Harvard 2019 AAU Student Survey on Sexual Assault & Misconduct

October 17, 2019

6:00 p.m. – 7:30 p.m.
OSAPR staff are available on-site for support services

• **Cambridge:** Science Center B09A
• **Longwood:** Kresge G1, Room 204

To view survey results and information, [titleix.harvard.edu/survey](http://titleix.harvard.edu/survey):

• AAU Survey Reports for 2015 and 2019
• Harvard Survey Reports for 2015 and 2019
• Town Hall presentation slides (after Town Hall)

Questions about the survey results may be submitted to [aausurvey@harvard.edu](mailto:aausurvey@harvard.edu)
Harvard 2019 AAU Student Survey on Sexual Assault & Misconduct

Presenter:
Kathleen L. McGinn
Cahners-Rabb Professor of Business Administration

October 17, 2019
Steering Committee

Kathleen L. McGinn
• Co-Chair of Harvard 2019 AAU Survey Steering Committee
• Principal Investigator, Harvard 2019 AAU Survey

Peggy Newell
• Co-Chair of Harvard 2019 AAU Survey Steering Committee
• Deputy Provost

Paul Barreira, Executive Director of HUHS
Jacqueline Bhabha, Professor of the Practice of Health and Human Rights, HCSPH
Amiya Bhatia, HCSPH Student
Siri Chilazi, HKS Fellow
Catherine Claypoole, Associate Dean and Dean for Academic and Faculty Affairs/Chief of Staff, HLS
Jean Cunningham, Associate Dean for Faculty & Academic Affairs, HBS
D Dangaran, HLS Student

Frank Dobbin, Henry Ford II Professor of the Social Sciences
Steph Grayson Gauchel, Assistant Dean for Student Affairs, HDS
Joe Grochmal, Harvard College Student
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Andrew Ho, Charles William Eliot Professor of Education, GSE
Melodie Jackson, Associate Dean for Communications and Public Affairs, HLS
Rakesh Khurana, Danoff Dean of Harvard College
Nicole Merhill, University Title IX Officer
Katie O’Dair, Dean of Students, Harvard College
Karen Pearce, Director of Institutional Research
Heather Quay, OGC, Counsel to the Committee
Albert Wang, Senior Research Analyst
Leah Whitehouse, Research Analyst
Catherine Zhang, Harvard College Student
2019 Participating Institutions

33 Participating Institutions

Boston University
Brown University
California Institute of Technology
Carnegie Mellon University
Case Western Reserve University
Georgetown University
Harvard University
Iowa State University
Massachusetts Institute of Technology
Northwestern University
Rice University
Stanford University
Texas A&M University
The John Hopkins University
The Ohio State University
The University of Arizona
The University of Chicago
The University of Kansas
The University of North Carolina at Chapel Hill
The University of Wisconsin–Madison
University of Florida
University of Michigan
University of Minnesota, Twin Cities
University of Missouri
University of Oregon
University of Pennsylvania
University of Pittsburgh
University of Rochester
University of Southern California
University of Virginia
Vanderbilt University
Washington University in St. Louis
Yale University

21 Institutions Also Participated in 2015 AAU Survey
Key Areas for Presentation

1. Participation by survey respondent characteristics
2. Nonconsensual sexual contact
   • Details of incidents involving physical force or inability to consent (new 2019)
3. Sexual harassment
4. Perception and knowledge of programs and resources
5. Bystander behavior
6. Summary and recommendations
Key Area

Characteristics of Survey Respondents
Harvard Participation Rates

2019 overall response rate

36.1%
of 23,015

Harvard 2015 response rate: 53.2%

Subgroup response rates

- Undergraduate women: 62.6% (2015), 41.1% (2019)
- Graduate or professional women: 56.0% (2015), 41.8% (2019)
- Undergraduate men: 52.3% (2019), 29.2% (2015)
- Graduate or professional men: 46.3% (2019), 31.5% (2015)

Average AAU 2019 response rate: 21.9% (sample population 830,956) with a range from 6% to 68%
## Self-identified Characteristics of Harvard Survey Respondents

<table>
<thead>
<tr>
<th>Category</th>
<th>Number of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
<tr>
<td>All</td>
<td>8,314</td>
</tr>
<tr>
<td><strong>Affiliation</strong></td>
<td></td>
</tr>
<tr>
<td>Graduate or Professional</td>
<td>5,702</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>2,608</td>
</tr>
<tr>
<td>Decline to say</td>
<td>4</td>
</tr>
<tr>
<td><strong>Gender</strong></td>
<td></td>
</tr>
<tr>
<td>Man</td>
<td>3,468</td>
</tr>
<tr>
<td>TGQN(^1)</td>
<td>149</td>
</tr>
<tr>
<td>Woman</td>
<td>4,647</td>
</tr>
<tr>
<td>Decline to say</td>
<td>50</td>
</tr>
<tr>
<td><strong>Race/Ethnicity</strong></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>2,025</td>
</tr>
<tr>
<td>Black</td>
<td>461</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>886</td>
</tr>
<tr>
<td>Other or multi-racial</td>
<td>732</td>
</tr>
<tr>
<td>White</td>
<td>4,154</td>
</tr>
<tr>
<td>Decline to say</td>
<td>56</td>
</tr>
<tr>
<td><strong>Sexual Orientation</strong></td>
<td></td>
</tr>
<tr>
<td>LGBAQN(^2)</td>
<td>1,640</td>
</tr>
<tr>
<td>Straight</td>
<td>6,500</td>
</tr>
<tr>
<td>Decline to say</td>
<td>174</td>
</tr>
</tbody>
</table>

1 TGQN is the sum of respondents who identified as transgender, genderqueer or nonconforming, questioning, or not listed
2 LGBAQN is the sum of respondents who identified as lesbian, gay, bisexual, asexual, queer, questioning, or not listed
Key Area

Nonconsensual Sexual Contact: Prevalence
Survey Asked about 8 Types of Nonconsensual Sexual Contact

<table>
<thead>
<tr>
<th>Sexual Contact</th>
<th>Nonconsensual (“tactics”)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Penetration</td>
<td>• Using physical force or threats of physical force</td>
</tr>
<tr>
<td>• Sexual Touching</td>
<td>• While unable to consent or stop what was happening</td>
</tr>
<tr>
<td></td>
<td>• By threat of serious non-physical harm or promised rewards (coercion)</td>
</tr>
<tr>
<td></td>
<td>• Without active, ongoing, voluntary agreement</td>
</tr>
</tbody>
</table>
Nonconsensual Sexual Contact Since Entering School

Harvard

- Penetration and/or sexual touching by force, inability to consent, coercion (<1%), and/or without voluntary agreement
- Penetration and/or sexual touching by force and/or inability to consent
- Penetration by force and/or inability to consent

<table>
<thead>
<tr>
<th>Year</th>
<th>Category</th>
<th>2015</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12.3%</td>
<td>8.4%</td>
<td>8.7%</td>
</tr>
<tr>
<td></td>
<td>3.6%</td>
<td></td>
<td>3.5%</td>
</tr>
</tbody>
</table>

AAU

- Penetration and/or sexual touching by force, inability to consent, coercion (<1%), and/or without voluntary agreement
- Penetration and/or sexual touching by force and/or inability to consent
- Penetration by force and/or inability to consent

<table>
<thead>
<tr>
<th>Year</th>
<th>Category</th>
<th>2015</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>14.8%</td>
<td>11.7%</td>
<td>13.0%</td>
</tr>
<tr>
<td></td>
<td>5.3%</td>
<td></td>
<td>6.2%</td>
</tr>
</tbody>
</table>
Nonconsensual Sexual Contact by Self-identified Gender and Affiliation at Harvard

Penetration and/or sexual touching by force, inability to consent, coercion (<1%), and/or without voluntary agreement
Penetration and/or sexual touching by force and/or inability to consent
Penetration by force and/or inability to consent
Nonconsensual Sexual Contact by Self-identified Race/Ethnicity and Affiliation at Harvard

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate</th>
<th>Graduate or professional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian only</td>
<td>5.4%</td>
<td>5.6%</td>
</tr>
<tr>
<td>Black only</td>
<td>5.4%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>7.1%</td>
<td>8.0%</td>
</tr>
<tr>
<td>Other or multi-racial</td>
<td>21.8%</td>
<td>9.1%</td>
</tr>
<tr>
<td>White only</td>
<td>21.9%</td>
<td>12.3%</td>
</tr>
</tbody>
</table>

Legend:
- Penetration and/or sexual touching by force, inability to consent, coercion (<1%), and/or without voluntary agreement
- Penetration and/or sexual touching by force and/or inability to consent
- Penetration by force and/or inability to consent

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Nonconsensual Sexual Contact by Self-identified Sexual Orientation and Affiliation at Harvard

### Undergraduate

<table>
<thead>
<tr>
<th>Group</th>
<th>Penetration and/or sexual touching by force and/or inability to consent</th>
<th>Penetration by force and/or inability to consent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Straight women</td>
<td>29.2%</td>
<td>8.5%</td>
</tr>
<tr>
<td>Straight men</td>
<td>21.6%</td>
<td>7.7%</td>
</tr>
<tr>
<td>LGBAQN</td>
<td>26.1%</td>
<td>11.6%</td>
</tr>
</tbody>
</table>

### Graduate or professional

<table>
<thead>
<tr>
<th>Group</th>
<th>Penetration and/or sexual touching by force and/or inability to consent</th>
<th>Penetration by force and/or inability to consent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Straight women</td>
<td>10.1%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Straight men</td>
<td>7.1%</td>
<td>1.3%</td>
</tr>
<tr>
<td>LGBAQN</td>
<td>2.8%</td>
<td>2.3%</td>
</tr>
</tbody>
</table>
Details on Incidents of Penetration and/or Sexual Touching by Physical Force and/or Inability to Consent

- Students could supply details for **4 most impactful** incidents of nonconsensual sexual contact.
- Many students reported multiple incidents, so incident level reporting provides a more detailed picture.
- Most incidents were reported by undergraduate women (46.9% of incidents), followed by graduate women (30.3%), undergraduate men (15.2%), graduate men (4.9%), and TGQN (2.9%).
- 86.6% of incidents involved at least one male offender.
- 13.1% of incidents involved two or more offenders.
- Most incidents were reported by undergraduate women (46.9% of incidents), followed by graduate women (30.3%), undergraduate men (15.2%), graduate men (4.9%), and TGQN (2.9%).
Offender Association with Harvard for Incidents of Penetration and/or Sexual Touching Involving Physical Force and/or Inability to Consent

How (is the person/are the persons) who did this to you associated with Harvard? (Mark all that apply)

<table>
<thead>
<tr>
<th>Association with Harvard</th>
<th>Undergraduate</th>
<th>Graduate or professional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>82.5%</td>
<td>67.0%</td>
</tr>
<tr>
<td>No association with Harvard</td>
<td>15.7%</td>
<td>25.3%</td>
</tr>
<tr>
<td>Alumni</td>
<td>2.7%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Coach, trainer, other staff or administrator</td>
<td>0.6%</td>
<td>3.1%</td>
</tr>
<tr>
<td>Student teaching assistant</td>
<td>1.2%</td>
<td>2.4%</td>
</tr>
<tr>
<td>Other association with Harvard</td>
<td>1.5%</td>
<td>1.7%</td>
</tr>
<tr>
<td>Faculty or instructor</td>
<td>0.6%</td>
<td>1.4%</td>
</tr>
</tbody>
</table>
Offender Relationship to Harvard Student for Incidents of Penetration or Sexual Touching Involving Physical Force and/or Inability to Consent

- **Current or previous partner**
  - Undergraduate: 32.0%
  - Graduate or professional: 38.6%

- **Friend**
  - Undergraduate: 26.8%
  - Graduate or professional: 30.6%

- **Acquaintance, classmate, coworker**
  - Undergraduate: 38.7%
  - Graduate or professional: 31.0%

- **Teacher, advisor, coach, supervisor, someone I was teaching, residential staff**
  - Undergraduate: 2.4%
  - Graduate or professional: 3.6%

- **Did not know**
  - Undergraduate: 13.7%
  - Graduate or professional: 9.2%
Incident and Leadup Locations

Incident Location
• Where did this incident occur?
• We would like to know about the setting of the incident in greater detail specific to Harvard. Please select the option below that best describes the setting of the incident.

Leadup Location
• In the hours leading up to the incident, did you encounter the {person/people} in a different setting than where the incident occurred?
• Please select the option below that best describes the setting of the incident.
Incident and Leadup Locations, Penetration or Sexual Touching by Physical Force and/or Inability to Consent, Undergraduate

**Leadup location**
- On-campus housing: 34.2%
- On-campus social event: 22.3%
- Restaurant, bar, or club (Non-campus related): 18.0%
- Off-campus social event: 14.8%
- Other: 7.1%
- Final club - single-gender: 6.8%
- Outdoor location on or around campus: 4.6%
- Other off-campus location: 5.7%
- On-campus athletic or extracurricular space: 3.0%
- Final club - co-ed or former final club: 3.9%
- Lab or on-campus academic space: 3.7%
- Other: 4.6%

**Incident location**
- On-campus housing: 79.4%
- On-campus social event: 13.4%
- Restaurant, bar, or club (Non-campus related): 10.8%
- Off-campus social event: 7.5%
- Other: 6.3%
- Final club - single-gender: 5.9%
- Outdoor location on or around campus: 4.6%
- Other off-campus location: 2.7%
- On-campus athletic or extracurricular space: 0.5%
- Final club - co-ed or former final club: 2.1%
- Lab or on-campus academic space: 2.8%
- Other: 0.0%
Incident and Leadup Locations, Incidents of Penetration or Sexual Touching by Physical Force and/or Inability to Consent, Graduate or Professional

**Leadup location**

- On-campus housing: 47.6%
- On-campus social event: 12.9%
- Restaurant, bar, or club (Non-campus related) or off-campus social event: 13.1%
- Other:
  - Final club - single-gender: 13.4%
  - Outdoor location on or around campus: 5.2%
  - Other off-campus location: 11.5%
  - On-campus athletic or extracurricular space: 13.1%
  - Final club - co-ed or former final club: 0.0%
  - Lab or on-campus academic space: 9.1%

**Incident location**

- On-campus housing: 21.5%
- On-campus social event: 6.3%
- Restaurant, bar, or club (Non-campus related) or off-campus social event: 5.6%
- Other:
  - Final club - single-gender: 1.9%
  - Outdoor location on or around campus: 1.6%
  - Other off-campus location: 9.8%
  - On-campus athletic or extracurricular space: 0.0%
  - Final club - co-ed or former final club: 4.9%
  - Lab or on-campus academic space: 0.0%
Alcohol and Drug Use, Incidents of Penetration and/or Sexual Touching with Physical Force and/or Inability to Consent

Alcohol use
- Respondent drank before incident: 75.6% Undergraduate, 70.8% Graduate or professional
- Offender(s) drank before incident: 66.1% Undergraduate, 68.2% Graduate or professional

Drug use
- Respondent took drugs before incident: 8.4% Undergraduate, 2.9% Graduate or professional
- Offender(s) took drugs before incident: 7.0% Undergraduate, 3.0% Graduate or professional
Key Area

Sexual Harassment
Harassing Behavior

Since you have been a student at Harvard, has a student, or someone employed by or otherwise associated with Harvard. . .

- Made sexual remarks or told sexual jokes or sexual stories that were insulting or offensive to you?
- Made inappropriate or offensive comments about your or someone else’s body, appearance or sexual activities?
- Said crude or gross sexual things to you or tried to get you to talk about sexual matters when you didn’t want to?
- Used social or on-line media to do any of the following that you didn’t want:
  - send offensive sexual remarks, jokes, stories, pictures or videos to you
  - communicate offensive sexual remarks, jokes, stories, pictures or videos about you
- Continued to ask you to go out, get dinner, have drinks or have sex even though you said, “No”? 
Additional Question on Impact of Harassment (2019 Only)

Did (this/any of these) experience(s) affect you in any of the following ways? (Mark all that apply)

- Interfered with your academic or professional performance
- Limited your ability to participate in an academic program
- Created an intimidating, hostile, or offensive social, academic or work environment
Students Experiencing Harassing Behavior

Harvard

- Harassing behavior: 17.7%
- Harassing behavior: Interfered, limited, or created a hostile environment: 39.3%

AAU

- Harassing behavior: 18.9%
- Harassing behavior: Interfered, limited, or created a hostile environment: 41.8%
Overall, 39.3% of students (50.9% of UG, 33.8% of G) experienced at least one harassing behavior since entering Harvard.
Harassing Behavior by Self-identified Gender and Affiliation at Harvard

- Undergraduate women: 32.2% Harassing behavior, 61.4% Harassing behavior that interfered, limited, or created a hostile environment
- Graduate or professional women: 21.9% Harassing behavior, 40.3% Harassing behavior that interfered, limited, or created a hostile environment
- Undergraduate men: 10.4% Harassing behavior, 39.5% Harassing behavior that interfered, limited, or created a hostile environment
- Graduate or professional men: 8.8% Harassing behavior, 26.8% Harassing behavior that interfered, limited, or created a hostile environment
- TGQN: 43.7% Harassing behavior, 61.2% Harassing behavior that interfered, limited, or created a hostile environment
Harassing Behavior at Harvard, by Reported Offender Association with Harvard

Overall, **39.3%** of students (**50.9% of UG, 33.8% of G**) experienced at least one harassing behavior since entering Harvard.
Key Area

Knowledge of and Experience with Programs and Resources
Knowledge About Where to Get Help at Harvard if You Experienced Sexual Misconduct – Extremely or Very Knowledgeable
How Likely Is It That Harvard Officials Would Conduct a Fair Investigation of Reported Sexual Misconduct – Extremely or Very Likely

<table>
<thead>
<tr>
<th>Category</th>
<th>2015</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate women</td>
<td>28.7%</td>
<td>33.2%</td>
</tr>
<tr>
<td>Graduate or professional women</td>
<td>37.2%</td>
<td>42.7%</td>
</tr>
<tr>
<td>Undergraduate men</td>
<td>38.4%</td>
<td>51.3%</td>
</tr>
<tr>
<td>Graduate or professional men</td>
<td>45.0%</td>
<td>55.2%</td>
</tr>
<tr>
<td>TGQN</td>
<td>22.3%</td>
<td>25.9%</td>
</tr>
</tbody>
</table>
Accessing Support Services

Have you ever contacted any of the following about this experience? (Mark all that apply)

- Harvard College Office of BGLTQ Student Life
- Harvard Counseling and Mental Health Services (CAMHS)
- Harvard University Health Services (HUHS)
- Harvard University Police Department (HUPD)
- Office for Dispute Resolution (ODR)
- Office of Sexual Assault Prevention & Response (OSAPR)
- Title IX Coordinators
- Undergraduate Peer Counseling Group (e.g., CARE, Contact, Response, Room 13, SHARC)
- University Chaplains
- Other program or resource
Accessed Any Support Services: Incidents of Penetration or Sexual Touching by Physical Force and/or Inability to Consent

Penetration

- Undergraduate: 41.5%
- Graduate or professional: 33.8%

Sexual touching

- Undergraduate: 15.8%
- Graduate or professional: 17.3%
Reasons for Not Accessing Support Services Following Incidents of Penetration or Sexual Touching by Force and/or Inability to Consent

Why did you decide not to contact any of these programs or resources? (Mark all that apply)
Reasons for Not Accessing Support Services Following Incidents of Penetration or Sexual Touching by Force and/or Inability to Consent

(For "other" or "not serious enough" responses) Please review the list below and mark any of the reasons that may better describe why you didn’t contact any of these programs or resources (Mark all that apply).
Key Area

Bystander Behavior
Bystander Behavior at Harvard

Since you have been a student at Harvard, have you...

- Noticed someone at Harvard making inappropriate sexual comments about someone else’s appearance, sharing unwanted sexual images, or otherwise acting in a sexual way that you believed was making others feel uncomfortable or offended?
- Witnessed a pattern of ongoing sexual comments or behaviors that made you concerned that a fellow student at Harvard was experiencing sexual harassment?
- Witnessed someone at Harvard behaving in a controlling or abusive way towards a dating or sexual partner?
- Witnessed a situation that you believed could have led to a sexual assault?
Percent of Students Who Witnessed Sexual Misconduct by Type of Behavior

- Noticed inappropriate sexual behavior: 33.2% Undergraduate, 18.6% Graduate or professional
- Witnessed a pattern of ongoing sexual behaviors: 8.3% Undergraduate, 5.1% Graduate or professional
- Witnessed someone behaving in a controlling or abusive way: 16.4% Undergraduate, 5.3% Graduate or professional
- Witnessed a situation that could have led to a sexual assault: 23.6% Undergraduate, 6.2% Graduate or professional
Bystander Behavior at Harvard

Thinking about the last time this happened, what did you do? (Mark all that apply)

- Directly intervened or interrupted the situation in the moment
- Checked in with the person who seemed impacted by the behavior
- Confronted or expressed concern to the person engaging in the behavior
- Sought help from either person’s friends
- Sought help from someone else
- Expressed concern to school administrators or another person in a position of authority

Dark Purple = Took Direct Action
Took Action upon Witnessing an Incident by Incident Type

Undergraduate

- Noticed inappropriate sexual behavior: 38.8%
- Witnessed a pattern of ongoing sexual behaviors: 28.6%
- Witnessed someone behaving in a controlling or abusive way: 21.2%
- Witnessed a situation that could have led to a sexual assault: 43.1%

Graduate or Professional

- Noticed inappropriate sexual behavior: 64.8%
- Witnessed a pattern of ongoing sexual behaviors: 73.2%
- Witnessed someone behaving in a controlling or abusive way: 72.6%
- Witnessed a situation that could have led to a sexual assault: 71.5%
Key Area

Summary and Recommendations
Summary

• Prevalence of nonconsensual sexual contact at Harvard is essentially unchanged and has risen slightly across AAU since 2015
  • The majority of nonconsensual sexual contact for Harvard students:
    • is student-to-student
    • takes place in on-campus housing
    • involves alcohol
  • Undergraduates and students identifying as women, gender/sexual minorities, and mixed-race experience the highest rates of nonconsensual sexual contact
  • Even in incidents involving penetration by force or inability to consent, one of the most common reasons given for not accessing any support services is that the incident "wasn't serious enough"
  • Gender-based harassment remains a significant concern at Harvard and across the AAU
  • Undergraduate women and gender minority students experience the highest rates of sexual harassment
  • Most Harvard students take action when observing situations involving potential for sexual misconduct
  • Knowledge of support services and belief in the fairness of University processes has risen since 2015, but less than half of our students feel fully knowledgeable about support services/fully believe processes would be fair
Recommendations

• The steady and high rates of sexual assault and gender-based harassment experienced by Harvard students calls for a cultural change across our community

• We can and must work together to reduce the prevalence of sexual assault and harassment

• We also can and must work together to address the co-occurrence of alcohol use and sexual assault on campus

• We all need to communicate that every incident of sexual assault is serious and unacceptable

• Harvard must examine and adapt practices to ensure that students trust the University will provide needed support and fair processes

• In response to student input, Harvard recently launched an online reporting tool for students, staff, and faculty to anonymously share disclosures and seek support regarding sexual and gender-based harassment

• Harvard will enhance bystander intervention programs to ensure quality and participation

• Harvard should continue to increase gender and racial diversity and inclusion among faculty and campus leaders

• We need to work to prevent sexual assault and gender-based harassment, support community members who experience assault and harassment, and ensure fair and accessible processes when incidents are reported – all together as a community
Resources and Information

Questions about the survey results may be submitted to aausurvey@harvard.edu

To view survey results and information, titleix.harvard.edu/survey:
• AAU Survey Reports for 2015 and 2019
• Harvard Survey Reports for 2015 and 2019
• Town Hall presentation slides (after Town Hall)

Submit disclosures anonymously at titleix.harvard.edu/disclose