen at least 2). 99% of our staff do good work. Some of our staff do not. These folks should not be retained *solely* because they are a member of an underrepresented group. This undermines the rest of the work we do for our students.	
-More cultural events.	
-I am pleased with the number of diversity workshops and cultural events held on campus. Having faculty encourage students to attend these events would be great.	
-The make-up of our society is changing. People of color will no longer accept, no should they accept, such a little part of the total community's resources. They must now be seen for what they are: an important, valuable and integral part of the WCU community. Having a few events on a certain month of the year really doesn't address their needs or abilities.	
-Cultural events are always good, and I really wish prominent people like our Chancellor and important community members would be more visible at diversity events. Something like the upcoming Gloria Steinem event will be a great opportunity for those in power to show that they really respect and care about their women employees and students.	
-Hiring more faculty of color and international candidates needs to change the assumptions that exist about this part of the state being all white and WCU being a regional university having an almost exclusively white student population. -Hire and recruit more people of diversity. In terms of accessibility, over-crowded desks in classrooms makes it undesirable for people with disabilities requiring wheelchairs to be able to maneuver. This has to be changed.	
-I think forums with focus groups (African American faculty/staff) with the Chancellor and other administrators would be effective and informative especially, for the new administrators. I don't think there has been any discussions with these groups and administrators in years. I also feel the campus should strive to improve communication with our alumni of color these are the individuals who have ties to Western share a genuine interest in the success of the University and would be great recruiters.	
-Maintain confidentiality or integrity in HR and with WCU reporting processes. Priority should be placed on hiring faculty of color and diversifying the staff and student population.	
-I believe WCU does a solid job of trying to be diverse. But in my opinion, when it comes to hiring or admittance policies, hire the best employee -- admit the best students -- regardless of creed, color, religion, etc.	
-I also see diversity issues not with hiring "color" but with hiring people with criminal records and no experience in the job field applying and accepted the position.	
-These topics will need dedicated effort to achieve actual change. Culture change is complicated, takes time and constant attention to achieve sustainable and measurable change. The WCU community will need to see action and real change to buy in to culture shift. Quick culture shift only happens from the top down with swift sweeping changes. Sustainable change has to include a simultaneous bottom up approach.	
-Hire more faculty/staff of color, recruit more students from different cultures, provide more support to faculty/staff from different cultures or color. -Recruiting and hiring more faculty and staff of color - our students of color need to see themselves reflected in those that teach and mentor them.	
-Many of the suggestions offered in this survey seem to be part of appropriate efforts for students. They do not seem likely to be attended by faculty or staff (or very many of them). It seems that	

Student Affairs works on this at least from the top down. I don't know what Academic Affairs does, and I am a faculty member. I know that top-down rules and regulations exist, but those, of course, do not make long-term change in culture.	
-Be more inclusive. Diversity does not mean you must marginalize heterosexuals, males, white people, etc.	
-I don't believe we need to "enhance" the climate for diversity at all. If anything, as a older, white male, I feel discriminated against. The emphasis at this university (and many others, I am sure) is on people of color, minorities, or women. Enough already -- I get it!!! Let's have less emphasis on diversity and more on learning. Let's not get sidetracked into whether or not someone is being discriminated against. A black can now be president of the U.S.! What is hindering a black (or a woman, a Muslim, or a Hindu) from succeeding in any position? Only ability, education, or determination. Where is the discrimination? It is a form of reverse discrimination to ask a question in this survey about whether or not a black should be given preference in admittance to, or to be promoted to a position within the university. Such a question has an inherent partiality--a racially discriminatory tone to non-blacks.	
-Requiring extra review of searches in departments that fail to meet targets.	
-Hiring more staff of color. Not faculty, there seems to be plenty of diversity there in my opinion, but the staff needs to be more diverse.	
-I suspect many examples of harassment, assault, and violence are exacerbated by alcohol. Stronger alcohol policies may do more to reduce some of these problems than additional workshops, etc.	
-I think that acceptance of diversity starts in the classroom. Faculty need to model acceptance of all backgrounds. Unfortunately, this does not always happen.	
-Again, integration in the curriculum. Faculty should be evaluated on their inclusion of this in their classes.	
-Utilize digital signage across campus with well-crafted "scenes" to get various messages out there. Some can be discussion provoking. Like advertising--it is all in crafting the message to the media and to the audience.	
-Expansion of study abroad / exchange programs.	
-All of the above. Mostly, quit worrying about your numbers and keeping them low to lull young women into a false sense of security here. Sexual assault is sexual assault, not non-consensual sexual contact.	
<b>Student Diversity</b>	
-Gender neutral campus bathrooms and housing options for gender incongruent students. An active GLBTQ club for students which tells prospective GLBTQ students that there's a place for them here. Events for non-Christian community. Recruiting strategies for more students of color and diverse faculty members.	
-There are two things I think I'd like to see: (1) more information for/about/to help our gay & lesbian students, and (2) more opportunities for students to meet & mix with students not like them (e.g. International Days).	
-Recruiting/admitting more students of color, hiring more faculty/staff of color.	
-Recruiting/admitting students of color/diversity should always be a university priority. However, hiring faculty/staff for the sake of diversity is concerning. I have unfortunately heard about hiring practices that were questionable and done for the sake of hiring in the name of diversity.	
-Recruiting students of color & international student increase. Look into changing the food because it does not meet the needs of our international student population most of the times. Have random	

"Free Hug Day" Programs outside on warm days at the catamount. Advertise Diversity Coffee talks or something to where students can come and meet/mingle other students of diverse backgrounds. Have classes/professors collaborate with one another on certain projects (intertwine their class).	
-I have been underwhelmed by the visibility of LGBT students and faculty here on campus. As a new gay faculty member, I have been dismayed at the lack of an LGBT presence on campus. I imagine this is a hard campus environment for an LGBT student. As a gay faculty member, I have reached out to serve as a resource to student organizations, but do not anticipate much will come of it.	
-More cultural events that celebrate different groups, recruiting more students of color and enhancing their student life experience, hiring more faculty/staff of color.	
-A person/student should not be hired or admitted because of their color. That decision should be based solely on their qualifications. Hiring/admitting a person because of their race is discriminating against someone else.	
-Seek out funding sources/donors particularly for scholarships for underrepresented students; Increase shared programs and events between WCU and the Eastern Band of the Cherokee (including offering transportation for students to Cherokee for such an event).	
<b>Professional Development</b>	
-More workshops on diversity, sexual harassment/sexual assault, and sexual violence prevention, hiring more faculty/staff of color, having more conversations about lgbt issues.	
-Stop with all of the required blackboard courses for faculty. It is a waste of time. New faculty are expected to read the faculty handbook, where all needed information is contained.	
-More workshops on diversity issues; stronger requirements to get faculty to attend these trainings; more support/mentoring for faculty of color.	
-Longer Red Zone awareness, more workshops on what Red Zone is actually about.	
-Any of the above require some form of mandatory and/or highly encouraged attendance. Otherwise, the most desired target audience will not be present.	
-Workshops don't attract students, but they are a captive audience in classes. If faculty would speak about these issues in classes, there could be more dialogue and more information exchanged.	
-At WCU, we lack management training for new managers. Instill upon them the seriousness of Diversity.	
-I think we need a position at WCU that focuses on sexual violence education. There are several positions that touch on the topic, but no position that focuses JUST on sexual violence.	
-Workshops would be useful.	
-Training opportunities like the Leadership Conference allow different groups on campus to interact with one another outside of their departments, divisions, etc. More opportunities for training of this nature would allow more interaction between the various groups on campus. Upper administration needs to remember that not all employees (faculty/staff) work a 8 or 9 to 5 position - we need to embrace all groups and all employees.	
-Year-long campaign about issues of sexual violence--maybe a peer-to-peer education/consciousness-raising team?	
<b>Miscellaneous</b>	
-Let's have a Caucasian celebration day.	
-I think WCU does a good job on all of these efforts. Just carry on--	
-I've already noted my suggestions on prior screens.	
-all of the above	

-All of the above examples sound great. Do them all!	
-Again, I think WCU is doing a good job addressing these areas.	

## **Concerns about Climate and Diversity**

## **Workplace Climate and Diversity**

-The "good ol' boy" network is alive and well at WCU.

-Maybe look at the "good old boy" network on campus in certain departments. Look at helping spouses get hired on campus.

-The Residential Living department has members with extreme bias towards people of differing races, sexual orientations, and backgrounds. There is also at least one male upper administration staff member in residential living that has seemed to make it his mission to make women extremely uncomfortable. Several of the male RDs and GCCs have showed bias towards women and members of the LGBT community. The department has no concept of diversity or cultural sensitivity. Residential Living seems to be allowed to do whatever they want, and the staff in that department need to be taken to task.

-The concern I have is that my students are being enslaved to a lifetime of debt due to rising costs at this university. These costs are driven by having too many administrators, offering too much fluff, and not enough concern about improving the quality of academics at a reasonable price.

-Actively seeking out diversity among students and faculty is a form of discrimination. Hire faculty and accept students based on their credentials.

-Socio-economic bias among students.

-Foreign born faculty are given much more consideration in travel, tenure, work load, etc.

-There are some faculty who need to be examined for their particular attitudes toward others. For instance, older students, women, and any complaints of such faculty need to be investigated by an unbiased committee. When a faculty member is so negative that her whole class has complaints about her then something needs to be done, not letting the "dean" or other relative decide or turn a blind eye or deaf ear!

-It is important to realize that some of our population comes from areas of the world where certain groups are discriminated against and this is normal and accepted. This may or may not apply but there are times when certain individuals will only work with females and others will only work with males. This is not a reflection on the person but a cultural difference.

-There are diversity issues even among the "locals" and transplants and even people of the same race. Changing the attitude of people is not an easy task, particularly if they feel entitled to be treated a certain way. What I have found is that a lot of local people have family roots in this community and they feel they should be entitled to special treatment because of what their last name is or their family association. Politics, law enforcement, etc helps them perpetuate this environment. Ironic we are at an institution of higher learning, and the biggest hope for changing the diversity/harassment problems is to raise the IQ of those that engage in these acts the most.

-How things are handled when you complain about discrimination and the person that is over the person that you or complaining about tried to find if you have done any discrimination and the people that they ask have lied. When you ask who said that you said something discrimination they wouldn't tell you. They get you in their office and make like you are not the victim. This Campus need to get rid of the Good old boy system and hire outside, not who know and who is their friend. This campus has a long way to go. This is one of the reason why when people of color are hired at this University they won't stay long.

-The surrounding counties around WCU including Jackson County are primarily white, Native American, or Hispanic-Latino. It is difficult for persons of color to feel welcome in this environment. I believe that this needs to be addressed in order that African American individuals believe that they have a place in the WCU environment.

<p>-The climate among faculty doesn't seem to value my politically and religiously conservative views. That is clear by what is advocated and publicly promoted by various units of the university and the nature of conversations with colleagues in my own unit. I ask myself what would happen if my views were more clear to my coworkers, and not being able to answer that either way keeps me silent because I don't know and I lack the courage to find out. Anyway, the issue of stagnant salaries is far more important to me than the issues in this survey.</p>
<p>-I stated my concerns in my comments. Unfortunately, I do not have the answers to the problem I feel is the heart of the matter. It is difficult to bring about diversity when there is little to no diversity in the culture, the environment and in the attitudes of the region. Don't get me wrong. I would love to see a change in the WCU climate. However, WCU is not an island. Then climate in Cullowhee, Sylva and the western N. Carolina region also matters and impacts the culture and attitudes expressed at WCU.</p>
<p>-When recruiting for employees or students it is a form of discrimination when certain areas of race or creed are singled out. It should be policy to employee or accept people based on best qualified for the job or best fit for the student not because the numbers aren't acceptable.</p>
<p>-Improvement in facilities for individuals with physical disabilities. For example, it's discouraging that a new building like HHS does not have vanity stations that can be reached by someone in a wheelchair. There are no gender-neutral restrooms. There are no instructor stations for a faculty member in a wheelchair. We were even asked for a lactation room.</p>
<p>-I think we need to look at the fact that most of our leadership (deans, upper administrative management) consists of mostly old, white guys.</p>
<p>-I think at times we do have a sense of bullying by management. Perhaps the stress level is great or the pressures, but an employee should not feel intimidated.</p>
<p>-White male faculty -- at least those in the college of business - could benefit from receiving enhanced awareness of gender and sex bias and misperceptions.</p>
<p>-Persons for whom English is not their first language and who have trouble learning it.</p>
<p>-I had a faculty member consistently tell offensive and religiously biased jokes that were demeaning; often referring to residents of Appalachia as "a bunch of Christian rednecks." He made is faith very clear to all who would listen. I firmly told the individual to stop and that if he did not I would file a formal complaint. He stopped and I do not associate with the individual.</p>
<p>-As a staff employee, I was treated very rudely by Middle Eastern students. I understand they have a different viewpoint on the value and courtesy afforded to women due to their culture, but perhaps they should receive diversity training due to this culture. Not only were they verbally rude, but on more than one occasion, as a group they would walk into my path and force me off the sidewalk and other such events.</p>
<p>-Please keep in mind that just because WCU is open to diverse cultures, religions, and race, the surrounding communities and areas are not. Western NC has always been a predominately "WASP" area and that will not be changed overnight.</p>
<p>-WORKSHOPS do NOT work! I have attended all of these things and they are not helpful.</p>
<p>-Given our proximity to Cherokee and the importance of Cherokee history and culture to our campus, I find it very disheartening that we do not have more Cherokee students enrolled. I think there should be more intentional outreach to Cherokee students to promote their enrollment at WCU and to bridge the gap between the University and the Cherokee community. With that being said, I don't think we should exclusively cater to Cherokee students to the detriment and exclusion of other Native students who may be from state-recognized tribes.</p>
<p>-This survey is written very much to the negative assuming bias and lack of understanding. You</p>

will get the answers you are looking for - too bad it couldn't be a less bias survey.
-The word diversity is presumed to mean socio-economic diversity. However, at a University the word diversity should also (and perhaps foremost) mean intellectual diversity.
-By highlighting the need to "recruit/admit more students of color, and hiring more faculty/staff of color" the university is judging people by the color of their skin instead of their professional skills. The color of someone's skin or sex should be irrelevant on admission and job applications. Until we remove this classification, then we will never be able to overcome this idea of difference based on skin color. The younger generation does not see color of skin as the older generation does, we see people. However, with everyone that keeps categorizing everyone based on skin color you are teaching the younger generations to do the same and that you can get more opportunities based on the color of your skin. Everyone should be judged, not by the color of their skin but by their education & work ethic. Stop trying to make this university diverse by color but choose to focus on educational experience, exposure to cultural diversity, and/or economics status. Color of someone skin MAKES no difference to who they are, stop focusing on someone's color and realize we all deserve the same chances and opportunities!
-Please celebrate all students, all year long.
-Would like to see some sort of dress code for faculty and staff. Really tired of female co-worker's inappropriate attire, wearing exercise clothing while at work, etc.
-I hope that the University will take a strong look at the responsibilities required by the daily changing Federal laws related to sexual harassment and sexual assault on college campuses. I know that there are committees on Sexual Violence and we have some Title IX activity, but I don't feel that the right people are being asked for input on how to make our campus more student friendly. WCU is worried about being sued or investigation (and rightfully so with Chapel Hill and Elizabeth City with issues) but while some of the reactions make sense (Clery Coordinator) others do not (mental health counselors are excluded in every federal mandate as CSAs, but they have to report here? Where are the safe spaces now?) I hope that the Chancellor and his leadership will allow for a bit of feedback through this survey, understanding that we only mean to serve our students better. We all want the same thing: a safe, healthy learning environment for our students.
-Our non-white students face discrimination, hostility, and marginalization every day from white students who probably don't always realize that they are not including them because they are different. We need to find ways to talk about this as a community and bring these students closer to each other so that they interact more.
-I believe that if we were able to recruit faculty from other ethnicity the climate would become more attractive to students of color.
-I did the survey because it was sent by Belcher not because I thought it was covering important issues for WCU (at least not from I have experienced).
-I think the past administration allowed other administrators/managers to overlook diversity issues for far too long. It is encouraging to see Chancellor Belcher bring the alarming retention statistics of a declining diverse staff to the attention of the campus along with a message for immediate attention and results. I would also like to mention that as an observation during the process of campus reorganizations possibly one if any African American men or women were promoted.
-As noted in my lengthy preceding comment, I am concerned that there is no ready way for students to report sexual assault. Students who have been sexually assaulted may need services beyond that which can be offered by police and might require a collaboration between law

enforcement, counseling, housing, faculty, and other campus areas. A dedicated office to address this would be a good thing, in my opinion. When discussing sexual violence, this survey in no way addressed long-term, patterned violent behavior. While typically thought of only as "domestic violence" between married partners, the broader term "relationship violence" describes a pattern of verbally, emotionally, and physically abusive behavior that as many as 40% of college students may experience. In these cases, students may require assistance in obtaining restraining orders, navigating the legal process while navigating class, and finding a place to live that isn't a space shared by their significant other. Finally, while less prevalent, stalking is still a very real problem among college students and deserves a mention as well.

-There is a reverse discrimination against Christianity among a vocal group of faculty on campus.

-Need resources to support the retention of faculty and staff of color, GLBT community and international students. Equitable treatment among staff to include responsibilities, salary and promotions. Support from upper administration to address diversity concerns, implement diversity initiatives and enhance campus climate so everyone feels valued and appreciated.

-There is a strong issue with people being hired with criminal backgrounds. There have been several applied for jobs and never got an interview, but they hire someone with a criminal background or no experience in the job field.

-A student last semester reported transferring to another university due to being subjected to racist comments and a non-inclusive culture here at WCU. The culture here is broken, just as it is broken in our state and country ...

-Faculty should be encouraged to welcome all students regardless of their age, ambitions, and abilities. Those that do not do so and have numerous complaints against them should be shown the door regardless of who they are or their tenure status.

-Promotional opportunities are a big source of discrimination and bias from my viewpoint. I have never witness sexual harassment, violence, or assault, so these things are lower on my priority list.

-I already filled this out, so you shouldn't count this in your sample. This survey has been bugging me since I took it though, so I thought that I'd drop a note in here. I really hope that you won't make any pronouncements about any of the topics surveyed here. This survey is not well constructed. In fact, I would question the validity of any information derived from these results because of the serious methodological flaws in the way questions were asked. If you're just gathering data for curiosity sake, then this should be ok. If you're going to include this in any reports or make any sorts of decisions based on this study, you are making a giant mistake. Please find someone on campus that understands survey methods and have them help you.

-In responding to the concerns included, I was not able as a faculty member to comment on concerns that I have heard about second-hand through in- and out-of-class conversations with students, though I did try to squeeze them into some of my "yes" answers. For instance, in I've had several occasions when small groups of primarily black students will share stories of racist interactions with white students.

-Most of this is common sense and decency, aside from the legal issues of protected classes. These issues should be addressed in the normal course of business (classes, disciplinary actions, etc.) and not segregated programs that serve particular political correctness agendas. Resources for academic institutions are too scarce to channel into special interests. We cannot afford an office for everything. This caution extends far beyond the subjects of this survey. Growth of administration in general is a huge budgetary problem.

<p>-I did that in another comment box, now I realize I should have waited. Just please help fix this bias that I'm feeling. It's not through any direct statements or anything, just general conversations with people, that I've had. Nothing particularly hateful was said, but I felt the need to fib and say I was religious, out of fear that I would be retaliated against. I DO NOT like lying about who I am to keep my job.</p>
<p>-There is a danger of de-sensitizing people to issues through overabundance of information. Pamphlets, posters, and workshops all have their place, but most perpetrators are probably aware that their deeds are inappropriate. They know, but they just don't care enough to limit their behavior.</p>
<p>-This is a hard question. I feel that sexual and religious discrimination occurs in some departments.</p>
<p>-In terms of bias &amp; discrimination, I think that a large concern is the greater Cullowhee/Sylva community and how our students of color are treated when they go to stores, restaurants, etc.</p>
<p>-Workplace and community bullying - although bullying is a form of harassment and while it is childish and clearly displays a person's lack of confidence in themselves when they have to resort to bullying, it is not limited to elementary or high schools and is very prevalent in the university. I also think Managers need to take some kind of training to learn how to deal with insubordinates. When you have directors that pick and choose who they will speak to, there is clearly a problem with equality and managerial styles. Sometimes our director will speak sometimes he won't. He can sit in his office with his door wide open and acknowledge the men in the department then act as if he does not even see others.</p>
<p>-Street harassment.</p>
<p>-Nothing will change until employees have safe places to go to report serious issues. HR is perceived as being there to support the administration, not employees. Retaliation is a serious issue and must be addressed. The university does not have a clear policy on retaliation that is a stand-alone policy that tells employees that if they report discrimination, criminal activity, sexual harassment, etc, they will not be retaliated against. Do a search of the website on retaliation and look at the results. Employees need to know they are protected and the university needs to support employees and address retaliatory conduct. I did not address student issues because I do not know how they are handled.</p>
<p><b>Salaries</b></p>
<p>-Pay inequality for faculty based on gender.</p>
<p>-Salary for new hires with less experience coming into a similar job will make at least 32% more salary than I will. In my work life at WCU I have always been a leader, excelled in job performance, etc. The new-hire salary discrepancy concept is extremely discouraging. It becomes even more difficult to continue to do a good job when you work in an area that is highly understaffed, low performers have been allowed to continue, there are less people in the work group than there was about 9 years ago, the difficulty of the work has increased and expanded exponentially, and more performance is requested from the better performers.</p>
<p>-I believe the salaries that can be offered here at WCU have an affect on the recruitment of internationals on the academic side. Budget constraints negatively impact WCU's international competitiveness. I also believe most the staff side come from the surrounding areas because of the same issues - in order to attract individuals from across the country to come to the somewhat isolated Western Carolina University - competitive salary is a large factor.</p>

**LGBTQ Community**

-I had a student complain to me about the very anti-gay comments by the marching band that were overheard frequently. As a lesbian, she felt very uncomfortable and asked if I would speak to the marching band staff. I did, but not sure if anything changed since the student graduated quickly thereafter.

-While my department and colleagues go out of their way to be welcoming and I feel 100% comfortable, as a lesbian faculty member with a wife and family, I don't feel comfortable coming out to my undergraduate students, many of whom come from conservative cultural or religious traditions. I would, however, like to be a role model and support to my students who identify as LGBT or are questioning. I know other faculty, many of whom are from more progressive communities all over the country, do not know how or if to approach coming out to their students. I don't know of University policies, procedures, recommendations, etc. regarding this topic but would like to. I'd also like to become involved in religious ministries on campus but fear encountering passive or overt homophobia, especially the Christian ministries,

-There is an assumption at WCU that we are all Christian and that we are all heterosexual. It comes out on a daily basis in the micro interactions one has with colleagues. For those of us who are in the LGBT community, these are micro aggressions that we just get used to, but they are tiresome nonetheless. For those of us who are not Christian, an "us-and them" dynamic starts to form.

-Students don't have an LGBT advocate or organization to support them here on campus.

-All of the business about 'safe zones' for homosexuals and transgendered individuals has no part in what we do at this university. Our focus should be on learning. I work around a number of overly homosexual students. This is not something to be occupied or obsessed with. These students are responsible for learning and demonstrating their mastery of course content like all other students. Why are we fixating about these behaviors? The military used to have a policy called 'Don't Ask, Don't Tell.' We would be better served by just following something as simple and basic as that. Sexual orientation is not worthy of so much time and attention. The attention and emphasis on sexual orientation is driven by those whose sexual mores are out of the mainstream--they are seeking acceptance. We do ourselves no favor as a university to dwell on this issue, or attempt to make WCU accepting of these aberrant behaviors. We are in the business of HIGHER EDUCATION, not diversity education. Let's keep the main thing, the main thing.

## **Workshops of Interest**

<p><b>LGBT Community</b></p> <ul style="list-style-type: none"> <li>-LGBT</li> <li>-LGBT students and faculty (especially in context of religion)</li> <li>-LGBT Resources &amp; Services on Campus</li> </ul>
<p><b>Bullying</b></p> <p>-Work place bullying - I have been bullied in the workplace by several employees that are all related, contacted one persons supervisor and was told it sounded like a personal issue and I was welcome to contact the others supervisor if I had a problem with them. I had to endure this for the better part of a year and even had one person going around telling people they were going to have me arrested at my place of employment so I would be fired. It played out in court and the DA was kind enough to assist me with some harsh words and legal and punitive threats to the bullies if this matter arose again - but I was not able to get any assistance with curtailing this activity in the workplace.</p>
<p>-Respect; bullying; communication and diversity; handling conflict.</p>
<p><b>Religion</b></p> <p>-I would be interested in attending a workshop on religious diversity and the importance of separation of Church and state.</p>
<p>-Religious differences. Growing up poor vs. Growing up rich. How to manage your money and pay off student loans.</p>
<p>-Christian based teaching on why homosexuality is a grave sin and how the Christian community can share that without being labeled a bigot or homophobe.</p>
<p><b>Diversity</b></p> <p>-One thing that I have experienced at WCU diversity events is that they seem to be somewhat exclusive. Very few white folks attend the MLK and other Black History month events. The CEAP diversity dialogue usually covers a different ethnic group each time they meet and the discussion is very specific to meeting the needs of learners and not the needs of white folks to support those learners. I have been very frustrated with the quality of the workshops as they seem to be very theoretical and not very practical.</p>
<p>-Methods for recruitment of diverse faculty and students.</p>
<p>-I'm not sure workshops are helpful. Events and accommodations that help normalize the diversity might be better--some unisex bathrooms, an interfaith chapel, diversity related courses.</p>
<p>-As supervisors how do we better support diverse persons we are able to attract to campus.</p>
<p>-I believe that the University is doing a good job with the current workshops and offerings. Have heard so much about "Diversity" am beginning to wonder if it is becoming overused. At what point do the rights of one Diverse group super-cede the rights of another group? Shouldn't we all just be equal?</p>
<p>-How to create a climate of tolerance in our college and school.</p>
<p>-I'm happy to go to workshops but they are usually peopled with those already possessing diversity language and experience. Do we have exit surveys where people would be honest</p>

about their reasons for leaving?
-How to break the good ole boy network and support for teaching positions for people from diverse populations and how to lessen the creation of new administrative positions when everyone else is cutting back. Secondly, how to connect better with the Cherokee nation and get more students here from there.
<b>Sexual Harassment and Sexual Assault</b>
-I attended the one on self-defense, which did get into sexual assault on campus. It was very informative.
-Sexual harassment training was embarrassing. Would not attend again. Men were allowed to make jokes about it during the presentation.
-Safe Zone
-Stalking. Relationship violence.
-I do not think I am likely to attend any of these workshops because of how they have been conducted in the past (or workshops similar to them that aim to help faculty learn about some campus issue). They do not invite discussion; they separate faculty from other campus constituencies; they do not seem very real to me. Truly, what kind of workshop would the University provide that helps men and women talk about how they give, receive, and perceive sexual harassment, for instance? I do recall attending a few years back a sexual violent prevention program with an engaging speaker and lots of visual and verbal examples - it was produced for students, and it seemed well-received, and I was glad to have witnessed it. On the matter of cultural sensitivity/awareness: most faculty would assume, I assume, that they are already as culturally sensitive and aware as they need/are going to be. What kind of knowledge-based, rather than training-ish-based opportunities could you provide? Please do not talk at any group; help us talk together to learn.
-Bystander intervention (sexual assault, alcohol and drugs, sexist/violent language, general violence, etc.)
<b>Health</b>
-Health Disparities
<b>Leadership</b>
-Any professor that is promoted or switched into being a director of an area should go through management classes. Especially on how to work with and manage a staff in an effective and positive fashion. Searching for, hiring, and retraining new employees regularly is costly to the university in general.
-I don't believe workshops can change attitudes because the people who need an attitude adjustment would not attend the workshops. The actions and behaviors from leaders in the top levels of administration (and the attitudes of top administrators) may begin to effect some changes throughout the University and within the larger community. Changes will come very slowly, but any change would be welcome.
-A point on the above, I think all of these workshops are important...my primary concern in attending them would be scheduling, timing, etc. If there is an "easy" way to "attend" then it is more likely people will engage. For example, because faculty are extremely busy, maybe we could build in one workshop per semester into our College meeting. Just an idea as we'd all be there and it may be a lot more effective as we could discuss and work in small groups together.

## Miscellaneous

-By and large, I've given up on attending broad spectrum workshops of this nature, because I've never seen much evidence that they lead anywhere. I've spent too long expecting my employer to respect or protect my time, my work, or my legal rights; it's time that I committed to doing that myself, and a first step is to stop giving as much time to events that aren't respected and don't "count" for anything with regard to tenure and promotion as I have over the past years. Would I like to be more culturally sensitive? Sure...but, honestly, I work pretty hard at that already. Do I want to know more about sexual assault, sexual harassment, or bias? What I already know is more than I want to...so, no, I don't plan to attend any workshops.

-The problem with workshops is that the people who really need the information, do not attend.

-Workplace harassment. You note it as a distinct category in some questions, and then do not give it equal attention in follow-up 'choice' questions such as the one above. To me this betrays a believe it is not a real problem here and that is unfortunate.

-I really don't believe workshops address the issues. I think poor attitudes are personal issues that must be dealt with on a one-on-one basis by an employer or human resource personnel.

-Please make those workshops live and online (GoToMeeting)

-Survey seemed skewed. No boxes for N/A if no adverse event experienced with the "did you report it:" question (repeatedly absent as an option--I left them blank but wonder if others would have checked NO). No box for "None" for question on type of issue experienced.

-Additional comments: Due to a typical 50 hour work week to accomplish work responsibilities it would be a challenge to attend a workshop. Programs experience inequity with allocation of funds and faculty. Despite the university's program prioritization process and identification of program faculty needs, programs that were not identified as needing faculty were granted another faculty position.

-Workshops at certain days/ times are difficult for people to incorporate in their schedules. Having 1:1 assistance and electronic materials readily available at any time are more effective.

-Honestly, if I didn't have a history of disliking every workshop that I've gone to at this university since the mid 1990s due to the lack of interesting content and/or uninspiring delivery, I might just attend. I'm a regular attendee of arts events because they are interesting and well done. Consider getting the most expert teachers/performers in the university to run these workshops if you want to be in the business of holding workshops. That, or bring in guest experts.

-Workshops don't really seem like an effective way to change the culture.

-Work schedules and responsibilities are many times too demanding to take the time to attend a workshop of any type.

-Beer brewing

-I have attended these and did not find them to be very good.

-How data collected on campus is used to effect change.

**What WCU can do to reduce bias, harassment, sexual harassment, sexual assault, and/or retaliation on campus?**

<p><b>Professional Development</b></p> <p>-Keep up the education awareness efforts.</p> <p>-TRAINING CLASSES</p>
<p>-Maybe more educational workshops/practical training for college women and staff/faculty (maybe there are plenty on campus that I am not aware of).</p>
<p>-Mandatory workshops and information sessions for athletes and fraternities.</p>
<p>-Talk with students at the freshman level about date rape, and other issues related to harassment, bullying etc.</p>
<p>-I'm always in favor of more education &amp; teaching opportunities! I think WCU does a good job communicating on these topics.</p>
<p>-Provide education and outreach in both bystander and alcohol education together. That person should NOT be both on the judicial team and be attempting to outreach and educate others on campus. Those are two different roles with two different purposes. Conduct social norms study on WCU campus specifically so that the numbers are local not national.</p>
<p>-Make sure everyone is aware of what constitutes these problems (not just full time faculty), be sure to expose part time staff and part time faculty. I don't think they receive the same level of training because they do not go through orientation as a new hire.</p>
<p>-Continue to educate students on the importance of not staying silent should an event occur and continued discussion of circumstances that can play a role - alcohol abuse, walking alone on campus after hours, etc.</p>
<p>-Continue to educate students on these issues &amp; that these acts will no longer be tolerated. Permit the Conduct Hearing Board opportunities for harsher punishment when necessary/appropriate.</p>
<p>-Not sure if there is a "Be a Mentor" program at WCU. I think this would be of enormous help to people (especially students) who need help, or have someone on campus they are comfortable with, or talk to, and generally be a "guardian" to them, assure them that help is available if they need it.</p>
<p>-Educating young men about not raping women. I'm tired of our young women being told how to "prepare" for not getting raped.</p>
<p>-WCU can invite students to the discussions with Faculty &amp; Staff about these issues. When students experience bias &amp; harassment (racism or discrimination of any kind) the burden of proof falls on them to 'prove' their case, when it could have been racial slurs (verbal) in a residence hall or a professor who makes sexist comments. Presentations should be made in residence halls about these issues. Students need to feel safe and supported about reporting.</p>
<p>-Help males understand what language is inappropriate.</p>
<p>-Continue to promote education.</p>
<p>-As a university I believe that we need to do a better job educating students, particularly incoming students, on these issues, how to identify them, and how to report them. This could possibly be done through University Experience classes, Residential Living, or New Student Orientation (if done appropriately – educating incoming students while still maintaining a positive university image). Additionally I think we need to provide more support for certain groups of students. I have spoken with several students who have experienced sexual assault and many of them chose not to report the incident, did not know how to report it, or felt a lack of support from the person they reported it to. Anyone who is responsible for dealing with reports of sexual assault should be informed on the process for handling the situation and have the skills</p>

to demonstrate emotional support and empathy for the victim. I have also worked with some LGBT students and I feel that the trans community especially needs additional support. I am pleased that Intercultural Affairs provides programming to educate the campus community about LGBT issues but there are still many institutional policies that create challenges for trans students. Providing gender neutral bathrooms, inclusive housing for trans students, access to trans-specific health care, and making other institutional changes could greatly impact the lives of those students.

-Educational programming like Safe Zone. I tried to sign up for Safe Zone training but no one contacted me back. No one even seems to know in my department what Safe Zone training is.

-Have more workshops that focus on the above mentioned items. The BIGGEST problem I have seen occur on campus over the years is the LACK of CONFIDENTIALITY among or between departments.

-Training & Events as well as informational pamphlets.

-More safety awareness programs to reach the possible victims before they are victims. More programs and presentations to reach the possible future suspect, abuser or attacker before a crime is committed.

-The EEO Office should be more visible as well as host sessions.

### **Sexual Assault and Sexual Harassment**

-More female officers or a female staffed group to report to.

-I work with multiple students who explain that their experiences with the WCU police department have been less than stellar. These female students, particularly, were made to feel as though the sexual assault could have been their fault or they were lying. In the beginning, their job should be to listen to the victim, gather factual information, and provide guidance on the next steps in the process; not to pass judgment or give an unsolicited opinion.

-Ensure reports are confidential. This is a very small community and rumors can spread rapidly.

-WCU has repeatedly failed to demonstrate its concern for student, faculty, or staff life. While policies exist, the informal culture on campus is one that ignores glaring instances of bias and harassment. Faculty and staff are largely homogenous group, which generates an atmosphere where jokes about difference are regularly made and accepted, leading to a hostile environment at the same time that this hostility is denied and ignored. Additionally, staff in positions to deal with these issues regularly demonstrate a failure to understand the basic effects of racism, sexism, or homophobia. We may know where to report things, but faculty and staff may have little to no faith that who they are reporting issues to are competent in dealing with these issues. The amount of fear and anxiety experienced by faculty and staff speak to a profound lack of support for a thriving campus community.

-Get the information out to students. Things such as reporting channels and opportunities are not widely known by the general student population, and therefore, most students don't report these things. Also, give out more information about the definitions and rights of people who are harassed/assaulted on campus at things such as orientation and Valley Ballyhoo so students can know about it as soon as they get here.

-The bias that exists at WCU is not towards persons of color, female gender, or homosexual sexual orientation. Rather there is an inherent bias against those who are conservative or

libertarian, who are male, and who don't tow the progressive party line. As a Second Amendment activist I can assure you that I feel I must keep my views submerged or hidden.

-More information and conversation for men to make them more aware. Also, more awareness for young women to realize they don't have to allow it to happen or go unreported. That this university is very supportive of anyone who has a complaint or would like to discuss a situation with someone confidentially. To know that no person on campus is exempt from procedures against them in such a case.

-Take a strong, public role against harassment/assault and ensure help is available when infractions occur.

-In my specific case, my supervisor has been the sole source of harassment that creates a severe hostile work environment. He has been reported time and time again, and nothing ever happens. The University looks the other way and just lets these types of things go on. The filing of numerous grievances has accomplished absolutely nothing, while the staff continue to work in an environment where they are treated like servants and are ridiculed and called "stupid" or "ignorant" on a daily basis. What WCU can do to reduce this type of harassment is listen to the staff complaints and get rid of these types of supervisors instead of just trying to wait them out until they retire.

-Action needs to be taken immediately against those who harass, assault, or retaliate.

-Much of the anti-sexual violence training and materials available on campus focuses on how would-be victims should take measures to avoid or report such violence. Little seems directed toward would-be perpetrators who do not see themselves as such or who perceive the campus culture as accepting of such. I have voiced concerns over this one-sided message but been directed to information on the Clery Act and likewise after-the-fact measures.

-Perhaps giving some evidence that reporting is effective, such as publishing some anonymous information like the number of students/employees removed from WCU for such behavior over the past so many years. I know a student who was raped in the community and reported it to the police, but it seemed that nothing ever came from the report.

-That's a lot of nouns in the question, and, as the survey's already noted, bias, harassment, assault, and retaliation are different things. I'd generally advise a student or colleague to report an actual sexual assault in almost any context. But I don't advise them to report incidents of bias, or incidents of harassment up to a certain point, because nothing good comes of it, and often there IS retaliation. Women reporting bias are ignored, disbelieved, and condescended to. Women who have reported, with good data, that there's a gender-related pay inequity have heard nothing about the alleged study to investigate it, two years later, AFTER they were publicly condescended to by a senior staff member who told them, in public, that they just didn't understand how these things worked. Women reporting harassment are ignored, disbelieved, condescended to, and made to feel that the problem may be with them. Men involved in allegations of harassment get a slap on the wrist, if that, AND the opportunity to retaliate, which they then have been known to take. What can WCU do? Walk the walk! The University talks a good show, but every woman I know understands that that is NOT the same thing as actually supporting women. If a staff member finds an online site by one of her students objectifying her, calling her sexual names, and accusing her of bizarre sexual practices, that student ought to be expelled...but we all know he won't be. If a senior male faculty member slaps a female colleague on the buttocks and calls her "sweetie"--and it happened last year, to a woman who normally has no problem in the world reporting violations--there ought to be some mechanism in place for the

<p>woman to report it to someone other than another old white man...but there isn't, and this otherwise outspoken, tough, take-no-prisoners woman didn't report it. Because she knew what would happen: some senior administrators would act a little concerned, the man and maybe his chair would be approached, cautiously, the man would deny it, the woman would be informed that it was "his word against hers", her credibility would be called into question, the man would verbally abuse her in private (he was known for being verbally abusive even in public, and everyone accepted it), and after all that hassle, strain, and stress, nothing would happen to the man, but the woman would be marked as a troublemaker and would stand less chance of getting grants, getting scholarly leave, being department chair, getting merit raises, and all the rest of it. Provable? no...but it's what would happen, because it's what DOES happen. Does anyone really NOT know how this stuff works?</p>
<p>-Broaden the response to all of these and allow the "victim" to feel as if they are right to report, that the report is understood and taken seriously and that something is done about the report even if not enough evidence exists for a formal action. The victim needs to feel as if they have been heard and cared about.</p>
<p>-Sexual Bias - Review the salaries of males/females doing the same job. Not sure how to prevent the rest of it. Do we have a responsive, sensitive FEMALE police office to whom female victims can report the crime?</p>
<p>-Change your policy immediately which classifies "non-consensual sexual contact" as anything less than what it is, sexual assault!! Do not let campus police handle sexual assaults, bring in outsiders who take it seriously.</p>
<p>-Take action when people complain- respond by letting person know the outcome of an investigation.</p>
<p>-I am new faculty here this year. I tried to address the question of sexual assault at new faculty orientation and the question was dodged. I did not feel like the school took the issue seriously and that those presenting the information were not comfortable talking about the reality of sexual assault on campus. I was disappointed.</p>
<p>-Let's don't always assume the female is telling the truth and the male is guilty. Girls can be mean and vindictive and they know this is quick and effective way to retaliate against a male they are angry at.</p>
<p>-Take sexual assault cases more seriously (which I think they may have begun doing recently) and have appropriate ways to address these issues and assist victims on campus.</p>
<p>-Is there an anonymous way to report thru campus police? I've never checked, but there should be.</p>
<p>-Continue to support victims - maintain confidentiality - prosecute offenders. -WCU can do more to respond to incidents when they occur instead of throwing up their hands and hiding behind excuses. I have seen quality individuals, both students and faculty, leave this campus because WCU did not respond appropriately when incidents were reported.</p>
<p>-I think five things need to be in place to create an environment that can successfully counter bias, harassment, sexual harassment, sexual assault, and retaliation. Any campus initiative that is going to take hold needs the support of the administration, both in word and deed. Not only should the administration make known its intentions in combating a negative campus culture, it also needs to commit financial and personnel resources to the task. An incongruence between the espoused commitment and financial commitment can appear disingenuous and reduce the chances of positive change. Second, creating a positive campus culture relies on faculty buy-in, as the faculty are some of the longest lasting members of the campus community. Students will</p>

come and go (by design), but the faculty maintain their presence for quite some time. In order to get faculty buy-in, efforts need to be made not only in awareness and education, but also in faculty incentivization. Demands on faculty time are great so incentives must be in place to encourage them to report issues, attend trainings, etc. Third, the students need to be bought in. Education and awareness are big components here and they need to be visible from day one. Posters in residence halls, awareness campaigns on the lawn, classes dedicated to the topic, presentations for freshman (and upper classmen), emphasis during campus visits, admissions, and orientation--all are important. There needs to be a clear message to students that the campus does not support bias, harassment, sexual harassment, sexual assault, or retaliation. Fourth, the campus culture needs not only to discourage these negative elements, but also support positive components. Celebrations of diversity, service days, cultural competency training, an effective grasp on positive Greek life, and similar actions can contribute to a positive and supportive environment, instead of one that is simply NOT negative and discriminatory. Finally, all of these elements need to be supported by policy, procedure, and administrative offices. There should be an office or offices with clearly defined tasks of not only overseeing grievances, reporting, and student judicial processes for dealing with incidents as they arrive, but also proactively raising awareness, educating, and hosting events. For those incidents that are also criminal, the campus police need to be fully integrated into this culture, aware, and supportive in assisting students through the legal processes of reporting crimes committed against them and actions they can take. While I do not currently work at a position at Western Carolina University directly related to these aims, I have been deeply involved at other universities with programs designed to combat bias and sexual assault as well as promote equity, healthy relationships, and positive campus culture. I have only been on campus for about a year, but I have certainly seen some positive signs from WCU, such as the MLK day of service, the dance marathon, and the vagina monologues, to name a few. However, I have also spent plenty of time in student hubs such as the Campus Recreation Center, the University Center, and the Courtyard Dining Hall and I personally have no idea how to report an incident of rape, discrimination, hate crime, etc. I actually just took a moment to search the WCU website upon this realization and discovered a number of services are available (for example, after having searched "report discrimination"). However, I wonder how many students are actually aware of these services or how to seek them out, as I was not aware of them from simply frequenting student hubs on campus. As I hope to be a resource to my students, I have now familiarized myself with these services and know where to go for them. One interesting note, though, is that a search to "report rape" offered no concrete course of action for rape survivors and instead only led to a variety of informational pages and statistics. I would surely look to rectify this.

-For Bias/Harassment: treat issues of bias in a more organized fashion. Also, the concept of Bias is lost on most 18 year old students. Try and re-brand this system of reporting so that students can understand it, since it is supposed to support them and not just the university. As for harassment, this is also a higher concept with a lot of minimum standards to be met. More education would be helpful about what is or isn't harassment so that students can access the system when it's appropriate and not feel let down when their complaint "isn't really harassment." For SH/SA: Support the development of a victim's advocate group more locally than Macon County (the university won't put itself at risk by helping a few survivors). The university can also do more to streamline their SH/SA reporting process and information online so that someone doesn't have to make an initial report by going to UPD in person (at first).

<b>Climate and Diversity</b>
-WCU needs to pay better attention to what the staff that it has hired are doing.
-Continue opening discussion...educating people...and creating an inclusive climate to support reporting.
-Just continue to make it easy to report and keep people informed.
-Embrace opportunities to discuss in class.
-I feel threatened by the lesbian community and foreigners here at WCU. White, male, and straight is not a politically acceptable demographic here at WCU. The hiring practices here at WCU are one example. Vagina Monologues are another..... I would not dare report any of my experiences as a white, straight, male because I would be labeled a bigot. Retaliation would be relentless.
-Clear communications and openness. There is a bias amongst some members of the faculty against those native to our region. I have heard too many negative comments about mountain people, the Cherokee, and others from our region.
-I don't believe there is a problem among faculty and staff, and I am not sure what could be done about the students who have experienced any problems other than what is already being done with the warning system, counseling services, etc.
-Make these services more noticed on campus.
-I have been at WCU for almost 10 years. It was a surprise to come here and see the lack of diversity. I have known qualified African Americans who were let go or fired. I think the climate is not positive for anyone who is not male and white. This has surprised me.
-Admit that there is basic inequality between men and women starting with salary and going down the line.
-In fields (disciplines, academic dept.'s, colleges, etc.) that tend to be white-male dominated, I would suggest that efforts be taken to phase out or reduce the number of white-males in leadership and replace them with female leadership.
-This would be an institution wide initiative and all faculty and staff and students need to adhere to a "code of conduct."
-I don't think it will change; the people who need to be taught awareness have no interest in doing so and if forced, they will sit through a seminar, but it won't change their opinions.
-Replace the st
-The rural area in which WCU resides presents some challenges when it comes to being a progressive and inclusive environment. The immediate area lacks resources and services that serve a diverse population. Within the institution itself there needs to be a more progressive approach taken on mentoring females for leadership positions, creating a more diverse workforce population, fostering a positive work environment accepting of change and new ideas.
-Get new staff to report to; Nothing is kept confidential and supervisors are considered above reprisal.
-It would be helpful to define terms within survey tools to help remove bias.
-Raise awareness of the results of this survey on how often instances happen that go unreported.
-I don't know. It is an organizational culture problem that seems to perpetuate itself. It has been my personal experience that the University closes ranks internally when employees express concerns or complaints. I had to take my issue to an outside administrative law judge on three different occasions in order to get a fair hearing and have my issue resolved. Also, it makes me

<p>very uncomfortable that the EEO Director is married to the Director of Human Resources. How you get a fair hearing if you feel like the EEO Office does not take your complaint seriously and want to report the problem to Human Resources or vice versa?</p>
<p>-WCU could do more to adjust supervisor behaviors in the area of bias, harassment, and especially retaliation by holding them more accountable.</p>
<p>-Generally thinking, WCU is very male-dominant in upper admin positions.</p>
<p>-Increase confidentiality.</p>
<p>-Set a good example and pounce whenever it appears.</p>
<p>-Continue to have programs that encourage people to understand and report these issues.</p>
<p>-Nothing. This is the South, and certain norms are accepted, particularly those grounded in religious beliefs, e.g., that women are to submit to men.</p>
<p>-Have thorough investigation(s) &amp; deal with the issue instead of keeping it quiet or trying to hide it. Further, this action should carry harsh consequences if found to be legitimate.</p>
<p>-I wish it was more recognized that female supervisors can exhibit just as much bias to male employees as male supervisors do to female employees. I survived two situations like this many years ago. Thankfully, one person was removed as a supervisor and the other finally left the university.</p>
<p>-Trusting the institution to put all employees first. Confidentiality is in question and the potential for retaliation is a tremendous risk -- especially with regard to harassment and the ability to prove it.</p>
<p>-Seriously? look at this survey - in 2014??? That should be your answer - asking these types of questions is where this issue was decades ago.</p>
<p>-Anonymous hotline</p>
<p>-Make alternatives known for what happen if you do report-- how can your work environment change?</p>
<p>-Raise more awareness.</p>
<p>-The barriers I listed above are perceived, I do not believe they are real. I think WCU does a good job, it's up to individuals to trust the system and use it to full advantage.</p>
<p>-BE OPEN and listen to what others are saying - just because a policy says you cannot be retaliated against does NOT make it safe! This is a dominant white culture, there are no reasons for individuals of color to feel heard or listened to here.</p>
<p>-Enforce disciplinary action quickly!</p>
<p>-Doing enough. Could do so at lesser cost &amp; personnel demands.</p>
<p>-When hiring, select candidates that are most qualified. I believe that more diversity, within both the student and worker realm, would be beneficial -- as long as hiring is based on qualifications. Many of the people who work here were born in the area and have lived here all their life. They have not necessarily had the opportunity to experience much diversity and challenge their personal beliefs. WCU can work on erasing the disparaging superiority complexes that exist in some of the faculty because someone does or does not have more than one degree, initials after their name, etc. I was excluded from the only promotional opportunity available to within an eight year time span. In my field of work here, there are few opportunities for advancement. The other person chosen was a young, white male who had less skills and experience, as well as less overall knowledge of the institution, and less positive collaborative interactions with our clients. The final decision was made by a while male with whom the younger man spent a lot of time "brown-nosing".</p>

-Encourage and insist that managers give honest and valid reviews of employees (i.e. do not protect them because a manager is uncomfortable delivering negative reviews).
-Encourage and support female and sexual minority faculty and students to be leaders on campus.
-Hire more diverse individuals. Too many older white men managing people.
-Foster a welcoming, non-intimidating environment for employees, and particularly help new employees to feel welcome and part of the community through mentoring. Discourage "good old boy" behavior and don't let legal counsel scare us into not taking action against bad behavior. Feature faculty and staff who are gay or lesbian and report on sexual harassment and other issues prominently in university publications. Use WCU publications and encourage the student newspaper to talk about the culture and these issues. Don't be afraid that this will make us look bad to the public, because it will actually demonstrate that we are real and not afraid to deal with the tough issues.
-Report it when it happens.
-My answers above are an assumption but do not apply to me. I think WCU is very aware of these issues and addresses them directly so I feel very comfortable working here and being supported if I had to report any incident.
-Put more efforts into retaining under-represented groups instead of just focusing on recruiting them. As issues around gender-based discrimination, heterosexist or sexist biases and related issues emerge, particularly as it relates to promotional decisions, salary compression and pay inequity, it's critical that we put concerted efforts into retaining those faculty/staff who have been here longer; these will build a solid baseline/foundation of support for future initiatives.
-Even though retaliation for reporting the above is forbidden by law and by WCU's own policies, there is still widespread perception that "it's just not worth it" and "it will cost you in the long run, anti-retaliation policies notwithstanding."
-Confidentiality is a must. When the university stops being concerned with covering it's butt at the higher administration level and shows more concern for solving the problem, maybe students and staff will feel more confident in making reports. I personally know of a case involving a student where an instructor showed bias. The student took it directly to the dean of the school where the student was told to contact the offending professor and "talk it out". How is that for support?
-Maintain a valid, consistent reporting process, ensure that there is not a conflict of interest between reporting and integrity of reporting process.
-Zero tolerance.
-Reduce the size and power of the athletics program.
<b>Miscellaneous</b>
-I think they make a good effort.
-Unsure
-Not sure as of yet.
-Don't know
-You can't.

**Other Miscellaneous Comments**

**Diversity**

-This is not an issue that can be addressed through cursory campus programming or public awareness. This requires changing the campus culture through directed efforts at recruitment and retention of diverse populations, alongside a zero tolerance policy for bias. Finally, policies must reflect the administration's serious attention to these issues. Consider that throughout the gender equity salary study there has been very little communication with female faculty and staff who are in the dark about the process. This is a glaring instance of lack of transparency.

-It seems to me that in the effort to be more diverse, we have created an atmosphere in which religious belief, in particular Christianity, is unacceptable. Christianity is an important part of my culture and I do not like feeling as if I should hide my beliefs in order to be politically correct.

-I don't think that sexual harassment per se is the issue. Instead, I see the issue as a lack of opportunity for women and minorities. The climate is not conducive to the professional growth for women and minorities.

-Being agnostic, or non-religious at all seems to be frowned upon in my department. We have prayer at dinners and such, and I have no problem with this, as I've grown up here in the south, and I am used to that, it just gives me the feeling that I can't be free with who I am without fear of some kind of retaliation, or being shunned, or treated differently in some way. I'm terrified that I could lose my job at any given moment because I don't consider myself Christian. It's a very uncomfortable feeling. Also, there is not near enough diversity in my department. I work for Facilities Management, and EVERYONE is white. I get the feeling that if anyone of another color applied for the job they would be turned away. I'm not comfortable with this either, not at all. I just feel utterly helpless to do anything about it. I love my job, I just couldn't stand to think that this job could be so biased.

<p><b>Marketing</b></p> <p>-Use social media and other online platforms as a way to distribute information. In-person items such as class discussions or workshops, or even picking up a pamphlet, can be an instant barrier to participation because of their public nature.</p> <p>-Consider social media. Drop the pamphlet idea - that doesn't reach students today.</p>
<p>-Need to provide additional information for distance learners.</p> <p>-I would say to make this information available digitally instead of print.</p>
<p>-Pamphlets are passive media, they just lay there and do nothing. Need to reach out to students, faculty, and staff through media they use on a regular and consistent basis. The message needs to be active 12 months of the year.</p> <p>-Get the message out on Facebook, twitter, etc.</p>
<p>-The website is still confusing. It needs to be stream-lined. You have to navigate through too much information.</p> <p>-Maybe better than pamphlets, provide periodic public service emails and/or texts, in addition to easily retrievable web information.</p>
<p>-Campus newspaper articles and messages from the President.</p>
<p>-WCU should begin to think about reverse discrimination issues. I am not valued because I am white, male, straight.</p>
<p>-Emphasize who a person can come to and discuss situations or actual incidents with someone and that it will be confidential and the person will not have to face that person again unless at a hearing.</p>
<p>-Restore the women's center and women's studies. The culture at WCU keeps shifting further and further away from a place where women feel safe. Promote women to leadership positions and mentor them once there.</p>
<p>-The university should adopt a one-stop webpage with links to all relevant information about these topics related to university policy, the Code of Student Conduct, University Police Services, Victim Services Info, etc. They should also place an institutional emphasis (and funding) on educating first year students and transfers on the sexual harassment/sexual assault policies and resources at WCU, as well as some general education on consent and bystander intervention.</p>
<p>-The sexual assault webpage is good, but a little hard to find. Greater visibility would be helpful. Also, since students using this service may be in dangerous situations, an escape button on the website (like those on the NCCADV/NCCASA) websites would be helpful.</p>

**Climate**

-WCU has fostered a culture of mistrust. The policies and procedures are in place, but it seems they are only there for show in case of a lawsuit. I hope the Ombudsman program will help, but it is not enough to build the trust needed in order to make real changes. The highest levels of administration must provide the leadership required to make real changes that build trust among students and employees.

-Provide a place or person/people that is supportive and does not re-victimize the person who was assaulted. The person may need time to process and get support before being forced to go through the legal process. Also there is a conflict of interest in the way things are currently handled.

-There is nothing confidential on this campus. I think people would report more problems and ask more questions if they felt it was kept confidential.

-Confidentiality concerns must be addressed.

-I cannot answer the question above. You want things to impact these serious issues - with a pamphlet?

-None of the above. Sponsor and cultivate among the students, faculty, and staff that the individual has more value than the university corporate would probably help.

-This campus does not take sexual assault seriously. It has policies that provide less protection than that afforded to the citizens of North Carolina. Non-consensual sexual contact is sexual assault, plain and simple. Just check the law.

-It's not enough to share information such as pamphlets; the culture around it needs to be changed. We all must change our views to be more proactive & less judgmental of people in such situations. -I submitted a report last year regarding someone writing my name and that "I was a faggot" on the classroom marker board. I submitted a report. My chair was very supportive and noted to staff that language of this sort was not to be tolerated. But no one ever even acknowledged that I submitted a bias report from the institution. My assumption is that I don't matter, and this issue is to be swept under the rug. I was very disappointed that no one would even acknowledge the report. As an adjunct, I don't have a lot of time to follow up with an institution where I work only part time, so I just moved on. It gave me a negative feeling about WCU in regard to issues of orientation, and hate speech. I was doubly disappointed when I tried to sign up for a Safe Zone class, to support our students, and no one returned my requests for that either. My partner of 12 years teaches full time at WCU, and has done so for many years. But I have no health insurance because WCU does not recognize same-sex couples. So these additional small experiences told me that I don't really matter that much within the full range of the WCU community. I'm invisible, and it's probably the way the organization as a whole wants it. It's not a good example to provide to our students, a generation who is far more accepting of everyone.

-Let's stop talking about all of these things and ACT differently!

-I'm not sure lack of information is the problem. I suspect lack of trust is primary, both for potential reporters of harassment or for potential targets of unsubstantiated complaints. Students and faculty both need to know that, in general, one complaint is not going to "get someone fired," but that each report will be investigated and some report of the outcome made to the person who complains and the person who is accused.

-Pamphlets and the web site and faculty chitchat in class and workshops and workshops (which the real harassers never attend) are all about equally useless here, because none of them addresses a culture of bias or changes the way harassment is dealt with. If WCU wants to change this culture, it needs to actually do something to harassers and people who show bias...and that includes WCU

<p>itself, which participates in bias by the pay disparities between genders, if in no other way. Not deliberately, I grant you: no one thinks senior WCU administration sit down and plot to create gendered pay disparities. But they don't have to, because these disparities are the norm in most non-union workplaces. Bias is here whether anyone intends it or not. If WCU wants anyone to believe it DOESN'T want this, then give harassers real disincentives; give victims someone to report to who won't question their credibility as a matter of course and who will be concerned about their safety before the University's liability; and finish the salary equity study and act on it. Those are the kinds of acts that change cultures of bias.</p>
<p>-Not sure why all of a sudden WCU seems to be more concerned about these so called issues on campus, because there are more important issues on campus. It almost seems that we are going to the extreme in the opposite direction. Shouldn't WCU be worried about best qualified candidates? Shouldn't WCU be looking at students who really want to attend WCU and who will stay at WCU, which will not affect our retention rate? Shouldn't WCU be paying more attention to our current staff, students and faculty, who want to be here at WCU and trying to boost morale by paying us better and giving better benefits. Everything is costing more these days, we have not received pay raises and we are getting fewer benefits. These are the things WCU need to be worried about. Upper management is only concerned about making themselves look good and not worrying about the people who are already here at WCU and actually do the work on campus.</p> <p>-Early warning system that will be anonymous. Once a pattern is established (perhaps a threshold of three complaints or whatever the number is that is 2 standard deviations above the norm), then intervene with the offender with sensitivity training.</p>
<p>-Ensure that students are a part of the policy development, share at stud org meetings. Inform faculty and staff of policy, resources and support services. Encourage university police to not intimidate, coerce and embarrass students and staff when they report.</p>
<p>-If victims of these problems saw that their reports actually had results, then they would be more likely to report them. As it is, there is insufficient institutional support, particularly for women or gender/queer individuals.</p>
<p>-I think that the University probably does the things listed in these questions; however, I do not think they are the substantive, long term solutions to the problems this survey seeks to address.</p>
<p>-WCU should do more to recruit/hire/admit employees/students of color. These are invalid questions. Recruiting is much different than hiring or admitting. Hiring and admitting should be based on merit with race not a consideration.</p>
<p>-Don't try to "educate" employees on these issues with lame power point presentations or bad presentations by administrators who aren't expert educators. It is insulting to those of us who are professional educators and others who expect more depth and professionalism from the university. If you need to convey information for legal purposes to us, make that clear.</p>
<p>-Staff / faculty mentor sessions... outreach informally... but more from folk in the trenches who've come out the other side effectively.</p>
<p>-Education for our female students is necessary. Many students come to WCU with a skewed view of sexual harassment, sexual assault, etc... Additional education would help female students better understand these topics and what avenues and reporting mechanisms are available. Most important, what can young women do to empower themselves.</p>

-All of these issues could be better addressed through regular management training. Identification and correction of management issues is a must.... Creation of a clearly defined process of reporting issues and complaints at the student, employee and management levels with the assurance of support and confidentiality is much needed. It must be coupled with a claim investigation and follow-up process in order to be beneficial to anyone. Upon validation of a complaint, additional required training to eliminate problems would be the proper answer to many first time offenses. If everyone at all levels were more accountable for their actions, there would be fewer actionable offenses.

-Since I have no issues or experiences with any of the survey topics and have not even thought about most of them, my answers are primarily do not know or no opinion.

**Services**

-LGBT Services have started back up on campus thank goodness! Many thanks to the ICA department and 2 graduate students for seeing that need here on campus!

-Have a hotline set-up for sexual assault that is not the police.

-Provide a special hot line phone number.

-Have a full-time victims assistance officer to accompany and assist the victims.

-At my former institution, there was an office specifically designated for victims of sexual assault. I am not aware of such a place here at WCU. This would be helpful.