



UW–Madison  
Association of American Universities

Sexual Assault Climate Survey  
Task Force Report

Final Report

January 15, 2016



# University of Wisconsin–Madison

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## Sexual Assault Climate Survey Task Force Report

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*Sexual Assault Climate Survey Task Force  
Membership and Charge*



# I. Introductory Message from the Chancellor

Sexual assault concerns me deeply, not just as the leader of this university, but as the mother of a college sophomore. The question on the mind of every parent dropping their son or daughter off at college is always “Will they be safe here?”

I want to state unambiguously that every student has the right to be safe. Sexual violence and misconduct is unacceptable. Far too many sexual assaults are still happening, at UW and at campuses across the country.

The University of Wisconsin-Madison participated in the Association of American Universities Campus Climate Survey on Sexual Assault and Sexual Misconduct, along with 26 other AAU schools.

The survey confirmed much of what we know—sexual assault remains a serious problem at UW–Madison and on campuses nationwide. This is unacceptable and the university is committed to doing everything in its power to changing this narrative.

We have been working to educate our students, reduce sexual assault, and make more people aware of the resources available on campus. We have implemented a number of important outreach efforts in recent years.

There is evidence in this survey that some of our efforts in education and prevention are having a positive effect. We have done a lot, but clearly there is more work to do.

Sharing what we’ve learned from this survey helps us bring our entire campus community into this conversation. I and other university leaders can talk about the problems of sexual assault, but at the end of the day, we need to engage everyone in this discussion in a way that leads to behavior change.

Safety is a shared responsibility that we must all address together.

We are doing everything in our power to provide a safe and positive learning environment—an environment that provides our students with the foundation they need to succeed after graduation.

When sexual assault occurs, we pledge to continue to respond promptly and compassionately to all reports, while providing resources and support where needed.

But above all, we are committed to working to end sexual violence on this campus, making this a safe place for everyone to live and learn.

## II. Survey Background

Sexual assault, stalking, intimate partner violence, and sexual harassment are a devastating reality on college campuses. Students who experience these incidents are at risk for long-term physical and mental health problems. They might leave school and not complete their education. Recent federal actions such as the Violence Against Women Reauthorization Act amendments to the Clery Act, the April 2011 “Dear Colleague Letter” regarding Title IX, and the White House’s “Not Alone” report have created new mandates and expectations for our campus. UW–Madison has a legal and ethical obligation to address gender-based violence through effective prevention, survivor support, and perpetrator accountability and to create a campus climate where all people can learn, live, and work.

Limited information is available about the incidence and prevalence of gender-based violence on our campus. According to the spring 2015 National College Health Assessment, 7 percent of UW–Madison students who participated in the assessment indicated that, within the past 12 months, they had experienced sexual touching without their consent; 2 percent had experienced sexual penetration without their consent; and 2 percent had experienced stalking.<sup>1</sup> Little is known about our students’ current knowledge and beliefs about gender-based violence or their knowledge and perception of campus resources.

In the summer of 2014, the Association of American Universities (“AAU”) announced that it would lead the creation of a sexual assault climate survey for its member institutions. The goal of the climate survey was to examine the amount of gender-based violence occurring on campuses and students’ attitudes about sexual violence. AAU developed and implemented the survey on an ambitious timeline of less than 12 months. The project had some limitations—the survey was somewhat narrow in scope and the timeline did not allow for complete engagement of many researchers, experts in the field, campus stakeholders, and students. In particular, the survey did not collect information about perpetration rates and perpetrator characteristics.

Nonetheless, the AAU climate survey provided a unique opportunity to obtain valuable data specific to UW–Madison that, we hope, can be used to reduce and better respond to gender-based violence on our campus.

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<sup>1</sup> American College Health Association. American College Health Association-National College Health Assessment II: Reference Group Data Report UW–Madison Spring 2015. Hanover, MD: American College Health Association; 2015

### III. Survey Methodology

The AAU 2015 Campus Climate Survey was developed by the research firm Westat, in consultation with a committee of representatives from participating institutions, including a representative from UW–Madison. Twenty-six of AAU’s 62 member institutions and one non-member institution chose to administer the survey on their campuses. There were three overall goals of the survey.

- Estimate the incidence and prevalence of different forms of nonconsensual sexual contact, harassment, stalking, and intimate partner violence.
- Collect information on student views related to the campus climate surrounding sexual assault and sexual misconduct.
- Assess student knowledge and perceptions of school resources and procedures for responding to instances of sexual assault and sexual misconduct.

The survey was comprised of 10 sections with questions covering perceptions of risk; campus resources; prevention education; perceptions of the University’s responses to reporting; bystander behavior; and personal experience of sexual violence, stalking, harassment, and intimate partner/ domestic violence. UW–Madison was provided an opportunity to ask students additional campus-specific questions about their school(department) of study, membership in student organizations, living situation, and on-campus resources.

UW–Madison launched the web-based AAU survey on April 13, 2015, and closed it three weeks later, on May 4, 2015. All enrolled students, undergraduate and graduate, were offered the opportunity to participate. The response rate at UW–Madison was 22.2 percent, which was higher than the aggregate result of 19.3 percent from all participating universities (“national sample”), and higher than the aggregate result of 16.5 percent for other participating public institutions. Similar to the national, aggregate sample, UW–Madison female students were more likely to respond to the survey than male students, 26.4 percent vs. 17.9 percent. Overall, 21.8 percent of undergraduates and 23 percent of graduate and professional students responded to the survey. The sample reflects the experience of 8,972 UW–Madison students.

<b>Unweighted Sample</b>	<b>Number of Respondents</b>	<b>Percent of Respondents</b>
<b>Undergraduates</b>	6,247	69.6%
<b>Graduate/Professional</b>	2,725	30.4%
<b>Race</b>		
<b>White</b>	7,361	82.0%
<b>Black</b>	139	1.5%
<b>Asian</b>	1,072	11.9%
<b>Multi/Other</b>	400	4.5%
<b>Gender Identity*</b>		
<b>Female</b>	5,378	59.9%
<b>Male</b>	3,511	39.1%
<b>Other</b>	83	0.9%

\*More information about the survey sorted “gender identity” categories of male, female, and “other” can be found under Key Finding #3. UW–Madison recognizes that these may not be the terms individuals utilize to identify themselves.

## IV. Definitions Used in the AAU Climate Survey

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

**Sexual Assault-** penetration, attempted penetration and/or sexual touching (without consent).

**Penetration-** “When one person puts a penis, finger, or object inside someone else’s vagina or anus or when someone’s mouth or tongue makes contact with someone else’s genitals. Includes attempts to physically force the person to engage in acts involving penetration.”

**Sexual Touching-** “Kissing, touching someone’s breast, chest, crotch, groin, or buttocks, grabbing, groping, or rubbing against the other in a sexual way, even if the touching is over the other’s clothes.”

**Physical force/attempted physical force-** “Includes someone being held down with his or her body weight, arms being pinned down, being hit or kicked, or a the use or threat of a weapon being used.”

**Incapacitated-** “Refers to being unable to consent or stop what was happening due to being passed out, asleep, or incapacitated due to drugs or alcohol.”

**Coercion-** “Is defined as nonconsensual contact that involved threats of serious non-physical harm or promise of rewards (e.g., threatening to give you bad grades or cause problems for you, promise of good grades. or a promotion at work).”

**Absence of affirmative consent (AAC)-** “Has someone had contact with you involving penetration or oral sex without your active, ongoing voluntary agreement? Examples include someone initiating sexual activity despite your refusal, ignoring your cues to stop or slow down, went ahead without checking in or while you were still deciding, or otherwise failed to obtain your consent.”

**Sexual harassment-** “A student at UW–Madison or someone employed by or otherwise associated with [the University] said or did something that interfered with your academic or professional performance, limited your ability to participate in an academic program, or created an intimidating, hostile or offensive social, academic or work environment. The specific behaviors referenced were taken from several different scales measuring harassment: made sexual remarks or told jokes or stories that were insulting or offensive to you; made inappropriate or offensive comments about your or someone else’s body, appearance or sexual activities; said crude or gross sexual things to you or tried to get you to talk about sexual matters when you didn’t want to; emailed, texted, tweeted, phoned, or instant messaged offensive sexual remarks, jokes, stories, pictures or videos to you that you didn’t want; and/or continued to ask you to go out, get dinner, have drinks or have sex even though you said, “No.”

**Sexual misconduct-** includes sexual harassment, intimate partner violence, and stalking.

**Non-heterosexual and Heterosexual-** With regard to sexual orientation, the survey provided 7 options for students to choose from in response to the question, “do consider yourself to be...:” 1) heterosexual or straight, 2) gay or lesbian, 3) bisexual, 4) asexual, 5) questioning, 6) not listed, 7) decline to state. For some analysis, respondents who selected something other than “straight,” “gay or lesbian,” or “decline to state” were merged into a single category. The term “non-heterosexual” represents a category created for data analysis and may not be the preferred language of individuals of multiple sexual orientations.

**Male/Female-** The survey provided 8 categories of gender identity; male, female, transgender male, transgender female, genderqueer or non-conforming gender, questioning, not listed, and decline to state. For some analysis, respondents were classified into one of three groups: 1) female, 2) male, and 3) transgender, genderqueer or nonconforming, questioning or not listed (TGQN). Those who declined to state their gender were randomly allocated to the male or female categories.

**Additional detailed information about survey methodology and a link to the survey instrument is available at** <http://www.uhs.wisc.edu/AAUSurvey/>.

## V. Survey Findings

### Key Finding #1—Since entering college, 27.6 percent of female undergraduates have experienced a sexual assault involving force or incapacitation\*.

Since entering the institution:		UW–Madison	Aggregated Results
Nonconsensual penetration by force or incapacitation	Female Undergraduates	12.6%	10.8%
	Female Graduate/Professional	4.9%	3.9%
Sexual touching by force or incapacitation	Female Undergraduates	21.7%	17.7%
	Female Graduate/Professional	8.8%	6.4%
Either penetration or sexual touching	Female Undergraduates	27.6%	23.1%
	Female Graduate/Professional	12.1%	8.8%

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

- Undergraduates reported the greatest incidence of sexual assault during freshman and sophomore years.
- Perpetrators were overwhelmingly identified as male (>98%) and a fellow student, often a friend or acquaintance.
- One of the most common consequences that victims experienced were academic: 58.3 percent of females who reported a sexual assault experienced difficulty concentrating on studies, exams, or assignments.

### Key Finding #2—Alcohol is a common factor in sexual assault.

Since entering the institution:		UW–Madison	Aggregated Results
Penetration by incapacitation	Female Undergraduates	6.8%	5.4%
Sexual touching by incapacitation	Female Undergraduates	9%	6.6%
Witnessed a drunk person heading for a sexual encounter	All Students	53.3%	44.4%
For female students reporting nonconsensual penetration by force:			
Offender drinking alcohol		76.1%	67%
Victim drinking alcohol		74.6%	65.4%

- Use of drugs other than alcohol by victims and/or offenders was reported in <10% of incidents.

**Key Finding #3—Sexual assault and sexual misconduct were disproportionately reported by female students\*, students with disabilities, non-heterosexual students, and students who identify as American Indian or Alaska Native.**

<b>Percentage reporting either penetration or sexual touching involving force or incapacitation since entering the institution:</b>		
<b>Gender Identity*</b>	Undergraduate males	5.4%
	Undergraduate females	27.6%
<b>Registered Disability**</b>	All students with a disability	28.1%
	Undergraduate females with a disability	45.5%
<b>Non-heterosexual</b>	Undergraduate non-heterosexual females	43.2%
	Undergraduate non-heterosexual males	15.6%
	Graduate/Professional non-heterosexual females	13.5%
	Graduate/Professional non-heterosexual males	11.7%
<b>American Indian or Alaska Native</b>	All American Indian/Alaska Native students	23.7%
	Undergraduate American Indian/Alaska Native females	46.2%

\* Survey responses to a non-male/female category were imputed to a male or female category. Transgender male/female were coded as male/female.

\*\* Defined as a student who self-reported a registered disability with the disability resource center.

- The rates for transgender, genderqueer, nonconforming, questioning, and gender not listed (TGQN) were generally sufficiently large to generate a reliable statistical estimate, but not to compare across groups. TGQN students reported experiencing victimization at disproportionate rates.



**Key Finding #4—Sexual harassment, including by co-workers and university faculty and other employees, is reported by significant numbers of both undergraduate and graduate students.**

Percentage of students experiencing sexual harassment since entering the institution:		UW–Madison	Aggregated Results
All Students		51.5%	47.7%
Female Undergraduates		65.7%	61.9%
Female Graduate/Professionals		53.1%	44.1%
Offenders relationship to institution:		UW–Madison	Aggregated Results
Female Undergraduates	Other Student	95.3%	94.6%
	Faculty Member	4.1%	5.9%
Female Graduate/Professionals	Other Student	84.1%	82%
	Faculty Member	22.2%	22.4%
	Staff or Administrator	10.7%	9.9%
Offenders relationship to victim:		UW–Madison	Aggregated Results
Female Undergraduates	Friend or Acquaintance	70.3%	69.0%
	Teacher/Advisor	3.4%	4.9%
	Co-worker, boss, supervisor	7.7%	6%
Female Graduate/Professionals	Friend or Acquaintance	62.7%	63.1%
	Teacher/Advisor	12.4%	15.8%
	Co-work, boss, supervisor	23.6%	17.7%

- Sexual harassment was reported as a range of behaviors including an individual; made sexual remarks or insulting/offensive jokes or stories; made inappropriate comments regarding body, appearance, or sexual activity; said crude or gross sexual things or tried to engage in sexual conversation, transmitted offensive sexual remarks, stories, jokes, pictures, videos; or asked to go out, get dinner, drinks, or have sex, despite refusal.
- 24.6 percent of students reported harassment 3–5 times in the last year.

**Key Finding #5—Sexual assault and sexual misconduct often go unreported.**

Percentage of students reporting incidents to at least one on- or off-campus resource:	UW–Madison	Aggregated Results
Stalking	32.1%	28.2%
Forced Penetration	26.1%	25.5%
Intimate Partner Violence	15.8%	15%
Penetration by incapacitation	9.6%	13.3%
Touching by force	7.1%	7%
Touching by incapacitation	1.9%	5%
Harassment	6.9%	7.7%

**Key Finding #6—Undergraduates report greater knowledge about sexual assault and awareness of campus resources than graduate and professional students.**

Reporting very or extremely*		UW–Madison	Aggregated Results
Knowledgeable about how sexual assault and misconduct are defined at the university	All students	27.4%	24%
	Female Undergraduates	32.1%	25.4%
	Female Graduate/ Professionals	15.3%	16.9%
Knowledgeable about where to get help at the university if they or a friend experience sexual assault or misconduct	All students	34.6%	29.5%
	Female Undergraduates	42.6%	34.5%
	Female Graduate/ Professionals	22.1%	22.3%
Knowledgeable about where to make a report at the university if they or a friend experience sexual assault or misconduct	All students	29.7%	25.8%
	Female Undergraduates	30.6%	25.6%
	Female Graduate/ Professionals	18.9%	19.3%
Knowledgeable about what happens when a student reports sexual assault or misconduct at the university.	All students	13%	11.4%
	Female Undergraduates	13.7%	11.4%
	Female Graduate/ Professionals	7.1%	8.6%

\*Respondents were asked on a scale of not at all, a little bit, somewhat, very and extremely.

- The greatest awareness is of law enforcement, medical and mental health resources, and community-based victim support services.

**Key Finding #7—Peers are the primary resource for students who experience sexual assault and misconduct. Students seldom report intervening as bystanders.**

Percentage of students who reported telling a friend:		
Female students reporting forced penetration	83.5%	
Female students reporting forced touching	78.6%	
Students reporting harassment	59.7%	
Action	UW–Madison	Aggregated Results
Suspected a friend was sexually assaulted and took action	67.4%	66.4%

\*Most common action reported “Spoke to my friend or someone else to seek help”.

Bystander Action	UW–Madison	Aggregated Results
Witnessed a drunk person heading for a sexual encounter and took action*	22.4%	23%
Witnessed someone acting in a sexually violent or harassing manner and took action*	47.3%	45.8%

\*Such as directly intervening to stop it or speaking to someone else to seek help.

**Key Finding #8—Students report mixed attitudes about campus climate, resources and response. There are opportunities to improve, especially among graduate and professional students.**

Reporting very or extremely*		UW–Madison	Aggregated Results
Students would support the person making the report	All students	60%	55.2%
	Female Undergraduates	58.3%	51.3%
	Female Graduate/ Professionals	45.6%	48.7%
Campus officials would take the report seriously	All students	70.8%	63.3%
	Female Undergraduates	66.7%	57.1%
	Female Graduate/ Professionals	60.9%	57.5%
Campus officials would conduct a fair investigation	All students	54.1%	49.2%
	Female Undergraduates	52.9%	45.7%
	Female Graduate/ Professionals	43.1%	45.3%
Campus officials would take action against the offender	All students	45.9%	44.3%
	Female Undergraduates	39.2%	37.4%
	Female Graduate/ Professionals	29.7%	33.6%
Sexual assault or misconduct is a problem at the university	All students	29.8%	20.2%
	Female Undergraduates	36.2%	27.1%

\*Respondents were asked on a scale of not at all, a little bit, somewhat, very and extremely.

**Key Finding #9—Students generally believe their personal risk is lower than reported prevalence suggests.**

Reporting very or extremely*		UW–Madison	Aggregated Results
Own likelihood of experiencing sexual assault or misconduct on campus or at an off-campus, university-sponsored event	All students (on vs. off-campus)	6.7%/4.8%	5%/5.3%
	Female Undergraduates (on vs. off campus)	13.7%/9.3%	10.2%/10.3%

\*Respondents were asked on a scale of not at all, a little bit, somewhat, very and extremely

## VI. Community Engagement

Between the release of survey findings in September, 2015 and the end of the calendar year, the AAU Survey Task Force undertook an extensive process of community engagement. Survey results and recommendations were shared and utilized to refine recommendations included in this report. Highlights of this process are included below.

- A. Student Engagement**-General and targeted student engagement sessions were held for various student groups. Students were provided opportunities to also comment confidentially through both on-line and physical “Continuing Conversation Spaces” throughout the university. Led by task force student members with the support of university staff members, these sessions engaged with undergraduate, graduate and professional students, including LGBTQ+ and underrepresented racial minority student communities. Greek students were extensively engaged and asked to help create a specific action plan for their community. Most student feedback called for:
1. Additional training for all students
  2. Future surveys and more data collection
  3. Greater student involvement and connection to administration
  4. Ally training
  5. Reduction in stigma
- More detailed information regarding student engagement is available in a separate student engagement report.
- B. Faculty/Staff Engagement**-Survey findings were presented to faculty and staff groups including the University Committee, the Academic Staff Executive Committee, and the University Staff Executive Committee, numerous academic and administrative departments, and university committees and workshops. There was support for the task force recommendations. Key themes emerging from faculty and staff sessions included:
1. Required training for faculty and staff
  2. Greater accountability for incidents of harassment perpetrated by faculty and other employees
  3. Greater awareness of existing initiatives and resources
- C. Non-University Community Engagement**-Task force members presented findings to various community groups including community victim services providers and other interested parties. Groups were supportive of university efforts to move forward with recommendations and strengthen key partnerships.

## VII. Recommendations

	Issue	Action	Status	Target Date	Who
<b>Recommendations to Address Key Survey Findings</b>					
1	Targeted prevention efforts for incoming students have shown effectiveness but can be strengthened. Bystander action and peer support are especially important. Knowledge gaps remain.	Expand “Tonight” into a multi-dose prevention program on sexual violence for all students living in university housing. Training should address alcohol-facilitated sexual assault, consent, healthy sexuality, ally training, and changing cultural norms to make sexual violence unacceptable and enhance bystander action.	Underway. Will require 15 peer educators and additional UHS prevention staff.	Fall 2016	University Health Services and Division of University Housing
2	Alcohol is a common factor in a majority of sexual assaults.	Continue efforts to reduce high-risk alcohol consumption by UW–Madison students through education and enforcement, including the First 45 Days initiative. Increase the understanding of the role of alcohol in sexual violence perpetration without blaming victims for drinking.  Continue to publicize responsible action guidelines.	Underway  Finalizing contract for bystander curriculum and social norming campaign, as part of Badger’s Step Up	Fall 2016	Chancellor’s Advisory Group on Alcohol and other Drugs; UW Police Department; Division of Student Life; University Health Services; Division of University Housing; and WI Union

	<b>Issue</b>	<b>Action</b>	<b>Status</b>	<b>Target Date</b>	<b>Who</b>
<b>Recommendations to Address Key Survey Findings</b>					
<b>3</b>	A disproportionate location of sexual assault is within off-campus Greek housing.	<p>Implement additional required educational programs which address alcohol-facilitated sexual assault, consent, healthy sexuality, and changing cultural norms to make sexual violence unacceptable and enhance bystander action.</p> <p>Review and modify as appropriate Greek Life member selection processes and new member orientation.</p> <p>Continue to support the prevention and leadership efforts of gender-based violence programs with and for fraternity men, including Greek Men For Violence Prevention, a 2-credit course offered by the School of Social Work and UHS.</p>	<p>Greek Task Force recommendations developed</p> <p>Finalizing contract for bystander curriculum as part of Badger's Step Up</p>	Fall 2016	Division of Student Life; University Health Services; and Greek student organizations
<b>4</b>	Graduate and professional students have less knowledge about sexual assault and misconduct.	Require a sexual assault and misconduct educational program for all incoming graduate and professional students. A pilot program was recently launched in part to meet this need.	Launched Sept. 1, 2015	Fall 2016	University Health Services; Division of Student Life; Graduate School; and Professional School Deans

	<b>Issue</b>	<b>Action</b>	<b>Status</b>	<b>Target Date</b>	<b>Who</b>
<b>Recommendations to Address Key Survey Findings</b>					
<b>5</b>	Graduate students report harassment and stalking by faculty and university employees.	<p>Appoint a task force and engage shared governance to address the sexual harassment and stalking reported by graduate and professional students from faculty and staff.</p> <p>Appoint an ombudsperson for graduate and professional students</p>	No updates	Report-spring 2016	Provost; Office of Human Resources and Shared Governance
<b>6</b>	Student experience with campus resources is mixed. Experiences with trained victim advocates are positive.	<p>Expand the Victim Advocate Services to allow all students timely access to a trained victim advocate for resources and support through the healing process, which may include reporting. Increase marketing to improve awareness of these services and the services available off-campus</p> <p>Create an Office of Student Conduct separate from the Dean of Students Office to provide to clarity in the roles of each office.</p> <p>Engage the Student Title IX Advisory Committee (STIXAC) to advise the Dean of Students and the Title IX Coordinator on issues related to campus title IX and sexual violence policy and services.</p>	Two additional victim advocate positions proposed in UHS 16-17 budget.	Fall 2016	University Health Services and the Division of Student Life-Dean of Students Office

	Issue	Action	Status	Target Date	Who
<b>Recommendations to Address Key Survey Findings</b>					
7	Student knowledge of campus resources is limited.	<p>Building on current educational programs such as “Tonight,” launch a coordinated comprehensive communications campaign with this information, including options for reporting, the overall institutional process for handling sexual assault and misconduct incidents and the possible university sanctions for a sexual assault or sexual misconduct violation. Include information on confidential resources.</p> <p>Require the addition of approved language regarding sexual assault and misconduct to all course syllabi</p>	New	Fall 2016	University Communications and Title IX Coordinator/ Office of Compliance
8	American Indian students, students with disabilities and those who identify as LGBTQ are disproportionately affected.	<p>Engage students through methods such as focus groups to determine the climate and service needs for those specific populations. Incorporate findings into targeted and general prevention and communication efforts.</p> <p>Define roles and enhance capabilities of center staff members to serve as confidential resources.</p> <p>Evaluate campus resources for inclusion.</p> <p>Engage national and state leaders with expertise in the victimization of individuals from these populations.</p>	In progress. Focus groups conducted with various groups.	Recommendation in spring 2016	Division of Student Life: Directors of LGBT Campus Center, Multi-Cultural Student Center, and McBurney Disability Resource Center; and Vice Provost for Equity and Diversity



	<b>Issue</b>	<b>Action</b>	<b>Status</b>	<b>Target Date</b>	<b>Who</b>
<b>Recommendations to Address Key Survey Findings</b>					
<b>Additional Recommendations</b>					
<b>9</b>	Sexual assault and sexual misconduct affects the entire campus climate.	<p>Create opportunities for deeper engagement and capacity building of the entire campus community to address the challenges of gender-based violence.</p> <p>Look for opportunities to include within campus efforts such as Go Big Read.</p> <p>Explicitly connect these efforts to the campus diversity framework and existing professional development opportunities and learning communities.</p>	Finalizing contract for bystander curriculum and social norming campaign, as part of Badger's Step Up.	Immediate	<p>Vice Provost for Equity and Diversity</p> <p>University Health Services</p>
<b>10</b>	Addressing potential perpetrators must remain a priority. Continue to engage men as allies to prevent gender-based violence.	Support evidence-based programming and social norming efforts that foster healthier expressions of masculinity, reduce homophobia and increase empathy for victims of gender-based violence. Continue to implement public awareness efforts such as "It's On Us" and "Don't Be That Guy".	Underway	Ongoing	<p>University Communications;</p> <p>UW Police Department;</p> <p>Division of Student Life; and</p> <p>University Health Services</p>

	<b>Issue</b>	<b>Action</b>	<b>Status</b>	<b>Target Date</b>	<b>Who</b>
<b>Recommendations to Address Key Survey Findings</b>					
<b>11</b>	Campus efforts on prevention, victim support, and perpetrator accountability must be coordinated and robust.	Appoint a Provost's Advisory Group on Sexual Violence to provide overarching analysis and leadership on campus sexual violence (includes but is not limited to: gender based violence, sexual assault, intimate partner violence, and stalking), advise senior campus leaders including the Provost and ensure the coordination of campus prevention, response and accountability	Draft charge completed.	Spring, 2016	University Communications; UW Police Department; Division of Student Life; and University Health Services
<b>12</b>	Climate surveys are a significant investment of resources but are a valuable tools to inform efforts in prevention and response.	Conduct periodic campus climate surveys on sexual assault and misconduct using an internally and externally benchmarked and validated tool. Suggested intervals is every 3–5 years.		Spring 2018	University Health Services

## VII. Appendix A-

### Sexual Assault Climate Survey Task Force Membership and Charge

*Lori Berquam, Vice Provost and Dean of Students*

*Kari Hajduk, PAVE student organization*

*Janet Hyde, Professor, Department of Psychology*

*Rachel Jeris, University Legal Counsel, Office of Legal Affairs*

*Jeanette Kowalik, Director, Campus Health Initiatives & Prevention Services,  
and University Health Services Survey Coordinator*

*Bret Paysuer, Faculty Representative, EVOG*

*Valyncia Raphael, Associated Students of Madison*

*Margaret Raymond, Dean, University of Wisconsin Law School*

*Susan Riseling, Assoc. Vice Chancellor and Chief of Police*

*Nora Cate Schaeffer, Professor and Director, UW Survey Center*

*Patrick Sims, Vice Provost for Equity and Diversity*

*Meredith McGlone, University Communications*

*Sarah Van Orman, Director of University Health Services*

#### **The UW–Madison Sexual Assault Climate Survey Task Force is charged to:**

- 1.** Review UW–Madison Sexual Assault Climate Survey findings including response rates, sample characteristics, and results.
- 2.** Identify and communicate any limitations of survey findings including concerns about validity and reliability.
- 3.** Develop specific recommendations for campus policy, practices, and services based on findings.
- 4.** Develop and recommend a comprehensive communications plan for dissemination of survey findings.
- 5.** Make recommendations for areas of future program evaluation and research based on survey findings and plans for ongoing campus surveillance.



For questions contact Sarah Van Orman  
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