

2018 Executive Summary

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In April 2014 the U.S. Department of Justice's Office on Violence Against Women published a web article about sexual assault on college campuses and indicated that campus climate surveys would soon become a Title IX compliance requirement (Not Alone: Protecting Students from Sexual Assault, 2018). By the fall of 2015, TLU began planning to administer a campus climate survey to comply with Title IX and, more importantly, to use the results to improve campus safety for the entire TLU community. This report highlights the main overarching challenges and several strengths suggested by the survey response data. The recommendations herein are actionable.

Since the study was undertaken and concluded in the October 2017 many educational and prevention programs and services have been implemented. In July 2017, TLU rolled out the Education and Compliance program that works to bring educational resources to assist our employees with a variety of online educational courses, in person speakers and presentations, as well as awareness month campaigns (Domestic Violence Awareness Month, Stalking Awareness Month, and Sexual Assault Awareness Month).

In Fall 2017, TLU developed a partnership with Guadalupe Valley Family Violence Shelter where on Monday and Fridays of every week, there is a confidential advisor located in the Alumni Student Center available to speak with faculty, staff, and students about gender-based violence and provide information regarding the services that are available in the Seguin and surrounding communities. Since Spring 2017, TLU has gained institutional memberships to Texas Association Against Sexual Assault (TAASA) and Texas Council on Domestic Violence.

Overall, survey findings reveal that students, faculty, and staff are positive about TLU and enjoy their experiences here. Additionally, respondents agree in the need for more diversity on our campus. Employees and students, in general, feel a strong sense of belonging at TLU. Another broad finding is that respondents trust TLU to be fair and equitable in the handling of sexual misconduct and racial/ethnic bias complaints. All respondents expressed trust that TLU would take their report of such incidents seriously. For instance, 94% of faculty and staff respondents and 95% of student respondents believed TLU would take their reports seriously.

In addition to these positive findings, areas of challenge were identified through the survey responses as well. For instance, African American students describe experiencing incidents of racial micro-aggressions and encountered sexual misconduct by faculty/staff. Faculty and staff do not indicate ever experiencing sexual misconduct at TLU. However, it is likely that some employees have had these experiences without reporting them, given the national statistics on reporting victimization (Violence Against Women in the United States: Statistics, 2018).

Student focus groups and employee comments were helpful in the development of recommendations and provided context for the data analysis. TLU will use these findings to

improve the educational and work environment, develop training and prevention programs, and expand our efforts to educate the community on sexual misconduct post-reporting processes.

Throughout this process, both strengths and challenges were found, and recommendations were made based on the results. As a community, we must work together to implement strategies and tactics to improve the TLU campus climate. The process will take commitment, perseverance, and a shared vision for what our campus climate can be. There will likely be many different ideas on how to accomplish our goals but it is crucial that we stay the course.