

## **Faculty Senate Resolution Regarding Issues of Sexual Assault, Harassment, and Discrimination on UTSA Campuses**

**Whereas** recent surveys have indicated that 20% of UTSA students have experienced some form of sexual assault, harassment, or discrimination and that 75% of all incidents go unreported<sup>1</sup>; and

**Whereas** 11% of students surveyed have reported that they experience sexist gender harassment from UTSA faculty<sup>1</sup>; and

**Whereas** the failure to carefully examine the organizational climate of academia risks perpetuating more incidents of sexual assault, harassment, and discrimination among our UTSA community as a whole; and

**Whereas** the interconnectedness of academia means we *as a whole institution* have a responsibility to create a safe, positive and inclusive learning and working environment;

**Be it resolved** that UTSA Faculty Senate supports the goals in President Eighmy's strategic initiative on Sexual Violence Prevention and Support and the recommendations outlined in the CLASE report (Cultivating Learning and Safe Environments)<sup>1</sup>, The President's Task Force on Preventing Sexual Violence on Campus<sup>2</sup>, and the 2018 Diversity Survey Report<sup>3</sup> about issues facing faculty and staff.

### **Recommendations:**

1. Make a sustained, institutional commitment for a more inclusive approach to the problem of sexual assault, harassment, and discrimination for university members (paying specific attention to the issue regarding faculty/staff and to the notion of intersectionality);
2. Make data sets accessible so that faculty can analyze them to develop a better, more complete picture of the issues, with particular attention to faculty and staff as victims and perpetrators;
3. Create stronger, more reliable reporting and investigation procedures for victims to report incidents of sexual assault, harassment, and discrimination.

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<sup>1</sup> Busch-Armendariz, N. B., Wood, L., Sulley, C., Kammer-Kerwick, M., Kellison, B., McClain, T., Hoefer, S., Wang, A., Westbrook, L., Olaya-Rodriguez, D., Hill, K., & Wachter, K. (2017). Cultivating learning and safe environments: An empirical study of prevalence and perceptions of sexual harassment, stalking, dating/domestic abuse and violence, and unwanted sexual contact – The University of Texas at San Antonio. Austin, TX: Institute on Domestic Violence & Sexual Assault, The University of Texas at Austin. <https://www.utsystem.edu/sites/clase>

<sup>2</sup> (2018). President's Task Force on Preventing Sexual Violence on Campus. Retrieved April 16, 2018, from <https://www.utsa.edu/president/programs/task-force/Charges.html>

<sup>3</sup> American Association of Medical Colleges and University of Massachusetts. (2018). UTSA Diversity Survey. Provost's Diversity and Inclusiveness Advisory Council. Retrieved April 16, 2018, from [http://provost.utsa.edu/diversity/docs/DiversitySurvey\\_report.pdf](http://provost.utsa.edu/diversity/docs/DiversitySurvey_report.pdf)