



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. In addition, if you have any questions, comments, or concerns about the survey or require any accommodations, please email 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.



B2. 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

B3. 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

Faculty treat me with respect

Staff treat me with respect

My academic advisor has been helpful with advising me

The staff in the Dean's Office in my college treats me with respect

Information regarding campus support services (e.g., AA/EO, EAP, Student Accessibility Services, Victim's Advocates, etc.) is available at UVM

B4. Please indicate to what degree you agree with the following statements:

Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree

Overall, my education experience at UVM has been a rewarding one

I would recommend UVM to siblings or friends as a good place to go to college

I feel as though I belong in the UVM campus community

Section C: Multicultural Competency

If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

C1. I can safely express myself at UVM with regard to my:

Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree

Spiritual, religious, or philosophical beliefs



Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree

Cultural beliefs

Political beliefs

Gender identity or gender expression

Identity as someone with a disability

C2. My culture and identity are included in the University's multicultural programs.

Yes, I strongly agree

Yes, somewhat agree

I neither agree nor disagree

No, I somewhat disagree

No, I strongly disagree

C3. 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.

Integrity: We value fairness, straightforward conduct, adherence to the facts and sincerity.

Innovation: We are at the forefront of change.

Openness: We encourage the open exchange of information and ideas from all members of our community.

Justice: We unite against all forms of injustice

Responsibility: We are personally and collectively responsible for our words and deeds.



C4. "UVM promotes diversity." 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"/>

C5. Please indicate whether your experience at UVM has changed your behavior in any of the following ways:

	Yes	Uncertain	No
I now recognize culturally biased behavior I had not previously identified	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I now discuss topics related to cultural awareness with friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I now stop myself from using language that may be offensive to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I now handle negative language used by another in such a way as to try and educate the other person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I now initiate contact with people who are not of my culture or ethnic background	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C6. How often have you:

	Never	Seldom	Occasionally	Regularly
Participated in class discussions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Worked on group assignment for class	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discussed class projects or assignments with students outside of class	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gotten involved in campus events and activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Used campus resources for help with course work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attended a workshop, lecture or presentation outside of class	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Met with a faculty member or instructor outside of class for any reason	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Used student services for personal non-academic issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



C7. Thinking about the faculty whose courses you have taken at UVM, how many of them would you describe as:

	All	Most	Some	Few	None
Approachable outside the classroom	<input type="checkbox"/>				
Open to my comments and questions in class	<input type="checkbox"/>				
Fair to all students regardless of their racial or ethnic backgrounds	<input type="checkbox"/>				
Fair to all students regardless of their sexual orientation	<input type="checkbox"/>				
Fair to all students regardless of their gender	<input type="checkbox"/>				
Fair to all students regardless of whether they have a disability	<input type="checkbox"/>				

Section D: Personal Beliefs and Attitudes

If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

D1. 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"/>

D2. Please indicate how much you agree or disagree that 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"/>



D3. Please indicate how likely you would be able to take each of the following actions at school.

	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"/>

D4. How much do you agree with the following statements?

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
It is my right to say no to sex at any time, no matter what	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual assault is not a victim's fault because they are impaired (drinking, drugs, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual assault is not a victim's fault because of their clothes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual assault is not a victim's fault because they were flirting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If I were assaulted, I know how and where to get help	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D5. How important to you is a relationship based on respect, safety, trust and support?

Very important	<input type="checkbox"/>
Somewhat important	<input type="checkbox"/>
Not at all important	<input type="checkbox"/>

Section E: Harassment and Bias

If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

E1. Are you aware of the protocol for reporting a bias incident at UVM?

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



E2. Have you experienced bias in your time at the University of Vermont?

Never

Seldom

Occasionally

Regularly

E3. Which of the following best describes who the source was of the bias you experienced:

Administrator/staff member

Another student

Campus police or security officer

Faculty member

Publication (posters, brochures, handouts)

Resident assistant or resident coordinator

Teaching assistant

Person not associated with UVM

E4. This experience had a great deal of impact on my ability to learn at UVM?

Yes, I strongly agree

Yes, somewhat agree

I neither agree nor disagree

No, I somewhat disagree

No, I strongly disagree

E5. Have you experienced any non-sexual harassment, such as bullying, while in school at UVM?

Never

Seldom

Occasionally

Regularly



E6. Please consider only the most recent harassment experience you have had at UVM when answering the following question.

The experience impacted my ability to perform schoolwork or attend classes at UVM.

Yes, I strongly agree

Yes, somewhat agree

I neither agree nor disagree

No, I somewhat disagree

No, I strongly disagree

E7. Please consider only the most recent harassment 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

Yes, somewhat agree

I neither agree nor disagree

No, I somewhat disagree

No, I strongly disagree

E8. 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

Told a friend

Told a family member

Told my RA

Sought support from the UVM Counseling Center

Sought medical services

Contacted the police

Confronted the person

Ignored the incident

Avoided contact with the person



Dropped a class(es)

Consider leaving school

Left UVM temporarily

Move/changed housing situation

Other

Other

Grid of 20 small boxes for text entry

Section G: Campus Safety

If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

G1. How safe do you feel

	Very Safe	Somewhat safe	Neither safe nor unsafe	Somewhat unsafe	Very unsafe
On campus (daytime)	<input type="checkbox"/>				
On campus (nighttime)	<input type="checkbox"/>				
In the community surrounding the school (daytime)	<input type="checkbox"/>				
In the community surrounding the school (nighttime)	<input type="checkbox"/>				

G2. Specific areas on campus where you may feel unsafe during the daytime

- Athletic campus
- Central campus
- Redstone campus
- Trinity campus
- Residential halls
- UVM Medical Center
- Academic buildings/areas
- Outdoor areas on campus



G3. Could you explain why you feel unsafe in these areas?

G4. Specific areas on campus where you may feel unsafe in the evening

- Athletic campus
- Central campus
- Redstone campus
- Trinity campus
- Residential halls
- UVM Medical Center
- Academic buildings/areas
- Outdoor areas on campus

G5. Could you explain why you feel unsafe in these areas?

Section H: Discrimination

If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

H1. I have been discriminated against while a student at UVM.

- Never
- Seldom
- Occasionally
- Regularly



H4. 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 study at UVM?

Yes, I strongly agree

Yes, somewhat agree

I neither agree nor disagree

No, I somewhat disagree

No, I strongly disagree

H5. 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

Yes, somewhat agree

I neither agree nor disagree

No, I somewhat disagree

No, I strongly disagree

H6. 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

Sought support from on-campus advocacy services

Told a friend

Told a family member

Told my RA

Sought support from the UVM Counseling Center

Sought medical services

Contacted the police

Confronted the person



	Never	Seldom	Occasionally	Regularly
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"/>

I3. 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 J: Physical Ability and Access

If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

J1. Are you confident that if you had a question regarding a disability or requesting an accommodation, that you could easily find the answer?

Yes

No

J2. Where would you go to find the answer?

J3. What buildings, programs, services, or spaces on campus are you or someone else you are aware of unable to access because of a disability? Please use this space to describe.

Section K: School/Life Balance

If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

K1. Are your interests/preferences represented in activities sponsored by the Program Board?

Yes

No

K2. Do you believe the Program Board activities are culturally inclusive?

Yes

No



K3. Please provide examples(s) as to why the Program Board activities are not inclusive to you?

K4. Are you aware of SGA's process for awarding student club budgets?

Yes

No

K5. Do you believe that SGA represent your interests and concerns?

Yes

No

K6. Why do you believe that SGA does not represent your interests?

K7. How important are Fraternities and Sororities to you?

Very important

Somewhat important

Neutral

Somewhat unimportant

Not at all important



M7. What is your major?

M8. In what year were you born?

M9. 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.

M10. What is your ethnicity?

Hispanic or Latino

Not Hispanic nor Latino

M11. What is your race?

American Indian/Alaskan native

Asian

Black or African American

Middle Eastern and North African

Native Hawaiian or Other Pacific Islander

White

M12. 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



M24. Are you a member of a fraternity or sorority?

Yes

No

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/761342?lang=en>