

**IU Southeast Diversity Climate Survey  
Difference Matters and You Count!**

**Administered October 2018**

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**INDIANA UNIVERSITY  
SOUTHEAST**

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OFFICE OF INSTITUTIONAL EFFECTIVENESS

**Sara Spalding & Amanda Scarberry  
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## SURVEY BACKGROUND AND SUMMARY

Faculty, staff, and students were invited to participate in the IU Southeast Diversity Campus Climate Survey through their IU email addresses. Invitations were sent to 5,886 total participants and 662 completed the survey for an overall response rate of 11.2%. Full-time staff (44%) and full-time faculty (42%) responded at a higher rate than adjunct faculty (14%), part-time staff (17%) and students (8%).

The survey was divided into two segments: diversity/inclusion and disability/accessibility.

Total Respondents by Campus Role

	N	Response Rate
<b>Faculty</b>	124	27.8%
Full-time	91	42.3%
Adjunct	33	14.3%
<b>Staff</b>	172	26.3%
Full-time	98	43.8%
Part-time	74	17.0%
<b>Student</b>	366	7.6%
Undergrad	345	8.0%
Graduate	21	4.4%
<b>Grand Total</b>	<b>662</b>	<b>11.2%</b>

Specialized reports can be obtained via request to Sara Spalding in OIE at [sajewell@ius.edu](mailto:sajewell@ius.edu)

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**DEMOGRAPHIC RESPONSE SUMMARY**

Female respondents outnumber male respondents in all three campus roles.

*Table 1: Respondents by Gender and Campus Role*

	Gender				Total
	Female	Male	non-binary	Unknown	
Faculty	82	34	0	8	124
Staff	102	47	10	13	172
Student	223	86	7	50	366
Total	407	167	17	71	662

The majority of respondents (78%) were white.

*Table 2: Respondents by Race/Ethnicity and Campus Role*

	American			Native			White	Other	Blank
	African American/Black	Indian/Alaska Native/Aleut	Asian	Latino(a)/Hispanic	Middle Eastern	Hawaiian/ Other Pacific Islander			
Faculty	3	2	6	3	0	0	101	4	10
Staff	14	1	3	10	0	1	139	0	14
Student	29	6	12	12	2	1	278	6	50

*Respondents could select more than one response.*

Eighty-three percent of respondents were native born U.S. Citizens and an additional 4% of respondents were naturalized U.S. Citizens. However, 11% of respondents did not provide information about their citizenship status.

*Table 3: Respondents by Citizenship Status and Campus Role*

	U.S. Citizen		U.S. Permanent Resident (non-U.S. citizen)		Non-immigrant (international)		Other	Blank	Total
	(native born)	(naturalized)							
Faculty	104	10	2	0	1	7	124		
Staff	154	3	2	0	1	12	172		
Student	291	13	9	1	1	51	366		
Total	549	26	13	1	3	70	662		

Less than three percent of respondents identified as transgender.

*Table 4: Identify as Transgender*

	N	%
Yes	17	2.6%
No	572	86.4%
Blank	73	11.0%

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The majority of respondents (64%) identified as heterosexual; 13% identified as bisexual, gay, lesbian, other, or queer/questioning/pansexual. The predominate non-heterosexual sexual orientation was bisexual, with 6% of respondents identifying as bisexual.

*Table 5: Respondents by Sexual Orientation and Campus Role*

	Heterosexual	Bisexual	Gay	Lesbian	Other	Queer/Questioning /Pansexual	Blank
Faculty	89	2	5	1	8	2	17
Staff	116	7	10	7	3	7	22
Student	221	33	5	8	26	12	61

The majority of faculty respondents (52%) were between the ages of 35 and 54. Nearly half (48%) of staff respondents were under the age of 34, with nearly a third being under 25. The majority of student respondents (64%) were under the age of 25.

*Table 6: Respondents by Age and Campus Role*

	Under 25	25-34	35-44	45-54	55-64	65-74	75 or older	Blank
Faculty	0	9	32	32	28	15	0	8
Staff	55	28	21	24	23	4	2	15
Student	233	38	23	15	7	1	0	49

English was the predominate first language among all three campus roles.

*Table 7: Respondents by First Language and Campus Role*

	English	Spanish	Other	Blank
Faculty	115	1	1	7
Staff	155	2	1	14
Student	314	2	1	49

The predominate religion reported among all three campus roles was Christianity.

*Table 8: Respondents by Religion and Campus Role*

	Agnostic	Atheist	Baha'i	Buddhist	Christian	Hindu	Jewish	Muslim	No religious affiliation	Pagan	Unitarian Universalist	Wiccan	Other	Blank
Faculty	5	7	0	1	67	1	6	2	21	0	3	0	4	7
Staff	10	9	1	1	96	0	2	0	23	3	1	3	8	15
Student	26	20	0	3	181	2	0	2	55	7	0	1	20	49

## 2018 IU Southeast Diversity Climate Survey

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Resident respondents outnumbered reciprocity and nonresident respondents by nearly three to one.

*Table 9: Student Residency*

	N	%
Resident	267	73.0%
Reciprocity	96	26.2%
Nonresident	3	0.8%

### DIVERSITY AND INCLUSION

The majority of respondents in all three campus roles strongly agreed or agreed with all seven inclusion statements. However, 40% of faculty, 37% of staff, and 27% of students reported that they sometimes fear speaking up for what they think.

*Table 10: Agreement with Inclusion Statements*

	Faculty	Staff	Students
1. I feel free to be myself at IUS.	90%	87%	96%
2. I have been able to make friends at IUS.	91%	95%	84%
3. At IUS, I sometimes fear speaking up for what I think.	40%	37%	27%
4. I feel safe (emotionally/physically) on campus.	92%	91%	93%
5. There are a lot of people like me on campus.	77%	75%	70%
6. It's difficult to move up in my career at IUS because of who I am.	15%	15%	7%
7. It's easy to find collaborative opportunities at IUS.	69%	77%	68%

*Percentages combine 'Strongly Agree' and 'Agree' responses.*

The majority of respondents in all three campus roles strongly agreed or agreed with all six diversity statements. Students had the highest levels of agreement regarding three of the six diversity statements; however, 13% of students felt that IUS places too much emphasis on diversity.

Faculty had the lowest levels of agreement regarding four of the six diversity statements; 17% of faculty felt that IUS has a lot of tension around diversity issues. The lowest areas of faculty agreement were regarding faculty and staff diversity and accurate reflection of diversity in campus publications.

*Table 11: Agreement with Diversity Statements*

	Faculty	Staff	Students
1. IUS demonstrates a commitment to diversity.	82%	81%	83%
2. IUS places too much emphasis on diversity.	7%	12%	13%
3. IUS has diverse faculty and staff.	63%	74%	84%
4. IUS has a diverse student population.	71%	66%	76%
5. IUS accurately reflects the diversity in publications (e.g., brochures, website).	56%	70%	69%
6. IUS has a lot of tension around diversity issues.	17%	15%	10%

*Percentages combine 'Strongly Agree' and 'Agree' responses.*

## 2018 IU Southeast Diversity Climate Survey

IU Southeast faculty, staff, and students were asked to indicate how often they heard **IUS Students** make offensive or insensitive remarks about thirteen different areas.

The majority of faculty respondents reported never hearing offensive/insensitive remarks being made by students regarding all thirteen areas.

However, the following areas had 25% or more of faculty reporting offensive/insensitive remarks being made by students 1 to 5 times per year:

- Women
- Non-native English speaking persons
- Persons of particular economic backgrounds
- Persons of particular racial/ethnic backgrounds
- Gay, lesbian, or bisexual persons
- Appearance
- Age

The following areas had more than 5% of faculty reporting offensive/insensitive remarks being made by students 6 to 9 times per year:

- Non-native English speaking persons
- Persons of particular racial/ethnic backgrounds
- Gay, lesbian, or bisexual persons
- Trans-identified or gender nonconforming persons
- Mental health issues
- Appearance
- International Origin – foreign born
- Men

The only area with at least 5% of faculty reporting offensive/insensitive remarks made by students occurring 10 or more times per year was appearance.

*Table 12: Faculty Responses of Offensive/Insensitive Remarks made by **IUS Students** Occurrences*

	Faculty				Blank
	Never	1-5 times/year	6-9 times/year	10 or more times/year	
1. Women	53%	37%	5%	2%	3%
2. Veterans	94%	3%	0%	0%	3%
3. Non-native English speaking persons	59%	30%	8%	2%	2%
4. Persons of particular economic backgrounds	64%	28%	4%	2%	2%
5. Persons with a disability	77%	17%	2%	1%	3%
6. Persons of particular racial/ethnic backgrounds	63%	27%	7%	2%	2%
7. Gay, lesbian, or bisexual persons	61%	30%	6%	0%	3%
8. Trans-identified or gender nonconforming persons	69%	22%	6%	0%	3%
9. Mental health issues	68%	19%	6%	4%	2%
10. Appearance	53%	30%	7%	5%	5%
11. Age	64%	26%	4%	3%	3%
12. International Origin - foreign born	69%	20%	6%	2%	3%
13. Men	70%	18%	6%	3%	3%



## 2018 IU Southeast Diversity Climate Survey

The majority of staff respondents reported never hearing offensive/insensitive remarks being made by students regarding twelve of the thirteen areas. The only area without a majority of staff never hearing offensive/insensitive remarks was appearance.

The following areas had 25% or more of staff reporting offensive/insensitive remarks being made by students 1 to 5 times per year:

- Women
- Non-native English speaking persons
- Persons of particular racial/ethnic backgrounds
- Gay, lesbian, or bisexual persons
- Trans-identified or gender nonconforming persons
- Appearance
- Age

The following areas had more than 5% of staff reporting offensive/insensitive remarks being made by students 6 to 9 times per year:

- Women
- Trans-identified or gender nonconforming persons
- Appearance
- Age
- Men

The following areas had at least 5% of staff reporting offensive/insensitive remarks being made by students 10 or more times per year:

- Non-native English speaking persons
- Persons of particular racial/ethnic backgrounds
- Gay, lesbian, or bisexual persons
- Trans-identified or gender non-conforming persons
- Appearance

*Table 13: Staff Responses of Offensive/Insensitive Remarks made by **IUS Students**  
Occurrences*

	Staff				
	Never	1-5 times/year	6-9 times/year	10 or more times/year	Blank
1. Women	53%	33%	6%	3%	3%
2. Veterans	87%	6%	1%	2%	3%
3. Non-native English speaking persons	56%	31%	4%	5%	3%
4. Persons of particular economic backgrounds	66%	24%	5%	2%	3%
5. Persons with a disability	75%	16%	5%	1%	3%
6. Persons of particular racial/ethnic backgrounds	62%	26%	4%	5%	3%
7. Gay, lesbian, or bisexual persons	58%	28%	5%	5%	3%
8. Trans-identified or gender nonconforming persons	60%	25%	6%	5%	3%
9. Mental health issues	69%	19%	5%	3%	4%
10. Appearance	48%	34%	9%	5%	3%
11. Age	63%	25%	5%	2%	5%
12. International Origin - foreign born	72%	20%	2%	3%	3%
13. Men	70%	16%	6%	3%	3%

## 2018 IU Southeast Diversity Climate Survey

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The majority of student respondents reported never hearing offensive/insensitive remarks being made by other students regarding all thirteen areas.

The following areas had 25% or more of students reporting offensive/insensitive remarks being made by other students 1 to 5 times per year:

- Women
- Appearance

The following areas had more than 5% of students reporting offensive/insensitive remarks being made by other students 6 to 9 times per year:

- Non-native English speaking persons
- Persons of particular racial/ethnic backgrounds
- Trans-identified or gender nonconforming persons
- Appearance

The following areas had at least 5% of students reporting offensive/insensitive remarks being made by other students 10 or more times per year:

- Women
- Appearance

*Table 14: Student Responses of Offensive/Insensitive Remarks made by IUS Students Occurrences*

	<b>Student</b>				Blank
	Never	1-5 times/year	6-9 times/year	10 or more times/year	
1. Women	52%	29%	5%	7%	6%
2. Veterans	84%	9%	0%	1%	6%
3. Non-native English speaking persons	62%	22%	8%	2%	6%
4. Persons of particular economic backgrounds	69%	17%	4%	3%	6%
5. Persons with a disability	76%	14%	4%	1%	7%
6. Persons of particular racial/ethnic backgrounds	64%	20%	6%	3%	6%
7. Gay, lesbian, or bisexual persons	62%	22%	5%	4%	7%
8. Trans-identified or gender nonconforming persons	66%	17%	6%	5%	6%
9. Mental health issues	69%	16%	5%	3%	7%
10. Appearance	54%	25%	9%	6%	6%
11. Age	69%	19%	3%	2%	6%
12. International Origin - foreign born	72%	17%	3%	2%	6%
13. Men	73%	16%	2%	4%	6%

## 2018 IU Southeast Diversity Climate Survey

IU Southeast faculty, staff, and students were asked to indicate how often they heard **IUS Faculty** make offensive or insensitive remarks about thirteen different areas.

The large majority of faculty reported never hearing offensive/insensitive remarks being made by other faculty regarding all thirteen areas.

The following areas had more than 15% of faculty reporting offensive/insensitive remarks being made by other faculty 1 to 5 times per year:

- Women
- Non-native English speaking persons
- Persons of particular economic backgrounds
- Appearance
- Men

The following areas had at least 5% of faculty reporting offensive/insensitive remarks being made by other faculty 6 to 9 times per year:

- Women
- Appearance
- Men

No area had more than 2% of faculty reporting offensive/insensitive remarks being made by other faculty 10 or more times per year.

*Table 15: Faculty Responses of Offensive/Insensitive Remarks made by **IUS Faculty** Occurrences*

	Faculty				Blank
	Never	1-5 times/year	6-9 times/year	10 or more times/year	
1. Women	66%	24%	5%	2%	3%
2. Veterans	91%	5%	1%	0%	3%
3. Non-native English speaking persons	77%	18%	2%	1%	2%
4. Persons of particular economic backgrounds	77%	18%	1%	2%	2%
5. Persons with a disability	82%	14%	0%	2%	2%
6. Persons of particular racial/ethnic backgrounds	83%	12%	2%	1%	2%
7. Gay, lesbian, or bisexual persons	83%	13%	1%	1%	2%
8. Trans-identified or gender nonconforming persons	81%	13%	2%	1%	2%
9. Mental health issues	79%	14%	2%	2%	3%
10. Appearance	75%	16%	5%	2%	2%
11. Age	82%	10%	2%	2%	3%
12. International Origin - foreign born	83%	13%	1%	0%	3%
13. Men	72%	19%	5%	2%	2%

## 2018 IU Southeast Diversity Climate Survey

The large majority of staff reported never hearing offensive/insensitive remarks being made by faculty regarding all thirteen areas.

The following areas had 15% or more of staff reporting offensive/insensitive remarks being made by faculty 1 to 5 times per year:

- Women
- Appearance

No area had more than 3% of staff reporting offensive/insensitive remarks being made by faculty 6 to 9 times per year.

No area had more than 2% of staff reporting offensive/insensitive remarks being made by faculty 10 or more times per year.

*Table 16: Staff Responses of Offensive/Insensitive Remarks made by **IUS Faculty** Occurrences*

	Staff				
	Never	1-5 times/year	6-9 times/year	10 or more times/year	Blank
1. Women	77%	15%	2%	1%	5%
2. Veterans	88%	4%	1%	1%	6%
3. Non-native English speaking persons	81%	10%	2%	1%	5%
4. Persons of particular economic backgrounds	81%	10%	2%	1%	5%
5. Persons with a disability	86%	6%	2%	1%	5%
6. Persons of particular racial/ethnic backgrounds	83%	10%	1%	1%	5%
7. Gay, lesbian, or bisexual persons	82%	11%	1%	1%	5%
8. Trans-identified or gender nonconforming persons	82%	10%	1%	1%	5%
9. Mental health issues	83%	10%	0%	1%	5%
10. Appearance	75%	17%	2%	1%	5%
11. Age	80%	10%	3%	2%	5%
12. International Origin - foreign born	86%	7%	1%	1%	5%
13. Men	81%	9%	2%	2%	5%

The large majority of students reported never hearing offensive/insensitive remarks being made by faculty regarding all thirteen areas.

The following areas had 5% or more of students reporting offensive/insensitive remarks being made by faculty 1 to 5 times per year:

- Women
- Persons of particular racial/ethnic backgrounds
- Appearance
- Age

No area had more than 1% of students reporting offensive/insensitive remarks being made by faculty 6 to 9 times per year.

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No area had more than 2% of students reporting offensive/insensitive remarks being made by faculty 10 or more times per year.

*Table 17: Student Responses of Offensive/Insensitive Remarks made by **IUS Faculty** Occurrences*

	Students				
	Never	1-5 times/year	6-9 times/year	10 or more times/year	Blank
1. Women	83%	7%	1%	1%	7%
2. Veterans	90%	1%	1%	0%	8%
3. Non-native English speaking persons	87%	4%	1%	1%	8%
4. Persons of particular economic backgrounds	86%	4%	1%	1%	8%
5. Persons with a disability	88%	3%	1%	1%	8%
6. Persons of particular racial/ethnic backgrounds	85%	5%	1%	1%	8%
7. Gay, lesbian, or bisexual persons	89%	2%	1%	1%	8%
8. Trans-identified or gender nonconforming persons	88%	3%	1%	1%	8%
9. Mental health issues	86%	4%	1%	1%	8%
10. Appearance	85%	5%	1%	1%	8%
11. Age	86%	5%	0%	1%	8%
12. International Origin - foreign born	87%	4%	0%	1%	8%
13. Men	85%	4%	1%	2%	8%

IU Southeast faculty, staff, and students were asked to indicate how often they heard **IUS Staff** make offensive or insensitive remarks about thirteen different areas.

The large majority of faculty reported never hearing offensive/insensitive remarks being made by staff regarding all thirteen areas.

Twelve of the thirteen areas had at least 5% of faculty reporting hearing insensitive remarks being made by staff 1 to 5 times per year. The following areas had 10% or more of faculty reporting offensive/insensitive remarks being made by staff 1 to 5 times per year:

- Women
- Mental health issues
- Appearance

No area had more than 2% of faculty reporting offensive/insensitive remarks being made by staff 6 to 9 times per year.

No area had more than 2% of faculty reporting offensive/insensitive remarks being made by staff 10 or more times per year.

## 2018 IU Southeast Diversity Climate Survey

*Table 18: Faculty Responses of Offensive/Insensitive Remarks made by **IUS** Staff/Administrator Occurrences*

	Faculty				Blank
	Never	1-5 times/year	6-9 times/year	10 or more times/year	
1. Women	84%	11%	0%	2%	3%
2. Veterans	94%	2%	0%	0%	3%
3. Non-native English speaking persons	87%	8%	2%	0%	3%
4. Persons of particular economic backgrounds	88%	7%	2%	0%	3%
5. Persons with a disability	91%	6%	0%	0%	3%
6. Persons of particular racial/ethnic backgrounds	86%	9%	1%	0%	4%
7. Gay, lesbian, or bisexual persons	89%	7%	0%	0%	4%
8. Trans-identified or gender nonconforming persons	90%	6%	0%	0%	4%
9. Mental health issues	85%	10%	1%	1%	4%
10. Appearance	83%	12%	0%	2%	3%
11. Age	88%	6%	1%	1%	4%
12. International Origin - foreign born	90%	6%	0%	0%	4%
13. Men	89%	6%	0%	1%	4%

The large majority of staff reported never hearing offensive/insensitive remarks being made by other staff regarding all thirteen areas.

Every area had at least 5% of staff reporting hearing insensitive remarks being made by other staff 1 to 5 times per year. The following areas had 10% or more of staff reporting offensive/insensitive remarks being made by other staff 1 to 5 times per year:

- Women
- Non-native English speaking persons
- Persons of particular economic backgrounds
- Persons with a disability
- Persons of particular racial/ethnic backgrounds
- Gay, lesbian, or bisexual persons
- Appearance
- Age
- Men

No area had more than 3% of staff reporting offensive/insensitive remarks being made by other staff 6 to 9 times per year.

No area had more than 3% of staff reporting offensive/insensitive remarks being made by other staff 10 or more times per year.

## 2018 IU Southeast Diversity Climate Survey

*Table 19: Staff Responses of Offensive/Insensitive Remarks made by **IUS Staff/Administrator** Occurrences*

	<b>Staff</b>				Blank
	Never	1-5 times/year	6-9 times/year	10 or more times/year	
1. Women	73%	17%	1%	3%	5%
2. Veterans	87%	6%	1%	1%	5%
3. Non-native English speaking persons	80%	12%	1%	2%	5%
4. Persons of particular economic backgrounds	79%	12%	2%	2%	5%
5. Persons with a disability	81%	10%	1%	2%	5%
6. Persons of particular racial/ethnic backgrounds	80%	12%	2%	1%	5%
7. Gay, lesbian, or bisexual persons	80%	11%	2%	1%	5%
8. Trans-identified or gender nonconforming persons	81%	9%	2%	2%	6%
9. Mental health issues	81%	9%	2%	2%	6%
10. Appearance	73%	17%	1%	3%	5%
11. Age	78%	11%	3%	2%	6%
12. International Origin - foreign born	83%	9%	0%	2%	6%
13. Men	80%	11%	2%	2%	6%

The large majority of students reported never hearing offensive/insensitive remarks being made by staff in all thirteen areas.

No area had at least 5% of students reporting hearing insensitive remarks being made by staff 1 to 5 times per year.

No area had more than 1% of students reporting offensive/insensitive remarks being made by staff 6 to 9 times per year.

No area had more than 2% of students reporting offensive/insensitive remarks being made by staff 10 or more times per year.

*Table 20: Student Responses of Offensive/Insensitive Remarks made by **IUS Staff/Administrator** Occurrences*

	<b>Students</b>				Blank
	Never	1-5 times/year	6-9 times/year	10 or more times/year	
1. Women	87%	4%	0%	1%	9%
2. Veterans	90%	1%	0%	0%	9%
3. Non-native English speaking persons	87%	3%	0%	1%	9%
4. Persons of particular economic backgrounds	88%	2%	1%	1%	9%
5. Persons with a disability	89%	1%	1%	1%	9%
6. Persons of particular racial/ethnic backgrounds	87%	3%	0%	1%	9%
7. Gay, lesbian, or bisexual persons	89%	1%	0%	1%	9%
8. Trans-identified or gender nonconforming persons	89%	1%	1%	1%	9%
9. Mental health issues	89%	1%	1%	1%	9%
10. Appearance	87%	3%	1%	1%	9%
11. Age	88%	1%	0%	1%	9%
12. International Origin - foreign born	87%	3%	0%	1%	9%
13. Men	88%	2%	0%	2%	9%

## 2018 IU Southeast Diversity Climate Survey

The large majority of faculty and staff indicated familiarity with how to report discrimination, bias, or harassment. However, while 52% of students indicated that they knew how to make such a report, nearly 40% did not.

*Table 21: Familiarity with How to Report Discrimination, Bias, or Harassment*

	Faculty	Staff	Students
Yes	85%	77%	52%
No	14%	18%	39%
Blank	1%	5%	8%

Likelihood of reporting discrimination, bias, or harassment was high among all three campus roles.

*Table 22: Likelihood of Reporting Discrimination, Bias, or Harassment*

	Likely to Report
Faculty	81%
Staff	79%
Students	72%

*Percentages combine 'Very Likely' and 'Likely' responses.*

While most respondents report not personally experiencing bias, harassment, or discrimination at IU Southeast, the highest incidence of bias, harassment, or discrimination was amongst women, with 30% of faculty, 17% of staff, and 15% of students indicating that they have personally experienced such behaviors. The second most common area respondents reported experiencing bias, harassment, or discrimination in was their appearance.

*Table 23: Personally experienced Bias, Harassment, or Discrimination at IU Southeast*

	Faculty	Staff	Students
1. Women	30%	17%	15%
2. Veterans	1%	2%	4%
3. Non-native English speaking persons	4%	4%	5%
4. Persons of particular economic backgrounds	8%	8%	7%
5. Persons with a disability	6%	8%	6%
6. Persons of particular racial/ethnic backgrounds	9%	10%	8%
7. Gay, lesbian, or bisexual persons	4%	9%	9%
8. Trans-identified or gender nonconforming persons	2%	8%	7%
9. Mental health issues	7%	5%	9%
10. Appearance	18%	11%	12%
11. Age	10%	10%	7%
12. International Origin - foreign born	5%	5%	5%
13. Men	7%	11%	6%



## 2018 IU Southeast Diversity Climate Survey

Verbal comments were the most common type of bias, harassment, or discrimination that respondents encountered pertaining to their sex, followed by exclusion and threats of violence.

*Table 24: Personally experienced Bias, Harassment, or Discrimination Pertaining to your sex*

	Faculty	Staff	Students
1. Verbal comments	2%	3%	4%
2. Written comments (e.g., emails, texts, writing on walls)	0%	0%	1%
3. Exclusion (e.g., emails, texts, writing on walls)	2%	2%	2%
4. Offensive visual images or items	0%	0%	2%
5. Threats of physical violence	0%	1%	1%
6. Physical assaults or injuries	0%	0%	1%

*Percentages combine 'Very Often' and 'Often' responses.*

Verbal comments were the most common type of bias, harassment, or discrimination that respondents encountered pertaining to their age, followed by exclusion and threats of physical violence.

*Table 25: Personally experienced Bias, Harassment, or Discrimination Pertaining to your age*

	Faculty	Staff	Students
1. Verbal comments	1%	2%	1%
2. Written comments (e.g., emails, texts, writing on walls)	0%	0%	0%
3. Exclusion (e.g., emails, texts, writing on walls)	0%	1%	1%
4. Offensive visual images or items	0%	0%	0%
5. Threats of physical violence	0%	1%	1%
6. Physical assaults or injuries	0%	0%	0%

*Percentages combine 'Very Often' and 'Often' responses.*

Verbal comments and written comments were the most common types of bias, harassment, or discrimination that respondents experienced pertaining to their ability/disability status, followed by exclusion and offensive visual images or items.

*Table 26: Personally experienced Bias, Harassment, or Discrimination Pertaining to your ability/disability status*

	Faculty	Staff	Students
1. Verbal comments	1%	1%	1%
2. Written comments (e.g., emails, texts, writing on walls)	1%	1%	1%
3. Exclusion (e.g., emails, texts, writing on walls)	0%	1%	1%
4. Offensive visual images or items	1%	1%	0%
5. Threats of physical violence	0%	0%	0%
6. Physical assaults or injuries	0%	0%	0%

*Percentages combine 'Very Often' and 'Often' responses.*

## 2018 IU Southeast Diversity Climate Survey

Verbal comments were the most common type of bias, harassment, or discrimination experienced by respondents pertaining to their citizenship status, followed by written comments.

*Table 27: Personally experienced Bias, Harassment, or Discrimination Pertaining to your Citizenship status*

	Faculty	Staff	Students
1. Verbal comments	1%	0%	1%
2. Written comments (e.g., emails, texts, writing on walls)	1%	0%	0%
3. Exclusion (e.g., emails, texts, writing on walls)	0%	0%	0%
4. Offensive visual images or items	0%	0%	0%
5. Threats of physical violence	0%	0%	0%
6. Physical assaults or injuries	0%	0%	0%

*Percentages combine 'Very Often' and 'Often' responses.*

Verbal comments were the most common type of bias, harassment, or discrimination experienced by respondents pertaining to their race/ethnicity, followed by written comments, exclusion, offensive visual images or items, and threats of physical violence.

*Table 28: Personally experienced Bias, Harassment, or Discrimination Pertaining to your Race/Ethnicity*

	Faculty	Staff	Students
1. Verbal comments	1%	1%	1%
2. Written comments (e.g., emails, texts, writing on walls)	0%	1%	1%
3. Exclusion (e.g., emails, texts, writing on walls)	0%	1%	1%
4. Offensive visual images or items	0%	1%	1%
5. Threats of physical violence	0%	1%	0%
6. Physical assaults or injuries	0%	0%	0%

*Percentages combine 'Very Often' and 'Often' responses.*

Verbal comments were the most common type of bias, harassment, or discrimination experienced by respondents pertaining to their religious/spiritual beliefs, followed by written comments, exclusion, offensive visual images or items, and threats of physical violence.

*Table 29: Personally experienced Bias, Harassment, or Discrimination Pertaining to your Religious/Spiritual Beliefs*

	Faculty	Staff	Students
1. Verbal comments	1%	3%	2%
2. Written comments (e.g., emails, texts, writing on walls)	1%	1%	1%
3. Exclusion (e.g., emails, texts, writing on walls)	1%	1%	1%
4. Offensive visual images or items	0%	2%	1%
5. Threats of physical violence	0%	1%	0%
6. Physical assaults or injuries	0%	0%	0%

*Percentages combine 'Very Often' and 'Often' responses.*

## 2018 IU Southeast Diversity Climate Survey

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None of the faculty report having experienced bias, harassment, or discrimination pertaining to their sexual orientation. However, verbal comments, exclusion, offensive visual images or items, and written comments were the most common types of bias, harassment, or discrimination experienced by staff and students. One percent of staff have also experienced threats of violence and physical assaults or injuries over their sexual orientation.

*Table 30: Personally experienced Bias, Harassment, or Discrimination Pertaining to your Sexual Orientation*

	Faculty	Staff	Students
1. Verbal comments	0%	2%	1%
2. Written comments (e.g., emails, texts, writing on walls)	0%	1%	1%
3. Exclusion (e.g., emails, texts, writing on walls)	0%	2%	1%
4. Offensive visual images or items	0%	2%	1%
5. Threats of physical violence	0%	1%	0%
6. Physical assaults or injuries	0%	1%	0%

*Percentages combine 'Very Often' and 'Often' responses.*

None of the faculty report having experienced bias, harassment, or discrimination pertaining to their gender identity. One percent of staff and students report having experienced verbal comments, written comments, exclusion, and offensive visual images or items pertaining to their gender identity. One percent of staff also report having experienced threats of physical violence and physical assaults or injuries.

*Table 31: Personally experienced Bias, Harassment, or Discrimination Pertaining to your Gender Identity*

	Faculty	Staff	Students
1. Verbal comments	0%	1%	1%
2. Written comments (e.g., emails, texts, writing on walls)	0%	1%	1%
3. Exclusion (e.g., emails, texts, writing on walls)	0%	1%	1%
4. Offensive visual images or items	0%	1%	1%
5. Threats of physical violence	0%	1%	0%
6. Physical assaults or injuries	0%	1%	0%

*Percentages combine 'Very Often' and 'Often' responses.*

## 2018 IU Southeast Diversity Climate Survey

Verbal comments were the most common type of bias, harassment, or discrimination experienced by respondents pertaining to their class/socioeconomic status, followed by offensive visual images or items. One percent of students also experienced written comments, exclusion, threats of physical violence, and physical assaults or injuries.

*Table 32: Personally experienced Bias, Harassment, or Discrimination Pertaining to your Class/Socioeconomic Status*

	Faculty	Staff	Students
1. Verbal comments	1%	1%	2%
2. Written comments (e.g., emails, texts, writing on walls)	0%	0%	1%
3. Exclusion (e.g., emails, texts, writing on walls)	0%	0%	1%
4. Offensive visual images or items	1%	1%	1%
5. Threats of physical violence	0%	0%	1%
6. Physical assaults or injuries	0%	0%	1%

*Percentages combine 'Very Often' and 'Often' responses.*

### DISABILITY & ACCESIBILITY

The percentage of respondents with disabilities was fairly similar across all three campus roles, with faculty having slightly more disabled respondents.

*Table 33: Disability Status by Role*

	Faculty	Staff	Students
Yes	11%	9%	8%
No	85%	85%	82%
Blank	4%	6%	11%

Coordination/mobility disabilities were the most common type of disability reported, followed by emotional/behavioral disabilities.

*Table 34: Disability Identification by Role*

	Faculty	Staff	Students
Coordination/Mobility	10%	3%	3%
Hearing	0%	1%	1%
Learning	0%	1%	1%
Emotional/Behavioral	2%	3%	2%
Speech	0%	0%	0%
Visual	0%	1%	0%
Other	1%	2%	3%

Responses regarding accessibility at IU Southeast were mixed. The majority of faculty had “good” or “very good” responses for nine of the seventeen areas; the majority of staff indicated “good” or “very good” responses for fourteen of the seventeen areas; and the majority of students reported “good” or “very good” responses for sixteen of the seventeen areas.

Faculty were particularly dissatisfied with information in alternate formats, classrooms, building, restrooms, transportation, and recreational sports facilities. Interestingly, faculty and staff had “good” or “very good” accessibility ratings for the library with rates of 81% and 83%, respectively, but only 46% of students felt similarly.

*Table 35: Accessibility*

	Faculty	Staff	Students
1. Information in alternate formats (i.e., Braille)	32%	48%	58%
2. Classrooms	39%	66%	67%
3. Buildings	43%	62%	72%
4. Restrooms	31%	53%	65%
5. Transportation	24%	60%	64%
6. Grounds (i.e., snow removal)	49%	62%	60%
7. Parking	53%	63%	61%
8. Students services (i.e., registration)	70%	80%	77%
9. Library	81%	83%	46%
10. Athletic facilities	40%	50%	66%
11. Recreational sports facilities	33%	48%	67%
12. Residence halls	85%	76%	70%
13. Assistive technology	74%	79%	71%
14. Signage	59%	66%	70%
15. Labs	60%	75%	69%
16. Ogle Center	84%	82%	80%
17. Website	78%	74%	80%

*Percentages combine 'Very Good' and 'Good' responses.*

*Blank responses are excluded when calculating percentages*

### **QUALITATIVE COMMENTS: REPORTING INCIDENCES**

Respondents were asked “Please add any comments you may have concerning the likeliness of reporting discrimination, bias, or harassment.” Responses are reported exactly as entered by the respondent.

1. I have a general idea of how I would go about reporting harassment, however I do not know the standard procedure.

2. I think in general we need to have a better idea of what is considered discrimination, bias, or harassment. While I believe I would report cases of it, I think that sometimes that we should be clear what constitutes these infractions while also embracing an environment where open communication is encouraged.
3. Just because I have not personally (that I can recall) witnessed anyone saying anything inappropriate, it does not mean that negative attitudes are entirely absent at IUS.
4. Due to being an older student with some mental health issues, I speak from experience that no one hesitates to mock me for it. Blaming me for something that I have spent 10s of thousands of dollars trying to fix and come April will ge considrted detoxed. The process of getting financial was humiliating, tedious, and barely worth it due to the terms I was forced to accept or contijue paying out of pocket. Professors, students, and other staff make no special concessions to students with my background, but will grant others some substantial privileges for no discernable reason pther than what they were borm as. I face blatant discrimination due to widespread demonization. Im certain if i speak up i will be expelled.
5. There are many factors of bias that are shown between pay scales, position scales, job duties/responsibilities, and program funding in the IU System.
6. Sometimes a student in a class will make a comment that is discriminatory and the teacher will handle it and teach the student because the student doesn't realize it's wrong.
7. IU Southeast is working hard on helping the campus deal with diversity. Getting diverse students to attend seems to be the toughest issue.
8. The answer to this question would depend on how egregious the event was. For example, if a student made a discriminatory remark in class I would address it with the student and the class, but probably not report it. But if I saw someone harassing another person, then I'd be likely to report it.
9. It depends on the situation and intensity. Specifically whether or not it is an actual threat to the person. If so, then I would report it. Otherwise, I would talk with the person affected and advise them on how to handle the issue. It is better to come from the persons themselves than from a witness, in my opinion.
10. fear of retaliation or tension in the workplace would potentially keep me from reporting harassment
11. I feel uncomfortable reporting a particular classmate because I fear they may find out it was me.
12. It would highly depend on context, severity, and situation.
13. There is lack of sensitivity to women issues, we need more diversity in faculty across areas. In some areas, the entire faculty is white. There also needs to be more females in leadership positions. Females need to be more supportive of females--its not just the males deferring to males. We are role models for students.
14. against myself, no; against others, depending on context
15. campus overall could use a refresher on reporting this.

16. Depends on the situation and severity of the action
17. I don't know the formal procedure, but I know who to contact on campus.
18. If the situation seemed at a very tense level then I would probably get some help from my friends to report the issue. But if it was in the form of a joke or an off hand comment then I would most likely not do nothing.
19. The classes I teach have a great deal to do with people learning the importance of other human beings and how we are all interdependent.
20. It would depend on the situation and the level of certainty that I have that discrimination occurred.
21. I normally call out the person that says the insensitive remark and let them know it's not okay.
22. If you do speak up ,you are told to shut up mind you own business
23. Only unlikely because I am not familiar with the protocol for reporting.
24. This would depend on the severity of the occurrence
25. IUS is terrible and you need to fix things. IU needs to lax up on rules.
26. N/A
27. Whether or not I would report something generally depends on the severity of what happened. In the case of extreme or significant discrimination/harassment, I would definitely report it after learning how to do so.
28. Having worked close to the administration, there's a fear of retaliation for "stepping out of line."
29. Our administration does not handle things well. Not a safe place.
30. I did report a case of discrimination and harassment and was ultimately fired from my position by the person I reported. There were no real protections.
31. I have and would also address the comment or action
32. It's a judgmental world that doesn't yet appreciate the unity of the human species
33. Even though I would likely report discrimination, bias or harassment, I don't have any expectations that it would be acted upon.
34. I fear for my job for reporting such actions!
35. Sometimes it's unclear who exactly you need to report to and when. If I see an incident of harassment, who do I tell first? The IUSPD first, if it was violent, I assume, but if it was nonviolent, who should be told first? And who SHOULDN'T be told? Should a professor be told if it happens in their class?
36. If I witnessed some type of discriminatory remark or behavior, I'd be more likely to address it immediately, rather than report it later.
37. We have a long way to go towards ALL feeling safe to have an open and honest discussion of diversity. Thanks you for this survey. One would think that the department supposedly dedicated to this cause would have done something like this long ago.
38. Depends on the situation and intent.
39. While I may not know the official reporting process, I feel certain I would report the issue to my superior to ask his/her guidance in the matter.



40. I would try to confront the person first and see why they feel the way they do and see if I can change their mind. If I can't then I move into reporting.
41. would not report it if from a faculty member
42. Either nothing changes when reports are made or the person reporting is attacked or belittled.
43. People are afraid of retaliation by the male white administrators in charge.
44. IUS is a male dominated organization. Just look at the top positions.. how many women? How many LGBTQ? IUS is not diverse and isn't genuinely interested in bringing diversity on campus. No effort has been done (which means no fund devoted to) attract/bring/retain non-caucasian potential students. ENL? ESL?
45. I am aware of where to report via email, phone, or in person-- do we provide a web-based form to report incidents of bias/harassment?
46. very important survey. It seems IUS is rapidly becoming better in terms of diversity.
47. People who report harassment have been retaliated against, threatened, brought up on charges for doing the right thing.
48. As an instructor, I occasionally hear a remark that might be construed as insensitive or biased, but this gives me an opportunity to discuss the issue then and there. If I heard an admin/staff person I would also address it with them before reporting it.
49. This is situational and honestly depends upon the mood that I am in.
50. Had you asked about religious or conservative political or family values you might be amazed at the bias.
51. I may not report it but I would definitely step in and defend someone even if I didn't know them
52. I feel like my answer depends more on if the harassment is physical or not.
53. You didn't include religion on the list of biases. I am both a student and the parent of a student. At freshman orientation, a woman have a talk that focused on the is and downs she went through when her three children started college. The most shocking was supposed to be the daughter who explored Wicca. Both my daughter and I are Wiches (the more familiar term). I've raised her in this religion. I felt mortified to have a whole auditorium of parents openly encouraged to mock my FEDERALLY RECOGNIZED religion, to have it used as the punchline throughout this woman's story. My faith, like all faiths, has brought me peace, hope, joy, and wisdom. That say, it brought me the patience not to stand up in the middle of the crowd and embarrass her the way she was embarrassing me. IUS send to be a very Christian campus, and I applaud students creating the groups the need to celebrate their faith. But I'm disheartened to see the open bashing of other religions. I'm sure this staff member wouldn't have been allowed to say these things if the religion her daughter explored had been larger and more widely known, like Buddhism or Judaism. Mine has the same legal protections. So why didn't I report it? Because this is the one area where I don't feel safe anywhere. I've lost family over this. I've lost employment when they've learned my religion. (Welcome to at-will employment states.) I've watched friends lose their children in custody battles where the main point of



- contention was the non-mainstream religion. I've known friends to lose housing over this. And I was openly mocked by adults in an auditorium with hundreds of adults on a university campus where both my daughter and I are spending thousands of dollars to attend. So this institution has already proven to me that it doesn't care much about this particular issue. I'm really hoping I'm wrong, though.
54. I appreciate this survey, and love the fact that IUS cares enough about its students to ask these types of questions!
55. N/A
56. I'd likely do it for other people, but highly unlikely to report an incident if it happened to myself
57. I would probably go comfort the victim and tell the bullies off, but I wouldn't formally report it.
58. Nothing would come of it due to the ability to prove it would be down played and the burden lies with person being negatively impacted would have to prove it. It is not taken serious on this campus.
59. I would pull the person aside and talk to them first.
60. The only problem with reporting discrimination and whatnot is the potential backlash/repercussions from the person(s) being reported.
61. It really all depends on a case by case basis. Personally, I believe almost any issue can be resolved out without involving administration officials.
62. Our own appearance matters here too
63. I'm not sure I would report it but instead confront the person harrasing the other person
64. Since tuition rates are low at IUS, it seems as though a specific demographic flocks to the benefits of that, which in turn may cause issues in diversity.
65. I believe if you see something say something. I would choose to interfere with the situation not walk away and report. Depends on the circumstances.
66. Unless I felt threatened by the individual performing the discrimination, bias, or harassment, I would talk to them before reporting it.
67. It depends on the situation. Blatant discrimination or harassment would be reported immediately. Bias is more pervasive and less overt.
68. It is acceptable to say disparaging things about men, or non liberal democrats. As a conservative man I have been made to feel unwanted even when agreeing on issues with faculty or fellow students. It seems diversity is fine as long as it isnt diversity of thought.
69. 1. I am an non-tradiational student who only takes evening classes and doesn't spend a whole lot of time on campus. 2. regarding the negative comments by faculty: I had longtime (nearly 20 years) personal freindships with a couple of faculty members before starting at IUS, so they were likely speaking in a much more informal capacity than if they had seen me as a student istead of an old friend.
70. How do you submit a complaint?

71. I'd be more likely to reach out to the affected person(s) and offer them support/ encourage them to seek support.
72. It would depend on the severity of the situation. There is such thing as being too sensitive.
73. I'd be afraid to report.
74. Some staff do not conform to providing for their students who need special accommodations.
75. If I overheard a couple of students make a remark I did not like about a group, I might say something to them. I am not sure what the benefit would be to report it. I have speaking up for people in this area -not affiliated with IU - and I just drew more attention and heat on the person than if I just stayed quiet.
76. i feel as though most people wouldnt
77. This is the closest way of "reporting" a situation like this. I, along with many peers, feel that professor ---- is at many times offensive and in general speaks inappropriately during class. This creates an environment not suitable for education.
78. I would probably make sure I heard correctly, since I am hard of hearing myself, before reporting it or made go ahead and report it and have the staff straighten it out.
79. every coming great
80. NA
81. Would depend on the context, who did what to who.
82. It would depend on what the harassment was.
83. Discrimination is not my problem.
84. I am distrusting of how serious my report would be taken
85. when you leave the bus stop filthy and neglect to leave a trash can close to it you isolate those who use the bus from those who do not. and being disabled and seeing disabled persons and many ethnicities use the bus as they cannot afford a car [due to lack of privilege, income, means, or support] it HIGHLY offends me. when i am waiting for my paratransit transportation to give me a ride home and i sit at the bus stop and see all the filth, unkempt surroundings, and look at the clean and pristine campus less than 100 yards away, it makes me think that ius does not care for those who use the bus OR public transportation. it is a barren area that feels void of consideration or care and lacks even pretty flowers around it, wherein the rest of the campus is like a bountiful eden. being disabled and someone who cares about others i have to question how they may feel when sitting in that gloomy empty hollow waiting for the metal monster to take them back to their dreary but meaningful homes as they look around at the forbidden garden of beauty that sits all around them, too far to reach.
86. I have heard of an witness harassment based on gender identity, where the victim ended up movin goff campus because it was not taken seriously or remedied by housing or or administrators at IUS. Also I am not sure who to report harassment

to, since I have witnessed and heard of discrimination from the campus police. The campus police are so noticeably nicer and more understanding to non-minority students. In fact I was witness to criminal charges brought against a student, which was spearheaded by campus police. Despite the alleged victim asking police to not press charge and once the case was brought asking to drop charges, campus police would not drop them. The case was eventually thrown out, with the judge calling the charges absurd.

87. Except that I don't feel as if I am able to report gender based discrimination.
88. As a sophomore at IUS, I think IUS very good school for a study, the staff and professor try to help you out as much as possible, also IUS have a lot of good program and opposites for graduate, highly recommend the school to high schooler.
89. It depends on how bad the remark is. If I reported every single remark I would be in the office 3 times a day.
90. On the second question, the situation greatly is dictated about the context of the situation whether it needs to be reported or not.
91. I had one instructor, he treated a student unfairly in class 2 semesters.
92. I am afraid of being reprimanded or black-listed by faculty members. I have never seen discrimination take place but heard of a professor whose comments are LESS than professional and border blatant sexism
93. The men's bathroom in crest view on the second floor have racial slurs carved into the stalls and on the toilet paper dispensers and ive reported it to the police but they still pop up. I think other students have taken the initiative to get rid of it because I never have seen the rest of the graffiti cleaned off but the racial graffiti has been from time to time.

### **QUALITATIVE COMMENTS:**

#### **BIAS/HARASSMENT/DISCRIMINATION INCIDENCES**

Respondents were asked "Without using names, please describe one incident of bias/harassment/discrimination you have experienced at IUS." Responses are reported exactly as entered by the respondent.

1. Put down of women's abilities - however that was several years ago
2. I had my financial aid, after a long struggle with major depressive disorder. My depression went untreated for most of my college experience. When depression is untreated, by defenition it is a disability. I was provided with a list of possible reasons for denial. The list includes, are not addressing all deficit semesters and "not providing extenuating circumstances beyond your control..." I feel as though my emotional disability was discriminated against. I feel as though IUS does not care about my mental health.

3. I heard some white males make disparaging remarks about the race of the male who pulled out a gun while playing basketball last year.
4. Put on a committee, not because of my ability or knowledge, but because I was a woman.
5. After answering a question that was not the answer this person wanted (but was the correct answer) they asked to speak to one of the men in charge because they would know what was going on better than me.
6. I've been told that I'm exceptionally cogent and efficient in ways that might not be expected (by the speaker), given my (apparent) age and (actual) gender.
7. I was harassed about my height by a student. I have also experienced bias as an adjunct, which was not a category in your survey.
8. The survey questions don't really match the answers. Do you mean, was the bias targeted at me? Or did I experience this bias in another way? Also there was a problem with the number of times bias is overheard not matching the question "in the past year." 1-5 times per year, on average, doesn't match. Also, I have seen evidence of discrimination, but not overheard it. Does that count?
9. Initial omission of "age" from the diversity list of categories
10. I took a math course i took over the summer, my mother was in the hospital for a 2 week period due to neglect at the hospital's end. She was experiencing extreme hallucinations and was not receiving the attention she needed. I explained the situation to my instructor in detail, to which she delightfully informed me "we all got problems dude" when i asked to be able to take a test on the day following the scheduled one. Fast forward to the next exam and there was a girl missing from class. She asked in front of everyone if she could still take the exam. "Not a problem. It will be in your math lab just finish it before the end of the week." I'm not the same person after that. I'm much more cold and a lot less friendly. Most people greet me with a grimace even though i smile. There's a lot of students like me who just want a friend to study with. But we aren't normal so who cares about us.
11. Teacher called all lesbians "dykes", I called him out because it was horrible and I'm queer, he never apologized/didn't learn anything from the confrontation until I reported him.
12. N/A
13. In the past, On several occasions, I felt like I had been bullied by a superior.
14. I am not certain whether or not this is considered harassment, but there was an art professor who ranted at me and openly mocked me for thirty minutes in class in front of other students because I would not accept his stance that a certain piece of "shock value art" is considered art. Art is naturally subjective and people have differing opinions on what is and isn't art. For some reason, he cared quite a lot about what my beliefs were concerning the topic and couldn't accept that other people have differing opinions about art subjectivity.

15. Comments about my appearance. I \*always\* get asked by male colleagues if I'm tired or feeling ok on days that I'm not wearing makeup and on another instance one made a backhanded comment about my weight.
16. A male student not acknowledging me or other women in classroom discussions.
17. A holier-than-thou religious zealot was spitting venom at the clocktower.
18. As a man, I got accused of "mansplaining" to an individual in a situation where I only offered technical help and they were in clear need of assistance.
19. Use of title, I have been called the Dean of Unicorns or something like that by a female who could not remember my title when introducing me to a class. It is okay not to remember, but put me in charge of mythical creatures during my introduction is just undermining me. I feel it has improved though. These are minor bits but it adds up and is demoralizing.
20. Was not listened to regarding an issue until a man said the same thing. This happens all the time. Infuriating. Mild sexual remarks.
21. work related with a weight issue
22. As a gay man, I've been called ma'am in person and on the phone by students, parents, and staff. I don't know if it's because I act/sound more feminine than a straight man but it happens sometimes. Normally they apologize if they realize their mistake. It happens on the phone a lot so I usually talk in a deeper voice so they don't accidentally call me ma'am.
23. Insensitive remarks about women, but not in the last 10 years.
24. faculty member labeled another faculty member's actions as sexist and racist (when it didn't seem to be at all).
25. Never
26. While teaching a science class, I had a male student who repeatedly attempted to undermine my authority in the classroom, occasionally making condescending 'jokes' about women. I am female.
27. Being a heterosexual Caucasian male, I do not experience much discrimination as my particular breed controls the fundamental structure of society; however, I am by no means exempt from slander. I have been told I am not welcome in a number of groups on campus because straight white guys are creepy. Being nice leaves my ilk deserving of caution as numerous transgressions have been committed.
28. Many years ago, I receive an inappropriate phone call from a faculty member. The conversation started with what are you wearing. When I asked why they felt the need to make such a call, he simply said, well I see I have made a mistake. After that it was very hard to be professional with this person.
29. Classroom during a lecture from the professor
30. General sexual harassment from men. The discrimination of LGBTQ+/Trans appearance.
31. Comment by a professor about fat (lazy) people.

32. People sometimes say insensitive things to me because I have Type I Diabetes. I don't they're intentionally trying to insult me but they say things that come from, in my view, ignorance about the disease.
33. A faculty member said that he wished we would gear our marketing toward a wealthier neighborhood so that we would bring in "better students."
34. I have not been discriminated against during my time at IUS.
35. Student sought to drop class because instructor was "foreign" and stated could not understand him.
36. Colleague commented women should be home with kids
37. A fellow faculty member commented about the "incivility" of people from the inner city.
38. The entire School of ---- needs to be redefined. I was screwed out of a passing grade through no fault of my own
39. Fat-shaming
40. I have seen female students as victims of sexual harrasmrment by male faculty
41. N/A
42. I have a few male colleagues who routinely dismiss the value of the work of female colleagues who are in similar positions. I suspect they are not consciously aware of their bias, but there is a pattern to their behavior that cannot be ignored.
43. A professor kept referring to me as older, separating me from the other students in class.
44. while installing replacement light in office, male employee asked if "I liked it in the dark. I bet you like it in the dark." I ignored his comments and did not report as there were no others present.
45. I was working under the supervision of someone who systematically harassed me and criticized my work groundlessly, when I attempted to follow his instructions. I reported the case. Later the same person began a new campaign of harassment against yet another women (and bi-sexual) as part of a continuous pattern.
46. At a fall retreat I asked how I felt about the all gender restroom and how awful it was that we displace the cis gendered men whose restroom was now an all gender restroom and that they those who identify other than cis should be satisfied with a family restroom with 1 toilet.
47. I've been told that I can't or shouldn't teach courses that contain discussions/elements of social media or technology because they weren't a part of my experiences growing up; therefore, I can't relate to students' use of and fascination with those things.
48. Someone made a comment about my age (too young to be a professor here)
49. A student shared a recording of a professor making derogatory remarks about Asian Americans with me.
50. A former colleague (no retired) consistently made inappropriate comments about women's breasts, toe cleavage, how sexily I ate my sandwich during lunch faculty meetings. Honestly, I did not feel menaced by these comments. I did wonder how on



earth the social changes of the last 70 years had simply gone unnoticed by this person.

51. A male faculty member made comments regarding his assumption that I would not be capable of completing physically demanding aspects of my job
52. Fairly certain that a professor did not care for women being in the lab. It's been quite a few years, but I definitely remember feeling like the men were receiving information for the labs in a jovial manner while women received them in more of a condescending manner.
53. Sexual harassment from classmate
54. This happened to me personally, twice, when applying for a position I was qualified for but didn't get but was given to a male younger than me.
55. Degrading comments about women and their ability to succeed and stereotypical norms placed upon women.
56. made fun of my weight
57. A male co worker discussing the sexual attractiveness of female co workers, and not stopping such discussion when asked.
58. Once I had a class with a white frat boy who constantly made derogatory remarks. He asked women unprovoked questions about their sexual history. He made disparaging remarks about veterans. And him and another student frequently made heinous remarks towards people with mental health issues and queer/LGBTQIA+ people on multiple occasions. The professor clearly tried to steer the conversation about, but she wasn't sure how to fully deal with the situation.
59. I had a friend who was a student at IUS as well joke about how I needed to go back to Mexico. I told him I was very offended and that is not something you say or joke about and it started a huge fight. We are not friends anymore and I refuse to speak with him because of this incident.
60. I'm fairly sure that my skills are not as well regarded because I am a woman. I'm more likely to be told what to do and how to improve, than my male counterparts.
61. On committees where it is said "we will pick a women from among these candidates" before they were reviewed.
62. What comes to mind first is age discrimination. Talk about someone not being effective and should retire.
63. called a derogatory name because of my ethnic background I am Polish.
64. I feel I was treated differently because I am a lecturer instead of a professor; however, it was only by one colleague. Some departments experience it often.
65. Early in my tenure here, I felt a certain bias as a young woman in training sessions and other such events. The bias wasn't overt, but it was enough to make me feel a little uncomfortable and thus less likely to ask questions.
66. I don't use she/her pronouns and ask some of the people I am around to try to use my correct pronouns. I've had a few people tell me they don't care and that I look female so I am. Unfortunately, they hang out in the same area as I do most days.
67. prefer not to answer

68. When hiring a new faculty member, a fellow faculty member immediately made a joke saying a woman should not be hired. This was reported but nothing changed and the person reporting was belittled.
69. I heard things like this student don't know how to speak English I don't know what is doing here. When I brought Mexican candy this student said what the f\*\*\* is that , don't eat it.
70. Protesters occasionally preach anti-gay, anti-trans propaganda on IUS property although to my knowledge they are not IUS students, staff, or faculty.
71. Not being invited/included because of my appearance; being stereotyped due to my background
72. comment about another campus community member (gay man) being effeminate
73. defamation in review process, ---- telling me that all female faculty are told to talk less at some point in their career and that I should talk less,
74. Inappropriate comment about clothing
75. Having been asked about why all these immigrants don't go back home
76. I have overheard sexist and misogynistic language, but it is not frequent and not directed at me (per se), but this language does create an uncomfortable environment.
77. I catch Tarc to and from campus daily. Several students and faculty members also catch the Tarc. I was greatly offended when I overheard a faculty member make several disparaging remarks about a student in her class. She made the comment that she could not understand why a student was failing in her black history class since this student was black. She should already know this and shouldn't have a problem in performing the assignments. Then she made the comment, "I mean after all, black people should know their own history. I'm beginning to think she is just being lazy. I've tried talking to her but it's like she just doesn't get it." This offends me because where it is written that you have to automatically know everything about your race or culture simply because you are black and the subject at hand is black history. I don't feel this was something that should have been addressed on the bus. She was very loud in her conversation, but this isn't the first time something inappropriate has been said by this person.
78. I have been treated different by certain female members of IUS because I am a man.
79. Told my opinion didn't count, that the issue was a "girl thing."
80. I answered a question in class, another student remarked that that was 'such a man's way of thinking'.
81. One teacher tends to tell stories in class which might make women uncomfortable
82. During a class, I opened up about my history with mental health issues and another student laughed and made a comment about how I probably deserved it.
83. An African Foreign exchange student was harrassed by African Americans as not understanding what it meant to be a slave or descended from a slave and therefore had no right to speak as a black student.



84. I have just overheard students talking about how mental health isn't really a big deal and people need to toughen up, etc.
85. I described it in the previous text response.
86. The typical "she's ugly" kind of harassment.
87. Being in a classroom setting and overhearing different students making comments about people (women in particular) reporting sexual assault as crying wolf.
88. Every social science class I have taken at IUS is white male bashing.
89. Women have been degraded; not in a huge sense, just because of what is going on in the news
90. Sororities / Frats
91. N/A
92. The topic of age comes up in class. Being a nontraditional student older students are often portrayed as being slow, set in their ways, not open minded or well versed in technology. Students and professors have stated that Papa Johns was done wrong while not taking into account his past statements, actions and practices/views against AA and other groups. Some on this campus are quick to ensure that employers know that you are NOT a traditional student when asking if they have in internship available when talking to them on the phone in front of you which I would ask WHY does it matter that they know how old you are? These are just a few of the things that I have experienced, but other students have experienced way worse than I.
93. Every so often in class discussions while discussing social issues, white straight men have had their opinion discredited just for their sex, race, and sexual orientation.
94. I'm a lesbian and had an incident where a man was harassing and touched me inappropriately.
95. Irrelevant racial slurs when traffic accidents happen
96. I don't consider this a regular form of bias/discrimination, more censorship. I was doing a report on a country; the subject was Columbia. Staying true to the history, I reported on their large contribution to the global drug trade of the 80s (1-2 slides out of a 12-14 slide presentation). On my presentation day, the professor did not allow me to present and asked me to redo it, not including the negative drug portion whatsoever. I was very surprised as I included more positives of the country to provide a balanced image; but nonetheless, I had to redo the project quickly and censor it, forcing my partner and I to start from scratch.
97. I had a professor that would talk about how someone looks and how much in common they have depends on the grade that she gives the student.
98. It's not really one incident, but some people are quick to mock my speech if I stutter or they'll point out the fact that I may learn slower than everyone else, because of my ADHD.
99. I have been told that mental health issues aren't real, women are naturally submissive and men are dominant in society
100. I haven't personally been affected by bias/harassment/discrimination at IUS

101. A preacher came in and showed bad faith by preaching that gays were all going to burn in hell. not very safe feeling for people in that demographic.
102. Professors constantly bringing politics and their political views into a classroom or class where they do not need to. If you want to talk politics, teach a Poly Sci class.
103. Some men have a tendency to discriminate against women who speak their minds in some of my classes.
104. There is a lot of bias and tension that I see prevalent on social media that I do not see anywhere else.
105. In the UC there's often snide comments about appearance. "The fat bitch" was the personal experience.
106. Being told that men are just part of the "patriarchy" and thus have less valid issues. That out problems aren't real because we have systemic power. It was a tangent that went on for 20 minutes in class.
107. A group of friends saying rude things about a particular race
108. None
109. NONE
110. I was made fun of by a girl who goes here who I went to high school with by how I looked, acted, and my sexual orientation because she was jealous.
111. Two students talking between themselves insulting rape victims
112. Induction Day I was informed by a woman directing students and parents that I needed to enter through another door with the other parents. I politely informed her that I AM a student, not just the parent of a student at IUS. She wasn't polite.
113. Slurs about sexual orientation
114. A group of students lied about a student bullying another student in a classroom.
115. Religious guys yelling at students for asking questions
116. I can recall two times when I was objectified- Once when I was catcalled and another time when a group of guys commented on my appearance after walking past them.
117. Insults directed at me
118. Professor commented on how it's not possible for LGBTQ individuals to know they're LGBTQ when they're young/growing up.
119. Was told a woman can't do x, y, or z. Essentially degrading an entire sex based on one thing
120. N/A
121. Some people, rudely assume when they ask where I am from, and then I tell them I'm from here, keeps asking me till I tell them where my family is from.
122. my anxiety and PTSD wasn't taken seriously, and men can just be disrespectful
123. N/A
124. An assumption that I have resources to complete a project.
125. When I would have trouble understanding a person's pattern of speech or their accent may give me a problem, through no fault of their own due to my hearing problem.

126. never ever
127. Professor always calls on me (the only black persons in the room is answer questions about ethnicity
128. I hear and see many students saying that say needing a therapist (which I do, due to my rape) is not realistic, they don't help and people who use them are just making things up. They need to get over it.
129. When conversing with some male classmates my input seemed to be taken as less even though I was basically saying the same things they were.
130. NA
131. A male student compared feminists to Nazis at least twice on two separate discussion board assignments. Female professor warned him the first time, unsure what transpired the second, but it did not occur again.
132. I hear racial/ethnic slurs a fair amount on campus by other students, but its never directed towards someone in particular..
133. I think you should add a religion category to this survey. I've only really had one experience that discriminated me on my religion. During a class discussion, a student went a bit overboard. They went on to talk about how they loved their religion, and that's fine, but then they invalidated every other religion. People were quick to oppose them on saying that. But that is pretty much it.
134. When asked to pair up in with a partner some students are bias with working with people of another culture
135. Have not experienced any.
136. My professor claimed that I am privileged and that women are payed 76 cents on the dollar compared the men, which is inappropriate for a professor to discuss in class and not fact based at all.
137. There was these ladies in a sorority group who kicked me out of the room because of a meeting they were having. Even though, I didn't really know about it.
138. In my sexuality and society class, there were two Christian students who were very outspoken toward gays/lesbians/trans people and their choices telling the class that it was morally wrong.
139. People joking about kill themselves, people pretending they have a reduced mental capacity, negative slurs about women, foreigners, and LGBT people.
140. ---- made fun of me because of my disability (brain injury, chronic pain)
141. I've witnessed a fellow student make a comments about a student who speaks with an accent. Her comment was very informative and contributed to the class discussion but the other student's attitude was basically, "Why are you here?" Interring that because she didn't speak English with an American accent that she didn't belong in the United States.
142. It's not mention above, but I have faced problems with people who don't agree with personal beliefs.
143. I took a science course where the professor routinely implied the women in the class were not as knowledgable or to be taken seriously. I took a public speaking

class where homophobic comments were acceptable as a part of classroom discussion.

144. the suicide awareness day where students placed backpacks ALL OVER THE CAMPUS. this was TRAUMATIZING for me, primarily because i suffer from bipolar and severe depression and because i have lost several loved ones to suicide. as someone who has been to the holocaust museum three times and seen the wall of dead soldiers names in washington, dc this was just plain OFFENSIVE. it was like walking through a cemetery, a field of dead corpses, or through a huge memorial. the campus suddenly felt dark and dreary and i was terrified and horribly depressed, more than usual. and i was especially offended as the LAST THING i and other disabled people who suffer from severe mental illness want is to have our faces and our problems plastered across the world like paint on a wall for everyone to see. this just adds to the stigma of mental illness and severely lowers our self esteem. that day was like having literally every person i couldnt save, every life i watched die, and every person i loved die before me. again, and again, and AGAIN. not to mention with my severe acute claustrophobia i felt like i was being crushed to death and was in a constant panic attack. i couldnt even leave after class to eat and was terrified to leave the building because i felt like i was in some kind of horrible macabre maze created by some evil psychopath. i woke up that morning after losing my two best friends and the only person who ever supported me and only wanted to walk peacefully to my classes. instead i get to campus and was forced to walk through a death march of dead backpacks, reminding me of how lonely and alone i truly was. and with each bag i passed i only became more and more depressed. i do not know what you were going for, but if i felt this way gods help the other people. what were you thinking?
145. Na
146. Was asked in a non concerning way if I had ADHD (mind you I do not and have no symptoms at all of it) just based upon a week of being unorganized. That is not even what ADHD is lol.
147. I was victim to harrasment and discrimination several times at IUS. One specific incident was when I lived on campus. In my door I was called racial slurs by a group of people I barely knew and were not of my same race. Since I was the only one there of my race trying to explain why I was offended was dismissed and I was consequently deemed the angry black girl and still given no apology or respect.
148. someone claimed I smelled to another student and got up and moved so then I had no one around me in this class
149. One of my art professors put me on the spot multiple times and shammed in front of the class almost every time when class was in session. Personally, I have anxiety issues, which causes me to slowly build new friendships and to shut my feelings away. So each time I was embarrassed in front of class, I shut myself away from my classmates.

150. A lot of boys I know will talk down to women a lot. They use them as tools and call them awful things like sluts/whores
151. I am in the Natural Sciences department and deal with male students that openly degrade female students at least a few times a month. With comments about how women don't understand chemistry and how that girls just must naturally struggle in these fields.
152. I have guys force themselves on me or claim that I wanted a sexual encounter
153. I am a international origin, but most of the students, staff and professor are helping out with my English. Feel very glad to have an opportunity like that, it is actually make me more comfortable and better with my second language.
154. I have not experienced anything against myself but have heard many racist comments.
155. Stufents off task talking too much about others because they do not want to pay attention in class or have insecurities where they talk loudly about another person. It makes me uncomfortable and it gives off bully-like/high school immaturity behavior.
156. Bais. I have seen the change of a (or several) male restroom(s) into a 'transgender' (or all sexual) restroom(s). To be equal, both genders of restrooms both needs to be 'transgender' (or all sexual) restrooms not just any male restrooms. It's annoying and worth to note.
157. a few student attached my country in class.

### **QUALITATIVE COMMENTS: ACCESIBILITY**

Respondents were asked "Please add any additional comments concerning accessibility on campus." Responses are reported exactly as entered by the respondent.

1. Crestview bathrooms are not very accessible for disabled persons (bathroom stalls, at least in the men's does not lock properly either)
2. Building isn't handicap accessible. Most restrooms on campus are difficult b/c the tp dispenser is too low.
3. I have had several blind students fall in the snow because of improper snow removal on sidewalks, curbs, and ramps.
4. My biggest issue is how difficult it is to get up the incline/small hill between Crestview and the parking lot for people who are physically impaired. I have seen many people in wheelchairs, on crutches, etc. struggle to get up the hill. The parking lot in front of the UC also has a troubling incline to get up. I have struggled with getting from parking lot to building-- I definitely would not call the grounds handicap accessible. I understand (and appreciate) the desire to keep campus scenic, but there should be some parking closer to the entrances of buildings without inclines to climb. I have also received insensitive comments about using the elevator from students and staff. I should not have to uncomfortably explain my ailments to strangers for doing something as common as taking the elevator.
5. The handicap buttons frequently malfunction.

6. Need more ramps for wheelchairs.
7. I don't have a disability so I don't feel I can adequately answer these questions. I've seen people in wheel chairs in the bathrooms and I cringe at the struggle they have to manage in the space.
8. Elevators don't work often. The new bathrooms in Knobview do not accommodate people with disabilities.
9. I've noticed it can be very icy, dangerous at the bus stop.
10. Physical science restrooms and unremodeled laboratories are difficult to navigate for anyone with mobility issues. The recently remodeled labs are great for accessibility.
11. The elevator is frequently broken, which makes it difficult for people needing assistance to get to the upper levels of the building.
12. What areas of disability?
13. Handicapped parking at the main entrance is on an incline. This makes it very difficult to get out off the car with crutches or any other necessary items. Snow removal is terrible, they need better equipment. The sidewalks are very slippery when it snows. Most of the time when IUS does not cancel classes when they should have, the roads are not very clean. You cannot use a scooter to get into the main building at all. if you enter by Campus Life, you might as well be on a sli slope. if you enter by the conference rooms, it is all uphill. If you enter by the cafeteria, then you have to go up an incline in the hallway. If you go out of the main building by the breezeway its is very dangerous with a skooter! And if it rains, and you come out of bu Campus Life, you get soaked before you get to your car. If you work in Natural sciences, you can park by the door but do not try to go in by the side that faces the library. Knobview is at best, the most accessible building for wheechair users or those on crutches. You can park at the back of the building and take the elevator. But if the elevator is out, there is no signage that you can use the elevator in the music wing.
14. Many handicap accessible doors are left broken for long periods of time or do not function correctly.
15. This campus is tough if you have mobility issues.
16. The handicap doors, particularly going into Univ. Ctr. South do not work properly on a consistent basis.
17. I know the web team is working on accessibility issues on the website
18. The handicapped doors press-panel doors, after having been installed, do not work consistently. The elevator in HH is not big enough ofr a wheelchair to turn around in .
19. The gym facilities need free weights
20. Students shouldn't need a parking pass when we have to register our license plates with the university.
21. I have sent an email in reference to the soap not being accessible in the newly renovated Knobview Hall Restrooms!



22. N/A
23. The only reason that I did not choose "very good" on grounds and parking is that the hills on this campus make it tough to navigate in certain areas. We are not being negligent. It is just our terrain,
24. All is good.
25. Im not sure of the access for wheelchairs to the gym without taking an alternate entrance
26. Persons with physical disabilities seem to be left behind
27. The campus is very hard to navigate in a wheelchair or on crutches. Some spots are accessible while elevators and handicap doors rarely work in other buildings
28. The new moveable tables that are being used in some classrooms instead of desks are an improvement; however, I have been told by one student that they are not quite tall enough for him to fit his wheelchair underneath them. So he sits apart from all the other students and has no writing space. Also, the fact that the elevator in Crestview often doesn't work for weeks at a time is very concerning to me. I have found ways around it -- moving my class from an upstairs room to a first floor room -- but there are a limited number of rooms on the first floor. We need to replace that elevator.
29. Some restrooms are tight turns; no elevator in gym or lodges
30. This survey is too long!
31. sometimes the buttons to power doors open on campus do not work
32. The Tarc service is good. This is my mode of transportation and I have no issue with that. What I find most disagreeable is the fact that the majority of schools (colleges) offer free Tarc service to their students but here you have to pay out of pocket. I pay \$1.75 in the morning & \$1.75 in the evening which totals to \$3.50 per day. In one week I pay anywhere from \$14.00 to \$17.50. That equals out to \$56.00 to \$70.00 per month. I am a full-time student. This is really draining me.
33. More work can be done in this area.
34. Disability services no help, campus is a nightmare for anyone in a wheel chair. No note takers for disabled students.
35. I have had visually impaired students who felt classroom provisions were less than satisfactory
36. Each parking lot is downhill from the buildings. This is likely difficult for those who are unable to be dropped off near the big clock.
37. The bathrooms in Crestview SUCK.
38. We can use student specific handicap parking. Most if not all spots are taken by staff and faculty.
39. I do not have any disabilities so i have not looked into it nor really pay attention to any of it.
40. Parking at Crestview fir the handicapped still requires extensive walking uphill which is very difficult for people with back issues or wheelchairs.

41. There are some restrooms on campus that are small and I could not imagine the struggle of trying to use one with a significant injury.
42. As I am not a disabled person, I can't effectively answer these.
43. I have never had a class with someone who has a noticeable, physical disability so I haven't paid attention to if IUS accommodates those people.
44. Having never been disabled, I don't feel like I can accurately comment on how well the facilities are set up for people who use wheelchairs. However, I think the women's restrooms in some of the buildings would be difficult to accommodate a wheelchair.
45. Because disabilities vary in their nature, I believe this question cannot be accurately answered and is too subjective. My general perception of IUS's accessibility to disabled individuals is positive.
46. I'm only on campus for one 3 credit hour course. I take most of my classes on line. I only utilize 1 building when coming to campus.
47. Some of the restrooms in some of the buildings are very small and have very tight corners that would be difficult for someone in a wheelchair. Some are difficult for even me to maneuver with a backpack on and I am of average build. (ex: Crestview Hall first floor bathrooms)
48. Restrooms are impossible to enter when in a wheelchair. Crestview restrooms are extremely small and not wheelchair accessible.
49. I cannot accurately speak for how accessible the campus and resources are for people with disabilities because I don't have any disabilities.
50. Never noticed
51. The website could use a bit of user-friendly improvement in general, not just for disabled people.
52. The parking can be problematic since I have no disability decal (haven't asked for one yet) and the hills are a little bit steep.
53. I don't agree with the method used in issuing handicap placards, this is the only institution (in my experience) that will not honor the placard issued by the Dept of Motor Vehicles
54. There aren't enough handicap parking places by Hillside hall. And it's too long of a walk.
55. I feel that as a school IUS is very accommodating to everyone.
56. Some places, like bathrooms, it simply depends. For example, the ones in the library are excellent while some in Crestview or Hillside Hall are very small and narrow. I can see it being hard for someone who struggles getting in and getting out. Some are so small/compact two students can barely squeeze past each other.
57. Last spring semester there was a student in my class whom had MS and required a wheelchair to go everywhere. One day CV Hall decided to move our class to the second floor without bothering to check whether there may be a differently abled person(s) on the class lists [our class and everyone else's in the building]. To which I had to point out to the main office that there were wheelchair-bound persons in the



class and she could not access the second floor. so they moved the class to the lower floor room, but upon her arriving and getting into class they purposefully set her up in the front of the class where she could be seen by EVERYONE. to a fellow severely disabled like myself, i felt reminded of the CIRCUS where they take the wierdest and strangest and put them on display in front of everyone where everyone can see them. and it was, frankly, offensive. seeing them act to change floors was very good and i was proud and happy they did so, but putting the student in the wheelchair in the front of the room like she was some kind of freak show felt wrong. and she didnt seem to like all this attention being drawn to her either. its one thing to make reasonable accomodations, but please do not put the disabled up where they are "on display" like everyone needs to see them. we are normal people who, despite being differently abled, still just wish to be like everyone else. again i have to also mention the backpack suicide awareness incident, "send [it] packing" what does that mean? that depression and suicide are horrible things that should be ignored and locked away? that those who suffer from depression and bipolar should just "suppress" their problems? or is it that we should send these people somewhere else? i do not get the message, and was simply offended and traumatized by the graveyard of dead backpacks all over campus.

58. Try allowing one.iu to have an audio app so people who can't see well or are dyslexic can hear what they would otherwise be reading.
59. Matt Springer is awesome and my teachers are very understanding
60. I haven't used or visited the sports area or the residence halls.