

Dear Students, Faculty, and Staff,

In accordance with New York Education Law Article 129-B, also known as "Enough is Enough" - Combating Sexual Assault on College Campuses, the College will conduct, no less than every other year, a campus climate assessment to ascertain general awareness and knowledge of the provisions of this article, including student, faculty, and staff experiences with and knowledge of sexual assault and sexual misconduct reporting and the associated college adjudicatory processes.

To that end, we invite you, as a valued member of the LIM College community, to participate in our 2017 Campus Climate Survey. The survey should take about 15 minutes to complete. Some of the questions contained in the survey are of a sensitive nature and may invoke an emotional response. Please note that your participation is voluntary, you may skip any or all questions, and all individual survey responses will remain completely anonymous and confidential.

Your honest responses to this survey are greatly appreciated. Once the survey is concluded all the responses will be compiled anonymously into a report on the top level results and trends that will be published on the LIM College website and will be used to help guide the College's ongoing sexual assault awareness and education campaign.

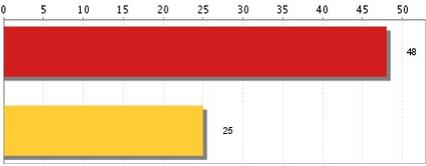
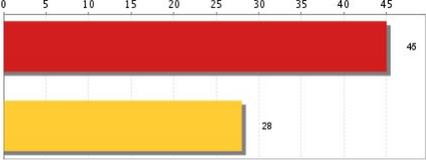
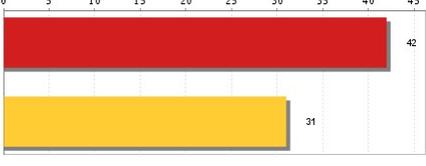
**Title IX**

It is the policy of LIM College to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex, including, but not limited to, sexual harassment and sexual violence, in the College's educational programs and activities. Title IX also prohibits intimidation, coercion, or retaliation against individuals for engaging in activities protected by Title IX, including asserting claims of sex discrimination.

LIM College has a designated Title IX Coordinator for Students, Michael V. Richards, Dean of Student Affairs, whose office is located at 545 5th Avenue - 7th Floor. He can be reached via phone at 646-388-8432 or x241 and via email at [michael.richards@limcollege.edu](mailto:michael.richards@limcollege.edu).

The College also has a designated Title IX Coordinator for Employees, Andrea L. Granville, Director of Human Resources, whose office is located at 12 East 53rd Street (The Townhouse) on the 3rd Floor. She can be reached via phone at 212-310-0628 or x310 and via email at [andrea.granville@limcollege.edu](mailto:andrea.granville@limcollege.edu).

Please answer YES or NO to the following questions:

	Yes ■	No ■		Response total
Prior to reading the information provided above, were you aware of the existence of LIM College's Title IX Coordinators?	65.75% (48)	34.25% (25)		<b>73</b>
Were you aware of the role of LIM College's Title IX Coordinators?	61.64% (45)	38.36% (28)		<b>73</b>
Were you aware of how to contact LIM College's Title IX Coordinators?	57.53% (42)	42.47% (31)		<b>73</b>

Statistics based on 73 respondents;

**Policies and Procedures Addressing Sexual Assault**

LIM College is committed to the safety and well-being of every member of our community. In accordance with Article 129-B, the Clery Act, the Violence Against Women Act, and Title IX, the College has developed policies and procedures for reporting and investigating sexual assault, which can be found in our [Annual Security and Fire Safety Report](#). In addition, an abbreviated version of the steps to take if you or someone you know has been sexually assaulted can be found by clicking on the Sexual Assault topic link under the Emergency icon in the LIM College mobile app.

Please answer YES or NO to the following questions:

	Yes ■	No ■		Response total
Prior to reading the information provided above, were you aware of LIM College's policies and procedures regarding sexual assault?	72.6% (53)	27.4% (20)		<b>73</b>
Were you aware of where these policies and procedures can be found?	56.16% (41)	43.84% (32)		<b>73</b>

Statistics based on 73 respondents;

**Reporting of All Forms of Sexual Misconduct and Sexual Assault**

**STUDENTS**

If you have been sexually assaulted or are experiencing ongoing sexual abuse or you suspect that a member of the LIM College community has been or is being abused, then please don't keep it to yourself – seek assistance from the Dean of Student Affairs, a professor, a staff member, a Resident Advisor (RA), or contact an Emergency Response Building Team member by calling the LIM College Emergency Line at 212-310-0660. Your report will be forwarded to our Title IX Coordinator for Students, Michael V. Richards, Dean of Student Affairs, who can provide you with information about reporting potential crimes of sexual assault to the New York City Police Department (NYPD), with a full range of health and support resources, and he will coordinate the College's response. A confidential reporting option is available on-campus through the Office of Counseling & Accessibility Services (formerly the Office of Counseling & Wellness Services) during normal business hours by calling 212-752-1530 or x315 or by visiting the office at Maxwell Hall, 216 East 45th Street - 14th Floor.

**FACULTY AND STAFF**

All employee complaints about conduct that may constitute discrimination, harassment, or sexual misconduct should be reported to Andrea L. Granville, Director of Human Resources & Title IX Coordinator, 12 East 53rd Street – 3rd Floor, New York, NY 10022-5268, T: 212-310-0628 or x310, F: 212-750-3480, [agranville@limcollege.edu](mailto:agranville@limcollege.edu); or to Christopher E. Barto, Deputy Title IX Coordinator, 535-545 5th Avenue – 7th Floor, New York, NY, 10017-3620, T: 212-310-0635 or x226, F: 212-750-3452, [christopher.barto@limcollege.edu](mailto:christopher.barto@limcollege.edu), or designee.

Please answer YES or NO to the following question:

	Yes ■	No ■		Response total
Prior to reading the information provided above, were you aware of how to report an instance of sexual assault involving a member of the LIM College community?	58.9% (43)	41.1% (30)		<b>73</b>

Statistics based on 73 respondents;

**Resources**

Detailed information regarding on and off campus resources for counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and assistance in notifying appropriate local law enforcement is available in the College's [Annual Security and Fire Safety Report](#), while an abbreviated version is also available by clicking on the Sexual Assault topic link under the Emergency icon in the LIM College mobile app.

Please answer YES or NO to the following question:

	Yes ■	No ■		Response total
Prior to reading the information provided above, were you aware that these multiple on and off campus resources are available to you?	65.75% (48)	34.25% (25)		<b>73</b>

Statistics based on 73 respondents;

**Incidents and Reporting of Sexual Misconduct and Sexual Assault**

Incidents involving forced or unwanted sexual acts are often difficult to talk about. The following questions are related to any incidents you have experienced with unwanted physical sexual contact or conduct. If you have had this experience, the questions may invoke an emotional response. If you experience any difficulty while completing the survey, please take care of yourself and seek support from campus or community resources. Remember that your participation is voluntary, you may skip any or all questions, and the results of the survey are completely anonymous and confidential.

What is your primary position at LIM College?

		Response percent	Response total
Undergraduate student		30.99%	22
Graduate student		4.23%	3
Faculty		28.17%	20
Staff		36.62%	26

Statistics based on 71 respondents;

When responding to the following questions, please think about your experience since joining the LIM College community as either an enrolled student or an active employee.

While a member of the LIM College community, have you experienced unwanted sexual contact or conduct (including domestic violence, dating violence, sexual harassment, stalking, or sexual assault)?

		Response percent	Response total
Yes		4.17%	3
No (skip remaining questions in this section)		95.83%	69

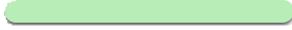
Statistics based on 72 respondents;

If you answered YES to the previous question, please indicate the type(s) of unwanted sexual contact or conduct that you experienced. [check all that apply]

		Response percent	Response total
Domestic violence		66.67%	2
Dating violence		33.33%	1
Sexual harassment		66.67%	2
Stalking		33.33%	1
Sexual assault		66.67%	2

Statistics based on 3 respondents;

Who committed the unwanted sexual contact or conduct that you experienced? [check all that apply]

		Response percent	Response total
Acquaintance / friend		66.67%	2
Family member		33.33%	1
Current or former dating partner		33.33%	1
LIM College student		0%	0
LIM College faculty member		0%	0
LIM College staff member		0%	0
Stranger		66.67%	2
Identity of assailant is unknown		33.33%	1
Other role / relationship not listed above (please specify)		33.33%	1

Statistics based on 3 respondents;

Please specify the location where the unwanted sexual contact or conduct occurred.

		Response percent	Response total
On campus		0%	0
Off campus		100%	3

If you know the exact location where the unwanted sexual contact or conduct occurred, please specify below.

		Response total
		<b>2</b>

Statistics based on 2 respondents;

Did the unwanted sexual contact or conduct occur while you were unable to give consent because you were asleep, passed out, under the influence of drugs or alcohol, or otherwise incapacitated?

	Response percent	Response total
Yes	<b>0%</b>	<b>0</b>
No	<b>100%</b>	<b>5</b>

Statistics based on 5 respondents;

What did you do in response to the unwanted sexual contact or conduct that you experienced? [check all that apply]

	Response percent	Response total
I didn't do anything	<b>0%</b>	<b>0</b>
I avoided the person / venue	<b>0%</b>	<b>0</b>
I confronted the perpetrator myself	<b>33.33%</b>	<b>1</b>
I contacted local law enforcement	<b>0%</b>	<b>0</b>
I sought information online	<b>0%</b>	<b>0</b>
I sought support from an off-campus resource (such as a rape crisis center)	<b>0%</b>	<b>0</b>
I sought support from an on-campus resource such as the Office of Counseling & Accessibility Services (formerly the Office of Counseling & Wellness Services)	<b>0%</b>	<b>0</b>
I sought support from a member of the clergy or a spiritual advisor	<b>0%</b>	<b>0</b>
I told a family member	<b>0%</b>	<b>0</b>
I told a friend	<b>66.67%</b>	<b>2</b>
I told a fellow student or work colleague	<b>0%</b>	<b>0</b>
I told a work supervisor	<b>0%</b>	<b>0</b>
I told an LIM College faculty or staff member, resident advisor (RA), Emergency Response Building Team member, or campus security official	<b>0%</b>	<b>0</b>
Any other response not listed above (please specify)	<b>66.67%</b>	<b>2</b>

Statistics based on 3 respondents;

Did you report the unwanted sexual contact or conduct that you experienced?

	Response percent	Response total
Yes, I filed an official complaint to the LIM College Title IX Coordinator	<b>0%</b>	<b>0</b>
Yes, I reported the incident to someone other than the LIM College Title IX Coordinator	<b>0%</b>	<b>0</b>
No, I did not report the incident	<b>100%</b>	<b>3</b>

Statistics based on 3 respondents;

If you DID report the unwanted sexual contact or conduct that you experienced to someone other than the LIM College Title IX Coordinator, please specify to whom you reported the incident.

	Response total
	<b>0</b>

Statistics based on 0 respondents;

If you DID report the unwanted sexual contact or conduct that you experienced, please indicate your level of satisfaction with how your complaint was handled.

	Response percent	Response total
My complaint was responded to appropriately, and I was satisfied with the outcome	<b>0%</b>	<b>0</b>
My complaint was responded to appropriately, but the outcome was not what I had hoped for	<b>0%</b>	<b>0</b>
My complaint was not responded to appropriately, and I am not satisfied with the outcome	<b>0%</b>	<b>0</b>

Statistics based on 0 respondents;

If you DID NOT report the unwanted sexual contact or conduct that you experienced, please share your reason(s) for not reporting the incident.

	Response total
	<b>2</b>

Statistics based on 2 respondents;

**Bystander Attitudes and Behavior**

How likely are you to inform police or campus authorities if you have information about an incident of sexual assault involving a member of the LIM College community?

	Response percent	Response total
Very likely	<b>68.06%</b>	<b>49</b>
Somewhat likely	<b>25%</b>	<b>18</b>
Neither likely nor unlikely	<b>4.17%</b>	<b>3</b>
Somewhat unlikely	<b>0%</b>	<b>0</b>
Very unlikely	<b>2.78%</b>	<b>2</b>

Statistics based on 72 respondents;

If you were pressured to stay silent regarding the information you had about an incident of sexual assault, how would this change your response, if at all?

	Response percent	Response total
I would be more likely to inform police or campus authorities about the incident	<b>47.22%</b>	<b>34</b>
My response would remain the same	<b>47.22%</b>	<b>34</b>
I would be less likely to inform police or campus authorities about the incident	<b>5.56%</b>	<b>4</b>

Statistics based on 72 respondents;

Have you ever resisted getting involved in a situation where you knew someone needed help because you feared negative action against yourself, including fearing for your own safety?

	Response percent	Response total
Yes	<b>11.27%</b>	<b>8</b>
No	<b>88.73%</b>	<b>63</b>

Statistics based on 71 respondents;

Please use the scale below to answer the following questions:

	Very likely ■	Somewhat likely ■	Neither likely nor unlikely ■	Somewhat unlikely ■	Very unlikely ■		Response total
How likely are you to accompany a member of the LIM College community to the police station if he or she said that s/he was a victim of sexual assault?	76.39% (55)	19.44% (14)	4.17% (3)	0% (0)	0% (0)		<b>72</b>
How likely are you to confront someone who is engaging in sexual conduct with a person who is passed out or otherwise incapacitated?	67.61% (48)	21.13% (15)	8.45% (6)	2.82% (2)	0% (0)		<b>71</b>
How likely are you to confront someone if you hear rumors they have engaged in unwanted sexual contact or conduct with a fellow member of the LIM College community?	34.72% (25)	23.61% (17)	29.17% (21)	9.72% (7)	2.78% (2)		<b>72</b>

Statistics based on 72 respondents;

If you were to see someone taking a drunk student to their room, what would you do? [check all that apply]

		Response percent	Response total
I would not do anything		<b>9.72%</b>	<b>7</b>
I would confront the individual myself		<b>48.61%</b>	<b>35</b>
I would tell a campus official		<b>70.83%</b>	<b>51</b>
I would call the police		<b>23.61%</b>	<b>17</b>

Statistics based on 72 respondents;

If you were to see an individual or a group of students sexually bothering or intimidating another student, what would you do? [check all that apply]

		Response percent	Response total
I would not do anything		<b>0%</b>	<b>0</b>
I would confront the individual or the group of students myself		<b>62.5%</b>	<b>45</b>
I would tell a campus official		<b>73.61%</b>	<b>53</b>
I would call the police		<b>31.94%</b>	<b>23</b>

Statistics based on 72 respondents;

**LIM College Policies and New York State Criminal Law**

Please answer YES or NO to the following questions:

	Yes ■	No ■		Response total
Were you aware that the criminal law may have a different standard of proof than the institutional policies of LIM College?	66.67% (48)	33.33% (24)		<b>72</b>
Were you aware that the criminal law may require different evidence than LIM College's institutional policies?	68.06% (49)	31.94% (23)		<b>72</b>
Were you aware that student conduct actions are governed by the institutional policies of LIM College while criminal actions are governed by the criminal law and law of criminal procedure?	70.42% (50)	29.58% (21)		<b>71</b>

Statistics based on 72 respondents;

Please answer TRUE or FALSE to the following questions:

	True ■	False ■		Response total
Sexual contact that lacks affirmative consent violates institutional policy but may not necessarily violate the criminal law.	36.62% (26)	63.38% (45)		<b>71</b>
LIM College's standard of conduct and penalties differ from the standard of conduct and penalties under the criminal law.	65.28% (47)	34.72% (25)		<b>72</b>

Statistics based on 72 respondents;

**New York State Definition of Affirmative Consent**

**Affirmative consent is defined as "a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression."**

Please answer YES or NO to the following question:

	Yes ■	No ■		Response total
Before reading the definition provided above, were you aware of the meaning of <b>affirmative consent</b> ?	87.5% (63)	12.5% (9)		<b>72</b>

Statistics based on 72 respondents;