

Juilliard's Campus Climate Survey: 2022

Survey Results



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Juilliard

Table of Contents

Introduction	3
About Juilliard’s Campus Climate Survey.....	3
Legal Compliance	3
2022 Participant Summary.....	3
Survey Participants: Demographics	4
2022 Survey Results	6
Understanding of Juilliard Response and Resolution Process	6
Victimization Prevalence and Reporting.....	9
Sexual Assault	9
Intimate Partner Violence.....	12
Stalking.....	14
Sexual Harassment.....	16
Overall Victim Characteristics and Reporting	17
Community Perceptions: Sexual Misconduct Response	21
Community Perception: Belonging	23
Prevention and Understanding of Resources	26
Use of Findings.....	30

Introduction

About Juilliard's Campus Climate Survey

The Juilliard School recognizes the importance of prevention and response to sexual misconduct for students and employees. During the Spring and Fall of 2022, the School conducted *Juilliard's Campus Climate Survey: 2022* to assess the community's awareness and perceptions of school and community sexual misconduct resources, support services, prevention, training, policies, reporting, and response.

The survey results also reflect the prevalence of sexual misconduct among the community, specifically domestic violence, dating violence, stalking, and sexual assault, attitudes and behavior related to affirmative consent, bystander intervention, and reporting to the School and law enforcement.

Legal Compliance

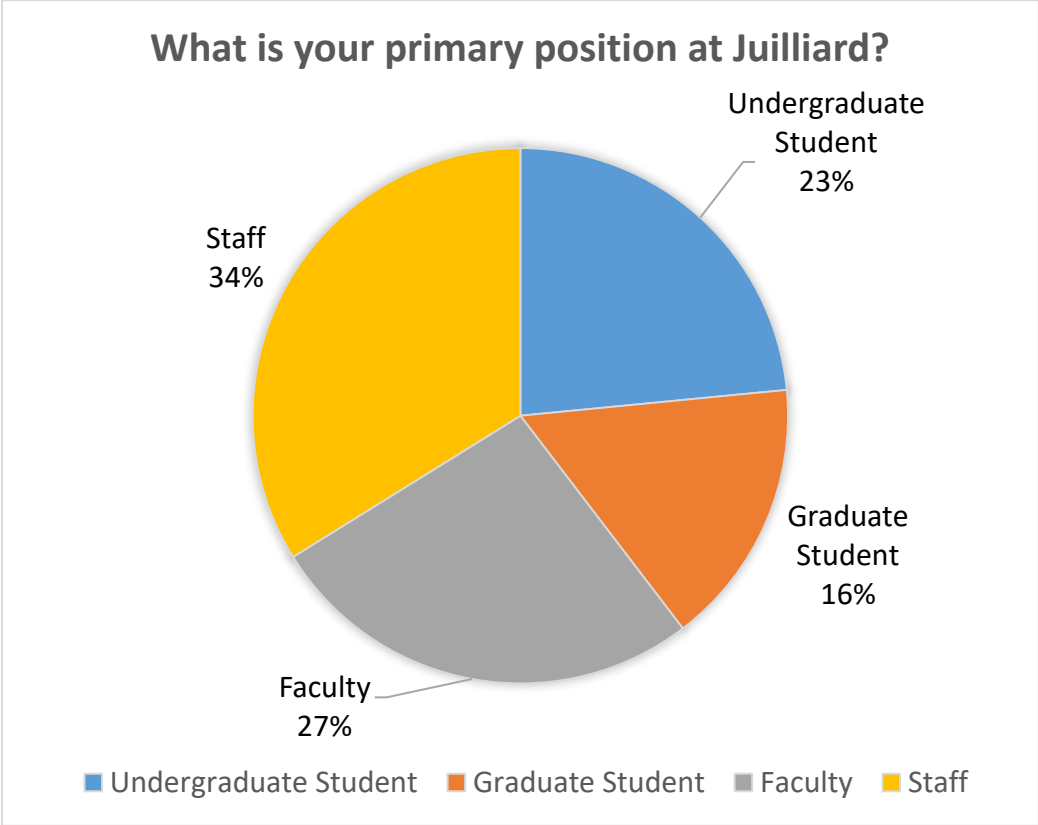
A Campus Climate Survey is conducted by the Bias Response and Title IX Office every other year in compliance with [New York State Education Law Article 129-B](#). The requirements under this law inform the survey questions.

2022 Participant Summary

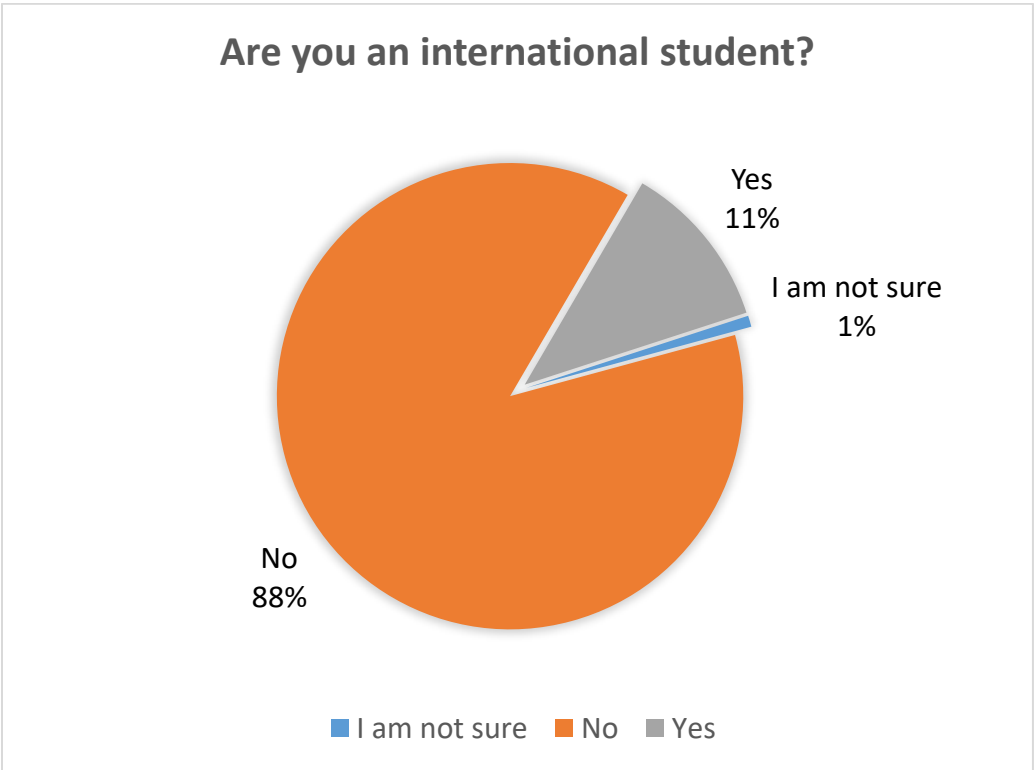
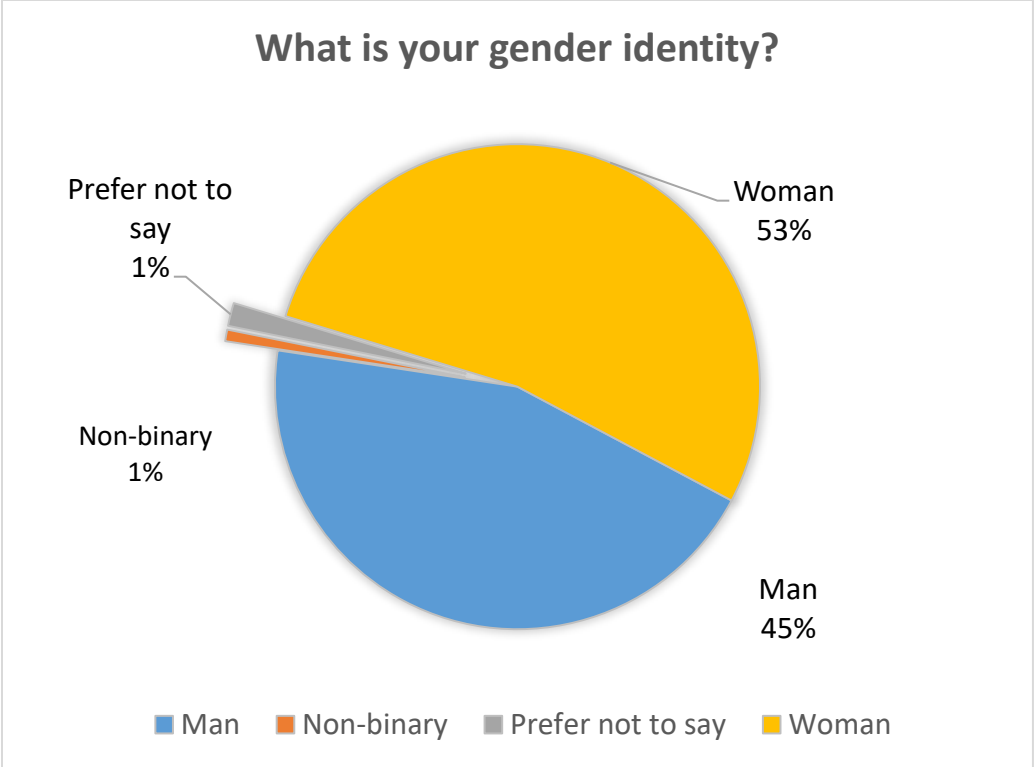
Juilliard's Campus Climate Survey: 2022 collected 265 responses from students, faculty, and staff, resulting in a survey response rate of 12.6%. The response rate increased by approximately 35.9% from the *2020 Sexual Misconduct Climate Survey* and a 76.6% increase from the *2018 Campus Climate Survey*.

Per recommendations from the *2020 Campus Climate Survey*, Bias Response and Title IX staff increased incentives and promotional efforts in 2022 to undergraduate and graduate students to ensure a comprehensive depiction of the campus community. Survey participants were anonymous. Information in this report contains no personally identifiable information.

Survey Participants: Demographics



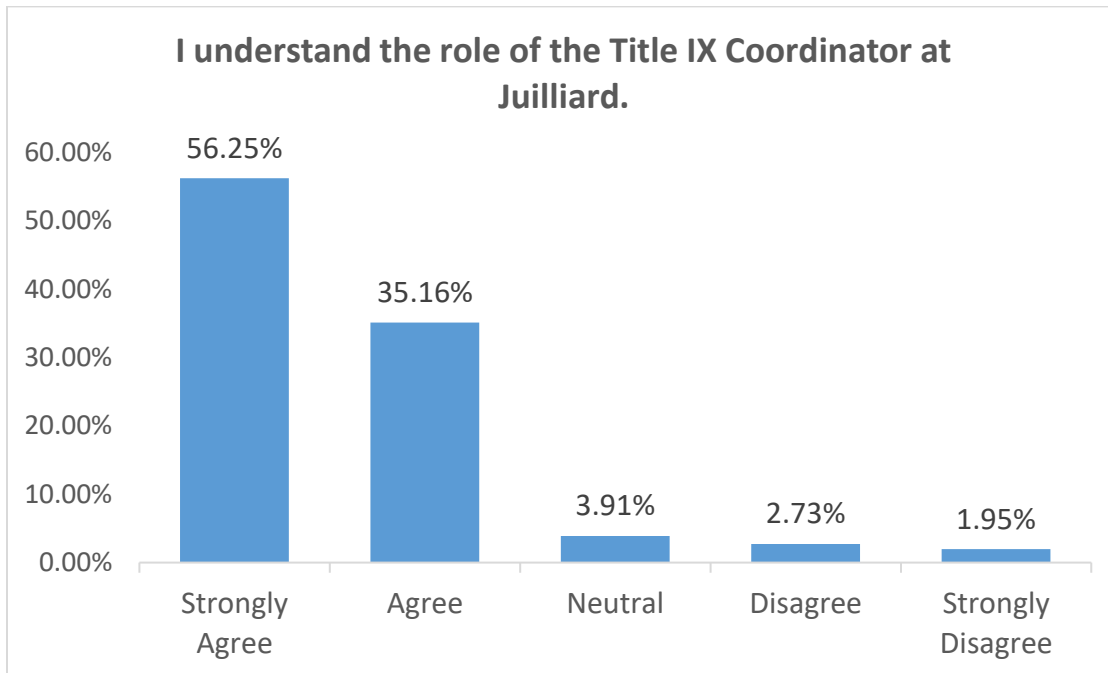
Juilliard's Campus Climate Survey: 2022 surveyed 265 respondents, 103 (38.9%) were students, while 157 (59.2%) were employees. Additional demographic information was collected to identify the participant's gender and international status to ensure a comprehensive representation of the Juilliard community.



2022 Survey Results

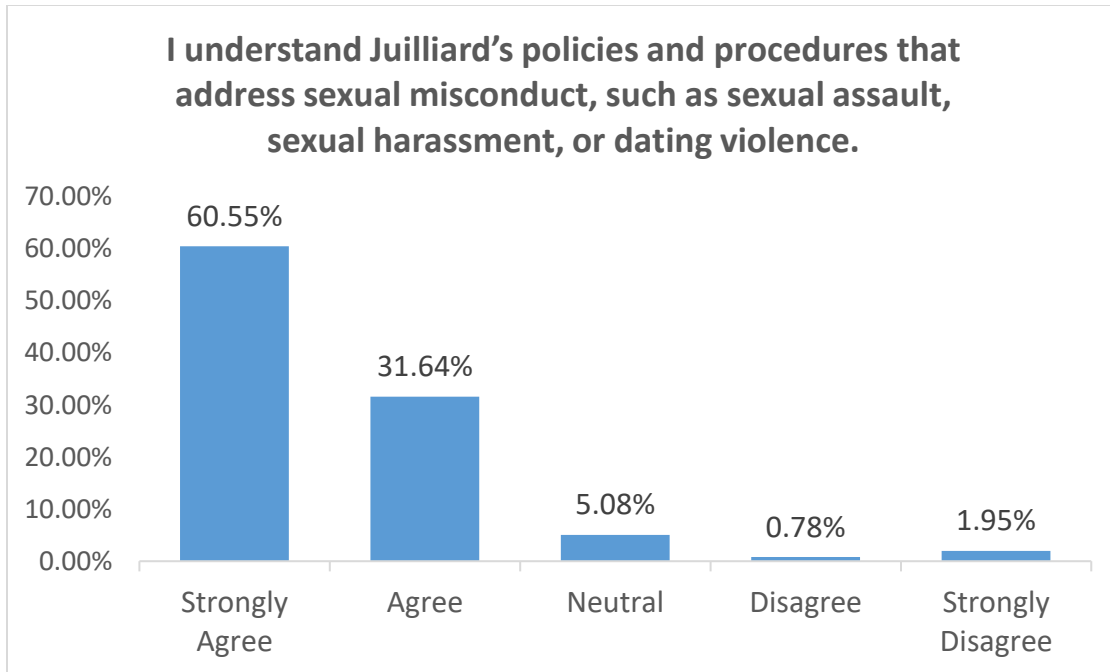
Understanding of Juilliard Response and Resolution Process

The following section represents survey respondents' understanding of the role of the Senior Director of Bias Response and Title IX Coordinator (Title IX Coordinator), the [Juilliard Sexual Misconduct Policy](#), and adjudication processes.



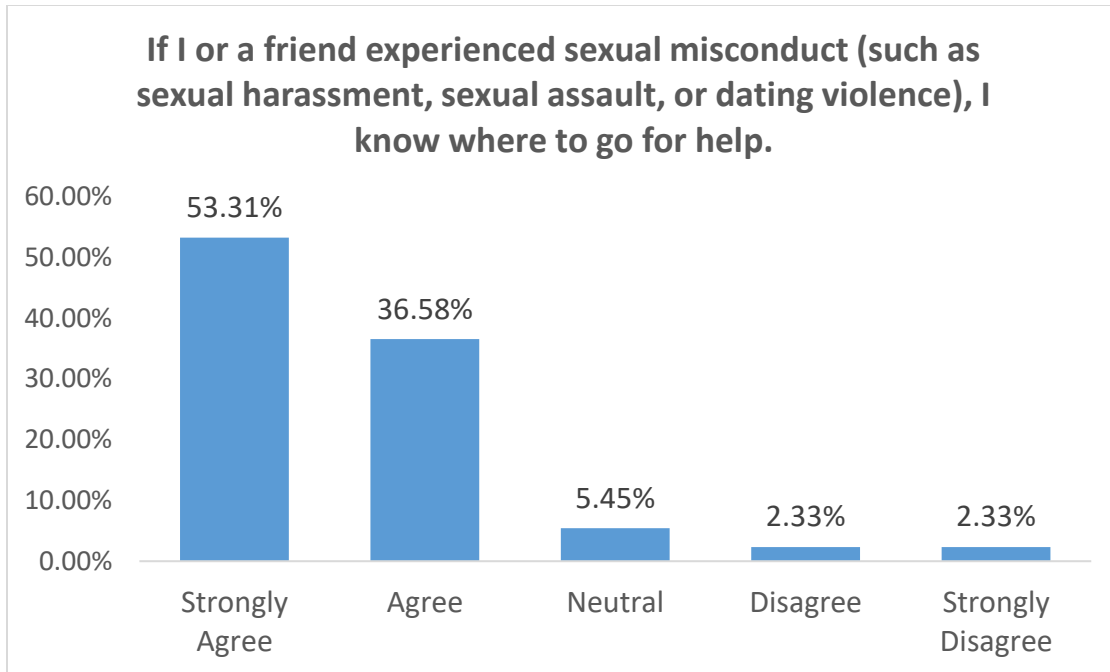
(Primary Position Breakdown)

Primary Position	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Grand Total
Undergraduate Student	10.94%	9.38%	1.56%	1.56%	0.00%	23.44%
Graduate Student	6.64%	6.25%	1.17%	1.17%	0.78%	16.02%
Faculty	17.97%	7.81%	0.39%	0.00%	0.39%	26.56%
Staff	20.70%	11.72%	0.78%	0.00%	0.78%	33.98%
Grand Total	56.25%	35.16%	3.91%	2.73%	1.95%	100.00%



(Primary Position Breakdown)

Primary Position	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Grand Total
Undergraduate Student	10.55%	9.38%	2.34%	0.78%	0.39%	23.44%
Graduate Student	7.81%	5.47%	2.73%	0.00%	0.39%	16.41%
Staff	23.05%	9.77%	0.00%	0.00%	0.78%	33.59%
Faculty	19.14%	7.03%	0.00%	0.00%	0.39%	26.56%
Grand Total	60.55%	31.64%	5.08%	0.78%	1.95%	100.00%



(Primary Position Breakdown)

Primary Position	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Grand Total
Undergraduate Student	9.73%	10.51%	2.33%	0.78%	0.39%	23.74%
Graduate Student	6.61%	7.39%	1.95%	0.39%	0.00%	16.34%
Staff	21.01%	10.12%	0.39%	1.17%	0.78%	33.46%
Faculty	15.95%	8.56%	0.78%	0.00%	1.17%	26.46%
Grand Total	53.31%	36.58%	5.45%	2.33%	2.33%	100.00%

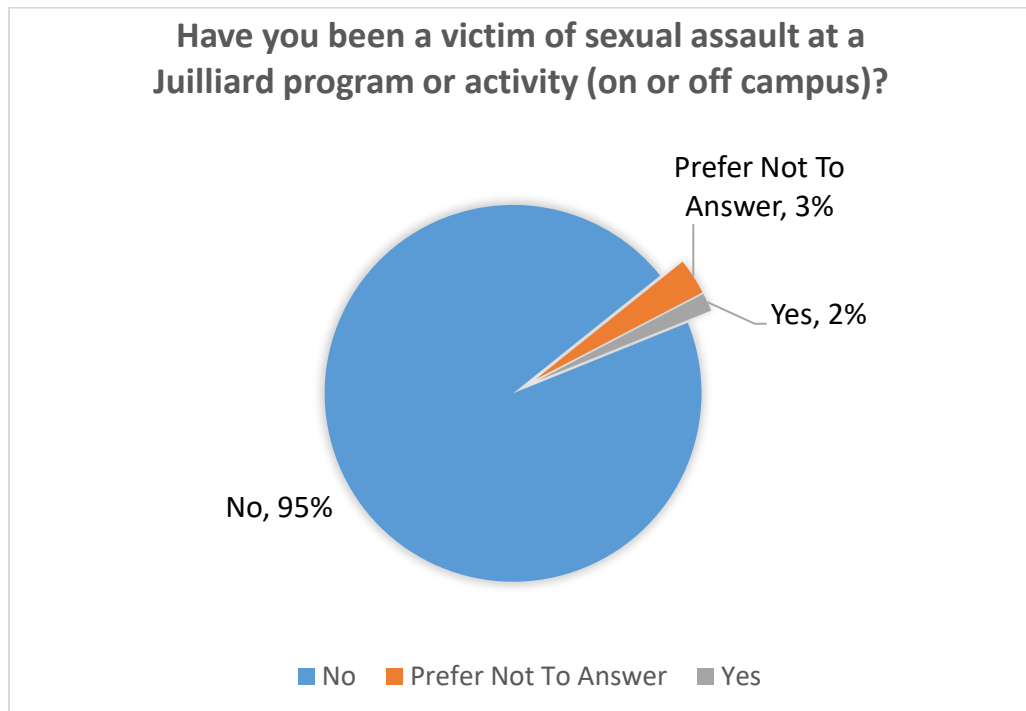
Additionally, in response to the statement: “I am obligated to report any allegations of sexual misconduct (such as sexual harassment, sexual assault, or dating violence) relating to a Juilliard student or employee to the Title IX Coordinator or a Deputy Title IX Coordinator,” **65.89%** of survey respondents Strongly Agreed, **22.87%** Agreed, **5.81%** were Neutral, and **5.43%** either Disagreed or Strongly Disagreed.

Victimization Prevalence and Reporting

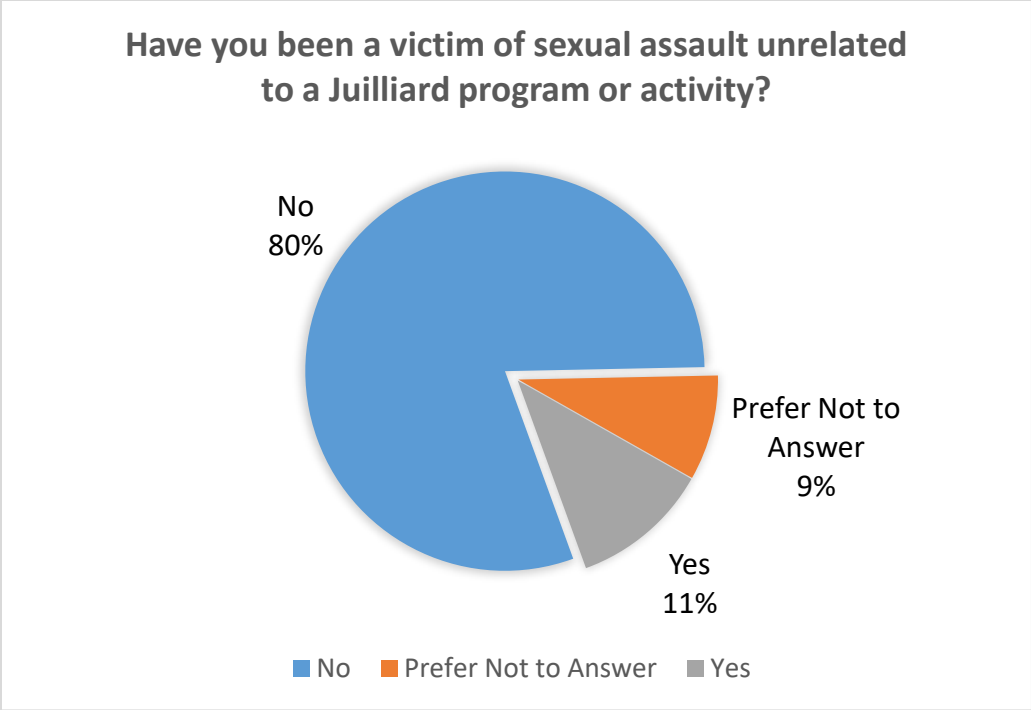
The following section depicts the prevalence and reporting of sexual harassment, sexual assault, intimate partner violence (dating violence, domestic violence, etc.), and stalking among Juilliard community members. Survey respondents were asked about self-reporting incidents (*self-reporting*) and their knowledge of victimization among students and colleagues (*secondary reporting*). Survey questions also examined the timing of the incidents and available response options both at Juilliard and within the community.

Sexual Assault

Self-Reported Victimization

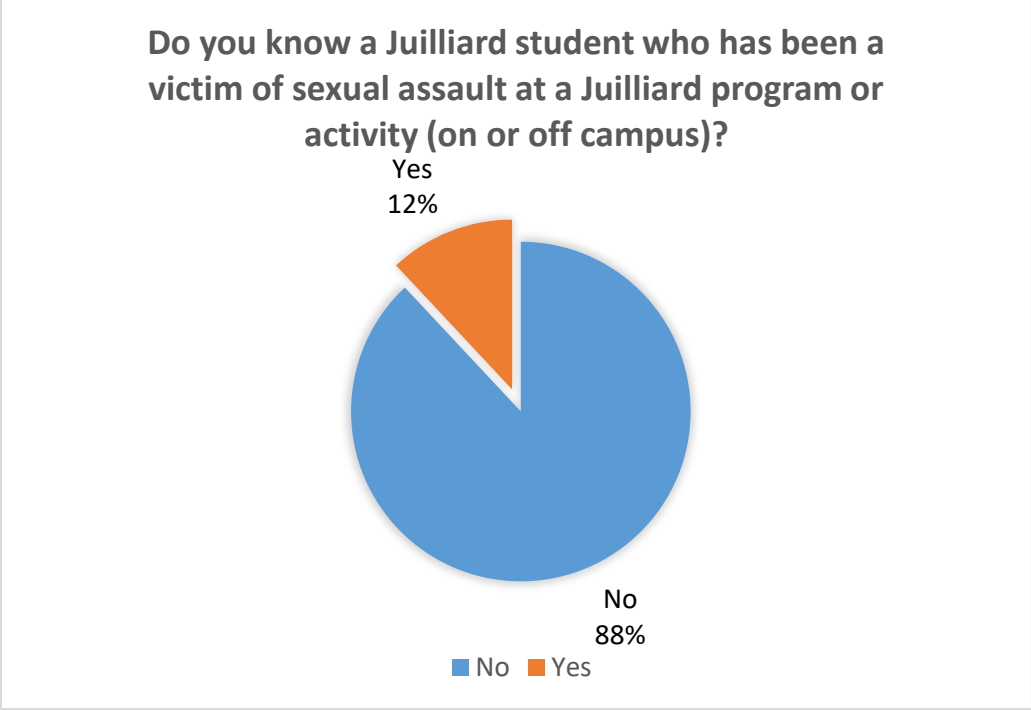


Of the survey respondents who responded “Yes” to being a victim of sexual assault at a Juilliard program or activity, **25%** noted that the sexual assault occurred within the past five years, and **75%** indicated a Juilliard student or employee perpetrated the sexual assault.



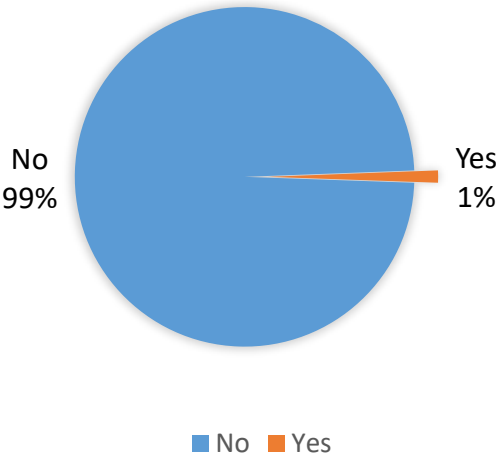
26% of survey respondents who responded “Yes” noted that the sexual assault occurred within the past five years.

Secondary Reporting



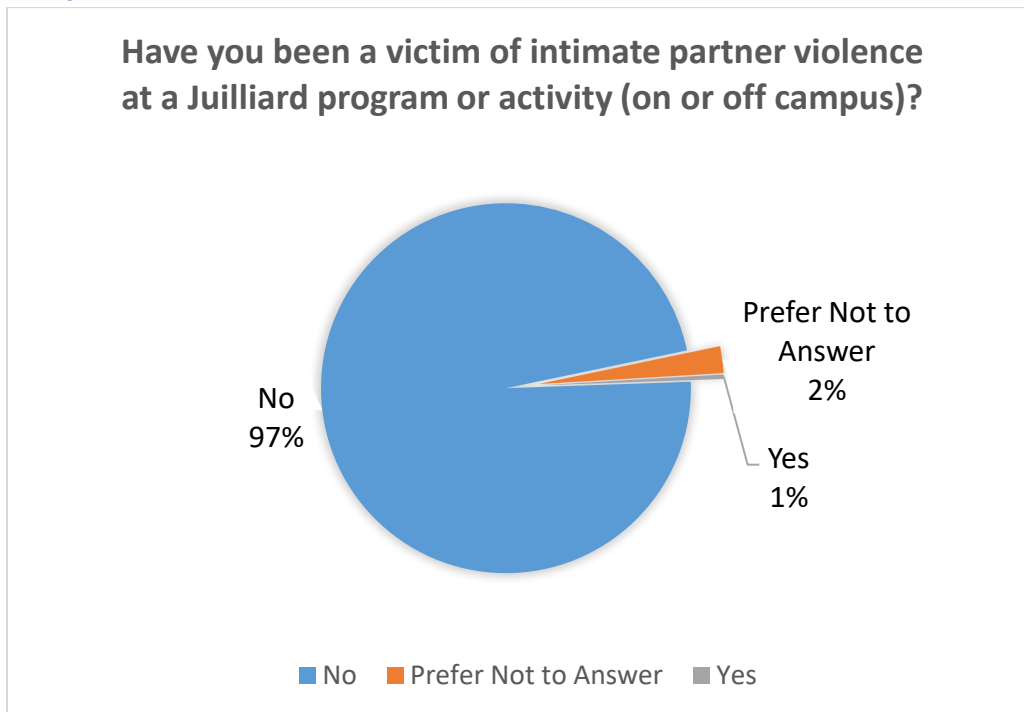
84% of survey respondents who responded “Yes” noted that the sexual assault occurred within the past five years.

Do you know a Juilliard employee who has been a victim of sexual assault at a Juilliard program or activity (on or off campus)?

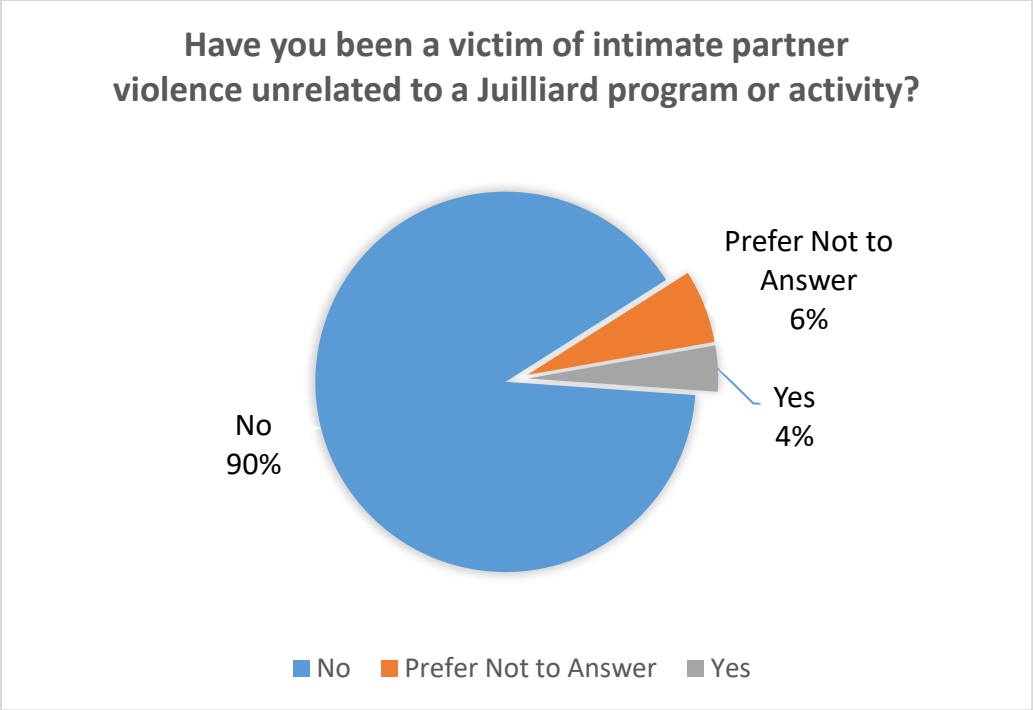


67% of survey respondents who responded "Yes" noted that the sexual assault occurred within the past five years.

Intimate Partner Violence

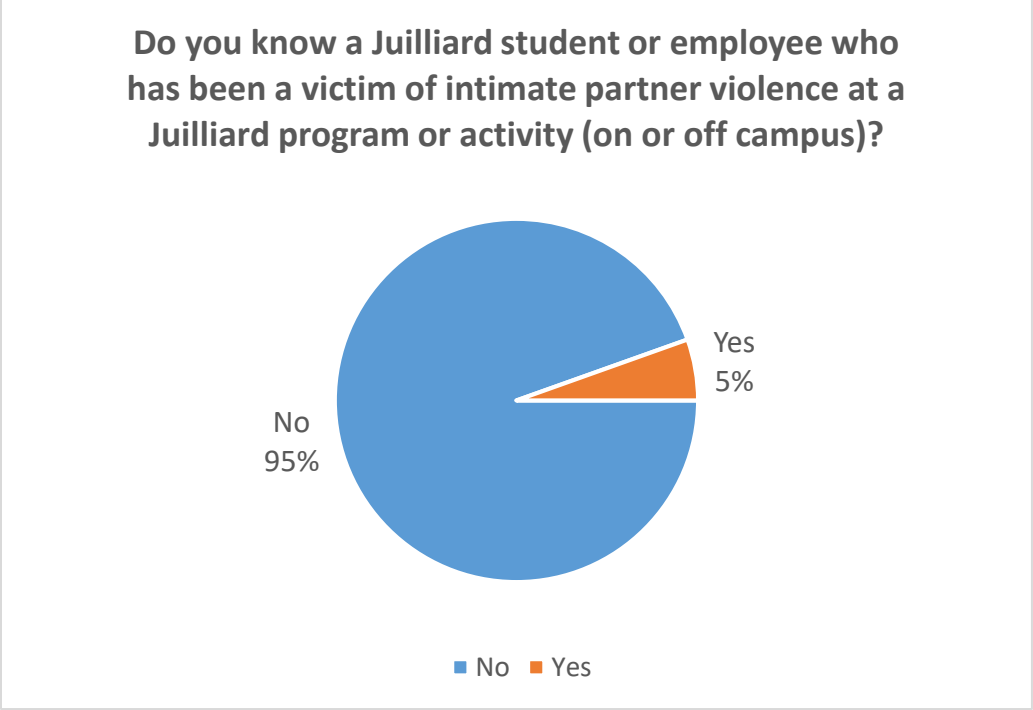
Self-Reporting

100% of participants who responded “Yes” noted that intimate partner violence occurred within the past five years. Participants who responded “Yes” also indicated that intimate partner violence **occurred both on and off campus**. When asked who the source of the violence was, participants who responded “Yes” noted the perpetrator was **“a student.”**



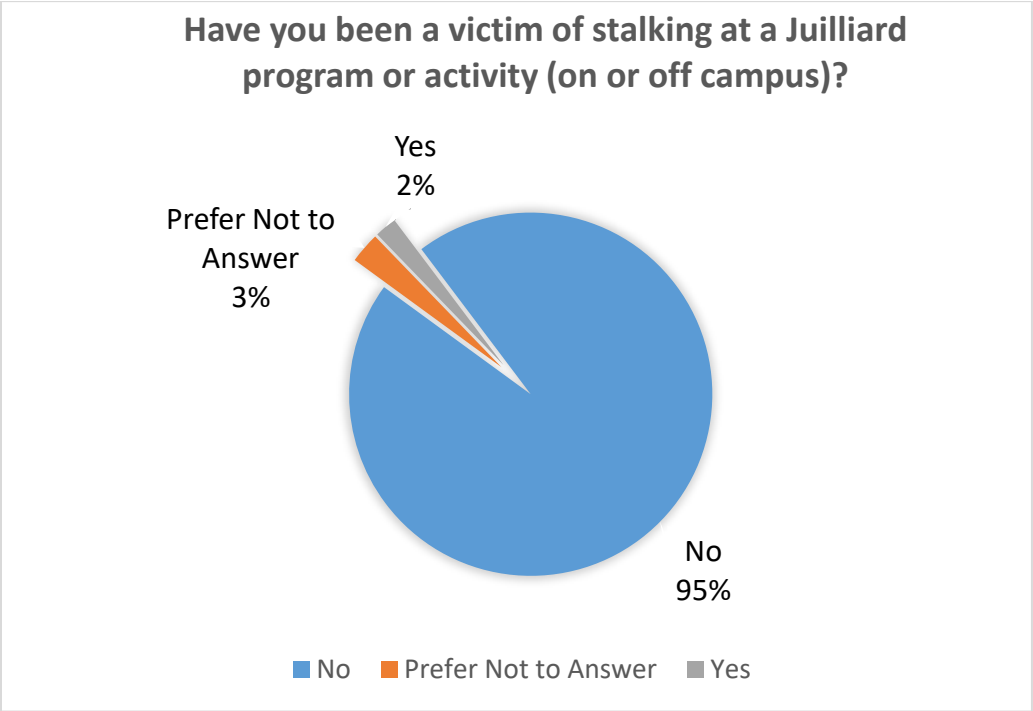
70% of survey participants who responded “Yes” noted that intimate partner violence occurred within the past five years.

Secondary Reporting

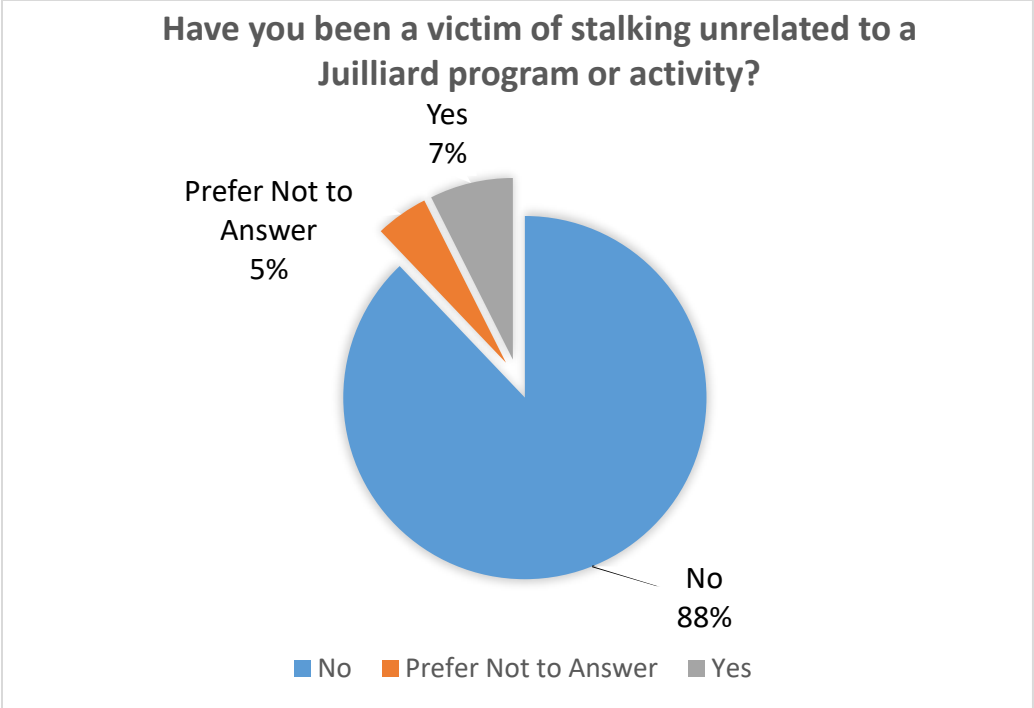


86% of survey participants who responded “Yes” noted that intimate partner violence occurred within the past five years.

Stalking
Self-Reporting

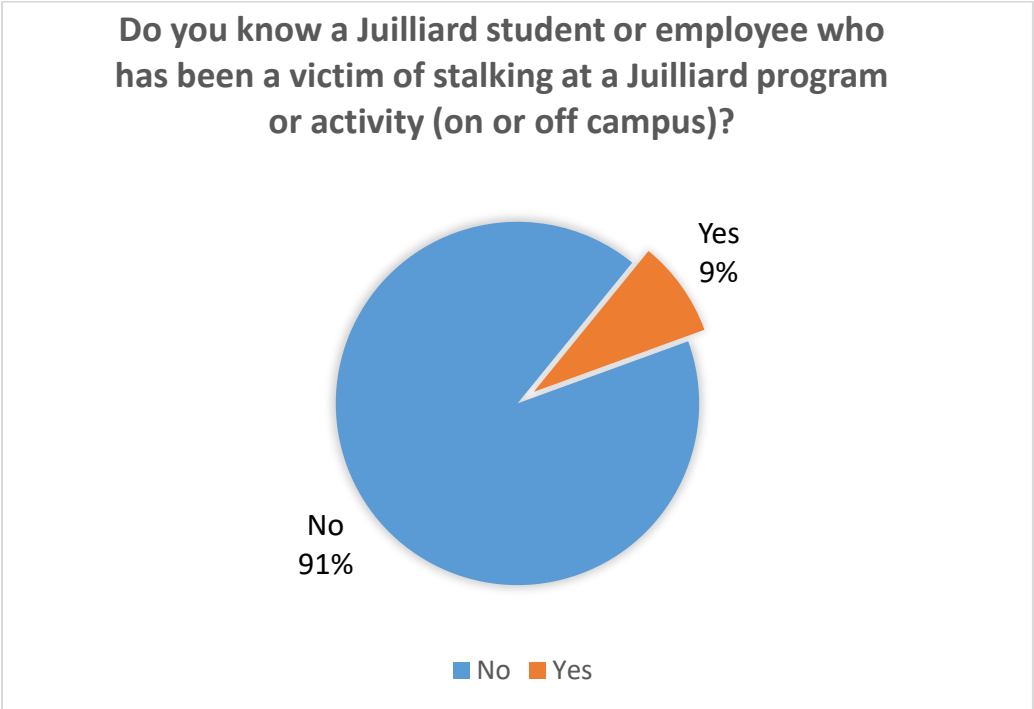


80% of participants who responded “Yes” noted that the stalking occurred within the past five years. **75%** of participants who responded “Yes” stated the stalking happened on campus, while **25%** reported that the stalking occurred both on and off campus. When asked who the source of the stalking was, one participant answered, “a student.”



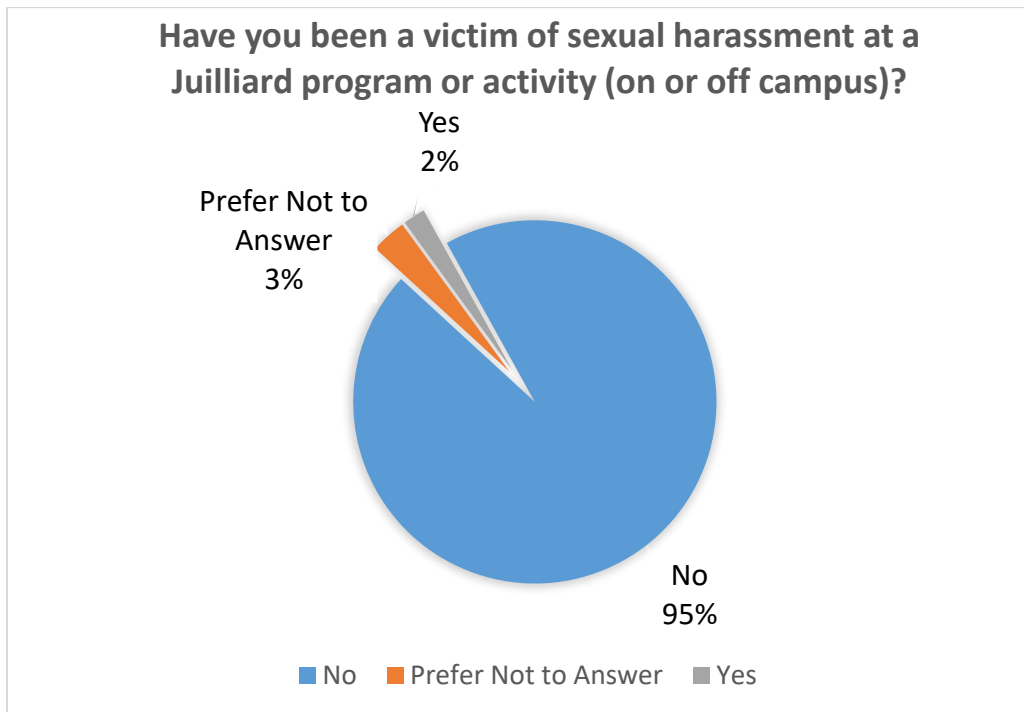
37% of survey participants who responded “Yes” noted that the stalking occurred within the past five years.

Secondary Reporting



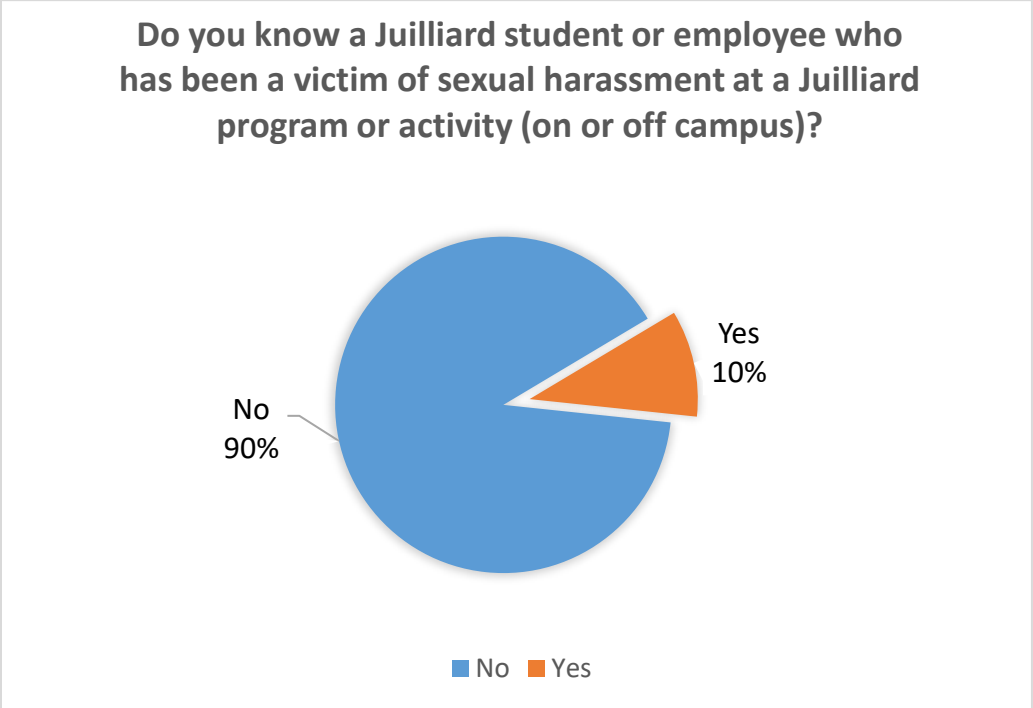
73% of participants who responded “Yes” noted that the stalking occurred within the past five years, while 9% were “Unsure.”

Sexual Harassment

Self-Reported Victimization

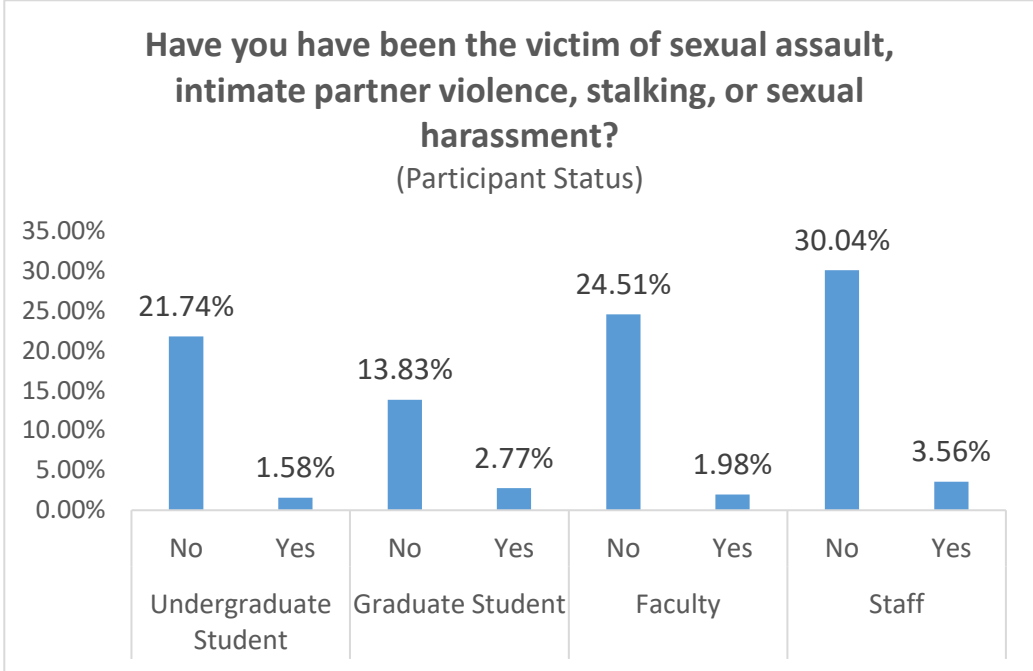
100% of survey participants who responded “Yes” noted that sexual harassment occurred within the past five years. When asked who the source of the sexual harassment was, **one participant** noted the source was **a student**, while another survey participant noted the source was **a faculty member**. When describing their response to the sexual harassment, one survey participant stated that they did not report the occurrence due to “fear of retaliation.”

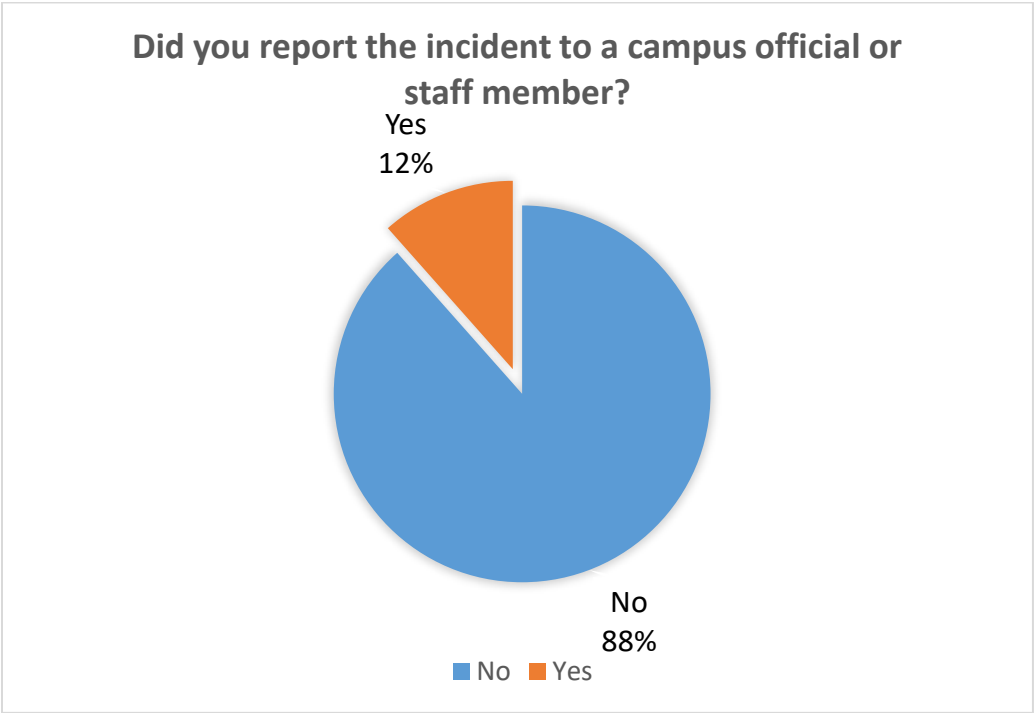
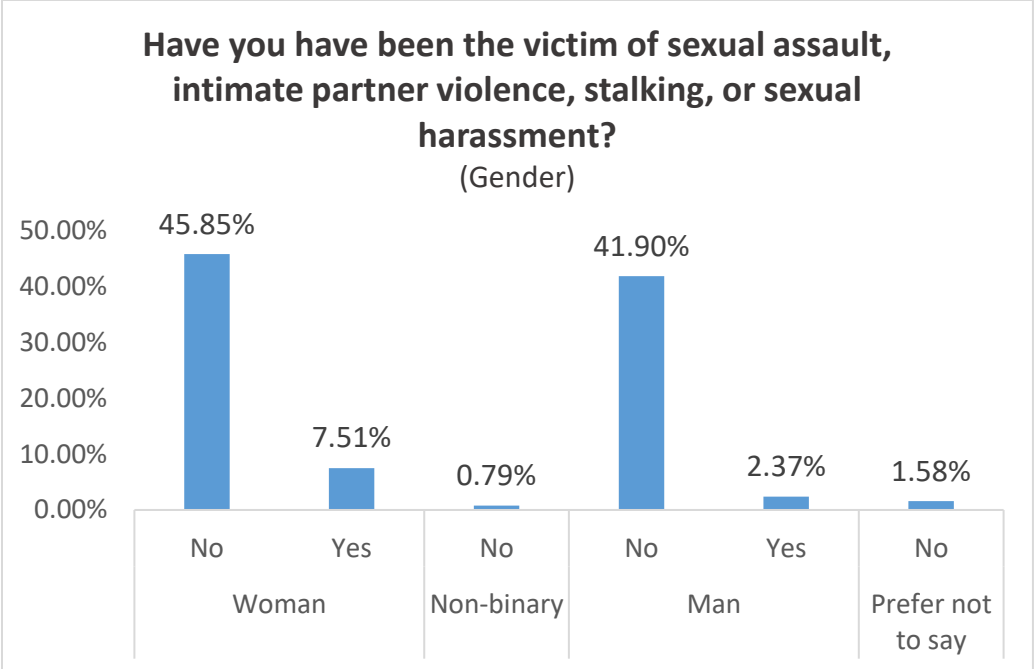
Secondary Reporting



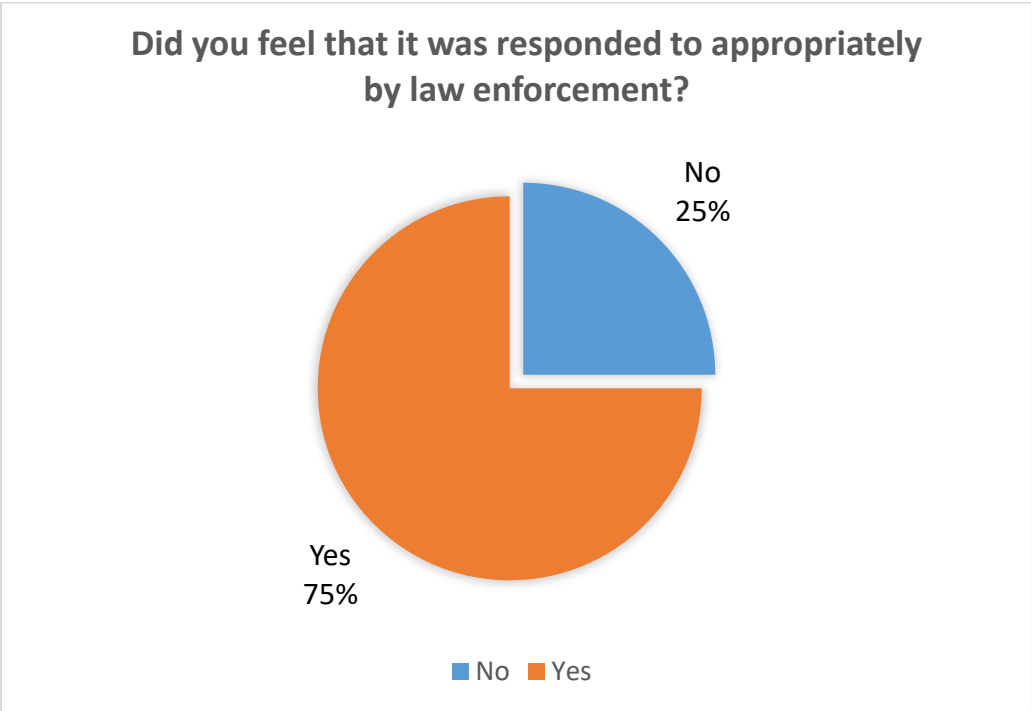
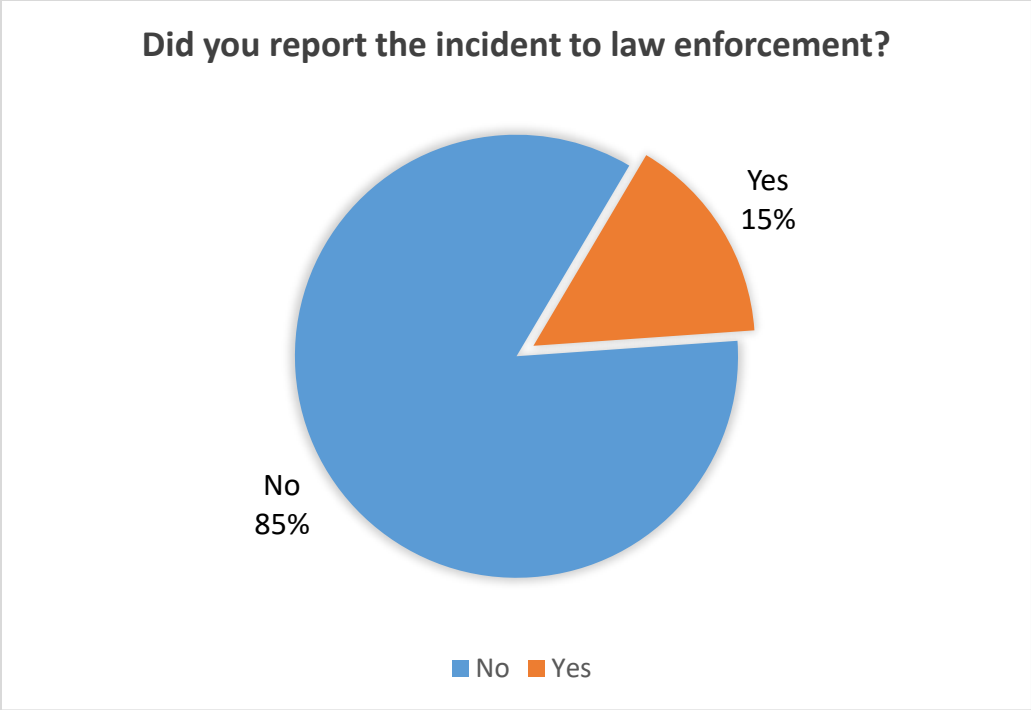
None of the survey participants who responded “Yes” noted whether or not sexual harassment occurred within the past five years.

Overall Victim Characteristics and Reporting





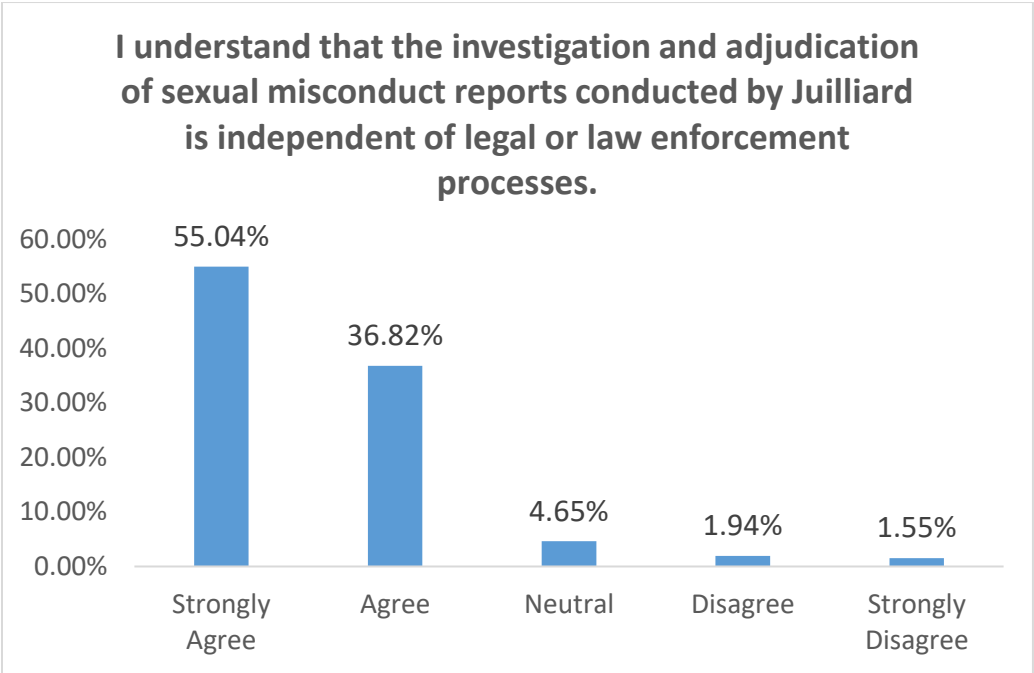
100% of survey respondents who reported an incident noted that the campus official or staff member responded to the report appropriately.



When asked why law enforcement’s response was inappropriate, **one survey participant** noted that the location of the occurrence caused issues with communication and, ultimately, law enforcement’s response.

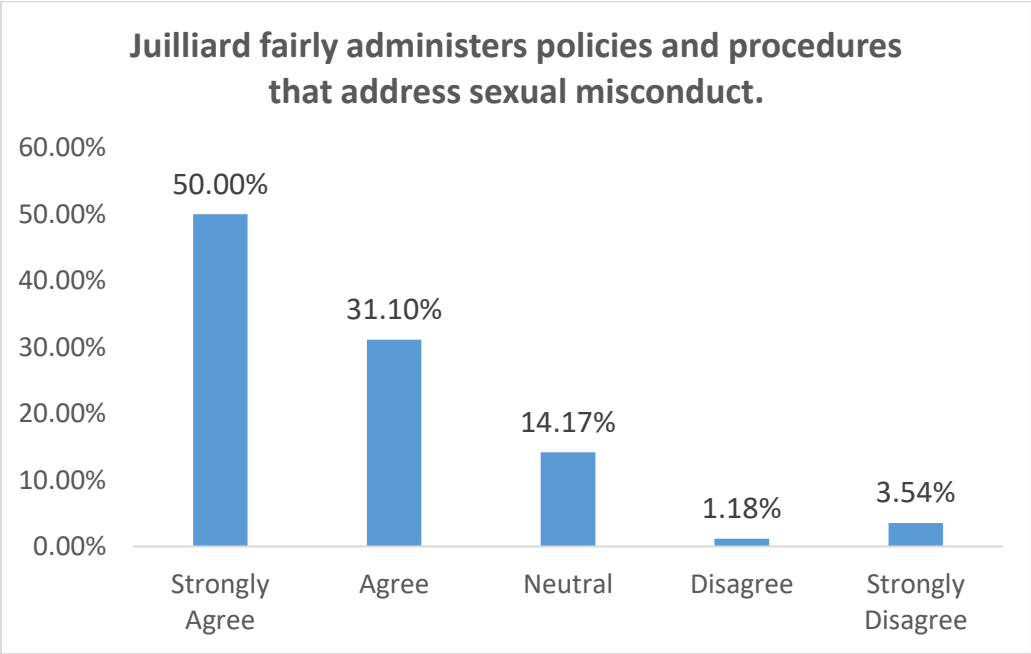
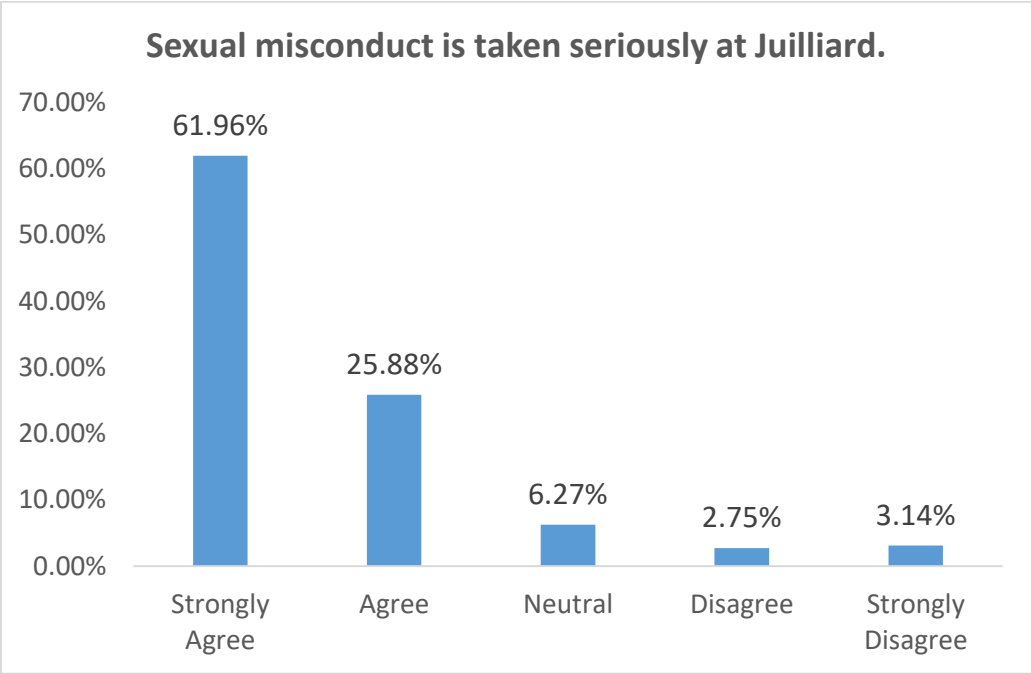
What did you consider before deciding not to report?

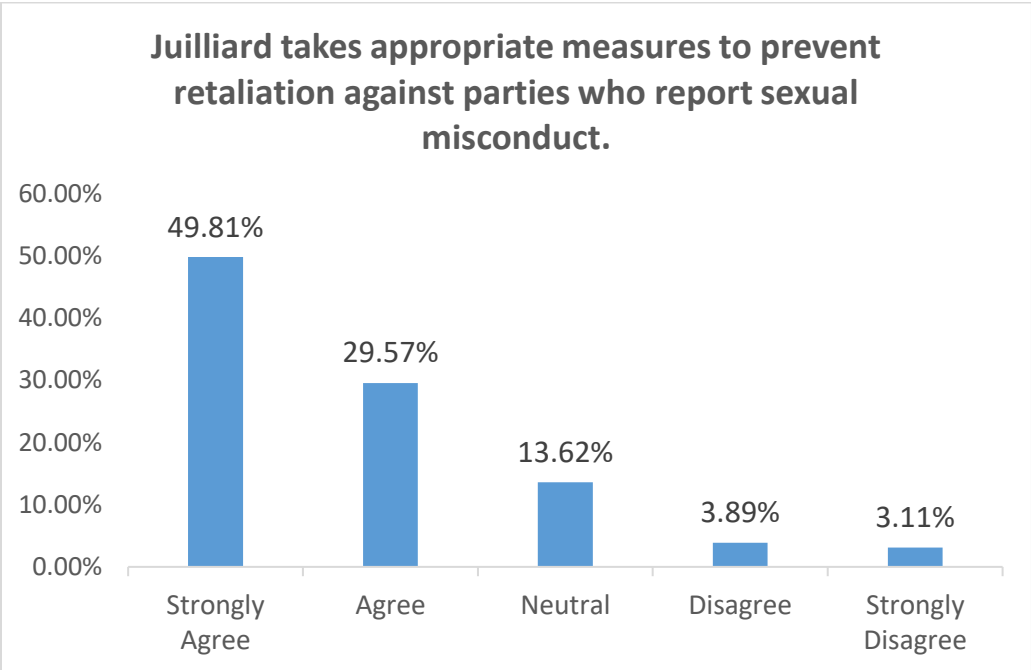
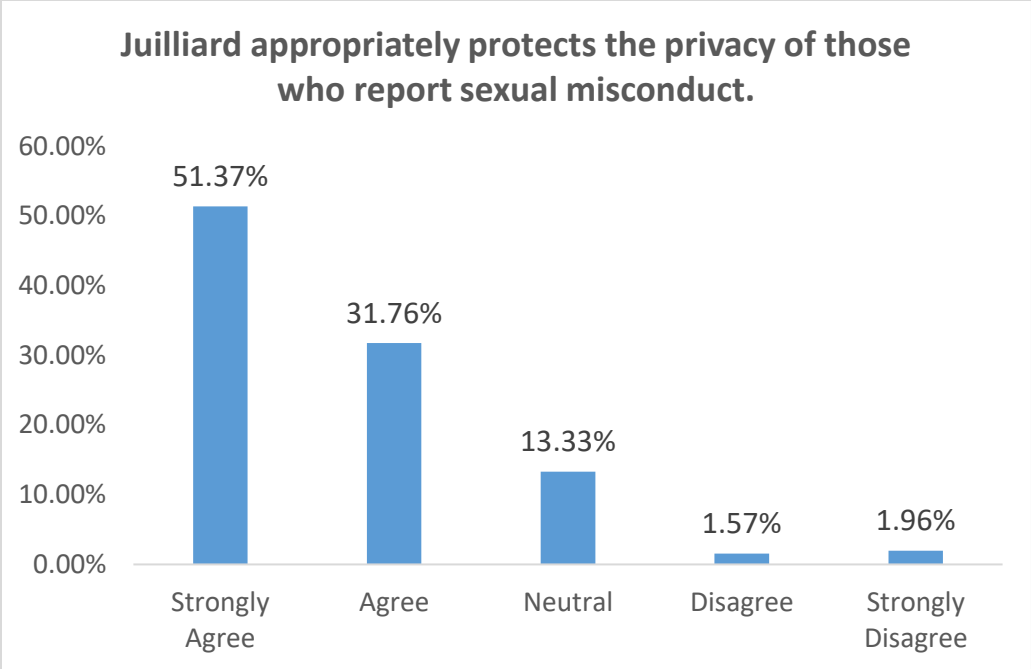
Respondents noted several considerations when deciding not to report, including **response options**, **emotional distress resulting from the incident**, **the severity of the incident**, **reporting to School officials rather than law enforcement**, **fear of retaliation**, **safety**, and **gender bias**.



Community Perceptions: Sexual Misconduct Response

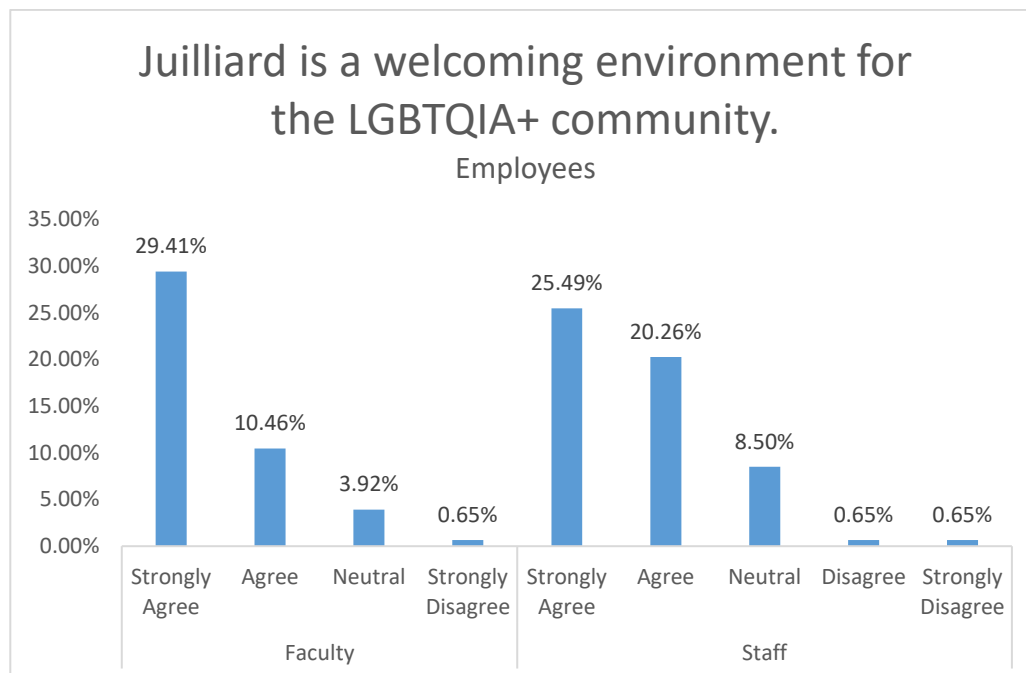
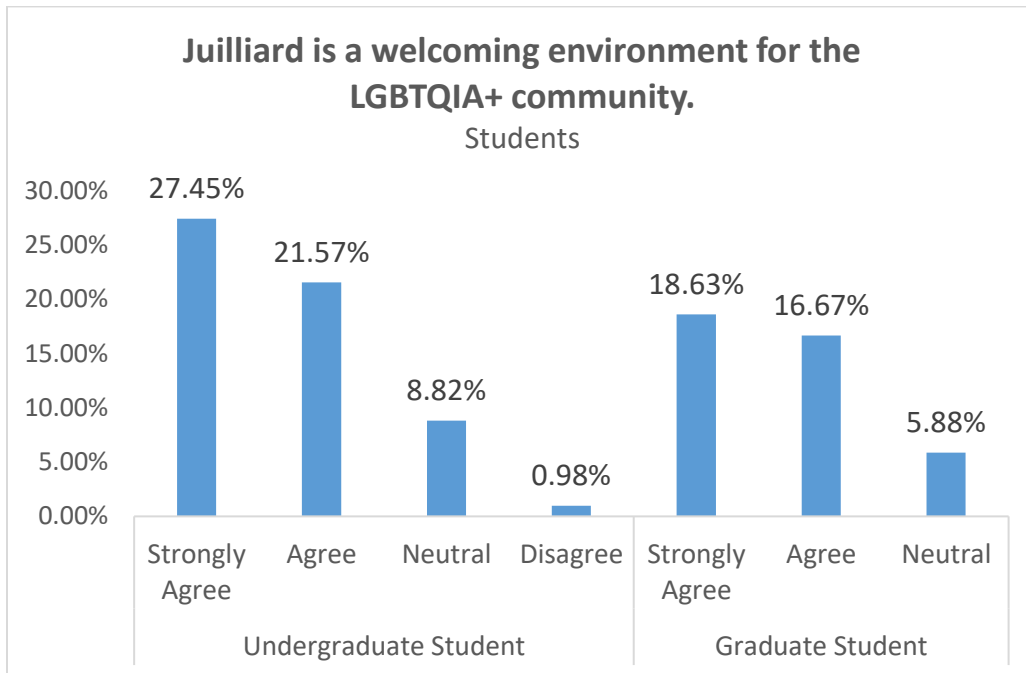
The following section examines Juilliard community members' perceptions of Juilliard's response to sexual misconduct, including whether misconduct is taken seriously, whether parties' privacy is maintained, and whether appropriate measures are taken to prevent retaliation.

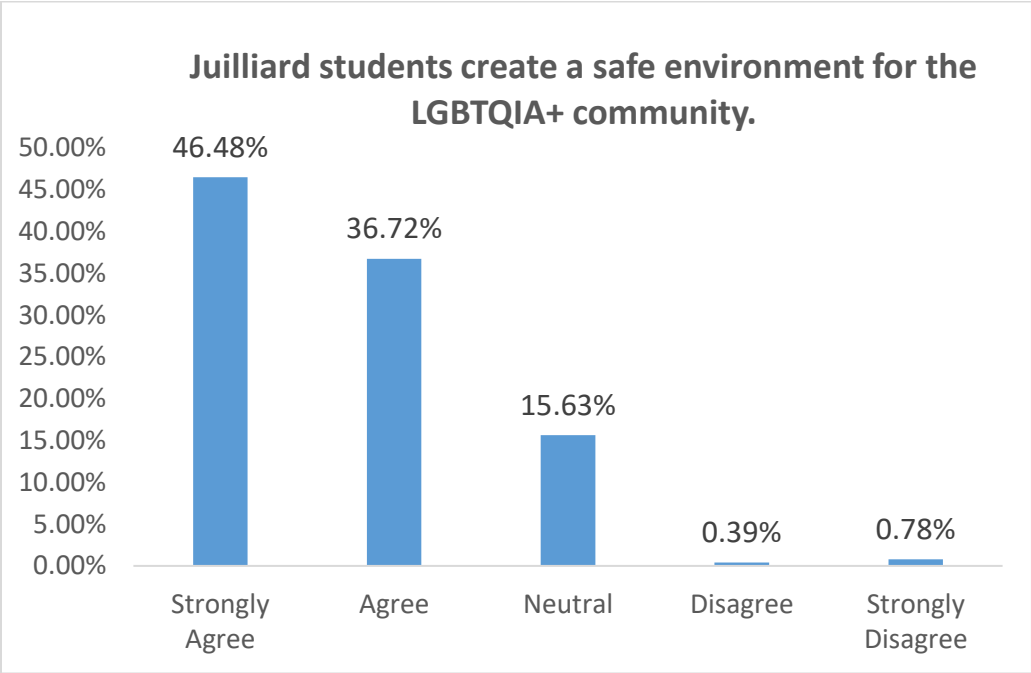
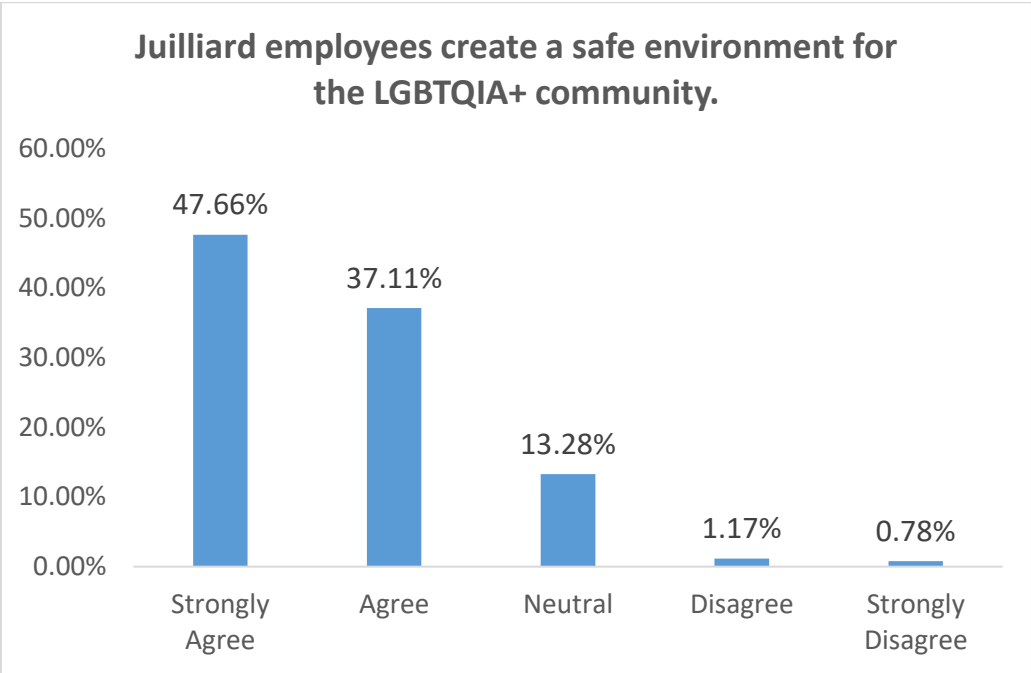


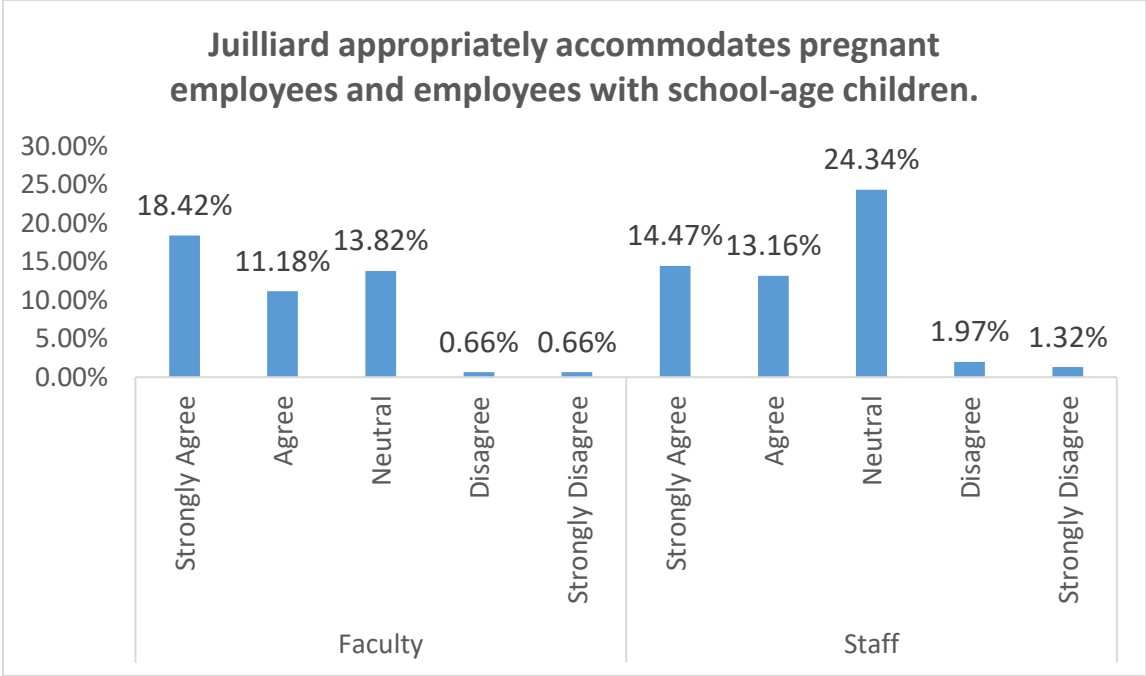


Community Perception: Belonging

The *Community Perception: Belonging* section asks survey respondents to examine whether Juilliard is a welcoming environment for individuals in the lesbian, gay, bisexual, transgender, queer, intersex, and asexual community. Respondents were also asked whether Juilliard offers appropriate accommodations for pregnant and parenting employees.

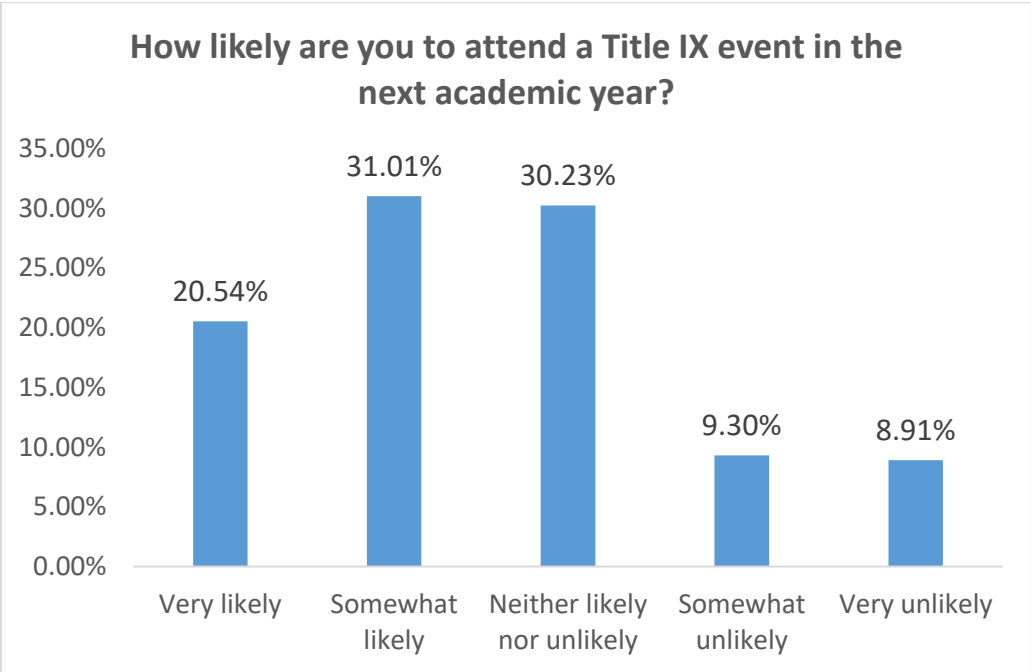
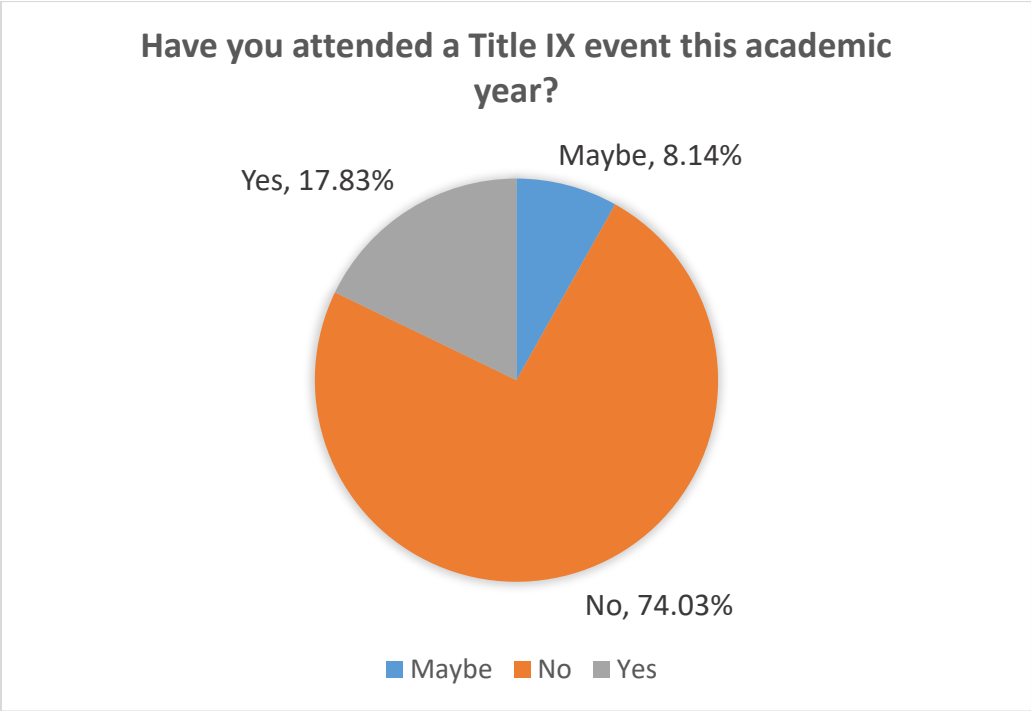


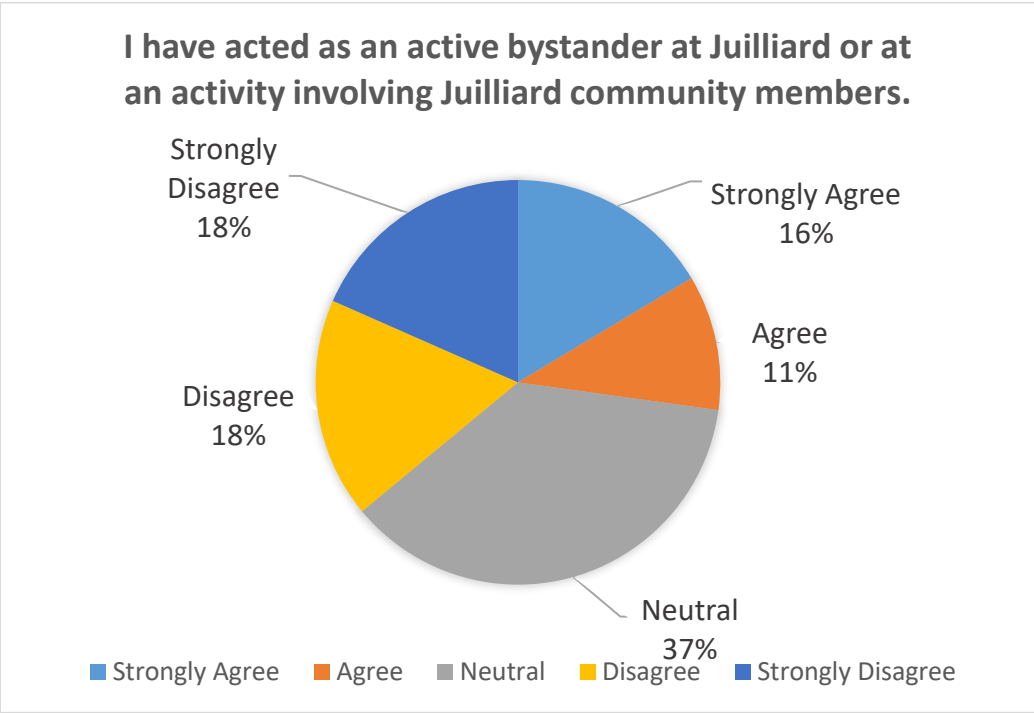
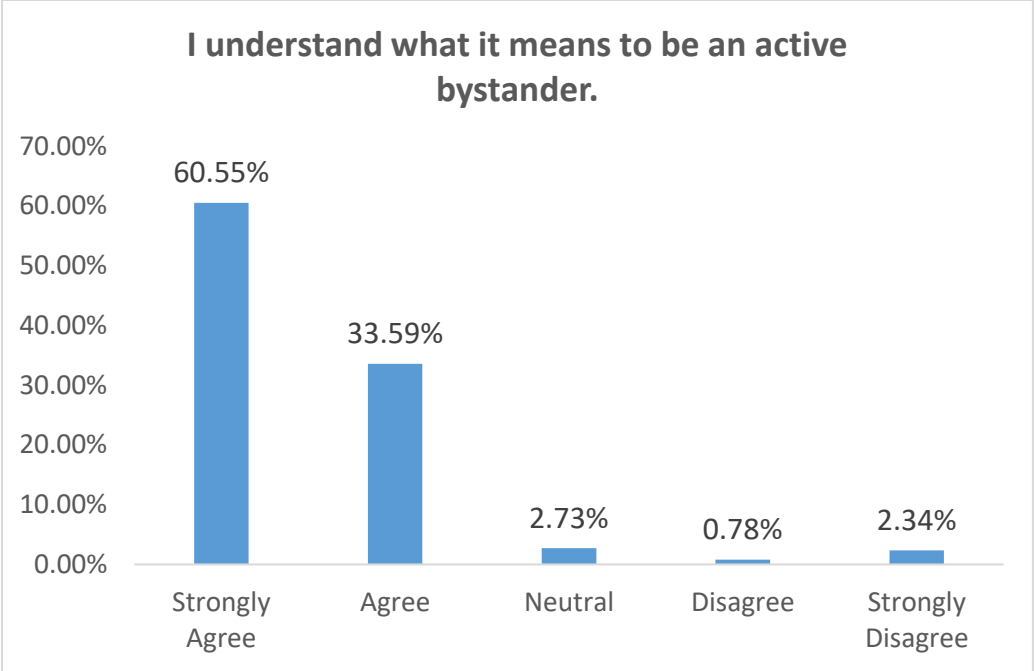


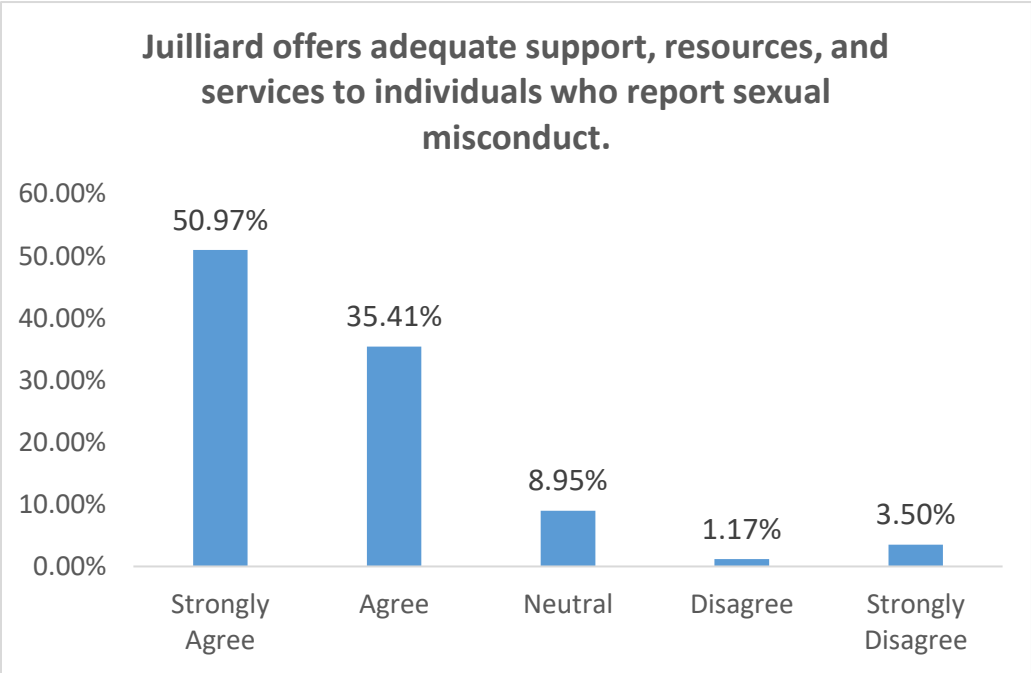
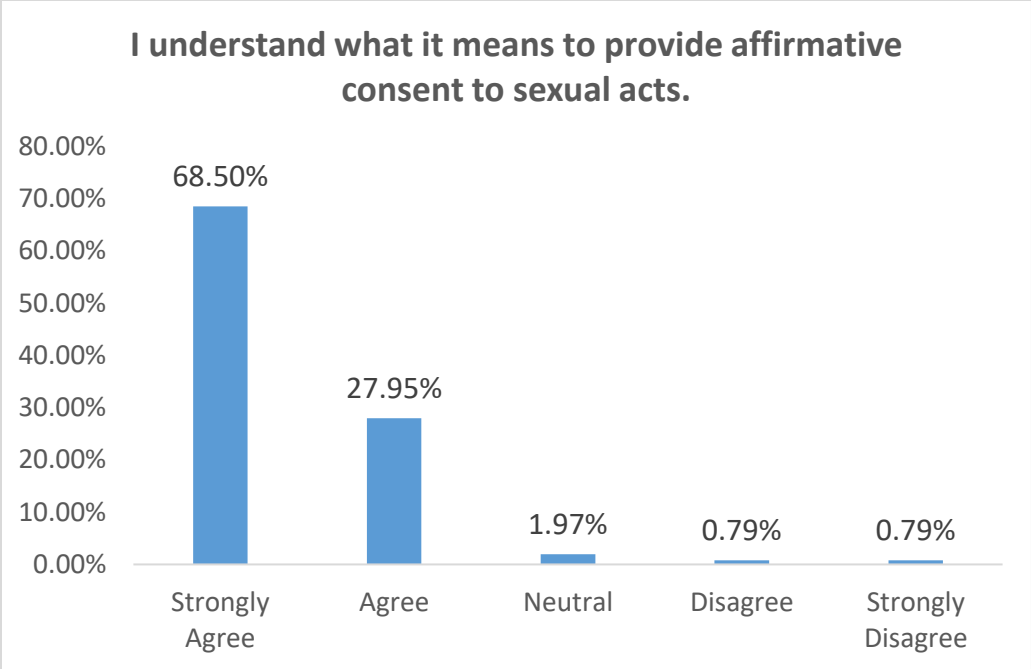


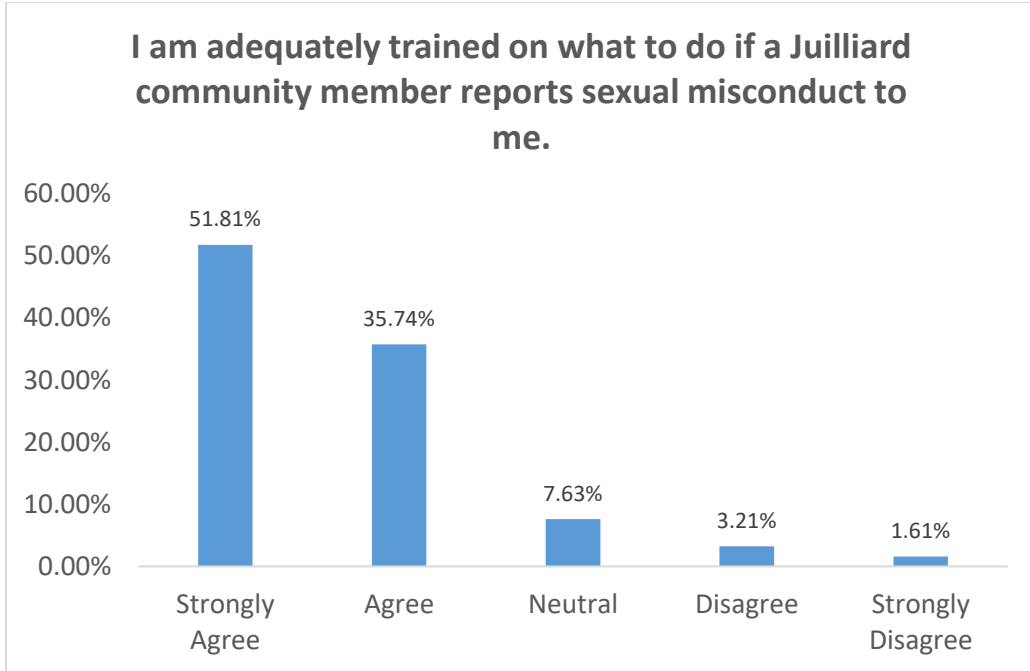
Prevention and Understanding of Resources

The *Prevention and Understanding of Resources* section describes Juilliard community members' participation in ongoing prevention events hosted by the Bias Response and Title IX Office, intent to participate in future events and understanding of bystander intervention and affirmative consent.









Use of Findings

Juilliard's Campus Climate Survey: 2022 results are being used by the Bias Response and Title IX Team and relevant stakeholders to inform Juilliard's prevention, education, and response efforts. These results are being published on Juilliard's website to provide transparency about the community's awareness and attitudes involving Juilliard's Title IX activities and to demonstrate the prevalence of sexual misconduct in the community.

The results support the need for increased and ongoing prevention and education efforts, which can help close knowledge gaps and promote dialogue around safety and inclusion. Training, educational programs, and other outreach efforts should reinforce several key concepts:

- All reports of sexual misconduct are treated seriously and reviewed by the Senior Director of Bias Response and Title IX Coordinator, who then takes action per the School's Sexual Misconduct Policy, which is informed by federal, state, and local laws and regulations.
- The [Sexual Misconduct Policy](#) outlines the School's response to sexual misconduct, including processes, options, and resources for all Juilliard community members.
- Retaliation is strictly prohibited by the [Sexual Misconduct Policy](#) and may result in disciplinary or employment action, including expulsion and termination.
- Many on-campus and off-campus resources are available to community members, many of which are free and confidential.
- Active bystanders are vital in assisting in the reduction of victimization. Training concepts should outline how an individual can effectively intervene as an active bystander. Additionally, the results warrant continued support Juilliard's LGBTQIA+ community through actions involving educational programming, facilities, and policy.

Juilliard will continue conducting the Campus Climate Survey on a biennial basis to identify trends and gather information that can be used to serve its community best. If you would like more information, please contact Juilliard's Senior Director of Bias Response and Title IX Coordinator. Contact information can be found at www.juilliard.edu/bias-response-and-title-ix-office.