

# **The Citadel: Report on the Values and Respect Survey**

**August 22, 2006**

## **Executive Summary**

**Who Should Read This Report and Why?** Members of the Board of Visitors, the President, the Commandant, the Provost, the Vice Presidents at The Citadel, and others to be determined by these senior administrators who are interested in the survey findings, recommendations related to values and respect, and leadership challenges should read this report.

**Background.** In response to a request from Lt Gen Rosa, the Commandant's Department conducted a survey regarding climate, values, sexual harassment, sexual assault and related leadership challenges. The Citadel survey was based on the Sexual Assault and Leadership survey, conducted by the Inspector General of the Department of Defense at all three Service Academies in March/April 2004.

The Citadel survey, conducted in April/May 2006, gathered information from cadets on (1) their values, (2) their experiences with sexual harassment and sexual assault while at The Citadel, (3) campus climate factors that might cause or contribute to gender problems, (4) the scope of sexual assault incidents at The Citadel, and (5) factors that affect sexual assault reporting at The Citadel. Data is intended to assist senior leaders in identifying changes or adjustments to improve future college operations, gender climate, and perceptions.

**Survey Results.** Citadel cadets experience instances of sexual harassment, sexual assault, and other gender problems.

- More than 68 percent of female respondents and approximately 17 percent of male respondents indicated in the survey that they experienced some type of sexual harassment since becoming a cadet during school years 2001-02 to 2005-06.
- A total of 22 (of 114) female survey respondents indicated in the survey that they had experienced 27 incidents of alleged sexual assault behavior. A total of 19 (of 487) male respondents completed 23 incident reports in the survey. **These incidents occurred during school years 2001 – 02 to 2005-06, and most were not reported to authorities.** Among female cadets, most alleged incidents occurred in the barracks and the offenders were primarily fellow cadets. Three incidents involving a female respondent included sexual intercourse. Among female cadets, most alleged incidents reported in the survey involved touching, stroking, or fondling. (Survey Items # 17, 18, 19, 20, 21)
- The majority of cadets at The Citadel do not perceive that men and women are treated fairly

overall. Among cadets who do believe that men and women are treated fairly overall, 4th class (freshmen) cadets are most likely, and 2nd class (juniors) cadets are least likely, to believe that men and women are treated fairly overall. (Survey Item # 5)

**Recommendations.** We recommend using these survey results as a leadership tool to address cultural behavior and attitudinal issues suggested by the results.

## **The Survey**

**Anonymity.** All responses to survey questions were completely anonymous. Some survey questions were very personal in nature to enable us to understand cadet views on sexual assault and sexual harassment, as well as learn about specific incidents or experiences that pose continuing leadership challenges at The Citadel.

**Administration.** Although completing the survey was voluntary, The Citadel required cadets selected for the survey to report to a survey site and receive an introduction briefing. We accounted for each individual on a by-name roster and ensured they all were given the survey instructional briefing. A limited number of cadets did not attend the required briefing (n=19), were formally excused from the briefing (n=14), or chose not to complete the survey (n=15). Remaining cadets attended the briefing and completed the survey—92.6 percent of the random sample of Citadel cadets completed the survey.

**Composition.** The survey has five parts: Demographics, Values, Climate, Personal Experiences, and Written Comments.

### **Part I. Demographics**

**Respondents.** Overall, 114 female and 487 male cadets completed the survey while 2 additional cadets completed the survey but chose not to respond to the survey item requesting they identify their gender. Cadets listed as excused (n=14) included cadets who were on special orders for off-campus activities, or who had withdrawn or were discharged from The Citadel between the time the survey sample was selected and when the survey was administered. Cadets listed as “nonresponsive” (n=19) included cadets who failed to attend any survey session. Cadets listed as “other” (n=17) either chose not to identify their gender on the survey, or attended the briefing but chose not to complete the survey.

**Female Respondents.** At the time of the survey, the female cadet population was 118. Because the female population was small, we attempted to survey all available female cadets rather than select a statistical sample; the same strategy was used by the Department of Defense. The survey accounted for 100 percent of the female population, and resulted in 114 (96.6 percent) usable survey responses. Table 1 reconciles the population and usable survey numbers.

**Table 1. Female Participation**

<b>Total Female Population</b>	118
<b>Total Excused</b>	1
<b>Expected Participants</b>	117
<b>Non-responsive Participants</b>	1
<b>Other</b>	2
<b>Total Female Responses</b>	114

Because results are based on a near census of the total female population at The Citadel, the results are considered representative of the female population at The Citadel.

**Male Respondents.** From a total 1777 male cadets, we randomly selected 533 (30.0 percent) to participate in the survey; the same strategy was used by the Department of Defense. We accounted for 100 percent of the sample and received 487 (91.4 percent) usable survey responses. Table 2 reconciles these numbers.

**Table 2. Male Participation**

<b>Total Male Population</b>	1777
<b>Random Sample Selected</b>	533
<b>Total Excused</b>	13
<b>Expected Participants</b>	520
<b>Non-responsive Participants</b>	18
<b>Other</b>	15
<b>Total Male Responses</b>	487

**Ethnicity.** In selecting the random sample of male cadets, the percentage of male cadets in the random sample from each ethnic group is representative of the percentage of male cadets from each ethnic group at The Citadel. Table 3 reconciles these numbers.

**Table 3. Ethnicity**

	<b>Men</b>	<b>Women</b>	<b>Both</b>
<b>White</b>	450	73	523
<b>African American</b>	39	18	57
<b>Hispanic</b>	24	17	41
<b>International</b>	9	6	15
<b>Asian American</b>	10	4	14
<b>Native American</b>	1	0	1

**Year of Entry.** In selecting the random sample of male cadets, the percentage of male cadets in the random sample from each class is representative of the percentage of male cadets from each class at The Citadel. Table 4 reconciles these numbers.

**Table 4. Year of Entry**

	Men	Women	Both
4th Class – 2005	156	35	191
3rd Class – 2004	140	34	174
2 <sup>nd</sup> Class – 2003	126	22	148
1 <sup>st</sup> Class – 2002 and 2001	111	27	138

## Part II. Values

In this section of the survey, we collected information on cadet morals and whether these are absolute or relative; for example, something is wrong “only if you get caught.” Additionally, we were interested in cadet beliefs concerning oaths, ethical/spiritual/ values, alcohol use/abuse, fraternization, consensual sex between cadets, and pornography.

### Adherence to Standards

We asked participants, based on personal experiences, the extent to which they agreed or disagreed with specific statements regarding adherence to various standards, including the honor code/concept and college rules and regulations. Additionally, the survey addressed cadet standards regarding honesty, oaths, moral standards, exemplary conduct and leadership standards, and ethical/spiritual beliefs. (Survey Item # 3)

**Female Respondents.** Nearly half of female respondents (48.2 percent) agreed that “[c]adets at The Citadel adhere to the Honor Code/Concept, even if they know they won’t get caught violating it.” However, fewer female cadets (24.6 percent) agreed that “[c]adets adhere to significant rules and regulations, even if they know they won’t get caught violating them.” About 53 percent agreed “I have felt pressure from others to compromise moral standards because of loyalty to friends/peers,” while 23 percent agreed “I have felt pressure from others to compromise moral standards in order to meet academic or training objectives.” Approximately 33 percent agreed “[c]ircumstances determine whether it is right or wrong for a cadet to compromise his or her moral standards.”

**Male Respondents.** About 72 percent of male respondents agreed “[c]adets adhere to the Honor Code/Concept, even if they know they won’t get caught violating it.” However, fewer male cadets (43.7 percent) agreed “[c]adets adhere to significant rules and regulations, even if they know they won’t get caught violating them.” About 45 percent agreed “I have felt pressure from others to compromise moral standards because of loyalty to friends/peers.” Approximately 26 percent agreed “I have felt pressure from others to compromise moral standards in order to meet academic or training objectives.” Finally, 33.9 percent agreed that “[c]ircumstances determine whether it is right or wrong for a cadet to compromise his or her moral standards.”

**Gender Comparison.** Overall, according to the survey, women at The Citadel are less likely than men to believe cadets adhere to the Honor Code or adhere to college rules and regulations even if they know they won't get caught violating them. Both male and female cadets surveyed believe cadets are less likely to adhere to college rules and regulations than the Honor Code if they know they won't get caught. About one-third of both male and female cadets believe circumstances determine whether it is right or wrong for cadets to compromise their moral standards.

### **Maintaining Good Order and Discipline**

We asked cadets the extent to which they agreed certain behaviors, including honor code violations, gender favoritism, fraternization, dating, consensual sex, alcohol use, illegal drug use, and pornography would disrupt good order and discipline at The Citadel. (Survey Item # 4)

**Female Respondents.** Approximately 68 percent of female respondents agreed that “[v]iolating the Honor Code/Concept” would disrupt good order and discipline. About 68 percent agreed that “favoritism based on gender” would disrupt good order and discipline. Slightly more than 46 percent agreed that “[e]ngaging in prohibited relationships/fraternization” would disrupt good order and discipline while 26 percent agreed that “[c]adets dating each other” would disrupt good order and discipline. Nearly 37 percent agreed that “[v]iewing pornography or other sexually graphic content (images or movies),” would disrupt good order and discipline. Nearly 60 percent of female cadets agreed that “excessive use of alcohol” would disrupt good order and discipline, and 64 percent of female cadets agreed that “illegal drug use, or the abuse of prescription drugs” would disrupt good order and discipline. Lastly, while about 53 percent agreed that “[c]onsensual sex between cadets **ON** The Citadel grounds” would disrupt good order and discipline, only 23 percent agreed that consensual sex between cadets **OFF** campus would have the same effect.

**Male Respondents.** More than 69 percent of male cadets agreed “[v]iolating the Honor Code/Concept,” disrupted good order and discipline. Over 63 percent agreed “[f]avoritism based on gender,” would disrupt good order and discipline. Nearly 55 percent agreed that “[e]ngaging in prohibited relationships/fraternization” would disrupt good order and discipline and about 53 percent agreed that “[c]adets dating each other” would disrupt good order and discipline. About 25 percent of male cadets agreed “[v]iewing pornography or other sexually graphic content (images or movies),” would disrupt good order and discipline. Nearly 45 percent of male cadets agreed that “excessive use of alcohol” would disrupt good order and discipline, but 62 percent of cadets agreed that “illegal drug use, or the abuse of prescription drugs” would disrupt good order and discipline. Lastly, while about 59 percent agreed that “[c]onsensual sex between cadets **ON** The Citadel grounds” would disrupt good order and discipline, about 43 percent agreed that consensual sex between cadets **OFF** campus would have the same effect.

**Gender Comparison.** A similar percentage of women and men at The Citadel believe that violating the Honor Code and illegal drug use disrupt good order and discipline. Women at The Citadel are more likely than men to believe that favoritism based on gender, pornography, and excessive alcohol use disrupt good order and discipline. However, men at The Citadel are more

likely than women to believe that prohibited relationships/fraternization and consensual sex on campus would disrupt good order and discipline. The greatest gender differences in beliefs about behaviors that disrupt good order and discipline include consensual sex off campus and cadets dating each other. Nearly 43 percent of men but only 23 percent of women believe consensual sex **off** campus between cadets disrupts good order and discipline. Similarly, while about 53 percent of men believe cadets dating each other disrupt good order and discipline, only 26 percent of women have the same belief.

### **Part III. The Climate at The Citadel**

In this section of the survey, respondents were asked about campus climate factors which included the following: gender preferential treatment, separation of genders in the barracks, understanding of sexual harassment, sexual assault, and related services, the effectiveness of various leaders, willingness to confront and report sexual harassment and sexual assault, barriers to reporting, and fraudulent sexual assault reporting.

#### **Gender Preferential Treatment**

We asked cadets to what extent they agree or disagree with the following statements (Survey Item # 5):

- “Men receive more favorable treatment OVERALL”
- “Women receive more favorable treatment OVERALL”
- “Men and women are treated fairly OVERALL”

**Gender Comparison.** Only about 12 percent of male cadets and 17 percent of female cadets believe that men and women are treated fairly overall at The Citadel. Nearly 66 percent of female cadets hold the view that men receive more favorable treatment overall, as compared to only about 21 percent of male cadets. On the other hand, about 67 percent of male cadets believe that women receive more favorable treatment overall, as compared to only about 17 percent of female cadets. As noted earlier in this summary, approximately 68 percent of female cadets and nearly 64 percent of male cadets think that favoritism based on gender would disrupt good order and discipline.

**Year of Entry Comparison.** Among all cadets who agree that men and women are treated fairly overall, 4<sup>th</sup> class cadets are most likely to believe men and women are treated fairly overall. On the other hand, 2nd class cadets are least likely to believe that men and women are treated fairly overall. About one-quarter of 3<sup>rd</sup> class cadets believe men and women are treated fairly overall. A similar percentage of 2nd and 1st class male cadets believe men and women are treated fairly. However, a much greater percentage of 1st class female cadets than 2nd class female cadets believe men and women are treated fairly overall. Table 5 reflects these results.

**Table 5. Cadets Who Agree or Strongly Agree that Genders are Treated Fairly Overall**

	<b>Men</b>	<b>Women</b>	<b>Both</b>
<b>4th Class – 2005</b>	43.1%	36.8%	41.0%
<b>3rd Class – 2004</b>	22.4%	26.3%	23.1%
<b>2<sup>nd</sup> Class – 2003</b>	15.5%	10.5%	14.1%
<b>1<sup>st</sup> Class – 2002 and 2001</b>	17.2%	26.3%	19.2%
<b>No Class Year Reported *</b>	1.7%	0	2.6%

\* Not all respondents provided class year

### **Separation of Genders in Dormitory/Barracks**

In the survey, we asked cadets whether they agreed that dormitory/barracks areas should be physically separated (e.g., different floors or buildings) by gender. (Survey Item # 6). Overwhelmingly, nearly 94 percent of women disagreed that living areas should be separated by gender. However, only 39 percent of the males disagreed that dormitory/barracks should be separated by gender.

### **Understanding of Sexual Harassment, Assault and Related Services**

We also asked cadets about various factors related to sexual harassment and sexual assault, including avoiding risky situations, reporting incidents, obtaining medical care, counseling and legal services, and responsibilities of law enforcement and the chain of command in handling sexual assaults. For these items, we did not define terms and only measured cadets' stated understanding levels, similar to the survey item administered to students by the Department of Defense. Therefore, cadets may indicate they understand the difference between sexual harassment and sexual assault, but in reality, they may not truly understand the difference. (Survey Item # 7)

Almost every female cadet (98 percent) and almost every male cadet (92 percent) indicated understanding the difference between sexual harassment and sexual assault. More than 93 percent of female and male cadets also indicated understanding how to avoid situations that increase sexual assault risks.

More than 83 percent of female and male cadets report understanding how to report a sexual assault and how to obtain medical care and counseling after a sexual assault. More than 76 percent of cadets report understanding the general responsibilities of law enforcement and criminal investigative agencies in response to sexual assaults. However, only 64 percent of women and 72 percent of men report that they understand the role of the chain of command in handling sexual assaults.

See Tables A.9. and A.10. in Appendix A for details.

## **Effectiveness of Military Leaders**

Cadets were asked to identify the extent to which current cadet leaders and commissioned officers (Tactical Officers, Company Officers, and Faculty Advisors) at The Citadel exhibited certain leadership behaviors. (Survey Items # 8, 9, 10, 11)

For each behavior listed below, cadets indicated the more senior the leader (tactical officer and other commissioned officers), the more the leader demonstrated these leadership behaviors:

- Demonstrates good examples of sound moral character,
- Promotes and safeguards the welfare of subordinates,
- Holds cadets accountable for behavior,
- Creates a climate where sexual harassment is not tolerated,
- Creates a climate where sexual assault is not tolerated,
- Creates a climate in which cadets are encouraged to report sexual harassment,
- Creates a climate in which cadets are encouraged to report sexual assault,
- Ensures those who report sexual harassment/assault are treated with dignity and respect,
- Provides an appropriate level of privacy to those who have experienced sexual assault.

While 73 to 79 percent of cadets report cadet leaders demonstrate three of these leadership behaviors (demonstrating moral character, holding cadets accountable for behavior, and creating a climate where sexual assault is not tolerated), 61 to 68 percent of cadets report cadet leaders demonstrate the remaining leadership behaviors. In contrast, 78 to 87 percent of cadets report that commissioned officers demonstrate all of these leadership qualities.

**Gender Comparison of Cadet Leaders.** For almost every leadership behavior listed above, a smaller proportion of female cadets than male cadets report that cadet leaders demonstrate each of these leadership behaviors. Most notably, 53 percent or fewer female cadets report that cadet leaders create a climate in which cadets are encouraged to report sexual harassment or are encouraged to report sexual assault, that they treat cadets who report these behaviors with dignity and respect, and that they provide sexual assault victims with appropriate privacy.

Among both male and female cadets, the smallest proportion of cadets believe cadet leaders create a climate in which cadets are encouraged to report sexual harassment (65.7% of men, 42.1% of women), ensure those who report sexual harassment and sexual assault are treated with dignity and respect (66.9% of men, 44.7% of women), and provide appropriate levels of privacy to those who have experienced sexual assault (64.3% of men, 47.4% of women).

**Gender Comparison of Commissioned Officers.** On the other hand, for the majority of leadership behaviors listed on the previous page, a greater proportion of female cadets than male cadets report that commissioned officers demonstrate most of these leadership behaviors.

For example, 87 to 93 percent of female cadets report that commissioned officers demonstrate 7 of the 9 leadership behaviors listed above. In contrast, 82 to 87 percent of male cadets report that commissioned officers demonstrate 7 of the 9 leadership behaviors listed above.

Among both male and female cadets, the smallest proportion of cadets believe commissioned officers ensure those who report sexual harassment and sexual assault are treated with dignity and respect (79.5% of men, 78.1% of women), and provide appropriate levels of privacy to those who have experienced sexual assault (78.4% of men, 74.6% of women).

### **Effectiveness of Senior Leaders and Faculty**

We asked cadets the same questions to identify the extent to which senior leaders (President, Commandant of Cadets, Deputy Commandant, and Dean) and faculty at The Citadel exhibited certain leadership behaviors. (Survey Items # 8, 9, 10, 11)

Generally, a slightly greater number of cadets indicated that senior leaders demonstrated the following leadership behaviors more than the number of cadets who indicated that academic faculty demonstrated these leadership behaviors-- sound moral character, promoted and safeguarded subordinates' welfare, held cadets accountable for their behavior, and created a climate where sexual harassment and sexual assault were not tolerated. Between 77 to 85 percent of cadets report academic faculty demonstrate these leadership behaviors, while 85 to 89 percent of cadets report senior leaders demonstrate these leadership behaviors.

Only one item suggested that cadets believe senior leaders are less likely to display a particular leadership quality. About 70 percent of cadets reported that senior leaders “[t]reat subordinate cadets fairly regardless of gender.”

**Gender Comparison.** For the majority of leadership behaviors listed on the previous page, a greater proportion of female cadets than male cadets report that senior leaders and faculty at The Citadel demonstrate these leadership behaviors.

See Tables A.13. and A.14. in Appendix A for details.

### **Willingness to Confront and Report Sexual Harassment and Sexual Assault**

We asked cadets, based on behavior they had observed, to indicate the extent cadets at The Citadel would be willing to “[C]ONFRONT other cadets who engage in sexual HARASSMENT, including inappropriate comments and actions”; “[R]EPORT other cadets who continue to engage in sexual HARASSMENT after having been previously confronted”; and “[R]EPORT other cadets who commit sexual ASSAULT.” (Survey Item # 12)

**Female Respondents.** A higher percentage of female respondents indicated a willingness to “[R]EPORT other cadets who commit sexual ASSAULT,” approximately 43 percent, than the number of female respondents (33 percent) who indicated a willingness to “[C]ONFRONT

other cadets who engage in sexual HARASSMENT, including inappropriate comments and actions” or the number of female respondents (34 percent) who indicated a willingness to “[R]EPORT other cadets who continue to engage in sexual HARASSMENT after having been previously confronted”.

**Male Respondents.** Similarly, a higher percentage of male respondents indicated a willingness to “[R]EPORT other cadets who commit sexual ASSAULT,” approximately 66 percent, than the number of male respondents (58 percent) who indicated a willingness to “[C]ONFRONT other cadets who engage in sexual HARASSMENT, including inappropriate comments and actions” or the number of male respondents (60 percent) who indicated a willingness to “[R]EPORT other cadets who continue to engage in sexual HARASSMENT after having been previously confronted”.

**Gender Comparison.** For each of these behaviors, female cadets at The Citadel report they are much less willing to report or confront cadets who engaged in sexual assault or sexual harassment than male cadets at The Citadel.

### **Personal Loyalties, Barriers to Reporting, and Fraudulent Reporting**

We asked cadets about issues that may affect reporting of sexual assault including the extent they think cadets at The Citadel:

- “[a]llow personal loyalties to affect reporting of sexual ASSAULT,”
- “[d]o not report sexual assault out of concern they or others will be punished for infractions, such as fraternization or underage drinking,” and
- “[c]onsider fraudulent reporting of sexual assault incidents to be a problem at The Citadel.” (Survey Item # 13)

**Female Respondents.** Approximately 78 percent of female respondents believe that cadets “[a]llow personal loyalties to affect reporting of sexual ASSAULT.” Similarly, about 78 percent of female respondents believe that cadets “[d]o NOT report sexual ASSAULT out of concern they or others will be punished for infractions, such as fraternization or underage drinking.” About 59 percent of female respondents think that cadets “[c]onsider fraudulent reporting of sexual ASSAULT incidents to be a problem at The Citadel.”

**Male Respondents.** Approximately 49 percent of male respondents believe that cadets “[a]llow personal loyalties to affect reporting of sexual ASSAULT.” About 47 percent of male respondents believe that cadets “[d]o NOT report sexual ASSAULT out of concern they or others will be punished for infractions, such as fraternization or underage drinking.” Finally, approximately 46 percent of male respondents think that cadets “[c]onsider fraudulent reporting of sexual ASSAULT incidents to be a problem at The Citadel.”

**Gender Comparison.** A much greater proportion of female cadets at The Citadel than male cadets at The Citadel report they believe that cadets allow personal loyalties to affect reporting of sexual assault and do not report sexual assault out of concern they or others will be punished

for infractions, such as fraternization or underage drinking. A greater percentage of female cadets than male cadets at The Citadel also report a belief that cadets consider fraudulent reporting of sexual assault incidents is a problem at The Citadel.”

### **Willingness to Report to Various Agencies**

Cadets were asked whether they would be willing to report a personal sexual assault to various individuals located on campus including an officer in the Commandant’s Department; a faculty member, coach or staff member not in the Commandant’s Department; a hotline; the sexual assault response coordinator; the cadet chain of command; a peer resource like a human affairs officer or an ombudsperson. They were also asked whether they would be willing to report a personal sexual assault to agencies located both on campus and off campus including a counselor, medical personnel, a police officer, or a clergy member. (Survey Item # 14)

**Female Respondents.** At The Citadel, female respondents were most willing to report a sexual assault to off-campus medical personnel (74 percent). Second and third choices for female respondents were a faculty member, coach, or staff member not in the Commandant’s Department (68 percent) and an off-campus counselor (67 percent).

**Male Respondents.** Similarly, male cadets most frequently chose off-campus medical personnel (72.9 percent). Second and third choices for males were Citadel Counseling Center staff (72.7 percent) and off campus counselors (72.5 percent).

**Comments.** When asked if there were other people a cadet would be willing to report a sexual assault to, about 56 cadets wrote they would report a sexual assault to a parent, family member, and/or friend (including roommates, classmates, boyfriends, and girlfriends).

**Gender Comparison.** In nearly all categories, fewer women than men at The Citadel were willing to report a sexual assault to any on-campus or off-campus agency. On the other hand, women and men at The Citadel were both least likely to report a sexual assault to either a Citadel public safety officer (34 percent of women, 54 percent of men) or to the cadet chain of command (34 percent of women and 59 percent of men).

## Sexual Harassment

We asked cadets about sexual talk and/or behaviors that were both uninvited and unwanted, and in which they did not participate willingly. They were asked “since your arrival at The Citadel, how frequently have you been in situations where persons at The Citadel engaged in a particular behavior including the following: (Survey Item # 15)

- “Repeatedly told stories or jokes of a sexual nature that were offensive to you”;
- “Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)”;
- “Made offensive remarks about your appearance, body, or sexual activities”;
- “Used body language of a sexual nature that embarrassed or offended you”;
- “Attempted to establish a romantic sexual relationship with you despite your efforts to discourage it”;
- “Continued to ask you for dates, drinks, dinner, etc., even though you said “No””;
- “Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior”;
- “Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review or evaluation)”;
- “Touched you in a way that made you feel uncomfortable;”
- “Treated you badly for refusing to have sex;” and
- “Implied better assignments or better treatment if you were sexually cooperative.”

Respondents were asked to indicate the frequency they experienced these behaviors, and possible answers were: never, once or twice, several times, often, or very often.

**Female Respondents.** The most frequent behavior female cadets experienced often or very often was “[r]epeatedly told stories or jokes of a sexual nature that were offensive to you” (36 percent). Second and third most frequent behaviors female cadets experience often or very often was “[m]ade offensive remarks about your appearance, body, or sexual activities (32.5 percent) and “[m]ade unwelcome attempts to draw you into a discussion of sexual matters (23.7 percent).

Behaviors experienced less frequently by female cadets included persons at The Citadel who used body language of a sexual nature that embarrassed or offended you (17.5 percent), attempted to establish a romantic sexual relationship with you despite your efforts to discourage it (9%), and continued to ask you for dates, drinks, dinner, etc., even though you said “No” (6%).

**Male Respondents.** The two most frequent behaviors male cadets experienced often or very often were “[r]epeatedly told stories or jokes of a sexual nature that were offensive to you” (12 percent) and “[m]ade offensive remarks about your appearance, body, or sexual activities (12

percent). The third most frequent behavior male cadets experience often or very often was “[m]ade unwelcome attempts to draw you into a discussion of sexual matters (10.5 percent).

Behaviors experienced less frequently by male cadets included persons at The Citadel who used body language of a sexual nature that embarrassed or offended you (7 percent), attempted to establish a romantic sexual relationship with you despite your efforts to discourage it (2%), and continued to ask you for dates, drinks, dinner, etc., even though you said “No” (1.6%).

**Gender Comparison.** While both male and female cadets reported the same six behaviors as the most frequent forms of sexual harassment they experienced, female cadets report experiencing these behaviors much more frequently than male cadets.

## **Part IV. Personal Experiences**

### **Sexual Assault**

We asked respondents to answer “yes” or “no” to the following question: “[S]ince becoming a cadet has someone done any of the following to you without your consent and against your will?” The answer choices included:

- “Kissed you” \*\*
- “Touched, stroked, or fondled your private parts”
- “Sexually penetrated you with an object, such as a finger” \*\*
- “Physically attempted to have sexual intercourse with you, but was not successful”
- “Physically attempted to have oral or anal sex with you, but was not successful”
- “Had sexual intercourse with you”
- “Had oral sex with you”
- “Had anal sex with you”

These answer choices were the same as the choices included in the Department of Defense survey, except two additional choices were added to The Citadel survey (those choices are annotated by \*\*). These added choices were included to reflect The Citadel’s definition for sexual assault.

Below are the responses of both female and male cadets at The Citadel. The respondents who answered “yes,” were instructed to answer 14 additional questions regarding each incident, for up to 4 incidents. Respondents who answered “no” were not given an opportunity to answer questions regarding sexual assault incidents.

**Female Respondents.** A total of 22 female cadets answered “yes” to the question and reported 27 total incidents. (Survey Item # 18/19 c). The results are tabulated in Table 6 below.

**Table 6. Incidents reported on the survey by Female Cadets at The Citadel**

<b>Experienced behavior against will without consent</b>	<b>The Citadel *(114)</b>
Total Incidents	27
Touched, stroked, or fondled private parts (see Note 1 below)	16
Kissed you	13
Attempted sexual intercourse	7
Attempted oral or anal sex	3
Had sexual intercourse	3
Sexually penetrated with an object	9
Had oral sex	3
Had anal sex	1
Indicated 2 to 4 incidents	5
Left response blank	1

\* Indicates the total number of female cadets surveyed.

- 27 incidents occurred between school years 2001-02 and 2005-06
- 5 female cadets reported experiencing more than one incident
- 16 of the 27 incidents (59.3 percent) involved touching, stroking, or fondling private parts<sup>1</sup>
- 19 incidents (70.4 percent) occurred in the barracks or other campus buildings; one respondent did not report where the incident occurred (Survey Item #18/19 d)
- 25 of 27 offenders (92.6 percent) were other cadets (Survey Item # 18/19 f)

<sup>1</sup> The respondents were instructed to check all behaviors that applied to each incident. Therefore, the number of behaviors indicated may exceed the total incidents identified.

**Male Respondents.** A total of 19 male cadets completed 23 incident reports in the survey that allegedly occurred between school years 2001-02 and 2005-06. (Survey Item 18/19 c). The results are tabulated in Table 7 below.

**Table 7. Incidents reported on the survey by Male Cadets at The Citadel**

Experienced behavior against will without consent	The Citadel *(487)
Total Incidents (See Note 2 below)	23
Touched, stroked, or fondled private parts	7
Kissed you	8
Attempted sexual intercourse	4
Sexually penetrated with a an object	4
Attempted oral or anal sex	4
Had sexual intercourse	2
Had oral sex	3
Had anal sex	6
Indicated 2 to 4 incidents	4
Left response blank	8

\* Indicates the total number of male cadets surveyed.

- 4 respondents indicated experiencing more than one incident
- 7 of the 23 incidents (30.4 percent) involved touching, stroking, or fondling private parts<sup>2</sup>
- 8 incidents (34.8 percent) occurred in the barracks or other campus buildings; seven respondents did not report where the incident occurred (Survey Item # 18/19 d)
- 11 offenders (47.8 percent) in the 23 reported incidents were other cadets (Survey Item # 18/19 f)

<sup>2</sup> The respondents were instructed to check all behaviors that applied for each incident. Therefore, the number of behaviors indicated may exceed the total incidents listed

### **Reporting of Alleged Sexual Assault Incidents**

Cadets who reported experiencing a sexual assault were also asked several other questions which included: “[t]o which authorities, if any, was this incident reported”; “[d]id anyone in a position of authority retaliate against you for reporting this incident,” and if so who; and did you “experience . . . any . . . OTHER repercussions for reporting this incident?”

**Female Respondents.** Of the 27 alleged sexual assault incidents reported in the survey by female cadets 10 incidents were reported to someone (Survey Item 18/19 g): (note: some respondents listed reports to multiple people)

- 2 incidents were reported to the Officer/NCO in Commandant's Dept;
- 2 incidents were reported to faculty, coach or staff not in the Commandant's Department
- 3 incidents were reported to a person in the chain of command;
- 1 incident (3.7 percent) was reported Public Safety;
- 1 incident was reported to the local police
- 1 incident was reported to The Citadel Infirmary
- 2 incidents were reported to The Citadel Counseling Center;
- 4 incidents were reported to friends or parents;
- 1 incident was reported to an Ombudsperson:
- 17 incidents were not reported to authorities; and
- 3 incidents were left blank

**Male Respondents.** Of the 23 alleged sexual assault incidents reported in the survey by male cadets 11 were reported to someone (Survey Item 18/19 g): (note: some respondents listed reports to multiple people)

- 2 incidents were reported to Officer/NCO2 in Commandant's Dept
- 2 incidents were reported to a person in the chain of command;
- 1 incident was reported to HOTLINE
- 1 incident was reported to a SARC
- 1 incident was reported to Public Safety
- 1 incident was reported to an off campus counseling center;
- 1 incident was reported to The Citadel Chaplain;
- 1 incident was reported to The Citadel Counseling Center;
- 3 incidents were reported to a peer resource
- 3 incidents were reported to The Citadel Infirmary;
- 12 incidents were not reported to authorities; and
- 7 incidents were left blank

## Reprisal for Reporting Alleged Sexual Assaults

We asked cadets who reported experiencing sexual behavior “against your will and without your consent,” whether anyone in a position of authority retaliated against them for reporting an incident. (Survey Item 18/19 h). Retaliation was defined as “unwarranted punishment, demotion, or withholding a favorable duty position.”

One female respondent indicated she experienced 1 instance of retaliation from an authority figure for reporting 1 sexual assault incident. Two male cadets indicated experiencing retaliation for reporting a sexual assault incident.

Table 8 reflects the authority figures that female/male respondents indicated retaliated against them for reporting a sexual assault incident. The respondents were instructed to “check all that apply.” (Survey Item # 18/19 i)

**Table 8. Female/Male Respondents - Reprisal by Citadel Officials**

	Female	Male	Total
<b>Cadet in my chain of command</b>	0	1	1
<b>Upperclassmen NOT in my chain of command</b>	1	0	1
<b>Commissioned Officer in my chain of command</b>	1	1	2
<b>Other Citadel staff or faculty</b>	0	1	1
<b>People outside The Citadel</b>	0	2	2
<b>Blank</b>	5	7	12
<b>No one retaliated against me</b>	20	13	33

We also asked cadets who reported experiencing sexual behavior “against your will and without your consent,” whether they experienced any other repercussions for reporting an incident. (Survey Item 18/19 j). Two females and one male cadet reported experiencing repercussions from cadets NOT in their chain of command. Two male cadets reported experiencing repercussions from cadets within their chain of command. Two male and two female cadets reported “other significant repercussions”. Cadets did not report experiencing repercussions from Citadel staff or faculty members. Table 9 reflects the responses of female and male cadets who experienced other repercussions for reporting an incident of sexual assault. Respondents were instructed to check all answers that applied to each incident.

**Table 9. Female/Male Respondents - Other Repercussions Experienced**

Type of Repercussions	Females	Males	Total
<b>Ostracism, harassment, or ridicule from other cadets NOT in chain of command</b>	2	1	3
<b>Ostracism, harassment, or ridicule from other cadets in chain of command</b>	0	2	2
<b>Ostracism, harassment, or ridicule from Citadel staff or faculty members</b>	0	0	0
<b>Other significant repercussions</b>	2	2	4
<b>Blank</b>	5	6	11
<b>Did not experience other repercussions</b>	18	14	32

## Criminal Investigations

We asked the respondents “[d]id a law enforcement agency (either public safety or county) conduct a criminal investigation?” (Survey Item 18/19 k). Female respondents indicated 22 incidents (81.5 percent) were not investigated; one female respondent did not know if her incident was investigated; and four female respondents chose not to answer the question. Male respondents indicated 12 incidents (52.2 percent) were not investigated; six male respondents did not know if their incident was investigated; and 5 male respondents chose not to answer the question.

We also asked the respondents why a criminal investigation was not conducted. (Survey Item 18/19 l). Female respondents indicated that criminal investigations were not conducted in 14 incidents (51.9 percent) because they did not report the incidents to law enforcement officials. Five female respondents (18.5 percent) indicated they declined to cooperate with an investigation. Two female respondents did not know why a criminal investigation was not conducted and six female respondents chose not to answer the question. Male respondents indicated that criminal investigations were not conducted in 8 incidents (34.8 percent) because they did not report the incidents to law enforcement officials. Three male respondents (13 percent) indicated they declined to cooperate with an investigation. Six male respondents did not know why a criminal investigation was not conducted and six male respondents chose not to answer the question.

## Reasons for Not Reporting Sexual Assault

Recognizing that individuals have many reasons for not reporting a sexual assault, we asked respondents who experienced sexual assault behavior to choose the reasons most important to them when deciding not to report to authorities. Fear of ostracism, harassment, or peer ridicule and shame/embarrassment were the top two choices of female respondents at The Citadel. Nine female cadets at The Citadel indicated they did not report a sexual assault because they “thought I would be labeled a trouble maker”. Table 10 reflects the five most frequently reported reasons for Citadel female cadets not reporting sexual assaults. (Survey Item 18/19 n)

**Table 10. Female Respondents Top Reasons for Not Reporting Sexual Assaults**

Reason for Not Reporting		
	No.	% of Incidents
Feared ostracism, harassment, or peer ridicule	13	48.1
Shame/embarrassment	13	48.1
Thought I would be labeled a trouble maker	9	33.3
Thought I could deal with it myself	9	33.3
Feared public disclosure of the assault	9	33.3

Table 11 reflects the seven most frequently reported reasons for Citadel male respondents not reporting sexual assaults. (Survey Item 18/19 n)

**Table 11 Male Respondents Top Reasons for Not Reporting Sexual Assaults**

Reason for Not Reporting		
	No.	% of Incidents
Thought I could deal with it myself	7	30.4
Not serious enough to report	5	21.7
Handled it myself	5	21.7
Feared public disclosure of the assault	4	17.4
Feared my parents/family would find out	4	17.4
Pressured by someone in position of authority	4	17.4
Shame/embarrassment	4	17.4

**Satisfaction with the Handling of Sexual Assault Incidents**

Tables 12 and 13 reflect female and male cadets’ responses to their satisfaction with the handling of sexual assault incidents by Citadel agencies and/or individuals. Cadets were given the opportunity to provide written comments regarding their dissatisfaction of the handling of their incidents by the various Citadel agencies and/or individuals. The respondents’ comments are summarized below to ensure respondent anonymity. (Survey Item # 18/19 o, p)

**Table 12. Female Satisfaction of the Handling of the Situation by Citadel Agencies/Individuals\***

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	N/A or I did not use resource
Commandant’s Department		1	1		21
Sexual Assault Response Coordinator					23
Human Affairs Officer/NCO				1	22
Ombudsman		1			22
Citadel Counseling Center	1	1			21
Infirmery		2			21
Chain of Command	1		1	1	20
Police			1		22

\* Four female cadets did not respond to this question; they left this question blank.

Some female cadets described their reasons for their dissatisfaction with how various Citadel agencies or individuals handled their incidents. These reasons included the following statements by female cadets:

- they were not informed of the outcome of the investigation,
- they were encouraged to reconsider their report of the nature of the incident, and
- their report of an incident resulted in negative and unintended repercussions for the female cadet.

**Table 13. Male Satisfaction of the Handling of the Situation by Citadel Agencies/Individuals**

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	N/A or I did not use resource
Commandant's Department	2	2	1	3	11
Sexual Assault Response Coordinator	2	2		3	13
Human Affairs Officer/NCO	2	2	1	3	12
Ombudsman	2	2		2	14
Citadel Counseling Center	2	2		3	12
Infirmery	2	1		4	11
Chain of Command	1	1		4	13
Police		2		4	13

\* Five male cadets did not respond to one or more parts of this question; they left one or more parts of this question blank.

## Part V. Written Comments

The final section of the survey offered all respondents an opportunity to “provide any other comments you wish to share.” (Survey Item # 22)

We received written comments from 194 respondents, which represent 32.2% of the cadets who completed the survey. This includes comments from 49 female cadets and comments from 145 male cadets. Table 14 provides a summary of the number of written comments by gender and year of entry.

**Table 14. Written Comments**

Class	Female	Male
2001	0	2
2002	17	35
2003	8	41
2004	10	30
2005	14	37
<b>Total</b>	<b>49</b>	<b>145</b>

At the time of the survey, those that entered in 2001 and 2002 were seniors 2003 were juniors, 2004 were sophomores, and 2005 were freshmen.

Responses were categorized as either positive or negative comments. A response was considered positive if there were no direct negative comments towards women, or if the response included some general constructive comment or suggestion. A response was considered negative if it included derogatory comments towards the institution, cadets at large, or female cadets. Overall, 40% of the comments were positive and about 60% were negative. However, it was noted that among women, only about 27% of their comments were positive while nearly 45% of men’s comments were positive.

Responses were also categorized by general themes, derived from the content of the comments, the topic areas identified in the DOD survey, and the topics included in The Citadel Values and Respect Program.

### Honor Code/System

- few comments
- mostly negative comments that focus on perceived inequity and the application of the Leniency program

### Sexual Assault/Harassment Climate

- majority of comments reflect this theme
- most comments focus on harassment as compared to assault
- female cadets’ comments often identify issues related to lack of respect and attitudes in

a male dominated environment

- male cadets' comments often identify concerns about getting in trouble and perceived inequity of blame

#### Alcohol and Substance Abuse

- very few comments
- interesting suggestions to reduce alcohol and substance abuse including providing cadets with more leave, implementing gate checks, and providing better education

#### Human Dignity

- many comments can be included in this category such as perceived bias, lack of fairness in rank selection process, Corps Squad references, and racially related comments.
- male cadets' comments include support for separating men and women into separate barracks

#### Leadership Development

- many comments about the lack of leadership within the Corps, especially from fourth-class cadets
- some comments about feeling hopeful about the future with the new institutional leadership at The Citadel
- no comments regarding hazing

#### General Impressions

- number and detail of comments were better than expected given some of the challenges with the survey administration
- clear issues of misperception and bias were reflected in many comments
- lack of accountability and personal responsibility among cadets reflected in comments
- A single gender attitude remains prominent among male cadets, including fourth-class

## Appendix A

### A.1. Values: Adherence to Standards- Female Cadets

Standard	Strongly Agree/ Agree	No Opinion	Disagree/ Strongly Disagree
Adhere to Honor Code	48.2%	9.7%	42.1%
Adhere to Rules and Regulations	24.6%	12.3%	63.2%
Hold Other Cadets Accountable to Honor Code	67.5%	15.8%	16.7%
Honesty is Expected and Reinforced at The Citadel	71.9%	12.3%	15.8%
Moral Obligation to Abide by 4 <sup>th</sup> Class Oath	91.2%	7.0%	1.8%
Compromise Morals Because of Loyalty to Friend	52.6%	14.0%	33.3%
Compromise Morals Because of Objectives	22.8%	17.5%	59.6%
Compromise Morals Based on Circumstances	32.5%	17.5%	50.0%
Commitment to Living By Moral Standards Exceeding Those of Society at Large	93.0%	4.4%	2.6%
Commitment to Exemplary Conduct and Leadership Standards Reinforced at The Citadel	66.7%	21.1%	12.3%
Commitment to Ethical/Spiritual/Religious Beliefs is Important to Character	85.1%	10.5%	4.4%
Commitment to Ethical/Spiritual/Religious Beliefs About What Is Right and Wrong	91.2%	6.1%	2.6%
Citadel Experience Enhanced Commitment to Ethical/Spiritual/Religious Beliefs	60.5%	14.0%	25.4%

### A.2. Values: Adherence to Standards- Male Cadets

Standard	Strongly Agree/ Agree	No Opinion	Disagree/ Strongly Disagree
Adhere to Honor Code	72.1%	10.7%	17.2%
Adhere to Rules and Regulations	43.7%	19.9%	36.3%
Hold Other Cadets Accountable to Honor Code	78.2%	12.5%	9.2%
Honesty is Expected and Reinforced at The Citadel	78.4%	12.5%	9.0%
Moral Obligation to Abide by 4 <sup>th</sup> Class Oath	84.8%	11.5%	3.7%
Compromise Morals Because of Loyalty to Friend	45.4%	20.1%	34.5%
Compromise Morals Because of Objectives	26.5%	18.5%	55.0%
Compromise Morals Because of Circumstances	33.9%	20.9%	45.2%
Commitment to Living By Moral Standards Exceeding Those of Society at Large	89.5%	9.0%	1.4%
Commitment to Exemplary Conduct and Leadership Standards Reinforced at The Citadel	81.1%	10.5%	8.4%
Commitment to Ethical/Spiritual/Religious Beliefs is Important to Character	84.6%	10.7%	4.7%
Commitment to Ethical/Spiritual/Religious Beliefs About What Is Right and Wrong	86.2%	9.9%	3.9%
Citadel Experience Enhanced Commitment to Ethical/Spiritual/Religious Beliefs	64.9%	18.5%	16.6%

Responses to Survey Item # 3 are reflected in Tables A.1. and A.2.

## Appendix A

### A.3. Values: Maintaining Good Order and Discipline- Female Cadets

Behaviors Would Disrupt Good Order and Discipline	Strongly Agree/ Agree	No Opinion	Disagree/ Strongly Disagree
Violating Honor Code	68.4%	7.0%	24.6%
Not Reporting Honor Code Violations	64.0%	12.3%	23.7%
Favoritism Based on Gender	68.4%	7.9%	23.7%
Engaging in Prohibited Relationships/Fraternization	46.5%	18.4%	35.1%
Cadets Dating Each Other	26.3%	21.1%	52.6%
On-Campus Consensual Sex Between Cadets	53.5%	20.2%	26.3%
Off-Campus Consensual Sex Between Cadets	22.8%	27.2%	50.0%
Excessive Use of Alcohol/Drunkenness	59.6%	14.0%	26.3%
Illegal Drug Use/Abuse of Prescription Drugs	64.0%	8.8%	27.2%
Viewing Pornography/Sexually Graphic Content	36.8%	30.7%	32.5%

### A.4. Values: Maintaining Good Order and Discipline- Male Cadets

Behaviors Would Disrupt Good Order and Discipline	Strongly Agree/ Agree	No Opinion	Disagree/ Strongly Disagree
Violating Honor Code	69.6%	5.5%	24.8%
Not Reporting Honor Code Violations	61.4%	13.8%	24.8%
Favoritism Based on Gender	63.7%	13.8%	22.6%
Engaging in Prohibited Relationships/Fraternization	54.8%	18.7%	26.5%
Cadets Dating Each Other	53.4%	17.3%	29.4%
On-Campus Consensual Sex Between Cadets	59.3%	14.4%	26.3%
Off-Campus Consensual Sex Between Cadets	42.7%	25.3%	32.0%
Excessive Use of Alcohol/Drunkenness	44.6%	23.8%	31.6%
Illegal Drug Use/Abuse of Prescription Drugs	62.2%	12.5%	25.3%
Viewing Pornography/Sexually Graphic Content	25.3%	28.5%	46.2%

Responses to Survey Item # 4 are reflected in Tables A.3. and A.4.

## Appendix A

### A.5. Climate: Gender Preferential Treatment- Female Cadets

	Strongly Agree/ Agree	No Opinion	Disagree/ Strongly Disagree
Men and Women are Treated Fairly Overall	16.7%	13.2%	70.2%
Men Receive More Favorable Treatment Overall	65.8%	13.2%	21.1%
Women Receive More Favorable Treatment Overall	16.7%	15.8%	67.5%

### A.6. Climate: Gender Preferential Treatment- Male Cadets

	Strongly Agree/ Agree	No Opinion	Disagree/ Strongly Disagree
Men and Women are Treated Fairly Overall	11.9%	19.3%	68.8%
Men Receive More Favorable Treatment Overall	20.5%	16.6%	62.8%
Women Receive More Favorable Treatment Overall	67.1%	12.9%	19.9%

Responses to Survey Item # 5 are reflected in Tables A.5. and A.6.

## Appendix A

### A.7. Climate: Separation of Genders in Dormitory/Barracks- Female Cadets

	Agree	No Opinion	Disagree
Cadets barracks areas should be physically separated (i.e., different floors or buildings) by gender	2.6%	3.5%	93.9%

### A.8. Climate: Separation of Genders in Dormitory/Barracks- Male Cadets

	Agree	No Opinion	Disagree
Cadets barracks areas should be physically separated (i.e., different floors or buildings) by gender	42.1%	18.9%	39.0%

Responses to Survey Item # 6 are reflected in Tables A.7.and A.8.

## Appendix A

### A.9. Climate: Understanding of Sexual Harassment, Assault, and Related Services- Female Cadets

Understanding of the Following	Yes	No	Not Sure
Difference between sexual harassment and sexual assault	98.25%	0	1.75%
How to avoid situations that might increase risk of sexual assault	96.49%	.88%	2.63%
How to report sexual assaults	86.84%	8.77%	4.39%
How to obtain medical care following a sexual assault	87.72%	4.39%	7.89%
How to obtain counseling following a sexual assault	91.23%	2.63%	6.14%
Responsibilities of law enforcement/criminal investigation agency	76.32%	10.53%	13.16%
Role of chain of command in handling sexual assaults	64.04%	26.32%	9.65%
Where to go if I needed additional information on the areas above	75.44%	12.28%	12.28%

### A.10. Climate: Understanding of Sexual Harassment, Assault, and Related Services- Male Cadets

Understanding of the Following	Yes	No	Not Sure
Difference between sexual harassment and sexual assault	92.40%	1.85%	5.75%
How to avoid situations that might increase risk of sexual assault	93.43%	2.46%	4.11%
How to report sexual assaults	86.04%	5.34%	8.62%
How to obtain medical care following a sexual assault	82.75%	8.83%	8.42%
How to obtain counseling following a sexual assault	85.63%	4.93%	9.45%
Responsibilities of law enforcement/criminal investigation agency	79.26%	9.65%	11.09%
Role of chain of command in handling sexual assaults	72.07%	16.63%	11.29%
Where to go if I needed additional information on the areas above	82.14%	9.24%	8.62%

Responses to Survey Item # 7 are reflected in Tables A.9. and A.10.

## Appendix A

### A.11. Climate: Effectiveness of Military Leaders—Cadet Leaders

<b>Believe Cadet Leaders Demonstrate the Following Leadership Behaviors to a Very Large, Large, or Moderate Extent</b>	<b>Female</b>	<b>Male</b>
Demonstrate Good Examples of Sound Moral Character	75.4%	76.6%
Promotes and Safeguards the Welfare of Subordinates	71.1%	67.6%
Holds Cadets Accountable for Their Conduct	73.7%	80.7%
Creates a Climate in which Sexual Harassment is not Tolerated	57.0%	72.1%
Creates a Climate in which Sexual Assault is not Tolerated	64.9%	75.2%
Creates a Climate in which Cadets are Encouraged to Report Sexual Harassment	42.1%	65.7%
Creates a Climate in which Cadets are Encouraged to Report Sexual Assault	52.6%	71.3%
Ensures Those who Report Sexual Harassment/Assault are Treated with Dignity and Respect	44.7%	66.9%
Provides Appropriate Level of Privacy to Those Who Have Experienced Sexual Assault	47.4%	64.3%
Treats Subordinate Cadets Fairly Regardless of Gender	*	*
Provides Adequate Information to Cadets about Policies, Procedures and Consequences of Sexual Assault	*	*

### A.12. Climate: Effectiveness of Military Leaders—Commissioned Officers (TAC, CO Officers, Faculty Advisor)

<b>Believe Commissioned Officers Demonstrate the Following Leadership Behaviors to a Very Large, Large, or Moderate Extent</b>	<b>Female</b>	<b>Male</b>
Demonstrate Good Examples of Sound Moral Character	90.3%	82.1%
Promotes and Safeguards the Welfare of Subordinates	93.0%	81.9%
Holds Cadets Accountable for Their Conduct	86.8%	86.9%
Creates a Climate in which Sexual Harassment is not Tolerated	86.8%	83.8%
Creates a Climate in which Sexual Assault is not Tolerated	92.1%	84.2%
Creates a Climate in which Cadets are Encouraged to Report Sexual Harassment	86.8%	82.8%
Creates a Climate in which Cadets are Encouraged to Report Sexual Assault	89.5%	82.8%
Ensures Those who Report Sexual Harassment/Assault are Treated with Dignity and Respect	78.1%	79.5%
Provides Appropriate Level of Privacy to Those Who Have Experienced Sexual Assault	74.6%	78.4%
Treats Subordinate Cadets Fairly Regardless of Gender	*	*
Provides Adequate Information to Cadets about Policies, Procedures and Consequences of Sexual Assault	80.7%	79.3%

\* = The survey did not ask cadets to evaluate cadet leaders or commissioned officers on these particular leadership behaviors.

Responses to Survey Items # 8, 9, 10, and 11 are reflected in Tables A.11. and A.12.

## Appendix A

### A.13. Climate: Effectiveness of Senior Leaders and Faculty—Senior Leadership (President, Commandant, Deputy Commandant, Dean)

Believe Senior Leadership Demonstrate the Following Leadership Behaviors to a Very Large, Large, or Moderate Extent	Female	Male
Demonstrate Good Examples of Sound Moral Character	91.2%	86.9%
Promotes and Safeguards the Welfare of Subordinates	89.5%	83.6%
Holds Cadets Accountable for Their Conduct	87.7%	88.9%
Creates a Climate in which Sexual Harassment is not Tolerated	88.6%	85.0%
Creates a Climate in which Sexual Assault is not Tolerated	90.4%	85.2%
Creates a Climate in which Cadets are Encouraged to Report Sexual Harassment	*	*
Creates a Climate in which Cadets are Encouraged to Report Sexual Assault	*	*
Ensures Those who Report Sexual Harassment/Assault are Treated with Dignity and Respect	*	*
Provides Appropriate Level of Privacy to Those Who Have Experienced Sexual Assault	*	*
Treats Subordinate Cadets Fairly Regardless of Gender	84.2%	65.9%
Provides Adequate Information to Cadets about Policies, Procedures and Consequences of Sexual Assault	*	*

### A.14. Climate: Effectiveness of Senior Leaders and Faculty—Academic Faculty

Believe Academic Faculty Demonstrate the Following Leadership Behaviors to a Very Large, Large, or Moderate Extent	Female	Male
Demonstrate Good Examples of Sound Moral Character	91.2%	83.4%
Promotes and Safeguards the Welfare of Subordinates	87.7%	75.8%
Holds Cadets Accountable for Their Conduct	87.7%	81.5%
Creates a Climate in which Sexual Harassment is not Tolerated	78.1%	77.2%
Creates a Climate in which Sexual Assault is not Tolerated	82.5%	77.6%
Creates a Climate in which Cadets are Encouraged to Report Sexual Harassment	*	*
Creates a Climate in which Cadets are Encouraged to Report Sexual Assault	*	*
Ensures Those who Report Sexual Harassment/Assault are Treated with Dignity and Respect	*	*
Provides Appropriate Level of Privacy to Those Who Have Experienced Sexual Assault	*	*
Treats Subordinate Cadets Fairly Regardless of Gender	84.2%	74.7%
Provides Adequate Information to Cadets about Policies, Procedures and Consequences of Sexual Assault	*	*

\* = The survey did not ask cadets to evaluate senior leadership or academic faculty on these particular leadership behaviors.

Responses to Survey Items # 8, 9, 10, and 11 are reflected in Tables A.13. and A.14.

## Appendix A

### A.15. Climate: Willingness to Confront and Report Sexual Harassment and Sexual Assault- Female Cadets

The extent cadets are willing to confront or report sexual harassment and sexual assault	Very Large/ Large/ Moderate Extent	No Basis To Judge	Small Extent/ Not at All
Willing to confront other cadets who engage in sexual harassment, including inappropriate comments and actions	33.3%	5.3%	61.4%
Willing to report other cadets who continue to engage in sexual harassment after having been previously confronted	34.2%	7.0%	58.8%
Willing to report other cadets who commit sexual assault	43.0%	11.4%	45.6%

### A.16. Climate: Willingness to Confront and Report Sexual Harassment and Sexual Assault- Male Cadets

The extent cadets are willing to confront or report sexual harassment and sexual assault	Very Large/ Large/ Moderate Extent	No Basis To Judge	Small Extent/ Not at All
Willing to confront other cadets who engage in sexual harassment, including inappropriate comments and actions	58.1%	16.0%	25.9%
Willing to report other cadets who continue to engage in sexual harassment after having been previously confronted	60.2%	17.0%	22.8%
Willing to report other cadets who commit sexual assault	65.9%	19.9%	14.2%

Responses to Survey Item # 12 are reflected in Tables A.15. and A.16.

**Appendix A**

**A.17. Climate: Personal Loyalties, Barriers to Reporting, and Fraudulent Reporting--  
Female Cadets**

	<b>Very Large/ Large/ Moderate Extent</b>	<b>No Basis To Judge</b>	<b>Small Extent/ Not at All</b>
Extent cadets allow personal loyalties to affect reporting of sexual assault	78.1%	11.4%	10.5%
Extent cadets do not report sexual assault out of concern they or others will be punished for infractions	78.1%	9.6%	12.3%
Extent cadets consider fraudulent reporting of sexual assault incidents to be a problem	58.8%	14.9%	26.3%

**A.18. Climate: Personal Loyalties, Barriers to Reporting, and Fraudulent Reporting--  
Male Cadets**

<b>The extent cadets are willing to confront or report sexual harassment and sexual assault</b>	<b>Very Large/ Large/ Moderate Extent</b>	<b>No Basis To Judge</b>	<b>Small Extent/ Not at All</b>
Extent cadets allow personal loyalties to affect reporting of sexual assault	49.3%	20.7%	30.0%
Extent cadets do not report sexual assault out of concern they or others will be punished for infractions	47.4%	23.2%	29.4%
Extent cadets consider fraudulent reporting of sexual assault incidents to be a problem	46.0%	24.9%	29.2%

Responses to Survey Item # 13 are reflected in Tables A.17. and A.18.

## Appendix A

### A.19. Climate: Willingness to Report to Various Agencies-- Female Cadets

Willingness to Report a Personal Experience of Sexual Assault to Various Agencies	Yes	No	Uncertain
An Officer/NCO in Commandant's Department	50.9%	34.2%	14.9%
Faculty Member, Coaches, Citadel Staff not in Commandant's Department	68.4%	25.4%	6.1%
Hotline / helpline	47.4%	40.4%	12.3%
Citadel Sexual Assault Response Coordinator	58.8%	28.1%	13.2%
Person in cadet chain of command	34.2%	58.8%	7.0%
Peer resource (Human Affairs Officer / NCO)	47.4%	45.6%	7.0%
Citadel Counseling Center	58.8%	29.8%	11.4%
Off-campus Counseling Center	66.7%	25.4%	7.9%
Citadel Infirmary Medical Personnel	56.1%	35.1%	8.8%
Off-campus Medical Personnel	73.7%	17.5%	8.8%
Citadel Public Safety	34.2%	54.4%	11.4%
Local Police	61.4%	28.1%	10.5%
Ombudsperson	46.5%	42.1%	11.4%
Citadel Chaplain/Clergy	46.5%	45.6%	7.9%
Non-Citadel Chaplain/Clergy	57.0%	35.1%	7.9%
Other	38.6%	23.7%	37.7%

### A.20. Climate: Willingness to Report to Various Agencies-- Male Cadets

Willingness to Report a Personal Experience of Sexual Assault to Various Agencies	Yes	No	Uncertain
An Officer/NCO in Commandant's Department	61.8%	19.3%	18.9%
Faculty Member, Coaches, Citadel Staff not in Commandant's Department	62.0%	21.1%	16.8%
Hotline / helpline	62.6%	22.6%	14.8%
Citadel Sexual Assault Response Coordinator	68.2%	15.8%	16.0%
Person in cadet chain of command	58.9%	25.7%	15.4%
Peer resource (Human Affairs Officer / NCO)	63.9%	22.0%	14.2%
Citadel Counseling Center	72.7%	14.4%	12.9%
Off-campus Counseling Center	72.5%	15.4%	12.1%
Citadel Infirmary Medical Personnel	64.7%	20.7%	14.6%
Off-campus Medical Personnel	72.9%	14.0%	13.1%
Citadel Public Safety	54.2%	31.4%	14.4%
Local Police	68.6%	17.5%	14.0%
Ombudsperson	57.9%	22.4%	19.7%
Citadel Chaplain/Clergy	64.7%	22.0%	13.3%
Non-Citadel Chaplain/Clergy	64.7%	20.5%	14.8%
Other	27.9%	25.5%	46.6%

Responses to Survey Item # 14 are reflected in Tables A.19. and A.20.

## Appendix A

### A.21 Climate: Sexual Harassment-- Female Cadets \*

Frequency that cadets have been in situations where persons at The Citadel engaged in the following behaviors	Often/ Very Often	Never
Repeatedly told stories or jokes of a sexual nature that were offensive to you	36.0%	21.9%
Made unwelcome attempts to be drawn into discussions of sexual matters	23.7%	35.1%
Made offensive remarks about your appearance, body, or sexual activities	32.5%	23.7%
Used body language of a sexual nature that embarrassed or offended you	17.5%	37.7%
Attempted to establish a romantic sexual relationship despite efforts to discourage it	8.8%	55.3%
Continued to ask for dates, drinks, dinner, etc. even though you said “no”	6.1%	64.9%
Made you feel like you were being bribed to engage in sexual behavior	0.9%	82.5%
Made you feel threatened with retaliation for not being sexually cooperative	0	88.6%
Touched you in a way that made you feel uncomfortable	3.5%	64.9%
Treated you badly for refusing to have sex	3.5%	87.7%
Implied better assignments or better treatment if you were sexually cooperative	0.9%	93.9%

### A.22 Climate: Sexual Harassment-- Male Cadets \*

Frequency that cadets have been in situations where persons at The Citadel engaged in the following behaviors	Often/ Very Often	Never
Repeatedly told stories or jokes of a sexual nature that were offensive to you	11.9%	60.2%
Made unwelcome attempts to be drawn into discussions of sexual matters	10.5%	61.2%
Made offensive remarks about your appearance, body, or sexual activities	11.9%	61.0%
Used body language of a sexual nature that embarrassed or offended you	7.0%	71.0%
Attempted to establish a romantic sexual relationship despite efforts to discourage it	2.2%	85.8%
Continued to ask for dates, drinks, dinner, etc. even though you said “no”	1.6%	88.7%
Made you feel like you were being bribed to engage in sexual behavior	1.0%	90.1%
Made you feel threatened with retaliation for not being sexually cooperative	1.2%	90.1%
Touched you in a way that made you feel uncomfortable	2.5%	85.6%
Treated you badly for refusing to have sex	1.2%	91.2%
Implied better assignments or better treatment if you were sexually cooperative	1.0%	89.5%

Responses to Survey Item # 15 are reflected in Tables A.21. and A.22.

\* For each item, a small percentage of cadets did not provide any response