
Preventing Sexual Misconduct
Pre and Post-training Survey Results
Among UMN Twin Cities employees

November 2018

Response Rate

Pre Training: Survey invites : 4,001
Surveys completed: 2,144
Response Rate: **53.6%**

Post Training: Survey invites (March 20th through August 6th): 22,799
Surveys completed: 10,652
Response Rate: **46.7%**

NOTE: Pre Training is based on a random sample of employees. Post-training is based on employees who completed the training and opted to complete the survey post training between March 20th and August 6th, 2018

Demographics

Gender

	Pre Training		Post Training	
	Frequency	Percent	Frequency	Percent
Woman	1208	59.0	6151	58.1
Man	769	37.5	3830	36.2
Transgender/gender non-conforming/ Questioning/Not listed	17	0.8	122	1.1
Decline to answer	55	2.7	491	4.6

Demographics

Years of continuous employment

	Pre Training		Post Training	
	Frequency	Percent	Frequency	Percent
0-1 year	326	15.9	1804	17.1
2-5 years	524	25.5	3534	33.4
6-10 years	314	15.3	1532	14.5
11-15 years	301	14.7	1190	11.3
16+ years	587	28.6	2510	23.7

Demographics

Highest degree/level of school completed

	Pre Training		Post Training	
	Frequency	Percent	Frequency	Percent
Some high school	1	0	16	0.2
High school graduate or GED	47	2.3	188	1.8
Some college	235	11.5	1071	10.1
Undergraduate degree completed	686	33.4	3648	34.6
Masters degree	494	24.1	2913	27.6
PhD or other terminal degree completed	588	28.7	2720	25.8

Demographics

Age in Years

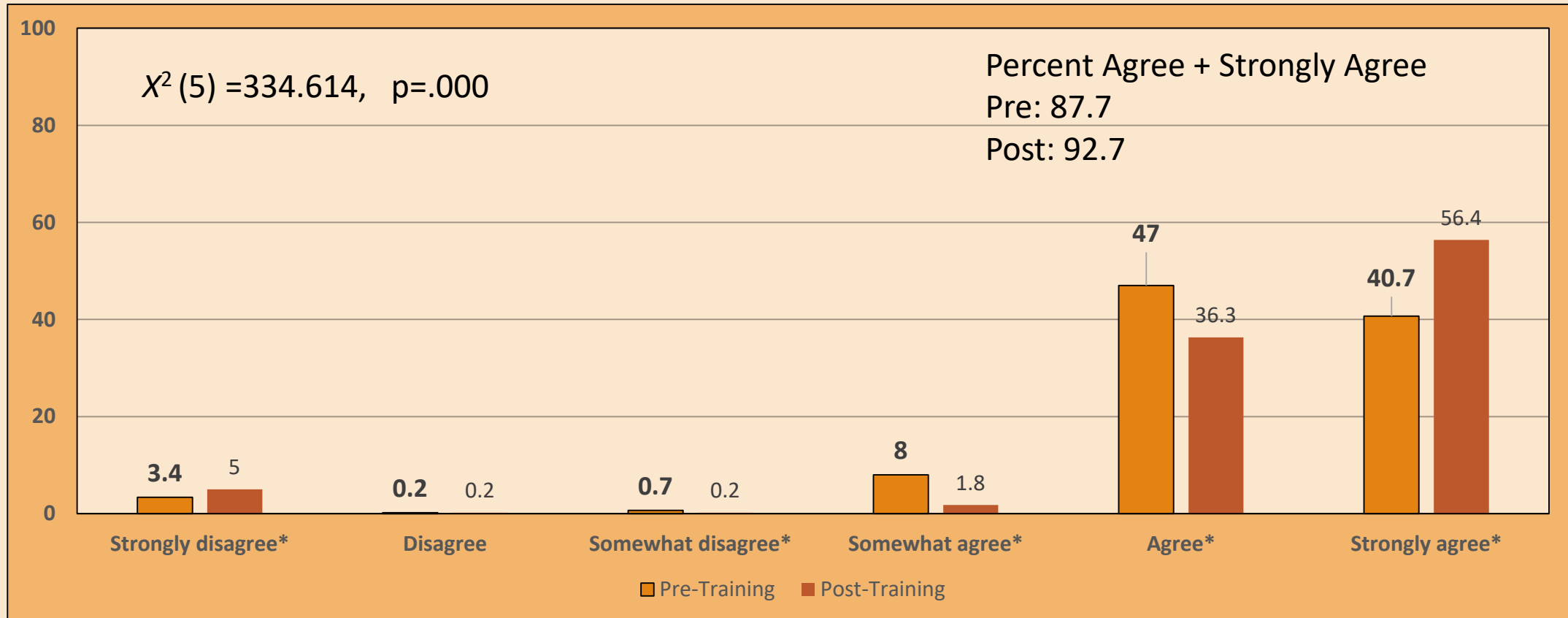
	Pre Training		Post Training	
Age in Years	Frequency	Percent	Frequency	Percent
18-20	0	0	13	0.1
21-25	107	5.3	972	9.2
26-30	180	8.8	1546	14.7
31-35	275	13.5	1407	13.4
36-40	259	12.7	1197	11.4
41-45	220	10.8	950	9.0
46-50	222	10.9	999	9.5
51-55	238	11.7	987	9.4
56-60	258	12.7	1102	10.5
61-65	191	9.4	865	8.2
66-70	66	3.2	338	3.2
71+	22	1.1	144	1.4

Demographics

Sexual Orientation

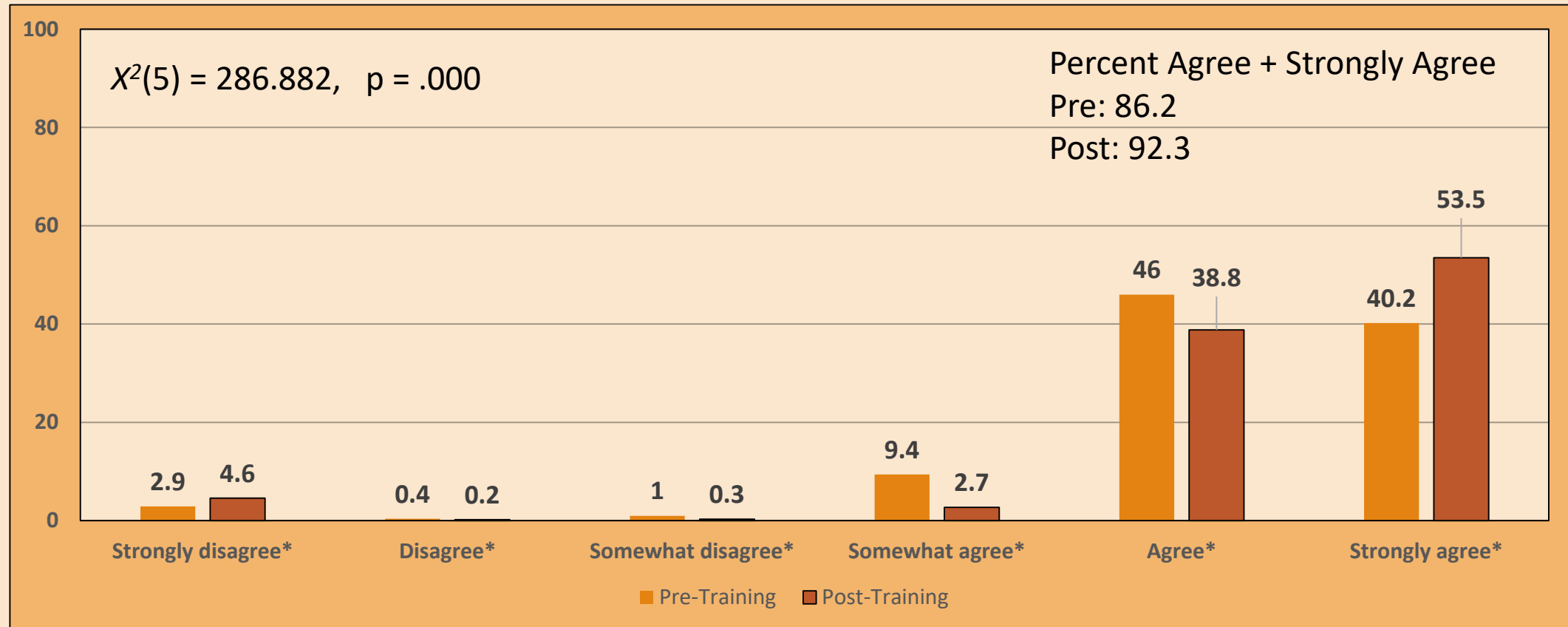
Sexual Orientation	Pre Training		Post Training		Post Training Regrouped	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Heterosexual /straight	1782	87.3	8875	84.1	8875	84.1
Gay or lesbian	90	4.4	417	4.0	1674	15.9
Bisexual	47	2.3	332	3.1		
Asexual	9	0.4	44	0.4		
Questioning	5	0.2	39	0.4		
Not listed	11	0.5	107	1.0		
Decline to state	98	4.8	735	7.0		

I have a good understanding of what sexual harassment is



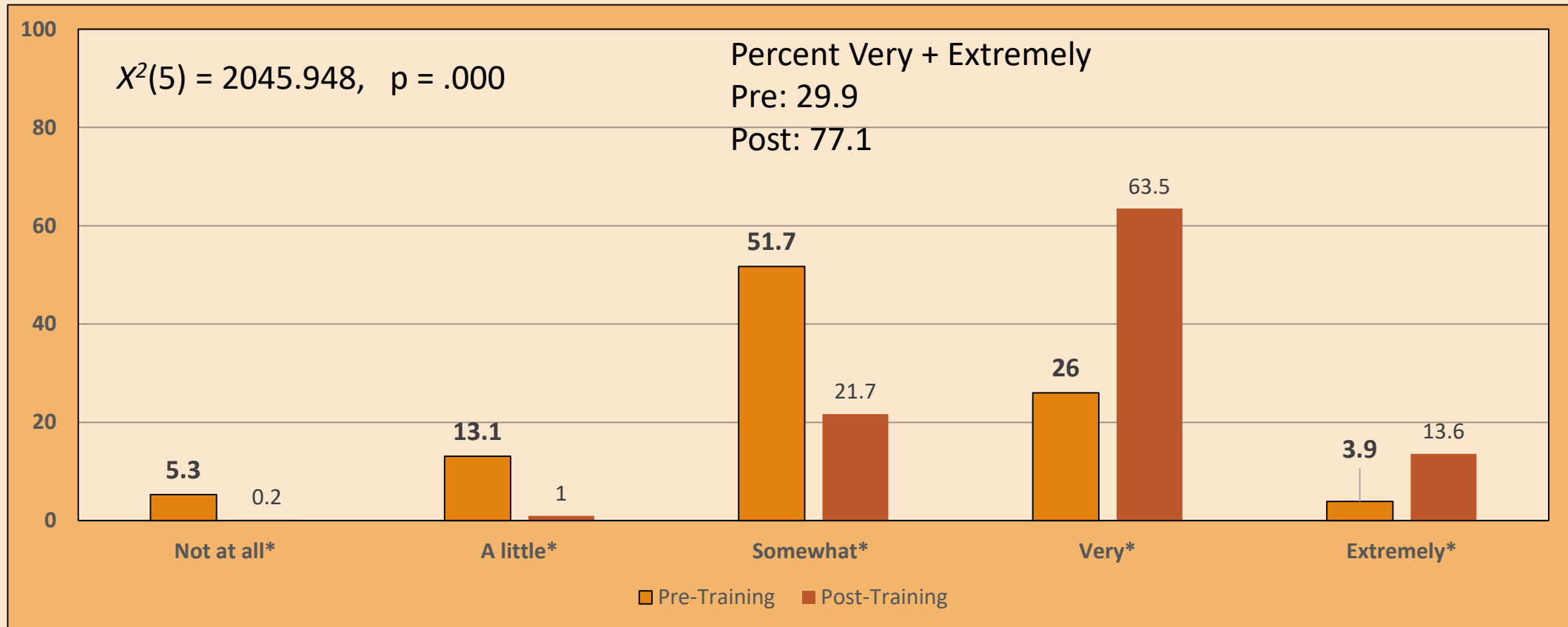
*Denotes column proportions that differ significantly from each other at the .05 level

I have a good understanding of what stalking is



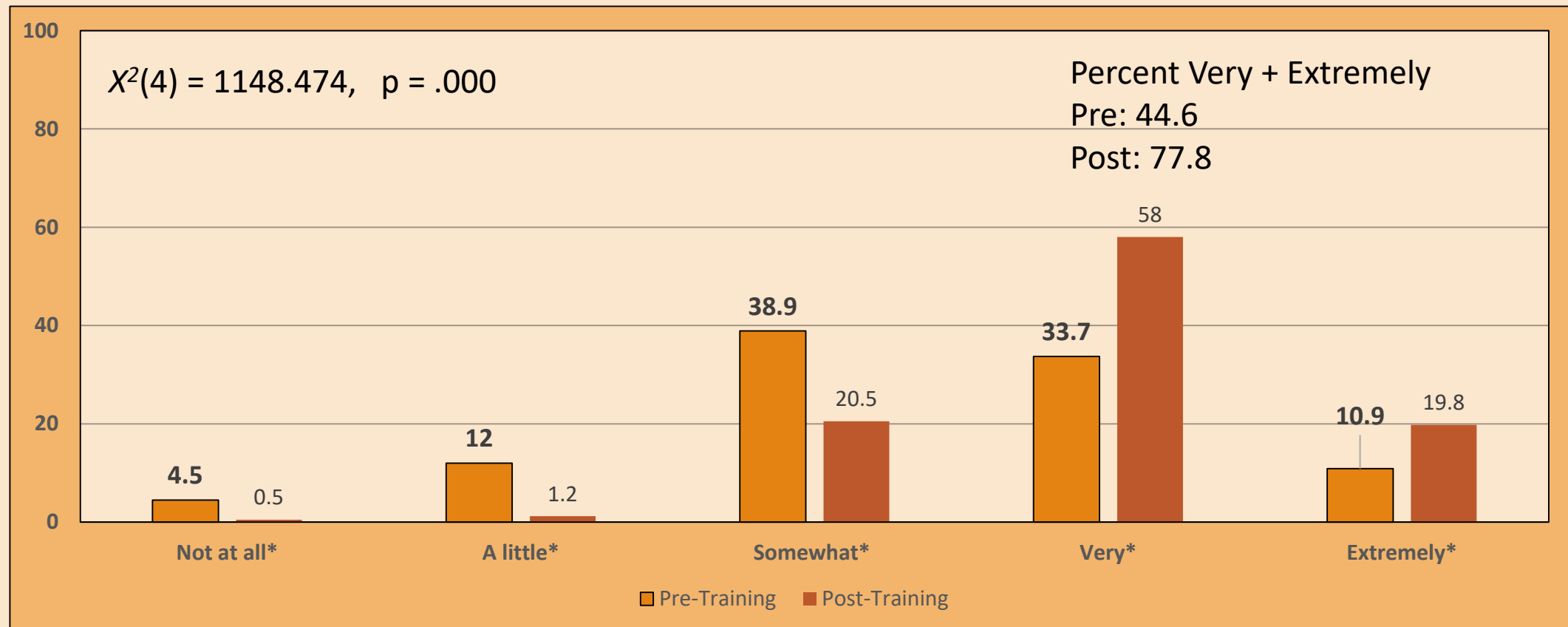
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How knowledgeable are you about UofM policy on sexual harassment



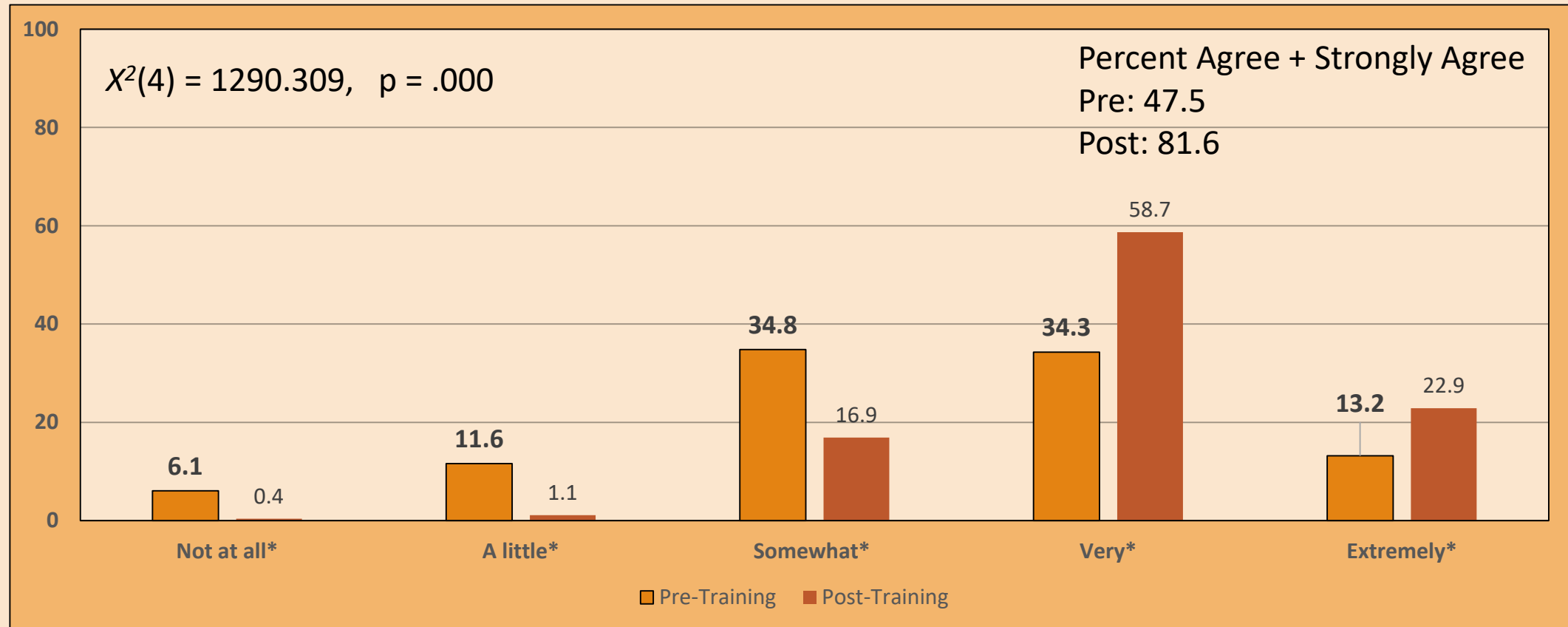
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How confident are you in your ability to respond to a faculty/staff member who reports an incident involving sexual misconduct



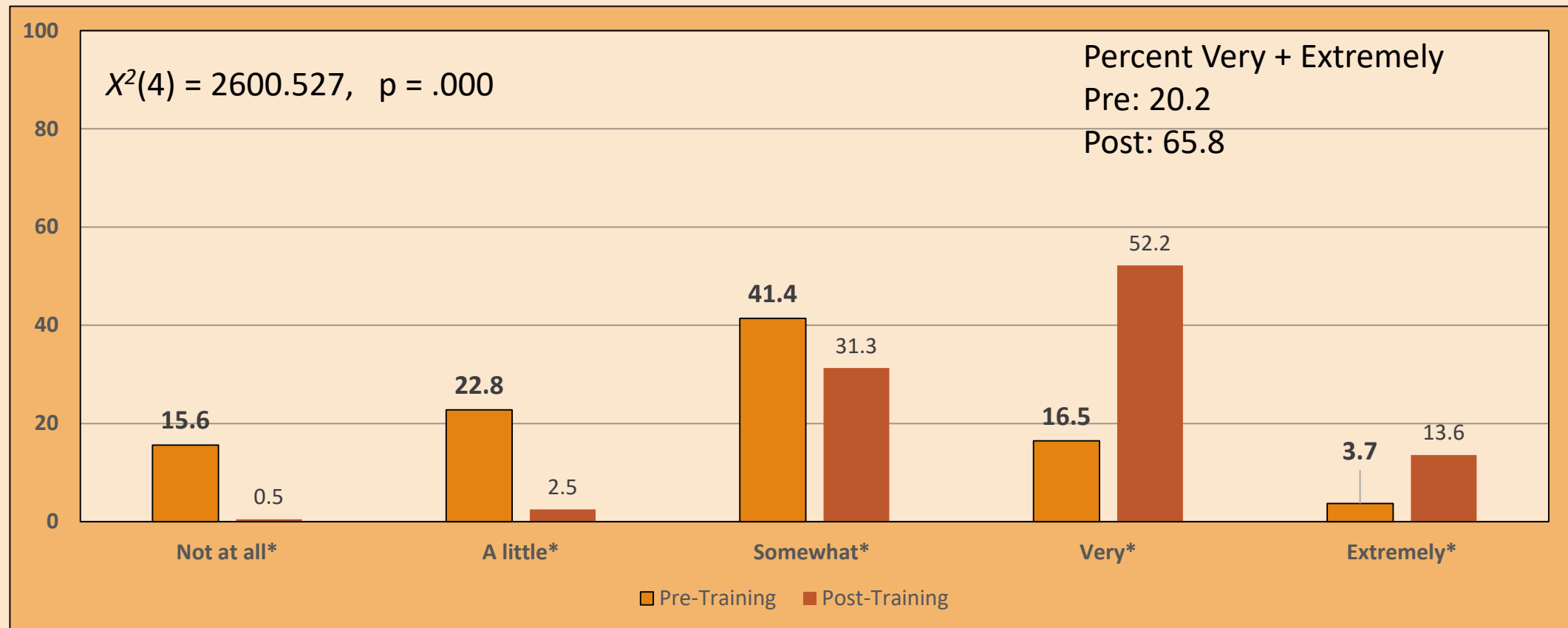
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How confident are you in your ability to respond to a student who reports an incident involving sexual misconduct to you



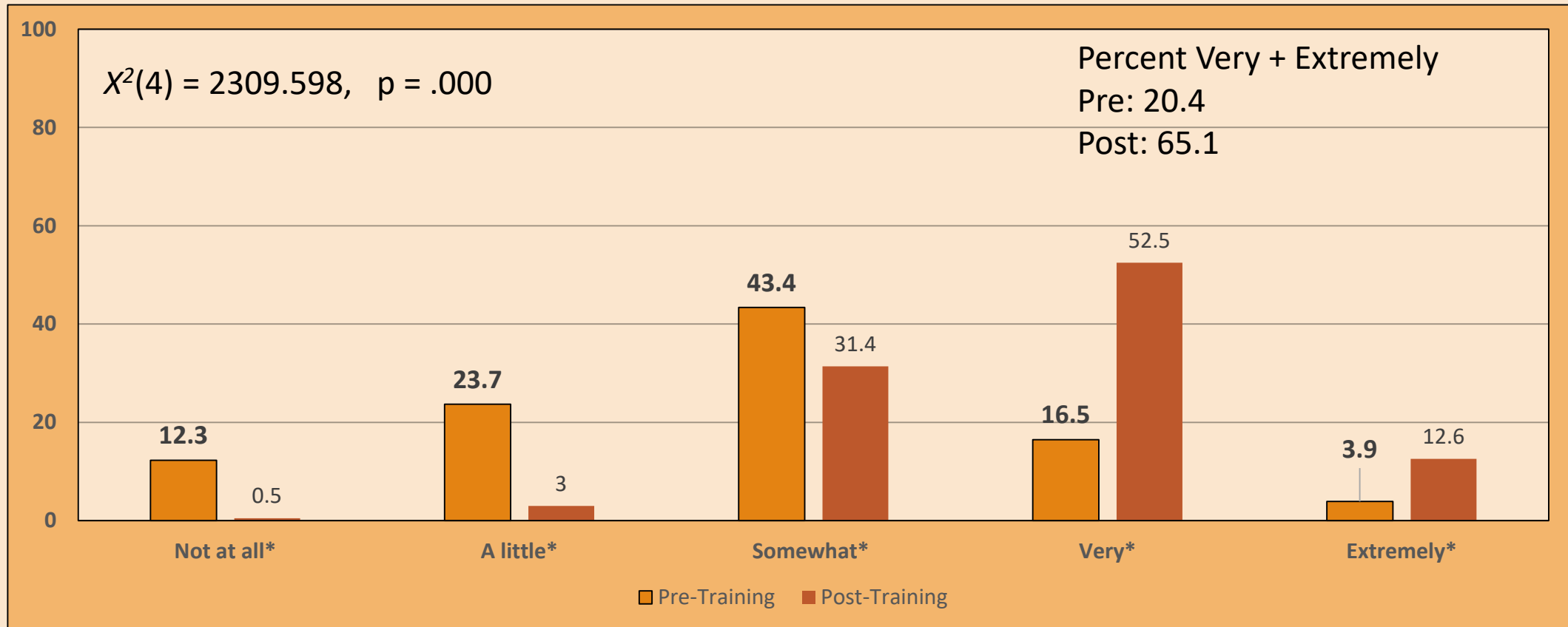
*Denotes column proportions that differ significantly from each other at the .05 level

How knowledgeable are you of resources available to students regarding sexual misconduct



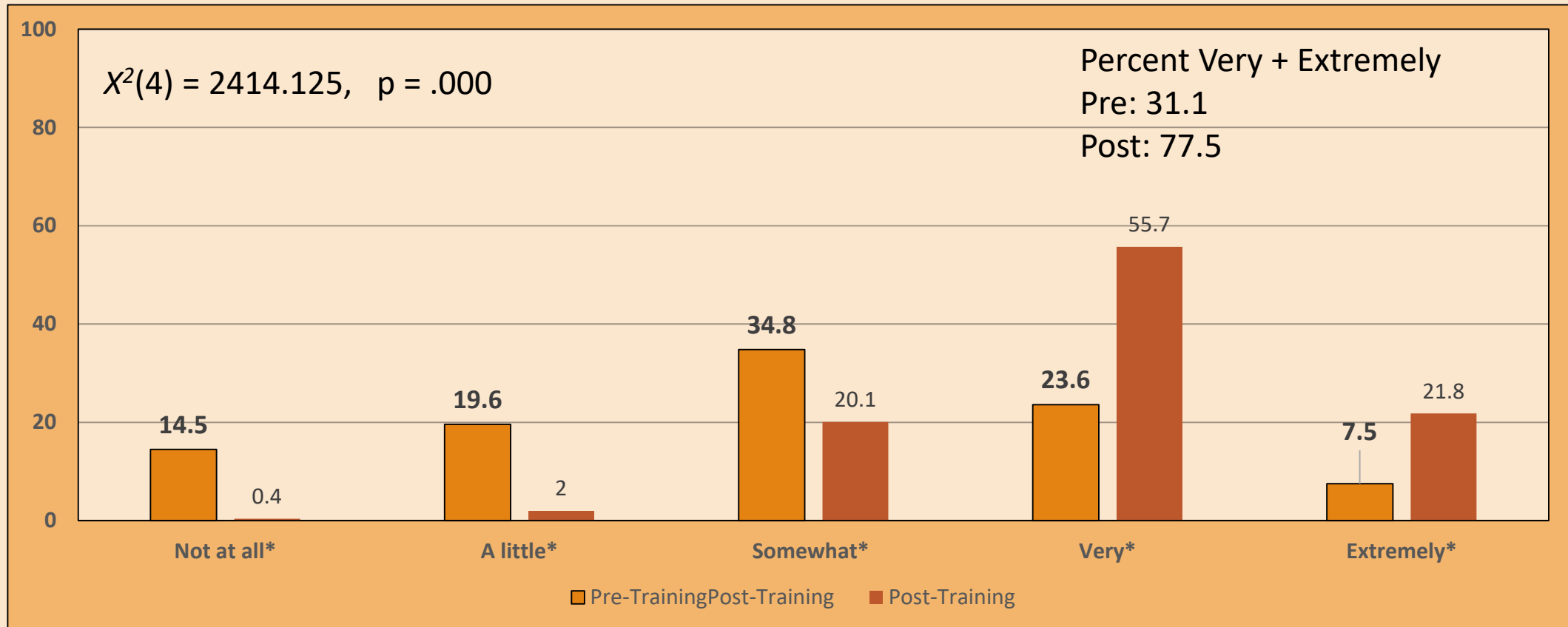
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How knowledgeable are you of resources available to staff/faculty regarding sexual misconduct



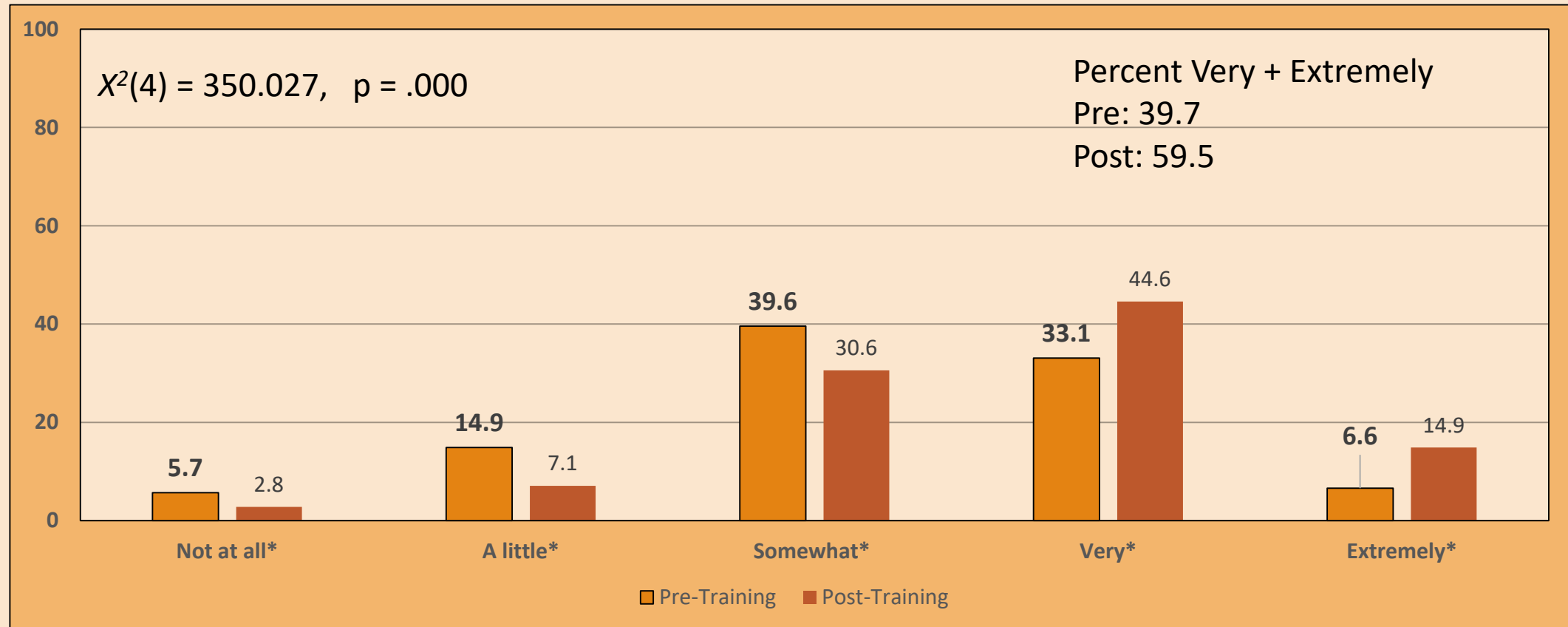
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How knowledgeable are you about where to make a report of sexual misconduct



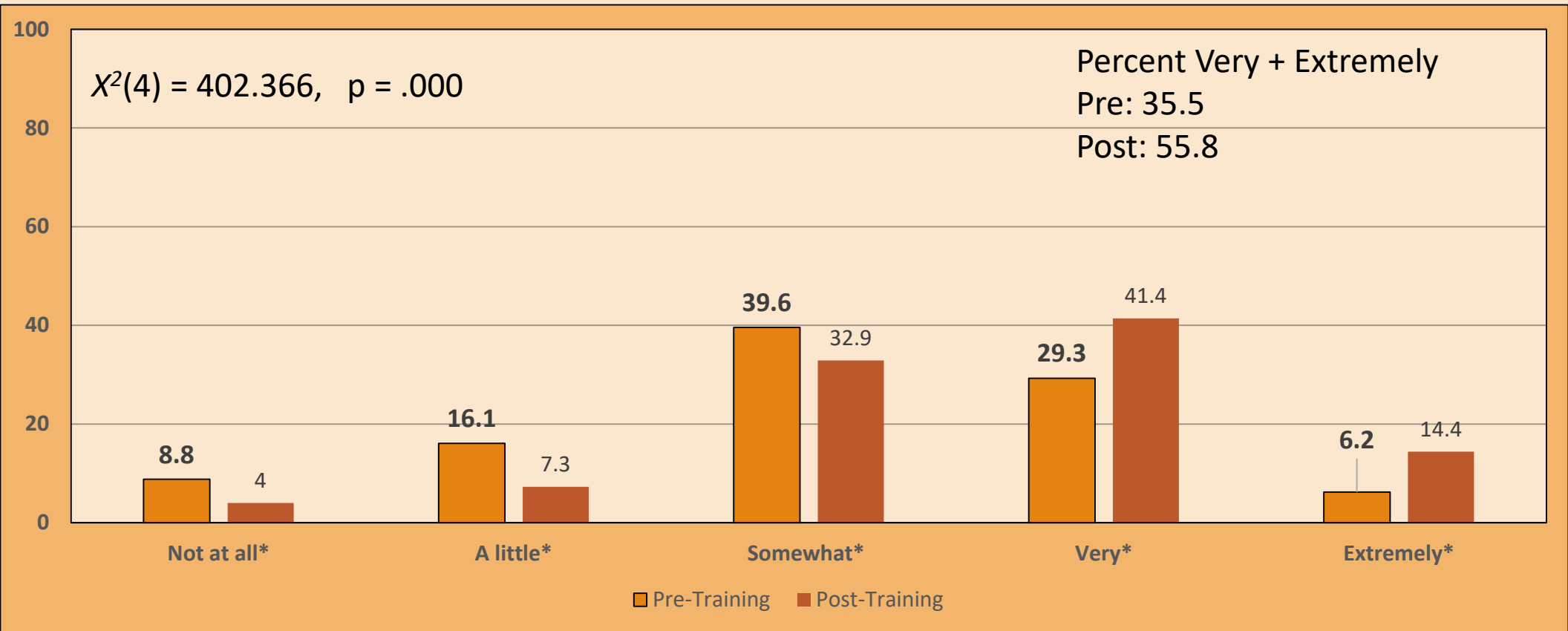
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How confident are you that if you report sexual misconduct to the University it will be handled properly



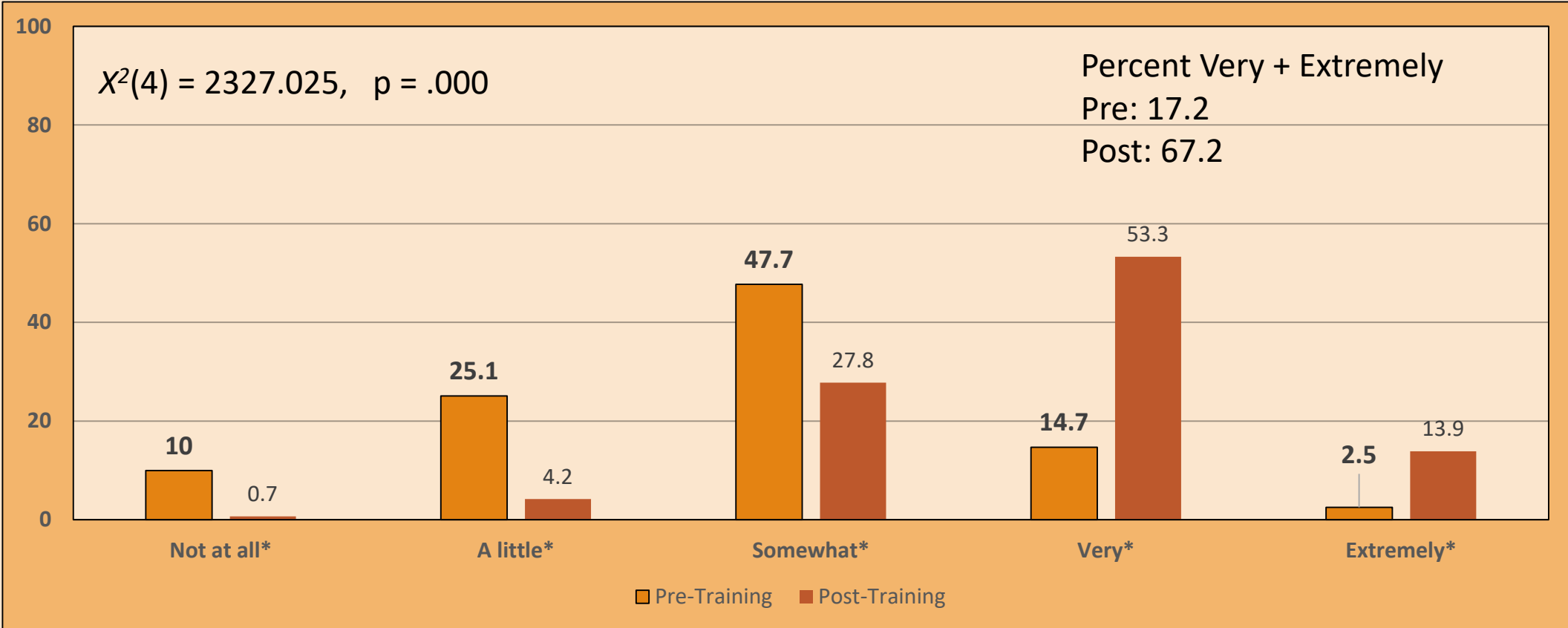
*Denotes column proportions that differ significantly from each other at the .05 level

How confident are you that if you report sexual misconduct to the University you will be protected from retaliation



*Denotes column proportions that differ significantly from each other at the .05 level

Overall, has the University of Minnesota prepared staff/faculty to respond to sexual misconduct



*Denotes column proportions that differ significantly from each other at the .05 level

Sexual Misconduct Victimization since you have been an employee

	Pre Training		Post Training	
	Never experienced N (%)	Experienced N (%)	Never experienced N (%)	Experienced N (%)
Someone employed by or associated with the University made sexual remarks or told jokes/stories that were insulting or offensive to you	1520 (73.8)	541 (26.2)	8194 (77.4)	2395 (22.6)
$X^2(1) = 12.476, p = .000$				
Someone employed by or associated with the University made inappropriate or offensive comments about your or someone else's body, appearance or sexual activities	1571 (76.3)	489 (23.7)	8347 (78.8)	2243 (21.2)
$X^2(1) = 6.540, p = .011$				

Sexual Misconduct Victimization since you have been an employee

	Pre Training		Post Training	
	Never experienced N (%)	Experienced N (%)	Never experienced N (%)	Experienced N (%)
Someone employed by or associated with the University emailed, texted, phoned or posted on the internet sexual remarks, stories, pictures or videos to you that you did not want	2014 (97.6)	50 (2.4)	10314 (97.3)	284 (2.7)
$X^2(1) = .455, p = .500$				
Someone employed by or associated with the University asked you to go out, get dinner, have drinks or have sex even after you said "No"	2010 (97.3)	56 (2.7)	10347 (97.6)	253 (2.4)
$X^2(1) = .741, p = .389$				

Sexual Misconduct Victimization since you have been an employee

	Pre Training		Post Training	
	Never experienced N (%)	Experienced N (%)	Never experienced N (%)	Experienced N (%)
Someone employed by or associated with the University made unwanted attempts to fondle or kiss you	2011 (97.6)	50 (2.4)	10391 (98.0)	207 (2.0)
$X^2(1) = 1.849, p = .174$				
Someone employed by or associated with the University implied you would receive better treatment if you were sexually cooperative	2049 (99.4)	12 (0.6)	10542 (99.5)	57 (0.5)
$X^2(1) = 0.062, p = .804$				

Sexual Misconduct Victimization since you have been an employee

	Pre Training			Post Training		
	Yes N (%)	No N (%)	I was never aware of a situation N (%)	Yes N (%)	No N (%)	I was never aware of a situation N (%)
Have you intervened when you became aware of a situation involving sexual misconduct	262 (12.7)	165 (8.0)	1633(79.3)	1111 (10.5)	1082 (10.2)	8404 (79.3)

Sexual Misconduct Victimization

	Pre Training		Post Training	
	Never experienced N (%)	Experienced N (%)	Never experienced N (%)	Experienced N (%)
Experienced sexual misconduct (total based on all six questions)	1367 (66.5)	690 (33.5)	7427 (70.3)	3133 (29.7)
$\chi^2(1) = 12.059, p = .001$				
Experienced sexual misconduct (total based on the four more severe questions)	1923 (93.4)	136 (6.6)	9955 (94.2)	610 (5.8)
$\chi^2(1) = 2.082, p = .149$				

Who was identified as the perpetrator of the sexual misconduct

	Pre Training	Post Training
	N(%)	N (%)
Someone from my department	67 (49.3)	337 (55.2)
Someone outside of my department	45 (33.1)	217 (35.6)
My supervisor	15 (11.0)	64 (10.5)
Someone I believe has influence over my career at the University	26 (19.1)	97 (15.9)
Other person in authority in my department	14 (10.3)	67 (11.0)
Faculty advisor	5 (3.7)	21 (3.4)
Person not affiliated with the University	8 (5.9)	41 (6.7)
Don't know person affiliation with the University	8 (5.9)	29 (4.8)

Results based on respondents who indicated they had experienced sexual misconduct based on an affirmative answer to at least one of the four more severe questions

Over the past 5 years how many times has someone behaved this way

	Pre Training	Post Training
	N (%)	N (%)
Zero times (situation occurred more than 5 years ago)	41 (31.3)	159 (27.0)
1 time	24 (18.3)	135 (22.9)
2 times	26 (19.8)	86 (14.6)
3-5 times	28 (21.4)	138 (23.4)
6-9 times	4 (3.1)	23 (3.9)
10 or more times	8 (6.1)	48 (8.1)

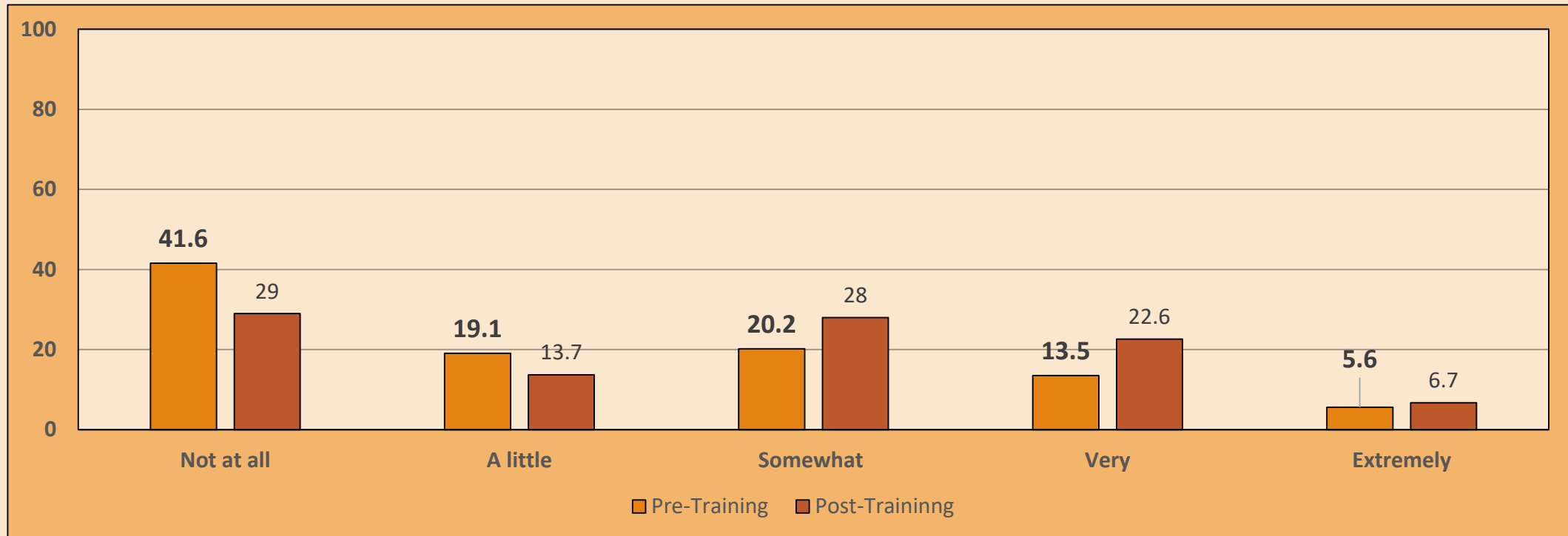
Results based on respondents who indicated they had experienced sexual misconduct based on an affirmative answer to at least one of the four more severe questions

Have you contacted anyone regarding this/these experiences

	Pre Training	Post Training
	N (%)	N (%)
I did not contact anyone to report this/these experiences	54 (39.7)	260 (42.6)
University Title IX Office	10 (7.4)	42 (6.9)
U Reports	2 (1.5)	9 (1.5)
My supervisor	31 (22.8)	134 (22.0)
Someone above my supervisor	12 (8.8)	47 (7.7)
Human Resources	17 (12.5)	88 (14.4)
College Dean	0 (0.0)	8 (1.3)
University Police	0 (0.0)	13 (2.1)
Aurora Center	2 (1.5)	26 (4.3)
Co-worker	26 (19.1)	108 (17.7)
None of the above	12 (8.8)	65 (10.7)

Results based on respondents who indicated they had experienced sexual misconduct based on an affirmative answer to at least one of the four more severe questions

Thinking about the most serious incident you reported, how useful was the program/person in helping you deal with the experience



Results based on respondents who indicated they had experienced sexual misconduct based on an affirmative answer to at least one of the four more severe questions

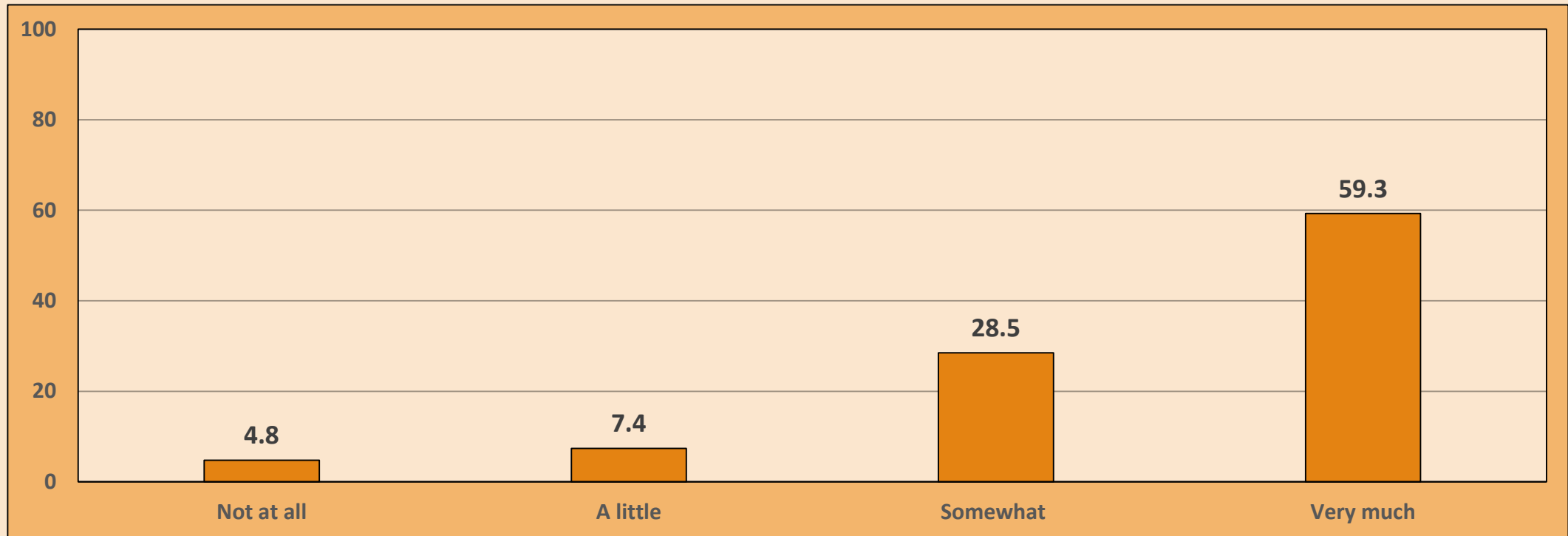
Has this course increased your ability to identify...

	Not at all N (%)	A little N (%)	Somewhat N (%)	Very much N (%)
Sexual harassment	624 (5.9)	1297 (12.2)	4317 (40.7)	4381 (41.1)
Stalking	800 (7.5)	1448 (13.6)	4318 (40.7)	4046 (38.1)
Relationship violence	938 (8.8)	1543 (14.5)	4463 (42.0)	3670 (34.6)

Has this course increased your...

	Not at all N (%)	A little N (%)	Somewhat N (%)	Very much N (%)
Knowledge of how to report sexual misconduct	157 (1.5)	733 (6.9)	3595 (33.9)	6133 (57.8)
Awareness of the U of M policy on sexual harassment	164 (1.5)	701 (6.6)	3526 (33.2)	6223 (58.6)

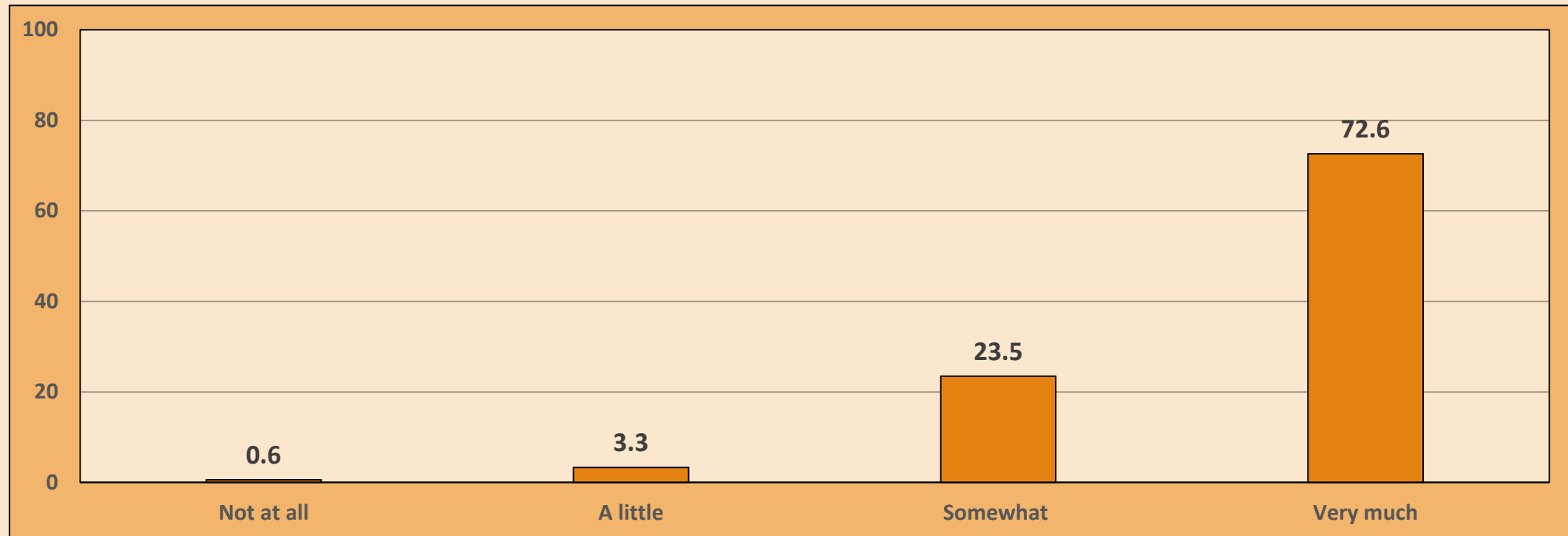
Has this course increased the likelihood you will take action when you observe sexual misconduct



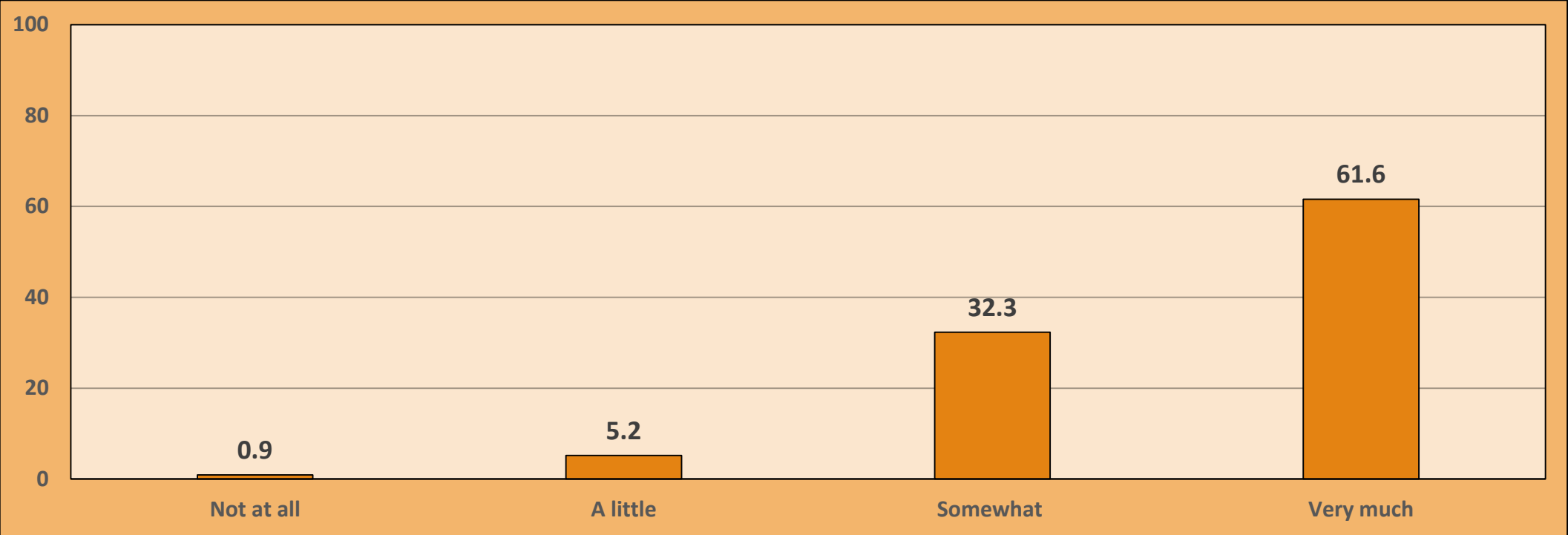
Was the course...

	Not at all N (%)	A little N (%)	Somewhat N (%)	Very much N (%)
Easy to understand	43 (0.4)	212 (2.0)	2021 (19.0)	8336 (78.6)
Well organized	156 (1.5)	470 (4.4)	2646 (24.9)	7345 (69.2)
Course examples appropriate to your role as an employee	216 (2.0)	780 (7.3)	3268 (30.8)	6350 (59.8)

Did the course help you understand your role if an employee you supervise reports experiencing or observing sexual misconduct to you (Only supervisors received question)



Did the course help provide you with specific skills to use if an employee you supervise reports experiencing sexual misconduct to you (Only supervisors received question)



Positive Effects of Training

Increased positive response regarding the following:

- I have a good understanding of what sexual harassment is
- I have a good understanding of what stalking is
- How knowledgeable are you about UofM policy on sexual harassment
- How confident are you in your ability to respond to a faculty/staff member who reports an incident involving sexual misconduct
- How confident are you in your ability to respond to a student who reports an incident involving sexual misconduct to you
- How knowledgeable are you of resources available to students regarding sexual misconduct
- How knowledgeable are you of resources available to staff/faculty regarding sexual misconduct
- How knowledgeable are you about where to make a report of sexual misconduct
- How confident are you that if you report sexual misconduct to the University, it will be handled properly
- How confident are you that if you report sexual misconduct to the University, you will be protected from retaliation
- Overall, has the University of Minnesota prepared staff/faculty to respond to sexual misconduct