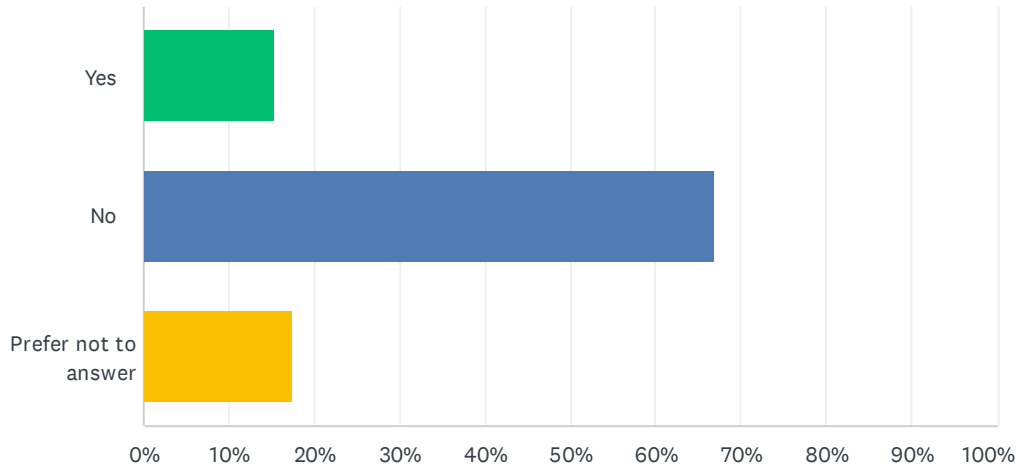


Q1 Are you Hispanic or Latino?

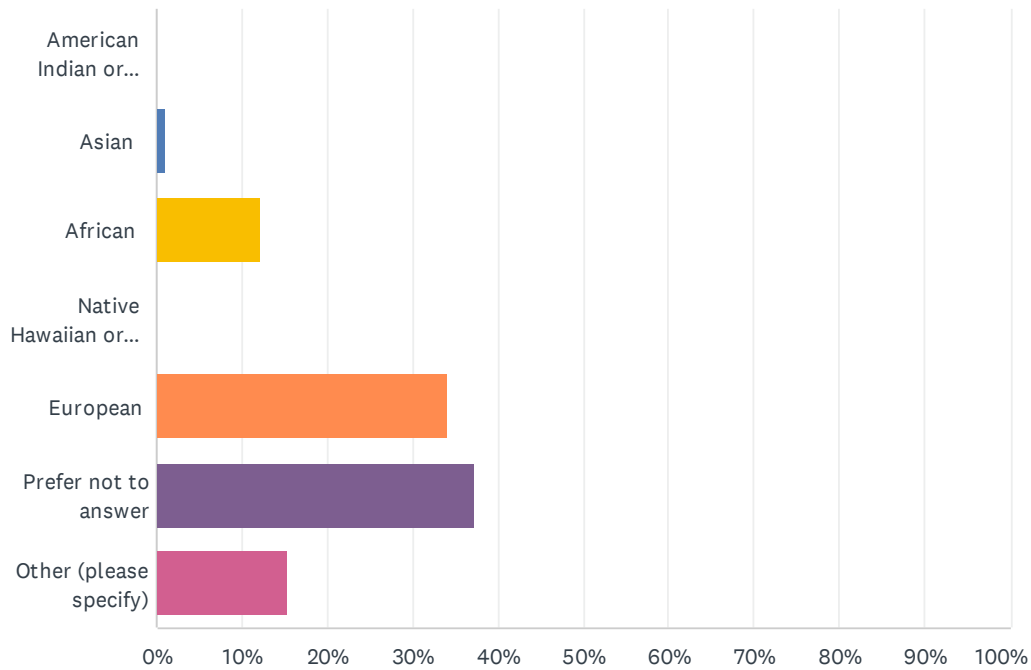
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	15.38%	14
No	67.03%	61
Prefer not to answer	17.58%	16
TOTAL		91

Q2 Please select one or more races to describe yourself:

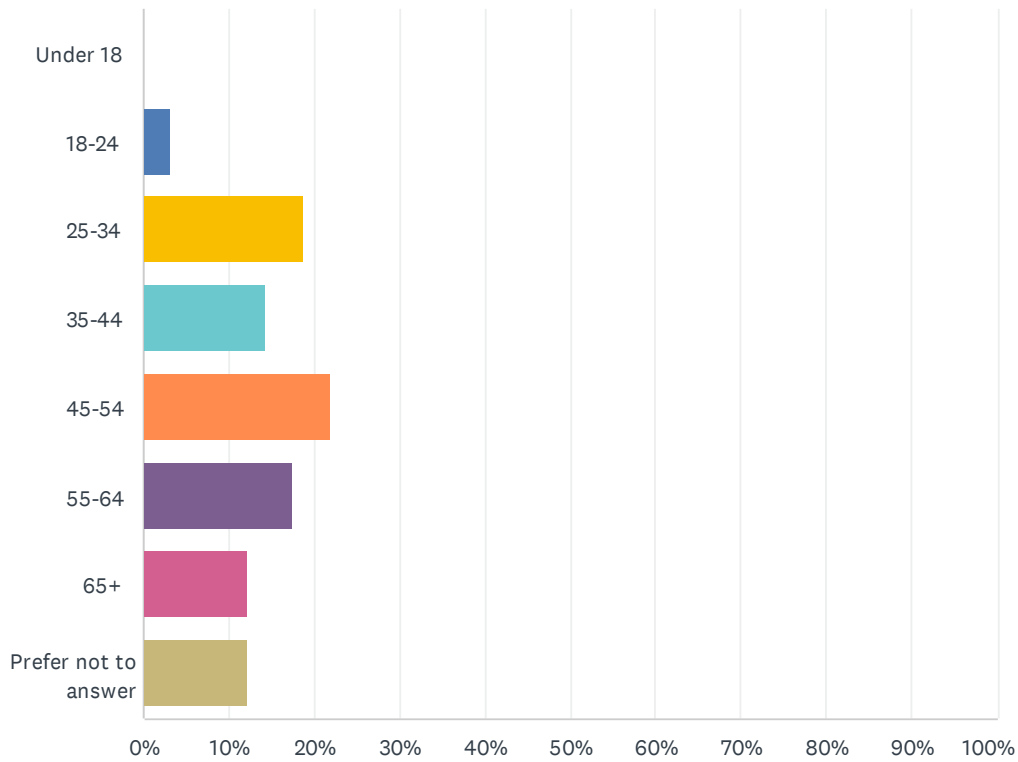
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
American Indian or Alaska Native	0.00%	0
Asian	1.10%	1
African	12.09%	11
Native Hawaiian or Other Pacific Islander	0.00%	0
European	34.07%	31
Prefer not to answer	37.36%	34
Other (please specify)	15.38%	14
TOTAL		91

Q3 Age

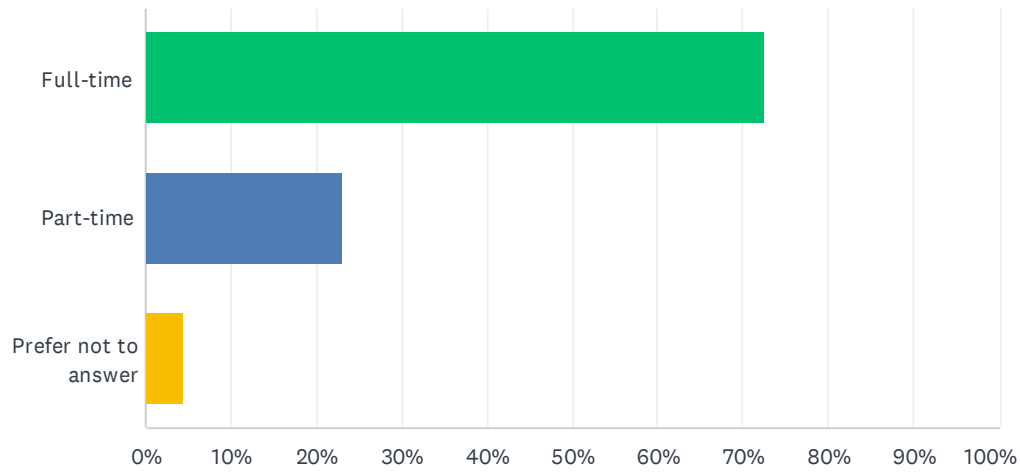
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-24	3.30%	3
25-34	18.68%	17
35-44	14.29%	13
45-54	21.98%	20
55-64	17.58%	16
65+	12.09%	11
Prefer not to answer	12.09%	11
TOTAL		91

Q4 Employment Status

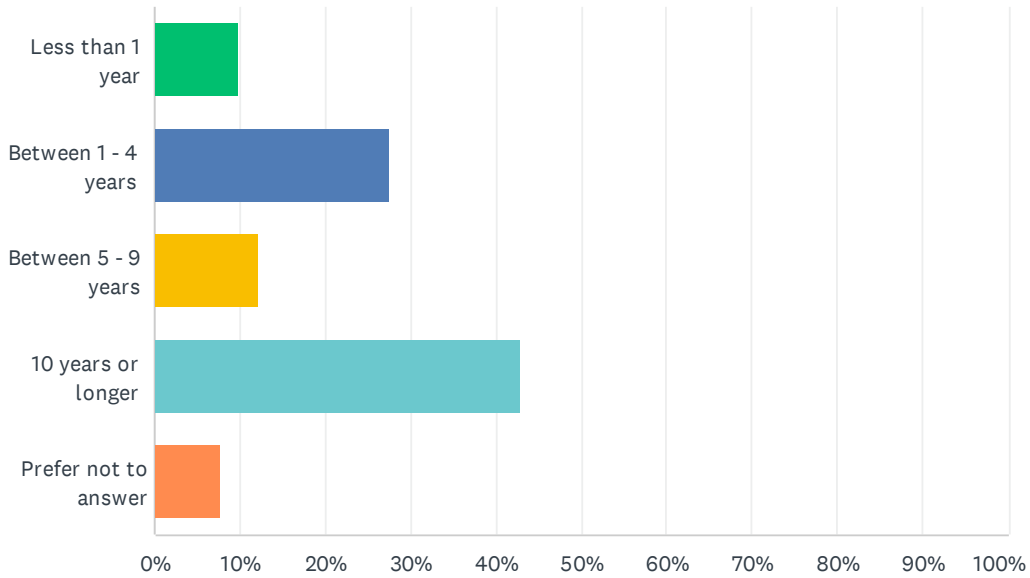
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	72.53%	66
Part-time	23.08%	21
Prefer not to answer	4.40%	4
Total Respondents: 91		

Q5 Number of years employed

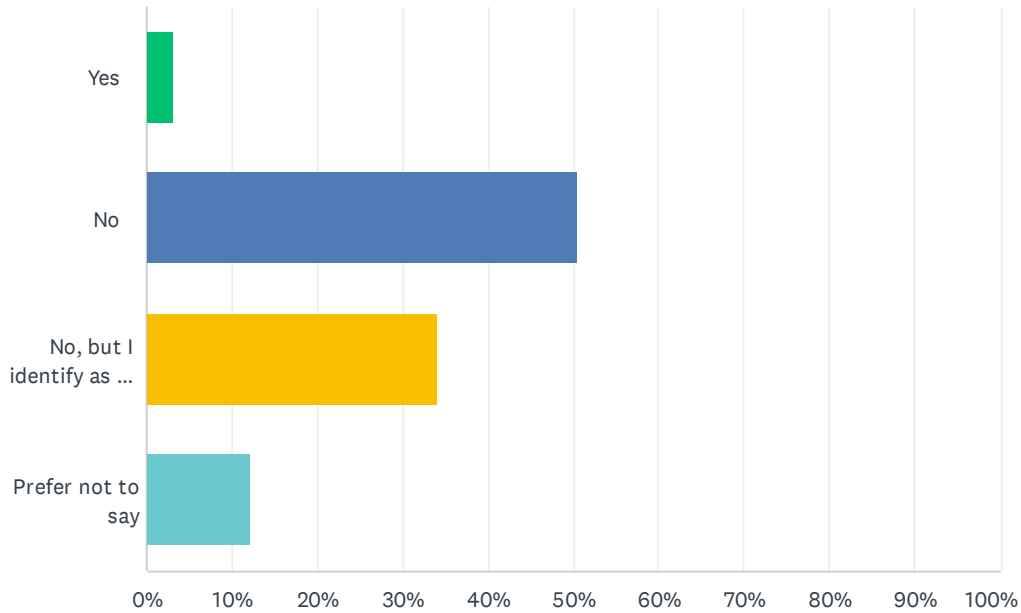
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1 year	9.89%	9
Between 1 - 4 years	27.47%	25
Between 5 - 9 years	12.09%	11
10 years or longer	42.86%	39
Prefer not to answer	7.69%	7
TOTAL		91

Q6 Do you consider yourself a member of the Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) community?

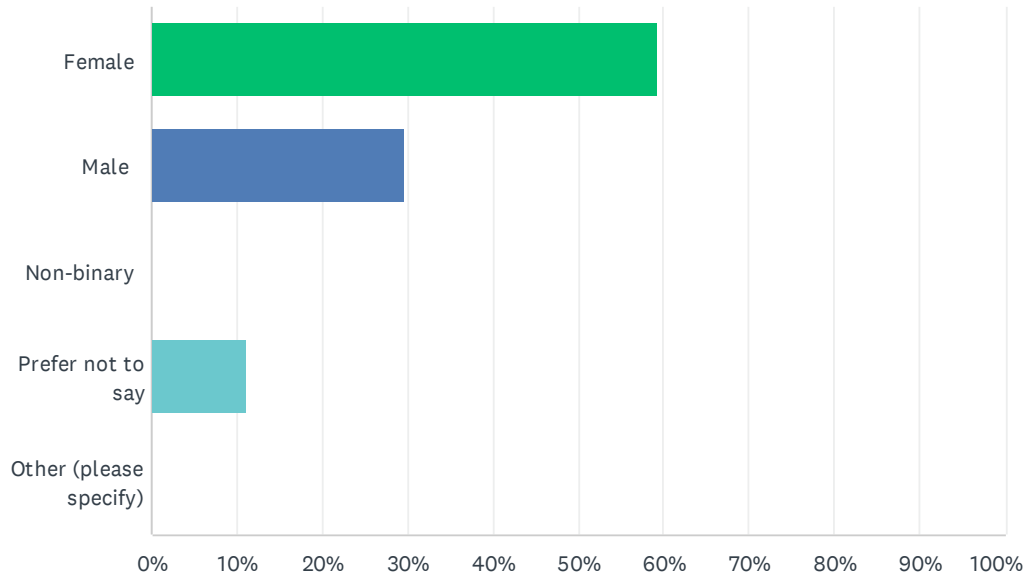
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	3.30%	3
No	50.55%	46
No, but I identify as an Ally (supportive of LGBTQ people)	34.07%	31
Prefer not to say	12.09%	11
TOTAL		91

Q7 What is your gender?

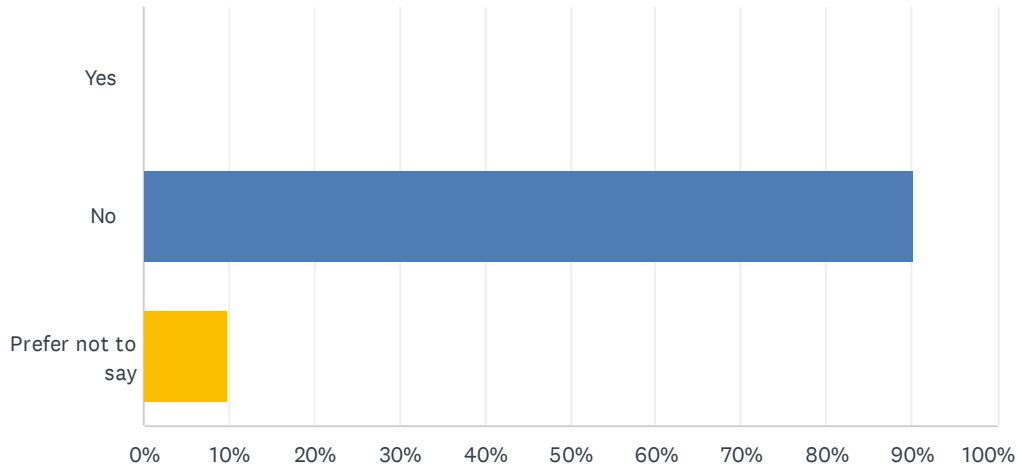
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	59.34%	54
Male	29.67%	27
Non-binary	0.00%	0
Prefer not to say	10.99%	10
Other (please specify)	0.00%	0
TOTAL		91

Q8 Do you identify as Transgender?

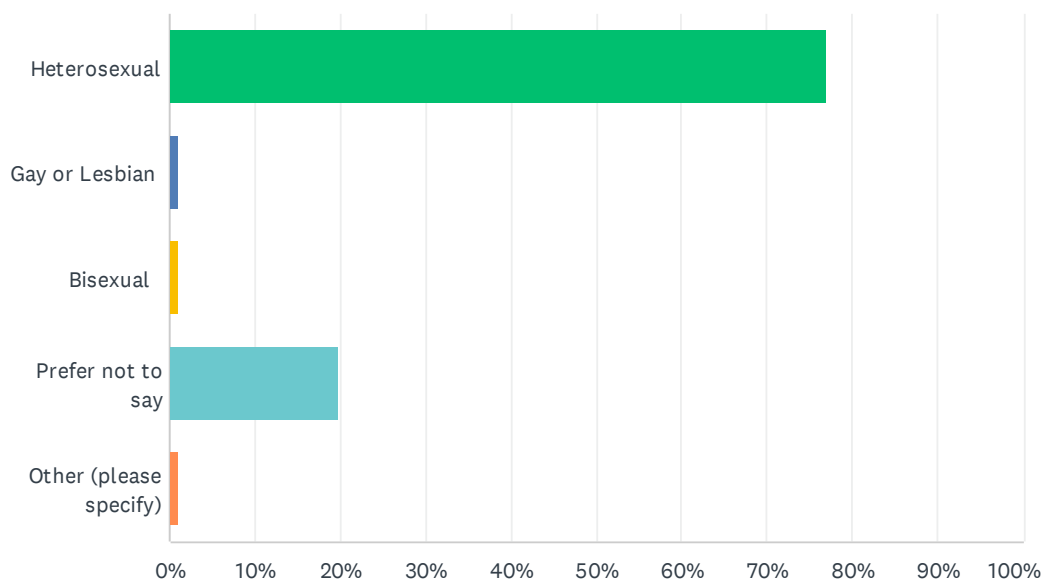
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	90.11%	82
Prefer not to say	9.89%	9
TOTAL		91

Q9 What is your Sexual Orientation?

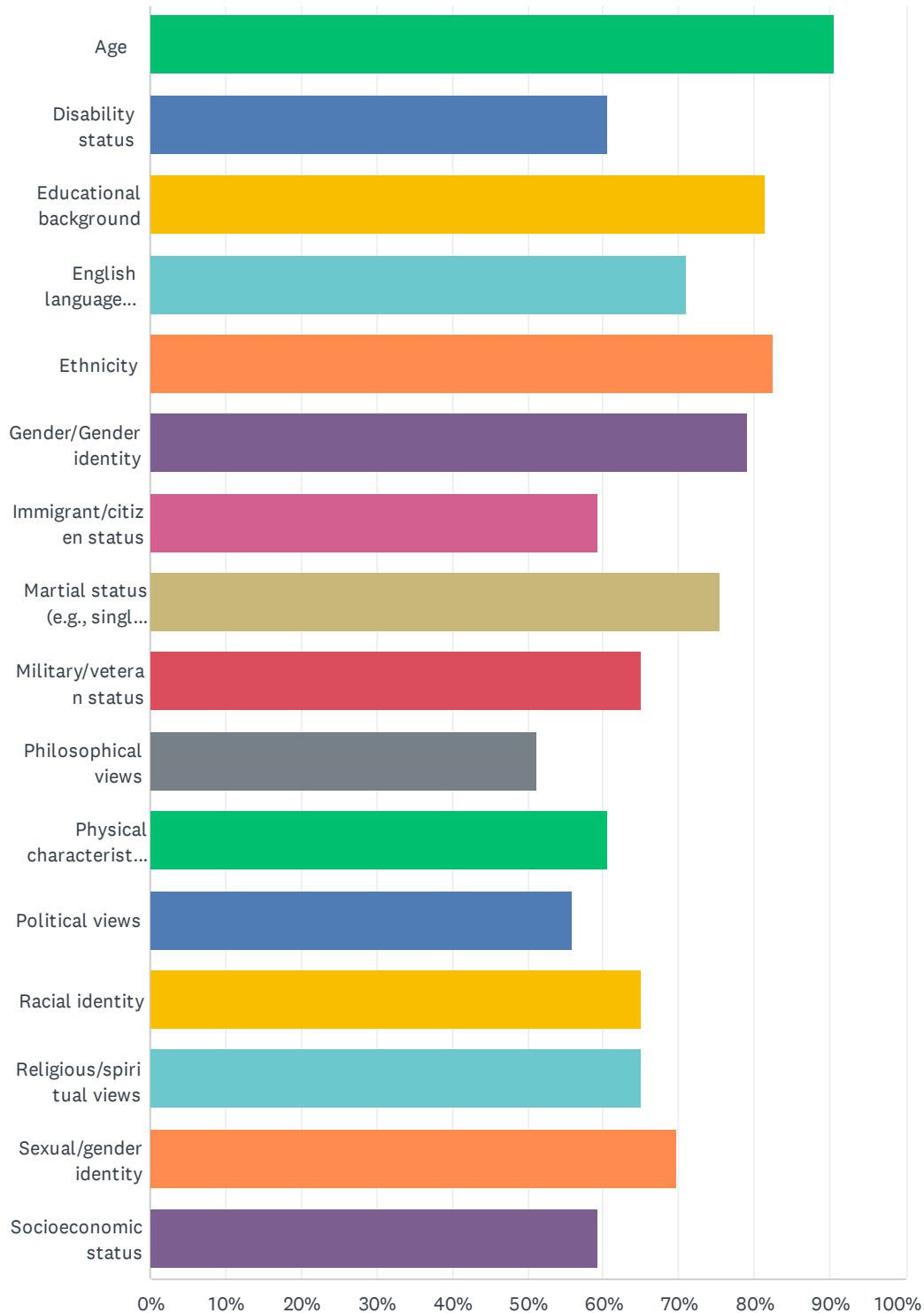
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Heterosexual	76.92%	70
Gay or Lesbian	1.10%	1
Bisexual	1.10%	1
Prefer not to say	19.78%	18
Other (please specify)	1.10%	1
TOTAL		91

Q10 CW is a welcoming place to work based on a person's:(Choose as many as appropriate)

Answered: 86 Skipped: 5

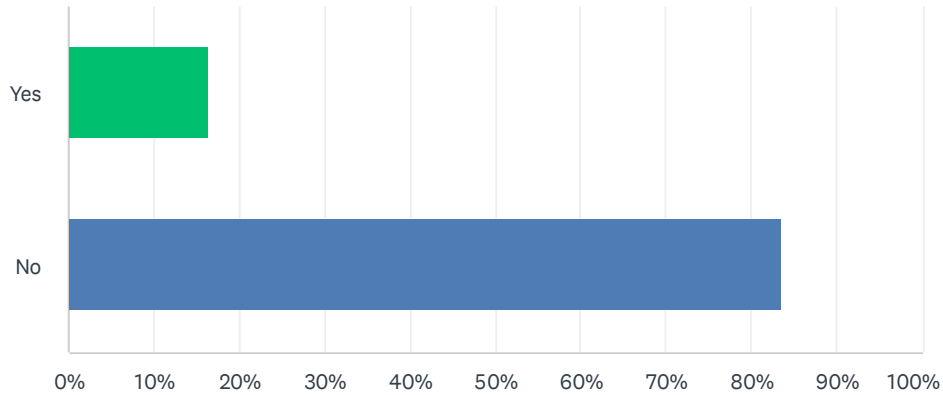


The College of Westchester Campus Climate Survey for Faculty/Staff: 2023

ANSWER CHOICES	RESPONSES	
Age	90.70%	78
Disability status	60.47%	52
Educational background	81.40%	70
English language proficiency/accent	70.93%	61
Ethnicity	82.56%	71
Gender/Gender identity	79.07%	68
Immigrant/citizen status	59.30%	51
Marital status (e.g., single, married, partnered, etc.)	75.58%	65
Military/veteran status	65.12%	56
Philosophical views	51.16%	44
Physical characteristics (e.g., obesity, tattoos, etc.)	60.47%	52
Political views	55.81%	48
Racial identity	65.12%	56
Religious/spiritual views	65.12%	56
Sexual/gender identity	69.77%	60
Socioeconomic status	59.30%	51
Total Respondents: 86		

Q11 Within the past year, have you observed any behavior or communications directed toward a person or group of people at CW that you believe has created an exclusionary (e.g., being shunned, ignored), intimidating, offensive and/or hostile (bullying, harassing) working environment?

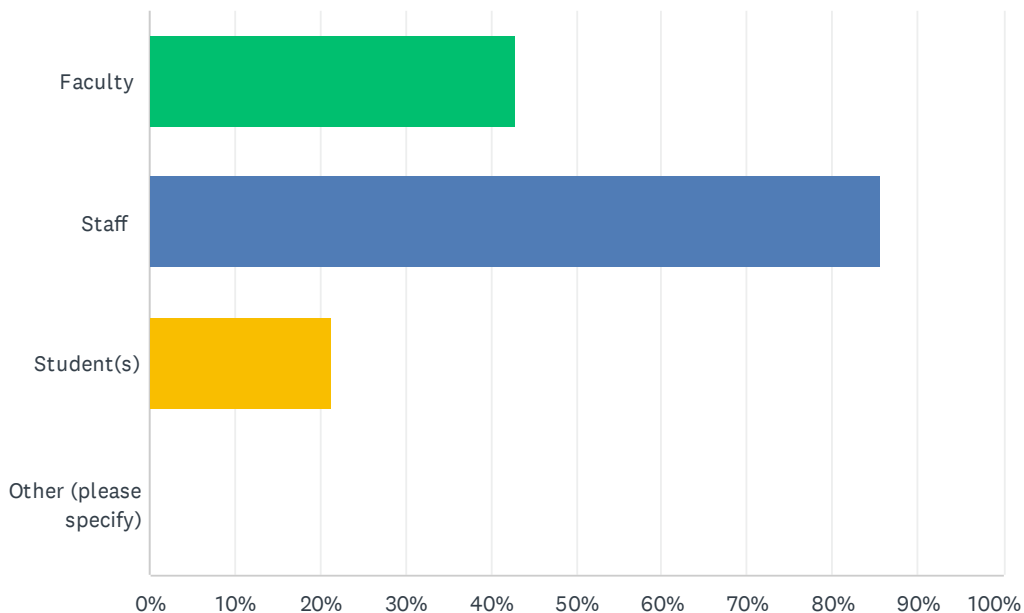
Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	16.48%	15
No	83.52%	76
TOTAL		91

Q12 Who were the targets of the behavior?(Choose as many as appropriate)

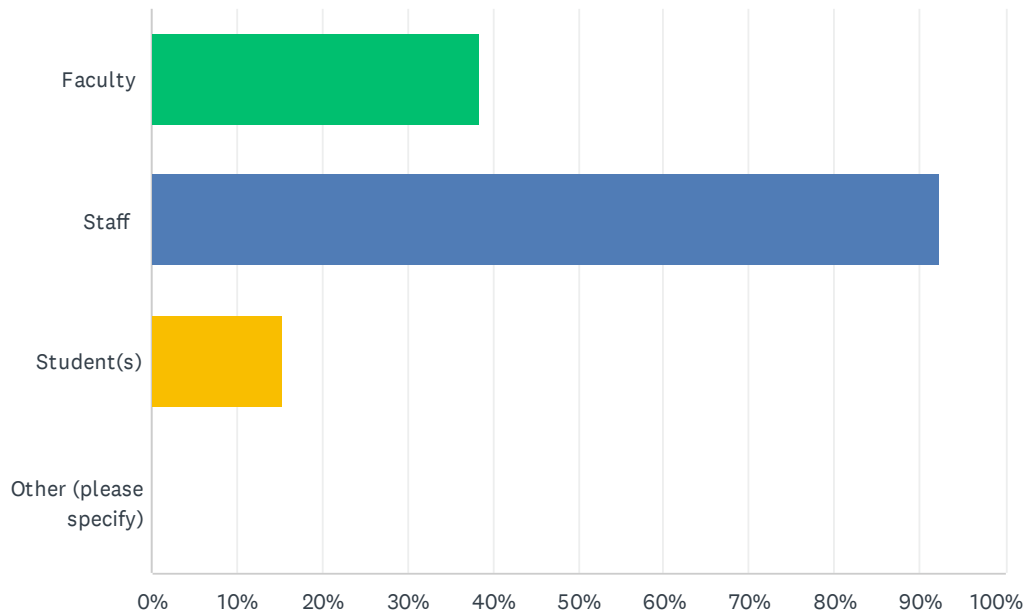
Answered: 14 Skipped: 77



ANSWER CHOICES	RESPONSES	
Faculty	42.86%	6
Staff	85.71%	12
Student(s)	21.43%	3
Other (please specify)	0.00%	0
Total Respondents: 14		

Q13 Who was the source of this behavior?(Choose as many as you like)

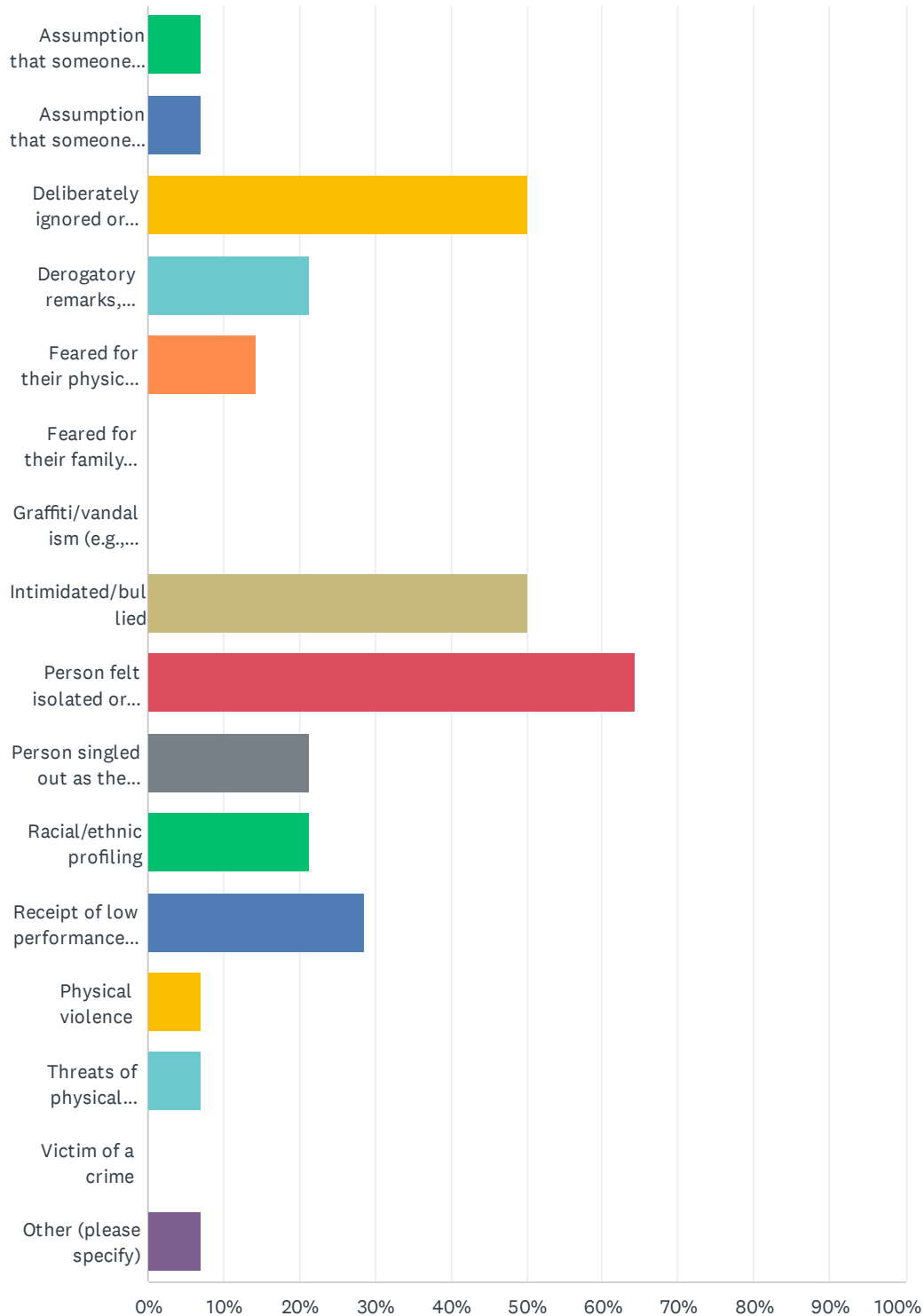
Answered: 13 Skipped: 78



ANSWER CHOICES	RESPONSES
Faculty	38.46% 5
Staff	92.31% 12
Student(s)	15.38% 2
Other (please specify)	0.00% 0
Total Respondents: 13	

Q14 What forms of behavior have you observed or personally been made aware of?(Choose as many as appropriate)

Answered: 14 Skipped: 77

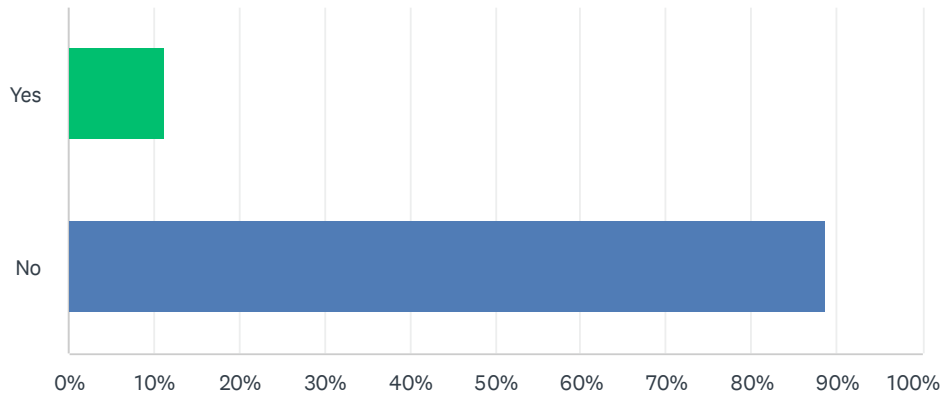


The College of Westchester Campus Climate Survey for Faculty/Staff: 2023

ANSWER CHOICES	RESPONSES	
Assumption that someone was admitted/hired/promoted based on his/her identity group	7.14%	1
Assumption that someone was not admitted/hired/promoted based on his/her identity group	7.14%	1
Deliberately ignored or excluded	50.00%	7
Derogatory remarks, emails, text messages, social media posts, phone calls, or other written messages	21.43%	3
Feared for their physical safety	14.29%	2
Feared for their family's safety	0.00%	0
Graffiti/vandalism (e.g., events advertisement removed or defaced)	0.00%	0
Intimidated/bullied	50.00%	7
Person felt isolated or left out	64.29%	9
Person singled out as the spokesperson for their identity group	21.43%	3
Racial/ethnic profiling	21.43%	3
Receipt of low performance evaluation because of a hostile working environment	28.57%	4
Physical violence	7.14%	1
Threats of physical violence	7.14%	1
Victim of a crime	0.00%	0
Other (please specify)	7.14%	1
Total Respondents: 14		

Q15 Within the past year, have you personally experienced any exclusionary (e.g., being shunned, ignored), intimidating, offensive and/or hostile (bullying, harassing) behavior at CW that has inhibited your ability to work?

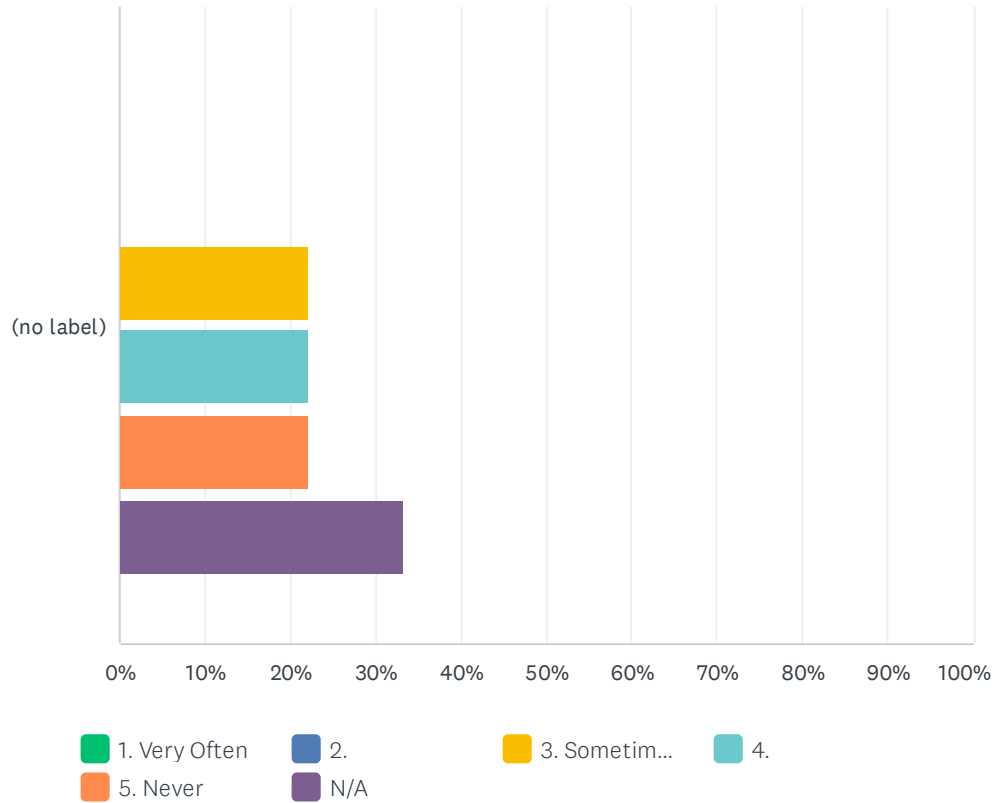
Answered: 89 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	11.24% 10
No	88.76% 79
TOTAL	89

Q16 If you believe the negative behavior was based on Academic Performance, how often you have experienced it?

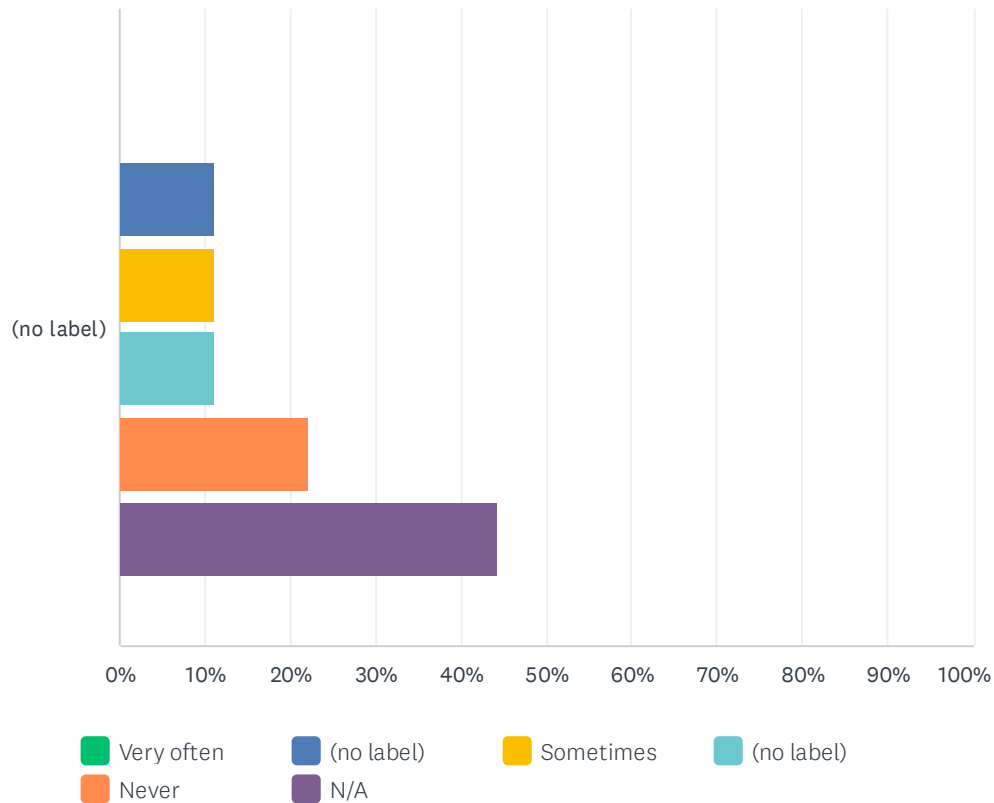
Answered: 9 Skipped: 82



	1. VERY OFTEN	2.	3. SOMETIMES	4.	5. NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	0.00%	22.22%	22.22%	22.22%	33.33%	9	4.00
	0	0	2	2	2	3		

Q17 If you believe that the negative behavior was based upon Age, how often have you experienced it?

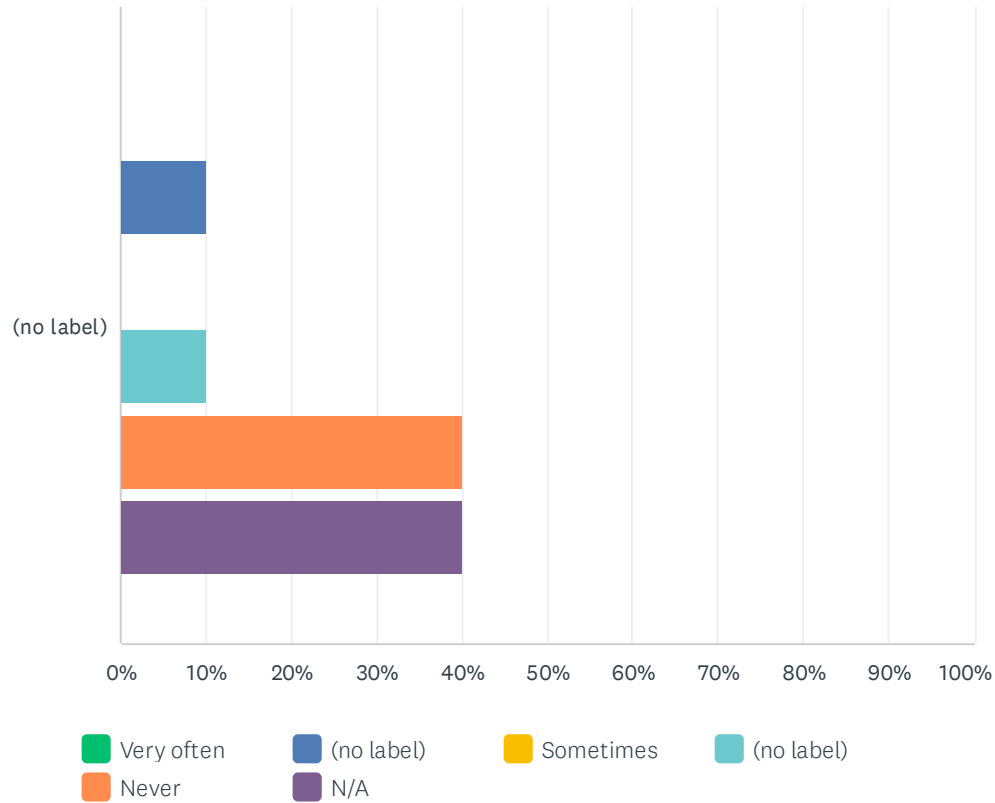
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	11.11% 1	11.11% 1	11.11% 1	22.22% 2	44.44% 4	9	3.80

Q18 If you believe that the negative behavior was based upon Educational background, how often have you experienced it?

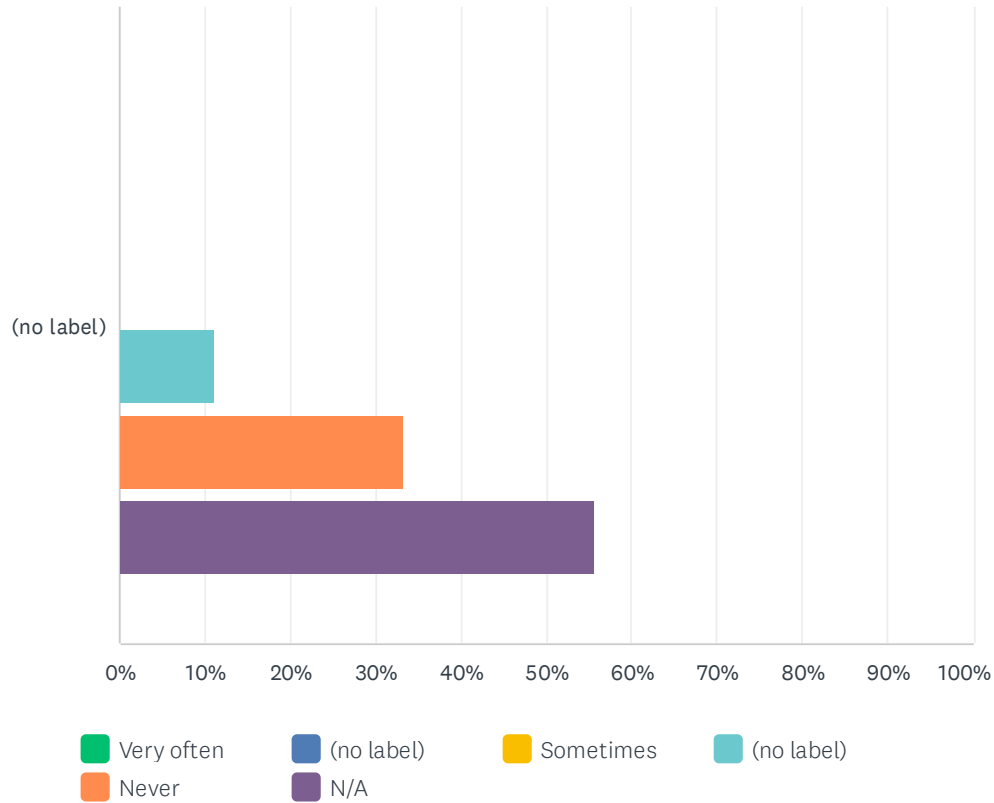
Answered: 10 Skipped: 81



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	0.00% 0	10.00% 1	40.00% 4	40.00% 4	10	4.33

Q19 If you believe that the negative behavior was based upon English Language Proficiency or Accent, how often have you experienced it?

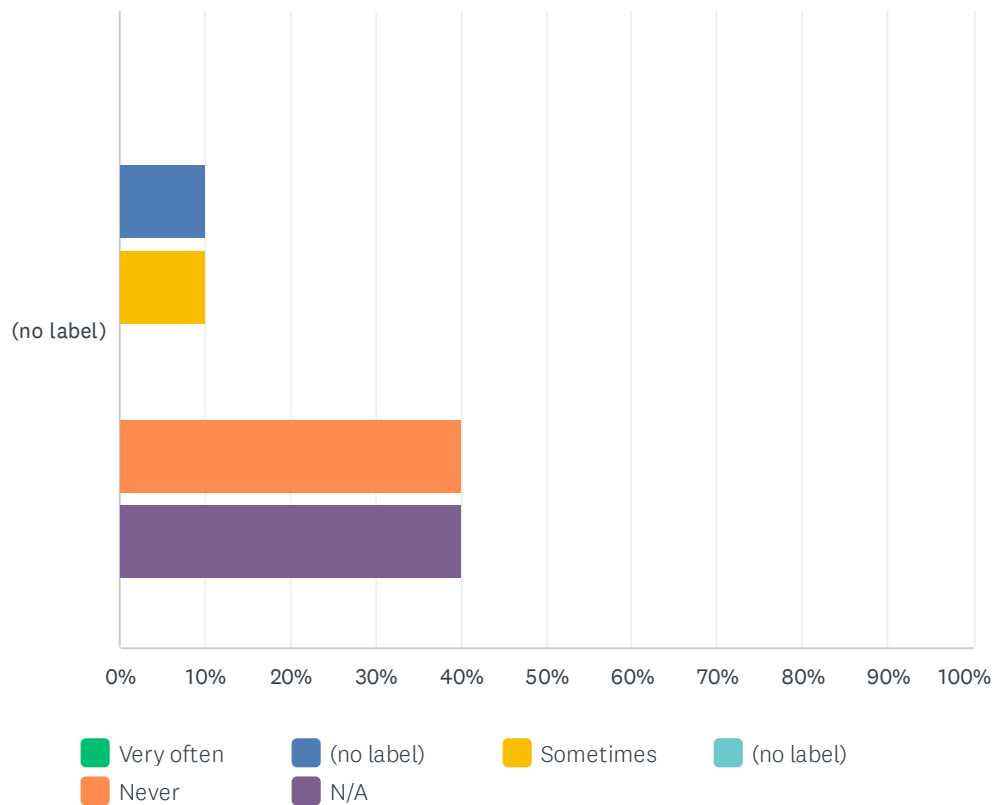
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	11.11% 1	33.33% 3	55.56% 5	9	4.75

Q20 If you believe that the negative behavior was based upon Gender Identity, how often have you experienced it?

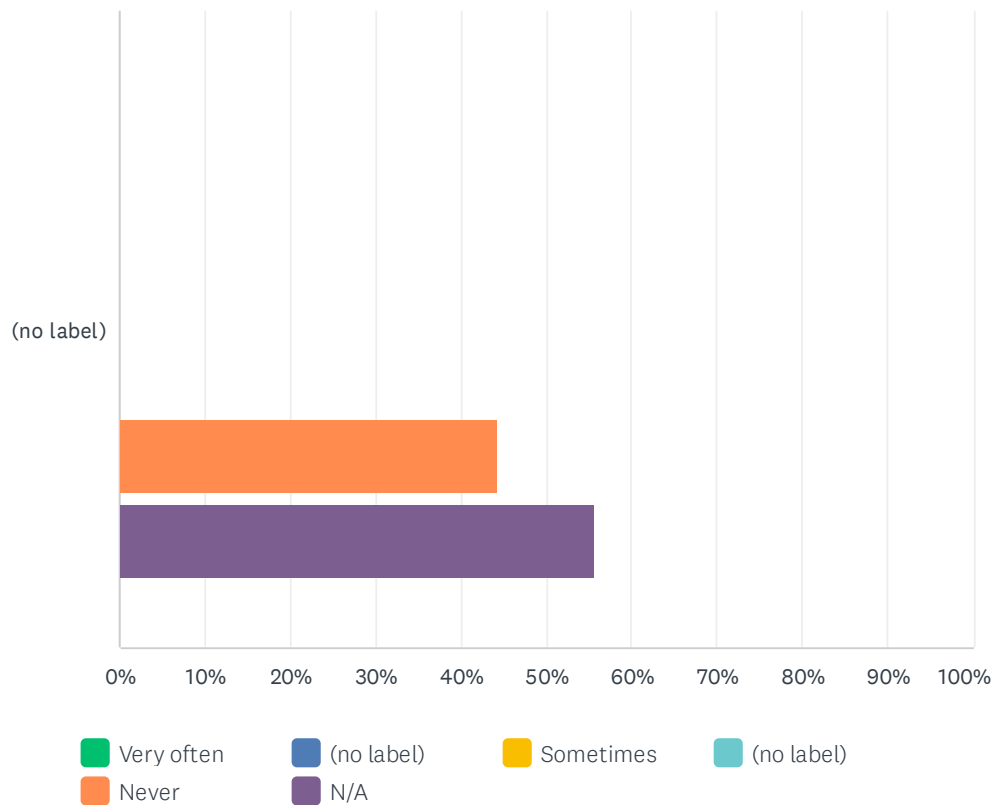
Answered: 10 Skipped: 81



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	10.00% 1	0.00% 0	40.00% 4	40.00% 4	10	4.17

Q21 If you believe that the negative behavior was based upon Immigrant or Citizen Status, how often have you experienced it?

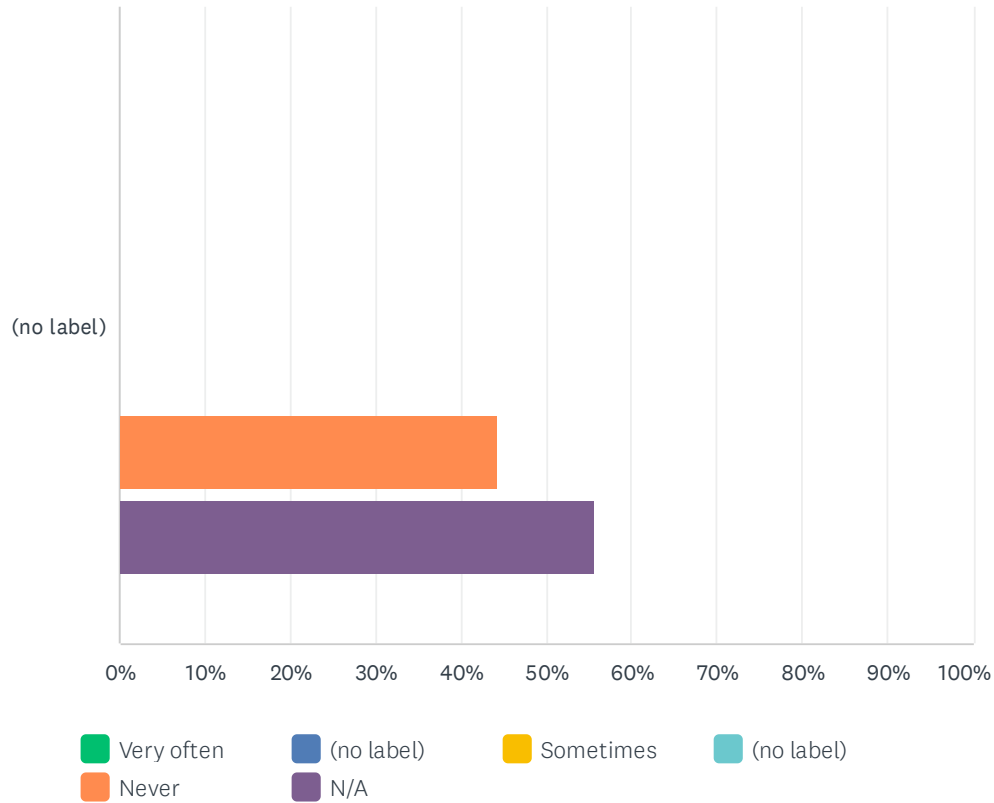
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	44.44% 4	55.56% 5	9	5.00

Q22 If you believe that the negative behavior was based upon International Status, how often have you experienced it?

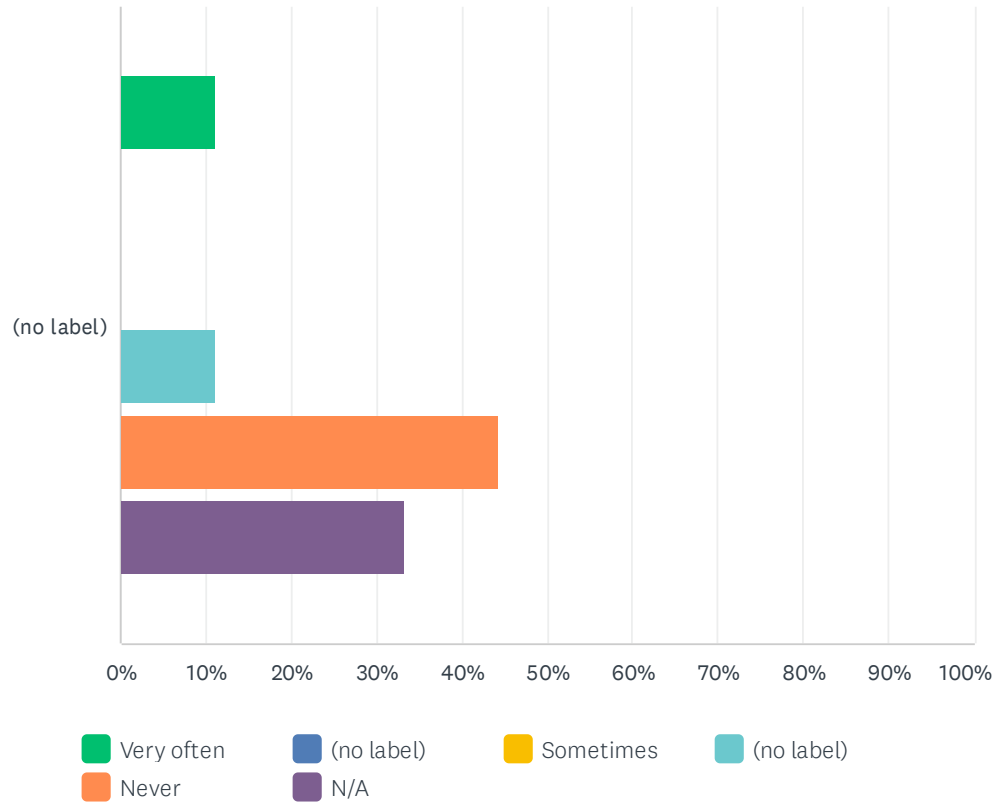
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	44.44% 4	55.56% 5	9	5.00

Q23 If you believe that the negative behavior was based upon Learning Disability, how often have you experienced it?

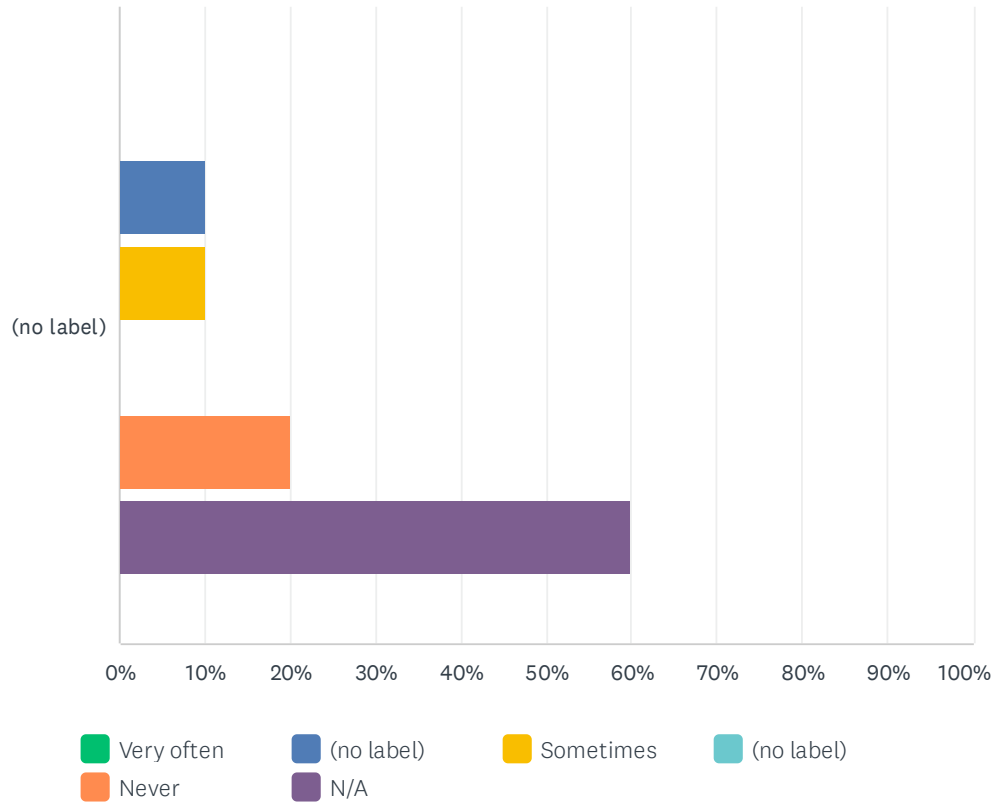
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	11.11% 1	0.00% 0	0.00% 0	11.11% 1	44.44% 4	33.33% 3	9	4.17

Q24 If you believe that the negative behavior was based upon Major Field of Study, how often have you experienced it?

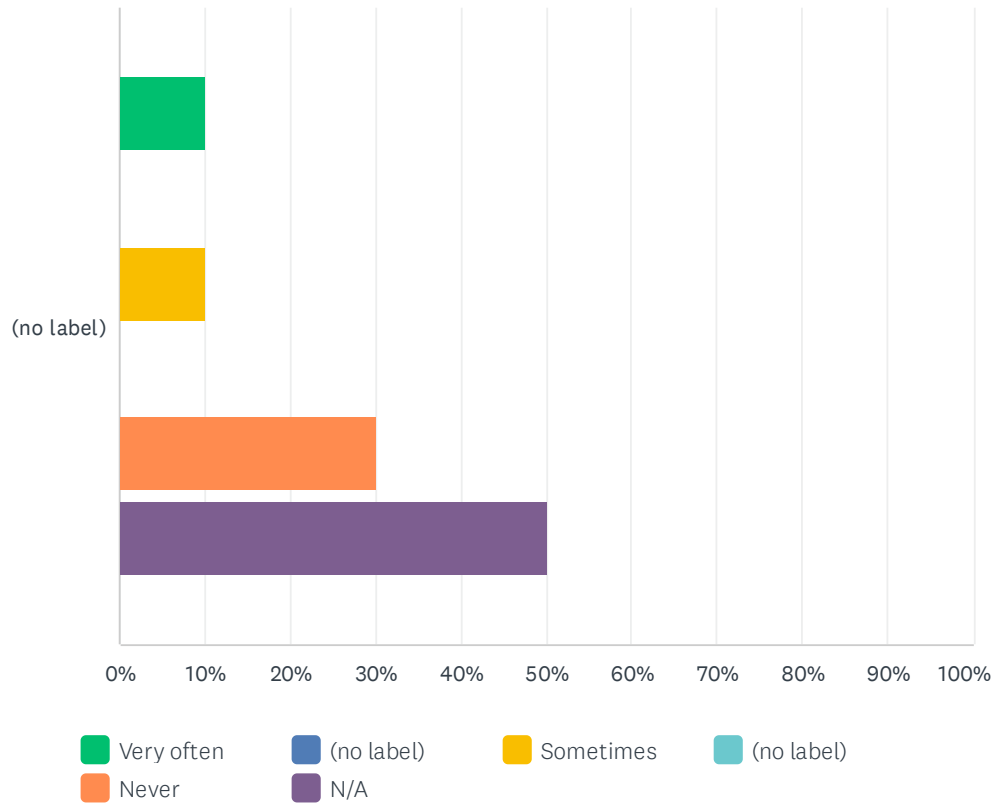
Answered: 10 Skipped: 81



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	10.00% 1	10.00% 1	0.00% 0	20.00% 2	60.00% 6	10	3.75

Q25 If you believe that the negative behavior was based upon Marital Status (e.g., single, married, partnered, etc.), how often have you experienced it?

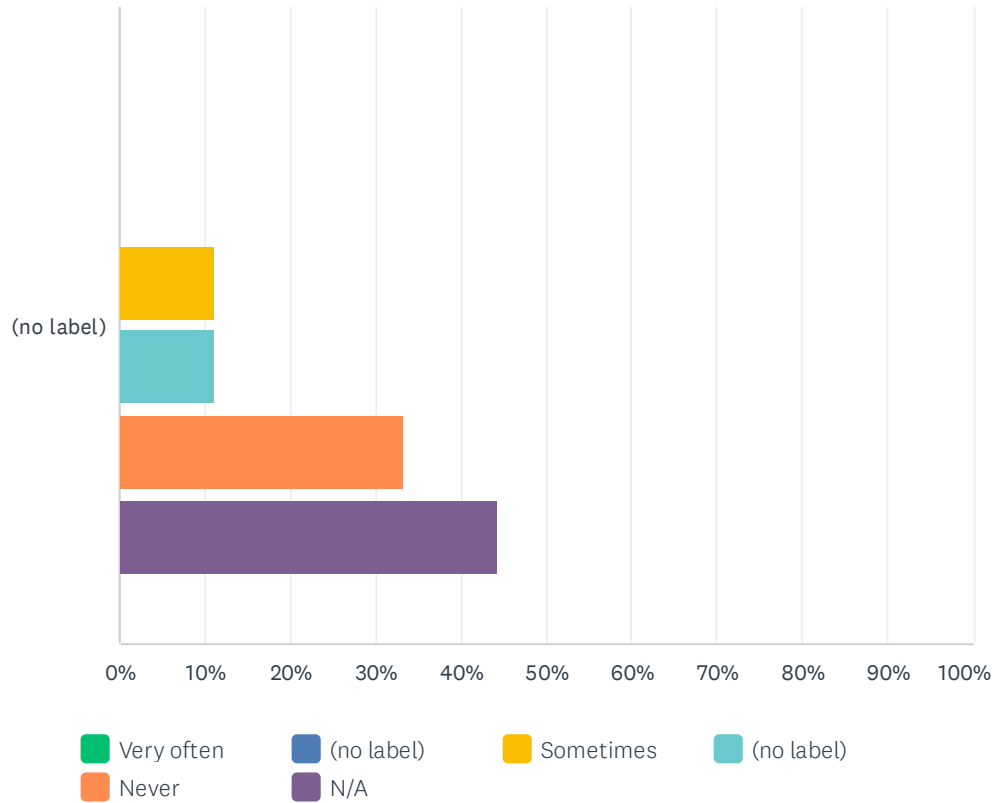
Answered: 10 Skipped: 81



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	10.00% 1	0.00% 0	10.00% 1	0.00% 0	30.00% 3	50.00% 5	10	3.80

Q26 If you believe that the negative behavior was based upon Mental Health or Psychological Condition, how often have you experienced it?

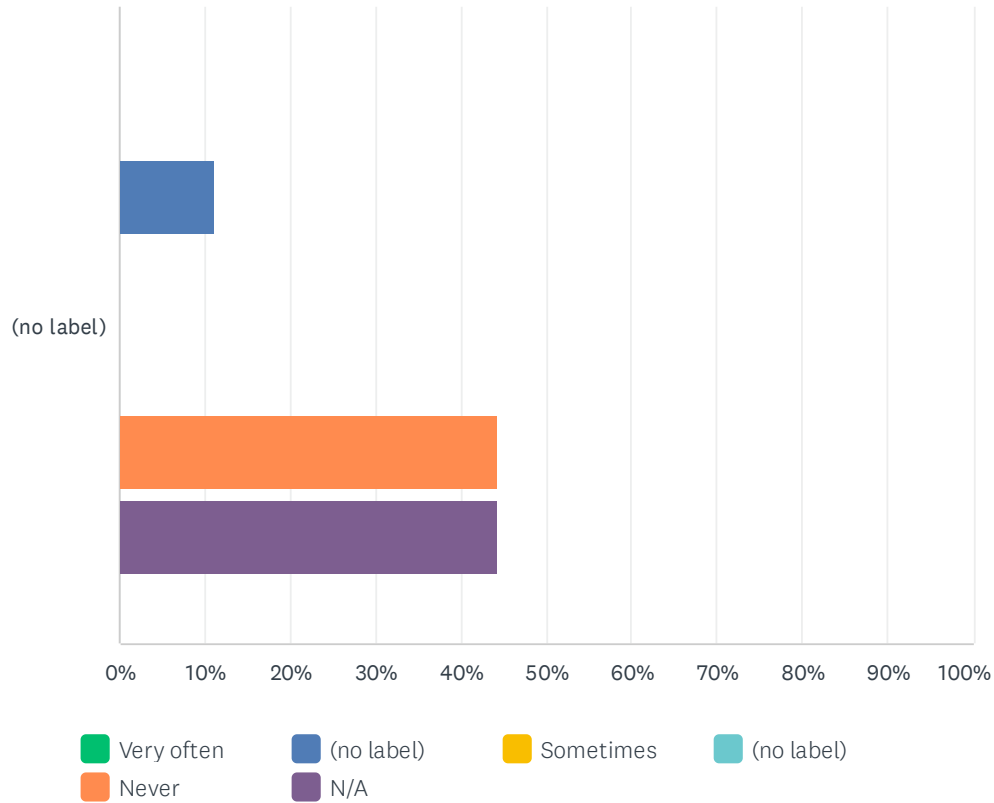
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	11.11% 1	11.11% 1	33.33% 3	44.44% 4	9	4.40

Q27 If you believe that the negative behavior was based upon Medical Condition, how often have you experienced it?

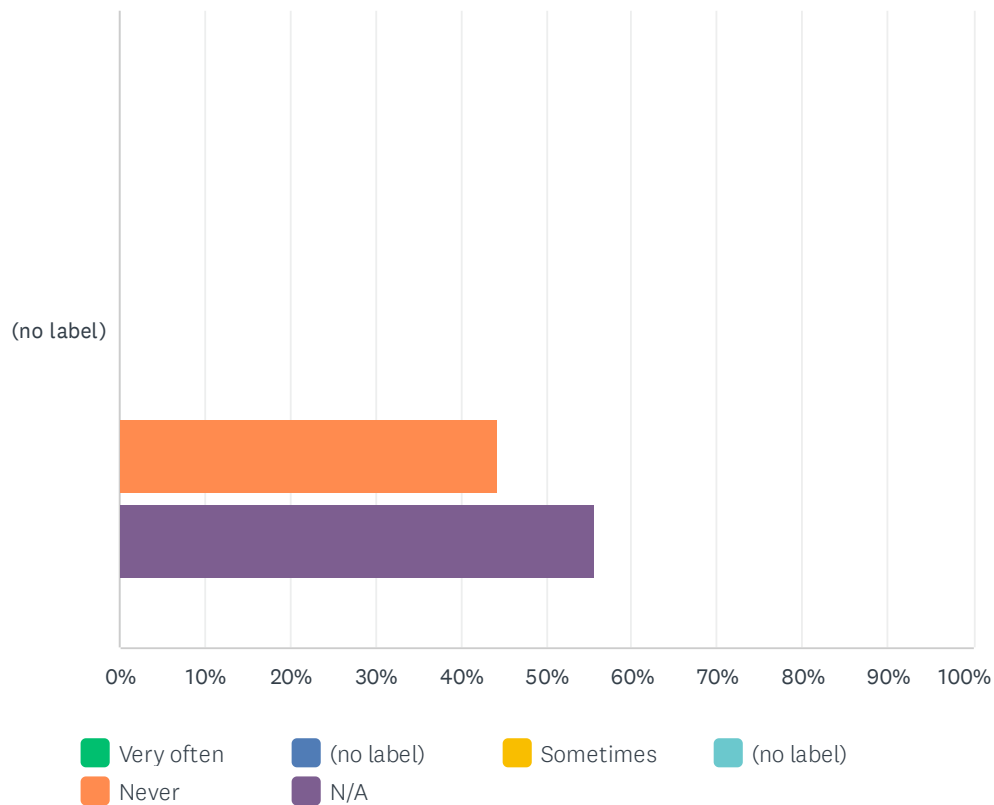
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	11.11%	0.00%	0.00%	44.44%	44.44%	9	4.40
	0	1	0	0	4	4		

Q28 If you believe that the negative behavior was based upon Military or Veteran Status, how often have you experienced it?

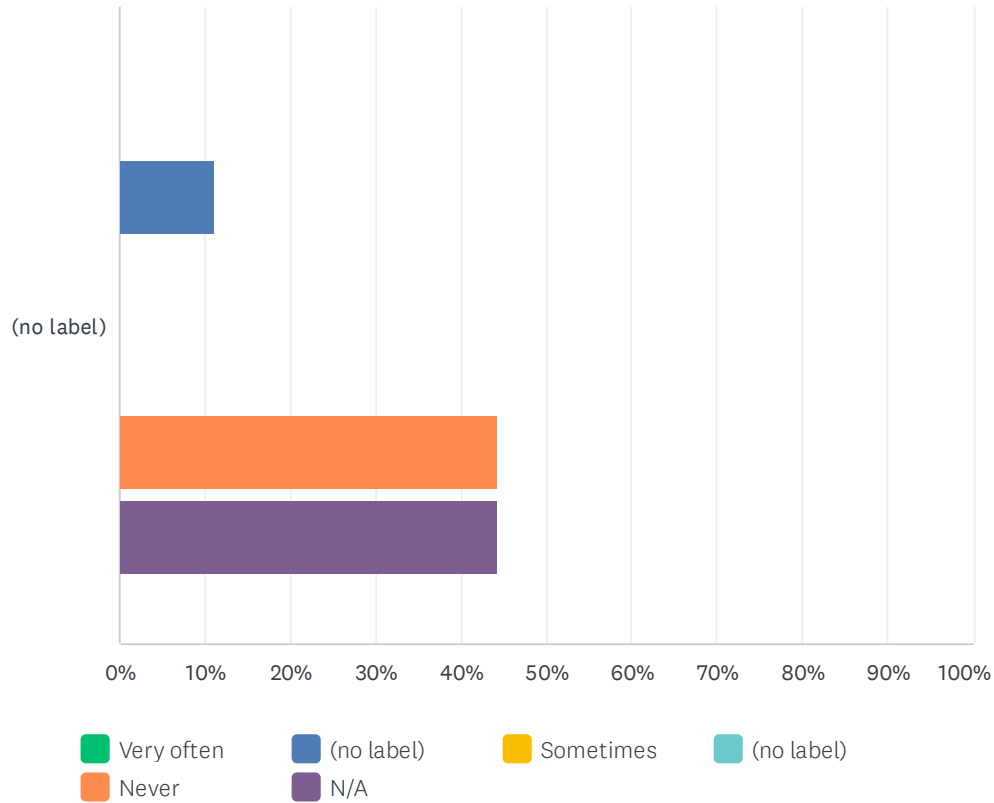
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	44.44% 4	55.56% 5	9	5.00

Q29 If you believe that the negative behavior was based upon Parental Status (e.g., having children), how often have you experienced it?

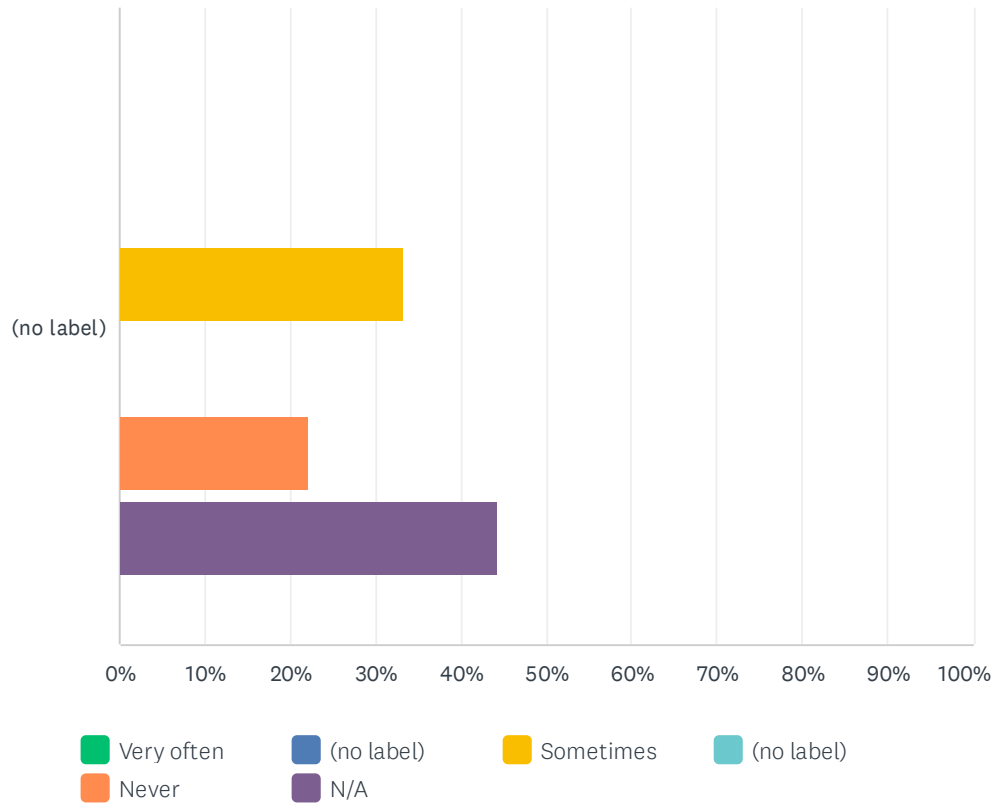
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	11.11% 1	0.00% 0	0.00% 0	44.44% 4	44.44% 4	9	4.40

Q30 If you believe that the negative behavior was based upon Participation in an Organization or Team, how often have you experienced it?

Answered: 9 Skipped: 82



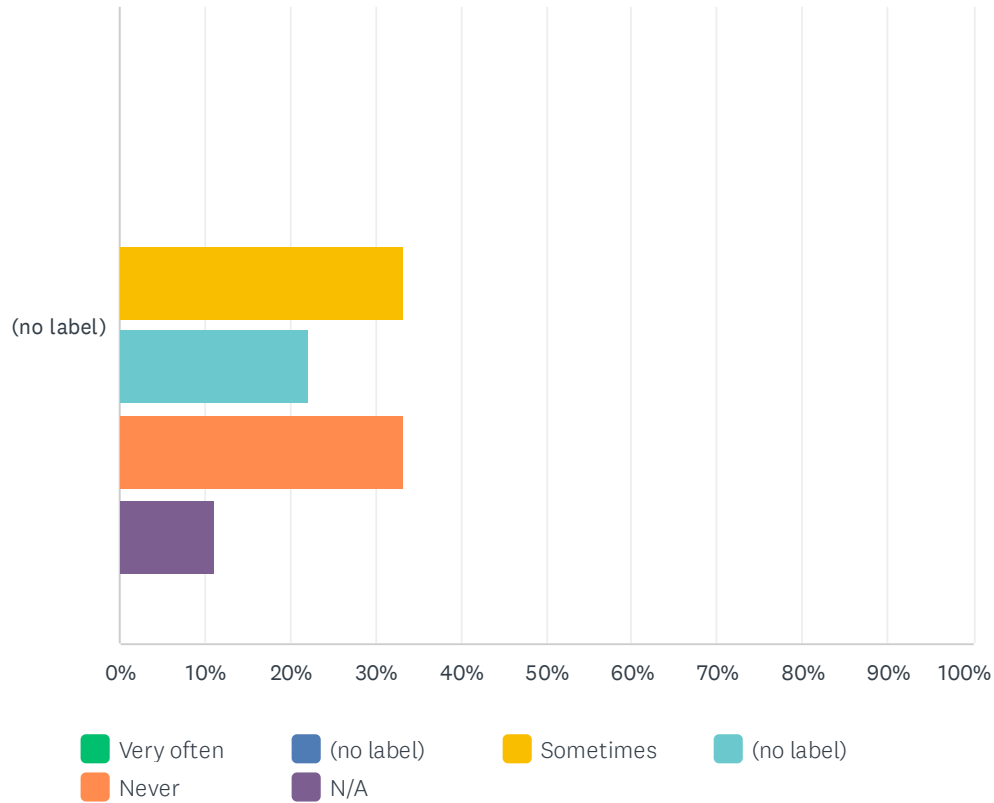
	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 3	0.00% 0	22.22% 2	44.44% 4	9	3.80

Q31 Please specify the Organization or Team.

Answered: 4 Skipped: 87

Q32 If you believe that the negative behavior was based upon Physical Characteristics, how often have you experienced it?

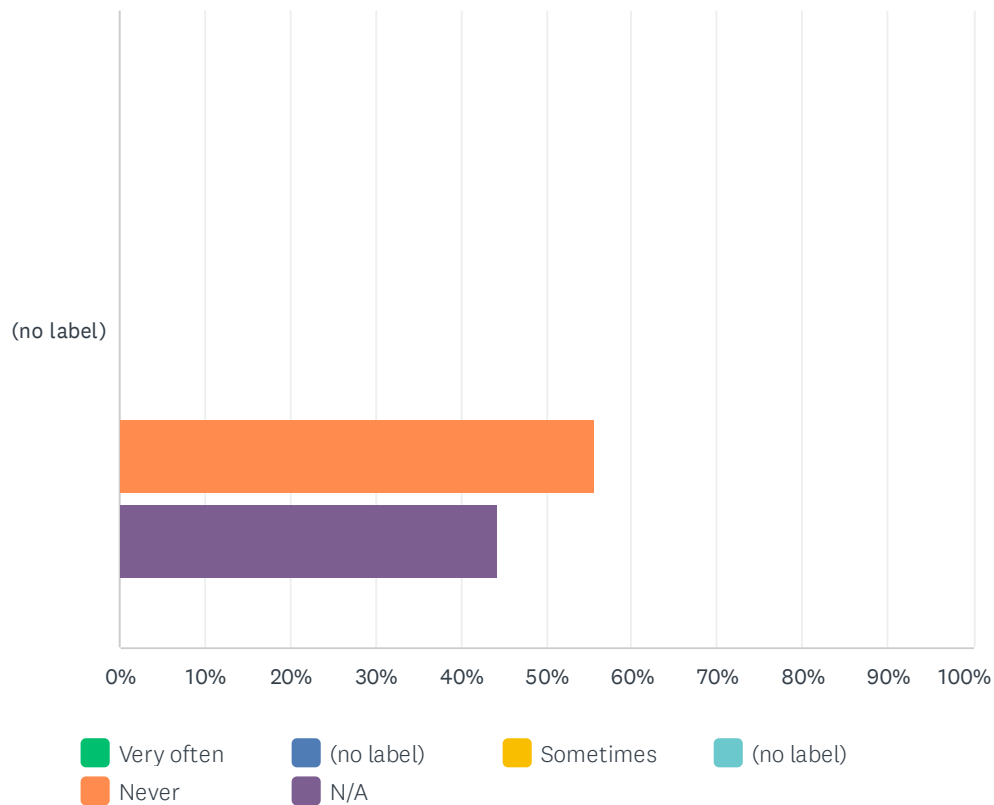
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	33.33% 3	22.22% 2	33.33% 3	11.11% 1	9	4.00

Q33 If you believe that the negative behavior was based upon Physical Disability, how often have you experienced it?

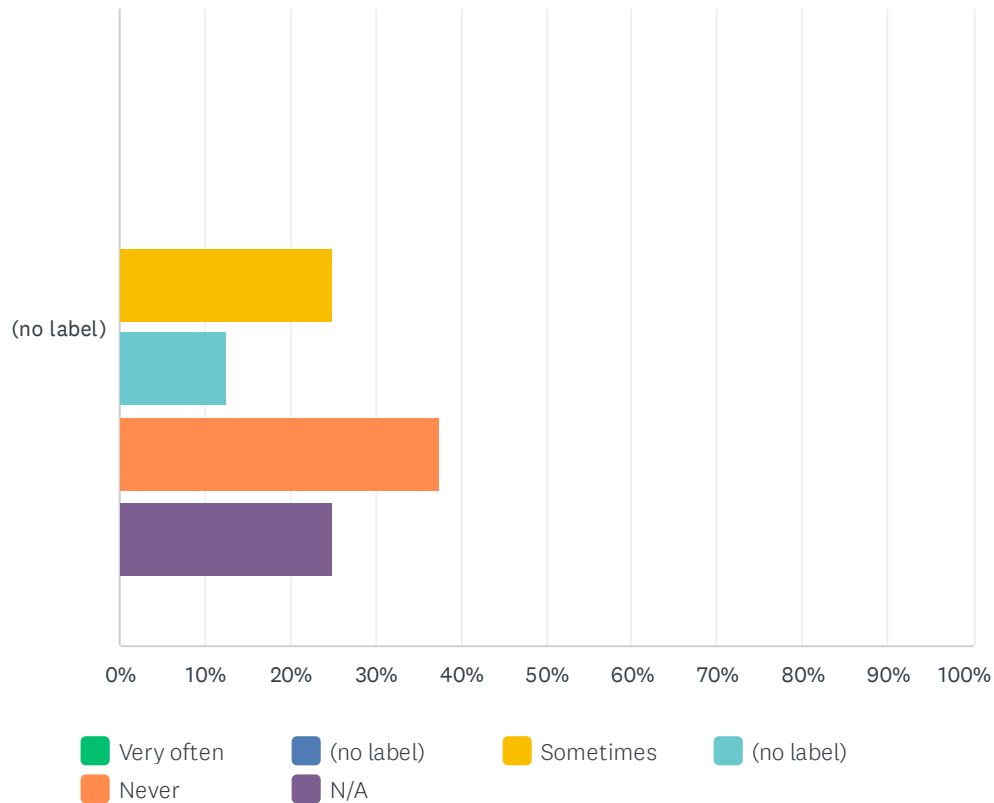
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	55.56% 5	44.44% 4	9	5.00

Q34 If you believe that the negative behavior was based upon Philosophical Views, how often have you experienced it?

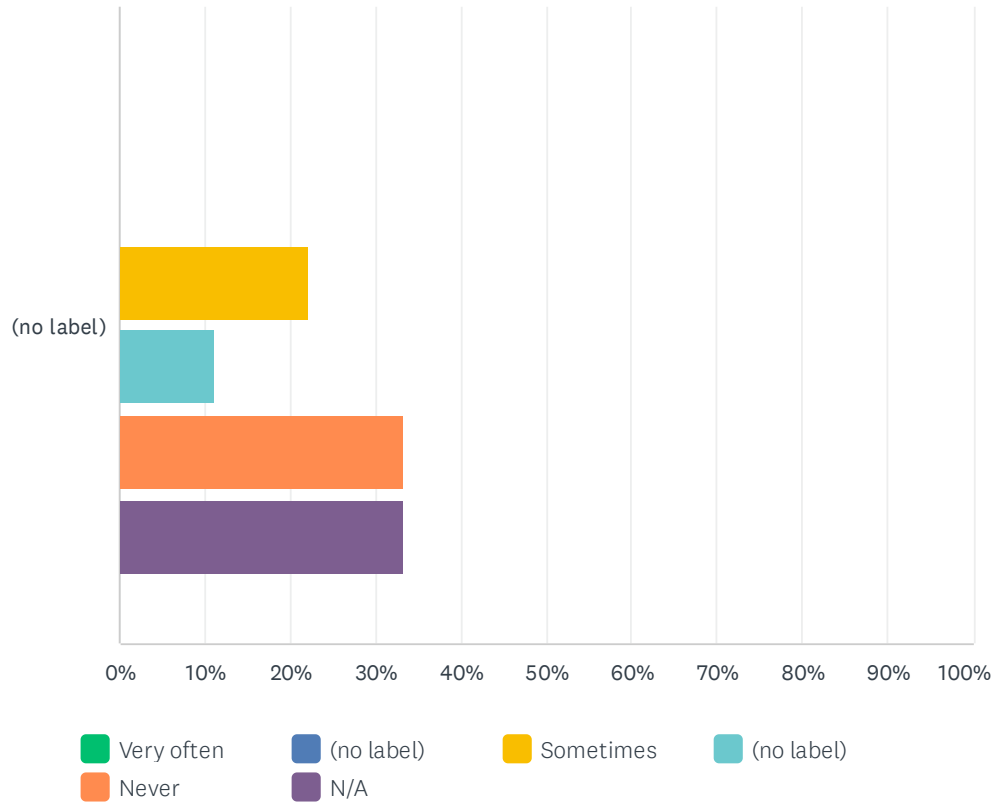
Answered: 8 Skipped: 83



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	25.00% 2	12.50% 1	37.50% 3	25.00% 2	8	4.17

Q35 If you believe that the negative behavior was based upon Political Views, how often have you experienced it?

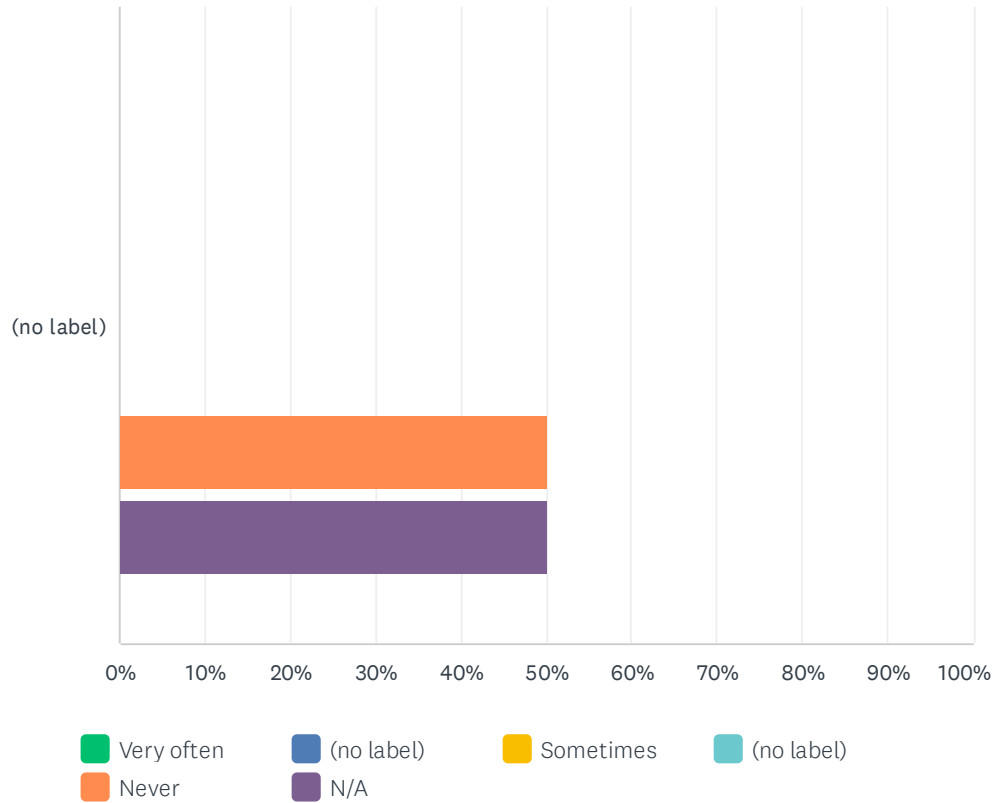
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	22.22% 2	11.11% 1	33.33% 3	33.33% 3	9	4.17

Q36 If you believe that the negative behavior was based upon Pregnancy, how often have you experienced it?

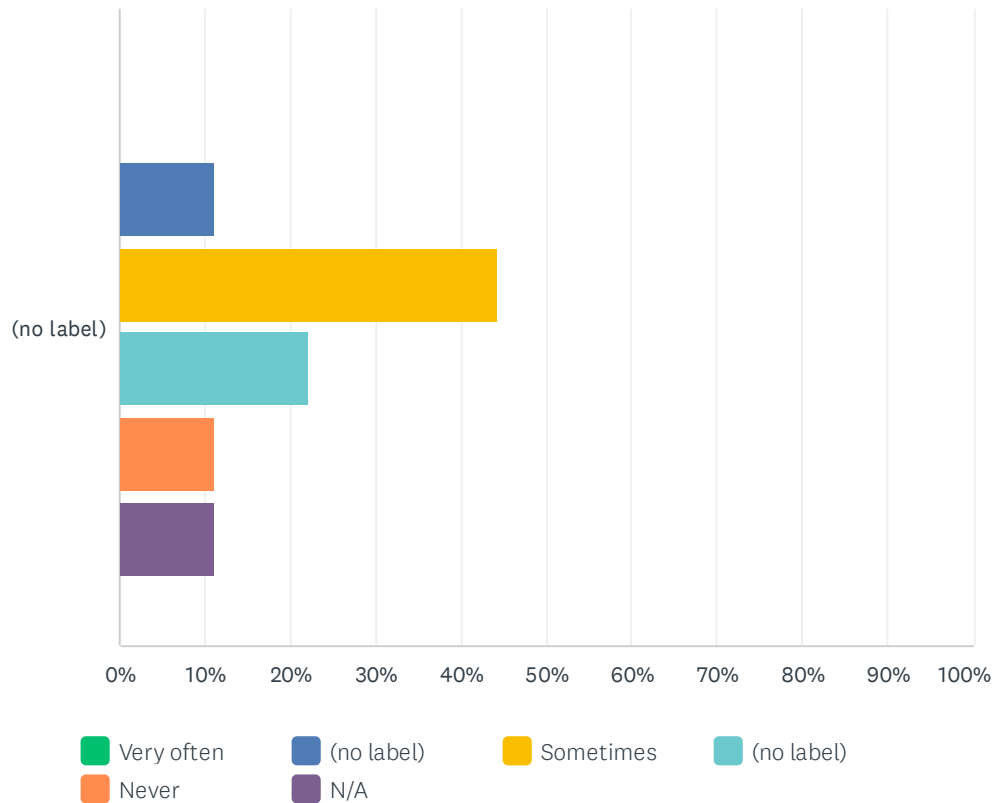
Answered: 8 Skipped: 83



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 4	50.00% 4	8	5.00

Q37 If you believe that the negative behavior was based upon Racial Identity, how often have you experienced it?

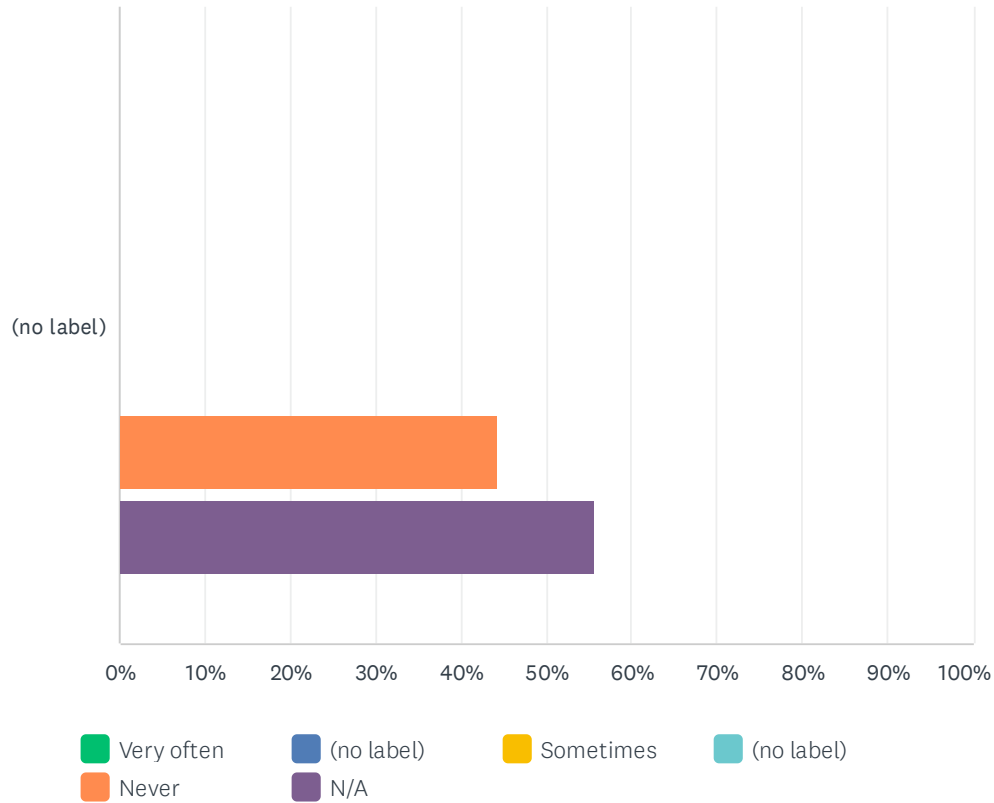
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	11.11% 1	44.44% 4	22.22% 2	11.11% 1	11.11% 1	9	3.38

Q38 If you believe that the negative behavior was based upon Re-entry Status (e.g., from incarceration), how often have you experienced it?

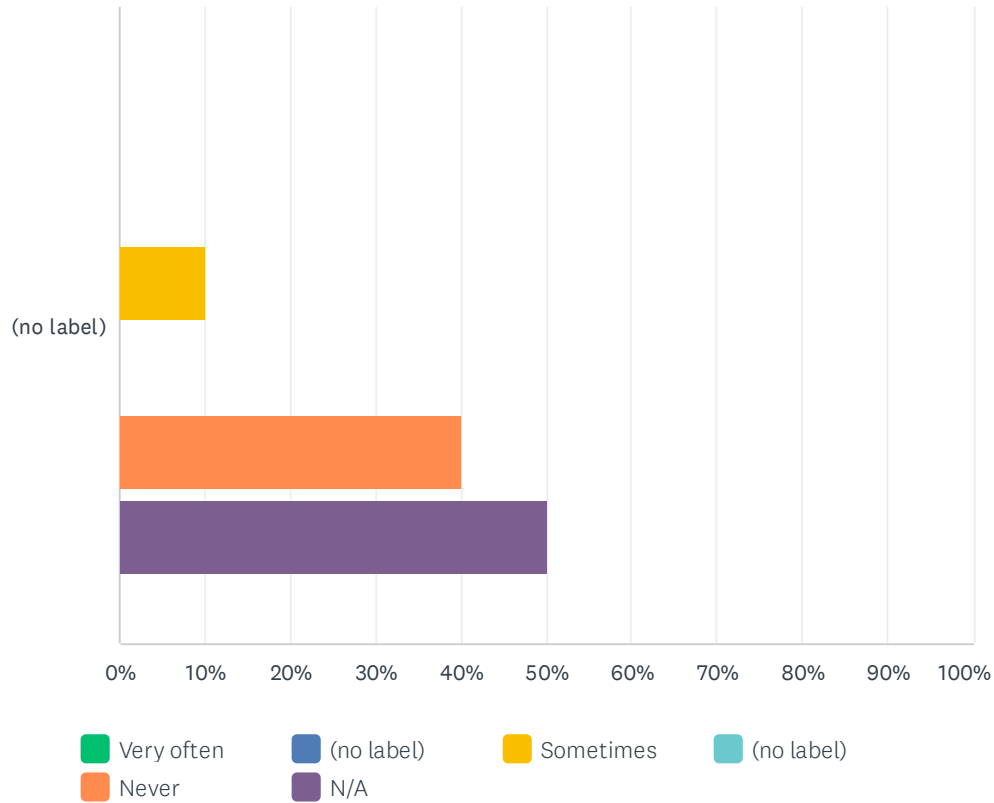
Answered: 9 Skipped: 82



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	44.44% 4	55.56% 5	9	5.00

Q39 If you believe that the negative behavior was based upon Religious or Spiritual Views, how often have you experienced it?

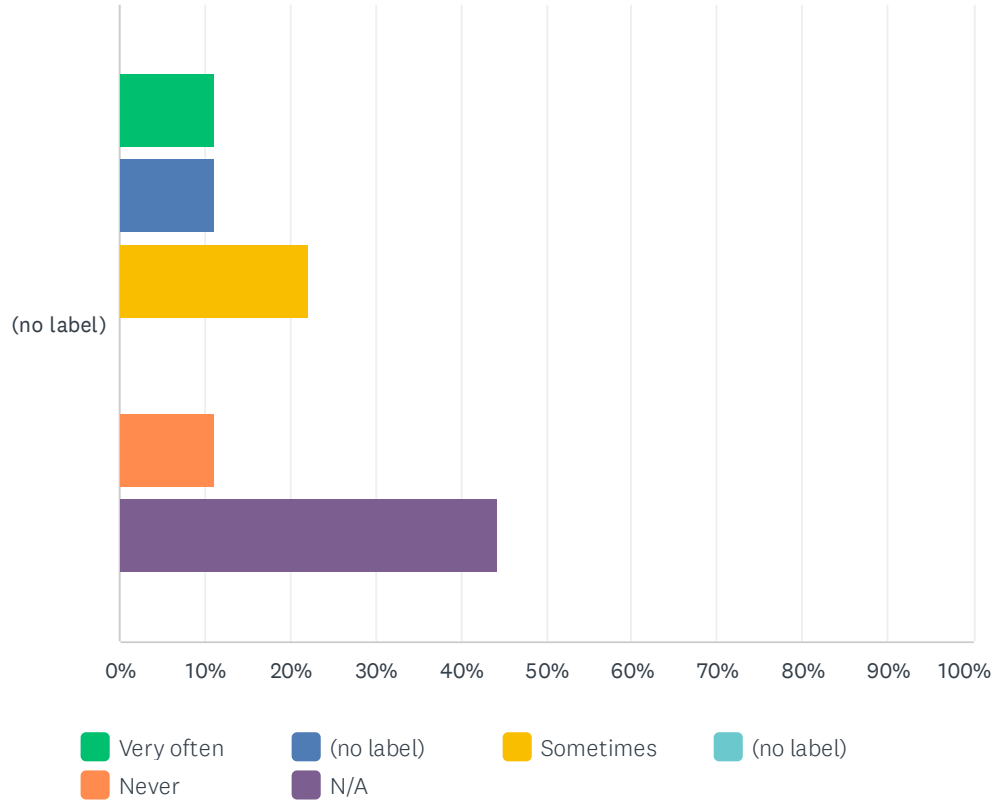
Answered: 10 Skipped: 81



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	10.00% 1	0.00% 0	40.00% 4	50.00% 5	10	4.60

Q40 If you believe that the negative behavior was based upon a reason Other than what is listed here, how often have you experienced it?

Answered: 9 Skipped: 82



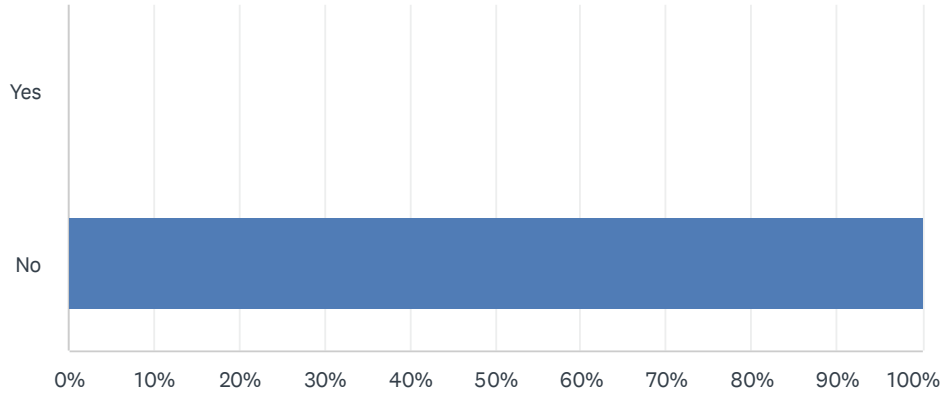
	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	11.11% 1	11.11% 1	22.22% 2	0.00% 0	11.11% 1	44.44% 4	9	2.80

Q41 Please specify the Other reason not previous listed.

Answered: 5 Skipped: 86

Q42 Within the past year, have you personally experienced unwanted sexual contact?

Answered: 89 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	89
TOTAL		89

Q43 With whom did this incident occur?(Choose as many as appropriate)

Answered: 0 Skipped: 91

 No matching responses.

ANSWER CHOICES	RESPONSES
Acquaintance/friend	0.00% 0
Family member	0.00% 0
Faculty	0.00% 0
Staff	0.00% 0
Student	0.00% 0
Stranger	0.00% 0
Significant Other	0.00% 0
Other (please specify)	0.00% 0
Total Respondents: 0	

Q44 Where did the incident(s) occur?

Answered: 0 Skipped: 91

 No matching responses.

ANSWER CHOICES	RESPONSES
On-campus	0.00% 0
Off-campus	0.00% 0
TOTAL	0

Q45 Please describe your response to experiencing the incident(s). (Choose as many as appropriate)

Answered: 0 Skipped: 91

 No matching responses.

ANSWER CHOICES	RESPONSES	
I did nothing	0.00%	0
I felt embarrassed	0.00%	0
I felt somehow responsible	0.00%	0
I ignored it	0.00%	0
I was afraid	0.00%	0
I was angry	0.00%	0
It didn't affect me at the time	0.00%	0
I left the situation immediately	0.00%	0
I sought support from off-campus hotline/advocacy services/therapist	0.00%	0
I sought support from a CW resource (e.g., Campus Security, Human Resources, immediate supervisor)	0.00%	0
I told a friend	0.00%	0
I told a family member	0.00%	0
I contacted a local law enforcement official	0.00%	0
I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)	0.00%	0
I sought information online	0.00%	0
I didn't know who to go to	0.00%	0
I didn't know what to do	0.00%	0
Total Respondents: 0		

Q46 If the unwanted sexual contact occurred on-campus, did you report it to a campus official or staff member?

Answered: 0 Skipped: 91

 No matching responses.

ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	0.00%	0
It did not occur on-campus.	0.00%	0
TOTAL		0

Q47 If you did not report it, please explain why you did not.

Answered: 0 Skipped: 91

Q48 If you did report it, did you feel that it was responded to appropriately?

Answered: 0 Skipped: 91

 No matching responses.

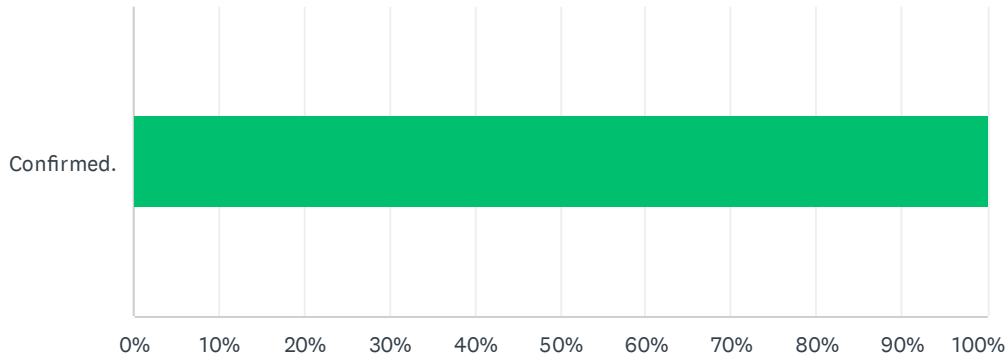
ANSWER CHOICES	RESPONSES
Yes	0.00% 0
No	0.00% 0
TOTAL	0

Q49 Please explain why you feel that it was not.

Answered: 0 Skipped: 91

Q50 I have read and confirm my awareness of the above-mentioned hotline and online resources.

Answered: 87 Skipped: 4



ANSWER CHOICES	RESPONSES
Confirmed.	100.00% 87
Total Respondents: 87	