

THE 2012 BLOOMSBURG UNIVERSITY CAMPUS CLIMATE SURVEY

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Introduction to this browsable version of the 2012 Bloomsburg University Campus Climate Survey

Survey questions were adapted from the *Rankin & Associates Campus Climate Assessment Instrument 2001*© and used with permission of Rankin & Associates.

This version of the survey, provided to give a sense of the survey as a whole, has been organized based on topic, and does not reflect the original order in which the questions were posed. This decision was made in order to facilitate overall understanding, which would be harder to gain if the original order of all questions was preserved. Note that the question numbers do not necessarily indicate the order of the original questions.

Presenting all of the questions in their original order would have been confusing because of the branching nature of the survey: the questions the survey posed to its respondents varied based on respondents' answers. Some questions were asked of all respondents. Others were only given to respondents based on their answers to certain questions. For instance, some questions were asked only of respondents who identified themselves as students, others only of employees, others only of faculty. Some other kinds of questions also prompted additional questions: for example, if a respondent indicated that she or he had experienced financial hardship while at BU, that respondent was asked additional questions about that experience, and respondents identifying themselves as veterans were asked additional questions about their experiences as veterans.

The order of questions did have an impact on response rates. For instance, 2,711 responded to the question "Q1. What is your primary position at Bloomsburg University?," which was posed early in the survey, while 2,501 responded to "Q68. During your time at BU, have you observed any conduct directed toward a person or group of people on campus that you believe has created an exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (harassing) working or learning environment?," and 1,935 responded to "Q223. Please indicate how much of a problem you think each of the following is in the Bloomsburg community OFF CAMPUS. (Part B)," an item placed near the conclusion of the survey. Examinations of these data rely on actual responses to a given question as the bases for analysis.

Bloomsburg University Campus Climate Survey on Diversity and Inclusion

Introduction

Q189 Welcome to the Bloomsburg University Campus Climate Survey on Diversity and Inclusion!

Why a campus climate survey? BU aims to build an inclusive climate for a diverse group of students, faculty, administrators, and staff. This survey will help us better understand campus community members' experiences with and perceptions of diversity and inclusion at BU.

What is the survey asking from me? Participation should take approximately 30 minutes and is voluntary. Note that you can complete part of the survey and then come back to finish it later as long as you are working at the same computer. Refusal to participate will involve no penalty or loss of benefits to which you are otherwise entitled. You can stop participating at any time. The risks of participating include potential discomfort arising from remembering troubling incidents. If you want to speak with a professional about these feelings, please call the Campus Counseling Center, (570) 389-4255, or 1-800-222-9016. All information you share is CONFIDENTIAL. All reports based on the data will be written in such a way as to obscure the identities of individuals or small groups. Given the small size of some groups on campus, it is possible that our research team will be able to identify the data submitted by certain individuals. We do assure you that we will maintain strict confidentiality, but if you are concerned you can skip any questions that you feel will make it too easy for us to identify you.

Why should I complete it? Because this is your school and you know what is and is not working well. This is your opportunity to tell those with the power to change things what needs to be done. You have their attention so speak up loud and clear.

How about a little incentive? At the end of the survey, you may fill out a separate form to enter a drawing for BU gear and gift certificates to the University Store. Your entry and survey data cannot be linked. The first student to complete will receive 2 TICKETS TO J. Cole. The next 185 faculty, staff and student respondents will receive \$10 gift cards for the Book Store. The next 200 faculty, staff and student respondents will receive \$5 gift cards for Starbucks. The next 10 faculty, staff and student respondents will receive iPod holders. The next 20 faculty, staff and student respondents will receive Travel Mugs. The next 50 faculty, staff and student respondents will receive BU Husky Key Chains. Where do I go with questions?

If you have further questions about the research or your rights as a participant please contact Dr. Heather Feldhaus, 2106 McCormick Center, Bloomsburg University, Bloomsburg, PA 17815, 570-389-4221, diversitysurvey@bloomu.edu

- ☐ I Agree to take the survey (1)
- ☐ I DO NOT Agree to take the survey (2)

DEMOGRAPHIC INFORMATION

Q1 What is your primary position at Bloomsburg University? (Please mark only one)

- ☐ Undergraduate student (1)
- ☐ Graduate student (2)
- ☐ Tenured faculty (3)
- ☐ Tenure-track faculty (Probationary) (4)
- ☐ Regular Part Time faculty (5)
- ☐ Temporary faculty (Adjunct) (6)

- ☐ Staff (7)
- ☐ Administrators/Directors (8)

Q40 What is your birth sex?

- ☐ Male (1)
- ☐ Female (2)
- ☐ Intersex (3)

Q41 What is your gender identity?

- ☐ Man (1)
- ☐ Woman (2)
- ☐ Intersex (3)
- ☐ Transgender (4)
- ☐ Other (please specify) (5) _____

Q43 Which term best describes your sexual orientation? (Mark all that apply)

- ☐ Asexual (1)
- ☐ Bisexual (2)
- ☐ Gay (3)
- ☐ Heterosexual (4)
- ☐ Lesbian (5)
- ☐ Questioning (6)
- ☐ Other (please specify) (7) _____

Q44 What is your age?

- ☐ 18-21 (1)
- ☐ 22-25 (2)
- ☐ 26-32 (3)
- ☐ 33-42 (4)
- ☐ 43-51 (5)
- ☐ 52-60 (6)
- ☐ 61-69 (7)
- ☐ 70 and over (8)

Q42 What is your race/ethnicity? (If you are of a multi-racial/multi-ethnic/multi-cultural identity, mark all that apply)

- ☐ African (if you wish please specify) (1) _____
- ☐ African American/Black (not Hispanic) (if you wish please specify) (2) _____
- ☐ Alaskan Native (if you wish please specify corporation) (3) _____
- ☐ Asian (if you wish please specify) (4) _____
- ☐ Asian American (if you wish please specify) (5) _____
- ☐ European American/White (if you wish please specify) (6) _____
- ☐ Caribbean/West Indian (if you wish please specify) (7) _____
- ☐ Indian subcontinent (if you wish please specify) (8) _____

- ☐ Latino(a)/Hispanic (if you wish please specify) (9) _____
- ☐ Latin American (if you wish please specify) (10) _____
- ☐ Middle Eastern (if you wish please specify) (11) _____
- ☐ Native American Indian (if you wish please specify Tribal affiliations) (12) _____
- ☐ Pacific Islander/Hawaiian Native (if you wish please specify) (13) _____
- ☐ Southeast Asian (if you wish please specify) (14) _____
- ☐ Other (if you wish please specify) (15) _____

Q57 Do you have a disability that substantially affects a major life activity? (Mark all that apply)

- ☐ No disability (1)
- ☐ ADHD (2)
- ☐ Asperger's (3)
- ☐ Emotional/psychological (4)
- ☐ Hearing (5)
- ☐ Learning disabled (6)
- ☐ Medical/health (7)
- ☐ Physical/mobility ambulatory (8)
- ☐ Physical/mobility non-ambulatory (9)
- ☐ Traumatic brain injury (10)
- ☐ Visual (11)
- ☐ Other (please specify) (12) _____

Q58 What is your citizenship status?

- ☐ U.S. citizen (1)
- ☐ U.S. citizen – naturalized (2)
- ☐ Dual citizen (3)
- ☐ Permanent resident (immigrant) (4)
- ☐ Permanent resident (refugee) (5)
- ☐ International (F-1, J-1, H1-B, A, L, or G visas) (6)
- ☐ Other (please specify) (7) _____

Q59 What is your religious or spiritual identity? (Mark all that apply)

- ☐ Protestant (1)
- ☐ Baptist (2)
- ☐ Catholic (3)
- ☐ Mormon (4)
- ☐ Jehovah's Witness (5)
- ☐ Orthodox Christian (6)
- ☐ Jewish (7)
- ☐ Buddhist (8)
- ☐ Muslim (9)
- ☐ Hindu (10)
- ☐ Atheist (11)
- ☐ Agnostic (12)

- ☐ Nothing (13)
- ☐ Don't Know (14)
- ☐ Refuse to Answer (15)
- ☐ Other (16) _____

Demographic and position at university questions: students

Answer If Undergraduate student Is Selected

Q1US Undergraduate student

- ☐ Enrolled as a first-year student to Bloomsburg University (1)
- ☐ Transferred from another institution (2)

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q48 What is the highest level of education achieved by your parent(s)/guardian(s)? Please report on the status of the two parents or guardians with whom you have spent the most time as you were growing up.

	No high school (1)	Some high school (2)	High school /GED (3)	Some college (4)	Business/ Technical cert/ degree (5)	Associate's degree (6)	Bachelor's degree (7)	Some Graduate work (8)	Master's degree (9)	Doctoral degree (10)	Other professional degree (11)	Unknown (12)
Parent/ Guardian 1 (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parent/ Guardian 2 (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q50 Where are you in your college career?

- ☐ Non-degree student (1)
- ☐ First year (0-29.5 credits) (2)
- ☐ Sophomore (30-59.9 credits) (3)
- ☐ Junior (60-89.5 credits) (4)
- ☐ Senior (90 or more credits) (5)
- ☐ Master's Degree (6)
- ☐ Doctoral degree (7)
- ☐ Other (please specify) (8) _____

Answer If Undergraduate student Is Selected

Q55 What is your Academic major? (Mark all that apply) Undergraduate majors can select up to two for double majors; secondary education majors select "Secondary Education" under College of Education and major disciplinary subject in respective college.

- ☐ Undeclared (1)
- ☐ Accounting (B.S.B.A.) (2)
- ☐ Pre-Cytotechnology (3)
- ☐ Pre-Physical Therapy (4)
- ☐ Pre-Occupational Therapy (5)
- ☐ Pre-Pharmacy (6)
- ☐ Pre-Physician Assistant (7)
- ☐ American Sign Language/English Interpreting (B.S.) (8)
- ☐ Anthropology (B.A.) (9)
- ☐ Art History (B.A.) (10)
- ☐ Art Studio (B.A.) (11)
- ☐ Audiology and Speech Pathology (B.S.) (12)
- ☐ Environmental Biology (13)
- ☐ Microbiology (14)
- ☐ Molecular Biology (15)
- ☐ Natural History (16)
- ☐ Pre-Medical Sciences (17)
- ☐ Business Education (B.S.Ed.) (18)
- ☐ Biochemistry (19)
- ☐ Clinical Chemistry (B.S.) (20)
- ☐ Nanotechnology (21)
- ☐ Communication Studies (B.A.) (22)
- ☐ Computer Forensics (B.S.) (23)
- ☐ Computer Science (B.S.) (24)
- ☐ Criminal Justice (B.A.) (25)
- ☐ Early Childhood Education (B.S.Ed.) (26)
- ☐ Economics (B.A.) (27)
- ☐ Educational Studies (B.S.Ed.) (28)
- ☐ Electrical and Electronics Engineering Technology (B.S.) (29)
- ☐ Engineering 3+2 (30)
- ☐ English (B.A.) (31)
- ☐ Exercise Science (B.S.) (32)
- ☐ Finance (B.S.B.A.) (33)
- ☐ Geography (B.A.) (34)
- ☐ Geoscience (35)
- ☐ Health Physics (B.S.) (36)
- ☐ History (B.A.) (37)
- ☐ Information and Technology Management (B.S.B.A.) (38)
- ☐ Languages and Cultures (39)
- ☐ Management (B.S.B.A.) (40)
- ☐ Marketing (B.S.B.A.) (41)

- ☐ Mass Communications (B.A.) (42)
- ☐ Mathematics (B.A., B.S.) (43)
- ☐ Medical Imaging (B.S.) (44)
- ☐ Middle Level Education (Grades 4-8) (45)
- ☐ Music (B.A.) (46)
- ☐ Nursing (B.S.N.) (47)
- ☐ Philosophy (B.A.) (48)
- ☐ Physics (B.A., B.S.) (49)
- ☐ Pre-osteopathic medicine (50)
- ☐ Pre-allopathic medicine (51)
- ☐ Pre-veterinary medicine (52)
- ☐ Pre-optometry (53)
- ☐ Pre-podiatry (54)
- ☐ Pre-dentistry (55)
- ☐ Political Science (B.A.) (56)
- ☐ Psychology (B.A.) (57)
- ☐ Secondary Education (B.S.Ed.) (58)
- ☐ Social Work (B.A.) (59)
- ☐ Pre-medical Sciences (60)
- ☐ Sociology (B.A.) (61)
- ☐ Special Education (B.S.Ed.) (62)
- ☐ Theatre Arts (B.A.) (63)

Answer If Graduate student Is Selected

Q56 What is your academic major/department? (Mark all that apply)

- ☐ Accounting M.Acc. (1)
- ☐ Adolescent Education M.Ed. (2)
- ☐ Audiology Au.D. (3)
- ☐ Biology M.S. (4)
- ☐ Biology M.Ed. (5)
- ☐ Business Administration M.B.A. (6)
- ☐ Business Education M.Ed. (7)
- ☐ Clinical Athletic Training M.S. (8)
- ☐ Curriculum and Instruction M.Ed. (9)
- ☐ Early Childhood Education M.S. (10)
- ☐ Education of the Deaf and Hard of Hearing M.S. (11)
- ☐ Exercise Science M.S. (12)
- ☐ Guidance Counseling and Student Affairs M.Ed. (13)
- ☐ Instructional Technology M.S. (14)
- ☐ Nursing M.S.N. (15)
- ☐ Project IMPRESS M.Ed. (16)
- ☐ Public Policy and International Affairs M.A. (17)
- ☐ Reading M.Ed. (18)
- ☐ Speech-Language Pathology M.S. (19)

- ☐ Special Education M.S. (20)
- ☐ Exceptionality Programs M.S. (21)
- ☐ Speech-Language Pathology M.Ed. (22)

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q61 Are you currently dependent (family/guardian is assisting with your living/educational expenses) or independent (you are the sole provider for your living/educational expenses)

- ☐ Dependent (1)
- ☐ Independent (2)

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q62 What is your best estimate of your family's yearly income (if partnered, married, or a dependent student) or your yearly income (if single or an independent student)?

- ☐ \$0 - \$8,500 (1)
- ☐ \$8,501 - \$34,500 (2)
- ☐ \$34,501 - \$83,600 (3)
- ☐ \$83,601 - \$174,400 (4)
- ☐ \$174,401 - \$379,150 (5)
- ☐ \$379,151 or more (6)

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q63 Where do you live?

- ☐ On campus Residence Halls (1)
- ☐ On campus Living and Learning Communities (2)
- ☐ Upper campus Apartments (MPA, MOA, Kozloff Apartments) (3)
- ☐ Off campus affiliated housing (Honeysuckle) (4)
- ☐ Off Campus in Bloomsburg (5)
- ☐ Off Campus Commuter (6)
- ☐ Outside of Bloomsburg (7)
- ☐ Other (please specify) (8) _____

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q64 Are you employed either on campus or off-campus on average more than 10 hours per week?

- ☐ Yes, On campus (1)
- ☐ Yes, Off campus (2)
- ☐ Yes, Both on and off campus (3)
- ☐ No (4)

Answer If Are you employed either on campus or off-campus on averag... Yes, On campus Is Selected

Q65 How many hours per week do you work?

- ☐ 11-15 (1)
- ☐ 16-20 (2)
- ☐ 21-30 (3)
- ☐ 31-40 (4)
- ☐ 41 and Over (5)

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q66 How are you currently paying for college? (Mark all that apply)

- ☐ Academic scholarship (1)
- ☐ Athletics scholarship (2)
- ☐ Credit card (3)
- ☐ Graduate Assistantship (4)
- ☐ Loans (5)
- ☐ Pell grant (6)
- ☐ Need-based institutional grant (7)
- ☐ Family contribution (8)
- ☐ Personal contribution /job (9)
- ☐ Tuition Waiver (10)
- ☐ Other (please specify) (11) _____

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q67 Do you participate in any of the following clubs/organizations at Bloomsburg University? (Mark all that apply)

- ☐ I do not participate in any clubs/organizations (1)
- ☐ Student Governing Organizations (CGA) (2)
- ☐ Academic/Professional Organizations (3)
- ☐ Special Interest Organizations (Chess Club, Gaming, etc.) (4)
- ☐ Equity/Diversity/Cultural Support Organizations (LGBTQA, Black Culture Society) (5)
- ☐ Religious Organizations (6)
- ☐ Service Organizations (7)
- ☐ Social Fraternities and Sororities (8)
- ☐ Publications and Media Organizations (9)
- ☐ Sports/Intramural Clubs (10)
- ☐ Musical Organizations (11)
- ☐ Varsity Athletics (12)
- ☐ Honor Societies (13)
- ☐ Other (please specify) (14) _____

Q106 Do you experience financial hardship at BU?

- ☐ Yes (1)
- ☐ No (2)

Answer If Undergraduate student Is Selected And Do you experience financial hardship at BU? Yes Is Selected Or Graduate student Is Selected And Do you experience financial hardship at BU? Yes Is Selected

Q107 How do you experience the financial hardship? (Mark all that apply)

- ☐ Difficulty affording tuition (1)
- ☐ Difficulty purchasing my books (2)
- ☐ Difficulty participating in social events (3)
- ☐ Difficulty affording university meal plan (4)
- ☐ Difficulty participating in co-curricular events or activities (alternative spring breaks, class trips, etc.) (5)
- ☐ Difficulty traveling home during university breaks (6)
- ☐ Difficulty in traveling to campus (7)
- ☐ Difficulty in affording housing (8)
- ☐ Difficulty obtaining financial aid (9)
- ☐ Difficulty obtaining financial aid in a timely fashion (10)
- ☐ Other (please specify) (11) _____
- ☐ Difficulty purchasing required materials (i.e. special software, calculators, clickers, etc.) (12)

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected And Do you experience financial hardship at BU? Yes Is Selected

Q107b Are your financial hardships related to employment at BU?

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q195 Do you believe participation in a campus organization aids in your social adjustment?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't Know (3)

Demographic and position at university questions: Employees

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q49 What is your highest completed level of education?

- ☐ No high school (1)
- ☐ Some high school (2)
- ☐ Completed high school/GED (3)
- ☐ Some college (4)
- ☐ Some graduate work (5)
- ☐ Associates degree (6)
- ☐ Bachelor's degree (7)
- ☐ Master's degree (8)
- ☐ Doctoral degree/Terminal Professional degree (9)
- ☐ Other professional certificate (Please Specify) (10) _____

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q52 Are you full-time or part-time in your primary status?

- ☐ Full-time (1)
- ☐ Part-time (2)

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected And Tenured faculty Is Not Selected

Q60 How long have you been employed by BU?

- ☐ 0-1 (1)
- ☐ 2-5 (2)
- ☐ 6-10 (3)
- ☐ 11-15 (4)
- ☐ 16-25 (5)
- ☐ 26-35 (6)
- ☐ Over 35 years (7)

Answer If **Tenured faculty** Is Selected

Q1TF Tenured Faculty

- ☐ Classroom (1)
- ☐ Non-classroom (2)

Answer If **Tenured faculty** Is Selected

Q1TF Years Years at Bloomsburg University

- ☐ 0-1 (1)
- ☐ 2-5 (2)
- ☐ 6-10 (3)
- ☐ 11-15 (4)
- ☐ 16-25 (5)
- ☐ 26-35 (6)
- ☐ Over 35 Years (7)

Answer If **Tenured Faculty Non-classroom** Is Selected

Q1TFNCR Tenured Faculty Non-Classroom

- ☐ Instructor (1)
- ☐ Assistant (2)
- ☐ Associate (3)
- ☐ Professor (4)

Answer If **Tenured Faculty Classroom** Is Selected

Q1TFCR Tenured Faculty Classroom

- ☐ Instructor (1)
- ☐ Assistant (2)

- ☐ Associate (3)
- ☐ Professor (4)

Answer If **Tenure-track faculty (Probationary)** Is Selected

Q1TTF Tenure-Track Faculty (Probationary)

- ☐ Classroom (1)
- ☐ Non-classroom (2)

Answer If **Tenure-Track faculty (Probationary) Classroom** Is Selected

Q1TTFRCR Tenure-Track Classroom

- ☐ Instructor (1)
- ☐ Assistant (2)
- ☐ Associate (3)
- ☐ Professor (4)

Answer If **Tenure-Track faculty (Probationary) Non-classroom** Is Selected

Q1TTFNCR Tenure-Track Non-Classroom

- ☐ Instructor (1)
- ☐ Assistant (2)
- ☐ Associate (3)
- ☐ Professor (4)

Answer If **Regular Part Time faculty** Is Selected

Q1RPT Regular Part Time Faculty

- ☐ Classroom (1)
- ☐ Non-classroom (2)

Answer If **Regular Part Time Faculty Classroom** Is Selected

Q1RPTCR Regular Part Time Classroom

- ☐ Instructor (1)
- ☐ Assistant (2)
- ☐ Associate (3)
- ☐ Professor (4)

Answer If **Regular Part Time Faculty Non-classroom** Is Selected

Q1RPTNCR Regular Part Time Non-Classroom

- ☐ Instructor (1)
- ☐ Assistant (2)
- ☐ Associate (3)

- ☐ Professor (4)

Answer If Temporary faculty (Adjunct) Is Selected

Q1TFA Temporary Faculty (Adjunct)

- ☐ Classroom (1)
- ☐ Non-classroom (2)

Answer If Temporary faculty (Adjunct) Classroom Is Selected

Q1TFACR Adjunct Classroom

- ☐ Instructor (1)
- ☐ Assistant (2)
- ☐ Associate (3)
- ☐ Professor (4)

Answer If Temporary faculty (Adjunct) Non-classroom Is Selected

Q1TFANCR Adjunct Non-Classroom

- ☐ Instructor (1)
- ☐ Assistant (2)
- ☐ Associate (3)
- ☐ Professor (4)

Answer If Staff Is Selected

Q1SU Staff Union

- ☐ Administrators (e.g., Managers, Associate Deans, Directors, Assistant Directors) (1)
- ☐ AFSCME (2)
- ☐ Coaches (3)
- ☐ Management (4)
- ☐ OPEIU Nurses (5)
- ☐ SCUPA State University Administrators (6)
- ☐ SPFPA Police/Security (7)

Answer If Tenured faculty Or Tenure-track faculty (Probationary) Or Regular Part Time faculty Or Temporary faculty (Adjunct) Or Administrators/Directors Is Selected

Q51 With which academic department/unit are you primarily affiliated with at this time?

- ☐ College of Business (1)
- ☐ College of Education (2)
- ☐ College of Liberal Arts (3)
- ☐ College of Science & Technology (4)
- ☐ Academic Affairs – (Developmental Instruction, Student Support Services, Upward Bound, Library, Graduate Studies, Research, and Sponsored Programs) (5)

- ☐ Student Affairs (Accommodative Services, Athletics, Counseling Center, International Education) (6)
- ☐ Other (7)

Q47 Are you active military status, a veteran or military reserves?

- ☐ Yes (1)
- ☐ No (2)

CAMPUS CLIMATE QUESTIONS

Q2 Overall, how comfortable are you with the climate at Bloomsburg University?

- ☐ Very comfortable (1)
- ☐ Comfortable (2)
- ☐ Neither comfortable nor uncomfortable (3)
- ☐ Uncomfortable (4)
- ☐ Very Uncomfortable (5)

Q3 Overall, how comfortable are you with the climate in your department/division/unit?

- ☐ Very comfortable (1)
- ☐ Comfortable (2)
- ☐ Neither comfortable nor uncomfortable (3)
- ☐ Uncomfortable (4)
- ☐ Very Uncomfortable (5)

Q4 Overall, how comfortable are you with the climate in your classes?

- ☐ Very comfortable (1)
- ☐ Comfortable (2)
- ☐ Neither comfortable nor uncomfortable (3)
- ☐ Uncomfortable (4)
- ☐ Very Uncomfortable (5)

Q5 If you would like to elaborate on your responses to questions 2-4, please do so here.

Q94 Please rate the overall campus climate on the following dimensions, with a rating of 1 being the most positive. (As an example, for the “friendly—hostile” dimension, 1=very friendly, 2=somewhat friendly, 3=neither friendly nor hostile, 4=somewhat hostile, and 5=very hostile)

	1 (1)	2 (2)	3 (3)	4 (4)	5 (5)
Friendly:Hostile (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperative:Uncooperative (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improving:Regressing (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Welcoming:Not welcoming (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respectful:Disrespectful (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q95 I believe that Bloomsburg University is...

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know (6)
Biased based on race (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Biased based on ethnicity (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexist (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Homophobic (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age biased (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Biased based on socioeconomic status (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Biased based on position of faculty, administrator, staff, student (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Biased based on disabilities (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q103 How would you rate the climate on campus for people who are... (Part A)

	Very respectful (1)	Moderately respectful (2)	Neither respectful nor disrespectful (3)	Moderately disrespectful (4)	Very disrespectful (5)	Don't Know (6)
Affected by psychological health issues (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Affected by physical health issues (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

From Christian affiliations (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From Jewish affiliations (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From Muslim affiliations (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From affiliations other than Christian (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay, lesbian, bisexual (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q220 How would you rate the climate on campus for people who are... (Part B)

	Very respectful (1)	Moderately respectful (2)	Neither respectful nor disrespectful (3)	Moderately disrespectful (4)	Very disrespectful (5)	Don't Know (6)
Transgendered, Intersexed (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrants (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International students, staff, or faculty (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning disabled (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-native English speakers (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with childcare responsibilities (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People from racial minorities (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q221 How would you rate the climate on campus for people who are: (Part C)

	Very respectful (1)	Moderately respectful (2)	Neither respectful nor disrespectful (3)	Moderately disrespectful (4)	Very disrespectful (5)	Don't Know (6)
People from ethnic minorities (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physically disabled (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing care for other than a child (e.g., elder care) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low Income (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High Income (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans/active military members (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q197 Are there other areas of personal diversity you expect the campus to be welcoming of?

Q104 How would you rate the climate on campus for persons from the following racial/ethnic backgrounds? (Part A)

	Very respectful (1)	Moderately respectful (2)	Neither respectful nor disrespectful (3)	Moderately disrespectful (4)	Very disrespectful (5)	Don't Know (6)
African (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
African American/Black (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asian (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asian American (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caribbean/West Indian (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
European American/White (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Latino(a)/Hispanic (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle Eastern (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q222 How would you rate the climate on campus for persons from the following racial/ethnic backgrounds? (Part B)

	Very respectful (1)	Moderately respectful (2)	Neither respectful nor disrespectful (3)	Moderately disrespectful (4)	Very disrespectful (5)	Don't Know (6)
Native American Indian/Alaskan Native (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pacific Islanders/Hawaiian Natives (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Biracial or Multiracial persons (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multiethnic or multicultural persons (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q198 Are there other areas of racial/ethnic diversity you expect the campus to be welcoming of?

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q105 Before I enrolled, I expected that the campus climate would be welcoming for people who are... (Part A)

	Very respectful (1)	Moderately respectful (2)	Neither respectful nor disrespectful (3)	Moderately disrespectful (4)	Very disrespectful (5)	Don't Know (6)
Affected by psychological health issues (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Affected by physical health issues (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Female (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From religious affiliations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

other than Christian (4)						
From Christian affiliations (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay, lesbian, bisexual, transgender, intersexed (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrants (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International students, staff, or faculty (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q224 Before I enrolled, I expected that the campus climate would be welcoming for people who are... (Part B)

	Very respectful (1)	Moderately respectful (2)	Neither respectful nor disrespectful (3)	Moderately disrespectful (4)	Very disrespectful (5)	Don't Know (6)
Learning disabled (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People from ethnic & social minorities (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-native English speakers (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parents/guardians (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing care for other than a child (e.g., elder care) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physically disabled (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low Income (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q225 Before I enrolled, I expected that the campus climate would be welcoming for people who are... (Part C)

	Very respectful (1)	Moderately respectful (2)	Neither respectful nor disrespectful (3)	Moderately disrespectful (4)	Very disrespectful (5)	Don't Know (6)
High Income (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans/Active military members (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q199 Are there other areas you expected the campus to be welcoming?

Q100 How would you rate the PHYSICAL ACCESSIBILITY on campus for people with physical, learning, psychological, or medical disabilities? (Part A)

	Very accommodating (1)	Accommodating (2)	Somewhat accommodating (3)	Not very accommodating (4)	Don't Know (5)
Athletic facilities (stadiums, arena, etc.) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Automatic Door Opener (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classroom Buildings (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classrooms, labs (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University housing (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer labs (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dining Facilities (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elevators (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q218 How would you rate the PHYSICAL ACCESSIBILITY on campus for people with physical, learning, psychological, or

medical disabilities? (Part B)

	Very accommodating (1)	Accommodating (2)	Somewhat accommodating (3)	Not very accommodating (4)	Don't Know (5)
Health Center (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Libraries (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On-campus transportation/parking (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other campus buildings (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreational facilities (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Restrooms (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Studios/Performing Arts Spaces (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Walkways and pedestrian paths (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q101 How would you rate the accessibility on campus of COURSE INSTRUCTION AND MATERIALS for people with physical, learning, psychological, or medical disabilities?

	Very accommodating (1)	Accommodating (2)	Somewhat accommodating (3)	Not very accommodating (4)	Don't Know (5)
Information in alternative formats (e.g., audiobooks, braille) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instructors (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instructional Materials (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BU Websites (e.g., BOLT, ISIS) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Test taking services (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scribe services (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sensory impairments (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Oral Interpreters (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Q219 How would you rate the accessibility on campus of COURSE INSTRUCTION AND MATERIALS for people with physical, learning, psychological, or medical disabilities? (Part B)

	Very accommodating (1)	Accommodating (2)	Somewhat accommodating (3)	Not very accommodating (4)	Don't Know (5)
Sign Language Interpreters (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Readers (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Auxiliary Aides (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advanced registration (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Referral to appropriate support services (tutorial services, academic advising, counseling center, health center) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of adaptive equipment (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q102 If you would like to elaborate on your observations of accommodative services and physical accessibility at BU, please do so here.

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Classroom climate questions: Students

Q96 The CLASSROOM CLIMATE is welcoming for students based on their... (Part A)

	Strongly Agree (1)	Agree (2)	Neither Agree or Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know (6)
Age (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Country of origin (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
English language proficiency/accent (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sex (biological categories of male/female/intersexed) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender (Presenting oneself in masculine or feminine ways) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrant status (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning disability (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q210 The CLASSROOM CLIMATE is welcoming for students based on their... (Part B)

	Strongly Agree (1)	Agree (2)	Neither Agree or Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know (6)
Medical conditions (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military/veteran status (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibilities as a caregiver (e.g., parent) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in an organization (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in Act 101 (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in an athletic team (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychological disorder (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical characteristics (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q211 The CLASSROOM CLIMATE is welcoming for students based on their... (Part C)

	Strongly Agree (1)	Agree (2)	Neither Agree or Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know (6)
Physical disability (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political views (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious/spiritual views (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q110 The CURRICULUM at BU includes materials, and/or perspectives, and/or experiences that reflect experiences or perspectives of people based on their... (Part A)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)	Don't Know (7)
Age (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Country of origin (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sex (biological categories of male/female/intersexed) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender (Presenting oneself in masculine or feminine ways) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrant status (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning disability (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital/partner status (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q212 The CURRICULUM at BU includes materials, and/or perspectives, and/or experiences that reflect experiences or perspectives of people based on their... (Part B)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)	Don't Know (7)
Medical conditions (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibilities as a caregiver (e.g., parent) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in Act101 (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical characteristics (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical disability (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychological disorder (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political views (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q213 The CURRICULUM at BU includes materials, and/or perspectives, and/or experiences that reflect experiences or perspectives of people based on their... (Part C)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)	Don't Know (7)
Religious/spiritual views (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans/active military status (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q98 Please indicate your level of agreement to the following statements: (Part A)

	Strongly Agree (1)	Agree (2)	Neither Agree or Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know (6)
I feel valued by faculty in the classroom. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued by other students in the classroom. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think BU employees are genuinely concerned with my welfare. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think administrators are genuinely concerned with my welfare. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think faculty pre-judge my abilities based on my perceived identity/background. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I perceive racial tensions in classroom discussions. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I perceive ethnic tensions in classroom discussions. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe the campus climate encourages free and open discussion of difficult topics. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q214 Please indicate your level of agreement to the following statements: (Part B)

	Strongly Agree (1)	Agree (2)	Neither Agree or Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know (6)
I perceive racial tensions on	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

campus. (1) I perceive ethnic tensions on campus. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am reluctant to disclose my religious identity in the classroom. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have faculty who I perceive as role models. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have staff who I perceive as role models. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to identify role models I can relate to. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My classroom instructors reflect the diversity in society at large. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Classroom climate questions: Faculty

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected And Staff Is Not Selected And Administrators/Directors Is Not Selected

Q196 Please indicate your level of agreement to the following statements:

	Strongly Agree (1)	Agree (2)	Neither Agree or Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know (6)
I feel valued by students in the	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

classroom. (2)						
I perceive ethnic tensions on campus. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think administrators are genuinely concerned with my welfare. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I perceive ethnic tensions in classroom discussions. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I perceive racial tensions in classroom discussions. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe the campus climate encourages free and open discussion of difficult topics. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I perceive racial tensions on campus. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am reluctant to disclose my religious identity in the classroom. (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity of classroom instructors reflect the diversity in society at large. (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Tenured faculty Is Selected Or Tenure-track faculty (Probationary) Is Selected Or Regular Part Time faculty Is Selected Or Temporary faculty (Adjunct) Is Selected

Q188 I make an effort to make the classroom environment welcoming to people based on... (Part A)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)	Don't Know (7)
Age (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Country of origin (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sex (biological categories of male/female/intersexed) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender (Presenting oneself in masculine or feminine ways) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrant status (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning disability (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital/partner status (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Tenured faculty Is Selected Or Tenure-track faculty (Probationary) Is Selected Or Regular Part Time faculty Is Selected Or Temporary faculty (Adjunct) Is Selected

Q226 I make an effort to make the classroom environment welcoming to people based on... (Part B)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)	Don't Know (7)
Medical conditions (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibilities as a caregiver (e.g., parent) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in Act101 (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical characteristics (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

disability (5)							
Psychological disorder (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political views (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Tenured faculty Is Selected Or Tenure-track faculty (Probationary) Is Selected Or Regular Part Time faculty Is Selected Or Temporary faculty (Adjunct) Is Selected

Q227 I make an effort to make the classroom environment welcoming to people based on... (Part C)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)	Don't Know (7)
Religious/spiritual views (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans/active military status (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

INAPPROPRIATE CONDUCT

Observed exclusionary conduct

Q68 During your time at BU, have you observed any conduct directed toward a person or group of people on campus that you believe has created an exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (harassing) working or learning environment?

- ☐ Yes (1)
☐ No (2)

Answer If During your time at BU, have you observed any conduct dir... Yes Is Selected

Q69 Who/what was the target of the exclusionary, intimidating, offensive and/or hostile conduct you witnessed? (Mark all that apply)

- ☐ Administrator (1)
☐ A group or category of people (young women, adjunct faculty, African American students) (20)
☐ Athletic coach (2)
☐ Campus visitor(s) (3)
☐ Co-worker (4)

- ☐ Off campus community member (5)
- ☐ Department head (6)
- ☐ Faculty advisor (7)
- ☐ Faculty member (8)
- ☐ Friend (9)
- ☐ International Faculty/Administrators/Staff/Students (10)
- ☐ Partner/spouse (11)
- ☐ Person that I supervise (12)
- ☐ Public Safety (13)
- ☐ Staff member (14)
- ☐ Stranger (15)
- ☐ Student (16)
- ☐ Supervisor (17)
- ☐ Teaching assistant/Writing associate/Lab assistant/Tutor (18)
- ☐ Other (please specify) (19) _____

Answer If During your time at BU, have you observed any conduct dir... Yes Is Selected

Q70 Who/what was the source of the exclusionary, intimidating, offensive and/or hostile conduct you witnessed? (Mark all that apply)

- ☐ Administrator (1)
- ☐ Athletic coach (2)
- ☐ Campus media (posters, brochures, flyers, handouts, web sites, etc.) (3)
- ☐ Campus visitor(s) (4)
- ☐ Co-worker (5)
- ☐ Off campus community member (6)
- ☐ Department head (7)
- ☐ Don't know source (8)
- ☐ Faculty advisor (9)
- ☐ Faculty member (10)
- ☐ Friend (11)
- ☐ Partner/spouse (12)
- ☐ Person that I supervise (13)
- ☐ Public Safety/BUPD (14)
- ☐ Program Director (15)
- ☐ Staff member (Secretary, custodian, bus drivers, maintenance) (16)
- ☐ Stranger (17)
- ☐ Student (18)
- ☐ Social networking site (Facebook, Twitter, etc.) (19)
- ☐ Supervisor (20)
- ☐ Teaching assistant/Writing associate/Lab assistant/Tutor (21)
- ☐ Other (please specify) (22) _____

Answer If During your time at BU, have you observed any conduct dir... Yes Is Selected

Q71 What do you believe was the basis for the exclusionary, intimidating, offensive and/or hostile conduct you witnessed? (Mark all that apply)

- ☐ Age (1)
- ☐ Country of origin (2)
- ☐ Developmental disorder (3)
- ☐ Educational level (4)
- ☐ English language proficiency/accent (5)
- ☐ Ethnicity (6)
- ☐ Gender (Presenting oneself in masculine or feminine ways) (7)
- ☐ Immigrant status (8)
- ☐ Learning disability (9)
- ☐ Medical condition (10)
- ☐ Military/veteran status (11)
- ☐ Responsibilities as a caregiver (e.g., parent) (12)
- ☐ Participation in an organization (please specify) (13)
- ☐ Psychological disorder (14)
- ☐ Physical characteristics (15)
- ☐ Physical disability (16)
- ☐ Psychological disorder (17)
- ☐ Political views (18)
- ☐ Position (staff, faculty, administrator, student) (19)
- ☐ Race (20)
- ☐ Religious/spiritual views (21)
- ☐ Sex (biological categories of male/female/intersexed) (22)
- ☐ Sexual orientation (23)
- ☐ Socioeconomic status (24)
- ☐ Other (please specify) (25) _____

Answer If During your time at BU, have you observed any conduct dir... Yes Is Selected

Q72 What forms of exclusionary, intimidating, offensive and/or hostile conduct based on a person's identity have you observed or personally been made aware of? (Mark all that apply)

- ☐ Assumption that someone was admitted/hired/promoted based on his/her identity (1)
- ☐ Assumption that someone was not admitted/hired/promoted based on his/her identity (2)
- ☐ Bullied/Intimidated (3)
- ☐ Deliberately ignored or excluded (4)
- ☐ Derogatory remarks (5)
- ☐ Derogatory/unsolicited e-mails, text messages, Facebook posts, Twitter posts (6)
- ☐ Derogatory written comments (7)
- ☐ Derogatory phone calls (8)
- ☐ Feared for their physical safety (9)
- ☐ Feared for their family's safety (10)
- ☐ Graffiti (e.g., event advertisements removed or defaced) (11)
- ☐ Isolated or left out when work was required in groups (12)

- ☐ Isolated or left out (13)
- ☐ Racial profiling (14)
- ☐ Received a low performance evaluation (15)
- ☐ Received a poor grade because of a hostile classroom environment (16)
- ☐ Physical violence (17)
- ☐ Singled out as the “resident authority” (18)
- ☐ Threats of physical violence (19)
- ☐ Threats of resource loss (financial, access to services) (20)
- ☐ Victim of a crime (21)
- ☐ Other (please specify) (22) _____
- ☐ Homophobic behavior (23)
- ☐ Ethnic profiling (24)
- ☐ Rules or policies that treat different people or groups unfairly (25)

Answer If During your time at BU, have you observed any conduct dir... Yes Is Selected

Q73 Where did this exclusionary, intimidating, offensive and/or hostile conduct occur? (Mark all that apply)

- ☐ At a campus event (1)
- ☐ In a class (2)
- ☐ In a campus dining facility (3)
- ☐ In a campus office (4)
- ☐ In a faculty office (5)
- ☐ In a public space on campus (6)
- ☐ In a meeting with one other person (7)
- ☐ In a meeting with a group of people (8)
- ☐ In athletic facilities (9)
- ☐ In campus housing (10)
- ☐ In off-campus housing (11)
- ☐ Off campus (12)
- ☐ While working at a campus job (13)
- ☐ While walking on campus (14)
- ☐ On a social networking sites/Facebook/Twitter/cell phone/other form of technological communication (15)
- ☐ Other (please specify) (16) _____

Answer If During your time at BU, have you observed any conduct dir... Yes Is Selected

Q74 Please describe your feelings about observing this conduct. (Mark all that apply)

- ☐ I felt embarrassed. (1)
- ☐ I felt somehow responsible. (2)
- ☐ I ignored it. (3)
- ☐ I was afraid for my physical safety. (4)
- ☐ I was afraid of other consequences (e.g., loss of job, bad grades). (5)
- ☐ I was angry. (6)
- ☐ It didn't affect me at the time. (7)
- ☐ Other (8) _____

Answer If During your time at BU, have you observed any conduct dir... Yes Is Selected

Q75 Please indicate how you handled the incident when you observed this inappropriate conduct. (Mark all that apply)

- ☐ I left the situation immediately. (1)
- ☐ I confronted the harasser at the time. (2)
- ☐ I confronted the harasser later. (3)
- ☐ I avoided the harasser. (4)
- ☐ I told a friend. (5)
- ☐ I sought support from counseling services. (6)
- ☐ I sought support from a faculty member. (7)
- ☐ I sought support from a staff member. (8)
- ☐ I sought support from a student. (9)
- ☐ I wanted to report it but I didn't know who to report it to. (10)
- ☐ I made an official complaint to a campus employee/official. (11)
- ☐ I didn't report it for fear of retaliation. (12)
- ☐ I didn't report it for fear that my complaint would not be taken seriously. (13)
- ☐ I did report it but I did not feel the complaint was taken seriously. (14)
- ☐ Other (please specify) (15) _____
- ☐ I sought support from an administrator. (16)
- ☐ I wanted to report it but doing so would breach confidentiality. (17)

Answer If During your time at BU, have you observed any conduct dir... Yes Is Selected

Q76 If you would like to elaborate on your observations, please do so here.

Experiences of exclusionary conduct

Q9 During your time at Bloomsburg University, have you personally ever been excluded, (e.g., shunned, ignored), intimidated, or subjected to offensive and/or hostile conduct (harassing behavior) that has interfered with your ability to work or learn here? (PLEASE NOTE: If you have had more than one experience that you would like to share you will have the opportunity to describe each instance. Please begin with the most recent experience.)

- ☐ Yes (1)
- ☐ No (2)

Answer If During your time at Bloomsburg University, have you perso... Yes Is Selected

Q10 What do you believe this conduct was based upon? (Mark all that apply)

- ☐ My age (1)
- ☐ My country of origin (2)
- ☐ My developmental disorder (3)
- ☐ My educational level (4)
- ☐ My English language proficiency and/or my accent (5)
- ☐ My ethnicity (6)
- ☐ Sex (biological categories of male/female/intersexed) (7)
- ☐ Gender (Presenting oneself in masculine or feminine ways) (8)

- ☐ My immigrant status (9)
- ☐ My learning disability (10)
- ☐ My medical condition (11)
- ☐ My military/veteran status (12)
- ☐ Responsibilities as a caregiver (e.g., parent) (13)
- ☐ My participation in an organization (please specify) (14) _____
- ☐ My psychological disorder (15)
- ☐ My physical characteristics (16)
- ☐ My physical disability (17)
- ☐ My political views (18)
- ☐ My position (staff, faculty, administrator, student) (19)
- ☐ My race (20)
- ☐ My religious/spiritual views (21)
- ☐ My sexual orientation (22)
- ☐ My socioeconomic status (23)
- ☐ Other (please specify) (24) _____

Answer If During your time at Bloomsburg University, have you perso... Yes Is Selected

Q11 When you were excluded, intimidated, or subjected to offensive and/or hostile conduct, which of the following describe part of that experience? (Mark all that apply)

- ☐ I feared for my physical safety. (1)
- ☐ I feared for my family's safety. (2)

If Undergraduate student Is Selected Or. Graduate student Is Selected

- ☐ I feared getting a poor grade because of a hostile classroom environment. (3)

If Undergraduate student Is Selected Or Undergraduate student Is Selected

- ☐ I feared getting a poor grade because of discriminatory policies. (4)
- ☐ I felt I was deliberately ignored or excluded. (5)
- ☐ I felt intimidated/bullied. (6)
- ☐ I felt isolated or left out when work was required in groups. (7)
- ☐ I felt isolated or left out. (8)
- ☐ I observed others staring at me. (9)
- ☐ I received derogatory/unsolicited e-mails, text messages, Facebook posts, Twitter posts. (10)
- ☐ I received derogatory written comments. (11)
- ☐ I received derogatory phone calls. (12)
- ☐ I received threats of physical violence. (13)
- ☐ I received a low performance evaluation. (14)
- ☐ I was singled out as the "resident authority" due to my identity. (15)
- ☐ I was the target of derogatory remarks. (16)
- ☐ I was the target of graffiti (e.g., event advertisements removed or defaced). (17)
- ☐ I was the target of physical violence. (18)
- ☐ I was the target of racial profiling. (19)

- ☐ I was the victim of a crime. (20)
- ☐ Someone assumed I was admitted/hired/promoted due to my identity. (21)
- ☐ Someone assumed I was not admitted/hired/promoted due to my identity. (22)
- ☐ Other (please specify) (23) _____
- ☐ I was the target of ethnic profiling. (24)

Answer If During your time at Bloomsburg University, have you perso... Yes Is Selected

Q12 Where did this conduct occur? (Mark all that apply)

- ☐ At a campus event (1)
- ☐ In a class (2)
- ☐ In a campus dining facility (3)
- ☐ In a campus office (4)
- ☐ In a faculty office (5)
- ☐ In a public space on campus (6)
- ☐ In a meeting with one other person (7)
- ☐ In a meeting with a group of people (8)
- ☐ In athletic facilities (9)
- ☐ In campus housing (10)
- ☐ In off-campus housing (11)
- ☐ Off campus (12)
- ☐ While working at a campus job (13)
- ☐ While working at an off campus job (14)
- ☐ While walking on campus (15)
- ☐ On a social networking sites/Facebook/Twitter/cell phone/other form of technological communication (16)
- ☐ Other (please specify) (17) _____

Answer If During your time at Bloomsburg University, have you perso... Yes Is Selected

Q13 Who/what was the source of this conduct? (Mark all that apply)

- ☐ Administrator (1)
- ☐ Athletic coach (2)
- ☐ Campus media (posters, brochures, flyers, handouts, web sites, etc.) (3)
- ☐ Campus visitor(s) (4)
- ☐ Co-worker (5)
- ☐ Off campus community member (6)
- ☐ Department head (7)
- ☐ Unknown source (8)
- ☐ Faculty advisor (9)
- ☐ Faculty member (10)
- ☐ Friend (11)
- ☐ Partner/spouse (12)
- ☐ Person that I supervise (13)
- ☐ University Police (14)
- ☐ Staff member (15)

- ☐ Stranger (16)
- ☐ Student (17)
- ☐ Social networking site (Facebook, Twitter, etc.) (18)
- ☐ Supervisor (19)
- ☐ Teaching assistant/Writing associate/Lab assistant/Tutor (20)
- ☐ Other (please specify) (21)
- ☐ Off campus business (22)
- ☐ Off campus landlord (23)
- ☐ Town Police (24)
- ☐ A group of students (25)
- ☐ Student Organization Leader (26)

Answer If During your time at Bloomsburg University, have you perso... Yes Is Selected

Q14 Please describe how you responded to this experience. (Mark all that apply)

- ☐ I felt embarrassed. (1)
- ☐ I felt somehow responsible. (2)
- ☐ I ignored it. (3)
- ☐ I was afraid. (4)
- ☐ I was angry. (5)
- ☐ It didn't affect me at the time. (6)
- ☐ I left the situation immediately. (7)
- ☐ I confronted the harasser at the time. (8)
- ☐ I confronted the harasser later. (9)
- ☐ I avoided the person who harassed me. (10)
- ☐ I told a friend. (11)
- ☐ I sought support from counseling services. (12)
- ☐ I sought support from a faculty member. (13)
- ☐ I sought support from a staff member. (14)
- ☐ I sought support from a student staff member (e.g., Resident Assistant). (15)
- ☐ I didn't know who to go to. (16)
- ☐ I made an official complaint to a campus employee/official. (17)
- ☐ I didn't report it for fear of retaliation. (18)
- ☐ I didn't report it for fear that my complaint would not be taken seriously. (19)
- ☐ I did report it but I did not feel the complaint was taken seriously. (20)
- ☐ Other (please specify) (21)

Answer If During your time at Bloomsburg University, have you perso... Yes Is Selected

Q15 If you would like to elaborate on this experience, please do so here.

Answer If 9. During your time at Bloomsburg University, have you pe... Yes Is Selected

Loop 0 Is there another experience you would like to describe?

- ☐ Yes (1)

☐ No (2)

Respondents were permitted to complete this set of questions up to six times.

Harassment

Q86 Please rate your agreement with the following statements.

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know (6)
Harassment is a problem at BU. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I or a friend were harassed at BU I would know where to go for help. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand BU's formal procedures for complaints of harassment. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assault is a problem at BU. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I or a friend were assaulted at BU I would know where to go for help. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand BUs formal procedures for complaints of assault. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have confidence that BU	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

fairly administers the formal procedures to address complaints of harassment and assault. (7)						
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Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q114 If you would like to elaborate on how any of the above influence campus climate, please do so here.

Q16 Do you know a Bloomsburg University student or employee who you believe has been a victim of sexual harassment at Bloomsburg University?

- ☐ Yes (1)
- ☐ No (2)

Q17 Have you been a victim of sexual harassment at Bloomsburg University?

- ☐ Yes (1)
- ☐ No (2)

Answer If Have you been a victim of sexual harassment at Bloomsburg... Yes Is Selected

Q18 Who was the offender(s)? (Mark all that apply)

- ☐ Acquaintance (1)
- ☐ Administrator (2)
- ☐ Athletic coach (3)
- ☐ Co-worker (4)
- ☐ Department chair (5)
- ☐ Faculty advisor (6)
- ☐ Faculty member (7)
- ☐ Friend (8)
- ☐ Partner/spouse (9)
- ☐ Person that I supervise (10)
- ☐ Public Safety (11)
- ☐ Residence Life staff (12)
- ☐ Significant other (13)
- ☐ Staff member (14)
- ☐ Stranger (15)
- ☐ Student (16)
- ☐ Supervisor (17)
- ☐ Tutor/Graduate assistant/Lab assistant (18)

☐ Other (please specify) (19) _____

Answer If Have you been a victim of sexual harassment at Bloomsburg... Yes Is Selected

Q19 Where did the incidents occur? (Mark all that apply)

☐ Off-campus (please specify location) (1) _____

☐ On-campus (please specify location) (2) _____

Answer If Have you been a victim of sexual harassment at Bloomsburg... Yes Is Selected

Q20 Please describe your response to experiencing the incident(s). (Mark all that apply)

☐ I sought support from off-campus hot-line/advocacy services. (1)

☐ I told a friend. (2)

☐ I told a family member. (3)

☐ I sought support from a campus resource (please specify). (4) _____

☐ I contacted the Office of Social Equity. (5)

☐ I contacted Public Safety. (6)

☐ I contacted a local law enforcement official. (7)

☐ I sought support from a staff person. (8)

☐ I sought support from a faculty member. (9)

☐ I sought support from a spiritual advisor (e.g., pastor, rabbi, priest). (10)

☐ I sought support from student staff (e.g., resident assistant). (11)

☐ I sought information on-line. (12)

☐ I did nothing. (13)

☐ Other (please specify) (14) _____

Answer If Have you been a victim of sexual harassment at Bloomsburg... Yes Is Selected

Q21 If you did not report the sexual harassment to a campus official or staff member please explain why you did not.

Answer If Have you been a victim of sexual harassment at Bloomsburg... Yes Is Selected

Q22 If you did report the sexual harassment to a campus official or staff member, did you feel that it was responded to appropriately? If not, please explain why you felt that it was not.

Sexual assault

Q23 Do you know a BU student or employee who has been a victim of sexual assault at BU?

☐ Yes (1)

☐ No (2)

Q24 Have you been a victim of sexual assault at BU?

☐ Yes (1)

☐ No (2)

Answer If Have you been a victim of sexual assault at BU? Yes Is Selected

Q25 When you were a victim of sexual assault, who was the offender(s)? (Mark all that apply)

- ☐ Acquaintance (1)
- ☐ Administrator (2)
- ☐ Athletic coach (3)
- ☐ Department chair (4)
- ☐ Co-worker (5)
- ☐ Faculty advisor (6)
- ☐ Faculty member (7)
- ☐ Friend (8)
- ☐ Partner/spouse (9)
- ☐ Person that I supervise (10)
- ☐ Public Safety (11)
- ☐ Residence life staff (12)
- ☐ Significant other (13)
- ☐ Staff member (14)
- ☐ Stranger (15)
- ☐ Student (16)
- ☐ Supervisor (17)
- ☐ Tutor/Graduate assistant/Lab assistant (18)
- ☐ Other (please specify) (19) _____

Answer If Have you been a victim of sexual assault at BU? Yes Is Selected

Q26 Where did the incident(s) occur? (Mark all that apply)

- ☐ Off-campus (please specify location) (1) _____
- ☐ On-campus (please specify location) (2) _____

Answer If Have you been a victim of sexual assault at BU? Yes Is Selected

Q27 Please describe your response to experiencing the incident(s). (Mark all that apply)

- ☐ I sought support from off-campus hot-line/advocacy services. (1)
- ☐ I told a friend. (2)
- ☐ I told a family member. (3)
- ☐ I sought support from a campus resource (please specify). (4) _____
- ☐ I contacted the Office of Social Equity. (5)
- ☐ I contacted Public Safety. (6)
- ☐ I contacted a local law enforcement official. (7)
- ☐ I sought support from a staff person. (8)
- ☐ I sought support from a faculty member. (9)
- ☐ I sought support from a spiritual advisor (e.g., pastor, rabbi, priest). (10)
- ☐ I sought support from student staff (e.g., resident assistant). (11)

- ☐ I sought information on-line. (12)
- ☐ I did nothing. (13)
- ☐ Other (please specify) (14) _____

Answer If Have you been a victim of sexual assault at BU? Yes Is Selected

Q28 If you did not report the sexual assault to a campus official or staff member please explain why you did not.

Answer If Have you been a victim of sexual assault at BU? Yes Is Selected

Q29 If you did report the sexual assault to a campus official or staff member, did you feel that it was responded to appropriately? If not, please explain why you felt that it was not.

Questions about contemplating leaving BU due to the climate

Q6 Have you ever seriously considered leaving Bloomsburg University because of the climate?

- ☐ Yes (1)
- ☐ No (2)

Answer If Have you ever seriously considered leaving Bloomsburg Uni... Yes Is Selected

Q7 When did you consider leaving? (Mark all that apply)

- ☐ During my first year as an undergrad student (1)
- ☐ During my second year as an undergrad student (2)
- ☐ During my third year as an undergrad student (3)
- ☐ During my fourth year as an undergrad student (4)
- ☐ During my fifth or later year as an undergrad student (5)
- ☐ During my time as a graduate student (6)
- ☐ Faculty (7) _____
- ☐ Staff (8) _____

Answer If Have you ever seriously considered leaving Bloomsburg Uni... Yes Is Selected

Q8 Why did you consider leaving and why did you decide to stay?

Institutional Actions Relative to Climate Issues

Q108 Please list any organizations/offices/departments which you feel foster diversity/inclusion on campus in the text box below.

Q109 Please list any organizations/offices/departments which you feel inhibit diversity/inclusion on campus in the text box below.

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q111 What could be the influence of each of the following on campus climate? (Part A)

	Positively influences campus	Has no influence on campus climate	Negatively influences campus	Don't know (4)
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	climate (1)	(2)	climate (3)	
<p>If Tenured faculty Is Selected Or Tenure-track faculty (Probationary) Is Selected Or Regular Part Time faculty Is Selected Or Temporary faculty (Adjunct) Is Selected</p> <p>Providing tenure clock options with more flexibility for promotion/tenure for faculty (e.g., family leave). (1)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>If Tenured faculty Is Selected Or Tenure-track faculty (Probationary) Is Selected Or Regular Part Time faculty Is Selected Or Temporary faculty (Adjunct) Is Selected</p> <p>Providing recognition and rewards for including diversity issues in courses across the curriculum. (2)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Providing diversity training for staff. (3)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Providing diversity training for faculty. (4)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Providing diversity training for administrators. (5)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Providing, promoting and improving access to counseling for</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

people who have experienced harassment. (6)				
Providing more effective mentorship for new faculty. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing more effective mentorship for new staff. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q228 What could be the influence of each of the following on campus climate? (Part B)

	Positively influences campus climate (1)	Has no influence on campus climate (2)	Negatively influences campus climate (3)	Don't know (4)
Providing a clear and fair process to resolve conflicts. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing funding to support efforts to change campus climate. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Including diversity-related professional experiences as one of the criteria for hiring of staff/faculty/administrators. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Including diversity-related professional experiences as one of the criteria for evaluating of staff/faculty/administrators. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing diversity and equity training to search and tenure committees. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing the diversity of the faculty and staff. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing the diversity of the administration. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing the diversity of the student body. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q112 If you would like to elaborate on how any of the above influence campus climate, please do so here.

Answer If Undergraduate student Is Selected Or Graduate student Is Selected

Q113 What is the influence of each of the following on campus climate?

	Positively influences campus climate (1)	Has no influence on campus climate (2)	Negatively influences campus climate (3)	Don't know (4)
Providing diversity training for all students. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing diversity training for all staff. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing diversity training for all faculty. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing a person to address student complaints regarding unfairness in the classroom. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing the diversity of the faculty and staff. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing the diversity of the student body. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing opportunities for dialogue among various groups of students. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing opportunities for dialogue between faculty, staff and students. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incorporating issues of diversity and cross-cultural competence more effectively into the	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

curriculum. (9) Providing more effective faculty mentorship of students. (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

WORK LIFE

Q99 The workplace climate is welcoming for university employees based on their... (Part A)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know (6)
Age (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Country of origin (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
English language proficiency/accent (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sex (biological categories of male/female/intersexed) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender (Presenting oneself in masculine or feminine ways) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrant status (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning disability (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q216 The workplace climate is welcoming for university employees based on their... (Part B)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know (6)
Level of education (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical conditions (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military/veteran status (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibilities as a caregiver	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(e.g., parent) (4)						
Psychological disorder (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical characteristics (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical disability (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political views (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q217 The workplace climate is welcoming for university employees based on their... (Part C)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Don't Know (6)
Position (faculty, staff) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious/spiritual views (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If What is your Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q30 As a university employee... (Part A)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)
I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or tenure decision. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that supervisors/managers consistently communicate/interpret/implement BU policies. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am comfortable asking questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

about performance expectations. (3)						
My colleagues/co-workers expect me to represent "the point of view" of my identity (e.g., ability, ethnicity, gender, race, religion, sexual orientation). (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues/co-workers treat me with less respect than other faculty/staff. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I constantly feel under scrutiny by my colleagues. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to work harder than I believe my colleagues do in order to be perceived as legitimate. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to work harder than I believe my colleagues do to achieve the same recognition. (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q205 As a university employee... (Part B)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)
My colleagues have higher expectations of me than of other faculty/staff. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe salary determinations are fair. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe salary determinations are clear. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think the university understands the value of a diverse faculty. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think the university understands	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

the value of a diverse staff. (5)						
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Q31 If you would like to elaborate on any of your responses to the previous questions, please do so here.

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q53 As a university employee, is your gender underrepresented in your department/division/unit?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't Know (3)

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q54 As a university employee, is your race underrepresented in your department/division/unit?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't Know (3)

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q191 As a university employee, is your ethnicity underrepresented in your department/division/unit?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't Know (3)

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q194 The composition of my department/division/unit reflects the diversity of society at large. Do you agree with this statement?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't Know (3)

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected And Staff Is Not Selected And Administrators/Directors Is Not Selected

Q32 As a faculty member... (Part A)

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)
My research interests are	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

valued by my colleagues. (1)						
I feel pressured to change my research agenda to achieve tenure. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel pressured to change my research agenda to be promoted. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel pressured to change my methods of teaching to achieve tenure/be promoted. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that the tenure process is clear. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that the promotion process is clear. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that the tenure standards are reasonable. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that the promotion standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

are reasonable. (8)						
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Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected Staff Is Not Selected And Administrators/Directors Is Not Selected

Q206 As a faculty member ...

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)
I feel that what is expected of me professionally is similar to that of my colleagues in other divisions. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I am burdened by service responsibilities (e.g., committee membership, advising, student group, etc.) beyond those of my colleagues. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my service contributions are important to tenure. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my service contributions are important to promotion. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my efforts to be an effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

teacher are important to tenure. (5)						
I feel that my efforts to be an effective teacher are important to promotion. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected And Staff Is Not Selected

Q33 If you would like to elaborate on any of your responses to the previous questions, please do so here.

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q34 As a university employee...

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)
I find that BU is supportive when I need to take leave. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to miss out on important things in my personal life because of professional responsibilities. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that employees who have children are considered by BU to be less committed to their jobs/careers. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find it difficult to balance childcare or eldercare with	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

my work responsibilities. (7)						
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Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q35 If you would like to elaborate on any of your responses to the previous questions, please do so here.

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q36 As a university employee, please indicate your level of agreement with the following statements about the resources that are available to you.

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable (6)
I have colleagues/co-workers who give me job/career advice or guidance when I need it. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have support from decision makers/colleagues/co-workers regarding my job/career advancement. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am offered adequate professional development opportunities. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the equipment and supplies I need to adequately perform my work. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that BU treats salaried and hourly staff equitably. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q37 If you would like to elaborate on any of your responses to the previous questions, please do so here.

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q38 As a university employee, how satisfied are you with...

	Very Satisfied (1)	Satisfied (2)	Neither Satisfied nor Dissatisfied (3)	Dissatisfied (4)	Strongly Dissatisfied (5)	Not Applicable (6)
Your compensation as compared to that of other BU peers with a similar level of experience? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your access to health benefits? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way your job/career has progressed at BU? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The size and quality of your work space as compared to your colleagues' work space? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your access to research and/or creative project support as compared to your colleagues? (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q39 Why are you satisfied or dissatisfied with your job and/or the way your job/career has progressed at BU?

Employment and Hiring Practices

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q77 As a university employee, I have observed unfair and unjust hiring practices at BU (e.g., hiring supervisor bias, search committee bias, lack of effort in diversifying recruiting pool) that inhibit diversifying the community.

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)

Answer If As a university employee, I have observed unfair and unju... Yes Is Selected And Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q78 As a university employee, I believe that the unfair and unjust hiring practices were based upon... (Mark all that apply)

- ☐ Age (1)
- ☐ Country of origin (2)
- ☐ Developmental disorder (3)
- ☐ Educational level (4)
- ☐ English language proficiency/accent (5)
- ☐ Ethnicity (6)
- ☐ Gender (Presenting oneself in masculine or feminine ways) (7)
- ☐ Sex (biological categories of male and female) (8)
- ☐ Immigrant status (9)
- ☐ Learning disability (10)
- ☐ Medical condition (11)
- ☐ Military/veteran status (12)
- ☐ Responsibilities as a caregiver (e.g., parent) (13)
- ☐ Participation in an organization (please specify) (14) _____
- ☐ Preference to friends & family (15)
- ☐ Psychological disorder (16)
- ☐ Physical characteristics (17)
- ☐ Physical disability (18)
- ☐ Political views (19)
- ☐ Position (staff, faculty, student) (20)
- ☐ Race (21)
- ☐ Religious/spiritual views (22)
- ☐ Rules or policies that make it difficult for committees to recruit a diverse pool (23)
- ☐ Rules or policies that make it difficult for committees to tell which candidates in a pool might add diversity (24)
- ☐ Search & Screen procedures (25)
- ☐ Sexual orientation (26)
- ☐ Socioeconomic status (27)
- ☐ Union rules for hiring (28)
- ☐ Other (please specify) (29) _____

Answer If As a university employee, I have observed unfair and unju... Yes Is Selected

Q79 If you would like to elaborate on your observations, please do so here.

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q80 As a university employee, I have observed unfair or unjust employment-related disciplinary actions up to and including dismissal at Bloomsburg University.

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't Know (3)

Answer If As a university employee, I have observed unfair or unjust... Yes Is Selected

Q81 As a university employee, I believe that the unfair or unjust employment-related disciplinary actions were based upon... (Mark all that apply)

- ☐ Age (1)
- ☐ Country of origin (2)
- ☐ Developmental disorder (3)
- ☐ Educational level (4)
- ☐ English language proficiency/accent (5)
- ☐ Ethnicity (6)
- ☐ Gender (Presenting oneself in masculine or feminine ways) (7)
- ☐ Immigrant status (8)
- ☐ Lack of understanding of disciplinary standards related to one's own area (9)
- ☐ Learning disability (10)
- ☐ Medical condition (11)
- ☐ Military/veteran status (12)
- ☐ Responsibilities as a caregiver (e.g., parent) (13)
- ☐ Participation in an organization (please specify the organization) (14)
- ☐ Preference to friends & family (15)
- ☐ Psychological disorder (16)
- ☐ Physical characteristics (17)
- ☐ Physical disability (18)
- ☐ Political views (19)
- ☐ Position (faculty, staff, student) (20)
- ☐ Race (21)
- ☐ Religious/spiritual views (22)
- ☐ Sexual orientation (23)
- ☐ Socioeconomic status (24)
- ☐ Other (please specify) (25) _____

Answer If As a university employee, I have observed unfair or unjust... Yes Is Selected

Q82 If you would like to elaborate on your observations, please do so here.

Answer If Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q83 As a university employee, I have observed unfair or unjust behavior, procedures, or employment practices related to promotion/tenure/reappointment/reclassification at BU.

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't Know (3)

Answer If As a university employee, I have observed unfair or unjust... Yes Is Selected

Q84 As a university employee, I believe the unfair or unjust behaviors, procedures, or employment practices related to promotion/tenure/reappointment/reclassification were based upon... (Mark all that apply)

- ☐ Age (1)
- ☐ Country of origin (2)
- ☐ Developmental disorder (3)
- ☐ Educational level (4)
- ☐ English language proficiency/accent (5)
- ☐ Ethnicity (6)
- ☐ Gender (Presenting oneself in masculine or feminine ways) (7)
- ☐ Immigrant status (8)
- ☐ Learning disability (9)
- ☐ Lack of understanding of disciplinary standards related to one's own area (10)
- ☐ Medical condition (11)
- ☐ Military/veteran status (12)
- ☐ Responsibilities as a caregiver (e.g., parent) (13)
- ☐ Participation in an organization (please specify the organization) (14)
- ☐ Preference to friends & family (15)
- ☐ Psychological disorder (16)
- ☐ Physical characteristics (17)
- ☐ Physical disability (18)
- ☐ Political views (19)
- ☐ Position (faculty, staff, student) (20)
- ☐ Race (21)
- ☐ Religious/spiritual views (22)
- ☐ Sexual orientation (23)
- ☐ Socioeconomic status (24)
- ☐ Other (please specify) (25)

Answer If As a university employee, I have observed unfair or unjust... Yes Is Selected

Q85 If you would like to elaborate on your observations, please do so here.

QUESTIONS FOR VETERANS

Answer If 47. Are you active military status, a veteran or military... Yes Is Selected And Undergraduate student Is Not Selected And Graduate student Is Not Selected

Q200 When you have questions regarding veteran concerns relating to you personally, do you know where to get answers?

- ☐ Yes (1)

☐ No (2)

Answer If 47. Are you active military status, a veteran or military... Yes Is Selected

Q144 When you have a question regarding Veterans Benefits at BU, do you know where to get the answers?

☐ Yes (1)

☐ No (2)

Answer If Are you active military status, a veteran or military res... Yes Is Selected

Q145 For each of the following, please indicate how satisfied you are with the current services provided at BU: (Part A)

	Very Dissatisfied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very Satisfied (5)
The information provided to veterans on veterans services when they arrive at BU (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The process of getting military credits transferred to BU (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of military credits that transfer to BU (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with the financial aid office to obtain your financial benefits (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Efforts to integrate veterans into the campus community (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty treatment of veteran students (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q207 For each of the following, please indicate how satisfied you are with the current services provided at BU: (Part B)

	Very Dissatisfied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very Satisfied (5)
Peer treatment of veteran student (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your ability to find housing at or near BU (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The support you receive from BU offices when getting ready to deploy, or when returning from deployment (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The support you receive from faculty when getting ready to deploy, or when returning from deployment (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The support you receive from faculty when must miss classes for military training (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Services to accommodate veterans with physical disabilities (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q208 For each of the following, please indicate how satisfied you are with the current services provided at BU: (Part C)

	Very Dissatisfied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very Satisfied (5)
Services to accommodate veterans who need emotional support (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Services for veterans with PTSD (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information on Veterans Benefits available in the BU web site (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The process of receiving an official military leave (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The process of returning from military service (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, how satisfied are you with the existing campus services for veterans? (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Are you active military status, a veteran or military res... Yes Is Selected

Q209 For each of the following, please indicate how satisfied you are with the current services provided at BU: (Part D)

	Very Dissatisfied (1)	Dissatisfied (2)	Neutral (3)	Satisfied (4)	Very Satisfied (5)
The level of respect received as a veteran on campus from colleagues (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The level of	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

comfort sharing your veteran status with colleagues (2)					
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Answer If 47. Are you active military status, a veteran or military... Yes Is Selected

Q201 If there is anything else you want to discuss, please feel free to do so here

Answer If Are you active military status, a veteran or military res... Yes Is Selected

Q147 Please indicate how helpful you feel the following possible services would be to veterans at BU.

	Very Helpful (1)	Helpful (2)	Unnecessary (3)
A veterans peer mentor program (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Priority scheduling for returning or deployed veterans (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid student workers who are veterans to assist with benefit questions (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reserved housing for late returning veterans (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veteran seminars at BU to explain veterans benefits (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A veterans lounge, where peers can meet and discuss issues (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Talks on campus to educate the campus community about veterans' issues (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A BU orientation session for veterans (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If Q47. Are you active military status, a veteran or militar... Yes Is Selected

Q148 If there is anything else you want to discuss, please feel free to do so here.

QUESTIONS ABOUT CAREGIVING

Q45 What are your current responsibilities as a caregiver (e.g., parent)? (Mark all that apply)

- ☐ No children (1)
- ☐ Pregnant (2)
- ☐ Preschool children (3)
- ☐ School-aged children (4)
- ☐ Primary caregiver for elderly family member (5)
- ☐ Primary caregiver for a person with significant disability (6)
- ☐ Older children not at home (7)
- ☐ Older children at home (8)

Answer If What are your current responsibilities as a caregiver.... **No children Is Not Selected**

Q46 Who do you parent with? (Mark all that apply)

- ☐ Single parent (1)
- ☐ Parent with another adult who lives in my household (2)
- ☐ Parent with another adult who does not live in my household (3)

Answer If **Pregnant** Is Selected Or **Preschool children** Is Selected Or **School-aged children** Is Selected

Q187 Do you use the BU Child Center/Kampus Kids Preschool on campus?

- ☐ Yes (1)
- ☐ No (2)

Answer If **Pregnant** Is Selected Or **Preschool children** Is Selected Or **School-aged children** Is Selected

Q188 Do you feel the BU Child Center/Kampus Kids Preschool on campus meets your needs?

- ☐ Strongly Agree (1)
- ☐ Agree (2)
- ☐ Neither Agree nor Disagree (3)
- ☐ Disagree (4)
- ☐ Strongly Disagree (5)
- ☐ Not applicable to my situation (6)

Answer If **Pregnant** Is Selected Or **Preschool children** Is Selected Or **School-aged children** Is Selected

Q189 Please explain why you use or don't use the available BU childcare.

OFF CAMPUS QUESTIONS

Q186 Please indicate how much of a problem you think each of the following is in the Bloomsburg community OFF CAMPUS. (Part A)

	Not a Problem (1)	A Small Problem (2)	A Large Problem (3)	Not sure (4)
Employment discrimination (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing discrimination (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Sexual harassment (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination against some racial groups (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination against some ethnic or immigrant groups (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination against some immigrant groups (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination against women (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination based on age (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q223 Please indicate how much of a problem you think each of the following is in the Bloomsburg community OFF CAMPUS. (Part B)

	Not a Problem (1)	A Small Problem (2)	A Large Problem (3)	Not sure (4)
A general lack of understanding between different groups of people (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassing comments based on gender on the street (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racist comments on the street (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Police treatment of BU students (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of communication between the university and town (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of cooperation between the university and	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

town (6)				
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Concluding questions

Your Additional Comments

Q115 Are your experiences on campus different from those you experience in the community surrounding campus? If so, how are these experiences different?

Q116 Further comments? This multiple choice survey leaves limited room for comments, but comments about BU’s climate are valuable. If you would like to elaborate upon any of your survey responses, further describe your experiences, or offer additional thoughts about these issues and ways that the college might improve the climate, we encourage you to do so in the space provided below.