

Background to Survey Changes

Our revisions to the [HEDS Sexual Assault Campus Climate Survey for Faculty and Staff](#) were designed to make the survey shorter and less complex for three reasons:

1. Survey response rates are down, and a long survey means people are more likely to drop out and not finish. And for this survey, we only keep data if the respondent hits submit at the end—we don't keep partial surveys.
2. The survey was also very complex in its setup with a lot of logic and branching. This meant that it took us longer to process and analyze the data.
3. We wanted to make the survey less expensive.

We did a deep dive into multiple years of data from the survey to guide our cuts. Ultimately, we:

- eliminated broader climate questions and focused on questions about reporting and sexual violence education that were most relevant to faculty and staff.
- eliminated demographic questions that didn't show differences in experiences with sexual violence. This included race/ethnicity and sexual orientation.
- restructured how we ask about sexual assault so that the behavioral descriptions of the different types of assault are part of the question itself rather than a large paragraph of text separated from the question.
- Since faculty and staff report so few incidences of sexual assault or violence, we:
 - Removed most follow-up questions about sexual assault incidents
 - Removed all bystander questions
 - Changed the name of the survey to more accurately reflect its focus: **HEDS Campus Sexual Violence Survey for Faculty and Staff**

These changes have reduced the size of the survey dramatically. It is now a pulse survey with only eleven questions. *The survey went from taking 10–15 minutes to complete to less than 5 minutes.*

On the following pages we show the differences between the:

[2024-2025 HEDS Sexual Violence Campus Climate Survey for Faculty and Staff](#)

And the new:

[2025-2026 HEDS Campus Sexual Violence Survey for Faculty and Staff](#)

2024–2025 HEDS Sexual Violence Campus Climate Survey for Faculty and Staff

This is a PDF representation of the online version of the survey. It includes all questions and response options, as well as notes (in italics) about how questions will display to survey takers.

In this survey, we will ask you about your perceptions of [Institution Name]’s climate, your perceptions of how [Institution Name] addresses and responds to incidents of sexual violence, your understanding of [Institution Name]’s procedures for reporting incidents of sexual violence, if you have talked to people in the [Institution Name] community who have experienced sexual violence, if you have reported incidents of sexual violence to the Title IX coordinator or other campus officials at [Institution Name], and finally, whether you have experienced sexual violence during the course of your work for [Institution Name].

For the purposes of this survey, we use the CDC’s definition of **sexual violence** as sexual activity when consent is not obtained or given freely (<https://www.cdc.gov/sexual-violence/about/index.html>). Sexual violence includes:

- Completed or attempted forced penetration of a victim (whether alcohol/drug-facilitated or not)
- Completed or attempted forced acts in which a victim is made to penetrate a perpetrator or someone else (whether alcohol/drug-facilitated or not)
- Non-physically forced penetration which occurs after a person is pressured verbally or through intimidation or misuse of authority to consent or acquiesce
- Unwanted sexual contact
- Unwanted sexual experiences that do not include physical contact (including verbal sexual harassment)

Experiences commonly referred to as rape, sexual assault, and sexual harassment are types of sexual violence.

We would like to hear from all faculty, staff, and administrators at [Institution Name], regardless of your experience with sexual violence, in order to get a comprehensive understanding of the campus climate around sexual violence at our institution. The survey usually takes less than 10 minutes to complete.

Your participation is **voluntary**. We are grateful for your cooperation and willingness to provide information that will help us better understand [Institution Name]’s campus climate. We are committed to ensuring that our campus has a safe and supportive environment, and your participation in this survey will help us work toward this goal.

We will ask you many questions about your identity in this survey to develop a picture of how different people experience our campus climate. Your responses are **anonymous**. The survey is being administered by an independent organization, the [Higher Education Data Sharing Consortium \(HEDS\)](#). **They will exclude any personal information, such as your name, email address, student or employee identification number, and your IP address, from the data they send to our institution. We also agreed to follow the organization’s secure data handling practices.** Please note, if other people have access to your computer, they might be able to view your web browsing history, including a link to this survey. To learn how to delete your web browsing history read the article, [How to Clear Your History in Any Browser](#).

You may stop taking the survey at any time or choose not to answer particular questions. You may also go back and change your responses. If you wish to stop taking the survey, simply leave the survey without hitting the “Submit” button at the end. We will not record your responses until you hit the “Submit” button.

A few of the questions will ask you about sexual and personal information and experiences. Should you wish to talk with someone about your experiences, you can access information about campus, local, and national resources for unwanted sexual contact, sexual assault, and relationship violence at any point in the survey by clicking on the link in the footer of the survey page. This information will also be provided at the end of the survey.

The information you provide will be used to inform and improve support, policies, and practices at [Institution Name] and **will not** be used to investigate specific individuals. Disclosing an incident here does not constitute reporting the incident to your campus and will not result in any action, disciplinary or otherwise. Please do not include your name or accuse anyone by name in your survey responses. If you include your name or accuse anyone by name, these names will be removed before we receive the data. Please use [Institution Name]’s reporting procedures if you wish to report an incident of sexual violence.

The [Institution Name] leader(s) of this survey effort [is/are] [name(s)], and [he/she/they] can be reached at [email address(es) and/or phone number(s)].

By clicking on the “Continue” button below, you indicate that you have read and considered the above information about the survey and agree to participate in the survey.

Respondents see a “Continue” button.

The title of the survey has changed slightly.

The survey introduction has been shortened considerably.

2025-2026 HEDS Campus Sexual Violence Survey for Faculty and Staff

This is a PDF representation of the online version of the survey. It includes all questions and response options, as well as notes (in italics) about how questions will display to survey takers.

In this brief survey, we will ask you about your perceptions of how [Institution Name] addresses and responds to incidents of sexual violence, your understanding of [Institution Name]’s procedures for reporting incidents of sexual violence, and whether you have experienced sexual violence while you’ve worked at [Institution Name]. The survey should take less than 5 minutes to complete.

Your participation is **voluntary**. We are grateful for your cooperation and willingness to provide information that will help us ensure that [Institution Name] has a safe and healthy environment.

Your responses to this survey are **anonymous**. An independent organization, the [Higher Education Data Sharing Consortium \(HEDS\)](#), is administering the survey, and they will ensure that **no personal information, such as your name, email address, employee identification number, or IP address, is included in the survey data.**

You can stop taking the survey at any time or skip any questions. If you wish to stop taking the survey, simply leave the survey without hitting the “Submit” button at the end. We will not record your responses until you hit the “Submit” button.

Two of the questions will ask you about personal experiences. If you would like to talk with someone about these experiences, we provide information about campus, local, and national resources for sexual and relationship violence at the end of the survey.

The [Institution Name] leader(s) of this survey effort [is/are] [name(s)], and [he/she/they] can be reached at [email address(es) and/or phone number(s)].

By clicking the “Continue” button below, you indicate that you have read and considered the above information and agree to participate in the survey.

[Respondents see a “Continue” button.]

Section One: General Climate

1. Below are statements about your views on the general climate at [Institution Name]. Please indicate the extent to which you agree or disagree with each.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Faculty, staff, and administrators respect what students at [Institution Name] think.	☐	☐	☐	☐	☐
Faculty, staff, and administrators respect what other employees at [Institution Name] think.	☐	☐	☐	☐	☐
Faculty, staff, and administrators at [Institution Name] are genuinely concerned about students' welfare.	☐	☐	☐	☐	☐
Faculty, staff, and administrators at [Institution Name] are genuinely concerned about each other's welfare.	☐	☐	☐	☐	☐
Students at [Institution Name] are genuinely concerned about the welfare of other students.	☐	☐	☐	☐	☐
I feel valued in the environment in which I work.	☐	☐	☐	☐	☐
I feel close to people on this campus.	☐	☐	☐	☐	☐
I feel like I am a part of the [Institution Name] community.	☐	☐	☐	☐	☐
I feel safe on this campus.	☐	☐	☐	☐	☐

2. Below are statements about your views on the extent to which different groups contribute to the general climate at [Institution Name]. Please indicate the extent to which you agree or disagree with each.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
The faculty contributes to a positive and supportive campus climate at [Institution Name].	☐	☐	☐	☐	☐
The staff contributes to a positive and supportive campus climate at [Institution Name].	☐	☐	☐	☐	☐
The administration contributes to a positive and supportive campus climate at [Institution Name].	☐	☐	☐	☐	☐
The students contribute to a positive and supportive campus climate at [Institution Name].	☐	☐	☐	☐	☐

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Campus officials would take the report seriously.	☐	☐	☐	☐	☐
Campus officials would support and protect the person making the report.	☐	☐	☐	☐	☐
Campus officials would conduct a careful investigation in order to determine what happened.	☐	☐	☐	☐	☐
Campus officials would take appropriate action against the offender(s).	☐	☐	☐	☐	☐

The general questions about the campus climate have been removed.

The survey now focuses only on the questions that deal directly with education about sexual violence, understanding of reporting procedures, and direct experience with sexual violence.

This question is reworded slightly, and only two statements kept.

1. Below are two statements about what might happen if someone were to report an incident of sexual violence to an official at [Institution Name]. Please indicate the extent to which you agree or disagree with each.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Campus officials would take the report seriously	☐	☐	☐	☐	☐
Campus officials would support and protect the person making the report	☐	☐	☐	☐	☐

Section Two: Campus Training Efforts

4. Have you received information or education from [Institution Name] about:

	Yes	No	Unsure
What sexual violence is, and how to recognize it?	☐	☐	☐
[Institution Name]'s confidential resources for sexual violence?	☐	☐	☐
Who on campus is required to report incidents of sexual violence to campus authorities?	☐	☐	☐
How to report an incident of sexual violence?	☐	☐	☐
The procedures for investigating incidents of sexual violence?	☐	☐	☐

This question is the same, though the third statement is worded slightly differently.

2. Have you received information or education from [Institution Name] about:

	Yes	No	Unsure
What sexual violence is and how to recognize it?	☐	☐	☐
[Institution Name]'s confidential resources for sexual violence?	☐	☐	☐
Who is required to report incidents of sexual violence to campus authorities?	☐	☐	☐
How to report an incident of sexual violence?	☐	☐	☐
The procedures for investigating incidents of sexual violence?	☐	☐	☐

Respondents who selected "Yes" to one or more of the items in Question 4 see Question 5. Everyone else skips to Question 6.

5. Overall, how much do you remember about the information or education from [Institution Name] about sexual violence?

- ☐ Almost all of it
- ☐ Most of it
- ☐ Some of it
- ☐ Very little or none of it

Q3 is a new question. We did not previously ask how helpful they found the education they received. One response option from Q5 of the old survey was kept for this question.

Q3 only appears to respondents who selected "Yes" to any of the statements in Q2.

3. Overall, how helpful did you think the information or education from [Institution Name] about sexual violence was?

- ☐ Very helpful
- ☐ Helpful
- ☐ Slightly helpful
- ☐ Not at all helpful
- ☐ I remember little or none of the information I received from [Institution Name] about sexual violence

6. How confident are you that the institution can create a safe environment for students who have experienced sexual violence?

- ☐ Very confident
- ☐ Confident
- ☐ Somewhat confident
- ☐ Not confident

7. How confident are you that you can effectively and appropriately support students who have experienced sexual violence?

- ☐ Very confident
- ☐ Confident
- ☐ Somewhat confident
- ☐ Not confident

8. If a student told you that they had experienced sexual violence, how confident are you that you could respond according to [Institution Name]’s official procedures?

- ☐ Very confident
- ☐ Confident
- ☐ Somewhat confident
- ☐ Not confident

9. If a staff member, administrator, or faculty member told you that they had experienced sexual violence, how confident are you that you could respond according to [Institution Name]’s official procedures?

- ☐ Very confident
- ☐ Confident
- ☐ Somewhat confident
- ☐ Not confident

Respondents who selected “Somewhat confident” or “Not confident” to either Question 8 or Question 9 will see Question 10. Everyone else skips to Question 11.

10. You indicated that you were not entirely confident in your ability to respond to incidents of sexual violence according to [Institution Name]’s official procedures. We would appreciate it if you would briefly explain your answer.

11. Please indicate whether you have done any of the following:

	Yes	No
Talked with a student about sexual violence that the student experienced	☐	☐
Talked with a student about sexual violence that the student was accused of or perpetrated	☐	☐
Witnessed a student experiencing sexual violence	☐	☐
Filed a report with the Title IX coordinator or other campus authorities about a student who experienced sexual violence	☐	☐
Filed a report with Title IX coordinator or other campus authorities about a student who perpetrated sexual violence	☐	☐

12. Please indicate whether you have done any of the following:

	Yes	No
Talked with a member of the faculty, staff, or administration about sexual violence that they experienced	☐	☐
Talked with a member of the faculty, staff, or administration about sexual violence that they were accused of or perpetrated	☐	☐
Witnessed a member of the faculty, staff, or administration experiencing sexual violence	☐	☐
Filed a report with the Title IX coordinator or other campus authorities about a member of the faculty, staff, or administration who experienced sexual violence	☐	☐
Filed a report with the Title IX coordinator or other campus authorities about a member of the faculty, staff, or administration who perpetrated sexual violence against another member of the campus community	☐	☐

Q7-Q9 are unchanged but are now displayed in a matrix.

4. How confident are you that:

	Very confident	Confident	Somewhat confident	Not confident
You can effectively and appropriately support students who have experienced sexual violence?	☐	☐	☐	☐
If a student told you that they had experienced sexual violence, you could respond according to [Institution Name]’s official procedures?	☐	☐	☐	☐
If a staff member, administrator, or faculty member told you that they had experienced sexual violence, you could respond according to [Institution Name]’s official procedures?	☐	☐	☐	☐

Section Three: Your Experience with Unwanted Sexual Contact and Sexual Violence

The questions in this section of the survey will ask you about sexual and personal information and experiences. You can access information about campus, local, and national resources for unwanted sexual contact and sexual violence at any point in the survey by clicking on the link in the footer of the survey page. This information will also be provided at the end of the survey.

In the following questions, we ask about experiences with sexual violence that you may have had *during the course of your work for [Institution Name]*.

13. Since starting work at [Institution Name], how often have you experienced any of the following during any aspect of your work for this institution?

	Never	Rarely	Sometimes	Often	Very often
Unwanted verbal sexual behaviors – such as someone making sexual comments about your body; making unwelcome sexual advances, propositions, or suggestions to you; or telling you sexually offensive jokes or kidding about your sex or gender-specific traits	☐	☐	☐	☐	☐
Unwanted nonverbal sexual behaviors – such as someone sending you sexual emails, texts, or pictures; posting sexual comments about you on blogs or social media; showing you sexually offensive pictures or objects; leering at you or making lewd gestures toward you; or touching him/herself sexually in front of you	☐	☐	☐	☐	☐

Respondents who selected an option other than “Never” for at least one item in Question 13 will see Questions 14 and 15. Everyone else skips to Question 20.

14. Who was responsible for this behavior? (Select all that apply)

- ☐ Faculty member(s) from this institution
- ☐ Faculty member(s) from another institution
- ☐ Staff member(s) from this institution
- ☐ Staff member(s) from another institution
- ☐ Administrator(s) from this institution
- ☐ Administrator(s) from another institution
- ☐ Supervisor(s) or administrative superior(s) at this institution
- ☐ Supervisor(s) or administrative superior(s) at another institution
- ☐ Student(s) from this institution
- ☐ Student(s) from another institution
- ☐ Person or people from the local community
- ☐ Other: _____

15. In a previous question, you indicated you’ve experienced unwanted verbal and/or nonverbal sexual behaviors at some point(s) during your work for [Institution Name]. Did any of these experiences occur in the last year?

- ☐ Yes
- ☐ No

Respondents who selected “Yes” to Question 15 will see Question 16. Everyone else skips to Question 20.

16. Did you use [Institution Name]’s procedures to report any of these experiences with unwanted verbal and/or nonverbal sexual behaviors that occurred in the last year?

- ☐ Yes
- ☐ No

This question no longer asks *how often* these have been experienced, but whether they *did or not* (Yes/No). The response options are different, and the examples of unwanted verbal and nonverbal behaviors have been shortened.

5. Since starting work at [Institution Name], have you experienced either of the following during any of your interactions at this institution?

	Yes	No	Unsure
Unwanted verbal sexual behaviors – such as someone making sexual comments or unwelcome sexual advances, or telling you sexually offensive jokes	☐	☐	☐
Unwanted nonverbal sexual behaviors – such as someone showing you sexually offensive emails, texts, or pictures; posting sexual comments about you on social media; making lewd gestures towards you; or touching themselves sexually in front of you	☐	☐	☐

Though this question is similar to Q16, it no longer limits respondents to incidents that occurred within the last year.

Q6 only appears to respondents who selected “Yes” to either of the statements in Q5.

6. Did you use [Institution Name]’s procedures to report any of these experiences with unwanted verbal and/or nonverbal sexual behaviors?

- ☐ Yes
- ☐ No

Respondents who selected “No” to Question 16 will see Question 17.

17. What prevented you from reporting your experience with unwanted verbal and/or nonverbal sexual behaviors?

(Select all that apply)

- ☐ I wanted to deal with it on my own.
- ☐ I was ashamed/embarrassed.
- ☐ I did not realize it was something I could report.
- ☐ I did not know the reporting procedure on campus.
- ☐ I did not think campus officials would do anything about my report.
- ☐ I did not think I would be treated fairly.
- ☐ I did not think it was serious enough to report.
- ☐ I did not want the report to impact my standing at [Institution Name].
- ☐ Other: _____

Respondents who selected “Yes” to Question 16 will see Questions 18 and 19.

18. How satisfied were you with [Institution Name]’s process to report unwanted verbal and/or nonverbal sexual behaviors?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied
- ☐ Unsure at this time

19. How satisfied were you with [Institution Name]’s response to your report?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied
- ☐ Unsure at this time

This question is unchanged, but the last four items have been collapsed into one.

20. Has anyone engaged in the following behaviors with you, without your consent, during any aspect of your work at [Institution Name]?

	Yes	No	Unsure
Touching of a sexual nature (kissing you, touching of private parts, grabbing, fondling, rubbing up against you in a sexual way, even if it was over your clothes)	☐	☐	☐
Oral sex (someone’s mouth or tongue making contact with your genitals, or your mouth or tongue making contact with someone else’s genitals)	☐	☐	☐
Vaginal sex (someone’s penis being put in your vagina, or your penis being put into someone’s vagina)	☐	☐	☐
Anal sex (someone’s penis being put in your anus, or your penis being put into someone else’s anus)	☐	☐	☐
Anal or vaginal penetration with a body part other than a penis or tongue, or by an object, like a bottle or candle	☐	☐	☐

7. Has anyone engaged in any following behaviors with you, *without your consent*, during any aspect of your work at [Institution Name]?

	Yes	No	Unsure
Touching of a sexual nature such as kissing, grabbing, fondling, or rubbing against you	☐	☐	☐
Oral, vaginal, or anal sex, or any other penetrative sexual act	☐	☐	☐

~~Respondents who selected “Yes” to one or more items in Question 20 will see Questions 21 and 22. Everyone else skips to Question 27.~~

~~21. Who was responsible for this behavior? (Select all that apply)~~

- ☐ Faculty member(s) from this institution
- ☐ Faculty member(s) from another institution
- ☐ Staff member(s) from this institution
- ☐ Staff member(s) from another institution
- ☐ Administrator(s) from this institution
- ☐ Administrator(s) from another institution
- ☐ Supervisor(s) or administrative superior(s) at this institution
- ☐ Supervisor(s) or administrative superior(s) at another institution
- ☐ Student(s) from this institution
- ☐ Student(s) from another institution
- ☐ Person or people from the local community
- ☐ Other: _____

~~22. In a previous question, you indicated you’ve experienced sexual violence at some point(s) during your work for [Institution Name]. Did any of these experiences occur in the last year?~~

- ☐ Yes
- ☐ No

~~Respondents who selected “Yes” to Question 22 will see Question 23. Everyone else skips to Question 27.~~

~~23. Did you use [Institution Name]’s procedures to report any of these experiences with sexual violence that occurred in the last year?~~

- ☐ Yes
- ☐ No

~~Respondents who selected “No” to Question 23 will see Question 24.~~

~~24. What prevented you from reporting your experience with sexual violence? (Select all that apply)~~

- ☐ I wanted to deal with it on my own.
- ☐ I was ashamed/embarrassed.
- ☐ I did not realize it was something I could report.
- ☐ I did not know the reporting procedure on campus.
- ☐ I did not think campus officials would do anything about my report.
- ☐ I did not think I would be treated fairly.
- ☐ Other: _____

~~Respondents who selected “Yes” to Question 23 will see Questions 25 and 26.~~

~~25. How satisfied were you with [Institution Name]’s process to report about sexual violence?~~

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied
- ☐ Unsure at this time

~~26. How satisfied were you with [Institution Name]’s response to your report?~~

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied
- ☐ Unsure at this time

~~27. Have you ever experienced any other form of sexual violence during any aspect of your work at [Institution Name]?~~

- ☐ Yes
- ☐ No
- ☐ Unsure

~~Respondents who selected “Yes” to Question 27 will see Question 28. Everyone else skips to Question 29.~~

~~28. Please briefly describe your experience with other forms of sexual violence while working at [Institution Name] and whether you used [Institution Name]’s procedures for filing a report about the incident(s).~~

Removed follow-up questions about who was responsible and when it happened and added this **new question** about how many incidents they’ve experienced.

Q8 and Q9 only appear to respondents who selected “Yes” to either of the statements in Q7.

8. How many of these incidents have you experienced?

Respondents will select from a drop-down menu that lists: 1, 2, 3, 4 or more.

Anyone who has experienced an incident of sexual assault while working at the institution is asked if they reported it, and *not* just those who had it happen in the last year.

9. Did you use [Institution Name]’s procedures to report any of these experiences with sexual violence?

- ☐ Yes
- ☐ No

Section Four: Demographic Information

In the next section, we ask questions about your identity, background, and affiliation with [Institution Name]. You may choose not to respond to any of these questions. We use responses to these questions to develop a picture of how different people experience our campus. We will not use this information to identify individuals. In addition, the organization that is administering this survey will combine the responses to many of these questions before we receive them to obscure potentially identifiable information.

29. Your primary work is as:

- ☐ Faculty
- ☐ Staff
- ☐ Administrator
- ☐ Other: _____
- ☐ Prefer not to respond

30. How do you work at [Institution Name]?

31. In your position, how often do you interact with students?

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

33. How long have you worked at [Institution Name]?

34. What is your gender?

- ☐ Man
- ☐ Woman
- ☐ Nonbinary, please self describe: _____
- ☐ Prefer not to respond

35. Are you transgender?

36. What is your citizenship status?

37. What is your race and/or ethnicity? (Select all that apply)

38. What is the highest level of education completed by either of your parents or those who raised you?

39. Which term best describes your sexual orientation?

In our analysis, we found that the only demographics that show a difference in experience with sexual violence for employees are gender and, to a much lesser extent, role. So, we have removed *all other* demographic questions.

10. What is your primary role at [Institution Name]?

- ☐ Faculty
- ☐ Staff
- ☐ Administrator
- ☐ Other role
- ☐ Prefer not to respond

11. What is your gender?

- ☐ Man
- ☐ Woman
- ☐ Nonbinary
- ☐ Prefer not to respond

Q11 is the last question in the survey. Institutions can still add supplemental questions, though we now restrict that number to five to keep the survey brief.

We still provide national and local sexual violence resources after they hit submit.