Appendix A
Survey Instrument

This survey is accessible in alternative formats.

For more information please contact:

Debie McArdle
Disability Resource Center
dmcardle@calpoly.edu
756-5796
You are invited to participate in a survey of students, faculty, staff and administrators regarding the campus climate at Cal Poly. Campus climate refers to the current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential. The results of the survey will provide important information about our campus climate and will enable us to improve the environment for learning, living, and working at Cal Poly.

**Procedures**

**Procedures appear respectively in appropriate mediums**

**Procedures (on-line version)**
You will be asked to complete an online survey. Your participation is confidential. Please answer the questions as openly and honestly as possible. You may skip questions. The survey will take between 20 and 30 minutes to complete and must be completed in one sitting. If you close your browser, you will lose any responses you previously entered. You must be 18 years of age or older to participate. Please note that you can choose to withdraw your responses at any time before you submit your answers. The survey results will be submitted directly to a secure server where any computer identification that might identify participants is deleted from the submissions. Any comments provided by participants are also separated at submission so that comments are not attributed to any individual demographic characteristics. These comments will be analyzed using content analysis and submitted as an appendix to the survey report. Anonymous quotes from submitted comments will also be used throughout the report to give “voice” to the quantitative data.

**Procedures (paper and pencil version)**
You will be asked to complete the attached survey. Your participation is confidential. Please answer the questions as openly and honestly as possible. You may skip questions. The survey will take between 20 and 30 minutes to complete. You must be 18 years of age or older to participate. When you have completed the survey, please return it directly to the external consultants (Rankin and Associates) using the enclosed envelope. Any comments provided by participants are also separated at submission so that comments are not attributed to any demographic characteristics. These comments will be analyzed using content analysis and submitted as an appendix to the survey report. Anonymous quotes from submitted comments will also be used throughout the report to give “voice” to the quantitative data.

**Discomforts and Risks**
There are no anticipated risks in participating in this survey beyond those experienced in everyday life. Some of the questions are personal and might cause discomfort. In the event that any questions asked are disturbing, you may skip any questions or stop responding to the survey at any time.

Participants who experience discomfort are encouraged to contact:

Martha Cody  
Employment Equity  
756-6770

Community Action EAP  
1-800-777-9376

ASI Human Resources  
Carol Brizendine  
756-5751
Benefits
The results of the survey will provide important information about our campus climate and will help us in our efforts to ensure that the environment at Cal Poly is conducive to learning, living, and working.

Voluntary Participation
Participation in this survey is voluntary. If you decide to participate, you do not have to answer any questions on the survey that you do not wish to answer. Individuals will not be identified and only group data will be reported (e.g., the analysis will include only aggregate data). Please note that you can choose to withdraw your responses at any time before you submit your answers. Refusal to take part in this survey will involve no penalty or loss of student or employee benefits.

Statement of Confidentiality for Participation
In the event of any publication or presentation resulting from the survey, no personally identifiable information will be shared. Your confidentiality in participating will be kept to the degree permitted by the technology used (e.g., IP addresses will be stripped when the survey is submitted). No guarantees can be made regarding the interception of data sent via the Internet by any third parties; however, to avoid interception of data, the survey is run on a firewalled web server with forced 256-bit SSL security. In addition, the external consultant (Rankin & Associates) will not report any group data for groups of fewer than 5 individuals that may be small enough to compromise confidentiality. Instead, Rankin & Associates will combine the groups to eliminate any potential for demographic information to be identifiable. Please also remember that you do not have to answer any question or questions about which you are uncomfortable.

Statement of Anonymity for Comments
Upon submission, all comments from participants will be de-identified to make those comments anonymous. Thus, participant comments will not be attributable to their author nor to any demographic characteristics. However, depending on what you say, others who know you may be able to attribute certain comments to you. The anonymous comments will be analyzed using content analysis and submitted as an appendix to the survey report. In order to give “voice” to the quantitative data, some anonymous comments may be quoted in publications related to this survey.

Right to Ask Questions
You can ask questions about this survey. Questions concerning this project should be directed to:

Susan R. Rankin, Ph.D.
Principal & Senior Research Associate
Rankin and Associates, Consulting
sue@rankin-consulting.com
814-625-2780

Questions regarding the survey process may also be directed to:

Annie Holmes
Executive Director for University Diversity and Inclusivity
apholmes@calpoly.edu
805-756-2250

Rachel Fernflores
Associate Professor, Philosophy
rfernflo@calpoly.edu
805-756-2330
Questions concerning the rights of participants or the manner in which the study is conducted please contact:

Dr. Steve Davis  
Chair of the Cal Poly Human Subjects Committee  
sdavis@calpoly.edu  
805-756-2754

Dr. Dean Wendt  
Interim Dean of Research  
dwendt@calpoly.edu  
805-756-1508

If you agree to take part in this survey, as described in detail in the preceding paragraphs, please click on the appropriate button below. By agreeing, you will indicate your consent to participate in this study. It is recommended that you print this statement for your records.

- I agree and give my consent to participate in this research project. I understand that participation is voluntary and that I may withdraw my consent at any time without penalty.

- I do not agree to participate and will be excluded from the remainder of the questions.

Survey Terms and Definitions

**American Indian (Native American):** A person having origin in any of the original tribes of North America who maintains cultural identification through tribal affiliation or community recognition.

**Asexual:** A person who does not experience sexual attraction. Unlike celibacy, which people choose, asexuality is an intrinsic part of an individual.

**Assigned Birth Sex:** Refers to the assigning (naming) of the biological sex of a baby at birth.

**Bullying/Bullied:** Unwanted offensive and malicious behavior which undermines, patronizes, intimidates or demeans the recipient or target.

**Classist:** A bias based on social or economic class.

**Climate:** Current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.

**Collegiality:** Refers to politeness and courtesy, demonstrated by for example: collaboration, speaking in a professional and respectful manner toward others.

**Disability:** A physical or mental impairment that limits one or more major life activities.

**Discrimination:** Discrimination refers to the treatment or consideration of, or making a distinction in favor of or against, a person based on the group, class, or category to which that person belongs rather than on individual merit. Discrimination can be the effect of some law or established practice that confers privileges based on of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual identity, citizenship, or service in the uniformed services.

**Diversity:** The variety of personal experiences, values and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual identity, gender identity, gender expression, socioeconomic status, and geographic region, and more.
**Eldercare:** A person who has primary responsibility in caring for an older partner or family member.

**Ethnicity:** A unique social and cultural heritage shared by a group of people.

**Experiential Learning:** Experiential learning refers to a pedagogical philosophy and methodology concerned with learning activities outside of the traditional classroom environment, with objectives which are planned and articulated prior to the experience (internships, service learning, co-operative education, field experience, practicum, cross-cultural experiences, apprenticeships, etc.).

**Family Leave:** The Family Medical Leave Act is a labor law requiring employers with 50 or more employees to provide certain employees with job-protected unpaid leave due to one of the following situations: a serious health condition that makes the employee unable to perform his or her job; caring for a sick family member; caring for a new child (including birth, adoption or foster care).

**Favoritism:** The practice of giving unfair preferential treatment to one person or group at the expense of another.

**Gender Identity:** A person’s inner sense of being man, woman, both, or neither. The internal identity may or may not be expressed outwardly, and may or may not correspond to one’s physical characteristics.

**Gender Expression:** The manner in which a person outwardly represents gender, regardless of the physical characteristics that might typically define the individual as male or female.

**Harassment:** Harassment is unwelcomed behavior that demeans, threatens or offends another person or group of people and results in a hostile environment for the targeted person/group.

**Homophobia:** The irrational hatred and fear of homosexuals or homosexuality. Homophobia includes prejudice, discrimination, harassment, and acts of violence brought on by fear and hatred.

**Intersex:** A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female or male.

**Nepotism:** The unfair practice by a powerful person of giving jobs and other favors to relatives

**Non-Native English Speakers:** People for whom English is not their first language.

**People of Color:** People who self-identify as other than White.

**Physical Characteristics:** Term that refers to one’s appearance.

**Position:** The status one holds by virtue of her/his position/status within the institution (e.g., staff, full-time faculty, part-time faculty, administrator, etc.)

**Racism:** Any action or attitude, conscious or unconscious, that subordinates an individual or group based on skin color or race. It can be enacted individually or institutionally.

**Racial Identity:** A socially constructed category about a group of people based on generalized physical features such as skin color, hair type, shape of eyes, physique, etc.

**Sexual Identity:** Term that refers to the sex of the people one tends to be emotionally, physically and sexually attracted to; this is inclusive of, but not limited to, lesbians, gay men, bisexual people, heterosexual people, and those who identify as queer.

**Socioeconomic Status:** The status one holds in society based on one’s level of income, wealth, education, and familial background.
**Transgender:** An umbrella term referring to those whose gender identity or gender expression [previously defined] is different from that traditionally associated with their sex assigned at birth [previously defined].

**Transphobia:** A irrational fear of transgender people [previously defined]. Transphobia includes prejudice, discrimination, harassment, and acts of violence brought on by fear and hatred.

**Unwanted Sexual Contact:** Unwanted physical sexual contact includes forcible fondling, sexual assault, forcible rape, use of drugs to incapacitate, forcible sodomy, gang rape, and sexual assault with an object.

**Directions**

*Directions appear respectively in appropriate mediums*

**URL only:** Please read and answer each question carefully. For each answer, click on/fill in the appropriate oval. If you want to change an answer, click on/fill in the oval of your new answer and your previous response will be erased. You may decline to answer specific questions. You must answer at least 50% of the questions for your responses to be included in the final analyses.

**Paper/Pencil only:** Please read and answer each question carefully. For each answer, darken the appropriate oval completely. If you want to change an answer, erase your first answer completely and darken the oval of your new answer. You may decline to answer specific questions. You must answer at least 50% of the questions for your responses to be included in the final analyses.
To protect your confidentiality, no ID numbers are attached to your survey responses. Therefore you must complete the survey in one sitting. You also must answer at least 50% of the questions for your responses to be included in the final analyses.

1. What is your primary position at Cal Poly? **(Please mark only one)**
   - O Undergraduate student
     - O Started at Cal Poly as a first-year student
     - O Started at Cal Poly as a transfer student
     - O Open enrollment students
   - O Graduate student
     - O Certificate
     - O Credential program
     - O Master’s degree
   - O Post-doctoral student **(send to Faculty questions in the survey)**
   - O Faculty/Librarian
     - O Tenure Track
       - o Assistant rank
       - o Senior assistant
       - o Associate rank
       - o Full Professor rank
     - O Non-Tenure Track
       - o Lecturer
       - o Assistant rank
       - o Senior assistant
       - o Associate rank
       - o Visiting Faculty/Temporary Librarian
     - O FERP
   - O Counselor
   - What questions should this group be directed to (faculty or staff)?
     - O Student Services Professional I
     - O Student Services Professional II
   - O Coach
   - What questions should this group be directed to (faculty or staff)?
     - O Head Coach
     - O Coach
     - O Coaching Specialist
     - O Coaching Assistant
   - O Staff (CPSU/Auxiliary)
     - O Exempt (no overtime)
     - O Non-Exempt (overtime)
     - O Exempt Confidential
   - O Administrator (MPP)
   - What questions should this group be directed to (faculty or staff)?
     - O MPP1
     - O MPP2
     - O MPP3
     - O MPP4

2. Are you full-time or part-time in that primary status?
   - O Full-time
   - O Part-time

3. **Staff only:** Are you in temporary or permanent status in your primary position?
   - O Temporary
   - O Permanent/Regular
Part 1: Personal Experiences

Please reflect on your experiences WITHIN THE PAST YEAR…

4. Overall, how comfortable are you with the campus climate at Cal Poly?
   - Very comfortable
   - Comfortable
   - Neither comfortable nor uncomfortable
   - Uncomfortable
   - Very uncomfortable

5. Faculty/Staff only: Overall, how comfortable are you with your department/work unit climate?
   - Very comfortable
   - Comfortable
   - Neither comfortable nor uncomfortable
   - Uncomfortable
   - Very uncomfortable

6. Students/Faculty only: Overall, how comfortable are you with the classroom climate?
   - Very comfortable
   - Comfortable
   - Neither comfortable nor uncomfortable
   - Uncomfortable
   - Very uncomfortable
   - Not applicable

7. Have you ever seriously considered leaving Cal Poly?
   - No (skip to question 12)
   - Yes

8. When did you seriously consider leaving Cal Poly?
   - Students (Mark all that apply)
     - During my first year as a student
     - During my second year as a student
     - During my third year as a student
     - During my fourth year as a student
     - After my fourth year as a student
   - Faculty (please specify when) _____________________
   - Staff (please specify when) _____________________
9. **Students only**: Why did you seriously consider leaving Cal Poly? *(Mark all that apply)*
   - O Campus climate was unwelcoming
   - O Coursework was too difficult
   - O Didn’t like major/couldn’t change major
   - O Financial reasons
   - O Homesick
   - O Lack of a sense of belonging/lack of support group
   - O My marital/relationship status
   - O Personal reasons (medical, mental health, family emergencies, etc.)
   - O Trauma (bullying, sexual assault, etc.)
   - O Other (please specify ____________________)

10. **Faculty/Staff only**: Why did you seriously consider leaving Cal Poly? *(Mark all that apply)*
   - O Campus climate was unwelcoming
   - O Family responsibilities
   - O Financial reasons
   - O Interested in a position at another institution
   - O Lack of salary/benefits
   - O Limited opportunities for advancement
   - O Offered position in government or industry
   - O Personal reasons (medical, mental health, family emergencies, etc.)
   - O Recruited or offered a position at another institution
   - O Relocation
   - O Spouse or partner relocated
   - O Spouse or partner unable to find suitable employment
   - O Tension in department/work unit with supervisor/manager
   - O Tension in department/work unit
   - O Trauma (harassment/bullying, sexual assault, etc.)
   - O Increased workload
   - O Other (please specify ________________)

11. If you wish to elaborate on why you seriously considered leaving, please do so here.
    **Insert text box here**
12. **Students only**: The following questions ask you about your academic experience at Cal Poly.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am performing up to my full academic potential.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Many of my courses this year have been intellectually stimulating.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I am satisfied with my academic experience at Cal Poly.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I am satisfied with the extent of my intellectual development since enrolling at Cal Poly.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have performed academically as well as I anticipated I would.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>My academic experience has had a positive influence on my intellectual growth and interest in ideas.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>My interest in ideas and intellectual matters has increased since coming to Cal Poly.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I intend to graduate from Cal Poly.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I am considering transferring to another college or university.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I intend to withdraw and not attend college elsewhere.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>
13. **Within the past year**, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at Cal Poly?
   - O No [**skip to Question 20**]
   - O Yes

14. What do you believe the conduct was based upon and how often have you experienced it? (**Mark all that apply**)

<table>
<thead>
<tr>
<th>Conduct</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Performance</td>
<td>O Very Often</td>
</tr>
<tr>
<td>Age</td>
<td>O Often</td>
</tr>
<tr>
<td>Educational credentials (M.S., Ph.D, etc.)</td>
<td>O Sometimes</td>
</tr>
<tr>
<td>English language proficiency/accident</td>
<td>O Seldom</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>O Don’t know</td>
</tr>
<tr>
<td>Gender/Gender identity</td>
<td>O Other (please specify)__________</td>
</tr>
<tr>
<td>Gender expression</td>
<td>O</td>
</tr>
<tr>
<td>Immigrant/citizen status</td>
<td>O</td>
</tr>
<tr>
<td>International status</td>
<td>O</td>
</tr>
<tr>
<td>Learning disability/condition</td>
<td>O</td>
</tr>
<tr>
<td>Major field of study</td>
<td>O</td>
</tr>
<tr>
<td>Marital status (e.g., single, married, partnered)</td>
<td>O</td>
</tr>
<tr>
<td>Mental Health/Psychological disability/condition</td>
<td>O</td>
</tr>
<tr>
<td>Medical disability/condition</td>
<td>O</td>
</tr>
<tr>
<td>Military/veteran status</td>
<td>O</td>
</tr>
<tr>
<td>Parental status (e.g., having children)</td>
<td>O</td>
</tr>
<tr>
<td>Participation in an organization/team (please specify ___________)</td>
<td>O</td>
</tr>
<tr>
<td>Physical characteristics</td>
<td>O</td>
</tr>
<tr>
<td>Physical disability/condition</td>
<td>O</td>
</tr>
<tr>
<td>Philosophical views</td>
<td>O</td>
</tr>
<tr>
<td>Political views</td>
<td>O</td>
</tr>
<tr>
<td>Position (staff, faculty, student)</td>
<td>O</td>
</tr>
<tr>
<td>Pregnancy</td>
<td>O</td>
</tr>
<tr>
<td>Racial Identity</td>
<td>O</td>
</tr>
<tr>
<td>Religious/spiritual views</td>
<td>O</td>
</tr>
<tr>
<td>Sexual identity</td>
<td>O</td>
</tr>
<tr>
<td>Socioeconomic status</td>
<td>O</td>
</tr>
<tr>
<td>Don’t know</td>
<td>O</td>
</tr>
<tr>
<td>Other (please specify)__________</td>
<td>O</td>
</tr>
</tbody>
</table>
15. How did you experience this conduct? (**Mark all that apply**)  
- I feared for my physical safety  
- I feared for my family’s safety  
- I was singled out as the spokesperson for my identity group  
- I feared getting a poor grade because of a hostile classroom environment  
- I felt I was deliberately ignored or excluded  
- I felt intimidated/bullied  
- I felt isolated or left out  
- I observed others staring at me  
- I received derogatory written comments  
- I received derogatory phone calls/text messages  
- I received derogatory/unsolicited messages through technological mediums (e.g., e-mails, Facebook posts, Twitter posts, etc.)  
- I received threats of physical violence  
- I received a low performance evaluation  
- I was the target of derogatory verbal remarks  
- I was the target of graffiti/vandalism  
- I was the target of physical violence  
- I was the target of racial/ethnic profiling  
- I was the target of stalking  
- I was the target of workplace incivility  
- I was the victim of a crime  
- Someone assumed I was admitted/hired/promoted due to my identity group  
- Someone assumed I was not admitted/hired/promoted due to my identity group  
- Other (please specify)_________________

16. Where did this conduct occur? (**Mark all that apply**)  
- At a Cal Poly event  
- In a class/lab/clinical setting  
- In a health care setting  
- In a Cal Poly dining facility  
- In a Cal Poly administrative office  
- In an experiential learning environment  
- In a faculty office  
- In a public space at Cal Poly  
- In a meeting with one other person  
- In a meeting with a group of people  
- In the library  
- In athletic facilities  
- In campus housing  
- In off-campus housing  
- Off campus  
- On social networking sites/Facebook/Twitter/cell phone/other form of technological communication  
- On public transportation  
- While working at a Cal Poly job  
- While walking on campus  
- Other (please specify)_________________
17. Who/what was the source of this conduct? (Mark all that apply)
   O Academic Advisor
   O Alumni
   O Athletic coach/trainer
   O Cal Poly media (posters, brochures, flyers, handouts, web sites, etc.)
   O Cal Poly university police
   O Co-worker
   O Department Chair /Head
   O Donor
   O Don’t know source
   O Faculty member
   O Friend
   O Health/Counseling Services
   O Off campus community member
   O Person that I supervise
   O Senior Administrator (e.g., Dean, Vice President)
   O Social networking site (e.g., Facebook, Twitter)
   O Staff member
   O Stranger
   O Student
   O Student staff (e.g. Residence hall assistant, peer facilitator)
   O Supervisor
   O Teaching assistant/Graduate assistant/Lab assistant/Professional Tutor
   O Other (please specify)________________
18. Please describe your reactions to experiencing this conduct. **(Mark all that apply)**
   - O I felt embarrassed
   - O I felt somehow responsible
   - O I ignored it
   - O I was afraid
   - O I was angry
   - O It didn’t affect me at the time
   - O I left the situation immediately
   - O I sought support from off-campus hot-line/advocacy services
   - O I sought support from a Cal Poly resource (e.g., Dean of Students Office, Student Ombuds, Employment Equity, Human Resources)
   - O I confronted the harasser at the time
   - O I confronted the harasser later
   - O I avoided the harasser
   - O I told a friend
   - O I told a family member
   - O I contacted a local law enforcement official
   - O I sought support from a staff person
   - O I sought support from a teaching assistant/graduate assistant
   - O I sought support from an administrator
   - O I sought support from a faculty member
   - O I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)
   - O I sought support from student staff (e.g., residence hall assistant, peer facilitator)
   - O I sought information on-line
   - O I didn’t know who to go to
   - O I reported it to a Cal Poly employee/official
   - O I reported it to my Union representative
   - O I didn’t report it for fear that my complaint would not be taken seriously
   - O I did report it but I did not feel the complaint was taken seriously
   - O I did nothing
   - O Other (please specify) ____________________________

19. If you would like to elaborate on your personal experiences, please do so here.

   **Insert text box here**

*If you have experienced any discomfort in responding to these questions and would like to speak with someone please contact any of the following to schedule an appointment*

**Students:**

Counseling Services  
756-2511 (office and 24/7 crisis line)  
http://counseling.calpoly.edu

**Faculty and Staff:**

Martha Cody  
Employment Equity  
756-6770

Community Action EAP  
1-800-777-9376
20. While a member of the Cal Poly community, have you experienced unwanted sexual contact (including forcible rape, use of drugs to incapacitate, forcible sodomy, gang rape, sexual assault, sexual assault with an object, and forcible fondling)?

O  No (skip to XXX)
O  Yes

21. When did the unwanted sexual contact occur?
O  Within the last year
O  2-4 years ago
O  5-10 years ago
O  11-20 years ago
O  More than 21 years ago

22. Students only! What quarter were you in when you experienced the unwanted sexual contact? (Mark all that apply)
O  First quarter
O  Second quarter
O  Third quarter
O  Fourth quarter
O  Fifth quarter
O  Sixth quarter
O  Seventh quarter
O  Eighth quarter
O  Ninth quarter
O  Tenth quarter
O  Eleventh quarter
O  Twelfth quarter
O  After 12th quarter

23. Who did this to you? (Mark all that apply)
O  Acquaintance/friend
O  Family member
O  Faculty
O  Staff
O  Stranger
O  Student
O  Other (please specify _____________________________)

24. Where did the incident(s) occur? (Mark all that apply)
O  Off-campus (please specify location__________)
O  On-campus (please specify location__________)

The following questions are related to unwanted physical sexual contact.
25. Please describe your response to experiencing the incident(s). (Mark all that apply)
   O  I did nothing
   O  I felt embarrassed
   O  I felt somehow responsible
   O  I ignored it
   O  I was afraid
   O  I was angry
   O  It didn’t affect me at the time
   O  I left the situation immediately
   O  I sought support from off-campus hot-line/advocacy services/therapist
   O  I sought support from campus resource (e.g., Dean of Students Office, SAFER, Employment Equity, Human Resources)
   O  I told a friend
   O  I told a family member
   O  I contacted a local law enforcement official
   O  I sought support from a staff person
   O  I sought support from a teaching assistant/graduate assistant
   O  I sought support from an administrator
   O  I sought support from a faculty member
   O  I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)
   O  I sought support from student staff (resident assistant, peer mentor, etc.)
   O  I sought support from my union representative
   O  I sought information on-line
   O  I didn’t know who to go to
   O  I didn’t know what to do
   O  I made an official complaint to a campus employee/official
   O  Other (please specify) ____________________________

26. If you did not report the unwanted sexual contact to a campus official or staff member please explain why you did not.
   Insert Text Box

27. If you did report the unwanted sexual contact to a campus official or staff member, did you feel that it was responded to appropriately? If not, please explain why you felt that it was not.
   Insert Text Box

If you have experienced any discomfort in responding to these questions and would like to speak with someone please contact:

Students:

Counseling Services
756-2511 (office and 24/7 crisis line)
http://counseling.calpoly.edu

SAFER
805-756-2282

Faculty and Staff:

Martha Cody
Employment Equity
756-6770
Community Action EAP
1-800-777-9376

ASI Human Resources
Carol Brizendine
756-5751

CPC Human Resources
756-1151
## Part 2: Work-Life

28. **Staff/Faculty only** Please respond to the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am reluctant to bring up issues that concern me for fear of retaliation.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or tenure/merit/promotion decision.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>My colleagues/co-workers expect me to represent “the point of view” of my identity (e.g., ability, ethnicity, gender, race, religion, sexual identity).</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I believe salary determinations are clear.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I am comfortable taking leave that I am entitled to without fear that it may affect my job/career.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have to work harder than I believe my colleagues/co-workers do to achieve the same recognition.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

29. **Staff/Faculty only**: If you would like to elaborate on any of your responses to the previous statements, please do so here.

*Insert text box here*
30. **Faculty only:** As a faculty member …

<table>
<thead>
<tr>
<th>Survey Question</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I believe that the tenure/promotion process is clear.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I believe that the tenure/promotion standards are reasonable.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I feel pressured to change my research agenda to achieve tenure/promotion.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I believe that my colleagues include me in opportunities that will help my career as much as they do others in my position.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I feel that I am burdened by service responsibilities (e.g., committee memberships, departmental work assignments, teaching load, student advising) beyond those of my colleagues with similar performance expectations.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I feel that my diversity-related research/teaching/service contributions have been/will be valued for promotion or tenure.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have used Cal Poly policies on taking leave for birth of child or adoption.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have used Cal Poly policies on active service-modified duties.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>In my department, faculty members who use family accommodation (FMLA) policies are disadvantaged in promotion or tenure.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I find that Cal Poly is supportive of faculty taking sabbatical leave.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I believe the tenure standards/promotion standards are applied equally to all faculty.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I feel that people who do not have children are burdened with work responsibilities (e.g., stay late, off-hour work, work week-ends) beyond those who do have children.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have access to campus recreational facilities (e.g. use of facilities is affordable, work schedule allows me the time use the facilities).</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

31. **Faculty only:** If you would like to elaborate on any of your responses to the previous questions, please do so here. 

    Insert text box here
32. **Staff only:** Please respond to the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I find that Cal Poly is supportive of taking leave.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I find that Cal Poly is supportive of flexible work schedules.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I feel that people who do not have children are burdened with work responsibilities (e.g., stay late, off-hour work, work week-ends) beyond those who do have children.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I feel that Cal Poly provides available resources to help employees balance work-life needs, such as childcare and elder care.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have supervisors who give me job/career advice or guidance.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>My supervisor provides me with resources to pursue educational/professional development opportunities.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>My supervisor provides yearly feedback to help me improve my performance.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have adequate access to administrative support.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have used Cal Poly policies on active service-modified duties.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Cal Poly provides me with adequate training to successfully complete my job duties.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>My current salary reflects my workload expectations.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have access to campus recreational facilities (e.g. use of facilities is affordable, work schedule allows me the time use the facilities).</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I feel that staff members have the opportunity to provide input on institutional/staff issues and concerns.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

33. **Staff/Faculty only:** If you would like to elaborate on any of your responses to the previous statements please do so here.

*Insert text box here*
The following questions request information regarding on campus child care at Cal Poly.

34. Are you aware of the current child care centers at Cal Poly?
   o Yes
   o No

35. Have you ever considered using the child care centers at Cal Poly?
   o Yes
   o No

36. Have you ever used the child care centers at Cal Poly?
   o Yes
   o No

37. If you chose not to use the child care centers at Cal Poly, what were your reason(s)? (Mark all that apply)
   o Cost of services unaffordable
   o No openings
   o Have to wait too long to gain access
   o Hours do not meet the needs of my work schedule
   o Chose different child care center
   o Other (please specify ____________________)

38. Which of the following types of child care do you believe are most needed through the on-campus child care centers at Cal Poly? (Mark all that apply)
   o Full time day care for newborn (0-2 years old)
   o Full time day care for toddler/preschooler (2-5 years old)
   o Part time day care for newborn (0-2 years old)
   o Part time day care for toddler/preschooler (less than 5 years old)
   o Before school day care
   o After school day care
   o Emergency/backup day care (Mildly ill or drop in care)
   o Evening care for children
   o Week-end care for children
Part 3: Demographic Information

Your responses are confidential and group data will not be reported for any group with fewer than 5 responses that may be small enough to compromise confidentiality. Instead, the data will be aggregated to eliminate any potential for individual participants to be identified. You may also skip questions.

39. What is your birth sex (assigned)?
   O Male
   O Female
   O Intersex

40. What is your gender/gender identity? (Mark all that apply)
   O Man
   O Woman
   O Transgender
   O Genderqueer
   O Gender non-conforming
   O Other (if you wish please specify) ________________

41. What is your citizenship status in U.S.? (Mark all that apply)
   O U.S. citizen
   O Permanent Resident
   O Non U.S. citizen (F-1, J-1, H1-B, A, L, G, E, TN visa holder)
   O Undocumented resident/AB540

42. Although the categories listed below may not represent your full identity or use the language you prefer, for the purpose of this survey, please indicate which group(s) below most accurately describes your racial identification. (Mark all that apply)
   O Black or African American
     O African American
     O African
     O Black Caribbean
     O Other African/African American / Black (if you wish please specify ________________)
   O Alaskan Native
     O Corporation (if you wish please specify ________________)
   O American Indian
     O Tribal affiliation (if you wish please specify ________________)
   O Asian
     O Bangladeshi
     O Cambodian
     O Chinese
     O Filipino
     O Hmong
     O Indian
     O Indonesian
     O Japanese
     O Korean
     O Laotian
     O Malaysian
     O Sri Lankan
     O Taiwanese
     O Thai
     O Vietnamese
     O Other Asian (if you wish please specify ________________)
43. Which term best describes your sexual identity?
- Asexual
- Bisexual
- Gay
- Heterosexual
- Lesbian
- Pansexual
- Queer
- Questioning
- Other (please specify) __________________________
44. What is your age?
   O 18-20
   O 21-23
   O 24-29
   O 30-39
   O 40-49
   O 50-59
   O 60-69
   O 70 and over

45. Do you have substantial parenting or caregiving responsibility? (Mark all that apply)?
   O No
   O Yes
   O Children 18 years of age or under
   O Children over 18 years of age, but still legally dependent (in college, disabled, etc.)
   O Independent adult children over 18 years of age
   O Sick or disabled partner
   O Senior or other family member
   O Other (please specify) ___________________ (e.g., pregnant, expectant partner, adoption pending)

46. Are/were you a member of the U.S. armed forces?
   O I have not been in the military
   O Active military
   O Reservist
   O ROTC
   O Veteran

47. Students only: What is the highest level of education achieved by your primary parent(s)/guardian(s)?
   Parent/Guardian 1: Parent/Guardian 2:
   O No high school    O No high school
   O Some high school   O Some high school
   O Completed high school/GED O Completed high school/GED
   O Some college      O Some college
   O Business/Technical certificate/degree O Business/Technical certificate/degree
   O Associate’s degree O Associate’s degree
   O Bachelor’s degree  O Bachelor’s degree
   O Some graduate work O Some graduate work
   O Master’s degree   O Master’s degree
   O Doctoral degree (Ph.D., Ed.D.) O Doctoral degree (Ph.D., Ed.D.)
   O Professional degree (e.g., MD, JD, MBA) O Professional degree (e.g., MD, JD, MBA)
   O Unknown           O Unknown
   O Not applicable    O Not applicable
48. **Staff only:** What is your highest level of education?
   - O No high school
   - O Some high school
   - O Completed high school/GED
   - O Some college
   - O Business/Technical certificate/degree
   - O Associate’s degree
   - O Bachelor’s degree
   - O Some graduate work
   - O Master’s degree
   - O Doctoral degree (Ph.D., Ed.D.)
   - O Professional degree (e.g., MD, JD, MBA)

49. **Undergraduate Students only:** Where are you in your college career?
   - O Non-degree student
   - O First year
   - O Second year
   - O Third year
   - O Fourth year
   - O Fifth year
   - O Sixth year or more

50. **Graduate Students only:** Where are you in your graduate career?
   - O Degree Program
     - O First year
     - O Second year
     - O Third year
     - O Fourth year or more
   - O Non-degree/Credential program

51. **Faculty only:** With which academic college/unit are you primarily affiliated at this time?
   - O Athletics
   - O College of Agriculture, Food & Environmental Sciences
   - O College of Architecture and Environmental Design
   - O College of Engineering
   - O College of Liberal Arts
   - O Orfalea College of Business
   - O College of Science and Mathematics
   - O Health and Counseling
   - O Kennedy Library
   - O Extended Education

52. **Staff only:** With which work unit are you primarily affiliated at this time?
   - O State
     - O AA Technical Services
     - O Academic Personnel
     - O Academic Programs & Planning
     - O Administration and Finance
     - O Admissions
     - O ANTS Support Operations & Services
     - O Athletics
     - O Budget & Analytic Business Services
- CAED-College Architecture & Environmental Design
- CAFES- College of Agriculture, Food & Environmental Sciences
- Cal Poly International Center
- Career Services
- CENG-College of Engineering
- CLA-College of Liberal Arts
- Communications
- Contracts, Procurement & Risk Management
- CSM-College of Science & Mathematics
- Dean of Students Office
- Disability Resource Center
- Extended Education
- Facilities
- Financial Aid
- Fiscal Services
- H&CS-Counseling Services
- H&CS-Health Services
- Human Resources
- International, Graduate & Extension Education
- IS-Center for Teaching, Learning & Technology
- IS-ITS
- IS-Office of the CIO
- Library
- OCOB-Orfalea College of Business
- Office of the President
- Office of the Provost
- Office of the VP for Student Affairs
- Office of the Registrar
- Performing Arts Center
- Recruitment
- School of Education
- Student Academic Services
- University Advancement
- University Housing - HADM
- University Housing - RL&E
- University Housing-Housing Services
- University Police
- University Police-Parking & Commuter Services

O ASI

O CPC
- CPC-Campus Dining
- CPC-University Store
- CPC-General and Sponsored Program Administration
- CPC-Sponsored Projects/Agriculture/CEP/Other
53. **Undergraduate Students only**: What is your academic major degree program?  *(only allow 2 choices)*

- Aerospace Engineering
- Agribusiness
- Agricultural Communications
- Agricultural and Environmental Plant Sciences
- Agricultural Science
- Agricultural Systems Management
- Animal Science
- Anthropology and Geography
- Architectural Engineering
- Architecture
- Art and Design
- Biochemistry
- Biological Sciences
- Biomedical Engineering
- BioResource & Agricultural Engineering
- Business
- Chemistry
- Child Development
- City & Regional Planning
- Civil Engineering
- Comparative Ethnic Studies
- Communication Studies
- Computer Engineering
- Computer Science
- Construction Management
- Dairy Science
- Economics
- Electrical Engineering
- English
- Environmental Earth Science
- Environmental Engineering
- Environmental Management Protection
- Environmental Soil Science
- Food Science
- Forestry and Natural Resources
- General Engineering
- Graphic Communications
- History
- Industrial Engineering
- Industrial Technology
- Journalism
- Kinesiology
- Landscape Architecture
- Liberal Studies
- Manufacturing Engineering
- Materials Engineering
- Mathematics
- Mechanical Engineering
- Microbiology
- Modern Languages & Literatures
- Music
- Nutrition
- Philosophy
54. **Graduate Students only**: What is your academic degree/credential/certificate program?
- Accounting
  - Taxation
  - Financial Accounting
- Agribusiness
- Aerospace Engineering
- Architecture
  - Architectural Engineering Specialization
- Agricultural Education
- Agriculture
  - Agricultural Engineering Technology
  - Animal Science
  - Crop Science
  - Dairy Products Technology
  - Environmental Horticultural Science
  - Food Science and Nutrition
  - Irrigation
  - Plant Protection Science
  - Recreation, Parks, and Tourism Management
  - Soil Science
- Biological Sciences
- Biomedical Engineering
- Business
  - General Management
  - Graphic Communication Document Systems Management
  - Architectural Management Track
- Business, Dual Degrees:
  - Engineering Management
  - MBA and Engineering,
    - Customized
- City and Regional Planning
- City and Regional Planning
  - Transportation Planning
- Civil and Environmental Engineering
- Computer Science
- Dairy Products Technology
- Education, Credential Programs
  - Administrative Services
  - Special Education
  - Multiple Subject
  - Single Subject
- Education
  - Counseling and Guidance
  - Educational Leadership
  - Special Education
55. Which, if any, of the conditions listed below impact your learning, working or living activities? (Mark all that apply)
   O Acquired/Traumatic Brain Injury
   O Attention Deficit/Hyperactivity Disorder
   O Asperger's/Autism Spectrum
   O Blind
   O Low vision
   O Deaf
   O Hard of Hearing
   O Learning Disability/Condition
   O Medical Disability/Condition
   O Mental Health/Psychological Disability/Condition
   O Physical/Mobility Disability/Condition that affects walking
   O Physical/Mobility Disability/Condition that does not affect walking
   O Speech/Communication Disability/Condition
   O Other (please specify____________)
   O I have none of the listed conditions

56. How would you characterize your political views?
   O Far left
   O Liberal
   O Moderate or middle of the road
   O Conservative
   O Far Right
   O Undecided
   O Other (please specify ____________)
57. What language(s) do you use in your home?
  O English only
  O Other than English (please specify __________________)
  O English and other language(s) (please specify __________________)

58. What is your religious or spiritual identity? (Mark all that apply)
  O Faith-based affiliation (If you wish, please specify_______________)
  O Spiritual, but no faith-based affiliation (If you wish, please specify_______________)
  O No affiliation

59. Students only: Are you currently dependent (family/guardian is assisting with your living/educational expenses) or independent (you are the sole provider for your living/educational expenses)?
  O Dependent
  O Independent

60. Students only: What is your best estimate of your family’s yearly income (if dependent student, partnered, or married) or your yearly income (if single and independent student)?
  O Below $10,000
  O $10,000-$19,999
  O $20,000-$29,999
  O $30,000 - $59,999
  O $60,000- $89,999
  O $90,000- $124,999
  O $125,000 - $199,999
  O $200,000 - $299,999
  O $300,000 - $499,999
  O $500,000 or more

61. Students only: Where do you live?
  O University-owned housing
    O Connections – Residence Halls
      o Yosemite Hall
      o Sierra Madre Hall
    O Living Learning Programs – Residence Halls
      o Fremont Hall
      o Tenaya Hall
      o Sequoia Hall
      o Muir Hall
      o Santa Lucia/North Mountain Halls
      o Trinity Hall
  O Apartment Programs
    o Cerro Vista Apartments
    o Gypsum -Poly Canyon Village Apartments
    o Poly Canyon Village Apartments
  O Agriculture Housing (e.g., Beef Cattle Evaluation Unit, Dairy Unit)
  O Non-campus housing
  O Fraternity/Sorority house
  O Transient/Homeless (e.g. couch surfing, sleeping in car, sleeping in campus office/lab, shelter)
62. **Faculty/Staff only:** Where do you live?
   - Arroyo Grande
   - Atascadero
   - Avila Beach
   - Cambria
   - Cayucos
   - Creston
   - Grover Beach
   - Guadalupe
   - Lompoc
   - Los Osos
   - Morro Bay
   - Nipomo
   - Oceano
   - Paso Robles
   - Pismo Beach
   - San Luis Obispo
   - Santa Maria/Orcutt
   - Santa Margarita
   - San Miguel
   - Shandon
   - Shell Beach
   - Templeton
   - Unincorporated
   - Other (please specify ________________)

63. **Students only:** Are you employed either on campus or off-campus during the academic year?
   - No
   - Yes, I work **on-campus** – (Please indicate total number of hours you work)
     - 1-10 hours/week
     - 11-20 hours/week
     - 21-30 hours/week
     - 31-40 hours/week
     - More than 40 hours/week
   - Yes, I work **off-campus** – (Please indicate total number of hours you work)
     - 1-10 hours/week
     - 11-20 hours/week
     - 21-30 hours/week
     - 31-40 hours/week
     - More than 40 hours/week
64. **Students only:** Do you participate in any of the following types of clubs/organizations Cal Poly? (Mark all that apply)

- I do not participate in any clubs/organizations
- Student Leadership Groups (e.g., Student Government)
- Academic/Professional Organizations (e.g., History Club, etc.)
- Special Interest Organizations (e.g., Photography Club)
- Intercultural/Multicultural Campus Community Groups (e.g., Filipino Cultural Exchange)
- Political Groups (e.g., College Republicans)
- Religious/Spiritual Organizations
- Service Organizations/Civic Engagement (e.g., Volunteer Office, The Center for Community Engagement)
- Social Fraternities and Sororities
- Publications and Media Organizations (e.g., Campus newspaper)
- Intramurals/Clubs Sports
- Music/Performance Organizations (e.g., Theatre group)
- NCAA Varsity Athletics
- Honor Societies (e.g., Kappa Omicron Nu)
- Campus Housing Associations
- Instructionally Related Activity (IRA)
- Other (please specify ____________________)

65. What is your current relationship status?

- Single, never married
- Single, divorced
- Single, widowed (partner/spouse deceased)
- Partnered
- Partnered, in civil union/Registered Domestic Partnership
- Married or remarried
- Separated
- Other (please specify ____________________)

66. **Students only:** At the end of your last quarter, what was your cumulative grade point average?

- 3.71-4.00
- 3.31-3.70
- 3.01-3.30
- 2.71-3.00
- 2.31-2.70
- 2.01-2.30
- 1.71-2.00
- 1.31-1.70
- 1.01-1.30
- 0.71-1.00
- 0.00-0.70

67. Have you experienced financial hardship at Cal Poly?

- No (skip to Question70)
- Yes
68. **Student only**: How do you experience the financial hardship? *(Mark all that apply)*
- Difficulty affording tuition
- Loss of scholarship
- Difficulty purchasing my books
- Difficulty participating in social events (organization fees, off-campus meals/activities, extra-curricular, etc.)
- Difficulty affording university meal plan/food
- Difficulty participating in co-curricular events or activities (alternative spring breaks, class trips, study abroad, etc.)
- Difficulty traveling home during university breaks
- Difficulty in traveling to campus
- Difficulty in affording housing
- Difficulty in affording health care
- Difficulty in affording child care
- Difficulty in affording other campus fees
- Difficulty in supporting family members
- Other (please specify ______________________)

69. **Faculty/Staff only**: How do you experience the financial hardship? *(Mark all that apply)*
- Difficulty in traveling to campus
- Difficulty in affording housing
- Difficulty in affording health care
- Difficulty in affording child care
- Difficulty in affording food
- Difficulty in supporting family members
- Other (please specify ______________________)

70. **Students only**: How are you currently paying for your education at Cal Poly? *(Mark all that apply)*
- Credit card
- Family contribution
- Loans
- Need-based scholarship (e.g., Gates, Cal Poly Scholars)
- Non-need based scholarship (e.g., athletic)
- Grant (e.g., Pell, Cal)
- Personal contribution/job
- Resident assistant
- Work Study
- Other (please specify ______________________)

71. **Students only**: On average, how many hours a week during the past academic year did you spend in experiential learning activities (e.g., service learning, studios, internships, practicums, enterprises)?
- I don't participate in any experiential learning activities
- 1-5 hours
- 6-10 hours
- 11-20 hours
- 21-30 hours
- 31-40 hours
- More than 40 hours
Part 4: Perceptions of Climate

In this section you will be asked to provide information about how you perceive the learning, living, and working environment at Cal Poly.

72. **WITHIN THE PAST YEAR, have you observed any** conduct or communications directed toward a person or group of people at Cal Poly that you believe has created an exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) working or learning environment?
   O  No  [skip to Question 81]
   O  Yes

73. Who/what were the **targets** of this conduct?  **(Mark all that apply)**

   O  Academic Advisor
   O  Alumni
   O  Athletic coach/trainer
   O  Cal Poly media (posters, brochures, flyers, handouts, web sites, etc.)
   O  Cal Poly university police
   O  Co-worker
   O  Department Chair
   O  Donor
   O  Don’t know source
   O  Faculty member
   O  Friend
   O  Health/Counseling Services
   O  Off campus community member
   O  Person that I supervise
   O  Senior Administrator (e.g., Dean, Vice President)
   O  Social networking site (e.g., Facebook, Twitter)
   O  Staff member
   O  Stranger
   O  Student
   O  Student staff (e.g. Residence hall assistant, peer facilitator)
   O  Supervisor
   O  Teaching assistant/Graduate assistant/Lab assistant/Professional Tutor
   O  Other (please specify)______________
74. Who/what was the **source** of this behavior? *(Mark all that apply)*
   - Academic Advisor
   - Alumni
   - Athletic coach/trainer
   - Cal Poly media (posters, brochures, flyers, handouts, web sites, etc.)
   - Cal Poly university police
   - Co-worker
   - Department Chair
   - Donor
   - Don’t know source
   - Faculty member
   - Friend
   - Health/Counseling Services
   - Off campus community member
   - Person that I supervise
   - Senior Administrator (e.g., Dean, Vice President)
   - Social networking site (e.g., Facebook, Twitter)
   - Staff member
   - Stranger
   - Student
   - Student staff (e.g. Residence hall assistant, peer facilitator)
   - Supervisor
   - Teaching assistant/Graduate assistant/Lab assistant/Professional Tutor
   - Other (please specify)_________________
75. What do you believe were the bases for this conduct? *(Mark all that apply)*
   - O Academic Performance
   - O Age
   - O Educational credentials (M.S., Ph.D, etc.)
   - O English language proficiency/accent
   - O Ethnicity
   - O Gender/Gender identity
   - O Gender expression
   - O Immigrant/citizen status
   - O International status
   - O Learning disability/condition
   - O Major field of study
   - O Marital status (e.g., single, married, partnered)
   - O Mental Health/Psychological condition/disability
   - O Medical condition/disability
   - O Military/veteran status
   - O Parental status (e.g., having children)
   - O Participation in an organization/team (please specify __________)
   - O Physical characteristics
   - O Physical disability/condition
   - O Philosophical views
   - O Political views
   - O Position (staff, faculty, student)
   - O Pregnancy
   - O Racial Identity
   - O Religious/spiritual views
   - O Sexual identity
   - O Socioeconomic status
   - O Workplace incivility
   - O Don’t know
   - O Other (please specify) ___________
76. What forms of behaviors have you observed or personally been made aware of? (Mark all that apply)
   O Assumption that someone was admitted/hired/promoted based on his/her identity
   O Assumption that someone was not admitted/hired/promoted based on his/her identity
   O Deliberately ignored or excluded
   O Derogatory remarks
   O Derogatory/unsolicited messages through technological mediums (e.g., e-mails, Facebook posts, Twitter posts, etc.)
   O Derogatory written comments
   O Derogatory phone calls/text messages
   O Feared for their physical safety
   O Feared for their family’s safety
   O Graffiti/vandalism (e.g., event advertisements removed or defaced)
   O Intimidated/bullied
   O Person felt isolated or left out
   O Person singled out as the as the spokesperson for their identity group
   O Person being stalked
   O Racial/ethnic profiling
   O Receipt of a low performance evaluation
   O Receipt of a poor grade because of a hostile classroom environment
   O Physical violence
   O Threats of physical violence
   O Victim of a crime
   O Other (please specify)_________________
77. How many times have you observed this type of conduct?
   O 1
   O 2
   O 3
   O 4
   O 5
   O 6 or more

78. Where did this conduct occur? (Mark all that apply)
   O At a Cal Poly event
   O In a class/lab/clinical setting
   O In a health care setting
   O In a Cal Poly dining facility
   O In a Cal Poly administrative office
   O In an experiential learning environment
   O In a faculty office
   O In a public space at Cal Poly
   O In a meeting with one other person
   O In a meeting with a group of people
   O In athletic facilities
   O In campus housing
   O In off-campus housing
   O In the library
   O Off campus
   O On social networking sites/Facebook/Twitter/cell phone/other form of technological communication
   O On public transportation
   O While working at a Cal Poly job
   O While walking on campus
   O Other (please specify)________________
79. Please describe your reactions to observing this conduct. **(Mark all that apply)**
- O I felt embarrassed
- O I felt somehow responsible
- O I ignored it
- O I was afraid
- O I was angry
- O It didn’t affect me at the time
- O I left the situation immediately
- O I sought support from off-campus hot-line/advocacy services
- O I sought support from a Cal Poly resource (e.g., Cross Cultural Centers, Student Ombuds, Employment Equity, Human Resources)
- O I confronted the harasser at the time
- O I confronted the harasser later
- O I avoided the harasser
- O I told a friend
- O I told a family member
- O I contacted a local law enforcement official
- O I sought support from a staff person
- O I sought support from a teaching assistant/graduate assistant
- O I sought support from an administrator
- O I sought support from a faculty member
- O I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)
- O I sought support from student staff (e.g., residence hall assistant, peer facilitator)
- O I sought information on-line
- O I didn’t know who to go to
- O I reported it to a Cal Poly employee/official
- O I didn’t report it for fear that my complaint would not be taken seriously
- O I did report it but I did not feel the complaint was taken seriously
- O I did nothing
- O Other (please specify) ____________________________

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

**Insert Text Box here**

*If you have experienced any discomfort in responding to these questions and would like to speak with someone please contact:*

**Students:**

Counseling Services  
756-2511 (office and 24/7 crisis line)  
[http://counseling.calpoly.edu](http://counseling.calpoly.edu)

**Faculty and Staff:**

Martha Cody  
Employment Equity  
756-6770

Community Action EAP  
1-800-777-9376
ASI Human Resources
Carol Brizendine
756-5751

CPC Human Resources
756-1151
Please respond to the following question based on the last year or most recent hires.

81. **Staff/Faculty only**: I have observed **hiring** practices at Cal Poly (e.g., hiring supervisor bias, search committee bias, lack of effort in diversifying recruiting pool) that I perceive to be unfair and unjust.
   - [ ] No (skip to Question 84)
   - [ ] Yes
   - [ ] Don’t know

82. **Staff/Faculty only**: I believe that the unfair and unjust **hiring** practices were based upon (Mark all that apply)
   - [ ] Age
   - [ ] Educational credentials (M.S., Ph.D, etc.)
   - [ ] English language proficiency/accents
   - [ ] Ethnicity
   - [ ] Favoritism
   - [ ] Gender/Gender identity
   - [ ] Gender expression
   - [ ] Immigrant/citizen status
   - [ ] International status
   - [ ] Learning disability/condition
   - [ ] Major field of study
   - [ ] Marital status (e.g., single, married, partnered)
   - [ ] Mental Health/Psychological condition/disability
   - [ ] Medical condition/disability
   - [ ] Military/veteran status
   - [ ] Nepotism
   - [ ] Parental status (e.g., having children)
   - [ ] Participation in an organization/team (please specify ____________)
   - [ ] Physical characteristics
   - [ ] Physical disability/condition
   - [ ] Philosophical views
   - [ ] Political views
   - [ ] Position (staff, faculty, student)
   - [ ] Pregnancy
   - [ ] Racial Identity
   - [ ] Religious/spiritual views
   - [ ] Sexual identity
   - [ ] Socioeconomic status
   - [ ] Workplace incivility
   - [ ] Don’t know
   - [ ] Other (please specify) ____________

83. **Staff/Faculty only**: If you would like to elaborate on your observations, please do so here.
   [Insert Text Box here]
Please respond to the following question based on the last year or most recent unfair or unjust employment-related discipline up to and including dismissal that you are aware of:

84. **Staff/Faculty only:** I have observed employment-related discipline or action up to and including termination at Cal Poly that I perceive to be unfair and unjust.
   - O No [skip to Question 87]
   - O Yes
   - O Don’t know

85. **Staff/Faculty only:** I believe that the unfair or unjust employment-related discipline or action were based upon (Mark all that apply)
   - O Age
   - O Educational credentials (M.S., Ph.D, etc.)
   - O English language proficiency/accent
   - O Ethnicity
   - O Gender/Gender identity
   - O Gender expression
   - O Immigrant/citizen status
   - O International status
   - O Learning disability/condition
   - O Major field of study
   - O Marital status (e.g., single, married, partnered)
   - O Mental Health/Psychological condition/disability
   - O Medical condition/disability
   - O Military/veteran status
   - O Parental status (e.g., having children)
   - O Participation in an organization/team (please specify ____________)
   - O Physical characteristics
   - O Physical disability/condition
   - O Philosophical views
   - O Political views
   - O Position (staff, faculty, student)
   - O Pregnancy
   - O Racial Identity
   - O Religious/spiritual views
   - O Sexual identity
   - O Socioeconomic status
   - O Workplace incivility
   - O Don’t know
   - O Other (please specify)________________

86. **Staff/Faculty only:** If you would like to elaborate on your observations, please do so here.
   [Insert Text Box here]
Please respond to the following question based on the last year or most recent promotion/tenure/reappointment/reclassification that you are aware of.

87. **Staff/Faculty only** I have observed promotion/tenure/reappointment/reclassification practices at Cal Poly that I perceive to be unfair or unjust.
   - O No [skip to Question 90]
   - O Yes
   - O Don’t know

88. **Staff/Faculty only** I believe the unfair or unjust behavior, procedures, or employment practices related to promotion/tenure/reappointment/reclassification were based upon… (Mark all that apply)
   - O Age
   - O Educational credentials (M.S., Ph.D, etc.)
   - O English language proficiency/accent
   - O Ethnicity
   - O Favoritism
   - O Gender/Gender identity
   - O Gender expression
   - O Immigrant/citizen status
   - O International status
   - O Learning disability/condition
   - O Major field of study
   - O Marital status (e.g., single, married, partnered)
   - O Mental Health/Psychological condition/disability
   - O Medical condition/disability
   - O Military/veteran status
   - O Nepotism
   - O Parental status (e.g., having children)
   - O Participation in an organization/team (please specify _________)
   - O Physical characteristics
   - O Physical disability/condition
   - O Philosophical views
   - O Political views
   - O Position (staff, faculty, student)
   - O Pregnancy
   - O Racial Identity
   - O Religious/spiritual views
   - O Sexual identity
   - O Socioeconomic status
   - O Workplace incivility
   - O Don’t know
   - O Other (please specify)______________

89. **Staff/Faculty only** If you would like to elaborate on your observations, please do so here.
   
   Insert Text Box here
90. Using a scale of 1-5, please rate the overall climate at Cal Poly on the following dimensions:

(Note: As an example, for the first item, “friendly—hostile,” 1 = very friendly, 2 = somewhat friendly, 3 = neither friendly nor hostile, 4 = somewhat hostile, and 5 = very hostile)

<table>
<thead>
<tr>
<th>Rating</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>friendly</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>cooperative</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>improving</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for persons</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for people</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for persons with disabilities</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for people who identify as lesbian, gay, or bisexual</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for people who identify as transgender</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for people of Christian faith</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for people of other faith backgrounds</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for People of Color</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for men</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for women</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for non-native English speakers</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for people who are not U.S. citizens</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>welcoming</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>respectful</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for people of high socioeconomic status</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>positive for people of low socioeconomic status</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>negative for persons</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>negative for people who identify as lesbian, gay, or bisexual</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>negative for people who identify as transgender</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>negative for people of Christian faith</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>negative for People of Color</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>negative for men</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>negative for women</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>negative for non-native English speakers</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>negative for people who are not U.S. citizens</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>not welcoming</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>disrespectful</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>negative for people of high socioeconomic status</td>
<td>1….2….3….4….5</td>
</tr>
<tr>
<td>negative for people of low socioeconomic status</td>
<td>1….2….3….4….5</td>
</tr>
</tbody>
</table>
91. Using a scale of 1-5, please rate the overall climate at Cal Poly on the following dimensions: 

*(Note: As an example, for the first item, 1=completely free of racism, 2=mostly free of racism, 3=occasionally encounter racism; 4=regularly encounter racism; 5=constantly encounter racism)*

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Scale</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not racist</td>
<td>1……2……3……4……5</td>
<td>Racist</td>
</tr>
<tr>
<td>Not sexist</td>
<td>1……2……3……4……5</td>
<td>Sexist</td>
</tr>
<tr>
<td>Not homophobic</td>
<td>1……2……3……4……5</td>
<td>Homophobic</td>
</tr>
<tr>
<td>Not transphobic</td>
<td>1……2……3……4……5</td>
<td>Transphobic</td>
</tr>
<tr>
<td>Not age biased</td>
<td>1……2……3……4……5</td>
<td>Age biased</td>
</tr>
<tr>
<td>Not classist (socioeconomic status)</td>
<td>1……2……3……4……5</td>
<td>Classist (socioeconomic status)</td>
</tr>
<tr>
<td>Not classist (position: faculty, staff, student)</td>
<td>1……2……3……4……5</td>
<td>Classist (position: faculty staff, student)</td>
</tr>
<tr>
<td>Disability friendly</td>
<td>1……2……3……4……5</td>
<td>Not disability friendly</td>
</tr>
</tbody>
</table>
92. **Students/Faculty only:** The classroom/learning environment is welcoming for students based on their:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Country of origin</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Disability status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>English language proficiency/accent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Ethnicity</td>
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<td>0</td>
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<tr>
<td>Gender/Gender identity</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Gender expression</td>
<td>0</td>
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<td>0</td>
</tr>
<tr>
<td>Immigrant/citizen status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>International status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Major field of study</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Marital status (e.g., single, married, partnered)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Military/veteran status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Parental status (e.g. having children)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Participation in a campus club/organization</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Participation on an athletic team</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Physical characteristics</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Political views</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Race</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Religious/spiritual views</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sexual identity</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Socioeconomic status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
93. **Students only:** Please indicate your level of agreement to the following statements:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel valued by other students in the classroom/learning environment.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I think Cal Poly faculty/instructors are genuinely concerned about my welfare.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I think Cal Poly staff are genuinely concerned about my welfare.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I think Cal Poly faculty/instructors pre-judge my abilities based on perceived identity/background.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have faculty/instructors who I perceive as role models.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have staff who I perceive as role models.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I don’t see enough faculty/instructors/staff with whom I identify.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>I have opportunities for academic success that are similar to those of my classmates.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

94. **Students only:** If you would like to elaborate on your observations, please do so here.  

*Insert Text Box here*
95. **Staff/Faculty only:** My workplace climate at Cal Poly is welcoming based on a person’s:

<table>
<thead>
<tr>
<th>Factor</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Collegiality</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Disability status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Educational credentials (M.S., Ph.D, etc.)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>English language proficiency/accent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Gender/Gender identity</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Gender expression</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Immigrant/citizen status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>International status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Major discipline of study</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Marital status (e.g., single, married, partnered)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Military/veteran status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Participation in an organization</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Parental status (e.g. having children)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Philosophical views</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Physical characteristics</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Political views</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Position (staff, faculty)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Race</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Religious/spiritual views</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sexual identity</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Socioeconomic status</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
96. How would you rate the accessibility at Cal Poly?

<table>
<thead>
<tr>
<th>Accessibility</th>
<th>Fully accessible</th>
<th>Accessible with accommodations</th>
<th>Not accessible</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletic facilities (stadium, arena, etc.)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Classroom Buildings</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Classrooms, labs</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>College housing</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Computer labs</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Dining Facilities</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Elevators</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Health and Counseling Services</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Library</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>On-campus transportation/parking</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Other campus buildings</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Recreational facilities</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Restrooms</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Studios/Performing Arts Spaces</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Walkways and pedestrian paths</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Braille signage</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Hearing loops</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td><strong>Course instruction/materials</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Information in Alternative Formats</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Instructor provides accommodations</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Instructional Materials</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td><strong>Cal Poly Affiliated Websites</strong></td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

97. If you would like to elaborate on your observations to the previous question, please do so here.

Insert Text Box here
98. How would you rate the climate at Cal Poly for people who are/have...

<table>
<thead>
<tr>
<th></th>
<th>Very Respectful</th>
<th>Respectful</th>
<th>Disrespectful</th>
<th>Very Disrespectful</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disability issues</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Physical health issues</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Female</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>From religious/spiritual affiliations other than Christian</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>From Christian affiliations</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Gay, lesbian, and bisexual</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Immigrants</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>International students, staff, or faculty</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Male</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Non-native English speakers</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Parents/guardians of dependent children</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>People of Color</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing care for adults who are disabled and/or elderly.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Socioeconomically disadvantaged</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Socioeconomically advantaged</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Transgender</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Veterans/active military members</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Other, please specify</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

99. How would you rate the climate at Cal Poly for persons from the following racial/ethnic backgrounds? (Mark all that apply)

<table>
<thead>
<tr>
<th></th>
<th>Very Respectful</th>
<th>Respectful</th>
<th>Disrespectful</th>
<th>Very Disrespectful</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black/ African American</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Alaskan Native</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>American Indian</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Asian</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Latino(a)/Chicano(a)/Hispanic</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Middle Eastern/ Southwest Asian/African</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Native Hawaiian</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>White</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>
Part 5: Institutional Actions Relative to Climate Issues

100. **Students only:** To what extent do you agree that the courses you have taken at Cal Poly include sufficient materials, perspectives and/or experiences of people based on their:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disability status</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Ethnic identity</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Gender/Gender identity</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Immigrant/citizen status</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>International status</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Military/veteran status</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Philosophical views</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Political views</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Racial identity</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Religious/spiritual views</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Sexual identity</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Socioeconomic status</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

101. **Faculty only:** How would each of the following influence the climate at Cal Poly?

<table>
<thead>
<tr>
<th></th>
<th>Positively influence campus climate</th>
<th>No influence on campus climate</th>
<th>Negatively influence campus climate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing flexibility for computing the probationary period for tenure (e.g., family leave).</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing recognition and rewards for including diversity issues in courses across the curriculum.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing diversity training.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing access to counseling for people who have experienced harassment.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing mentorship for new faculty.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing a clear and fair process to resolve conflicts.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Including diversity-related professional experiences as one of the criteria for hiring of staff/faculty.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing equity and diversity training to search, promotion &amp; tenure committees.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the faculty.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the staff.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the administration.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the student body.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing career span development opportunities for faculty at all ranks.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

102. **Faculty only:** If you would like to elaborate on how any of the above influence campus climate, please do so here.

*Insert text box here*
103. **Staff only:** How would each of the following influence the climate at Cal Poly?

<table>
<thead>
<tr>
<th></th>
<th>Positively influence campus climate</th>
<th>No influence on campus climate</th>
<th>Negatively influence campus climate</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing diversity training for staff.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing diversity training for faculty.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing diversity training for students.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing access to counseling for people who have experienced harassment.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing mentorship for new staff.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing a clear and fair process to resolve conflicts.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Considering diversity-related professional experiences as one of the criteria for hiring of staff/faculty.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the faculty.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the staff.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the administration.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the student body.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing career development opportunities for staff.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

104. **Staff only:** If you would like to elaborate on how any of the above influence campus climate, please do so here.

*Insert text box here*
105. **Students only.** How does each of the following influence the climate at Cal Poly?

<table>
<thead>
<tr>
<th></th>
<th>Positively influence campus climate</th>
<th>Has no influence on campus climate</th>
<th>Negatively influence campus climate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing diversity training for students.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing diversity training for staff.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing diversity training for faculty.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing a person to address student complaints of classroom inequity.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the faculty.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the staff.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the administration.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing the diversity of the student body.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing opportunities for cross-cultural dialogue among students.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Increasing opportunities for cross-cultural dialogue between faculty, staff and students.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing effective faculty mentorship of students.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing effective academic advisement.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing effective career counseling.</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Providing other effective student services (e.g., financial aid, cross-cultural centers, DRC, etc.).</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

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

*Insert text box here*
Part 6: Your Additional Comments

107. This survey has asked you to reflect upon a large number of issues related to the climate and your experiences in this climate, using a multiple-choice format. **If you would like to elaborate upon any of your survey responses, further describe your experiences, or offer additional thoughts about these issues and ways that the university might improve the climate, we encourage you to do so in the space provided below.**

108. Please provide any additional comments you have about this survey.
THANK YOU FOR YOUR PARTICIPATION IN THIS SURVEY

We recognize that answering some of the questions on this survey may have been difficult for people.

If you have experienced any discomfort in responding to these questions and would like to speak with someone please contact:

******************************************************************************

Students:
Counseling Services
756-2511 (office and 24/7 crisis line)
http://counseling.calpoly.edu

Faculty and Staff:
Martha Cody
Employment Equity
756-6770

Community Action EAP
1-800-777-9376

ASI Human Resources
Carol Brizendine
756-5751

CPC Human Resources
756-1151

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To thank all members of the Cal Poly community for their participation in this survey, we are offering the opportunity to win a “Climate Survey Thank You” prize.

Submitting your contact information for a prize is optional. NO SURVEY INFORMATION IS CONNECTED TO ENTERING YOUR INFORMATION.

To be eligible to win a prize, simply enter your campus e-mail address at the link below. Please submit only one entry per person. Duplicate entries will be discarded. Randomly drawn names will be selected from the entries for the chance to win:

1 of 6 - $500 Visa cards

Following is the link for you to enter your information for a chance at a “Climate Survey Thank You!” prize:

[ADD URL SPECIFIC TO CAL POLY HERE]