HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence
2022 Comparison Report
University of Denver

Released April 2023

This report compares the responses of University of Denver employees on the 2022 HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence to the responses of employees at other institutions across the country who've taken the survey over the last 4 years.

We've organized this report by the topics that the survey addresses. The first two tabs, "Campus Climate" and "Response to Report," provide information on how your employees view their campus climate and your institution's response to incidents of sexual violence. The third tab, "Confidence," provides information on your employees' confidence in supporting and responding to those who have experienced sexual violence.

The following two tabs, "Training" and "Interactions," provide information on campus training efforts and whether employees have talked about, witnessed, or reported sexual violence.

The next two tabs, "Unwanted Sexual Behavior" and "Sexual Violence," detail employee experiences with these types of incidents.

Last, we provide demographic information on the employees who participated in this survey on the "Info about respondents" tab.

Table of Contents

Click on the underlined names below to jump to the worksheet you would like to view:

1. General Campus Climate Indicator
2. Views on Institutional Response to Report of Sexual Violence Indicator
3. Confidence in Ability to Respond Indicator
4. Campus Training Efforts
5. Interactions with People Who Have Experienced Sexual Violence
6. Unwanted Sexual Behavior
7. Sexual Violence
8. Info about Respondents
9. Technical Information
10. Data Sharing Practices

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HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence
2022 Comparison Report
University of Denver

General Campus Climate Indicator

This tab includes three tables on the General Campus Climate Indicator. Table 1 includes the nine statements from the survey that were combined to create the indicator. Table 2 compares indicator results for your institution to those for all other participating institutions, broken down by gender and primary role. Table 3 provides comparative frequencies for questions related to General Campus Climate, including each of the statements used to create the indicator.

Table 1: General Campus Climate Indicator Statements
1 = Strongly disagree; 2 = Disagree; 3 = Neither agree nor disagree; 4 = Agree; 5 = Strongly agree

Below are statements about your views on the general climate at University of Denver. Please indicate the extent to which you agree or disagree with each.

- Faculty, staff, and administrators respect what students at University of Denver think.
- Faculty, staff, and administrators respect what other employees at University of Denver think.
- Faculty, staff, and administrators at University of Denver are genuinely concerned about students' welfare.
- Faculty, staff, and administrators at University of Denver are genuinely concerned about each other's welfare.
- Students at University of Denver are genuinely concerned about the welfare of other students.
- I feel valued in the environment in which I work.
- I feel close to people on this campus.
- I feel like I am a part of the University of Denver community.
- I feel safe on this campus.

Table 2: General Campus Climate Indicator by Gender and Primary Role

	University of Denver					All Other Institutions		
	n	Mean	Effect Size[1]	High Scores[2] %	High Scores[2] Effect Size	n	Mean	% High Scores
Employees by Gender								
Men	141	3.98	↓	*33%*	↓	3,100	4.14	*46%*
Women	305	3.79	↓↓	*32%*	↓	4,711	4.06	*44%*
Employees by Primary Role								
Faculty	163	3.84	↓↓	*33%*	↓	3,033	4.10	*46%*
Staff	287	3.80	↓↓	*29%*	↓	3,981	4.03	*41%*
Administrators	16	4.17	↓	*50%*	↓	839	4.24	*56%*

[1]↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference ↓ Small negative difference ↓↓ Medium negative difference ↓↓↓ Large negative difference
We only calculate effect size when n ≥ 10. For more information on how we calculate effect sizes, please see the Technical Information tab.

[2]"High Scores" include employees who answered "Strongly agree" or "Agree" to all indicator statements.

Table 3: Frequencies for Statements Related to General Campus Climate

		University of Denver		All Other Institutions	
		n	%	n	%
Below are statements about your views on the general climate at University of Denver. Please indicate the extent to which you agree or disagree with each. (Q1)					
Faculty, staff, and administrators respect what students at University of Denver think.	Strongly agree	103	*21%*	2,906	*36%*
	Agree	281	*59%*	4,300	*53%*
	Neither agree nor disagree	67	*14%*	679	*8%*
	Disagree	24	*5%*	222	*3%*
	Strongly disagree	5	*1%*	35	*0%*
	Total	480	*100%*	8,142	*100%*
Faculty, staff, and administrators respect what other employees at University of Denver think.	Strongly agree	78	*16%*	2,016	*25%*
	Agree	252	*53%*	4,204	*52%*
	Neither agree nor disagree	84	*18%*	1,207	*15%*
	Disagree	49	*10%*	596	*7%*
	Strongly disagree	17	*4%*	108	*1%*
	Total	480	*100%*	8,131	*100%*
Faculty, staff, and administrators at University of Denver are genuinely concerned about students' welfare.	Strongly agree	190	*40%*	4,584	*56%*
	Agree	240	*50%*	3,065	*38%*
	Neither agree nor disagree	36	*8%*	359	*4%*
	Disagree	13	*3%*	106	*1%*
	Strongly disagree	1	*0%*	24	*0%*
	Total	480	*100%*	8,138	*100%*
Faculty, staff, and administrators at University of Denver are genuinely concerned about each other's welfare.	Strongly agree	113	*24%*	2,865	*35%*
	Agree	223	*46%*	3,605	*44%*
	Neither agree nor disagree	90	*19%*	1,102	*14%*
	Disagree	43	*9%*	462	*6%*
	Strongly disagree	11	*2%*	101	*1%*
	Total	480	*100%*	8,135	*100%*
Students at University of Denver are	Strongly agree	75	*16%*	1,934	*24%*

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HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence
2022 Comparison Report
University of Denver

General Campus Climate Indicator

genuinely concerned about the welfare of other students.	Agree	243	*51%*	4,296	*53%*
	Neither agree nor disagree	137	*29%*	1,705	*21%*
	Disagree	19	*4%*	144	*2%*
	Strongly disagree	3	*1%*	22	*0%*
	Total	477	*100%*	8,101	*100%*
I feel valued in the environment in which I work.	Strongly agree	116	*24%*	2,622	*32%*
	Agree	228	*48%*	3,590	*44%*
	Neither agree nor disagree	56	*12%*	965	*12%*
	Disagree	55	*11%*	709	*9%*
	Strongly disagree	24	*5%*	259	*3%*
	Total	479	*100%*	8,145	*100%*
I feel close to people on this campus.	Strongly agree	79	*16%*	1,919	*24%*
	Agree	223	*46%*	3,719	*46%*
	Neither agree nor disagree	103	*21%*	1,749	*21%*
	Disagree	59	*12%*	625	*8%*
	Strongly disagree	16	*3%*	130	*2%*
	Total	480	*100%*	8,142	*100%*
I feel like I am a part of the University of Denver community.	Strongly agree	72	*15%*	2,257	*28%*
	Agree	221	*46%*	3,775	*46%*
	Neither agree nor disagree	111	*23%*	1,396	*17%*
	Disagree	54	*11%*	549	*7%*
	Strongly disagree	22	*5%*	166	*2%*
	Total	480	*100%*	8,143	*100%*
I feel safe on this campus.	Strongly agree	132	*28%*	3,797	*47%*
	Agree	248	*52%*	3,656	*45%*
	Neither agree nor disagree	70	*15%*	506	*6%*
	Disagree	20	*4%*	141	*2%*
	Strongly disagree	9	*2%*	42	*1%*
	Total	479	*100%*	8,142	*100%*
Below are statements about your views on the extent to which different groups contribute to the general climate at University of Denver. Please indicate the extent to which you agree or disagree with each. (Q2)					
The faculty contributes to a positive and supportive campus climate at University of Denver.	Strongly agree	95	*20%*	2,411	*30%*
	Agree	235	*49%*	4,061	*50%*
	Neither agree nor disagree	119	*25%*	1,251	*15%*
	Disagree	26	*5%*	366	*4%*
	Strongly disagree	4	*1%*	55	*1%*
	Total	479	*100%*	8,144	*100%*
The staff contributes to a positive and supportive campus climate at University of Denver.	Strongly agree	138	*29%*	2,843	*35%*
	Agree	280	*58%*	4,398	*54%*
	Neither agree nor disagree	52	*11%*	748	*9%*
	Disagree	8	*2%*	133	*2%*
	Strongly disagree	1	*0%*	19	*0%*
	Total	479	*100%*	8,141	*100%*
The administration contributes to a positive and supportive campus climate at University of Denver.	Strongly agree	71	*15%*	2,096	*26%*
	Agree	210	*44%*	3,803	*47%*
	Neither agree nor disagree	111	*23%*	1,438	*18%*
	Disagree	67	*14%*	599	*7%*
	Strongly disagree	19	*4%*	211	*3%*
	Total	478	*100%*	8,147	*100%*
The students contribute to a positive and supportive campus climate at University of Denver.	Strongly agree	74	*15%*	1,948	*24%*
	Agree	266	*56%*	4,642	*57%*
	Neither agree nor disagree	112	*23%*	1,383	*17%*
	Disagree	23	*5%*	133	*2%*
	Strongly disagree	3	*1%*	17	*0%*
	Total	478	*100%*	8,123	*100%*

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HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence
2022 Comparison Report
University of Denver

Views on Institutional Response to Report of Sexual Violence Indicator

This tab includes three tables on the Views on Institutional Response to Report of Sexual Violence Indicator. Table 1 includes the four statements from the survey that were combined to create the indicator. Table 2 compares indicator results for your institution to those for all other participating institutions, broken down by gender and primary role. Table 3 provides comparative frequencies for each statement in the indicator.

Table 1: Views on Institutional Response to Report of Sexual Violence Indicator Statements
1 = Strongly disagree; 2 = Disagree; 3 = Neither agree nor disagree; 4 = Agree; 5 = Strongly agree

Below are statements about your views on what might happen if someone were to report an incident of sexual violence to an official at University of Denver. Please indicate the extent to which you agree or disagree with each.

- Campus officials would take the report seriously.
- Campus officials would support and protect the person making the report.
- Campus officials would conduct a careful investigation in order to determine what happened.
- Campus officials would take appropriate action against the offender(s).

Table 2: Views on Institutional Response to Report of Sexual Violence Indicator by Gender and Primary Role

	University of Denver					All Other Institutions		
	n	Mean	Effect Size[1]	High Scores[2] %	High Scores[2] Effect Size	n	Mean	% High Scores
Employees by Gender								
Men	142	4.12	↓	*61%*	↓	3,133	4.33	*74%*
Women	307	3.78	↓↓↓	*46%*	↓↓↓	4,765	4.22	*72%*
Employees by Primary Role								
Faculty	164	3.74	↓↓↓	*42%*	↓↓	3,053	4.17	*66%*
Staff	288	3.90	↓↓↓	*53%*	↓↓	4,035	4.26	*75%*
Administrators	17	4.28	↓↓	*71%*	↓	848	4.50	*82%*

[1]↑↑↑Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference ↓ Small negative difference ↓↓ Medium negative difference ↓↓↓ Large negative difference
We only calculate effect size when n ≥ 10 . For more information on how we calculate effect sizes, please see the Technical Information tab.

[2]"High Scores" include employees who answered "Strongly agree" or "Agree" to all indicator statements.

Table 3: Frequencies for Statements in the Views on Institutional Response to Report of Sexual Violence Indicator

		University of Denver		All Other Institutions	
		n	%	n	%
Below are statements about your views on what might happen if someone were to report an incident of sexual violence to an official at University of Denver. Please indicate the extent to which you agree or disagree with each. (Q3)					
Campus officials would take the report seriously.	Strongly agree	169	*35%*	4,353	*53%*
	Agree	209	*44%*	3,047	*37%*
	Neither agree nor disagree	68	*14%*	577	*7%*
	Disagree	28	*6%*	139	*2%*
	Strongly disagree	4	*1%*	34	*0%*
	Total	478	*100%*	8,150	*100%*
Campus officials would support and protect the person making the report.	Strongly agree	147	*31%*	3,897	*48%*
	Agree	191	*40%*	3,091	*38%*
	Neither agree nor disagree	99	*21%*	890	*11%*
	Disagree	31	*6%*	219	*3%*
	Strongly disagree	10	*2%*	49	*1%*
	Total	478	*100%*	8,146	*100%*
Campus officials would conduct a careful investigation in order to determine what happened.	Strongly agree	128	*27%*	3,616	*44%*
	Agree	198	*41%*	3,128	*38%*
	Neither agree nor disagree	106	*22%*	1,065	*13%*
	Disagree	37	*8%*	276	*3%*
	Strongly disagree	9	*2%*	56	*1%*
	Total	478	*100%*	8,141	*100%*
Campus officials would take appropriate action against the offender(s).	Strongly agree	99	*21%*	3,106	*38%*
	Agree	151	*32%*	2,987	*37%*
	Neither agree nor disagree	159	*33%*	1,542	*19%*
	Disagree	48	*10%*	386	*5%*
	Strongly disagree	20	*4%*	110	*1%*
	Total	477	*100%*	8,131	*100%*

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HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence
2022 Comparison Report
University of Denver

Confidence in Ability to Respond Indicator

This tab includes three tables on the Confidence in Ability to Respond Indicator. Table 1 includes the three questions from the survey that were combined to create the indicator. Table 2 compares indicator results for your institution to those for all other participating institutions, broken down by gender and primary role. Table 3 provides comparative frequencies for each question in the indicator.

Table 1: Confidence in Ability to Respond Indicator Questions
1 = Not confident; 2 = Somewhat confident; 3 = Confident; 4 = Very confident

How confident are you that you can effectively and appropriately support students who have experienced sexual violence? (Q7)
If a student told you that they had experienced sexual violence, how confident are you that you could respond according to University of Denver's official procedures? (Q8)
If a staff member, administrator, or faculty member told you that they had experienced sexual violence, how confident are you that you could respond according to University of Denver's official procedures? (Q9)

Table 2: Confidence in Ability to Respond Indicator by Gender and Primary Role

	University of Denver					All Other Institutions		
				High Scores[2]				
	n	Mean	Effect Size[1]	%	Effect Size	n	Mean	% High Scores
Employees by Gender								
Men	142	2.96	↑↑↑	*56%*	↑↑↑	3,135	2.19	*25%*
Women	309	2.60	↑↑	*37%*	↑	4,780	2.25	*26%*
Employees by Primary Role								
Faculty	165	2.73	↑↑	*44%*	↑↑	3,069	2.30	*28%*
Staff	288	2.65	↑↑	*41%*	↑↑	4,039	2.21	*25%*
Administrators	17	3.22	↑↑↑	*65%*	↑↑↑	846	2.00	*19%*

[1]↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference ↓ Small negative difference ↓↓ Medium negative difference ↓↓↓ Large negative difference
We only calculate effect size when n ≥ 10 . For more information on how we calculate effect sizes, please see the Technical Information tab.

[2]"High Scores" include employees who answered "Very Confident" or "Confident" to all indicator statements.

Table 3: Frequencies for Questions in the Confidence in Ability to Respond Indicator

	University of Denver		All Other Institutions	
	n	%	n	%
How confident are you that you can effectively and appropriately support students who have experienced sexual violence? (Q7)				
Very confident	97	*20%*	866	*11%*
Confident	186	*39%*	2,276	*28%*
Somewhat confident	154	*32%*	3,012	*37%*
Not confident	42	*9%*	1,993	*24%*
Total	479	*100%*	8,147	*100%*
If a student told you that they had experienced sexual violence, how confident are you that you could respond according to University of Denver's official procedures? (Q8)				
Very confident	124	*26%*	1,051	*13%*
Confident	164	*34%*	1,891	*23%*
Somewhat confident	138	*29%*	2,848	*35%*
Not confident	53	*11%*	2,365	*29%*
Total	479	*100%*	8,155	*100%*
If a staff member, administrator, or faculty member told you that they had experienced sexual violence, how confident are you that you could respond according to University of Denver's official procedures? (Q9)				
Very confident	107	*22%*	1,063	*13%*
Confident	159	*33%*	2,001	*25%*
Somewhat confident	142	*30%*	2,920	*36%*
Not confident	71	*15%*	2,177	*27%*
Total	479	*100%*	8,161	*100%*

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HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence
2022 Comparison Report
University of Denver

Campus Training Efforts

Frequencies for Questions Related to Campus Training Efforts					
		University of Denver		All Other Institutions	
		n	%	n	%
Have you received information or education from University of Denver about: (Q4)					
What sexual violence is, and how to recognize it?	Yes	363	*76%*	7,162	*88%*
	No	53	*11%*	487	*6%*
	Unsure	63	*13%*	521	*6%*
	Total	479	*100%*	8,170	*100%*
University of Denver's confidential resources for sexual violence?	Yes	358	*75%*	6,708	*82%*
	No	59	*12%*	597	*7%*
	Unsure	61	*13%*	854	*10%*
	Total	478	*100%*	8,159	*100%*
Who on campus is required to report instances of sexual violence to campus authorities?	Yes	346	*72%*	7,156	*88%*
	No	52	*11%*	411	*5%*
	Unsure	81	*17%*	593	*7%*
	Total	479	*100%*	8,160	*100%*
How to report an incident of sexual violence?	Yes	354	*74%*	6,968	*85%*
	No	50	*10%*	489	*6%*
	Unsure	75	*16%*	699	*9%*
	Total	479	*100%*	8,156	*100%*
The procedures for investigating incidents of sexual violence?	Yes	238	*50%*	5,419	*67%*
	No	111	*23%*	1,132	*14%*
	Unsure	130	*27%*	1,584	*19%*
	Total	479	*100%*	8,135	*100%*
Only people who indicated that they'd received information/education on sexual violence saw Q5 below.					
Overall, how much do you remember about the information or education from University of Denver about sexual violence? (Q5)					
Almost all of it		63	*15%*	1,850	*24%*
Most of it		159	*39%*	3,697	*49%*
Some of it		150	*36%*	1,785	*23%*
Very little or none of it		39	*9%*	269	*4%*
Total		411	*100%*	7,601	*100%*
How confident are you that the institution can create a safe environment for students who have experienced sexual violence? (Q6)					
Very confident		77	*16%*	867	*11%*
Confident		164	*34%*	2,237	*27%*
Somewhat confident		189	*39%*	3,194	*39%*
Not confident		49	*10%*	1,846	*23%*
Total		479	*100%*	8,144	*100%*

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2022 Comparison Report
University of Denver

Interactions with People Who Have Experienced Sexual Violence

Frequencies for Questions Related to Interactions with People Who Have Experienced Sexual Violence					
		University of Denver		All Other Institutions	
		n	%	n	%
Please indicate whether you have done any of the following: (Q11)					
Talked with a student about sexual violence that the student experienced	Yes	126	*26%*	1,824	*22%*
	No	353	*74%*	6,332	*78%*
	Total	479	*100%*	8,156	*100%*
Talked with a student about sexual violence that the student was accused of or perpetrated	Yes	35	*7%*	685	*8%*
	No	443	*93%*	7,472	*92%*
	Total	478	*100%*	8,157	*100%*
Witnessed a student experiencing sexual violence	Yes	4	*1%*	83	*1%*
	No	475	*99%*	8,062	*99%*
	Total	479	*100%*	8,145	*100%*
Made a report to the Title IX coordinator or other campus authorities about a student who experienced sexual violence	Yes	59	*12%*	971	*12%*
	No	420	*88%*	7,176	*88%*
	Total	479	*100%*	8,147	*100%*
Made a report to the Title IX coordinator or other campus authorities about a student who perpetrated sexual violence	Yes	17	*4%*	312	*4%*
	No	462	*96%*	7,832	*96%*
	Total	479	*100%*	8,144	*100%*
Please indicate whether you have done any of the following: (Q12)					
Talked with a member of the faculty, staff, or administration about sexual violence that they experienced	Yes	70	*15%*	653	*8%*
	No	409	*85%*	7,492	*92%*
	Total	479	*100%*	8,145	*100%*
Talked with a member of the faculty, staff, or administration about sexual violence that they were accused of or perpetrated	Yes	30	*6%*	257	*3%*
	No	448	*94%*	7,892	*97%*
	Total	478	*100%*	8,149	*100%*
Witnessed a member of the faculty, staff, or administration experiencing sexual violence	Yes	8	*2%*	102	*1%*
	No	470	*98%*	8,040	*99%*
	Total	478	*100%*	8,142	*100%*
Made a report to the Title IX coordinator or other campus authorities about a member of the faculty, staff, or administration who experienced sexual violence	Yes	21	*4%*	171	*2%*
	No	456	*96%*	7,969	*98%*
	Total	477	*100%*	8,140	*100%*
Made a report to the Title IX coordinator or other campus authorities about a member of the faculty, staff, or administration who perpetrated sexual violence against another member of the campus community	Yes	19	*4%*	196	*2%*
	No	460	*96%*	7,950	*98%*
	Total	479	*100%*	8,146	*100%*

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HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence
2022 Comparison Report
University of Denver

Unwanted Sexual Behavior

This tab includes three tables on questions related to experiences of unwanted sexual behavior. Table 1 shows the question that asked whether the respondent had experienced unwanted sexual behavior. Table 2 compares results from that question for your institution to those for all other participating institutions, broken down by gender and primary role. Table 3 provides comparative frequencies for all questions related to experiences of unwanted sexual behavior.

Table 1: Experiences of Unwanted Sexual Behavior

1=Never; 2=Rarely; 3=Sometimes; 4=Often; 5=Very often

Since starting work at University of Denver, how often have you experienced any of the following during any aspect of your work for this institution?

Unwanted verbal sexual behaviors – such as someone making sexual comments about your body; making unwelcome sexual advances, propositions, or suggestions to you; or telling you sexually offensive jokes or kidding about your sex or gender-specific traits

Unwanted nonverbal sexual behaviors – such as someone sending you sexual emails, texts, or pictures; posting sexual comments about you on blogs or social media; showing you sexually offensive pictures or objects; leering at you or making lewd gestures toward you; or touching him/herself sexually in front of you

Table 2: Experiences of Any Type of Unwanted Sexual Behavior by Gender and Primary Role

	University of Denver			All Other Institutions	
	n	% Have Experienced[1]	Effect Size[2]	n	% Have Experienced
Employees by Gender					
Men	142	15%	⇆	3,143	*12%*
Women	309	30%	↑	4,801	*23%*
Employees by Primary Role					
Faculty	165	31%	↑	3,081	*21%*
Staff	288	23%	↑	4,054	*17%*
Administrators	17	12%	↓	850	*19%*

[1]"% Have Experienced" includes employees who answered "Very often," "Often," "Sometimes," or "Rarely" for either type of Unwanted Sexual Behavior.

[2]↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ≈ No difference ↓ Small negative difference ↓↓ Medium negative difference ↓↓↓ Large negative difference

We only calculate effect size when n ≥ 10. For more information on how we calculate effect sizes, please see the Technical Information tab.

Table 3: Frequencies for Questions Related to Unwanted Sexual Behavior

			University of Denver		All Other Institutions	
			n	%	n	%
Since starting work at University of Denver, how often have you experienced any of the following during any aspect of your work for this institution? (Q13)						
Men	Unwanted ***verbal*** sexual behaviors – such as someone making sexual comments about your body; making unwelcome sexual advances, propositions, or suggestions to you; or telling you sexually offensive jokes or kidding about	Never	121	*85%*	2,797	*89%*
		Rarely	15	*11%*	265	*8%*
		Sometimes	6	*4%*	73	*2%*
		Often	0	*0%*	10	*0%*
		Very often	0	*0%*	2	*0%*

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Unwanted Sexual Behavior

	your sex or gender-specific traits	**Total**	142	*100%*	3,147	*100%*
Women	Unwanted ***verbal*** sexual behaviors – such as someone making sexual comments about your body; making unwelcome sexual advances, propositions, or suggestions to you; or telling you sexually offensive jokes or kidding about your sex or gender-specific traits	Never	222	*72%*	3,757	*78%*
		Rarely	51	*17%*	670	*14%*
		Sometimes	32	*10%*	314	*7%*
		Often	4	*1%*	43	*1%*
		Very often	0	*0%*	19	*0%*
		Total	309	*100%*	4,803	*100%*
Men	Unwanted ***nonverbal*** sexual behaviors – such as someone sending you sexual emails, texts, or pictures; posting sexual comments about you on blogs or social media; showing you sexually offensive pictures or objects; leering at you or making lewd gestures toward you; or touching him/herself sexually in front of you	Never	133	*94%*	3,013	*96%*
		Rarely	6	*4%*	109	*3%*
		Sometimes	3	*2%*	21	*1%*
		Often	0	*0%*	1	*0%*
		Very often	0	*0%*	0	*0%*
		Total	142	*100%*	3,144	*100%*
Women	Unwanted ***nonverbal*** sexual behaviors – such as someone sending you sexual emails, texts, or pictures; posting sexual comments about you on blogs or social media; showing you sexually offensive pictures or objects; leering at you or making lewd gestures toward you; or touching him/herself sexually in front of you	Never	283	*92%*	4,516	*94%*
		Rarely	19	*6%*	202	*4%*
		Sometimes	7	*2%*	64	*1%*
		Often	0	*0%*	12	*0%*
		Very often	0	*0%*	6	*0%*
		Total	309	*100%*	4,800	*100%*

Only people who indicated that they'd experienced unwanted verbal or nonverbal sexual behavior saw Q14 and Q15 below.

Who was responsible for this behavior? (Check all that apply) (Q14)				
Faculty member(s) from this institution	54	*46%*	597	*41%*
Faculty member(s) from another institution	4	*3%*	35	*2%*
Staff member(s) from this institution	40	*34%*	568	*39%*
Staff member(s) from another institution	1	*1%*	41	*3%*
Administrator(s) from this institution	7	*6%*	203	*14%*
Administrator(s) from another institution	0	*0%*	12	*1%*
Supervisor(s) or administrative superior(s) at this institution	11	*9%*	166	*11%*
Supervisor(s) or administrative superior(s) at another institution	1	*1%*	5	*0%*
Student(s) from this institution	29	*25%*	367	*25%*
Student(s) from another institution	2	*2%*	25	*2%*
Person or people from the local community	27	*23%*	209	*14%*
Other	6	*5%*	98	*7%*
Number of Employees Who Responded to This Question	118		1,456	
In a previous question, you indicated you've experienced unwanted verbal and/or nonverbal sexual behaviors at some point(s) during your work for University of Denver. Did any of these experiences occur in the last year? (Q15)				
Yes	24	*20%*	285	*19%*
No	94	*80%*	1,237	*81%*
Total	118	*100%*	1,522	*100%*

Only people who indicated that they'd experienced unwanted verbal or nonverbal sexual behavior in the last year saw Q16 below.

Did you use University of Denver's procedures for making a report about any of these experiences with unwanted verbal and/or nonverbal sexual behaviors that occurred in the last year? (Q16)

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Unwanted Sexual Behavior

Yes	3	*13%*	31	*11%*
No	21	*88%*	254	*89%*
Total	24	*100%*	285	*100%*
Only people who indicated that they didn't use University of Denver's procedures to make a report saw Q17 below.				
What prevented you from reporting your experience with unwanted verbal and/or nonverbal sexual behaviors? (Check all that apply) (Q17)				
I wanted to deal with it on my own.	6	*29%*	96	*38%*
I was ashamed/embarrassed.	1	*5%*	13	*5%*
I did not realize it was something I could report.	3	*14%*	15	*6%*
I did not know the reporting procedure on campus.	3	*14%*	12	*5%*
I did not think campus officials would do anything about my report.	7	*33%*	53	*21%*
I did not think I would be treated fairly.	6	*29%*	44	*17%*
I did not think it was serious enough to report.	10	*48%*	99	*39%*
I did not want the report to impact my standing at University of Denver.	5	*24%*	62	*25%*
Other	4	*19%*	71	*28%*
Number of Employees Who Responded to This Question	21		252	
Only people who indicated that they did use University of Denver's procedures to make a formal report saw Q18 and Q19 below.				
How satisfied were you with University of Denver's process for making a report about unwanted verbal and/or nonverbal sexual behaviors? (Q18)				
Very satisfied	0	*0%*	3	*10%*
Satisfied	0	*0%*	8	*26%*
Neither satisfied nor dissatisfied	0	*0%*	5	*16%*
Dissatisfied	1	*33%*	5	*16%*
Very dissatisfied	2	*67%*	6	*19%*
Unsure at this time	0	*0%*	4	*13%*
Total	3	*100%*	31	*100%*
How satisfied were you with University of Denver's response to your report? (Q19)				
Very satisfied	0	*0%*	3	*10%*
Satisfied	0	*0%*	6	*19%*
Neither satisfied nor dissatisfied	1	*33%*	7	*23%*
Dissatisfied	0	*0%*	7	*23%*
Very dissatisfied	2	*67%*	6	*19%*
Unsure at this time	0	*0%*	2	*6%*
Total	3	*100%*	31	*100%*

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HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence
2022 Comparison Report
University of Denver

Sexual Violence

Frequencies for Questions Related to Sexual Violence					
		University of Denver		All Other Institutions	
		n	%	n	%
Has anyone engaged in the following behaviors with you, without your consent, during any aspect of your work at University of Denver? (Q20)					
Touching of a sexual nature (kissing you, touching of private parts, grabbing, fondling, rubbing up against you in a sexual way, even if it was over your clothes)	Yes	10	*2%*	130	*2%*
	No	466	*97%*	8,002	*98%*
	Unsure	3	*1%*	27	*0%*
	Total	479	*100%*	8,159	*100%*
Oral sex (someone's mouth or tongue making contact with your genitals, or your mouth or tongue making contact with someone else's genitals)	Yes	3	*1%*	21	*0%*
	No	476	*99%*	8,125	*100%*
	Unsure	0	*0%*	9	*0%*
	Total	479	*100%*	8,155	*100%*
Vaginal sex (someone's penis being put in your vagina, or your penis being put into someone's vagina)	Yes	4	*1%*	21	*0%*
	No	475	*99%*	8,127	*100%*
	Unsure	0	*0%*	7	*0%*
	Total	479	*100%*	8,155	*100%*
Anal sex (someone's penis being put in your anus, or your penis being put into someone else's anus)	Yes	2	*0%*	19	*0%*
	No	475	*100%*	8,121	*100%*
	Unsure	0	*0%*	7	*0%*
	Total	477	*100%*	8,147	*100%*
Anal or vaginal penetration with a body part other than a penis or tongue, or by an object, like a bottle or candle	Yes	3	*1%*	20	*0%*
	No	476	*99%*	8,122	*100%*
	Unsure	0	*0%*	7	*0%*
	Total	479	*100%*	8,149	*100%*
Only people who indicated that they'd experienced sexual violence saw Q21 and Q22 below.					
Who was responsible for this behavior? (Check all that apply) (Q21)					
Faculty member(s) from this institution		2	*25%*	52	*45%*
Faculty member(s) from another institution		0	*0%*	2	*2%*
Staff member(s) from this institution		2	*25%*	30	*26%*
Staff member(s) from another institution		0	*0%*	1	*1%*
Administrator(s) from this institution		1	*13%*	19	*17%*
Administrator(s) from another institution		0	*0%*	1	*1%*
Supervisor(s) or administrative superior(s) at this institution		1	*13%*	12	*10%*
Supervisor(s) or administrative superior(s) at another institution		0	*0%*	1	*1%*
Student(s) from this institution		2	*25%*	7	*6%*
Student(s) from another institution		0	*0%*	1	*1%*
Person or people from the local community		1	*13%*	11	*10%*
Other		1	*13%*	12	*10%*
Number of Employees Who Responded to This Question		8		115	
In a previous question, you indicated you've experienced sexual violence at some point(s) during your work for University of Denver. Did any of these experiences occur in the last year? (Q22)					
Yes		2	*22%*	23	*19%*

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Sexual Violence

No	7	*78%*	101	*81%*
Total	9	*100%*	124	*100%*
Only people who indicated that they'd experienced sexual violence in the last year saw Q23 below.				
Did you use University of Denver's procedures for making a report about any of these experiences with sexual violence that occurred in the last year? (Q23)				
Yes	0	*0%*	6	*26%*
No	2	*100%*	17	*74%*
Total	2	*100%*	23	*100%*
Have you ever experienced any other form of sexual violence during any aspect of your work at University of Denver? (Q27)				
Yes	16	*3%*	89	*1%*
No	453	*95%*	8,021	*98%*
Unsure	9	*2%*	61	*1%*
Total	478	*100%*	8,171	*100%*

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HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence
2022 Comparison Report
University of Denver

Demographics

Frequencies for Questions on Demographics				
	University of Denver		All Other Institutions	
	n	%	n	%
Your primary work is as: (Q29)				
Faculty	165	*35%*	3,091	*38%*
Staff	288	*61%*	4,061	*50%*
Administrator	17	*4%*	852	*11%*
Other	2	*0%*	92	*1%*
Total	472	*100%*	8,096	*100%*
How do you work at University of Denver? (Q30)				
Primarily or entirely on campus	292	*62%*	2,802	*74%*
Primarily or entirely remotely	26	*6%*	201	*5%*
Split between on campus and remotely	152	*32%*	765	*20%*
Total	470	*100%*	3,768	*100%*
In your position, how often do you interact with students? (Q31)				
Very often	203	*43%*	4,787	*59%*
Often	92	*19%*	1,297	*16%*
Sometimes	89	*19%*	1,135	*14%*
Rarely	80	*17%*	864	*11%*
Never	12	*3%*	29	*0%*
Total	476	*100%*	8,112	*100%*
In your position, do you supervise staff or faculty? (Q32)				
Yes	178	*38%*	2,701	*34%*
No	293	*62%*	5,357	*66%*
Total	471	*100%*	8,058	*100%*
How long have you worked at University of Denver? (Q33)				
Less than 1 Year	75	*16%*	3,267	*40%*
1 - 4 Years	138	*30%*		
5-9 Years	92	*20%*	1,466	*18%*
More than 10 Years	162	*35%*	3,343	*41%*
Total	467	*100%*	8,076	*100%*
What is your gender identity? (Q34)				
Man	142	*31%*	3,151	*39%*
Woman	309	*67%*	4,809	*60%*
Nonbinary	13	*3%*	41	*1%*
Total	464	*100%*	8,001	*100%*
Are you transgender? (Q35)				
Yes	7	*1%*	10	*0%*
No	453	*99%*	5,071	*100%*

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HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence
2022 Comparison Report
University of Denver

Demographics

Total	460	*100%*	5,081	*100%*
What is your citizenship status? (Q36)				
U.S. citizen	450	*97%*	7,801	*97%*
U.S. permanent resident but not a U.S. citizen	6	*1%*	145	*2%*
Not a U.S. citizen or permanent resident	8	*2%*	65	*1%*
Total	464	*100%*	8,011	*100%*
Are you Hispanic or Latino/a? (Q37)				
Yes	31	*7%*	248	*3%*
No	427	*93%*	7,690	*97%*
Total	458	*100%*	7,938	*100%*
Please indicate the race or races with which you identify. (Choose one or more) (Q38)				
American Indian or Alaska Native	8	*2%*	92	*1%*
Asian	25	*6%*	248	*3%*
Black or African American	28	*6%*	522	*7%*
Native Hawaiian or other Pacific Islander	1	*0%*	26	*0%*
White	388	*89%*	7,027	*91%*
Number of Employees Who Responded to This Question	434		7,747	
Which term best describes your sexual orientation? (Q39)				
Asexual	6	*1%*	-	-
Bisexual	32	*7%*	-	-
Gay	14	*3%*	-	-
Lesbian	11	*2%*	-	-
Pansexual	11	*2%*	-	-
Queer	15	*3%*	-	-
Questioning	3	*1%*	-	-
Straight (Heterosexual)	350	*79%*	-	-
Prefer to self describe	2	*0%*	-	-
Total	444	*100%*	-	-
Race/ethnicity calculated by HEDS based on responses to Q36, Q37, and Q38 to align with IPEDS categories				
Not a U.S. citizen or permanent resident	6	*1%*	65	*1%*
Unknown	0	*0%*	383	*5%*
Hispanic or Latino/a	23	*5%*	242	*3%*
American Indian or Alaska Native	3	*1%*	18	*0%*
Asian	16	*4%*	173	*2%*
African American/ Black	21	*5%*	455	*6%*
Native Hawaiian or other Pacific Islander	0	*0%*	10	*0%*
White	351	*81%*	6,736	*82%*
Two or more races	14	*3%*	110	*1%*
Total	434	*100%*	8,192	*100%*

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HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence
2022 Comparison Report
University of Denver

Technical Information

This file summarizes data for over 8,000 employees from 19 institutions that administered the HEDS Faculty/Staff Survey of Campus Climate for Sexual Violence in the 2017–2018, 2018–2019, 2019–2020, and 2020-2021 academic year. The average response rate was 35%

	University of Denver		All Other Institutions	
	n	*Response Rate* [2]	n	*Response Rate* [2]
All Employee Respondents[1]	480	-	8,192	*35%*
Employees by Gender				
Men	142	-	3,151	*14%*
Women	309	-	4,809	*20%*
Employees by Primary Role				
Faculty	165	-	3,091	*13%*
Staff/Administrators	305	-	4,972	*21%*

[1]The "All Employee Respondents" group includes all employees who submitted surveys, including those who did not identify as women or men and those who selected "Other" as their primary work role (Q29).

[2]We calculated the response rate by dividing an institution's total number of submitted surveys by the number of invited participants. If a general link or QR code was used, no response rate was calculated.

Indicators

This file contains information on three campus climate indicators. The three indicators and their reliabilities (α) are:

- General Campus Climate Indicator – 9 statements, Cronbach's α = 0.89
- Views on Institutional Response to Report of Sexual Violence Indicator – 4 statements, Cronbach's α = 0.93
- Confidence in Ability to Respond Indicator – 3 statements, Cronbach's α = 0.89

We calculated effect sizes for key comparisons rather than using tests of statistical significance. We have so many comparisons that using a test of significance for each comparison would increase the likelihood of a Type I error should the null hypothesis be correct in any of the comparisons. Unfortunately, correcting for this would dramatically reduce the power of our comparisons, thereby increasing the chance of Type II errors if the differences are the result of more than random influences. So, we have calculated effect sizes to provide a guide for assessing the magnitude of the differences between groups. When we compared the mean of two groups, we used Cohen's *d* . When we compared two percentages, we used Cohen's *h* , which uses an arcsine transformation to derive the effect size. (See Cohen, 1988, Statistical Power Analyses for the Behavioral Sciences, page 180.) We only calculated Cohen's *d* and *h* when n ≥ 10 in each cell in the comparison.

Following the practice of the National Survey of Student Engagement (http://nsse.indiana.edu/pdf/effect_size_guide.pdf), we used the following thresholds for small, medium, and large effect sizes for both Cohen's *d* and *h* :

* Large – 0.5
* Medium – 0.3
* Small – 0.1

Sexual Violence

Please note, we do not report data from Question 24 ("What prevented you from reporting your experience with sexual violence?"), Question 25 ("How satisfied were you with your institution's process for making a report about sexual violence?"), and Question 26 ("How satisfied were you with your institution's response to your report?") because the number of people who responded to these questions is so small.

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Back to table of contents

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