

Report on the National Survey of Staff Experiences of Sexual Violence and Harassment in Irish HEIs

Summary of Survey Findings

Authors | Pádraig MacNeela, Kate Dawson,
Theresa O'Rourke, Siobhán Healy-Cullen,
Lorraine Burke, William F. Flack

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AN tÚDARÁS um ARD-OIDEACHAS

Trigger Warning

The survey analysed in this report asked about personal experience with sexual misconduct, specifically sexual harassment and violence. Some of the language used in the report is explicit and some people may find it uncomfortable. Information on how to get help, if you need it, can be found below or here: <https://hea.ie/assets/uploads/2021/04/Links-to-supports.pdf>.

Service	Phone	Web
Text 50808	Free 24/7 Support in a Crisis - Text 'HELLO' to 50808	https://text50808.ie/
Samaritans	National Helpline - 116 123	https://www.samaritans.org/ireland/samaritans-ireland/
Dublin Rape Crisis Centre	Dublin Rape Crisis Centre's 24-hour helpline - 1800 77 8888	https://www.drcc.ie/Your local Rape Crisis Centre/Network https://www.rapecrisishelp.ie/find-a-service/
HSE		https://www2.hse.ie/services/sexual-assault-treatment-units/rape-sexual-assault-where-to-get-help.html
Sexual Assault Treatment Units		https://www2.hse.ie/sexual-assault-treatment-units/
Women's Aid	24-hour helpline - 1800 341 900	https://www.womensaid.ie/
Men's Aid	National Confidential Helpline - 01 554 3811	https://www.mensaid.ie/
Your local Gardaí		https://www.garda.ie/en/crime/sexual-crime/
HSE My Options	Freephone - 1800 828 010	https://www2.hse.ie/unplanned-pregnancy/
LGBT Ireland	National Helpline - 1890 929 539	https://lgbt.ie/

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Summary of the Survey Findings

1. Overview of the Survey

In April 2021, at the request of the Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, T.D., the Higher Education Authority (HEA) conducted national surveys to monitor the experiences of students and staff in relation to sexual violence, harassment in order to create a robust evidence base for further policy and funding decisions in relation to tackling sexual violence and harassment in higher education institutions (HEIs). The HEA established an expert Advisory Group on Ending Sexual Violence and Sexual Harassment in HEIs in January 2021 to support this work. In collaboration with this advisory group, the HEA Centre of Excellence for Equality Diversity and Inclusion developed and ran national surveys of staff and students to monitor their experiences in April 2021. 11, 417 responses were received (7,901 students and 3,516 staff). The results of the staff survey are now presented in this report. The report provides a picture of staff attitudes towards and experiences of sexual violence and sexual harassment, as well as their awareness and confidence in HEI policies, processes and initiatives in the area.

The survey of staff experiences was conducted online using Microsoft Forms between 12 April and 5 May 2021 by the HEA. The survey content was adapted from the Sexual Experiences Survey (SES) content used in the Active* Consent / USI national survey of students in 2020 (Burke et al., 2020). This was in turn an adaptation of the Administrator-Researcher Campus Climate Collaborative (ARC3) Campus Climate Survey (Swartout et al., 2019). These sources were edited and adapted by the HEA Advisory Group. The Advisory Group also included additional statements and questions based on their analysis of what was required in a comprehensive survey tool relevant to the Irish higher education sector.

The survey was introduced by an extensive information section and warnings concerning the content of the survey, data protection and confidentiality. Each section of the survey included an introduction, and particularly sensitive sections of the survey asked staff members whether they wished to respond or skip the section concerned. Links to supports were provided at several points in the survey.

2. Demographic Questions

A total of 3,516 staff members completed the online survey. Nearly two thirds (64%) worked in a university, 22% at an Institute of Technology, 12% at a different HEI, and 1% preferred not to say. The survey respondents comprised 2,399 females (69%), 1,059 males (30%), 18 gender non-binary staff members (1%), and 40 staff who preferred not to say their gender (1%). The findings of the survey are presented in terms of the whole staff group and then organised in terms of four demographic characteristics: Gender, area of work, sexual orientation, and age.

For convenience in reporting, the sexual orientations were grouped into five categories in the report: (a) Asexual (1% of the sample), (b) Bisexual (4%), (c) Gay, lesbian, queer, and other orientations (5%), (d) Heterosexual (88%), and (e) Prefer not to say (3%).

Staff were also categorised by their area of work, as academics in AHSS-BL (Arts, Humanities, Social Sciences, Business and Law) (28%), academics in STEM-MH (STEM, Medicine and Health) (23%), Research (5%), Professional / technical (Professional, managerial, support services, and technical support) (38%), and Prefer not to say / Other (6%).

In terms of age, 14% of the survey respondents were aged 18-34 years, 28% were 35-44, 35% were 45-54, 22% were aged 55 years or more, and 1% preferred not to state their age category.

The following description provides an overview of the main demographic characteristics of the students who took part in the survey:

- > Four fifths (82%) of the staff who took part in the study identified their ethnicity as White Irish and another 13% identified as White Roma, White Irish Traveller or another White background. The other most common ethnic backgrounds were Indian/Pakistani/Bangladeshi (1%), and Other including mixed group/background (Mixed background / Other) (1%).
- > Six per cent of the staff indicated that they had a disability, including 7% of females, 5% of males, 39% of gender non-binary staff, and 8% of staff who preferred not to say their gender.

3. Campus Environment

This section of the survey covered staff beliefs, awareness, and knowledge of their institution's policies, practices, and supports in response to consent, sexual violence and harassment (SVH).

The statements in this section were presented in groups that relate to:

- > Beliefs about whether the institution would investigate reports of SVH in a proactive, appropriate manner.
- > Staff awareness of policies and procedures on SVH at their HEI.
- > Beliefs about SVH-related training and reporting mechanisms.
- > Willingness to engage in campus consent and sexual violence initiatives.

Beliefs about Institutional Policies and Practices

Approximately one third of the staff members agreed that their HEI is proactive in addressing issues of sexual violence and harassment, that policies and procedures at their HEI to tackle sexual violence and harassment are clear and explicit, and that senior management are visible in addressing these issues. By comparison, a majority of staff agreed that they are aware of policies at their institution to tackle and eliminate sexual violence and harassment, and one in five agreed that policies and procedures on this topic are effective.

A large percentage of staff members, typically a third or more, responded to these statements by selecting the 'Neutral' or 'Don't know' response.

Typically, male staff members were more likely to agree with the statements, as were Professional / technical staff, heterosexual and asexual staff members, and staff members in the 45-54 and 55 years+ categories.

Awareness of Reporting Mechanisms and Supports for Staff

This set of statements concerned staff members' awareness of specific reporting mechanisms for sexual violence and harassment at their HEI. The highest rate of agreement referred to awareness of how to make a report personally (44%) or if another person had experienced SVH (38%). Agreement levels on most of the statements concerning staff knowledge of reporting were between 20-30%, including the percentage of staff in agreement that they had knowledge of available supports, that there are clear lines of responsibility for dealing with reports, and in having awareness of informational messaging about reporting and responding to SVH.

One in five staff members or less agreed that their HEI has an easy-to-use system for reporting SVH, that training is available on how to report or respond to disclosures, or in knowing what supports would be available if the person themselves was accused of perpetrating SVH.

There was again a large degree of variation in response to these statements, with one quarter or more of survey participants choosing a 'Neutral' or 'Don't know' response.

Male staff were more likely to agree that they had relevant knowledge and awareness, along with staff working in a Professional / technical area, asexual and heterosexual respondents, and those aged 45-54 and 55 years or more.

Negative Perceptions of Making Reports of Sexual Violence or Harassment

Three statements in the survey referred to staff expectations for how reports of sexual violence or harassment are viewed in their HEI work culture. Approximately one fifth of staff were in agreement that there would be a negative response from the HEI to a person who reported SVH, or that there would be retaliation from the alleged offender or their friends. Depending on the statement, approximately one third of survey participants chose the ‘Neutral’ or ‘Don’t know’ response.

Among different categories of staff members, females and individuals who preferred not to say their gender identity had the highest rates of agreement that there would be a negative response to someone who makes a report of SVH, along with bisexual staff and those who were gay, lesbian, queer, or another orientation.

Perceptions of Organisational Culture and Support – Positive actions and culture

Five statements in the survey asked staff members for their perspective on whether it was likely that their higher education institution would provide supports to a person who makes a report of sexual violence or harassment.

Half or more of the staff members said it was likely that the institution would provide supports or create a positive environment toward reporting SVH – through providing tangible supports such as counselling or meetings, by creating an environment where SVH was recognised as a problem, by accommodating the person’s needs, and by creating an environment where SVH experiences were safe to discuss. Most of the remaining staff members chose the ‘Neutral’ response, with a smaller percentage disagreeing that the institution would react supportively.

There was a higher rate of agreement with these statements among males, non-binary staff members, Professional / technical staff, as well as asexual and heterosexual respondents.

Perceptions of Organisational Culture and Support – Negative actions and culture

The next set of statements on organisational culture comprised three negative expectations for reporting sexual violence or harassment. One third of the staff members said it was likely that their HEI would play an active role by suggesting the person’s experiences might affect the reputation of the institution. One in five staff members rated it as likely that their HEI would create an environment where the reporting person did not feel valued or where it was difficult to continue working there.

Approximately one in three respondents chose the ‘Neutral’ response to these statements. Bisexual staff members were more likely than other sexual orientations to say it was likely that the HEI would react negatively.

Willingness to Engage in Consent and SVH Initiatives

A set of statements were presented in the survey about awareness of messaging on sexual violence and harassment and willingness to engage in training on topics such as disclosure, consent, and bystander intervention. Three quarters or more of the staff members agreed that they would be willing to complete training on disclosures, bystander intervention awareness, and consent awareness, if such training was made available by their HEI.

A majority of staff members agreed that they would become involved at a more active level in supporting or facilitating initiatives, but support for these roles was somewhat lower than for engaging in training. Thus, six in ten of the staff members agreed that they would be open to actively supporting culture change themselves, by facilitating student / staff initiatives or having a role in supporting these actions.

Depending on the statement involved, approximately 10-20% of staff disagreed that they would get involved with an initiative or did not know whether they would get involved.

Female and non-binary staff members typically had higher agreement levels on these statements, along with Research and Professional / technical staff, bisexual survey respondents, and 18-34 year olds.

4. Campus Safety

Staff Perceptions of Safety and Responsibility

This section of the survey presented three statements referring to staff feeling safe from sexual violence and harassment at their HEI, one statement about perceptions of staff responsibility for engaging with the topic of SVH, and two statements to gauge perceptions of whether SVH is a problem for students and staff.

The highest level of agreement was that 81% of staff agreed that they felt safe from sexual violence within their HEI. This compared with 72% of staff who agreed they felt safe from sexual harassment. Half of the staff members (52%) felt safe voicing concerns related to SVH.

Male staff members were more likely to feel safe from sexual violence or harassment and to agree that they felt safe voicing concerns, along with heterosexual and asexual staff members, and those aged 45-54 and 55 years+.

Turning to the next set of three statements presented in this section of the survey, 69% of staff members agreed that they felt a sense of responsibility to engage with the issue of sexual violence and harassment. A far smaller percentage of staff members agreed that SVH among staff was a problem at their HEI (14%) or that SVH among students is a problem (27%) at their HEI.

There were particularly high percentage of staff who chose the 'Neutral' response to these three statements. One quarter were neutral on whether they had a sense of responsibility to engage with the issue of SVH, while one third of staff were neutral as to whether SVH among staff was a problem at their HEI, and half were neutral as to whether SVH among students was a problem at their HEI.

Staff members with a non-binary gender identity were particularly likely to agree that SVH among students is a problem and were more likely than other gender groups to agree that they felt responsible to engage with the issue. Academic AHSS-BL staff members were more likely to see SVH as a problem and to have a sense of responsibility to act in response to this. Staff who were bisexual and those who were gay, lesbian, queer, or another sexual orientation were more likely to agree that SVH was a problem for staff and for students.

5. Consent Attitudes and Bystander Intervention

This section of the survey presented statements referring to staff attitudes to sexual consent attitudes and to bystander interventions. The statements in this section asked staff to indicate:

- > Their agreement with statements concerning personal attitudes to consent and attitudes attributed to students.
- > Awareness of consent being discussed by students and staff over the past four years.
- > Perceptions of feeling responsible to make an intervention in an incident where they are not directly involved.
- > Whether they had made a bystander intervention in the past four years concerning students or staff.
- > How well informed they were to make a bystander intervention or receive a disclosure of sexual violence or harassment.

Consent Attitudes

A total of 33% (n = 1,173) of the staff survey respondents chose to skip the statements on consent attitudes, with 66% (n = 2,343) of the respondents indicating that they wished to respond to this section.

In this part of the survey, staff members responded to two attitude statements about whether students feel awkward or confident in seeking sexual consent, and six statements about their personal attitudes to consent. The statements on personal attitudes referred to whether verbal consent is always needed and whether consent should always be actively sought regardless of the type of intimacy involved.

Staff member responses to statements on personal attitudes to consent indicate a very strong level of agreement with the principles of having consent for sexual intimacy. More than ninety per cent of the staff members agreed that sexual consent should always be obtained in all relationships regardless of whether they have had sex before, and that one should assume 'no' until there is clear indication to proceed with sexual activity.

A large majority of the survey participants agreed that someone should always assume that they do not have sexual consent when initiating sexual activity. Four out of five of the staff who responded agreed that verbally asking for sexual consent should occur before proceeding with any sexual activity. Almost two thirds agreed that consent should be asked before any kind of sexual behaviour, including kissing or touching.

A majority of staff members agreed that students typically feel that verbally asking for sexual consent is awkward. A small minority of staff members agreed that students typically feel confident seeking consent from a sexual partner.

Females, gender non-binary staff members, and those aged 18-34 years had relatively high agreement ratings with the statements on consent attitudes.

Awareness of Discussion of Consent

The next set of consent statements referred to awareness and discussion concerning consent. All of the staff members responded to these statements. Just over one third of staff agreed that they had heard students discuss sexual consent issues on campus over the past four years. A similar percentage of staff had heard other staff members discussing issues of consent on campus.

Non-binary staff members, Professional / technical staff, bisexual staff, staff who were gay, lesbian, queer or another orientation, and staff members aged 18-34 were more likely to say that they had heard consent issues being discussed by students.

Bystander Intervention

Three items in the staff survey asked about bystander intervention. These statements asked if staff felt a responsibility to intervene in the case of sexual violence or harassment taking place, whether the staff members had made a bystander intervention in the past four years, and how well informed the staff felt in making an effective bystander intervention.

Just over half of staff who responded felt a responsibility to make an intervention in the context of SVH where they were not directly involved, while over a third of the respondents said they did not know if they felt responsible for this.

Males, non-binary staff, those who were gay, lesbian, queer or another sexual orientation, and staff aged 55+ were most likely to feel responsible to intervene.

One in eight of the survey respondents reported intervening in an incident of SVH involving staff and / or students on at least one occasion over the past four years. Where staff had intervened, on most occasions this had taken place once. Professional / technical staff were particularly likely to say they had intervened over this time.

Over six in ten of the staff members felt not informed or only slightly informed about how to make an effective bystander intervention. One third felt somewhat or fairly informed, and a small percentage felt completely informed about how to do this.

Female staff, heterosexual and asexual staff members, and staff aged 35-44 were most likely to report that they did not feel informed or only slightly informed about how to make an effective intervention as a bystander to an act of SVH.

Responding to a Disclosure of Sexual Violence or Harassment

One item in the section on sexual consent and bystander intervention asked about how well informed staff members felt in responding effectively to a disclosure of sexual violence or harassment. Six in ten of the staff members said that they either felt ‘Not informed at all’ or ‘Slightly informed’ about responding effectively to a disclosure of an incident of sexual harassment and / or violence. One in five said that they were either ‘Fairly informed’ or ‘Completely informed’ about how to respond effectively.

Rape Myth Acceptance

The statements in this section refer to both female and male rape myth beliefs. In both cases, these are inaccurate gender-related beliefs about people who are sexually assaulted or raped. These statements are grouped into two sub-scales:

- > ‘He didn’t mean to’ – which refers to explanations of rape that excuse or rationalise the behaviour of a man who engages in rape.
- > ‘She asked for it’ – this sub-scale describes behaviours or actions by women that attempt to make them responsible for rape having taken place
- > In addition, a set of 10 male rape myth statements were included after the statements on female rape myths.

The staff members were given the option to skip this section. A total of 2,832 staff members (81% of the full sample) chose to respond to these statements and 684 chose not to do so (20%).

One of the female rape myth sub-scales that was included is called “He didn’t mean to”. This sub-scale comprises six statements that refer to justifications or why a man would rape or sexually assault someone. Three of them describe ways in which disinhibition from alcohol would make this more likely to occur and the other three reference lack of control over sex drive as a rationale. The highest rate of agreement was with the statement that ‘If a man is drunk, he might rape or sexually assault someone unintentionally’, which 8% of staff members agreed with. Seven per cent of staff who completed this part of the survey agreed with the statement that ‘When guys rape or sexually assault, it is usually because of their strong desire for sex’ and with the statement that ‘Men don’t usually intend to force sex on a woman, but sometimes they get too sexually carried away’. Up to 13% of participants chose the ‘Neutral’ response option to one of the statements. Females, non-binary staff, academic AHSS-BL staff, and staff aged 18-34 years had the highest rate of disagreement with these statements.

The other female rape myth sub-scale included in the survey is titled “She asked for it”. This sub-scale comprised six statements that describe false beliefs regarding women having some responsibility for being sexually assaulted or raped. These state that women may engage in behaviour that leads to them getting assaulted, such as dressing a particular way, being alone with someone, consuming alcohol, and so on. Two of the statements had a 5% or more rate of agreement from the staff who responded to this part of the survey. Seven per cent agreed that if a girl initiates kissing or hooking up, she should not be surprised if a man assumes she wants to have sex. Five per cent agreed with the statement that ‘If a girl acts like a slut, eventually she is going to get into trouble’. Up to 9% of staff chose the ‘Neutral’ response to one of the statements. Females, bisexual staff and those who identified as gay, lesbian, queer, or with another orientation had the highest rates of disagreement with ‘She asked for it’ rape myth sub-scale items.

The ‘Male rape myths’ scale comprises ten statements that describe ways in which a sexual assault or rape of a man may be minimised. Nine of the statements are phrased negatively and describe men as being partly responsible for being assaulted or that they make insufficient attempts to resist. One statement is positively phrased in that it acknowledges that men are upset by being assaulted. Almost nine out of ten staff agreed that most men who are raped or sexually assaulted are very upset by the incident. There was a high level of rejection of male rape myths by the staff group as a whole. The highest rate of agreement (4%) was for the statement that the extent of a man’s resistance should be a major factor in determining if he was raped or sexually assaulted.

6. Staff Experiences of Sexual Harassment

The section on sexual harassment was introduced with a statement describing the topic for participants. This statement identified that sexual violence and sexual harassment refer to physical contact or non-physical conduct of a sexual nature in the absence of clear, knowing and voluntary consent.

The participants also read that sexual violence or harassment refers to conduct that derogates, demeans, or humiliates a person based on that person’s sex or gender. Examples were given including sexual or gender-based harassment, stalking, and sexual violence.

The participants were provided with a ‘trigger warning’ regarding the content of the items about harassment. This notified them that the questions asked about personal experiences of sexual harassment and used explicit language that some people may find uncomfortable. A link was provided at this point to information on supports.

The participants were told that they could choose not to answer the questions in this section. Of the 3,516 staff members who participated in the online survey, 83% (n = 2,900) indicated that they wanted to complete these items and 18% (n = 616) indicated that they did not want to do so.

The statements on sexual harassment were behaviourally-specific descriptions of harassment (Fitzgerald et al., 1988). The statements were preceded by introductory text that read: “In the last four years, have you been in a situation in which someone related to your HEI. Please choose the appropriate response for each item”. The sexual harassment statements then followed. The statements can be categorised into the following six categories:

- > Sexualised comments – Referring to race / ethnicity, gender, sexuality, religion, or trans / non-binary identity
- > Sexist hostility – Remarks and treatment that is derogatory and has a sexist basis.
- > Sexual hostility / crude gender harassment – Derogatory remarks and treatment that has a sexual basis.
- > Unwanted sexual attention – Persistent efforts by an individual to have a sexual or romantic relationship that is unwanted.
- > Sexual coercion – Bribery or special treatment that is provided contingent on sexual behaviour.
- > Sexual harassment via electronic communication or visual / written materials – The use of the Internet or communication platforms as a basis for harassment, including pornography and sexual images that are not on the Internet.

The response options for each sexual harassment statement indicated how frequently the person had that experience, from a choice of ‘Never’, ‘Once or twice’, ‘Sometimes’, ‘Often’, ‘Many times’, or that the experience was ‘Not applicable’.

Sexualised Comments

The first category of statements in the sexual harassment section of the survey related to survey respondents having experienced sexualised comments in reference to gender, sexuality, race or ethnicity, religion, or trans / non-binary identity.

For the staff group as a whole, the most common form of harassment in this set of statements was exposure to sexualised comments related to male or female identity, which was described by 24% of the staff members.

The next most common experience (references to sexuality) was described by 13% of the staff members. The rate of experiencing the other forms of sexualised comments (by race or ethnicity, religion, or trans and / or non-binary identity) ranged from 3-8%.

- > Sexualised comments in reference to female or male identity were experienced 'Once or twice' by 13% of the participants, 11% had this experience more often (i.e., 'Sometimes', 'Often', or 'Many times'), and 3% selected the 'Not applicable' response.
- > Non-binary staff members were the most likely group to have experienced sexualised comments. In addition, more females (27%) than males (18%) described having experienced sexualised comments related to their gender identity.
- > Academic AHSS-BL staff and staff working in a Research environment were more likely to describe sexualised comments related to their gender or sexuality, along with those staff who preferred not to state their work area.
- > There was a considerably higher rate among bisexual staff of experiencing sexualised comments referencing sexuality ('Once or twice': 13%; more often: 10%) and among staff who were gay, lesbian, queer, or another sexual orientation ('Once or twice': 23%, more often: 21%).

Sexist Hostility

The next category of items on harassment comprised three statements concerning sexist hostility. This refers to being treated differently, personalised verbal mistreatment, or offensive sexist remarks being made because of the person's gender.

Approximately half of the respondents described being treated differently (52%) or being put down or condescended to (47%) because of gender. Approximately one third of the respondents (35%) said they had experienced sexist remarks.

Examining the full responses to the three sexist hostility statements, 18% of the respondents said they were treated differently 'Once or twice' because of their gender and 33% said they had been treated differently more often. There was a similar pattern in the breakdown of responses to the statement on being put down or condescended to – 21% of respondents said this happened to them 'Once or twice' and a greater percentage (26%) said it happened more often.

- > Depending on the statement, females described having these experiences almost twice or more than twice as often as males. Sexist hostility was described most frequently by non-binary staff and those who preferred not to state their gender.
- > There was a trend toward staff in AHSS-BL and Research work areas describing sexist hostility more commonly than staff in the other work areas, along with staff who preferred not to state their work area.

- > Examining sexist hostility by sexual orientation, the staff who identified as bisexual had the highest incidence on each of the three statements. Staff who preferred not to state their sexual orientation and those who were gay, lesbian, queer or another sexual orientation described relatively high rates of sexist hostility as well.
- > There was an age-related trend in experiences of sexist hostility. Across all three statements in this section, the highest level of this harassment was described by the youngest age cohort (18-34 years). By comparison, the incidence was slightly lower among 35-44 and 45-54 year olds, and lower again among the 55+ age group.

Sexual Hostility / Crude Gender Harassment

This set of four statements refers to actions that have sexual connotations, including stories or jokes, offensive remarks, inappropriate sexual conversations, and non-verbal gestures or body language.

Depending on the statement, sexual hostility or crude gender harassment was described by between 14% and 21% of the survey respondents.

The most common experience was to be repeatedly told sexual stories or jokes (21%), followed by remarks about the person's appearance, body, or sexual activities (17%), unwelcome attempts to discuss sexual matters (14%), and embarrassing or offensive gestures or body language (14%).

Thirteen per cent of staff members said they had been repeatedly told offensive sexual stories or jokes 'Once or twice', while 8% had this experience more often. A total of 9% of staff had offensive remarks made 'Once or twice' about their appearance, body or sexual activities, and 8% had this experience more often.

- > The percentage of staff members who described sexual hostility varied by gender. People who preferred not to state their gender were the most likely to indicate they had experienced sexual hostility. Females were more likely than males to describe each of the forms of harassment in this set of statements. For instance, female staff (25%) were almost twice as likely as male staff (13%) to say they had been repeatedly told sexual stories or jokes. Non-binary staff described a relatively high rate of being told offensive sexual stories or jokes (27%).
- > The rate of experiencing sexual hostility typically did not vary more than 5% between the AHSS-BL, STEM-MH, Research, and Professional / technical work areas. Staff members who preferred not to state their work area described slightly higher rates of sexual hostility than other staff.

- > There were distinctive patterns in sexual hostility across sexual orientation categories. Those who preferred not to state their sexual orientation, along with bisexual staff members and staff who were gay, lesbian, queer or another sexual orientation were more likely to describe sexual hostility. Depending on the statement, the incidence of sexual hostility was 5-13% higher among bisexual staff members than among heterosexual staff members.
- > There was a consistent trend in experiences of sexual hostility by age category. For each of the statements on sexual hostility, the 18-34 year old group described the highest rate of incidence, ranging from 16-26%. There was typically a small gap between the 18-34 age group and the 35-44 and 45-54 year old categories. There was a larger difference with the 55+ years age category, who described a percentage incidence rate of 8-17% across the statements. The staff members who preferred not to state their age were most likely to describe sexual hostility, ranging from 45-60% across the statements.

Unwanted Sexual Attention

The next set of items on the sexual harassment measure concern unwanted sexual attention. These statements refer to someone making persistent efforts to have a relationship which are unwanted or after the person had already said 'no'.

Overall, 6% of survey respondents said someone had continued to ask them for a romantic date even though they had said 'no' and 10% had the experience of someone making unwanted attempts to establish a romantic sexual relationship with them.

- > Female staff members were more likely than male staff to say they had had unwanted attempts to establish a sexual relationship (11% compared with 7%) and that someone had continued to ask them for romantic dates (7% compared with 3%).
- > Survey respondents who worked in AHSS-BL, STEM-MH, Research, and those who preferred not to say their work area described slightly higher rates of unwanted sexual attention.
- > There was a broadly consistent rate of unwanted sexual attention described by respondents across sexual orientation categories. Bisexual staff members described the highest levels of these experiences.
- > There was an age-related trend in descriptions of unwanted sexual attention. The 18-35 years age group had the highest incidence rate. There was a similar rate experienced among 35-44 and 45-54 year old groups. The 55+ age group described the lowest incidence level. Survey respondents who preferred not to state their age had the highest level of unwanted sexual attention overall.

Sexual Coercion

The next set of four items refers to coercive strategies for obtaining sexual intimacy, such as bribing someone with rewards, creating a threatening atmosphere, suggesting better treatment could be available, or retaliation after a relationship ended.

The incidence of these forms of coercive harassment ranged from 1% (retaliation after a relationship ended), to 2% (implying better treatment) and 3% (feeling threatened, feeling bribed with a reward). There is limited scope to make comparisons between sub-groups of staff members given the total percentage of the respondents who described experiencing sexual coercion.

Sexual Harassment Via Electronic Communication or Visual/Written Materials

This section comprised two statements that described being exposed to visual or written materials with sexist or suggestive content or the electronic sending or posting of unwelcome sexual comments, jokes, or pictures.

More than one in six (15%) of the survey respondents described being exposed to sexist or suggestive materials such as pictures, stories or pornography that they found offensive. Overall, 8% of the participants said they had been exposed to sexist or suggestive materials 'Once or twice' and 6% said it had happened more often.

One in ten of the respondents described unwelcome sexual comments having been sent or posted online, including text, email, or other electronic formats on an online platform such as WhatsApp, Snapchat, or Facebook.

- > More females (17%) than males (9%) described being exposed to sexist or suggestive materials. There was a smaller difference between females (10%) and males (8%) on the statement concerning unwelcome sexual comments online. A relatively high percentage of the other gender groups were exposed to sexist or suggestive materials, including 21% of non-binary survey respondents and 30% of those respondents who preferred not to state their gender.
- > There was a consistent rate of respondents across areas of work who described exposure to sexist or suggestive materials, ranging from 13-16%. Academic staff in AHSS-BL were the most likely to have this experience. There was also broad consistency across work areas in unwelcome online experiences. The incidence of this form of harassment ranged from 7-12%. Staff working in a Research environment were the most likely to indicate that they had had this experience.

- > In terms of sexual orientation, bisexual staff members (24%) reported the highest incidence of someone having displayed, used, or distributed sexist or suggestive materials via electronic communication or visual / written materials. Staff members who preferred not to say their sexual orientation (14%) reported the highest incidence of someone posting or sending unwelcome material electronically.
- > Compared with other age groups, staff who chose not to state their age described the highest level of unwelcome sexual comments, jokes, or the display, use, or distribution of sexist or suggestive materials. Aside from this group, the trends among age groups were relatively similar, with 18-34 year olds slightly more likely to experience the display, use or distribution of sexist or suggestive materials (18%), and 45-54 year olds slightly more likely to experience unwelcome sexual comments being sent or posted (11%).

Follow Up Questions on Sexual Harassment

A set of follow up questions on sexual harassment experiences asked staff members to describe the circumstances of a particular incident that they had experienced. A total of 771 survey respondents indicated that they wished to answer the follow up questions. This represents 27% of the staff members who had completed the sexual harassment section. Not all of the individuals who said they wanted to answer them responded to each of the follow up questions.

The staff members who responded to these items identified the type of incident that they were referring to in the follow up questions as the situation that had the greatest effect on them. They could indicate more than one type of experience. The most common issue identified was sexist or sexually offensive language gestures or pictures, which was indicated by 56% of the 771 staff members who said they wanted to answer follow up questions.

The next follow up questions asked respondents about the identity of the person who was responsible for the harassment incident that had the greatest impact on them. Some staff members who indicated they wished to respond to follow up questions on sexual harassment did not say the identity of the person who was responsible. A large majority of staff who did answer this section of the survey indicated that a man had been responsible for the incident (80%). There was also a gender-related pattern, whereby males were more likely to indicate that the other person was a woman (55%) and 91% of females indicated that it was a man.

The next follow up question addressed whether the person who was responsible was a staff member or student at a higher education institution. A total of 716 of the survey participants responded to this question. Of these, 86% said that the person responsible was a staff member at a higher education institution, 12% said the person was not a staff member, and 2% did not know.

There were 708 staff members who responded to the question about whether the person responsible was a student. Sixteen per cent of these respondents said the person was a student, 83% said the person was not a student, and 2% did not know.

There were 715 staff members who responded to the question about whether the incident happened on campus. A large majority (86%) said that it did happen on campus. Compared with females (85%), a slightly lower percentage of male staff members (78%) said that the incident happened on campus.

The next follow up question asked the staff members how they reacted to the situation that they wanted to describe. This question illustrates the degree to which the individual reacted with passive or active strategies in response to being harassed, with percentages calculated against the 771 staff members who indicated they wished to respond to follow up questions.

The most frequent reaction that staff members described to the harassment situation was to have ignored the person and done nothing following the incident (45%). The next most frequent reaction was to have avoided the person / treated it like a joke (28%). More assertive responses were cited by fewer than 20% staff members who responded to this question – to tell the person to stop (19%), ask for advice and / or support (19%), and to report the person (10%).

There were relatively consistent responses given by females and males, but females were slightly more likely to avoid the person / treat it like a joke, to ask for advice and / or support, and to report the person.

The next part of the follow up section on harassment asked the staff members to say whether they had told anyone about the incident before completing the online survey. The response options were 'Yes' or 'No'. Of the 771 staff members who said they wanted to answer the follow up questions, 717 responded to this question. More than half (55%) of the staff members who responded said they had told someone about the incident prior to completing the survey. Compared with males (41%, n = 143), more females (59%) who responded to this question (n = 557) had told someone about the incident prior to completing the survey.

The final section of the follow up questions on sexual harassment split the respondents into those who had told someone prior to completing the survey and those who had not. Staff members who had told someone were provided with a set of choices as to who they had told. Staff who had not told anyone were invited to respond to a list of reasons for not disclosing the incident.

A total of 712 staff members responded to this section of the survey. This comprised 395 respondents who provided information on who they had told about the incident and 317 respondents who gave reasons why they had not told someone.

A majority of the staff members who had told someone else said that they had told a friend (57%) or another staff member (54%). Apart from this, the most frequent choices were to tell a line manager (27%), a romantic partner (35%), or a family member (24%). None of the other choices were selected by more than 6% of the respondents.

The staff members who had not told someone else prior to completing the survey about the incident they described were asked to indicate the reasons for non-disclosure.

The most common reasons for deciding not to disclose the incident to another person were that the staff member believed that it 'was not serious enough, not a crime' (49%), that they handled it themselves (38%), and that they wanted to put it behind them (34%).

7. Staff Experiences of Sexual Violence

The section on sexual violence began with a statement about whether the respondents wished to answer these questions. A total of 71% (n = 2,455) of staff members chose to answer the section in the online survey on sexual violence and 29% (n = 1,013) did not.

Respondents were first provided with information on what is meant by sexual violence and harassment:

For the purposes of this survey, sexual violence and sexual harassment collectively refer to physical contact or non-physical conduct of a sexual nature in the absence of clear, knowing and voluntary consent. It also refers to conduct that derogates, demeans, or humiliates a person based on that person's sex or gender. Examples include sexual or gender-based harassment, stalking, and sexual violence.

The survey respondents were told that they had the option to skip this section. If they chose to respond to this section of the survey, they read an orientating statement that read: "In the last four years, have you been in a situation in which someone related to your HEI. Please choose the appropriate response to each item". A set of six behaviourally-specific statements about sexual assault and violence then followed. These referred to:

- > Being touched inappropriately.
- > Being made to touch someone inappropriately.
- > Unwanted attempts at being stroked or kissed.
- > Having someone touch, rub or kiss private parts of their body without consent.
- > Having oral, anal, or vaginal sex without consent.
- > Someone trying to have oral, anal, or vaginal sex without consent.

For the staff group who responded to this part of the survey, the most common form of unwanted sexual contact was being touched in a way that made them feel uncomfortable (12%). Of these staff members, 7% said that it had happened to them once, 2% that it had happened twice, and 2% said that it had happened three times or more.

The next most common experience was someone making unwanted attempts to stroke or kiss the person. This was described by 4% of staff, with 2% indicating this had happened once, 1% that it happened twice, and 1% that it had happened three times or more.

Two per cent of the staff group said that someone had touched, kissed, or rubbed up against the private areas of their body or removed some of their clothes without their consent (but did not attempt sexual penetration).

One per cent or less of the staff members who responded to this part of the survey said that they had the experience of someone making them touch, stroke, or kiss them when they did not want to, that someone had tried to have oral, anal, or vaginal sex with them without their consent, or that someone had oral, anal or vaginal sex with them without their consent.

- > Females (13%) were more likely than males (7%) to describe being touched in a way that made they felt uncomfortable. Gender non-binary staff (17%) and staff members who preferred not to state their gender (24%) were the most likely to have this experience.
- > The most common form of sexual misconduct experienced among the staff grouped by sexual orientation was for bisexual staff (15%) and staff who preferred not to say their orientation (26%) being touched in a way that made them feel uncomfortable.
- > There was a high level of consistency in the experience of sexual misconduct and violence among staff members across different work areas.
- > The two younger age groups described the highest rate of someone touching them in a way that made them feel uncomfortable (18-35 years: 13%; 35-44 years: 14%). The 55+ years group (7%) were least likely to say this had happened to them.

Follow Up Questions on Sexual Violence

After the section of the survey that asked about the experience of sexual violence over the past four years in connection with their higher education institution, the staff members were invited to answer follow up questions about the incident that had the greatest impact on them.

Of the 2,455 staff members who indicated that they wished to answer questions on sexual violence, 12% (n = 289) said that they wanted to answer follow up questions about the incident that had the greatest effect on them. Not all of the staff who said they wanted to complete the follow up section chose to respond to these questions.

Nearly all of the female staff members (98%) who identified the person responsible for the incident by gender said it was a man, while 37% of males said it was a man and 63% of them said it was a woman who was responsible.

Nearly three quarters (73%) of the staff who replied to this question said that the incident took place on campus. Female staff members were slightly more likely to say the incident took place on campus than males.

A large majority (84%) of the staff members who responded said that the person responsible was a staff member at a HEI. A similar percentage of females and males said the person was a staff member.

Fifteen per cent of the staff members who responded to this section said that the person responsible for the incident was a student. A greater percentage of male staff members (20%) who responded to this question said that the person responsible was a student, compared with females (12%).

The staff members who responded to the follow up questions were asked how they felt at the time of the incident. They responded to three statements, which were rated on a 5-point scale from 'Not at all' to 'Extremely'. In the following percentages, 'Very' and 'Extremely' responses are compiled into one figure.

Overall, 16% of the staff members who responded to these statements said that they had felt very or extremely scared, followed by 8% who felt that the person would hurt them if they did not go along with it, and 3% who felt their lives were in danger. Nearly one fifth of female staff reported feeling very scared, 9% felt that the other person would hurt them, and 4% that their life was in danger.

In the final section of follow up questions the participants were asked whether they had told someone about the incident before taking part in the survey. Depending on their response, the staff members who responded to this section of the survey were asked to indicate who they had told or were asked to indicate the reasons why they had not told someone. In both cases, a standard list was provided and the staff members could choose multiple options.

Overall, 237 staff members responded to the question about whether they had told someone previously about the incident. A total of 63% (n = 150) of the staff members who responded said that they had told someone about the incident prior to taking part in the survey and 37% (n = 87) had not.

Those staff members who did tell another person were asked who they had told (more than one choice was possible). The most frequent choices for the staff who had told someone about the incident were a friend (61%), another staff member (51%), a romantic partner (33%), family member (17%), or line manager (13%). None of the other choices were selected by more than 6% of the participants. Females (55%) were more likely than males (39%) to have told another staff member.

Among those participants who had not told anyone about the incident, eight of the reasons for not disclosing were selected by 10% or more staff members. The most frequently cited reasons were wanting to put it behind them (23%), handling it themselves (22%), being worried that it might affect their career (22%), feelings of shame or embarrassment (20%), not wanting anyone to know about it (18%), being scared of the offender (16%), thinking that the incident would be viewed as their fault (15%), and believing that the higher education institution or Gardaí could do nothing in response (12%).

There was a difference of approximately 10% between females and males on some of the reasons for not telling anyone. Female staff members were more likely than males to say that they wanted to put it behind them, that they were worried it might affect their career, and that they did not want anyone to know about the incident.

8. Discussion of Findings

This is the first large scale survey of staff members in Irish higher education on the topics of consent, sexual violence and harassment. As such, it provides an important insight on the attitudes and knowledge base that staff possess on these issues. These are critical points in relation to implementing a culture change framework that seeks to mobilise staff as agents of change and to engage them in awareness raising, education, and training initiatives in the

future. In addition, the survey findings provide information for the first time on staff members' experiences of sexual violence and harassment. This helps the sector to identify and assess staff support needs and priorities for action that will address the incidence of such experiences and responses made to them in the future.

The staff survey also took place in the context of a student survey methodology that employed many of the same topic areas. Taken together, both sets of findings provide a useful base to assess the experience of professionals working in higher education alongside that of students. Common issues can be identified across these groups, as well as serving to highlight particular priorities for each group.

Moreover, the staff survey findings provide a descriptive analysis of the experiences of staff sub-groups in terms of gender identity, area of work, age categories, and sexual orientation. This approach helps to identify at risk groups and target priorities for particular sub-groups among the higher education community.

Nevertheless, it should be acknowledged that while steps were taken to be inclusive in presenting the findings, there are further levels of analysis not reported here that would further enrich our understanding of staff attitudes and experiences. Staff disability status and ethnicity are two examples of diversity that were not a feature of the analysis. Given the demographic background of the participants in this survey, further work is required to explore the full range of community members in the Irish HE sector.

A minority of the staff who responded to the survey viewed the HEI as proactive and taking a leading role in developing and disseminating information on policies and procedures related to SVH. Nevertheless, a third or more of the respondents responded to these statements using the 'Neutral' or 'Don't know' response, indicating that levels of awareness of HEI activity in this area were mixed.

Similarly, there was a relatively low agreement rate in relation to staff having awareness of specific SVH reporting mechanisms. Less than half said that they were aware of how to make a report personally. A minority of staff agreed that they had knowledge of supports, lines of responsibility and information. Again, there was a relatively high percentage of staff who responded to these statements by saying they were 'Neutral' or 'Don't know'.

A minority of staff indicated that they believed their HEI or peers would respond negatively to a person who makes a report of sexual violence or harassment. This suggests that the staff members did not perceive a widespread culture of reporting being suppressed. At the same time, there was also a relatively high rate of 'Neutral' and 'Don't know' responses, continuing the

trend of a significant segment of staff members potentially lacking information or views on these issues.

Another set of statements that asked about the likelihood of the HEI taking negative actions found a similar pattern, but did identify up to a third of staff members who indicated that the HEI may suggest that reporting could affect the reputation of the institution.

A majority of the respondents to the survey indicated that the institution would provide supports or create a positive environment toward reporting sexual violence or harassment, through tangible supports such as counselling, setting up meetings, and so on. The trend toward 'Neutral' and 'Don't know' responses was again evident in response to these statements.

Taken together, the staff members' responses to the statements on campus culture and expectations for institutional responses suggest a range of views existing across the HE community. Across the responses to all of the statements, some staff viewed their HEI as unsupportive or paying insufficient attention to developing an infrastructure to support people affected by sexual violence and harassment. Other staff members tended not to have a view on these topics. Finally, a further category of staff members saw their institution as proactive and appropriately supportive.

Probing these divergent attitudes and understandings, there was a trend toward groups that are associated with higher risk of sexual violence and harassment to view the institution less positively. For instance, females, gender non-binary staff members, bisexual staff and those who are gay, lesbian, queer or another sexual orientation were more likely to see the HEI as unsupportive or lacking in activity on SVH.

These findings on awareness of supports, policies and procedures are put in context by staff views on safety from SVH in the work environment. A total of 81% of staff said they felt safe from sexual violence and 72% agreed that they felt safe from sexual harassment. While these figures represent a clear majority, they may not meet an acceptable criterion. In addition, perceptions of safety were lower for groups that are at higher risk of SVH.

A related finding was that approximately half of the staff members felt safe in voicing concerns related to sexual violence and harassment. This figure indicates there may be some reticence in coming forward as an advocate or voice for change. Just over a third of staff members said that they had heard students or staff members discuss consent issues on campus over the past four years, which highlights the potential to increase the visibility of the topic in the future.

Perceptions of the degree to which SVH presents an issue for staff and students may contribute to a sense that this topic is not a priority. Just over a quarter of staff members agreed that SVH among students is a problem at their HEI and 16% agreed that it is a problem among staff. Perceptions of whether SVH was a problem are additionally put in context by a high rate of 'Neutral' responses to these statements, indicating that some staff members may not have sufficient information on these issues.

One very positive trend noted in the findings was for staff members to indicate a willingness to engage in a range of awareness raising, educational, and training initiatives. A large majority of staff members indicated that they would take part in training on disclosures, bystander intervention and consent awareness, if these were made available by their HEI.

A lower percentage, but still a majority, agreed that they would become involved in supportive or facilitating initiatives. On a comparable basis, almost 70% of staff members said they felt a responsibility to engage with the issue of sexual violence and harassment.

There was support for these statements across the staff group, and in particular from demographic groups such as females, Research and Technical staff, bisexual staff members, and staff aged 18-34.

There were also positive findings in respect of staff responses to statements on consent attitudes and bystander intervention. Staff member responses to statements on personal attitudes to consent indicate a strong agreement with the key principles for achieving consent to sexual intimacy. The imperative of having consent was strongly supported, although there was less clear cut support for having verbal consent for all forms of intimacy.

In addition, there was very limited agreement for female or male rape myth beliefs. The vast majority of staff members who responded to rape myth statements rejected the view that women may be responsible for being sexually assaulted or that men may not be able to control their sex drive. The highest degree of support or 'Neutral' ratings for such beliefs was in relation to female rape myths about men not meaning to engage in rape but doing so because of the influence of alcohol or a strong desire for sex.

Just over half of the staff said that they felt a sense of responsibility to intervene as a bystander in the event of sexual violence or harassment taking place. This suggests a strong base to build on. Over a third of staff members indicated that they did not know if they felt responsible for this, which may indicate limited awareness of what such action would involve. In line with this reasoning, a majority of staff said that they were not well informed about how to respond

effectively. On a similar note, a majority of staff members said that they were not well informed in receiving a disclosure of SVH from someone else.

83% of staff members who completed the survey chose to engage with the section on sexual harassment. A large proportion of staff members indicated that they had been harassed over the past four year period. For instance, 24% said that they had experienced sexualised comments related to male or female identity, 52% indicated that they had been put down due to their gender, 21% had been exposed to sexual stories or jokes, and 15% described being exposed to sexist or suggestive materials.

When reviewed by demographic characteristics, the likelihood of being sexually harassed increased substantially. Females, staff working in academic AHSS-BL or Research settings, bisexual staff members and those who are gay, lesbian, queer or another orientation, and younger staff members aged 18-34 all featured as having higher levels of sexual harassment experiences.

A minority of staff members who had responded to the questions on sexual harassment went on to complete the follow up section. The vast majority of the people who responded to follow up questions on harassment indicated that the person responsible was a member of staff at their HEI and that the incident happened on campus. A relatively small percentage of staff who responded said that they had reported the incident, and relatively passive strategies such as ignoring what had happened were relatively common. Just over half of the staff members said that they had told someone about the incident, with males less likely to have told someone about the incident prior to completing the survey.

Of those staff who had told someone what had happened, most chose to tell a friend or another staff member. A quarter had told a line manager. Among the staff members who had not told anyone about the incident of sexual harassment that most affected them, the most frequently cited reasons for not doing so were the belief that it was not serious enough and not a crime, that they handled it themselves, and that they wanted to put it behind them.

A total of 71% of the staff members who took part in the survey chose to complete the section comprising questions about the experience of sexual violence and assault that they had in connection with their HEI. The most common experience described by staff was to have been touched in a way that made them feel uncomfortable. This was the only statement that more than 10% of staff indicated had happened to them in the past four years. The next most common forms of assault were to have had someone make unwanted attempts to stroke or kiss them, or that someone had touched, kissed or rubbed against the private areas of their body.

The demographic groups at greatest risk of having these experiences were the same groups noted in other parts of the survey as experiencing higher levels of sexual harassment and less positive perceptions of their HEI's efforts to engage with the issue of SVH.

A relatively small number of staff members responded to the invitation to complete follow up questions on the incident of sexual violence that had the greatest impact on them. Of the 289 staff members who responded to this section, most said that the incident had taken place on campus and that the person responsible was a staff member. Two thirds had told someone about the incident prior to the survey, with friends and other staff members most likely to have been told. Thirteen per cent who had told someone had informed a line manager about it. A range of reasons were cited by those staff members who had not told anyone about what had happened, including shame, not wanting anyone to know, being scared of the perpetrator, as well as wanting to put it behind them and handling it themselves.

9. Recommendations

The national survey of staff has provided a timely insight on personal experiences of sexual harassment and violence in the context of the wider experience that staff have of their institution's efforts to engage with the subject of consent, sexual violence and harassment.

The key recommendations made from the findings of the survey link to the domains of:

- > Awareness, education, and training
- > Supporting people affected by sexual violence and harassment
- > Integration of staff development and support within Action Plans and national strategies
- > Ongoing research to explore context and to be inclusive of all community members

Awareness, education, and training

To increase information, awareness, knowledge and capacity of staff members throughout HEI institutions in Ireland with regard to policies and procedures relevant to consent, sexual violence and harassment. This includes policies concerning making a report of SVH to the institution as well as accessing personal supports.

The strategy to address information and knowledge gaps should take into account a likely range of needs experienced by staff in this area. Some staff do not see their HEI as supportive, while others may lack awareness of what supports are currently available. Other staff may already see the HEI as being active and supportive in relation to consent, sexual violence and harassment, but can be supported to become better informed and more able to support others.

In addition, there is a clear interest among staff members in receiving training in areas such as receiving a disclosure, intervening as an active bystander where appropriate, and supportive preventative sexual consent programmes. These skill sets can be offered on a tiered basis. As a result, the strategy for building capacity and mobilising the staff community should be planned for different levels of engagement. Those levels may range from having an initial level of awareness across all staff, to targeted briefings and education for staff in key positions in the institution, and on to more intensive training and ongoing support for staff members interested in playing an active role in supporting colleagues and students.

The focus of staff development should take into account the role that staff members may have in supporting students through orientation programmes, integration into academic programmes, and so on. In addition, the findings of the survey suggest a need for staff development to support their peers and colleagues as well as students.

Where possible, staff awareness, education, and training programmes should be integrated with the institutional Action Plans. They should engage with other aspects of the HEI as appropriate to ensure that staff development is sustainable and part of an ongoing strategy, such as by being aligned with relevant institutional units and monitored for take up and impact.

Supporting people affected by sexual violence and harassment

The findings of the survey indicate that a large percentage of the staff who took part had experienced sexual harassment at some point over the past four years. To a lesser extent, the staff members described the experience of sexual assault and violence. To date, this phenomenon has not been acknowledged appropriately in resourcing and support initiatives organised by HEIs. In identifying these issues for the first time in a detailed way, the survey points to the need to develop a response that can guide the sector and provide a feasible, sustainable model for individual institutions to follow.

The system of support for staff members who are affected by SVH would be likely to involve key areas involved in making reports and seeking supports. It should range across topic areas such as a review of the reporting and investigation processes undertaken by HEIs, identifying pathways for informal support and formal reporting that includes local HEI units and line managers, and ensuring accessibility of personal counselling supports. The need for enhanced supports should be underpinned by a trauma-informed approach which involves local stakeholders such as rape crisis centres and specialists.

Integration of staff development and support within Action Plans and national strategies

The topic of consent, sexual violence and harassment has recently gained prominence as a feature of the student experience. The ‘Consent Framework’ published by the Department of Education & Skills in 2019 highlighted staff as having a critical role in supporting culture change, for instance through enhanced awareness and capacity building. Primarily, this theme in the ‘Consent Framework’ was directed toward staff support for students. This is addressed in the earlier recommendation on awareness, education, and training.

In addition, there is a need to accommodate staff needs and priorities within institutional Action Plans and the national strategies that underpin and guide these local plans. Integrating supports for staff affected by SVH within plans and national strategy is an important step in acknowledging the experiences of staff members, and to ensure that efforts to address issues such as sexual harassment are sustainable.

Incorporating staff members within national strategies designed to promote positive behaviour and end sexual violence and harassment will require an approach that identifies the needs of particular staff groups. The survey findings point to the relevance of prioritising particular groups and fitting initiatives in an inclusive manner to the needs of females, sexual orientation minorities, younger staff members, and staff in particular work areas.

Besides incorporating staff needs within strategies explicitly linked to consent, sexual violence and harassment, there is much to gain by supporting collaboration with other strategic priorities in the HE sector. These include equality, diversity and inclusion, research governance, and healthy campuses.

Ongoing research to explore context and to be inclusive of all community members

As the first national survey of staff members in the Irish higher education sector, the survey findings have highlighted key trends and priorities. The report also acknowledges that, to be inclusive, it will be necessary to conduct further research with groups such as staff members with a disability, international staff, and staff from non-traditional backgrounds.

The findings also point to the need to explore the context in which staff members have experienced sexual violence and harassment. The survey findings point to important trends that require further exploration to understand how harassment in particular takes place and is responded to within the HEI sector. A better understanding of the decision making and experiences linked to disclosure and support seeking will help to inform efforts to enhance the responses that HEIs make to assist their staff. In addition, the most effective ways to provide awareness raising and education should be studied across a broad profile of staff as a way to understand how to build capacity and empowerment among the wider HEI community.

The national survey methodology should be reviewed in order to identify how ongoing monitoring and survey work can be carried out as effectively as possible. Continued development of the survey methodology through reviewing the content, response rates, and inclusiveness of the survey process will help to strengthen this approach. Several of the survey sections could prove useful for ongoing yearly monitoring of the impacts of projects to enhance awareness and knowledge. A sustained commitment to large scale surveys of staff and students will be a key support for a strategy of campus climate change, toward the goal of supporting positive behaviours and successfully addressing the issue of sexual violence and harassment.

Appendix: National Survey of Staff Experiences of Sexual Violence and Harassment in Irish HEIs

Background

The Higher Education Authority (HEA) is committed to ensuring a national institutional campus culture which is safe, respectful and supportive and to supporting higher education institutions to foster a campus culture that is clear in the condemnation of unwanted and unacceptable behaviours.

The HEA has a statutory responsibility to promote the attainment of equality of opportunity in higher education (HE). Every employee in Irish higher education has a right to a workplace free from discrimination, and the HEA is committed to ensuring that all staff in Irish HEIs have the opportunity to work in a positive and productive environment. Sexual violence, and harassment can interfere with one's job performance and emotional and physical well-being. Preventing and remedying all forms of sexual harassment and sexual violence in Irish HE is essential to ensuring a safe environment for all faculty, staff, and students.

At the request of the Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, T.D., the HEA is conducting a national survey to monitor the experiences of staff in relation to sexual violence, harassment with a view to informing national equality, diversity and inclusion planning processes. We would welcome your participation in this survey to gain insight into your view on/experience of sexual violence and harassment in Irish higher education. The survey normally takes approximately 10-15 minutes to complete.

Sexual Misconduct, Sexual Harassment and Sexual Violence

Sexual Misconduct is defined as any form of unwelcome behaviour of a sexual nature that may be subject to disciplinary proceedings. This includes crimes of sexual violence, sexual cyberbullying of any kind including non-consensual taking and/or sharing of intimate images, creating, accessing, viewing, or distributing child pornography material online or offline, stalking behaviours whether online or offline in a sexual context, and any verbal or physical harassment in a sexual context.

Sexual misconduct can be committed by a person of any gender and it can occur between people of the same or different genders. It is often gender targeted and perpetrated to demean, diminish, and intimidate. Sexual misconduct may occur between strangers or acquaintances, including people involved in an intimate or sexual relationship.

For the purposes of this survey, sexual violence and sexual harassment collectively refer to physical contact or non-physical conduct of a sexual nature in the absence of clear, knowing and voluntary consent. It also refers to conduct that derogates, demeans, or humiliates a person based on that person's sex or gender. Examples include sexual or gender-based harassment, stalking, and sexual violence.

The following survey is adapted from the Administrator-Researcher Campus Climate Collaborative (ARC3) Campus Climate Survey. Questions have been adapted and developed in consultation with the HEA Advisory Group on Ending Sexual Violence and Harassment in Irish Higher Education Institutions.

More information can found here:

<https://campusclimate.gsu.edu>

<https://hea.ie/assets/uploads/2021/04/Advisory-Group.pdf>

Who should take part and why should you take part?

All staff working in HEIs in the Republic of Ireland, regardless of their personal experience of sexual violence and/or harassment. We aim to assess awareness among all staff of policies and supports to address sexual violence and harassment in Irish HE and to survey staff for their views on/experiences of sexual violence and harassment in Irish HE.

By taking part in this survey you are helping us to identify areas for improvement, and ways to make those improvements. The survey results will be collated to provide an overall picture of staff views on/experiences of sexual violence and harassment across the Irish higher education sector.

PLEASE NOTE: PARTICIPATION IN THIS SURVEY IS VOLUNTARY AND NO IDENTIFYING INFORMATION IS REQUESTED.

Personal demographic details

We do not ask you for your name or contact details in this survey, nor do we collect IP addresses of participants, meaning that no-one will be able to connect these with your survey answers. The results will be presented in summary form so no individual can be identified. To understand your answers in more context, we would be grateful if you could provide us with some personal demographic information as part of this survey. The amount of information you provide us with is entirely up to you; please only disclose information with which you are comfortable, but the more you provide, the more useful it will be for us when analysing your survey response. Where you do not wish to disclose information, please choose the 'prefer not to say' option. All of the information you provide will be held confidentially in full compliance with data protection legislation as outlined below.

Please take care not to identify yourself or any other people when filling in any open text boxes, as this is an anonymous survey.

Trigger Warning

This survey asks about your personal experience with sexual misconduct, specifically sexual harassment and violence. Some of the language used in this survey is explicit and some people may find it uncomfortable, but it is important that we ask the questions in this way so that you are clear what we mean. Trigger warnings are included at the start of sections on sensitive topics, and you will be given the option to skip questions if you do not feel comfortable answering them. Information on how to get help, if you need it, appears below, at relevant points in the survey and at the end of the survey.

<https://hea.ie/assets/uploads/2021/04/Links-to-supports.pdf>

Data protection and confidentiality

The survey will not ask you to provide any identifying information and your responses are confidential and anonymous. In the event of any publication or presentation of the survey results, no personally identifiable information will be shared. Survey responses will be reported at a national level rather than as individual cases or at the level of HEI.

Survey responses are anonymous. Please only answer questions with which you are comfortable. All data collected through this survey will be held securely and confidentially in accordance with our security policies. The data will not be used for any purpose other than the following: to provide an overall picture of staff experiences of and views on sexual violence and harassment across the Irish higher education sector; to inform HEI planning process in relation to sexual violence and harassment. Access to the national data set will be confined to a small group within the HEA Executive, who will be responsible for its subsequent analysis. HEI specific data will be shared with individual institutions for planning purposes only. The HEA will only process data in line with the General Data Protection Regulation 2018 and the Data Protection

Act 2018. If we appoint a data processor, this will be subject to a data processing agreement and they will only process data under our instructions. At no point will the information you provide be shared in a way that would allow you to be personally identified. Any published material will be anonymised.

The HEA regrets that it is not in a position to personally meet with any individuals who provide a submission or to address personal grievances. Respondents are requested not to submit any details of grievances which are the subject of legal proceedings.

If you have any questions about this survey that have not been answered by this information page, please contact SVHsurveys@hea.ie.

For more information on how the HEA as data controller processes personal data, please see the link to our Data Privacy Notice below.

https://hea.ie/about-us/data_protection/

Demographics

To understand your answers in more context we would be grateful if you could provide us with some personal demographic information as part of this survey. The amount of information you provide us with is entirely up to you; please only disclose information with which you are comfortable, but the more you provide, the more useful it will be for us when analysing your survey response. Where you do not wish to disclose information, please choose the 'prefer not to say' option. All of the information you provide will be held confidentially in full compliance with data protection legislation as outlined below.

1. What is your age?

- = Under 18
- = 18-24
- = 25-34
- = 35-44
- = 45-54
- = 55-64
- = 65 and over
- = Prefer not to say

2. What is your gender identity?

Please choose only one of the following:

- = Female
- = Male
- = Gender Non-binary
- = Prefer not to say

3. Is your gender identity the same as the gender you were assigned at birth?

Please choose one of the following:

- = Yes
- = No
- = Prefer not to say

4. What sex were you assigned at birth?

Please choose only one of the following:

- = Female
- = Male
- = Prefer not to say

5. Do you have a disability including a mental or physical illness?

Please choose only one of the following:

- = Yes
- = No
- = Prefer not to say

6. What is your disability?

Please choose only one of the following:

- = Specific learning difficulty e.g. dyslexia
- = Physical or mobility related disability
- = Blind or visually impaired
- = Deaf or hard of hearing
- = Mental health difficulty
- = ASD or Aspergers ADHD or ADD
- = Significant ongoing physical illness
- = Other, please specify:
- = Prefer not to say

7. With which ethnic group do you most identify?

The categories below are those to be used by the Central Statistics Office for Census 2022. While the HEA acknowledges their limitations, we use them here per the recommendation of the National Athena SWAN Ireland Intersectionality Working Group in their May 2020 statement on the use of ethnicity categories in Irish higher education:

<https://hea.ie/assets/uploads/2020/07/Intersectionality-WG-Statement-on-Ethnicity-Categories-in-Irish-HE.pdf>

Please choose only one of the following:

- = Asian or Asian Irish
 - = Chinese
 - = Indian/Pakistani/Bangladeshi
 - = Any other Asian background
- = Black or Black Irish
 - = African
 - = Any other Black background
- = Other including mixed group/background
 - = Arabic

- = Mixed Background
- = Other
- = White
 - = Irish
 - = Irish Traveller
 - = Roma
 - = Any other White background
- = Prefer not to say

8. What is your sexual orientation?

Please choose only one of the following:

- = Asexual
- = Bisexual
- = Gay
- = Heterosexual/straight
- = Lesbian
- = Queer
- = A sexual orientation not listed here
- = Prefer not to say

9. What higher education institution do you currently work in?

Please choose only one of the following:

- = Athlone Institute of Technology
- = Dublin City University
- = Dun Laoghaire Institute of Art and Design
- = Dundalk Institute of Technology
- = Galway-Mayo Institute of Technology
- = Griffith College
- = Institute of Technology Carlow
- = Institute of Technology Sligo
- = Letterkenny Institute of Technology
- = Limerick Institute of Technology
- = Maynooth University
- = Munster Technological University
- = National College of Ireland

- = National University of Ireland, Galway
- = Royal College of Surgeons in Ireland
- = St Angela's College / National College of Art & Design / Mary Immaculate College
- = Technological University Dublin
- = Trinity College Dublin
- = University College Cork
- = University College Dublin
- = University of Limerick
- = Waterford Institute of Technology
- = HECA HEI: CCT/DBS/Dorset College/GBS/Hibernia College/ICHAS/IICP/OTC/Setanta
- = College/SQT/SNMCI
- = Dropdown list of HEIs
- = A HEI not listed here
- = Prefer not to say

10. What is your area of work/disciplinary area?

Please choose only one of the following:

- = Academic: Arts, Humanities, Social Sciences
- = Academic: Business and Law
- = Academic: Science, Technology, Engineering, Mathematics
- = Academic: Medicine and Health
- = Research Centre/Institute
- = Research Fellow
- = Professional, Managerial and Support Services
- = Technical Support
- = Other
- = Prefer not to say

11. What is your current role/grade by pay grade?

Please choose only one of the following:

- = >€130,000
- = €115,000-€129,999
- = €100,000-€114,999
- = €75,000-€99,999
- = €60,000-€74,999
- = €45,000-€59,999

- = €30,000-€44,999
- = €15,000-€29,999
- = <14,999
- = Prefer not to say

12. On what contractual basis are you currently employed?

Please choose all that apply.

- = Full-time permanent / indefinite duration
- = Part-time permanent / indefinite duration
- = Full-time fixed-term contract
- = Part-time fixed-term contract
- = Hourly paid
- = Other (please specify)
- = Prefer not to say

13. How long have you been employed at your HEI?

- = 1-5 years
- = 6-10 years
- = 11-15 years
- = 16-20 years
- = 21-25 years
- = 26-30 years
- = 31-35 years
- = 36-40 years
- = More than 40 years
- = Prefer not to say

Campus Environment

14. Using the scale provided, please indicate your level of agreement with the following statements.

Please choose the appropriate response for each item:

Scale = Strongly disagree – Disagree – Neutral – Agree – Strongly Agree

- = My HEI proactively addresses issues of sexual violence and harassment.
- = Senior management at my HEI are visible in addressing issues around sexual violence and harassment.
- = I am aware of policies at my HEI which seek to tackle and eliminate sexual violence and harassment.

- = Policies and procedures at my HEI which seek to tackle and eliminate sexual violence and harassment are clear and explicit.
- = Policies and procedures at my HEI which seek to tackle and eliminate sexual violence and harassment are effective.

15. Using the scale provided, please indicate your level of agreement with the following statements.

Please choose the appropriate response for each item:

Scale = Strongly disagree – Disagree – Neutral – Agree – Strongly Agree

- = My HEI has an easy-to-use system for staff to report incidents of sexual violence and harassment.
- = There are clear lines of responsibility for dealing with reporting of sexual violence and harassment at my HEI.
- = If someone were to report a case of sexual harassment or sexual violence at my HEI, other staff would see the person making the report as a troublemaker.
- = If someone were to report a case of sexual harassment or sexual violence at my HEI, it would be hard for other staff to support the person who made the report.
- = If someone were to report a case of sexual harassment or sexual violence at my HEI, the person making the report would be subjected to retaliation, retribution or negative responses from the alleged offender(s) or their friends.
- = If I was subjected to sexual violence and/or harassment I would know how to report this to my HEI.
- = If someone I knew was subjected sexual violence and/or harassment I would know how to report this to my HEI.
- = If I reported a case sexual violence and/or harassment I would know what supports were available to me at my HEI.
- = If I were accused of perpetrating sexual violence and/or harassment I would know what supports were available to me at my HEI.

16. Using the scale provided, please indicate your level of agreement with the following statements.

Please choose the appropriate response for each item:

Scale = Strongly disagree – Disagree – Neutral – Agree – Strongly Agree

- = Training on how to report and respond to disclosures of personal experiences of sexual violence and harassment involving staff and/or students is available to me at my HEI.
- = I am aware of ongoing messaging at my HEI that disseminates information around reporting and responding to incidents of sexual violence and harassment.

- = I am aware of ongoing messaging at my HEI that promotes cultural change and awareness of sexual violence and harassment.
- = I would be willing to complete Bystander Intervention awareness training if it was made available by my institution.
- = I would be willing to complete Consent Awareness training if it was made available by my institution.
- = I would be willing to complete training on disclosures of incident of sexual violence and harassment if it was made available by my institution.
- = I would be willing to be involved in roles in relation to consent/bystander intervention/disclosure initiatives.
- = I would be willing to facilitate student/staff initiatives in relation to consent/bystander intervention/disclosure initiatives.

17. The following statements describe how your HEI might handle it if a staff member experienced an incident of sexual harassment and/or sexual violence. Using the scale provided, please indicate the likelihood of each statement.

Please choose the appropriate response for each item:

Scale = Very Unlikely – Unlikely – Neutral – Likely - Very Likely

- = My institution would play a role by actively supporting the person with either formal or informal resources (e.g., counselling, meetings, or phone calls).
- = My institution would play a role by allowing the person to play an active role in how their report was handled.
- = My institution would actively support the person and accommodate their needs.
- = My institution would play an active role by creating an environment where this type of experience was safe to discuss.
- = My institution would play an active role by creating an environment where this type of experience was recognised as a problem.
- = My institution would play an active role by suggesting the person's experience/s might affect the reputation of the institution.
- = My institution would play an active role by creating an environment where the person no longer felt like a valued member of the institution.
- = My institution would play an active role creating an environment where staying at the HEI was difficult for the person.

Campus Safety

18. The following statements refer to both physical and online environments. Using the scale provided, please indicate your level of agreement with the following statements.

Please choose the appropriate response for each item:

Scale = Strongly disagree – Disagree – Neutral – Agree – Strongly Agree

- = I feel safe from sexual harassment within my HEI.
- = I feel safe from sexual violence within my HEI.
- = I feel safe speaking up or voicing concerns in relation to sexual violence and/or harassment.

19. Using the scale provided, please indicate your level of agreement with the following statements.

Please choose the appropriate response for each item:

Scale = Strongly disagree – Disagree – Neutral – Agree – Strongly Agree

- = I feel a sense of responsibility to engage with the issue of sexual violence and harassment at my HEI.
- = Sexual violence or harassment among faculty and staff is a problem at my HEI.
- = Sexual violence or harassment among students is a problem at my HEI.

Consent and Bystander attitudes

20. This scale is interested in perceptions of sexual consent. We are asking these questions in the context of increased student awareness of consent, related education initiatives, and the potential for disclosures to staff. If you are not comfortable answering these questions you have the option to skip to the next question.

Please choose only one of the following:

- = I would like to answer these questions.
- = I would like to skip these questions.

If answer = I would like to answer these questions.

21. For each of the following statements indicate how strongly you agree or disagree.

Please choose the appropriate response for each item:

Scale = Strongly Disagree – Disagree – Neutral – Agree - Strongly Agree

- = Students typically feel confident seeking consent from a sexual partner.
- = Students typically feel that verbally asking for sexual consent is awkward.
- = When initiating sexual activity, one should always assume that one does not have sexual consent.

- = Before making sexual advances, one should assume “no” until there is clear indication to proceed.
- = It is equally important to obtain sexual consent in all relationships regardless of whether or not they have had sex before.
- = Verbally asking for sexual consent should occur before proceeding with any sexual activity.
- = The need for asking for sexual consent decreases as the length of an intimate relationship increases.
- = Consent should be asked before any kind of sexual behaviour, including kissing or touching.

If answer = I would like to skip these questions.

22. In the last four years, I have heard sexual consent issues being discussed by students on campus.

Please choose only one of the following:

- = Yes
- = No

23. In the last four years, I have heard sexual consent issues being discussed by staff on campus.

Please choose only one of the following:

- = Yes
- = No

24. In the context of sexual harassment and/or violence, I feel a responsibility to make an intervention where I am not directly involved.

Please choose only one of the following:

- = Yes
- = No
- = I don't know

25. In the last four years I have made an intervention as a bystander to incident(s) of sexual harassment and/or violence involving students and/or staff.

- = 0 times
- = 1 time
- = 2 times
- = 3+ times

26. Using the scale provided, please rate how informed you feel you are to:

Scale = Not informed at all – slightly informed – somewhat informed – fairly informed – completely informed

- = Make an effective intervention as a bystander to an act of sexual harassment and/or violence.
- = Respond effectively to a disclosure of an incident of sexual harassment and/or violence.

Experiences of Sexual Harassment

For the purposes of this survey, **sexual violence and sexual harassment** collectively refer to physical contact or non-physical conduct of a sexual nature in the absence of clear, knowing and voluntary consent. It also refers to conduct that derogates, demeans, or humiliates a person based on that person's sex or gender. Examples include sexual or gender-based harassment, stalking, and sexual violence.

Trigger Warning

The following questions ask about your personal experience with sexual harassment. Some of the language used in these questions is explicit and some people may find it uncomfortable, but it is important that we ask the questions in this way so that you are clear what we mean. Information on how to get help, if you need it, appears below, at relevant points in the survey and at the end of the survey.

<https://hea.ie/assets/uploads/2021/04/Links-to-supports.pdf>

27. If you are not comfortable answering these questions you have the option to skip to the next section.

Please choose only one of the following:

- = I would like to answer these questions.
- = I would like to skip these questions.

28. In the last four years, have you been in a situation in which someone related to your HEI:

Please choose the appropriate response for each item:

Scale = Never - Once or twice – Sometimes – Often - Many times – Not Applicable

- = Treated you “differently” because of your gender (for example, mistreated, slighted, or ignored you)?
- = Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography which you found offensive)?
- = Sent or posted unwelcome sexualised messages electronically, by text message, email, social media, or other electronic means (for example via WhatsApp, Snapchat, Facebook, etc.)?

- = Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)?
- = Made sexualised comments that included reference to your race or ethnicity?
- = Made sexualised comments that included reference to your trans and/or non-binary identity?
- = Made sexualised comments that included reference to your identity as female or male?
- = Made sexualised comments that included reference to your sexuality?
- = Made sexualised comments that included reference to your religion?
- = Put you down or was condescending to you because of your gender?
- = Repeatedly told sexual stories or jokes that were offensive to you?
- = Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?
- = Made offensive remarks about your appearance, body, or sexual activities?
- = Made gestures or used body language of a sexual nature which embarrassed or offended you?
- = Made unwanted attempts to establish a romantic sexual relationship with you?
- = Continued to ask you for dates, drinks, dinner, etc., even though you said “No”?
- = Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behaviour?
- = Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review, threatening your reputation, etc.)?
- = Implied better treatment if you were sexually cooperative?
- = Retaliated after you ended a sexual relationship with them?

29. If you experienced one of the situations described in the last question, we would like to ask some follow up questions about the ONE SITUATION that had the greatest effect on you.

If this is not applicable to you or you are not comfortable answering questions about specific instances of sexual harassment you should skip to the next section.

Please choose only one of the following:

- = I would like to answer these questions.
- = I would like to skip these questions.

30. The situation involved:

Please choose all that apply:

- = Sexist or sexually offensive language, gestures or pictures
- = Unwanted sexual attention
- = Unwanted touching
- = Subtle or explicit bribes or threats

31. The other person was a:

Please choose all that apply:

- = Man
- = Woman
- = Other

32. Was the other person a staff member at your higher education institution?

Please choose only one of the following:

- = Yes
- = No
- = I don't know

33. Was the other person a student at your higher education institution or another higher education institution?

Please choose only one of the following:

- = Yes
- = No
- = I don't know

34. Did this happen on campus?

Please choose only one of the following:

- = Yes
- = No

35. Please tell us how you reacted to the situation:

Please choose all that apply:

- = I ignored the person and did nothing.
- = I avoided the person as much as possible. I treated it like a joke.
- = I told the person to stop.

- = I reported the person.
- = asked someone for advice and/or support.

36. Did you tell anyone about the incident before this questionnaire?

Please choose only one of the following:

- = Yes
- = No

Answer = Yes

37. Who did you tell?

Please choose all that apply:

- = Friend
- = Romantic partner
- = Family member
- = Doctor/nurse
- = Religious (e.g., Priest, Nun, Rabbi, Imam, Pastor, Monk, Guru etc.)
- = Off-campus rape crisis centre staff
- = Off-campus counsellor
- = On-campus counsellor
- = Higher education institution health services
- = Campus security
- = Garda Síochána
- = Another staff member
- = Line manager
- = Other. Please Specify _____

Answer = No

Why did you not tell anyone?

Please choose all that apply:

- = I thought that I wouldn't be believed
- = I thought that the incident would be viewed as my fault
- = I didn't think the higher education institution /Gardaí could do anything
- = I was scared of offender
- = I thought that it was not serious enough, not a crime
- = I felt shame or embarrassment
- = I didn't want anyone to know

- = I didn't want involvement with the higher education institution authorities/Gardaí or courts
- = I was worried that it might affect my career
- = I was worried that it might affect the perpetrator's career
- = I didn't want the person arrested, jailed, deported, stressed out
- = I handled it myself
- = I wanted to put it behind me

39. Have you ever acted in a sexually inappropriate manner in the workplace such that another person was slighted/disadvantaged/made to feel uncomfortable?

Please choose only one of the following:

- = Yes
- = No
- = I don't know

Experiences of Sexual Violence

For the purposes of this survey, sexual violence and sexual harassment collectively refer to physical contact or non-physical conduct of a sexual nature in the absence of clear, knowing and voluntary consent. It also refers to conduct that derogates, demeans, or humiliates a person based on that person's sex or gender. Examples include sexual or gender-based harassment, stalking, and sexual violence.

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 comfortable answering each question honestly.

Trigger Warning

The following questions ask about your personal experience with sexual violence. Some of the language used in these questions is explicit and some people may find it uncomfortable, but it is important that we ask the questions in this way so that you are clear what we mean. Information on how to get help, if you need it, appears below, at relevant points in the survey and at the end of the survey.

<https://hea.ie/assets/uploads/2021/04/Links-to-supports.pdf>

40. If you are not comfortable answering these questions you have the option to skip to the next section.

Please choose only one of the following:

- = I would like to answer these questions.
- = I would like to skip these questions.

41. In the last four years, have you been in a situation in which someone related to your HEI:*

Please choose the appropriate response for each item:

Scale = 0 times - 1 time - 2 times - 3+ times

- = Touched you in a way that made you feel uncomfortable?
- = Made you touch, stroke, or kiss them when you did not want to?
- = Made unwanted attempts to stroke, or kiss you?
- = Touched, kissed, or rubbed up against the private areas of your body (lips, breast/chest, crotch or bottom) or removed some of your clothes without your consent (but did not attempt sexual penetration).
- = Had oral, anal, or vaginal sex with you without your consent?
- = TRIED to have oral, anal, or vaginal sex with you without your consent?

42. If you experienced one of the situations described in the last question, we would like to ask some follow up questions about the ONE SITUATION that had the greatest effect on you.

If this is not applicable to you or you are not comfortable answering questions about specific instances of sexual violence you should skip to the next section.

Please choose only one of the following:

- = I would like to answer these questions.
- = I would like to skip these questions.

43. The other person was a (select all that apply if more than one other person):

Please choose all that apply:

- = Man
- = Woman
- = Other

44. Did this happen on campus?

Please choose only one of the following:

- = Yes
- = No

45. Was the other person a staff member at your higher education institution or another higher education institution?

Please choose only one of the following:

- = Yes
- = No
- = I don't know

46. Was the other person a student at your higher education institution or another higher education institution?

Please choose only one of the following:

- = Yes
- = No
- = I don't know

47. During the incident, to what extent did you feel:

Please choose the appropriate response for each item:

Scale = Not at all – Slightly – Somewhat – Very - Extremely

- = Scared
- = Like your life was in danger
- = Like the other person would hurt you if you didn't go along

48. Did you tell anyone about the incident before this questionnaire?

Please choose only one of the following:

- = Yes
- = No

Answer = Yes

49. Who did you tell?

Please choose all that apply:

- = Friend
- = Romantic partner
- = Family member
- = Doctor/nurse
- = Religious (e.g., Priest, Nun, Rabbi, Imam, Pastor, Monk, Guru etc.)
- = Off-campus rape crisis centre staff
- = Off-campus counsellor

- = On-campus counsellor
- = Higher education institution health services
- = Campus security
- = Garda Síochána
- = Another staff member
- = Line manager
- = Other. Please Specify _____

Answer = No

50. Why did you not tell anyone?

Please choose all that apply:

- = I thought that I wouldn't be believed
- = I thought that the incident would be viewed as my fault
- = I didn't think the higher education institution /Gardaí could do anything
- = I was scared of offender
- = I thought that it was not serious enough, not a crime
- = I felt shame or embarrassment
- = I didn't want anyone to know
- = I didn't want involvement with the higher education institution authorities/Gardaí or courts
- = I was worried that it might affect my career
- = I was worried that it might affect the perpetrator's career
- = I didn't want the person arrested, jailed, deported, stressed out
- = I handled it myself
- = I wanted to put it behind me
- = I didn't want relationship to end

General attitudes to and perceptions of sexual violence and harassment

We'd like to ask you some final questions relating to your attitudes to and perceptions of consent, sexual violence and harassment. We are asking these questions develop a picture of staff attitudes to and perceptions of these issues to inform future training/education initiatives that may be necessary and to measure changes to attitudes/perceptions over time.

Trigger Warning

The following questions ask about general attitudes to sexual violence and harassment. Some of the language used in these questions is explicit and some people may find it uncomfortable, but it is important that we ask the questions in this way so that you are clear what we mean.

Information on how to get help, if you need it, appears below, at relevant points in the survey and at the end of the survey.

<https://hea.ie/assets/uploads/2021/04/Links-to-supports.pdf>

51. If you are not comfortable answering these questions you have the option to skip to the next section.

Please choose only one of the following:

- = I would like to answer these questions.
- = I would like to skip these questions.

52. For this part of the survey we would like you read each of the following statements and indicate how true each is to you, from strongly disagree to strongly agree.

Please choose the appropriate response for each item:

Scale = Strongly Disagree – Disagree – Neutral – Agree - Strongly Agree

- = If a woman is raped or sexually assaulted while she is drunk, she is at least somewhat responsible for letting things get out of control.
- = When women go to parties wearing revealing clothing, they are asking for trouble.
- = If a woman goes to a room alone with a man at a party, it is her own fault if she is raped or sexually assaulted.
- = If a woman acts like a slut, eventually she is going to get into trouble.
- = When women are raped or sexually assaulted, it's often because the way they said "no" was unclear.
- = If a woman initiates kissing or hooking up, she should not be surprised if a man assumes she wants to have sex.
- = When men rape or sexually assault, it is usually because of their strong desire for sex.
- = Men don't usually intend to force sex on a woman, but sometimes they get too sexually carried away.
- = Rape or sexual assault happens when a man's sex drive gets out of control.
- = If a man is drunk, he might rape or sexually assaulted someone unintentionally.
- = It shouldn't be considered rape or sexual assault if a man is drunk and didn't realise what he was doing.
- = If both people are drunk, it can't be rape or sexual assault.

53. For this part of the survey we would like you read each of the following statements and indicate how true each is to you, from strongly disagree to strongly agree.

Please choose the appropriate response for each item:

Scale = Strongly Disagree – Disagree – Neutral – Agree - Strongly Agree

- = The extent of a man’s resistance should be a major factor in determining if he was raped or sexually assaulted
- = A man can enjoy sex even if it is being forced on him
- = Most men who are raped or sexually assaulted are very upset by the incident
- = Many men claim rape or sexual assault if they have consented to homosexual relations but have changed their minds afterwards
- = Most men who are raped or sexually assaulted are somewhat to blame for not escaping or fighting off the woman
- = If a man engages in kissing and petting and he lets things get out of hand, it is his fault if the other person forces sex on him
- = Most men who are raped or sexually assaulted are somewhat to blame for not being more careful
- = Most men who have been raped or sexually assaulted have a history of promiscuity
- = Women who rape or sexually assault men are sexually frustrated individuals
- = Men who wear tight or skimpy clothes are asking for trouble

Further Comments

54. If there is anything else you would like to add about sexual violence and/or harassment in your HEI, please use the box below. You may also use this space to indicate any actions that you would like to see to address sexual violence and/or harassment in Irish HE. You should also feel free to make a comment on the survey itself. Like the rest of your responses to this survey, any information you provide is anonymous and will only be reported grouped with all other comments. Please avoid including identifying information in this text box.

Thank you for completing the survey.

If you are affected by any of the issues raised in this survey, a list of organisations that may be able to provide help and advice, if you need it, can be found here:

<https://hea.ie/assets/uploads/2021/04/Links-to-supports.pdf>

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