INFORMED CONSENT

This research study is intended to help give us a better understanding of how faculty, staff, and students feel about NKU’s campus climate. The term "campus climate" refers to individuals’ perceptions of safety, prejudice, discrimination, equal opportunities, etc. at NKU. Taking part in this research is completely voluntary. Refusing to participate involves no penalty, and you may skip any question, or stop participating at any time without penalty or loss of benefits. There are no costs associated with taking part in this study.

For students who choose to participate in this study, we would like to enter you in a drawing to win a $50 credit toward your AllCard. We will be giving away 10 of these $50 prizes. At the conclusion of the survey, you will be redirected to a separate page where you will be asked if you’d like to enter into the drawing. If so, you will enter your name and email address. It is important to know that your contact information will NOT be connected to your completed survey. The survey will take approximately 15 minutes to complete, which includes reading the directions and taking the survey.

The survey that you are being asked to complete is located on a secure website. Only Kathleen Roberts and her co-researchers will have access to the survey through use of a password. The results are also encrypted. No identifying information, such as name or birthdate will be collected. Detailed demographic information will be collected and all responses will be maintained as confidential. Since this is a computer-based survey, it is important to note that your IP address will not be collected. Once data collection is complete, the data will be kept in an SPSS database under password protection, and all web-based data will be deleted. The response data will be accessed and analyzed by the researchers alone, and only summary data will be published or reported to the University.

While the researchers have taken every measure to ensure confidentiality, there are certain risks inherent to all computer-based research. Specifically, there is a minimal risk that a third party could access the computer data. Given the sensitive nature of some of the questions, it is important that you are aware of this risk and that you take this into consideration before consenting to participate in this study. It is important to reiterate that you may skip any questions that make you feel uncomfortable. You may also stop taking the survey at any time.

If you have any questions regarding the study, you may contact Dr. Kathleen Roberts at 859-572-6630 or via email at robertsk10@nku.edu. If you have any questions about your rights as a study participant, you may contact Dr. Philip J. Moberg, Chair, NKU Institutional Review Board, at 859-572-1913, or via email at mobergp1@nku.edu.
CAMPUS CLIMATE SURVEY

NOTES: Skip pattern information has been included for your review. In addition, questions have been color coded, with yellow indicating that those questions will be asked of all participants, purple indicating that those questions will only be asked of students; and green indicating that those questions will only be asked of faculty & staff. While this document is in word format for ease of review, the survey will be administered through Qualtrics.

Revisions are highlighted in red

Q1.1 Please type your age in the text box below:

Q1.2 With which ethnic/racial background do you identify? To indicate a multiracial background, please check all that apply.
- African/ African American
- American Indian/ Alaskan Native
- Asian
- Caucasian
- Latino/Hispanic
- Middle Eastern
- Pacific Islander
- Not Listed (please specify) ____________________

Q1.3 What is your current gender identity?
- Female
- Male
- Female-to-Male (FTM)/Transgender Male/ Trans Man
- Male-to-Female (MTF)/Transgender Female/ Trans Woman
- Genderqueer, neither exclusively male nor female
- Not Listed (please specify) ____________________

Q1.4 Do you consider yourself to be:
- Heterosexual or straight
- Lesbian, Gay, or Homosexual
- Bisexual
- Pansexual
- Asexual
- Questioning Sexual Orientation
- Not Listed (please specify) ____________________
Q1.5 Do you have a diagnosed disability? (Check all that apply)
- Medical/Health Condition (e.g., diabetes, Crohn’s disease)
- Psychiatric Impairment (e.g., bipolar, PTSD, anxiety, depression)
- Attention Deficit/Hyperactivity Disorder
- Learning Disability
- Deaf/Hard of Hearing
- Blind/Visually Impaired
- Not Listed (please specify) ____________________
- No

Q1.6 Which of the following religions/spiritual orientations do you identify with most?
- Atheist/Agnostic
- Buddhist
- Christian (e.g., Catholic, Presbyterian, Episcopalian)
- Hindu
- Jewish
- Muslim
- Spiritualist
- Not Listed (please specify) ____________________

Q1.7 Are you a veteran?
- Yes
- No

Q1.8 Is English your first language?
- Yes
- No

Q1.9 Do you have children or dependents that are in your direct care?
- Yes
- No

Q1.10 What political party do you identify with most?
- Democratic Party
- Independent Party
- Libertarian Party
- Republican Party
- Not Listed (please specify) ____________________
- None
Q1.11 What is your current position at NKU?
- Undergraduate Student
- Graduate Student
- Chase Law Student
- Faculty
- Staff

Q2.1 How many semesters have you been a student at NKU?

Q2.2 What is your standing at NKU?
- Freshman
- Sophomore
- Junior
- Senior
- Graduate Student
- Law Student
- AELP Student
- Non-Degree Seeking

Q2.3 Do you live on campus?
- Yes
- No

Q2.4 Do you intend to come back to NKU next academic year (Fall 2015)?
- Yes
- No, I intend to graduate prior to Fall 2015
- No, I don't intend to return (please specify) _____________________
Q2.5 What is your major? [drop down menu will be used in Qualtrics]

- Accounting Major
- Adult-Gerontology Acute Care Nurse Practitioner
- Advocacy Certification
- Anthropology Major
- Applied Cultural Studies Major
- Applied Sociology and Anthropology Major
- Athletic Training Major
- Automotive Technology Major
- Aviation Administration Major
- Biological Sciences Major
- Business Administration Major
- Business Administration Technology Major
- Business Education Office Systems Technology Major
- Business Education Major
- Business Informatics Major
- Certificate- Non Degree Seeking
- Chemistry Education Major
- Chemistry Major
- Chemistry Technology Major
- Chemistry/Biology Education Major
- Communication Studies Major
- Communications Major
- Community Counseling Specialization
- Computer & Electronics Engineering Technology Major
- Computer Engineering Technology Major
- Computer Information Technology Major
- Computer Science Major
- Construction Management Major
- Construction Technology Major
- Criminal Justice Major
- Data Processing Major
- Data Science Major
- Dental Hygiene Major
- Doctor of Nursing Practice
- Early Childhood Major
- Economics Major
- Education Specialist in Educational Lead
- Education Specialization
- Educational Leadership Doctoral
- Electronic Media and Broadcasting Major
- Electronics Engineering Tech Major
- Electronics Technology Major
- Elementary Education (P-5) Major
<table>
<thead>
<tr>
<th>Major and Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>English as a Secondary Language Program</td>
</tr>
<tr>
<td>English Education Major</td>
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<tr>
<td>English Major</td>
</tr>
<tr>
<td>Entrepreneurship Major</td>
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<tr>
<td>Environmental Science Major</td>
</tr>
<tr>
<td>Executive Leadership/Organizational Change</td>
</tr>
<tr>
<td>Exercise Science Major</td>
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<tr>
<td>Finance Major</td>
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<tr>
<td>Fine Arts and Communication Major</td>
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<td>Fire Science Technology Major</td>
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<tr>
<td>Geography Major</td>
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<tr>
<td>Geology /Earth/Space Science Education Major</td>
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<td>Geology Major</td>
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<tr>
<td>German Education Major</td>
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<tr>
<td>German Major</td>
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<td>Health Science Major</td>
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<td>History Major</td>
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<tr>
<td>Human Resource Management Major</td>
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<tr>
<td>Human Services and Addictions Major</td>
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<tr>
<td>Human Services Major</td>
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<tr>
<td>Industrial and Labor Relations Major</td>
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<td>Industrial Education Major</td>
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<td>Industrial Organizational Psychology</td>
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<td>Industrial Production Technology Major</td>
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<td>Industrial Supervision</td>
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<td>Industrial Technology-Construction Major</td>
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<td>Industrial Technology-Manufacturing Major</td>
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<td>Information Systems Concentration</td>
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<td>Information Systems Major</td>
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<tr>
<td>Information Systems Pre-Concentration</td>
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<td>Instructional Leadership Specialization</td>
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<td>Japanese Education Major</td>
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<td>Journalism Major</td>
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<td>Justice Studies Major</td>
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<td>Labor Relations Major</td>
</tr>
<tr>
<td>Labor Studies Major</td>
</tr>
<tr>
<td>Law Enforcement Major</td>
</tr>
</tbody>
</table>
- Law Major
- Leadership Develop in Technology Major
- Liberal Studies Major
- Liberal Studies Specialization
- Library Informatics Major
- Management Major
- Manufacturing Engineering Tech Major
- Manufacturing Technology Major
- Marketing Major
- Mass Communication Major
- Master of Science in Health Sciences
- Mathematics and Physical Science Major
- Mathematics Education Major
- Mathematics Major
- Mechanic & Manufacturing Engineering Technology Major
- Media Informatics Major
- Medical Technology Major
- Mental Health Counseling Specialization
- Mental Health/Human Services Major
- Middle Grades Education (5-9) Major
- Music Composition
- Music Education Major
- Music Major
- Music Performance Major
- Non Degree-Seeking
- Nurse Executive Leadership Concentration
- Nursing Education
- Nursing Executive Leadership
- Nursing Informatics
- Nursing Major
- Office Administration Major
- Organizational Systems Technology Training and Development Major
- Organizational Leadership Major
- Organizational Studies Major
- Organizational System Technology Management Major
- Organizational Systems Technology Major
- Philosophy Major
- Physical Education Fitness Recreation Major
- Physical Education Major
- Physics Education Major
- Physics Major
- Political Science Major
- Pre-Business Informatics
- Pre-Business Studies Major
- Pre-Law Major
- Pre-Major in Undeclared Studies
- Primary Care Nurse Practitioner
- Psychology Major
- Public Administration Major
- Public Administration Spec (MA)
- Public History Specialization (MA)
- Public Relations Major
- Radio Television and Film Major
- Radio/Television Major
- Radiologic Science
- Radiologic Technology Major
- Real Estate Major
- Recreation and Fitness Major
- Respiratory Care
- RN to MSN Concentration
- School Counseling Specialization (MA)
- Science Major
- Social Studies Major
- Social Work Major
- Sociology Major
- Spanish Education Major
- Spanish Major
- Special Education Major
- Speech and Theatre Arts Major
- Speech Communication Major
- Sports Business Major
- Stage Management (BFA)
- Statistics Major
- Studio Arts Major (BA)
- Studio Arts Major (BS)
- Teacher as Leader Specialization (MA)
- Teaching Specialization (MAT)
- Technology (MST)
- Theatre Arts Major (BA)
- Theatre Arts Performance Major (BFA)
- Theatre Design & Technology Major (BFA)
- Transactional Practice Certification
- Undeclared
- Visual Communication Design Major
- Women's Studies Major
- World Cultures and Theatre Major
- World Language
Q2.6 Are you a double major? If so, please select second major. [drop down menu will be used in Qualtrics]

- No, I do not have a second major.
- Accounting Major
- Adult-Gerontology Acute Care Nurse Practitioner
- Advocacy Certification
- Anthropology Major
- Applied Cultural Studies Major
- Applied Sociology and Anthropology Major
- Athletic Training Major
- Automotive Technology Major
- Aviation Administration Major
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- School Counseling Specialization (MA)
- Science Major
- Social Studies Major
- Social Work Major
- Sociology Major
- Spanish Education Major
- Spanish Major
- Special Education Major
- Speech and Theatre Arts Major
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- Sports Business Major
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- Statistics Major
- Studio Arts Major (BA)
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- Teacher as Leader Specialization (MA)
- Teaching Specialization (MAT)
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- Theatre Arts Major (BA)
- Theatre Arts Performance Major (BFA)
- Theatre Design & Technology Major (BFA)
- Transactional Practice Certification
- Undeclared
- Visual Communication Design Major
- Women's Studies Major
- World Cultures and Theatre Major
Q2.7 On average, how many hours do you work at a paying job each week?

Q2.8 Check all of the following that are true about your financial situation:
- I have been hungry at least once in the past week and was unable to buy food for myself.
- Within the past year, I have struggled with paying my monthly bills (e.g. for transportation, housing, heating, cooling, internet, phone).
- Within the past year, I have received some form of government assistance (e.g. food stamps, Medicaid, SSI, health care subsidies, WIC).
- Within the past year, I have qualified for need-based financial aid to pay for my college education.
- Not Applicable

Q2.9 Has either of your parents or guardians completed a bachelor degree?
- Yes
- No

Q2.10 Are you an international student?
- Yes
- No

Q2.11 If you are an undergraduate student, are you a non-traditional student (over age 25)?
- Yes
- No
- I'm not an undergraduate student

Q3.1 What is your current position at NKU (check all that apply)?
- Staff
- Full Professor
- Associate Professor
- Assistant Professor
- Full-time non-tenure track faculty (i.e. lecturer/instructor)
- Adjunct Faculty
Q3.2 How many years have you been employed by NKU? [drop down menu will be used in Qualtrics]
- Less than 1 year
- 1 year
- 2 years
- 3 years
- 4 years
- 5 years
- 6 years
- 7 years
- 8 years
- 9 years
- 10 years
- 11 years
- 12 years
- 13 years
- 14 years
- 15 years
- 16 years
- 17 years
- 18 years
- 19 years
- 20 years
- 21 years
- 22 years
- 23 years
- 24 years
- 25 years
- 26 years
- 27 years
- 28 years
- 29 years
- 30 years
- More than 30 years
Q3.3 In which unit or part of the university do you work? [drop down menu will be used in Qualtrics]
- Academic Affairs
- Administration and Finance
- Associate Provost for Research, Graduate Studies, and Regional Stewardship
- Chase College of Law
- College of Arts & Sciences
- College of Business
- College of Education and Human Services
- College of Health Professions
- College of Informatics
- Enrollment and Degree Management
- Executive Team
- Information Technology
- Institutional Effectiveness
- Intercollegiate Athletics
- Legal Affairs and General Counsel
- Office of the Provost
- Student Affairs
- University Advancement

Q3.4 Do you consider yourself an international faculty/staff member?
- Yes
- No
Q4.1 Regardless of ______________, I feel that people are treated respectfully on this campus.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Children/Dependents</td>
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<td>○</td>
<td>○</td>
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<tr>
<td>Age</td>
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<tr>
<td>Disability</td>
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<td>Sex (m/f)</td>
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<tr>
<td>Veteran Status</td>
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</tbody>
</table>
**Q4.2** Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel safe being on campus.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prejudice (The quality or condition of judging someone or a group of people before you meet them, usually using stereotypes) among students is a problem on campus.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prejudice (The quality or condition of judging someone or a group of people before you meet them, usually using stereotypes) among faculty/staff is a problem on campus.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have equal opportunities on this campus.</td>
<td></td>
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</tr>
<tr>
<td>I am treated respectfully on this campus.</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>
Q4.3 In the previous question you disagreed or strongly disagreed with the statement "I am treated respectfully on this campus". Please explain why.

Q4.4 NKU has a strong commitment to increasing diversity on campus in terms of __________.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
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<tbody>
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<td>Students</td>
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<tr>
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<tr>
<td>Staff</td>
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</tbody>
</table>

Q4.5 There is inequality on campus related to __________.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
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<tbody>
<tr>
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<td>○</td>
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</tr>
</tbody>
</table>
Q4.6 Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am comfortable saying what I think about issues faced by minority and/or oppressed groups.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am comfortable being with people whose backgrounds are different from my own.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I feel I need to minimize various characteristics (i.e. language, dress, sexual orientation) to be able to fit in at NKU.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Display Logic text box removed
Q4.7 In the previous question you indicated that you agreed or strongly agreed with the statement "I feel I need to minimize various characteristics (i.e. language, dress, sexual orientation) to be able to fit in at NKU". Please explain why.

Q4.8 My interactions with others since coming to NKU have led me to become more open-minded.
- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- No Difference

Q4.9 People who consider themselves part of an underrepresented group (Including but not limited to, ethnicity, gender, gender identity, sexual orientation, religion, socio-economic status etc.) on campus do NOT experience any fear related to their minority status.
- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q4.10 Underrepresented groups (Including but not limited to, ethnicity, gender, gender identity, sexual orientation, religion, socio-economic status etc.) experience negative consequences as a result of their identity.
- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Q4.11 Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am treated with respect in</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>the classroom.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am treated fairly in the</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>classroom.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
In the previous question you indicated that you disagreed or strongly disagreed with the statement "I am treated with respect in the classroom". Please explain why.

In the previous question you disagreed or strongly disagreed with the statement "I am treated fairly in the classroom". Please explain why.
Q4.14 Please indicate your level of agreement with the following statements.
<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am treated fairly on campus.</td>
<td>●</td>
<td></td>
<td></td>
<td>●</td>
</tr>
<tr>
<td>Faculty respect students from different underrepresented groups (Including but not limited to, ethnicity, gender, gender identity, sexual orientation, religion, socio-economic status etc.).</td>
<td>●</td>
<td></td>
<td></td>
<td>●</td>
</tr>
<tr>
<td>Students respect other students from different underrepresented groups. (Including but not limited to, ethnicity, gender, gender identity, sexual orientation, religion, socio-economic status etc.).</td>
<td>●</td>
<td></td>
<td></td>
<td>●</td>
</tr>
<tr>
<td>Staff respect students from different underrepresented groups.</td>
<td>●</td>
<td></td>
<td></td>
<td>●</td>
</tr>
<tr>
<td>(Including but not limited to, ethnicity, gender, gender identity, sexual orientation, religion, socio-economic status etc.).</td>
<td>●</td>
<td></td>
<td></td>
<td>●</td>
</tr>
<tr>
<td>I feel as though I belong at NKU.</td>
<td>●</td>
<td></td>
<td></td>
<td>●</td>
</tr>
</tbody>
</table>
I feel I need to hide parts of my identity in order to be accepted within the campus community.
Q4.15 In the previous question you indicated that you disagreed or strongly disagreed with the statement "I feel as though I belong at NKU". Please explain why in the text box below.

Q4.16 In the previous question you indicated that you agreed or strongly agreed with the statement "I feel I need to hide parts of my identity in order to be accepted within the campus community". Please explain why.

Q4.17 Within the past five years on campus, someone has made me feel scared or afraid for my physical or mental well-being by (check all that apply):
- Following me on foot when I did not want them to
- Repeatedly visiting my on-campus residence or office
- Repeatedly phoning me or sending me text messages
- Sending me threatening emails
- Posting threatening comments on Facebook or Twitter
- Not Listed
- No
Q4.18 Did you know where to report?
☐ Yes
☐ No

Q4.19 Did you report?
☐ Yes
☐ No

Q4.20 Within the past 5 years, have you been bullied by any of the following people at NKU?
(Check all that apply)
☐ Student(s)
☐ Faculty
☐ Staff
☐ Administration
☐ Not Listed (please specify) ____________________
☐ I have not been bullied

Q4.21 Did you seek support?
☐ Yes
☐ No
Q4.22 Who did you seek support from to deal with the bullying?
- Colleague
- Supervisor
- Administrator
- Human Resources (HR)
- Not Listed (please specify): ____________________

Q4.23 Who did you seek support from to deal with the bullying?
- Peers
- Faculty
- RA
- Dean of Students Office
- Staff
- Not Listed (please specify): ____________________

Q4.24 Did you receive the necessary support to resolve the situation?
- Yes
- No

Q4.25 Within the past five years on campus, I have experienced sexual harassment.
- Yes
- No
Q4.26 Who sexually harassed you? (Check all that apply)
- Students
- Faculty
- Staff
- Administration
- Not Listed (Please specify): ____________________

Q4.27 Did you receive the necessary support to resolve the situation?
- Yes
- No

Q4.28 Who did you seek support from to deal with the sexual harassment?
- Colleague
- Supervisor
- Administrator
- Human Resources (HR)
- Not Listed (Please specify): ____________________

Q4.29 Who did you seek support from to deal with the sexual harassment?
- Peers
- Faculty
- RA
- Dean of Students Office
- Staff
- Not Listed (Please specify): ____________________

Q4.30 Are there needs that you have related to your gender identity (woman, transgender, gender non-conforming) that have not been met on campus?
- Yes
- No
- Unsure
Q4.31 Which of the following services would you utilize if they were offered on campus? Check all that apply:
- Care Giver’s Support
- Faculty/Staff Ombudsperson
- Financial Literacy
- Meditation Room
- Parent’s Group
- Religious/Spiritual Groups
- Women’s Center
- Young Professionals
- Not Listed (Please specify): ____________________

Q4.32 Have you participated in a Green Dot (i.e. bystander training) training since coming to NKU?
- Yes
- No

Q5.1 Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel supported by faculty.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel supported by staff.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel supported by my peers.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Q5.2 Are you actively involved in student organizations?
- Yes
- No
Q5.3 Please answer the following questions:
<table>
<thead>
<tr>
<th>Service</th>
<th>Do you know about the following services?</th>
<th>Have you accessed the following services?</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American Programs and Services</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Career Services</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Disability Programs and Services</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Early Childhood Center</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Fuel NKU Food Pantry</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Health, Counseling, and Student Wellness</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>International Student Services</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Latino Programs and Services</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Learning Assistance Programs (tutoring, writing center, success skills)</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>LGBTQ Programs and Services</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Norse Violence Prevention Center</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Student Achievement Programs and Services (SSS, LEAP, financial fitness)</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>University Connect and Persist</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>
Q5.4 Did you feel welcomed in all of the services that you have accessed?
- Yes
- No

Q5.5 If no, please explain.

Q5.6 Are you employed on campus?
- Yes
- No

Q5.7 Do you feel, regardless of your identity, that you have a fair chance of being employed on campus?
- Yes
- No
Q5.8 If no, please explain.

Q5.9 Have you ever been negatively impacted by social media since coming to NKU?
- Yes
- No

Q5.10 If yes, please explain.

Q5.11 The following questions are going to ask about any experiences you may have had with sexual assault, dating violence, and stalking. Some of these questions may trigger unpleasant feelings. Please feel free to skip any questions you would like. In addition, resources will be provided at the end of the survey.

Q5.12 Since coming to NKU, has anyone had sexual contact with you by using physical force, threatening to physically harm you, or any other form of coercion (Use of force or intimidation to obtain compliance)? Sexual contact can include forced touching of a sexual nature, oral sex, sexual intercourse, anal sex, and sexual penetration with a finger or object.
- Yes
- No
Q5.13 If yes, how many times has this happened?

Q5.14 Did any of these incidents occur on NKU’s campus?
- Yes
- No

Q5.15 When thinking about the most serious incident of this kind, who did you tell about the incident? (Check all that apply)
- No one
- Roommate
- Close friend other than roommate
- Parent or guardian
- Other family member
- Counselor
- Faculty or staff
- Residence hall staff
- Dean of students’ office
- Campus police
- Community-based police
- Romantic partner (other than the one who did this to you)
- Campus sexual assault advocate (Norse Violence Prevention Center)
- Not Listed (please specify) ____________________

Q5.16 Since coming to NKU, has anyone had sexual contact with you when you were unable to provide consent or stop what was happening because you were passed out, drugged, drunk, incapacitated, or asleep? Sexual contact can include forced touching of a sexual nature, oral sex, sexual intercourse, anal sex, and sexual penetration with a finger or object.
- Yes
- No
Q5.17 Did any of these incidents occur on NKU's campus?
〇 Yes
〇 No

Q5.18 When thinking about the most serious incident of this kind, who did you tell about the incident? (Check all that apply)
〇 No one
〇 Roommate
〇 Close friend other than roommate
〇 Parent or guardian
〇 Other family member
〇 Counselor
〇 Faculty or staff
〇 Residence hall staff
〇 Dean of students' office
〇 Campus police
〇 Community-based police
〇 Romantic partner (other than the one who did this to you)
〇 Campus sexual assault advocate (Norse Violence Prevention Center)
〇 Not Listed (please specify) ____________________

Q5.19 Since coming to NKU, has anyone stalked you?
〇 Yes
〇 No

Q5.20 If yes, how many different individuals have stalked you since coming to NKU?

Q5.21 Did any of the stalking incidents occur on NKU’s campus?
〇 Yes
〇 No

Q5.22 Since coming to NKU, have you experienced any dating or partner violence? This may include name-calling, slapping, hair pulling, punching, forcing you to have sex, etc.
〇 Yes
〇 No

Q5.23 If yes, did any of these incidents occur on NKU’s campus?
〇 Yes
〇 No
Q6.1 Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel supported by faculty.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I feel supported by staff.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I feel supported by my immediate supervisor.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>If I am unable to resolve a concern with a colleague, I feel safe addressing the issue with my supervisor.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Q6.2 If you do not feel safe going to your supervisor, where do you go?

Q6.3 Do you perceive that your identity impacts your annual review?
- Yes
- No

Q6.4 If yes, please explain.

Q6.5 Do you perceive that your identity impacts your RPT process?
- Yes
- No
- Not Applicable

Q6.6 If yes, please explain.
Q6.7 How would you rate:

<table>
<thead>
<tr>
<th></th>
<th>Very Low 1</th>
<th>2</th>
<th>Neither High nor Low 3</th>
<th>4</th>
<th>Very High 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your job satisfaction</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Your morale</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>The direction in which the university is moving.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Q7.1 What are some of the strengths of NKU?

Q7.2 Are you likely to recommend NKU?
○ Yes
○ No

Q7.3 If you have any further comments, please provide in the space below.