

2022 VOL VOICES RESEARCH SURVEY

EMPLOYEE KEY FINDINGS SUMMARY

As a part of the University of Tennessee’s comprehensive efforts to prevent and address sexual misconduct, the Office of Title IX partnered with the University of Tennessee College of Social Work Office of Research and Public Service to conduct the Vol Voices research survey.

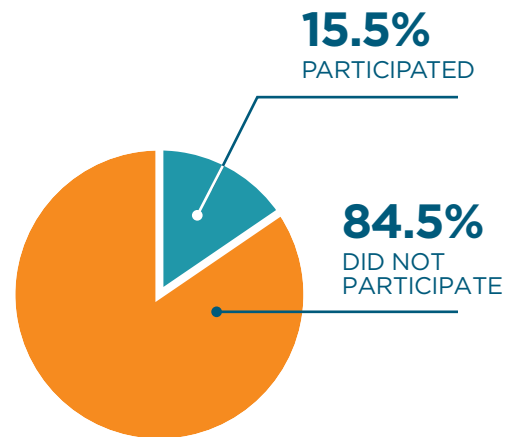
This anonymous, confidential, and voluntary research survey assessed campus perceptions and experiences of our own students and employees. The survey is based on an instrument created by the Administrator Researcher Campus Climate Collaborative—ARC3. The ARC3 is the survey recommended by the National Academies of Science, Engineering, and Medicine Action Collaborative, of which the University of Tennessee, Knoxville, is a founding member. The information gathered will help to **inform policy, shape prevention, and assist with targeted interventions.**

The Vol Voices survey was administered in 2022 to all full-time and part-time employees at the University of Tennessee, Knoxville. In total, 8,715 employees were invited to participate in the survey. The survey was open from April 4 through May 31, 2022, and participants were asked about their experiences in the past year.¹

Employee Status and Response Rate

- ▶ 15.5% (1,351) employees participated in the survey.
 - ▷ 28.4% of employee participants were faculty.
 - ▷ 71.6% of employee participants were staff or another type of employee.

EMPLOYEE SURVEY PARTICIPATION



Knowledge of Campus Sexual Misconduct Resources

- ▶ 95.5% of employee survey participants reported being aware that UT has policies and procedures to address sexual misconduct.
- ▶ 89.3% of employee survey participants reported knowing where to access the university’s sexual harassment policy.
- ▶ 87.6% of employee survey participants reported knowing where to go to make a report.
- ▶ 73% of employee survey participants reported knowing what happens when an employee reports a claim of sexual misconduct.
- ▶ 77.9% of employee survey participants reported knowing what happens when a student reports a claim of sexual misconduct.

Institutional Responses

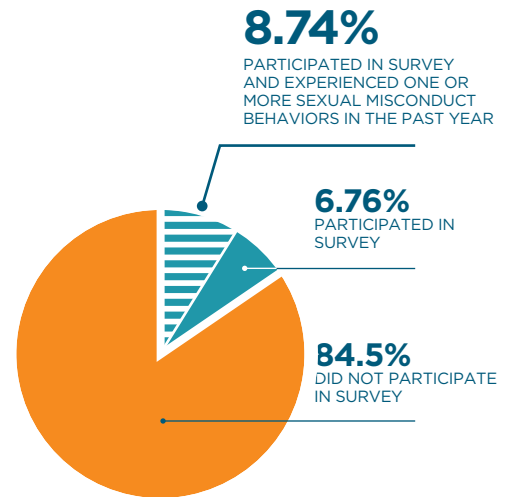
43.6% of employee survey participants stated they had not experienced sexual misconduct in the past year.¹ Those employees were asked how they believed UT would respond to someone reporting sexual misconduct. Of those employees:

- ▶ 98.4% felt that UT would support someone making a report of sexual misconduct by providing formal and informal resources.
- ▶ 98.2% felt that UT would support someone making a report of sexual misconduct by making it easy to report sexual misconduct.
- ▶ 98.1% felt that UT would support someone making a report of sexual misconduct by creating an environment where sexual misconduct is recognized as a problem.

Reporting Experiences

- ▶ 56.4% of employee survey participants indicated that they had experienced one or more sexual misconduct behaviors in the past year.¹ Of those employees:
 - ▷ 72.6% stated that they had never told anyone about the incident before this survey.
 - ▷ 58.1% stated that they had not reported the incident as they felt it was not serious enough to report.
 - ▷ 27.3% felt people would label someone making a report of sexual misconduct a troublemaker.

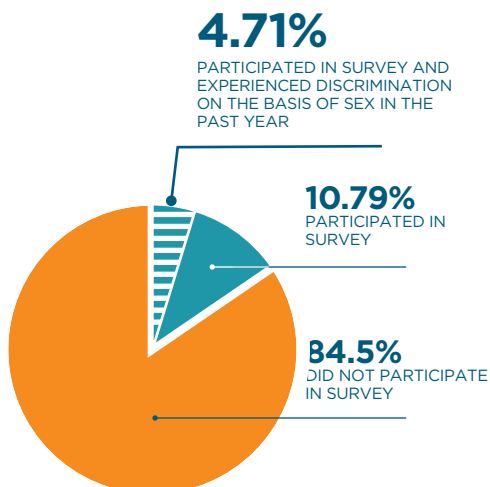
REPORTING EXPERIENCES: SEXUAL MISCONDUCT



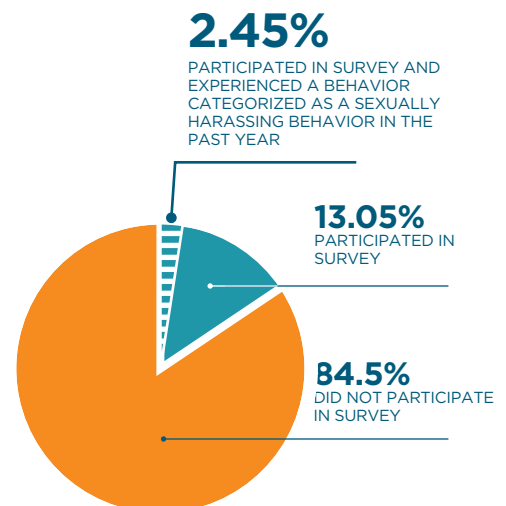
Discrimination on the Basis of Sex and Sexually Harassing Behaviors²

- ▶ 30.4% of employee survey participants reported experiencing discrimination on the basis of sex in the past year.¹
- ▶ 15.8% of employee survey participants reported experiencing a behavior categorized as a sexually harassing behavior in the past year.¹
- ▶ 3.6% of employee survey participants reported experiencing an incident of sexually harassing behavior that involved touching or requests for relationships in the past year.¹

REPORTING EXPERIENCES: DISCRIMINATION ON THE BASIS OF SEX



REPORTING EXPERIENCES: SEXUAL HARASSMENT



Stalking²

- ▶ 6.1% of employee survey participants reported experiencing a behavior categorized as stalking in the past year.¹
- ▶ The most prevalent behavior reported under the category of stalking was receiving unwanted emails, instant messages, or messages through social media (3.1%).

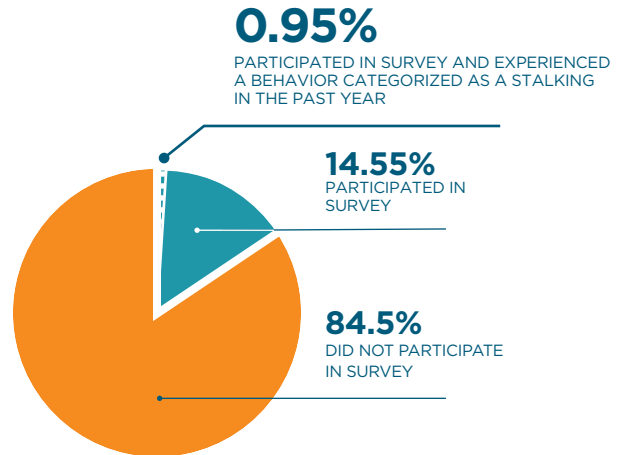
Dating and Domestic Violence²

- ▶ 3.2% of employee survey participants reported experiencing a behavior categorized as dating and domestic violence in the past year.¹
- ▶ The most prevalent behavior reported under the category of dating and domestic violence was being scared without the person laying a hand on them (2.8%).

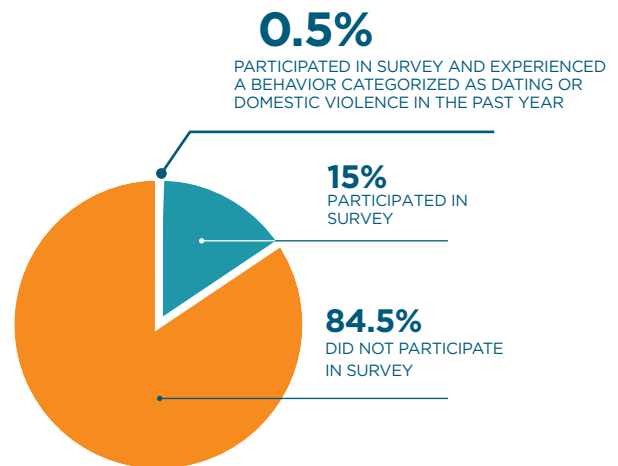
Sexual Violence²

- ▶ Overall, 1.9% of employee survey participants reported experiencing a behavior categorized as sexual violence in the past year.¹
- ▷ Fondling/Touching
 - The most prevalent behavior reported under the category of fondling/touching was being surprised—for example, being approached without their knowledge (1.3%).
- ▷ Nonconsensual Sex
 - The most prevalent behavior reported under the category of nonconsensual sex was being taking advantage of when they were too drunk or “out of it” to stop what was happening (0.4%).

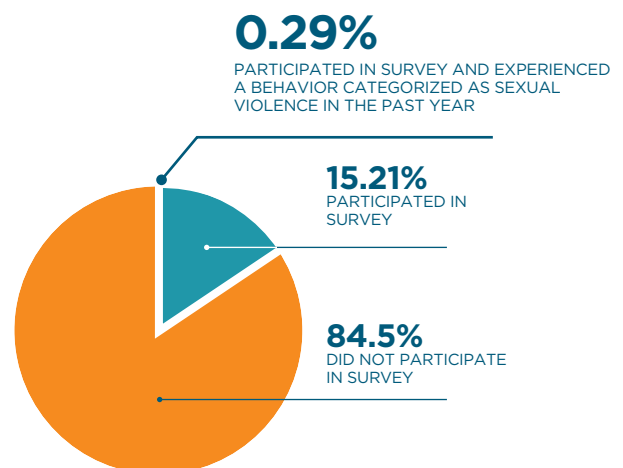
REPORTING EXPERIENCES: STALKING



REPORTING EXPERIENCES: DATING AND DOMESTIC VIOLENCE



REPORTING EXPERIENCES: SEXUAL VIOLENCE



Economic Impact

- ▶ Of employee survey participants who reported experiencing economic impact as a result of sexual misconduct experienced in the past year,¹ 9.9% of staff and 3.1% of faculty reported having to take time off from work as a result of the sexual misconduct they had experienced.

Bystander Intervention

- ▶ 93.7% of employee survey participants reported that they were willing to be an active bystander.
- ▶ 84.8% of employee survey participants reported that they felt they have the skills to be an active bystander.
- ▶ 81.2% of employee survey participants reported that they were aware of active bystander trainings or how to sign up for them.
- ▶ Employee survey participants were most confident that they could “talk to colleagues of a drunk person to make sure they aren’t left behind” and least confident that they could “speak up against sexist jokes.”

¹The survey defined “past year” as “since the beginning of the current academic year (August 2021).”

²For the definitions of terms used in the Vol Voices survey, see: <https://titleix.utk.edu/vol-voices-research-survey>.