



Academic Workplace Behaviors and Environment Survey

Full Findings Report

October 14, 2024

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Glossary of Terms

- » **Formal reporting:** refers to the process of [contacting a University office that investigates alleged violations of University policies and external laws and regulations](#). These offices include the Office of Employment Equity (OEE) (for faculty and staff), which investigates allegations of discrimination and harassment, sexual misconduct, or other behaviors that violate the four university policies administered by Office of Employment Equity, and University Ethics & Compliance, which investigates alleged violations of other University policies, laws, and regulations.
- » **Institutional courage:** encompasses an institution's demonstrated commitment, accountability, transparency, and action to address sexual violence and other forms of harm.¹
- » **Sexual harassment:** Unwanted sexual advances, requests for sexual favors, and other unwelcome conduct that is sexual in nature, as well as situations in which the work or study environment is made intimidating or offensive as a result of actions that are gender-based and that interfere with an individual's academic or work performance, opportunities for advancement, and morale. Sexual harassment encompasses three dimensions: sexual coercion, unwanted sexual attention, and gender harassment. *Gender harassment* refers to a wide range of behaviors that express hostile and pejorative attitudes on the basis of gender. *Unwanted sexual attention* refers to sexual advances that are unwelcome. *Sexual coercion* refers to requirements to engage in sexual activity as a condition of employment or promotion (e.g., quid pro quo).²
- » **Sexual misconduct:** is an umbrella term for a range of behaviors, that, at Rutgers, under [Title IX Policy and Grievance Procedures](#) at the time of this report, include sexual harassment, sexual violence, sexual exploitation, gender-based harassment, stalking and relationship violence.
- » **Workplace incivility:** Low-level actions marked by impoliteness and disrespect that violate standards of mutual respect and display lack of regard for others.³

¹ Smidt, A. M., Adams-Clark, A. A., & Freyd, J. J. (2023). Institutional courage buffers against institutional betrayal, protects employee health, and fosters organizational commitment following workplace sexual harassment. *PLoS one*, 18(1), e0278830.

² Fitzgerald, L. F., Gelfand, M. J., & Drasgow, F. (1995). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social Psychology*, 17(4), 425-445.

National Academies of Sciences, Engineering, and Medicine. (2018). *Sexual harassment of women: Climate, culture, and consequences in academic sciences, engineering, and medicine*. The National Academies Press.

³ Andersson, L. M., & Pearson, C. M. (1999). Tit for tat? The spiraling effect of incivility in the workplace. *Academy of management review*, 24(3), 452-471.

Acronyms and Abbreviations

- » **AWBES:** Academic and Workplace Behaviors and Environment Survey
- » **ARC3:** Administrator-Researcher Campus Climate Collaborative (ARC3) Campus Climate Survey Instrument
- » **BIPOC:** Black, Indigenous, and people of color
- » **CLU:** Chancellor-led unit
- » **iSPEAK:** Rutgers Campus climate survey instrument focusing on students
- » **LGBQA+:** refers to respondents who identified as asexual, bisexual, gay, lesbian, pansexual, queer, or another sexual orientation besides straight/heterosexual on the survey.
- » **TGQN:** refers to respondents who identified as agender, transgender, genderqueer, nonbinary, or another gender category besides woman or man on the survey.

Introduction

Since 2014, researchers from the [Center for Research on Ending Violence](#) (REV) at the Rutgers School of Social Work have administered campus climate surveys to students across all four Rutgers CLUs at regular intervals, with more than 22,000 student responses collected. The surveys assess experiences and perceptions of sexual violence, dating violence, sexual harassment, and other forms of identity-based discrimination. Results from the surveys have been used to develop tailored action plans at each CLU to enhance the response to and prevention of campus sexual and dating violence and harassment among students.

To further advance efforts to prevent and effectively respond to harassment, the Office of the Executive Vice President for Academic Affairs (EVPAA) sponsored the first universitywide faculty and staff survey to assess the campus climate related to harassment. The *Academic and Workplace Behaviors and Environment Survey* (AWBES), led by Dr. Sarah McMahon, Dr. Julia Cusano, Dr. Rachel Connor, and their research team at REV and in partnership with the Office of the EVPAA and the Office of Institutional Research, was administered from November 3, 2022, through December 15, 2022, to Rutgers faculty, staff, postdoctoral associates (postdocs), teaching assistants (TAs), and graduate assistants (GAs). This universitywide survey effort was undertaken in response to the recommendations of the 2019 [Rutgers University Committee on Sexual Harassment Prevention and Culture Change](#) report, produced by a committee chaired by Dr. Barbara Lee, former Senior Vice President for Academic Affairs, and Dr. Karen Stubaus, Vice President for Academic Affairs.

The [AWBES](#) contained six sections: (1) demographics; (2) experiences of workplace incivility; (3) experiences of sexual harassment, reporting, and impact; (4) bystander behaviors; (5) perceptions of university leadership's response to sexual harassment; and (6) awareness of and self-efficacy with the university's sexual harassment policy and resources.

In preparation for the administration of the AWBES survey, a universitywide steering committee and campus working groups on each of the CLUs were convened to assist with developing outreach measures to promote the survey to employees and to guide subsequent action planning based on the survey results. The steering committee and campus working groups comprised several key partners from multiple departments across all Rutgers campuses (see [Appendix D](#) for the complete list of the steering committee and working group members).

This report presents comprehensive results for faculty, staff, TAs/GAs, and postdocs at Rutgers University. The Key Findings and Recommendations report is available [here](#).

Method

The following section describes procedures, sample and weighting, measures, and time periods. All procedures and measures included on the survey were based on validated scales and followed standards set by peer institutions. For more details on the methodology, please see [Appendix A](#).

The survey tool was based on the validated Administrator-Researcher Campus Climate Collaborative (ARC3) Campus Climate Survey Instrument, consistent with the recommendations of the National Academies of Sciences, Engineering, and Medicine's 2018 report on the sexual harassment of women.⁴ The survey was further developed through an extensive design process involving the identification of validated items or scales from existing climate surveys, making necessary adaptations to reflect Rutgers' campuses, and developing new items where needed.

In alignment with principles of collaboration, inclusivity, and transparency that guide Rutgers' approach to this work, the research team completed a multi-phase, iterative review process that requested participation from several individuals and offices throughout the university. Reviewer feedback helped tailor the tool to each of Rutgers University's unique campus environments and ensure the relevancy and accuracy of survey items and response options. The complete survey instrument is included in [Appendix F](#).

The survey was administered via Qualtrics, an online survey platform, from November 3, 2022, to December 15, 2022. A census approach was used, meaning all faculty (including adjuncts and part-time lecturers), staff, postdocs, teaching assistants (TAs), and graduate assistants (GAs) employed at Rutgers University at the start of the Fall 2022 semester were invited to participate in the survey.⁵

Sample and Weighting

In total, 20.0% ($n = 5,227$) of those invited responded to the invitation, 491 declined to participate, and 221 were removed for quality control for a final sample of 4,515 employees participating (a 17.1% response rate for the analytic sample). About 65.7% of the sample identified as women and 30.5% as men. Additionally, 2.0% of the sample identified as [TGQN](#). The sample consisted of 64.5% staff, 29.4% faculty, 4.1% TAs or GAs, and 2.0% postdocs.

The data were weighted according to population distributions using population files provided by the Office of Institutional Research. Data were weighted based on age, gender, race/ethnicity, and status at the university (i.e., faculty, staff, postdoc, or TA/GA). Additional details on missing data analyses and survey weighting are included in [Appendix A](#). The remainder of this report summarizes the findings from the study based on weighted data.

⁴ National Academies of Sciences, Engineering, and Medicine. (2018). Sexual harassment of women: Climate, culture, and consequences in academic sciences, engineering, and medicine. The National Academies Press.

⁵ Institutional Research procured the list of eligible employees as of 11/01/2022. Class 3 and 4 employees were excluded from the sample because they are typically in six-month temporary or contracted positions and do not make up a large proportion of employees. Additionally, these classes of employees do not have Integrated Postsecondary Education Data System (IPEDS) classifications, which were used to match demographic information.

Measures

Workplace Incivility

Participants were asked how often they had experienced behaviors of incivility in the workplace (e.g., insulting or disrespectful remarks, interrupting, paying little attention to their statements or showing little interest in their opinions, making jokes at their expense) using the Workplace Incivility Scale.⁶ Using a methodology modeled after the [Know More Campus Climate Survey](#) administered at Michigan State University (MSU), survey participants who experienced any type of workplace incivility were asked whether they thought they experienced the mistreatment because of their age, gender identity, race or ethnicity, religious or spiritual views, or several other identity categories. Participants who reported any workplace incivility were asked follow-up questions about whether they used any university resources to address the unfair treatment they experienced.

Calculating Workplace Incivility Prevalence

Multiple prevalence rates for workplace incivility among participants are presented throughout this report to guide action-planning efforts across the university:

1. The first indicates the proportion of participants who experienced ANY of the 12 workplace incivility behaviors *since working at Rutgers University*;
2. The second indicates the proportion of participants who experienced ANY of the 12 workplace incivility behaviors while working at Rutgers University *in the last five years*;
3. The third indicates the proportion of participants who experienced ANY of the 12 workplace incivility behaviors while working at Rutgers University *in the last twelve months*. Although this report presents multiple time frames, twelve months is the time frame used in the [Key Findings and Recommendations Report](#).

Work-Related Sexual Harassment

Sexual harassment was measured using a modified version of the Sexual Experiences Questionnaire-Department of Defense (SEQ-DoD).⁷ The SEQ-DoD is a validated instrument recommended by the National Academies of Sciences, Engineering, and Medicine⁸ because it is behaviorally specific, avoids using the term ‘sexual harassment’

⁶ Cortina, L. M., Kabat-Farr, D., Leskinen, E. A., Huerta, M., & Magley, V. J. (2013). Selective incivility as modern discrimination in organizations: Evidence and impact. *Journal of Management*, 39(6) 1579-1605.

⁷ Adapted from Department of Defense Sexual Experiences Questionnaire (SEQ-DoD), originally modified from the Sexual Experiences Questionnaire (Fitzgerald, Gelfand, & Drasgow, 1995) and included on the ARC3 Faculty and Staff survey instrument.

Fitzgerald, L. F., Gelfand, M. J., & Drasgow, F. (1995). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social psychology*, 17(4), 425-445.

⁸ National Academies of Sciences, Engineering, and Medicine. (2018). *Sexual harassment of women: Climate, culture, and consequences in academic sciences, engineering, and medicine*. The National Academies Press.

in the survey items, and captures three types of sexual harassment. The SEQ-DoD was also included on the [ARC3](#) Faculty/Staff Campus Climate Survey.

The SEQ-DoD includes 16 behaviors that capture sexist gender hostility, crude gender harassment, unwanted sexual attention, and sexual coercion. Participants indicated whether they had experienced each of the behaviors: never (0 times), once (1 time), sometimes (2-5 times), or often (6+ times). Based on the 16 behaviors, experiences of sexual harassment were then collapsed into the following categories of sexual harassment as defined by the National Academies of Sciences, Engineering, and Medicine:

1. ***Gender harassment.*** *Gender harassment* refers to “a broad range of verbal and nonverbal behaviors not aimed at sexual cooperation, but that convey insulting, hostile, and degrading attitudes about” members of one gender. Gender harassment can be further divided into two subcategories:
 - a. ***Sexist gender hostility.*** *Sexist gender hostility* includes behaviors that are demeaning to members of one gender (e.g., jokes or comments about women’s leadership abilities).
 - b. ***Crude gender harassment.*** *Crude gender harassment* includes using sexually crude terms or making sexually crude jokes about one gender (e.g., referring to a woman as a ‘bitch’).
2. ***Unwanted sexual attention.*** *Unwanted sexual attention* refers to sexual advances that are unwelcome (e.g., repeatedly asking someone on a date when they have said ‘no’).
3. ***Sexual coercion.*** *Sexual coercion* refers to requirements to engage in sexual activity as a condition of employment or promotion (e.g., receiving a promotion in exchange for sex or being denied an opportunity for refusing to have sex).

Participants who indicated experiencing any of the 16 sexually harassing behaviors included on the survey were asked whether the behaviors interfered with one of the following four domains: (1) influenced their professional performance; (2) limited their ability to participate in a university activity; (3) created an intimidating, hostile, or offensive environment; or (4) interfered with their personal sense of well-being.⁹ Additionally, participants who indicated experiencing any of the 16 sexually harassing behaviors included on the survey were asked a series of follow-up questions about the most impactful incident, which included questions about the material impact of the sexually harassing behavior(s), including participants having to take time off from work; miss meetings, classes, or campus-related activities; stop teaching courses; change

⁹ The four domains are consistent with the Rutgers University [Title IX Policy and Grievance Procedures](#) and were developed in collaboration with the Office of Employment Equity (OEE). It is important to note that the behaviors and prevalence rates presented in this report are based on participants’ perceptions of the incident(s). The behaviors included in these reports *might* meet the threshold of a sexual harassment policy violation in accordance with Rutgers University’s Sexual Misconduct Policy and/or Title IX, but this cannot be determined without consideration of the context.

their pattern of movement around campus; and/or use mental health and advocacy services.

Calculating Sexual Harassment Prevalence

Multiple prevalence rates for sexual harassment among participants are presented throughout this report to guide action-planning efforts across the university:

1. The first indicates the proportion of participants who experienced ANY of the 16 sexually harassing behaviors *since working at Rutgers University*;
2. The second indicates the proportion of participants who experienced ANY of the 16 sexually harassing behaviors while working at Rutgers University *in the last five years*;
3. The third indicates the proportion of participants who experienced at least one sexually harassing behavior while working at Rutgers University *in the last five years* AND reported that one or more of the behaviors interfered with one of the four domains outlined above;
4. The fourth indicates the proportion of participants who experienced ANY of the 16 sexually harassing behaviors while working at Rutgers University *in the last twelve months*. Although this report presents multiple time frames, twelve months is the time frame used in the [Key Findings and Recommendations Report](#).

Question Time Period and COVID-19

The period covered by this survey includes times in which university operations were affected by the COVID-19 pandemic. For example, during the 2021–2022 academic year, the university had many COVID-19 precautions in place, including mandatory masks and vaccines, activities that occurred online, and periods of the academic year in which classes were shifted online to control the spread of disease. Questions included on the survey also asked about broader time periods, including 2020–2021, when the university was operating primarily online, with few students living on campus and many faculty and staff working remotely.

Although some research suggests that rates of intimate partner violence in the general public increased during COVID-19,¹⁰ there is less clarity around how university students, faculty, and staff experiences with sexual harassment and workplace incivility were affected by COVID-19. We are unable to identify precisely how these unprecedented conditions might have influenced the results of this survey, but we believe it is important contextual information.

¹⁰ Bradbury-Jones, C., & Isham, L. (2020). The pandemic paradox: the consequences of COVID-19 on domestic violence. *Journal of Clinical Nursing*, 29(13-14), 2047-2049.

Boserup, B., McKenney, M., & Elkbuli, A. (2020). Alarming trends in US domestic violence during the COVID-19 pandemic. *The American Journal of Emergency Medicine*, 38(12), 2753-2755.

Detailed Survey Findings

Results are presented by status group at the university (i.e., faculty, staff, postdoc, and TA/GA), separated by self-reported gender identity¹¹ and other key demographic variables.¹² Please note: There are several areas in the report where data are not reported (“NR”) due to small sample sizes. It is important to consider this constraint when interpreting the presented findings. The decision to suppress results when cell sizes were small was based on the team’s commitment to ensuring that information provided by participants is unidentifiable. Consent documents and survey invitations acknowledged the hesitancy that employees might have about participation and promised that their information would be treated with the utmost concern for privacy to minimize fear of retaliation. For these reasons, the report does not provide school- or department-level findings.

Universitywide Sample Demographics

Table 1 presents demographic information for the entire survey sample at Rutgers University. The sample ($n = 4,515$) consisted of 64.5% ($n = 2,914$) staff, 29.4% ($n = 1,325$) faculty, 4.1% ($n = 186$) Teaching or Graduate Assistants, and 2.0% ($n = 90$) Postdoctoral Associates. The majority of participants were over age 40, women (65.7%), and straight/heterosexual (84.2%). Most participants were employed at Rutgers University for two or more years at the time of the survey, with only 15.7% of participants employed at Rutgers for a year or less,

Prior to weighting, the data were not representative of the university population with respect to sex ($F(1, 4515) = 187.58, p < .001$), race/ethnicity ($F(5, 4515) = 308.48, p < .001$), or primary affiliation ($F(1, 4515) = 45.19, p < .001$).¹³ Specifically, individuals who were White, women, or employed in staff positions were overrepresented relative to their

¹¹ Data for transgender, genderqueer, and nonbinary participants were analyzed separately, with findings summarized in text boxes throughout the report. Survey participants were asked a two-part question for gender identity using items adapted from the Stanford Institutional Surveys and the [Know More Campus Climate Survey](#) administered at Michigan State University (MSU). The first question asked, “How do you currently describe yourself?” followed by a second question which asked, “Do you currently identify as transgender, genderqueer, or nonbinary?” A two-part question was used because qualitative research suggests that when presented with a survey question that includes “transgender” with other gender identity options, at least some transgender participants will provide only their current gender identity (e.g., “man”) and not select “transgender.” Given the small size of transgender populations, this potential for underreporting suggests the need for a separate question. Any participants who indicated transgender, nonbinary, or genderqueer on either of the two questions were grouped with those who selected “agender,” “genderfluid,” or not listed/other. People who selected “no” to the second question and “man” or “woman” to the first question were classified as such. People declining on either question were classified as “prefer not to answer.” Participants identifying as transgender, nonbinary, agender, and/or genderqueer are referred to as TGQN throughout this report.

¹² Gender identity and race/ethnicity variables included in the report are based on self-report items that were asked on the survey instrument. Role at university and campus affiliation were provided by Institutional Research based on employees’ Human Resources files as of November 1, 2022.

¹³ Sample representativeness was evaluated via Sex, Race/Ethnicity, and Primary Affiliation, as provided by Institutional Research based on employees’ Human Resources files. Population estimates, based on the 2021-2022 school year, were derived from the Institutional Research Fact Book, which can be found online at <https://oirap.rutgers.edu/FacultyandStaff.html>

population share. In contrast, individuals who were Asian, Black, another racial/ethnic group¹⁴, men, or employed in faculty positions were underrepresented.

Table 1. Full Sample Demographics at Rutgers University (Unweighted¹⁵)

	All (<i>n</i> = 4,515)	
	<i>n</i>	%
Role at University		
Staff	2,914	64.5
Faculty	1,325	29.4
Teaching assistants or Graduate assistants	186	4.1
Postdoctoral associates	90	2.0
Age		
29 or younger	488	10.8
30-39	966	21.4
40-49	1,070	23.7
50-59	1,066	23.7
60 and over	918	20.4
Gender Identity		
Man	1,374	30.5
Woman	2,960	65.7
TGQN	90	2.0
Prefer not to answer	80	1.8
Sexual Orientation		
LGBQA+	542	12.1
Straight/Heterosexual	3,783	84.2
Prefer not to answer	167	3.7
Race/Ethnicity¹⁶		
Asian	500	11.1
Black or African American	441	9.8
Hispanic or Latinx	349	7.8
Middle Eastern or North African	40	<1
Multiracial	322	7.2
White/Caucasian	2,665	59.2
Another race/ethnicity not listed ¹⁷	29	<1

¹⁴ Includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, two or more races/ethnicities, and Unknown.

¹⁵ The data in this table are unweighted, meaning that equal weight is given to each participant.

¹⁶ Participants were asked to check all that apply for race/ethnicity. Participants who selected more than one race were included in the category multiracial. Among participants who selected more than one race, the most common pattern was White/Caucasian and Hispanic/Latinx, followed by Black or African American and Hispanic/Latinx.

¹⁷ Another includes American Indian or Alaska Native and Native Hawaiian or Pacific Islander.

	All (<i>n</i> = 4,515)	
	<i>n</i>	%
Prefer not to answer	158	3.5
Disability Status		
No, does not have a disability	3,773	83.7
Yes, has a disability	571	12.7
Prefer not to disclose	166	3.7
Years Employed at Rutgers University		
0-1 year	596	15.7
2-3 years	500	13.2
4-7 years	758	20.0
8-16 years	946	24.9
17+ years	997	26.3
Campus Affiliation¹⁸		
Rutgers University - Camden	320	7.1
Rutgers University - New Brunswick	2,422	53.6
Rutgers University - Newark	386	8.6
Rutgers Health	1,387	30.7
Central Administration	816	18.1
Supervisor Status		
No, does not supervise other employees	2,789	62.0
Yes, does supervise other employees	1,707	38.0

Faculty Experiences at Rutgers University

Faculty Sample Characteristics

The Rutgers faculty sample consisted of a total of 1,325 individuals. In terms of gender identity, 40.7% of the sample identified as men, 55.2% as women, and 1.8% as agender, transgender, genderqueer, or nonbinary. With respect to sexual orientation, a majority of the sample identified as straight/heterosexual (84.1%). 12.7% of the faculty sample identified as Asian, 4.5% as Black/African American, 3.5% as Hispanic or Latinx, 6.2% as Multiracial, and 67.4% as White/Caucasian. See Table 2 for additional faculty sample characteristics.

¹⁸ Numbers add up to more than 100 because all Central Administration employees are also affiliated with one of the four campuses.

Table 2. Faculty Sample Characteristics (Unweighted¹⁹)

	All Faculty (<i>n</i> = 1,325)	
	<i>n</i>	%
Age		
29 or younger	88	6.7
30-39	191	14.5
40-49	312	23.6
50-59	306	23.2
60 and over	425	32.2
Gender Identity		
Man	538	40.7
Woman	729	55.2
TGQN	24	1.8
Prefer not to answer	30	2.3
Sexual Orientation		
LGBQA+	146	11.1
Straight/Heterosexual	1,107	84.1
Prefer not to answer	63	4.8
Race/Ethnicity²⁰		
Asian	168	12.7
Black or African American	59	4.5
Hispanic or Latinx	46	3.5
Middle Eastern or North African	NR	NR
Multiracial	82	6.2
White/Caucasian	890	67.4
Another race/ethnicity not listed ²¹	NR	NR
Prefer not to answer	51	3.9
Disability Status		
No, does not have a disability	1,150	86.9
Yes, has a disability	140	10.6
Prefer not to disclose	33	2.5
Years Employed at Rutgers University		
0-1 year	130	11.7
2-3 years	111	10.0
4-7 years	203	18.3

¹⁹ The data in this table are unweighted, meaning that equal weight is given to each participant. However, all other data presented in the faculty section are weighted to adjust for nonresponse bias, as described in [Appendix A](#).

²⁰ Among participants who selected more than one race, the most common pattern was White/Caucasian and Hispanic or Latinx, followed by Middle Eastern or North African and White/Caucasian.

²¹ Another includes American Indian or Alaska Native and Native Hawaiian or Pacific Islander.

8-16 years	315	28.4
17+ years	351	31.6
Campus Affiliation		
Rutgers University - Camden	121	9.1
Rutgers University - New Brunswick	640	48.3
Rutgers University - Newark	151	11.4
Rutgers Health	413	31.2
Central Administration	NR	NR
Supervisor Status		
No, does not supervise other employees	761	57.6
Yes, does supervise other employees	560	42.4

Note. NR = Not reported to protect confidentiality.

Faculty Experiences of Workplace Incivility

In order to focus on frequent experiences of workplace incivility, Table 3 shows the percentage of faculty (separated out by faculty women and men) in the sample who experienced each behavior “often” or “very often” since working at Rutgers University.

Experiences of TGQN Faculty

TGQN faculty experienced behavior(s) of workplace incivility “often” or “very often” since working at Rutgers at significantly higher rates (53%) than faculty men (24.2%) but not faculty women (31.3%).²²

A total of 27.7% ($n = 353$) of women and men faculty in the sample experienced at least one workplace incivility behavior “often” or “very often” since working at Rutgers University, with higher rates of women (31.3%)²³ reporting an experience of incivility relative to men (24.2%).²⁴

For both faculty women and men participants, the most common types of workplace incivility experienced “often” or “very often” were someone at work:

- paying little attention to their statements or showing little interest in their opinions (14.8%),
- interrupting or “speaking over” them (13.7%), and
- doubting their judgment on a matter for which they were responsible (11.7%).

Survey participants who indicated that they experienced at least one behavior of workplace incivility since working at Rutgers were asked whether they thought they

²² There was a significant association between workplace incivility and gender identity, $F(2, 2534) = 5.37, p < .01$. The comparison between TGQN faculty and faculty men was significant ($p < .01$).

²³ Across faculty women and men at Rutgers University, 85.7% ($n = 1,089$) reported at least one experience of workplace incivility since working at Rutgers University. These findings align with findings from the [Know More Campus Climate Survey](#) administered at Michigan State University (MSU), which found that 70% of faculty men and 81% of faculty women experienced at least one type of workplace incivility.

²⁴ The difference between faculty women and men was significant, $F(1, 1266) = 5.56, p < .05$.

experienced the mistreatment because of a list of (1) protected classes²⁵ (including age, sex, gender identity and expression, national origin, race or ethnicity, religious/spiritual views, sexual orientation, disability status, military status, marital or civil union status, and/or pregnancy status), and (2) unprotected classes such as socioeconomic status, language, and body size.

Among faculty men and women who experienced workplace incivility “often” or “very often” since working at Rutgers University, 60.0% ($n = 202$) perceived that the incivility was based on at least one protected identity, and this was particularly true for faculty women (67.7% of faculty women compared to 49.7% of faculty men).²⁶ More specifically, faculty women (51.2%, $n = 98$) were far more likely to perceive the incivility was sex- or gender-related than faculty men (17.1%, $n = 25$).²⁷ Faculty women (27.6%, $n = 53$) were also more likely to perceive that the incivility was age-related than faculty men (16.8%, $n = 24$).²⁸

Race/ethnicity was more likely to be perceived as a factor for incivility for some groups: 70.9% of Black/African American faculty, 65.1% of Hispanic/Latinx faculty, 49.0% of Asian faculty, and 34.3% of multiracial faculty perceived that the incivility was based on race/ethnicity, as compared to 10.1% of White faculty.²⁹

Table 3. Prevalence of Workplace Incivility Among Faculty Participants (% Experiencing Behaviors Often or Very Often Since Working at Rutgers)

	Combined Faculty ($n = 1,271$)		Faculty Women ($n = 636$)		Faculty Men ($n = 635$)	
	n	%	n	%	n	%
Has Experienced Workplace Incivility Often or Very Often	353	27.7	199	31.3	154	24.2
Paid little attention to your statements or showed little interest in your opinions	188	14.8	99	15.5	89	14.1
Doubted your judgment on a matter for which you had a responsibility	149	11.7	77	12.2	71	11.2
Gave you hostile looks, stares, or sneers	80	6.3	37	5.9	43	6.8

²⁵ Rutgers University’s Non-Discrimination Policy prohibits discrimination, which is defined as an act that negatively affects employment or educational opportunities based on membership in one or more protected classes listed in the report text. See the policy here: <https://policies.rutgers.edu/B.aspx?BookId=12087&PageId=459442>

²⁶ The difference in perceiving the incivility to be based on a protected class identity between faculty men and women was statistically significant, $F(1, 355) = 7.52, p < .01$.

²⁷ The difference in citing sex/gender as a perceived reason for experiencing incivility between faculty men and women was statistically significant, $F(1, 355) = 28.76, p < .001$.

²⁸ The difference in citing age as a perceived reason for experiencing incivility between faculty men and women was statistically significant, $F(1, 355) = 4.07, p < .05$.

²⁹ The association between self-reported race/ethnicity and race/ethnicity as a reason for experiencing incivility was significant, $F(4, 1327) = 12.32, p < .001$, with White faculty significantly less likely to endorse this reason than all other groups, p 's $< .001$.

	Combined Faculty (<i>n</i> = 1,271)		Faculty Women (<i>n</i> = 636)		Faculty Men (<i>n</i> = 635)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Addressed you in unprofessional terms, either publicly or privately	90	7.1	58	9.1	33	5.2
Interrupted or “spoke over” you	173	13.7	108	17.0	65	10.4
Rated you lower than you deserved on an evaluation	96	7.7	48	7.7	48	7.7
Yelled, shouted, or swore at you	27	2.1	13	2.1	13	2.1
Made insulting or disrespectful remarks about you	59	4.7	33	5.3	26	4.1
Ignored you or failed to speak to you (e.g., gave you “the silent treatment”)	99	7.8	52	8.2	47	7.4
Accused you of incompetence	39	3.1	23	3.6	17	2.6
Targeted you with angry outbursts or “temper tantrums”	44	3.5	22	3.5	22	3.4
Made jokes at your expense	32	2.5	18	2.9	13	2.1

Note. Reliability (Cronbach’s alpha) was .93 for the faculty sample. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

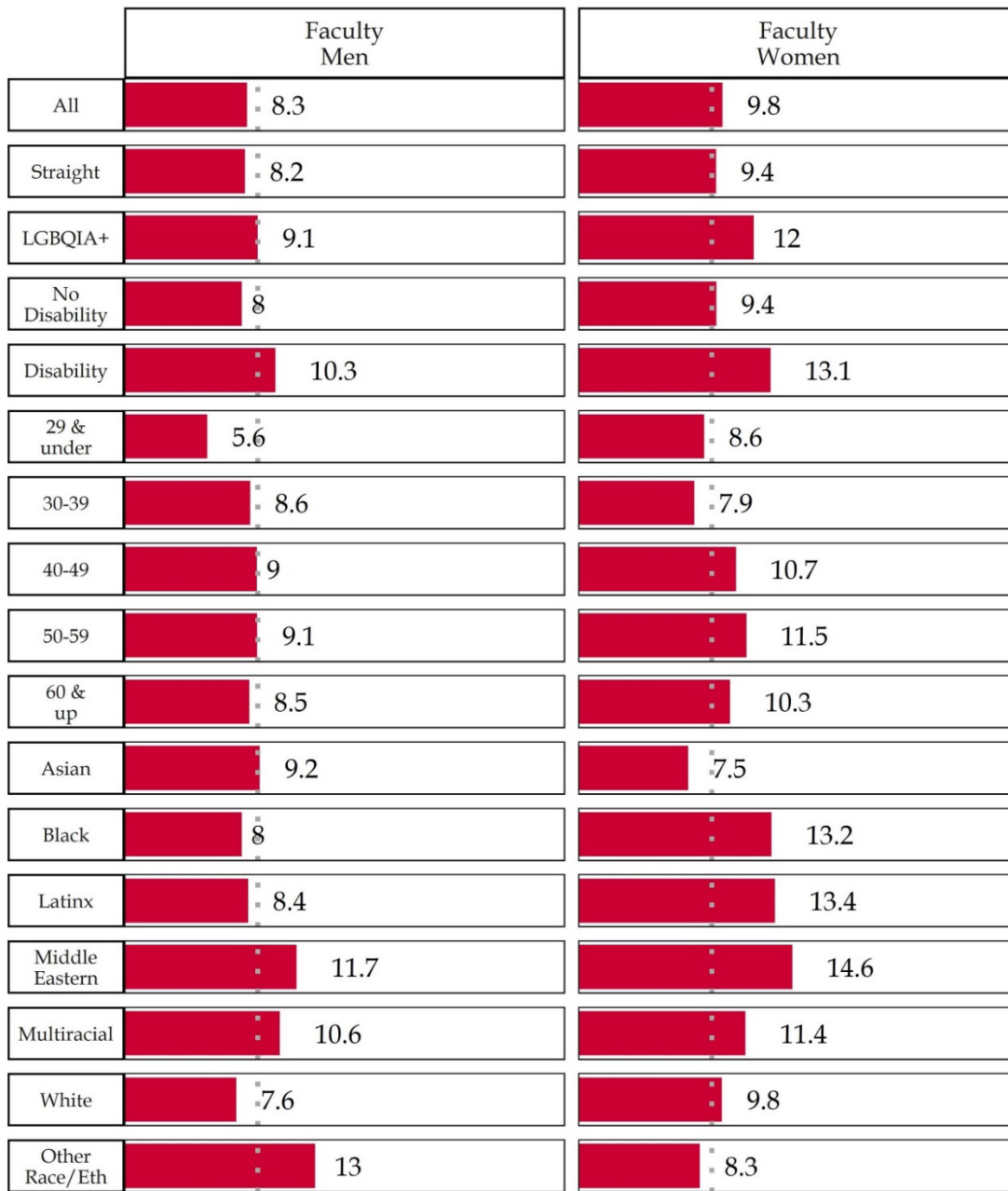
Workplace Incivility Experiences by Faculty Social Identities

The survey also explored differences in experiences of workplace incivility by participants’ age, race/ethnicity, years of employment, sexual orientation, gender identity, and disability status. Key highlights from these analyses are shown in Figure 1. The figure shows total workplace incivility scores for key subgroups; the scores, which range from 0-48, reflect the frequency with which faculty experienced the various types of workplace incivility (higher values reflect a greater frequency of workplace incivility).

Among faculty women, those who experienced more workplace incivility included women with a documented disability compared to women without a documented disability; women 50-59 years of age compared to women 30-39 years of age; women with more years of employment at Rutgers compared to women with fewer years of employment; women who were tenured compared to tenure-track women that did not yet have tenure and non-tenure track women; Black women and Hispanic or Latinx women compared to Asian women.³⁰

³⁰ The difference by disability status was significant, $F(1, 728) = 5.36, p < .05$. The difference by age was significant, $F(4, 724) = 4.35, p < .01$. After a Bonferroni correction for multiple comparisons, the contrast between 30-39 and 50-59 years old was significant. The difference by years of employment was significant, $F(4, 600) = 24.77, p < .001$; women with three or fewer years of employment reported less incivility than women with four or more years of employment. The difference by tenure status was significant, $F(2, 727) = 13.13, p < .001$, with contrasts between

Figure 1. Workplace Incivility by Faculty Participant Characteristics



Note. The figure shows total workplace incivility scores for key subgroups. The scores, which range from 0-48, reflect the frequency with which faculty experienced various types of workplace incivility (higher values reflect a greater frequency of workplace incivility). The dotted gray line indicates the overall mean for combined faculty.

Among faculty men, those who experienced more workplace incivility included men who were tenured compared to tenure-track men that did not yet have tenure and non-

tenured and the other two categories significant at $p < .01$. The difference by race/ethnicity was significant, $F(4, 692) = 5.66, p < .001$. After a Bonferroni correction for multiple comparisons, the contrasts between Black and Asian, as well as Latinx and Asian were significant.

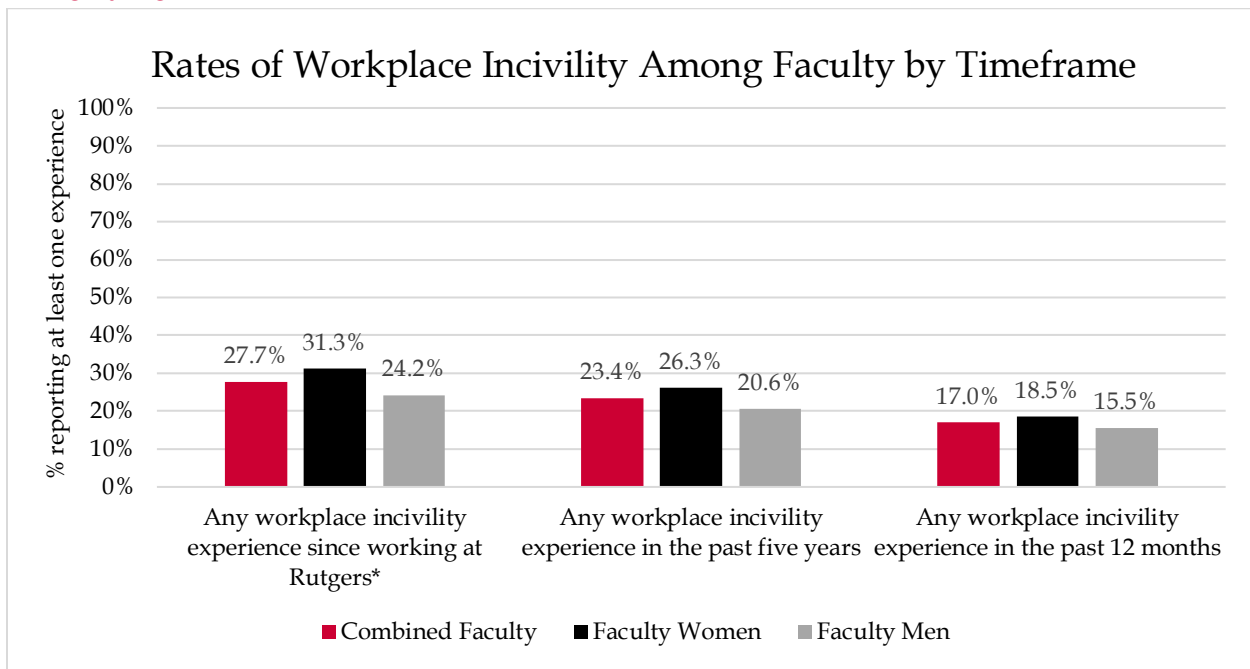
tenure track men, and men with more years of employment at Rutgers University compared to men with fewer years of employment.³¹

Workplace Incivility Experiences by Timeframe

Participants who experienced any workplace incivility behavior(s) were asked whether any of the behaviors occurred in the last five years as well as in the past 12 months (October 2021 – October 2022).

A total of 27.7% ($n = 353$) of combined faculty reported workplace incivility “often” or “very often” since working at Rutgers University, 23.4% ($n = 298$) of combined faculty reported workplace incivility “often” or “very often” in the past five years, and 17.0% ($n = 216$) in the past 12 months (see Figure 2).

Figure 2. Rutgers Faculty Participants’ Experiences of Workplace Incivility by Timeframe



Note. * $p < .05$. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Table 4 outlines three different timeframes for understanding faculty experiences of workplace incivility which include (1) since working at Rutgers University, (2) in the past five years, and (3) in the past 12 months, separated out by years of employment at Rutgers University. It is important to note that there was a high degree of missing data

³¹ The difference by tenure status was significant, $F(2, 536) = 9.58, p < .001$, with contrasts between tenured and the other two categories significant at $p < .001$. The difference by years of employment was significant, $F(4, 459) = 5.72, p < .001$, such that men with less than a year of employment reported less incivility than men with eight or more years of employment. Men with between four to seven years of employment reported less incivility than men with 17 or more years of employment.

for years of employment (16.2% of faculty did not respond to this item), so these data should be interpreted with caution.

Table 4. Rutgers Faculty Participants' Experiences of Workplace Incivility by Years of Employment

Years of Employment	Any Workplace Incivility Experience		At Least One Experience in the Past Five Years		At Least One Experience in the Past 12 Months	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
0-1 year	35	11.6	28	10.5	27	14.2
2-3 years	42	13.8	39	14.7	29	15.2
4-7 years	82	27.3	80	30.3	57	30.2
8-16 years	73	24.2	65	24.6	41	22.1
17+ years	69	23.0	53	19.9	34	18.3
Total	301	100.0	265	100.0	188	100.0

Note. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts might not add up due to rounding. Many respondents did not provide years of employment (16.2% of faculty did not respond to this item), so total numbers for sexual harassment prevalence might not align with those reported in this section.

Faculty Utilization of Resources to Address Workplace Incivility

Use of university resources to address workplace mistreatment in the last five years was fairly low among all faculty groups, which did not allow the research team to compare by key demographic characteristics. Among faculty participants, the most utilized resources included telling: a dean, director, provost, or chancellor (25.6%, *n* = 35), a union representative (27.5%, *n* = 38), academic or faculty affairs personnel in their department or unit (14.0%, *n* = 19); and the Office of Employment Equity (10.4%, *n* = 14).

Faculty Experiences of Work-Related Sexual Harassment

Among all Rutgers faculty, 34.2% (*n* = 456) of participants reported at least one experience of sexual harassment since working at Rutgers University.

Rutgers faculty members' experiences with specific sexual harassment behaviors since working at Rutgers University are shown in Table 5, separated by gender. Faculty women were significantly more likely to experience work-related sexual harassment (47.0%) since working at Rutgers University than faculty men (20.1%).³² Groups that reported higher rates of sexual harassment included: women with four or more years of employment at Rutgers and women with a documented disability (68.0%), relative to women with three or fewer years of employment and women without a documented disability (43.9%).³³ LGBTQA+ (44.5%) and tenured faculty (49.5%) also reported more

³² The difference in sexual harassment experiences by gender identity was significant: $F(1, 1266) = 75.94, p < .001$.

³³ The difference by disability among faculty women was significant: $F(1, 715) = 10.99, p < .01$. The difference by years of employment among faculty women was significant: $F(4, 2187) = 13.47, p < .001$. Rates of sexual harassment ranged

work-related sexual harassment relative to straight/heterosexual (31.9%) and non-tenure-track faculty (30.0%) and non-tenured faculty (28.8%), respectively.³⁴

The most common harassing behaviors experienced by faculty men and women since working at Rutgers University, and particularly for faculty women, included someone treating the person differently because of their gender (26.2% of combined faculty experienced this), someone putting the person down or being condescending to the person because of their gender (19.3% of combined faculty experienced this), someone making offensive sexist remarks (10.5% of combined faculty experienced this), and someone repeatedly telling sexual stories or jokes that were offensive to the person (8.7% of combined faculty experienced this).³⁵

The following harassing behaviors were experienced by at least one, but under ten, faculty participants (thus are not included in Table 5):

- Someone made the person feel like they were being bribed with some sort of reward or special treatment to engage in sexual behavior.
- Someone made the person feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review).
- Someone treated the person badly for refusing to have sex.
- Someone implied better treatment if the person were sexually cooperative.

Of those who experienced any sexually harassing behaviors since working at Rutgers University, 26.5% of Rutgers faculty reported having experienced one incident, while 73.5% reported experiencing two or more incidents.

Table 5. Prevalence of Sexual Harassment Among Rutgers Faculty Participants (% Experiencing Any Sexual Harassment Since Working at Rutgers)

	Combined Faculty (<i>n</i> = 1,271)		Faculty Women (<i>n</i> = 636)		Faculty Men (<i>n</i> = 635)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Any Work-Related Sexual Harassment	427	33.6	299	47.0	128	20.1
Treated you “differently” because of your gender (for example, mistreated, slighted, or ignored you)?	307	26.2	247	42.6	60	10.2

from 58.2% to 69.5% for women who had been employed at Rutgers for four or more years, and 20.3% to 35.2% for women who had been employed at Rutgers for three years or less.

³⁴ The difference by sexual orientation was significant: $F(1, 1252) = 6.78, p < .01$. The difference by tenure status was significant: $F(2, 2601) = 17.56, p < .001$, with contrasts between tenured and the other two categories significant at $p < .001$.

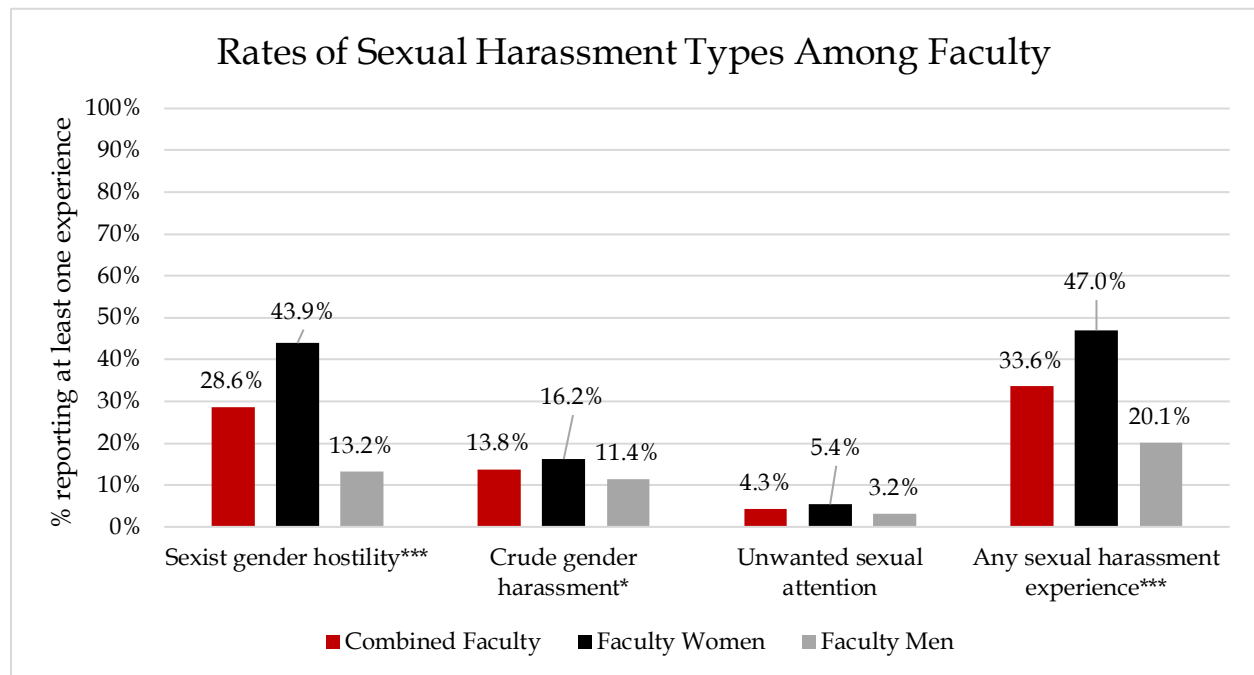
³⁵ Treated you differently: the difference between faculty women and men was significant, $F(1, 1169) = 102.64, p < .001$; Made offensive remarks: the difference between faculty women and men was significant, $F(1, 1169) = 24.84, p < .001$; Put you down or was condescending to you: the difference between faculty women and men was significant, $F(1, 1154) = 98.49, p < .001$; Told sexual stories or jokes: the difference between faculty women and men was significant, $F(1, 1166) = 7.79, p < .05$.

	Combined Faculty (<i>n</i> = 1,271)		Faculty Women (<i>n</i> = 636)		Faculty Men (<i>n</i> = 635)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography), which you found offensive?	39	3.3	26	4.5	13	2.2
Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)?	123	10.5	91	15.7	32	5.4
Put you down or was condescending to you because of your gender?	223	19.3	186	32.3	36	6.3
Repeatedly told sexual stories or jokes that were offensive to you?	101	8.7	65	11.3	36	6.1
Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?	47	4.0	29	5.0	18	3.1
Made offensive remarks about your appearance, body, or sexual activities?	90	7.8	55	9.5	35	6.1
Made gestures or used body language of a sexual nature which embarrassed or offended you?	26	2.2	NR	NR	NR	NR
Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	28	2.4	16	2.7	12	2.0
Continued to ask you for dates, drinks, dinner, etc., even though you said “No”?	15	1.3	NR	NR	NR	NR
Touched you in a way that made you feel uncomfortable?	31	2.6	NR	NR	NR	NR
Made unwanted attempts to stroke, fondle, or kiss you?	10	0.8	NR	NR	NR	NR

Note. Reliability (Cronbach’s alpha) is .93 for the entire sample and .75 for the faculty sample. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts might not add up due to rounding. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

The most common types of sexual harassment experienced by faculty were sexist gender hostility and crude gender harassment, with a greater percentage of faculty women experiencing these types compared to faculty men³⁶ (see Figure 3).³⁷

Figure 3. Sexual Harassment Types Among Faculty Participants Since Working at Rutgers University



Note. * $p < .05$; ** $p < .01$; *** $p < .001$. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Experiences of TGQN Faculty
 TGQN faculty experienced similar rates of work-related sexual harassment (43.6%) as faculty women (47.0%) and higher rates than faculty men (20.1%). In particular, TGQN faculty experienced greater rates of sexist gender hostility (43.6%) compared to cisgender faculty men (13.2%).³⁸

Participants who experienced any sexually harassing behavior(s) were asked whether any of the behaviors occurred in the last five years as well as in the past 12 months (October 2021 – October 2022).

A total of 33.6% ($n = 427$) of combined faculty experienced at least one sexually harassing behavior since working at Rutgers, 19.9% ($n = 251$) of combined

faculty experienced at least one sexually harassing behavior in the past five years while

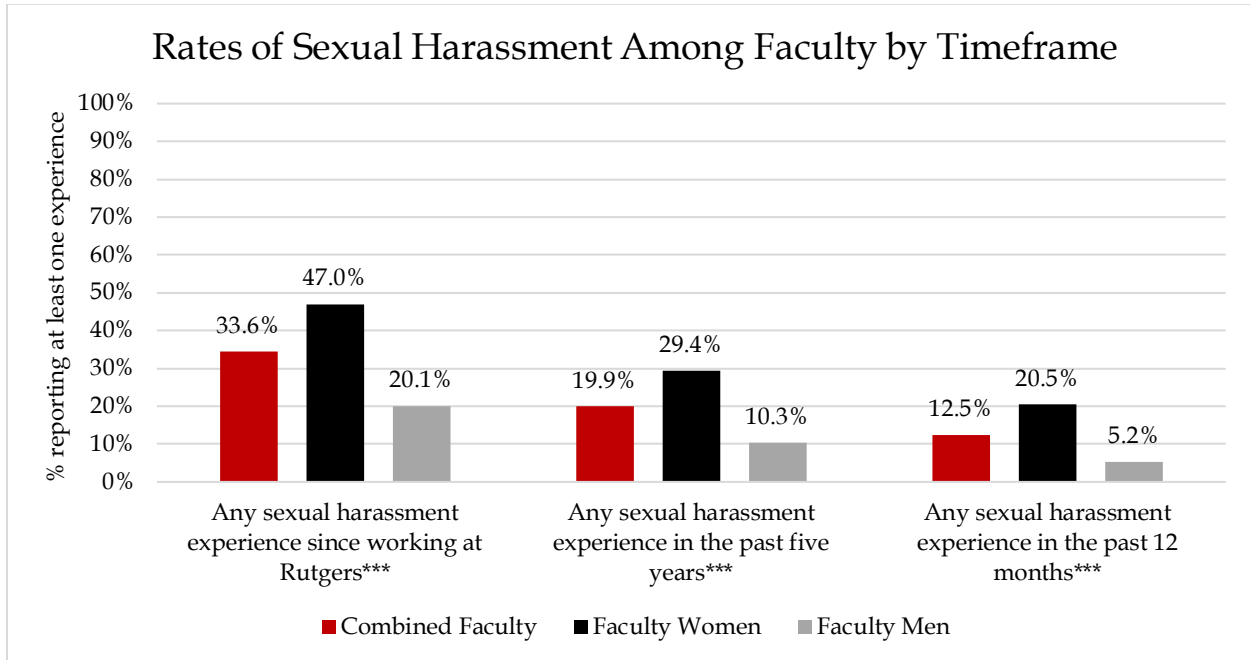
³⁶ Sexist gender hostility: the difference between faculty women and men was significant, $F(1, 1266) = 101.49, p < .001$; Crude gender harassment: the difference between faculty women and men was significant, $F(1, 1266) = 4.49, p < .05$.

³⁷ For more information on the types of sexual harassment see the [Measures](#) section.

³⁸ There was a significant association between sexual harassment and gender identity for overall harassment, $F(2, 2538) = 33.45, p < .001$, as well as for crude gender harassment, $F(2, 2552) = 4.33, p < .05$, and sexist gender hostility, $F(2, 2554) = 46.45, p < .001$. Contrasts between TGQN faculty and faculty men significant at $p < .05$.

working at Rutgers, and 12.5% ($n = 137$) of combined faculty experienced at least one sexually harassing behavior in the past 12 months (see Figure 4).

Figure 4. Rutgers Faculty Participants' Experiences of Sexual Harassment by Timeframe



Note. * $p < .05$; ** $p < .01$; *** $p < .001$. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Table 6 outlines three different timeframes for understanding faculty experiences of sexual harassment which include (1) since working at Rutgers University, (2) in the past five years, and (3) in the past 12 months, separated out by years of employment at Rutgers University. It is important to note that there was a high degree of missing data for years of employment (16.2% of faculty did not respond to this item), so these data should be interpreted with caution.

Table 6. Rutgers Faculty Participants' Experiences of Sexual Harassment by Years of Employment

	Any Sexual Harassment Experience		At Least One Experience in the Past Five Years		At Least One Experience in the Past 12 Months	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Years of Employment						
0-1 year	36	9.4	26	11.0	25	19.7
2-3 years	36	9.3	30	12.7	27	21.1
4-7 years	91	23.7	83	35.3	35	27.5
8-16 years	107	27.9	53	22.7	21	16.2
17+ years	114	29.6	43	18.3	20	15.4
Total	384	100.0	234	100.0	128	100.0

Note. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts might not add up due to rounding. Many respondents did not provide years of employment (16.2% of faculty did not respond to this item), so total numbers for sexual harassment prevalence might not align with those reported in this section.

Sexual Harassment Domains of Impact or Interference (DOII) Among Faculty

Table 7 presents the prevalence of sexual harassment experienced by Rutgers faculty that impacted one of the following four domains: (1) interfered with their professional performance; (2) limited their ability to participate in a university activity; (3) created an intimidating, hostile, or offensive social, academic, or work environment; or (4) interfered with their personal sense of well-being.

For the purposes of this report, findings regarding domains of impact or interference (DOII) and characteristics of faculty sexual harassment incidents are presented only for participants who indicated on the survey that they experienced at least one sexually harassing behavior *in the last five years* while working at Rutgers University. This was done to focus on the most recent experiences and based on a model utilized by the Association of American Universities Campus Climate Survey on Sexual Misconduct findings report.³⁹ Full findings regarding domains of impact or interference and characteristics of sexual harassment incidents experienced since working at Rutgers University are available in [Appendix E](#).

A large majority (79.1%, $n = 199$) of combined faculty who experienced at least one sexually harassing behavior in the past five years indicated that the behavior(s) impacted/interfered with one or more of the four DOII (see Table 7), with most reporting that the behavior impacted their personal sense of well-being (60.9%, $n = 153$) and/or created an intimidating, hostile, or offensive social, academic, or work environment (54.3%, $n = 136$).

Table 7. DOII Resulting from Work-Related Sexual Harassment Among Faculty Participants (% of Those Who Experienced Sexual Harassment in the Past Five Years)

	Combined Faculty ($n = 251$)		Faculty Women ($n = 186$)		Faculty Men ($n = 65$)	
	n	%	n	%	n	%
Any Domain of Impact or Interference	199	79.1	152	82.0	46	70.9
Interfered with professional performance	77	30.6	56	30.2	21	31.8
Limited ability to participate in university activities	46	18.5	29	15.5	18	26.9
Created an intimidating, hostile, or offensive social, academic, or work environment	136	54.3	100	53.8	36	55.5

³⁹ Cantor, D., Fisher, B., Chibnall, S., Harps, S., Townsend, R., Thomas, G., Lee, H., Kranz, V., Herbison, R., & Madden, K. (2020). *Report on the AAU Campus Climate Survey on Sexual Assault and Misconduct*. Association of American Universities. <https://www.aau.edu/key-issues/campus-climate-and-safety/aau-campus-climate-survey-2019>

	Combined Faculty (n = 251)		Faculty Women (n = 186)		Faculty Men (n = 65)	
	n	%	n	%	n	%
Interfered with personal sense of well-being	153	60.9	125	67.1	28	43.4

Note. Numbers add up to more than 100% because participants could indicate more than one domain. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts might not add up due to rounding. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Table 8 presents demographic characteristics of those who experienced at least one sexually harassing behavior in the past five years *and* reported that the behavior(s) impacted/interfered with one of the four DOI. There were no significant differences by gender identity, age, years employed, sexual orientation, race/ethnicity, tenure status, or disability status.

Table 8. Number and Percentage of Faculty Participants Who Experienced DOI Resulting from Work-Related Sexual Harassment by Demographics (% of Those Who Experienced Any Sexual Harassment in the Past Five Years)

	Combined Faculty (n = 251)	
	n	%
Any Domain of Impact or Interference	199	79.1
Gender		
Women	152	76.7
Men	46	23.3
Age		
29 or younger	39	19.7
30-39	47	23.5
40-49	47	23.6
50-59	35	17.8
60 and over	31	15.5
Race/Ethnicity		
BIPOC ⁴⁰	74	38.1

⁴⁰ Cell sizes were too small to make comparisons across all groups. However, when we consider power dynamics as they relate to race/ethnicity (Cortina et al., 2013) and targets of discrimination and microaggressions based on race/ethnicity, people of color tend to emerge as a vulnerable group. Therefore, for the purpose of making comparisons across racial-ethnic groups in such a way to yield useful insights, while also utilizing the full dataset, for some tests, we combined Asian/Asian American, Black/African American, Hispanic/Latinx, Middle Eastern/North African, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, Multiracial, and Not Listed/Other, to compare the experiences of White employees and employees who are Black, Indigenous, and people of color (BIPOC).

Cortina, L. M., Kabat-Farr, D., Leskinen, E. A., Huerta, M., & Magley, V. J. (2013). Selective incivility as modern discrimination in organizations: Evidence and impact. *Journal of Management*, 39(6), 1579-1605.

White/Caucasian	120	61.9
Years Employed at Rutgers		
0-1 year	19	11.5
2-3 years	27	15.9
4-7 years	51	30.4
8-16 years	40	23.6
17+ years	32	18.6
Tenure Status		
Non-tenure track	126	63.5
Tenured	55	27.7
Non-tenured, tenure track	17	8.7
Disability Status		
No, does not have a disability	155	78.0
Yes, has a disability	32	15.8
Prefer not to answer	12	6.1
Sexual Orientation		
LGBQA+	NR	NR
Straight/Heterosexual	151	76.9
Prefer not to answer	NR	NR

Note. Percentages in table are out of women and men faculty who experienced any sexual harassment in the past five years and not out of the total faculty sample. *NR* = Not reported to protect confidentiality. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts might not add up due to rounding. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Impact of Sexual Harassment Experiences Among Faculty

Participants who indicated that they experienced at least one form of sexual harassment since coming to Rutgers University were asked to think about the most impactful incident of sexual harassment that they experienced and respond to a series of follow-up questions, such as information about the person(s) who committed the behavior, the location of the incident, reaction to the incident, witnesses, and reporting experiences.

Results from incident follow-up questions presented below are from participants who experienced at least one sexually harassing behavior in the past five years.⁴¹ Again, this was done to focus on the most recent experiences and based on a model utilized by the Association of American Universities Campus Climate Survey on Sexual Misconduct

⁴¹ Because participants answered follow-up questions about the most impactful incident they experienced since working at Rutgers University, the research team is not able to determine whether the follow-up responses pertain specifically to incidents that occurred in the past five years.

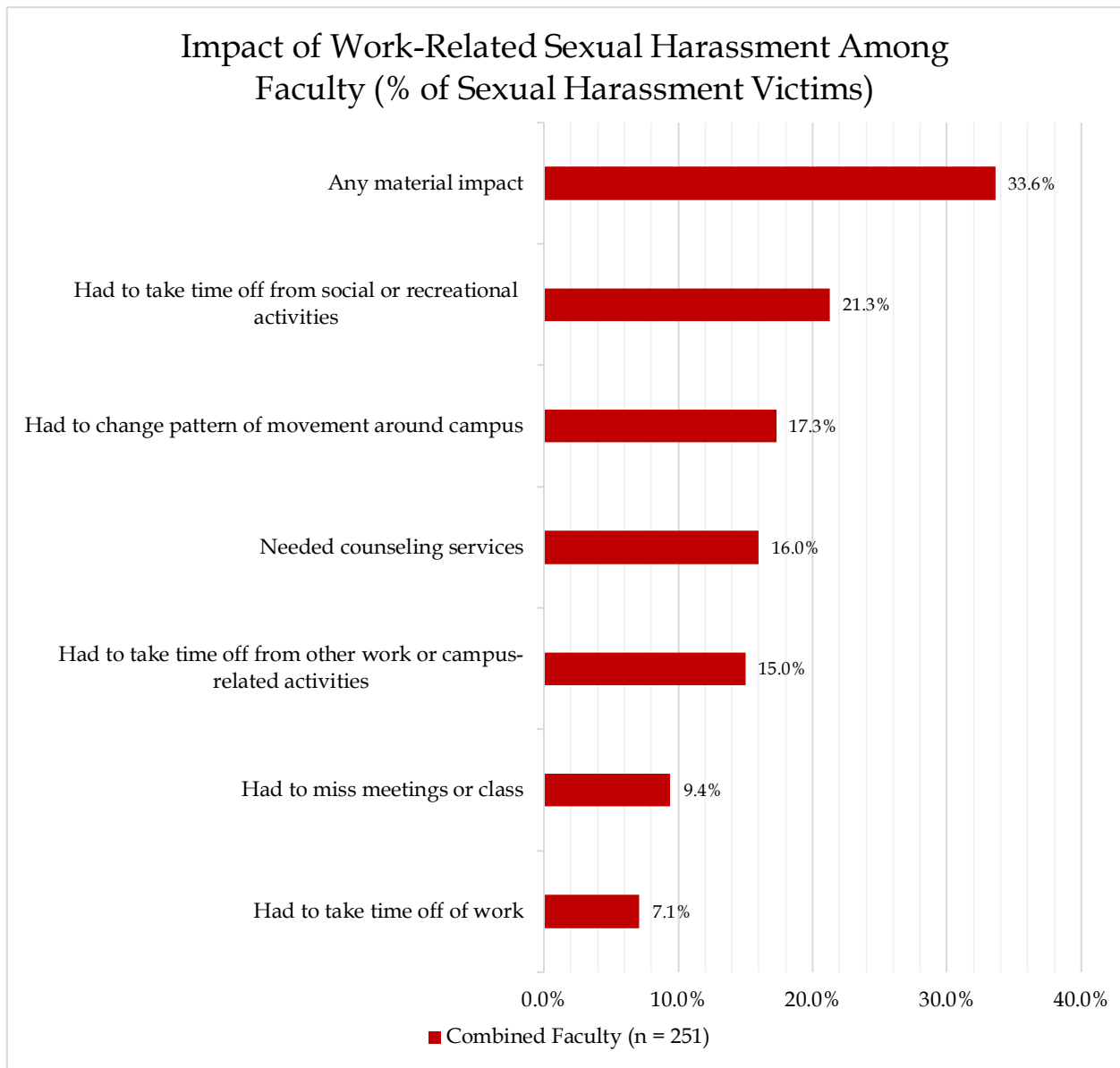
findings report.⁴² See [Appendix E](#) for additional results, including results for all participants who experienced sexual harassment since working at Rutgers University.

Details about the material impact of the sexual harassment experienced by Rutgers faculty are shown in Figure 5. The impacts were fairly pervasive: among women and men faculty who reported experiencing at least one harassing behavior in the past five years, 33.6% reported that the behavior had a significant material impact on them, which included any of the following: having to miss meetings, classes, or campus-related activities; stopping teaching courses; changing patterns of movement around campus; and/or utilizing mental health and advocacy services.

Many faculty participants noted that as a result of the experience(s), they needed to take time off from social or recreational activities (21.3%), change their pattern of movement around campus (17.3%), utilize counseling services (16.0%), and/or had to take time off from work or campus-related activities (15.0%).

⁴² Cantor, D., Fisher, B., Chibnall, S., Harps, S., Townsend, R., Thomas, G., Lee, H., Kranz, V., Herbison, R., & Madden, K. (2020). *Report on the AAU Campus Climate Survey on Sexual Assault and Misconduct*. Association of American Universities. <https://www.aau.edu/key-issues/campus-climate-and-safety/aau-campus-climate-survey-2019>

Figure 5. Material Impact of Work-Related Sexual Harassment Among Rutgers Faculty Participants (% of Those Who Experienced Sexual Harassment in the Past Five Years)



Note. Only impact items with a cell size greater than $n = 10$ are shown in the figure. Excluded items include: Had to stop teaching any courses; Needed community services; Needed victim’s advocate services; Needed legal services. *Material impact* refers to tangible social, economic, and behavioral consequences of experiencing sexual harassment. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Characteristics of Sexual Harassment Transgressors⁴³ as Reported by Faculty

Among combined Rutgers faculty who experienced harassment in the last five years ($n = 251$), 61.1% ($n = 148$) reported that only one person was involved in the situation as the transgressor. Of the 38.9% ($n = 95$) who reported more than one transgressor, 40.8% reported two transgressors, 29.6% reported three, and 29.6% reported four or more transgressors involved in the situation that had the greatest impact on them.

For faculty who experienced at least one form of sexual harassment in the past five years, the role of the transgressor⁴⁴ was:

- Another faculty member at Rutgers University (56.6%)
- A graduate student at Rutgers University (10.0%)
- A dean, director, chancellor, or provost at Rutgers University (9.7%)

Among combined Rutgers faculty who experienced sexual harassment in the past five years, 56.2% reported that the transgressor had a supervisory or influential impact on them. In contrast, 43.8% reported that the transgressor had no supervisory or influential impact on them.

Finally, 67.8% of combined Rutgers faculty who experienced sexual harassment in the past five years reported that the transgressor(s) was a man. This was particularly the case for faculty women (81.4%). Another 27.2% of Rutgers faculty who experienced sexual harassment reported that the transgressor was a woman.

Characteristics of Faculty Sexual Harassment Incidents

Participants were asked about the location of the incident of sexual harassment that had the greatest impact on them. Among combined Rutgers faculty who experienced at least one incident of sexual harassment in the past five years, a majority reported that the incident occurred in person (80.4%), with 19.6% reporting that the incident occurred virtually. Among the incidents that occurred in person, 81.5% occurred in a Rutgers-owned building. Among the virtual incidents, 55.8% occurred over WebEx, Zoom, or a similar conferencing platform, and another 40.2% occurred over text, phone call, or email.

Participants were asked how they reacted to the situation, and just over half of combined faculty participants who experienced sexual harassment reported reacting by ignoring the person and doing nothing (54.6%). 33.3% avoided the person as much as possible and 26.2% asked someone for advice and/or support. More than half of reported faculty experiences of sexual harassment were witnessed by another person besides the transgressor(s) (57.1%). Of those who reported a witness being present,

⁴³ *Transgressor* refers to the person(s) who committed the sexual harassment, as reported by the participant who experienced the harassment. Among faculty who reported more than one transgressor, the most reported role of the second transgressor was a faculty member (53.2%).

⁴⁴ Those who reported that there was more than one transgressor were instructed to describe the primary status of the "person who was heavily involved, initiated, or led the behavior in the situation."

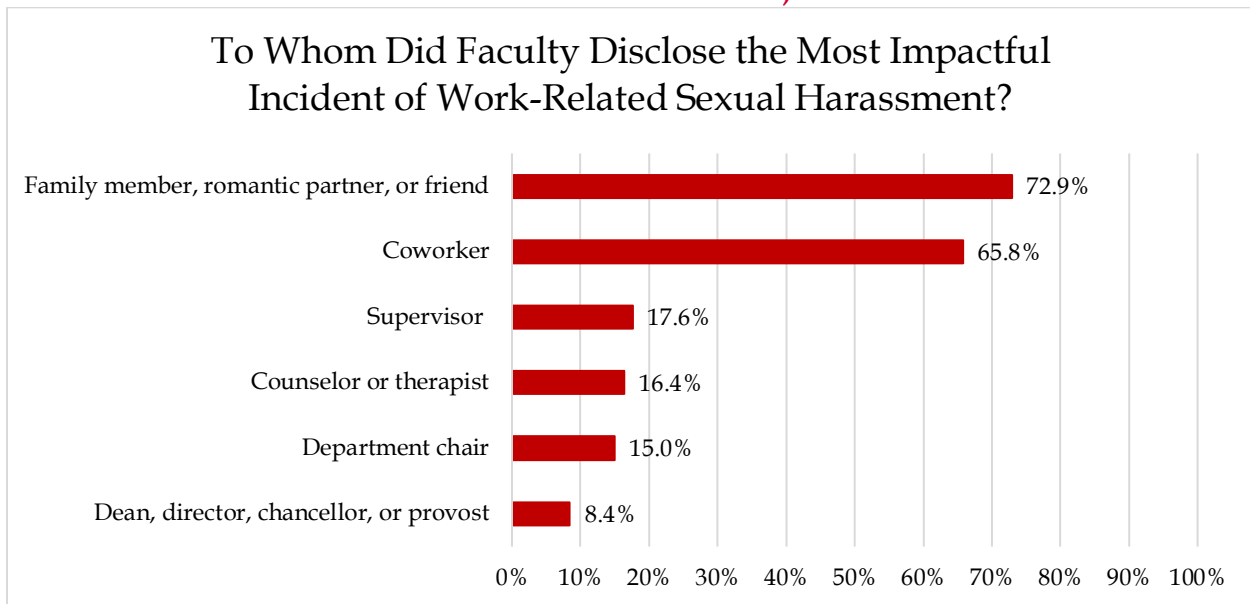
28.0% reported one witness, 14.9% two witnesses, 17.2% three witnesses, 10.9% four witnesses, and 29.0% reported five or more witnesses.

Most of the Rutgers faculty who experienced sexual harassment witnessed by another person reported that the witness(es) did not do anything (80.8%). When a witness did do something, 59.4% of Rutgers faculty participants reported that it made things better and 38.8% reported that it had no effect at all. Most commonly, the witnesses to the incident were other faculty at Rutgers University (58.8%), while another 27.2% were graduate students at Rutgers University, and 21.9% were staff at Rutgers University.

Faculty Reporting Experiences

Among combined Rutgers faculty who experienced any sexual harassment in the past five years ($n = 251$), 65.0% told someone about the situation, and this was particularly true for faculty women (75.0% told someone compared to 36.4% of faculty men).⁴⁵ Of Rutgers faculty who told someone, most told a friend, family member, or romantic partner (72.9%), a coworker (65.8%), and/or a supervisor (17.6%; see Figure 6).

Figure 6. To Whom Did Rutgers Faculty Participants Disclose the Most Impactful Incident of Work-Related Sexual Harassment (% of Those Who Experienced Sexual Harassment in the Last Five Years and Told Someone)



Note. Only disclosure sources with a cell size greater than $n = 10$ are shown in the figure. Excluded sources include: Religious leader; Office of Employment Equity (OEE); University Human Resources; OneSource; Title IX Office/Office of Title IX and ADA Compliance; University Ethics & Compliance/Compliance Helpline; Employee Assistance Program (EAP); Local/Municipal Police Department; Office of Violence Prevention and Victim Assistance (VPVA); Rutgers University Police Department (RUPD); Student Conduct/Conduct & Community Standards (Newark)/Office of Community Standards; Department Chair; Other.

⁴⁵ The difference between faculty women and men was significant, $F(1, 235) = 20.84, p < .001$.

Formal Reporting Experiences Among Faculty

Fewer than 10 faculty who experienced sexual harassment in the last five years formally reported the incident to Rutgers University.⁴⁶

Among all Rutgers faculty who experienced sexual harassment in the last five years and did *not* make a formal report, some of the most common reasons⁴⁷ for not formally reporting were:

- thinking the incident wasn't serious enough to report (59.0%),
- thinking that no action would be taken if they were to report (32.9%),
- fear of the professional consequences (30.8%),
- fear that the person(s) who committed the behavior would retaliate against them (29.4%), and
- thinking that the report would be discounted or not taken seriously (27.6%).

Experiences of TGQN Faculty

TGQN faculty were more likely than faculty women and men to not report for fear that the person(s) who committed the behavior would retaliate against them.⁴⁸

There were significant differences by gender identity, race/ethnicity, tenure status, sexual orientation, and disability status. Faculty who identified as LGBTQA+ (46.4%) were more likely than Rutgers straight/heterosexual faculty (21.1%) to indicate that they felt that the report would be discounted or not taken seriously⁵⁰ and that they did not report for fear of the professional consequences (45.9% compared to

24.5% of straight faculty).⁵¹ Non-tenured, tenure track faculty (55.4%) were more likely than non-tenure track (30.3%) and tenured faculty (21.1%) to indicate that they did not report for fear of professional consequences.⁵²

Additionally, Rutgers faculty with a documented disability (53.8%) were more likely than Rutgers faculty without a documented disability (20.7%) to indicate that they did not report because they thought that the report would be discounted or not taken seriously⁵³ and for fear of the professional consequences (50.7% compared to 24.9% of faculty without a documented disability).⁵⁴

⁴⁶ The number of faculty participants who formally reported the incident were too small to conduct additional analyses regarding the outcome of the report.

⁴⁷ Participants could select more than one reason for not reporting.

⁴⁸ The association between gender identity and reporting was significant $F(2, 441) = 4.61, p < .05$. Contrasts between TGQN faculty and faculty men, and TGQN faculty and faculty women, were significant at $p < .01$.

⁴⁹ The association between race/ethnicity and reporting was significant $F(1, 224) = 4.66, p < .05$.

⁵⁰ The association between sexual orientation and reporting was significant $F(1, 218) = 9.04, p < .01$.

⁵¹ The association between sexual orientation and reporting was significant $F(1, 218) = 5.91, p < .05$.

⁵² The difference between non-tenured, tenure track faculty, non-tenure track, and tenured faculty was significant $F(2, 468) = 3.88, p < .05$.

⁵³ The association between disability status and reporting was significant, $F(1, 225) = 13.67, p < .01$.

⁵⁴ The association between disability status and reporting was significant $F(1, 225) = 7.65, p < .01$.

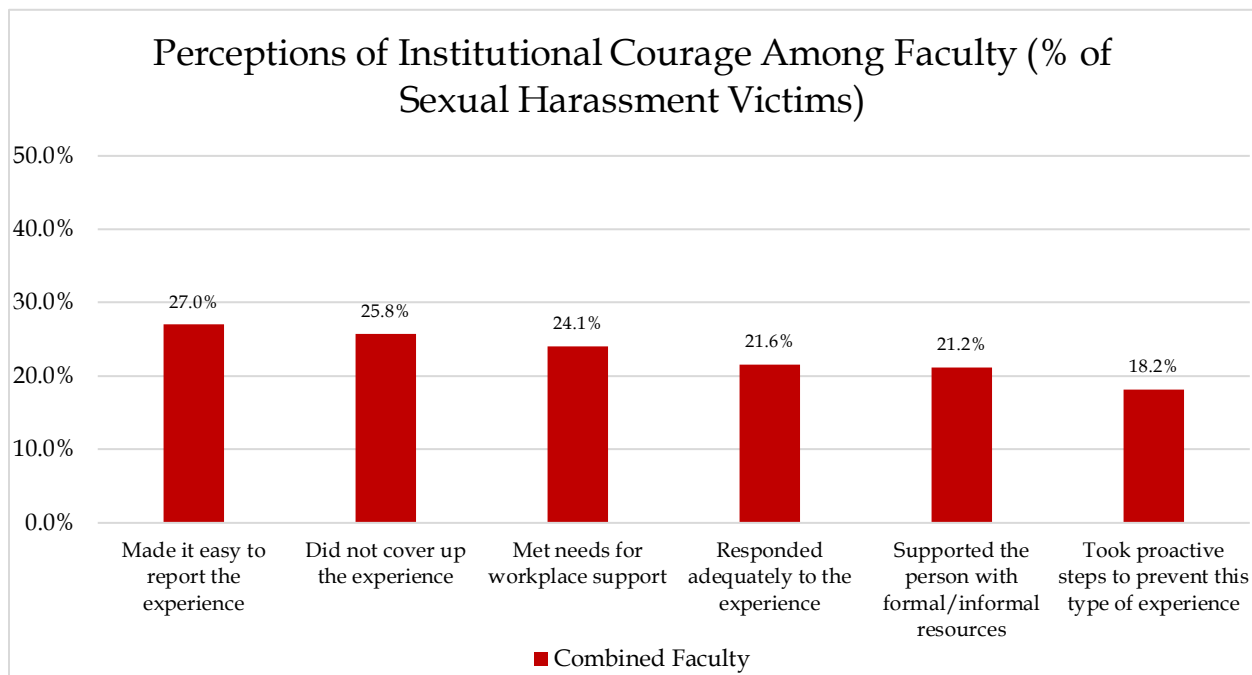
Faculty Experiences of Institutional Courage

Participants who reported experiencing any sexual harassment behaviors in the past five years were asked to respond “yes” or “no” to a series of six questions adapted from the Institutional Courage Questionnaire – Individual (ICQ-I).⁵⁵ Figure 7 shows the percentage of faculty who experienced sexual harassment in the past five years and responded “yes” to each of the six items about the University’s role in addressing sexual violence and other forms of harm.

A total of 27.0% of combined Rutgers faculty who experienced at least one type of sexual harassment in the past five years endorsed that Rutgers made it easy to report the experience and 25.8% endorsed that Rutgers did not cover up the experience.

However, significant differences in perceived levels of institutional courage existed by tenure status at the university and sexual orientation. Non-tenure track faculty endorsed at significantly higher rates that Rutgers University made it easy to report the experience compared to tenure-track faculty.⁵⁶ Lastly, no faculty identifying as LGBQA+ endorsed that Rutgers University met their needs for workplace support or supportive measures (compared to 31.7% of straight/heterosexual faculty).

Figure 7. Perceptions of Rutgers University’s Institutional Courage Among Faculty Participants Who Experienced Sexual Harassment in the Past Five Years



Note. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

⁵⁵ Smidt, A. M., Adams-Clark, A. A., & Freyd, J. J. (2023). Institutional courage buffers against institutional betrayal, protects employee health, and fosters organizational commitment following workplace sexual harassment. *PLoS one*, 18(1), e0278830. Questions were shortened by the research team to best capture specific areas.

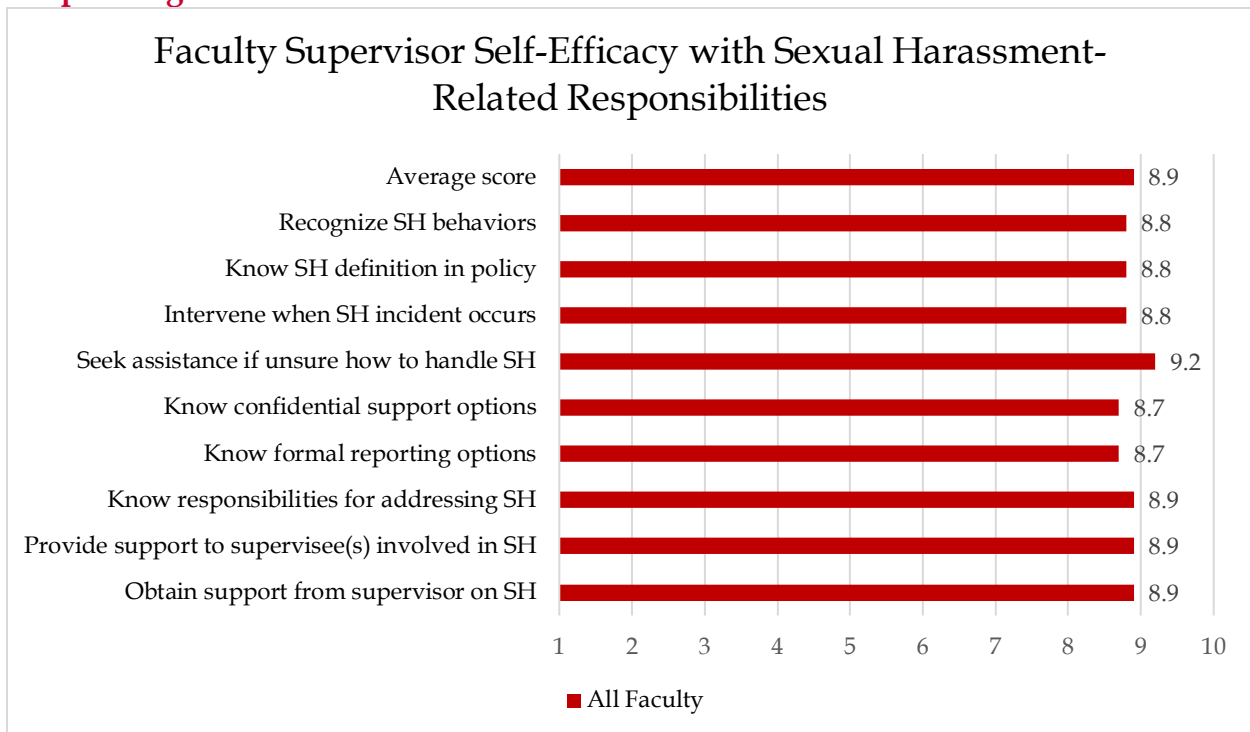
⁵⁶ The difference between non-tenure track and tenure-track faculty was significant $F(1, 104) = 9.23, p < .01$.

Faculty Perceptions of Climate and Awareness of Resources

Faculty Supervisors' Perceived Ability to Respond to Sexual Harassment

Participants who indicated that they supervised staff or faculty at Rutgers University were asked an additional set of self-efficacy questions. A total of 495 faculty participants identified as supervisors. Supervisors were asked to rank, on a scale from 1-10, how confident they were in their ability to “recognize sexual harassment behaviors” or “know your own responsibilities for addressing sexual harassment,” for example. Average scores for each item are presented in Figure 8, with higher scores indicating greater confidence. Overall, faculty supervisors had high confidence in their ability to respond to and support supervisees experiencing sexual harassment in the workplace.

Figure 8. Average Self-Efficacy Scores Among Faculty Supervisors Related to Responding to Sexual Harassment



Note. SH = sexual harassment. Supervisors were asked to rank on a scale from 1-10 how confident they were in their ability to respond to a supervisee(s) experiencing sexual harassment, with higher scores indicating greater confidence.

Faculty Awareness and Perception of University Policies and Response to Sexual Harassment

All survey participants were randomly assigned to complete one of two modules on the survey, either: (1) participants' awareness and perceptions of the university's sexual

harassment policy and resources, or (2) bystander intervention. This section provides results on the first module.⁵⁷

Participants were asked to rate their agreement with a series of statements about their awareness and perceptions of Rutgers University's policy and resources for handling reported incidents of sexual harassment. For each statement, participants indicated on a four-point scale from 1 (*Strongly Disagree*) to 4 (*Strongly Agree*), with higher scores indicating more positive perceptions of Rutgers University's climate related to sexual harassment. Average scores for faculty are displayed in Figure 9.

Rutgers faculty assigned to receive this module ($n = 589$) had, overall, positive perceptions of Rutgers University's institutional response related to sexual harassment. Significant gender differences were found for the items, "I am aware of this university's procedures for dealing with incidents of sexual harassment"; "I know what services are available"; "If another Rutgers University employee were experiencing sexual harassment, I know what to do to get them help"; and "When it is determined that sexual harassment has occurred, the person who committed the behavior is appropriately held accountable," with faculty women reporting lower scores on each of these items compared to faculty men.⁵⁸

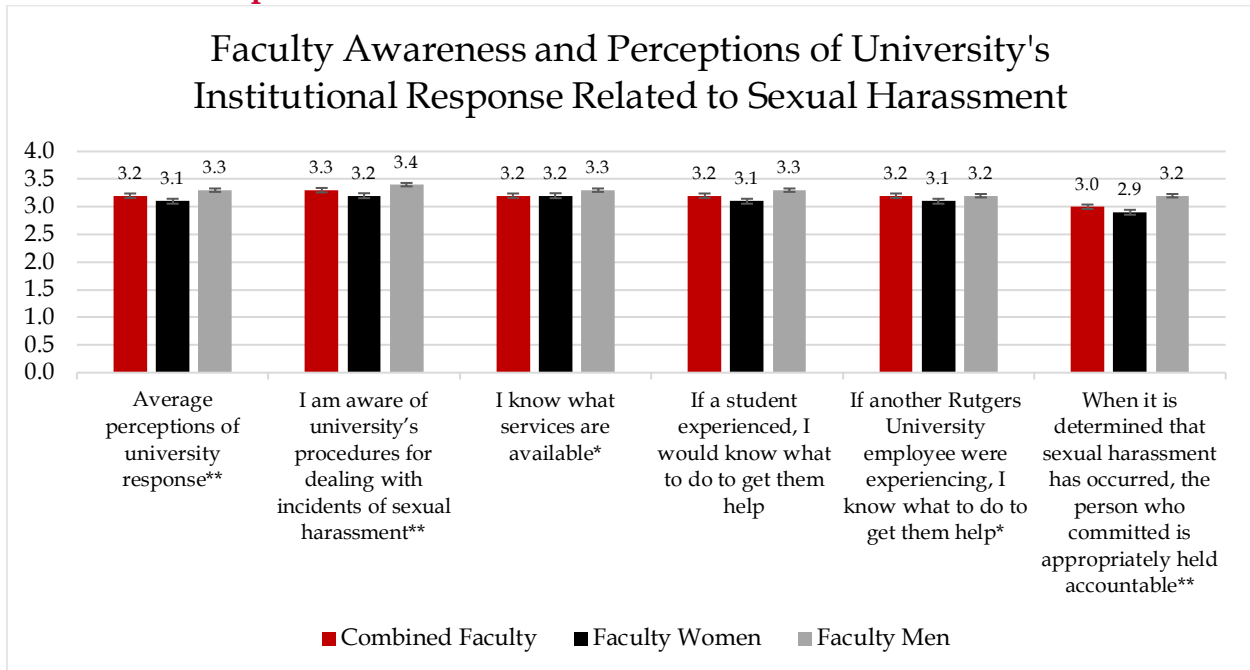
Significant differences in overall perceptions of Rutgers University's institutional response related to sexual harassment were found by sexual harassment victimization. Faculty who experienced sexual harassment in the past five years reported more negative perceptions of the university's institutional response related to sexual harassment compared to faculty who had not experienced sexual harassment in the past five years.⁵⁹

⁵⁷ A total of 589 faculty participants were randomly assigned to complete Module 1: Participants' awareness and perceptions of the university's sexual harassment policy and resources, and 562 faculty participants were randomly assigned to complete Module 2: Bystander intervention.

⁵⁸ Awareness of procedures: $F(1, 532) = 7.20, p < .01$; Know what services are available: $F(1, 533) = 4.13, p < .05$; Know where to get an employee help: $F(1, 529) = 5.21, p < .05$; Held accountable: $F(1, 491) = 9.29, p < .01$.

⁵⁹ Difference in overall perceptions by victimization status was significant: $F(1, 550) = 12.66, p < .001$.

Figure 9. Faculty Participants' Awareness and Perceptions of University's Institutional Response Related to Sexual Harassment



Note. * $p < .05$; ** $p < .01$; *** $p < .001$. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Faculty Awareness of Resources

Faculty participants randomly assigned to the first module were shown a list of campus and community resources related to Rutgers University's sexual harassment response. Participants indicated on a four-point scale from 1 (*Not at All Aware*) to 4 (*Very Aware*) how aware they were of the functions of each resource. Figure 10 displays the percentage of faculty who were "somewhat aware" or "very aware" of each resource.

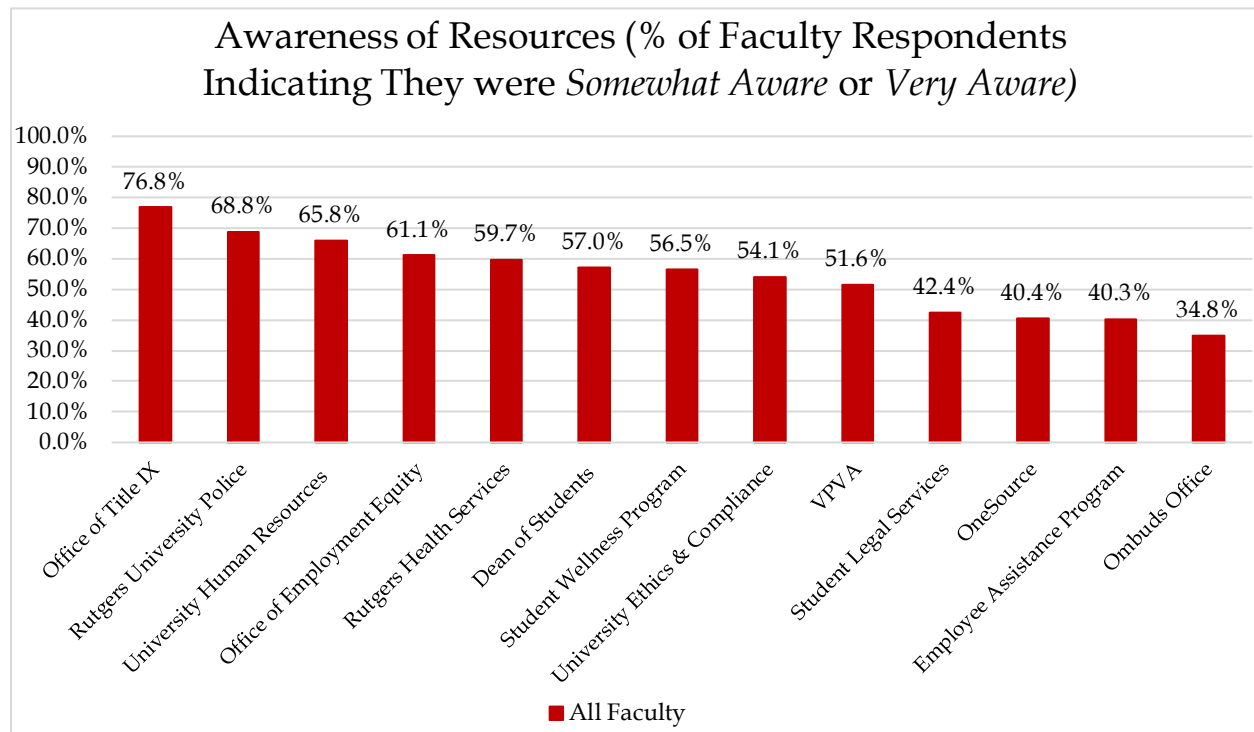
Rutgers faculty were most aware of the Office of Title IX, Rutgers University Police Department, and University Human Resources, with 76.8%, 68.8%, and 65.8% of faculty participants indicating they were *Somewhat Aware* or *Very Aware* of each resource, respectively.

Significant differences in average awareness across all thirteen resources were found by gender identity, with faculty women reporting lower overall awareness compared to faculty men,⁶⁰ and by tenure status, with non-tenure track faculty reporting greater overall awareness of resources compared to tenured faculty.⁶¹

⁶⁰ The difference in average awareness of resources was marginally significant between faculty women and men, $F(1, 525) = 3.86, p = .05$.

⁶¹ The difference in average awareness of resources was significant between non-tenure track, tenured, and non-tenure tenure track faculty, $F(2, 540) = 5.69, p < .01$.

Figure 10. Faculty Participants' Awareness of Resources at Rutgers University (% of Faculty Indicating They Were *Somewhat Aware* or *Very Aware*)



Staff Experiences at Rutgers University

Staff Sample Characteristics

The Rutgers staff sample consisted of a total of 2,914 individuals. In terms of gender identity, 25.7% identified as men, 71.2% as women, and 1.6% as agender, transgender, genderqueer, or nonbinary individuals. With respect to sexual orientation, a majority of the sample identified as straight/heterosexual (85.7%). 8.5% of the staff sample identified as Asian, 12.6% as Black/African American, 10.0% as Hispanic or Latinx, 56.8% as White/Caucasian, and 7.3% as multiracial. See Table 9 for additional staff sample characteristics.

Table 9. Staff Sample Characteristics (Unweighted⁶²)

	All Staff (n = 2,914)	
	n	%
Age		
29 or younger	253	8.7
30-39	665	22.9
40-49	741	25.5
50-59	759	26.1

⁶² The data in this table are unweighted, meaning that equal weight is given to each participant. However, all other data presented in the Staff section are weighted to adjust for nonresponse bias, as described in [Appendix A](#).

	All Staff (n = 2,914)	
	<i>n</i>	%
60 and over	492	16.9
Gender Identity		
Man	746	25.7
Woman	2,071	71.2
TGQN	46	1.6
Prefer not to answer	44	1.5
Sexual Orientation		
LGBQA+	319	11.0
Straight/Heterosexual	2,489	85.7
Prefer not to answer	95	3.3
Race/Ethnicity⁶³		
Asian	248	8.5
Black or African American	365	12.6
Hispanic or Latinx	291	10.0
Middle Eastern or North African	NR	NR
White/Caucasian	1,653	56.8
Multiracial	213	7.3
Another race/ethnicity not listed ⁶⁴	NR	NR
Prefer not to answer	100	3.4
Disability Status		
No, does not have a disability	2,404	82.6
Yes, has a disability	379	13.0
Prefer not to disclose	128	4.4
Years Employed at Rutgers		
0-1 year	373	15.2
2-3 years	297	12.1
4-7 years	513	20.9
8-16 years	630	25.6
17+ years	645	26.2
Campus Affiliation		
Rutgers University - Camden	185	6.4
Rutgers University - New Brunswick	1,592	54.6
Rutgers University - Newark	210	7.2
Rutgers Health	927	31.8

⁶³ Among participants who selected more than one race, the most common pattern was White/Caucasian and Hispanic/Latinx, followed by Middle Eastern or North African and White/Caucasian. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts may not add up due to rounding.

⁶⁴ Another includes American Indian or Alaska Native and Native Hawaiian or Pacific Islander.

Central Administration	NR	NR
Supervisor Status		
No, does not supervise other employees	1,767	61.0
Yes, does supervise other employees	1,132	39.0

Note. NR = Not reported to protect confidentiality.

Staff Experiences of Workplace Incivility

In order to focus on frequent experiences of workplace incivility, Table 10 shows the percentage of staff (separated out by women and men) who experienced each behavior

Experiences of TGQN Staff

TGQN staff experienced behavior(s) of workplace incivility “often” or “very often” since working at Rutgers at significantly higher rates (44.6%) than both staff women (27.8%) and staff men (23.6%).⁶⁶

“often” or “very often” since working at Rutgers University. A total of 26.4 % ($n = 693$) of women and men staff experienced at least one workplace incivility behavior “often” or “very often” since working at Rutgers.⁶⁵

For both staff women and men, the most common types of workplace incivility experienced “often” or “very often” were

someone at work:⁶⁶

- interrupting or “speaking over” them (16.1%),
- paying little attention to their statements or showing little interest in their opinions (12.8%), and
- doubting their judgment on a matter for which they were responsible (11.2%).

Survey participants who indicated that they experienced at least one behavior of workplace incivility since working at Rutgers were then asked whether they thought they experienced the mistreatment because of a list of (1) protected classes⁶⁷ (including age, sex, gender identity and expression, national origin, race or ethnicity, religious/spiritual views, sexual orientation, disability status, military status, marital or civil union status, and/or pregnancy status), and (2) unprotected classes such as socioeconomic status, language, and body size.

Among staff men and women who experienced workplace incivility “often” or “very often” since working at Rutgers University, 55.0% ($n = 370$) perceived that the incivility was based on at least one protected identity, and this was particularly true for staff

⁶⁵ Across women and men staff at Rutgers University, 85.7% ($n = 2,246$) reported experiencing at least *one* behavior of workplace incivility since working at Rutgers University (see [Appendix E](#) for full table of behaviors experienced). This finding aligns with the [Know More Campus Climate Survey](#) administered at Michigan State University (MSU), which found that 78% of staff men and 72% of staff women experienced at least one type of workplace incivility.

⁶⁶ The relationship between workplace incivility and gender identity was statistically significant, $F(2, 5716) = 4.88, p < .01$. Contrasts between TGQN staff and staff men, as well as TGQN staff and staff women, were significant at $p < .05$.

⁶⁷ Rutgers University’s Non-Discrimination Policy prohibits discrimination, which is defined as an act that negatively affects employment or educational opportunities based on membership in one or more protected classes listed in the report text. See here for the policy: <https://law.rutgers.edu/non-discrimination-policy>

women (61.6% of staff women compared to 38.6% of staff men).⁶⁸ More specifically, staff women (39.5%, $n = 190$) were far more likely to perceive that the incivility was sex- or gender-related compared to staff men (7.7%, $n = 15$).⁶⁹ Staff women (41.3%, $n = 199$) were also more likely to perceive that the incivility was age-related compared to staff men (21.0%, $n = 40$).⁷⁰

Race/ethnicity was more likely to be perceived as a factor for incivility for some groups: 53.7% of Black/African American staff, 43.1% of Asian staff, 42.0% of Hispanic or Latinx staff, and 31.9% of multiracial staff perceived that the incivility was based on race/ethnicity, as compared to 6.8% of White staff.⁷¹

Table 10. Prevalence of Workplace Incivility Among Staff Participants (% Experiencing Behaviors Often or Very Often Since Working at Rutgers)

	Combined Staff ($n = 2,620$)		Staff Women ($n = 1,747$)		Staff Men ($n = 873$)	
	n	%	n	%	n	%
Has Experienced Workplace Incivility Often or Very Often	693	26.4	486	27.8	206	23.6
Paid little attention to your statements or showed little interest in your opinions	335	12.8	230	13.2	105	12.0
Doubted your judgment on a matter for which you had a responsibility	292	11.2	218	12.5	75	8.6
Gave you hostile looks, stares, or sneers	168	6.4	111	6.4	57	6.5
Addressed you in unprofessional terms, either publicly or privately	180	6.9	127	7.3	52	6.0
Interrupted or “spoke over” you	420	16.1	316	18.1	105	12.0
Rated you lower than you deserved on an evaluation	149	5.7	100	5.8	49	5.6
Yelled, shouted, or swore at you	95	3.6	64	3.7	31	3.6
Made insulting or disrespectful remarks about you	109	4.2	69	4.0	40	4.6
Ignored you or failed to speak to you (e.g., gave you “the silent treatment”)	152	5.8	110	6.3	42	4.9
Accused you of incompetence	87	3.3	64	3.6	24	2.7
Targeted you with angry outbursts or “temper tantrums”	124	4.7	90	5.1	34	3.9

⁶⁸ The difference in perceiving the incivility to be based on a protected class between staff men and women was statistically significant, $F(1, 752) = 20.94, p < .001$.

⁶⁹ The difference between staff men and women was statistically significant, $F(1, 751) = 53.51, p < .001$.

⁷⁰ The difference between staff men and women was statistically significant, $F(1, 751) = 18.45, p < .001$.

⁷¹ The association between self-reported race/ethnicity and race/ethnicity as a reason for experiencing incivility was significant, $F(4, 2874) = 24.72, p < .001$, with White staff significantly less likely to endorse this reason than all other groups, p 's $< .001$.

	Combined Staff (<i>n</i> = 2,620)		Staff Women (<i>n</i> = 1,747)		Staff Men (<i>n</i> = 873)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Made jokes at your expense	81	3.1	50	2.9	32	3.6

Note. Reliability (Cronbach's alpha) was .93 for the staff sample. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Workplace Incivility Experiences by Staff Social Identities

The survey also explored differences in experiences of workplace incivility by participants' age, race/ethnicity, years of employment, sexual orientation, gender identity, and disability status. Key highlights from these analyses are shown in Figure 11. The figure shows total workplace incivility scores for key subgroups; the scores, which range from 0-48, reflect the frequency with which staff experienced the various types of workplace incivility (higher values reflect a greater frequency of workplace incivility).

Workplace incivility scores were higher for multiracial staff, relative to Asian, Black, Hispanic/Latinx, and White staff.⁷²

Among staff women, those who experienced more workplace incivility included women who had a documented disability compared to women without; women who were over the age of 50; and women with more years of employment at Rutgers.⁷³

Among staff men, those who experienced more workplace incivility included men who were 60 years of age or older (relative to those under 30), and men with more years of employment at Rutgers.⁷⁴

⁷² Differences by race/ethnicity were significant, $F(4, 2765) = 5.97, p < .001$, with multiracial staff indicating significantly higher workplace incivility than Asian, Black, Hispanic/Latinx, and White staff (p 's $< .05$). Comparisons conducted only for the five largest racial/ethnic groups.

⁷³ The difference by disability status among women was significant, $F(1, 2068) = 12.98, p < .001$; The association between age and incivility score among staff women was significant, $F(4, 2063) = 6.81, p < .001$. After a Bonferroni correction for multiple comparisons, the contrast between 50-59 and less than 30 years old; 60 and over and less than 30; 60 and over and 30-39 years old were significant; The difference by years of employment among women was significant, $F(4, 1740) = 40.08, p < .001$; After a Bonferroni correction for multiple comparisons, all contrasts were significant aside from two. Incivility scores generally increased with years of employment.

⁷⁴ The association between age and incivility score among staff men was significant, $F(4, 741) = 3.30, p < .05$. After a Bonferroni correction for multiple comparisons, the contrast between 60 and over and less than 30 years old was significant; The association between years of employment and incivility score among staff men was significant, $F(4, 632) = 8.48, p < .001$; After a Bonferroni correction for multiple comparisons, the contrasts between 8-16 and less than one year; 17 or more years as compared to less than one year and 2-3 years were significant.

Figure 11. Workplace Incivility by Staff Participants' Characteristics

	Staff Men	Staff Women
All	8.9	9.5
Straight	8.9	9.5
LGBQIA+	8.9	9.3
No Disability	8.6	9.2
Disability	10.3	11.4
29 & under	6.5	7.9
30-39	8.9	9.1
40-49	9.4	9.6
50-59	8.9	10.6
60 & up	10.7	11
Asian	8.1	9.1
Black	9.3	9.4
Latinx	7.7	8
Middle Eastern	8.1	12.7
Multiracial	10.8	11.3
White	8.8	9.5
Other Race/Eth	9.5	12.8

Note. The figure shows total workplace incivility scores for key subgroups; the scores, which range from 0-48, reflect the frequency with which staff experienced the various types of workplace incivility (higher values reflect a greater frequency of workplace incivility). The dotted gray line indicates the overall mean for combined staff.

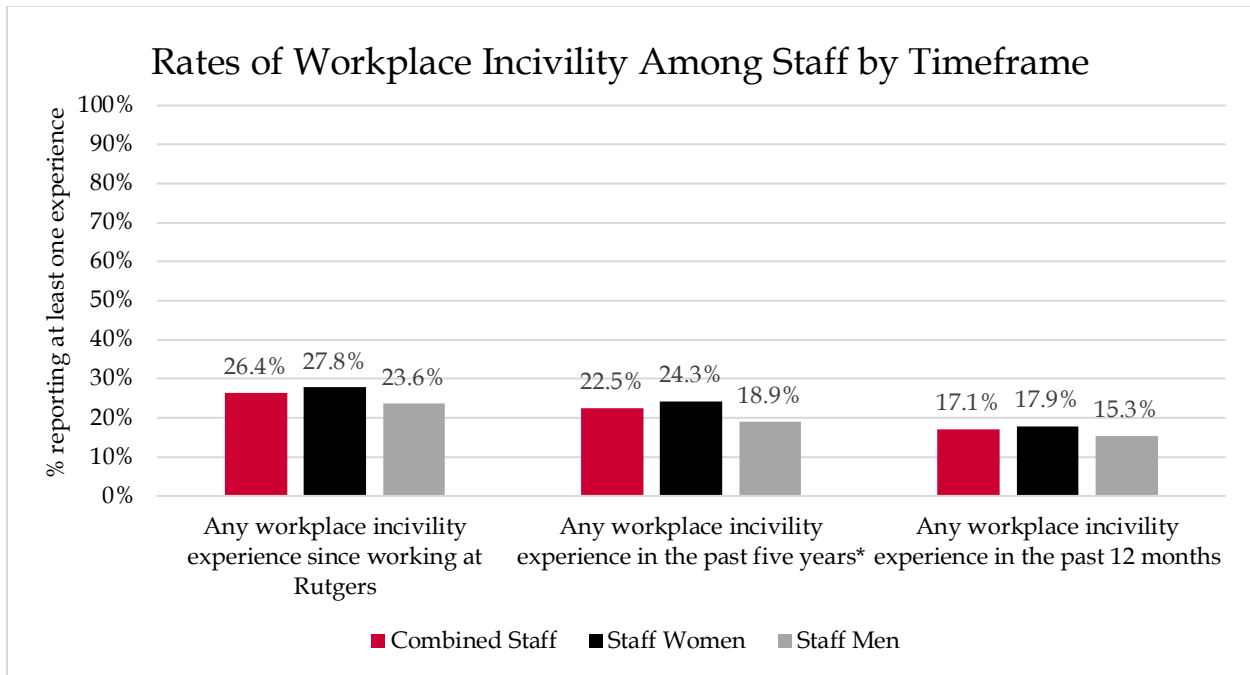
Workplace Incivility Experiences by Timeframe

Participants who experienced any workplace incivility behavior(s) were asked whether any of the behaviors occurred in the last five years as well as in the past 12 months (October 2021 – October 2022).

A total of 26.4% ($n = 693$) of combined staff reported workplace incivility “often” or “very often” since working at Rutgers, 22.5% ($n = 589$) of combined staff reported

workplace incivility “often” or “very often” in the past five years, and 17.1% ($n = 447$) in the past 12 months (see Figure 12).

Figure 12. Rutgers Staff Participants’ Experiences of Workplace Incivility by Timeframe



Note. * $p < .05$. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Table 11 outlines three different timeframes for understanding staff experiences of workplace incivility which include (1) since working at Rutgers University, (2) in the past five years, and (3) in the past 12 months, separated out by years of employment at Rutgers University. It is important to note that there was a high degree of missing data for years of employment (15.7% of staff did not respond to this item), so these data should be interpreted with caution.

Table 11. Rutgers Staff Participants’ Experiences of Workplace Incivility by Years of Employment

	Any Workplace Incivility Experience		At Least One Experience in the Past Five Years		At Least One Experience in the Past 12 Months	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Years of Employment						
0-1 year	77	12.8	71	13.6	71	17.5
2-3 years	95	16.0	95	18.1	88	21.6
4-7 years	142	23.9	134	25.7	90	22.2
8-16 years	158	26.4	134	25.7	98	24.1
17+ years	124	20.9	88	16.9	59	14.5

Total	596	100.0	522	100.0	405	100.0
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Note. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts might not add up due to rounding. Many respondents did not provide years of employment (15.7% of staff did not respond to this item), so total numbers for sexual harassment prevalence might not align with those reported in this section.

Staff Utilization of Resources to Address Workplace Incivility

Use of university resources to address workplace mistreatment in the last five years was fairly low among all staff groups, which did not allow the research team to compare by key demographic characteristics. Among staff participants, the most utilized resources included telling: a union representative (27.0%, $n = 84$); Human Resources (18.5%, $n = 58$); a dean, director, provost, or chancellor (18.0%, $n = 56$); the Office of Employment Equity (15.1%, $n = 47$); and University Ethics & Compliance (7.8%, $n = 24$).

Staff Experiences of Work-Related Sexual Harassment

Among all Rutgers staff, 32.5% ($n = 889$) of participants reported at least one experience of sexual harassment since working at Rutgers University.

Rutgers staff's experiences with specific sexual harassment behaviors are shown in Table 12, separated by gender identity. Staff women were significantly more likely to experience work-related sexual harassment (36.9%) since working at Rutgers University compared to staff men (24.6%).⁷⁵ Groups that reported higher rates of sexual harassment included: women with more years of employment at Rutgers, women with a documented disability (52.1%), multiracial women (44.5%), and White women (42.3%), relative to women with fewer years of employment, women without a documented disability (34.0%), Black women (29.1%), and Hispanic/Latinx women (26.2%).⁷⁶ LGBTQA+ staff (38.6%) also reported more work-related sexual harassment relative to straight/heterosexual (31.8%) staff.⁷⁷

The most common harassing behaviors experienced by staff men and women since working at Rutgers University, and particularly for staff women, included someone treating the person differently because of their gender (24.8% of combined staff experienced this), someone putting the person down or was condescending to the person because of their gender (15.1% of combined staff experienced this), someone making offensive sexist remarks (11.3% of combined staff experienced this), and

⁷⁵ Difference in sexual harassment experience by gender identity was significant: $F(1, 2816) = 28.53, p < .001$.

⁷⁶ The difference by disability among staff women was significant: $F(1, 1989) = 24.95, p < .001$. The difference by years of employment among staff women was significant: $F(4, 6536) = 25.94, p < 0.001$, with rates of sexual harassment generally increasing with years of employment. Rates ranged from 43.5% to 56.7% for women who had been employed at Rutgers for four or more years, and 16.5% to 34.3% for women who had been employed at Rutgers for three years or less. The difference by race/ethnicity among staff women was significant, $F(4, 7833) = 6.78, p < .001$, such that rates of sexual harassment were higher for multiracial and White women, relative to Black and Hispanic/Latinx women (p 's $< .01$).

⁷⁷ The difference by sexual orientation was significant: $F(1, 2807) = 4.71, p < 0.05$.

someone repeatedly telling sexual stories or jokes that were offensive to the person (9.9% of combined staff experienced this) (see Table 12).⁷⁸

The following harassing behaviors were experienced by at least one, but under ten, staff participants (thus are not included in Table 12):

- Someone made the person feel like they were being bribed with some sort of reward or special treatment to engage in sexual behavior.
- Someone made the person feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review).
- Someone treated the person badly for refusing to have sex.
- Someone implied better treatment if the person were sexually cooperative.

Of those who experienced any sexually harassing behaviors since working at Rutgers University, 31.6% of Rutgers staff reported having experienced one incident, while 68.4% reported experiencing two or more incidents.

Table 12. Prevalence of Sexual Harassment Among Staff Participants Since Working at Rutgers University

	Combined Staff (<i>n</i> = 2,620)		Staff Women (<i>n</i> = 1,747)		Staff Men (<i>n</i> = 873)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Any Work-Related Sexual Harassment	859	32.8	645	36.9	214	24.6
Treated you “differently” because of your gender (for example, mistreated, slighted, or ignored you)?	600	24.8	512	31.8	88	10.9
Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography) which you found offensive?	112	4.6	80	5.0	32	3.9
Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)?	274	11.3	221	13.6	53	6.6
Put you down or was condescending to you because of your gender?	363	15.1	320	20.0	43	5.4
Repeatedly told sexual stories or jokes that were offensive to you?	239	9.9	168	10.5	71	8.8

⁷⁸ Treated you differently: the difference between staff women and men was significant, $F(1, 2617) = 88.46, p < .001$; Made offensive remarks: the difference between staff women and men was significant, $F(1, 2614) = 14.88, p < .001$; Put you down or was condescending to you: the difference between staff women and men was significant, $F(1, 2599) = 67.92, p < .001$; Made unwanted attempts to establish a romantic sexual relationship: the difference between staff women and men was significant, $F(1, 2605) = 4.29, p < .05$.

	Combined Staff (<i>n</i> = 2,620)		Staff Women (<i>n</i> = 1,747)		Staff Men (<i>n</i> = 873)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?	124	5.1	80	5.0	43	5.4
Made offensive remarks about your appearance, body, or sexual activities?	219	9.2	157	9.8	63	7.9
Made gestures or used body language of a sexual nature that embarrassed or offended you?	90	3.7	59	3.7	31	3.8
Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	74	3.1	59	3.6	15	1.9
Continued to ask you for dates, drinks, dinner, etc., even though you said “No”?	45	1.9	NR	NR	NR	NR
Touched you in a way that made you feel uncomfortable?	91	3.8	66	4.1	25	3.1
Made unwanted attempts to stroke, fondle, or kiss you?	36	1.5	26	1.6	11	1.3

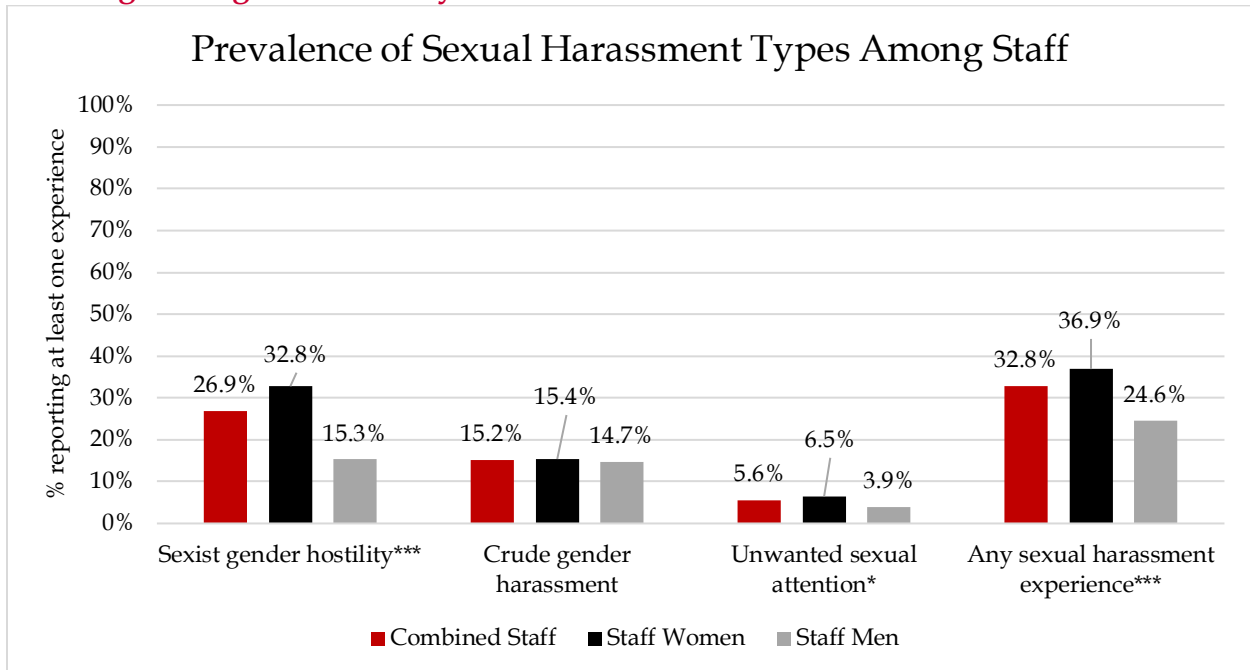
Note. Reliability (Cronbach’s alpha) was .93 for the entire sample and .84 for the staff sample. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts might not add up due to rounding. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

The most common type of sexual harassment experienced by staff included sexist gender hostility, with a greater percentage of staff women experiencing this type compared to staff men⁷⁹, and crude gender harassment (see Figure 13).⁸⁰

⁷⁹ Sexist gender hostility: the difference between staff women and men was significant, $F(1, 2816) = 61.28, p < .001$.

⁸⁰ For more information on the types of sexual harassment see the [Measures](#) section of the report.

Figure 13. Prevalence of Sexual Harassment Types Among Staff Participants Since Working at Rutgers University



Note. * $p < .05$; ** $p < .01$; *** $p < .001$. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Experiences of TGQN Staff

TGQN staff experienced similar rates of overall work-related sexual harassment (30.6%) compared to staff women (36.9%) and men (24.6%), but higher rates of sexist gender harassment (29.4%) relative to staff men (15.3%).⁸¹

Participants who experienced any sexually harassing behavior(s) were asked whether any of the behaviors occurred in the last five years as well as in the past 12 months (October 2021 - October 2022).⁸¹

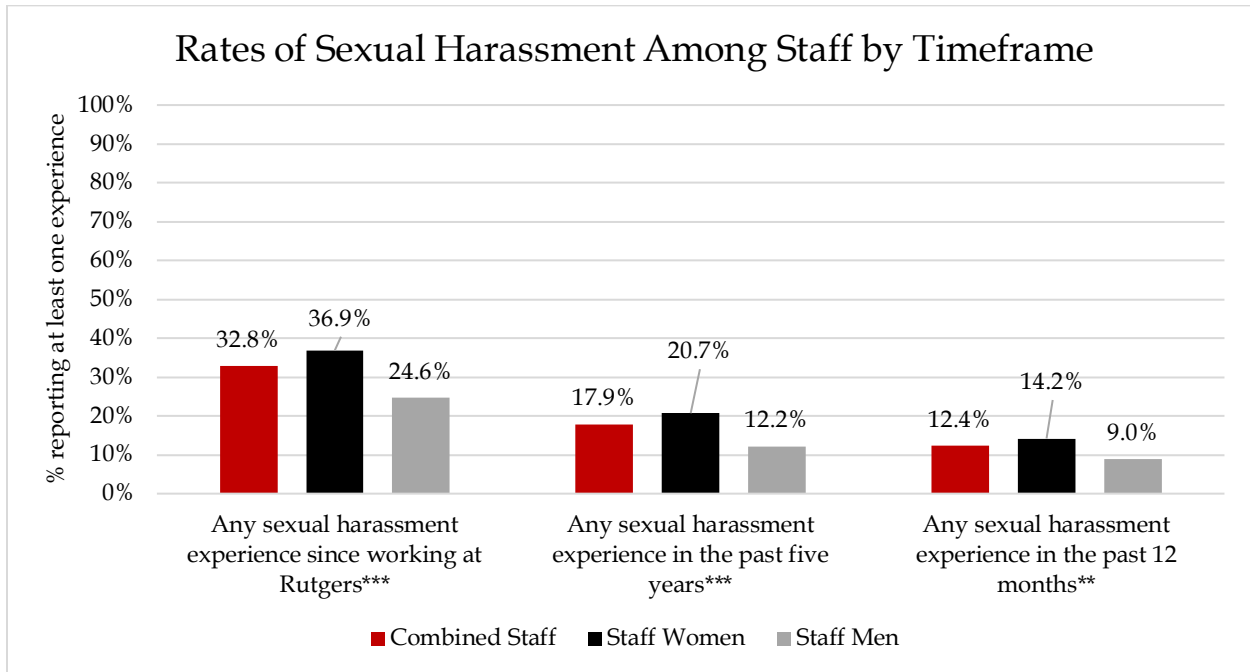
A total of 32.8% ($n = 859$) of combined staff experienced at least one sexually harassing behavior since working at

Rutgers, 17.9% ($n = 467$) of staff experienced at least one sexually harassing behavior in the past five years while working at Rutgers, and 12.4% ($n = 276$) in the past 12 months (see Figure 14).⁸²

⁸¹ There was a significant association between sexist gender hostility and gender identity, $F(2, 5721) = 30.64, p < .001$. Contrast between TGQN staff and staff men significant at $p < .05$.

⁸² Sexual harassment in the past five years: the difference between staff women and men was significant, $F(1, 2810) = 19.05, p < .001$; Sexual harassment in the past year: the difference between staff women and men was significant, $F(1, 2309) = 7.81, p < .01$.

Figure 14. Rutgers Staff Participants' Experiences of Sexual Harassment by Timeframe



Note. * $p < .05$; ** $p < .01$; *** $p < .001$; Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Table 13 outlines three different timeframes for understanding staff experiences of sexual harassment which include (1) since working at Rutgers University, (2) in the past five years, and (3) in the past 12 months, separated out by years of employment at Rutgers University. It is important to note that there was a high degree of missing data for years of employment (15.7%), so these data should be interpreted with caution.

Table 13. Rutgers Staff Participants' Experiences of Sexual Harassment by Years of Employment

	Any Sexual Harassment Experience		At Least One Experience in the Past Five Years		At Least One Experience in the Past 12 Months	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Years of Employment						
0-1 year	77	10.2	62	15.0	59	24.4
2-3 years	100	13.2	80	19.3	54	22.2
4-7 years	179	23.8	114	27.6	54	22.1
8-16 years	197	26.2	95	23.2	51	21.0
17+ years	199	26.5	61	14.9	25	10.2
Total	751	100.0	412	100.0	243	100.0

Note. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts might not add up due to rounding. Many respondents did not provide years of employment (15.7% of staff did not respond to this item), so total numbers for sexual harassment prevalence might not align with those reported in this section.

Sexual Harassment Domains of Impact or Interference (DOII) Among Staff

Table 14 presents the prevalence of sexual harassment experienced by Rutgers staff that impacted one of the following four domains: (1) interfered with their professional performance; (2) limited their ability to participate in a university activity; (3) created an intimidating, hostile, or offensive social, academic, or work environment; or (4) interfered with their personal sense of well-being.

For the purposes of this report, findings regarding domains of impact or interference (DOII) are presented only for participants who indicated on the survey that they experienced at least one sexually harassing behavior *in the last five years* while working at Rutgers University. This was done to focus on the most recent experiences and based on a model utilized by the Association of American Universities Campus Climate Survey on Sexual Misconduct findings report.⁸³ Full findings regarding domains of impact and characteristics of sexual harassment incidents for staff who experienced any sexual harassment since working at Rutgers University are available in [Appendix E](#).

A large majority (74.5%, *n* = 348) of combined staff participants who experienced at least one sexually harassing behavior in the past five years indicated that the behavior(s) impacted/interfered with one or more of the following four DOII (see Table 14), with most reporting that the behavior impacted their personal sense of well-being (55.8%, *n* = 261) and/or created an intimidating, hostile, or offensive social, academic, or work environment (53.9%, *n* = 252).

Table 14. DOII Resulting from Work-Related Sexual Harassment Among Rutgers Staff Participants (% of Those Who Experienced Sexual Harassment in the Past Five Years)

	Combined Staff (<i>n</i> = 467)		Staff Women (<i>n</i> = 361)		Staff Men (<i>n</i> = 106)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Any Domain of Impact or Interference	348	74.5	283	78.4	65	61.2
Interfered with professional performance	152	32.4	130	36.0	21	20.1
Limited ability to participate in university activities	55	11.7	NR	NR	NR	NR
Created an intimidating, hostile, or offensive social, academic, or work environment	252	53.9	209	57.9	43	40.5
Interfered with personal sense of well-being	261	55.8	215	59.6	46	43.1

Note. NR = Not reported to protect confidentiality. Numbers add up to more than 100% because participants could indicate more than one domain. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts might not add up due to rounding. *Combined* refers to participants who identified as a man or

⁸³ Cantor, D., Fisher, B., Chibnall, S., Harps, S., Townsend, R., Thomas, G., Lee, H., Kranz, V., Herbison, R., & Madden, K. (2020). *Report on the AAU Campus Climate Survey on Sexual Assault and Misconduct*. Association of American Universities. <https://www.aau.edu/key-issues/campus-climate-and-safety/aau-campus-climate-survey-2019>

woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Table 15 presents demographic characteristics of combined staff who experienced at least one sexually harassing behavior in the past five years *and* reported that the behavior(s) impacted one of the four DOI. There were no significant differences by sexual orientation, race/ethnicity, age, or disability status; however, there were differences by gender identity and years of employment, such that a greater percentage of women and staff with more than one year of employment reported experiencing sexual harassment in the past five years that impacted DOI.⁸⁴

Table 15. Number and Percentage of Staff Participants Who Experienced DOI Resulting from Work-Related Sexual Harassment by Demographics (% of Those Who Experienced Any Sexual Harassment in the Past Five Years)

	Combined Staff (<i>n</i> = 467)	
	<i>n</i>	%
Any Domain of Impact or Interference	348	74.5
Gender		
Women	283	81.4
Men	65	18.6
Age		
29 or younger	73	21.1
30-39	109	31.4
40-49	76	21.8
50-59	63	18.0
60 and over	27	7.7
Race/Ethnicity		
Asian	47	13.6
Black or African American	35	10.1
Hispanic or Latinx	33	9.5
Middle Eastern or North African	NR	NR
White/Caucasian	191	55.3
Multiracial	26	7.4
Another race/ethnicity not listed ⁸⁵	NR	NR
Prefer not to answer	NR	NR
Years Employed at Rutgers		
0-1 year	34	11.4

⁸⁴ There was a significant difference by gender identity, $F(1, 509) = 8.52, p < 0.01$. There was a significant difference by years of employment, $F(4, 1721) = 5.05, p < .001$. The comparisons between 2-3 years and one year or less, 8-16 years and one year or less, 17 or more years and one year or less were significant.

⁸⁵ Other than Asian, Black or African American, Hispanic/Latinx, Non-Resident Alien, or White. Includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, two or more races/ethnicities, and Unknown.

2-3 years	60	20.0
4-7 years	81	27.0
8-16 years	74	24.6
17+ years	51	17.1
Disability Status		
No, does not have a disability	261	75.4
Yes, has a disability	67	19.2
Prefer not to answer	18	5.3
Sexual Orientation		
LGBQA+	56	16.2
Straight/Heterosexual	279	80.4
Prefer not to answer	12	3.4

Note. Percentages in table are out of combined staff who experienced any sexual harassment in the past five years and not out of the total staff sample. *NR* = Not reported to protect confidentiality. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts might not add up due to rounding. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Impact of Sexual Harassment Experiences Among Staff

Participants who indicated that they experienced at least one form of sexual harassment since coming to Rutgers were then asked to think about the most impactful incident of sexual harassment that they experienced and respond to a series of follow-up questions such as information about the person(s) who committed the behavior, the location of the incident, reaction to the incident, witnesses, and reporting experiences.

Results from incident follow-up questions presented below are from participants who experienced at least one sexually harassing behavior *in the last five years*.⁸⁶ This was done to focus on the most recent experiences and based on a model utilized by the Association of American Universities Campus Climate Survey on Sexual Misconduct findings report.⁸⁷ See [Appendix E](#) for additional results, including results for all participants who experienced sexual harassment since working at Rutgers University.

Details about the material impact⁸⁸ of the sexual harassment experienced by Rutgers staff are shown in Figure 15. The impacts were fairly pervasive: among combined staff who reported experiencing at least one harassing behavior *in the past five years*, 29.1% ($n = 136$) reported that the behavior had a significant material impact on them, which includes any of the following: having to miss meetings, classes, or campus-related

⁸⁶ Because participants answered follow-up questions about the most impactful incident they experienced since working at Rutgers University, the research team is not able to determine whether the follow-up responses pertain specifically to incidents that occurred in the past 5 years.

⁸⁷ Cantor, D., Fisher, B., Chibnall, S., Harps, S., Townsend, R., Thomas, G., Lee, H., Kranz, V., Herbison, R., & Madden, K. (2020). *Report on the AAU Campus Climate Survey on Sexual Assault and Misconduct*. Association of American Universities. <https://www.aau.edu/key-issues/campus-climate-and-safety/aau-campus-climate-survey-2019>

⁸⁸ *Material impact* refers to tangible social, economic, and behavioral consequences of experiencing sexual harassment.

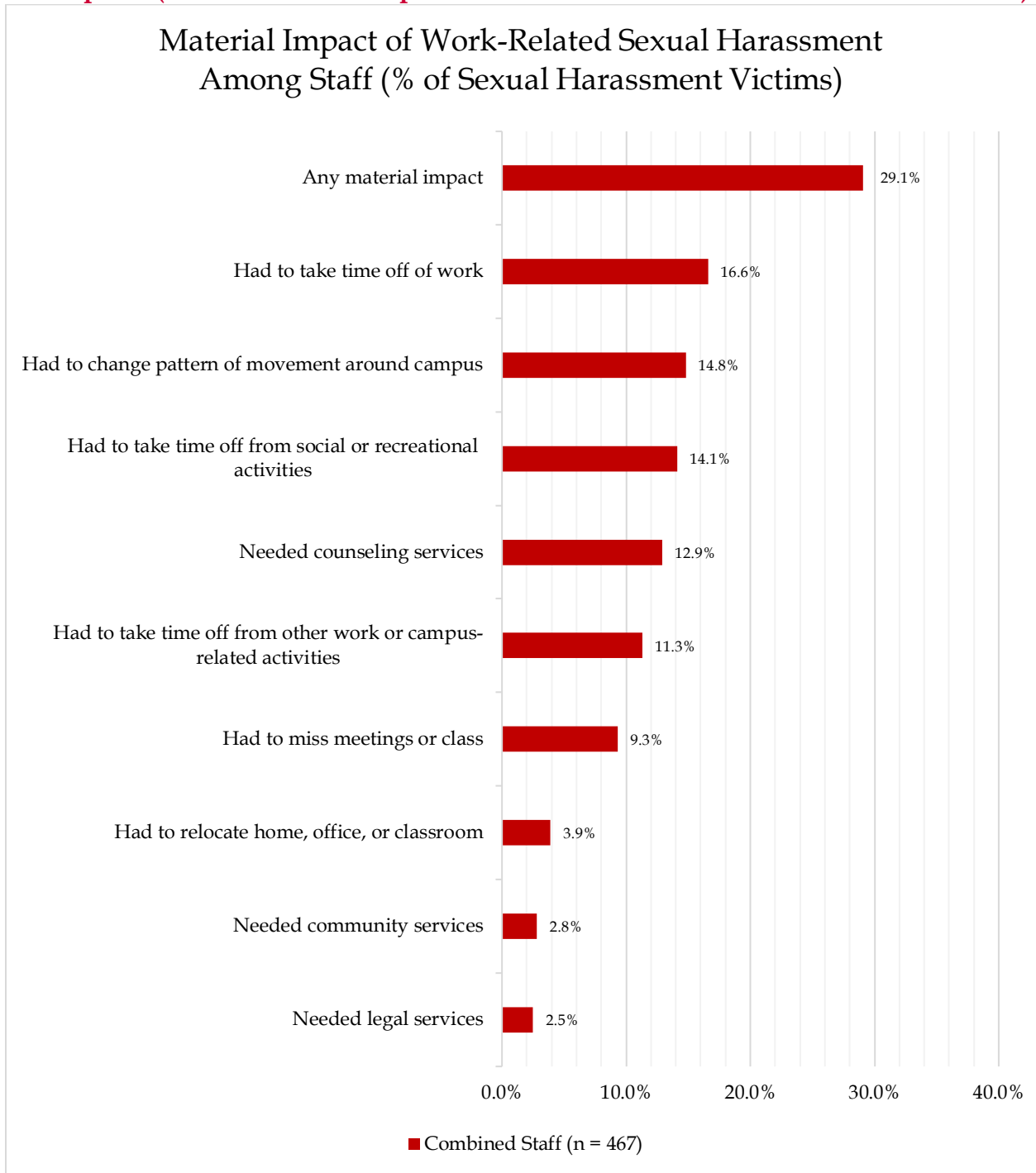
activities, stopping teaching courses, changing their pattern of movement around campus, and/or utilizing mental health and advocacy services.

Many survey participants noted that as a result of the experience(s), they needed to take time off from work (16.6%), change their pattern of movement around campus (14.8%) and/or take time off from social or recreational activities (14.1%).

Women (33.0%) and staff employed at Rutgers for eight or more years reported material impacts at higher rates than men (15.7%) and staff employed at Rutgers for one year or less (15.9%).⁸⁹

⁸⁹ The difference by gender was significant, $F(1, 509) = 8.73, p < 0.01$. The difference by years of employment was significant, $F(4, 1749) = 3.16, p < 0.05$. Rates of material impact ranged from 40.1% to 43.8% for staff who had been employed at Rutgers for eight or more years.

Figure 15. Material Impact of Work-Related Sexual Harassment Among Rutgers Staff Participants (% of Those Who Experienced Sexual Harassment in the Past Five Years)



Note. * $p < .05$; ** $p < .01$; *** $p < .001$. Only impact items with a cell size greater than $n = 10$ are shown in the table. Needed victim's advocate services excluded for this reason. *Material impact* refers to tangible social, economic, and behavioral consequences of experiencing sexual harassment. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Characteristics of Sexual Harassment Transgressors⁹⁰ as Reported by Staff

Of the combined Rutgers staff who experienced harassment in the past five years ($n = 467$), 62.2% ($n = 286$) reported that only one person was involved in the situation as the transgressor. Of the 37.8% ($n = 174$) who reported more than one transgressor, 44.4% of those reported two transgressors, 32.6% reported three, 13.7% reported four, and 9.3% reported five or more transgressors involved in the situation that had the greatest impact on them.

For combined staff who experienced at least one form of sexual harassment, the most commonly reported role of the transgressor⁹¹ was:

- A staff member at Rutgers University (48.5%)
- A faculty member at Rutgers University (20.5%)
- A dean, director, chancellor, or provost at Rutgers University (12.4%)

Of the combined Rutgers staff who experienced sexual harassment in the past five years, 48.9% ($n = 213$) reported that the transgressor had a supervisory or influential impact on them. In contrast, 51.1% ($n = 222$) reported that the transgressor had no supervisory or influential impact on them.

Finally, 73.3% ($n = 316$) of combined Rutgers staff who experienced sexual harassment reported that the transgressor(s) was a man, another 23.9% ($n = 103$) reported that the transgressor was a woman.

Characteristics of Staff Sexual Harassment Incidents

Participants were also asked about the location of the incident of sexual harassment that had the greatest impact on them. Among combined Rutgers staff who experienced at least one incident of sexual harassment in the past five years, a majority reported that the incident occurred in person (84.9%, $n = 367$), with 15.1% reporting that the incident occurred virtually ($n = 65$). Among the incidents that occurred in person, 81.8% occurred in a Rutgers-owned building, whereas 7.6% occurred off-campus at a Rutgers work site. Among the virtual incidents, 46.5% occurred over WebEx, Zoom, or a similar conferencing platform, while another 42.9% occurred over text, phone call, or email.

Participants were asked how they reacted to the situation, and just over half of combined staff participants who experienced sexual harassment reported reacting by ignoring the person and doing nothing (51.5%). Another 25.6% reacted by avoiding the person as much as possible, while 27.0% reacted by asking someone for advice and/or support. Over half of combined Rutgers staff members' experiences of sexual harassment were witnessed by another person besides the transgressor(s) (53.8%). Of those who reported a witness being present, 29.7% reported one witness, 29.4% two

⁹⁰ *Transgressor* refers to the person(s) who committed the sexual harassment, as reported by the participant who experienced the harassment. Among staff who reported more than one transgressor, the most reported role of the second transgressor was a staff member (46.7%).

⁹¹ For those who reported that there was more than one transgressor, they were instructed to describe the primary status of the "person who was heavily involved, initiated, or led the behavior in the situation."

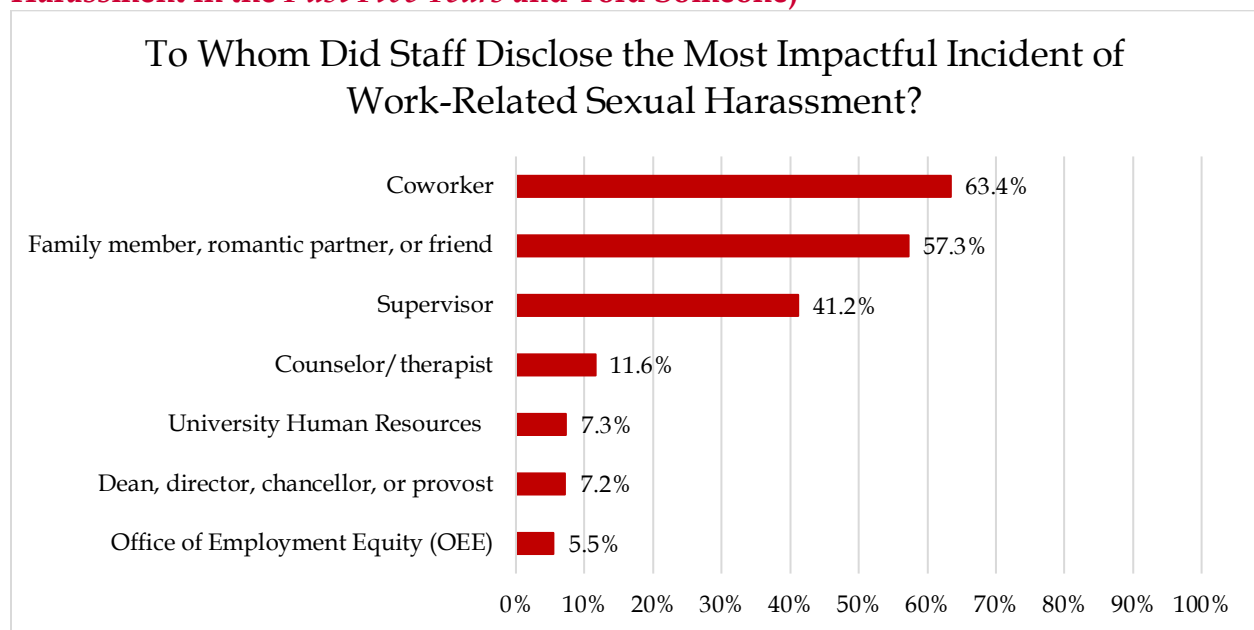
witnesses, 15.1% three witnesses, 8.0% four witnesses, and another 17.8% reported five or more witnesses.

Most combined Rutgers staff who experienced sexual harassment witnessed by at least one other person reported that the witness(es) did not do anything (77.7%). Of those incidents in which a witness did something, 66.5% of Rutgers staff participants reported that it made things better, less than one percent reported that it made things worse, and 32.8% reported that it had no effect at all. Most of the witnesses to incidents were other staff at Rutgers University (73.2%), while another 18.8% reported that the witnesses to the incident were faculty at Rutgers University.

Staff Reporting Experiences

Among the combined Rutgers staff who experienced any sexual harassment behaviors in the past five years ($n = 467$), 61.0% told someone about the situation, and this was particularly true for staff women (65.7% told someone compared to 44.1% of staff men who experienced any sexual harassment).⁹² Of the Rutgers staff who told someone, most told a coworker (63.4%), a friend, family member, or romantic partner (57.3%), and/or a supervisor (41.2%; see Figure 16).

Figure 16. To Whom Did Rutgers Staff Participants Disclose the Most Impactful Incident of Work-Related Sexual Harassment (% of Staff Who Experienced Sexual Harassment in the Past Five Years and Told Someone)



Note. Only disclosure sources with a cell size greater than $n = 10$ are shown in the figure. Excluded sources include: Religious leader; OneSource; Title IX Office/Office of Title IX and ADA Compliance; University Ethics & Compliance/Compliance Helpline; Employee Assistance Program (EAP); Local/Municipal Police Department; Office of Violence Prevention and Victim Assistance (VPVA); Rutgers University Police Department (RUPD); Student Conduct/ Conduct & Community Standards (Newark)/ Office of Community Standards; Department Chair; Other.

⁹² The difference in telling anyone between faculty women and men was significant $F(1, 472) = 9.28, p < .01$.

Formal Reporting Experiences Among Staff

7.2% ($n = 32$) of all staff participants who experienced sexual harassment in the last five years formally reported the incident to Rutgers University.⁹³

Among the 92.8% of Rutgers staff who experienced sexual harassment but did not make a formal report, some of the most common reasons⁹⁴ for not formally reporting were:

- thinking the incident wasn't serious enough (55.7%),
- thinking action would not be taken if they were to report (31.9%),
- because they simply ignored or avoided the person committing the behavior(s) (26.7%),
- fearing professional consequences (26.4%), and
- fearing that the person(s) who committed the behavior would retaliate against them (24.5%).

There were significant differences in reasons for not reporting by gender identity and disability status. Staff women were more likely to select that they did not think action would be taken if they did report (34.0%) and that they felt the report would be discounted or not taken seriously as a reason for not reporting (25.2%) than staff men.⁹⁵

Staff with a documented disability (13.2%) were more likely to select that they did not know how to make a report as a reason for not reporting than staff without a disability (5.1%).⁹⁶

Staff Experiences of Institutional Courage

Participants who reported experiencing any sexual harassment behaviors in the past five years were asked to respond "yes" or "no" to a series of six questions adapted from the Institutional Courage Questionnaire – Individual (ICQ-I).⁹⁷ Figure 17 shows the percentage of staff who experienced sexual harassment in the past five years and responded "yes" to each of the six items about the University's role.

A total of 31.4% of combined Rutgers staff who experienced at least one type of sexual harassment in the past five years endorsed that Rutgers University made it easy to report the experience and 27.5% endorsed that Rutgers did not cover up the experience. There were no significant differences in perceived levels of institutional courage by age, gender identity, disability status, sexual orientation, or race/ethnicity.

⁹³ The number of staff participants who formally reported the incident were too small to conduct additional analyses regarding the outcome of the report.

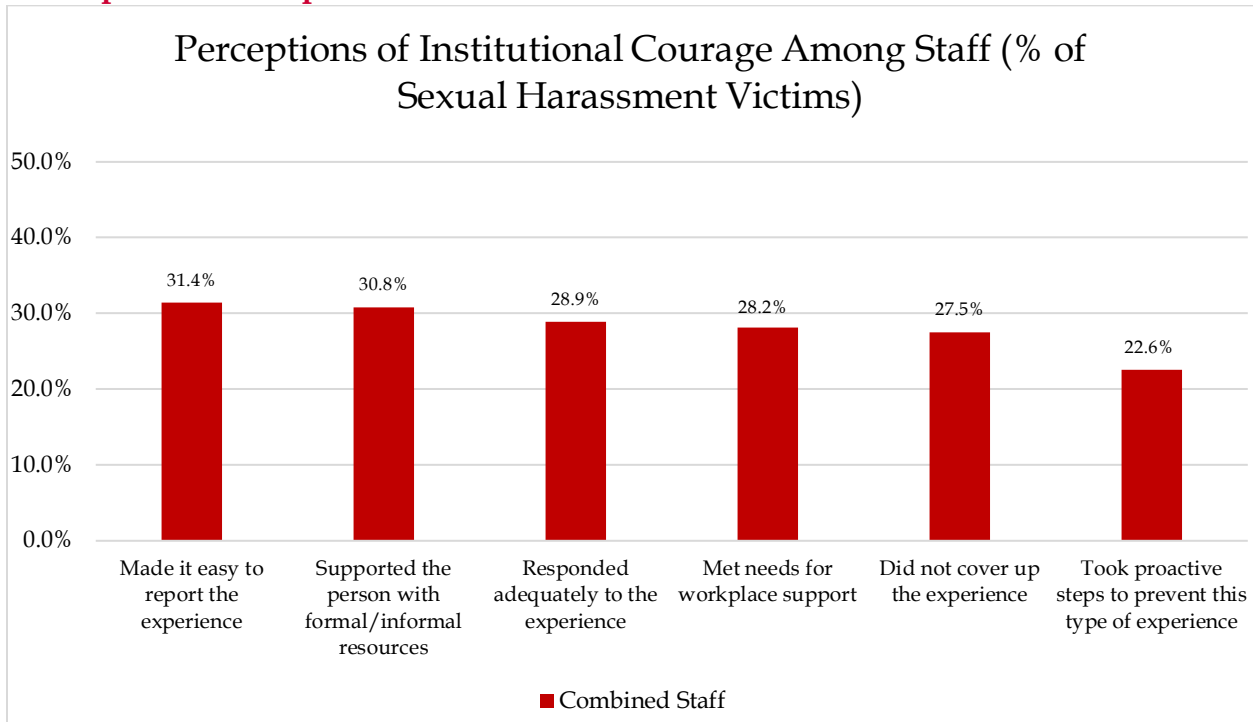
⁹⁴ Participants could select more than one reason for not reporting.

⁹⁵ The difference between staff men and women selecting "did not think action would be taken" was significant $F(1, 424) = 5.95, p < .05$; The difference between staff men and women selecting "report would not be taken seriously" was significant $F(1, 424) = 6.57, p < .05$.

⁹⁶ The difference between staff with and without a disability selecting, "did not know how to report" was significant $F(1, 416) = 4.44, p < .05$.

⁹⁷ Smidt, A. M., Adams-Clark, A. A., & Freyd, J. J. (2023). Institutional courage buffers against institutional betrayal, protects employee health, and fosters organizational commitment following workplace sexual harassment. *PloS one*, 18(1), e0278830. Questions were shortened by the research team to best capture specific areas.

Figure 1. Perceptions of Rutgers University’s Institutional Courage Among Staff Participants Who Experienced Sexual Harassment in the Past Five Years



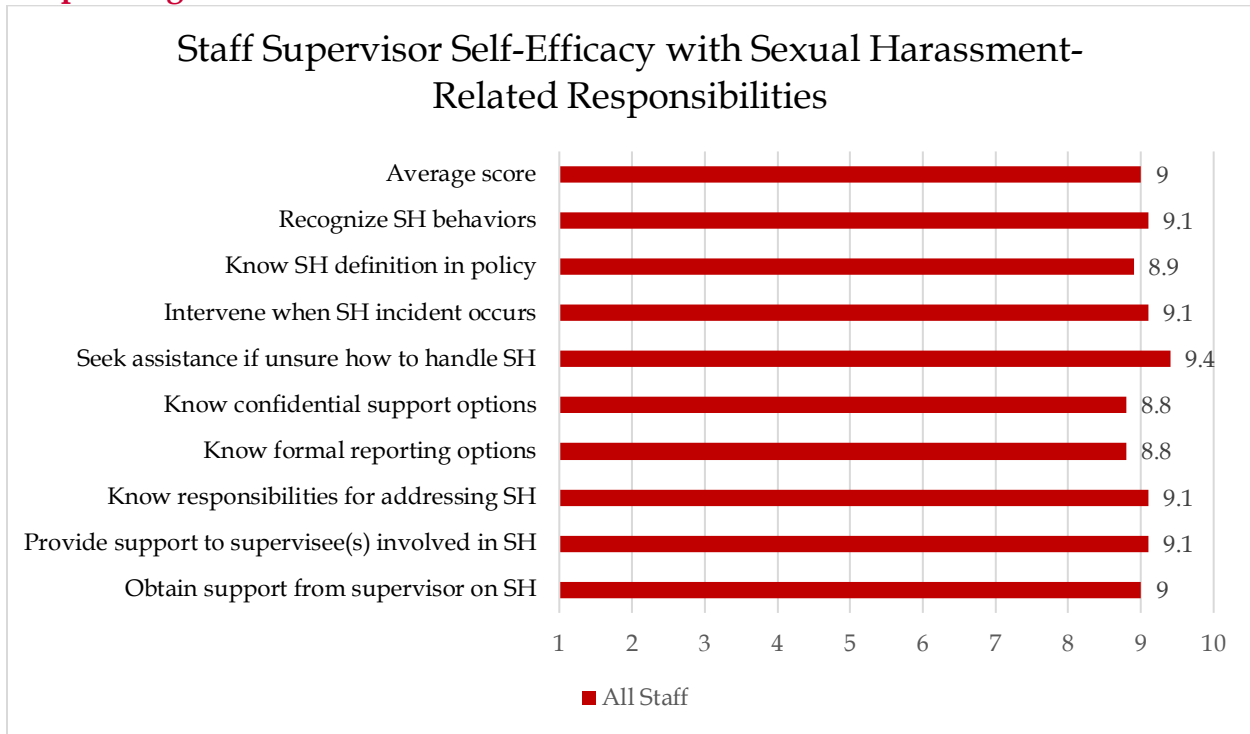
Note. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Staff Perceptions of Climate and Awareness of Resources

Staff Supervisors’ Perceived Ability to Respond to Sexual Harassment

Participants who indicated they supervised staff or faculty at Rutgers University were asked an additional set of self-efficacy questions. A total of 963 staff participants identified as supervisors. Supervisors were asked to rank on a scale from 1-10 how confident they were in their ability to “recognize sexual harassment behaviors” or “know your own responsibilities for addressing sexual harassment,” for example. Average scores for each item are presented in Figure 18, with higher scores indicating greater confidence. Overall, staff supervisors had high confidence in their ability to respond to and support supervisees experiencing sexual harassment in the workplace.

Figure 2. Average Self-Efficacy Scores Among Staff Supervisors Related to Responding to Sexual Harassment



Note. SH = sexual harassment; Supervisors were asked to rank on a scale from 1-10 how confident they were in their ability to respond to a supervisee(s) experiencing sexual harassment, with higher scores indicating greater confidence in their ability.

Staff Awareness and Perception of University Policies and Response to Sexual Harassment

All survey participants were randomly assigned to complete one of two modules⁹⁸ on the survey, either (1): participants’ awareness and perception of university policies and response to sexual harassment, or (2) bystander intervention. This section provides results on the first module.

Participants were asked to rate their agreement with a series of statements about their awareness and perceptions of Rutgers University’s policy and resources for handling reported incidents of sexual harassment. For each statement, participants indicated on a four-point scale from 1 (*Strongly Disagree*) to 4 (*Strongly Agree*), with higher scores indicating more positive perceptions of Rutgers University’s climate related to sexual harassment. Average scores for staff are displayed in Figure 19.

⁹⁸ A total of 1,141 staff participants were randomly assigned to complete Module 1: Participants’ awareness and perceptions of the university’s sexual harassment policy and resources and 1,222 staff participants were randomly assigned to complete Module 2: Bystander intervention.

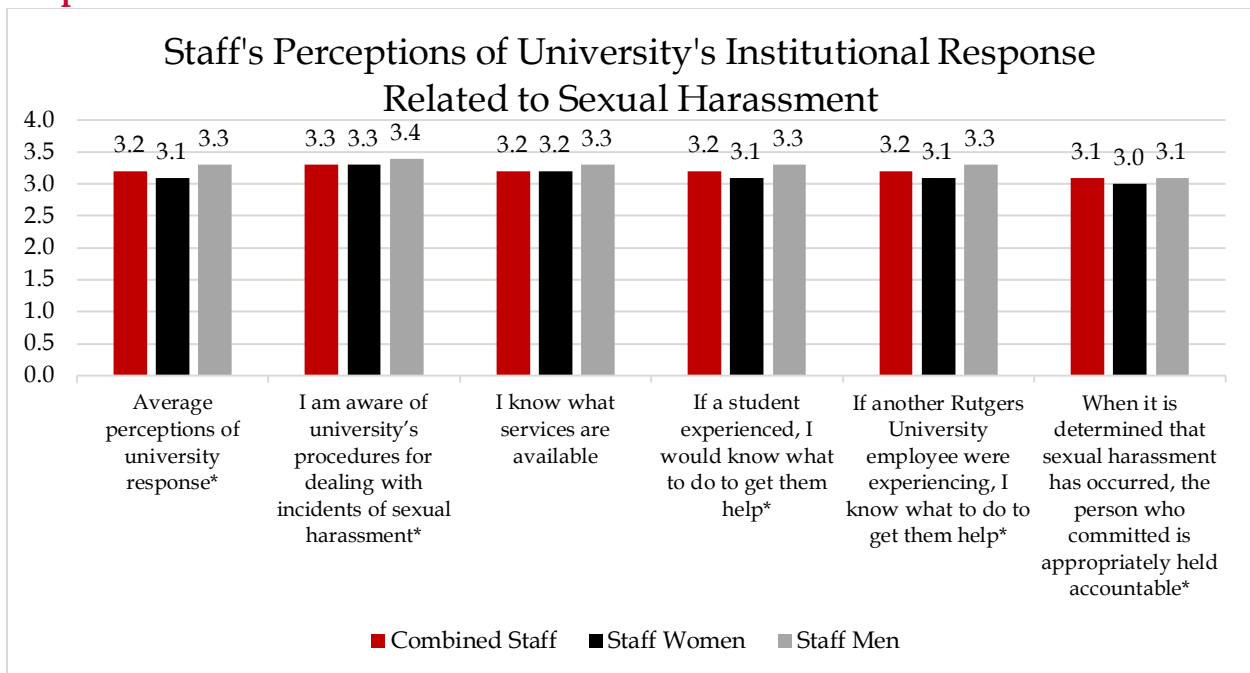
Experiences of TGQN Staff

TGQN staff expressed more negative overall perceptions of Rutgers University's institutional response related to sexual harassment (2.8 out of 4) than did staff men (3.3 out of 4).⁹⁹

Rutgers staff assigned to receive this module ($n = 1,141$) had, overall, positive perceptions of Rutgers University's institutional response related to sexual harassment.⁹⁹ Significant differences were found by gender identity for the items, "I am aware of the university's procedures for dealing with incidents of sexual harassment;" "If another Rutgers University employee were experiencing sexual harassment, I know what to do to get them help;" "If a student experienced sexual harassment, I would know what to do to get them help;" and "When it is determined

that sexual harassment has occurred, the person who committed the incident is held accountable," with staff women reporting lower scores on each of the items compared to staff men.¹⁰⁰

Figure 19. Staff Participants' Awareness and Perceptions of University's Institutional Response Related to Sexual Harassment



Note. * $p < .05$; ** $p < .01$; *** $p < .001$. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. Data for TGQN participants were analyzed separately, with findings summarized in text boxes throughout the report.

Staff Awareness of Resources

Staff participants randomly assigned to this module were shown a list of campus and community resources related to Rutgers University's sexual harassment response.

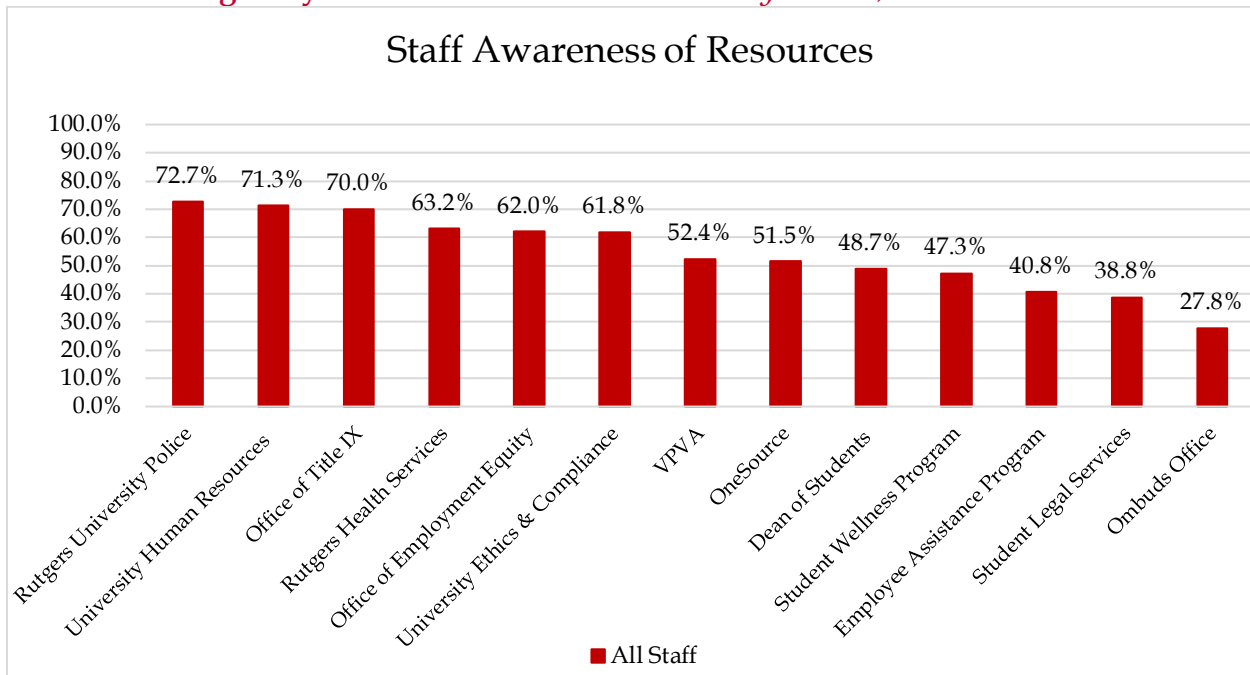
⁹⁹ The difference between TGQN staff and men staff was significant, $F(1, 1254) = 5.37, p < .05$.

¹⁰⁰ Aware of the university's procedures: $F(1, 1233) = 5.01, p < .05$; Know where to get help for student: $F(1, 1227) = 5.54, p < .05$; Know where to get help for employee: $F(1, 1233) = 5.98, p < .05$; Person who committed is held accountable: $F(1, 1164) = 5.48, p < .05$.

Participants indicated on a four-point scale from 1 (*Not at All Aware*) to 4 (*Very Aware*) how aware they were of the functions of each resource. Figure 20 displays the percentage of staff who were “somewhat aware” or “very aware” of each resource.

Rutgers staff were most aware of Rutgers University Police Department, University Human Resources, and Office of Title IX, with 72.7%, 71.3%, and 70.0% of staff participants indicating they were *Somewhat Aware* or *Very Aware* of each resource, respectively. Significant differences in awareness of resources were found by disability status, with staff with a documented disability having lower overall awareness compared to staff without a documented disability.¹⁰¹

Figure 20. Staff Participants’ Awareness of Resources at Rutgers University (% of Staff Indicating They Were *Somewhat Aware* or *Very Aware*)



Faculty and Staff Bystander Behaviors

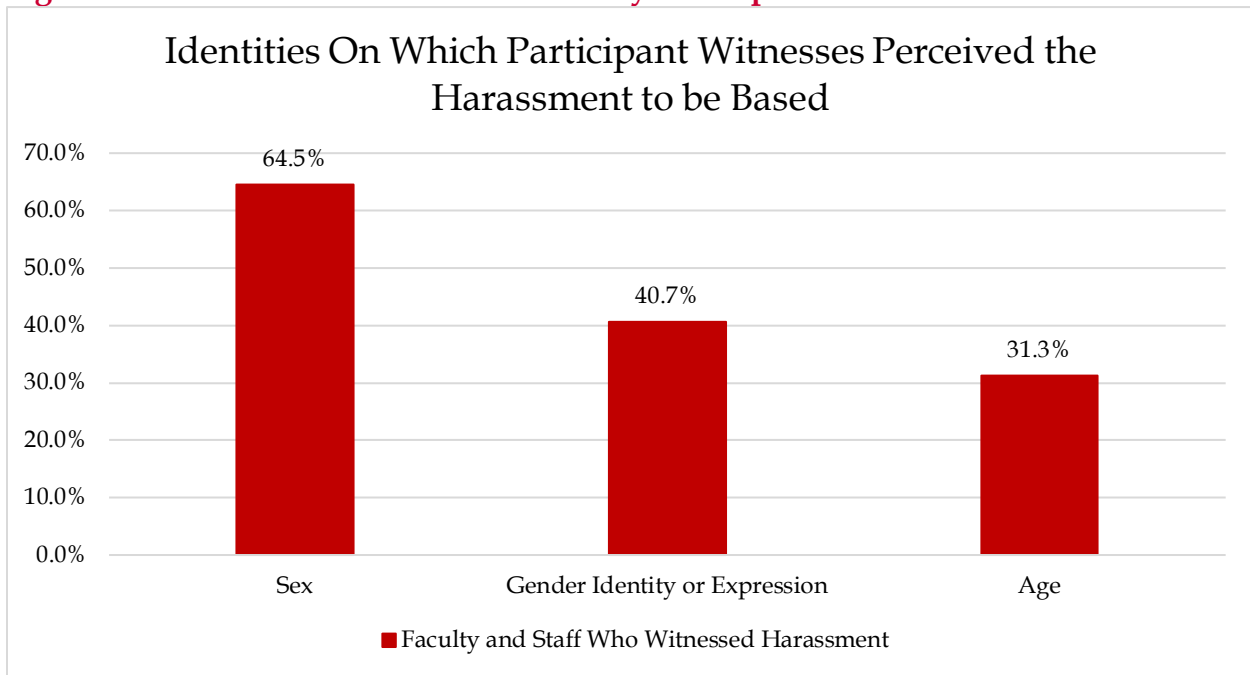
This section presents the findings from the second module to which participants were randomly assigned, focusing on bystander behaviors. Of the Rutgers faculty and staff randomized to this module, only 3.3% ($n = 58$) witnessed sexual harassment in the workplace in the past 12 months. These participants were asked a series of questions about the characteristics of the most impactful incident they witnessed, as well as their responses to it. Due to the small number of participants who witnessed sexual harassment, results for faculty and staff are combined.

Of faculty and staff who witnessed an incident, most witnessed an incident of gender based-harassment (36.3%, $n = 21$), although the numbers were small. Participants who indicated that they had witnessed an incident of harassment were asked to indicate which of the target’s identities they believed the incident of harassment to be based.

¹⁰¹ Differences in awareness by disability status: $F(1, 1176) = 5.85, p < .05$.

Participants could select more than one identity. A majority of faculty and staff who witnessed an incident believed the incident was based on the target's sex (64.5%, $n = 37$) or gender identity/expression (40.7%, $n = 23$).

Figure 21. Perceived Basis of Harassment by Participant Witnesses



Characteristics of Faculty and Staff Witnesses to Incidents of Harassment

A total of 32.9% ($n = 17$) of the Rutgers faculty and staff who witnessed an incident of harassment reported that the person(s) who committed the harassment was a faculty member at Rutgers University, and 28.1% ($n = 15$) reported that the person(s) who committed the incident was a staff member at Rutgers University.

Of participants who witnessed an incident of harassment, 84.8% ($n = 49$) of Rutgers faculty and staff reported that the transgressor of the harassment was a man.

The role of the target in the incidents witnessed by Rutgers faculty and staff participants was most often a staff member at Rutgers University, with 53.0% ($n = 30$) of faculty and staff bystanders reporting this.

Participants were also asked about the power dynamics involved in the incident and the relationship between the victim and the transgressor. A total of 43.7% ($n = 25$) of faculty and staff bystanders reported that the target was their peer or colleague.

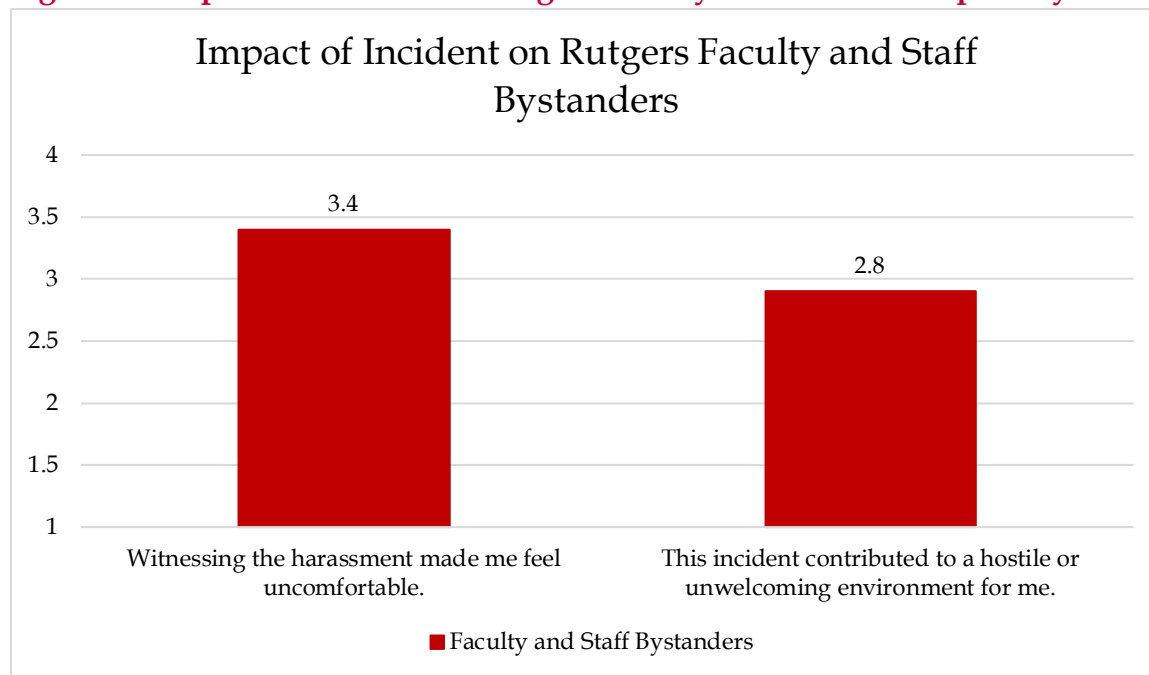
One-quarter (25.6%, $n = 15$) of faculty and staff bystanders reported that the transgressor was a peer or colleague, and another 21.7% ($n = 13$) reported that the transgressor was their supervisor/mentor or someone in a more powerful position than them. Lastly, faculty and staff bystanders were asked about the relationship between the transgressor and victim. Within the sample, 31.7% ($n = 18$) reported that the transgressor was the target's supervisor or someone in a more powerful position than

the victim, and 19.3% ($n = 11$) reported that the transgressor and the victim were peers or colleagues with similar power.

A majority (81.7%, $n = 47$) of the incidents witnessed by faculty and staff took place in person, and of those, most reported that the incident occurred on-campus, in a university-owned building (74.1%, $n = 35$).

Staff bystanders were also asked about how witnessing the incident impacted them. For each statement, participants indicated on a four-point scale from 1 (*Strongly Disagree*) to 4 (*Strongly Agree*), with higher scores indicating more agreement with each statement. Average scores for faculty and staff are displayed in Figure 22. Overall, faculty and staff bystanders felt uncomfortable when witnessing the incident.

Figure 22. Impact of Incident on Rutgers Faculty and Staff Participant Bystanders



Of the faculty and staff who witnessed a situation, 56.7% perceived it as “not at all risky” or “not very risky” for the target, while another 43.3% perceived it as “risky” or “very risky” for the target.

Of faculty and staff who witnessed harassment, 45.1% ($n = 26$) took action or intervened. For those who did not intervene ($n = 29$), the most frequently selected reasons for not intervening were that they did not realize that the event was harassment until after it had already occurred, and that they were not sure what to do.¹⁰²

Among the Rutgers staff bystanders intervened, the top two reasons for taking action were that they felt obligated to do something because they saw it happen (87.4%, $n = 23$), and because they thought it was the right thing to do (66.9%, $n = 17$).

¹⁰² Numbers suppressed due to small cell sizes.

The most frequently cited methods of intervention included checking in with the target to see how they were (78.3%, $n = 20$) and talking to a supervisor about what they witnessed (36.4%, $n = 9$).

Lastly, participants who intervened were also asked about what happened after their intervention. The most frequently reported outcome of intervention was that nothing changed (44.9%, $n = 11$).

Teaching Assistant (TA) and Graduate Assistant (GA) Experiences at Rutgers University

The following section provides a brief overview of findings for teaching and graduate assistant (TAs/GAs) across Rutgers University. Due to the small number of TAs/GAs who participated in the survey, results provide a broad overview of findings and are not presented for certain items where cell sizes were less than ten, in order to protect participants' identities.

TA/GA Sample Characteristics

Over half of the Rutgers TA/GA sample consisted of women (58.1%), and a majority of TA/GA participants identified as straight/heterosexual (64.1%) (see Table 16).

Table 16. TA/GA Sample Characteristics at Rutgers University (Unweighted ¹⁰³)

	All TAs/GAs ($n = 186$)	
	<i>n</i>	%
Gender Identity		
Man	56	30.1
Woman	108	58.1
TGQN	NR	NR
Prefer not to answer	NR	NR
Sexual Orientation		
LGBQA+	NR	NR
Straight/Heterosexual	118	64.1
Prefer not to answer	NR	NR
Race/Ethnicity ¹⁰⁴		

¹⁰³ The data in this table are unweighted, meaning that equal weight is given to each participant. However, all other data presented in the TA/GA section are weighted to adjust for nonresponse bias, as described in [Appendix A](#).

¹⁰⁴ For some survey items, cell sizes for race/ethnicity were too small to make comparisons across all groups (i.e., Middle Eastern/North African, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, Hispanic/Latinx). However, when we consider power dynamics as they relate to race/ethnicity (Cortina et al., 2013) and targets of discrimination and microaggressions on the basis of race/ethnicity, people of color emerge as a vulnerable group. Therefore, for the purpose of making comparisons across racial-ethnic groups in such a way to yield useful insights, while also utilizing the full sample, for some tests, the research team combined Asian/Asian American, Black/African American, Hispanic/Latinx, Middle Eastern/North African, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, Multiracial, and Not Listed/Other to compare the experiences of White employees and employees that are Black, Indigenous, and people of color (BIPOC).

	All TAs/GAs (<i>n</i> = 186)	
	<i>n</i>	%
White/Caucasian	78	43.1
BIPOC	103	56.9
Disability Status		
No, does not have a disability	145	78.0
Yes, has a disability	NR	NR
Prefer not to disclose	NR	NR
Years Employed at Rutgers		
0-1 year	42	27.8
2-3 years	70	46.4
4+ years	39	25.8

Note. NR = Not reported to protect confidentiality.

TA/GA Experiences of Workplace Incivility

In order to focus on frequent experiences of workplace incivility, this report presents the percentage of Rutgers TAs/GAs who experienced behaviors “often” or “very often” while working at Rutgers University. A total of 23.5% (*n* = 84) of combined Rutgers TAs/GAs experienced at least one workplace incivility behavior “often” or “very often” since working at Rutgers University.¹⁰⁵ Groups that reported higher rates of workplace incivility included: TA/GA men (33.6%) and TAs/GAs with a documented disability (42.8%), relative to TA/GA women (15.5%) and TAs/GAs without a documented disability (23.3%).¹⁰⁶

For Rutgers TA/GA women and men, the most common types of workplace incivility experienced “often” or “very often” were someone at work:

- interrupting or “speaking over” them (11.8%, *n* = 42),
- doubting their judgment on a matter for which they were responsible (9.7%, *n* = 35), and
- paying little attention to their statements or showing little interest in their opinions (6.6%, *n* = 23)

All other workplace incivility behaviors were experienced by at least one, but under 10, TA/GA participants (thus, they are not reported to protect confidentiality).

Survey participants who experienced workplace incivility “often” or “very often” were asked whether they thought they experienced the mistreatment because of a list of both

¹⁰⁵ Across combined TAs/GAs at Rutgers University, 85.6% (*n* = 306) reported at least one experience of workplace incivility since working at Rutgers University. These findings align with findings from the [Know More Campus Climate Survey](#) administered at Michigan State University (MSU), which found that 70% of faculty men and 81% of faculty women experienced at least one type of workplace incivility.

¹⁰⁶ Difference by gender was significant, $F(1, 163) = 6.42, p < .05$. Difference by disability status was significant, $F(1, 181) = 4.62, p < .05$.

protected classes¹⁰⁷ which included age, sex, gender identity and expression, national origin, race or ethnicity, religious/spiritual views, sexual orientation, disability status, military status, marital or civil union status, and/or pregnancy status, and unprotected classes such as socioeconomic status, language, and body size.

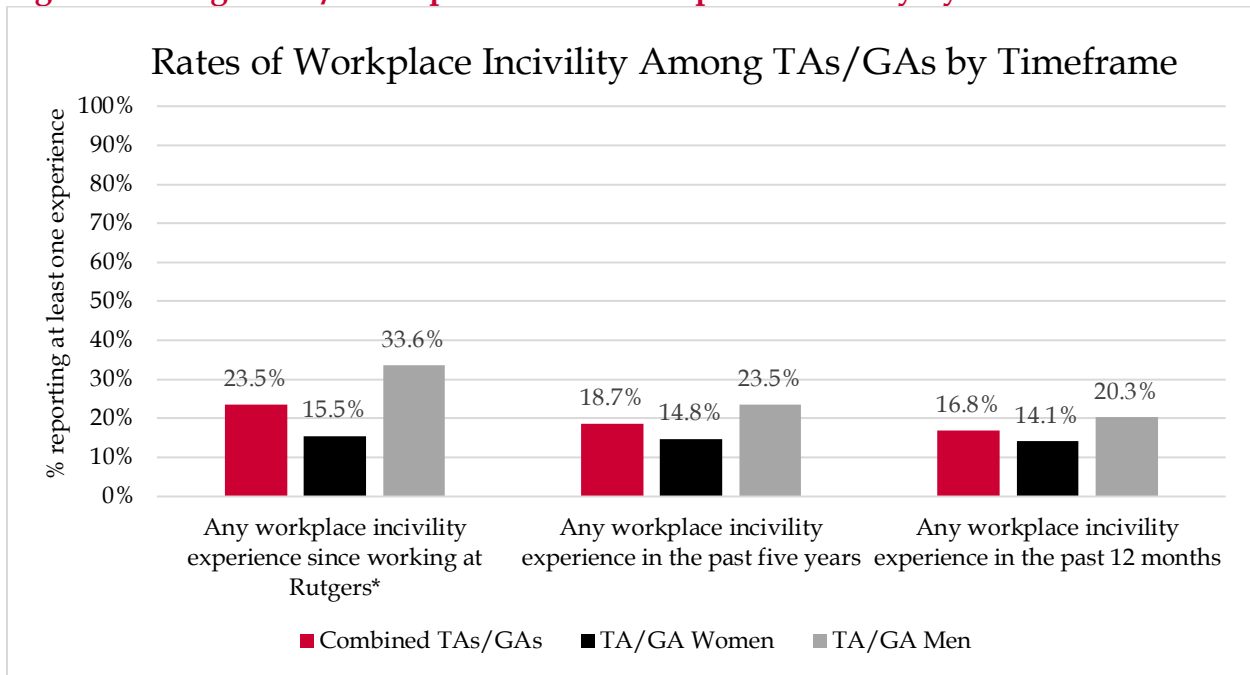
Among TA/GA women and men who experienced workplace incivility “often” or “very often” since working at Rutgers University, 75.5% ($n = 58$) perceived that the incivility was based on at least one protected identity (90.4% of TA/GA women compared to 67.3% of TA/GA men). TA/GA women were far more likely to perceive the incivility as sex or gender-related than TA/GA men.

A greater number of BIPOC TAs/GAs perceived race/ethnicity as a factor for incivility compared to White TAs/GAs.¹⁰⁸

Workplace Incivility Experiences by Timeframe

Participants who experienced any workplace incivility behavior(s) were asked whether any of the behaviors occurred in the last five years as well as in the past 12 months (October 2021 – October 2022).

Figure 23. Rutgers TA/GA Experiences of Workplace Incivility by Timeframe



Note. * $p < .05$. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

¹⁰⁷ Rutgers University’s Non-Discrimination Policy prohibits discrimination, which is defined as an act that negatively affects employment or educational opportunities based on membership in one or more protected classes listed in the report text. See here for the policy: <https://law.rutgers.edu/non-discrimination-policy>

¹⁰⁸ A chi-square test was used to determine if there was a significant association between race/ethnicity and perceiving the incivility to be based on race/ethnicity. There was a statistically significant association ($p < .001$). Further detail suppressed to protect confidentiality.

A total of 23.5% ($n = 84$) of combined TAs/GAs reported workplace incivility “often” or “very often” since working at Rutgers, 18.7% ($n = 67$) of combined TAs/GAs reported workplace incivility “often” or “very often” in the past five years, and 16.8% ($n = 60$) in the past 12 months (see Figure 23).

TA/GA Experiences of Work-Related Sexual Harassment

Among combined Rutgers TAs/GAs, 31.5% ($n = 112$) of respondents reported at least one experience of sexual harassment. TAs/GAs’ experiences with specific sexual harassment behaviors are shown in Table 17. TA/GA women were more likely to experience work-related sexual harassment (40.7%) since working at Rutgers University compared to TA/GA men (19.8%).¹⁰⁹ Other groups that reported higher rates of sexual harassment included: TAs/GAs with a documented disability (60.8%) and TAs/GAs identifying as LGBTQA+ (46.9%), relative to TAs/GAs without a documented disability (27.3%) and TAs/GAs identifying as straight/heterosexual (28.8%).¹¹⁰

The most common harassing behaviors experienced by TA/GA men and women since working at Rutgers University, and particularly for TA/GA women, included someone treating the person differently because of their gender and someone putting the person down or being condescending to the person because of their gender (see Table 17).¹¹¹

The following harassing behaviors were experienced by at least one, but under 10, TA/GA participants:

- Someone displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography) which the person found offensive.
- Someone made gestures or used body language of a sexual nature that embarrassed or offended the person.
- Someone continued to ask the person for dates, drinks, dinner, etc., even though they said “No.”
- Someone made the person feel like they were being bribed with some sort of reward or special treatment to engage in sexual behavior.
- Someone made offensive remarks about the person’s appearance, body, or sexual activities.
- Someone made unwanted attempts to establish a romantic sexual relationship with the person despite their efforts to discourage it.
- Someone touched the person in a way that made them feel uncomfortable.

The following harassing behaviors were not experienced by any TA/GA participants at Rutgers University:

¹⁰⁹ Difference in sexual harassment experience by gender identity was significant, $F(1, 163) = 7.00, p < .01$.

¹¹⁰ Difference by disability status was significant, $F(1, 181) = 12.30, p < .001$. Difference by sexual orientation was significant, $F(1, 177) = 5.05, p < .05$.

¹¹¹ Treated differently because of gender: Difference by gender identity was significant, $F(1, 147) = 10.45, p < .01$; Put you down or was condescending: Difference by gender identity was significant, $F(1, 147) = 23.44, p < .001$.

- Someone made the person feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review).
- Someone treated the person badly for refusing to have sex.
- Someone implied better treatment if the person were sexually cooperative.

Of those who experienced any sexually harassing behaviors since working at Rutgers University, 40.7% of TAs/GAs reported having experienced one incident, while 59.3% reported experiencing two or more incidents since working at Rutgers University.

Table 17. Prevalence of Sexual Harassment Among Rutgers University TA/GA Participants

	Combined TAs/GAs (<i>n</i> = 357)	
	<i>n</i>	%
Any Work-Related Sexual Harassment	112	31.5
Treated you “differently” because of your gender (for example, mistreated, slighted, or ignored you)?	66	20.8
Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)?	38	11.8
Put you down or was condescending to you because of your gender?	42	13.1
Repeatedly told sexual stories or jokes that were offensive to you?	32	9.9
Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?	21	6.6

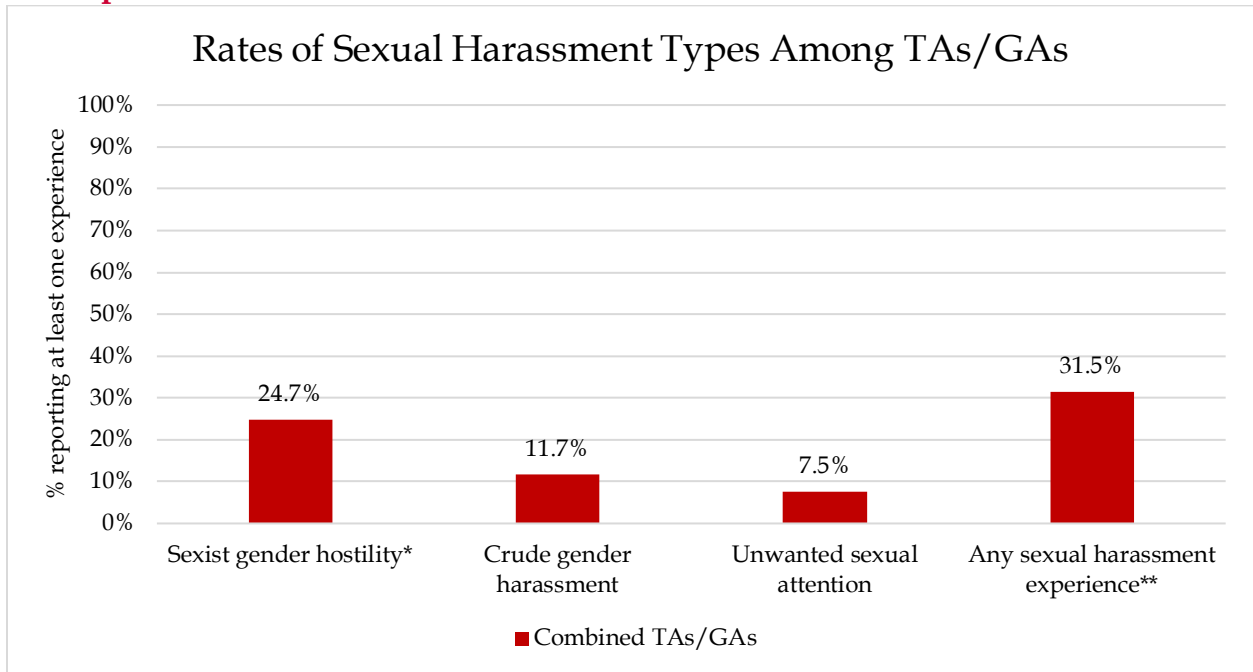
Note. Reliability (Cronbach’s alpha) was .93 for the entire sample and .80 for the TA/GA sample. Non-integer counts produced by weighting are rounded to the nearest whole number. Counts might not add up due to rounding. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

The most common types of sexual harassment experienced by TAs/GAs included sexist gender hostility, with a greater percentage of TA/GA women experiencing this type compared to TA/GA men,¹¹² and crude gender harassment (see Figure 24 for combined rates).¹¹³

¹¹² Sexist gender hostility: the difference between TA/GA women and men was significant, $F(1, 163) = 9.57, p < .05$.

¹¹³ For more information on the types of sexual harassment see the [Measures](#) section.

Figure 24. Prevalence of Sexual Harassment Types Among Rutgers University TA/GA Participants

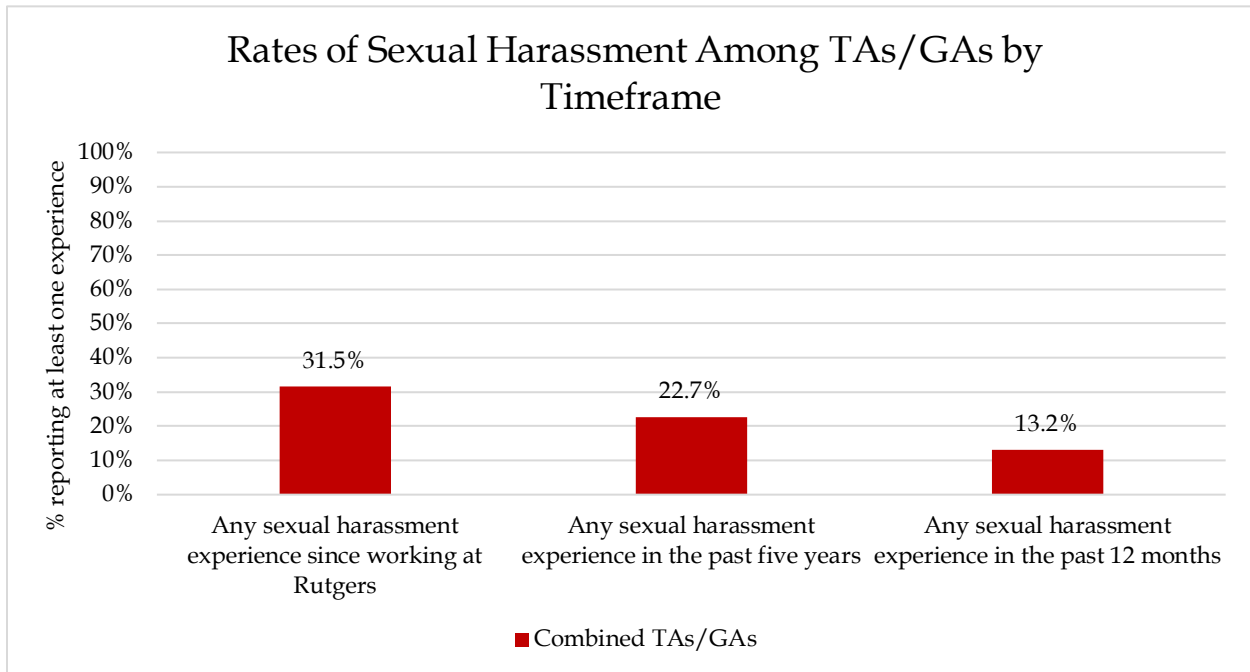


Note. * $p < .05$; ** $p < .01$; *** $p < .001$. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

Participants who indicated experiencing any sexually harassing behavior(s) were asked whether any of the behaviors occurred in the last five years as well as in the past 12 months (October 2021 – October 2022) (see Figure 25).

31.5% of TAs/GAs experienced at least one sexually harassing behavior since working at Rutgers, 22.7% of TAs/GAs experienced at least one sexually harassing behavior in the past five years while working at Rutgers, and 13.2% in the past 12 months.

Figure 25. Rutgers TA/GA Participants' Experiences of Sexual Harassment by Timeframe



Note. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

Sexual Harassment Domains of Impact or Interference (DOII) Among TA/GAs

The REV research team examined the prevalence of sexual harassment experienced by Rutgers TAs/GAs that impacted one of the following four domains (DOII): (1) interfered with their professional performance; (2) limited their ability to participate in a university activity; (3) created an intimidating, hostile, or offensive social, academic, or work environment; or (4) interfered with their personal sense of well-being.

For the purposes of this report, findings regarding domains of impact or interference and characteristics of TA/GA sexual harassment incidents are presented only for participants who indicated on the survey that they have experienced at least one sexually harassing behavior *in the last five years* while working at Rutgers University. This was done to focus on the most recent experiences and based on a model utilized by the Association of American Universities Campus Climate Survey on Sexual Misconduct findings report.¹¹⁴

A large majority (85.9%, $n = 70$) of combined TAs/GAs at Rutgers University who experienced at least one sexually harassing behavior in the past five years indicated that the behavior(s) impacted/interfered with one of the four DOII, with most reporting that

¹¹⁴ Cantor, D., Fisher, B., Chibnall, S., Harps, S., Townsend, R., Thomas, G., Lee, H., Kranz, V., Herbison, R., & Madden, K. (2020). *Report on the AAU Campus Climate Survey on Sexual Assault and Misconduct*. Association of American Universities. <https://www.aau.edu/key-issues/campus-climate-and-safety/aau-campus-climate-survey-2019>

the behavior impacted their personal sense of well-being (65.6%, $n = 53$) and created an intimidating, hostile, or offensive social, academic, or work environment (51.3%, $n = 42$).¹¹⁵

Impact of Sexual Harassment Experiences Among TA/GAs

Participants who indicated that they experienced at least one form of sexual harassment since coming to Rutgers University were asked to think about the most impactful incident of sexual harassment that they experienced and respond to a series of follow-up questions such as information about the person(s) who committed the behavior, the location of the incident, reaction to the incident, witnesses, and reporting experiences.

Results from incident follow-up questions presented below are from participants who experienced at least one sexually harassing behavior in the last five years.¹¹⁶

Of the combined Rutgers TAs/GAs who reported experiencing at least one harassing behavior in the past five years, 43.9% ($n = 36$) reported that the behavior had a significant material impact¹¹⁷ on them, which includes any of the following: having to miss meetings, classes, or campus-related activities, stopping teaching courses, changing their pattern of movement around campus, and/or utilizing mental health and advocacy services.¹¹⁸

Characteristics of Sexual Harassment Transgressors¹¹⁹ as Reported by TAs/GAs

A total of 71.6% ($n = 56$) of the combined TAs/GAs who experienced harassment in the last five years reported that only one person was involved in the situation as the transgressor.

For combined Rutgers TAs/GAs who experienced at least one form of sexual harassment in the past five years, the role of the transgressor¹²⁰ was:

- A graduate student at Rutgers University (34.6%, $n = 25$)
- A faculty member at Rutgers University (33.4%, $n = 25$)

Of the Rutgers TAs/GAs who experienced sexual harassment, 46.5% ($n = 35$) reported that the transgressor had a supervisory or influential impact on them. In contrast, 53.5%

¹¹⁵ The number of TAs/GAs at Rutgers University was too small to examine the demographic characteristics of those who experienced at least one sexually harassing behavior in the past five years *and* reported that the behavior(s) impacted/interfered with one of the four DOI.

¹¹⁶ Because participants answered follow-up questions about the most impactful incident they experienced since working at Rutgers University, the research team is not able to determine whether the follow-up responses pertain specifically to incidents that occurred in the past 5 years.

¹¹⁷ *Material impact* refers to tangible social, economic, and behavioral consequences of experiencing sexual harassment.

¹¹⁸ The number of TAs/GAs at Rutgers University was too small to further examine material impact.

¹¹⁹ *Transgressor* refers to the person(s) who committed the sexual harassment, as reported by the participant who experienced the harassment.

¹²⁰ For those who reported that there was more than one transgressor, they were instructed to describe the primary status of the “person who was heavily involved, initiated, or led the behavior in the situation.”

($n = 40$) reported that the transgressor had no supervisory or influential impact on them.

Finally, 68.3% ($n = 52$) of the combined Rutgers TAs/GAs who experienced sexual harassment in the last five years reported that the transgressor(s) was a man.

Characteristics of TA/GA Sexual Harassment Incidents

Participants were also asked about the location of the incident of sexual harassment that had the greatest impact on them. Most of the combined Rutgers TAs/GAs who experienced sexual harassment reported that the incident occurred in person (91.9%, $n = 70$).

Participants were asked how they reacted to the situation, and over half of combined TA/GA participants who experienced sexual harassment reported ignoring the person and doing nothing (63.3%, $n = 48$), while 42.3% ($n = 32$) reported avoiding the person(s) who committed the behavior.

Less than half of combined Rutgers TAs/GAs' experiences of sexual harassment were witnessed by another person besides the transgressor(s) (41.5%, $n = 32$). A majority of the combined TAs/GAs who experienced sexual harassment witnessed by at least one other person reported that the witness(es) did not do anything (67.6%).

TA/GA Reporting Experiences

Among the Rutgers TA/GA women and men who experienced any sexual harassment behaviors in the past five years, 58.0% ($n = 44$) told someone about the situation. Rutgers TA/GA women and men most frequently told a friend, romantic partner, or family member (92.8%, $n = 41$) or a coworker (68.4%, $n = 30$).

Formal Reporting Experiences Among TAs/GAs

The number of Rutgers TAs/GAs who experienced sexual harassment in the last five years and formally reported the incident to Rutgers University was too small to include in this report.¹²¹

Among all Rutgers TAs/GAs who experienced sexual harassment but did not make a formal report, the most common reason¹²² for not formally reporting was thinking the incident wasn't serious enough (59.6%).

TA/GA Perceptions of Climate and Awareness of Resources

TA/GA Awareness and Perceived Fairness of Rutgers University's Sexual Harassment Policy and Resources

Survey respondents were randomly assigned to complete one of two modules on the survey, either (1) participants' awareness and perceived fairness of Rutgers University's

¹²¹ The number of TA/GA participants who formally reported the incident were too small to conduct additional analyses regarding the outcome of the report.

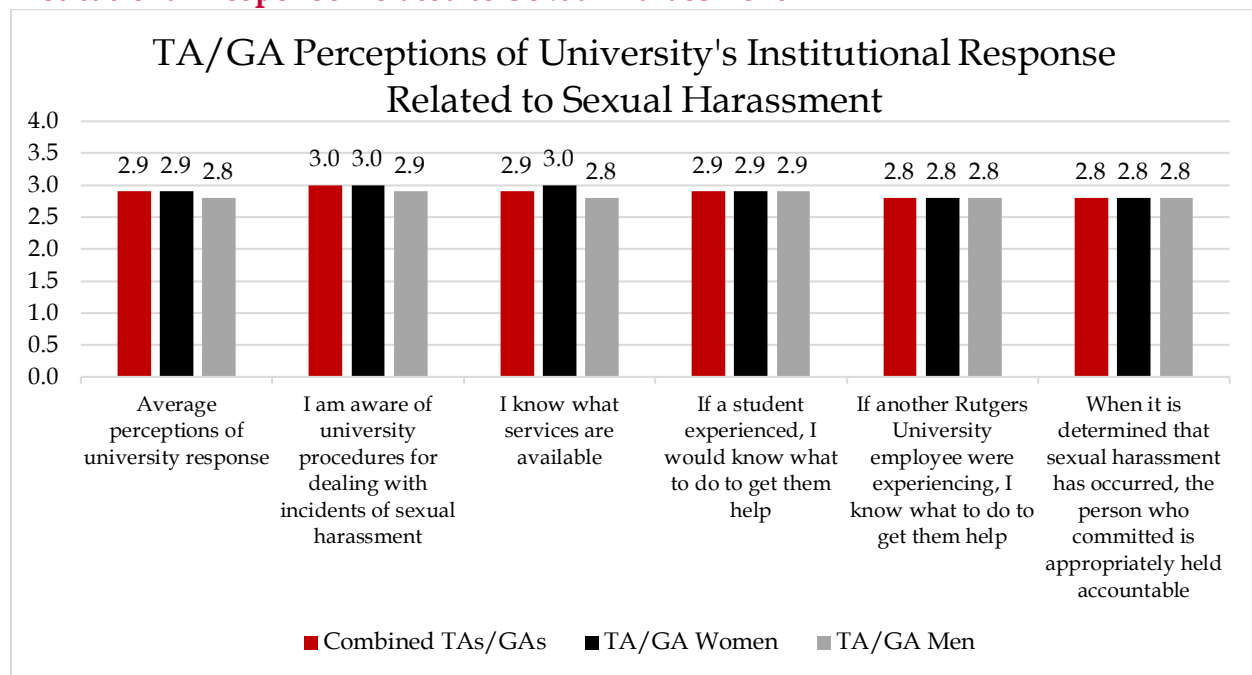
¹²² Participants could select more than one reason for not making a formal report.

sexual harassment policy and resources, or (2) bystander intervention. This section provides results on the first module.¹²³

Participants were asked to rate their agreement with a series of statements about their awareness and perceptions of Rutgers University’s policy and resources for handling reported incidents of sexual harassment. For each statement, participants indicated on a four-point scale from 1 (*Strongly Disagree*) to 4 (*Strongly Agree*), with higher scores indicating more positive perceptions of Rutgers University’s climate related to sexual harassment. Average scores for TA/GAs are displayed in Figure 26.

As indicated in Figure 26, Rutgers TAs/GAs assigned to receive this module ($n = 179$) had overall positive perceptions of Rutgers University’s institutional response related to sexual harassment. There were no significant differences in overall perceptions of the university’s institutional response by gender identity, sexual orientation, race/ethnicity, or disability status.

Figure 26. TA/GA Participants’ Awareness and Perceptions of University’s Institutional Response Related to Sexual Harassment



Note. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

TA/GA Awareness of Resources

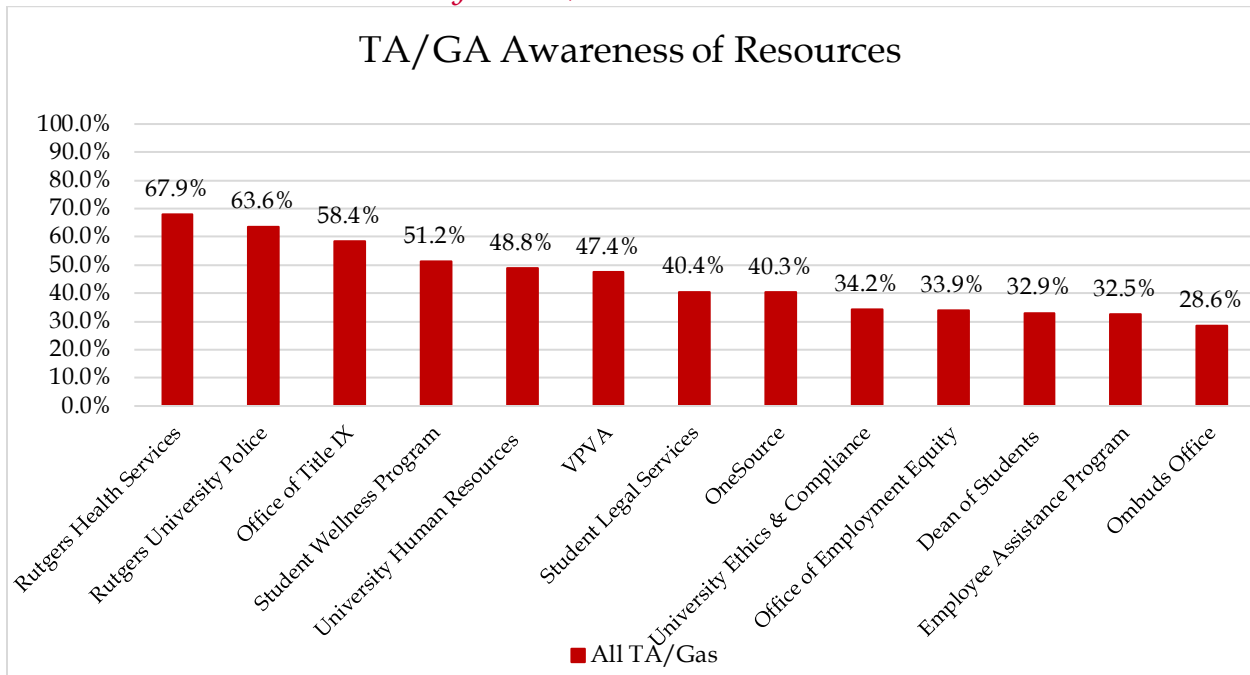
Participants randomly assigned to this module were shown a list of campus and community resources specifically related to Rutgers University’s sexual harassment

¹²³ While a randomized portion of the sample received a module about bystander behaviors ($n = 157$), only those who reported witnessing any form of sexual harassment in the last 12 months while working at Rutgers University were asked questions about the incident and how they responded. Very few TAs/GAs indicated witnessing a form of harassment in the last 12 months while working at Rutgers University, and therefore findings for the bystander module are not included in this report. Please see [Faculty and Staff Bystander Behaviors](#) for the bystander behavior findings for faculty and staff across Rutgers University.

response. Participants indicated on a four-point scale from 1 (*Not at All Aware*) to 4 (*Very Aware*) how aware they were of the functions of each resource. Figure 27 displays levels of awareness for each resource.

Rutgers TAs/GAs were most aware of Rutgers Health Services, Rutgers University Police Department (RUPD), and the Title IX Office, with 67.9% ($n = 119$), 63.6% ($n = 111$), and 58.4% ($n = 102$) of TA/GA respondents indicating they were *Somewhat Aware* or *Very Aware* of each resource, respectively.

Figure 27. TA/GA Participants' Awareness of Resources at Rutgers University (% of Those *Somewhat Aware* or *Very Aware*)



Postdoctoral Associate Experiences at Rutgers University

The following section provides a brief overview of findings for postdocs across Rutgers University. Due to the small number of postdocs who participated in the survey, results provide a broad overview of findings and are not presented for items where cell sizes were less than ten in order to protect participants' identities.

Postdoctoral Associate Sample Characteristics

Over half of the sample of postdocs at Rutgers University consisted of women (57.8%), and a majority of the sample identified as straight/heterosexual (77.5%) (see Table 18).

Table 18. Postdoc Sample Characteristics at Rutgers University (Unweighted¹²⁴)

	All Postdocs (n = 90)	
	<i>n</i>	%
Gender Identity		
Man	34	37.8
Woman	52	57.8
TGQN	NR	NR
Prefer not to answer	NR	NR
Sexual Orientation		
LGBQA+	NR	NR
Straight/Heterosexual	69	77.5
Prefer not to answer	NR	NR
Race/Ethnicity¹²⁵		
White/Caucasian	44	50.6
BIPOC	43	49.4
Disability Status		
No, does not have a disability	74	82.2
Yes, has a disability	NR	NR
Prefer not to answer	NR	NR
Years Employed at Rutgers		
0-1 year	51	65.4
2-3 years	NR	NR
4+ years	NR	NR

Note. NR = Not reported to protect confidentiality.

Postdoctoral Associate Experiences of Workplace Incivility

In order to focus on frequent experiences of workplace incivility, this report presents the percentage of postdocs who experienced each behavior “often” or “very often” since working at Rutgers University. A total of 14.1% ($n = 25$) of combined postdocs

¹²⁴ The data in this table are unweighted, meaning that equal weight is given to each participant. However, all other data presented in the Postdoctoral Associate section are weighted to adjust for nonresponse bias, as described in [Appendix A](#).

¹²⁵ Cell sizes for race/ethnicity were too small to make comparisons across all groups (i.e., Middle Eastern/North African, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, Hispanic/Latinx). However, when we take into account power dynamics as they relate to race/ethnicity (Cortina et al., 2013) and targets of discrimination and microaggressions on the basis of race/ethnicity, people of color emerge as a vulnerable group. Therefore, for the purpose of making comparisons across racial-ethnic groups in such a way to yield useful insights, while also utilizing the full sample, the research team combined Asian/Asian American, Black/African American, Hispanic/Latinx, Middle Eastern/North African, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, Multiracial, and Not Listed/Other to compare the experiences of White employees and employees that are Black, Indigenous, and people of color (BIPOC).

Cortina, L. M., Kabat-Farr, D., Leskinen, E. A., Huerta, M., & Magley, V. J. (2013). Selective incivility as modern discrimination in organizations: Evidence and impact. *Journal of Management*, 39(6), 1579-1605.

experienced at least one form of behavior “often” or “very often” since working at Rutgers University.¹²⁶ A total of 12.4% ($n = 22$) experienced at least one form of behavior “often” or “very often” in the past five years, and 11.4% ($n = 20$) experienced at least one form of behavior “often” or “very often” in the past 12 months.

All workplace incivility behaviors were experienced by at least one, but under ten, postdoc participants (thus, they are not reported to protect confidentiality).

Postdoctoral Associate Experiences of Work-Related Sexual Harassment

Among combined Rutgers postdocs, 22.3% ($n = 39$) of respondents reported at least one experience of sexual harassment.

The most common harassing behavior experienced by postdoc men and women since working at Rutgers University was someone treating the person differently because of their gender (14.5% of postdocs experienced this).

The following harassing behaviors were experienced by at least one, but under ten, Rutgers postdoc participants:

- Someone displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography) which the person found offensive.
- Someone made offensive sexist remarks (for example, suggesting that people of their sex are not suited for the kind of work the person does).
- Someone put the person down or was condescending to the person because of their gender.
- Someone repeatedly told sexual stories or jokes that were offensive to the person.
- Someone made unwelcome attempts to draw the person into a discussion of sexual matters (for example, attempted to discuss or comment on their sex life).
- Someone made offensive remarks about the person’s appearance, body, or sexual activities.
- Someone made gestures or used body language of a sexual nature that embarrassed or offended the person.
- Someone continued to ask the person for dates, drinks, dinner, etc., even though they said “No.”
- Someone touched the person in a way that made them feel uncomfortable.

The following harassing behaviors were not experienced by any postdoc participants at Rutgers University:

¹²⁶ A total of 63.7% of combined postdocs reported experiencing at least one behavior of workplace incivility since working at Rutgers University. This finding aligns with findings from the [Know More Campus Climate Survey](#) administered at Michigan State University (MSU), which found that 70% of faculty men and 81% of faculty women experienced at least one type of workplace incivility.

- Someone made unwanted attempts to establish a romantic sexual relationship with the person despite their efforts to discourage it.
- Someone made unwanted attempts to stroke, fondle, or kiss the person.
- Someone made the person feel like they were being bribed with some sort of reward or special treatment to engage in sexual behavior.
- Someone made the person feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review).
- Someone treated the person badly for refusing to have sex.
- Someone implied better treatment if the person were sexually cooperative.

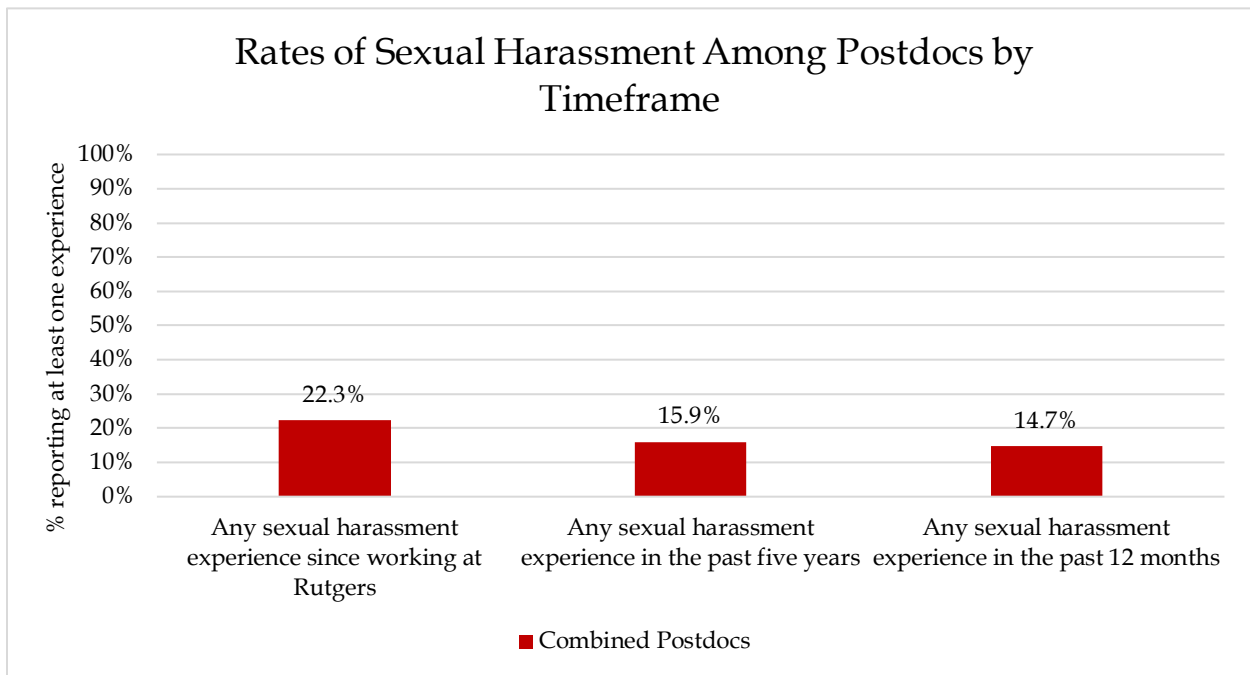
Of those who experienced any sexually harassing behaviors since working at Rutgers University, 49.3% of postdocs reported having experienced one incident, while 50.7% reported experiencing two or more incidents since working at Rutgers University.

The most common type of sexual harassment experienced by women and men postdocs was sexist gender hostility (15.9%).¹²⁷

Participants who indicated experiencing any sexually harassing behavior(s) were asked whether any of the behaviors occurred in the last five years as well as in the past 12 months (October 2021 – October 2022) (see Figure 28).

In the sample, 22.3% ($n = 39$) of combined postdocs experienced at least one sexually harassing behavior since working at Rutgers, 15.9% ($n = 28$) of postdocs experienced at least one sexually harassing behavior in the past five years while working at Rutgers, and 14.7% ($n = 24$) in the past 12 months.

Figure 28. Rutgers Postdoc Experiences of Sexual Harassment by Timeframe



¹²⁷ For more information on the types of sexual harassment see the [Measures](#) section.

Note. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

Sexual Harassment Domains of Impact or Interference (DOII) Among Postdoctoral Associates

The REV research team examined the prevalence of sexual harassment that impacted one of the following four domains (DOII): (1) interfered with their professional performance; (2) limited their ability to participate in a university activity; (3) created an intimidating, hostile, or offensive social, academic, or work environment; or (4) interfered with their personal sense of well-being.

Findings regarding domains of impact or interference and characteristics of sexual harassment incidents are presented only for participants who indicated on the survey that they experienced at least one sexually harassing behavior *in the last five years* while working at Rutgers University. This was done to focus on most recent experiences and based on a model utilized by the Association of American Universities Campus Climate Survey on Sexual Misconduct findings report.¹²⁸

A majority (73.3%, $n = 20$) of combined postdocs at Rutgers University who experienced at least one sexually harassing behavior in the past five years indicated that the behavior(s) impacted/interfered with one of the four DOII, with most reporting that the behavior impacted their personal sense of well-being (68.0%, $n = 19$).¹²⁹

Characteristics of Sexual Harassment Transgressors¹³⁰ as Reported by Postdoctoral Associates

A total of 68.2% ($n = 19$) of the combined postdocs who experienced harassment in the last five years reported that only one person was involved in the situation as the transgressor.¹³¹

Characteristics of Postdoctoral Associate Sexual Harassment Incidents

Participants were also asked about the location of the incident of sexual harassment that had the greatest impact on them. A majority of combined postdocs who experienced sexual harassment reported that the incident occurred in person (88.7%, $n = 25$).

Conclusion

To advance efforts to prevent and effectively respond to harassment, the EVPAA sponsored the first universitywide faculty and staff survey to assess the campus climate

¹²⁸ Cantor, D., Fisher, B., Chibnall, S., Harps, S., Townsend, R., Thomas, G., Lee, H., Kranz, V., Herbison, R., & Madden, K. (2020). *Report on the AAU Campus Climate Survey on Sexual Assault and Misconduct*. Association of American Universities. <https://www.aau.edu/key-issues/campus-climate-and-safety/aau-campus-climate-survey-2019>

¹²⁹ The number of postdocs at Rutgers University was too small to examine the demographic characteristics of those that experienced at least one sexually harassing behavior in the past five years *and* reported that the behavior(s) impacted/interfered with one of the four DOII.

¹³⁰ *Transgressor* refers to the person(s) who committed the sexual harassment, as reported by the participant who experienced the harassment.

¹³¹ The number of postdoc participants was too small to further examine transgressor characteristics.

related to harassment in the Fall 2022 semester. The results indicate that many Rutgers University employees have experienced various forms of workplace incivility and harassment, with adverse impacts reported for many respondents. Acts of incivility and harassment impact not only individuals, but the people they work with and the larger campus environment. Thus, these are issues that the whole community must address from multiple levels and use coordinated and evidence-informed strategies for both response and prevention.

However, the survey results need to be interpreted within the context of several limitations. First, although a large number of employees participated in the survey, many employees did not participate, and response rates were uneven across demographic categories, which might introduce bias into the results.

There were also limitations concerning the measurement of certain items included on the survey instrument. For instance, participants were asked to self-identify their race/ethnicity using a one-item measure. While “multiracial” was included as a response option, due to the cell sizes, those that selected multiracial and those that selected more than one race/ethnicity were collapsed into one ‘Multiracial’ category. Additionally, due to the small number of participants who identified as TGQN, results presented for TGQN employees were limited.

Overall, the survey findings offer valuable insights that the Rutgers University community is already using to enhance policies, prevention programs, and services for survivors of sexual harassment. The results have informed the [recommendations](#) developed by the Universitywide AWBES Recommendations Committee and will guide further action planning at the campus level. Working groups at each CLU will create tailored action steps to address sexual violence, harassment, and workplace incivility in their specific campus contexts. Together, these efforts will help build a more welcoming, inclusive, and safe environment for the entire Rutgers University community.

Appendix A: Full Methodology

This appendix provides an overview of the process for developing, administering, and analyzing the findings of the ASWBE survey. The following appendices provide additional detail on the development of the survey ([Appendix B](#)), recruitment and promotion strategies used ([Appendix C](#)), including response rates, and the annotated survey instrument ([see Appendix F](#)).

Survey development. Content development for the ASWBE survey occurred over a one-year period and involved input from various members of Rutgers University in addition to experts around the country. The survey tool was based on the validated Administrator-Researcher Campus Climate Collaborative (ARC3) Campus Climate Survey Instrument, consistent with recommendations from the National Academies of Sciences, Engineering, and Medicine’s 2018 report on the sexual harassment of women.¹³² In addition, the research team consulted the literature for validated measures to address the intersectionality of identities and the multiple contextual factors affecting harassment and discrimination on campus. The survey included adapted scales from the [Know More Campus Climate Survey](#) administered at Michigan State University (MSU).

The [final survey tool](#) was comprised of six modules. Each participant was asked a core set of questions in each of the following modules: demographics, workplace incivility, workplace sexual harassment, and reporting experiences. Participants were then randomized to receive either a module on perceptions of climate and awareness of resources or bystander intervention and action.

The survey was administered via Qualtrics, an online survey platform, from November 3, 2022, to December 15, 2022. For more information on the recruitment and promotion strategies for the survey see [Appendix C](#).

Sample and incentives. Faculty (including adjuncts and part-time lecturers), staff, postdocs, teaching assistants (TAs), and graduate assistants (GAs) employed at Rutgers University at the start of the Fall 2022 semester were invited to participate in the survey. The Office of Institutional Research procured the list of eligible employees as of 11/01/2022. Class three and four employees were excluded from the sample as these employees are typically in six-month temporary or contracted positions and do not make up a large proportion of employees. Additionally, these classes of employees do not have Integrated Postsecondary Education Data System (IPEDS) classifications which were used to match demographic information to participants’ responses to reduce the response burden. Specifically, the following demographic fields were matched to participant responses: chancellor-led unit where the participant was employed, primary affiliation at Rutgers University, tenure status, occupational category, and full time/part time status.

¹³² National Academies of Sciences, Engineering, and Medicine (2018). *Sexual harassment of women: Climate, culture, and consequences in academic sciences, engineering, and medicine*. The National Academies Press.

Participants were entered into a raffle to receive one of the 100 electronic gift cards at a \$50 value raffled to those who completed the survey during the first two weeks and one of 100 electronic gift cards at a \$25 value raffled to those who completed the survey after that.

Response rates and analytic sample. In total, 20.0% of those invited to participate in the survey responded to the invitation. Among the 20.0% that responded to the invitation, 500 declined to participate, and 10 could not be matched to an employee file. The research team then examined the dataset and removed 219 participants for quality control. Of the 219 participants removed for quality control, 216 dropped out before completing the demographics section and three were removed due to inappropriate, unusual, or inconsistent responses. Response rates by affiliation are presented below, in Table A1. For information on survey breakoff, see Table A2.

Table A1. Response Rates by University Affiliation

Primary Affiliation	Response Rate Analytic Sample
Faculty	15.4%
Staff	20.9%
TAs/GAs	10.1%
Postdoctoral Associates	10.9%

Table A2. Furthest Section Completed by Sex¹³³

	Completed No Modules	Demo	Workplace Incivility Experiences	Sexual Harassment Experiences	Assigned Randomized Module 1 or 2	Completed All Modules
<i>n</i> (%) Complete						
Men	29 (2.0%)	34 (2.4%)	91 (6.3%)	77 (5.4%)	27 (1.9%)	1,179 (82.0%)
Women	36 (1.2%)	66 (2.2%)	205 (6.7%)	187 (6.1%)	85 (2.8%)	2,483 (81.1%)
Overall	65 (1.4%)	100 (2.2%)	296 (6.6%)	264 (5.9%)	112 (2.5%)	3,662 (81.4%)

Description of the weighting procedures. The results presented in this report are adjusted using weights created by the Office of Institutional Research. The initial step was to create a base-weight for each participant. A census (the survey was sent to all eligible employees) was conducted and a base weight of one was assigned to each

¹³³ Because some respondents were missing self-reported gender, this table utilizes respondent sex, as gleaned from employee's institutional records which the Office of Institutional Research matched to participants' responses.

participant. The base weight was adjusted to reflect non-response. This adjustment consisted of a statistical raking procedure that adjusted the base weight to the demographic data available to the Office of Institutional Research. The demographic variables used in the statistical raking procedure included the following:

- Sex (woman/man)
- Age group (29 or younger, 30-39, 40-49, 50-59, 60 and over)
- Race/ethnicity (Nonresident alien, Hispanic/Latinx, Black or African American, White, two or more races, other (includes American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander), unknown)
- Primary affiliation (faculty, staff, postdoctoral associate or fellow, teaching assistant, graduate research assistant)
- Chancellor-led unit (Camden, New Brunswick, Newark, Rutgers Health)

The statistical raking procedure adjusts the weight for each case until the sample distribution aligns with the population for the variables listed above.

Defining major subgroups presented throughout the report. The report presents results by employee self-reported gender identity and primary affiliation using the information provided by the Office of Institutional Research.

Qualitative research suggests that when presented with a survey question that includes “transgender” as well as other gender identity options, at least some transgender participants will provide only their current gender identity (e.g., “man”) and not select “transgender.” To overcome this challenge and to ensure adequate representation of transgender individuals in our sample, we used a two-part question (items adapted from the Stanford Institutional Surveys and the [Know More Campus Climate Survey](#) administered at Michigan State University [MSU]). The first question asked, “How do you currently identify yourself?” followed by a second question which asked, “Do you currently identify as transgender, genderqueer, or nonbinary?” This method allowed us to increase the likelihood of capturing the experiences and perspectives of transgender individuals, who make up a small fraction of the population. Any participants who indicated transgender, nonbinary, or genderqueer on either of the two questions were grouped with those who selected “agender,” “genderfluid,” or not listed/other. People who selected “no” to the second question and “man” or “woman” to question one were classified as such. People declining either question were classified as “prefer not to answer.” Throughout this report, participants that selected one of the following gender identities on the survey: Transgender, nonbinary, agender, genderfluid, genderqueer, or another gender identity, are referred to as TGQN.

Cell sizes for race/ethnicity were too small to make comparisons across all groups (i.e., Middle Eastern/North African, Native American/Alaskan Native, Native Hawaiian/Pacific Islander). However, when we take into account power dynamics as they relate to race/ethnicity, and targets of discrimination and microaggressions on the

basis of race/ethnicity, people of color emerge as a vulnerable group.¹³⁴ Therefore, for the purpose of making comparisons across racial-ethnic groups in such a way as to yield useful insights, while also utilizing the full sample, for some tests, the research team combined Asian/Asian American, Black/African American, Hispanic/Latinx, Middle Eastern/North African, Native American/Alaskan Native, Native Hawaiian/Pacific Islander, Multiracial, and Not Listed/Other to compare the experiences of White employees and employees that are Black, Indigenous, and people of color (BIPOC). For other tests, the research team conducted comparisons between the five largest racial/ethnic groups (Asian/Asian American, Black/African American, Hispanic/Latinx, Multiracial, White).

In order to examine statistical differences among subgroups in the dataset, a series of *t*-tests and ANOVAs (for continuous variables), as well as chi-square and logistic regression analyses (for binary and categorical variables), all of which incorporated survey weights, were utilized. Findings for this report involved making multiple comparisons and Bonferroni adjustments were used when appropriate.

Prevalence estimates. The AWBES survey measured two different forms of identity-based harm that may occur in the workplace: (1) workplace incivility and (2) sexual harassment. Multiple prevalence rates for workplace incivility and sexual harassment among participants are presented throughout this report to guide action-planning efforts across the university (see sections on [Calculating Workplace Incivility Prevalence](#) and [Calculating Sexual Harassment Prevalence](#) for more details).

Throughout this report, findings regarding impacts and characteristics of sexual harassment incidents are presented only for participants who indicated on the survey that they have experienced at least one sexually harassing behavior *in the last five years* while working at Rutgers University. This was done to focus on the most recent experiences and based on a model utilized by the Association of American Universities Campus Climate Survey on Sexual Misconduct findings report.¹³⁵

Description of measures taken to mitigate disclosure risk. In reporting the AWBES survey data, extra precautions were taken to ensure that participants could not be made identifiable. The research team performed a comprehensive review of each report in its entirety to identify and remove sensitive cells according to a pre-determined threshold rule of 10. To ensure that this threshold rule was not violated, a combination of methods, including recoding and suppression, were used, in accordance with best practices for protecting confidentiality.¹³⁶

¹³⁴ Cortina, L. M., Kabat-Farr, D., Leskinen, E. A., Huerta, M., & Magley, V. J. (2013). Selective incivility as modern discrimination in organizations: Evidence and impact. *Journal of Management*, 39(6), 1579-1605.

¹³⁵ Cantor, D., Fisher, B., Chibnall, S., Harps, S., Townsend, R., Thomas, G., Lee, H., Kranz, V., Herbison, R., & Madden, K. (2020). *Report on the AAU Campus Climate Survey on Sexual Assault and Misconduct*. Association of American Universities. <https://www.aau.edu/key-issues/campus-climate-and-safety/aau-campus-climate-survey-2019>

¹³⁶ Federal Committee on Statistical Methodology (FCSM), 2005. *Statistical policy working group 22 - Report on statistical disclosure limitation methodology*. U.S. Census Bureau. https://nces.ed.gov/FCSM/pdf/SPWP22_rev.pdf

Appendix B: Survey Instrument and Development

The universitywide survey tool was based on the validated Administrator-Researcher Campus Climate Collaborative (ARC3) Campus Climate Survey Instrument, consistent with recommendations from the National Academies of Sciences, Engineering, and Medicine's 2018 report on the sexual harassment of women.¹³⁷ In addition, the research team consulted the literature for validated measures to address the intersectionality of identities and the multiple contextual factors affecting harassment and discrimination on campus. The survey included adapted scales from the [Know More Campus Climate Survey](#) administered at Michigan State University (MSU).

The research team dedicated an entire year to preparing the survey tool. In addition to consulting the literature and having several conversations with campus climate survey experts around the country, the research team completed a multi-phase, iterative review process that requested participation from a number of individuals and offices throughout Rutgers University. Reviewer feedback was used to further tailor the tool to each of Rutgers University's unique campus environments and ensure the relevancy and accuracy of survey items and response options.

The final survey tool is included in [Appendix F](#) and is comprised of six modules. The first module included a series of demographic questions mainly based on those from the ARC3 survey instrument, which included gender identity, sexual orientation, race/ethnicity, disability status, and one item to assess community connectedness.¹³⁸ Survey participants were asked to enter their Net IDs to access the survey if taking it on an electronic device; however, this information was used **only** to link select demographic information to participants' responses and enter participants into a raffle for one of many various incentives. The research team **only** received a de-identified dataset.

The second module, Workplace Incivility, assessed personal experiences of uncivil work conduct, referred to as workplace incivility, due to a wide range of personal identities. The workplace incivility scale was adapted from the MSU *Know More Campus Climate Survey*.¹³⁹ This module included an item about the personal use of any university resources to address unfair treatment in the workplace. This measure was taken from the University of Massachusetts Amherst Campus Climate Survey.¹⁴⁰

¹³⁷ National Academies of Sciences, Engineering, and Medicine (2018). *Sexual harassment of women: Climate, culture, and consequences in academic sciences, engineering, and medicine*. The National Academies Press.

¹³⁸ Adapted from Schellenberg, G., Lu, C., Schimmele, C., & Hou, F. (2018). The correlates of self-assessed community belonging in Canada: Social capital, neighbourhood characteristics, and rootedness. *Social Indicators Research*, 140, 597-618.

¹³⁹ For original citation, see: Cortina, L. M., Kabat-Farr, D., Leskinen, E. A, Huerta, M., & Magley, V. J. (2013). Selective incivility as modern discrimination in organizations: Evidence and impact. *Journal of Management*, 39(6), 1579-1605.

¹⁴⁰ Adapted from UMass Campus Climate Survey (2016). University of Massachusetts Amherst campus climate survey. <https://www.umass.edu/diversity/campus-climate-2016>

The third module included a scale adapted from the ARC3 survey tool to assess participants' experiences of sexual harassment in the workplace.¹⁴¹ This included asking participants who reported experiencing at least one incident of sexual harassment since working at Rutgers University whether anyone else witnessed the most impactful incident they experienced, and if so, whether they did anything to address it. This module also assesses when the experiences of sexual harassment occurred since working at Rutgers University, within the past five years, and, if so, within the past twelve months.

The fourth module, Reporting Experiences, asked participants who experienced at least one sexually harassing behavior a series of items about their reporting experiences using items adapted from the ARC3 survey tool. These items included questions about reporting sexual harassment experiences, particularly formally reporting incidents to Rutgers University. For participants who formally reported, follow-up questions were asked about the specific office to which the report was made, the outcome of the report, and how the participant felt about the reporting experience. For participants who did not formally report, follow-up questions were asked regarding the reasons for not formally reporting the incident to the university.

Perceptions of Climate and Awareness of Resources comprised the fifth module and consisted of several scales reflecting different dimensions of climate. Scales from the MSU [Know More](#) and *iSPEAK Campus Climate Surveys* measured participants' awareness and perceived fairness of university sexual harassment policies and resources. Additionally, this module included an adapted scale measuring institutional courage.¹⁴²

The sixth and last module, Bystander Intervention and Actions, asked participants whether they had witnessed an incident of sexual harassment or discrimination. If so, they were asked a series of follow-up items regarding their actions. These measures came from the *iSPEAK Campus Climate Survey* and were developed by the research team at the Center for Research on Ending Violence (REV) at the Rutgers School of Social Work with external expert review.

¹⁴¹ For original citation, see: Department of Defense Sexual Experiences Questionnaire (SEQ-DoD), originally modified from Sexual Experiences Questionnaire (Fitzgerald, Gelfand, & Drasgow, 1995).

Fitzgerald, L. F., Gelfand, M. J., & Drasgow, F. (1995). Measuring sexual harassment: Theoretical and psychometric advances. *Basic and Applied Social Psychology*, 17(4), 425-445.

¹⁴² Smidt, A. M., Adams-Clark, A. A., & Freyd, J. J. (2023). Institutional courage buffers against institutional betrayal, protects employee health, and fosters organizational commitment following workplace sexual harassment. *PloS one*, 18(1), e0278830. Questions were shortened by the research team to best capture specific areas.

Appendix C: Data Collection

Recruitment and Promotion

Recruitment efforts began well before the survey launch on November 3, 2022. The University Brand, Marketing, and Creative Services Department branded the survey as part of a larger initiative, “Your Voice, Our Rutgers,” in which surveys related to well-being at Rutgers could be housed. They created an outreach packet, which included a pdf flyer with a QR code that linked directly to the survey, online buttons to display the survey name on any relevant webpages, and email language to remind and encourage employees to participate in the survey. The outreach packet was circulated among campus Working Group and Steering Committee members, and others on campus to help promote the survey. For a copy of the outreach packet, contact the research team at campusclimatestudy@ssw.rutgers.edu.

To provide relevant information on the *Academic and Workplace Behaviors and Environment Survey*, the webpage Yourvoice.rutgers.edu was created to generate interest and answer questions about the survey. The website included a list of FAQs and a link to the survey. *Rutgers Today* also featured the survey in an article written to promote the survey.

On the day of the survey launch, email announcements were sent out to all eligible employees describing the purpose of the survey and requesting their participation. All employees received an initial emailed invitation to the survey signed by a member of the Rutgers University administration. Employees who did not take the survey upon the initial outreach request received at least two additional emails asking them to complete the survey.

During the survey administration period, Campus Working Group members collaborated with the campus climate research team to host at least two in-person “pop-up stations” on each campus for participants wishing to take a paper-and-pencil survey or take the survey in Spanish or Portuguese. These surveys were advertised to participants via email and on the survey webpage.

While the survey was open, a low-level alert was pushed out to the myRutgers portal. The alert included the survey link and remained in effect until the survey closed. The Office of Information Technology also posted an announcement for the survey on the myRutgers. An online widget was displayed on various university communications and web pages across the university that linked directly to the survey.

Throughout the time the survey remained open, faculty, staff, TA/GAs, and postdocs also received emails from various academic leaders encouraging them to participate if they had not already done so. Academic leaders and administration also promoted the survey during regularly-scheduled faculty and staff meetings.

Incentives

Participants who completed the survey during the first two weeks were entered into a raffle to receive one of 100 electronic gift cards at a \$50 value, and those who completed the survey after that were entered into a raffle to receive one of 100 electronic gift cards at a \$25 value.

Response Rate Breakdowns over Administration Period

Figure C1. Weekly and Cumulative Response Rates During Survey Administration

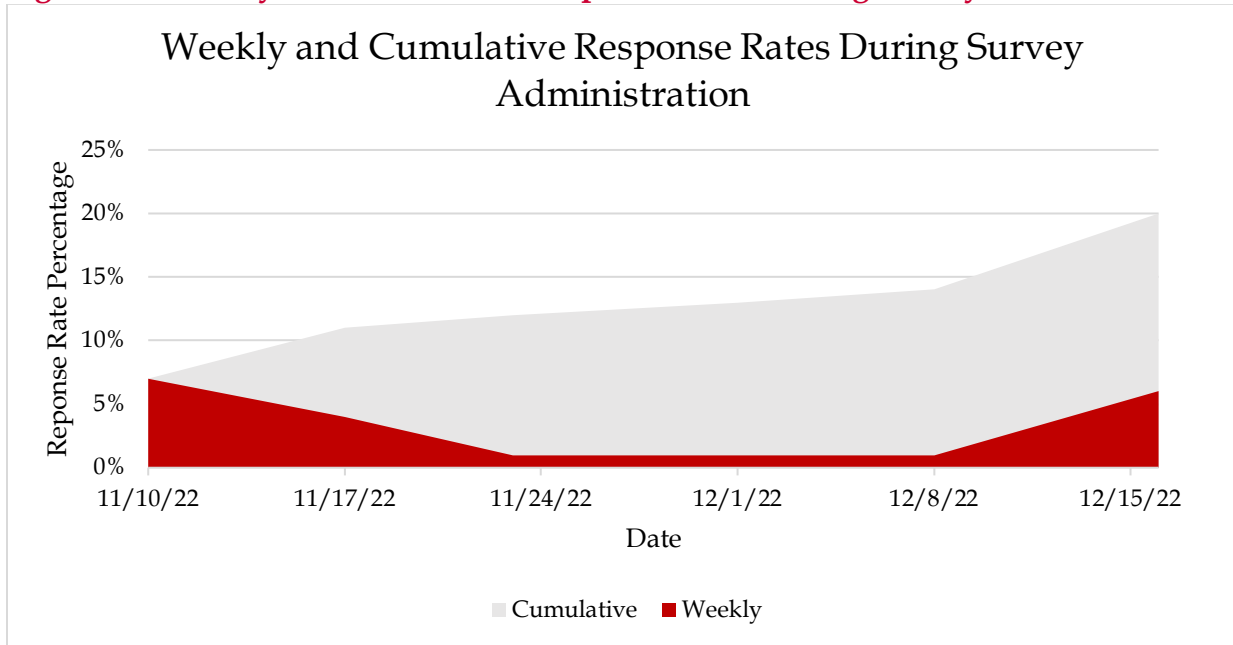


Figure C2. Weekly Response Rate Percentage for Faculty and Staff During Survey Administration

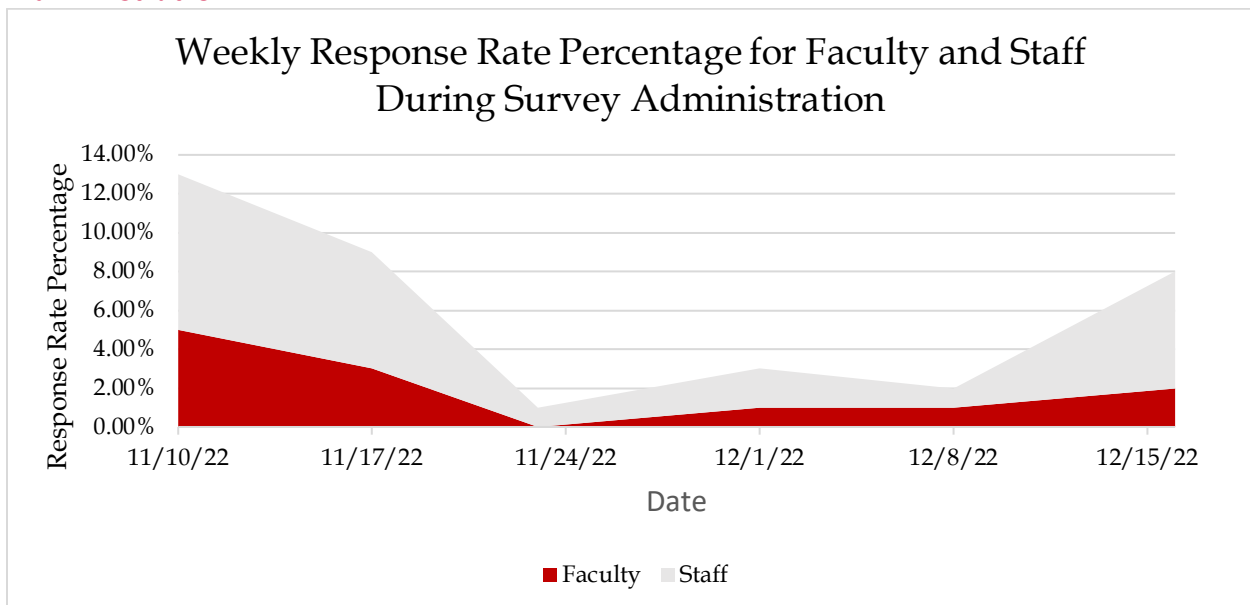


Table C1. Academic and Workplace Behaviors and Environment Survey Outreach Timeline and Activities

Date	Outreach Activity
<p align="center">Prior to November 3 Survey Launch</p>	<ul style="list-style-type: none"> Yourvoice.rutgers.edu was developed to provide information on the survey, including a list of FAQs and a link to the survey starting on November 3, 2022. An outreach packet, which included a pdf flyer with a QR code that linked directly to the survey, online buttons to display the survey name on any relevant web pages, and email language to remind and encourage employees to participate in the survey, was developed by University Brand, Marketing and Creative Services. The packet was circulated among the working group and steering committee members, along with others on campus, to help promote the survey.
<p align="center">November 3</p>	<ul style="list-style-type: none"> A pre-notification email announcing the survey launch was sent out to all Rutgers employees. The email was signed by Prabhas Moghe, EVPAA; Anna Branch, Senior Vice President for Equity; and Vivian Fernandez, Senior Vice President of Human Resources. Survey launches--An email invitation was sent out directly from Qualtrics to all eligible participants.
<p align="center">Week of November 7</p>	<ul style="list-style-type: none"> Camden - campus pop-up stations were held at major locations on campus, overseen by Allison Wisniewski and staffed with committee members (Nov 8-10). Member of the Camden campus working group attended two shifts of custodian meetings to announce and promote the survey. Camden - emails were sent out to all vice-chancellors (leadership team) asking them to forward to their team members. Member of the Camden campus working group sent announcements and messaging to all student affairs staff members. RBHS - a message was sent to RBHS faculty, staff, and administration (Nov 9). New Brunswick - a message was sent to faculty, staff, and administration (Nov 10). Alert on myRutgers started (Nov 10). The Dean of the Rutgers School of Public Health sent an email to all PH faculty and staff (Nov 10). A reminder email was sent to all IP&O supervisors (Nov 10).

	<ul style="list-style-type: none"> • Newark –a message was sent to faculty, staff, and administration (Nov 11). • A reminder email was sent to UFA staff (Nov 11).
Week of November 14	<ul style="list-style-type: none"> • Camden – the survey was announced with flyers in a division meeting. • Camden – an email reminder message was sent to faculty, staff, and administration (Nov 14). • The survey was featured in the "Around the University" section of Rutgers Today email (Nov 15). • RBHS – a pop-up station was held at Robert Wood Johnson Medical School (RWJMS) Research Tower (Nov 16). • The survey was mentioned during the “Coffee with Compliance” meeting (Nov 17).
Week of November 21	<ul style="list-style-type: none"> • An email reminder was sent to the Rutgers IT email list. • Email reminders to UFA staff were sent. • Camden –an email message to deans was sent, asking them to forward a message about the survey to their faculty and administration. • Camden –a message about the survey was sent to campus security and RUPD. • The REV research team presented the Sexual Harassment Survey Initiative at the New Brunswick C-P Joint Deans and Cabinet meeting and sent follow-up emails to those in attendance. • A reminder email was sent to School of Social Work employees.
Week of November 28	<ul style="list-style-type: none"> • The survey was mentioned in the UFA intranet article. • Newark – a pop-up station was held on campus at 45 Bleeker Street (Dec 2).
Week of December 5	<ul style="list-style-type: none"> • Newark – a pop-up station was held on campus at Dana Library (Dec 5). • New Brunswick – a pop-up station was held at the College Avenue Student Center (Dec 6). • Newark – a pop-up station was held on campus at 45 Bleeker Street (Dec 9). • Sharon Fortin (Dean for Administration and Finance) sent a reminder email about the survey to School of Social Work employees.
Week of December 12	<ul style="list-style-type: none"> • An email reminder was sent directly from Qualtrics to eligible participants announcing that the survey deadline was quickly approaching. • New Brunswick – a pop-up station was held at the College Avenue Student Center (Dec 12).

	<ul style="list-style-type: none"> • An announcement about the approaching survey deadline and an appeal for participation was made at the Administrative Council meeting (Dec 13). • An email reminder was sent to UFA staff (Dec 13).
<p>December 15</p>	<ul style="list-style-type: none"> • Survey closes – An email reminder was sent out to eligible participants who still had not taken the survey informing them that the survey was closing and to make one last appeal for participation.

Appendix D: Acknowledgements

The research team thanks the many members of the Rutgers community who contributed to the campus climate assessment project. This report and the project as a whole result from the enthusiastic support and participation of administrators, faculty, staff, postdocs, and graduate and teaching assistants across Rutgers. This report is dedicated to all those who are survivors of sexual violence. We hope our efforts can help contribute to creating campus communities that are free of all forms of violence.

This project was supported by the Office of the Executive Vice President for Academic Affairs, and we are appreciative of the ongoing support from EVPAA Dr. Prabhas Moghe. In addition, senior leadership members Dr. Anna Branch (Senior Vice President for Equity) and Vivian Fernandez (Senior Vice President of Human Resources) jointly signed communications to engage members of the universitywide steering committee and campus workgroups. We would especially like to thank the following members of the Rutgers community who provided support to the project:

Kim O'Halloran, PhD

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Academic Planning and Administration
University Academic Affairs

Kim Manning, MBA

Vice President
University Communications and Marketing

Karen Stubaus, PhD

Vice President (Retired)
Academic Affairs and Administration

Additional thanks to the following Rutgers organizations, groups, and individuals:

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(*) denotes participation in Universitywide AWBES Survey Steering Committee

(°) denotes participation in CLU Working Group

(†) denotes participation in Universitywide AWBES Recommendations Committee

Appendix E: Supplemental Tables and Figures

Table E1. Number and Percentage of Faculty Who Experienced *Any* Workplace Incivility Since Working at Rutgers University (% of Combined Faculty)

	Combined Faculty (n = 1,271)		Faculty Women (n = 636)		Faculty Men (n = 635)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Any Workplace Incivility At Least One Time	1,089	85.7	559	87.9	530	83.5
Paid little attention to your statements or showed little interest in your opinions	990	78.1	510	80.2	480	75.9
Doubted your judgment on a matter for which you had a responsibility	886	69.9	469	73.7	417	66.1
Gave you hostile looks, stares, or sneers	559	44.1	303	47.6	256	40.6
Addressed you in unprofessional terms, either publicly or privately	649	51.3	353	55.6	296	47.0
Interrupted or “spoke over” you	889	70.3	475	74.8	414	65.8
Rated you lower than you deserved on an evaluation	556	44.5	276	44.3	280	44.7
Yelled, shouted, or swore at you	337	26.7	175	27.6	162	25.7
Made insulting or disrespectful remarks about you	459	36.2	253	39.9	206	32.5
Ignored you or failed to speak to you (e.g., gave you “the silent treatment”)	504	39.7	252	39.7	252	39.8
Accused you of incompetence	313	24.7	166	26.2	146	23.2
Targeted you with angry outbursts or “temper tantrums”	364	28.8	191	30.2	172	27.4
Made jokes at your expense	350	27.8	175	27.5	175	28.0

Note. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

Table E2. Number and Percentage of Faculty Who Experienced DOII Resulting from Work-Related Sexual Harassment (% of Those Who Experienced Any Sexual Harassment Since Working at Rutgers University)

	Combined Faculty (n = 427)		Faculty Women (n = 299)		Faculty Men (n = 128)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Any Domain of Impact or Interference	299	70.1	225	75.2	74	58.1
Interfered with professional performance	105	24.7	77	25.8	28	22.1
Limited ability to participate in university activities	64	15.0	41	13.8	23	17.9
Created an intimidating, hostile, or offensive social, academic, or work environment	192	45.0	139	46.4	53	41.7
Interfered with personal sense of well-being	229	53.6	182	61.0	46	36.4

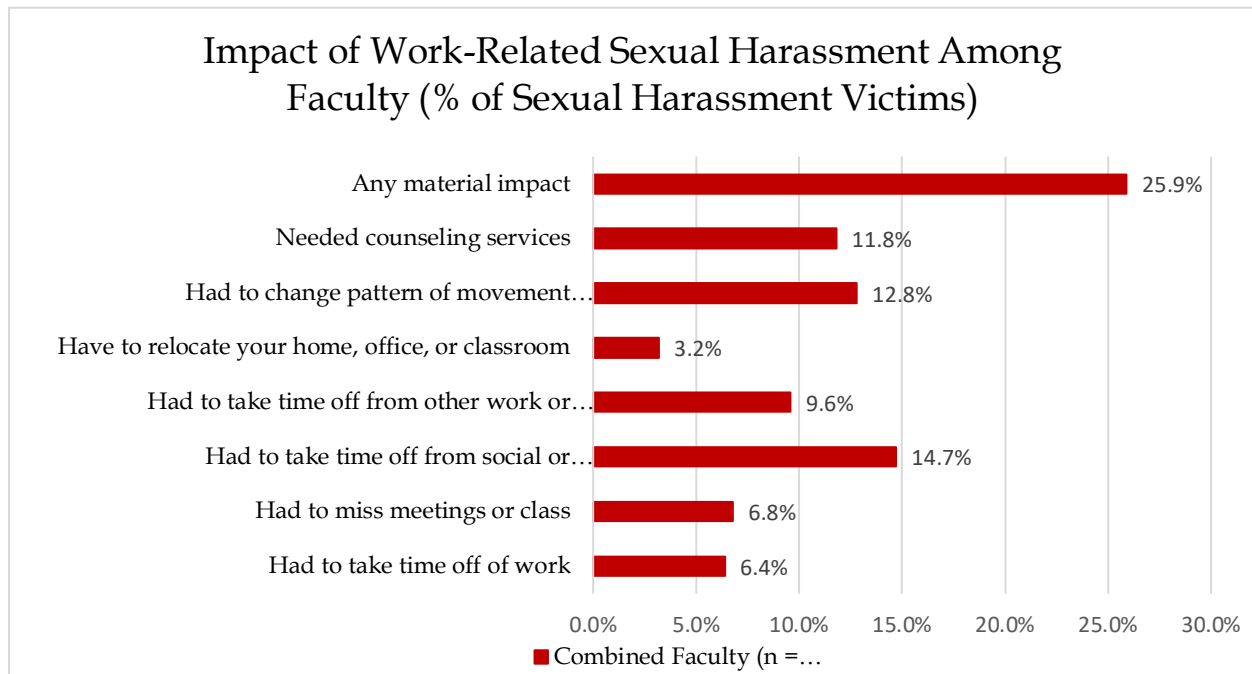
Note. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. *DOII* refers to domains of impact or interference.

Table E3. Number and Percentage of Faculty Who Experienced DOII Resulting from Work-Related Sexual Harassment by Demographics (% of Those Who Experienced Any Sexual Harassment Since Working at Rutgers University)

	Combined Faculty (n = 427)	
	<i>n</i>	%
Any Domain of Impact or Interference	299	70.1
Age		
29 or younger	46	15.4
30-39	58	19.4
40-49	75	25.1
50-59	63	21.1
60 and over	57	19.1
Race/Ethnicity		
White/Caucasian	179	61.6
BIPOC	112	38.4
Years Employed at Rutgers		
0-1 year	25	9.7
2-3 years	32	12.8
4-7 years	57	22.6
8-16 years	71	28.2
17+ years	68	26.8
Disability Status		
No, does not have a disability	245	82.1
Yes, has a disability	40	13.3
Prefer not to answer	14	4.6
Tenure Status		
Not tenure track & not tenured	173	57.9
Tenured & on tenure track	103	34.5
Non-tenured & on tenure track	23	7.7
Sexual Orientation		
Asexual, bisexual, gay, lesbian, pansexual, queer	49	16.5
Straight/Heterosexual	236	79.6
Prefer not to answer	12	3.9

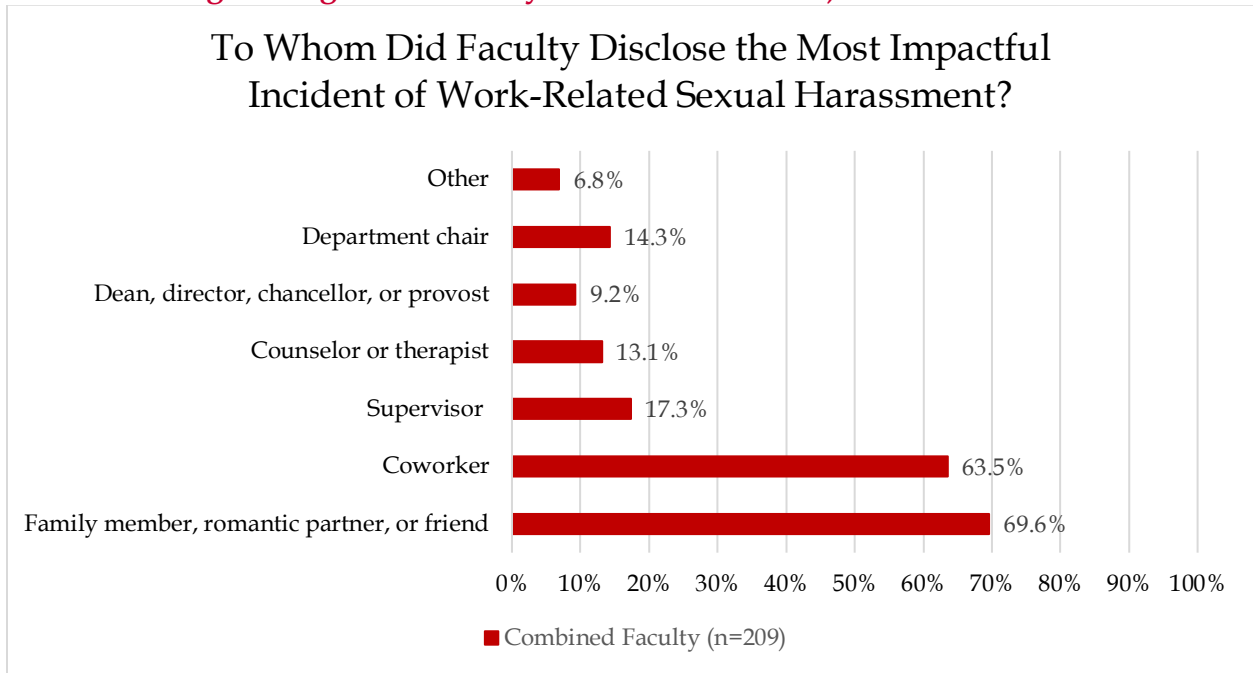
Note. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. *DOII* refers to domains of impact or interference.

Figure E1. Percentage of Faculty Who Experienced Material Impact Resulting from Work-Related Sexual Harassment (% of Those Who Experienced Any Sexual Harassment Since Working at Rutgers University)



Note. Only impact items with a cell size greater than $n = 10$ are shown in the table. Excluded items include: Have to stop teaching any courses; Needed community services; Needed victim's advocate services; Needed legal services. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. *Material impact* refers to tangible social, economic, and behavioral consequences of experiencing sexual harassment.

Figure E2. To Whom Did Faculty Disclose the Most Impactful Incident of Work-Related Sexual Harassment? (% of Those Who Experienced Any Sexual Harassment Since Working at Rutgers University and Told Someone)



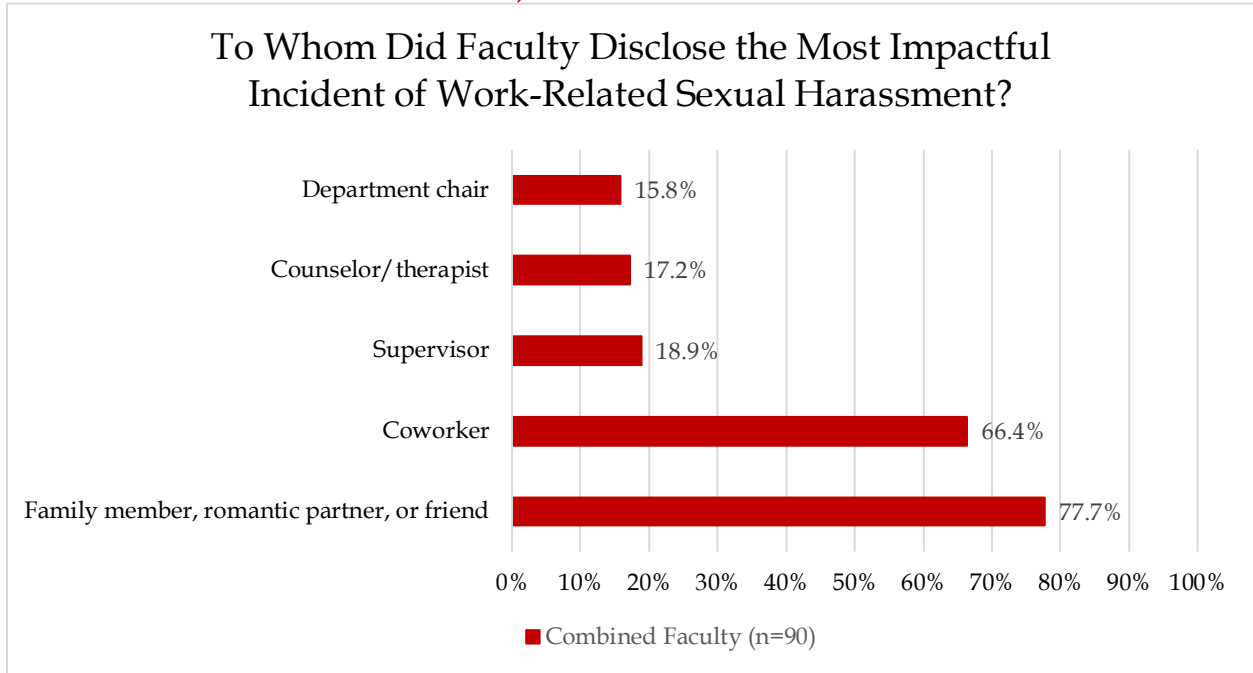
Note. Only disclosure sources with a cell size greater than $n = 10$ are shown in the table. Excluded sources include: Office of Employment Equity; Student Conduct/ Conduct & Community Standards (Newark)/ Office of Community Standards; University Human Resources; OneSource; Title IX Office/Office of Title IX and ADA Compliance; Local/Municipal Police Department; Office of Violence Prevention and Victim Assistance (VPVA); Rutgers University Police Department (RUPD). *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

Table E4. Number and Percentage of Faculty Who Experienced DOII Resulting from Work-Related Sexual Harassment (% of Those Who Experienced Any Sexual Harassment *in the Past Year*)

	Combined Faculty (n = 137)	
	<i>n</i>	%
Any Domain of Impact or Interference	116	84.7
Interfered with professional performance	50	36.5
Limited ability to participate in university activities	26	18.9
Created an intimidating, hostile, or offensive social, academic, or work environment	88	64.2
Interfered with personal sense of well-being	87	63.4

Note. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. *DOII* refers to domains of impact or interference.

Figure E3. To Whom Did Faculty Disclose the Most Impactful Incident of Work-Related Sexual Harassment? (% of Those Who Experienced Any Sexual Harassment in the Past Year and Told Someone)



Note. Only disclosure sources with a cell size greater than $n = 10$ are shown in the table. Excluded sources include: Office of Employment Equity; Student Conduct/Conduct & Community Standards (Newark)/ Office of Community Standards; University Human Resources; OneSource; Title IX Office/Office of Title IX and ADA Compliance; Local/Municipal Police Department; Office of Violence Prevention and Victim Assistance (VPVA); Rutgers University Police Department (RUPD). *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

Table E5. Number and Percentage of Staff Who Experienced Any Workplace Incivility Since Working at Rutgers University (% of Combined Staff)

	Combined Staff (n = 2620)		Staff Women (n = 1,747)		Staff Men (n = 873)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Any Workplace Incivility At Least One Time	2,246	85.7	1,499	85.8	748	85.6
Paid little attention to your statements or showed little interest in your opinions	2,007	76.8	1,348	77.3	659	75.8
Doubted your judgment on a matter for which you had a responsibility	1,960	74.9	1,317	75.5	643	73.7
Gave you hostile looks, stares, or sneers	1,263	48.3	858	49.2	405	46.5
Addressed you in unprofessional terms, either publicly or privately	1,326	50.7	908	52.1	418	47.9
Interrupted or “spoke over” you	1,925	73.7	1,287	73.9	638	73.2
Rated you lower than you deserved on an evaluation	894	34.4	583	33.7	311	35.8
Yelled, shouted, or swore at you	850	32.6	551	31.6	300	34.5
Made insulting or disrespectful remarks about you	906	34.8	619	35.7	287	33.0
Ignored you or failed to speak to you (e.g., gave you “the silent treatment”)	1,058	40.5	717	41.2	341	39.2
Accused you of incompetence	639	24.4	431	24.8	207	23.8
Targeted you with angry outbursts or “temper tantrums”	886	33.9	594	34.1	292	33.4
Made jokes at your expense	753	28.8	486	27.9	267	30.6

Note. Combined refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

Table E6. Number and Percentage of Staff Who Experienced DOII Resulting from Work-Related Sexual Harassment (% of Those Who Experienced Any Sexual Harassment Since Working at Rutgers University)

	Combined Staff (n = 859)		Staff Women (n = 645)		Staff Men (n = 214)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Any Domain of Impact or Interference	569	66.2	459	71.2	110	51.1
Interfered with professional performance	217	25.3	187	29.0	30	14.1
Limited ability to participate in university activities	86	10.0	73	11.4	13	5.8
Created an intimidating, hostile, or offensive social, academic, or work environment	378	44.0	308	47.8	70	32.6
Interfered with personal sense of well-being	413	48.0	338	52.4	74	34.7

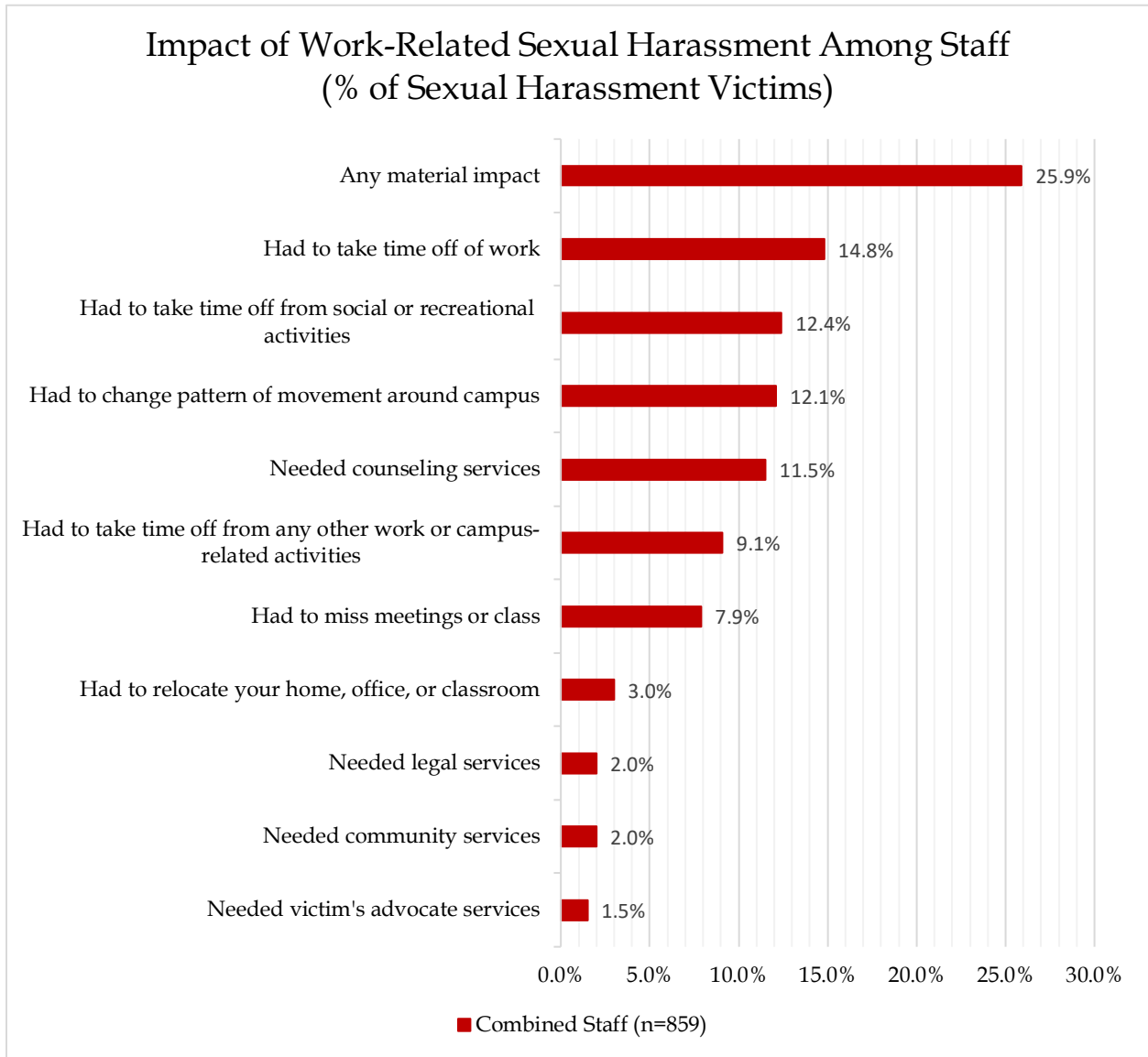
Note. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. *DOII* refers to domains of impact or interference.

Table E7. Number and Percentage of Staff Who Experienced DOII Resulting from Work-Related Sexual Harassment by Demographics (% of Those Who Experienced Any Sexual Harassment Since Working at Rutgers University)

	Combined Staff (n = 859)	
	<i>n</i>	%
Any Domain of Impact or Interference	569	66.2
Age		
29 or younger	96	17.0
30-39	155	27.3
40-49	125	22.0
50-59	124	21.7
60 and over	68	12.0
Race/Ethnicity		
White/Caucasian	314	57.1
BIPOC	235	42.9
Years Employed at Rutgers		
0-1 year	44	8.9
2-3 years	71	14.4
4-7 years	112	22.8
8-16 years	133	27.2
17+ years	130	26.5
Disability Status		
No, does not have a disability	440	77.7
Yes, has a disability	98	17.2
Prefer not to answer	29	5.1
Sexual Orientation		
Asexual, bisexual, gay, lesbian, pansexual, queer	77	13.6
Straight/Heterosexual	470	82.9
Prefer not to answer	20	3.5

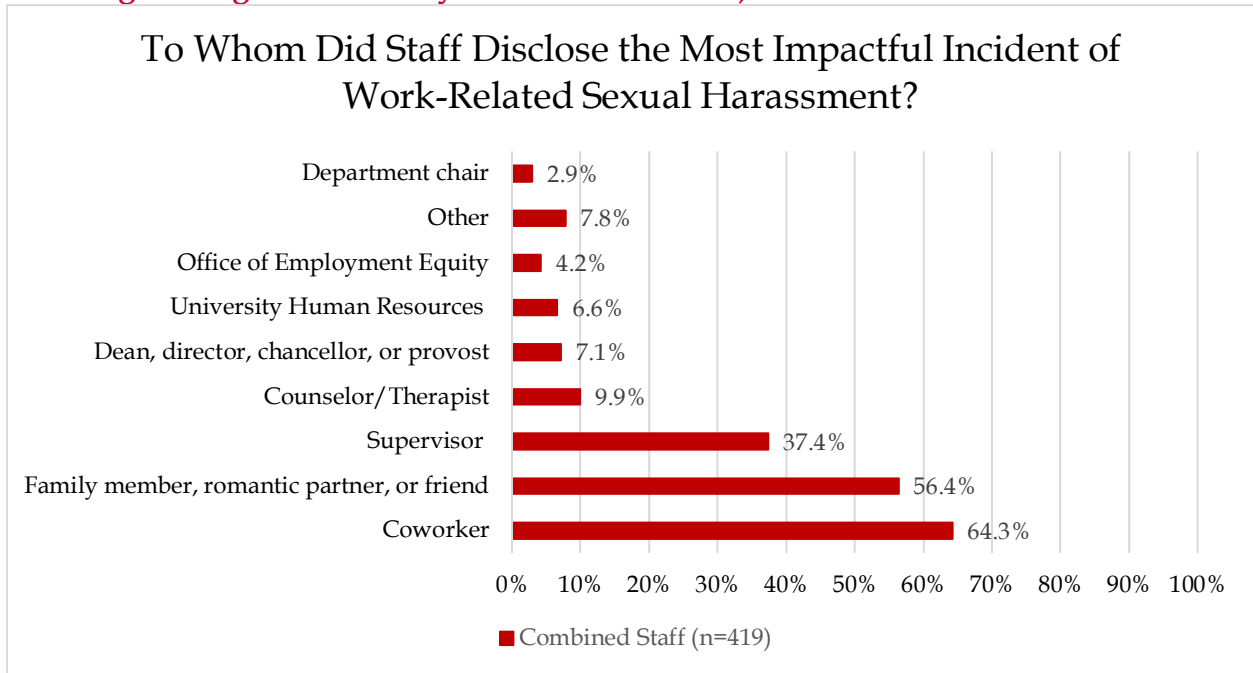
Note. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. *DOII* refers to domains of impact or interference. *BIPOC* = Black, Indigenous, and people of color.

Figure E4. Percentage of Staff Who Experienced Material Impact Resulting from Work-Related Sexual Harassment (% of Those Who Experienced Any Sexual Harassment Since Working at Rutgers University)



Note. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. *Material impact* refers to tangible social, economic, and behavioral consequences of experiencing sexual harassment.

Figure E5. To Whom Did Staff Disclose the Most Impactful Incident of Work-Related Sexual Harassment? (% of Those Who Experienced Any Sexual Harassment Since Working at Rutgers University and Told Someone)



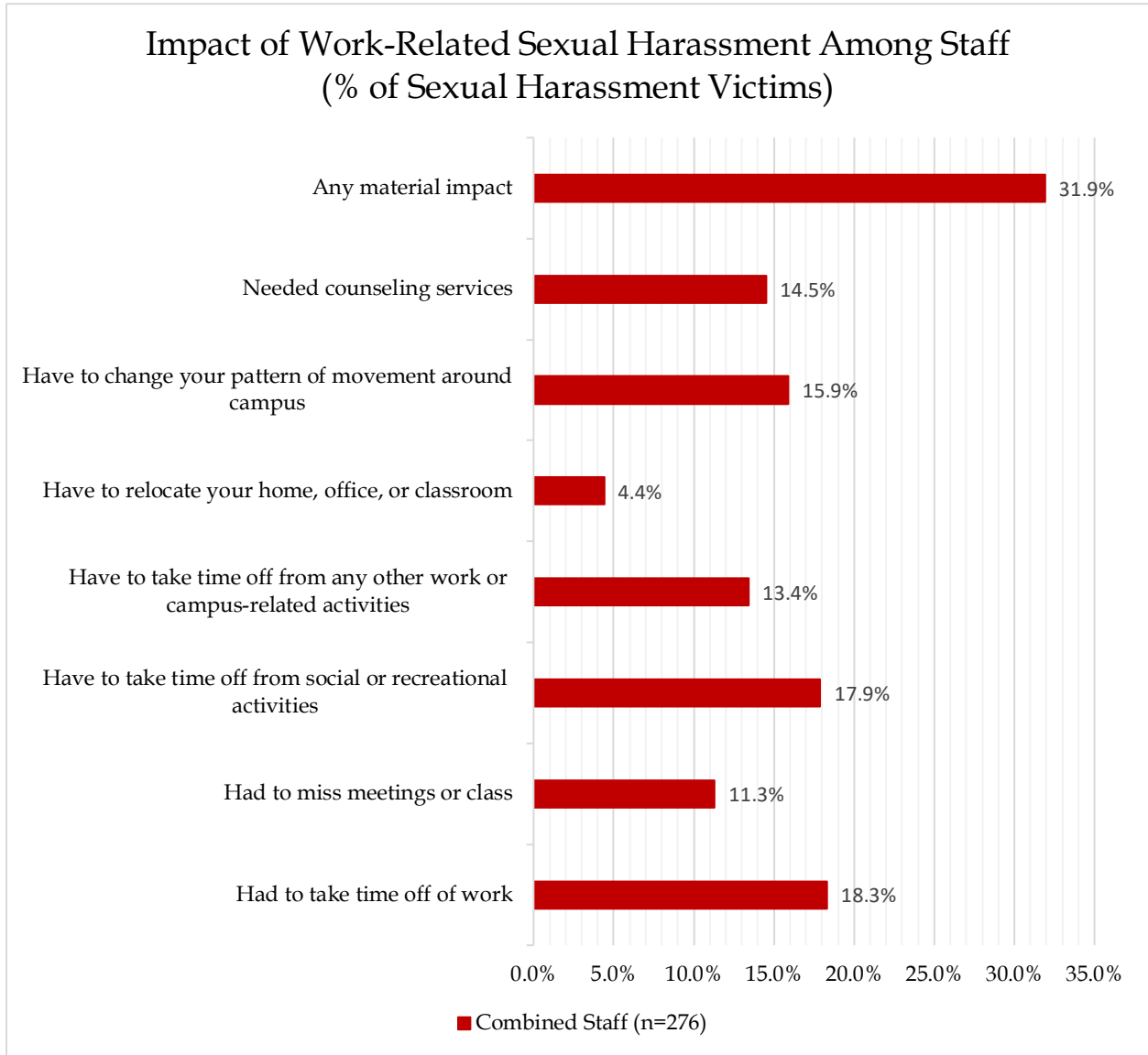
Note. Only disclosure sources with a cell size greater than $n = 10$ are shown in the table. Excluded sources include: Religious leader; OneSource; University Ethics & Compliance/Compliance Helpline; Employee Assistance Program (EAP); Student Conduct/Conduct & Community Standards (Newark)/ Office of Community Standards; Title IX Office/Office of Title IX and ADA Compliance; Local/Municipal Police Department; Office of Violence Prevention and Victim Assistance (VPVA); Rutgers University Police Department (RUPD). *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

Table E8. Number and Percentage of Staff Who Experienced DOII Resulting from Work-Related Sexual Harassment (% of Those Who Experienced Any Sexual Harassment *in the Past Year*)

	Combined Staff (n = 276)		Staff Women (n = 208)		Staff Men (n = 69)	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Any Domain of Impact or Interference	213	77.1	166	79.9	47	68.7
Interfered with professional performance	100	36.3	83	40.2	17	24.4
Limited ability to participate in university activities	32	11.7	NR	NR	NR	NR
Created an intimidating, hostile, or offensive social, academic, or work environment	162	58.5	126	60.9	35	51.2
Interfered with personal sense of well-being	161	58.2	128	61.5	33	48.0

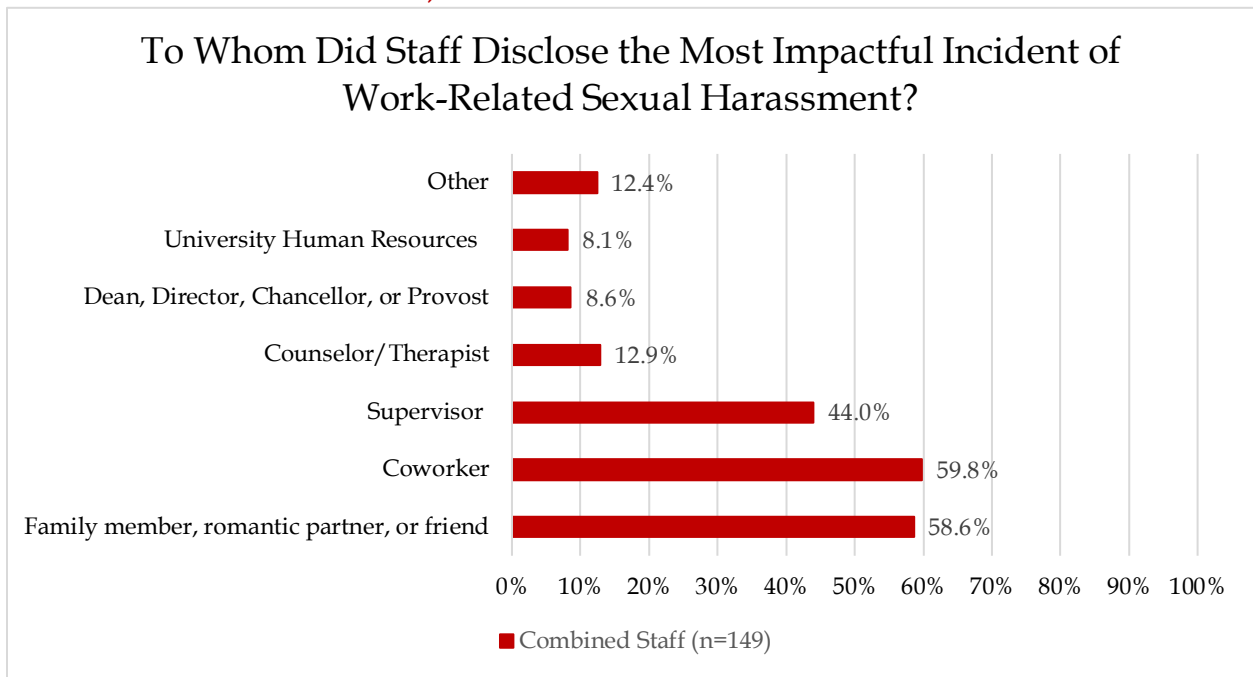
Note. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. *DOII* refers to domains of impact or interference.

Figure E6. Percentage of Staff Who Experienced Material Impact Resulting from Work-Related Sexual Harassment (% of Those Who Experienced Any Sexual Harassment in the Past Year)



Note. Only impact items with a cell size greater than $n = 10$ are shown in the table. Excluded items include: Needed community services; Needed victim’s advocate services; and Needed legal services. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey. *Material impact* refers to tangible social, economic, and behavioral consequences of experiencing sexual harassment.

Figure E7. To Whom Did Staff Disclose the Most Impactful Incident of Work-Related Sexual Harassment? (% of Those Who Experienced Any Sexual Harassment in the Past Year and Told Someone)



Note. Only disclosure sources with a cell size greater than $n = 10$ are shown in the table. Excluded sources include: Religious leader; Office of Employment Equity (OEE); OneSource; Title IX Office/Office of Title IX and ADA Compliance; University Ethics & Compliance/Compliance Helpline; Employee Assistance Program (EAP); Local/Municipal Police Department; Office of Violence Prevention and Victim Assistance (VPVA); Rutgers University Police Department (RUPD); Student Conduct/Conduct & Community Standards (Newark)/Office of Community Standards; Department Chair. *Combined* refers to participants who identified as a man or woman using the two-item gender identity question included on the survey.

Appendix F: Annotated AWBES Instrument

This survey is confidential and anonymous. There will be no way for anyone to connect your responses to your identity. All findings from this study will be presented as a group. No individual answers will be reported. ¹⁴³

(BOLDFACE HEADINGS AND RED TEXT WILL NOT APPEAR TO PARTICIPANTS)

MODULE 1 - DEMOGRAPHICS¹⁴⁴

Instructions: Please answer the following questions about yourself.

1. What is your age?*

23 or younger

40-49

24-29

50-59

30-39

60 and over

2. How do you currently describe yourself? (Please select all that apply)*

Agender

Woman

Genderfluid

Transgender

Genderqueer

Prefer not to answer

Man

I describe myself in some other way

Nonbinary

(Please specify.) _____

3. Do you currently identify as transgender, genderqueer, or nonbinary?^{o 145}

Yes

No

Prefer not to answer

4. What is your sexual identity/sexual orientation?*

Asexual

Pansexual

Bisexual

Queer

Gay

Straight/Heterosexual

Lesbian

Prefer not to answer

I describe myself in some other way. (Please specify.) _____

¹⁴³ Measures and questions included on the current draft of the tool are subject to change as meetings and consultations continue over the next few months.

¹⁴⁴ Items marked with an asterisk (*) appear in the ARC3 Faculty and Staff survey instrument, verbatim or with minor modifications. Items marked with (°) have been added for the purposes of the faculty and staff campus climate survey. Items marked with a cross (†) were developed by the REV research team and asked on the 2020 campus climate survey administered on the Rutgers Biomedical and Health Sciences (RBHS) campus. Specific citations are provided for items that have been added (**not** from the ARC3 faculty and staff survey tool) where applicable.

¹⁴⁵ Two-step question to measure gender identity is based on items adapted from the Stanford Institutional Surveys and the [Know More Campus Climate Survey](#) administered at Michigan State University (MSU).

5. Describe your race/ethnicity. Please check all that apply.¹⁴⁶

- | | |
|---|--|
| <input type="checkbox"/> Asian or Asian American | <input type="checkbox"/> Native Hawaiian or Other Pacific Islander |
| <input type="checkbox"/> Black or African American | <input type="checkbox"/> White/Caucasian |
| <input type="checkbox"/> Hispanic or Latinx | <input type="checkbox"/> Multiracial |
| <input type="checkbox"/> Middle Eastern or North African | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Native American or Alaska Native | <input type="checkbox"/> Race or ethnicity not listed |
- (Please specify) _____

6. Do you have a diagnosed or documented disability (vision impairment, deaf or hard of hearing, mobility impairment, learning disability, psychological/ mental health disability, Autism spectrum disorder, developmental disability, or another disability)?¹⁴⁷

- No
- Yes
- Prefer not to answer

For the purposes of this survey:

- Faculty refers to employees primarily responsible for delivering Rutgers University's academic mission, including both tenured/ tenure-track faculty, non-tenure-track faculty, and part-time lecturers (PTLs).
- Staff refers to employees who perform work that supports the operations of the University, including full and part time employees. Examples of staff include public safety staff, facilities operations staff, staff who are employed in academic departments and units, and support staff.
- Administration refers to positions held by senior University-level administrators who oversee and meet the organizational needs and requirements of the University, including, but not limited to, Deans, administrators, provosts, and directors.
- Post-doctoral fellow or associate (postdoc) refers to an individual, classified as a Class 1 employee by the University, who performs complex research activity under the supervision of a Principal Investigator. The term of appointment of a Class 1 post-doctoral associate or fellow is ordinarily one year.
- Teaching Assistant (TA) refers to a graduate student who is paid a salary to render service to the university, primarily in teaching, normally at the maximum rate of fifteen clock hours per week.
- Graduate Assistant (GA) refers to a graduate student who is paid a salary to render service to the university, primarily in research, either directly, or under a grant or

¹⁴⁶ Question and response options added for increased inclusivity and best practices in reporting measures, based on recommendations from the 2015 Census [National Content Test- Race and Ethnicity Report](#). Jones, N. A., & Bentley, M. (2017). Overview of 2015 national content test analysis report on race & ethnicity. *US Census Bureau*.

¹⁴⁷ Adapted from measure included on the Michigan State University (MSU) *Know More Campus Climate Survey*. Lindquist, C., Krebs, C., Witwer, A., Berzofsky, M., Lee, P., Zimmermann, S., & Smith, A. (2019). *Findings from the KNOW MORE@MSU Campus Climate Survey*. Michigan State University.

contract with other agencies, normally at the maximum rate of fifteen clock hours per week.

7. Which of the following best applies to you?*

- Faculty
- Staff
- Administration
- Post-doctoral fellow or associate (postdoc)
- Teaching assistant (TA)
- Graduate assistant (GA)
- Other

8. In your position, do you supervise staff or faculty?°

- Yes
- No

9. With which of the following campuses are you primarily affiliated?°

- Rutgers University-Camden
- Rutgers University-Newark
- Rutgers University-New Brunswick
- Rutgers Biomedical and Health Sciences (RBHS) Newark
- Rutgers Biomedical and Health Sciences (RBHS) Piscataway
- Central administration
- Other

The next question asks about the campus with which you are primarily affiliated.

10. How would you describe your sense of belonging to your campus?°¹⁴⁸

- Very Strong
- Somewhat Strong
- Somewhat Weak
- Very Weak

¹⁴⁸ Adapted measure from original citation: Schellenberg, G., Lu, C., Schimmele, C., & Hou, F. (2018). The Correlates of Self-Assessed Community Belonging in Canada: Social Capital, Neighbourhood Characteristics, and Rootedness. *Social Indicators Research*, 140(2), 597–618. <https://doi.org/10.1007/s11205-017-1783-1>

MODULE 2 - WORKPLACE INCIVILITY

11. **Instructions:** Since you began working at Rutgers University, how often has anyone done any of the following to you?¹⁴⁹

	Never	Rarely	Sometimes	Often	Very often
1. Paid little attention to your statements or showed little interest in your opinions					
2. Doubted your judgment on a matter for which you had a responsibility					
3. Gave you hostile looks, stares, or sneers					
4. Addressed you in unprofessional terms, either publicly or privately					
5. Interrupted or “spoke over” you					
6. Rated you lower than you deserved on an evaluation					
7. Yelled, shouted, or swore at you					
8. Made insulting or disrespectful remarks about you					
9. Ignored you or failed to speak to you (e.g., gave you “the silent treatment”)					
10. Accused you of incompetence					
11. Targeted you with angry outbursts or “temper tantrums”					
12. Made jokes at your expense					

[DISPLAY THESE QUESTIONS IF Any statement from Question 11 is Greater Than “Never”.]

You said that a person did the following to you since you began working at Rutgers University:

[LIST BEHAVIORS GREATER THAN “NEVER” FROM QUESTION 11]

¹⁴⁹ Adapted from measure included on the Michigan State University (MSU) *Know More Campus Climate Survey*. For original citation see: See Cortina, L. M., Kabat-Farr, D., Leskinen, E. A., Huerta, M., & Magley, V. J. (2013). Selective incivility as modern discrimination in organizations evidence and impact. *Journal of Management*, 39, 1579–1605.

12. Do you think these things were done to you because of any of the following? Check all that apply.^{o150}

- Your age
- Your gender identity and expression
- Your sex
- Your race or ethnicity
- Your color
- Your sexual orientation
- Your disability status
- Your ancestry (where your family or relatives are from)
- Your country of origin (where you were born or raised)
- Your pregnancy status
- Your marital/civil union/domestic partnership status
- Your military service or veteran status
- Don't know/ Unknown
- Not based on a particular identity or identities
- Other (if selected skip to q.13)

13. In the previous question, you indicated that you believe these things were done to you because of another aspect of your identity. Was it based on any of the following identities:^{o151}

- Your body size or physical appearance
- Your employment position
- Your English language proficiency/accent
- Your religion/spiritual views
- Your political views
- Your Socioeconomic status
- Your Visa /immigration status
- Your Parental status
- Other

14. Was the person who was involved in the situation(s) a: [please select the option that best describes the person's primary status]^{o152}

- Faculty member at Rutgers University
- Staff member at Rutgers University
- Dean, Director, Chancellor, or Provost at Rutgers University
- Graduate student at Rutgers University

¹⁵⁰ Adapted from measure included on the Michigan State University (MSU) *Know More Campus Climate Survey*. For original citation see: See Cortina, L. M., Kabat-Farr, D., Leskinen, E. A., Huerta, M., & Magley, V. J. (2013). Selective incivility as modern discrimination in organizations evidence and impact. *Journal of Management*, 39, 1579-1605.

¹⁵¹ Identity response options separated out protected and non-protected classes under policy based on feedback from internal review process.

¹⁵² Adapted from follow-up questions included in the sexual harassment module on the ARC3 faculty and staff campus climate survey tool.

- Postdoctoral fellow or associate at Rutgers University
- Undergraduate student at Rutgers University
- Faculty or staff member from another college or university other than Rutgers
- Graduate or undergraduate student from another college or university other than Rutgers
- Visitor to a Rutgers University campus
- Vendor, contractor, or sub-contractor with Rutgers
- Someone not associated with Rutgers University or with a Rutgers University-related site
- Other
- I don't know

15. Did the person who committed the behavior have any supervisory or influential impact (e.g., elevated social/academic status, decision-making power over resources or technology) on your position?°

- Yes
- No

16. Did any of these situations occur in the last five years?°

Yes

a. How many situations occurred in the last five years? *[DISPLAY THIS QUESTION IF "Did any of these situations occur in the last five years?" "Yes" is selected.]*

- 1
- 2
- 3
- 4
- 5
- 6 or more

No

17. Did any of these situations occur in the last 12 months?° *[DISPLAY THIS QUESTION IF "Did any of these situations occur in the last five years?" "Yes" is selected.]*

Yes

a. How many situations occurred in the last 12 months?° *[DISPLAY THIS QUESTION IF "Did any of these situations occur in the last 12 months?" "Yes" is selected.]*

- 1
- 2
- 3
- 4

5
 6 or more

No

18. Did you use any of these university resources to address an issue(s) of unfair treatment in your workplace in the last five years?¹⁵³

- Office of Employment Equity (OEE)
- University Human Resources
- Title IX/Office of Title IX and ADA Compliance
- University Ethics & Compliance/ Compliance Helpline
- Dean, Director, Provost, or Chancellor
- Employee Assistance Program (EAP)
- Office for Violence Prevention and Victim Assistance (VPVA)
- OneSource
- Academic or Faculty Affairs personnel in your department or unit
- Union representative
- Office of University Labor Relations
- Other (Please specify:) _____

MODULE 3 - SEXUAL HARASSMENT

Sexual Harassment Victimization

19. Instructions: Since you began working at **Rutgers University** have you been in a situation in which someone:^{*154}

	Never	Once or Twice	Sometimes	Often	Many Times
1. Treated you “differently” because of your sex (for example, mistreated, slighted, or ignored you)? ^o	Never	Once or Twice	Sometimes	Often	Many Times
a. <i>[DISPLAY THIS QUESTION IF anything other than “Never” is selected for 19.1]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply. ¹⁵⁵ <input type="checkbox"/> Interfered with your professional performance					

¹⁵³ Adapted from UMass Campus Climate Survey (2016). University of Massachusetts Amherst campus climate survey. <https://www.umass.edu/diversity/campus-climate-2016>

¹⁵⁴ Included on the ARC3 Faculty/Staff Campus Climate Survey. For original citation see: The Department of Defense Sexual Experiences Questionnaire (SEQ-DoD), originally modified from the Sexual Experiences Questionnaire (Fitzgerald, Gelfand, & Drasgow, 1995).

¹⁵⁵ Follow-up items were developed by the research team, in collaboration with staff from the Office of Employment Equity (OEE) at Rutgers University, and are based on items included on the 2019 Association of American Universities (AAU) Climate Survey on Sexual Assault and Misconduct (see [Cantor et al., 2020](#)).

<input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
2. Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography, which you found offensive)?	Never	Once or Twice	Sometimes	Often	Many Times
b. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.2]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply. <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
3. Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)?	Never	Once or Twice	Sometimes	Often	Many Times
c. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.3]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply. <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
4. Put you down or was condescending to you because of your sex?	Never	Once or Twice	Sometimes	Often	Many Times
d. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.4]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply. <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					

5. Told sexual stories or jokes that were offensive to you?	Never	Once or Twice	Sometimes	Often	Many Times
<p>e. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.5]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <p><input type="checkbox"/> Interfered with your professional performance</p> <p><input type="checkbox"/> Limited your ability to participate in a University activity</p> <p><input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment</p> <p><input type="checkbox"/> Interfered with your personal sense of well-being</p> <p><input type="checkbox"/> None of the above</p>					
6. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?	Never	Once or Twice	Sometimes	Often	Many Times
<p>f. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.6]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <p><input type="checkbox"/> Interfered with your professional performance</p> <p><input type="checkbox"/> Limited your ability to participate in a University activity</p> <p><input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment</p> <p><input type="checkbox"/> Interfered with your personal sense of well-being</p> <p><input type="checkbox"/> None of the above</p>					
7. Made offensive remarks about your appearance, body, or sexual activities?	Never	Once or Twice	Sometimes	Often	Many Times
<p>g. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 18.7]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <p><input type="checkbox"/> Interfered with your professional performance</p> <p><input type="checkbox"/> Limited your ability to participate in a University activity</p> <p><input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment</p> <p><input type="checkbox"/> Interfered with your personal sense of well-being</p> <p><input type="checkbox"/> None of the above</p>					
8. Made gestures or used body language of a sexual nature which embarrassed or offended you?	Never	Once or Twice	Sometimes	Often	Many Times
<p>h. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.8]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p>					

<input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
9. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	Never	Once or Twice	Sometimes	Often	Many Times
i. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.9]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply. <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
10. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	Never	Once or Twice	Sometimes	Often	Many Times
j. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.10]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply. <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
11. Touched you in a way that made you feel uncomfortable?	Never	Once or Twice	Sometimes	Often	Many Times
k. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.11]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply. <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
12. Made unwanted attempts to stroke, fondle, or kiss you?	Never	Once or Twice	Sometimes	Often	Many Times

l. *[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.12]* Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.

Interfered with your professional performance
 Limited your ability to participate in a University activity
 Created an intimidating, hostile, or offensive social, academic, or work environment
 Interfered with your personal sense of well-being
 None of the above

13. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	Never	Once or Twice	Sometimes	Often	Many Times
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m. *[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.13]* Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.

Interfered with your professional performance
 Limited your ability to participate in a University activity
 Created an intimidating, hostile, or offensive social, academic, or work environment
 Interfered with your personal sense of well-being
 None of the above

14. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?	Never	Once or Twice	Sometimes	Often	Many Times
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n. *[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.14]* Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.

Interfered with your professional performance
 Limited your ability to participate in a University activity
 Created an intimidating, hostile, or offensive social, academic, or work environment
 Interfered with your personal sense of well-being
 None of the above

15. Treated you badly for refusing to have sex?	Never	Once or Twice	Sometimes	Often	Many Times
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o. *[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.15]* Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.

Interfered with your professional performance
 Limited your ability to participate in a University activity
 Created an intimidating, hostile, or offensive social, academic, or work environment

<input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
16. Implied better treatment if you were sexually cooperative?	Never	Once or Twice	Sometimes	Often	Many Times
<p>p. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.16]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					

Sexual Harassment Victimization Follow Up Questions

[DISPLAY THESE QUESTIONS IF Any Sexual Harassment Victimization from Question 19 is Greater Than "Never".]

20. *Instructions:* Did any of the situations you just marked on the survey occur in the last five years?°

- Yes
 No

21. Did any of the situations you marked on the survey occur in the last 12 months?° *[DISPLAY THIS QUESTION IF Did any of these situations occur in the last five years? "Yes" is selected.]*

- Yes
 No

Instructions: Now think about **ONE SITUATION** that had the greatest impact on you and answer the following questions.

22. Please select which situation you are thinking about:°

[LIST BEHAVIORS GREATER THAN "NEVER" FROM QUESTION 19 FOR PARTICIPANT TO SELECT]

23. Was there more than one person involved in the situation?°¹⁵⁶

- Yes
 No

¹⁵⁶ Adapted from Busch-Armendariz, N. B., Wood, L., Sulley, C., Kammer-Kerwick, M., Kellison, B., McClain, T., & Hoefler, S., Wang, A., Westbrook, L., Olaya-Rodriguez, D., Hill, K., & Wachter, K. (2017). *Research Methods Report: Cultivating learning and safe environments – An empirical study of prevalence and perceptions of sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact*. Institute on Domestic Violence & Sexual Assault, The University of Texas at Austin.

a. How many people? *[DISPLAY THIS QUESTION IF "Was there more than one person involved in the incident?" "Yes" is selected.]*

- 2
- 3
- 4
- 5
- 6 or more

[IF Q23 = "YES", FILL: "Please think about ONE person who was heavily involved, initiated, or led the behavior in the situation when answering the next set of questions."]

24. Please describe the primary status of the person(s) who committed the behavior.*¹⁵⁷

- Faculty member at Rutgers University
- Staff member at Rutgers University
- Dean, Director, Chancellor, or Provost at Rutgers University
- Graduate student at Rutgers University
- Postdoctoral fellow or associate at Rutgers University
- Undergraduate student at Rutgers University
- Faculty or staff member from another college or university other than Rutgers
- Graduate or undergraduate student from another college or university other than Rutgers
- Visitor to a Rutgers University campus
- Vendor, contractor, or sub-contractor with Rutgers
- Someone not associated with Rutgers University or with a Rutgers University-related Site
- Patient
- Other

25. Did the person who committed the behavior have any supervisory or influential impact (e.g., elevated social/academic status, decision-making power over resources or technology) on your position?^{o158}

- Yes
- No

26. Please describe the gender of the person who committed the behavior. Please check all that apply.*

- Man
- Woman
- Transgender

¹⁵⁷ Response options added by the REV research team based on suggestions provided during the internal survey tool review process.

¹⁵⁸ Developed by the REV research team.

- Genderfluid
- Nonbinary
- Genderqueer
- Agender
- I don't know
- Other

27. Please describe the primary status of the other person(s) who committed the behavior.
 [check all that apply]:¹⁵⁹ *DISPLAY THIS QUESTION IF Q23 = "YES"*

- Faculty member at Rutgers University
- Staff member at Rutgers University
- Dean, Director, Chancellor, or Provost at Rutgers University
- Graduate student at Rutgers University
- Postdoctoral fellow or associate at Rutgers University
- Undergraduate student at Rutgers University
- Faculty or staff member from another college or university other than Rutgers
- Graduate or undergraduate student from another college or university other than Rutgers
- Coworker or supervisor at a Rutgers clinical partner site
- Visitor to a Rutgers University campus
- Vendor, contractor, or sub-contractor with Rutgers
- Someone not associated with Rutgers University or with a Rutgers University-related site
- Other
- I don't know

28. Where did this situation happen- in person or online?[†]

- In person
 - i. Please describe the location in which the incident occurred in-person:
 - On-campus, in a Rutgers University-owned building (e.g., classroom, office, on-campus lab, patient clinic, on-campus studio)
 - Off-campus, at an event hosted by Rutgers University (e.g., reception, retreat, workshop)
 - Off-campus, at an event **not** hosted by Rutgers University (e.g., professional meeting, conference, or workshop)
 - Off-campus, at a Rutgers work site
 - Off-campus, not at a Rutgers work site
 - Other location
- Virtually (e.g., online or through electronic communication)

¹⁵⁹ Response options added by the REV research team based on suggestions provided during the internal survey tool review process.

i. Please describe the context in which the incident occurred virtually:

- Over text/messaging app (WhatsApp), phone call, Video-call or email
- Over social media or direct message
- Over WebEx, Zoom, or similar conferencing platform
- Other

29. Please tell us how you reacted to the situation (check all that apply):*

- I ignored the person and did nothing
- I avoided the person as much as possible
- I treated it like a joke
- I told the person to stop
- I made an official report about the person
- I asked someone for advice and/or support
- Other

30. Was there anyone who witnessed what happened to you besides the person or people who did this?†

- Yes
- No

31. How many people?† *[DISPLAY THIS QUESTION IF "Was there anyone who witnessed what happened to you besides the person or people who did this?" "Yes" is selected.]*

- 2
- 3
- 4
- 5
- 6 or more

32. Did they do anything?† *[DISPLAY THIS QUESTION IF "Was there anyone who witnessed what happened to you besides the person or people who did this?" "Yes" is selected.]*

- Yes
- No

33. Did that...?† *[DISPLAY THIS QUESTION IF "Did they do anything?" "Yes" is selected.]*

- Make things better
- Make things worse
- Have no effect at all

34. Was the person/people who witnessed the incident a (check all that apply):† *[DISPLAY THIS QUESTION IF "Was there anyone who witnessed what happened to you besides the person or people who did this?" "Yes" is selected.]*

- Faculty member at Rutgers University
- Staff member at Rutgers University
- Dean, Director, Chancellor, or Provost at Rutgers University
- Graduate student at Rutgers University
- Postdoctoral fellow or associate at Rutgers University
- Undergraduate student at Rutgers University
- Faculty or staff member from another college or university other than Rutgers
- Graduate or undergraduate student from another college or university other than Rutgers
- Visitor to a Rutgers University campus
- Vendor, contractor, or sub-contractor with Rutgers
- Someone not associated with Rutgers University or with a Rutgers University-related site
- Other
- I don't know

MODULE 4 - REPORTING EXPERIENCES

[DISPLAY THESE QUESTIONS IF Any Sexual Harassment Victimization from Question 19 is Greater Than "Never".]

35. Did you tell anyone about the situation you experienced (not counting this survey)?*

- Yes
- No

36. Who did you tell? Please check all that apply.*¹⁶⁰ *[DISPLAY THIS QUESTION IF "Did you tell anyone about the situation you experienced (not counting this survey)?" "Yes" is selected.]*

- Coworker
- Supervisor
- Department chair
- Close friend (other than coworker)
- Romantic partner
- Family member
- Counselor/therapist
- Religious leader
- Dean, Director, Chancellor, or Provost
- Office of Employment Equity (OEE)
- University Human Resources
- OneSource
- Title IX Office/Office of Title IX and ADA Compliance
- University Ethics & Compliance/ Compliance Helpline
- Employee Assistance Program (EAP)

¹⁶⁰ Response options added by the REV research team based on suggestions provided during the internal survey tool review process.

- Local/Municipal Police Department
- Office of Violence Prevention and Victim Assistance (VPVA)
- Rutgers University Police Department (RUPD)
- Student Conduct/ Conduct & Community Standards (Newark)/ Office of Community Standards
- Other

Formal Reporting Experiences

37. Did you formally report the incident to Rutgers University?*

- Yes
- No *SKIP TO QUESTION 44*

38. Did you formally report the incident to more than one office at Rutgers University?°

[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "Yes" is selected.]

- Yes
- No

IF Q38= "YES", FILL: "Please think about the office that you formally reported the incident to FIRST when answering the next set of questions."

39. To which office did you formally report the incident?°¹⁶¹ *[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "Yes" is selected.]*

- Office of Employment Equity (OEE)
- University Human Resources
- Office of Student Affairs Compliance and Title IX/Office of Title IX and ADA Compliance
- Rutgers Compliance Hotline/ Compliance Helpline
- OneSource
- Local/Municipal Police Department
- Rutgers University Police Department (RUPD)
- Student Conduct/ Conduct & Community Standards (Newark)/ Office of Community Standards
- Other

40. What was the outcome of the report? Please check all that apply.* *[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "Yes" is selected.]*

- I was encouraged to drop the complaint
- My complaint was discounted or not taken seriously
- No action was taken

¹⁶¹ Response options added by the REV research team based on suggestions provided during the internal survey tool review process.

- My complaint was found not to fall under a Rutgers policy
- They investigated and found my complaint to be unsubstantiated
- They investigated and found my complaint to be substantiated
- They took action against the person I reported
- The person I reported was given a warning
- The person I reported was counseled or educated
- The person I reported was suspended
- The person I reported was fired or expelled
- I was not informed of the outcome of the report
- Complaint is pending or under review
- Other

41. How helpful was the office or staff at Rutgers University to whom you made the report in assisting you to deal with the incident?* *[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "Yes" is selected.]*

- Very Helpful
- Helpful
- Not Very Helpful
- Not at all helpful

42. Overall, how satisfied are you with your experience with the office or staff to whom you reported at Rutgers University?* *[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "Yes" is selected.]*

- Very Satisfied
- Moderately Satisfied
- Somewhat Satisfied
- Slightly Satisfied
- Not at all Satisfied

43. Please select any additional office(s) where you formally reported the incident?(please check all that apply)° *[DISPLAY THIS QUESTION IF "Did you formally report the incident to more than one office at Rutgers University?" "Yes" is selected.]*

- Office of Employment Equity (OEE)
- University Human Resources
- Office of Student Affairs Compliance and Title IX/Office of Title IX and ADA Compliance
- Rutgers Compliance Hotline/ Compliance Helpline
- OneSource
- Local/Municipal Police Department
- Rutgers University Police Department (RUPD)
- Student Conduct/ Conduct & Community Standards (Newark)/ Office of Community Standards
- Office of University Labor Relations
- Other

44. What were the reasons that you did not make a formal report? Please check all that apply.*¹⁶² *[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "No" is selected.]*

- I did not know how to make a report
 - I ignored or avoided the person(s) who committed the behavior
 - I confronted the person(s) who committed the behavior
 - I was afraid of professional consequences (e.g., being disciplined)
 - I was afraid of personal consequences (e.g., losing friends)
 - I was afraid my supervisor/boss would be hostile towards me
 - I was afraid my colleagues/coworkers would be hostile towards me
 - I was afraid the person(s) who committed the behavior would retaliate against me
 - I was afraid someone, not including the person(s) who committed the behavior, would retaliate against me
 - I felt embarrassed or ashamed
 - I thought what had happened was partly or fully my fault
 - I didn't think the incident was serious enough
 - I didn't think that action would be taken if I were to report
 - I thought that the report would be discounted or not taken seriously
 - I didn't want to name/identify the person(s) who committed the behavior
 - I did not feel safe making a report based on my identities
- a. Please select which aspect(s) of your identity were of concern (check all that apply).

- Your age
- Your gender identity and expression
- Your sex
- Your race or ethnicity
- Your color
- Your religious/spiritual views
- Your sexual orientation
- Your socioeconomic status
- Your disability status
- Your ancestry (where your family or relatives are from)
- Your country of origin (where you were born or raised)
- Your pregnancy status
- Your marital/civil union/domestic partnership status
- Your military service or veteran status
- Your body size or physical appearance
- Your employment position
- Your English language proficiency/accents
- Your political views
- Your Socioeconomic status
- Your Visa /immigration status
- Your parental status

¹⁶² Response options were modified by the REV research team.

- Other
- Don't know/ Unknown
- None of the above/not based on a particular identity or identities

I am experiencing/have experienced harm/oppression that has left me feeling unsupported

Someone else said they would report

I felt like I was too new in my position to do anything

The person(s) involved were of higher standing/ in a more powerful position

I was concerned about how I would be perceived by others based on my identity

b. Please select which aspect(s) of your identity were of concern (check all that apply).

- Your age
- Your gender identity and expression
- Your sex
- Your race or ethnicity
- Your color
- Your religious/spiritual views
- Your sexual orientation
- Your socioeconomic status
- Your disability status
- Your ancestry (where your family or relatives are from)
- Your country of origin (where you were born or raised)
- Your pregnancy status
- Your marital/civil union/domestic partnership status
- Your military service or veteran status
- Your body size or physical appearance
- Your employment position
- Your English language proficiency/accents
- Your political views
- Your Socioeconomic status
- Your Visa /immigration status
- Your parental status
- Other
- Don't know/ Unknown
- None of the above/not based on a particular identity or identities

I have reported this incident before and it did not go well

I have reported another incident before and it did not go well

Formal complaints are actively discouraged at my workplace

This type of behavior is culturally accepted in my organization

I did not want the person(s) who committed the behavior to get in trouble

MODULE 5 - INSTITUTIONAL RESPONSES

[DISPLAY THESE QUESTIONS IF Any Sexual Harassment Victimization from Question 19 is Greater Than "Never".]

Institutional Courage Questionnaire -Individual

45. *Instructions: Earlier we asked you to think about one situation that had the greatest impact on you. You selected [list behavior selected in question 21] . Did Rutgers University as a whole play a role by...¹⁶³*

(a)	Taking proactive steps to prevent this type of experience?	Yes	No	N/A
(b)	Making it easy to report the experience?	Yes	No	N/A
(c)	Responding adequately to the experience, if reported?	Yes	No	N/A
(d)	Not covering up the experience?	Yes	No	N/A
(e)	Supporting you with either formal or informal resources (e.g., counseling, meetings, phone calls, or other services) following your report of this experience?	Yes	No	N/A
(f)	Meeting your needs for workplace support and supportive measures (e.g., reassigning you to another supervisor if your supervisor perpetrated the sexual harassment; if your coworker perpetrated the sexual harassment and shared a cubicle/office space with you, the coworker was moved out of your shared space)?	Yes	No	N/A

MODULE 6 - IMPACT

[DISPLAY THESE QUESTIONS IF Any Sexual Harassment Victimization from Question 19 is Greater Than "Never".]

Domains of Impact

46. *Instructions: In this survey you indicated you had some unwanted harassment/ discrimination experiences. In thinking about all of those experiences, did you have to do any of the following as a result?**

- a. Have to take time off from work
 Yes
 No
- b. Have to miss any meetings or classes
 Yes

¹⁶³ Items have been adapted from Freyd, J. J., & Smidt, A. M. (2019). So you want to address sexual harassment and assault in your organization? Training is not enough; Education is necessary. *Journal of Trauma & Dissociation*, 20(5), 489–494. <https://doi.org/10.1080/15299732.2019.1663475>

- ___No
- c. Have to take time off from social or recreational activities
___Yes
___No
- d. Have to take time off from any other work or campus-related activities
___Yes
___No
- e. Have to stop teaching any courses
___Yes
___No
- f. Have to relocate your home, office, or classroom
___Yes
___No
- g. Have to change your pattern of movement around campus
___Yes
___No
- h. Need counseling services
___Yes
___No
- i. Need community services
___Yes
___No
- j. Need victim's advocate services
___Yes
___No
- k. Need legal services
___Yes
___No

47. Have you ever experienced any form of harassment or discrimination at any other job that you had before your job at Rutgers?^{o 164}

- ___Yes
___No
___Prefer not to answer

[DISPLAY QUESTION 48 IF response to Question 8 "In your position, do you supervise staff or faculty?" is "Yes".]

Sexual Harassment includes the following:

- Unwelcome sexual advances;
- Requests for sexual favors; or
- Other unwelcome written, verbal, or physical conduct of a sexual nature when submission to such conduct is made, explicitly or implicitly, a term or condition of an

¹⁶⁴ Developed by the REV research team based on feedback gathered during the internal survey tool review process.

individual's education, employment, or participation in a University activity or as the basis for decisions affecting that individual's academic standing, employment status, or participation in a University activity.

Harassment on the basis of sex may occur without sexual advances or sexual overtones when conduct is directed at individuals or groups because of their sex.

For the full description of how Rutgers University defines sexual harassment, please see: http://oirap.rutgers.edu/msa/documents/60.1.12_000.pdf

48. *Instructions: In your role as a supervisor, how confident are you in your ability to do the following on a scale from 1-10 (1 being "not at all confident" and 10 being "extremely confident"):*¹⁶⁵

	1	2	3	4	5	6	7	8	9	10	N/A
Recognize sexual harassment behaviors?	1	2	3	4	5	6	7	8	9	10	N/A
Know how Rutgers University defines sexual harassment according to their policy?	1	2	3	4	5	6	7	8	9	10	N/A
Intervene when you become aware of sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Seek assistance if you are unsure how to handle a situation related to sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Know the options your supervisee(s) have to seek <i>confidential</i> support related to sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Know the options your supervisee(s) have to formally report an incident(s) of sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Know your own responsibilities for addressing sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Provide support to your supervisee(s) involved in sexual harassment situations?	1	2	3	4	5	6	7	8	9	10	N/A
Obtain support from your own supervisor on how to handle sexual harassment situations with your supervisee(s)?	1	2	3	4	5	6	7	8	9	10	N/A

¹⁶⁵ This scale was developed by the REV research team based on feedback gathered during the internal survey tool review process.

[DISPLAY QUESTION 49 IF response to Question 7 “Which of the following best applies to you?” “Administration” is selected.]

49. *Instructions:* In your role as an administrator, how confident are you in your ability to do the following on a scale from 1-10 (1 being “not at all confident” and 10 being “extremely confident”):¹⁶⁶

	1	2	3	4	5	6	7	8	9	10	N/A
Address sexual harassment in your administrative role?	1	2	3	4	5	6	7	8	9	10	N/A
Advocate for policy or procedural change to better address sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Clearly communicate that addressing sexual harassment is a priority for you and your unit?	1	2	3	4	5	6	7	8	9	10	N/A

MODULE 7 – UNIVERSITY RESPONSE TO SEXUAL HARASSMENT

[Module 7: University Response module: Display only for participants randomized to take this module]

Sexual Harassment includes the following:

- Unwelcome sexual advances;
- Requests for sexual favors; or
- Other unwelcome written, verbal, or physical conduct of a sexual nature when submission to such conduct is made, explicitly or implicitly, a term or condition of an individual’s education, employment, or participation in a University activity or as the basis for decisions affecting that individual’s academic standing, employment status, or participation in a University activity.

Harassment on the basis of sex might occur without sexual advances or sexual overtones when conduct is directed at individuals or groups because of their sex.

For the full description of how Rutgers University defines sexual harassment, please see:

http://oirap.rutgers.edu/msa/documents/60.1.12_000.pdf

50. *Instructions:* Please indicate how much you agree or disagree with each of the following statements, answering as best as you can when thinking about Rutgers University.*

	Strongly Disagree	Disagree	Agree	Strongly Agree
I am aware of and understand this university’s procedures for dealing with reported incidents of sexual harassment				

¹⁶⁶ Ibid.

I know what services are available for people who experience sexual harassment				
If a student experienced sexual harassment, I would know what to do to get them help				
If another Rutgers University employee or colleague were experiencing sexual harassment, I know what to do to get them help				
At this university, when it is determined that sexual harassment has happened, the person who committed the harassment is appropriately held accountable for their behavior				

51. **Since you came to Rutgers University**, have you participated in a program, training, or online course/module where the topic of sexual harassment was discussed?¹⁶⁷

- Yes- *[Continue to Question 51i]*
 - i. Please think about the most recent program, training, or online course/module that you took. This information/program was helpful to me personally.
 - Strongly Disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly Agree
 - ii. Please think about the most recent program, training, or online course/module that you took. This information/program was helpful for the university's efforts in addressing sexual harassment
 - Strongly Disagree
 - Disagree
 - Neutral
 - Agree
 - Strongly Agree
 - iii. Please think about the most recent program, training, or online course/module that you took. Which office provided it?
 - Office of Employment Equity (OEE)
 - Office of Student Affairs
 - Office for Violence Prevention and Victim Assistance (VPVA)
 - Title IX/Office of Title IX and ADA Compliance
 - Athletics department
 - Other

¹⁶⁷ This scale was developed by the REV research team based on feedback gathered during the internal survey tool review process.

- I don't know
- No

52. *Instructions:* Please use the following scale to indicate how aware you are of the function of the campus and community resources **specifically related to the response to sexual harassment at Rutgers University** listed below.^{† 168}

	Not At All Aware	Slightly Aware	Somewhat Aware	Very Aware
Dean of Students				
Title IX/Office of Title IX and ADA Compliance				
Student Wellness Program				
Office of Employment Equity				
Rutgers Health Services				
Rutgers University Police Department (RUPD)				
Student Legal Services				
Office for Violence Prevention and Victim Assistance (VPVA)				
University Human Resources				
University Ethics & Compliance/ Compliance Helpline				
Ombuds Office				
Employee Assistance Program (EAP)				
OneSource				

MODULE 8: BYSTANDER INTERVENTION^{o 169}

[Module 8: Bystander Intervention module: Display only for participants randomized to take this module]

53. Over the past 12 months, have you witnessed any form of sexual harassment while working at Rutgers? This could be an incident that occurred physically on campus, by someone affiliated with the campus either on or off campus, at a campus-sponsored event, or online in a campus affiliated meeting or class. These questions are about behaviors you observed happening to other people in the workplace, not what you experienced.

- ___ Yes
 ___ No [*IF selected skip to Module 9*]

¹⁶⁸ McMahon, S., Stepleton, K., & Cusano, J. (2014). Awareness of Campus Services Scale. Response options have been modified for this iteration of the survey.

¹⁶⁹ Bystander module is taken from a bystander measure developed by McMahon et al. (2022) and is currently undergoing analysis and testing.

54. Think about the one incident of sexual harassment that you witnessed that happened over the last 12 months that impacted you the most. What best describes the type of incident?

- Unwanted sexual advances (verbally or physically unwelcome sexual advances, which can include assault)
- Requests for sexual favors
- Sexual coercion (when favorable professional or educational treatment is conditioned on sexual activity)
- Unwelcome conduct that is sexual in nature
- Gender-based harassment (verbal and nonverbal behaviors that convey hostility to, objectification of, exclusion of, or second-class status about members of one gender)
- Identity-based harassment (verbal and nonverbal behaviors that convey hostility to, objectification of, exclusion of, or second-class status based on an aspect of one's identity)
- Other

55. When thinking about the event that you witnessed that impacted you the most, do you believe that this event of harassment was based on the victim's:

[drop down, select all that apply]

- Age
- Gender identity and expression
- Sex
- Race or ethnicity
- Color
- Sexual orientation
- Disability status
- Ancestry (where their family or relatives are from)
- Country of origin (where they were born or raised)
- Pregnancy status
- Marital/ civil union/ domestic partnership status
- Military service or veteran status
- Don't know/ Unknown
- Not based on a particular identity or identities
- Other *(if selected skip to q.56)*

56. In the previous question, you indicated that you believe these things occurred because of another aspect of the victim's identity. Do you believe that this harassment was based on the victim's:

- Body size or physical appearance
- Employment position
- English language proficiency/ accent
- Religion/ spiritual views
- Political views
- Socioeconomic status
- Visa /immigration status
- Parental status
- Other

57. Was the person who committed the harassment:

- Faculty member at Rutgers University
- Staff member at Rutgers University
- Dean, Director, Chancellor, or Provost at Rutgers University
- Graduate student at Rutgers University
- Postdoctoral fellow or associate at Rutgers University
- Undergraduate student at Rutgers University
- Faculty or staff member from another college or university other than Rutgers
- Graduate or undergraduate student from another college or university other than Rutgers
- Visitor to a Rutgers University campus
- Vendor, contractor, or sub-contractor with Rutgers
- Someone not associated with Rutgers University or with a Rutgers University-related site
- Other
- I don't know

58. Was the person who committed the harassment:

- Woman
- Man
- Transgender
- Genderfluid
- Nonbinary
- Genderqueer
- Two-spirit
- Agender
- Intersex
- Unsure

59. Was the person who was the victim of the harassment:

- Faculty member at Rutgers University
- Staff member at Rutgers University
- Dean, Director, Chancellor, or Provost at Rutgers University
- Graduate student at Rutgers University
- Postdoctoral fellow or associate at Rutgers University
- Undergraduate student at Rutgers University
- Your supervisor at Rutgers University
- A coworker at Rutgers University
- Faculty or staff member from another college or university other than Rutgers
- Graduate or undergraduate student from another college or university other than Rutgers
- Visitor to a Rutgers University campus
- Vendor, contractor, or sub-contractor with Rutgers
- Someone not associated with Rutgers University or with a Rutgers University-related site

- Other
- I don't know

60. What best describes the relationship between you and the victim:

- I am the victim's supervisor/mentor/professor or someone who is in a more powerful position than the victim
- I am in a more powerful position than the victim, but am not the victim's direct supervisor/mentor/professor
- The victim is my supervisor/mentor/professor or someone who is in a more powerful position than me
- The victim is a peer or colleague who does not have power over me
- I do not know
- Not listed

61. In the incident that you witnessed, the "transgressor" is the person who committed the harming/harassment behavior. What best describes the relationship between you and the transgressor:

- I am the transgressor's direct supervisor/mentor/professor or someone who is in a more powerful position than the transgressor
- The transgressor is my supervisor/mentor/professor or someone who is in a more powerful position than me
- The transgressor is a peer or colleague who does not have power over me
- I do not know
- Not listed

62. What best describes the relationship between the transgressor and the person who was victimized?

- The transgressor was the victim's supervisor/mentor/professor or someone who was in a more powerful position than the victim
- The victim was the direct supervisor/mentor/professor or someone who was in a more powerful position than the transgressor
- The transgressor and the victim were peers or colleagues with similar power
- I do not know
- Not listed

63. Where did the harassment/discrimination occur- virtually or in person? Please check all that apply.

In person

ii. Please describe the location in which the incident occurred in-person:

On-campus in a Rutgers University-owned building (e.g., classroom, office, on-campus lab, on-campus studio)

Off-campus event hosted by Rutgers University (e.g., reception, retreat, workshop)

___ Off-campus event **not** hosted by Rutgers University (e.g., professional meeting, conference, or workshop)

___ Off-campus at a Rutgers work site

___ Off-campus, **not** at a Rutgers work site

___ Other location

___ Virtually (e.g., online or through electronic communication)

ii. Please describe the context in which the incident occurred virtually:

___ Over text/messaging app (WhatsApp), phone call, Video-call, or email

___ Over social media or direct message

___ Over WebEx, Zoom, or similar conferencing platform

___ Other

64. How much do you agree with the following statement:

Witnessing the harassment made me feel uncomfortable.

1. Strongly disagree
2. Disagree
3. Agree
4. Strongly agree

65. How much do you agree with the following statement:

This incident contributed to a hostile or unwelcoming environment for me.

1. Strongly disagree
2. Disagree
3. Agree
4. Strongly agree

66. How risky did you perceive this situation to be for the target/victim:

1. Not at all risky
2. Not very risky
3. Risky
4. Very risky

67. When you witnessed the harassment, did you take action or intervene?

___ Yes (*SKIP TO 69*)

___ No (*CONTINUE TO Q68*)

68. Why did you NOT take action or intervene? [*drop down, select all that apply*]

___ I am friends with the transgressor and did not want to confront/embarrass them

___ I am/have experienced harm/oppression that has left me feeling unsupported

___ I believed my intervention would make the situation worse

___ I did not realize that the event was harassment until after it had already occurred

- I did not feel safe intervening based on my identity
If selected, ask: Which aspect of your identity made you feel unsafe intervening in the situation: Check all that apply.
- Your age
 - Your gender identity and expression
 - Your sex
 - Your race or ethnicity
 - Your color
 - Your religious/spiritual views
 - Your sexual orientation
 - Your socioeconomic status
 - Your disability status
 - Your ancestry (where your family or relatives are from)
 - Your country of origin (where you were born or raised)
 - Your pregnancy status
 - Your marital/civil union/domestic partnership status
 - Your military service or veteran status
 - Your body size or physical appearance
 - Your employment position
 - Your English language proficiency/accents
 - Your political views
 - Your Socioeconomic status
 - Your Visa /immigration status
 - Your parental status
 - Other
 - Don't know/ Unknown
 - None of the above/not based on a particular identity or identities
 - Not listed
- I did not have the capacity/emotional room to intervene
- I felt like I am too new to my position to do anything
- I have tried intervening in similar situations before and it did not go well
- I have tried intervening in similar situations before and nothing happened
- I thought it was a joke or wasn't meant to offend
- I thought it wasn't serious enough to do anything
- I was concerned about becoming the new target
- I was concerned about how I would be perceived by others based on my identity
- I was concerned about my own safety
- I was concerned about repercussions for my own job or career
- I was concerned this would hurt my reputation
- I was scared of the social isolation that acting/ intervening may cause
- I was not sure what to do
- It was none of my business
- It would not have made a difference
- No one would have believed that the incident happened
- Someone else was taking action or intervening
- The person(s) involved were of higher standing/have power and influence over me
- The victim did not want my help

- There are not enough resources to deal with reporting/harassment
- This behavior is culturally accepted in my department
- Other

AFTER Q68, SKIP TO MODULE 9

69. Why did you choose to take action or intervene? *[drop down, select all that apply]*

- I felt obligated to do something because I saw it happening
- No one else was taking action
- Other bystanders at the situation asked me to do something
- The victim asked me for help
- I have a responsibility to take action because of my role at the university
- The transgressor was my friend
- I wanted to help the victim
- I wanted to prevent this situation from continuing to occur in the future
- It was the right thing to do
- This happened to me before and I wanted to help the situation be better for someone else
- Not listed

70. How did you take action or intervene? *[drop down, select all that apply]*

- I checked in with the victim to see how they were
- I confronted the transgressor about their behavior after the incident
- I confronted the transgressor about their behavior during the incident
- I created a distraction to interrupt the situation
- I helped the victim connect with resources to support them
- I reported the incident
- I talked to a peer about what I had witnessed after the incident
- I talked to a supervisor about what I witnessed
- I went and got someone(s) else to help with the situation as it occurred
- Not listed

71. Did any of the following occur after you took action or intervened?

- I faced reprisal/negative consequences for intervening/ taking action
- Nothing changed
- The behavior got worse
- The transgressor (or victim) indicated I was helpful
- The transgressor (or victim) thanked me for stepping in
- The transgressor didn't cause further harm because of my actions
- The transgressor got in trouble because of my actions
 - The transgressor left the organization
 - The victim faced reprisal/negative consequences for interventions/ actions I took
 - The victim left the organization
 - The victim thanked me for stepping in Not listed

MODULE 9 - ADDITIONAL DEMOGRAPHICS

You may wish to offer additional information on your role at Rutgers University to help address sexual harassment.

Job Satisfaction

72. Please indicate the extent to which you agree or disagree with the following statements:

Overall, I am satisfied with my job.^{o 170}

- Strongly disagree
- Disagree
- Somewhat disagree
- Neutral
- Somewhat agree
- Agree
- Strongly agree

71. Have you ever seriously considered leaving your current job at Rutgers?^{o 171}

- Yes
- No

73. How long have you been employed at Rutgers University?^{* 172}

{Drop Down; < year - 40 years or more}

¹⁷⁰ Fisher, G. G., Matthews, R. A., & Gibbons, A. M. (2016). Developing and Investigating the Use of Single-Item Measures in Organizational Research. *Journal of Occupational Health Psychology*, 21(1), 3-23.

<https://doi.org/10.1037/a0039139>

¹⁷¹ Rankin & Associates Consulting. (2016, May 15). *Recent clients and reports*. <http://www.rankin-consulting.com/clients>

¹⁷² Rankin & Associates Consulting. (2016, May 15). *Recent clients and reports*. <http://www.rankin-consulting.com/clients>