



**NORTHERN**  
STATE UNIVERSITY

**ARC3 Survey Findings  
and Recommendations**  
2022







## **2022 ARC3 Survey Findings and Recommendations**

# Table of Contents

<b>Introduction.....</b>	<b>5</b>
Acknowledgements.....	6
Executive Summary and Recommendations.....	7
Definitions .....	11
<b>Findings .....</b>	<b>13</b>
Demographics.....	14
Campus Safety .....	16
Campus Safety by Gender.....	17
Peer Norms .....	18
Perceptions of Campus Climate.....	20
Peer Responses.....	22
Knowledge of Resources .....	23
Consent.....	24
Training Regarding Sexual Misconduct.....	25
Bystander Intervention.....	27
Sexual Harassment by Faculty, Instructor, Staff.....	28
Sexual Harassment by Student .....	31
Stalking.....	34
Prevalence of Stalking .....	35
Dating Violence .....	36
Prevalence of Dating Violence .....	37
Sexual Violence .....	38
Prevalence of Sexual Violence.....	41
Institutional Responses.....	42
Formal Reporting of Victimization.....	45
Recommendations .....	46

# Introduction

## **Acknowledgments:**

The Division of Student Affairs would like to express our gratitude to all of the students who shared their experiences and perspectives with us. We are grateful for those who recounted their victimization so we can develop programs, promote resources, and help others avoid similar experiences in the future. Our appreciation to those who promoted the survey and supported Student Affairs in spreading the word about the importance of this work. Thank you to the Vice President for Finance and Administration, Veronica Paulson, for identifying funds to create an incentive for student participation. We are also thankful for Dr. Brenda Mammenga who assisted with the dissemination of the survey and compiled the key findings for the report.

## **Resources At Northern:**

This report contains information and material about sexual violence, harassment, stalking, and dating violence. Should you, or someone you know, need support or assistance at Northern, you may contact any of the following support services:

Krista Bau, Title IX Coordinator  
222 Avera Student Center  
605-626-3007

Campus Safety Officer  
222 Avera Student Center  
605-626-3007

Susan Bostian, Deputy Title IX Coordinator  
13 Krikac Administration Building  
605-626-2520

Counseling Services (Confidential)  
222 Avera Student Center  
605-626-3007

Avera Student Health (Confidential)  
240 Avera Student Center  
605-626-7694

Safe Harbor (Confidential, 24/7 Helpline)  
2005 South Merton Street  
605-226-1212

National Sexual Assault Hotline (Confidential, 24/7 Support)  
1-800-656-4673

National Domestic Violence Hotline (Confidential, 24/7 Support)  
1-800-799-7233

## About Equity and Compliance:

The Director of Student Rights and Responsibilities/Title IX Coordinator is responsible for coordinating the University's Title IX efforts, including the development, implementation, and oversight of disclosures, policies, and procedures to comply with Title IX of the Higher Education Act of 1972. Other responsibilities include training and education surrounding the complaint procedure, available resources, interim measures, and resolution options. Northern is committed to providing a safe environment free of harassment for all students, faculty, and staff.

## About Student Affairs:

Student Affairs is comprised of the Avera Student Center, Avera Student Health, Campus Safety, Counseling Services, Dean of Students Office, Student Accessibility Services, Homecoming, Multicultural Student Affairs, New Student Programs (HOWL & Wolf Pack Welcome), Office of Student Rights and Responsibilities, Prevention Services, Residence Life and Dining Services, Student Government Association, Student Involvement and Leadership, Student Organizations, Summer Camps and Conferences, and Title IX. Student Affairs advances the student success agenda of Northern State University and the Student Affairs Strategic Action Plan (2021-2025).

## About Northern State University:

Founded in 1901, Northern State University is a student-centered institution that provides an outstanding educational experience, preparing students through the liberal arts and professional education for their future endeavors. A regional university, Northern offers a personalized educational experience, with rigorous, nationally accredited academic programs in arts and sciences, business, fine arts, and teacher education. With more than 45 majors, 55 minors and 16 pre-professional programs, Northern provides hands-on learning and internship opportunities that help unleash students' potential. The university strives to enrich the community through partnerships such as its Educational Impact Campaign. With the \$55 million campaign, NSU has been the recipient of more than \$150 million in privately funded building projects and scholarships within a decade.

## Land Acknowledgment:

Northern State University (NSU) acknowledges South Dakota as the ancestral territory of the Santee, Yankton, and Teton Lakota, which is an alliance known as the Oceti Sakowin (o-che-tee sha-koh-ween) (Seven Council Fires). Oceti Sakowin is historically known as the Sioux by non-Native people. The nine Native Nations that share the state's geography include: Cheyenne River Sioux Tribe, Crow Creek Sioux Tribe, Flandreau Santee Sioux Tribe, Lower Brule Sioux Tribe, Oglala Sioux Tribe, Rosebud Sioux Tribe, Sisseton-Wahpeton Oyate, Standing Rock Sioux Tribe, and Yankton Sioux Tribe. Northern State University acknowledges that before this land was called South Dakota, it was home to many Native Nations indigenous to this area. It is with profound respect that we acknowledge the indigenous peoples of this land past, present and future.

## Executive Summary

Northern State University is dedicated to fostering a caring community free from discrimination and harassment and complying with Title IX. Sexual violence, sexual harassment, stalking, and intimate partner violence can interfere with a student's academic performance and emotional and physical well-being. Preventing and remedying sexual misconduct at Northern is essential to ensuring a safe environment in which students can live and learn in.

Title IX of the Education Amendments of 1972 created prohibitions against discrimination in education, specifically "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance," Northern State University is committed to complying with the many aspects and requirements under Title IX.

During the 2019-2020 academic year, Northern participated in a system-wide administration of the SkyFactor Benchwork's Student Campus Climate, Safety and Sexual Assault Assessment. The response rate of 4.1 produced interesting but unreliable information. Based on the survey responses of SkyFactor, it was recommended in the Student Affairs Assessment Report (2020-2021), that a specific instrument to measure campus climate and safety surrounding sexual misconduct should be administered.

As part of the update to the Student Affairs Strategic Plan (2021-2025) approved in the spring of 2022, a Key Result was developed: Partnering with Institutional Research, administer the ARC3 Campus Climate Survey to gather more sexual misconduct information to inform efforts to stop, prevent, and remedy sexual harassment.

During the spring 2022 semester, Northern administered the first campus climate survey about sexual misconduct. All full-time, part-time undergraduate, and graduate students were invited to participate (N=1153). The Administrator-Researcher Campus Climate Collaborative (ARC3) was chosen as the instrument for the survey based on the survey validity, comprehensive questions, and topics surrounding Title IX and Violence Against Women Act (VAWA). This free survey was specifically designed for the higher education community to assess experiences and perceptions surrounding sexual misconduct. The ARC3 survey contains 19 modules that evaluate a range of Title IX violations to include sexual harassment, dating violence, stalking, and sexual misconduct victimization and perpetration, prevention efforts, resources, and responses. Outcomes of the survey will provide context to develop programming, advocacy, and resources. The development of the survey was guided by the following principles

- Inclusiveness, mutual respect, and collaboration
- Engaging in an iterative and transparent drafting process
- Ensuring independence and integrity in research
- A commitment to use the best scientific evidence as the foundation of the survey
- Equal focus on surveying victimization and perpetration
- The adoption of a civil rights approach grounded in Title IX
- Framing efforts with the principles of The Belmont Report
- Justice.
- A sensitivity to the unique issues faced by various diverse populations and higher education institutional types

---

<sup>1</sup>Administrator-Researcher Campus Climate Collaborative. (2015). ARC3 Campus Climate Survey regarding Sexual Misconduct: Guiding Principles. Available from <http://campusclimate.gsu.edu>.



Students were invited via campus email to voluntarily participate in the survey. Students were informed that the full survey takes an average of 30 minutes to complete and is completely anonymous. An optional promotion allowed students who completed the survey to enter into a random drawing for Thunder Bucks. The ARC3 survey was open for two weeks and the participation rate for the survey was 26.5%.

Although this survey resulted in average participation numbers, it should be noted that it is difficult to collect accurate data on sexual misconduct. According to the National Intimate Partner and Sexual Violence Survey (NISVS), their report identified 26.8% of women and 3% of men have experienced a completed or attempted rape in their lifetime. In addition, their report noted that almost 50% of women and 25% of men had experienced other forms of sexual violence within the past year. The victimization of sexual misconduct can affect individuals throughout their lifetime. It is important to collect and review data to continue prevention efforts and provide support and resources to end sexual violence on campus and in the community.

## Key Finds and Recommendations:

Review of key findings by the Office of Equity and Compliance recommends the following to improve the overall climate of Northern State University to help reduce the rates of sexual misconduct:

1. This survey should be administered every two years to track changes and progress towards key results. Specific data points should be identified as the priority for the next two year's work.
2. Sexual harassment is sometimes seen or discussed as a women's issue. Most survey respondents to this survey were women (see page 14). Efforts should be made in the next administration to improve the participation rate of students who identify as male.
3. 17% of women who completed this survey indicated they were concerned about stalking. There is reason to believe that stalking among college students is a significant challenge that Northern should specifically consider addressing in trainings, marketing, and communications.
4. Approximately 40-45% of survey participants were neutral or disagreed that their friends would provide information, options, and how to cope with the experience. We believe this stems from lack of knowledge of information, options, and resources to support survivors of sexual misconduct by students. Efforts should be made to increase student education on these topics and help them prepare to be good bystanders.
5. Students were evenly split 34% to 34% that they "know where to go to make a report of sexual misconduct." Consistent with above, students need more training and education on where to go to make a report of sexual misconduct to include in-person trainings, highlight website reporting options, campus awareness about sexual misconduct, and promote local and community agencies for additional resources.
6. Overall, participants did not indicate a high percentage of intervening during situations that could help out their peers. The highest agreed item (60%) was students would intervene with a friend who was being physically abusive. A majority of the participants also indicated that they never or rarely tried to distract someone who was trying to take a drunk person to another room or trying to get them to do something sexual (50%). Another item participants indicated they rarely or never do is ask someone who looks very upset at a party if they are okay or need help (45%). Bystander intervention training and building a culture of responsive behavior is necessary to advance campus safety.

---

<sup>2</sup>Basile, K.C., Smith, S.G., Kresnow, M., Khatiwada S., & Leemis, R.W. (2022). The National Intimate Partner and Sexual Violence Survey: 2016/2017 Report on Sexual Violence. National Center for Injury Prevention and Control, Centers for Disease Control and Prevention. <https://www.cdc.gov/violenceprevention/pdf/nisvs/nisvsReportonSexualViolence.pdf>

7. The most common occurrence of victimization of sexual misconduct involved students reporting “Taking advantage of me when I was too drunk or out of it to stop what was happening.” Efforts should be made to help students understand the common connection of alcohol and drug use in cases of sexual misconduct.
8. 47% of respondents disagreed or strongly disagree that Northern has “Create[ed] an environment where this type of experience was recognized as a problem” Efforts should be made to more frequently communicate our opposition to sexual violence. This topic is one that often makes people uncomfortable; however, efforts should be made to purposely discuss these topics in co-curricular and curricular activities.
9. The majority of survey participants did not tell anyone about the incident before this questionnaire (73%). Of the 27% who did tell someone, the majority told a close friend other than a roommate (22%) or a roommate (17%). This further highlights the importance of training students on resources and building a culture of bystander intervention. Northern cannot support students we do not know need support.
10. This report and subsequent reports should be placed on Northern’s public website for maximum transparency and accessibility.

## Definitions

The ARC3 survey does not define terms related to sex or gender-based discrimination for participants. For the purposes of the survey, sexual misconduct definitions are defined by the South Dakota Board of Regents<sup>3</sup>:

**Dating violence** means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- 1) The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- 2) For the purposes of this definition,
  - a) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
  - b) Dating violence does not include acts covered under the definition of domestic violence.

**Sexual assault** means any offense that constitutes rape, fondling, incest, or statutory rape:

- 1) Rape has the same meaning as given above in § 3(B)(2)(b).
- 2) Fondling means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- 3) Incest means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by SDCL § 25-1-6, which provides that:  
Marriages between parents and children, ancestors and descendants of every degree, and between brothers and sisters of the half as well as the whole blood, and between uncles and nieces, or aunts and nephews, and between cousins of the half as well as of the whole blood, are null and void from the beginning, whether the relationship is legitimate or illegitimate. The relationships provided for in this section include such relationships that arise through adoption.
- 4) Statutory Rape means sexual intercourse with a person who is under the statutory age of sixteen.

**Stalking** means:

- 1) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
  - a) Fear for the person's safety or the safety of others; or
  - b) Suffer substantial emotional distress.
- 2) For the purposes of this definition:
  - a) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
  - b) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
  - c) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

---

<sup>3</sup>South Dakota Board of Regents Policy Manual. (2020). Prevention of Dating Violence, Domestic Violence, Sexual Assault and Stalking, 1:17:1. Available from <https://www.sdbor.edu/policy/documents/1-17-1.pdf>.

<sup>4</sup>South Dakota Board of Regents Policy Manual. (2020). Sexual Harassment, 1:17. Available from <https://www.sdbor.edu/policy/documents/1-17.pdf>.

**Consent** may be implied from the facts and circumstances surrounding the commission of an act. Consent will not be found where an act has been done through the use of force, coercion, or threats of immediate and great bodily harm. Submission does not equal consent, and to establish consent, a party charged must utterly negate any element of force, coercion, or threat. Consent, once given, may be retracted. Consent will not be found under any of the following circumstances:

- 1) if the victim is less than thirteen years of age; or
- 2) through the use of force, coercion, or threats of immediate and great bodily harm against the victim or other persons within the victim's presence, accompanied by apparent power of execution; or
- 3) if the victim is incapable, because of physical or mental incapacity, of giving consent to such act; or 4) if the victim is incapable of giving consent because of any intoxicating, narcotic, or anesthetic agent or hypnosis; or Prevention of Dating Violence, Domestic Violence, Sexual Assault and Stalking Page 5 of 5 1:17:1 5) if the victim is thirteen years of age, but less than sixteen years of age, and the perpetrator is at least three years older than the victim.

**Sexual harassment<sup>4</sup>:** Conduct on the basis of sex that satisfies one or more of the following:

- 1) An employee of an institutional conditioning the provision of education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo); or
- 2) Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education program or activity; or
- 3) Sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA), the definitions of which are set forth in BOR Policy 1:17.1

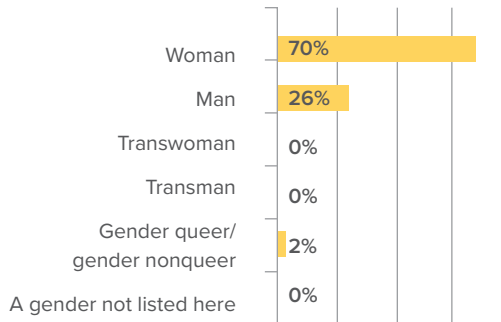


# Key Findings

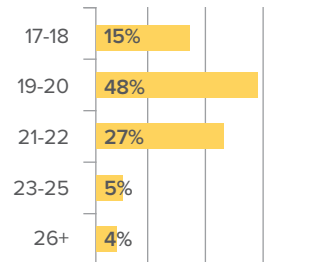
# Demographics

Demographic profile of survey participants

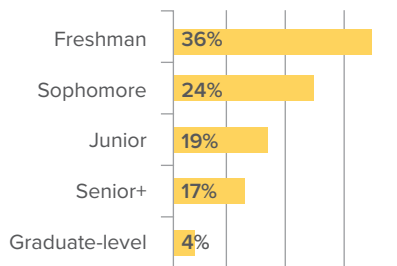
## Gender:



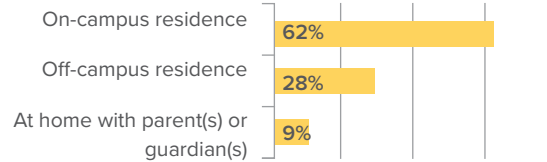
## Age:



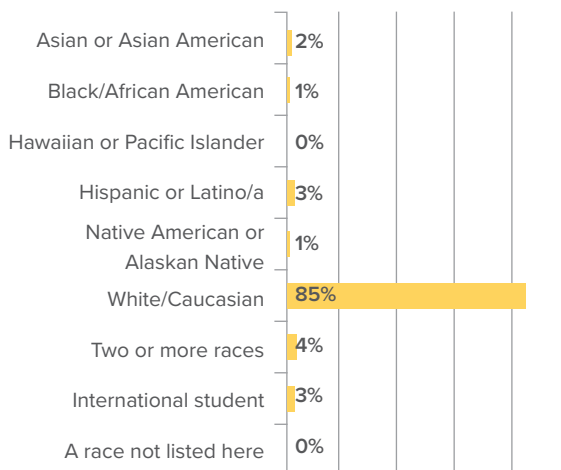
## Academic class:



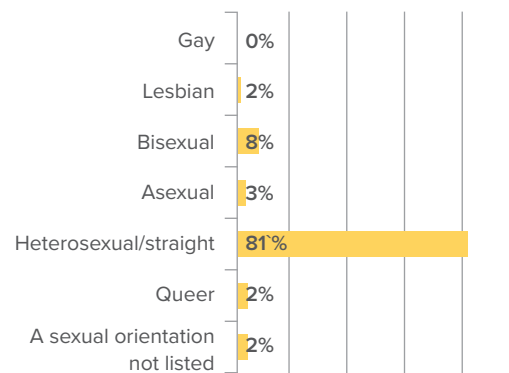
## Housing:



## Race/ethnicity:



## Sexual orientation:



## Demographics

Questions about demographic information were asked at the end of the survey. Due to the nature of the survey, some participants did not answer all the questions in the survey and the results reported are those who were able to reach the demographic questions.

The majority of participants who completed the survey were women (70%) while men accounted for 26% of the population. Most participants were also between the ages of 19-22 (75%) and were within the first two years of their academic programs (60%). Additionally, the majority of participants also reported that they lived on campus (62%).

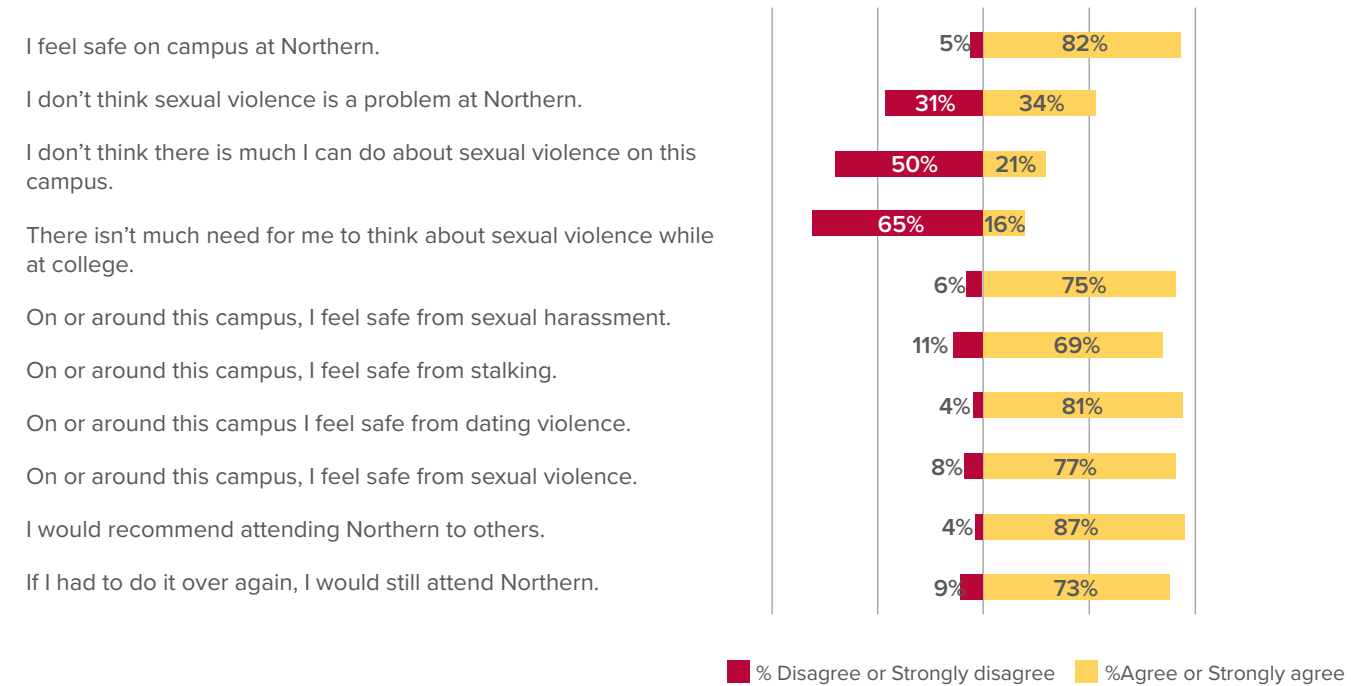
When asked about their race/ethnicity, participants indicated that the majority were White/Caucasian (85%), then two or more races (4%), Hispanic/Latino/a (3%), International student (3%), Asian/Asian American (2%), Black/African American (1%), and Native American/Alaskan Native (1%). Due to the smaller number of participants in minority groups, disaggregate data was not reviewed.

Participants were also asked about their sexual orientation. 81% of participants reported being heterosexual and 17% indicated they identified as part of the LGBTQA+ community. Currently, Northern does not have a summary of data based on sexual orientation for current students.

# Campus Safety

Questions about general perceptions of Northern State University

Please indicate the degree to which you agree with the following statements:



# Campus Safety

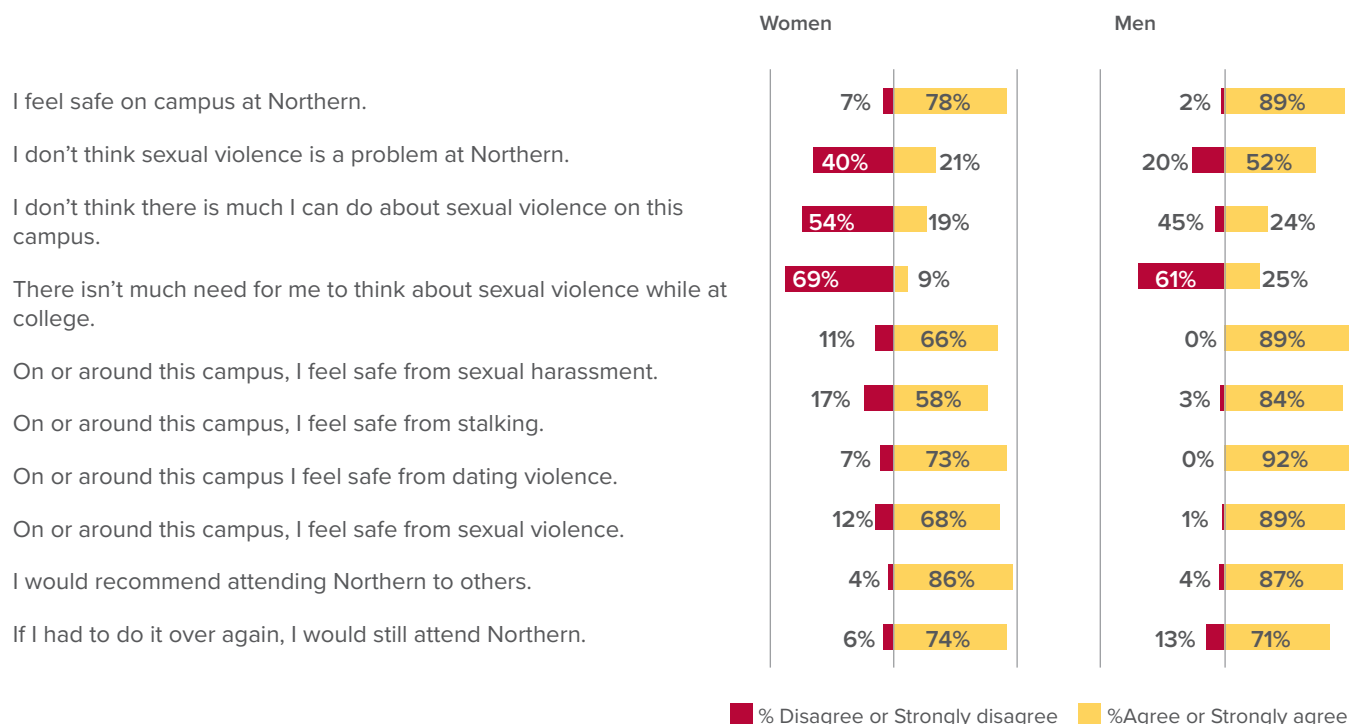
Participants were asked about their agreement with items related to sexual violence safety at Northern. A majority of the participants indicated that they feel safe on campus (82%). However, when asked if they felt they did not believe sexual violence was a problem at Northern about 31% believe there was a problem compared to 34% that did not. Within that question, about 35% of participants were neutral to the question.

When asked if there isn't much for me to think about sexual violence, participants (65%) disagreed or strongly disagreed.



## Perceptions of Campus Safety by Gender

Please indicate the degree to which you agree with the following statements.



## Perceptions of Campus Safety by Gender

Breaking down the previous findings by gender gives an accurate portrayal of how different genders perceive campus safety surrounding sexual misconduct. Participants who identified as female indicated that they feel safe at Northern (78%). A higher percentage of males (89%) indicated they feel safe on campus, which is 11% more than females. When asked if participants feel that sexual violence is a problem at Northern, females indicated that 40% agree there is an issue while 20% of males agree there is an issue. Female participants also indicated that they believe there is something they can do about sexual violence on campus (54%) while males (45%) also agreed. Both male and female participants also agreed that there is a need for them to think about sexual violence at 61% and 69%, respectively.

Both genders indicated that they feel safe at Northern when it comes to sexual violence safety such as sexual harassment, stalking, dating violence, and sexual violence. However, it should be noted that female participants indicated their concerns of sexual harassment, stalking, and sexual violence.

Participants were also asked about whether or not they would recommend Northern to others and both genders agreed above 85% and indicated they would still attend Northern if they had to do it over again at about 70%.

## Peer Norms

Questions about perceived attitudes among friends towards sexual conduct

*To what extent would your friends approve of:*

Having many sexual partners.

Telling stories about sexual experiences.

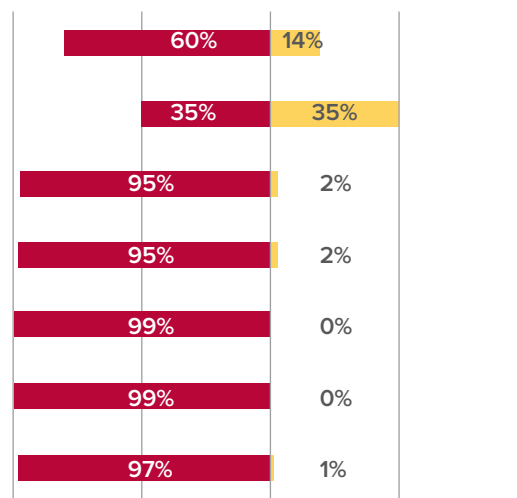
Getting someone drunk or high to have sex with them.

Lying to someone in order to have sex with them.

Forcing someone to have sex.

Using physical force, such as hitting or beating to resolves conflicts with dates.

Insulting or swearing at their dates.



■ % Disagree or Strongly disagree ■ %Agree or Strongly agree

*My friends tell me that:*

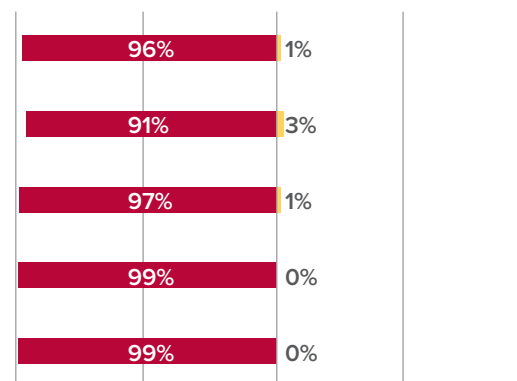
It is alright for someone to hit a date in certain situations.

Someone you are dating should have sex with you when you want.

When you spend money on a date, the person should have sex with you in return.

You should respond to a date's challenges to your authority by insulting them or putting them down.

It is alright to physically force a person to have sex under certain conditions



■ % Disagree or Strongly disagree ■ %Agree or Strongly agree

## Peer Norms

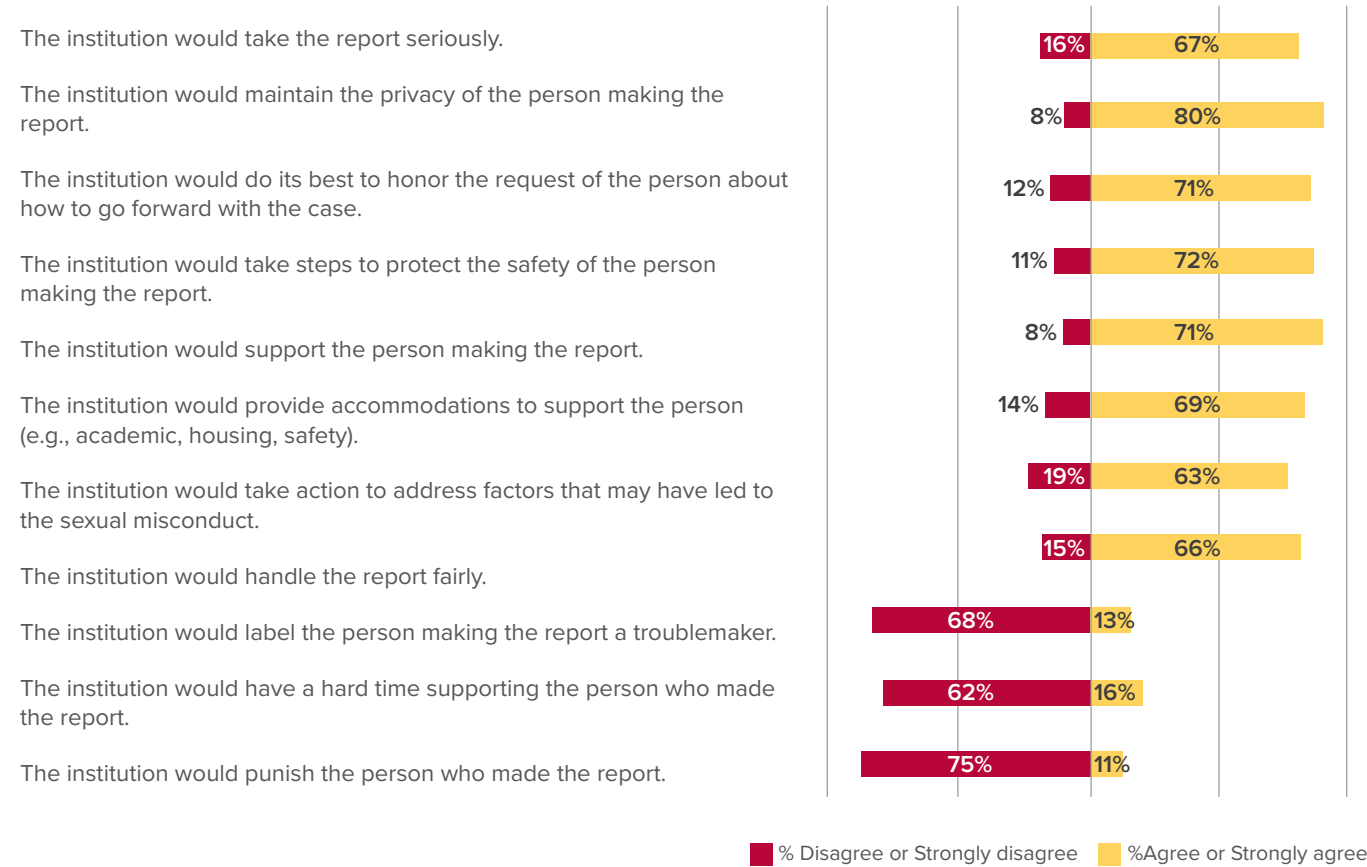
Participants were asked a series of questions regarding peer approval of specific situations. Most participants indicated that their friends would disapprove or strongly disapprove of situations related to sexual or dating violence. However, participants were split on peer approval for telling stories about their sexual experiences.

It is important to note that the question related to sharing stories about sexual experiences did not specify if the experience was positive or negative; therefore, reading this result could be interpreted as an individual sharing both types of experiences.

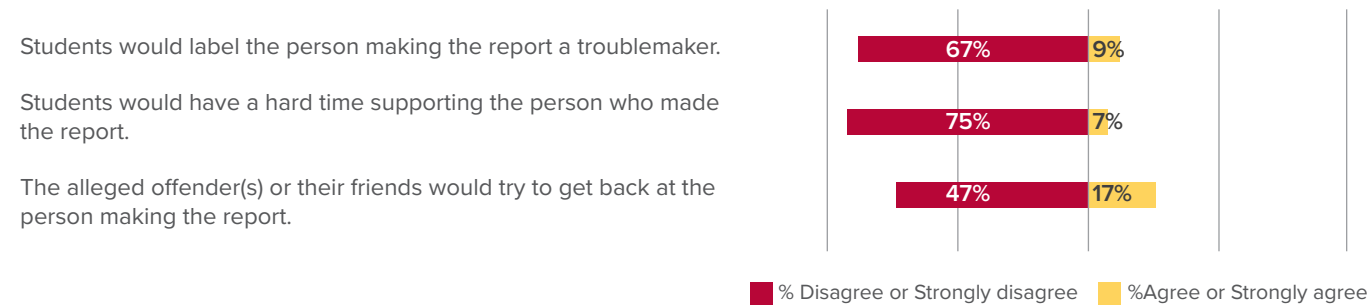
# Perceptions of Campus Climate

Questions about anticipated response at Northern to an instance of sexual misconduct

The following statements describe how Northern might handle it if a student reported an incident of sexual misconduct. Please indicate the likelihood of each statement:



If someone were to report a case of sexual misconduct to Northern:





## Perceptions of Campus Climate

Participants were asked as to the likelihood of Northern's responses to a student reporting sexual misconduct<sup>1</sup>. Overall, participants agreed or strongly agreed that Northern would take their report seriously (67%) as well as respond positively to a report of sexual misconduct based on the various situational questions provided. However, about 19% of participants indicated that they did not believe the institution would take action to address factors that led to the sexual misconduct and 16% did not believe the institution would take the report seriously.

In regards to supporting the individual making the report, 16% of participants indicated the institution would have a hard time supporting the person who made the report. Another point participants noted was about 17% indicated that they believed if they reported a case of sexual misconduct to Northern the alleged offender(s) or their friends would try to get back at the person making the report.

---

<sup>5</sup>Sexual misconduct was defined as physical contact or non-physical conduct of a sexual nature in the absence of clear, knowing and voluntary consent. Examples include sexual or gender-based harassment, stalking, dating violence, and sexual violence.

## Peer Responses

*The following is a list of reactions that people sometimes have when responding to a person who has experienced sexual misconduct. If you experienced sexual misconduct and you told your friends/peers, how would they respond?*

Reassure you that you are a good person.

15% 77%

Comfort you by telling you it would be all right or by holding you.

22% 61%

Provide information and discuss options.

26% 49%

Help you get information of any kind about coping with the experience.

26% 52%

Tell you that you were irresponsible or not cautious enough.

89% 2%

Treat you differently in some way than before you told them that made you uncomfortable.

88% 3%

Tell you that you could have done more to prevent this experience from occurring.

87% 3%

Avoid talking to you or spending time with you.

94% 0%

Treat you as if you were a child or somehow incompetent.

92% 2%

Make you feel like you didn't know how to take care of yourself.

92% 2%

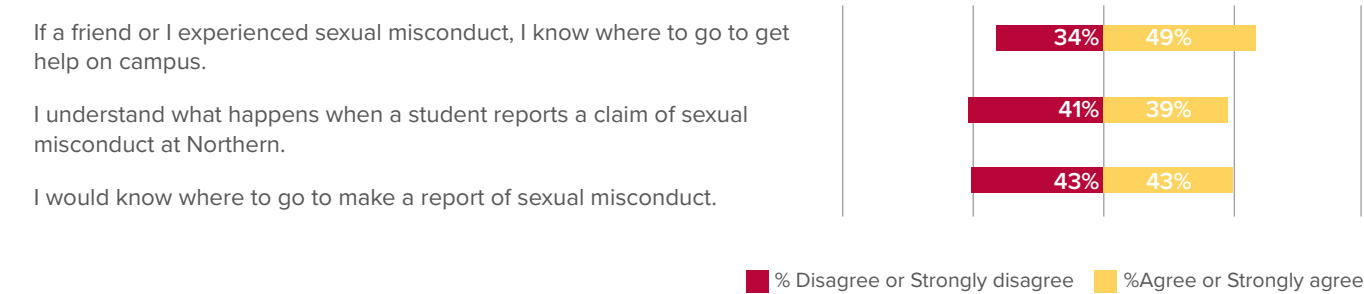
■ % Disagree or Strongly disagree ■ %Agree or Strongly agree

Participants were asked how their friends would respond if they were told about experiences of sexual misconduct. While the responses from participants are mostly positive in response to their peers, the answers highlight limited response of connecting friends to support resources and information. These responses were approximately 40-45% neutral or disagreed that their friends would provide information, options, and how to cope with the experience.

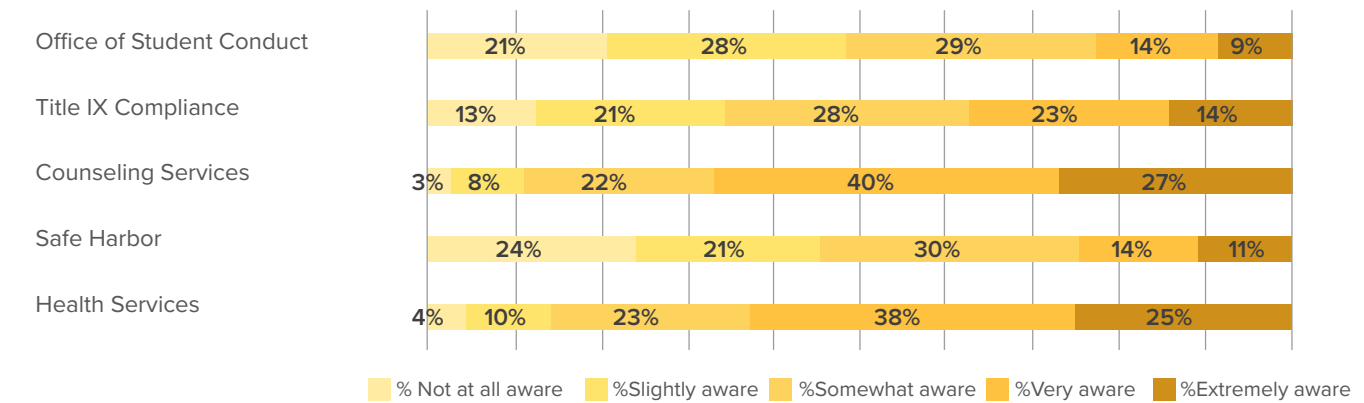
When questions regarding common victim blaming responses. Over 85% of participants indicated that their friends would not blame, avoid, or treat you differently based on sharing their experiences.

# Knowledge of Resources

Using the scale provided, please indicate the degree to which you agree or disagree with the following statements:



Please use the following scale to indicate how aware you are of the function of the campus and community resources specifically related to sexual misconduct response at Northern listed below:

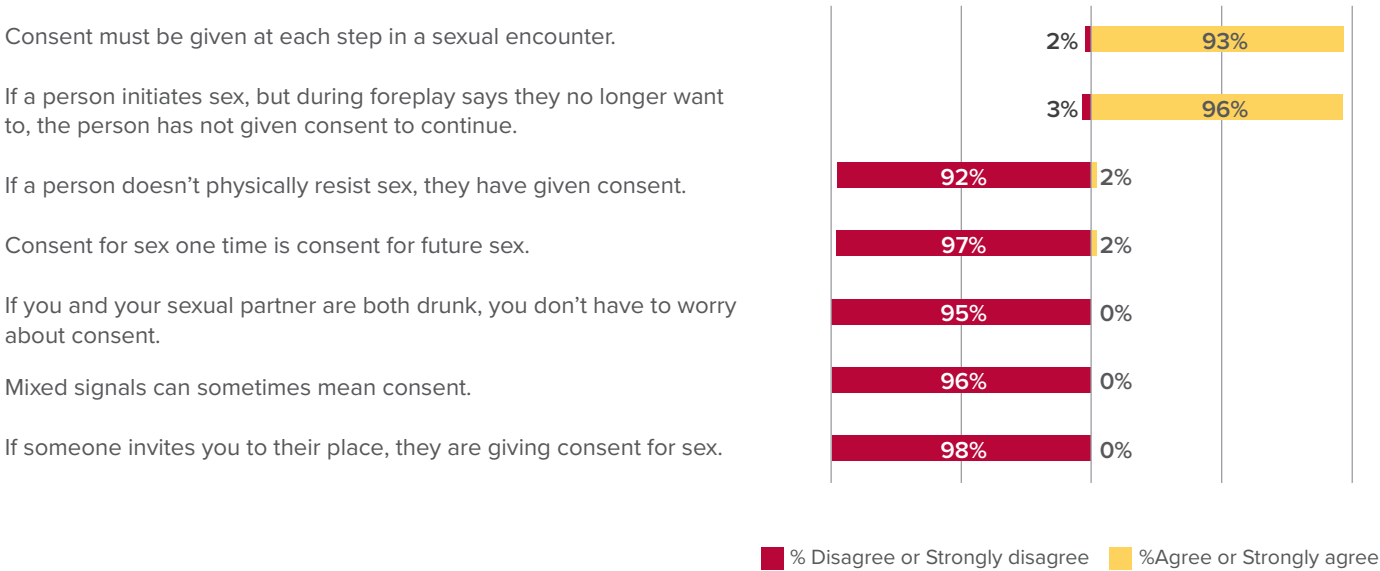


Participants were asked their level of agreement with various statements about their knowledge of campus resources with regard to experiences of sexual misconduct. When asked if participants knew where to get help on Northern’s campus if they or a friend experienced sexual misconduct 49% agreed but 34% disagreed. The survey did not specify help in this question, therefore, participants who have knowledge of health services, counseling services, Title IX Coordinator, or even a trusted faculty or staff member may have been in mind when answering. Further questions asked if participants knew where to report sexual misconduct and if they knew how the process worked. About 43% of participants know how to report and 39% know what happens when they report.

Participants were also asked to scale their awareness of various offices or community agencies that support individuals who have experienced sexual misconduct. Many participants were familiar with counseling and health services; however, lacked knowledge with the Office of Student Conduct, Title IX, and Safe Harbor, a local agency that serves individuals who have experienced violence and sexual violence.

# Consent

Using the scale provided, please indicate the degree to which you agree or disagree with the following statements:



Participants were asked about their agreement with questions regarding consent. The understanding of consent is apparent by the answers given. Participants indicated that consent needs to be given during each step of a sexual encounter as well as indicated that consent can be withdrawn during an encounter. Both of these questions had an over 90% agreement by participants. Additionally, questions were asked about how to obtain consent both verbally, non-verbally, and incapable of consenting. The majority of participants agreed that consent cannot be given or implied in certain circumstances.

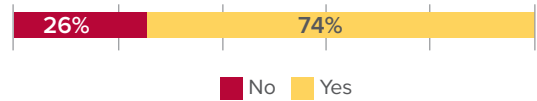
South Dakota Board of Regents Policy 1:17:1 defines consent as mentioned previously in this report; however, the State of South Dakota defines consent in House Bill 1287 as “a person’s positive cooperation in act or attitude pursuant to the person’s exercise of free will.”



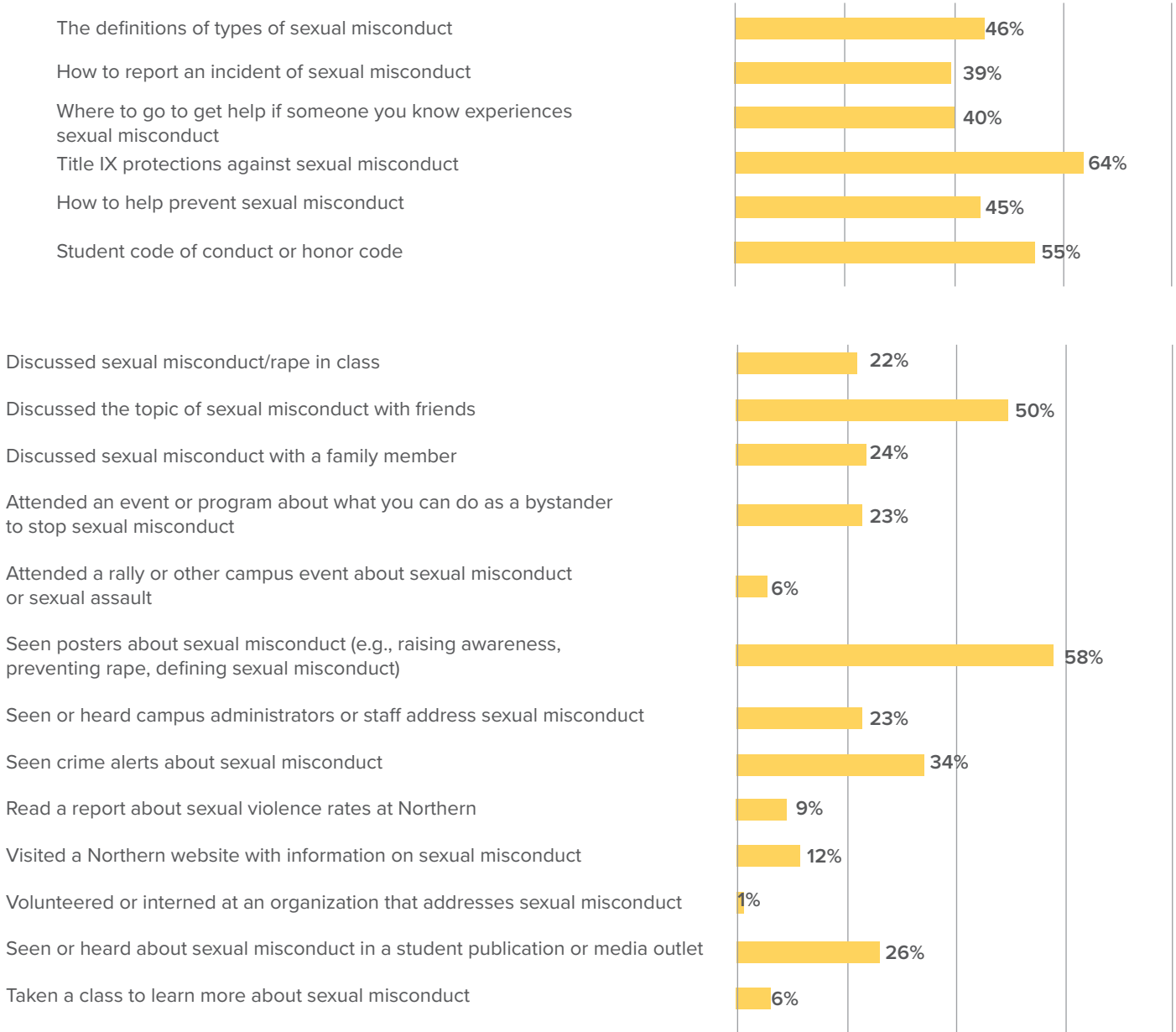
# Training Regarding Sexual Misconduct

Using the scale provided, please indicate the degree to which you agree or disagree with the following statements:

Before coming to Northern, had you received any information or education (that did not come from Northern) about sexual misconduct?



Since coming to Northern, have you received written (e.g., brochures, emails) or verbal information (e.g., presentations, training) from anyone at Northern about the following?



## Training Regarding Sexual Misconduct

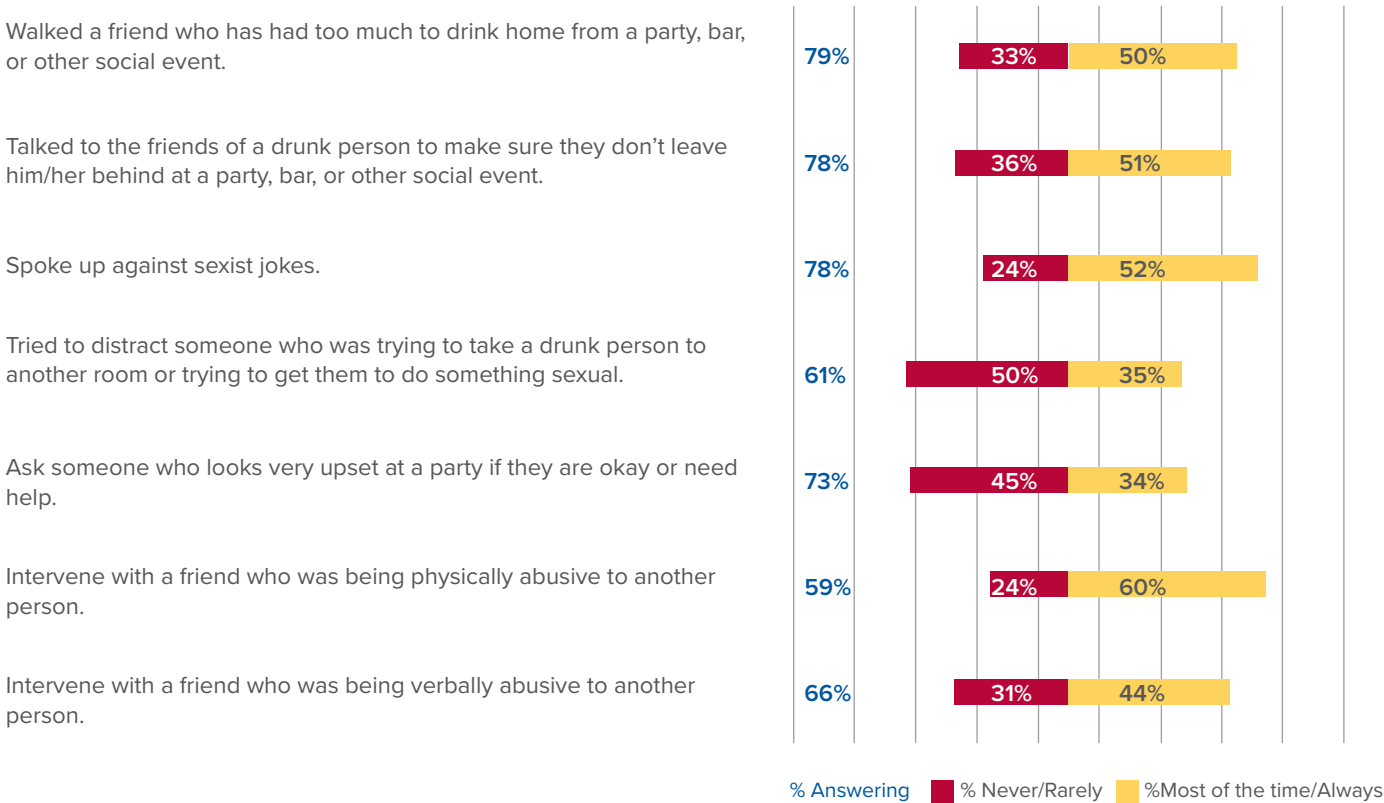
Participants were asked about their sexual misconduct training prior to coming to Northern as well as their exposure of sexual misconduct topics and resources since coming to Northern. About 74% of participants received some sort of training on sexual misconduct prior to coming to campus. Since coming to Northern participants indicated the degree to which they have received information about sexual misconduct, how to report, how to prevent sexual misconduct, protections under Title IX, and the Student Code of Conduct. Participants indicated that they knew definitions, their protections under Title IX (64%); however, had lower responses of definitions of sexual misconduct, how to report, how to get help, and prevent sexual misconduct. All answers under 50% were considered low.

Since coming to Northern participants ranked their exposure of a variety of topics. 58% of participants indicated that they have seen posters about sexual misconduct and discussed the topic with friends (50%). When looking at other options students reported seeing crime alerts on sexual misconduct (34%), seen or heard about sexual misconduct in a student publication or media outlet (26%), discussed sexual misconduct with a family member (24%), and seen or heard campus administrators or staff address sexual misconduct and attended an event or program about what you can do as a bystander to stop sexual misconduct (23%). Other options rated lower than 20% include options where students need to seek information online, take a class on the topic, or volunteer or attend an event about sexual violence/misconduct.

# Bystander Intervention

Questions about bystander actions

When the following situations arose at Northern, how often did you do any of the following?



Participants were asked about their reactions to specific situations that they had encountered at Northern. It should be noted that not all participants answered all questions. A percentage of participants who answered are documented on the left for reference.

Overall, participants did not indicate a high percentage of intervening during situations that could help out their peers. The highest agreed item (60%) was students would intervene with a friend who was being physically abusive. A majority of the participants also indicated that they never or rarely tried to distract someone who was trying to take a drunk person to another room or trying to get them to do something sexual (50%). Another item participants indicated they rarely or never do is ask someone who looks very upset at a party if they are okay or need help (45%). The percentages of positive interventions would not be considered high enough to conclude that the students understand and recognize potentially harmful situations and know how to respond.

## Sexual Harassment by Faculty, Instructor or Staff Member

Questions about instances of sexual harassment at Northern

*Since you enrolled at Northern, have you been in a situation in which a faculty member, instructor or staff member:*

Treated you “differently” because of your sex (for example, mistreated, slighted, or ignored you)?

83% 17%

Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography which you found offensive)?

92% 8%

Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)?

87% 13%

Put you down or was condescending to you because of your sex?

92% 8%

Repeatedly told sexual stories or jokes that were offensive to you?

95% 5%

Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss/comment on your sex life)?

97% 3%

Made offensive sexist remarks about your appearance, body, or sexual activities?

89% 11%

Made gestures or used body language of a sexual nature which embarrassed or offended you?

93% 7%

Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?

89% 11%

Continued to ask you for dates, drinks, dinner, etc., even though you said “No”?

93% 7%

Touched you in a way that made you feel uncomfortable?

97% 3%

Made unwanted attempts to stroke, fondle, or kiss you?

98% 2%

Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?

98% 2%

Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?

99% 1%

Treated you badly for refusing to have sex?

99% 1%

Implied better treatment if you were sexually cooperative?

99% 1%

% Never %One or more times

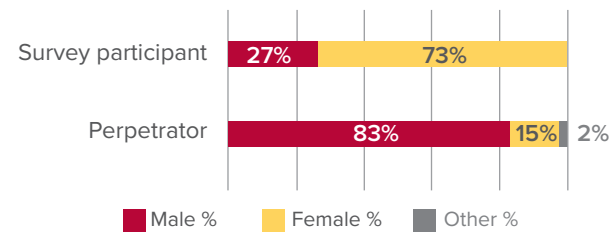
# Sexual Harassment by Faculty, Instructor or Staff Member

Follow-up questions about instances of sexual harassment at Northern

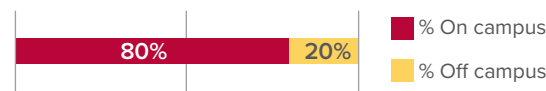
Participants that indicated an instance of sexual harassment by a faculty member, instructor, or staff member were asked a series of follow-up questions.

Think about the instances of sexual harassment by a faculty member, instructor, or staff member that happened to you that you marked on a prior screen. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions:

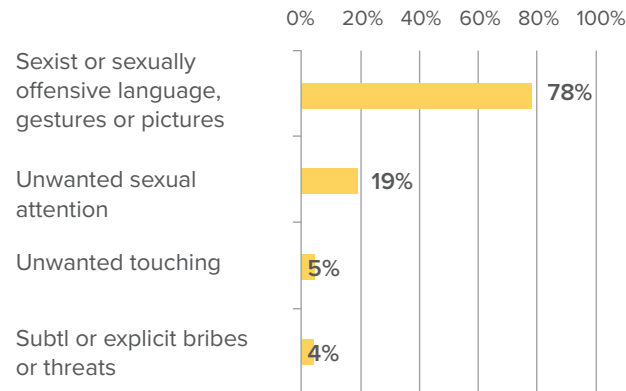
Gender of involved parties:



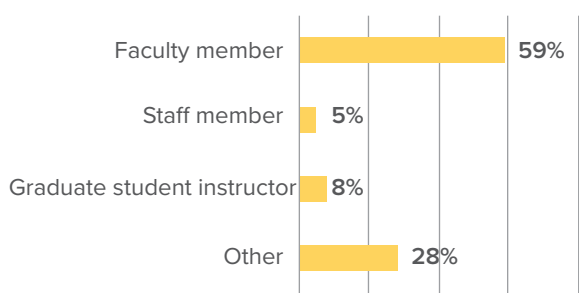
Incident location:



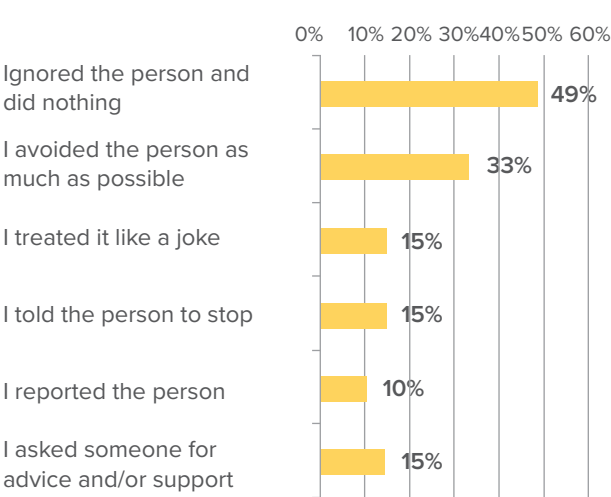
The situation involved:



The perpetrator was:



Reaction to incident:





## **Sexual Harassment by Faculty, Instructor or Staff Member**

Participants were asked a series of questions about their experiences with faculty members, instructors, or staff members since enrolling at Northern. The majority of responses indicated that participants never had negative situations regarding sexual harassment. However, over 10% of participants indicated that faculty, instructors, or staff on one or more occasion treated them “differently” because of their sex (all genders) as well as made offensive sexist remarks to include gender norms and appearance.

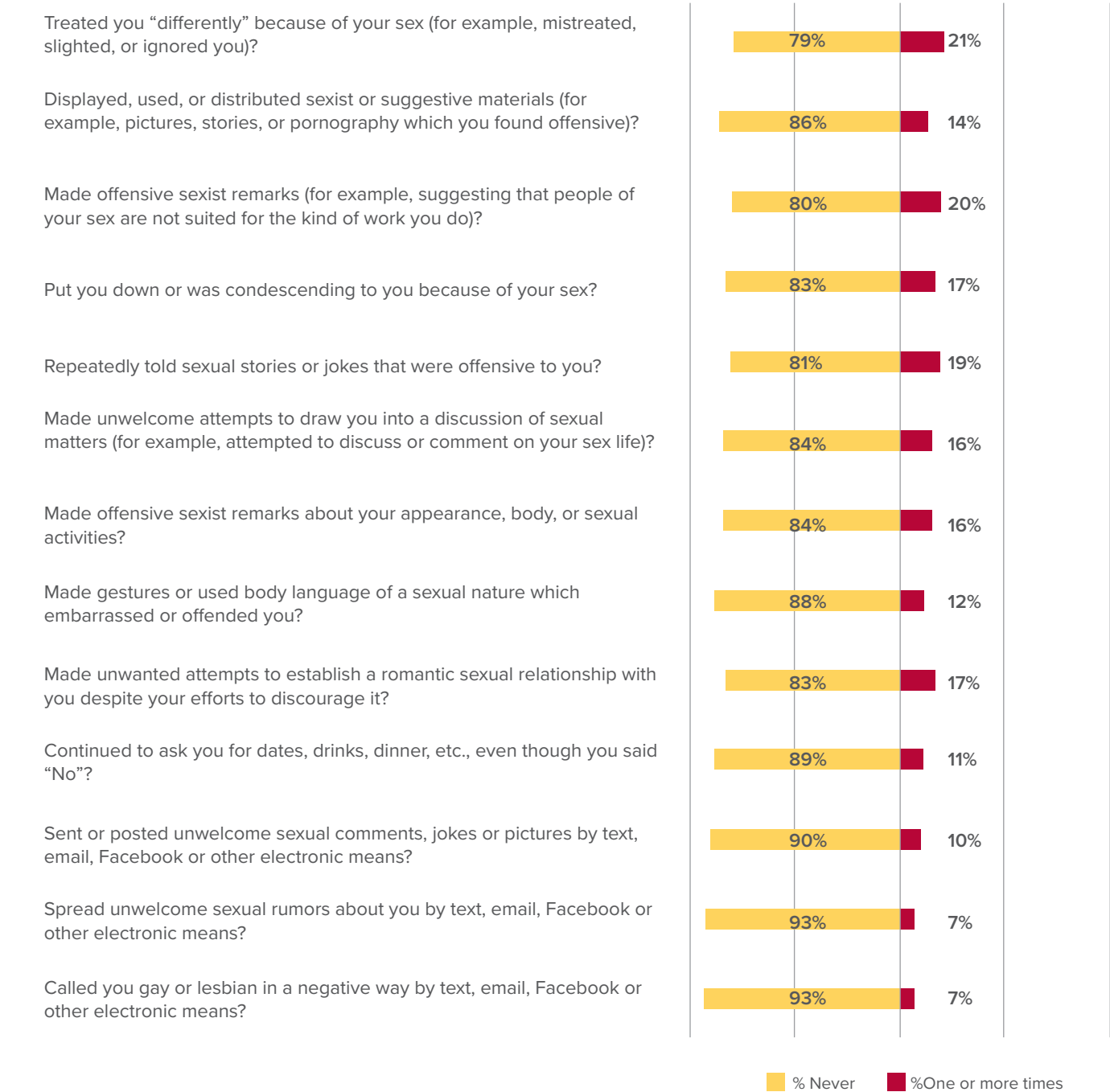
For individuals who indicated that they have experienced sexual harassment by a faculty member, instructor, or staff were given follow up questions. The questions were geared toward one experience that had the greatest impact on them. According to the breakdown of prevalent data, 73% of survey participants were female and indicated 83% of the perpetrator were male. On the contrary, 27% of survey participants that indicated that they have experienced sexual harassment were male, about 15% of the perpetrators were female.

The majority of participants indicated that the incident of sexual harassment happened on campus (80%). When asked what role the perpetrator was 59% were selected as faculty, while other was 28%. In the other category some answers were “Coaches, students, not my professor, but they knew I was a student at NSU.” The situation that participants indicated they experienced were sexist or sexually offensive language, gestures, or pictures (78%), while the second highest was unwanted sexual attention (19%).

A higher number of participants indicated that they ignored the person and did nothing (49%) or avoided the person as much as possible (33%) as a result of the incident. A smaller percentage of participants indicated they asked for help (15%), told the person to stop (15%), or reported the incident (10%).

# Sexual Harassment by a Student

Since you enrolled at Northern, have you been in a situation in which a student:



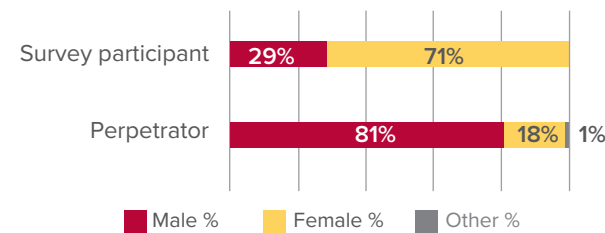
# Sexual Harassment by a Student

Follow-Up Questions about instances of sexual harassment at Northern

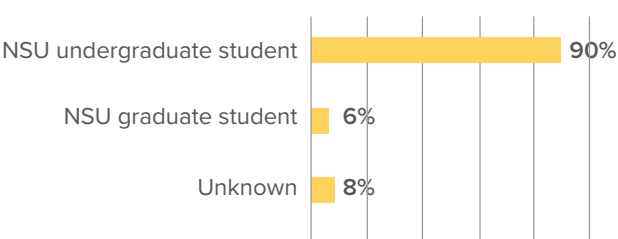
Respondents that indicated an instance of sexual harassment by a **student** were asked a series of follow-up questions.

*Think about the instances of sexual harassment by a student that happened to you that you marked on a prior screen. Now think about the ONE SITUATION that had the greatest effect on you and answer the following questions.*

Gender of involved parties:



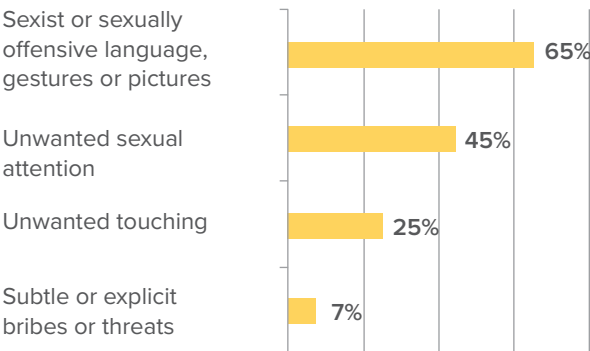
The perpetrator was:



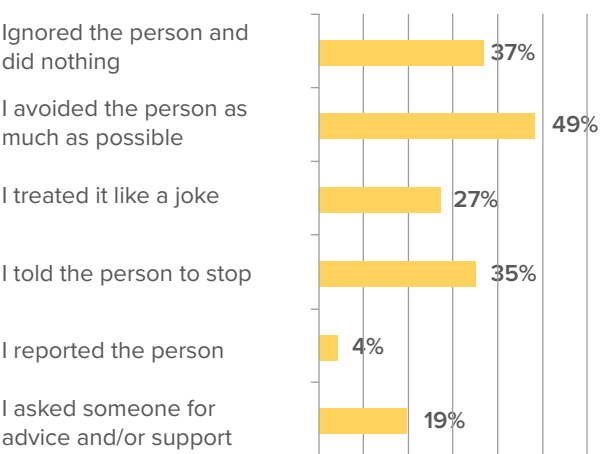
Incident location:



The situation involved:



Reaction to incident:



## Sexual Harassment by a Student

Participants were asked a series of questions about their experiences with students since enrolling at Northern. While the majority of participants indicated that they have never experienced any sexual harassment by students, more responses indicating that on more than one occasion they experienced sexual harassment by a Northern student.

About 21% of participants indicated that they have been treated “differently” because of their sex. In addition, 15%-20% of participants revealed that students have made offensive remarks, repeatedly told sexual stories that were offensive, were put down, unwanted attempts to establish a sexual relationship, despite efforts to discourage it, had unwelcome attempts discussing sexual matters, and offensive sexist remarks about appearance.

For individuals who indicated that they have experienced sexual harassment by a student were given follow up questions. The questions were geared toward one experience that had the greatest impact on them. According to the breakdown of prevalent data, 71% of survey participants were female and indicated 81% of the perpetrators were male. On the contrary, 29% of survey participants that indicated that they have experienced sexual harassment were male, about 18% of the perpetrators were female.

The majority of participants indicated that the incident of sexual harassment happened on campus (64%). When asked what role the student perpetrator was the majority indicated the student was in the undergraduate level (90%). The situation reported highest by participants was sexist or sexually offensive language, gestures, or pictures (65%), unwanted sexual attention (45%), and unwanted touching (25%).

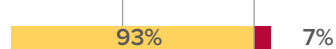
The majority of participants indicated they avoided the person as much as possible (49%) as a result of the incident. Additionally, 37% of participants ignored the person, 35% told the person to stop, 19% asked for help, and only 4% of participants reported.

## Stalking

Questions about instances of stalking at Northern

*How many times have one or more people done the following things to you since you enrolled at Northern?*

Watched or followed you from a distance, or spied on you with a listening device, camera, or GPS [global positioning system]?



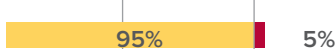
Approached you or showed up in places, such as your home, workplace, or school when you didn't want them to be there?



Left strange or potentially threatening items for you to find?



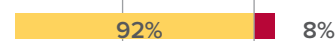
Sneaked into your home or car and did things to scare you by letting you know they had been there?



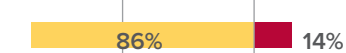
Left you unwanted messages (including text or voice messages)?



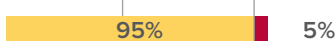
Made unwanted phone calls to you (including hang up calls)?



Sent you unwanted emails, instant messages, or sent messages through social media apps?



Left you cards, letters, flowers, or presents when they knew you didn't want them to?



Made rude or mean comments to you online?



Spread rumors about you online, whether they were true or not?

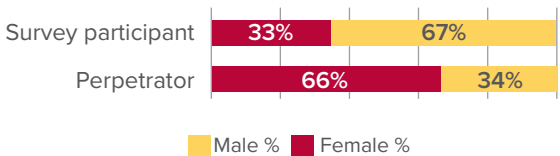


% Never % One or more times

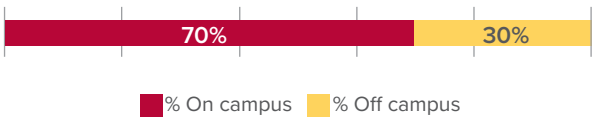
Participants were asked a series of questions related to their experiences with stalking since enrolling at Northern. A majority of participants (over 85%) reported that they have never experienced stalking since coming to Northern. Some participants indicated that they have experienced stalking with their perpetrator approaching them or showing up in places (14%), left unwanted messages (14%), received unwanted messages through technology (14%), spread rumors online (13%), and made rude comments online (11%).

# Prevalence of Stalking

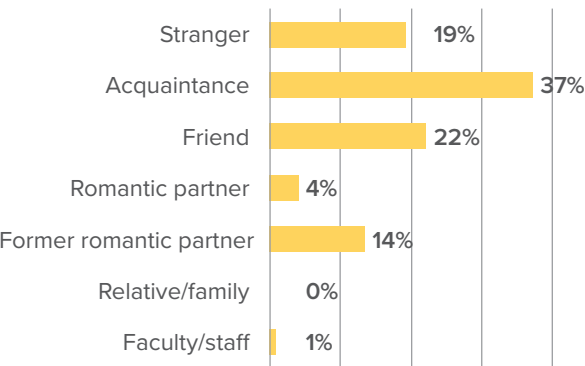
Gender of involved parties:



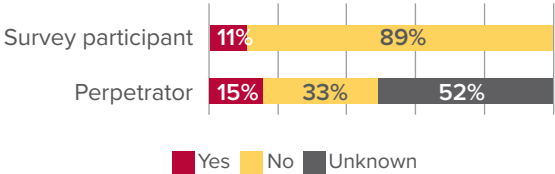
Incident location:



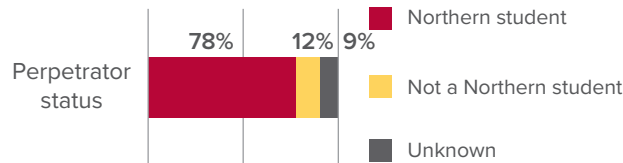
The perpetrator was:



Alcohol/drug use just prior to incident:



The perpetrator was:



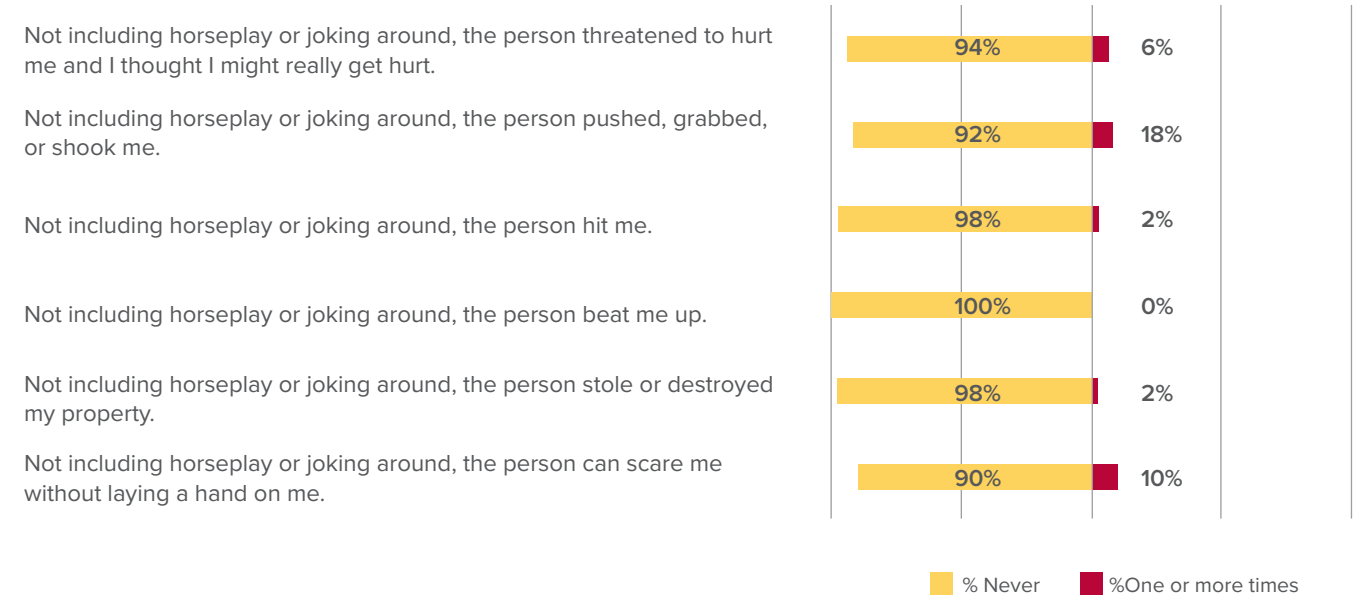
For individuals who indicated that they have experienced stalking since enrolling at Northern were given follow up questions. Of those who experienced stalking 67% were female and 33% were male. About 66% of stalking perpetrators were male and 34% female. About 70% of the stalking incidents occurred on campus.

Most participants indicated that the perpetrator was an acquaintance (37%) or friend (22%). When asked if the participant was using drugs or alcohol prior to the stalking incident 89% stated “no.” When asked if the perpetrator was using drugs or alcohol prior to the incident, the majority of survey participants indicated “unknown” (52%) or “no” (33%). Lastly, when asked who the perpetrator was 78% of participants indicated it was another Northern student.

# Dating Violence

Questions about instances of dating violence at Northern

Answer the next questions about any hook-up, boyfriend, girlfriend, husband, or wife you have had, including exes, regardless of the length of the relationship since you enrolled at Northern.

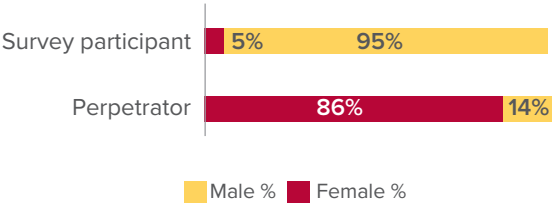


# Dating Violence

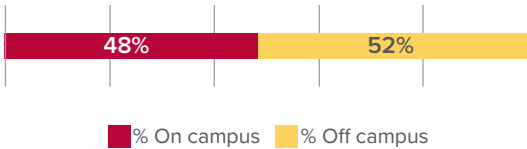
Participants were asked a series of questions related to their experiences with dating violence since enrolling at Northern. On average, over 90% of participants indicated that they have not experienced dating violence. However of those participants who indicated that they have experienced some form of dating violence, 10% indicated that the person scared them without laying a hand on them, 8% indicated that the person pushed, grabbed, or shook them, and 6% indicated the person threatened to hurt them or they thought they would get hurt.

# Prevalence of Dating Violence

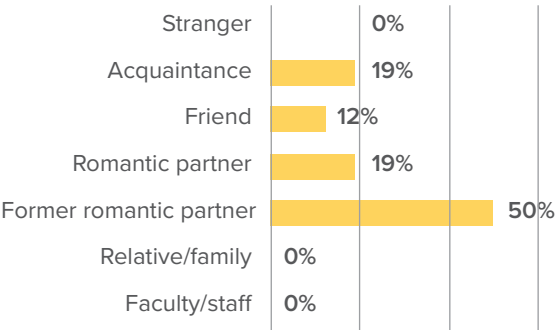
Gender of involved parties:



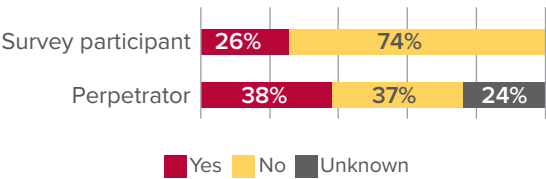
Incident location:



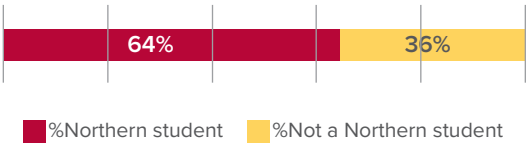
The perpetrator was:



Alcohol/drug use just prior to incident:



The perpetrator was:



Participants who responded that they experience dating violence of any of the previous listed behaviors one or more times were asked a series of follow up questions. The majority of participants who indicated that they experienced dating violence were female (95%) and the perpetrator was male (86%). Over half of the dating violence incidents reported were off campus (52%).

A majority of participants who experienced dating violence indicated that they did not use alcohol or drugs prior to the incident (89%). Survey participants noted 38% of their perpetrator was using alcohol or drugs prior to the incidents, while 37% indicated they were not using and 24% of the alcohol or drug use was unknown. The majority of dating violence perpetrators were Northern students (64%).

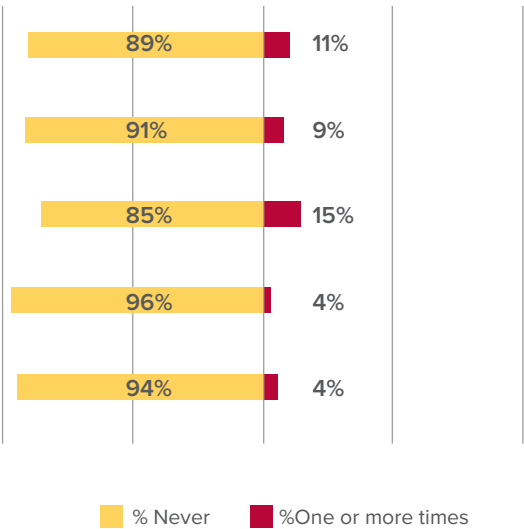


# Sexual Violence

Questions about instances of sexual violence at Northern

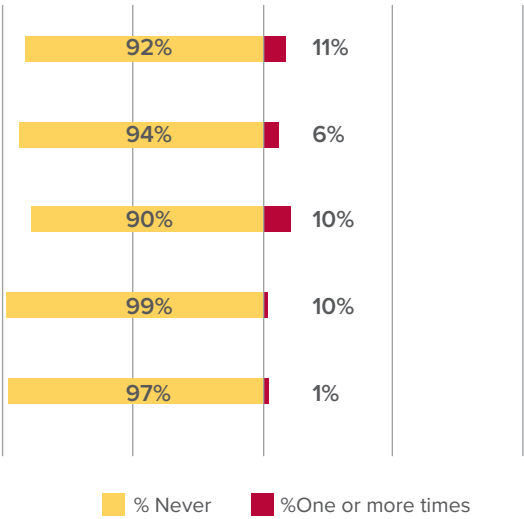
*Someone fondled, kissed, or rubbed up against the private areas of my body (lips, breast/chest, crotch or butt) or removed some of my clothes without my consent (but did not attempt sexual penetration) by:*

- Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.
- Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.
- Taking advantage of me when I was too drunk or out of it to stop what was happening.
- Threatening to physically harm me or someone close to me.
- Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.



*Even though it didn't happen, someone TRIED to have oral, anal, or vaginal sex with me without my consent by:*

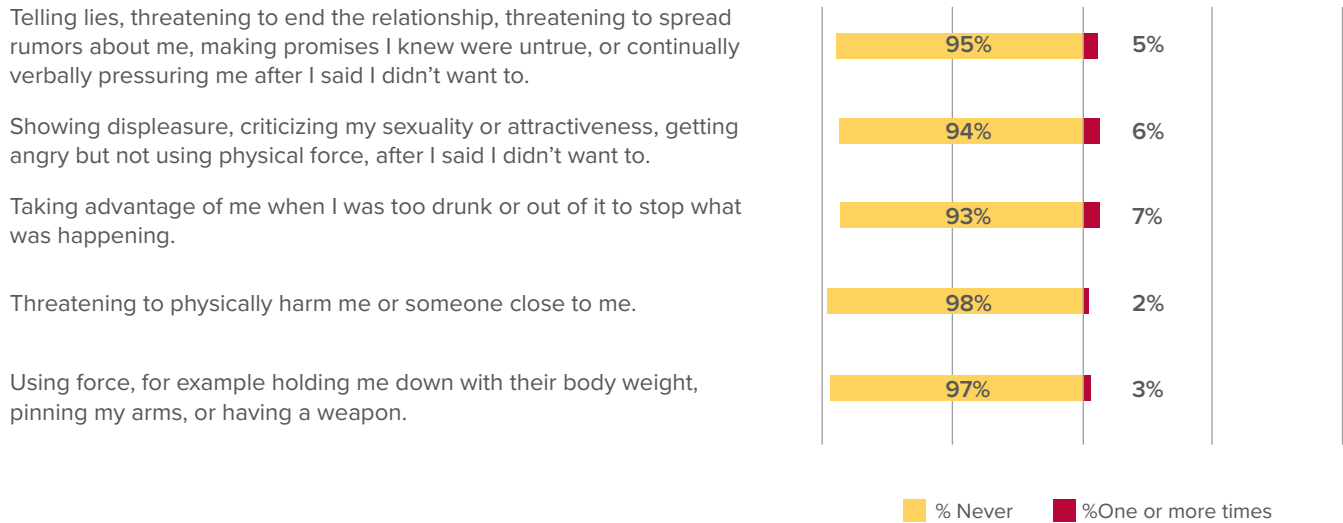
- Telling lies, threatening to end the relationship, threatening to spread rumors about me, making promises I knew were untrue, or continually verbally pressuring me after I said I didn't want to.
- Showing displeasure, criticizing my sexuality or attractiveness, getting angry but not using physical force, after I said I didn't want to.
- Taking advantage of me when I was too drunk or out of it to stop what was happening.
- Threatening to physically harm me or someone close to me.
- Using force, for example holding me down with their body weight, pinning my arms, or having a weapon.



# Sexual Violence

Questions about instances of sexual violence at Northern

*Someone had oral sex with me or made me perform oral sex on them without my consent by:*



*Someone put their penis, fingers, or other objects into my vagina/butt without my consent by:*



## Sexual Violence

Participants were asked a series of questions related to sexual violence victimization.<sup>2</sup> The first set of questions asked if participants had someone fondle, kiss, or rub against their private areas of their body or removed some of their clothes without consent (but did not attempt sexual penetration). The majority of participants did not indicate that they have experienced any of the scenarios (over 85% on average). However, of those who recounted their experiences 15% indicated that they experienced sexual violence when someone was taking advantage of them while too drunk or out of it to stop what was happening. About 11% indicated they were victims of sexual violence when someone told lies, threatened to end their relationship, threatened to spread rumors, made false promises, or continued pressure verbally.

Another set of questions asked survey participants were asked regardless of the previous questions were even if it did not happen someone TRIED to have oral, anal, or vaginal sex with them without their consent. On average over 90% of participants did not have this experience. Of those who indicated that someone tried a sexual violence act on them 10% said or reported it was when they were too drunk or out of it to stop what was happening.

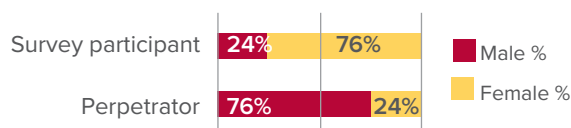
Additional questions were asked of survey participants if someone had oral sex with them or made them perform oral sex on someone without their consent. Again, a majority of participants indicated that this act of sexual violence was not experienced (over 90% on average). Of the participants who did experience this incident, 7% stated that it was when they were too drunk or out of it to stop what was happening.

The final set of questions about sexual violence victimization asked participants if they have had someone put their penis, fingers, or other objects into my vagina/butt without their consent. Of the small percentage of participants who had this experience 9% indicated it happened when they were too drunk or out of it to stop what was happening.

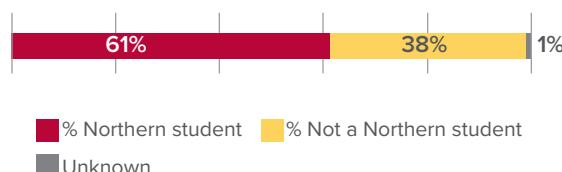
<sup>6</sup>The following questions concern sexual experiences that you may have had that were unwanted. We know that these are personal questions, so we did not ask your name or other identifying information. Your information is completely confidential. We hope that this helps you to feel more comfortable answering each question honestly.

## Prevalence of Sexual Violence

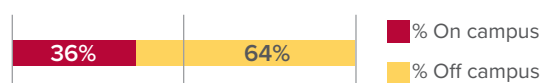
### Gender of involved parties:



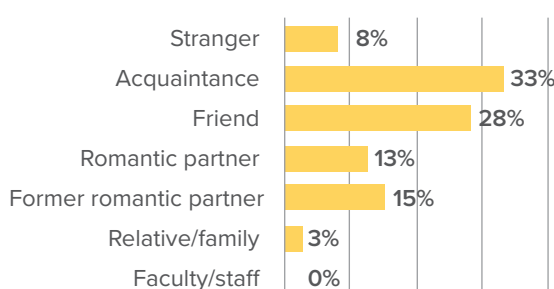
### The perpetrator was:



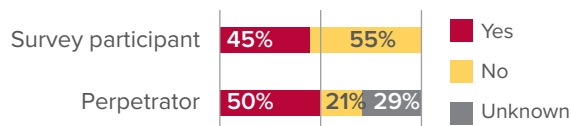
### Incident location:



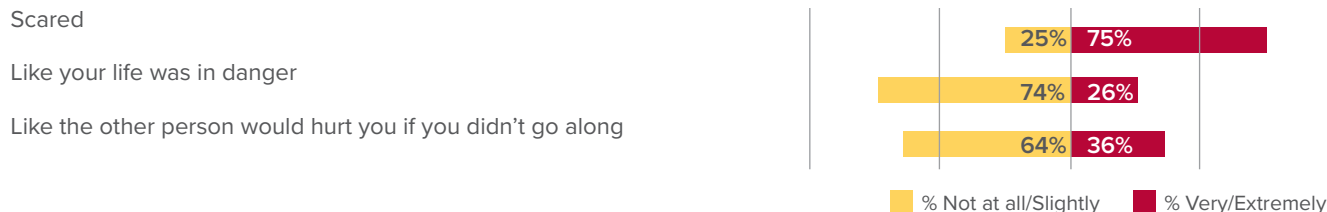
### The perpetrator was:



### Alcohol/drug use just prior to incident:



*Thinking about the instance of nonconsensual oral, anal, or vaginal sex that had the greatest effect on you, to what extent during the incident did you feel:*



Participants who indicated that they have experienced any form of sexual violence answered additional questions related to one incident that had the greatest effect on them. About 76% of the participants identified as female and 76% of the perpetrators were identified as male. The majority of the incidents locations were off-campus (64%). Participants also indicated that the perpetrator was a Northern student (61%) compared to someone who was not (38%).

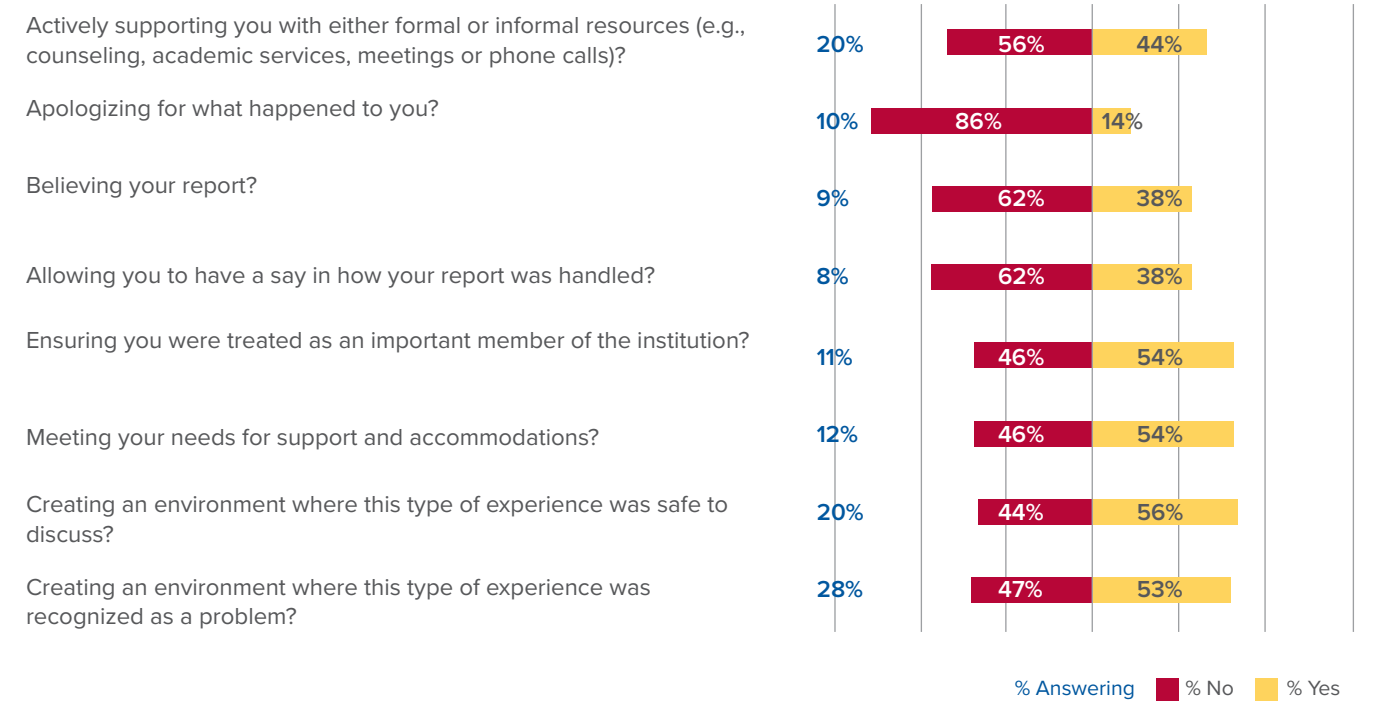
Survey participants responded that about 45% of them were using drugs or alcohol prior to the incident when about 55% did not. Additionally, participants identified that the perpetrator who attempted or completed the act of sexual violence were using drugs or alcohol prior to the incident (50%), while 21% were not, and 29% did not know the usage of their perpetrator.

When asked who the perpetrator was, 92% reported knowing their perpetrator. Participants stated that 33% were an acquaintance, 28% were friends, 15% a former romantic partner, 13% current romantic partner, and 3% family member.

When asked how the incident made participants feel, 75% felt scared. About 26% felt in danger, and 36% believed that the person would hurt them if they did not comply.

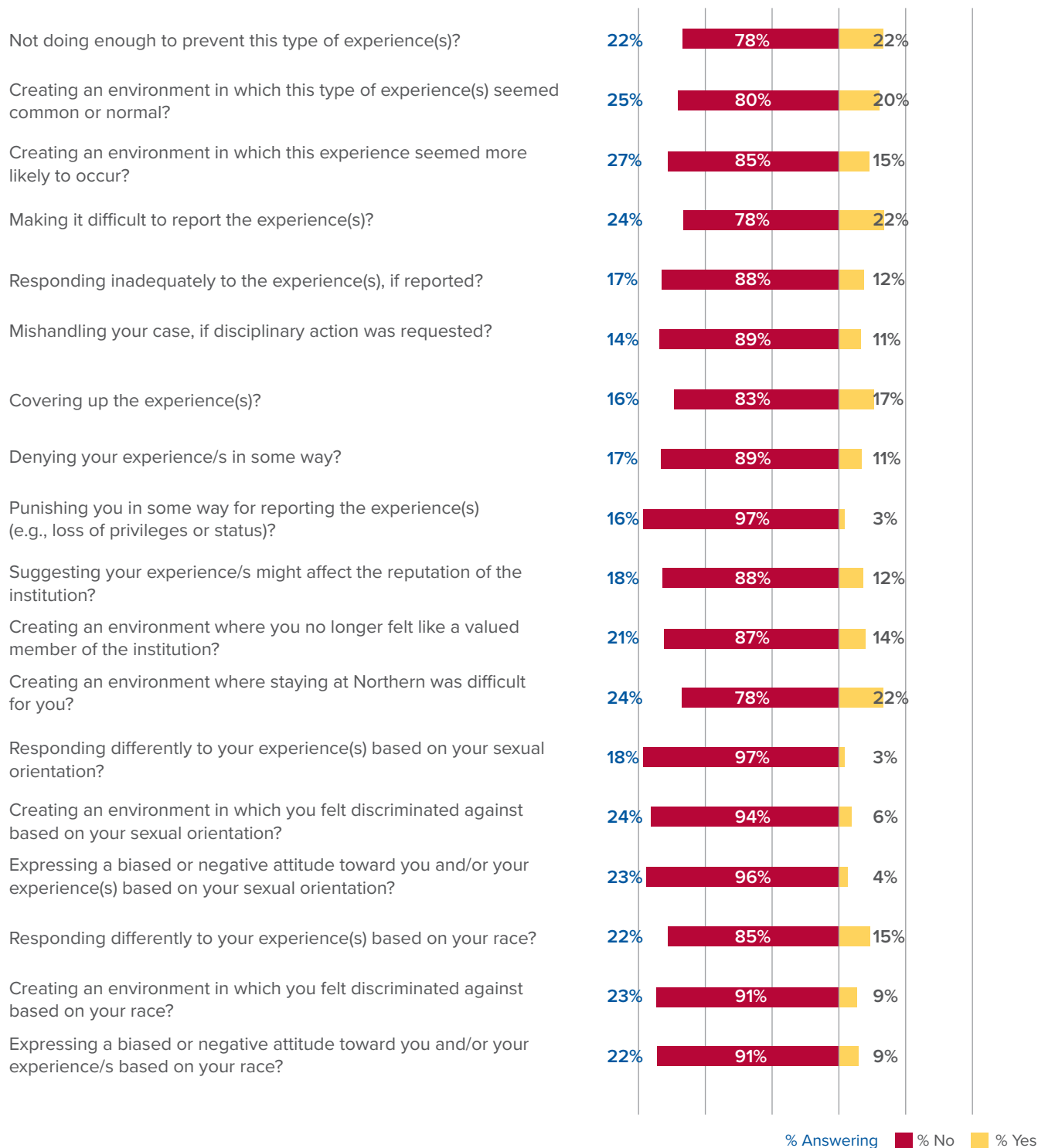
# Institutional Responses

Thinking about the instance(s) of sexual misconduct described in prior questions, did Northern play a role in your experience(s) by:



## Institutional Responses

Thinking about the instance(s) of sexual misconduct described in prior questions, did Northern play a role in your experience(s) by:



## Institutional Responses

Participants who indicated that they have experienced any sexual harassment, stalking, dating violence, or sexual violence were asked how Northern played a role in their experiences. Some questions may not have been applicable to participants who indicated “N/A” and those questions were not calculated in the results. Additionally, the percentage of responses for institutional responses can be found on the left side of the chart for reference.

Of the 20-28% of the students who answered the questions, 56% indicated that Northern did not support them with formal or informal resources. 86% of the small percentage who answered, indicated that Northern did not apologize to what happened to them. About 62% stated that did not feel that Northern believed their report or allowed them to have a say in how the report would be handled.

Over half of the participants, on average, indicated that Northern ensured they were treated as an important member of the institution, met their needs for support and accommodations, created an environment where it was safe to discuss, and created an environment where this type of experience was recognized as a problem.

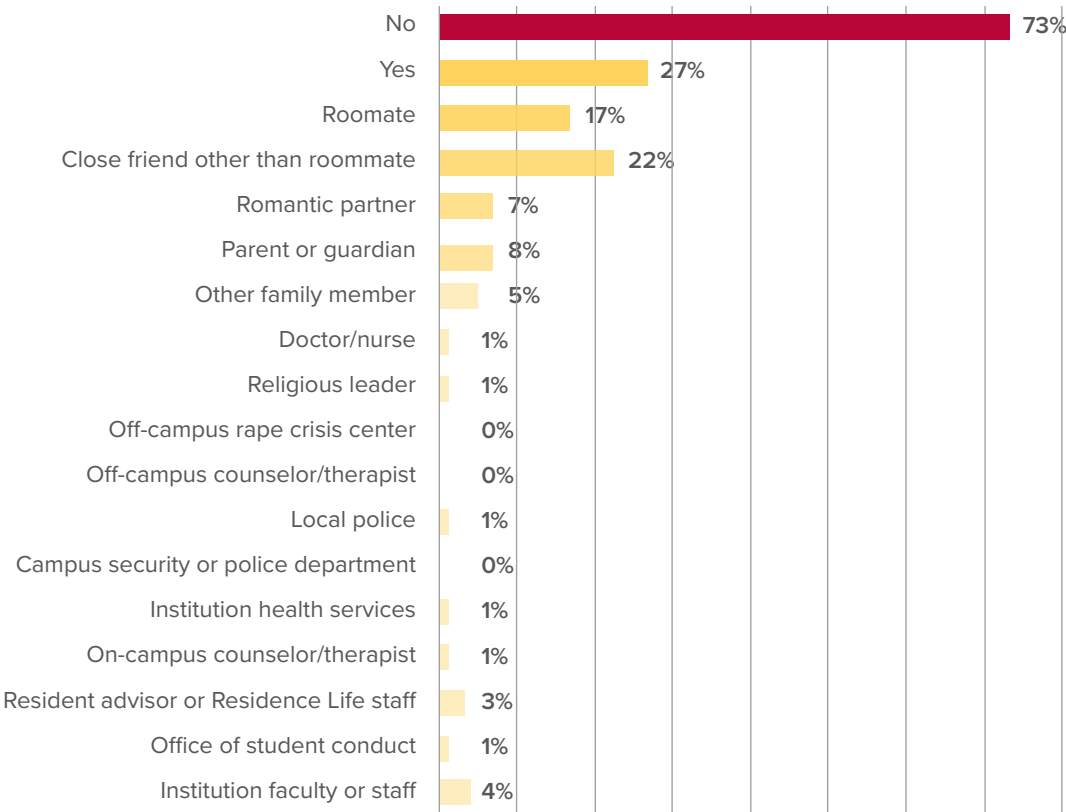
Participants were also asked additional questions about how Northern played a role in their experience of sexual misconduct. Of the participants who completed these questions, 22% indicated that Northern is not doing enough to prevent this type of experience, made it difficult to report and created an environment where it would be difficult to stay at Northern. About 20% indicated Northern creates an environment in which these types of experiences seemed common or normal and 17% indicated that they believe Northern covers up the experience.

Overall, the participants answered positively to how Northern would respond to a report of sexual misconduct. Responses show 97% believed Northern would not punish the person making the report or respond differently to their experience based on their sexual orientation were the highest. 89% of participants indicated that Northern would not mishandle their case if reported, and 88% of participants reported that Northern would adequately respond to the experience.

The majority of participants also indicated that Northern would not treat them differently or have biased or negative attitudes towards individuals of different races or sexual orientations.

# Formal Reporting of Victimization

Thinking about the instance(s) of sexual misconduct described in prior questions, did you tell anyone about the incident before this questionnaire?



# Formal Reporting of Victimization

It is important to show that the majority of survey participants did not tell anyone about the incident before this questionnaire (73%). Of the 27% who did tell someone, the majority told a close friend other than a roommate (22%) or a roommate (17%). Only 8% of participants told someone at the institution: Residence Life staff, Office of Student Conduct, or faculty or staff that have a duty to report to the Title IX Coordinator.



## Recommendations

The Office of Equity and Compliance (Title IX) recommends the following action items after reviewing the ARC3 data:

- This report and subsequent reports should be placed on Northern's public website for maximum transparency and accessibility.
- Efforts should be made in the next administration to improve the participation rate of students who identify as male.
- Focus on education and resources for students experiencing sexual misconduct. Information on websites, print material, and various apps to connect students with information and options.
  - > Require in-person sexual misconduct trainings for all student-athletes in the fall semester as well as for all incoming freshmen at Wolfpack Welcome.
  - > Highlight how to report sexual misconduct to confidential and non-confidential persons.
  - > Raise awareness of sexual misconduct on campus (Stalking, Sexual Violence, and Dating Violence) and partner with Aberdeen Police Department and local agencies to promote additional resources
  - > Focus efforts on discussing the topic of sexual misconduct in curricular and co-curricular activities.
- Implement the Green Dot bystander intervention program as a comprehensive, multi-layered, and multi-disciplinary approach of prevention practices.<sup>3</sup> See Key Result 73 of the Student Affairs Strategic Plan (2021-2025).
  - > Budget \$15,000 for on-campus training by Green Dot and purchase materials to implement curriculum. See Key Result 73, of the Student Affairs Strategic Plan (2021-2025).
- Provide additional confidential reporting on-campus in partnership with Safe Harbor. A local agency serving men, women, and children in abusive situations. See Key Result 156 from the Student Affairs Strategic Plan (2021-2025).
- Require online sexual violence prevention training to all faculty and staff. Institute Annual in-service training on sexual harassment policies for all faculty and staff.
- Continually integrate our sexual assault and alcohol training prevention efforts so students can understand the common connection of alcohol and drug use in cases of sexual misconduct.
- Training individuals to positively respond to disclosures of sexual assault and providing information on campus resources.
- The ARC3 climate survey should be conducted on consistent basis, ideally every two years in cooperation with the Office of Institutional Research to measure progress towards goals.

<sup>3</sup>Coker, A. L., Fisher, B. S., Bush, H. M., Swan, S. C., Williams, C. M., Clear, E. R., & DeGue, S. (2015). Evaluation of the Green Dot Bystander Intervention to Reduce Interpersonal Violence Among College Students Across Three Campuses. *Violence against women*, 21(12), 1507–1527. <https://doi.org/10.1177/1077801214545284>



# *Unleash*

YOUR POTENTIAL

— **JOIN THE PACK** —

**[northern.edu/title-ix-information](https://northern.edu/title-ix-information)**