

UNIVERSITY SAFETY COUNCIL RETREAT
July 16, 2015
I.G. GREER HALL, ROOM 224
8:30 a.m. – 10:30 a.m.

PRESENT: Mark Bachmeier, J. J. Brown, Tandra Carter, Dayton Cole, Gunther Doerr, Sue Edwards, Steve Hageman, David Hayler, Troy Heustess, Alex Howard, Bindu Jayne, Barb Krause, Donna Lillian, Greg Lovins, Jason Marshburn, Andrea Mitchell, Jane Nicholson, Alan Rasmussen, Carson Rich, Amy Sanders, Brad Vest, and Cindy Wallace.

Cindy welcomed new members of the Council Troy Heustess, Alex Howard and Sue Edwards and asked each to introduce themselves.

Dr. Alex Howard introduced himself as originally from the Clinton, NC area, graduate of High Point University, and graduate from KY, and information about his background as an Athletic Trainer, working with surveillance systems and EMT personnel and safety initiatives, particularly his involvement in a community based approach for safety while in Kentucky. He also presented the idea that Appalachian become a college designed as a "Safe Community."

Troy Heustess introduced himself as originally from Whiteville, NC, here at ASU for 25 years as an assistant baseball coach and head baseball coach, working with emergency first aid, and working in Athletic Administration.

Dr. Sue Edwards has been appointed as the Interim Vice Provost for Faculty Affairs and has been the Chair of the Biology Department. Her background prior to ASU was in Safety Occupational Health and she is committed to creating and promoting Appalachian as a safe campus.

Cindy announced that all introductions would take place later when Greg could join the meeting following his commitment to the Energy Summit this morning.

Cindy – Today's focus will be on the goals for the Safety Council and where the initiatives from President Ross should take us (supersede or encompass).

Chancellor Everts weighed in on Ross memo in May and that was presented at the June meeting of BOT. Greg and Gunther looked at the highest priority dealing with law enforcement salaries and Clery regulations. Bindu was charged with hiring the Title XI Coordinator.

Bindu – Described the new position of the Title IX Investigator. She explained that the procedure/model we now have is that 4 full-time staff members take on the responsibility as investigations are required, but this model is not sustainable because these folks have full time jobs. We know that investigations will go up, and

the Title IX Investigator will take on the bulk of these investigations, assist with prevention training, and assist with hearing boards in providing expertise in what questions to ask and what questions should not be asked.

Cindy – Law enforcement salaries have been studied and increases will be made, a new Clery Position and Title IX Investigator established, along with new Counseling Center positions (top priority from SGA) for accessibility to the Counseling Center.

Review of Goals for 2014-2015:

Goal 1 – Develop programs to address the safety concerns identified in the Campus Climate Survey that were initiated as part of the University’s agreement with OCR. Donna reviewed the results from the Climate Survey and noted that these are preliminary results and will not be shared outside this meeting until further evaluations are made of the data. Two surveys were given, 1 for students and 1 for employees. The survey conducted during April had very low response due to being conducted when there were no highly publicized incidents and many other surveys which were being conducted at that time.

Donna explained that the first page of the 2015 Interpersonal Violence Student Survey Preliminary Results is a breakdown of the demographics and the second page is a breakdown of answers to questions relative to events that occur at night.

Discussion followed relative to the data: **(See Handout 1)**

Carson asked if the Safety Council members are the first group to see these numbers and Donna responded yes, that the data is still be analyzed and updates forthcoming

Troy indicated that although the numbers that responded to the survey were low, this could be a positive that of the 5% responses, only 3% had issues. Cindy asked about the science of surveys....as to why so few responded, could it be that those that are not negatively affected, do not respond? And only those that have been affected were more apt to respond – i.e. more female responses to this survey.

Mark stated that he would never view 7.5 as a good rate of participation – over 90% not reporting their experiences. In that case, we are guessing self-selection criteria

Cindy indicated that discussion of a centralized mechanism to control surveying on this campus is vital – we do not have a centralized mechanism and this would be valuable as a clearinghouse – faculty members doing research in particular.

Steve stated that we do not want these numbers to get out for people to misinterpret the data.

Carson asked if there are areas/departments we would like for students to seek out when they need assistance. Relationships mean a lot as to where students will go

and what areas should students be encouraged to report when they are seeking assistance.

Donna agreed that this is a valid point and we need to get students to whomever they feel they can trust.

Gunther stated that these departments/individuals need to be trained appropriately to give students the resources they need

Alex asked if we supplement these surveys with focus groups. Donna stated that this was not done at this time, but should consider doing that to get more substance.

Tandrea stated that maybe when someone answered that question about where they would most likely report an incident, or who they might seek out for assistance, a pop up with information about where you can report be visible. This could be another educational opportunity. Donna stated that at the beginning and end of the survey, there is a list of resources of whom to contact. Bindu stated that dovetailing with Cindy's question and Carson's comment she is less concerned that we know folks are charged with investigations on the front end. Disclosures come couched in another issue and then the why has to do with interpersonal violence. RAs make sense to me – your RA notices you don't go to class, etc. We need to make sure the people on this list know how to connect to the Title IX coordinator or Dean of Student.

Cindy asked how we communicate with today's college students. How and when? There is always more to be done – one initiative may be successful but there always more to be done to collaborate consistent messages. Our previous survey also showed that students will go to parents and family members and close friends. How do we go about educating all these groups?

Donna reviewed the data from the Campus Climate Survey (**see Handout 2**) given to faculty and staff. There was a very high response rate with 615 who started the survey and over 500 completed the survey. People did skip questions, but it was not mandatory to answer all of the questions - 193 faculty, 119 non faculty and 188 staff.

Discussion followed about why folks may be reluctant to complete the survey(s) since many people do not think anything will be done with the data. Mark indicated that we have information from two surveys on quality of life and nothing has been done as a follow up from that information. David also indicated that folks have asked him if there is any way they can be identified, and his answer would be yes, there are ways to identify individuals because there is always a fingerprint.

After this survey data is complete, this needs to be included in the goals of the Safety Council and Cindy asked that Steve, Mark and Sue be very involved in this goal process.

Donna stated that they did not ask for department, years of service, etc. for this reason. They tried to make it more difficult to identify folks.

Sue stated that in reality people are not reporting because nothing will be done. We really lack on follow through. Individuals believe that they will make a situation much worse for themselves and most end up in bad places.

Cindy stated that most of what is involved in the UNC campus security initiative is absolutely geared towards students but Appalachian has geared this information toward all community members. She stated that we may need to look at the wording and how it is framed in regards to our campus.

Donna stated that we have a moment here and this information will not be buried. Barb stated that it is a collective responsibility, particularly regarding bullying – it is not administered through Bindu’s office but administered under Sue in Academic Affairs. As we look at policy we may need to revise. There is not a clear mechanism as to how we would handle it.

Donna stated that the word on the street (particularly among faculty) who have gone to EDC and did not meet the protective class status, did not know where to go then. What office or who can that individual safely report this information to and know/feel that someone will follow up?

After Greg arrived, introductions were made and members reviewed the status of each of the UNC Campus Security Initiatives.

See Attached Handout #3

Item 5 – Completed in 2012

Item 6 – On Track

Item 7 – Implemented in 2013

Item 8 – Included in Bindu’s job description

Item 11 – Training provided every year

Item 15 – Complete – Wellness and Prevention Services

Item 21 – On Track – will be met with Campus Security Fee effective fall semester

Item 22 – Position will be posted August 1

Before August, please send any information for the Safety Report to Micki Early rggsbmg@apstate.edu, and Cindy asked Steve to send Micki input on Goal 2, “establish a Care and Concern Process for Faculty/Staff”. A draft of the Annual Safety Report will be sent out to the Council before it is finalized and sent to the Chancellor

Mark asked if we need to put in anything measurable with our goals. The present goals do not have actions attached to them? Cindy stated that this will probably be included with the new reporting system out of GA

Safety Council Web Presence- Cindy stated the websites need to be reviewed and updated to reflect the work of the Council. JJ and Cindy will take on this project and see if we can get some support to move on this. JJ stated that he ties this into item number 6 on the agenda “updated Safety Council Organizational Chart” because our campus needs to understand our collective work and where it intersects (how people find support from survey, etc.) Carson – whatever you are planning with websites, you need to know that some students and others cannot find what we are really doing. We are not seeing our progress and it would be helpful to show a link that would provide information on what has been worked on for years. AppCares is the branding that folks know but they can’t find information on membership of the Council, etc. Carson indicated that he would love to help out in making this happen.

University Safety Council Organizational Structure – Gunther distributed a handout (4) for the University Safety Council. Alan stated that hopefully this organizational structure will make it visually cleaner and can be a part of our web presence. This is a 4 tier system and groups/shows the teams that collaborate.

Mark indicated that he liked the structure and will help in reframing goals for faculty and staff. (Note: does the organizational structure need to show a presence for work with staff and faculty issues? Maybe list members and their job titles?)

Relationship piece – transparency opens the door to those that are not reporting

Safety App/Tip Text – Jason distributed a Handout for RAVE Safety App (Attached Handout 5) Jason stated that they are hoping this is something students will use and trust in a healthy manner and with this text service students do not have to have a smart phone. UNC-Chapel Hill has been using this service for a while and after exploration of options, this seems to be the better choice over Blackboard and others.

Jason stated that the proposal would include getting Eyewitness which allows for 2 way conversation via text. Athletics used a similar system for \$5,000 a year. We can use this to replace that system. Having both pieces allows students the ability to contact 911 or University Police, assignment of a guardian, and the ability to set a timer when walking and if they do not get back in that time the guardian will know something has happened. Cost for both \$8500 per year which is a great price for these services.

Bindu asked for further explanation of how the system worked expressing concern with YikYak reaction and profiling –how do we mitigate that risk. Gunther explained that this would be a part of the training information. It is important to look at how we promote the use of the app. We have an anonymous e-mail system

now, and we recognize false reporting from that system. The 911 option will take them to the nearest agency if it occurs somewhere off campus.

Jason indicated that we can make the decision about whether or not to have the option of being anonymous or requiring a phone number.

We have received the agreement from RAVE and Jennifer in General Counsel has it now for review.

Discussion continued about whether or not having a phone number attached would chill the use of the system, but would mitigate concerns expressed from Bindu. Gunther and Jason will include this in training and instruction why we need a phone number.

Safety Week – JJ informed that the Walk for Awareness will be held Sept. 1 (21st walk) with the walk beginning at 9:00 p.m. The walk will begin on Sanford Mall and end at the Schaefer Center (not Convocation Center). This allows for a weather proof venue. The Safety Festival (5th year) will be held on September 2, and JJ stated that we look forward to Alex’s wisdom and perspectives in providing the festival targeting safety messaging education and bystander intervention. JJ stated that this year we would like to make the festival more festive. House Calls will be held the evening of September 2 and a push for participation will be forthcoming over the next few weeks. Volunteers knocked on over 1500 doors last year providing safety messaging and the hope is to increase that number this year. The annual Convocation will be held on Thursday, September 3. Last year, trainings on safety education were provided but very few showed up for these classes so it has been proposed by Joe Carter (UREC) that on Friday we hold a night event on campus. A football game will be at here at home on Saturday. JJ asked that members share thoughts with him as to events that would be the best use of time.

Fall Table Top Exercise - Jason – Oct. 14 is the date of the next Table Top Exercise which will be a discussion based on “Active Shooter” –focused on mass casualty and how we handle large numbers of folks impacted when this occurs. This exercise will involve community partners in breakout sessions and the information gained used to build into a full scale exercise during spring semester. Jason indicated that a lot of volunteers will be needed for this spring semester exercise.

Committee Reports

EIT – Andrea stated that they have had several this summer, two just this week. The collaboration with Greg Lester’s office has work very well in that they are not missing calls and referrals, etc. and the team looks forward to continuing this collaboration and getting a graduate assistant in the fall.

CARE - Alan reported that the team had 44 cases this summer which is a standard number for this time. They held a retreat in June and talked about many things,

running through data, patterns, increases in mental health and interpersonal violence issues. Development of a protocol policy that may transition to CARE team - hospitalization process/crisis management team what happens when student brought into ED, and transitioning them back. The training for the team led by Bindu on personal bias was superb.

Threat Assessment - Gunther reported no formal investigations, monitoring one from a distance.

Emergency Management Task Force - Jason reported that the team held 2 exercises last year, and are working on revision of policies.

Safety and Health Committee - Jason reported (for Charlie) that an Environmental Affairs position has been filled and work will begin on July 28.

Faculty and Staff Mediation Services Committee - Steve reported that there would be continuity carried over from Mary to him for this work.

OTHER:

Cindy stated that the next meeting will be held on August 4 and that the Council will work on the goals for 2015-2016 at that meeting. Micki will send the draft of the University Safety Council Report for 2015-2016 to all members for review and input.

Alex asked the question about follow up to needs expressed from faculty and staff, i.e. lighting on campus, and whether or not we could have more lights in place to show that action is taken on concerns. Discussion followed on how new lighting has been purchased and placed on campus but maybe not communicated to everyone on campus on where that lighting has been placed.

Discussion followed about the importance of letting folks on campus know the work that is done and the possibility of an e-mail with succinct points and links for information regarding Safety Issues and work the Council is doing in this area.

Alex discussed the process of becoming a Certified Safe Community and the importance of the history of the minutes/matrix of success, efforts and commitment provided by the University Safety Council. The presence of this group and this work will make that happen.

The meeting adjourned at 10:30 a.m. The next meeting of the University Safety Council will be held on Tuesday, August 4, 8:30 a.m. in 421 Belk Library.

The Fall meetings for the University Safety Council are:

Tuesday, September 1, 2015 – 8:00 – 9:30 a.m. – 122 Roan Mountain Room, PSU

Tuesday, October 6, 8:00 a.m. – 9:30 a.m. – 122 Roan Mountain Room, PSU

Tuesday, November 3, 8:00 a.m. – 9:30 a.m. – 122 Roan Mountain Room, PSU

Tuesday, December 1, 2015 – 8:00 a.m. – 9:30 a.m. – 122 Roan Mountain Room, PSU

Campus Climate Employee Survey
Preliminary Report to Campus Safety Council – July 16, 2015
 Prepared by Donna L. Lillian

Part 1: Demographics of the survey respondents

Table 1: Employment classification

Answer	Response	%
Faculty EPA	193	39%
Non-Faculty EPA	119	24%
Staff – SPA	188	38%
Total	500	100%

Table 2: Age

Answer	Response	%
18-24	5	1%
25-34	104	21%
35-44	107	22%
45-54	146	29%
55-64	119	24%
Over 65	16	3%
Total	497	100%

Table 3: Sex

Answer	Response	%
Male	157	32%
Female	329	67%
Transgender	2	0%
Other	4	1%
Total	492	100%

Table 4: Sexual orientation

Answer	Response	%
Heterosexual	447	91%
Gay/Lesbian	16	3%
Bisexual	16	3%
Asexual	4	1%
Other	7	1%
Total	490	100%

Table 5: Race / Ethnicity

Answer	Response	%
White	450	93%
Black or African-American	4	1%
Asian	2	0%
American Indian or Alaskan Native	4	1%
Native Hawaiian or Other Pacific Islander	0	0%
Hispanic or Latino	6	1%
Two or More	8	2%
Other	12	2%
Total	486	100%

Part 2: Overview of data on sexual harassment, IPV, bullying, and intimidation

Table 6: Have you been informed of policies concerning [...]?

	Sexual harassment & retaliation	Interpersonal Violence
Yes	406 (67%)	325 (59%)
No	118 (20%)	184 (33%)
I'm not sure	80 (13%)	45 (8%)
Total	604	554

Table 7: How well do you understand your rights concerning [...]?

	Sexual harassment & retaliation	Bullying	Intimidation
Very Well	154 (26%)	86 (17%)	70 (14%)
Fairly Well	253 (43%)	166 (32%)	142 (28%)
Slightly	117 (20%)	124 (24%)	127 (25%)
Not very well at all	68 (11%)	140 (27%)	168 (33%)
Total	592	516	507

Table 8: Since the start of the current academic year, I have had a [...] tell me that they were the target of an unwanted sexual experience.

	Student	Coworker
Yes	91	33
No	464	521
Total	555	554

Table 9: Have you ever experienced / been the victim of [...] at Appalachian?

	Sexual harassment	IPV	Bullying	Intimidation
Yes	61 (10%)	49 (9%)	158 (31%)	131 (26%)
No	512 (86%)	485 (88%)	314 (61%)	323 (64%)
I'm not sure	23 (4%)	18 (3%)	45 (9%)	52 (10%)
Total	596	552	517	506

Table 10: Has [...] ever interfered with your work environment or ability to participate in employment opportunities at the university?

Answer	Sexual harassment	IPV	Bullying	Intimidation
Yes	33 (6%)	40 (7%)	125 (24%)	108 (21%)
No	544 (92%)	493 (89%)	347 (68%)	355 (70%)
Not sure	16 (3%)	19 (3%)	42 (8%)	43 (8%)
Total	593	552	514	506

Table 11: Please indicate who [...] you. Choose all that apply.

Answer	Sexually harassed	Bullied	Intimidated
A supervisor	20 (32%)	60 (38%)	30 (23%)
A faculty member in your dept/area	20 (32%)	66 (42%)	27 (21%)
A staff member in your dept/area	10 (16%)	31 (20%)	15 (12%)
A faculty member outside your dept/area	6 (10%)	22 (14%)	6 (5%)
A staff member outside your dept/area	3 (5%)	17 (11%)	9 (7%)
An administrator (other than one of the above)	5 (8%)	32 (21%)	17(13%)
A student	8 (13%)	17 (11%)	8 (6%)
A visitor to campus	2 (3%)	3 (2%)	1 (1%)
Other	7 (11%)	1(1%)	17 (13%)

Table 12: How likely would you be to report an incident of [...] to a campus authority?

	Sexual harassment	IPV	Bullying (other)	Bullying (self)	Intimidation (self)
Very Likely	302 (51%)	364 (66%)	163 (32%)	139 (27%)	133 (26%)
Moderately Likely	190 (32%)	126 (23%)	175 (34%)	148 (29%)	148 (29%)
Slightly Likely	73 (12%)	47 (8%)	131 (25%)	142 (28%)	137 (27%)
Not at all Likely	33 (6%)	16 (3%)	47 (9%)	85 (17%)	86 (17%)
Total	598	553	516	514	504

Table 13: Who would you be most likely to report an incident of [...] to on this campus? Select all that apply.

	Sexual harassment	IPV	Bullying	Intimidation
Your direct supervisor	287 (48%)	312 (57%)	239 (47%)	267 (53%)
An administrator other than your direct supervisor	25 (4%)	99 (18%)	38 (7%)	29 (6%)
Title IX Coordinator	19 (3%)	55 (10%)	12 (2%)	12 (2%)
Office of EDC	125 (21%)	168 (31%)	82 (16%)	65 (13%)
ASU Police	18(3%)	192 (25%)	16 (3%)	23 (5%)
Counseling for Faculty and Staff	12 (2%)	86 (16%)	9 (2%)	12 (2%)
University Ombud	16(3%)	39 (7%)	23 (4%)	13 (3%)
Human Resources	35 (6%)	79 (15%)	46 (9%)	33 (7%)
Office of Student Conduct	1 (0%)	12 (2%)	0	0
Dean of Students	3 (<1%)	28 (5%)	4 (<1%)	1
Student Health Services	0	8 (1%)	0	0
Colleague in your department/unit	25 (4%)	120 (22%)	20 (4%)	19 (4%)
Colleague outside your department/unit	8 (1%)	58 (11%)	8 (2%)	7 (1%)
OASIS	4 (<1%)	34 (6%)	1 (<1%)	0
Other (please specify)	15 (3%)	17 (3%)	15 (3%)	22 (4%)
Total	593	553	513	503

Part 3: “Drilling down” on some of the data

NB: In the following tables, percent is rounded to nearest whole number. The number of total responses in each category varies by up to 3, since some people skip some questions. This explains apparent discrepancies in percentages within a given table.

Table 14: Have you ever experienced [...] ? YES responses by employment category.

	EPA Faculty (n ranges from 189-191)	EPA non-faculty (n ranges from 117- 119)	SPA (n ranges from 187-188)
Sexual harassment	28 (15%)	10 (9%)	19 (10%)
IPV	18 (10%)	10 (8%)	16 (9%)
Bullying	74 (39%)	30 (25%)	46(25%)
Intimidation	49 (26%)	28 (24%)	46 (24%)

Table 15: Have you ever experienced [...] ? YES responses by sex identification.

	Male (n ranges from 154-156)	Female (n ranges from 326-328)	Transgender (n=2)	Other (n =4)
Sexual harassment	6 (4%)	48 (15%)	0	1 (25%)
IPV	12 (8%)	28 (9%)	0	2 (50%)
Bullying	38 (24%)	106 (32%)	0	2 (50%)
Intimidation	33 (21%)	87 (27%)	0	1 (25%)

Table 16: Have you ever experienced [...] ? YES responses by sexual orientation.

	Heterosexual (n ranges from 442-445)	Gay/Lesbian (n=16)	Bisexual (n=16)	Asexual (n=4)	Other (n=7)
Sexual harassment	49 (11%)	1 (6%)	4 (25%)	0	1 (14%)
IPV	37 (8%)	1 (6%)	3 (19%)	1 (25%)	1 (14%)
Bullying	128 (29%)	8 (50%)	7 (44%)	0	4 (57%)
Intimidation	107 (24%)	7 (44%)	5 (31%)	1 (25%)	1 (14%)

Table 17: Have you ever experienced [...] ? YES responses by race / ethnicity.

	White (n ranges from 445 - 448)	Black / African- Am (n ranges from 3-4)	Asian (n=2)	US Indian / Alaskan Native (n=4)	Hispanic or Latino (n=6)	Two or more (n=8)	Other (n=12)
Sexual harassment	44 (10%)	0	1 (50%)	2 (50%)	2 (33%)	1 (13%)	3 (25%)
IPV	32 (7%)	0	0	1 (25%)	1 (17%)	2 (25%)	4 (33%)
Bullying	127 (28%)	1 (25%)	1(50%)	2 (50%)	2 (33%)	4(50%)	5 (42%)
Intimidation	104 (23%)	1 (25%)	1 (50%)	1 (25%)	2 (33%)	2 (25%)	5 (42%)

Part 4: Rape Myth Acceptance

Table 18

		Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Mean
1	If a woman is raped while she is drunk, she is at least somewhat responsible for what happened.	354	105	24	29	5	1.50
2	When women go to parties wearing revealing clothes, they are asking for trouble.	319	117	49	27	5	1.61
3	If a woman goes to a room alone with a man at a party, it is her own fault if she is raped.	396	97	17	5	2	1.30
4	If a woman hooks up with a lot of men, eventually she is going to get into trouble.	208	88	124	84	13	2.24
5	When men rape, it is usually because of their strong desire for sex.	271	127	75	35	9	1.81
6	Men don't usually intend to force sex on a woman, but sometimes they get too sexually carried away.	245	124	91	50	4	1.92
7	Rape happens when a man's sex drive gets out of control.	292	117	84	15	9	1.71
8	If a man is drunk, he might rape someone unintentionally.	244	123	71	71	6	1.97
9	If both people are drunk, it can't be rape.	355	111	39	3	8	1.45
10	It shouldn't be considered rape if a man was drunk and didn't realize what he was doing.	383	109	16	0	7	1.33
11	If a woman doesn't physically resist sex—even if protesting verbally—it really can't be considered rape.	409	79	16	5	7	1.30
12	If a woman doesn't physically fight back, you can't really say it was rape.	417	81	12	2	5	1.25
13	A lot of times, women who say they were raped agreed to have sex and then regretted it.	236	136	105	32	8	1.92
14	Rape accusations are often used as a way of getting back at men.	240	134	105	28	10	1.91
15	Women who say they were raped often led the man on and then had regrets.	281	128	76	23	8	1.74
16	A lot of times, women who claim they were raped just have emotional problems.	333	120	44	11	8	1.53
17	If the accused "rapist" doesn't have a weapon, you really can't call it a rape.	442	64	5	0	6	1.19
18	Women who are caught cheating on their boyfriends/husbands sometimes claim that it was rape.	230	101	134	40	11	2.03
19	If a woman doesn't say "no," she can't claim rape.	317	121	50	20	9	1.61

Table 19: Compared to heterosexual scenario, how serious is each of the following?

Question	More serious	Less serious	Equally serious
A woman sexually assaults a man.	3	20	494
A man sexually assaults another man.	13	3	501
A woman sexually assaults another woman.	8	6	503
Someone sexually assaults a person who is transgender.	25	4	487

Part 5: Safety

Table 20: Which of the following safety measures do you think should be a priority for Appalachian? Choose your top 3.

Answer	Response	%
Add more lighting on campus	206	42%
Add more Blue Light Phones on campus	143	29%
Use more video cameras on campus to enhance security	192	39%
Require faculty/staff to wear ID badges while on campus	40	8%
Require students to wear ID badges while on campus	12	2%
Restrict access to buildings at night by installing more ID card readers (in addition to residence halls)	259	53%
Hire more Appalachian police officers	98	20%
Offer more safety awareness educational programs	81	17%
Conduct mandatory safety awareness training	79	16%
Establish a walking escort service	161	33%
Other	47	10%

Other (some answers combined or deleted due to space considerations – full set will appear in final report)

a safety app (2)

Offer self defense classes (2)

Stop testing the emergency siren so much; if it ever goes off for a real reason I will ignore it thinking it is just a test.

Allow anyone with concealed carry to carry on campus. (2)

Focus specifically on educating men about not raping and assaulting; Get rid of RAD classes

Take action against abusive supervisors

increase programs that don't enhance fear- we have a tendency to raise alarms, rather than instill peace. What are we doing to stop the fear?

What are we doing to increase the caring attitude? What programs are in place to instill a sense of caring? Stop these fear based programs.

They are hurting us, not helping us. The interpersonal violence mandatory workshop for faculty staff and supervisors was not well done, the person providing this information is simply making money instilling more fear. Wake up... stop spending money on fear-based programs and start instilling peace, caring, compassion and empathy.

Emphasize that criminal behavior is not tolerated at Appalachian.

Have officers on foot and bike patrol year around (3)

Create an active/stimulating campus that gets lots of people out into public areas.

police officers do their jobs

quicker response time for safe ride

Hire full time prevention/safety coordinator

preventitive training, alcohol & interpersonal training, self-defense classes

Education on community responsibility (3)

Mark the areas under video surveillance so they know there activities are being watched. I don't want video of me being robbed or assaulted after the event when it might have never happened if the criminal knew the area was being videoed. What are we the bait.

More visible security presence; for example, security walking or biking around campus

1. Improve lighting and other safety at motor pool. 2. Have supervisors act with more consequence to address bullying.

Take reports seriously

motion-sensitive lighting makes the most sense to me

Make interpersonal violence training mandatory for ALL students. (2)

Hire nighttime campus security officers

allow concealed carry on campus

Add more safe rides or establish Safety or Rape Awareness Ambassadors

repeatedly address safety issues publicly at the chancellor level, identify this as a priority

metal detectors in buildings

people entering residence halls that do not live in them or people are waiting on the bus & students let strangers off the street in the buildings!!! Homeless folks are often found in certain residence halls!!!

Fix crumbling stairs!

Restrictions on Campus Visitors

Fix parking lots with potholes--my greater fear is needing to run from an attacker and tripping in a pot hole.

Part 6: Preliminary observations & recommendations

- ❖ A total of 615 individuals started the survey and 506 completed it. This provides a valid data set for analysis. The IPV Survey Committee will continue to process the data and will prepare a comprehensive report, in addition to this preliminary report. (Target completion date for the full report is August 15, 2015.)
 - ❖ Sexual harassment, interpersonal violence, bullying, and intimidation all occur among employees on this campus and they occur at different rates for members of different sub-groups (employment category, sex, sexual orientation, race & ethnicity). Although numbers of respondents are low for some subgroups, the data indicate that rates of sexual assault, IPV, bullying, and intimidation tend to be higher for non-Caucasians than for Caucasians, for females and members identifying as 'other' than for males, and for members of sexual minorities than for heterosexuals.
 - ❖ While all behaviors investigated in this survey are unacceptably high, for employees of all employment categories, bullying and intimidation are occurring at epidemic levels, and for faculty members, the numbers are even higher than for other employee groups.
 - ❖ It is highly likely that at least some of the bullying and intimidation reported in this survey may not meet the definitions stipulated in ASU's Workplace Violence Policy and/or may not involve protected class status. Nevertheless, since employees of all categories are experiencing what they identify as bullying and intimidation, policies and practices need to be examined to find ways to address these sorts of situations.
 - ❖ Given that different groups experience these problematic situations at different rates and in different ways, there will likely be no "one-size-fits-all" solution to the problem; multiple approaches will be required.
 - ❖ A taskforce or committee should be formed to further investigate the scope and causes of the problems identified in this survey, to recommend solutions to the problems, and to oversee the implementation of the recommended solutions.