



**Preliminary Findings from the
UW–Madison 2019 Association of American
Universities (AAU) Campus Climate Survey
on Sexual Assault and Misconduct**

October 15, 2019



Chancellor's Message

Sexual assault and misconduct remain serious problems on every campus across the country. Ensuring the safety of our students is a fundamental priority for all of us at UW–Madison. Surveys like this one are a critical tool for assessing and improving our efforts to prevent and respond to sexual violence and to support all survivors.

I am deeply grateful to the students who took the time to share their experiences, understanding how difficult that can be. Your courage and honesty will help our campus become a safer and more supportive environment. To those students from communities that are disproportionately affected, including LGBTQ+ students and students with disabilities, I want to let you know that we hear you and are committed to supporting you.

When our university participated in this survey in 2015, it was a first-of-its-kind effort nationally. The results led to the campus investing in a number of new and enhanced programs. These included the hiring of additional staff in the Title IX Office and University Health Services; mandatory prevention training for all faculty, staff and graduate students; and additional in-person mandatory education for undergraduate students.

It is encouraging to see that in comparing our 2019 survey results to 2015, both undergraduate and graduate students report significantly higher levels of knowledge about sexual assault and campus resources; the levels of knowledge at UW–Madison are also higher than at other universities.

Rates of sexual assault at UW–Madison remain similar to other universities. While rates of sexual assault for undergraduate women rose between 2015 and 2019 for other Association of American Universities institutions, there was no significant change at UW–Madison. However, our numbers remain distressingly high.

Going forward, we must strengthen our efforts to reduce sexual assault in our community and to increase the number of students who seek campus support after experiencing sexual assault or misconduct.

Reducing sexual violence at UW will require changes in behavior and culture as well as in resources and the campus environment. All of us need to understand the importance of consent, watch for warning signs and be willing to intervene.

We are committed to doing all we can to ensure a safe living and learning environment for all of our students. When sexual assault occurs, we will respond swiftly and with compassion, providing resources and support. Together, we can reduce sexual violence.

Chancellor Rebecca Blank



Executive Summary

Sexual assault, stalking, intimate partner violence, and sexual harassment negatively impact college campuses nationwide, including UW–Madison. Students who experience these incidents are at risk for long-term physical and mental health problems, and may leave school or not complete their education.

In 2015, the Association of American Universities (AAU) led the creation of a sexual assault climate survey to examine the prevalence of and attitudes around gender-based violence. UW–Madison volunteered to take part in the inaugural survey and participated again in 2019. The survey ran for six weeks in the spring 2019 semester.

The results provide an understanding of how these issues impact our students and the campus community in order to guide policies that best support a healthy, safe, and nondiscriminatory environment.

Data highlights

- Since entering college, 26.1% of female undergraduates have experienced a sexual assault involving force or inability to consent. The change between 2015 and 2019 is not statistically significant, and the 2019 rate does not differ significantly from the aggregate AAU results.
- In 2019, both undergraduate and graduate students report significantly higher levels of knowledge about how sexual assault is defined at UW–Madison and where to find campus resources, such as UHS Survivor Services, Rape Crisis Center and Dean of Students. The gap in knowledge between undergraduate and graduate students shrank. In general, students at UW–Madison report higher levels of knowledge about campus resources and definitions than students at other AAU institutions.
- Trust in campus response to sexual assault improved for UW–Madison graduate and professional students. In 2015, undergraduates generally reported more trust UW–Madison’s ability to respond to sexual assault compared with graduate students. In 2019, graduate students report greater trust than undergraduates.

Progress since 2015

After analyzing the results of the 2015 survey, recommendations were made to improve campus safety and climate. The actions implemented in 2016 and 2017 included the following:

- Created a full-time Title IX Coordinator position and located the position in a newly created Office of Compliance.
- Added an in-person training requirement training for all new undergraduate and transfer students to supplement the required online primary prevention training. Completion rate exceeded 90%.
- Developed and launched the mandatory training for all employees, “Preventing Sexual Harassment and Sexual Violence,” in July 2017. Training is online, through group trainings, and in multiple languages.



Next Steps

Using the results from the 2019 survey, UW–Madison plans to take several actions for continued improvement:

- Hire an additional counselor in UHS Survivor Services.
- Utilize UHS Survivor Services clinical data to assess campus need for services, as well as identify trends and patterns.
- Hire a case manager position in the Title IX Program to facilitate student and employee access to support services such as academic accommodations and protective measures.
- Apply for membership in the National Association of Student Personnel Administrators (NASPA) Culture of Respect Collective. The Collective is an ambitious two-year program that brings together institutions of higher education who are dedicated to ending campus sexual violence and guides them through a rigorous process of self-assessment and organizational change.
- Support a trauma-informed care initiative in UHS to improve medical and mental health services for students who have suffered trauma, including survivors of sexual assault.

Three forums are scheduled to share specific findings from the 2019 AAU survey and provide opportunities to discuss the results and share feedback. Sessions will be open to all campus community members. After the listening sessions are complete, a dedicated team of campus partners and students—in concert with the Provost’s Advisory Group on Sexual Assault and Misconduct (PAGSAM)—will compile feedback and form any additional recommendations for the campus moving forward. A final report, which will include detailed survey information and final recommendations, will be published during the spring 2020 semester.



Background

In 2015, the Association of American Universities (AAU) and 27 member colleges and universities including UW–Madison designed and implemented a survey on sexual assault, other sexual misconduct, and campus climate. This survey was conducted to provide information to participating colleges and universities on their efforts to prevent and respond to sexual assault and other misconduct. In 2018, AAU assembled 33 member colleges and universities to design and administer a second survey in the spring of 2019. This survey was developed by the research firm Westat, in consultation with a committee of representatives from participating institutions, including a representative from UW–Madison. Twenty-one of these schools participated in both the 2015 and 2019 surveys.

There were six primary goals in the 2019 survey:

1. Estimate the prevalence of sexual assault and other misconduct against students.
2. Describe the circumstances, student responses and consequences associated with instances of sexual assault and other misconduct.
3. Assess student perceptions surrounding sexual assault and other misconduct.
4. Assess student knowledge of school resources and procedures when responding to instances of sexual assault and other misconduct.
5. Assess how student bystanders react in different situations related to sexual assault and other misconduct.
6. Describe how the prevalence of nonconsensual sexual contact, and perceptions and knowledge of school policies and procedures have changed since the 2015 survey.

Measuring trends between 2015 and 2019

This report will provide estimates for the differences between values in 2015 and 2019 for some key indicators of UW–Madison's climate and levels of sexual assault:

- Rates of nonconsensual sexual contact.
- Levels of knowledge about school definitions and procedures related to sexual assault and misconduct.
- Student perceptions of the likelihood of campus officials taking a report of sexual assault or misconduct seriously and the likelihood of a fair investigation being conducted.

When comparing data between 2015 and 2019 for all AAU institutions, only the 21 colleges and universities who took the survey in both years are included in the analysis.

Due to changes in the survey design, there are several important prevalence rates related to sexual assault and misconduct that cannot be compared from 2015 to 2019, including:

- Rates of harassment, stalking, intimate partner violence.
- Details of sexual assaults, including their location, perpetrator characteristics (e.g., gender and relationship to victim), use of alcohol and drugs prior to assault(s), and reporting of the incidents.
- Levels of bystander behavior.



Limitations

This is a preliminary report due to missing data that will be analyzed by the end of 2019. The data in this report is incomplete in two important ways:

1. In order to follow internal data protocols, the dataset Westat provided included data with collapsed categories by race and sexual orientation. Before the end of 2019, we will analyze a new dataset that allows us to understand the differences in important outcomes using the full array of racial, ethnic, and sexual orientation identities.
2. In late 2019, AAU will make the raw aggregate survey data available to the public. Without that file, we are unable to perform statistical tests between UW–Madison and other AAU institutions. We are also unable to analyze the data to answer campus-specific questions.

This report will be updated in early 2020 when the full data sets are available and analyzed.



Methodology

This section describes the survey administration procedures, response rates, and methods used to weight the data. The 2019 survey is similar in many ways to the 2015 survey. The survey design team weighed analytic concerns, feedback from students, and feedback from member schools planning to administer the 2019 survey. In some cases, like stalking, changes reflected definitions of organizations like the U.S. Department of Justice. In other cases, like questions about harassment, changes were made due to the difficulty in analyzing the 2015 data. The largest structural change to the survey reduced respondent burden. In the 2015 survey, students who reported multiple incidents of sexual assault were asked to provide details on as many as four incidents. The 2019 survey changed those criteria to reduce the burden on respondents.

The survey comprised 12 sections (A-J). A core set of 54 questions was asked of every respondent in each of the following sections: Background (A); General Perceptions of Campus (BB); Perceptions of Risk (B); Knowledge of Resources (C); Sexual Harassment (D); Stalking (E); Intimate Partner Violence (F); Sexual Assault/Other Misconduct (G); Opinions of Program Services (HH); Sexual Misconduct Prevention Training (H); Perceptions of Responses to Reporting (I); and Bystander Behavior (J).

The AAU Campus Climate Survey was launched at the University of Wisconsin–Madison on February 11, 2019, and closed five weeks later on March 19, 2019. All enrolled students, undergraduate and graduate, were offered the opportunity to participate. The response rate at UW–Madison was 20%. The sample records the experiences of 7,697 UW–Madison students. When comparing the demographics of the survey respondents to the overall enrolled UW–Madison population in spring 2019, there are two key differences (see table below). Women make up 64% of the respondents, but only 51% of student population; international students make up 9% of the respondents, but 14% of the student population. Responses to this survey are weighted to be representative of the UW–Madison student population.



Survey Respondent Demographics Compared to Student Demographics, Spring Semester 2019, UW–Madison*

	Number of Respondents	Percent of Respondents	Number of UW–Madison Students	Percent of UW–Madison Students
Undergraduates	5,717	74%	28,791	72%
Graduates/ Professionals	1,980	26%	11,128	28%
Gender				
Women	4,898	64%	21,548	51%
Men	2,686	35%	20,375	49%
TGQN	113	1%	<i>Not available</i>	<i>Not available</i>
Race/Ethnicity (among domestic students)				
Hispanic/Latinx	333	5%	2,140	6%
White	5,651	81%	28,823	80%
Black	103	1%	900	3%
Asian	498	7%	2,536	7%
Other/multiple races	395	6%	1,421	4%
International Students				
No	6,988	91%	36,211	86%
Yes	705	9%	5,875	14%
Disability				
No	5,415	73%	<i>Not available</i>	<i>Not available</i>
Yes	2,011	27%	<i>Not available</i>	<i>Not available</i>

*Data on genders other than women and men and data on disability status are not reported by the UW–Madison enrollment office.



Definitions

The definitions below are those provided to survey respondents. In some cases, these may not correspond with accepted campus definitions, definitions utilized in university policies, and/or definitions under Wisconsin State Law.

Sexual assault – penetration, attempted penetration and/or sexual touching perpetrated by physical force or inability to consent or stop what was happening.

Sexual penetration occurs when one person puts a penis, fingers, or object inside someone else's vagina or anus.

Sexual touching refers to kissing; touching someone's breast, chest, crotch, groin, or buttocks; or grabbing, groping, or rubbing against another person in a sexual way, even if the touching is over the other person's clothes.

Physical force refers to the use of force or threats of physical force against an individual. Physical force could include someone using their body weight to hold the person down, pinning their arms, hitting or kicking them, or using or threatening to use a weapon against them.

Inability to consent or stop what was happening refers to when the student was unable to consent or stop what was happening because they were passed out, asleep, or incapacitated due to alcohol or drugs.

Sexual misconduct – intimate partner violence, sexual harassment, and stalking.

Intimate partner violence (IPV) refers to non-sexual violence among individuals who had been in a partnered relationship (e.g., marriage or civil union, domestic partnership or cohabitation, steady or serious relationship, or other ongoing relationship involving physical or sexual contact).

Partnered relationship refers to a marriage or civil union, domestic partnership or cohabitation, steady or serious relationship, or other ongoing relationship involving physical or sexual contact that the student has been in since entering school.

Sexual harassment refers to harassing behaviors that interfered with an individual's academic or professional performance, limited the individual's ability to participate in an academic program, or created an intimidating, hostile, or offensive social, academic, or work environment.

Sexually harassing behavior refers to experiences of a student, or someone employed by or otherwise associated with the University doing any of the following: made sexual remarks or told jokes or sexual stories that were insulting or offensive to you; made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities; said crude or gross sexual things to you or tried to get you to talk about sexual matters when you did not want to; used social or online media to send offensive sexual remarks, jokes, stories, pictures, or videos to you or about you that you did not want; or continued to ask you to go out, get dinner, have drinks, or have sex even though you said "no."

Stalking refers to repeated (two or more occasions) visual or physical proximity, nonconsensual communication, or verbal, written, or implied threats by an individual that leads to fear for personal safety or substantial emotional distress.



Offender and perpetrator are used interchangeably in this report to denote an individual who victimized a respondent with any of the forms of sexual assault or misconduct studied.

Victim in this report denotes a student who experienced any of the different types of sexual assault or misconduct asked about in the survey.

Since entering school refers to the period that starts when the student was first enrolled at the university and ends at the time of taking the survey.

TGQN, TGQN students, and TGQN respondents in this report are used interchangeably and denote students who listed their gender identity as one of the following categories:

- Transgender woman
- Transgender man
- Nonbinary/genderqueer
- Gender questioning
- Gender not listed



Key Finding #1

Since entering college, 26.1% of female undergraduates experienced a sexual assault involving force or inability to consent. There was not a statistically significant change from 2015, when 27.6% of female undergraduates reported a sexual assault involving force or incapacitation. The 2019 rate does not differ significantly from the aggregate AAU results.*

- While aggregate rates of sexual assault since entering the university for undergraduate women at participating AAU institutions rose between 2015 and 2019 from 23.4% to 26.3%, there was no statistically significant change at UW–Madison. The rate at UW was 27.6% in 2015 and is 26.1% in 2019.
- Rates of sexual assault increased significantly among undergraduate men at both UW–Madison and in aggregate among participating AAU institutions.
- The students most likely to say they’ve experienced sexual assault during their time at UW–Madison are undergraduate women (26.1%) and students who are trans women, trans men, nonbinary or genderqueer, gender questioning, or gender not listed (TGQN) (28.4%).
- Most sexual assaults involved sexual touching, with a smaller number involving penetration. For example, among undergraduate women at UW–Madison, 11% experienced a sexual assault involving sexual touching during the current school year and 4.2% experienced a sexual assault involving penetration.

Proportion of Students Experiencing Sexual Assault Since Entering University, UW–Madison and All Surveyed Universities, 2015 and 2019**

	UW–Madison		Universities Surveyed In Both 2015 and 2019 (n=21)		All Universities Surveyed in 2019 (n=33)
	2015	2019	2015	2019	2019
Undergraduate Women	27.6	26.1	23.4	26.3	25.9
Undergraduate Men	5.4	6.8	5.5	6.9	6.8
Graduate Women	12.1	13.1	8.5	10.8	9.6
Graduate Men	2.9	3.8	2.3	2.6	2.5
TGQN Students	29.0	28.4	22.3	20.8	20.3

**All conduct may not meet the State of Wisconsin legal definition of sexual assault but may constitute sexual harassment and/or violate university policy. The survey also collected data on sexual assault by coercion or absence of affirmative consent, which is not included above.*

***For comparisons between the 2015 and 2019 surveys, Westat recommends only comparing values from the 21 universities that completed both surveys. For the most complete 2019 values, all 33 universities’ data are included.*



Proportion of Students Experiencing Sexual Assault, by Time Period and Behavior, UW–Madison, 2019

	Since Entering UW–Madison			Current School Year		
	Any Sexual Assault	Penetration	Sexual Touching	Any Sexual Assault	Penetration	Sexual Touching
Undergraduate Women	26.1	11.0	20.9	13.4	4.2	11.0
Undergraduate Men	6.8	3.0	4.7	3.5	1.2	2.7
Graduate Women	13.1	6.6	9.4	3.3	1.4	2.3
Graduate Men	3.8	0.7	3.2	1.4	-	1.2
TGQN Students	28.4	15.4	23.1	19.7	6.5	16.3



Key Finding #2

*Alcohol remains a common factor in sexual assault, just as it was in 2015.**

- Alcohol had been consumed by either the victim or perpetrator in 77% of sexual assaults. Among sexual assaults experienced by women, it is more likely that the victim reported the perpetrator had consumed alcohol prior to the assault at UW–Madison than at other AAU institutions.

Alcohol Use Prior to Sexual Assaults of Women, UW–Madison and All Surveyed Institutions, 2019*

	Assaults Involving Penetration				Assaults Involving Sexual Touching			
	By Physical Force		By Inability to Consent		By Physical Force		By Inability to Consent	
	UW–Madison	All Universities (n= 33)	UW–Madison	All Universities (n= 33)	UW–Madison	All Universities (n= 33)	UW–Madison	All Universities (n= 33)
<i>Before the incident, (was/were) (the person/ any of the persons) who did this to you drinking alcohol? (% Yes)</i>	62.8	53.2	78.8	73.3	60.3	58.3	79.1	74.6
<i>Before the incident, were you drinking alcohol? (% Yes)</i>	62.9	57.6	90.7	90.3	61.4	54.0	93.2	89.3

*These values cannot be compared with earlier data due to survey design changes.



Key Finding #3

A significant number of both undergraduate and graduate students experience sexually harassing behavior by co-workers, university faculty and other employees. In 2015, sexual harassment from these perpetrators was also reported by significant numbers of undergraduate and graduate students.*

- Sexual harassment is defined as a series of sexually harassing behaviors that resulted in any of the following consequences for victims:
 - interfered with the victim's academic or professional performance;
 - limited the victim's ability to participate in an academic program; or
 - created an intimidating, hostile, or offensive social, academic, or work environment

About 45% of experiences of sexually harassing behavior resulted in at least one of these consequences.

- Female graduate students who experienced harassing behavior were more likely to report their harasser was another student (81.5% vs. 75.8%) and less likely to report it was a faculty member (16.2% vs. 24%) at UW-Madison compared with other AAU institutions.

Proportion of Students Experiencing Sexually Harassing Behavior and Harassment Since Entering University, UW-Madison and All Surveyed Institutions, 2019*

	Sexually Harassing Behavior		Sexual Harassment	
	UW-Madison	All Universities (n= 33)	UW-Madison	All Universities (n= 33)
Undergraduate Women	61.8	59.0	31.2	31.3
Undergraduate Men	37.8	36.2	21.1	19.9
Graduate Women	40.1	36.6	11.6	10.1
Graduate Men	28.8	23.1	9.7	7.6
TGQN Students	61.2	61.7	50.2	43.6

*These values cannot be compared with earlier data due to survey design changes.

Description of Perpetrators of Sexually Harassing Behavior Experienced by Undergraduate Women, Graduate Women and TGQN students, UW-Madison and All Surveyed Institutions, 2019**

	Undergraduate Women		Graduate Women		TGQN Students	
	UW-Madison	All Universities (n= 33)	UW-Madison	All Universities (n= 33)	UW-Madison	All Universities (n= 33)
Student	93.9	93.1	81.5	75.8	84.4	87.5
Student Teaching Assistant	2.3	2.8	6.7	5.9	19.5	7.7
Faculty or Instructor	2.7	5.5	16.2	24.0	12.9	18.5
Research Staff	1.0	0.9	4.3	5.4	8.7	4.0
Other Staff or Administrator	2.5	3.0	5.6	7.3	10.7	8.0
Coach or trainer	0.6	0.6	-	0.5	-	1.8
Alumni	2.8	3.3	2.6	3.5	7.5	6.0

**These values cannot be compared with earlier data due to survey design changes. Respondents could select multiple options.



Key Finding #4

Sexual assault and sexual misconduct are still disproportionately reported by female and TGQN students, students with disabilities and non-heterosexual students. In 2015, students who identified as American Indian or Alaska Native also reported disproportionately high rates of sexual assault and sexual misconduct. Due to data limitations described earlier, we are unable to analyze the 2019 findings by race or ethnicity.*

Sexual Assaults and Misconduct by Sexual Orientation, Disability, and Gender Identity, UW-Madison and All Surveyed Institutions, 2019**

	Sexual Assault		Sexually Harassing Behavior		Stalking		Intimate Partner Violence	
	UW-Madison	All Universities (n= 33)	UW-Madison	All Universities (n= 33)	UW-Madison	All Universities (n= 33)	UW-Madison	All Universities (n= 33)
Sexual Orientation								
Gay, lesbian, other or multiple categories	Not available	Not available	62.9	58.3	11.6	10.8	17.1	15.4
Heterosexual	13.7	15.1	43.9	38.6	4.4	4.8	9.8	9.1
Disability Status								
Students with disabilities	24.9	22.7	63.5	56.0	11.0	11.2	17.3	16.0
Student without disabilities	11.5	9.4	40.4	36.3	3.6	3.8	8.2	7.6
Gender Identity								
Undergraduate women	26.1	25.9	61.8	59.0	8.0	10.0	12.6	14.1
Undergraduate men	6.8	6.8	37.8	36.2	3.1	3.1	10.5	10.2
Graduate women	13.1	9.6	40.1	36.6	6.6	5.9	7.0	7.1
Graduate men	3.8	2.5	28.8	23.1	1.9	1.8	9.1	5.9
TGQN students	28.4	20.3	61.2	61.7	15.4	13.2	27.1	18.4

* **Sexual orientation** – non-heterosexual students include students identifying as gay or lesbian, other or multiple categories.

Disability Status – Respondents were asked, “Do you identify as a student with any of the following? Learning disability, ADHD, Autism Spectrum Disorder, mobility-related disability (e.g., spinal cord injury), sensory disability (e.g., low vision), chronic mental health condition (e.g., depression), chronic medical condition (e.g., diabetes), or other disability or chronic condition.”

Gender Identity – Respondents were asked, “Which best describes your gender identity? Woman, Man, Trans woman (male-to-female), Trans man (female-to-male), Nonbinary or genderqueer, Questioning, or Not Listed.”

N/A indicates that these results were not available in the analyses created by Westat. Once the public data file becomes available by the end of 2019, these values can be calculated.

** These values cannot be compared with earlier data due to survey design changes.



Key Finding #5

*Sexual assault and sexual misconduct are largely unreported, similar to the results of the 2015 survey.**

- About two-thirds of sexual assaults involving penetration by force are not reported to any program or resource (including confidential and non-confidential options). Among all sexual assaults, 87% are not reported.
- Rates of reporting to programs or resources at UW–Madison are very similar to other AAU institutions for sexual assaults, intimate partner violence and stalking. At UW–Madison there are lower rates of reporting when compared to other AAU institutions for harassing behavior. This is true for men and women, undergraduate and graduate students.

Proportion of Sexual Assaults Where the Victim Reported to a Campus Program or Contacted a Campus Resource, by Gender and Behavior, UW–Madison and All Surveyed Institutions, 2019*

	UW–Madison	All Universities (n=33)
Women		
Assault involving penetration	30.7	29.4
Assault involving sexual touching	11.3	12.3
Men		
Assault involving penetration	11.1	17.7
Assault involving sexual touching	2.4	7.8

*These values cannot be compared with earlier data due to survey design changes.

Proportion of Experiences of Sexually Harassing Behavior Where the Victim Reported to a Campus Program or Contacted a Campus Resource, by Gender and Behavior, by Gender and Affiliation, UW–Madison and All Surveyed Institutions, 2019*

	UW–Madison	All Universities (n=33)
Undergraduate Women	9.9	14.1
Undergraduate Men	5.3	8.6
Graduate Women	11.4	14.1
Graduate Men	5.7	7.7
TGQN Students	22.1	21.0



Key Finding #6

Both undergraduate and graduate students report significantly higher levels of knowledge about how sexual assault is defined at UW–Madison and which campus resources exist than in 2015. In 2015, undergraduates reported more knowledge than graduate and professional students, but there have been substantial increases in knowledge among graduate students so that only a small average difference remains with undergraduates.

- In general, students at UW–Madison report higher levels of knowledge about campus resources and definitions than students at other AAU institutions.

Knowledge of Sexual Assault Definition and Campus Resources, UW–Madison and All Institutions Surveyed in Both Years, 2015 and 2019*

UW–Madison (% Very or Extremely)

How knowledgeable are you about:	Undergraduate Women		Undergraduate Men		Graduate Women		Graduate Men		TGQN Students	
	2015	2019	2015	2019	2015	2019	2015	2019	2015	2019
how sexual assault and sexual misconduct are defined at [University]?	32.1	41.3	31.4	42.4	15.3	36.9	17.2	37.2	30.9	43.4
where to get help at [University] if you or a friend experienced sexual assault or sexual misconduct?	42.6	48.1	36.7	46.2	22.1	43.4	21.5	39.7	38.7	56.1
where to make a report of sexual assault or sexual misconduct at [University]?	30.6	34.6	35.6	38.7	18.9	35	24.8	38.6	30.5	47.7
what happens when a student reports an incident of sexual assault or sexual misconduct at [University]?	13.8	18	15.2	20.8	7.1	19.4	11	19.7	17.5	20.8

Universities Surveyed in Both 2015 and 2019 (n=21) (% Very or Extremely)

How knowledgeable are you about:	Undergraduate Women		Undergraduate Men		Graduate Women		Graduate Men		TGQN Students	
	2015	2019	2015	2019	2015	2019	2015	2019	2015	2019
how sexual assault and sexual misconduct are defined at [University]?	25.4	37	27.9	40.3	16.6	30.9	19	34.6	32.6	42
where to get help at [University] if you or a friend experienced sexual assault or sexual misconduct?	35.2	38.2	31.7	38.5	22	31.4	20.8	32.6	41.7	42.1
where to make a report of sexual assault or sexual misconduct at [University]?	25.8	28.5	30	34.6	19.4	27.1	22.8	31.8	29.4	34.2
what happens when a student reports an incident of sexual assault or sexual misconduct at [University]?	11.6	15.3	13.3	18.1	8.5	15.5	10.5	19.1	15.4	20.7



Key Finding #7

Most students who report seeing concerning behavior related to sexual assault and misconduct report intervening as bystanders. In contrast in 2015, peers were the primary resource for students who experienced sexual assault and misconduct, and students reported seldom intervening as bystanders.

- Among UW–Madison students who noticed someone acting in a way they believed was making others feel uncomfortable or offended, about two-thirds took some type of action.
- Among UW–Madison students, three out of four acted to prevent further harm when they witnessed any of the following behaviors:
 - a situation that they believed could have led to a sexual assault
 - someone behaving in a controlling or abusive way towards a dating or sexual partner
 - a pattern of sexual comments or behaviors that made them concerned that a fellow student was experiencing sexual harassment
- Women were more likely than men to take active bystander actions, and undergraduates were more likely than graduate students to do so.
- Comparable AAU data will be available in late 2019.

Bystander Behavior Upon Witnessing Sexual Assault or Other Sexual Misconduct, UW–Madison, 2019*

Proportion who took some action among students who noticed:	UW–Madison
Someone acting in a way they believed was making others feel uncomfortable or offended	65.9
A situation that they believed could have led to a sexual assault	76.4
someone behaving in a controlling or abusive way towards a dating or sexual partner	76.9
A pattern of sexual comments or behaviors that made them concerned that a fellow student was experiencing sexual harassment	74.8

* These values cannot be compared with earlier data due to survey design changes.
They also require custom calculation and cannot be compared to aggregate AAU values.



Key Finding #8

Trust in campus response to sexual assault has improved for UW–Madison graduate and professional students. Undergraduates in 2015 reported greater trust in UW–Madison’s ability to respond to sexual assault than graduate students, but in 2019, graduate students reported greater trust than undergraduates. In 2015, students reported mixed attitudes about campus climate, resources and response, and the UW identified there were opportunities to improve, especially among graduate and professional students.

- Among undergraduates since 2015, men had unchanged perceptions of campus response; U.S. resident women reported lower rates of trust in campus response; and international women students reported increased levels of trust in campus response.
- Trust in campus response to sexual assault also declined for undergraduate women among all AAU institutions.

Perception of Campus Response to Sexual Assault and Misconduct, UW–Madison and All Institutions Surveyed in Both Years, 2015 and 2019

UW–Madison (% Very or Extremely)*

If someone were to report a sexual assault or other sexual misconduct to an official at [University]:	Undergraduate Women		Undergraduate Men		Graduate Women		Graduate Men		TGQN Students	
	2015	2019	2015	2019	2015	2019	2015	2019	2015	2019
how likely is it that campus officials would take the report seriously? (% Very or Extremely)	66.7	58.8	78.7	77.8	60.9	64.7	73.2	79.8	51.9	53.1
how likely is it that campus officials would conduct a fair investigation? (% Very or Extremely)	52.9	44.1	59.9	59.8	43.1	49.0	55.3	62.4	23.0	34.2

Universities Surveyed in Both Years, 2015 and 2019 (n=21) (% Very or Extremely)

If someone were to report a sexual assault or other sexual misconduct to an official at [University]:	Undergraduate Women		Undergraduate Men		Graduate Women		Graduate Men		TGQN Students	
	2015	2019	2015	2019	2015	2019	2015	2019	2015	2019
how likely is it that campus officials would take the report seriously? (% Very or Extremely)	57.8	53.6	70.3	74.7	59.3	60.2	70.4	76.7	41.6	45.1
how likely is it that campus officials would conduct a fair investigation? (% Very or Extremely)	46.5	40.5	53.5	56.9	46.6	47	54.4	60.3	27.1	28.2

*Only the 21 universities that completed the AAU surveys in both 2015 and 2019 are included in this data table.



Action Taken Since 2015 AAU Survey

Since UW–Madison participated in the same survey in 2015, the university has taken a number of actions to more effectively prevent and respond to sexual harassment and sexual violence on campus.

Campus Initiatives

- Implemented the UW–Madison Policy on Sexual Harassment and Sexual Violence (2018)
- Created the Office of Compliance (2016)
- Purchased and implemented a central reporting system and database for sexual harassment and sexual violence reports within the Title IX Program (2017)
- Established the Provost’s Advisory Group on Sexual Assault and Misconduct (PAGSAM), a campus-wide advisory group on the topic of sexual harassment and sexual violence (2016)
- UW System became a joint member of the National Academy of Sciences and Engineering’s Action Collaborative on Preventing Sexual Harassment in Higher Education (2019)
- Funded a faculty cluster hire in the area of “Sexual Violence: Connecting Social Science Research with Policy” (2019)

Staffing

- Created a full-time [Title IX Coordinator position \(2015\)](#)
- Hired two full-time Title IX/Equal Opportunity investigators in the Office of Compliance (2018)
- Hired a full-time Deputy Title IX Coordinator for Pre-College and Youth Programs (2019)
- Hired a full-time violence prevention specialist focusing on prevention efforts for graduate and professional students in UHS Violence Prevention (2015)
- Hired two additional victim advocates positions in UHS Survivor Services (2016)

Prevention & Trainings

Undergraduate Students

- Added an additional educational program of prevention training for undergraduate students; an [in-person workshop](#) that allows students the opportunity to explore a variety of topics, including healthy sexuality and sexual assault, healthy relationships and dating violence, and how to support survivors of violence (2016). Undergraduate students have been required to complete an [online training](#) since 2013.
- A UW–Madison bystander intervention training was developed and implemented by UHS Violence Prevention and is utilized by students and staff (2016).



Graduate and Professional Students:

- Established a required [sexual harassment and sexual violence prevention training](#) for graduate students (2016)

Employees:

- Required [sexual harassment and sexual violence prevention training](#) for all employees. Employees who do not complete the training are not eligible for general wage adjustments, and supervisors who have employees who have not completed the training will not be eligible for general wage increases (2017).
- Required annual training for designated “Title IX Responsible Employees,” who have an obligation to report complaints to the Title IX Coordinator (2017)
- Conducted advanced, in-person Title IX and Clery Act trainings for units likely to receive reports, including the Dean of Students Office, the Office of Student Conduct and Community Standards, University Housing and Athletics (2018).



Next Steps

UW–Madison has made great strides in the past four years to increase student and staff training and educational opportunities on sexual harassment and sexual violence prevention. We believe many of these efforts have directly contributed to improvements in survey findings, particularly in the areas of increased knowledge on campus resources and reporting options. UW–Madison already plans to take several actions for continued improvement:

- Hire an additional counselor in UHS Survivor Services.
- Utilize UHS Survivor Services clinical data to assess campus need for services, as well as identify trends and patterns.
- Hire a case manager position in the Title IX Program to facilitate student and employee access to support services such as academic accommodations and protective measures.
- Apply for membership in the National Association of Student Personnel Administrators (NASPA) Culture of Respect Collective. The Collective is an ambitious two-year program that brings together institutions of higher education who are dedicated to ending campus sexual violence and guides them through a rigorous process of self-assessment and organizational change.
- Support a trauma-informed care initiative in UHS to improve medical and mental health services for students who have suffered trauma, including survivors of sexual assault.

We know there is additional work to be done. We would like to hear from the campus community to determine the best way forward on our campus. We need to know what is working and what is not—for the entire campus, and for communities where there may be varying experiences and perceptions. With this in mind, we have scheduled three forums to present specific findings from the 2019 AAU Survey and provide opportunities for campus community members to discuss the results and share feedback about where additional work can be targeted. These sessions will be open to all members of the UW–Madison community.

1. 2019 AAU Results – Undergraduate Students

What: This session will include a presentation on survey findings specific to undergraduate students as well as small and large group discussion about the results and recommended strategies for campus. It will be co-facilitated by Student Affairs leadership and UHS staff in coordination with students and other campus partners.

When: Tuesday, November 5, 2019, 4:30–6 p.m.

Where: Overture Room, Gordon Dining and Event Center



2. 2019 AAU Results – Graduate and Professional Students

What: This session will include a presentation on survey findings specific to graduate and professional students as well as small and large group discussion about the results and recommended strategies for campus. It will be co-facilitated by Student Affairs and Graduate School leadership and UHS staff in coordination with students and other campus partners.

When: Thursday, November 7, 2019, 4:30–6 p.m.

Where: Orchard View Room, Discovery Building

3. 2019 AAU Results – Underrepresented Students

What: This session will give participants an opportunity to review more detailed data specific to student populations on campus (including LGBTQ+ students, students with disabilities, students of color, and international students) and provide feedback from both a group specific and an intersectional perspective. This session will be co-facilitated by Gabe Javier, Interim Associate Vice Chancellor for Student Affairs for Identity and Inclusion, and UHS staff in coordination with students and other campus partners.

When: Tuesday, November 19, 2019, 5:30–7 p.m.

Where: Concerto Room, Gordon Dining and Event Center

Future Goals

After the listening sessions are complete, a dedicated team of campus partners and students in concert with PAGESAM will compile feedback and form concrete recommendations for the campus moving forward. A final report with detailed survey information and final recommendations will be published during the spring 2020 semester.