



**Thank you for participating in the 2019 Campus Climate Survey! Your feedback will help inform the strategic direction of the University and is an invaluable tool for the assessment of the experiences of community members.**

**All responses will be analyzed, and reports will be issued during the 2019-2020 academic year detailing the results of the survey. Each response will be anonymous and kept strictly confidential. The survey asks several demographic questions that will later allow for analysis comparing the campus climate responses and experiences of the many identities and groups of people represented at UVM. Answering these questions will allow us to ensure that everyone's voice is heard. We strongly encourage that participants answer these questions, however, they are optional, so if you feel that answering all of the demographic questions in combination would compromise your anonymity, please respond within your comfort level.**

**The survey tool has been designed to be as accessible as possible. If you would like additional information about the survey tool, please go to [go.uvm.edu/climatesurvey](https://go.uvm.edu/climatesurvey). In addition, if you have any questions, comments, or concerns about the survey or require any accommodations, please email [CSurvey@uvm.edu](mailto:CSurvey@uvm.edu).**

**Please note the survey takes approximately 20 minutes to answer all the questions in the survey. There is a possibility of your session timing out, so please utilize the "Resume Later" feature in order to avoid losing your progress and pick up where you left off.**



## Section A: Experiences on Campus

If you have any questions about the survey, please go to [go.uvm.edu/climatesurvey](https://go.uvm.edu/climatesurvey)

### A1. Overall, how satisfied are you with working at the University of Vermont?

Very satisfied ☐

Somewhat satisfied ☐

Neither satisfied nor dissatisfied ☐

Somewhat dissatisfied ☐

Very dissatisfied ☐

### A2. How would you characterize the general climate at the University of Vermont?

Very inclusive ☐

Somewhat inclusive ☐

Neither inclusive nor uninclusive ☐

Somewhat uninclusive ☐

Very uninclusive ☐

Don't know ☐



**A3. Please state how much you agree or disagree with the following statements:**

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Students treat me with respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty treat me with respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff treat me with respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior administrators treat me with respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am recognized in my department for my accomplishments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I receive the mentoring I need	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can speak freely about workplace issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information regarding campus support services (e.g., AA/EO, EAP, Victim's Advocates, etc.) is available at UVM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have received professional development opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have received equal career opportunities compared to my peers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have received equitable pay compared to my peers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section B: Multicultural Competency**

If you have any questions about the survey, please go to [go.uvm.edu/climatesurvey](http://go.uvm.edu/climatesurvey)

**B1. I feel that my culture and identity are included in the University's multicultural programs.**

Yes, I strongly agree	<input type="checkbox"/>
Yes, somewhat agree	<input type="checkbox"/>
I neither agree nor disagree	<input type="checkbox"/>
No, I somewhat disagree	<input type="checkbox"/>
No, I strongly disagree	<input type="checkbox"/>



**B2. On a scale of 1 to 5, where 1 is Poor and 5 is Excellent, please assess how well the climate of your department/college upholds the principles of UVM for inclusivity, as laid out in the following points from "Our Common Ground"**

	5: Excellent	4: Good	3: Satisfactory	2: Unsatisfactory	1: Poor
Respect: We respect each other.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Integrity: We value fairness, straightforward conduct, adherence to the facts and sincerity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Innovation: We are at the forefront of change.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Openness: We encourage the open exchange of information and ideas from all members of our community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Justice: We unite against all forms of injustice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsibility: We are personally and collectively responsible for our words and deeds.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**B3. UVM promotes diversity in the workplace. How much do you agree or disagree that UVM provides the resources you need in order to thrive in a diverse environment?**

Yes, I strongly agree	<input type="checkbox"/>
Yes, somewhat agree	<input type="checkbox"/>
I neither agree nor disagree	<input type="checkbox"/>
No, I somewhat disagree	<input type="checkbox"/>
No, I strongly disagree	<input type="checkbox"/>



## Section C: Personal Beliefs and Attitudes

If you have any questions about the survey, please go to [go.uvm.edu/climatesurvey](http://go.uvm.edu/climatesurvey)

**C1. If you were in a situation in which you were discussing identity issues with people from identity groups other than your own, please indicate how much you agree or disagree with each statement below:**

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I sometimes find it difficult to see things from another person's point of view	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If I am sure about something, I don't waste much time listening to other people's arguments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It's important for me to educate others about the identity groups to which I belong	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I like to learn about identity groups which are different from my own	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I want to bridge difference between identity groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**C2. Please indicate how accurately the statements below reflect your thoughts and feelings about conflict.**

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I avoid conflicts when discussing identity issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe that conflict and disagreement enrich the learning process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe conflict almost always end up with one side winning and the other side losing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe conflicts between different identity groups rarely have positive outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**C3. Please indicate how likely you would be able to take each of the following actions at work.**

	Never	Seldom	Occasionally	Regularly
Challenge others on derogatory comments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Challenge others who make jokes that are derogatory to any identity group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make efforts to get to know individuals from diverse backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Challenge biases that affect your own thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Section D: Harassment and Bias

If you have any questions about the survey, please go to [go.uvm.edu/climatesurvey](http://go.uvm.edu/climatesurvey)

**D1. Are you aware of the protocol for reporting a bias incident at UVM?**

Yes ☐

No ☐

**D2. Have you experienced bias in your time at the University of Vermont?**

Never ☐

Seldom ☐

Occasionally ☐

Regularly ☐

**D3. Have you experienced any non-sexual harassment in the workplace, such as bullying, in the past year while working at UVM?**

Never ☐

Seldom ☐

Occasionally ☐

Regularly ☐

**D4. Please consider only the most recent harassment experience you have had at UVM when answering the following question.**

**The experience had a direct impact on my ability to do my job at UVM.**

Yes, I strongly agree ☐

Yes, somewhat agree ☐

I neither agree nor disagree ☐

No, I somewhat disagree ☐

No, I strongly disagree ☐



**I was concerned about possible retaliation if I reported the incident.**

Yes, I strongly agree

1

Yes, somewhat agree

1

I neither agree nor disagree

1

No, I somewhat disagree

1

No, I strongly disagree

7

**D6. I responded to the incident in the following ways:**

Sought support from off-campus hot-line/advocacy services

--	--

### Sought support from on-campus advocacy services

1

Told a friend

5

Told a family member

1

Sought support form the UVM Counseling Center

5

Sought medical services

--	--

Contacted the police

1

Confronted the person

7

Ignored the incident

1

Avoided contact with the person

--	--

Talked with a UVM official informally

--	--

Lodged a formal complaint with UVM

--	--

Lodged a formal complaint outside UVM

--	--

Chose not to respond

--	--

Other



Other

[illegible]

[illegible]





**E3. Please consider only the most recent incident of sexual harassment you have experienced at UVM when responding to the following question.**

**This experience(s) had a great deal of impact on my ability to do my job at UVM?**

Yes, I strongly agree ☐

Yes, somewhat agree ☐

I neither agree nor disagree ☐

No, I somewhat disagree ☐

No, I strongly disagree ☐

**E4. Please consider only the most recent incident of sexual harassment you have experienced at UVM when responding to the following question.**

**I was concerned about possible retaliation if I reported the incident.**

Yes, I strongly agree ☐

Yes, somewhat agree ☐

I neither agree nor disagree ☐

No, I somewhat disagree ☐

No, I strongly disagree ☐

**E5. Please consider only the most recent incident of sexual harassment you have experienced at UVM when responding to the following question.**

**I responded to the incident in the following way(s):**

Sought support from off-campus hot-line/advocacy services ☐

Sought support from on-campus advocacy services ☐

Told a friend ☐

Told a family member ☐

Sought support from the UVM Counseling Center ☐

Sought medical services ☐

Contacted the police ☐

Confronted the person ☐





**F3. Could you explain why you feel unsafe in these areas?**

**F4. Specific areas on campus where you may feel unsafe in the evening**

- |                          |                          |
|--------------------------|--------------------------|
| Athletic campus          | <input type="checkbox"/> |
| Central campus           | <input type="checkbox"/> |
| Redstone campus          | <input type="checkbox"/> |
| Trinity campus           | <input type="checkbox"/> |
| Residential halls        | <input type="checkbox"/> |
| UVM Medical Center       | <input type="checkbox"/> |
| Academic buildings/areas | <input type="checkbox"/> |
| Outdoor areas on campus  | <input type="checkbox"/> |

**F5. Could you explain why you feel unsafe in these areas?**

## Section G: Discrimination

If you have any questions about the survey, please go to [go.uvm.edu/climatesurvey](https://go.uvm.edu/climatesurvey)

**G1. I have been discriminated against while working at UVM.**

- |              |                          |
|--------------|--------------------------|
| Never        | <input type="checkbox"/> |
| Seldom       | <input type="checkbox"/> |
| Occasionally | <input type="checkbox"/> |
| Regularly    | <input type="checkbox"/> |



**G2. Please consider only the most recent discrimination experience you have had at UVM when answering the following question.**

**This discrimination was based on my**

- Age ☐
- Disability ☐
- Ethnicity ☐
- Gender ☐
- Gender identity and expression ☐
- National origin ☐
- Political affiliation ☐
- Race ☐
- Religion, spirituality, or philosophy ☐
- Sexual orientation ☐
- Socioeconomic status ☐
- Veteran status ☐

**G3. Please consider only the most recent discrimination experience you have had at UVM when answering the following question.**

**I was discriminated against in the following ways**

- Received a biased performance evaluation ☐
- Was not considered for specific projects, activities, or committees ☐
- Received inadequate support from supervisor ☐
- Received inadequate support from mentor ☐
- Not informed of a career advancement opportunity ☐
- Received unfair work assignments ☐
- Was not given appropriate leadership opportunities ☐
- Did not receive support from peers ☐
- Did not receive appropriate promotions or merit pay increases ☐
- Received less recognition for accomplishments ☐
- Received fewer monetary awards or prizes ☐

Other



Other

[illegible]

**G4. Please consider only the most recent discrimination experience you have had at UVM when answering the following question.**

**The experience had a direct impact on my ability to do my job at UVM?**

Yes, I strongly agree

1

Yes, somewhat agree

1

I neither agree nor disagree

1

No, I somewhat disagree

1

No, I strongly disagree

1

**G5. Please consider only the most recent discrimination experience you have had at UVM when answering the following question.**

**I was concerned about possible retaliation if I reported the incident**

Yes, I strongly agree

1

Yes, somewhat agree

1

I neither agree nor disagree

1

No, I somewhat disagree

1

No, I strongly disagree

1

**G6. Please consider only the most recent discrimination experience you have had at UVM when answering the following question.**

**I responded to the incident in the following way(s):**

Sought support from off-campus hot-line/advocacy services

9

Sought support from on-campus advocacy services

5

Told a friend

7

Told a family member

5

Sought support from the UVM Counseling Center

9

### Sought medical services

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Contacted the police	
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--	--

Confronted the person	
-----------------------	--

[illegible]

Ignored the incident	
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5

Avoided contact with the person	
---------------------------------	--

--	--

Talked with a UVM official informally	
---------------------------------------	--

--	--

Lodged a formal complaint with UVM

10

Lodged a formal complaint outside UVM	
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9

Chose not to respond	
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--	--

Other

Other

[illegible]

## Section H: Discrimination Observed

If you have any questions about the survey, please go to [go.uvm.edu/climatesurvey](http://go.uvm.edu/climatesurvey)

**H1. In the past year, I have observed discriminatory practices at UVM in the following areas:**

Never      Seldom      Occasionall  
y      Regularly

Career progression

Employment Termination

Hiring							
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### Promotional Opportunities



**H2. In the past year, while working at UVM, I have witnessed insulting or disparaging remarks or behaviors about the following:**

	Never	Seldom	Occasionally	Regularly
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender identity and expression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National origin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Political affiliation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion, spirituality, or philosophy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Socioeconomic status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Veteran status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**H3.** *Based on your personal experiences and observations, how much do you agree or disagree with the following statement?*

**I believe that people are discriminated against at UVM based on:**

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender identity and expression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National origin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Political affiliation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion, spirituality, or philosophy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Socioeconomic status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Veteran status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Section I: Physical Ability and Access

If you have any questions about the survey, please go to [go.uvm.edu/climatesurvey](https://go.uvm.edu/climatesurvey)

**I1.** **Are you confident that if you had a question regarding a disability or requesting an accommodation, that you could easily find the answer?**

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>





**I2. Where would you go to find the answer?**

**I3. What buildings, programs, services, or spaces on campus are you or someone else you are aware of unable to access because of disability?  
Please use this space to describe.**

## **Section J: Work/Life Balance**

If you have any questions about the survey, please go to [go.uvm.edu/climatesurvey](https://go.uvm.edu/climatesurvey)

**J1. In the past year, has there been a personal situation that has made it difficult for you to do your job?**

Yes ☐  
No ☐

**J2. What was the situation?**

**J3. What, if anything, did you do to resolve the situation?**



**J4. Are you responsible for the care of an adult relative?**

Yes	
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No

**J5. Are you responsible for the care of a dependent child(ren)?**

Yes	
-----	--

No	
----	--

**J6. How many children live in your household?**

[illegible]

**J7. Do you currently have a dependent child(ren) utilizing the tuition remission benefit?**

Yes ☐

No

**J8. Have you had a change in your personal status in the past year? (e.g., coming out, change in disability status, gender transitioning, marriage, partnership, pregnancy, etc.)**

Yes	
-----	--

No

**J9. Has the change in personal status resulted in you being treated differently by your colleagues?**

Yes, in a positive way	
------------------------	--

Yes , in a negative way

Yes, both positive and negative	
---------------------------------	--

No, not at all ☐

Don't know

Does not apply to me ☐

**J10. Please describe your treatment.**



**J11. I believe my department provides enough flexibility to manage work and family life with regard to:**

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Dependent care (elderly, child)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career progression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal obligations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UVM-sponsored health/wellness programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Using tuition remission to take classes at UVM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Civic obligations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**J12. Are you aware of UVM's Family Medical and Leave Act (FMLA) procedures?**

Yes ☐

No ☐

**J13. In the past year, have you taken advantage of this policy?**

Yes ☐

No ☐

**J14. If you have used FMLA/parental leave more than once in the past year, please refer to the most recent time when answering the following question.**

**How many weeks were you on leave?**

--	--	--	--	--	--	--	--	--	--

**J15. If you have used FMLA/parental leave more than once in the past year, please refer to the most recent time when answering the following question.**

**For what purpose was the leave?**

Childcare ☐

Elderly care ☐

Birth/adoption of child ☐

Serious health condition ☐



**J16. If you have used FMLA/parental leave more than once in the past year, please refer to the most recent time when answering the following question.**

**When I took FMLA/parental leave, I asked for and was granted permission to suspend the promotion expectations (tenure clock, time towards promotion to senior lecturer) associated with my position.**

Yes ☐

No ☐

**J17. How much do you agree with the following statements?**

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I believe having dependent care responsibilities has been detrimental to my career progression at UVM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have postponed having children due to concerns about job security and/or advancement while at UVM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Section K: Promoting Multicultural Understanding

If you have any questions about the survey, please go to [go.uvm.edu/climatesurvey](https://go.uvm.edu/climatesurvey)

**K1. In the past year, how satisfied are you with UVM progress towards equity on the basis of:**

	Very satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Very dissatisfied
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender identity and expression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National origin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Political affiliation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion, spirituality, or philosophy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Socioeconomic status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Veteran status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**K2. In the past year, are you satisfied with how UVM has promoted multicultural understanding?**

Very satisfied	<input type="checkbox"/>
Somewhat satisfied	<input type="checkbox"/>
Neutral	<input type="checkbox"/>
Somewhat dissatisfied	<input type="checkbox"/>
Very dissatisfied	<input type="checkbox"/>



**K3. In what ways do you believe UVM could do a better job at improving the climate at UVM?**

[illegible]

**L2. What is your primary department?**







**L7. What is your primary department?**



**L9. What is your primary department?**

- Career Center ☐
- Center for Academic Success ☐
- Center for Health & Wellbeing ☐
- Center for Student Conduct ☐
- Living & Learning Center ☐
- Residential Life ☐
- Student & Community Relations ☐
- Student Life ☐
- VPSA & Dean of Students Office ☐

**L10. In what year were you born?**

--	--	--	--	--	--	--	--	--	--

**L11. What is your citizenship status?**

- U.S. citizen (only) ☐
- Dual U.S. citizen and citizen of another country ☐
- Citizen of a country or countries other than the U.S. ☐

**L12. What is your ethnicity?**

- Hispanic or Latino ☐
- Not Hispanic nor Latino ☐

**L13. What is your race?**

- American Indian/Alaskan native ☐
- Asian ☐
- Black or African American ☐
- Native Hawaiian or Other Pacific Islander ☐
- Middle Eastern or North African ☐
- White ☐

**L14. How do you describe yourself?**

- Agender ☐
- Female/woman ☐

Genderqueer/gender fluid	
--------------------------	--


Indigenous or other cultural gender identity (e.g. two-spirit)

Male/man

Non-binary	
------------	--

Transgender ☐

No answer

Not listed above, please specify: 

Not listed above, please specify:

[illegible]

**L15. How do you describe yourself?**

Asexual/aromantic	
-------------------	--

Bisexual

Gay or lesbian	
----------------	--

Heterosexual or straight

Pansexual	
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Queer	
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No answer ☐

Not listed above, please specify:

Not listed above, please specify:

[illegible]

**L16. Regarding your current religious, spiritual, and/or philosophical worldview, with which of the following descriptors do you most closely identify?**

Agnosticism ☐Atheism ☐

Baha'i Faith

Buddhism	
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Christianity, Church of Jesus Christ of Latter Day Saints (Mormonism)

Christianity, Protestant ☐





**L19. Do you identify as being neurodivergent?**

Yes ☐

No

Other 

Other

[illegible]

**L20. Do you have a temporary disability?**

Yes ☐

No	
----	--

Other 

Other

[illegible]

**L21. Do you identify as having one of the following?**

Autism or Asperger's ☐

Chronic health condition

Learning disability	
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Mental health condition ☐

Mobility impairment	
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Neurological condition ☐

Sensory impairment	
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Other

Other

[illegible]

**L22. What is your primary affiliation with UVM?**

Faculty member 

Staff member

Managerial, Administrative, or Executive ☐



**L23. Are you a:**

Professor

Associate Professor

Assistant Professor

Lecturer

**L24. Your tenured status is:**

Tenured	
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Tenure-track (but not tenured)

Not tenure-track	
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**L25. Do you supervise other UVM employees – including student employees?**

Yes ☐

No

**L26. Are you an Union or Non-union employee?**

Union

Non-union	
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**L27. What is your current relationship status?**

Single ☐

Partnered	
-----------	--

Married ☐

Civil Union

Relationship	Married	Separated	Divorced
Married	100	100	100
Separated	100	100	100
Divorced	100	100	100

Divorced

Partner/Spouse deceased	
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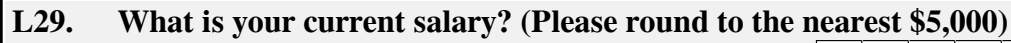
**L28. What is your employment status?**

Full-time ☐Part-time ☐Other 

Other

[illegible]





**L30. What is the highest degree you achieved?**

Other

[illegible]

**Thank you for completing the Campus Climate Survey! Your voice is important, and we appreciate your investment in UVM's future. If you are interested in entering your name for one of the survey incentives, please go to this link: <https://survey.uvm.edu/index.php/611993?lang=en>**