

Civil Rights and Equal Opportunity

UNIVERSITY OF DENVER

Speak Up! DU Campus Climate Survey: Results Summary

Survey Administered May 13, 2025

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Executive Summary

In spring 2025, the University of Denver's Office of Civil Rights and Equal Opportunity (CREO), formerly the Office of Equal Opportunity & Title IX (EOIX), in collaboration with the Butler Institute for Families at the Graduate School of Social Work (Butler), conducted an assessment of campus climate, discrimination and harassment, and interpersonal violence at the University of Denver (DU). In partnership, EOIX and Butler developed and administered the Speak Up! DU Campus Climate Survey (Speak Up! Survey). The anonymous survey gathered information from students, faculty, and staff about their experiences with discrimination, harassment and interpersonal violence, as well as their perceptions of institutional response and awareness of resources during the 2024-2025 academic year.

Overall, a majority of the students and faculty/staff who participated in the survey reported feeling a general sense of belonging at DU. Over 75% of students and faculty/staff who completed the survey felt generally safe from discrimination, harassment, and interpersonal violence at the University. Additionally, most of the faculty/staff and students who completed the survey reported that they had not personally experienced or witnessed identity-based discrimination or harassment, nor had they experienced interpersonal violence, during the 2024-2025 academic year. Just under half of student survey respondents (49%) and over one-third of faculty/staff survey respondents (36%) reported that they had witnessed identity-based discrimination during the 2024-2025 academic year, and about one in four had personally experienced it.

Of those survey respondents who reported having experienced identity-based discrimination or harassment or interpersonal violence, fewer than one in five reported, or had the incident reported by someone else, to EOIX. In opened-ended question responses, some survey respondents cited concerns about the effectiveness and responsiveness of institutional processes and policies as bases for not reporting.

Survey respondents reported varied levels of awareness of available support resources (such as EOIX, Department of Campus Safety, DUhelp, and the Center for Advocacy, Prevention, and Empowerment). In general, faculty/staff survey respondents reported greater awareness of institutional entities than students.

Faculty/staff and student survey respondents who had personal experience with the EOIX Office had mixed responses as to how they felt both EOIX and other offices at DU responded to reports of discrimination, harassment or interpersonal violence. Survey respondents that had not made a report to the EOIX Office had generally positive perceptions of how EOIX might handle a report of discrimination, harassment or interpersonal violence, although many survey respondents indicated uncertainty about how EOIX might handle a report. Survey respondents' perceptions of their peers' responses to discriminatory behavior and sex- and identity-based beliefs reflect a high level of disapproval of discriminatory behavior in the DU community.

Background

The University's EOIX and Butler administered the Speak Up! Survey to DU's undergraduate and graduate students, faculty, staff, and administrators over a three-week period from May 12 through June 2, 2025. The anonymous online survey was disseminated through a survey link that was sent to the entire student body and all faculty and staff at their DU institutional email addresses. The survey sent to students varied slightly from the survey sent to faculty and staff. Individuals who received the survey as both a student and a faculty/staff were asked to complete the survey reflecting their primary role at DU.

Participant Engagement and Demographics

The student response rate was approximately 5%, with 590 student responses recorded. The faculty/staff response rate was higher at 21%, with 535 faculty/staff responses recorded. Survey responses were recorded if the individual completed a single item on the survey. On average, for any survey item, 30% of students and 25% of faculty/staff did not respond to the item. Non-responsiveness increased on items appearing later in the survey. Throughout this report, information and statistics referring to "survey respondents" are provided for those who completed the particular survey item (not those who responded to the survey generally) unless otherwise specified.

Student Respondents

Approximately 36-37% of students did not respond to questions about demographics. Of the students who responded to the item, 54% reported being an undergraduate student and 46% reported being a graduate student, with an average age of 26.5 years. Approximately 50% of students who responded reported being aged 22 or younger and 17% reported being 35 years or older.

Of those students that responded to the item, 66% reported their gender as woman, 27% as man, 6% as genderqueer / genderfluid / gender non-conforming, 2% as transgender, and 2% prefer not to answer. For sexual orientation, 54% of students who responded reported being heterosexual, 18% bisexual, 7% gay or lesbian, 7% asexual, 5% pansexual, 5% unsure or questioning, 2% prefer to self-describe, and 8% prefer not to answer. Of the students who responded to the item about race and ethnicity, 69% reported their race as White or Caucasian, 12% as Hispanic or Latino/a, 10% as Black / African / African American, 10% as multiracial, 5% as East Asian or East Asian American, 5% as South Asian or South Asian American, 3% as American Indian or Alaska Native, 2% as Middle Eastern or North African, 1% as Native Hawaiian or Pacific Islander, 1% prefer to self-describe, and 4% prefer not to answer. For their religion, approximately half of the students who responded reported being nonreligious (38% agnostic or atheist and 14% spiritual but not religious), 31% reported being Christian, 7% Jewish, 4% Buddhist or Hindu, and 1% Muslim.

Faculty Respondents

Approximately 31-32% of faculty/staff did not respond to questions about demographics. Of the faculty/staff who responded to the item, the average age was 46.5 years. The average

length of employment at DU was 9.1 years, with 46% reporting being employed for five or fewer years and 30% reporting being employed with the University for over 10 years.

Of those faculty/staff that responded to the item, 61% reported their gender as woman, 29% as man, 3% as genderqueer / genderfluid / gender non-conforming, 1% as transgender, and 7% prefer not to answer. For sexual orientation, 67% of faculty/staff who responded reported being heterosexual, 9% bisexual, 6% gay or lesbian, 3% asexual, 2% pansexual, 1% unsure or questioning, 1% prefer to self-describe and 13% prefer not to answer. Of the faculty/staff who responded to the item about race and ethnicity, 76% reported their race as White or Caucasian, 7% as Hispanic or Latino/a, 4% as Black / African / African American, 5% as multiracial, 2% as East Asian or East Asian American, 1% as South Asian or South Asian American, 3% as American Indian or Alaska Native, less than 1% as Middle Eastern or North African, less than 1% as Native Hawaiian or Pacific Islander, 1% prefer to self-describe, and 12% prefer not to answer. For their religion, approximately half of the faculty/staff who responded reported being nonreligious (32% agnostic or atheist and 19% spiritual but not religious), 31% reported being Christian, 5% Jewish, 2% Buddhist or Hindu, and less than 1% Muslim.

Gender and Sexual Orientation for Students and Faculty/Staff

	Students	Faculty/Staff
Gender		
Woman	66%	61%
Man	27%	29%
Genderqueer, -fluid, -non-conforming	6%	3%
Transgender	2%	1%
Prefer not to say	2%	7%
Did Not Respond	*36%*	*31%*
Sexual Orientation		
Heterosexual	54%	67%
Bisexual	18%	9%
Gay or Lesbian	7%	6%
Asexual	7%	3%
Pansexual	5%	2%
Unsure or questioning	5%	1%
Prefer to self-describe	2%	1%
Prefer not to say	8%	13%
Did Not Respond	37%	31%

Race and Ethnicity for Students and Faculty/Staff

	Students	Faculty/Staff
American Indian or Alaska Native	3%	3%
Black/African/African American	10%	4%
Hispanic or Latino/a	12%	7%
East Asian or East Asian American	5%	2%
South Asian or South Asian American	5%	1%
Native Hawaiian or Pacific Islander	1%	<1%
Middle Eastern or North African	2%	<1%
Multiracial	6%	4%
White or Caucasian	69%	76%
I prefer to self-describe	1%	1%
I prefer not to say	4%	12%
Did Not Respond	*37%*	*32%*

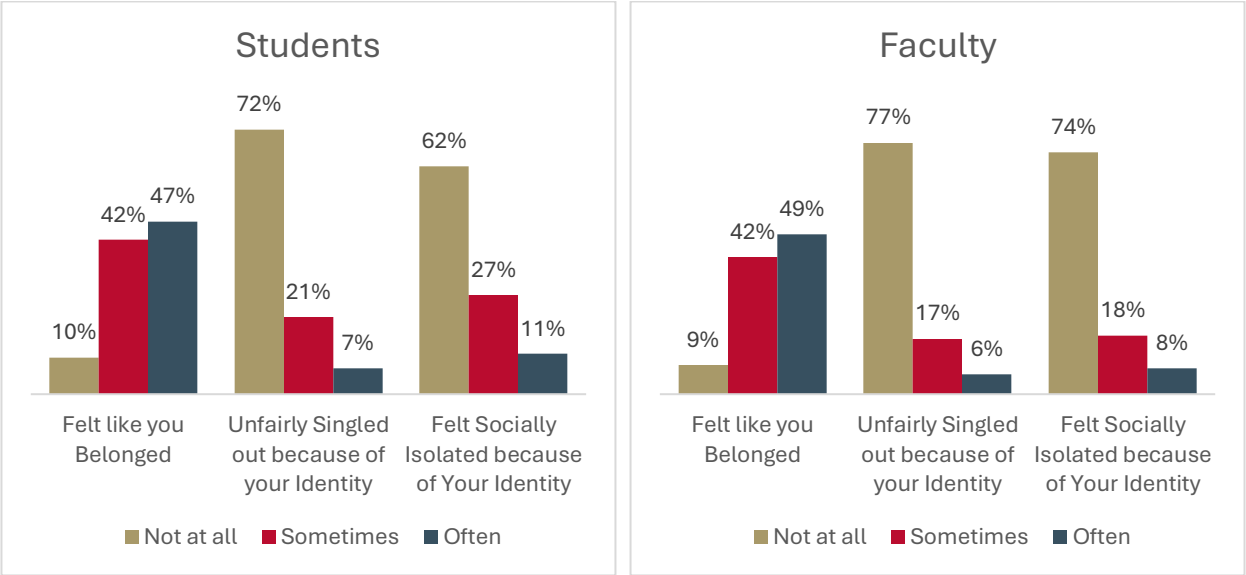
Religion for Students and Faculty/Staff Students

	Students	Faculty/Staff
Christian	31%	31%
Agnostic or Atheist	37%	32%
Spiritual, but not religious	14%	19%
Jewish	7%	5%
Buddhist or Hindu	4%	2%
Muslim	1%	<1%
Did not Respond	*36%*	*31%*

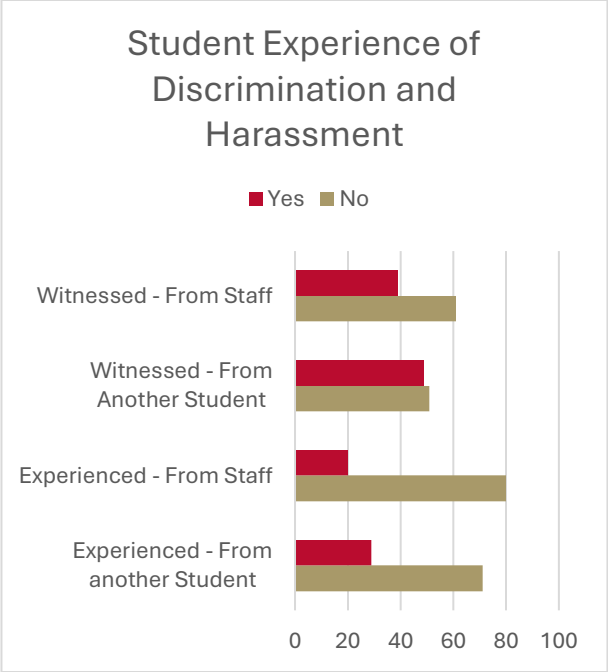
Discrimination and Harassment

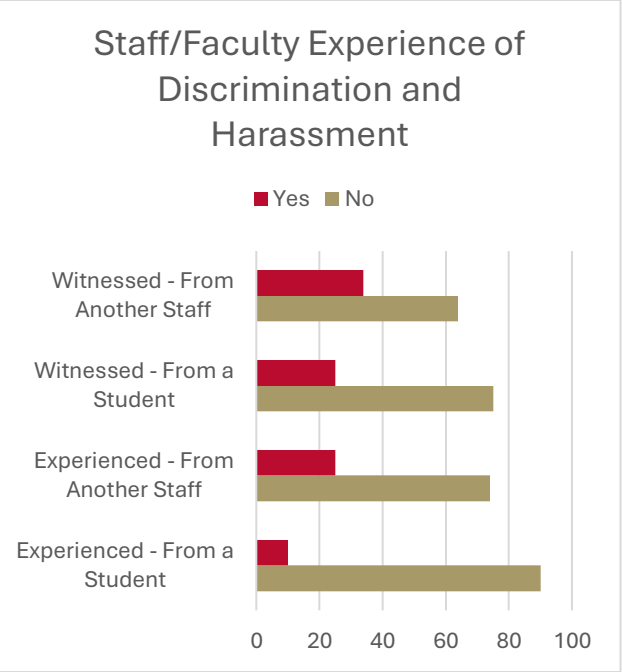
Overall, students and faculty/staff reported feeling a sense of belonging at DU. Survey respondents were asked a series of questions about their sense of belonging (response options: *not at all, sometimes,* or *often*). Just under half the students and faculty who responded to item reported they *often* felt like they belonged. Approximately one-tenth of the students and faculty who responded to the item reported they did *not at all* feel like they belonged. More than 70% of all survey respondents had not been unfairly singled out because of their identity. For student survey respondents, 62% reported that they had *not at all* felt socially isolated because of their identity, 27% reported *sometimes* feeling socially isolated because of their identities, and 11% of student respondents reported they had *often* felt this way. For faculty survey respondents, 74% had *not at all* felt socially isolated because of their identity, with 18% reporting having *sometimes* felt this way, and 8% had *often* felt this way.

Sense of Belonging at DU



A majority of the survey respondents reported not having or witnessed or personally experienced discrimination or harassment from anyone at DU. Discriminatory or harassing conduct was described in the survey as including unfair or negative treatment, demeaning or hateful words or gestures, or hostility (such as hate crimes or physical violence).





Witnessing Discrimination and Harassment

Survey respondents reported witnessing a higher percentage of discrimination and harassment from DU students than from DU faculty, instructors or staff members. Overall, 61% of those who responded reported that they had not witnessed discrimination based on any protected status towards someone else from faculty, instructors or staff and 51% reported they had not witnessed discrimination or harassment based on a protected status from a DU student during the 2024-2025 academic year. For student survey respondents, 49% reported having witnessed another student engage in some form of discrimination or harassment and 40% reported having witnessed a DU employee engage in discrimination or harassment. For faculty/staff survey respondents, 35% reported having witnessed DU employees engage in discrimination or harassment and 25% reported having witnessed students engage in this type of conduct.

Discrimination based on race and national origin were the most commonly reported statuses for which survey respondents reported witnessing discrimination or harassment, with the most common type of discrimination or harassment based on race, color or national origin (from both faculty/staff and students) identified as racism.

Personal Experience of Discrimination and Harassment

Of those who responded, 80% responded that they had not personally experienced discriminatory or harassing conduct based on a perceived or actual protected status from faculty, instructors or staff and 71% responded that they had not personally experienced discrimination or harassment from another DU student during the 2024-2025 academic year. Among both students and faculty/staff, sex-based discrimination was the most common personal experience reported. The most common type of discrimination or

harassment based on race, color or national origin, or religion reportedly experienced by both faculty/staff and students was identified as racism.

Respondents who reported personally experiencing discrimination or harassment during the 2024-2025 academic year were asked to select one of their experiences and respond to a series of follow-up questions about the specific incident. For those who responded regarding the most salient protected status involved in the specific incident, 20% reported race, 16% reported gender identity, 13% reported national origin, 9% reported sex, 9% reported disability, 7% reported color, 7% reported religion and/or creed, 4% reported sexual orientation, 3% reported age, and 1% reported gender expression as the most salient. The persons that the survey respondents reported as having engaged in the discrimination or harassment were primarily students (39% undergraduate and 10% graduate student at DU), followed by faculty members (21%), staff members (8%) and graduate instructor/ teaching assistance / research assistant (2%). The nature of the offenses reported were primarily verbal insults or offensive comments (56%), exclusion or not providing equal opportunity (40%), and giving preferential treatment to others (23%).

Reporting

Survey respondents' rates of reporting incidents of discrimination and harassment to the EOIX Office were low for both students and faculty/staff. Approximately 17% of student survey respondents who responded that they had experienced discrimination or harassment and provided a response to the follow-up questions about a specific incident responded that they or someone else reported the specific incident to the EOIX Office. Similarly, faculty/staff survey respondents who responded to these items about their personal experience of discrimination or harassment reflect that 12% had self-reported and another 7% had someone else report the specific incident to the EOIX Office, for an overall reporting rate of approximately 19%.

Survey respondents who reported on a particular experience of discrimination or harassment indicated that they were more likely to have disclosed the incident to someone outside of the EOIX Office, with 67-68% responding that they had told at least one other person outside of the EOIX Office about the incident. A majority of these individuals responded that they disclosed the incident to a close friend (72% for students, 55% for faculty/staff). Other disclosure sources included romantic partners (30% for students, 37% for faculty/staff), a family member (46% for students, 40% for faculty/staff) a DU administrator (30% for students, 35% for faculty/staff), and off-campus counselors or medical professionals (18% for students, 26% for faculty/staff). Student survey respondents also reported disclosing to their roommate (22%). These survey respondents were then asked how helpful they felt the person was with helping them deal with the experience (response options: *not at all helpful, somewhat helpful*, or *very helpful*). Almost all student survey respondents indicated that the individual was somewhat or very helpful in helping them deal with the experience, with the exception of eight students who found DU faculty or staff not at all helpful. Similarly, almost all faculty/staff who reported disclosing to a close friend, romantic partner, or off-campus counselor found these individuals to have been somewhat or very helpful. Faculty/staff responded that disclosing

to a family member (30%), DU administrator (48%), and “someone else” (38%) was *not at all helpful*.

Interpersonal Violence

The Speak Up! Survey included items about interpersonal violence and consent. The survey defined interpersonal violence as "an umbrella term that includes various forms of conduct, including harassment on the basis of sex or gender, stalking, dating violence, sexual assault, and other gender-based violence." The vast majority of survey respondents responded that they had not experienced sexual harassment, stalking, or sexual and dating violence.

Consent

In general, students and faculty/staff survey respondents had similar understandings of consent. The survey asked respondents to state whether they "strongly agree," "agree," "disagree," or "strongly disagree" with survey items related to consent.

Almost all survey respondents *agreed* or *strongly agreed* with the following:

- If you and your sexual partner are both intoxicated, it is more important to communicate about sex
- If a person initiates sex, but during foreplay says they no longer want to continue, their partner should not continue
- Consent must be given at each step in a sexual encounter

Almost all survey respondents *disagreed* or *strongly disagreed* with the following:

- If someone is aware that someone else does not want to have sex and repeatedly asks after they have said no, and they eventually say yes, they have consented
- If someone invites you to their place after a date, you can assume they have given consent for sex
- Consent for sex one time can be considered consent for sex in the future
- If a person does not physically resist sex, this means they have given consent

Sexual Harassment

For student survey respondents, 11% reported having experienced sexual harassment from DU faculty/staff and 27% reported having experienced sexual harassment from another DU student during the 2024-2025 academic year. For faculty/staff survey respondents, 13% reported having experienced sexual harassment by another DU employee and 7% reported having experienced sexual harassment by a DU student. Across most groups, the most frequently reported type of sexual harassment was unfavorable treatment on the basis of sex or gender. Students reported that they had been exposed to offensive sexual comments, stories, or jokes as the most common type of sexual harassment they experienced from other students.

Most Common Types of Sexual Harassment Experienced *by Students*

From Other Students		From Faculty/Staff	
Repeated offensive sexual comments, stories, or jokes	9%	Unfavorable treatment (due to sex-/gender-specific traits)	4%

Unfavorable treatment (due to sex-/gender-specific traits)	8%	Repeated offensive sexual comments, stories, or jokes	2%
Unwanted attempts at sexual/romantic relationship	6%	Unfavorable treatment (due to gender identity/expression)	2%

Most Common Types of Sexual Harassment Experienced *by Faculty/Staff*

From Students		From Other Faculty/Staff	
Unfavorable treatment (due to sex-/gender-specific traits)	2%	Unfavorable treatment (due to sex-/gender-specific traits)	8%
Unfavorable treatment (due to gender identity/expression)	2%	Unfavorable treatment (due to gender identity/expression)	3%
Offensive remarks about appearance (due to sex-/gender- specific traits)	1%	Unfavorable treatment (due to sexual orientation)	2%

Stalking

90% of student and 96% of faculty/staff survey respondents reported that they had not experienced stalking at DU in the 2024-2025 academic year. The most common form of stalking reported by survey respondents who had experienced stalking was that another person had monitored or surveilled them (either secretly or without their permission). Other reported stalking behaviors included cyberstalking, approaching them or showing up in places unwanted or without another purpose, leaving unwanted messages or making unwanted phone calls, and leaving strange or potentially threatening or unwanted items/gifts for them to find.

Sexual and Dating Violence

Similar to stalking, 90% of student and 95% of faculty/staff survey respondents reported that they had not experienced dating violence during the 2024-2025 academic year. An even higher percentage of student and faculty/staff survey respondents reported not having experienced sexual assault (94% and 99%, respectively). Student survey respondents most commonly reported experiencing dating violence in the form of being yelled or screamed at (4%) and being humiliated (4%). Faculty/staff survey respondents similarly most commonly reported experiencing being yelled or screamed at (3%) and/or being humiliated (1%). Of those students who responded and reported experiencing sexual assault, 19% reported feeling “very much” like their life was in danger and 59% reported that they did not feel like their life was in danger during the sexual assault that they experienced. Additionally, 22% of these students reported that they felt “very much” that the other person would hurt them if they did not comply and 39% reported feeling very scared.

Most Common Types of Dating Violence Experienced *by Students and Faculty/Staff*

	Students	Faculty
Yelled or screamed at	4%	3%
Humiliated	4%	1%

Personal Experience of Interpersonal Violence

Survey respondents who reported personally experiencing interpersonal violence during the 2024-2025 academic year were asked to select a single instance of such violence and respond to a series of follow-up questions about the specific incident. For those who responded, 9% of students and 12% of faculty/staff did not wish to indicate on the survey whether they knew the offender and/or whether the offender was affiliated with DU in some way. For those who did identify their offender, 77% of students and 70% of faculty/staff responded that the offender was a man. The most common types of offenders identified by survey respondents as having engaged in interpersonal violence towards students were acquaintance (28%), undergraduate student (22%), romantic partner (20%), and friend (16%). The most common offenders identified by survey respondents as having engaged in interpersonal violence towards faculty/staff were romantic partners (11%), faculty or instructor at DU (9%), staff member at DU (9%), and former romantic partner at the time (6%). As for the location, 55% of student survey respondents reported the incident occurred on campus and 33% occurred off-campus (with 11% occurring online). Faculty/staff survey respondents reported 46% of incidents occurred on campus and 42% of incidents occurred off-campus (with 12% occurring online).

Reporting

Most survey respondents who reported personally experiencing interpersonal violence and responded to the follow-up question about a specific incident indicated that they did not report the specific incident of interpersonal violence to the EOIX Office. For students that responded to the survey item, 10% responded that they self-reported the incident to the EOIX and 1% responded that someone else reported the incident. Of faculty/staff that responded to the survey item, 13% responded that they personally reported the incident to the EOIX office and 6% responded that someone else reported the incident.

A higher percentage of survey respondents indicated that they disclosed the specific incident to someone outside the EOIX Office official reporting structures, with 56% of students and 47% of faculty/staff responding that they told at least one other person outside of the EIOX Office about the incident. Both students and faculty/staff most commonly reported having disclosed the incident to a close friend (73% and 76%, respectively). Other common disclosure sources included romantic partner (56% for faculty/staff and 23% for students). Student survey respondents also identified having disclosed the incident to a roommate (34%), parent or guardian (31%), and other family member (19%). Faculty survey respondents identified additional disclosure sources as family member (36%), DU faculty or staff (32%), off-campus counselor or therapist (20%), and DU administrator (20%). These survey respondents were then asked how helpful they felt the person was with helping them deal with the experience (response options: *not at all helpful*, *somewhat helpful*, or *very helpful*). Almost all student survey respondents reported finding the person to whom they disclosed *somewhat* or *very helpful*. All faculty/staff who reported disclosing to a close friend of romantic partner found them to be *somewhat* or *very helpful*.

Reporting and Resource Awareness

Survey respondents' knowledge of how to report, understanding of the reporting process, and awareness of available resources varied.

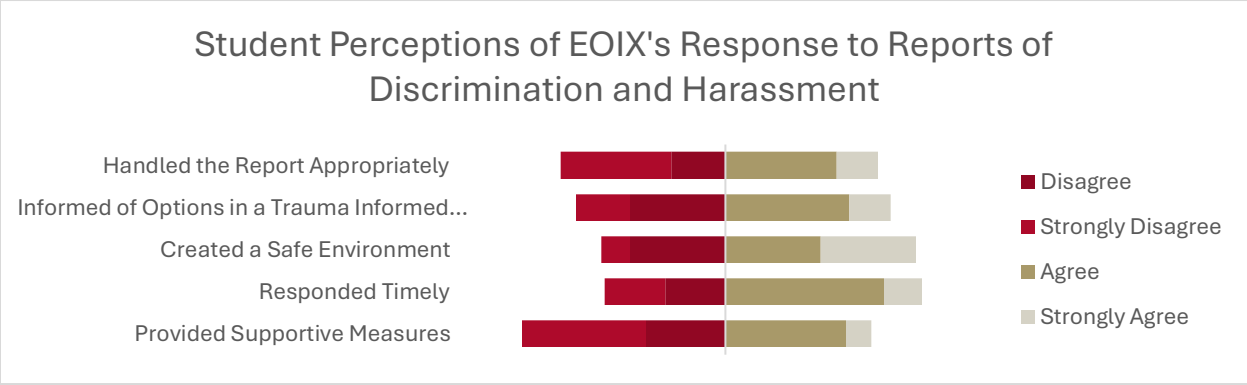
Of the student survey respondents, 37% responded that they knew how or where to report both discrimination and interpersonal violence and 33% responded that they did not know where or how to report either. Only 28% of student survey respondents reported understanding what happens once a report is made. Students were provided with a list of twenty-four campus entities and resources, and asked about their awareness of these entities. More than one in five (22%) students were *not aware of any* of the entities on the list. Student survey respondents reported being most aware of the Health and Counseling Center (37%). The only other entities that at least 20% of student survey respondents reported being familiar enough to seek help from or refer a friend to were the Department of Campus Safety (25%) and the EOIX Office (21%).

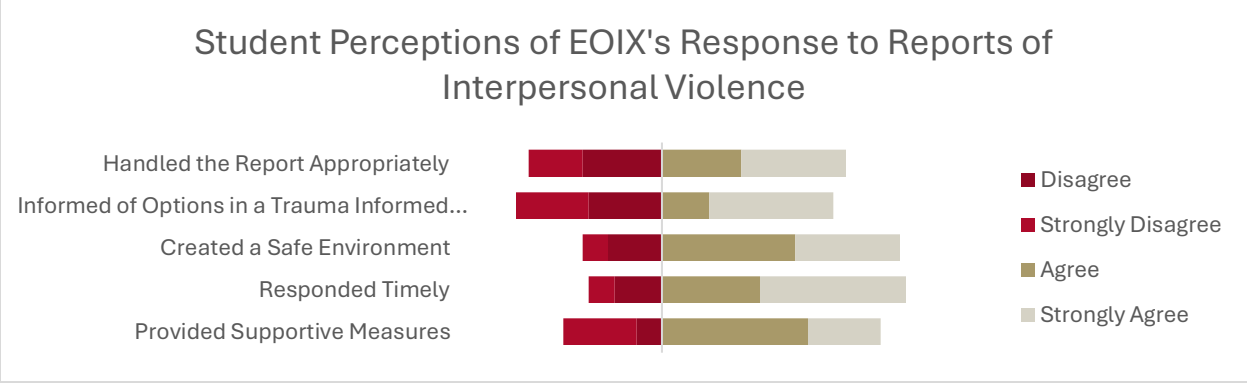
For the faculty/staff survey respondents, 60% responded that they knew how or where to report both discrimination/harassment and interpersonal violence and 20% responded that they did not know where or how to report either discrimination/harassment or interpersonal violence. Approximately half of the faculty/staff who responded to the item reported understanding what happens when both a report of discrimination/harassment and a report interpersonal are made and 30% reported not knowing what happens when either type of report is made. Faculty/staff were provided with a list of eight campus entities and asked to indicate whether they knew enough about the entity to contact or refer a friend. Over half the faculty/staff survey respondents were aware of the Department of Campus Safety (60%) and the EOIX Office (52%). More than a third were aware of Human Resources & Inclusive Community and Shared Services (44%), the Ombuds Office (39%), and the Center for Advocacy, Prevention, and Empowerment (36%). Less than a third of the faculty/staff survey respondents were aware of Division of Diversity, Equity and Inclusion (30%), Faculty/Staff Senate (27%) and DUhelp (12%).

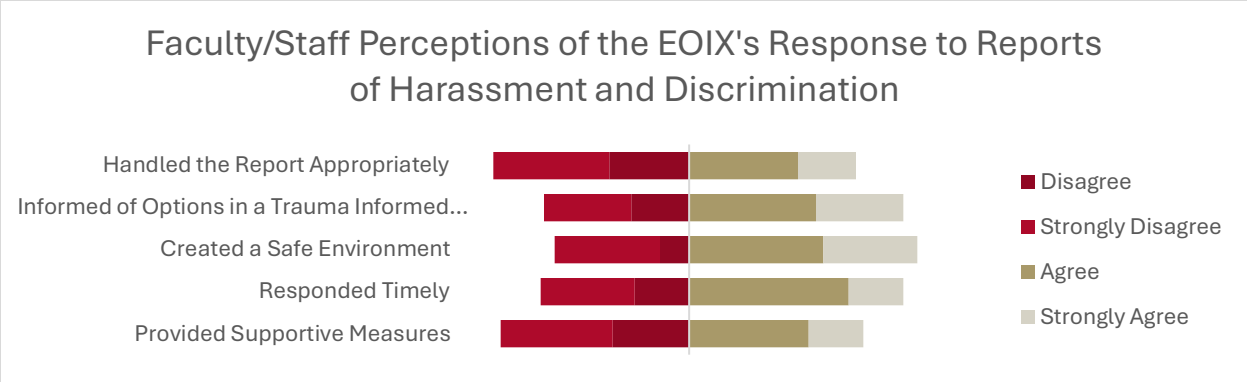
Perceptions of Reporting to the EOIX Office

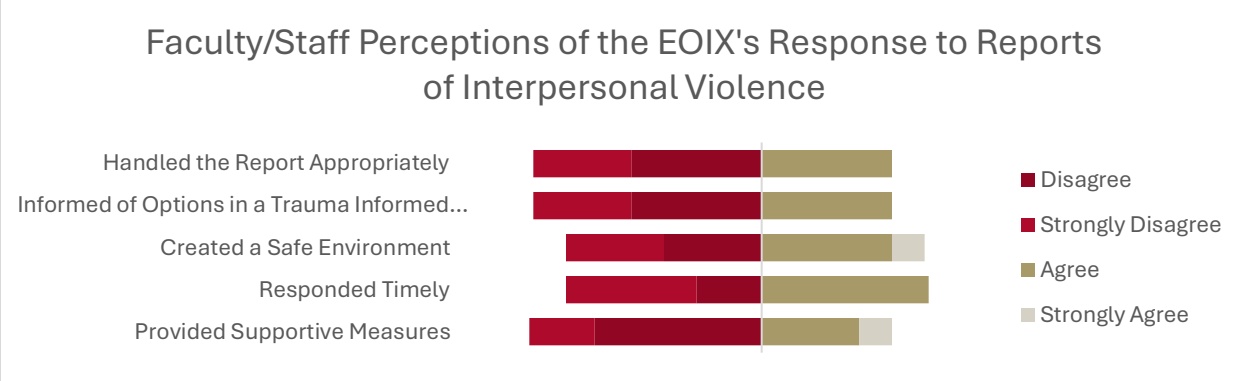
A large majority of student and faculty/staff survey respondents reported that they had never made a report to the EIOX or had someone else make a report on their behalf (91% and 88%, respectively). The Speak Up! Survey asked respondents who reported they or someone else on their behalf had made a report a series of questions about how they felt the EOIX Office responded to the report and how others at DU responded. The survey asked survey respondents who reported that they had never made a report to the EIOX Office how they thought DU *might* handle a report of discrimination, harassment, or interpersonal violence.

Student and faculty/staff responses to items related to how the EOIX Office handled reports that had been made were mixed. Responses as to how others at DU responded also were mixed. Overall, students who interacted with EOIX related to reports of interpersonal violence responded more positively about their interactions with both the EOIX Office and others at DU, where faculty/staff responded more negatively about their interactions with the EOIX with respect to this type of report. When looking at survey respondents' perceptions of the DU community's response to reports, students were more likely to agree with several negative statements about how the community responded, especially the sentiment that someone at DU had covered up or denied their experience. Generally, survey responses reflected that individuals experienced a more positive community response to reports of interpersonal violence than to discrimination and harassment.









A majority of student and faculty/staff survey respondents who had never made a report to EOIX indicated that they felt it was likely that the EOIX Office would respond appropriately to the report, including taking the report seriously, maintaining privacy, taking steps to protect the person making the report, providing accommodations, and handling the report promptly and with sensitively. However, between 18% and 30% of student survey respondents also responded that they were unsure how the EOIX Office would handle a report.

	Students			Faculty / Staff		
	Unlikely	Likely	Unsure	Unlikely	Likely	Unsure
Take the report seriously	12%	66%	22%	9%	78 %	13%
Maintain privacy	8%	73%	18%	6%	76 %	18%
Take steps to protect the reporter's safety	10%	69%	20%	9%	72%	19%
Provide accommodations	17%	53%	30%	13%	57%	31%
Take action to address the alleged offender and contributing factors	15%	55%	29%	15%	58%	27%
Handle the report promptly and with sensitivity	16%	59%	24%	17%	63%	20 %
Retaliate against the person making the report	56%	19%	25%	76%	9%	16%

Perceptions of Peer Norms and Beliefs

The Speak Up! Survey also asked survey respondents a series of questions regarding their perception of their peers' attitudes towards discrimination, harassment and interpersonal violence. The survey defined peers as "your friends" for students and "your faculty and staff peers" for faculty/staff.

Peer Beliefs

The survey presented a series of behaviors and asked the survey respondents to indicate whether their peers would or would not approve of the behavior (response options: *would not approve, somewhat approve, very much approve, don't know/unsure*). The survey then asked respondents how many of their peers they believed held certain identity and sex-based beliefs.

Overall both student and faculty/staff survey respondents indicated a high disapproval rating from their peers in response to survey-identified discriminatory behavior, with faculty responses showing slightly higher disapproval ratings by their peers than students. Over 88% of survey respondents believed their peers would not approve of using identity-based slurs, excluding someone from a social event because it is too difficult to relate to them based on their protected identity, insulting someone based on their identity, telling stories about sexual experiences or sharing pictures/videos of sexual encounters without the partner's permission, and repeatedly trying to engage someone that has declined a sexual or romantic relationship. The student survey also included items about their peers' approval of getting someone drunk or high in hopes of having sex with them, lying to increase the chances of someone having sex, trying to change a partner's mind after the partner said "no" to having sex, physically harming a partner, insulting or swearing at a partner – all of which survey respondents reported their peers would disapprove. The faculty survey included watching pornography during work hours or on university computers, which 99% of survey respondents indicated their peers would not approve. Faculty survey respondents indicated that 88% of their peers would not approve of asking a pregnant person invasive questions about conception or pregnancy details and 86% would not approve of making unwelcome comments about a person's body or appearance.

When students and faculty/staff were asked how many of their peers held certain sex- or identity-based beliefs (response options: *none, a few, some,* or *most*), most indicated that *none* or *a few* of their peers believed that some stereotypes are true, people of certain protected status identity groups receive more opportunities in life, and it is difficult to be friends with people of different identity groups different from their own. Most students also indicated that that *none* of their peers would agree with various sex-based beliefs, including a person is expected to have sex with someone who spends money on a date, there may be certain situations where it is understandable to force someone to have sex, and it is understandable to insult or put a partner down in certain situations. The statement "someone a person is dating should have sex with them when they want" had the highest percentage of students who indicated *a few*, *some* or *most* of their friends would agree (15% total). In contrast, faculty/staff opinions were more diverse on sex-based beliefs. Over one-third (37%) believed that *some* or *most* of their peers would believe it is okay to ask another

employee on a date. Over a quarter (27%) thought *a few* or *some* of their peers believed that there may be certain situations when it is okay for a supervisor to express sexual or romantic interest to a supervisee, and over one-fifth (21%) indicated that *a few* or *some* peers would agree that there may be situations where it is okay for a DU employee to express sexual or romantic interest in a student.

Student and Faculty/Staff Perceptions of Peer Beliefs

	Students				Faculty/Staff			
	None	A few	Some	Most	None	A few	Some	Most
Some stereotypes are true.	31%	45%	17%	7%	20%	51%	26%	4%
People of certain protected-status identity groups receive *fewer* opportunities in life.	23%	20%	25%	32%	8%	18%	36%	38%
People of certain protected status identity groups receive *more* opportunities in life.	39%	26%	22%	13%	24%	42%	27%	7%
Do not have negative biases against people of identity groups different from their own.	27%	22%	17%	35%	13%	27%	32%	28%
It is difficult to be friends with people of identity groups different from their own.	60%	28%	9%	3%	28%	45%	24%	3%
Initiatives to promote equity are fair.	14%	14%	18%	55%	6%	12%	32%	50%
It is understandable to physically harm a sexual or romantic partner in certain situations.	94%	4%	1%	1%				
Someone a person is dating should have sex with them when they want.	85%	10%	2%	3%				
When someone spends money on a date, it is expected that the person should have sex with them in return.	94%	5%	1%	0%				
It is understandable to insult or put a partner down in certain situations.	90%	8%	1%	1%				
There may be certain situations when it is understandable to force someone to have sex.	98%	2%	0.5%	0.5%				
It is okay to ask another employee on a date.					22%	41%	27%	10%
There may be certain situations when it is okay for a supervisor to express sexual or romantic interest to a supervisee.					73%	23%	4%	<1%
There may be certain situations when it is okay for a DU employee to express sexual or romantic interest to a student.					79%	18%	3%	0%

Peer Responses to Discrimination and Harassment

The Speak Up! Survey asked respondents how they believe their friends at DU would respond if the survey respondent experienced discrimination or harassment and how their friends would respond if others reported experiencing discrimination or harassment.

When survey respondents were asked how their friends at DU would behave if the respondent experienced discrimination or harassment, students and faculty/staff felt relatively confident that their friends would support them (response options: *unlikely*, *likely*, or *unsure*). Most believed that it was *likely* that their friends would tell them that the discrimination (68% for faculty/staff, 69% for students) or interpersonal violence (73% for faculty/staff, 72% for students) was not their fault. Two-thirds of student survey respondents thought that it was *unlikely* that their friends would treat them differently if they disclosed an incident of discrimination (66%) or interpersonal violence (67%), and most thought that their friends would comfort them in some way (86% for discrimination; 84% for interpersonal violence) or help them get information about how to cope with the experience (68% for discrimination; 69% for interpersonal violence). Faculty/staff responded similarly, though they were slightly less likely to respond that their peers would be likely to support them and responded that they were uncertain about their peer responses to a higher degree than students.

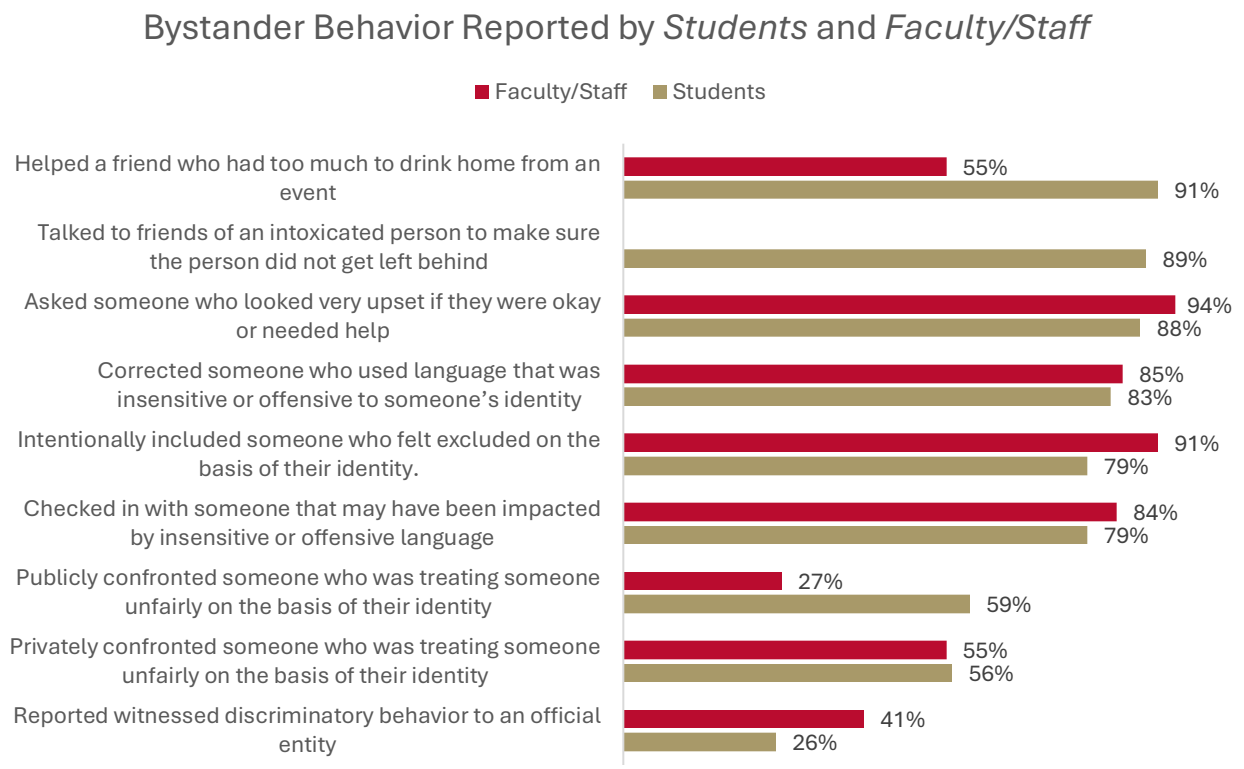
Student survey responses indicated less certainty about how other students would react to others' reports of harassment or interpersonal violence, with the highest uncertainty in response to whether the alleged offender(s) or their friends would attempt to retaliate against the person for making the report (38% for discrimination/harassment and 40% for interpersonal violence). Approximately one-fourth of student survey respondents also were unsure if other students would victim-blame the person making the report and would have a hard time supporting the person who made the report.

Faculty/staff survey respondents felt more confident that other faculty and staff likely would not victim-blame the person making the report (80%) or have a hard time supporting the person who made the report of harassment or interpersonal violence (72%), and had similar uncertainty whether the alleged offender(s) or their friends would attempt to retaliate against the person for making the report (37% for discrimination/harassment and 38% for interpersonal violence).

Bystander Intervention

The Speak Up! Survey presented survey respondents with bystander intervention scenarios for incidents of discrimination, harassment, or interpersonal violence to which the survey respondents could indicate whether they had experienced each situation and, if so, whether they intervened. For each item, most faculty/staff and student survey respondents responded that they had not experienced the situation during the 2024-2025 academic year at DU. Of those student survey respondents that reported having experienced the situation, over three-fourths responded that they had corrected someone using insensitive or offensive language to someone's identity, checked in with someone who may have been impacted by such language, intentionally included someone who they felt was being

excluded on the basis of their identity, walked a friend who had too much to drink home, talked to friends of an intoxicated person to make sure they did not leave them behind, and asked someone who looked very upset at a party if they were okay or needed help. Of the faculty/staff survey respondents that reported having experienced the situation, over three-fourths responded that they had corrected someone using insensitive or offensive language to someone's identity, checked in with someone who may have been impacted by such language, intentionally included someone who they felt was being excluded on the basis of their identity, and asked someone who looked very upset at work if they were okay or needed help. Student and faculty/staff survey respondents were less likely to have intervened when someone was being physically abusive (33% and 12%, respectively) or verbally/emotionally abusive (61% and 62%, respectively).

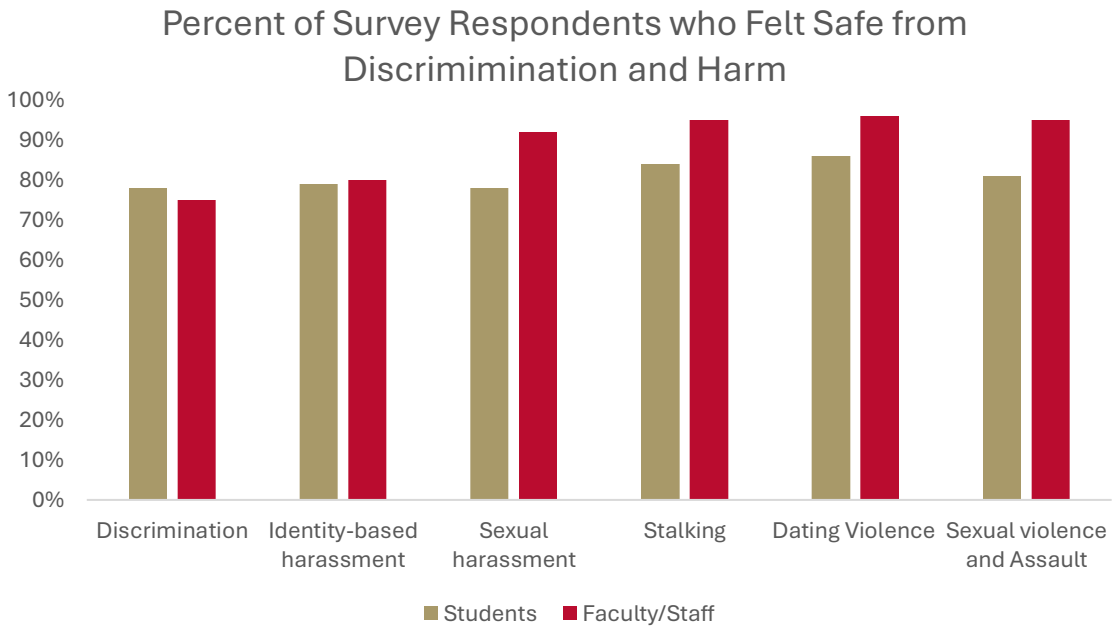


Safety on Campus

Over 75% of survey respondents who responded to the item reported feeling safe from discrimination, harassment and interpersonal violence on DU's campus over the 2024-2025 academic year.

Although a majority of survey respondents indicated they did not feel discrimination, harassment and interpersonal violence are a problem at DU, 42% of student and 40% of faculty/staff survey respondents *agreed* or *strongly agreed* that discrimination and harassment is a problem at DU, and 28% of student and 25% of faculty/staff survey respondents *agreed* or *strongly agreed* that interpersonal violence is a problem at DU.

The Speak Up! Survey also asked respondents about their perceptions of what they can do about discrimination, harassment and interpersonal violence at DU. Almost three-quarters of faculty/staff (72%) and two-thirds of students (64%) indicating that they *disagree* or *strongly disagree* with the statement, "There isn't much I can do" about discrimination and harassment at DU. The numbers were similar for interpersonal violence, with 68% of students and 74% of faculty/staff *disagreeing* that they could not do much.



Conclusion

The 2024-2025 DU Speak Up! Survey provides a multifaceted look at the University community's experiences with and perceptions about discrimination, harassment, belonging, and interpersonal violence. Survey results from nearly 1,200 students and faculty/staff survey respondents offer valuable insights into campus life, and respondents' open-ended feedback and commentary provided additional information.

While most survey respondents reported a general sense of belonging at DU and had not personally experienced discrimination in the past year, a portion of the survey respondents reported having experienced harassment, discrimination or interpersonal violence during the 2024-2025 academic year. Of those survey respondents who provided responses to items about a personal experience of discrimination, harassment or interpersonal violence, over 90% reported that they had not filed a report with the EIOX Office about the incident. Survey respondents' awareness of institutional resources and the reporting process varied widely, with students demonstrating significantly lower levels of familiarity with most services despite the survey offering them more options.

Among those survey respondents who had reported an incident to the EOIX Office, their perceptions of the EOIX Office's responsiveness and support were mixed, with students generally viewing their experiences more favorably than faculty. Perceptions of how the broader DU community responded to reports were less positive, especially among students, who reported anticipating higher levels of community denial, bias, and retaliation. Survey respondents who had not directly interacted with the EOIX Office had generally positive perceptions of how they believed the office would respond to a report.

A majority of survey respondents reported they felt safe from discrimination, harassment and interpersonal violence on the DU campus. Although a majority of survey respondents did not feel that discrimination, harassment and interpersonal violence are a problem at DU, a significant portion of respondents did agree that it is a problem, with a larger proportion reporting feeling that discrimination and harassment are a problem. Peer norms and bystander behaviors suggest a campus culture that largely disapproves of discriminatory or harmful conduct and a willingness to take responsive action, yet also reflect uncertainty, especially among students, about how others might respond to discriminatory conduct. Notably, both students and staff reported a strong sense of personal agency in addressing these issues.

Appendix - Student Campus Climate Survey Results

General Discrimination and Harassment

Please ***check the appropriate box*** below to indicate ***if you have witnessed*** the following types of discriminatory or harassing conduct against others based on a person's perceived or actual protected status ***over the 2024-2025 academic year at DU*** from faculty, instructors, or staff, or from another DU student. Discriminatory or harassing conduct includes unfair or negative treatment, demeaning or hateful words or gestures, or hostility (such as hate crimes or physical violence). **Please answer the questions based on your own understanding of the following protected statuses.**

1. *Over the 2024-2025 academic year, I have **witnessed** discrimination or harassment based on the following protected statuses **toward someone else**:*

Protected Status	Percent from faculty, instructors, or staff[1] members at DU	Percent from another DU student
Race	15%	23%
Color	8%	17%
National origin (including antisemitism, Islamophobia, or other conduct based on shared ancestry or ethnic characteristics)	11%	27%
Religion and/or creed	9%	18%
Disability	8%	13%
Age	3.2%	7%
Sex	9%	19%
Sexual orientation	4%	17%
Gender identity	7%	19%
Gender expression	5%	17%
Military or veteran status	3%	3%
Other	3%	4%

[1] "Faculty, instructors, or staff members" will be shorthanded as "staff" in subsequent table headings.

I have not witnessed any of these types of discrimination or harassment toward anyone else at DU over the 2024-2025 academic year.	61%	51%
Any discrimination/harassment based on race, color, or national origin	20%	34%
Any discrimination/harassment based on gender or sex (sex, sexual orientation, gender identity, or gender expression)	13%	29%

N = 435 for staff; N = 514 for students

1.1. You selected that you have witnessed discriminatory or harassing behavior based on someone's race, color, national origin, and/or religion. *Did this conduct involve…Check all that apply*.

Discrimination/Harassment Type	**Percent from staff members at DU**	**Percent from another DU student**
Antireligious	16%	23%
Antisemitism	10%	34%
Colorism	12%	14%
Islamophobia	14%	33%
Racism	23%	46%
Xenophobia	11%	31%
Something else	10%	12%

N = 220 for staff; N = 222 for students

Please ***check the appropriate box*** below to indicate ***if you have personally experienced*** the following types of discriminatory or harassing conduct based on your perceived or actual protected status ***over the 2024-2025 academic year at DU*** from faculty, instructors, or staff, or from another DU student. Discriminatory or harassing conduct includes unfair or negative treatment, demeaning or hateful words or gestures, or hostility (such as hate crimes or physical violence). **Please answer the questions based on your own understanding of the following protected statuses.**

2. *Over the 2024-2025 academic year, I have* ***personally experienced*** *discrimination or harassment based on the following protected statuses:*

Protected Status	Percent from staff members at DU	Percent from another DU student
Race	4%	7%
Color	2%	5%
National origin (including antisemitism, Islamophobia, or other conduct based on shared ancestry or ethnic characteristics)	3%	5%
Religion and/or creed	2%	5%
Disability	4%	4%
Age	2%	2%
Sex	5%	9%
Sexual orientation	2%	5%
Gender identity	2%	4%
Gender expression	1%	3%
Military or veteran status	1%	1%
Other	2%	2%
I have not experienced any of these types of discrimination or harassment at DU over the 2024-2025 academic year.	80%	71%
Any discrimination/harassment based on race, color, or national origin	6%	11%
Any discrimination/harassment based on gender or sex (sex, sexual orientation, gender identity, or gender expression)	7%	14%

N = 420 for staff; N = 466 for students

2.1. You selected that you have personally experienced discriminatory or harassing behavior based on your race, color, national origin, and/or religion. *Did this conduct involve…Check all that apply.*

Discrimination/Harassment Type	Percent from staff members at DU	Percent from another DU student
Antireligious?	17%	19%
Antisemitism?	10%	16%
Colorism?	14%	23%
Islamophobia?	9%	7%
Racism?	27%	35%
Xenophobia?	5%	14%
Something else?	16%	20%

N = 86 for both columns

Discrimination and Harassment Follow-up Items

In the last section, you indicated that you personally experienced an instance of discrimination or harassment over the 2024-2025 academic year. Please choose **one** experience of discrimination or harassment that you have experienced over the 2024-2025 academic year and answer the following questions.

1. This instance of discrimination/harassment involved my: *Check all that apply*.

Protected Status	Percent
Race	22%
Color	13%
National origin (including antisemitism, Islamophobia, or other conduct based on shared ancestry or ethnic characteristics)	22%
Religion and/or creed	16%
Disability	18%
Age	8%
Sex	30%
Sexual orientation	16%
Gender identity	11%

Gender expression	6%
Military or veteran status	4%
Other (please specify): _____	9%
Any status based on race, color, or national origin	40%
Any status based on gender or sex	44%

N = 166

"Other" responses included:

- Political affiliation (4)
- Discrimination/harassment in a research environment (2)
- Palestinian identity (1)
- Islamophobia (1)
- Classism (1)
- Pregnancy (1)
- Other/Unsure (3)

2. Which protected status was most salient for you in this instance of discrimination or harassment?

Protected Status	**Percent**
Race	20%
Color	7%
National origin (including antisemitism, Islamophobia, or other conduct based on shared ancestry or ethnic characteristics)	13%
Religion and/or creed	7%
Disability	9%
Age	3%
Sex	9%
Sexual orientation	4%
Gender identity	16%

Gender expression	1%
Military or veteran status	0%
Other (please specify): _____	10%

N = 166

3. The person who engaged in the discrimination/harassment you experienced was a(n):

Offender Identity	**Percent**
Faculty member	21%
Staff member	8%
Graduate student instructor/graduate teaching assistant/graduate research assistant	2%
Undergraduate student worker	0%
Undergraduate student at DU	39%
Graduate student at DU	10%
Someone else	1%
I'm unsure or I don't want to say	8%

N = 166

4. What was the nature of the discrimination/harassment? *Check all that apply*.

Nature of Offense	**Percent**
The person excluded me or did not afford me an equal opportunity	40%
The person gave someone else preferential treatment	23%
The person verbally insulted me or said something offensive	56%
The person verbally attacked me (e.g., yelled, shouted, or otherwise swore at me)	14%
The person verbally threatened me	8%
The person physically assaulted me with no or minor physical injury that did not require medical attention	1%

The person physically assaulted me resulting in injuries requiring medical attention	0%
The person damaged my property	1%

N = 166

5. Where did this incident occur? *Check all that apply*.

Incident Location	**Percent**
On campus	66%
At a university-sponsored event	4%
At a student-sponsored event	1%
During an in-person class	20%
During an online class	6%
Online	7%
Off campus	7%
While studying abroad	1%
Somewhere else (please specify): _____	2%

N = 166

"Somewhere else" responses included: No data

- In the laboratory

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6. Did you or someone else report this incident to the Equal Opportunity and Title IX Office?

Incident Reporting	**Percent**
Yes, I reported it	13%
Yes, someone else reported it	4%
No	83%
Yes, by anyone	*17%*

N = 166

7. Did you tell anyone about this experience (outside of making a report to the EOIX office if you did) before this questionnaire?

Incident Disclosure	**Percent**
Yes	68%
No	32%

N = 145

7.1. Who did you tell? *Check all that apply*.

Incident Disclosed to Whom?	**Percent**
Roommate	22%
Close friend other than your roommate	72%
Romantic partner	30%
Parent or guardian	31%
Other family member	15%
Religious leader	8%

Off-campus counselor or medical professional	18%
Health & Counseling Center (HCC) (counselor or other medical professional)	6%
Campus Safety	4%
Police department or other law enforcement	0%
The Cultural Center	3%
Office of Student Conduct	3%
Student Rights & Responsibilities	5%
Resident Assistant or HRE staff	4%
Peer mentor	2%
DU's Ombuds	4%
DU faculty or staff	30%
Someone else	12%

N = 99

7.2. How helpful were the following people in helping you deal with the experience?

Disclosure Helpfulness	**Not at all helpful (1)**	**Somewhat helpful (2)**	**Very helpful (3)**	**Mean (*SD*)**
Roommate (*N* = 21*)*	5%	67%	29%	2.2 (0.5)
Close friend other than your roommate (*N* = 69*)*	4%	49%	46%	2.4 (0.5)
Romantic partner (*N* = 29*)*	0%	48%	52%	2.5 (0.5)
Parent or guardian (*N* = 30*)*	3%	43%	53%	2.5 (0.6)
Other family member (*N* = 14*)*	0%	50%	50%	2.5 (0.5)
Religious leader	***[2]			

[2] *** indicates a line item suppressed due to a sample size of less than 10 individuals

Off-campus counselor or medical professional (*N* = 17*)*	0%	29%	71%	2.7 (0.5)
Health & Counseling Center (HCC) (counselor or other medical professional)	***			
Campus Safety	***			
Police department or other law enforcement	*Not applicable*			
The Cultural Center	***			
Office of Student Conduct	***			
Student Rights & Responsibilities	***			
Resident Assistant or HRE staff	***			
Peer mentor	***			
DU's Ombuds	***			
DU faculty or staff (*N* = 29*)*	28%	35%	38%	2.1 (0.8)
Someone else (*N* = 12*)*	17%	50%	33%	2.2 (0.7)
All friends and family				**2.4 (0.5)**
All medical/mental health providers				**2.5 (0.6)**
All law enforcement/campus safety				*******
All campus resources				**2.1 (0.8)**

N indicated by line

General Discrimination and Harassment (Continued)

1. In the last academic year at DU have you…

Belongingness	**Not at all (1)**	**Sometimes (2)**	**Often (3)**	**Mean (*SD*)**
Felt like you belonged?	10%	42%	47%	2.4 (0.7)
Been unfairly singled out because of your identity?[+]	72%	21%	7%	1.3 (0.6)

Felt socially isolated because of your identity?[+3]	62%	27%	11%	1.5 (0.7)
Grand Mean				2.5 (0.5)

N = 515-517 per question

General Interpersonal Violence

Now we would like to ask you questions about interpersonal violence and consent. Interpersonal violence is an umbrella term that includes various forms of conduct including harassment on the basis of sex or gender, stalking, dating violence, sexual assault, and other gender-based violence.

Consent

Using the scale provided, please indicate how strongly you agree or disagree with the following statements.

DU defines consent as (1) mutually understandable, clear, knowing, and voluntary affirmative permission; (2) given through clear words or actions; (3) regarding the willingness to engage in and the conditions for sexual activity. You can view the full definition of consent on DU's Discrimination and Harassment Policy.

Consent Item	Strongly disagree (1)	Disagree (2)	Agree (3)	Strongly agree (4)	Mean (*SD*)
Consent must be given at each step in a sexual encounter.	2%	1%	16%	81%	3.8 (0.6)
If a person initiates sex, but during foreplay says they no longer want to continue, their partner should not continue.	2%	1%	5%	92%	3.9 (0.5)
If a person doesn't physically resist sex, this means they have given consent.[+]	76%	19%	3%	2%	1.3 (0.6)
Consent for sex one time can be considered consent for sex in the future.[+]	84%	13%	2%	2%	1.2 (0.6)

[3] Items marked with [+] were reversed-coded when calculating means.

If you and your partner are both intoxicated, it is ***more*** important to communicate about consent.	3%	2%	21%	75%	3.7 (0.7)
If someone invites you to their place after a date, you can assume they have given consent for sex.[+]	86%	11%	2%	1%	1.2 (0.5)
If someone is aware that someone else does not want to have sex and repeatedly asks after they have said no, and they eventually say yes, they have consented.[+]	70%	24%	5%	2%	1.4 (0.7)
Grand Mean				**3.7 (0.4)**	

N = 461-467 per item

Sexual Harassment

Over the 2024-2025 academic year at DU, please indicate whether you have experienced any of the following types of harassment on the basis of sex in which a DU faculty member, instructor, or staff member (1st column), or a DU student (2nd column) engaged in the following behavior(s).

Over the 2024-2025 academic year at DU, has anyone….

Sexual Harassment Type	**Percent from staff members at DU**	**Percent from another DU student**
Treated you unfavorably because of your sex or gender-specific traits?	4%	8%
Repeatedly made offensive sexual comments or shared sexual stories or jokes?	2%	9%
Made unwelcome attempts to discuss sexual matters?	1%	5%
Treated you unfavorably because of your sexual orientation?	1%	3%
Treated you unfavorably because of your gender identity and/or gender expression?	2%	4%

Made offensive remarks about your appearance or body because of your sex or gender-specific traits?	1%	5%
Made offensive remarks about your sexual activities?	1%	6%
Made gestures or used body language of a sexual nature that offended you?	<1%	4%
Made unwanted attempts to establish a romantic or sexual relationship with you?	1%	6%
Made you feel like you were being bribed with a reward or implied better treatment if you were engaged in sexual behavior?	<1%	1%
Made you feel threatened with some sort of retaliation or treated you badly for refusing sexual advances?	<1%	1%
Sent or posted unwelcome sexual comments or pictures by text, direct message, social media, or email?	0%	2%
Spread rumors about your sexual activity by text, direct message, social media, or email?	<1%	3%
Engaged in a different type of sexual harassment that is not captured above?	1%	2%
I have not experienced any sexual harassment at DU over the 2024-2025 academic year.	89%	73%

N = 334 for staff, N = 395 for student

Stalking

Next, we would like to learn more about stalking experiences. Please indicate whether *anyone from DU* has done the following things to you ***over the 2024-2025 academic year***.

Over the 2024-2025 academic year, has someone at DU…Check all that apply.

Stalking Type	**Percent**
Secretly or without permission monitored or surveilled you, or watched or recorded you with a device?	3%

Used social media to troll or doxx you, impersonated you online, left threatening messages, catfished you, or otherwise cyberstalked you?	2%
Approached you or showed up in places such as your home, workplace, or school uninvited or without another purpose?	2%
Left strange or potentially threatening or unwanted items or gifts for you to find?	1%
Entered your place of work, personal residence, or car and did things to scare you by letting you know they had been there?	1%
Left unwanted messages (e.g., by text, direct message, emails, or voice messages) or made unwanted phone calls to you (including hang up calls)?	2%
Engaged in a different type of stalking that's not captured above?	2%
I have not experienced stalking at DU over the 2024-2025 academic year.	90%

N = 436

Dating Violence

Please indicate whether any current or past romantic or intimate partner(s) you have had ***over the 2024-2025*** academic year, regardless of the length of the relationship, have engaged in any of the following behaviors.

Over the 2024-2025 academic year, have any of your current or former romantic or intimate partners…Check all that apply.

Dating Violence Type	**Percent**
Threatened to hurt you, themselves, or someone else?	1%
Caused you to fear for your safety or someone else's safety?	2%
Physically attacked you with no or minor injury that did not require medical attention?	2%
Stolen or destroyed your property?	0%
Humiliated you?	4%
Yelled or screamed at you?	4%

Photographed or recorded you during sex without consent?	1%
Used apps or social media to track your activities or location in an effort to control you?	2%
Committed a different type of dating violence that's not captured above?	2%
I have not experienced dating violence over the 2024-2025 academic year.	89%

N = 441

Sexual Assault

We want to understand *under what conditions* students may be experiencing sexual assault. These experiences could have occurred on or off campus.

Sexual assault is any instance in which someone attempted to or engaged in any of the following acts *without consent*: (1) sexual touching, grabbing, or fondling, (2) oral, anal, vaginal, or digital sex (i.e., fingering), or (3) anal or vaginal penetration with an object.

DU defines consent as (1) mutually understandable, clear, knowing, and voluntary affirmative permission, (2) given through clear words or actions, (3) regarding the willingness to engage in and the conditions for sexual activity.

Please check off if you have experienced sexual assault ***over the 2024-2025 academic year*** under any of the following conditions.

Over the 2024-2025 academic year, did someone sexually assault you, or attempt to, under any of the following conditions? Check all that apply.

Sexual Assault Condition	**Percent**
By telling you lies, making false promises, guilting you, or otherwise verbally pressuring you.	2%
By getting angry or upset with you, or making verbal threats to retaliate against you in a non-physical manner.	1%
By taking advantage of you when you were too drunk or otherwise too intoxicated to consent.	2%
By threatening to physically harm you if you did not comply.	<1%
By using physical force (e.g. held you down with their body weight or pinned your arms), or otherwise physically assaulted you, or threatened you with a weapon.	1%

Sexually assaulted you, or attempted to, under a different condition that's not captured above.	1%
I have not been sexually assaulted over the 2024-2025 academic year.	94%

N = 438

Sexual Assault Follow-up Items

1. During the incident(s) of sexual assault you experienced, to what extent did you feel:

Experience of Sexual Assault	**Not at all (1)**	**A little (2)**	**Somewhat (3)**	**Very much (4)**	**Mean (*SD*)**
Scared	12%	31%	19%	39%	1.9 (1.1)
Like your life was in danger	59%	15%	7%	19%	0.9 (1.2)
Like the other person would hurt you if you didn't comply	44%	22%	11%	22%	1.1 (1.2)

N = 27

Interpersonal Violence Follow-up Questions

In the last few sets of questions, you indicated that you have experienced an incident of interpersonal violence (sexual harassment, stalking, dating violence, and/or sexual assault). You may have experienced multiple types of violence. Please choose **one** experience of interpersonal violence that you have experienced over the 2024-2025 academic year and answer the following questions.

1. The experience was:

Interpersonal Violence Type	**Percent**
Sexual harassment	44%
Stalking	23%
Dating violence	18%
Completed or attempted sexual assault	15%

N = 103

2. The person who committed the interpersonal violence was a(n): *Check all that apply*.

Offender Identity	Percent
Stranger	10%
Acquaintance	28%
Friend	16%
Romantic partner at the time of the incident	20%
Former romantic partner at the time of the incident	9%
Relative or family member	2%
Faculty or instructor at DU	3%
Staff member at DU	4%
Supervisor or person in a position of authority at DU	3%
Undergraduate student at DU	22%
Graduate student at DU	8%
Someone else	4%
I'm unsure or I don't want to say	9%

N = 108

3. I believe the person who committed the interpersonal violence against me was: *Check all that apply*.

Offender Gender	Percent
Man	77%
Woman	17%
Transgender	3 %
Non-binary, gender-queer, gender fluid, or otherwise gender non-conforming	2%
I'm unsure or I don't want to say	7%

N = 108

4. Where did this incident occur? *Check all that apply*.

Incident location	Percent
On campus	55%
At a university-sponsored event	3%
At a student-sponsored event	3%
During an in-person class	5%
During an online class	0%
Online	11%
Off campus	33%
While studying abroad	2%
Somewhere else (please specify): _____	6%

N = 109

"Somewhere else" locations include:

- Texts (2)
- Home (1)

5. Were alcohol or drugs involved in this incident?

Substance Involvement	Percent
Yes	18%
No	75%
Unsure	7%

N = 112

6. Did you or someone else report this incident to the Equal Opportunity and Title IX Office?

Incident Reporting	Percent
Yes, I reported it	10%

Yes, someone else reported it	1%
No	89%
Yes, it was reported by anyone	*11%*

N = 111

7. Did you tell anyone about this experience (outside of making a report to the EOIX office if you did) before this questionnaire?

Incident Disclosure	**Percent**
Yes	56%
No	44%

N = 111

7.1. Who did you tell?

Incident Disclosed to Whom?	**Percent**
Roommate	34%
Close friend other than your roommate	73%
Romantic partner	23%
Parent or guardian	31%
Other family member	19%
Doctor or nurse	2%
Religious leader	3%
Off-campus rape crisis center staff	2%
Off-campus counselor or therapist	11%
Health & Counseling Center (HCC) (counselor or medical professional)	8%
Campus Safety	7%
Police department or other law enforcement	7%

CAPE Advocate	8%
Office of Student Conduct	2%
Student Rights & Responsibilities	3%
Resident Assistant or HRE staff	5%
Peer mentor	0%
DU's Ombuds	2%
DU Faculty or Staff	10%
Someone else	10%

N = 62

7.2. How helpful were the following people in helping you deal with the experience?

Disclosure Helpfulness	**Not at all helpful (1)**	**Somewhat helpful (2)**	**Very helpful (3)**	**Mean (*SD*)**
Roommate *(N* = 21)	10%	43%	48%	2.4 (0.7)
Close friend other than your roommate *(N* = 45)	4%	33%	62%	2.6 (0.6)
Romantic partner *(N* = 14)	7%	29%	64%	2.6 (0.7)
Parent or guardian *(N* = 19)	5%	32%	63%	2.6 (0.6)
Other family member *(N* = 12)	0%	25%	75%	2.8 (0.5)
Doctor or nurse	***			
Religious leader	***			
Off-campus rape crisis center staff	***			
Off-campus counselor or therapist	***			
Health & Counseling Center (HCC) (counselor or other medical professional)	***			
Campus Safety	***			

Police department or other law enforcement	***
CAPE Advocate	***
Office of Student Conduct	***
Student Rights & Responsibilities	***
Resident Assistant or HRE staff	***
Peer mentor	*Not applicable*
DU's Ombuds	***
DU faculty or staff	***
Someone else	***
All friends and family	**2.6 (0.5)**
Off-campus mental health/health support providers	*******
On-campus mental health/health support providers	*******
Law enforcement or safety providers	*******
Campus resources	**2.4 (0.5)**

Reporting and Resource Awareness

1. Please select if you are aware of where to go to get help or make a report of discrimination, harassment, and/or interpersonal violence at DU. *Check all that apply*.

Reporting Awareness	**Percent**
I would know where to go to get help or make a report of identity-based discrimination or harassment on campus.	56%
I would know where to go to get help or make a report of interpersonal violence on campus.	49%
I would ***not*** know where to go to get help or make a report of either discrimination or harassment, or interpersonal violence on campus.	33%

Reported yes to knowing where to get help or make a report of both discrimination or harassment *and* interpersonal violence	37%

N = 427

2. Please select if you understand what happens when a student makes a report of discrimination, harassment, and/or interpersonal violence at DU. *Check all that apply*.

Reporting Understanding	**Percent**
I understand what happens when a student reports a claim of identity-based discrimination or harassment.	43%
I understand what happens when a student reports a claim of interpersonal violence at DU.	38%
I do ***not*** understand what happens when a student reports a claim of either discrimination or harassment, or interpersonal violence at DU.	47%
Reported yes to understanding what happens when reporting a claim for both discrimination or harassment *and* interpersonal violence	28%

N = 427

3. Have you ***ever*** reported an experience of discrimination/harassment or interpersonal violence to the Equal Opportunity and Title IX (EOIX) Office at DU? *Check all that apply*.

Reporting Experience	**Percent**
I've made a report of **discrimination or harassment** that I experienced, or someone else made a report on my behalf.	6%
I've made a report of **interpersonal violence** (i.e., sexual harassment, stalking, dating violence, and/or sexual assault) that I experienced, or someone else made a report on my behalf.	4%
I've not made a report to the EOIX Office at DU regarding discrimination or harassment, or interpersonal violence that I've experienced, nor had a report made on my behalf.	91%
Has made a report for both discrimination or harassment *and* interpersonal violence	1%

N = 425

3.1. Thinking about the report(s) you've made to the EOIX Office regarding your experience of **discrimination and/or harassment,** please rate how strongly you

agree or disagree that the EOIX Office and others at the University of Denver responded in the following ways.

Discrimination/Harassment Reporting Perceptions	**Strongly disagree (1)**	**Disagree (2)**	**Agree (3)**	**Strongly agree (4)**	**Mean (*SD*)**
The EOIX Office…					
Offered you supportive measures (e.g., no-contact order, counseling, academic services, safety planning meeting, etc.)	39%	25%	38%	8%	2.3 (1.0)
Corresponded with you in a timely manner about your report.	19%	19%	50%	12%	2.5 (1.0)
Allowed you to have a say in how your report was handled.	24%	16%	40%	20%	2.6 (1.1)
Created a safe environment to discuss your concerns.	9%	30%	30%	30%	2.8 (1.0)
Informed you of your options regarding your report in a trauma-informed way.	17%	30%	39%	13%	2.5 (1.0)
Handled your report appropriately.	35%	17%	35%	13%	2.3 (1.1)
EOIX Mean					**2.5 (0.7)**
Someone else at DU…					
Covered up your experience or denied it in some way.[+]	15%	30%	20%	35%	2.8 (1.1)
Retaliated against you in some way for reporting the experience.[+]	21%	47%	21%	11%	2.2 (0.9)
Created an environment where you no longer felt like a valued member of DU.[+]	20%	15%	25%	40%	2.9 (1.2)
Expressed bias or a negative attitude toward you and/or your experience.	19%	24%	19%	38%	2.8 (1.2)
Other Mean					**2.3 (0.9)**

Grand Mean	**2.4 (0.7)**

N = 19-26 per item

3.2. Thinking about the report(s) you've made to the EOIX Office regarding your experience of **interpersonal violence,** please rate how strongly you agree or disagree that the EOIX Office and others at the University of Denver responded in the following ways.

Interpersonal Violence Reporting Perceptions	**Strongly disagree (1)**	**Disagree (2)**	**Agree (3)**	**Strongly agree (4)**	**Mean (*SD*)**
The EOIX Office…					
Offered you supportive measures (e.g., no-contact order, counseling, academic services, safety planning meeting, etc.)	23%	8%	46%	23%	2.7 (1.1)
Corresponded with you in a timely manner about your report.	8%	15%	31%	46%	3.2 (1.0)
Allowed you to have a say in how your report was handled.	23%	23%	31%	23%	2.5 (1.1)
Created a safe environment to discuss your concerns.	8%	17%	42%	33%	3.0 (1.0)
Informed you of your options regarding your report in a trauma-informed way.	23%	23%	15%	39%	2.7 (1.3)
Handled your report appropriately.	17%	25%	25%	33%	2.8 (1.1)
EOIX Mean				**2.8 (0.9)**	
Someone else at DU…					
Covered up your experience or denied it in some way.	31%	23%	23%	23%	2.4 (1.2)
Retaliated against you in some way for reporting the experience.	58%	25%	8%	8%	1. 7 (1.0)

Created an environment where you no longer felt like a valued member of DU.	39%	31%	15%	15%	2.1 (1.1)
Expressed bias or a negative attitude toward you and/or your experience.	46%	31%	8%	15%	1.9 (1.1)
Other Mean					**3.0 (0.9)**
Grand Mean				**2.9 (0.7)**	

N = 12-13 per item

3.3. The following statements describe how DU might handle a report by a student of an incident of discrimination, harassment, or interpersonal violence. Using the scale provided, please indicate the likelihood of each response according to your experience at DU ***over the 2024-2025 academic year*.**

If someone makes a report of discrimination, harassment, or interpersonal violence DU would…

General Reporting Perceptions	**Unlikely**	**Likely**	**Unsure**
Take the report seriously.	12%	66%	22%
Maintain the privacy of the person making the report.	8%	73%	18%
Do its best to honor the request of the person making the report about how to go forward with the case.	11%	64%	24%
Take steps to protect the safety of the person making the report.	10%	69%	20%
Provide accommodations to support the person (e.g., academic, housing, safety).	17%	53%	30%
Take action to address the alleged offender of the misconduct and factors that contributed to the misconduct (e.g., modifying misconduct education practices).	15%	55%	29%
Handle the report promptly and with sensitivity.	16%	59%	24%
Retaliate against the person making the report.	56%	19%	25%

N = 382

4. Which of these DU entities do you know enough about to contact or refer a friend to, if needed? *Check all that apply*.

Campus Entity Awareness	Percent
4D Experience	13%
Center for Advocacy, Prevention, and Empowerment (CAPE)	17%
The Cultural Center	9%
Dean of Students Office	10%
Department of Campus Safety	25%
DUhelp	7%
FIRST@DU	8%
Fraternity & Sorority Life	6%
Health & Counseling Center (HCC)	37%
Human Resources & Inclusive Community and Shared Services	4%
Learning and Effectiveness Program	8%
Native and Indigenous Initiatives	3%
Office of Diversity, Equity, and Inclusion (ODEI)	11%
Office of Inclusion and Equity Education	4%
Office of Student Engagement	8%
Social Justice Education	2%
Spiritual Life	4%
Student Disability Services & Resources	14%
Student Outreach and Support (SOS)	16%
Student Rights & Responsibilities (SRR)	10%
Thrive Health Promotion	10%
Thrive Peer Educators	8%
Title IX Coordinator and/or Office of Equal Opportunity & Title IX (EOIX)	21%

Veterans and Military Resources	5%
None of the above	22%

N = 411

5. Over the 2024-2025 academic year, what parts of your experience at DU have provided you with new or additional information about sexual misconduct? *Check all that apply*.

Information Source	**Percent**
Classes	13%
Extracurriculars	7%
Required trainings	24%
DU websites	10%
DU newsletters	9%
Job/paid position at DU or somewhere else	7%
Volunteer or internship position at DU or somewhere else	3%
Study abroad programs	2%
Other (please specify): _____	2%
None of the above	39%

N = 413

"Other" sources of information included:

- DU events (3)
- Organization tabling (2)
- Forge workshops (2)
- CAPE (1)
- Emails (1)
- Online research (1)
- Orientation (1)
- Peer Connections (1)
- Posters (1)
- Thrive events (1)

Peer Norms, Beliefs, and Reactions

The following questions refer to your friends' attitudes regarding discrimination, harassment, and interpersonal violence. When the word "partner" is used, please think of romantic or sexual relationships - short or long term. Please answer all questions in reference to your experience ***over the last academic year with your friends at DU.***

1. To what extent would your friends at DU approve of:

Behavior	**Would not approve (1)**	**Somewhat approve (2)**	**Very much approve (3)**	**Don't know/ unsure**	**Mean (*SD*)**
Identity-based behaviors	*Percentage of those answering one of these three options (sums to 100%)*			*Percent of all N*	
Telling jokes where the punch line is related to someone's identity.	67%	27%	6%	8%	0.4 (0.6)
Insulting someone based on their identity.	88%	8%	4%	5%	0.2 (0.5)
Excluding someone from a social event because it is too difficult to relate to them based on their protected identity.	88%	9%	3%	6%	0.2 (0.5)
Using identity-based slurs.	90%	7%	3%	5%	0.1 (0.4)
Identity-based Mean					0.2 (0.4)
Sexually-based behaviors					
Having many consensual partners.	28%	38%	34%	16%	1.1 (0.8)
Telling stories about your sexual experiences or sharing pictures or videos of sexual encounters without your partner's permission.	89%	10%	1%	7%	0.1 (0.4)

Getting someone drunk or high in hopes of having sex with them.	96%	3%	1%	6%	0.1 (0.3)
Lying to someone to increase your chances of having sex with them (e.g., about STI status, age, identity, relationship status).	96%	3%	1%	5%	0.1 (0.3)
Trying to change your partner's mind after they said "no" to having sex.	97%	2%	1%	6%	0.0 (0.2)
Physically harming a partner, such as throwing an item at them, during a conflict.	99%	1%	0%	5%	0.0 (0.1)
Insulting or swearing at a partner.	92%	8%	1%	6%	0.1 (0.3)
Repeatedly trying to engage someone that has declined a sexual or romantic relationship.	97%	3%	0.5%	4%	0.0 (0.2)
Sexually-based Mean					0.2 (0.2)

N = 389 – 390 per item

2. How many of your friends at DU think that…

Belief	**None (1)**	**A few (2)**	**Some (3)**	**Most (4)**	**Mean (*SD*)**
Identity-based beliefs					
Some stereotypes are true.	31%	45%	17%	7%	1.0 (0.9)
People of certain protected-status identity groups receive ***fewer*** opportunities in life.	23%	20%	25%	32%	1.7 (1.2)
People of certain protected status identity groups receive ***more*** opportunities in life.	39%	26%	22%	13%	1.1 (1.1)

They don't have negative biases against people of identity groups different from their own.	27%	22%	17%	35%	1.6 (1.2)
It is difficult to be friends with people of identity groups different from their own.	60%	28%	9%	3%	0.6 (0.8)
Initiatives to promote equity, such as scholarships specifically for BIPOC (Black, Indigenous, and People of Color) students are fair.[+]	14%	14%	18%	55%	2.1 (1.1)
Identity-based Mean					1.1 (0.4)
Sex-based beliefs					
It is understandable to physically harm a sexual or romantic partner in certain situations.	94%	4%	1%	1%	0.1 (0.4)
Someone a person is dating should have sex with them when they want.	85%	10%	2%	3%	0.2 (0.6)
When someone spends money on a date, it is expected that the person should have sex with them in return.	94%	5%	1%	0.5%	0.1 (0.3)
It is understandable to insult or put a partner down in certain situations.	90%	8%	1%	1%	0.1 (0.4)
There may be certain situations when it is understandable to force someone to have sex.	98%	2%	0.5%	0.5%	0.0 (0.2)
Sex-based Mean					0.1 (0.3)

N = 376 - 387

3. The following is a list of reactions that people sometimes have when responding to a person who has experienced discrimination, harassment, or interpersonal violence. Please indicate how likely it is that your friends at DU would respond in the following ways.

Peer Response	Unlikely	Likely	Unsure
If you were to experience discrimination or harassment, would your friends at DU...			
Tell you that you were not at fault?	17%	69%	14%
Treat you differently compared to how they treated you before you told them?	66%	13%	21%
Comfort you in some way?	4%	86%	10%
Avoid talking to you or spending time with you?	76%	7%	17%
Help you get information about coping with the experience?	9%	68%	23%
Tell you that you could have done more to prevent the situation?	70%	9%	21%
If someone were to report a case of discrimination or harassment to DU...			
Students would victim-blame the person making the report.	63%	11%	26%
Students would have a hard time supporting the person who made the report.	63%	13%	25%
The alleged offender(s) or their friends would try to get back at the person making the report.	40%	23%	38%
If you were to experience interpersonal violence, would your friends at DU...			
Tell you that you were not at fault?	12%	72%	16%
Treat you differently compared to how they treated you before you told them?	67%	9%	24%
Comfort you in some way?	4%	84%	12%
Avoid talking to you or spending time with you?	79%	5%	16%
Help you get information about coping with the experience?	8%	69%	24%
Tell you that you were irresponsible or not cautious enough to that you could have done more to prevent the situation?	79%	4%	17%

If someone were to report a case of interpersonal violence to DU…			
Students would victim-blame the person making the report.	65%	10%	25%
Students would have a hard time supporting the person who made the report.	64%	10%	25%
The alleged offender(s) or their friends would try to get back at the person making the report.	42%	18%	40%

N = 279-314 per item

Bystander Intervention

1. Please indicate whether you have intervened on behalf of someone else ***over the 2024-2025*** academic year at DU. Over the 2024-2025 academic year have you…

Bystander Behavior	**Yes** *Among those who indicated they had been in this situation*	**No**	**I haven't been in this situation in the 2024-2025 academic year at DU**
Corrected someone who used language that was insensitive or offensive to someone's identity?	83%	17%	50%
Checked in with someone you noticed may have been impacted by language that was insensitive or offensive to their identity?	79%	21%	56%
Intentionally included someone who you thought was feeling excluded on the basis of their identity?	79%	21%	58%
Privately confronted someone who was treating someone unfairly on the basis of their identity?	56%	44%	68%
Publicly confronted someone who was treating someone unfairly on the basis of their identity?	59%	41%	70%
Reported discriminatory behavior you witnessed to an official entity?	26%	75%	70%

Walked a friend who had too much to drink home from a party, bar, or other social event?	91%	9%	60%
Talked to friends of an intoxicated person to make sure they didn't leave them behind at a party, bar, or other social event?	89%	11%	61%
Tried to stop someone who was trying to take an intoxicated person to another room or trying to get them to do something sexual?	54%	46%	86%
Asked if someone who looked very upset at a party if they were okay or needed help?	88%	12%	65%
Intervened when someone was being physically abusive?	33%	67%	91%
Intervened when someone was being verbally or emotionally abusive?	61%	39%	85%

N = 356 – 362 per item

Safety on Campus

1. Please indicate the extent to which you agree or disagree with the following statements concerning your safety and perceptions of DU's campus ***over the 2024-2025 academic year.***

Safety Perceptions	**Strongly disagree (1)**	**Disagree (2)**	**Agree (3)**	**Strongly agree (4)**	**Mean (*SD*)**
I feel safe from…					
Discrimination	6%	16%	51%	27%	3.0 (0.8)
Identity-based harassment	7%	14%	51%	28%	3.0 (0.8)
Sexual harassment	5%	18 %	47%	31%	3.0 (0.8)
Stalking	5%	11 %	50%	34%	3.1 (0.8)
Dating violence	3%	11%	47%	39 %	3.2 (0.8)
Sexual violence and assault	4%	15%	49%	32 %	3.1 (0.8)

Safety Mean					3.1 (0.7)
Discrimination and harassment at DU					
I think discrimination and harassment is a problem at DU.	12%	46%	31%	11%	2.4 (0.8)
There isn't much I can do about discrimination and harassment at DU.	17%	47%	31%	6%	2.3 (0.8)
I don't really need to think about discrimination and harassment while at college.	36%	43%	15%	6%	1.9 (0.9)
Discrimination/Harassment Mean					3.0 (0.8)
Interpersonal violence at DU					
I think interpersonal violence is a problem at DU.	18%	54%	23%	5%	2.2 (0.8)
There isn't much I can do about interpersonal violence at DU.	19%	49%	28%	4%	2.2 (0.8)
I don't really need to think about interpersonal violence while at college.	31%	47%	18%	5%	2.0 (0.8)
Interpersonal Violence Mean					3.1 (0.7)

N = 352-356 per item

Demographics

1. What is your age? The response box will only allow 2-digit number entries (e.g., "22," not "22 years old"). _____

Mean = 26.5 (SD = 8.89) **Minimum of 17 years** **Maximum of 64 years**

Respondent Age	**Percent**
17-19 years old	21%
20-22 years old	29%

23-25 years old	10%
26-29 years old	12%
30-34 years old	11%
35-39 years old	6%
40-49 years old	8%
50+ years old	3%

N = 353

2. What is your gender identity? *Check all that apply*.

Respondent Gender	**Percent**
Woman	66%
Man	27%
Transgender	2%
Genderqueer, genderfluid, gender non-conforming	6%
Agender	0%
Intersex	0%
I prefer to self-describe: _____	0%
I prefer not to say	2%
Missing	36%

N = 378

3. What is your sexual orientation? *Check all that apply*.

Respondent Sexual Orientation	**Percent**
Asexual	7%
Bisexual	18%

Gay	3%
Heterosexual	54 %
Lesbian	4%
Pansexual	5%
I'm unsure or questioning	5%
I prefer to self-describe: _____	2 %
I prefer not to say	8%
Missing	*37%*

N = 374

4. How do you describe your race/ethnicity/national origin? *Check all that apply*.

Respondent Race/Ethnicity	**Percent**
American Indian or Alaska Native	3%
Black/African/African American	10%
Hispanic or Latino/a	12%
East Asian or East Asian American (e.g., Chinese, Japanese, Korean, Taiwanese)	5%
South Asian or South Asian American (e.g., Indian, Pakistani, Nepali, Sri Lanken)	5%
Native Hawaiian or Pacific Islander	1%
Middle Eastern or North African	2%
White or Caucasian	69%
I prefer to self-describe: _____	1%
I prefer not to say	4%
Missing	*37%*

N = 372

5. What is your present religion, if any? *Check all that apply*.

Respondent Religion	Percent
Agnostic	18%
Atheist	19%
Buddhist	1%
Christian (e.g., Baptist, Catholic, Mormon, Orthodox, Protestant, etc.)	31%
Hindu	2%
Jewish (Judaism)	7%
Muslim (Islam)	1%
Sikh	0%
Spiritual, but not religious	14%
I'm not sure	7%
I prefer to self-describe: _____	2%
I prefer not to say	7%
Missing	*36%*

N = 370

6. Are you also employed at DU?

DU Employment Status	Percent
Yes	28%
No	72%

N = 376

7. Are you an international student?

International Student	Percent
Yes	12%
No	88%

N = 379

8. What year of school are you in?

Respondent School Year	**Percent**
First year undergraduate	20%
Second year undergraduate	10%
Third year undergraduate	12%
Fourth year undergraduate	11%
Fifth year or more undergraduate	1%
Graduate – Master's degree	35%
Graduate – Ph.D.	8%
Graduate – Certificate	3%
Undergraduate	*54%*
Graduate	*46%*

N = 379

9. Since you've been a student at DU, have you been a member or participated in any of the following? *Check all that apply*.

Extracurricular Involvement	**Percent**
Honor society or professional group related to your major or field of study	18%
Fraternity or sorority (pledge or member)	9%
Intercollegiate athletic team	2%
Intramural or club athletic team	17%
Political or social action group	8%
Student government	5%
Media organization (e.g., newspaper, radio, magazine)	3%

Student employment	24%
Another student organization or group	34%

N = 357

10. Which of the following describes your living situation best?

Respondent Housing Status	**Percent**
On campus residence hall/dormitory	27%
Other campus housing (apartment, house)	7%
Fraternity or sorority house	1%
Off-campus university-sponsored apartment/house	3%
Off-campus housing, non-university sponsored	46%
Off-campus studying abroad	1%
At home with parent(s) or guardian(s)	5%
Unhoused (e.g., shelter, temporary housing)	0%
Other off-campus	11%

N = 372

11. Survey perceptions

Please rate how challenging or uncomfortable you found answering the questions about identity-based discrimination and harassment and interpersonal violence in this survey.

Not at all challenging or uncomfortable	**A little challenging or uncomfortable**	**Somewhat challenging or uncomfortable**	**Very challenging or uncomfortable**	**Mean (*SD*)**
50%	40%	8%	2%	0.6 (0.7)

Please rate how important you believe it is for researchers to ask about experiences of identity based discrimination and harassment and interpersonal violence in order to study the impacts of these events.

Not at all important	**A little important**	**Somewhat important**	**Very important**	**Mean (*SD*)**

1%	4%	25%	71%	2.7 (0.6)

I found participating in the survey to be personally meaningful.

Strongly disagree	**Disagree**	**Agree**	**Strongly agree**	**Mean (*SD*)**
5%	16%	56%	23%	3.0 (0.8)

N = 370-372 per item

Appendix - Faculty & Staff Campus Climate Survey Results

General Discrimination and Harassment

Please ***check the appropriate box*** below to indicate ***if you have witnessed*** the following types of discriminatory or harassing conduct against others based on a person's perceived or actual protected status ***over the 2024-2025 academic year at DU*** from an administrator, faculty, instructor, or staff member, or from a DU student. Discriminatory or harassing conduct includes unfair or negative treatment, demeaning or hateful words or gestures, or hostility (such as hate crimes or physical violence). **Please answer the questions based on your own understanding of the following protected statuses.**

3. ***Over the 2024-2025 academic year****, I have* ***witnessed*** *discrimination or harassment based on the following protected statuses* ***toward someone else****:*

Protected Status	Percent from an administrator faculty, instructor, or staff member at DU[4]	Percent from a DU student
Race	15%	7%
Color	10%	4%
National origin (including antisemitism, Islamophobia, or other conduct based on shared ancestry or ethnic characteristics)	11%	11%
Religion and/or creed	8%	6%
Disability	8%	2%
Age	9%	3%
Sex	12%	6%
Sexual orientation	6%	5%
Gender identity	12%	6%
Gender expression	8%	4%
Military or veteran status	2%	1%
Other	3%	2%

[4] "Faculty, instructors, or staff members" will be shorthanded as "staff" in subsequent table headings.

I have not witnessed any of these types of discrimination or harassment toward anyone else at DU over the 2024-2025 academic year.	64%	75%
Any discrimination/harassment based on race, color, or national origin	22%	14%
Any discrimination/harassment based on gender or sex (sex, sexual orientation, gender identity, or gender expression)	19%	9%

N = 491 for faculty/staff and N = 404 for students

3.1. You selected that you have witnessed discriminatory or harassing behavior based on someone's race, color, national origin, and/or religion. *Did this conduct involve…Check all that apply*.

Discrimination/Harassment Type	**Percent from staff at DU**	**Percent from a DU student**
Antireligious	16%	13%
Antisemitism	19%	25%
Colorism	21%	11%
Islamophobia	21%	22%
Racism	48%	23%
Xenophobia	22%	17%
Something else	26%	7%

N = 118 for staff, N = 74 for students

Please ***check the appropriate box*** below to indicate ***if you have personally experienced*** the following types of discriminatory or harassing conduct based on your perceived or actual protected status ***over the 2024-2025 academic year at DU*** from an administrator, faculty, instructor, or staff (1st column), or from a DU student (2nd column). Discriminatory or harassing conduct includes unfair or negative treatment, demeaning or hateful words or gestures, or hostility (such as hate crimes or physical violence). **Please answer the questions based on your own understanding of the following protected statuses.**

4. ***Over the 2024-2025 academic year****, I have* ***personally experienced*** *discrimination or harassment based on the following protected statuses:*

Protected Status	Percent from staff at DU	Percent from a DU student
Race	7%	2%
Color	4%	2%
National origin (including antisemitism, Islamophobia, or other conduct based on shared ancestry or ethnic characteristics)	2%	2%
Religion and/or creed	2%	1%
Disability	4%	1%
Age	5%	1%
Sex	11%	2%
Sexual orientation	1%	<1%
Gender identity	2%	2%
Gender expression	1%	1%
Military or veteran status	0%	0%
Other	4%	1%
I have not experienced any of these types of discrimination or harassment at DU over the 2024-2025 academic year.	74%	90%
Any discrimination/harassment based on race, color, or national origin	8%	4%
Any discrimination/harassment based on gender or sex (sex, sexual orientation, gender identity, or gender expression)	12%	3%

N = 472 for staff, N = 373 for students

4.1. You selected that you have personally experienced discriminatory or harassing behavior based on your race, color, national origin, and/or religion. *Did this conduct involve…Check all that apply.*

Discrimination/Harassment Type	Percent from staff at DU	Percent from a DU student
Antireligious	16%	13%
Antisemitism	11%	11%
Colorism	20%	11%
Islamophobia	4%	2%
Racism	46%	18%
Xenophobia	14%	5 %
Something else	39%	7%

N = 56

Discrimination and Harassment Follow-up Items

In the last section, you indicated that you personally experienced an instance of discrimination or harassment over the 2024-2025 academic year. Please choose **one** experience of discrimination or harassment that you have experienced over the 2024-2025 academic year and answer the following questions.

8. This instance of discrimination/harassment involved my: *Check all that apply*.

Protected Status	Percent
Race	24%
Color	10%
National origin (including antisemitism, Islamophobia, or other conduct based on shared ancestry or ethnic characteristics)	13%
Religion and/or creed	10%
Disability	14%
Age	23%
Sex	43%
Sexual orientation	6%
Gender identity	10%

Gender expression	4%
Military or veteran status	0%
Other (please specify): _____	13%
Any status based on race, color, or national origin	34%
Any status based on gender or sex	52%

N = 136

"Other" responses included:

- Child-free status
- Defending others
- Education level
- As a straight white male Republican who believes in the bible
- Retaliation for doing my job
- Could not speak about current events
- Job election
- Not sure
- Perception of my role in the department
- Political beliefs
- Post-employment harassment from a previous job
- Private medical history
- Work process

9. Which protected status was most salient for you in this instance of discrimination or harassment?

Protected Status	**Percent**
Race	28%
Color	0%
National origin (including antisemitism, Islamophobia, or other conduct based on shared ancestry or ethnic characteristics)	13%
Religion and/or creed	4%
Disability	11%

Age	9%
Sex	20 %
Sexual orientation	2%
Gender identity	6%
Gender expression	0%
Military or veteran status	0%
Other (please specify): _____	7%

N = 60 (76 missing)

10. The person who engaged in the discrimination/harassment you experienced was a(n):

Offender Identity	**Percent**
Administrator	26%
Faculty member	24%
Staff member	24%
Graduate student instructor/graduate teaching assistant/graduate research assistant	0%
Undergraduate student worker	0%
Undergraduate student at DU	4%
Graduate student at DU	5%
Someone else	1%
I'm unsure or I don't want to say	10%

N = 136

11. What was the nature of the discrimination/harassment? *Check all that apply*.

Nature of Offense	**Percent**
The person excluded me or did not afford me an equal opportunity	54%
The person gave someone else preferential treatment	37%

The person verbally insulted me or said something offensive	52%
The person verbally attacked me (e.g., yelled, shouted, or otherwise swore at me)	15%
The person verbally threatened me	7%
The person physically assaulted me with no or minor physical injury that did not require medical attention	2%
The person physically assaulted me resulting in injuries requiring medical attention	1%
The person damaged my property	2%

N = 136

12. Where did this incident occur? *Check all that apply*.

Incident Location	**Percent**
On campus	76%
At a university-sponsored event	7%
At an employee-sponsored event	2%
During an in-person class	4%
During an online class	2%
Online	15%
Off campus	1%
Somewhere else (please specify): _____	7%

N = 136

"Somewhere else" locations included:

- DEI talks, affinity club day and tabling events, online trainings
- During a meeting (4)
- Through a university-designated promotion process
- Faculty office conversations
- HR conflict resolution meetings
- During a virtual meeting

13. Did you or someone else report this incident to the Equal Opportunity and Title IX Office?

Incident Reporting	**Percent**
Yes, I reported it	12%
Yes, someone else reported it	7%
No	81%
Yes, by anyone	*19%*

N = 122

14. Did you tell anyone about this experience (outside of making a report to the EOIX office if you did) before this questionnaire?

Incident Disclosure	**Percent**
Yes	67%
No	33%

N = 122

7.3. Who did you tell? *Check all that apply*.

Incident Disclosed to Whom?	**Percent**
Close friend	55%
Romantic partner	37%
Family member	40%
Religious leader	7%
Off-campus counselor or medical professional	26%
Health & Counseling Center (HCC) (counselor or other medical professional)	1%
Campus Safety	0%
Police department or other law enforcement	0%

The Cultural Center	0%
DU's Ombuds	9%
DU administrator	35%
Someone else	37%

N = 82

7.4. How helpful were the following people in helping you deal with the experience?

Disclosure Helpfulness	**Not at all helpful (1)**	**Somewhat helpful (2)**	**Very helpful (3)**	**Mean (*SD*)**
Close friend (N = 45)	2%	40%	58%	2.6 (0.6)
Romantic partner (N = 30)	3%	23%	73%	2.7 (0.5)
Family member (N = 33)	30%	42%	55%	2.5 (0.6)
Religious leader	***[5]			
Off-campus counselor or medical professional (N = 21)	5%	19%	76%	2.7 (0.6)
Health & Counseling Center (HCC) (counselor or other medical professional)	***			
Campus Safety	*Not applicable*			
Police department or other law enforcement	*Not applicable*			
The Cultural Center	*Not applicable*			
DU's Ombuds	***			
DU administrator (N = 29)	48%	31%	21%	1.7 (0.8)
Someone else (N = 29)	38%	17%	45%	2.1 (0.9)
All friends and family				2.6 (0.5)
All medical/mental health providers				2.7 (0.6)

[5] *** indicates a line item suppressed due to a sample size of less than 10 individuals

All law enforcement/campus safety	N/A
All campus resources	1.8 (0.8)

N provided per item

General Discrimination and Harassment (Continued)

2. In the last academic year at DU have you…

Belongingness	**Not at all (1)**	**Sometimes (2)**	**Often (3)**	**Mean (*SD*)**
Felt like you belonged?	9%	42%	49%	2.4 (0.7)
Been unfairly singled out because of your identity?[+6]	77%	17%	6%	1.3 (0.6)
Felt socially isolated because of your identity?[+]	74%	18%	8%	1.3 (0.6)
Grand Mean				2.6 (0.5)

N = 485-489 per item

General Interpersonal Violence

Now we would like to ask you questions about interpersonal violence and consent. Interpersonal violence is an umbrella term that includes various forms of conduct including harassment on the basis of sex or gender, stalking, dating violence, sexual assault, and other gender-based violence.

Consent

Using the scale provided, please indicate how strongly you agree or disagree with the following statements.

DU defines consent as (1) mutually understandable, clear, knowing, and voluntary affirmative permission; (2) given through clear words or actions; (3) regarding the willingness to engage in and the conditions for sexual activity. You can view the full definition of consent on DU's Discrimination and Harassment Policy.

Consent Item	**Strongly disagree (1)**	**Disagree (2)**	**Agree (3)**	**Strongly agree (4)**	**Mean (*SD*)**

[6] Items marked with [+] were reversed-coded when calculating means.

Consent must be given at each step in a sexual encounter.	2%	1%	18%	79%	3.8 (0.6)
If a person initiates sex, but during foreplay says they no longer want to continue, their partner should not continue.	1%	0%	5%	94%	3.9 (0.4)
If a person doesn't physically resist sex, this means they have given consent.+	76%	22%	2%	1%	1.3 (0.5)
Consent for sex one time can be considered consent for sex in the future.+	86%	11%	1%	2%	1.2 (0.6)
If you and your partner are both intoxicated, it is ***more*** important to communicate about consent.	2%	2%	22%	75%	3.7 (0.6)
If someone invites you to their place after a date, you can assume they have given consent for sex.+	87%	12%	0.5%	1%	1.1 (0.4)
If someone is aware that someone else does not want to have sex and repeatedly asks after they have said no, and they eventually say yes, they have consented.+	62%	30%	7%	1%	1.5 (0.7)
It is okay to hug a colleague without asking.+	47%	44%	7%	1%	1.6 (0.7)
One should ask permission before touching a colleague.	1%	7%	42%	50%	3.4 (0.7)
Grand Mean					3.7 (0.4)

N = 435-443 per item

Sexual Harassment

Over the 2024-2025 academic year at DU, please indicate whether you have experienced any of the following types of harassment on the basis of sex in which a DU administrator, faculty

member, instructor, or staff member (1st column), or a DU student (2nd column) engaged in the following behavior(s).

Over the 2024-2025 academic year at DU, has anyone….

Sexual Harassment Type	Percent staff at DU	Percent from a DU student
Treated you unfavorably because of your sex or gender-specific traits?	8%	2%
Repeatedly made offensive sexual comments or shared sexual stories or jokes?	1%	1%
Made unwelcome attempts to discuss sexual matters?	<1%	1%
Treated you unfavorably because of your sexual orientation?	2%	0.5%
Treated you unfavorably because of your gender identity and/or gender expression?	3%	2%
Made offensive remarks about your appearance or body because of your sex or gender-specific traits?	1%	1%
Made offensive remarks about your sexual activities?	0%	1%
Made gestures or used body language of a sexual nature that offended you?	<1%	0%
Made unwanted attempts to establish a romantic or sexual relationship with you?	1%	1%
Made you feel like you were being bribed with a reward or implied better treatment if you were engaged in sexual behavior?	0%	0%
Made you feel threatened with some sort of retaliation or treated you badly for refusing sexual advances?	0%	0%
Sent or posted unwelcome sexual comments or pictures by text, direct message, social media, or email?	<1%	0%
Spread rumors about your sexual activity by text, direct message, social media, or email?	0%	1%

Engaged in a different type of sexual harassment that is not captured above?	<1%	<1%
I have not experienced any sexual harassment at DU over the 2024-2025 academic year.	87%	93%

N = 387 for staff, N = N = 319 for students

Stalking

Next, we would like to learn more about stalking experiences. Please indicate whether *anyone from DU* has done the following things to you ***over the 2024-2025 academic year***.

Over the 2024-2025 academic year, has someone at DU…Check all that apply.

Stalking Type	**Percent**
Secretly or without permission monitored or surveilled you, or watched or recorded you with a device?	2%
Used social media to troll or doxx you, impersonated you online, left threatening messages, catfished you, or otherwise cyberstalked you?	1%
Approached you or showed up in places such as your home, workplace, or school uninvited or without another purpose?	0%
Left strange or potentially threatening or unwanted items or gifts for you to find?	<1%
Entered your place of work, personal residence, or car and did things to scare you by letting you know they had been there?	<1%
Left unwanted messages (e.g., by text, direct message, emails, or voice messages) or made unwanted phone calls to you (including hang up calls)?	0%
Engaged in a different type of stalking that's not captured above?	<1%
I have not experienced stalking at DU over the 2024-2025 academic year.	96%

N = 425

Dating Violence

Please indicate whether any current or past romantic or intimate partner(s) you have had ***over the 2024-2025*** academic year, regardless of the length of the relationship, have engaged in any

of the following behaviors. *Over the 2024-2025 academic year, have any of your current or former romantic or intimate partners…Check all that apply.*

Dating Violence Type	**Percent**
Threatened to hurt you, themselves, or someone else?	1%
Caused you to fear for your safety or someone else's safety?	1%
Physically attacked you with no or minor injury that did not require medical attention?	1%
Physically attacked you causing injuries that required medical attention?	0%
Stolen or destroyed your property?	0%
Humiliated you?	1%
Yelled or screamed at you?	3%
Photographed or recorded you during sex without consent?	<1%
Used apps or social media to track your activities or location in an effort to control you?	<1%
Committed a different type of dating violence that's not captured above?	<1%
I have not experienced dating violence over the 2024-2025 academic year.	95%

N = 418

Sexual Assault

We want to understand *under what conditions* students may be experiencing sexual assault. These experiences could have occurred on or off campus.

Sexual assault is any instance in which someone attempted to or engaged in any of the following acts *without consent*: (1) sexual touching, grabbing, or fondling, (2) oral, anal, vaginal, or digital sex (i.e., fingering), or (3) anal or vaginal penetration with an object.

DU defines consent as (1) mutually understandable, clear, knowing, and voluntary affirmative permission, (2) given through clear words or actions, (3) regarding the willingness to engage in and the conditions for sexual activity.

Please check off if you have experienced sexual assault ***over the 2024-2025 academic year*** under any of the following conditions.

Over the 2024-2025 academic year, did someone sexually assault you, or attempt to, under any of the following conditions? Check all that apply.

Sexual Assault Condition	**Percent**
By telling you lies, making false promises, guilting you, or otherwise verbally pressuring you.	1%
By getting angry or upset with you, or making verbal threats to retaliate against you in a non-physical manner.	1%
By taking advantage of you when you were too drunk or otherwise too intoxicated to consent.	<1%
By threatening to physically harm you if you did not comply.	0%
By using physical force (e.g. held you down with their body weight or pinned your arms), or otherwise physically assaulted you, or threatened you with a weapon.	<1%
Sexually assaulted you, or attempted to, under a different condition that's not captured above.	0%
I have not been sexually assaulted over the 2024-2025 academic year.	99%

N = 426

Sexual Assault Follow-up Items

2. During the incident(s) of sexual assault you experienced, to what extent did you feel:

Experience of Sexual Assault	**Not at all**	**A little**	**Somewhat**	**Very much**	**Mean (*SD*)**
Scared	*All items had fewer than 10 responses*				
Like your life was in danger					
Like the other person would hurt you if you didn't comply					

Interpersonal Violence Follow-up Questions

In the last few sets of questions, you indicated that you have experienced an incident of interpersonal violence (sexual harassment, stalking, dating violence, and/or sexual assault). You may have experienced multiple types of violence. Please choose **one** experience of interpersonal violence that you have experienced over the 2024-2025 academic year and answer the following questions.

8. The experience was:

Interpersonal Violence Type	**Percent**
Sexual harassment	43%
Stalking	21%
Dating violence	33%
Completed or attempted sexual assault	2%

N = 42 (43 missing)

9. The person who committed the interpersonal violence was a(n): *Check all that apply*.

Offender Identity	**Percent**
Stranger	4%
Acquaintance	4%
Friend	1%
Romantic partner at the time of the incident	11%
Former romantic partner at the time of the incident	6%
Relative or family member	2%
Faculty or instructor at DU	9%
Staff member at DU	9%
Administrator	4%
Supervisor or person in a position of authority at DU	2%
Undergraduate student at DU	4%
Graduate student at DU	4%

Someone else	5%
I'm unsure or I don't want to say	12%

N = 85

10. I believe the person who committed the interpersonal violence against me was: *Check all that apply*.

Offender Gender	**Percent**
Man	70%
Woman	13%
Transgender	4%
Non-binary, gender-queer, gender fluid, or otherwise gender non-conforming	4%
I'm unsure or I don't want to say	17%

N = 53

11. Where did this incident occur? *Check all that apply*.

Incident location	**Percent**
On campus	46%
At a university-sponsored event	4%
At an employee-sponsored event	0%
During an in-person class	2%
During an online class	0%
Online	12%
Off campus	42%
Somewhere else (please specify): _____	4%

N = 52

"Somewhere else" locations include:

- Via text

12. Were alcohol or drugs involved in this incident?

Substance Involvement	**Percent**
Yes	7%
No	87%
Unsure	6%

N = 55

13. Did you or someone else report this incident to the Equal Opportunity and Title IX Office?

Incident Reporting	**Percent**
Yes, I reported it	13%
Yes, someone else reported it	6%
No	82%
Yes, by anyone	*19%*

N = 55

14. Did you tell anyone about this experience (outside of making a report to the EOIX office if you did) before this questionnaire?

Incident Disclosure	**Percent**
Yes	47%
No	53%

N = 53

14.1. Who did you tell?

Incident Disclosed to Whom?	**Percent**
Close friend	76%
Romantic partner	56%
Family member	36%

Doctor or nurse	4%
Religious leader	0%
Off-campus rape crisis center staff	0%
Off-campus counselor or therapist	20%
Health & Counseling Center (HCC) (counselor or medical professional)	0%
Campus Safety	4 %
Police department or other law enforcement	0%
CAPE Advocate	0%
DU's Ombuds	8%
DU Faculty or Staff	32%
DU administrator	20%
Someone else	8%

N = 25

14.2. How helpful were the following people in helping you deal with the experience?

Disclosure Helpfulness	**Not at all helpful**	**Somewhat helpful**	**Very helpful**	**Mean (*SD*)**
Close friend (N = 19)	0%	37%	63%	2.6 (0.5)
Romantic partner (N = 14)	0%	50%	50%	2.5 (0.5)
Family member	***			
Doctor or nurse	***			
Religious leader	Not applicable			
Off-campus rape crisis center staff	Not applicable			
Off-campus counselor or therapist	***			

Health & Counseling Center (HCC) (counselor or other medical professional)	Not applicable
Campus Safety	***
Police department or other law enforcement	Not applicable
CAPE Advocate	Not applicable
DU's Ombuds	***
DU faculty or staff	***
DU administrator	***
Someone else	***
All friends and family (N = 22)	**2.5 (0.5)**
Off-campus mental health/health support providers	*******
On-campus mental health/health support providers	**N/A**
Law enforcement or safety providers	*******
Campus resources (N = 12)	**1.9 (0.8)**

N reported by line

Reporting and Resource Awareness

6. Please select if you are aware of where to go to get help or make a report of discrimination, harassment, and/or interpersonal violence at DU. *Check all that apply*.

Reporting Awareness	**Percent**
I would know where to go to get help or make a report of identity-based discrimination or harassment on campus.	58%
I would know where to go to get help or make a report of interpersonal violence on campus.	51%
I would ***not*** know where to go to get help or make a report of either discrimination or harassment, or interpersonal violence on campus.	20%

Reported yes to knowing where to get help or make a report of both discrimination or harassment *and* interpersonal violence	60%

N = 416

7. Please select if you understand what happens when a faculty or staff member makes a report of discrimination, harassment, and/or interpersonal violence at DU. *Check all that apply*.

Reporting Understanding	**Percent**
I understand what happens when a faculty or staff member reports a claim of identity-based discrimination or harassment.	48%
I understand what happens when a faculty or staff member reports a claim of interpersonal violence at DU.	41%
I do ***not*** understand what happens when a faculty or staff member reports a claim of either discrimination or harassment, or interpersonal violence at DU.	30%
Reported yes to understanding what happens when reporting a claim for both discrimination or harassment *and* interpersonal violence	51%

N = 420

8. Have you ***ever*** reported an experience of discrimination/harassment or interpersonal violence to the Equal Opportunity and Title IX (EOIX) Office at DU? *Check all that apply*.

Reporting Experience	**Percent**
I've made a report of **discrimination or harassment** that I experienced, or someone else made a report on my behalf.	8%
I've made a report of **interpersonal violence** (i.e., sexual harassment, stalking, dating violence, and/or sexual assault) that I experienced, or someone else made a report on my behalf.	2%
I've not made a report to the EOIX Office at DU regarding discrimination or harassment, or interpersonal violence that I've experienced, nor had a report made on my behalf.	88%
Has made a report for both discrimination or harassment *and* interpersonal violence	2%

N = 411

8.1. Thinking about the report(s) you've made to the EOIX Office regarding your experience of **discrimination and/or harassment,** please rate how strongly you agree or disagree that the EOIX Office and others at the University of Denver responded in the following ways.

Discrimination/Harassment Reporting Perceptions	**Strongly disagree (1)**	**Disagree (2)**	**Agree (3)**	**Strongly agree (4)**	**Mean (*SD*)**
The EOIX Office…					
Offered you supportive measures (e.g., no-contact order, counseling, safety planning meeting, etc.)	31%	21%	33%	15%	2.3 (1.1)
Corresponded with you in a timely manner about your report.	26%	15%	44%	15%	2.5 (1.1)
Allowed you to have a say in how your report was handled.	32%	18%	34%	16%	2.3 (1.1)
Created a safe environment to discuss your concerns.	29%	8%	37%	26%	2.6 (1.2)
Informed you of your options regarding your report in a trauma-informed way.	24%	16%	35%	24%	2.6 (1.1)
Handled your report appropriately.	32%	22%	30%	16%	2.3 (1.1)
EOIX Mean					**2.5 (1.0)**
Someone else at DU…					
Covered up your experience or denied it in some way.[+]	31%	14%	26%	29%	2.5 (1.2)
Retaliated against you in some way for reporting the experience.[+]	43%	17%	11%	29%	2.3 (1.3)
Created an environment where you no longer felt like a valued member of DU.[+]	34%	14%	9%	43%	2.6 (1.4)

Expressed bias or a negative attitude toward you and/or your experience.[+]	29%	11%	14%	46%	2.8 (1.3)
Other Mean					**2.5 (1.2)**
Grand Mean					**2.5 (0.9)**

N = 35-39 per item

8.2. Thinking about the report(s) you've made to the EOIX Office regarding your experience of **interpersonal violence,** please rate how strongly you agree or disagree that the EOIX Office and others at the University of Denver responded in the following ways.

Interpersonal Violence Reporting Perceptions	**Strongly disagree (1)**	**Disagree (2)**	**Agree (3)**	**Strongly agree (4)**	**Mean (*SD*)**
The EOIX Office…					
Offered you supportive measures (e.g., no-contact order, counseling, safety planning meeting, etc.)	18%	46%	27%	9%	2.3 (0.9)
Corresponded with you in a timely manner about your report.	36%	18%	46%	0%	2.1 (0.9)
Allowed you to have a say in how your report was handled.	25%	42%	33%	0%	2.1 (0.8)
Created a safe environment to discuss your concerns.	27%	27%	36%	9%	2.3 (1.0)
Informed you of your options regarding your report in a trauma-informed way.	27%	36%	36%	0%	2.1 (0.8)
Handled your report appropriately.	27%	36%	36%	0%	2.1 (0.8)
EOIX Mean					**2.2 (0.8)**
Someone else at DU…					

Covered up your experience or denied it in some way. +	46%	18%	27%	9%	2.0 (1.1)
Retaliated against you in some way for reporting the experience. +	46%	36%	9%	9%	1.8 (1.0)
Created an environment where you no longer felt like a valued member of DU. +	46%	18%	18%	18%	2.1 (1.2)
Expressed bias or a negative attitude toward you and/or your experience. +	46%	18%	27%	9%	2.0 (1.1)
Other Mean					**3.0 (1.0)**
Grand Mean					**2.5 (0.7)**

N = 11-12 per item

8.3. The following statements describe how DU might handle a report by a student of an incident of discrimination, harassment, or interpersonal violence. Using the scale provided, please indicate the likelihood of each response according to your experience at DU ***over the 2024-2025 academic year.***

If someone makes a report of discrimination, harassment, or interpersonal violence DU would…

General Reporting Perceptions	**Unlikely**	**Likely**	**Unsure**
Take the report seriously.	9%	78 %	13%
Maintain the privacy of the person making the report.	6%	76 %	18%
Do its best to honor the request of the person making the report about how to go forward with the case.	8%	71 %	21%
Take steps to protect the safety of the person making the report.	9%	72%	19%
Provide accommodations to support the person (e.g., academic, housing, safety).	13%	57%	31%
Take action to address the alleged offender of the misconduct and factors that contributed to the misconduct (e.g., modifying misconduct education practices).	15%	58%	27%

Handle the report promptly and with sensitivity.	17%	63%	20 %
Retaliate against the person making the report.	76%	9%	16%

N = 365

9. Which of these DU entities do you know enough about to contact or refer a friend to, if needed? *Check all that apply*.

Campus Entity Awareness	**Percent**
Center for Advocacy, Prevention, and Empowerment (CAPE)	36%
Department of Campus Safety	60%
DUhelp	12%
Human Resources & Inclusive Community and Shared Services	44%
Division of Diversity, Equity, and Inclusion (DEI)	30%
Faculty/Staff Senate	27%
Ombuds Office	39%
Title IX Coordinator and/or Office of Equal Opportunity & Title IX (EOIX)	52 %
Other: _____	5%
None of the above	8 %

N = 415

10. Over the 2024-2025 academic year, what parts of your experience at DU have provided you with new or additional information about sexual misconduct? *Check all that apply*.

Information Source	**Percent**
Required trainings	45%
DU websites	13%
DU newsletters	15%
Other (please specify): _____	5%
None of the above	32%