



**RUTGERS**

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CENTER FOR RESEARCH  
ON ENDING VIOLENCE

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## **Academic and Workplace Behaviors and Environment Survey Annotated Instrument**

### **Overview:**

In Fall 2022, the Office of the Executive Vice President for Academic Affairs (EVPAA) sponsored the first university-wide faculty and staff survey to assess the campus climate related to harassment at Rutgers University. Researchers from the [Center for Research on Ending Violence \(REV\)](#) at the Rutgers School of Social Work administered the *Academic and Workplace Behaviors and Environment Survey (AWBES)* to Rutgers University faculty, staff, postdoctoral associates (postdocs), teaching assistants (TAs), and graduate assistants (GAs) at all Chancellor-led units at Rutgers University.

### **Survey Instrument:**

Content development for the AWBES survey occurred over a one-year period and involved input from various members of Rutgers University in addition to experts around the country. The survey tool was based on the validated Administrator-Researcher Campus Climate Collaborative (ARC3) Campus Climate Survey Instrument, consistent with recommendations from the National Academies of Sciences, Engineering, and Medicine's 2018 report on the sexual harassment of women.<sup>1</sup> In addition, the research team consulted the literature for validated measures to address the intersectionality of identities and the multiple contextual factors affecting harassment and discrimination on campus. The survey includes adapted scales from the [Know More Campus Climate Survey](#) administered at Michigan State University (MSU).

The final survey tool is comprised of six modules. For the 2022 administration of the AWBES, each participant was asked a core set of questions in each of the following modules: demographics, workplace incivility, workplace sexual harassment, reporting experiences, and impact. Participants were then randomized to receive either a module on perceptions of climate and awareness of resources or bystander intervention and action.

When applicable, citations are included throughout this copy of the survey referencing the original instruments from which scales or items are drawn. Skip logic is employed throughout the survey to ensure that respondents are only presented with the questions that are relevant to them.

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<sup>1</sup> National Academies of Sciences, Engineering, and Medicine (2018). Sexual harassment of women: Climate, culture, and consequences in academic sciences, engineering, and medicine. The National Academies Press.

(BOLDFACE HEADINGS AND RED TEXT WILL NOT APPEAR TO PARTICIPANTS)

## MODULE 1 - DEMOGRAPHICS<sup>2</sup>

*Instructions: Please answer the following questions about yourself.*

1. What is your age?\*

- |  |                                      |
|--|--------------------------------------|
| <input type="checkbox"/> 23 or younger | <input type="checkbox"/> 40-49       |
| <input type="checkbox"/> 24-29         | <input type="checkbox"/> 50-59       |
| <input type="checkbox"/> 30-39         | <input type="checkbox"/> 60 and over |

2. How do you currently describe yourself? (Please select all that apply)\*

- |                                      |  |
|--------------------------------------|--|
| <input type="checkbox"/> Agender     | <input type="checkbox"/> Woman                               |
| <input type="checkbox"/> Genderfluid | <input type="checkbox"/> Transgender                         |
| <input type="checkbox"/> Genderqueer | <input type="checkbox"/> Prefer not to answer                |
| <input type="checkbox"/> Man         | <input type="checkbox"/> I describe myself in some other way |
| <input type="checkbox"/> Non-binary  | (Please specify.) _____                                      |

3. Do you currently identify as transgender, genderqueer, or nonbinary?<sup>o3</sup>

- Yes  
 No  
 Prefer not to answer

4. What is your sexual identity/sexual orientation?\*

- |  |  |
|--|--|
| <input type="checkbox"/> Asexual   | <input type="checkbox"/> Pansexual             |
| <input type="checkbox"/> Bisexual  | <input type="checkbox"/> Queer                 |
| <input type="checkbox"/> Gay   | <input type="checkbox"/> Straight/Heterosexual |
| <input type="checkbox"/> Lesbian   | <input type="checkbox"/> Prefer not to answer  |
| <input type="checkbox"/> I describe myself in some other way. (Please specify.)<br>_____ |  |

5. Describe your race/ethnicity. Please check all that apply.<sup>o4</sup>

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<sup>2</sup> Items marked with an asterisk (\*) appear in the ARC3 Faculty and Staff survey instrument, verbatim or with minor modifications. Items marked with (°) have been added for the purposes of the faculty and staff campus climate survey. Items marked with a cross (†) were developed by the REV research team and asked on the 2020 campus climate survey administered on the Rutgers Biomedical and Health Sciences (RBHS) campus. Specific citations are provided for items that have been added (**not** from the ARC3 faculty and staff survey tool) where applicable.

<sup>3</sup> Two-step question to measure gender identity is based on items adapted from the Stanford Institutional Surveys and the [Know More Campus Climate Survey](#) administered at Michigan State University (MSU).

<sup>4</sup> Question and response options added for increased inclusivity and best practices in reporting measures, based on recommendations from the 2015 Census [National Content Test- Race and Ethnicity Report](#). Jones, N. A., & Bentley, M. (2017). Overview of 2015 national content test analysis report on race & ethnicity. *US Census Bureau*.

Asian or Asian American                       Native Hawaiian or Other Pacific Islander  
 Black or African American                       White/Caucasian  
 Hispanic or Latinx                                       Multiracial  
 Middle Eastern or North African                       Prefer not to answer  
 Native American or Alaska Native                       A race or ethnicity not listed here.

(Please specify)\_\_\_\_\_

6. Do you have a diagnosed or documented disability (vision impairment, deaf or hard of hearing, mobility impairment, learning disability, psychological/mental health disability, Autism spectrum disorder, developmental disability, or another disability)?<sup>5</sup>
- No
  - Yes
  - Prefer not to answer

For the purposes of this survey:

- Faculty refers to employees primarily responsible for delivering Rutgers University’s academic mission, including both tenured/tenure-track faculty, non-tenure-track faculty, and part-time lecturers (PTLs).
- Staff refers to employees who perform work that supports the operations of the University, including full and part time employees. Examples of staff include public safety staff, facilities operations staff, staff who are employed in academic departments and units, and support staff.
- Administration refers to positions held by senior University-level administrators who oversee and meet the organizational needs and requirements of the University, including, but not limited to, Deans, administrators, provosts, and directors.
- Post-doctoral fellow or associate (postdoc) refers to an individual, classified as a Class 1 employee by the University, who performs complex research activity under the supervision of a Principal Investigator. The term of appointment of a Class 1 post-doctoral associate or fellow is ordinarily one year.
- Teaching Assistant (TA) refers to a graduate student who is paid a salary to render service to the university, primarily in teaching, normally at the maximum rate of fifteen clock hours per week.
- Graduate Assistant (GA) refers to a graduate student who is paid a salary to render service to the university, primarily in research, either directly, or under a grant or contract with other agencies, normally at the maximum rate of fifteen clock hours per week.

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<sup>5</sup> Adapted from measure included on the Michigan State University (MSU) *Know More* Campus Climate Survey. Lindquist, C., Krebs, C., Witwer, A., Berzofsky, M., Lee, P., Zimmermann, S., & Smith, A. (2019). *Findings from the KNOW MORE@MSU Campus Climate Survey*. Michigan State University.  
<https://rutgers.app.box.com/file/916840577569?sb=/activity/annotations/988041222769>

7. Which of the following best applies to you?\*

- Faculty
- Staff
- Administration
- Post-doctoral fellow or associate (postdoc)
- Teaching assistant (TA)
- Graduate assistant (GA)
- Other

8. In your position, do you supervise staff or faculty?°

- Yes
- No

9. With which of the following campuses are you primarily affiliated?°

- Rutgers University-Camden
- Rutgers University-Newark
- Rutgers University-New Brunswick
- Rutgers Biomedical and Health Sciences (RBHS) Newark
- Rutgers Biomedical and Health Sciences (RBHS) Piscataway
- Central administration
- Other

The next question asks about the campus with which you are primarily affiliated.

10. How would you describe your sense of belonging to your campus?°6

- Very Strong
- Somewhat Strong
- Somewhat Weak
- Very Weak

### **MODULE 2 - WORKPLACE INCIVILITY**

11. **Instructions: Since you began working at Rutgers University**, how often has anyone done any of the following **to you**?°7

	Never	Rarely	Sometimes	Often	Very often
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°6 Adapted measure from original citation: Schellenberg, G., Lu, C., Schimmele, C., & Hou, F. (2018). The Correlates of Self-Assessed Community Belonging in Canada: Social Capital, Neighbourhood Characteristics, and Rootedness. *Social Indicators Research*, 140(2), 597–618. <https://doi.org/10.1007/s11205-017-1783-1>

°7 Adapted from measure included on the Michigan State University (MSU) *Know More* Campus Climate Survey. For original citation see: See Cortina, L. M., Kabat-Farr, D., Leskinen, E. A., Huerta, M., & Magley, V. J. (2013). Selective incivility as modern discrimination in organizations evidence and impact. *Journal of Management*, 39, 1579–1605

1. Paid little attention to your statements or showed little interest in your opinions					
2. Doubted your judgment on a matter for which you had a responsibility					
3. Gave you hostile looks, stares, or sneers					
4. Addressed you in unprofessional terms, either publicly or privately					
5. Interrupted or “spoke over” you					
6. Rated you lower than you deserved on an evaluation					
7. Yelled, shouted, or swore at you					
8. Made insulting or disrespectful remarks about you					
9. Ignored you or failed to speak to you (e.g., gave you “the silent treatment”)					
10. Accused you of incompetence					
11. Targeted you with angry outbursts or “temper tantrums”					
12. Made jokes at your expense					

*[DISPLAY THESE QUESTIONS IF Any statement from Question 11 is Greater Than “Never”.]*

You said that a person did the following to you since you began working at Rutgers University:

*[LIST BEHAVIORS GREATER THAN “NEVER” FROM QUESTION 11]*

12. Do you think these things were done to you because of any of the following? Check all that apply.<sup>8</sup>

- Your age
- Your gender identity and expression
- Your sex
- Your race or ethnicity

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<sup>8</sup> Adapted from measure included on the Michigan State University (MSU) *Know More* Campus Climate Survey. For original citation see: See Cortina, L. M., Kabat-Farr, D., Leskinen, E. A., Huerta, M., & Magley, V. J. (2013). Selective incivility as modern discrimination in organizations evidence and impact. *Journal of Management*, 39, 1579-1605

- Your color
- Your sexual orientation
- Your disability status
- Your ancestry (where your family or relatives are from)
- Your country of origin (where you were born or raised)
- Your pregnancy status
- Your marital/civil union/domestic partnership status
- Your military service or veteran status
- Don't know/ Unknown
- Not based on a particular identity or identities
- Other (if selected skip to q.13)

13. In the previous question, you indicated that you believe these things were done to you because of another aspect of your identity. Was it based on any of the following identities:<sup>9</sup>

- Your body size or physical appearance
- Your employment position
- Your English language proficiency/accent
- Your religion/spiritual views
- Your political views
- Your Socioeconomic status
- Your Visa /immigration status
- Your Parental status
- Other

14. Was the person who was involved in the situation(s) a: [please select the option that best describes the person's primary status]<sup>10</sup>

- Faculty member at Rutgers University
- Staff member at Rutgers University
- Dean, Director, Chancellor, or Provost at Rutgers University
- Graduate student at Rutgers University
- Postdoctoral fellow or associate at Rutgers University
- Undergraduate student at Rutgers University
- Faculty or staff member from another college or university other than Rutgers
- Graduate or undergraduate student from another college or university other than Rutgers
- Visitor to a Rutgers University campus
- Vendor, contractor, or sub-contractor with Rutgers
- Someone not associated with Rutgers University or with a Rutgers University-related site
- Other
- I don't know

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<sup>9</sup> Identity response options separated out protected and non-protected classes under policy based on feedback from internal review process.

<sup>10</sup> Adapted from follow-up questions included in the sexual harassment module on the ARC3 faculty and staff campus climate survey tool.

15. Did the person who committed the behavior have any supervisory or influential impact (e.g., elevated social/academic status, decision-making power over resources or technology) on your position?°

- Yes
- No

16. Did any of these situations occur in the last five years?°

Yes

a. How many situations occurred in the last five years? *[DISPLAY THIS QUESTION IF "Did any of these situations occur in the last five years?" "Yes" is selected.]*

- 1
- 2
- 3
- 4
- 5
- 6 or more

No

17. Did any of these situations occur in the last 12 months?° *[DISPLAY THIS QUESTION IF "Did any of these situations occur in the last five years?" "Yes" is selected.]*

Yes

a. How many situations occurred in the last 12 months?° *[DISPLAY THIS QUESTION IF "Did any of these situations occur in the last 12 months?" "Yes" is selected.]*

- 1
- 2
- 3
- 4
- 5
- 6 or more

No

18. Did you use any of these university resources to address an issue(s) of unfair treatment in your workplace in the last five years?°<sup>11</sup>

- Office of Employment Equity (OEE)
- University Human Resources
- Title IX/Office of Title IX and ADA Compliance

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<sup>11</sup> Adapted from measure included on the University of Massachusetts Amherst Campus Climate survey tool

- \_\_\_ University Ethics & Compliance/ Compliance Helpline
- \_\_\_ Dean, Director, Provost, or Chancellor
- \_\_\_ Employee Assistance Program (EAP)
- \_\_\_ Office for Violence Prevention and Victim Assistance (VPVA)
- \_\_\_ OneSource
- \_\_\_ Academic or Faculty Affairs personnel in your department or unit
- \_\_\_ Union representative
- \_\_\_ Office of University Labor Relations
- \_\_\_ Other (Please specify: )\_\_\_\_\_

**MODULE 3 - SEXUAL HARASSMENT**

Sexual Harassment Victimization

19. Instructions: Since you began working at **Rutgers University** have you been in a situation in which someone:<sup>\*12</sup>

	Never	Once or Twice	Sometimes	Often	Many Times
1. Treated you “differently” because of your sex (for example, mistreated, slighted, or ignored you)? °	Never	Once or Twice	Sometimes	Often	Many Times
<p>a. <i>[DISPLAY THIS QUESTION IF anything other than “Never” is selected for 19.1]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.<sup>13</sup></p> <p>___ Interfered with your professional performance</p> <p>___ Limited your ability to participate in a University activity</p> <p>___ Created an intimidating, hostile, or offensive social, academic, or work environment</p> <p>___ Interfered with your personal sense of well-being</p> <p>___ None of the above</p>					
2. Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography, which you found offensive)?	Never	Once or Twice	Sometimes	Often	Many Times
<p>b. <i>[DISPLAY THIS QUESTION IF anything other than “Never” is selected for 19.2]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p>					

<sup>12</sup> Included on the ARC3 Faculty/Staff Campus Climate Survey. For original citation see: The Department of Defense Sexual Experiences Questionnaire (SEQ-DoD), originally modified from the Sexual Experiences Questionnaire (Fitzgerald, Gelfand, & Drasgow, 1995)

<sup>13</sup> Follow-up items were developed by the research team, in collaboration with staff from the Office of Employment Equity (OEE) at Rutgers University, and are based on items included on the 2019 Association of American Universities (AAU) Climate Survey on Sexual Assault and Misconduct (see [Cantor et al., 2019](#))



<input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
3. Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)?	Never	Once or Twice	Sometimes	Often	Many Times
<p>c. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.3]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
4. Put you down or was condescending to you because of your sex?	Never	Once or Twice	Sometimes	Often	Many Times
<p>d. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.4]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
5. Told sexual stories or jokes that were offensive to you?	Never	Once or Twice	Sometimes	Often	Many Times
<p>e. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.5]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
6. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to	Never	Once or Twice	Sometimes	Often	Many Times

discuss or comment on your sex life)?					
<p>f. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.6]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <p><input type="checkbox"/> Interfered with your professional performance</p> <p><input type="checkbox"/> Limited your ability to participate in a University activity</p> <p><input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment</p> <p><input type="checkbox"/> Interfered with your personal sense of well-being</p> <p><input type="checkbox"/> None of the above</p>					
7. Made offensive remarks about your appearance, body, or sexual activities?	Never	Once or Twice	Sometimes	Often	Many Times
<p>g. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 18.7]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <p><input type="checkbox"/> Interfered with your professional performance</p> <p><input type="checkbox"/> Limited your ability to participate in a University activity</p> <p><input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment</p> <p><input type="checkbox"/> Interfered with your personal sense of well-being</p> <p><input type="checkbox"/> None of the above</p>					
8. Made gestures or used body language of a sexual nature which embarrassed or offended you?	Never	Once or Twice	Sometimes	Often	Many Times
<p>h. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.8]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <p><input type="checkbox"/> Interfered with your professional performance</p> <p><input type="checkbox"/> Limited your ability to participate in a University activity</p> <p><input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment</p> <p><input type="checkbox"/> Interfered with your personal sense of well-being</p> <p><input type="checkbox"/> None of the above</p>					
9. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	Never	Once or Twice	Sometimes	Often	Many Times
<p>i. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.9]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <p><input type="checkbox"/> Interfered with your professional performance</p>					

<input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
10. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	Never	Once or Twice	Sometimes	Often	Many Times
j. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.10]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.  <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
11. Touched you in a way that made you feel uncomfortable?	Never	Once or Twice	Sometimes	Often	Many Times
k. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.11]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.  <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
12. Made unwanted attempts to stroke, fondle, or kiss you?	Never	Once or Twice	Sometimes	Often	Many Times
l. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.12]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.  <input type="checkbox"/> Interfered with your professional performance <input type="checkbox"/> Limited your ability to participate in a University activity <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment <input type="checkbox"/> Interfered with your personal sense of well-being <input type="checkbox"/> None of the above					
13. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	Never	Once or Twice	Sometimes	Often	Many Times

<p>m. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.13]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <p><input type="checkbox"/> Interfered with your professional performance  <input type="checkbox"/> Limited your ability to participate in a University activity  <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment  <input type="checkbox"/> Interfered with your personal sense of well-being  <input type="checkbox"/> None of the above</p>					
14. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?	Never	Once or Twice	Sometimes	Often	Many Times
<p>n. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.14]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <p><input type="checkbox"/> Interfered with your professional performance  <input type="checkbox"/> Limited your ability to participate in a University activity  <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment  <input type="checkbox"/> Interfered with your personal sense of well-being  <input type="checkbox"/> None of the above</p>					
15. Treated you badly for refusing to have sex?	Never	Once or Twice	Sometimes	Often	Many Times
<p>o. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.15]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <p><input type="checkbox"/> Interfered with your professional performance  <input type="checkbox"/> Limited your ability to participate in a University activity  <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment  <input type="checkbox"/> Interfered with your personal sense of well-being  <input type="checkbox"/> None of the above</p>					
16. Implied better treatment if you were sexually cooperative?	Never	Once or Twice	Sometimes	Often	Many Times
<p>p. <i>[DISPLAY THIS QUESTION IF anything other than "Never" is selected for 19.16]</i> Did this/any of these situation(s) affect you in any of the following ways? Please check all that apply.</p> <p><input type="checkbox"/> Interfered with your professional performance  <input type="checkbox"/> Limited your ability to participate in a University activity  <input type="checkbox"/> Created an intimidating, hostile, or offensive social, academic, or work environment  <input type="checkbox"/> Interfered with your personal sense of well-being  <input type="checkbox"/> None of the above</p>					

### Sexual Harassment Victimization Follow Up Questions

*[DISPLAY THESE QUESTIONS IF Any Sexual Harassment Victimization from Question 19 is Greater Than "Never".]*

20. *Instructions:* Did any of the situations you just marked on the survey occur in the last five years?°

- Yes  
 No

21. Did any of the situations you marked on the survey occur in the last 12 months?° *[DISPLAY THIS QUESTION IF Did any of these situations occur in the last five years? "Yes" is selected.]*

- Yes  
 No

*Instructions:* Now think about **ONE SITUATION** that had the greatest impact on you and answer the following questions.

22. Please select which situation you are thinking about:°

*[LIST BEHAVIORS GREATER THAN "NEVER" FROM QUESTION 19 FOR PARTICIPANT TO SELECT]*

23. Was there more than one person involved in the situation?°<sup>14</sup>

- Yes  
 No

a. How many people? *[DISPLAY THIS QUESTION IF "Was there more than one person involved in the incident?" "Yes" is selected.]*

- 2  
 3  
 4  
 5  
 6 or more

*[IF Q23 = "YES", FILL: "Please think about ONE person who was heavily involved, initiated, or led the behavior in the situation when answering the next set of questions."]*

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<sup>14</sup> Adapted from Busch-Armendariz, N. B., Wood, L., Sulley, C., Kammer-Kerwick, M., Kellison, B., McClain, T., & Hoefer, S., Wang, A., Westbrook, L., Olaya-Rodriguez, D., Hill, K., & Wachter, K. (2017). Research Methods Report: Cultivating learning and safe environments – An empirical study of prevalence and perceptions of sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact. Austin, TX: Institute on Domestic Violence & Sexual Assault, The University of Texas at Austin.

24. Please describe the primary status of the person(s) who committed the behavior.\*<sup>15</sup>

- Faculty member at Rutgers University
- Staff member at Rutgers University
- Dean, Director, Chancellor, or Provost at Rutgers University
- Graduate student at Rutgers University
- Postdoctoral fellow or associate at Rutgers University
- Undergraduate student at Rutgers University
- Faculty or staff member from another college or university other than Rutgers
- Graduate or undergraduate student from another college or university other than Rutgers
- Visitor to a Rutgers University campus
- Vendor, contractor, or sub-contractor with Rutgers
- Someone not associated with Rutgers University or with a Rutgers University-related site
- Patient
- Other

25. Did the person who committed the behavior have any supervisory or influential impact (e.g., elevated social/academic status, decision-making power over resources or technology) on your position?<sup>16</sup>

- Yes
- No

26. Please describe the gender of the person who committed the behavior. Please check all that apply.\*

- Man
- Woman
- Transgender
- Genderfluid
- Non-binary
- Genderqueer
- Agender
- I don't know
- Other

27. Please describe the primary status of the other person(s) who committed the behavior.  
[check all that apply]:<sup>17</sup> *DISPLAY THIS QUESTION IF Q23 = "YES"*

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<sup>15</sup> Response options added by the REV research team based on suggestions provided during the internal survey tool review process.

<sup>16</sup> Developed by REV research team.

<sup>17</sup> Response options added by the REV research team based on suggestions provided during the internal survey tool review process.

- Faculty member at Rutgers University
- Staff member at Rutgers University
- Dean, Director, Chancellor, or Provost at Rutgers University
- Graduate student at Rutgers University
- Postdoctoral fellow or associate at Rutgers University
- Undergraduate student at Rutgers University
- Faculty or staff member from another college or university other than Rutgers
- Graduate or undergraduate student from another college or university other than Rutgers
- Coworker or supervisor at a Rutgers clinical partner site
- Visitor to a Rutgers University campus
- Vendor, contractor, or sub-contractor with Rutgers
- Someone not associated with Rutgers University or with a Rutgers University-related site
- Other
- I don't know

28. Where did this situation happen- in person or online?†

- In person
  - i. Please describe the location in which the incident occurred in-person:
    - On-campus, in a Rutgers University-owned building (e.g., classroom, office, on-campus lab, patient clinic, on-campus studio)
    - Off-campus, at an event hosted by Rutgers University (e.g., reception, retreat, workshop)
    - Off-campus, at an event **not** hosted by Rutgers University (e.g., professional meeting, conference, or workshop)
    - Off-campus, at a Rutgers work site
    - Off-campus, not at a Rutgers work site
    - Other location
- Virtually (e.g., online or through electronic communication)
  - i. Please describe the context in which the incident occurred virtually:
    - Over text/ messaging app (WhatsApp), phone call, Video-call or email
    - Over social media or direct message
    - Over WebEx, Zoom, or similar conferencing platform
    - Other

29. Please tell us how you reacted to the situation (check 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 made an official report about the person
- I asked someone for advice and/or support
- Other

30. Was there anyone who witnessed what happened to you besides the person or people who did this?†

Yes

No

31. How many people?† *[DISPLAY THIS QUESTION IF "Was there anyone who witnessed what happened to you besides the person or people who did this?" "Yes" is selected.]*

2

3

4

5

6 or more

32. Did they do anything?† *[DISPLAY THIS QUESTION IF "Was there anyone who witnessed what happened to you besides the person or people who did this?" "Yes" is selected.]*

Yes

No

33. Did that...?† *[DISPLAY THIS QUESTION IF "Did they do anything?" "Yes" is selected.]*

Make things better

Make things worse

Have no effect at all

34. Was the person/people who witnessed the incident a (check all that apply):† *[DISPLAY THIS QUESTION IF "Was there anyone who witnessed what happened to you besides the person or people who did this?" "Yes" is selected.]*

Faculty member at Rutgers University

Staff member at Rutgers University

Dean, Director, Chancellor, or Provost at Rutgers University

Graduate student at Rutgers University

Postdoctoral fellow or associate at Rutgers University

Undergraduate student at Rutgers University

Faculty or staff member from another college or university other than Rutgers

Graduate or undergraduate student from another college or university other than Rutgers

Visitor to a Rutgers University campus

Vendor, contractor, or sub-contractor with Rutgers

Someone not associated with Rutgers University or with a Rutgers University-related site

Other

I don't know



**MODULE 4 - REPORTING EXPERIENCES**

*[DISPLAY THESE QUESTIONS IF Any Sexual Harassment Victimization from Question 19 is Greater Than "Never".]*

35. Did you tell anyone about the situation you experienced (not counting this survey)?\*

- Yes
- No

36. Who did you tell? Please check all that apply.\*<sup>18</sup> *[DISPLAY THIS QUESTION IF "Did you tell anyone about the situation you experienced (not counting this survey)?" "Yes" is selected.]*

- Coworker
- Supervisor
- Department chair
- Close friend (other than coworker)
- Romantic partner
- Family member
- Counselor/therapist
- Religious leader
- Dean, Director, Chancellor, or Provost
- Office of Employment Equity (OEE)
- University Human Resources
- OneSource
- Title IX Office/Office of Title IX and ADA
- Compliance
  - University Ethics & Compliance/ Compliance Helpline
  - Employee Assistance Program (EAP)
  - Local/Municipal Police Department
  - Office of Violence Prevention and Victim Assistance (VPVA)
  - Rutgers University Police Department (RUPD)
  - Student Conduct/ Conduct & Community Standards (Newark)/ Office of Community Standards
  - Other

**Formal Reporting Experiences**

37. Did you formally report the incident to Rutgers University?\*

- Yes
- No *SKIP TO QUESTION 44*

38. Did you formally report the incident to more than one office at Rutgers University?<sup>o</sup>  
*[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "Yes" is selected.]*

- Yes

---

<sup>18</sup> Response options added by the REV research team based on suggestions provided during the internal survey tool review process.

No

IF Q38= "YES", FILL: "Please think about the office that you formally reported the incident to FIRST when answering the next set of questions."]

39. To which office did you formally report the incident?<sup>\*19</sup> *[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "Yes" is selected.]*

- Office of Employment Equity (OEE)
- University Human Resources
- Office of Student Affairs Compliance and Title IX/Office of Title IX and ADA Compliance
- Rutgers Compliance Hotline/ Compliance Helpline
- OneSource
- Local/Municipal Police Department
- Rutgers University Police Department (RUPD)
- Student Conduct/ Conduct & Community Standards (Newark)/ Office of Community Standards
- Other

40. What was the outcome of the report? Please check all that apply.\* *[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "Yes" is selected.]*

- I was encouraged to drop the complaint
- My complaint was discounted or not taken seriously
- No action was taken
- My complaint was found not to fall under a Rutgers policy
- They investigated and found my complaint to be unsubstantiated
- They investigated and found my complaint to be substantiated
- They took action against the person I reported
- The person I reported was given a warning
- The person I reported was counseled or educated
- The person I reported was suspended
- The person I reported was fired or expelled
- I was not informed of the outcome of the report
- Complaint is pending or under review
- Other

41. How helpful was the office or staff at Rutgers University to whom you made the report in assisting you to deal with the incident?\* *[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "Yes" is selected.]*

- Very Helpful
- Helpful
- Not Very Helpful

---

<sup>19</sup> Response options added by the REV research team based on suggestions provided during the internal survey tool review process.

Not at all helpful

42. Overall, how satisfied are you with your experience with the office or staff to whom you reported at Rutgers University?\* *[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "Yes" is selected.]*

Very Satisfied  
 Moderately Satisfied  
 Somewhat Satisfied  
 Slightly Satisfied  
 Not at all Satisfied

43. Please select any additional office(s) where you formally reported the incident?(please check all that apply)° *[DISPLAY THIS QUESTION IF "Did you formally report the incident to more than one office at Rutgers University?" "Yes" is selected.]*

Office of Employment Equity (OEE)  
 University Human Resources  
 Office of Student Affairs Compliance and Title IX/Office of Title IX and ADA Compliance  
 Rutgers Compliance Hotline/ Compliance Helpline  
 OneSource  
 Local/Municipal Police Department  
 Rutgers University Police Department (RUPD)  
 Student Conduct/ Conduct & Community Standards (Newark)/ Office of Community Standards  
 Office of University Labor Relations  
 Other

44. What were the reasons that you did not make a formal report? Please check all that apply.\*<sup>20</sup> *[DISPLAY THIS QUESTION IF "Did you formally report the incident to Rutgers University?" "No" is selected.]*

I did not know how to make a report  
 I ignored or avoided the person(s) who committed the behavior  
 I confronted the person(s) who committed the behavior  
 I was afraid of professional consequences (e.g., being disciplined)  
 I was afraid of personal consequences (e.g., losing friends)  
 I was afraid my supervisor/boss would be hostile towards me  
 I was afraid my colleagues/coworkers would be hostile towards me  
 I was afraid the person(s) who committed the behavior would retaliate against me  
 I was afraid someone, not including the person(s) who committed the behavior, would retaliate against me  
 I felt embarrassed or ashamed  
 I thought what had happened was partly or fully my fault

---

<sup>20</sup> Response options were modified by the REV research team.

- I didn't think the incident was serious enough
- I didn't think that action would be taken if I were to report
- I thought that the report would be discounted or not taken seriously
- I didn't want to name/identify the person(s) who committed the behavior
- I did not feel safe making a report based on my identities
  - a. Please select which aspect(s) of your identity were of concern (check all that apply).

- Your age
- Your gender identity and expression
- Your sex
- Your race or ethnicity
- Your color
- Your religious/spiritual views
- Your sexual orientation
- Your socioeconomic status
- Your disability status
- Your ancestry (where your family or relatives are from)
- Your country of origin (where you were born or raised)
- Your pregnancy status
- Your marital/civil union/domestic partnership status
- Your military service or veteran status
- Your body size or physical appearance
- Your employment position
- Your English language proficiency/accents
- Your political views
- Your Socioeconomic status
- Your Visa /immigration status
- Your parental status
- Other
- Don't know/ Unknown
- None of the above/not based on a particular identity or identities

- I am experiencing/have experienced harm/oppression that has left me feeling unsupported
- Someone else said they would report
- I felt like I was too new in my position to do anything
- The person(s) involved were of higher standing/in a more powerful position
- I was concerned about how I would be perceived by others based on my identity

- b. Please select which aspect(s) of your identity were of concern (check all that apply).

- Your age
- Your gender identity and expression
- Your sex
- Your race or ethnicity

- Your color
- Your religious/spiritual views
- Your sexual orientation
- Your socioeconomic status
- Your disability status
- Your ancestry (where your family or relatives are from)
- Your country of origin (where you were born or raised)
- Your pregnancy status
- Your marital/civil union/ domestic partnership status
- Your military service or veteran status
- Your body size or physical appearance
- Your employment position
- Your English language proficiency/ accent
- Your political views
- Your Socioeconomic status
- Your Visa /immigration status
- Your parental status
- Other
- Don't know/ Unknown
- None of the above/not based on a particular identity or identities

- I have reported this incident before and it did not go well
- I have reported another incident before and it did not go well
- Formal complaints are actively discouraged at my workplace
- This type of behavior is culturally accepted in my organization
- I did not want the person(s) who committed the behavior to get in trouble

**MODULE 5 - INSTITUTIONAL RESPONSES**

*[DISPLAY THESE QUESTIONS IF Any Sexual Harassment Victimization from Question 19 is Greater Than "Never".]*

**Institutional Courage Questionnaire -Individual**

45. *Instructions: Earlier we asked you to think about one situation that had the greatest impact on you. You selected [ list behavior selected in question 21] . Did Rutgers University as a whole play a role by...<sup>o21</sup>*

(a)	Taking proactive steps to prevent this type of experience?	Yes	No	N/A
(b)	Making it easy to report the experience?	Yes	No	N/A

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<sup>21</sup> Items have been adapted from Freyd, J. J., & Smidt, A. M. (2019). So you want to address sexual harassment and assault in your organization? Training is not enough; Education is necessary. *Journal of Trauma & Dissociation*, 20(5), 489–494. <https://doi.org/10.1080/15299732.2019.1663475>

(c)	Responding adequately to the experience, if reported?	Yes	No	N/A
(d)	Not covering up the experience?	Yes	No	N/A
(e)	Supporting you with either formal or informal resources (e.g., counseling, meetings, phone calls, or other services) following your report of this experience?	Yes	No	N/A
(f)	Meeting your needs for workplace support and supportive measures (e.g., reassigning you to another supervisor if your supervisor perpetrated the sexual harassment; if your coworker perpetrated the sexual harassment and shared a cubicle/office space with you, the coworker was moved out of your shared space)?	Yes	No	N/A

### **MODULE 6 -IMPACT**

*[DISPLAY THESE QUESTIONS IF Any Sexual Harassment Victimization from Question 19 is Greater Than "Never".]*

#### **Domains of Impact**

46. *Instructions:* In this survey you indicated you had some unwanted harassment/ discrimination experiences. In thinking about all of those experiences, did you have to do any of the following as a result?\*

- a. Have to take time off from work  
 Yes  
 No
- b. Have to miss any meetings or classes  
 Yes  
 No
- c. Have to take time off from social or recreational activities  
 Yes  
 No
- d. Have to take time off from any other work or campus-related activities  
 Yes  
 No
- e. Have to stop teaching any courses  
 Yes  
 No
- f. Have to relocate your home, office, or classroom  
 Yes  
 No
- g. Have to change your pattern of movement around campus  
 Yes  
 No
- h. Need counseling services

Yes

No

i. Need community services

Yes

No

j. Need victim's advocate services

Yes

No

k. Need legal services

Yes

No

47. Have you ever experienced any form of harassment or discrimination at any other job that you had before your job at Rutgers?<sup>22</sup>

Yes

No

Prefer not to answer

*[DISPLAY QUESTION 48 IF response to Question 8 "In your position, do you supervise staff or faculty?" is "Yes".]*

Sexual Harassment includes the following:

- Unwelcome sexual advances;
- Requests for sexual favors; or
- Other unwelcome written, verbal, or physical conduct of a sexual nature when submission to such conduct is made, explicitly or implicitly, a term or condition of an individual's education, employment, or participation in a University activity or as the basis for decisions affecting that individual's academic standing, employment status, or participation in a University activity.

Harassment on the basis of sex may occur without sexual advances or sexual overtones when conduct is directed at individuals or groups because of their sex.

For the full description of how Rutgers University defines sexual harassment, please see:

[http://oirap.rutgers.edu/msa/documents/60.1.12\\_000.pdf](http://oirap.rutgers.edu/msa/documents/60.1.12_000.pdf)

48. *Instructions: In your role as a supervisor, how confident are you in your ability to do the following on a scale from 1-10 (1 being "not at all confident" and 10 being "extremely confident"):*<sup>23</sup>

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<sup>22</sup> Developed by REV research team based on feedback gathered during the internal survey tool review process.

<sup>23</sup> This scale was developed by the REV research team based on feedback gathered during the internal survey tool review process.

Recognize sexual harassment behaviors?	1	2	3	4	5	6	7	8	9	10	N/A
Know how Rutgers University defines sexual harassment according to their policy?	1	2	3	4	5	6	7	8	9	10	N/A
Intervene when you become aware of sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Seek assistance if you are unsure how to handle a situation related to sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Know the options your supervisee(s) have to seek <i>confidential</i> support related to sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Know the options your supervisee(s) have to formally report an incident(s) of sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Know your own responsibilities for addressing sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Provide support to your supervisee(s) involved in sexual harassment situations?	1	2	3	4	5	6	7	8	9	10	N/A
Obtain support from your own supervisor on how to handle sexual harassment situations with your supervisee(s)?	1	2	3	4	5	6	7	8	9	10	N/A

*[DISPLAY QUESTION 49 IF response to Question 7 "Which of the following best applies to you?" "Administration" is selected.]*

49. *Instructions: In your role as an administrator, how confident are you in your ability to do the following on a scale from 1-10 (1 being "not at all confident" and 10 being "extremely confident"):*<sup>24</sup>

Address sexual harassment in your administrative role?	1	2	3	4	5	6	7	8	9	10	N/A
Advocate for policy or procedural change to better address sexual harassment?	1	2	3	4	5	6	7	8	9	10	N/A
Clearly communicate that addressing sexual harassment is a priority for you and your unit?	1	2	3	4	5	6	7	8	9	10	N/A

## MODULE 7 -UNIVERSITY RESPONSE TO SEXUAL HARASSMENT

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<sup>24</sup> Ibid.



[Module 7: University Response module: Display only for participants randomized to take this module]

Sexual Harassment includes the following:

- Unwelcome sexual advances;
- Requests for sexual favors; or
- Other unwelcome written, verbal, or physical conduct of a sexual nature when submission to such conduct is made, explicitly or implicitly, a term or condition of an individual's education, employment, or participation in a University activity or as the basis for decisions affecting that individual's academic standing, employment status, or participation in a University activity.

Harassment on the basis of sex might occur without sexual advances or sexual overtones when conduct is directed at individuals or groups because of their sex.

For the full description of how Rutgers University defines sexual harassment, please see: [http://oirap.rutgers.edu/msa/documents/60.1.12\\_000.pdf](http://oirap.rutgers.edu/msa/documents/60.1.12_000.pdf)

50. *Instructions:* Please indicate how much you agree or disagree with each of the following statements, answering as best as you can when thinking about Rutgers University.\*

	Strongly Disagree	Disagree	Agree	Strongly Agree
I am aware of and understand this university's procedures for dealing with reported incidents of sexual harassment				
I know what services are available for people who experience sexual harassment				
If a student experienced sexual harassment, I would know what to do to get them help				
If another Rutgers University employee or colleague were experiencing sexual harassment, I know what to do to get them help				
At this university, when it is determined that sexual harassment has happened, the person who committed the harassment is appropriately held accountable for their behavior				

51. **Since you came to Rutgers University**, have you participated in a program, training, or online course/module where the topic of sexual harassment was discussed?<sup>25</sup>

- o Yes- *[Continue to Question 51i]*
  - i. Please think about the most recent program, training, or online course/module that you took. This information/program was helpful to me personally.

<sup>25</sup> This scale was developed by the REV research team based on feedback gathered during the internal survey tool review process.

- Strongly Disagree
  - Disagree
  - Neutral
  - Agree
  - Strongly Agree
- ii. Please think about the most recent program, training, or online course/module that you took. This information/program was helpful for the university's efforts in addressing sexual harassment
- Strongly Disagree
  - Disagree
  - Neutral
  - Agree
  - Strongly Agree
- iii. Please think about the most recent program, training, or online course/module that you took. Which office provided it?
- Office of Employment Equity (OEE)
  - Office of Student Affairs
  - Office for Violence Prevention and Victim Assistance (VPVA)
  - Title IX/Office of Title IX and ADA Compliance
  - Athletics department
  - Other
  - I don't know
- No

52. *Instructions:* Please use the following scale to indicate how aware you are of the function of the campus and community resources **specifically related to the response to sexual harassment at Rutgers University** listed below.<sup>†26</sup>

	Not At All Aware	Slightly Aware	Somewhat Aware	Very Aware
Dean of Students				
Title IX/Office of Title IX and ADA Compliance				
Student Wellness Program				
Office of Employment Equity				
Rutgers Health Services				
Rutgers University Police Department (RUPD)				
Student Legal Services				

<sup>26</sup> McMahan, S., Stepleton, K., & Cusano, J. (2014). Awareness of Campus Services Scale. Response options have been modified for this iteration of the survey.

Office for Violence Prevention and Victim Assistance (VPVA)				
University Human Resources				
University Ethics & Compliance/ Compliance Helpline				
Ombuds Office				
Employee Assistance Program (EAP)				
OneSource				

### **MODULE 8: BYSTANDER INTERVENTION**<sup>27</sup>

*[Module 8: Bystander Intervention module: Display only for participants randomized to take this module]*

53. Over the past 12 months, have you witnessed any form of sexual harassment while working at Rutgers? This could be an incident that occurred physically on campus, by someone affiliated with the campus either on or off campus, at a campus-sponsored event, or online in a campus affiliated meeting or class. These questions are about behaviors you observed happening to other people in the workplace, not what you experienced.

Yes

No *[IF selected skip to Module 9]*

54. Think about the one incident of sexual harassment that you witnessed that happened over the last 12 months that impacted you the most. What best describes the type of incident?

Unwanted sexual advances (verbally or physically unwelcome sexual advances, which can include assault)

Requests for sexual favors

Sexual coercion (when favorable professional or educational treatment is conditioned on sexual activity)

Unwelcome conduct that is sexual in nature

Gender-based harassment (verbal and nonverbal behaviors that convey hostility to, objectification of, exclusion of, or second-class status about members of one gender)

Identity-based harassment (verbal and nonverbal behaviors that convey hostility to, objectification of, exclusion of, or second-class status based on an aspect of one's identity)

Other

55. When thinking about the event that you witnessed that impacted you the most, do you believe that this event of harassment was based on the victim's:

[drop down, select all that apply]

Age

Gender identity and expression

Sex

Race or ethnicity

<sup>27</sup> Bystander module is taken from a bystander measure developed by McMahon et al. (2022) and is currently undergoing analysis and testing.

- Color
- Sexual orientation
- Disability status
- Ancestry (where their family or relatives are from)
- Country of origin (where they were born or raised)
- Pregnancy status
- Marital/civil union/domestic partnership status
- Military service or veteran status
- Don't know/ Unknown
- Not based on a particular identity or identities
- Other (if selected skip to q.56)

56. In the previous question, you indicated that you believe these things occurred because of another aspect of the victim's identity. Do you believe that this harassment was based on the victim's:

- Body size or physical appearance
- Employment position
- English language proficiency/accents
- Religion/spiritual views
- Political views
- Socioeconomic status
- Visa /immigration status
- Parental status
- Other

57. Was the person who committed the harassment :

- Faculty member at Rutgers University
- Staff member at Rutgers University
- Dean, Director, Chancellor, or Provost at Rutgers University
- Graduate student at Rutgers University
- Postdoctoral fellow or associate at Rutgers University
- Undergraduate student at Rutgers University
- Faculty or staff member from another college or university other than Rutgers
- Graduate or undergraduate student from another college or university other than Rutgers
- Visitor to a Rutgers University campus
- Vendor, contractor, or sub-contractor with Rutgers
- Someone not associated with Rutgers University or with a Rutgers University-related site
- Other
- I don't know

58. Was the person who committed the harassment :

- Woman
- Man

- Transgender
- Genderfluid
- Non-binary
- Genderqueer
- Two-spirit
- Agender
- Intersex
- Unsure

59. Was the person who was the victim of the harassment :

- Faculty member at Rutgers University
- Staff member at Rutgers University
- Dean, Director, Chancellor, or Provost at Rutgers University
- Graduate student at Rutgers University
- Postdoctoral fellow or associate at Rutgers University
- Undergraduate student at Rutgers University
- Your supervisor at Rutgers University
- A coworker at Rutgers University
- Faculty or staff member from another college or university other than Rutgers
- Graduate or undergraduate student from another college or university other than Rutgers
- Visitor to a Rutgers University campus
- Vendor, contractor, or sub-contractor with Rutgers
- Someone not associated with Rutgers University or with a Rutgers University-related site
- Other
- I don't know

60. What best describes the relationship between you and the victim:

- I am the victim's supervisor/mentor/professor or someone who is in a more powerful position than the victim
- I am in a more powerful position than the victim, but am not the victim's direct supervisor/mentor/professor
- The victim is my supervisor/mentor/professor or someone who is in a more powerful position than me
- The victim is a peer or colleague who does not have power over me
- I do not know
- Not listed

61. In the incident that you witnessed, the "transgressor" is the person who committed the harming/harassment behavior. What best describes the relationship between you and the transgressor:

- I am the transgressor's direct supervisor/mentor/professor or someone who is in a more powerful position than the transgressor

- The transgressor is my supervisor/mentor/professor or someone who is in a more powerful position than me
- The transgressor is a peer or colleague who does not have power over me
- I do not know
- Not listed

62. What best describes the relationship between the transgressor and the person who was victimized?

- The transgressor was the victim's supervisor/mentor/professor or someone who was in a more powerful position than the victim
- The victim was the direct supervisor/mentor/professor or someone who was in a more powerful position than the transgressor
- The transgressor and the victim were peers or colleagues with similar power
- I do not know
- Not listed

63. Where did the harassment/discrimination occur- virtually or in person? Please check all that apply.

In person

ii. Please describe the location in which the incident occurred in-person:

- On-campus in a Rutgers University-owned building (e.g., classroom, office, on-campus lab, on-campus studio)
- Off-campus event hosted by Rutgers University (e.g., reception, retreat, workshop)
- Off-campus event **not** hosted by Rutgers University (e.g., professional meeting, conference, or workshop)
- Off-campus at a Rutgers work site
- Off-campus, **not** at a Rutgers work site
- Other location

Virtually (e.g., online or through electronic communication)

ii. Please describe the context in which the incident occurred virtually:

- Over text/messaging app (WhatsApp), phone call, Video-call, or email
- Over social media or direct message
- Over WebEx, Zoom, or similar conferencing platform
- Other

64. How much do you agree with the following statement:

*Witnessing the harassment made me feel uncomfortable.*

1. Strongly disagree
2. Disagree
3. Agree

4. Strongly agree

65. How much do you agree with the following statement:

*This incident contributed to a hostile or unwelcoming environment for me.*

1. Strongly disagree
2. Disagree
3. Agree
4. Strongly agree

66. How risky did you perceive this situation to be for the target/victim:

1. Not at all risky
2. Not very risky
3. Risky
4. Very risky

67. When you witnessed the harassment, did you take action or intervene?

- Yes (*SKIP TO 69*)  
 No (*CONTINUE TO Q68*)

68. Why did you NOT take action or intervene?

*[drop down, select all that apply]*

- I am friends with the transgressor and did not want to confront/embarrass them  
 I am/have experienced harm/oppression that has left me feeling unsupported  
 I believed my intervention would make the situation worse  
 I did not realize that the event was harassment until after it had already occurred  
 I did not feel safe intervening based on my identity

*If selected, ask: Which aspect of your identity made you feel unsafe intervening in the situation: Check all that apply.*

- Your age  
 Your gender identity and expression  
 Your sex  
 Your race or ethnicity  
 Your color  
 Your religious/spiritual views  
 Your sexual orientation  
 Your socioeconomic status  
 Your disability status  
 Your ancestry (where your family or relatives are from)  
 Your country of origin (where you were born or raised)  
 Your pregnancy status  
 Your marital/civil union/domestic partnership status  
 Your military service or veteran status  
 Your body size or physical appearance  
 Your employment position

- Your English language proficiency/accents
- Your political views
- Your Socioeconomic status
- Your Visa /immigration status
- Your parental status
- Other
- Don't know/ Unknown
- None of the above/not based on a particular identity or identities
- Not listed
- I did not have the capacity/emotional room to intervene
- I felt like I am too new to my position to do anything
- I have tried intervening in similar situations before and it did not go well
- I have tried intervening in similar situations before and nothing happened
- I thought it was a joke or wasn't meant to offend
- I thought it wasn't serious enough to do anything
- I was concerned about becoming the new target
- I was concerned about how I would be perceived by others based on my identity
- I was concerned about my own safety
- I was concerned about repercussions for my own job or career
- I was concerned this would hurt my reputation
- I was scared of the social isolation that acting/ intervening may cause
- I was not sure what to do
- It was none of my business
- It would not have made a difference
- No one would have believed that the incident happened
- Someone else was taking action or intervening
- The person(s) involved were of higher standing/have power and influence over me
- The victim did not want my help
- There are not enough resources to deal with reporting/harassment
- This behavior is culturally accepted in my department
- Other

*AFTER Q68, SKIP TO MODULE 9*

69. Why did you choose to take action or intervene?

- [drop down, select all that apply]*
- I felt obligated to do something because I saw it happening
  - No one else was taking action
  - Other bystanders at the situation asked me to do something
  - The victim asked me for help
  - I have a responsibility to take action because of my role at the university
  - The transgressor was my friend
  - I wanted to help the victim
  - I wanted to prevent this situation from continuing to occur in the future
  - It was the right thing to do



- This happened to me before and I wanted to help the situation be better for someone else
- Not listed

70. How did you take action or intervene?

*[drop down, select all that apply]*

- I checked in with the victim to see how they were
- I confronted the transgressor about their behavior after the incident
- I confronted the transgressor about their behavior during the incident
- I created a distraction to interrupt the situation
- I helped the victim connect with resources to support them
- I reported the incident
- I talked to a peer about what I had witnessed after the incident
- I talked to a supervisor about what I witnessed
- I went and got someone(s) else to help with the situation as it occurred
- Not listed

71. Did any of the following occur after you took action or intervened?

- I faced reprisal/negative consequences for intervening/taking action
- Nothing changed
- The behavior got worse
- The transgressor (or victim) indicated I was helpful
- The transgressor (or victim) thanked me for stepping in
- The transgressor didn't cause further harm because of my actions
- The transgressor got in trouble because of my actions
- The transgressor left the organization
  - The victim faced reprisal/negative consequences for the interventions/actions I took
- The victim left the organization
- The victim thanked me for stepping in
- Not listed

### **MODULE 9 - ADDITIONAL DEMOGRAPHICS**

You may wish to offer additional information on your role at Rutgers University to help address sexual harassment.

#### **Job Satisfaction**

72. Please indicate the extent to which you agree or disagree with the following statements:

Overall, I am satisfied with my job.<sup>28</sup>

Strongly disagree

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<sup>28</sup> Fisher, G. G., Matthews, R. A., & Gibbons, A. M. (2016). Developing and Investigating the Use of Single-Item Measures in Organizational Research. *Journal of Occupational Health Psychology, 21*(1), 3-23.  
<https://doi.org/10.1037/a0039139>

- Disagree
- Somewhat disagree
- Neutral
- Somewhat agree
- Agree
- Strongly agree

71. Have you ever seriously considered leaving your current job at Rutgers?<sup>29</sup>

- Yes
- No

73. How long have you been employed at Rutgers University?<sup>\*30</sup>

{Drop Down; < year - 40 years or more}

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<sup>29</sup> Rankin & Associates Consulting. (2016, May 15). Recent clients and reports. Retrieved from <http://www.rankin-consulting.com/clients>

<sup>30</sup> Rankin & Associates Consulting. (2016, May 15). Recent clients and reports. Retrieved from <http://www.rankin-consulting.com/clients>