The Juilliard School
2018 Climate Survey Results

August 2018
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Introduction

The Juilliard School launched the 2018 Campus Climate Survey this spring. The survey is intended to assess the understanding of sexual misconduct policies, resources, and support services at Juilliard and to evaluate the perceptions of students, faculty, and staff on the School's efforts around sexual misconduct prevention, education, reporting, and adjudication.

The 2018 Campus Climate Survey collected 150 responses from students, faculty, and staff, resulting in a survey response rate of 5%. Despite thorough promotional efforts, this year's participant outreach was weaker than previous years: the 2016 Campus Climate Survey received 215 student responses and the 2017 survey received 267 faculty responses. This lower response rate is likely related to survey fatigue. Prior to releasing this survey, two other campus-wide surveys were conducted in connection with the School’s Middle States accreditation process. For future surveys, it will be important to avoid survey scheduling conflicts and to continue to reach out to as many participants as possible to collect data that is representative of the Juilliard School’s population.

Survey data was collected anonymously, and no personally identifiable information is being shared in this report.

Confidential Resources

The following resources are presented in Appendix A of Juilliard’s Sexual Misconduct Policy, which includes information about counseling, medical care, safety planning, law enforcement, and legal services. This guide includes descriptions of resources and support services, contact information, and indicates which resources and services are confidential. The guide can be found online at http://online.fliphtml5.com/tnxj/ickk/#p=33.

1. Juilliard Health Services (for students only): (212) 799-5000, ext. 282
2. Student Counseling Services: (212) 769-3918
3. Employee Assistance Program 24 Hour Hotline: (888) 293-6948
4. Crime Victims Treatment Center (CVTC): (212) 523-4728
5. Rape, Abuse, and Incest National Network (RAINN) 24 Hour Hotline: (800) 656-HOPE
6. Sexual Assault 24-Hour Hotline: (212) 227-3000
### Survey Audience

<table>
<thead>
<tr>
<th>Position at Juilliard</th>
<th>Number of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>74</td>
</tr>
<tr>
<td>Faculty</td>
<td>25</td>
</tr>
<tr>
<td>Undergraduate students</td>
<td>26</td>
</tr>
<tr>
<td>Graduate students</td>
<td>24</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>1</td>
</tr>
</tbody>
</table>

#### What is your age?

- 17 and younger: 1%
- 18-21: 13%
- 22-25: 19%
- 26-32: 17%
- 33-42: 20%
- 43-51: 9%
- 52-60: 6%
- 61-69: 9%
- 70 and older: 2%
- Prefer not to say: 5%
Survey Audience

What is your gender identity?

- Female: 63%
- Male: 31%
- Two-spirit: 1%
- Genderqueer/non-binary: 1%
- Gender non-conforming: 1%
- Transgender/trans: 1%
- Prefer not to say: 3%

What is your sexual orientation?

- Heterosexual: 70%
- Gay: 16%
- Bisexual: 8%
- Lesbian: 2%
- Prefer not to say: 1%
- Asexual: 1%
- Questioning: 1%
- Other sexual orientation: 2%
Survey Audience

**What is your race?**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>European/White</td>
<td>72%</td>
</tr>
<tr>
<td>Asian/Asian American</td>
<td>15%</td>
</tr>
<tr>
<td>African/African American/Black (not Hispanic)</td>
<td>9%</td>
</tr>
<tr>
<td>Hispanic/Latino/a/x</td>
<td>3%</td>
</tr>
<tr>
<td>Native America, Alaska Native, Indigenous</td>
<td>1%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>4%</td>
</tr>
<tr>
<td>Other race/ethnicity</td>
<td>3%</td>
</tr>
</tbody>
</table>

**Do you have a disability that substantially affects a major life activity?**

<table>
<thead>
<tr>
<th>Disability</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>No disability</td>
<td>85%</td>
</tr>
<tr>
<td>Physchological</td>
<td>3%</td>
</tr>
<tr>
<td>Chronic Illness</td>
<td>3%</td>
</tr>
<tr>
<td>ADD/ADHD</td>
<td>3%</td>
</tr>
<tr>
<td>Visual Disability</td>
<td>1%</td>
</tr>
<tr>
<td>Short-term Injury</td>
<td>1%</td>
</tr>
<tr>
<td>Autism Spectrum Disorder (Asperger's)</td>
<td>1%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>1%</td>
</tr>
<tr>
<td>Other Disability</td>
<td>2%</td>
</tr>
</tbody>
</table>
2018 Results:
Knowledge and Attitudes Regarding Resources, Procedures, and Policy

I have attended a Title IX event this academic year.

- **Yes, 79%**
- **No, 16%**
- **Unsure, 5%**

Students

- **Yes, 54%**
- **No, 36%**
- **Unsure, 10%**

Faculty/Staff

- **Yes, 92%**
- **No, 6%**
- **Unsure, 2%**

I am likely to attend a Title IX event in the next academic year.

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has not attended a Title IX training</td>
<td>8%</td>
<td>42%</td>
<td>17%</td>
<td>8%</td>
<td>21%</td>
<td>4%</td>
</tr>
<tr>
<td>Has attended a Title IX training</td>
<td>4%</td>
<td>8%</td>
<td>35%</td>
<td>49%</td>
<td></td>
<td>4%</td>
</tr>
</tbody>
</table>
Comparison with 2017:
Knowledge and Attitudes Regarding Resources, Procedures, and Policy

I have attended a Title IX event this academic year.

Faculty/Staff 2018

- Yes, 92%
- No, 6%
- Unsure, 2%

Have you participated in any Juilliard training about Title IX and Juilliard's policy prohibiting sexual misconduct?

Faculty/Staff 2017

- Yes, 89%
- No, 3%

Note:
Students, faculty, and staff participated in the Climate 2018 Survey.
Only faculty and staff participated in the 2017 Climate Survey.
Only students participated in the 2016 Climate Survey.
Comparison with 2016:
Knowledge and Attitudes Regarding Resources, Procedures, and Policy

I have attended a Title IX event this academic year.

2018 Students

- Yes, 54%
- No, 36%
- Unsure, 10%

Have you ever attended a workshop, orientation program, or received any type of training or classes offered by Juilliard that covered...

2016 Students

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes, %</th>
<th>No, %</th>
</tr>
</thead>
<tbody>
<tr>
<td>What the definition of &quot;affirmative consent&quot; is in New York State and how to obtain it from a sexual partner?</td>
<td>56</td>
<td>32</td>
</tr>
<tr>
<td>The NY Penal (criminal) Law definition of sex crimes?</td>
<td>39</td>
<td>49</td>
</tr>
<tr>
<td>Juilliard's policy on sexual assault?</td>
<td>70</td>
<td>19</td>
</tr>
<tr>
<td>What services are available for survivors of sexual assault?</td>
<td>50</td>
<td>38</td>
</tr>
</tbody>
</table>

Note:
Students, faculty, and staff participated in the Climate 2018 Survey.
Only faculty and staff participated in the 2017 Climate Survey.
Only students participated in the 2016 Climate Survey.
2018 Results:
Knowledge and Attitudes Regarding Resources, Procedures, and Policy

I understand the role of Juilliard’s Title IX Coordinator.

- Has not attended a Title IX training:
  - Disagree: 8%
  - Neither Agree nor Disagree: 13%
  - Agree: 38%
  - Strongly Agree: 42%

- Has attended a Title IX training:
  - Disagree: 4%
  - Neither Agree nor Disagree: 41%
  - Agree: 54%

I understand Juilliard’s various reporting options for sexual assault, intimate partner violence, stalking, sexual harassment, and other types of sexual misconduct.

- Has not attended a Title IX training:
  - Disagree: 21%
  - Neither Agree nor Disagree: 21%
  - Agree: 21%
  - Strongly Agree: 38%

- Has attended a Title IX training:
  - Disagree: 4%
  - Neither Agree nor Disagree: 8%
  - Agree: 47%
  - Strongly Agree: 40%
Comparison with 2017:
Knowledge and Attitudes Regarding Resources, Procedures, and Policy

I understand Juilliard’s various reporting options for sexual assault, intimate partner violence, stalking, sexual harassment, and other types of sexual misconduct.

![Bar chart showing responses to the statement](chart)

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disagree</td>
<td>16%</td>
</tr>
<tr>
<td>Neither agree nor disagree</td>
<td>14%</td>
</tr>
<tr>
<td>Agree</td>
<td>34%</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>36%</td>
</tr>
</tbody>
</table>

Are you familiar with Juilliard’s Sexual Misconduct Policy & Adjudication Procedure?

![Pie chart showing responses to the question](chart)

- No, 3%
- Somewhat, 16%
- Yes, 73%

Note:
Students, faculty, and staff participated in the Climate 2018 Survey.
Only faculty and staff participated in the 2017 Climate Survey.
Only students participated in the 2016 Climate Survey.
I have an obligation to report any allegations of sexual misconduct relating to a Juilliard community member to the Title IX Coordinator or a Deputy Title IX Coordinator.

I understand Juilliard’s policies and procedures that address sexual misconduct, such as sexual assault.
Comparison with 2017:
Knowledge and Attitudes Regarding Resources, Procedures, and Policy

I understand Juilliard’s policies and procedures that address sexual misconduct, such as sexual assault.

<table>
<thead>
<tr>
<th></th>
<th>2018 Faculty and Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>1%</td>
</tr>
<tr>
<td>Disagree</td>
<td>2%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>47%</td>
</tr>
<tr>
<td>Agree</td>
<td>47%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>1%</td>
</tr>
<tr>
<td>Don't Know</td>
<td>1%</td>
</tr>
</tbody>
</table>

Note:
Students, faculty, and staff participated in the Climate 2018 Survey.
Only faculty and staff participated in the 2017 Climate Survey.
Only students participated in the 2016 Climate Survey.
2018 Results:
Knowledge and Attitudes Regarding Resources, Procedures, and Policy

I am aware of resources and support services on campus.

- Has not attended a Title IX training: 8% Disagree, 21% Neither agree nor disagree, 33% Agree, 38% Strongly Agree
- Has attended a Title IX training: 2% Disagree, 47% Neither agree nor disagree, 51% Agree

I am aware of resources and support services off campus.

- Has not attended a Title IX training: 29% Disagree, 25% Neither agree nor disagree, 17% Agree, 29% Strongly Agree
- Has attended a Title IX training: 13% Disagree, 15% Neither agree nor disagree, 37% Agree, 34% Strongly Agree
2018 Results:
Knowledge and Attitudes Regarding Resources, Procedures, and Policy

If I or a friend experienced sexual misconduct, I would know where to go for help.

<table>
<thead>
<tr>
<th></th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has not attended</td>
<td>13%</td>
<td>13%</td>
<td>38%</td>
<td>38%</td>
</tr>
<tr>
<td>a Title IX training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Has attended a Title IX training</td>
<td>2%</td>
<td></td>
<td>44%</td>
<td>54%</td>
</tr>
</tbody>
</table>

I believe that I am adequately trained on what to do if a Juilliard community member reports sexual assault to me.

<table>
<thead>
<tr>
<th></th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has not attended</td>
<td>13%</td>
<td>21%</td>
<td>46%</td>
<td>21%</td>
</tr>
<tr>
<td>a Title IX training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Has attended a Title IX training</td>
<td>2%</td>
<td></td>
<td>53%</td>
<td>39%</td>
</tr>
</tbody>
</table>

Disagree  Neither agree nor disagree  Agree  Strongly Agree  Don’t Know
I understand what it means to provide affirmative consent for sexual acts.

2018 Results:
Knowledge and Attitudes Regarding Resources, Procedures, and Policy

Has attended a Title IX training

- Strongly Disagree: 3%
- Disagree: 29%
- Neither Agree nor Disagree: 1%
- Agree: 66%
- Strongly Agree: 71%

Has not attended a Title IX training

- Strongly Disagree: 4%
- Disagree: 25%
- Neither Agree nor Disagree: 1%
- Agree: 71%
- Strongly Agree: 1%
Please rate your agreement with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I believe that Juilliard offers those who report sexual misconduct adequate support, resources, and services.</td>
<td>5%</td>
<td>4%</td>
<td>11%</td>
<td>45%</td>
<td>34%</td>
</tr>
<tr>
<td>I believe that Juilliard effectively prevents retaliation against parties who report sexual misconduct.</td>
<td>3%</td>
<td>23%</td>
<td>32%</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>I believe that Juilliard appropriately protects the privacy of those who report sexual misconduct.</td>
<td>15%</td>
<td>34%</td>
<td>41%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I understand that the School's investigation and adjudication of sexual misconduct reports are independent of any legal or law enforcement processes.</td>
<td>9%</td>
<td>46%</td>
<td>44%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have confidence that Juilliard fairly administers policies and procedures that address sexual misconduct.</td>
<td>4%</td>
<td>11%</td>
<td>45%</td>
<td>36%</td>
<td></td>
</tr>
</tbody>
</table>
I understand what it means to be an active bystander.

- Strongly Disagree, 1%
- Disagree, 9%
- Neither Agree nor Disagree, 9%
- Agree, 41%
- Strongly Agree, 32%
- Don’t Know, 9%

I have acted as an active bystander at Juilliard or at any activity involving Juilliard community members.

- Yes, 29%
- Unsure, 31%
- No, 39%

I have not acted as an active bystander at Juilliard or at any activity involving Juilliard community members because...

- I do not believe I had an opportunity to do so. 96%
- I was fearful for my own safety. 2%
- I was uncomfortable in the situation. 2%
- Other 2%

% of the survey participants who chose “Agree” or “Strongly Agree” to the statement “I understand what it means to be an active bystander.”
### Comparison with 2016: Bystander Intervention

<table>
<thead>
<tr>
<th>Scenarios</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>When you go out with your friends, how likely are you to come up with a plan for checking in with one another throughout the evening?</td>
<td>17%</td>
<td>27%</td>
<td>43%</td>
</tr>
<tr>
<td>If you see someone you don’t know who looks uncomfortable and is being touched, grabbed or pinched in a sexual way, how likely are you to speak up or help in some other way?</td>
<td>1%</td>
<td>17%</td>
<td>31%</td>
</tr>
<tr>
<td>If someone tells you that they had sex with someone who was passed out, how likely are you to report the incident to a campus administrator or police?</td>
<td>3%</td>
<td>6%</td>
<td>31%</td>
</tr>
<tr>
<td>If you see one of your friends leading someone who is obviously drunk away to have sex with them, how likely are you to say or do something to get them to stop?</td>
<td>1%</td>
<td>2%</td>
<td>4%</td>
</tr>
<tr>
<td>If you suspect that one of your friends might be in an abusive relationship, how likely are you to ask them if they are being mistreated?</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>If you see one of your friends leading someone who is obviously drunk away to have sex with them, how likely are you to say or do something to get them to stop?</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>If people you don’t know very well are making unwanted sexual comments, jokes or gestures, how likely are you to say something to try to get them to stop?</td>
<td>6%</td>
<td>31%</td>
<td>43%</td>
</tr>
<tr>
<td>If your friends are sending sexual pictures, websites, or messages to someone who didn’t ask for them, how likely are you to say something to try to get them to stop?</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
</tr>
</tbody>
</table>

#### Notes:
- Students, faculty, and staff participated in the Climate 2018 Survey.
- Only faculty and staff participated in the 2017 Climate Survey.
- Only students participated in the 2016 Climate Survey.
Comparison with 2016:
Bystander Intervention

At Juilliard, when students make sexual comments, jokes, or gestures that are unwelcome or inappropriate, other students stand up to them.

- Strongly Disagree, 2%
- Disagree, 24%
- Agree, 46%
- Strongly Agree, 8%

At Juilliard, if students see someone trying to have unwanted sexual contact with someone, they will try to stop them.

- Strongly Disagree, 1%
- Disagree, 14%
- Agree, 47%
- Strongly Agree, 16%

Have you ever attended a workshop, orientation program or received any type of training or classes offered by Juilliard that covered how to intervene as a bystander to protect other students from sexual assault?

- Yes, 59%
- No, 29%
- Unsure, 0%

Note:
Students, faculty, and staff participated in the Climate 2018 Survey. Only faculty and staff participated in the 2017 Climate Survey. Only students participated in the 2016 Climate Survey.
Do you know a Juilliard student or employee who has been a victim of sexual assault at a Juilliard program or activity (on or off campus)?

- **No, 81%**
- **Yes, 19%**

Did this occur within the past five years?

- **No, 4%**
- **Yes, 93%**
- **Unsure, 4%**

Have you been a victim of sexual assault at a Juilliard program or activity (on or off campus)?

- **No, 97%**
- **Yes, 2%**

Did this occur within the past five years?

- **Yes, 100%**
2018 Results:  
Personal Experiences – Sexual Assault location, resources, and responses

Of the 3 survey participants answered “Yes” to the question, “Have you been a victim of sexual assault at a Juilliard program or activity?”, the following was recorded:

<table>
<thead>
<tr>
<th>Gender</th>
<th>On campus</th>
<th>Location</th>
<th>Source(s)</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>Yes</td>
<td>-</td>
<td>Student</td>
<td>• I told a family member.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• I sought support from a faculty member.</td>
</tr>
<tr>
<td>Two-spirit</td>
<td>Yes</td>
<td>School</td>
<td>Partner/spouse</td>
<td>• I sought information online.</td>
</tr>
<tr>
<td>Genderqueer</td>
<td>Yes</td>
<td>Dorm room</td>
<td>Student</td>
<td>• I told a friend.</td>
</tr>
</tbody>
</table>

Have you been a victim of sexual assault unrelated to a Juilliard program or activity?

Did this occur within the past five years?

- No, 84%
- Yes, 16%
- Unsure, 4%
- Yes, 29%
- No, 67%
Do you know a Juilliard student or employee who has been a victim of intimate partner violence at a Juilliard program or activity (on or off campus)?

- Yes, 13%
- No, 87%

Did this occur within the past five years?

- Yes, 89%
- Unsure, 11%

Have you been a victim of intimate partner violence at a Juilliard program or activity (on or off campus)?

- Yes, 1%
- No, 99%

Did this occur within the past five years?

- Yes, 89%
- Unsure, 11%
Of the 3 survey participants answered “Yes” to the question, “Have you been a victim of intimate partner violence at a Juilliard program or activity?”, the following was recorded:

<table>
<thead>
<tr>
<th>Gender</th>
<th>On campus</th>
<th>Off campus</th>
<th>Source(s)</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Two-spirit</td>
<td>X</td>
<td></td>
<td>Friend</td>
<td>• I sought information online.</td>
</tr>
<tr>
<td>Female</td>
<td>X</td>
<td>X</td>
<td>Student</td>
<td>• I told a friend.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• I told a family member.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• I sought information online.</td>
</tr>
</tbody>
</table>

Have you been a victim of intimate partner violence unrelated to a Juilliard program or activity?

No, 91%
Yes, 9%

Did this occur within the past five years?

Yes, 46%
No, 54%
Do you know a Juilliard student or employee who has been a victim of stalking at a Juilliard program or activity (on or off campus)?

- Yes, 13%
- No, 87%

Did this occur within the past five years?

- Yes, 79%
- No, 5%
- Unsure, 16%

Have you been a victim of stalking at a Juilliard program or activity (on or off campus)?

- Yes, 1%
- No, 99%

Did this occur within the past five years?

- Yes, 100%
2018 Results:  
Personal Experiences – Stalking location, resources, and responses

Of the 3 survey participants answered “Yes” to the question, “Have you been a victim of stalking at a Juilliard program or activity?”, the following was recorded:

<table>
<thead>
<tr>
<th>Gender</th>
<th>On campus</th>
<th>Off campus</th>
<th>Source(s)</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>X</td>
<td>X</td>
<td>Campus visitor</td>
<td>• I told a friend.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• I told a family member.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• I told a Student Affairs staff member.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• I contacted Public Safety.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• I contacted a local law enforcement official/police.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• I sought support from a staff person.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• I sought support from a family member.</td>
</tr>
<tr>
<td>Female</td>
<td>X</td>
<td>Stranger</td>
<td></td>
<td>• I told a friend.</td>
</tr>
</tbody>
</table>

Have you been a victim of stalking unrelated to a Juilliard program or activity?

Did this occur within the past five years?

- Yes, 46%
- No, 46%
- Unsure, 8%

No, 91%
Yes, 9%
Do you know a Juilliard student or employee who has been a victim of sexual harassment at a Juilliard program or activity (on or off campus)?

- Yes, 29%
- No, 71%

Did this occur within the past five years?

- Yes, 93%
- No, 7%

Have you been a victim of sexual harassment at a Juilliard program or activity (on or off campus)?

- Yes, 6%
- No, 93%

Did this occur within the past five years?

- Yes, 78%
- No, 11%
- Unsure, 11%
Of the 3 survey participants answered “Yes” to the question, “Have you been a victim of sexual harassment at a Juilliard program or activity?”, the following was recorded:

<table>
<thead>
<tr>
<th>Gender</th>
<th>On campus</th>
<th>Off campus</th>
<th>Location</th>
<th>Source(s)</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>X</td>
<td></td>
<td></td>
<td>Faculty member</td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td>X</td>
<td>Parties</td>
<td>Student</td>
<td>• I told a friend.</td>
</tr>
<tr>
<td>Female</td>
<td>X</td>
<td>X</td>
<td>Campus visitor</td>
<td>• I did nothing.</td>
<td></td>
</tr>
</tbody>
</table>
| Female | X         | X          | Student   | • I told a friend.  
|         |           |            |          | • I told a family member.  
|         |           |            |          | • I sought support from a staff person.  
|         |           |            |          | • I sought support from a faculty member. |
| Female | X         |            |          | Friend, Stranger, Student, Teaching Fellow/Assistant/Tutor |
| Male   |           |            | Stranger, Student | • I told a friend. |
| Female | X         |            | Rose Building | Public Safety, Student | • I told a Student Affairs staff member. |
| Female | X         |            | Phone call | Faculty | • I did nothing. |
| Female | X         |            | Co-worker, Staff member | • I did nothing. |
2018 Results:
Personal Experiences – Sexual Harassment

Have you been a victim of sexual harassment unrelated to a Juilliard program or activity?

- No, 71%
- Yes, 29%

Did this occur within the past five years?

- No, 32%
- Yes, 66%
- Unsure, 2%
I believe that Juilliard appropriately protects the privacy of those who report sexual misconduct.
Comparisons with previous years

Comparison with 2016

- I believe that Juilliard takes reports of sexual misconduct seriously.
  - 2016: 78%
  - 2018: 92%

- I understand the role of Juilliard's Title IX Coordinator.
  - 2016: 78%
  - 2018: 82%

- If I or a friend experienced sexual misconduct, I would know where to go for help.
  - 2016: 80%
  - 2018: 84%

- I understand Juilliard's policies and procedures that address sexual misconduct, such as sexual assault.
  - 2016: 78%
  - 2018: 86%

Comparison with 2017

- I believe that Juilliard appropriately accommodates pregnant employees and employees with school-age children.
  - 2017: 45%
  - 2018: 47%

- I believe that Juilliard offers those who report sexual misconduct adequate support, resources, and services.
  - 2017: 80%
  - 2018: 82%

- I believe that Juilliard creates a welcoming environment for the LGBTQIA+ community.
  - 2017: 89%
  - 2018: 79%

- I believe Juilliard creates a safe environment for the LGBTQIA+ community.
  - 2017: 90%
  - 2018: 83%

Note:
Students, faculty, and staff participated in the Climate 2018 Survey.
Only faculty and staff participated in the 2017 Climate Survey.
Only students participated in the 2016 Climate Survey.
Use of Findings

The Campus Climate Survey results are being used by the 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 among the community.

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

- All reports of sexual misconduct are treated seriously and reviewed by the Title IX Coordinator, who then takes action in accordance with the School's Sexual Misconduct Policy, which is informed by federal, state, and local laws and regulations.
- Retaliation is strictly prohibited by the Sexual Misconduct Policy, and may result in disciplinary or employment action, including expulsion and termination.
- There are a multitude of campus and off-campus resources available to community members, many of which are free and confidential.
- How an individual can effectively intervene as an active bystander.

Additionally, the results warrant continued support its 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 best serve its community. If you would like more information, please contact Juilliard’s Title IX Coordinator, whose contact information can be found at www.juilliard.edu/title-ix.