

**Ohio Department of Higher Education  
Employee Benchmark Questions**

1. Are you 18 years of age or older?

- Yes
- No

If NO; routed to end of survey.

2. What is your primary affiliation with the campus?

- Faculty (adjunct, professor, clinical, post-doc research fellow, etc.)
- Staff or Administrator (including coaching staff, campus law enforcement, etc.)
- Contracted employee
- Affiliate/Volunteer
- Other

The following questions ask about sexual misconduct. Sexual Misconduct refers to physical contact or non-physical conduct of a sexual nature in the absence of clear, knowing and voluntary consent. Examples include sexual or gender-based harassment, stalking, intimate partner violence, and sexual violence.

3. Since July 1, 2019, have you been offered training on the prevention of sexual misconduct through the college/university? (Examples could include an online training, a workshop, a session or a course).

- Yes, and I completed the training
- Yes, and I plan on completing the training
- Yes, but I do not plan on completing the training
- No

4. If yes, how useful did you think the training was?

- Extremely useful
- Very useful
- Somewhat useful
- A little useful
- Not at all useful

5. How likely is it that you would take action if you observed a situation you believe was, or could have led to, sexual misconduct?

- Extremely likely
- Very likely
- Somewhat likely
- A little bit likely
- Not likely at all

6. How knowledgeable are you about each of the following:

*Answer options:* Very knowledgeable, Somewhat knowledgeable, A little knowledgeable, Not at all knowledgeable

- a) Where to make a report of sexual misconduct on campus.
- b) Where to get support and resources for a student or colleague who is the victim of sexual misconduct.
- c) Your campus's policies on sexual misconduct.
- d) Where to find information on your campus's formal procedures to address complaints of sexual misconduct.

7. If someone were to report an incident of sexual misconduct how do you feel....

*Answer options:* Extremely likely, Very likely, Somewhat likely, A little bit likely, Not at all likely

- a) Campus officials would take the report seriously.
- b) Campus officials would take steps to protect the safety of the person making the report.
- c) Campus officials would support the person making the report.
- d) Campus officials would take action against the alleged offender(s).
- e) Campus officials would take steps to protect the person making the report from retaliation.
- f) Campus officials would take action to address factors that may have led to the sexual misconduct.

8. To what extent do you agree or disagree with the following statements:

*Answer options:* Strongly agree, Agree, Disagree, Strongly Disagree

- a) I have confidence that my college/university will follow the formal procedures to address complaints of sexual misconduct.
- b) I can do something about sexual misconduct on campus.
- c) I am actively involved in addressing sexual misconduct on campus.
- d) Sexual misconduct is a problem on campus.

9. How likely do you think it is that you will experience sexual misconduct on campus?

- Extremely likely
- Very likely
- Somewhat likely
- A little likely
- Not at all likely

**The Changing Campus Culture initiative was started 5 years ago. This is why ODHE has asked the survey participant to reflect on the past 5 years when responding to the following questions. These next 4 questions ask about sexual harassment, stalking, non-consensual, unwanted sexual contact, and sexual intercourse you may have experienced in the past 5 years related to your position at your college/university.**

Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, and other verbal, written, online or physical conduct of a sexual nature when the behavior interferes with your education, or creates an intimidating, hostile or offensive environment.

10. In the past 5 years, have you experienced sexual harassment related to your employment at this college/university?

- Yes
- No
- Prefer not to answer

Stalking refers to a pattern of behavior that makes you feel nervous, harassed, and fearful for your personal safety. It is when someone repeatedly contacts you, follows you, sends you things, talks to you when you don't want them to, or threatens you.

11. In the past 5 years, have you experienced stalking related to your employment at this college/university?

- Yes
- No
- Prefer not to answer

Sexual contact refers to when one person kisses another, touches someone's breast/chest, crotch/groin, or buttocks or grabs, gropes, or rubs against the other in a sexual way, even if the touching is over the other's clothes.

12. In the past 5 years, have you experienced non-consensual sexual contact related to your employment at this college/university?

- Yes
- No
- Prefer not to answer

Sexual intercourse refers to when sexual penetration (when one person puts a penis, finger, or object inside someone else's vagina or anus) and oral sexual contact (when someone's mouth or tongue makes contact with someone else's genitals).

13. In the past 5 years, have you experienced non-consensual sexual intercourse related to your employment at this college/university?

- Yes
- No
- Prefer not to answer