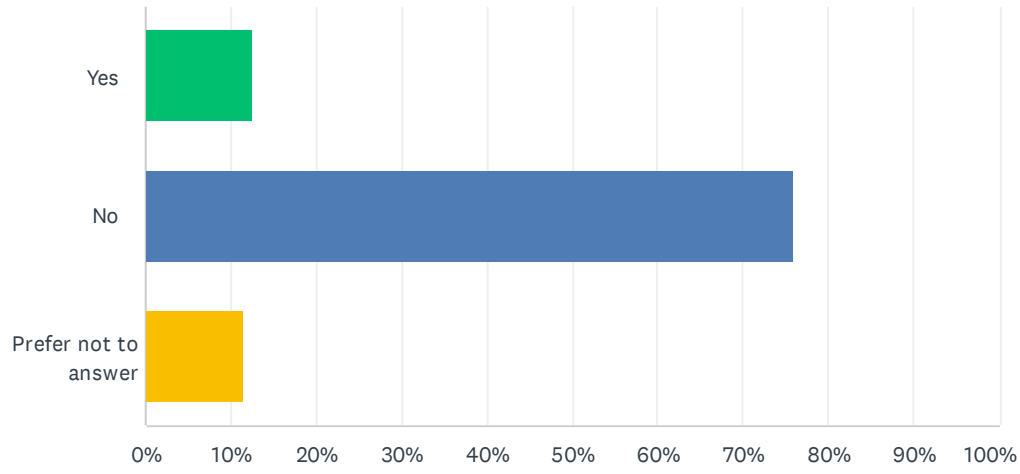


Q1 Are you Hispanic or Latino?

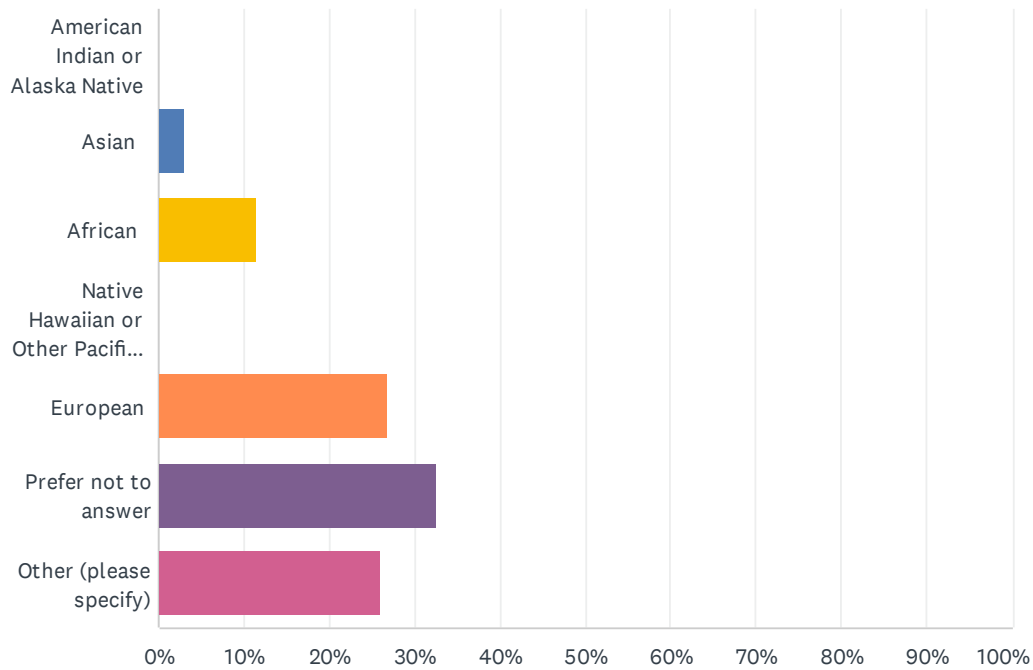
Answered: 104 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	12.50%	13
No	75.96%	79
Prefer not to answer	11.54%	12
TOTAL		104

Q2 Please select one or more races to describe yourself:

Answered: 104 Skipped: 0



ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	0.00% 0
Asian	2.88% 3
African	11.54% 12
Native Hawaiian or Other Pacific Islander	0.00% 0
European	26.92% 28
Prefer not to answer	32.69% 34
Other (please specify)	25.96% 27
TOTAL	104

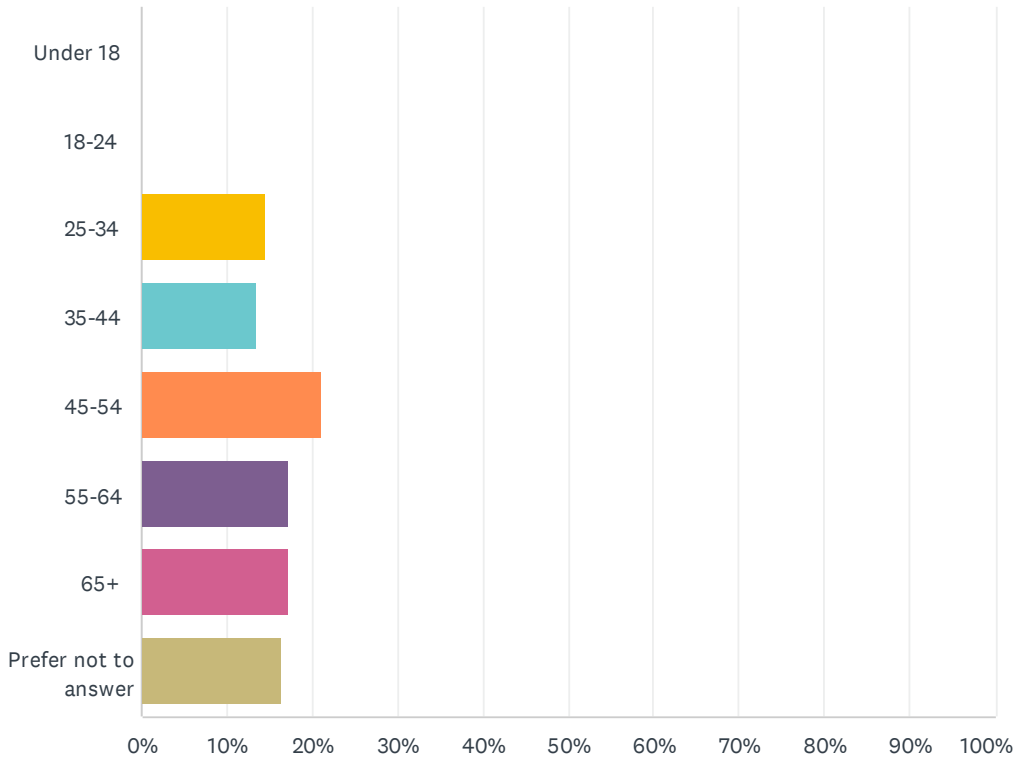
#	OTHER (PLEASE SPECIFY)	DATE
1	WHITE	4/1/2025 3:26 PM
2	white	4/1/2025 12:20 PM
3	American	3/31/2025 5:48 PM
4	white	3/31/2025 1:06 PM
5	West Indian	3/28/2025 11:43 AM
6	White	3/26/2025 1:37 PM
7	African American	3/26/2025 9:43 AM

The College of Westchester Campus Climate Survey for Faculty/Staff: 2025

8	American	3/26/2025 8:27 AM
9	African American	3/25/2025 7:14 PM
10	Puerto Rican	3/24/2025 6:31 PM
11	white	3/24/2025 1:14 PM
12	White	3/24/2025 12:04 PM
13	White	3/18/2025 8:20 PM
14	Latino	3/18/2025 5:15 PM
15	white	3/18/2025 2:40 PM
16	latino	3/18/2025 2:17 PM
17	White	3/18/2025 1:42 PM
18	white	3/13/2025 10:50 AM
19	White	3/12/2025 9:57 AM
20	white	3/11/2025 9:22 AM
21	White	3/11/2025 9:13 AM
22	white	3/11/2025 12:25 AM
23	Caucasian/ White	3/10/2025 5:02 PM
24	white	3/10/2025 1:12 PM
25	Caucasian	3/10/2025 12:19 PM
26	White/Caucasian	3/10/2025 10:12 AM
27	African American	3/10/2025 9:54 AM

Q3 Age

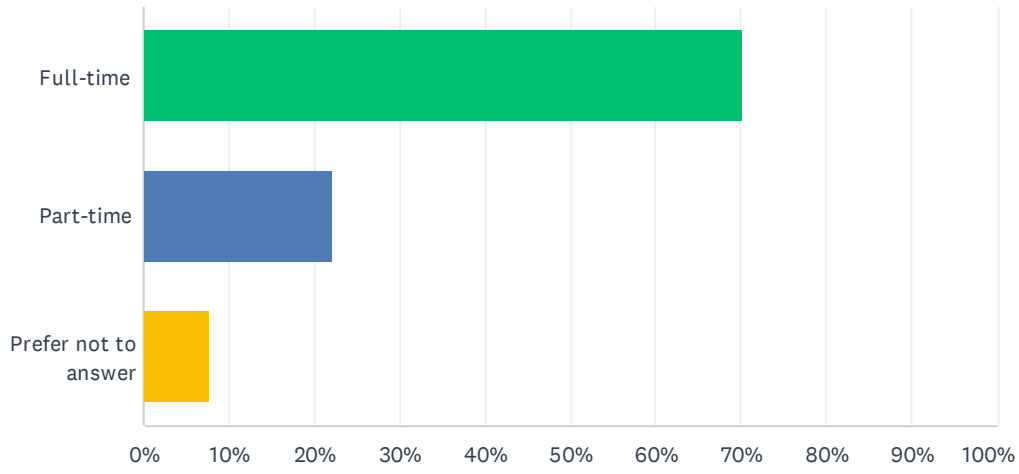
Answered: 104 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-24	0.00%	0
25-34	14.42%	15
35-44	13.46%	14
45-54	21.15%	22
55-64	17.31%	18
65+	17.31%	18
Prefer not to answer	16.35%	17
TOTAL		104

Q4 Employment Status

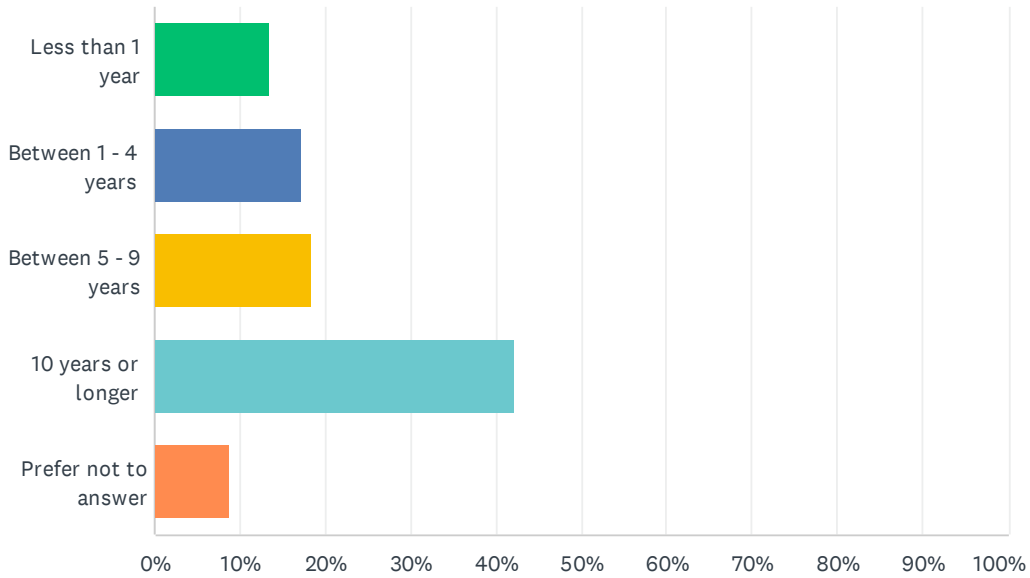
Answered: 104 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-time	70.19%	73
Part-time	22.12%	23
Prefer not to answer	7.69%	8
Total Respondents: 104		

Q5 Number of years employed

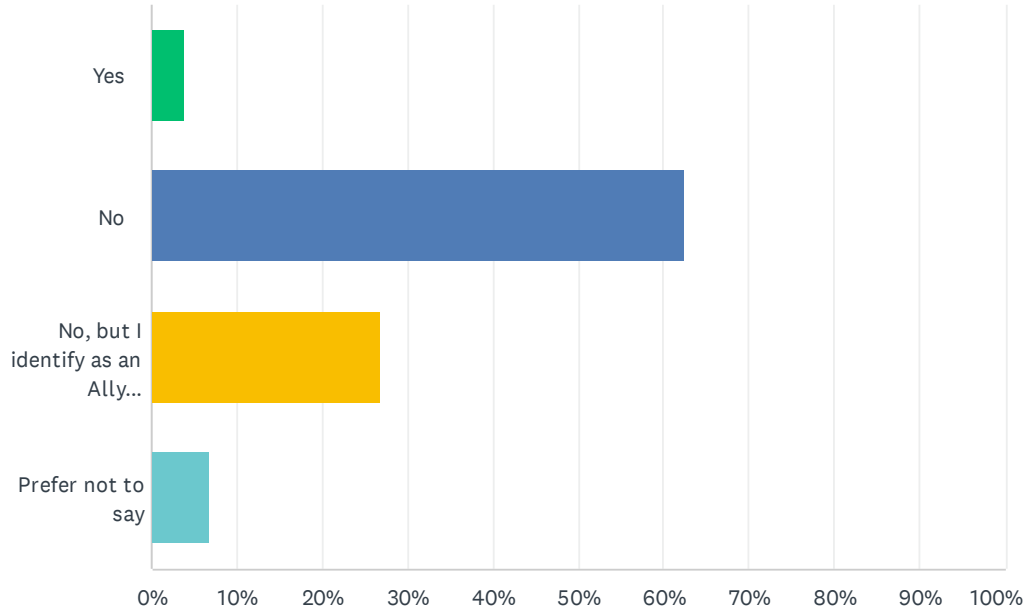
Answered: 104 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1 year	13.46%	14
Between 1 - 4 years	17.31%	18
Between 5 - 9 years	18.27%	19
10 years or longer	42.31%	44
Prefer not to answer	8.65%	9
TOTAL		104

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

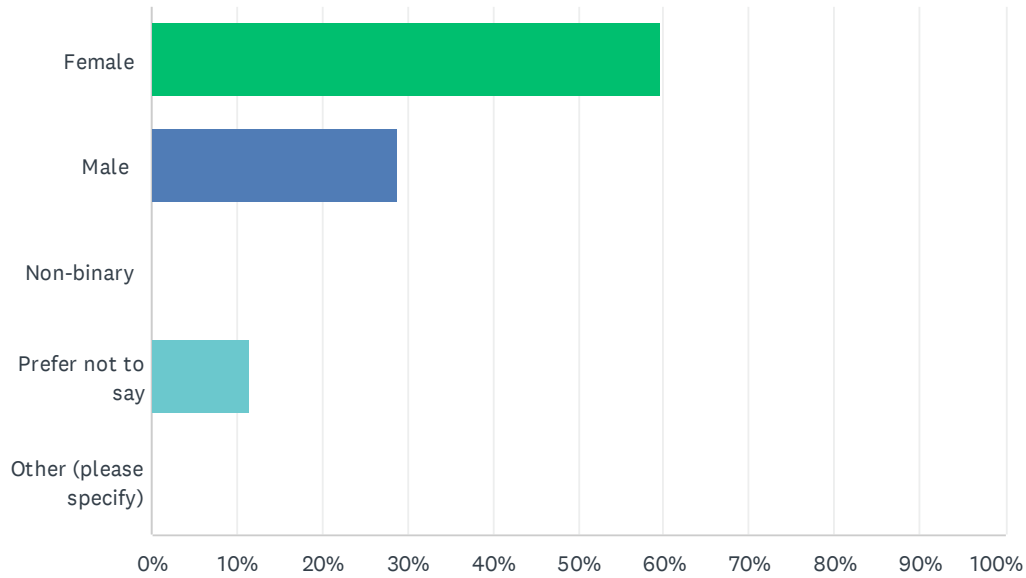
Answered: 104 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	3.85%	4
No	62.50%	65
No, but I identify as an Ally (supportive of LGBTQ people)	26.92%	28
Prefer not to say	6.73%	7
TOTAL		104

Q7 What is your gender?

Answered: 104 Skipped: 0

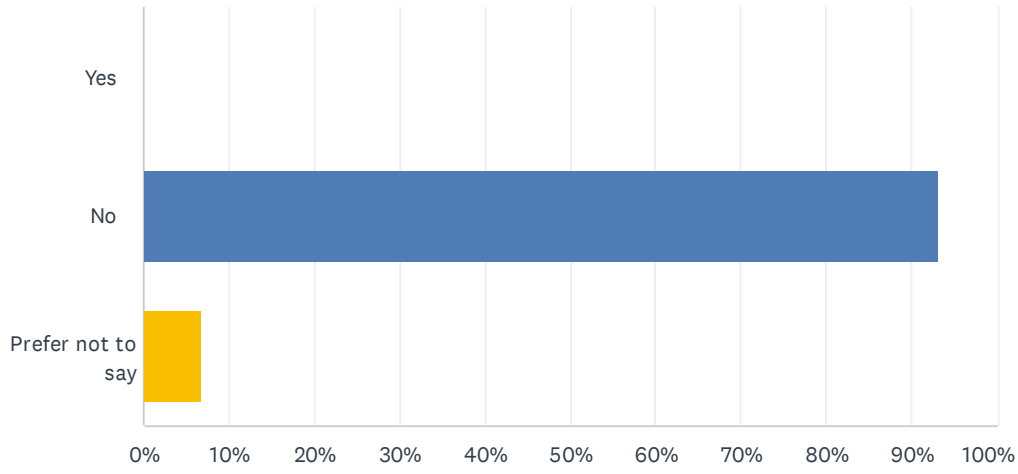


ANSWER CHOICES	RESPONSES	
Female	59.62%	62
Male	28.85%	30
Non-binary	0.00%	0
Prefer not to say	11.54%	12
Other (please specify)	0.00%	0
TOTAL		104

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q8 Do you identify as Transgender?

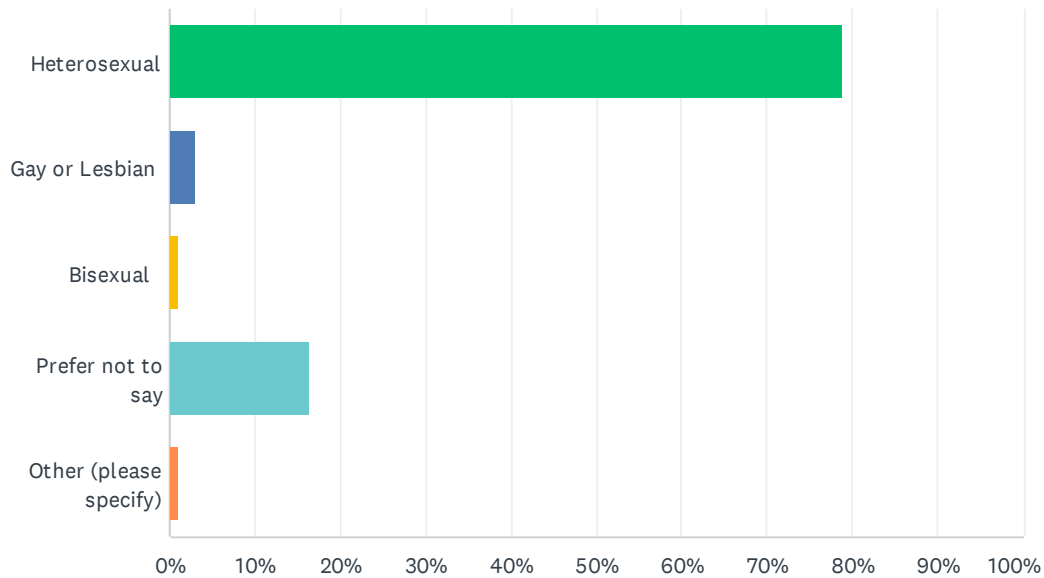
Answered: 104 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	0.00% 0
No	93.27% 97
Prefer not to say	6.73% 7
TOTAL	104

Q9 What is your Sexual Orientation?

Answered: 104 Skipped: 0

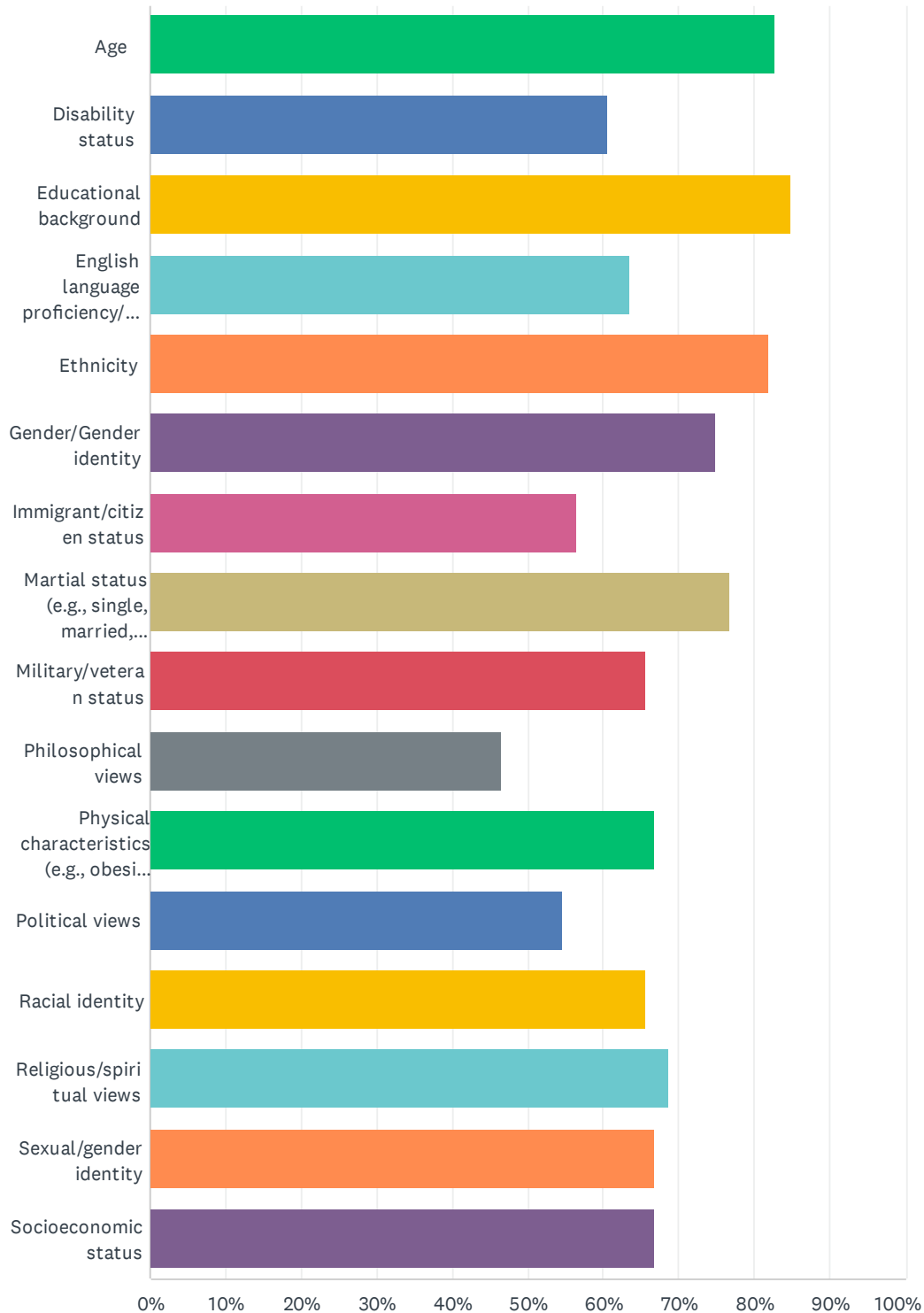


ANSWER CHOICES	RESPONSES	
Heterosexual	78.85%	82
Gay or Lesbian	2.88%	3
Bisexual	0.96%	1
Prefer not to say	16.35%	17
Other (please specify)	0.96%	1
TOTAL		104

#	OTHER (PLEASE SPECIFY)	DATE
1	this is a question that should not be asked/answered	3/20/2025 8:27 PM

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

Answered: 99 Skipped: 5

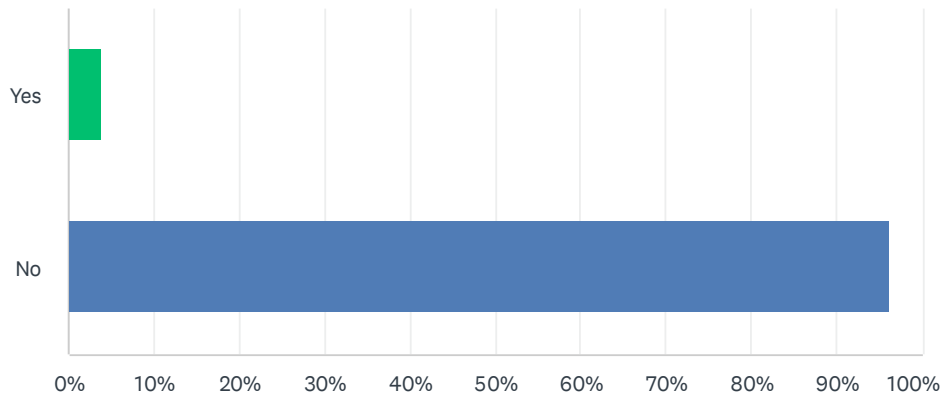


The College of Westchester Campus Climate Survey for Faculty/Staff: 2025

ANSWER CHOICES	RESPONSES	
Age	82.83%	82
Disability status	60.61%	60
Educational background	84.85%	84
English language proficiency/accent	63.64%	63
Ethnicity	81.82%	81
Gender/Gender identity	74.75%	74
Immigrant/citizen status	56.57%	56
Marital status (e.g., single, married, partnered, etc.)	76.77%	76
Military/veteran status	65.66%	65
Philosophical views	46.46%	46
Physical characteristics (e.g., obesity, tattoos, etc.)	66.67%	66
Political views	54.55%	54
Racial identity	65.66%	65
Religious/spiritual views	68.69%	68
Sexual/gender identity	66.67%	66
Socioeconomic status	66.67%	66
Total Respondents: 99		

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

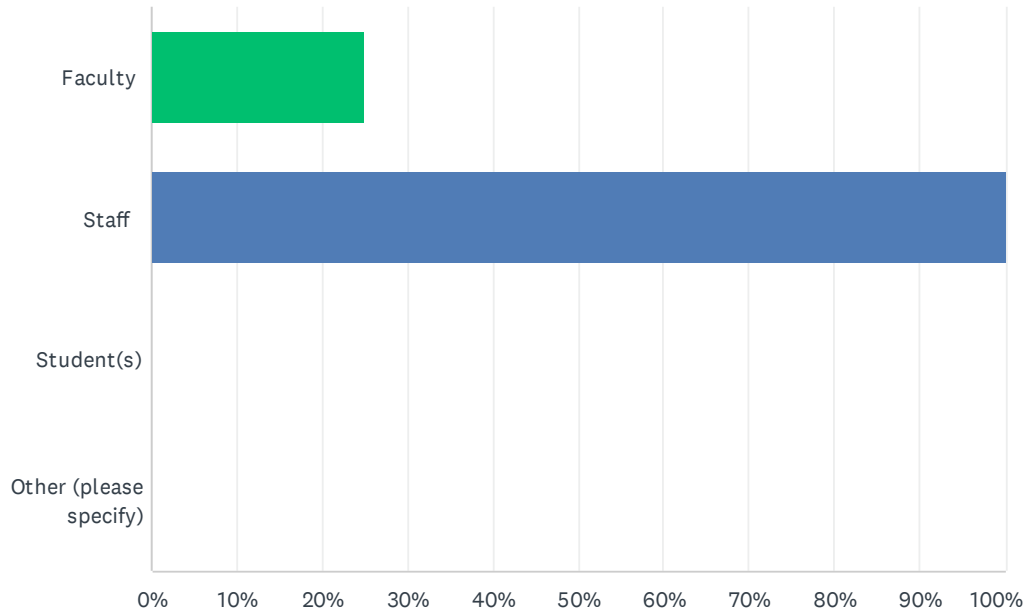
Answered: 104 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	3.85%	4
No	96.15%	100
TOTAL		104

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

Answered: 4 Skipped: 100

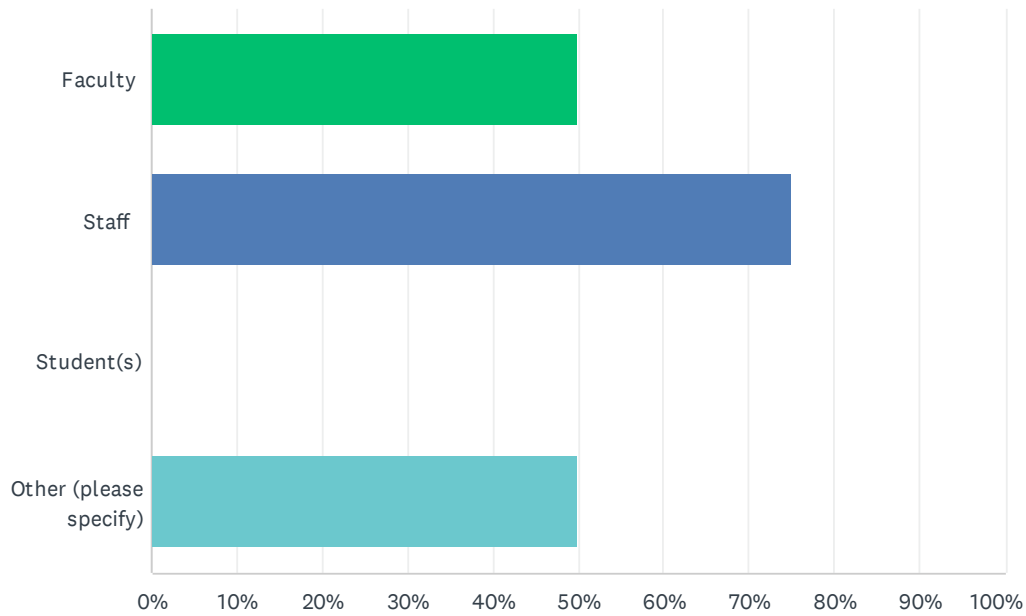


ANSWER CHOICES	RESPONSES
Faculty	25.00% 1
Staff	100.00% 4
Student(s)	0.00% 0
Other (please specify)	0.00% 0
Total Respondents: 4	

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

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

Answered: 4 Skipped: 100

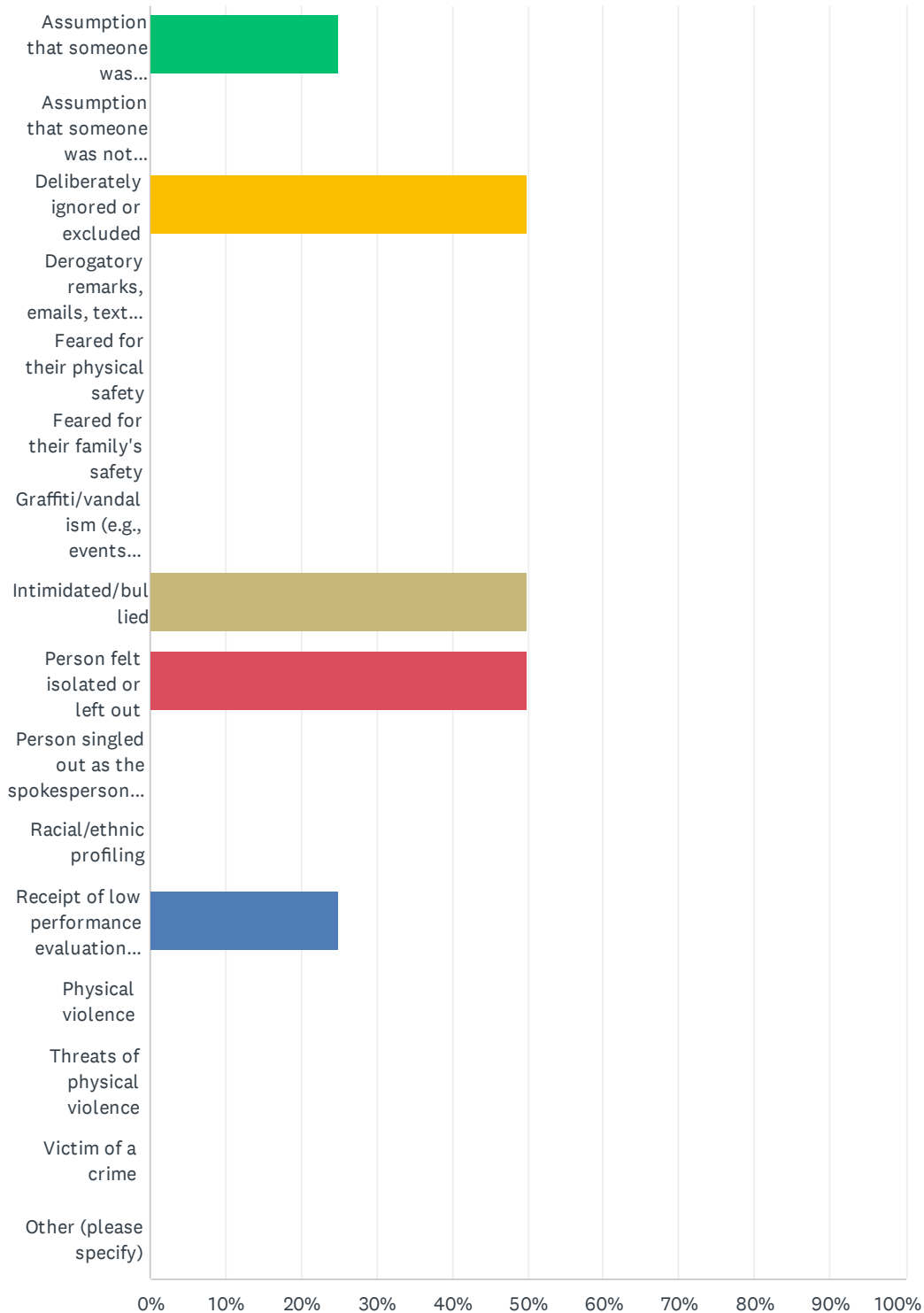


ANSWER CHOICES	RESPONSES
Faculty	50.00% 2
Staff	75.00% 3
Student(s)	0.00% 0
Other (please specify)	50.00% 2
Total Respondents: 4	

#	OTHER (PLEASE SPECIFY)	DATE
1	Administrator	3/10/2025 1:51 PM
2	Administration	3/10/2025 1:02 PM

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

Answered: 4 Skipped: 100



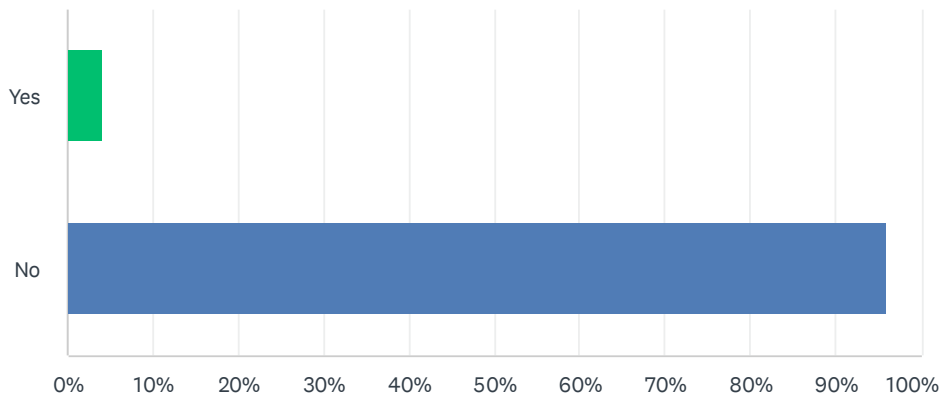
The College of Westchester Campus Climate Survey for Faculty/Staff: 2025

ANSWER CHOICES	RESPONSES	
Assumption that someone was admitted/hired/promoted based on his/her identity group	25.00%	1
Assumption that someone was not admitted/hired/promoted based on his/her identity group	0.00%	0
Deliberately ignored or excluded	50.00%	2
Derogatory remarks, emails, text messages, social media posts, phone calls, or other written messages	0.00%	0
Feared for their physical safety	0.00%	0
Feared for their family's safety	0.00%	0
Graffiti/vandalism (e.g., events advertisement removed or defaced)	0.00%	0
Intimidated/bullied	50.00%	2
Person felt isolated or left out	50.00%	2
Person singled out as the spokesperson for their identity group	0.00%	0
Racial/ethnic profiling	0.00%	0
Receipt of low performance evaluation because of a hostile working environment	25.00%	1
Physical violence	0.00%	0
Threats of physical violence	0.00%	0
Victim of a crime	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 4		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

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

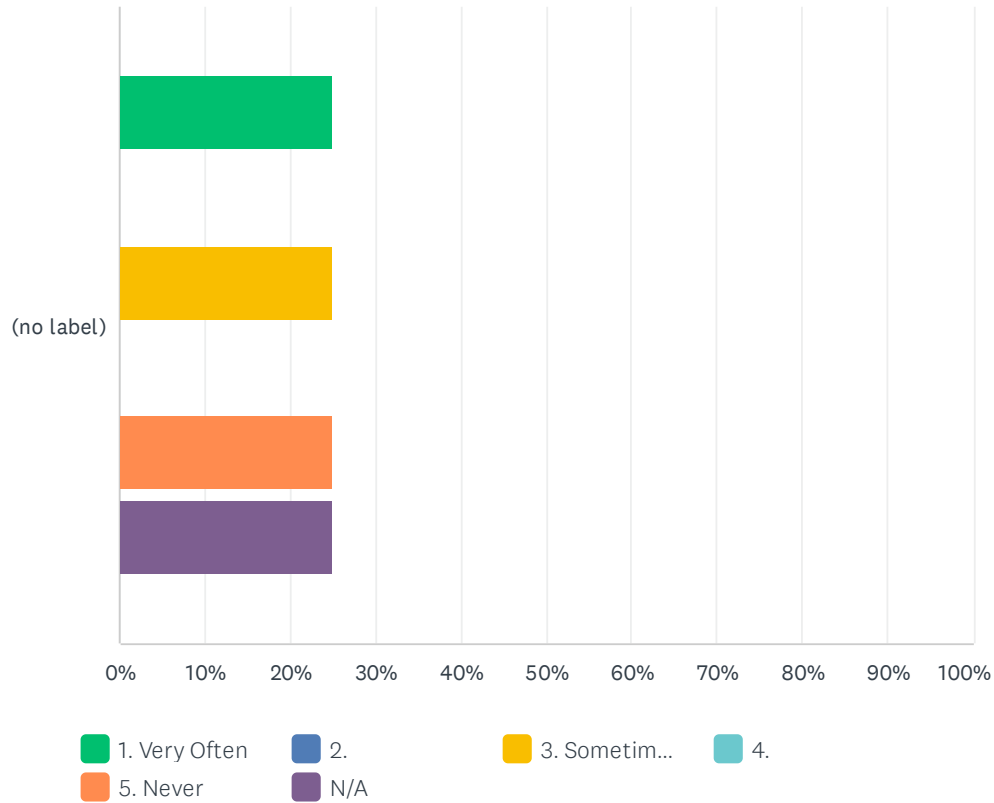
Answered: 101 Skipped: 3



ANSWER CHOICES	RESPONSES
Yes	3.96% 4
No	96.04% 97
TOTAL	101

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

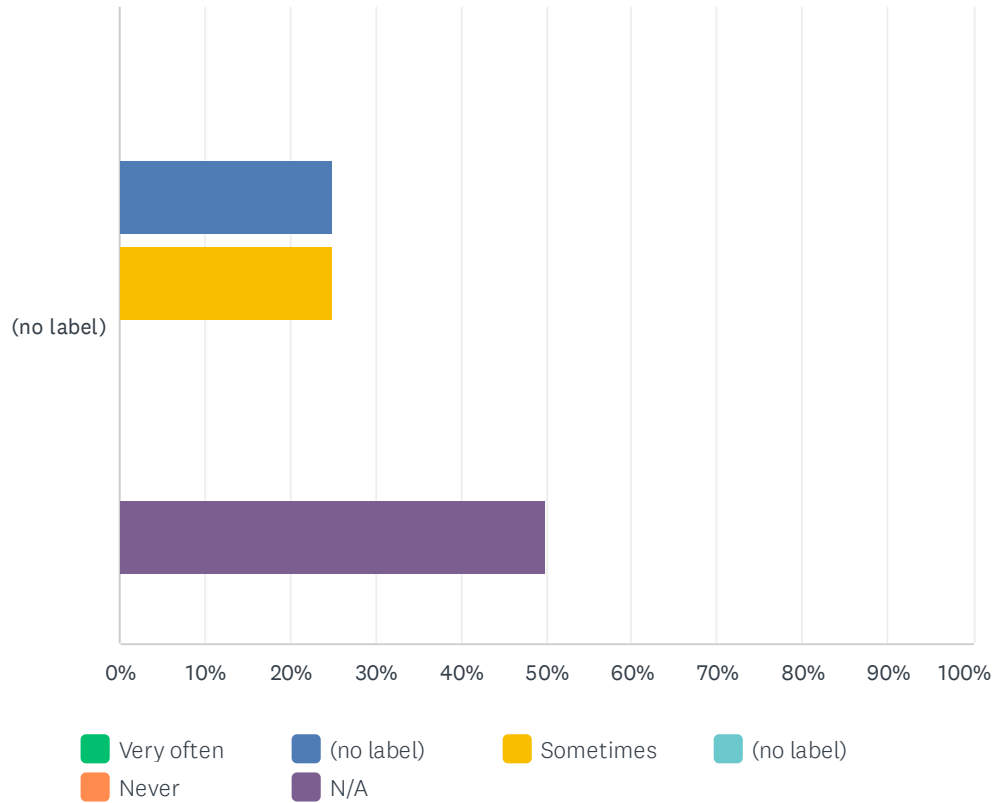
Answered: 4 Skipped: 100



	1. VERY OFTEN	2.	3. SOMETIMES	4.	5. NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	0.00%	25.00%	0.00%	25.00%	25.00%	4	3.00
	1	0	1	0	1	1		

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

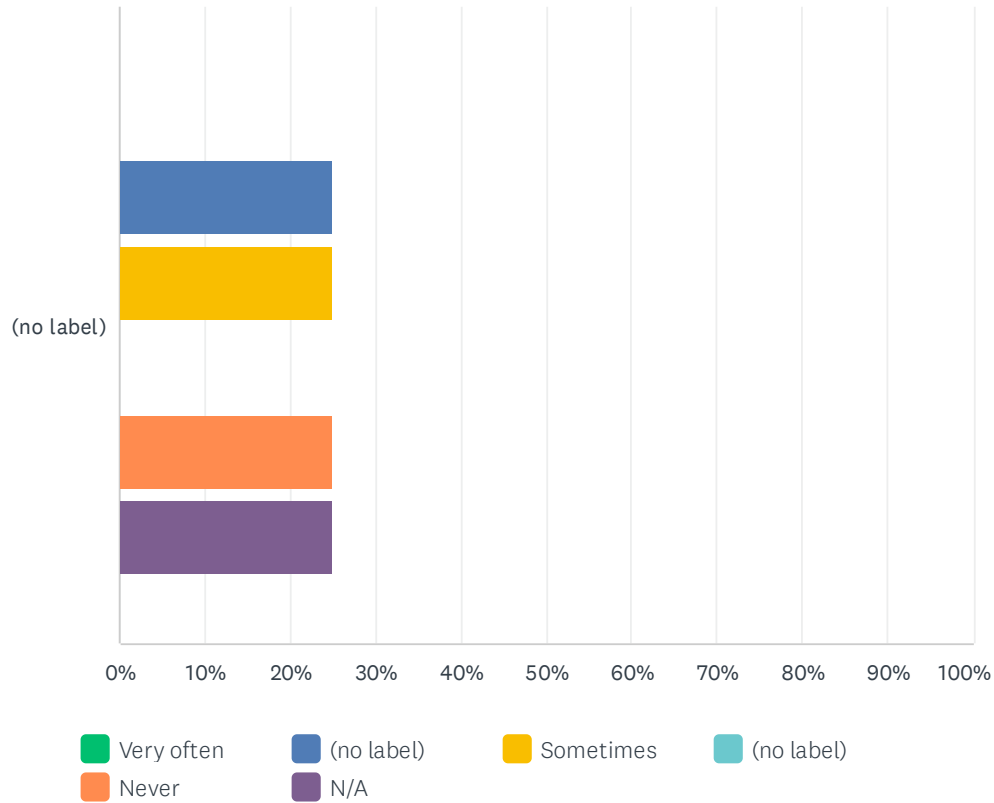
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	0.00% 0	0.00% 0	50.00% 2	4	2.50

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

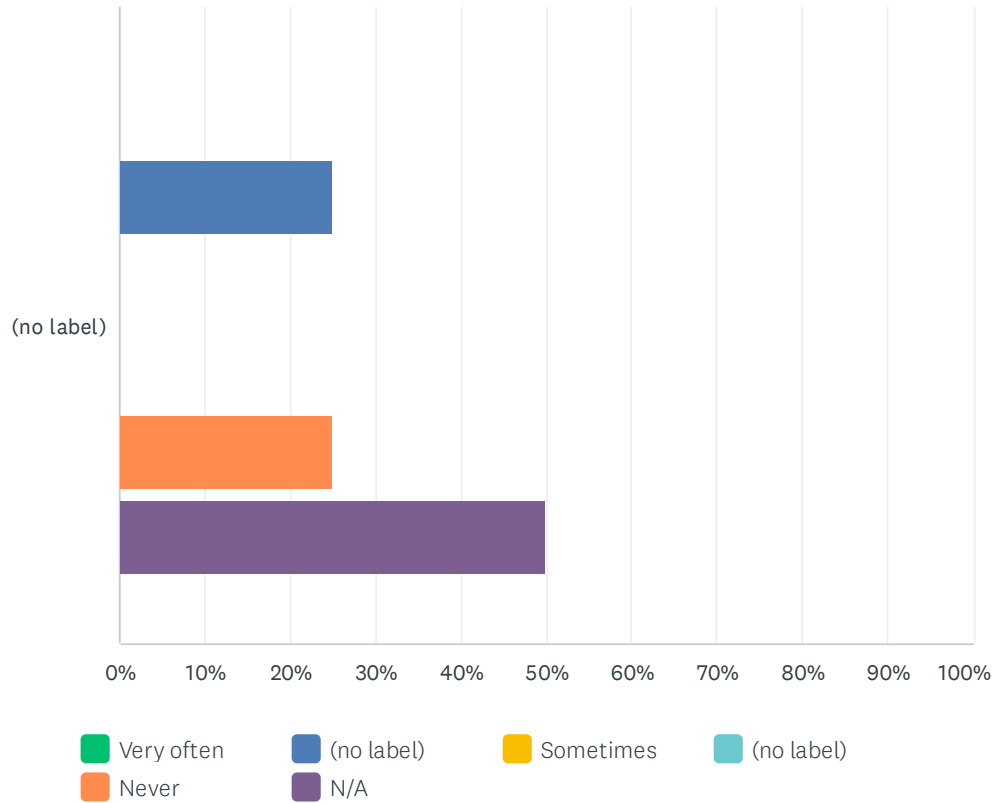
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	0.00% 0	25.00% 1	25.00% 1	4	3.33

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

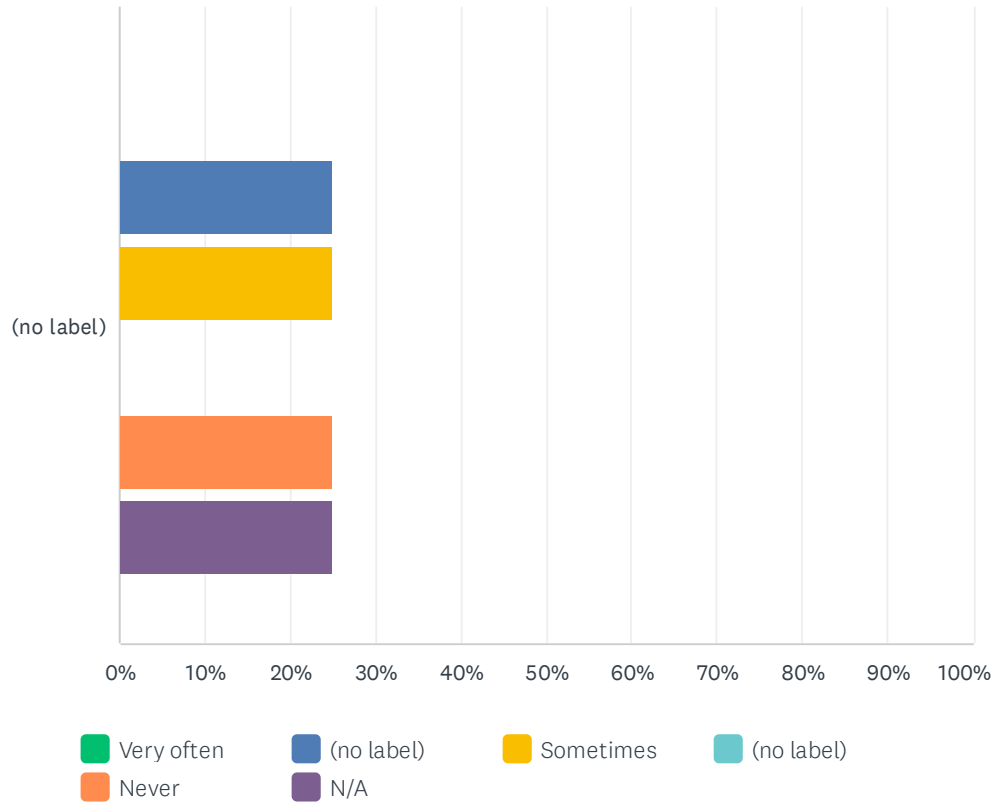
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	0.00% 0	0.00% 0	25.00% 1	50.00% 2	4	3.50

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

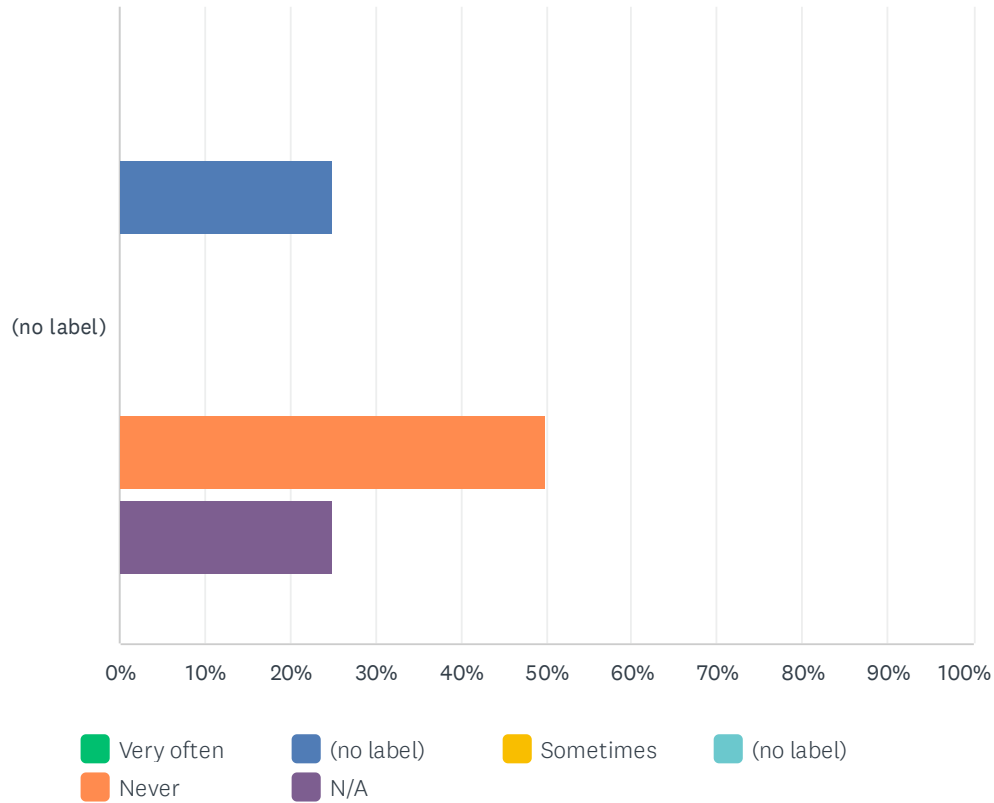
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	0.00% 0	25.00% 1	25.00% 1	4	3.33

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

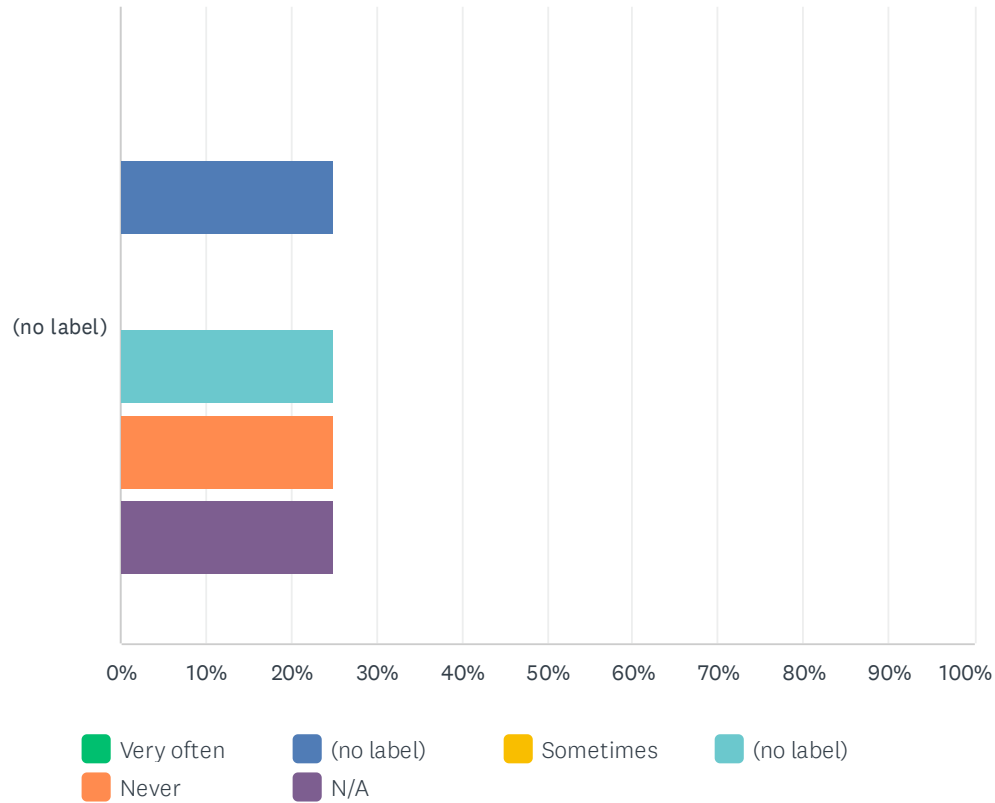
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	0.00% 0	0.00% 0	50.00% 2	25.00% 1	4	4.00

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

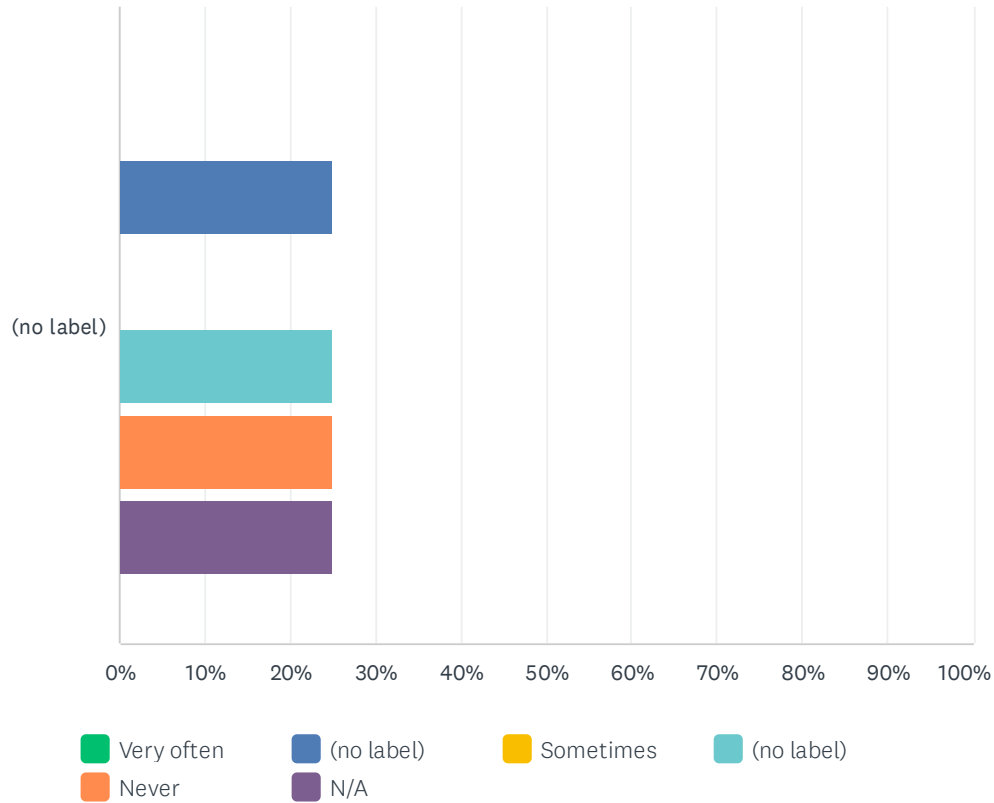
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	0.00% 0	25.00% 1	25.00% 1	25.00% 1	4	3.67

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

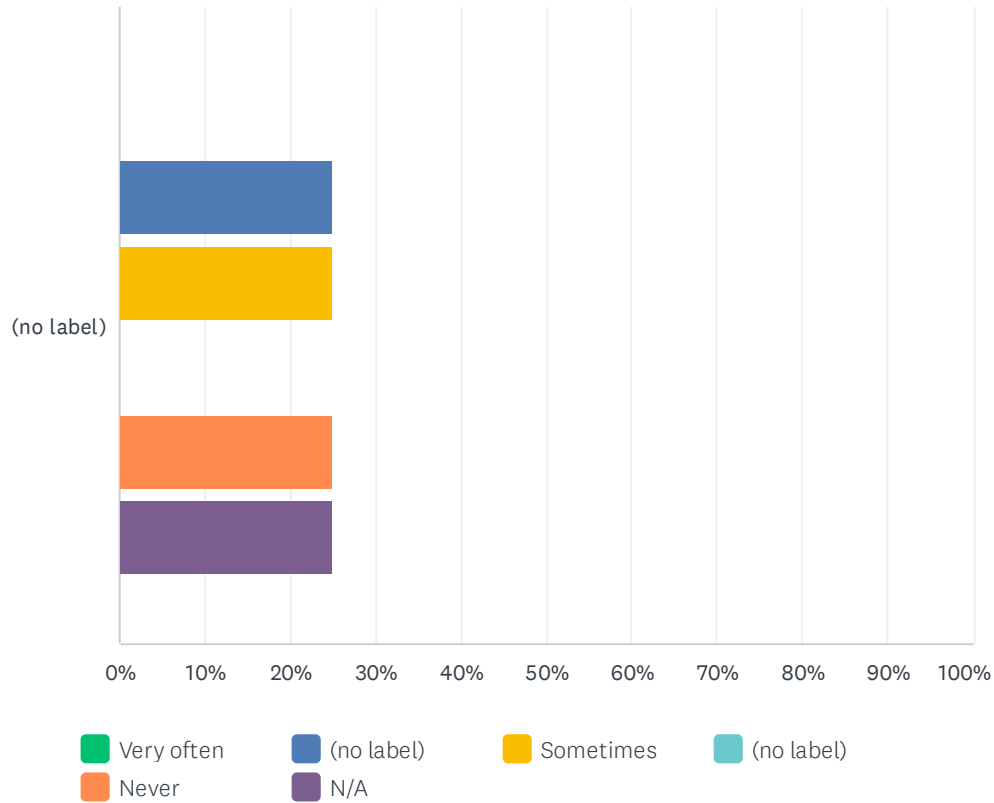
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	0.00% 0	25.00% 1	25.00% 1	25.00% 1	4	3.67

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

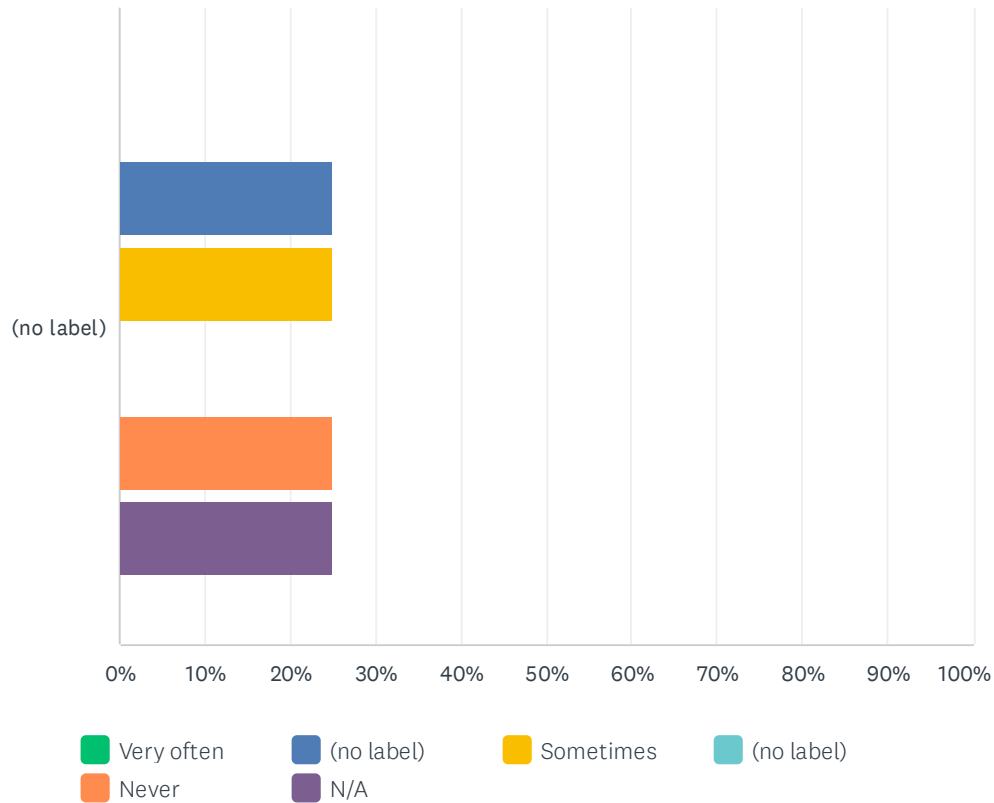
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	0.00% 0	25.00% 1	25.00% 1	4	3.33

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

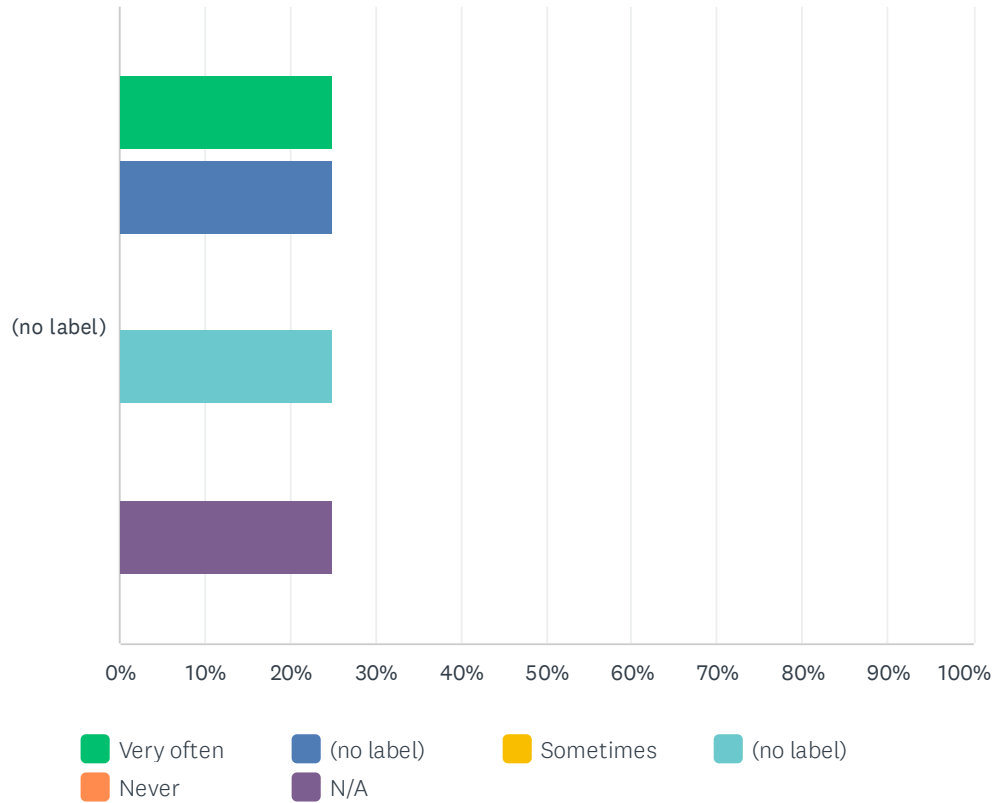
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	0.00% 0	25.00% 1	25.00% 1	4	3.33

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

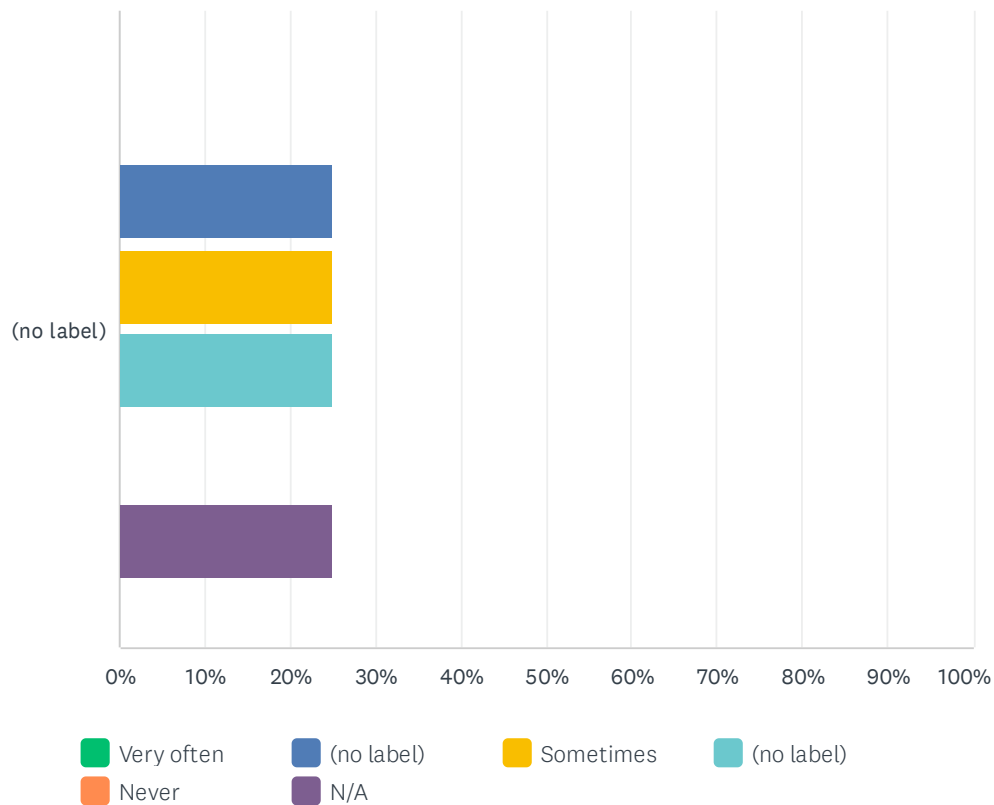
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00% 1	25.00% 1	0.00% 0	25.00% 1	0.00% 0	25.00% 1	4	2.33

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

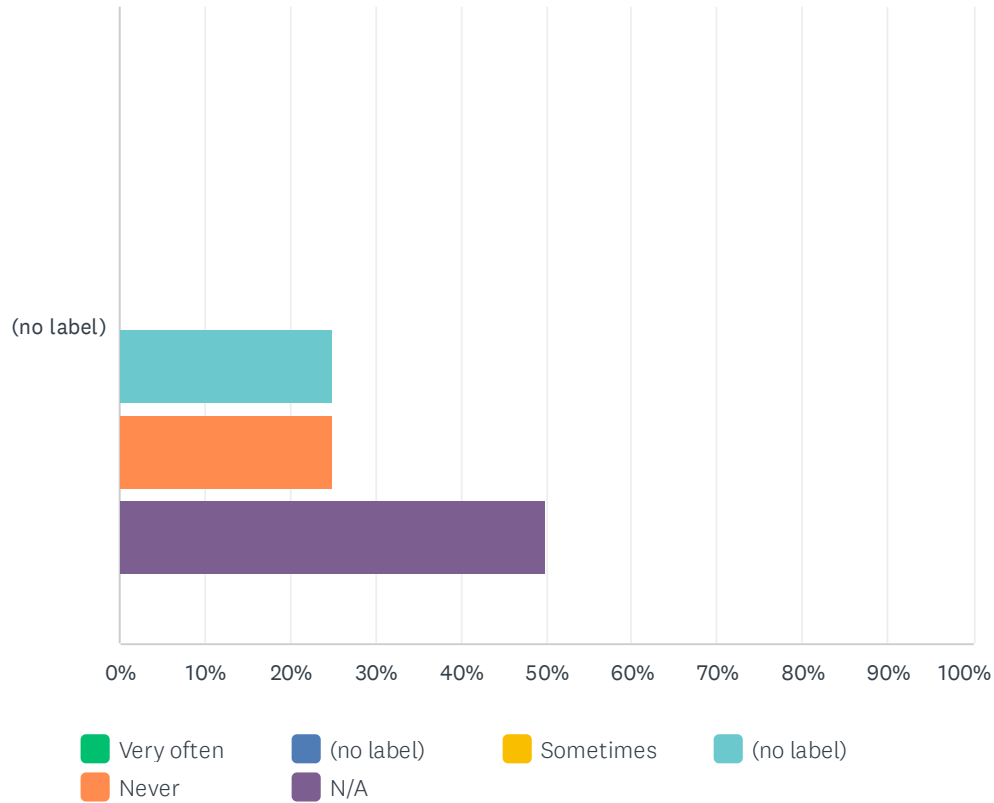
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	25.00% 1	0.00% 0	25.00% 1	4	3.00

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

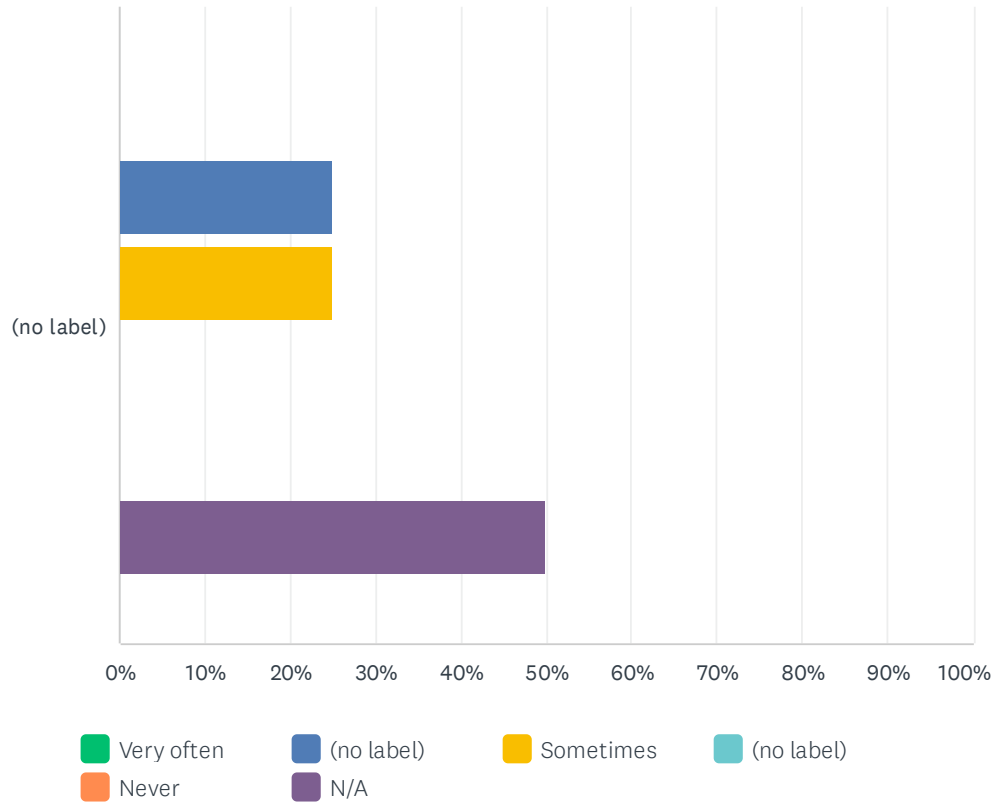
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	25.00% 1	25.00% 1	50.00% 2	4	4.50

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

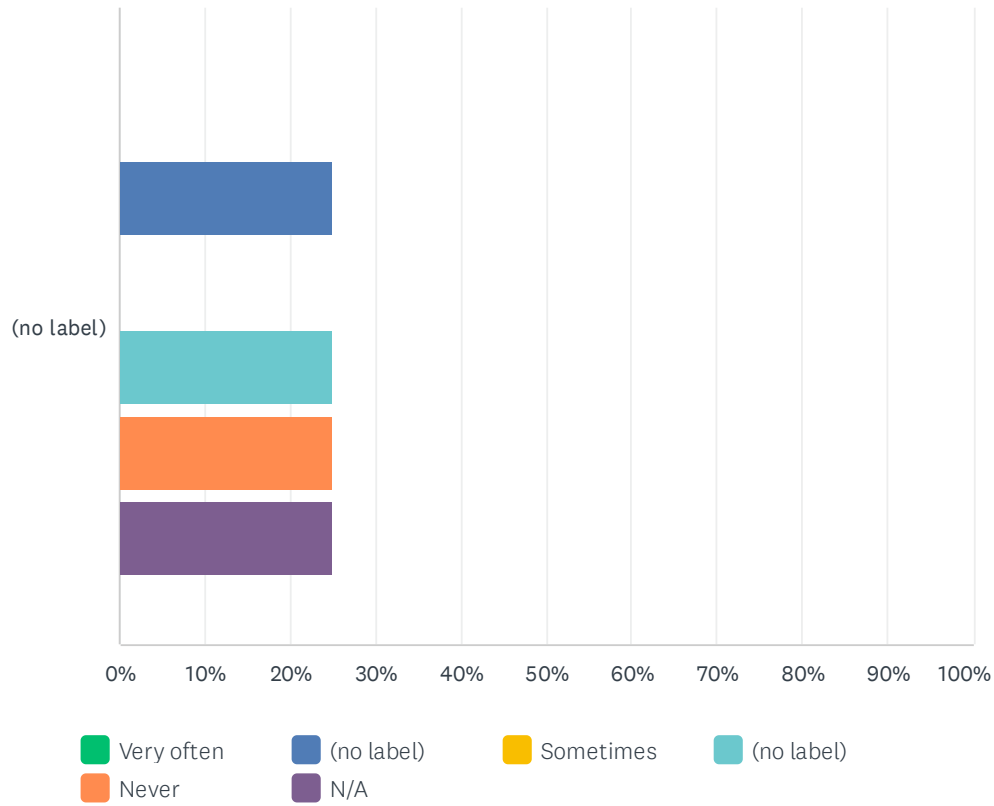
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	0.00% 0	0.00% 0	50.00% 2	4	2.50

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

Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	0.00% 0	25.00% 1	25.00% 1	25.00% 1	4	3.67

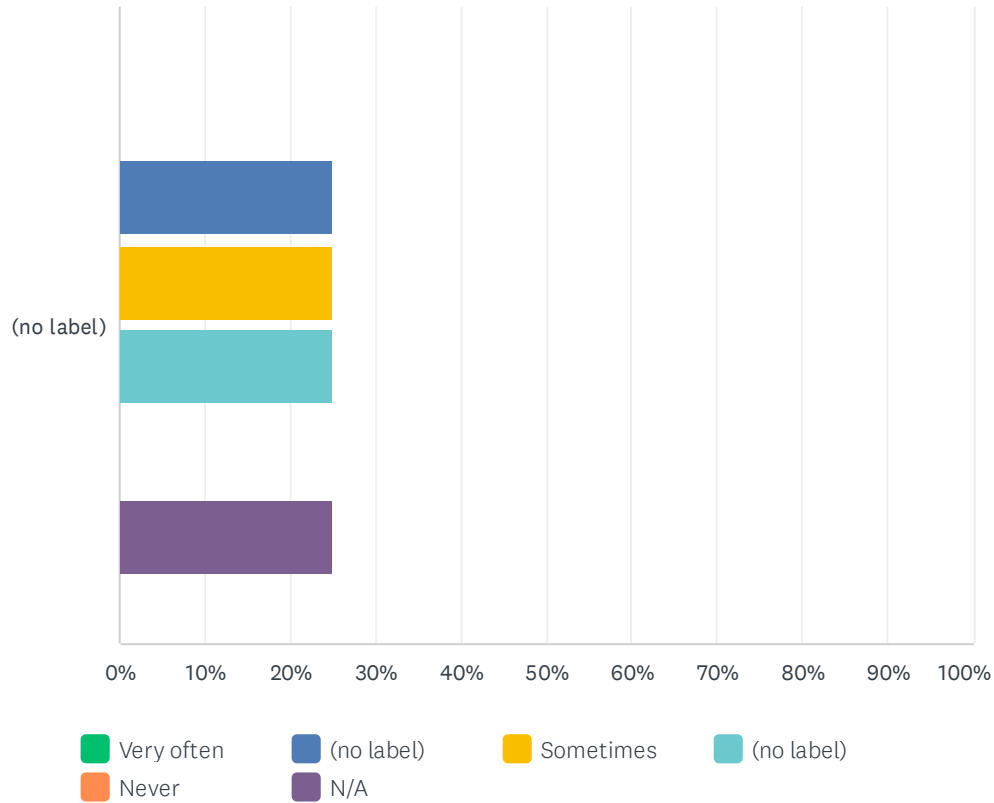
Q31 Please specify the Organization or Team.

Answered: 0 Skipped: 104

#	RESPONSES	DATE
	There are no responses.	

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

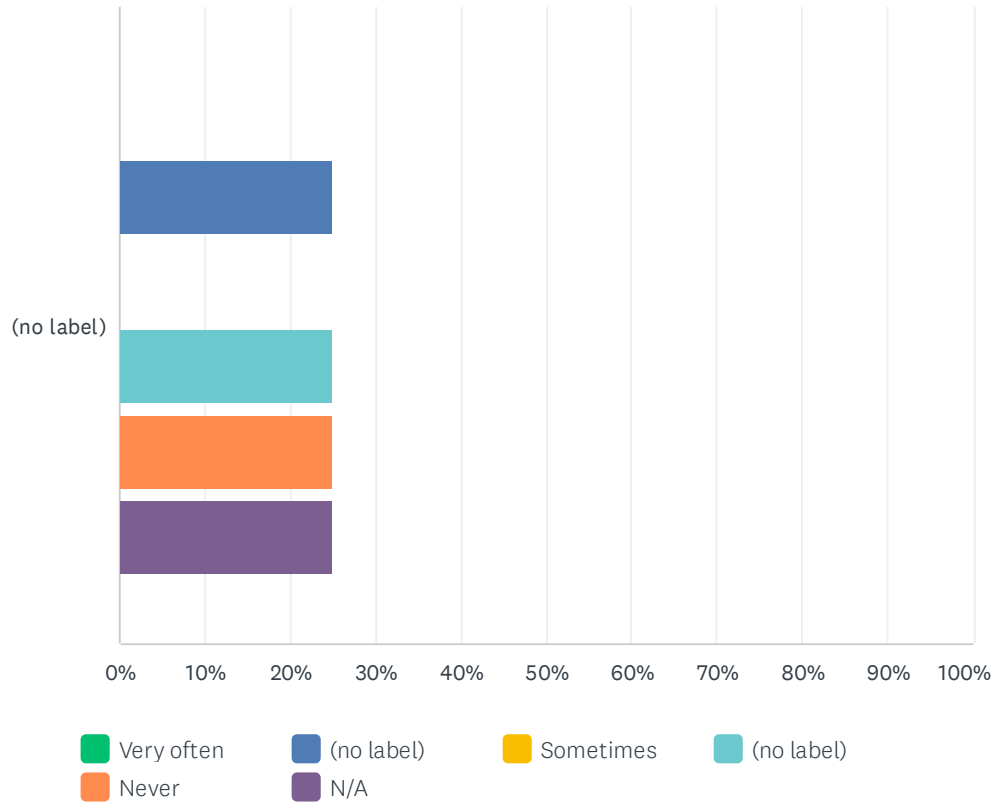
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	25.00% 1	0.00% 0	25.00% 1	4	3.00

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

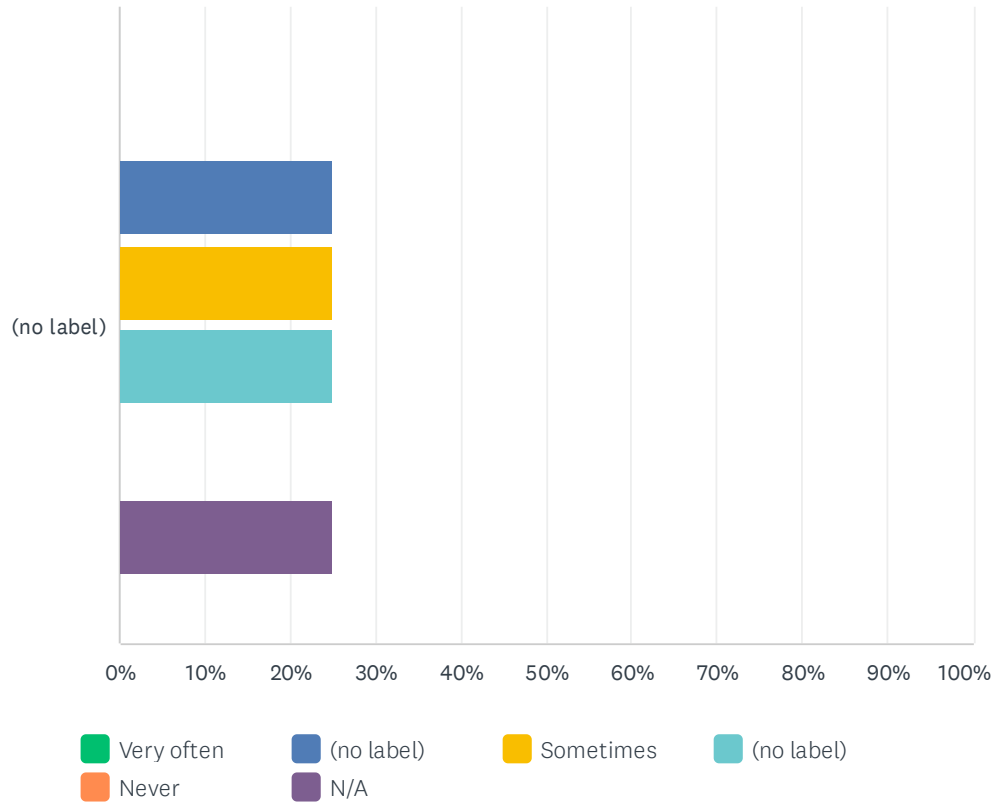
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	0.00% 0	25.00% 1	25.00% 1	25.00% 1	4	3.67

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

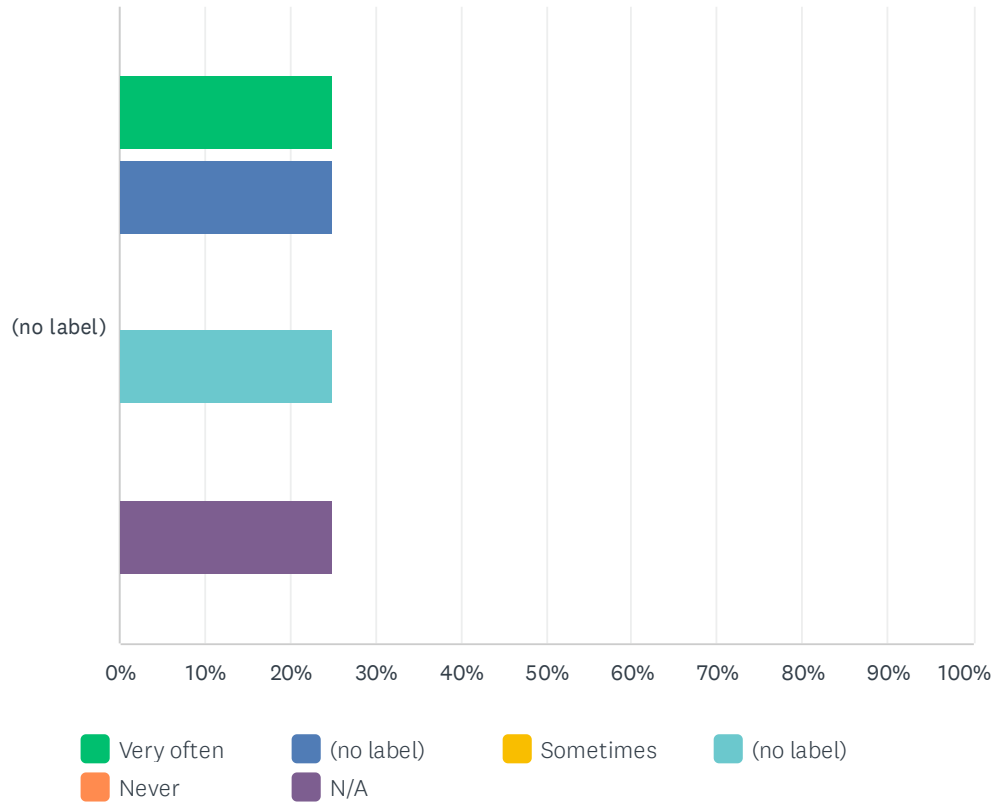
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	25.00% 1	25.00% 1	0.00% 0	25.00% 1	4	3.00

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

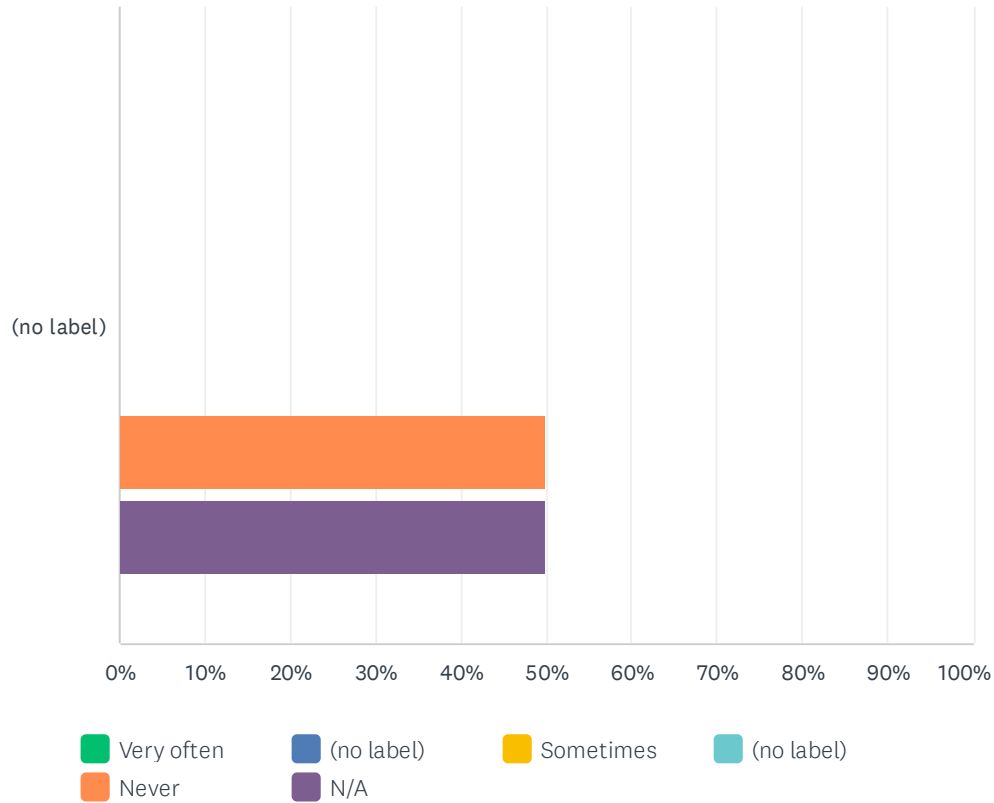
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00% 1	25.00% 1	0.00% 0	25.00% 1	0.00% 0	25.00% 1	4	2.33

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

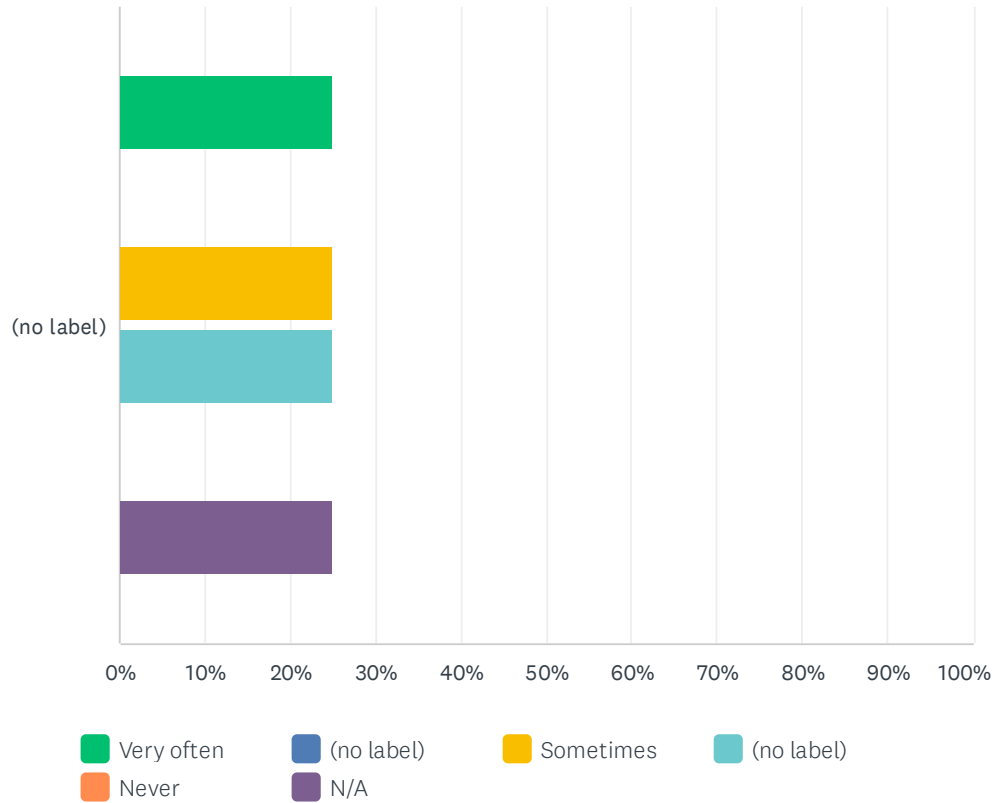
Answered: 2 Skipped: 102



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 1	50.00% 1	2	5.00

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

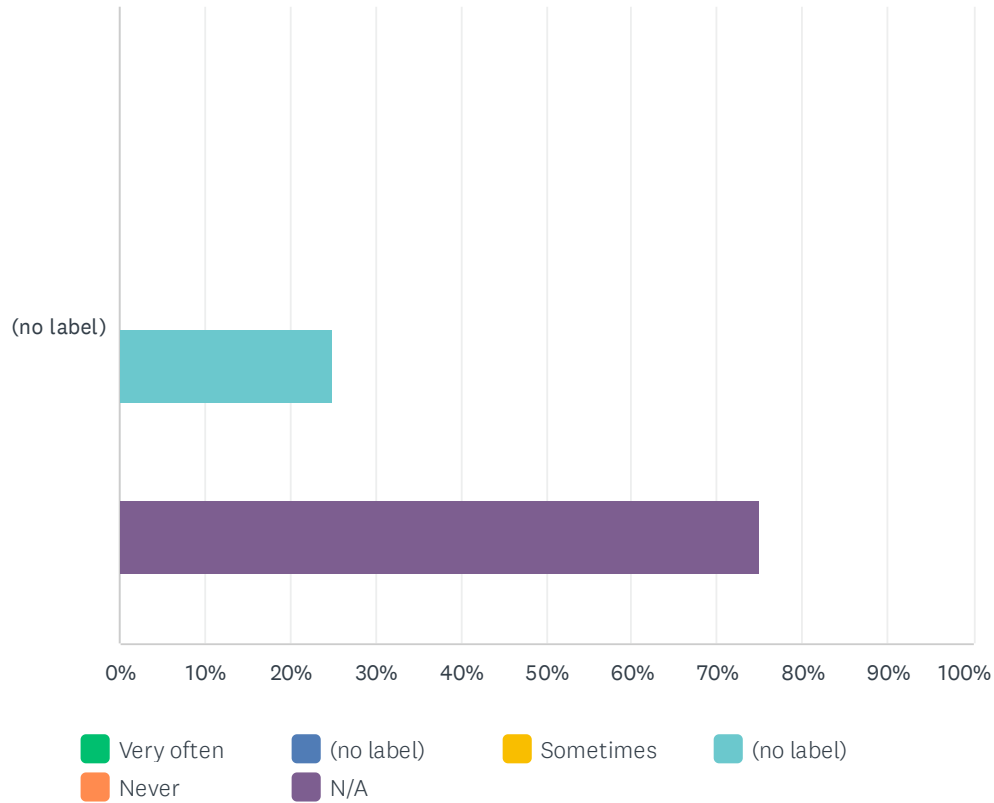
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00% 1	0.00% 0	25.00% 1	25.00% 1	0.00% 0	25.00% 1	4	2.67

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

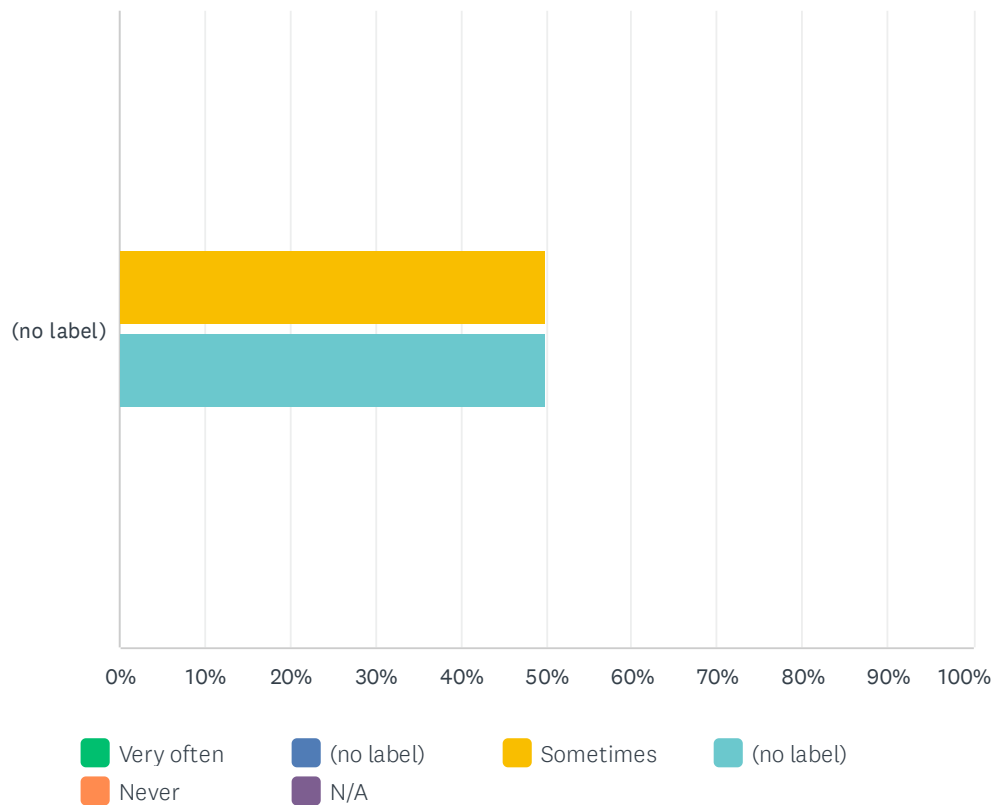
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	25.00% 1	0.00% 0	75.00% 3	4	4.00

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

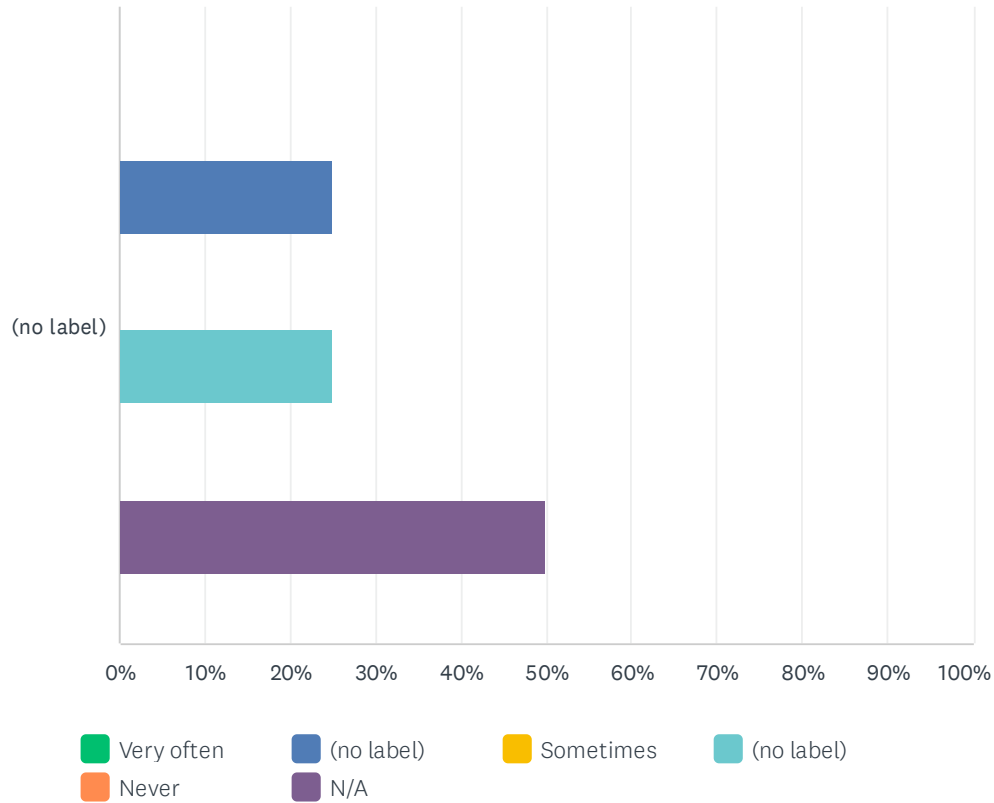
Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	4	3.50
	0	0	2	2	0	0		

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

Answered: 4 Skipped: 100



	VERY OFTEN	(NO LABEL)	SOMETIMES	(NO LABEL)	NEVER	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 1	0.00% 0	25.00% 1	0.00% 0	50.00% 2	4	3.00

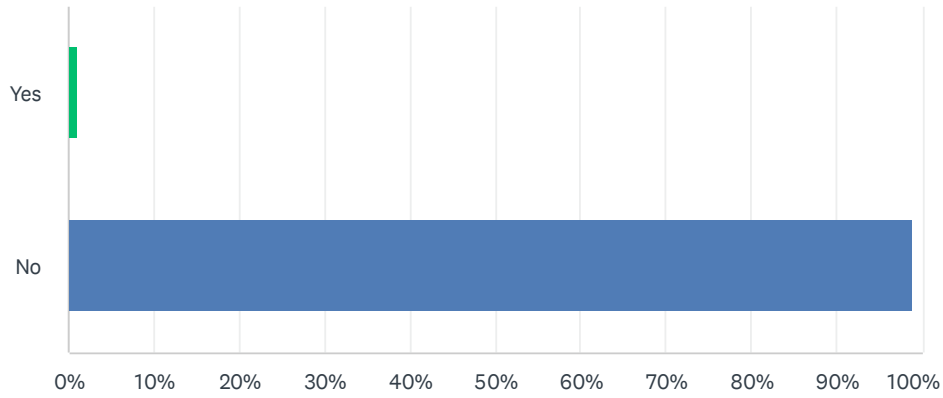
Q41 Please specify the Other reason not previous listed.

Answered: 1 Skipped: 103

#	RESPONSES	DATE
1	Individual don't necessarily have a team spirit. you have to be afraid to ask questions because you may get reported for not knowing.	3/31/2025 9:12 AM

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

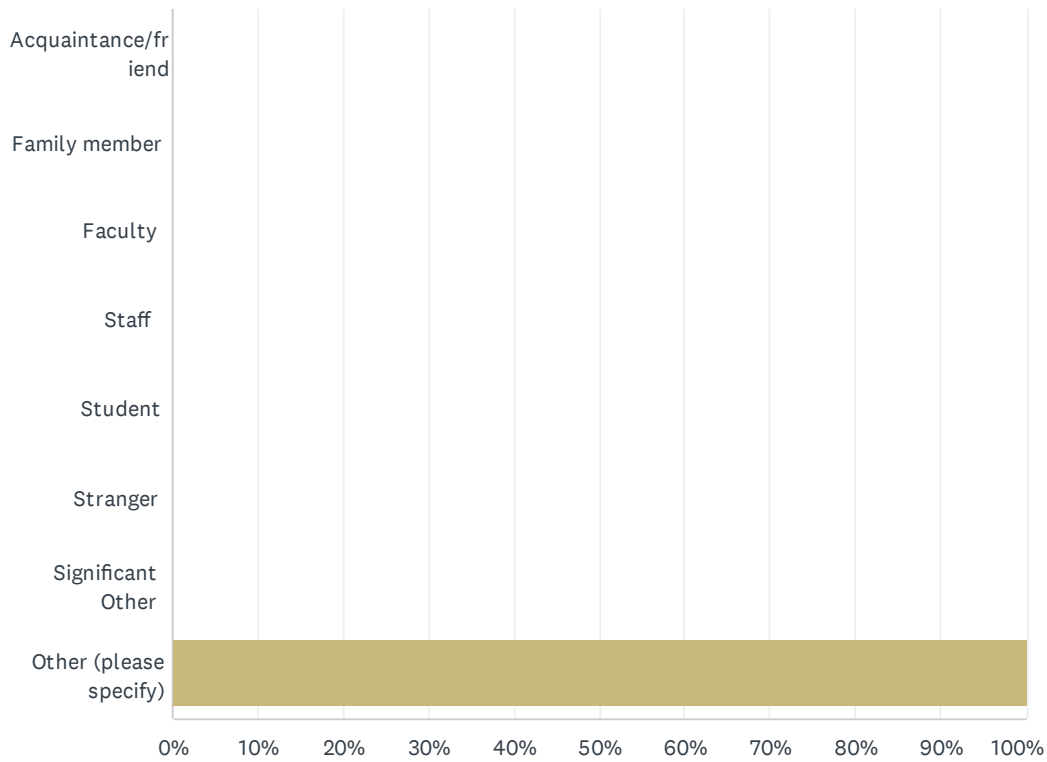
Answered: 101 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	0.99%	1
No	99.01%	100
TOTAL		101

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

Answered: 1 Skipped: 103

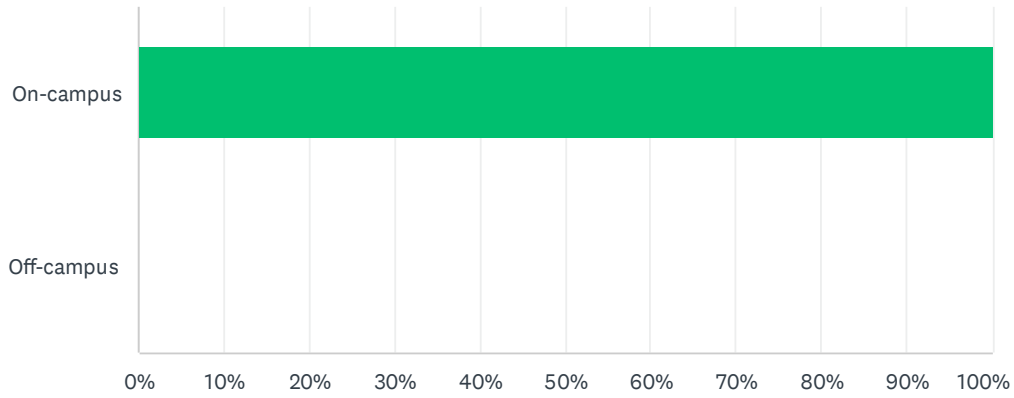


ANSWER CHOICES	RESPONSES
Acquaintance/friend	0.00% 0
Family member	0.00% 0
Faculty	0.00% 0
Staff	0.00% 0
Student	0.00% 0
Stranger	0.00% 0
Significant Other	0.00% 0
Other (please specify)	100.00% 1
Total Respondents: 1	

#	OTHER (PLEASE SPECIFY)	DATE
1	Colleague	3/10/2025 1:08 PM

Q44 Where did the incident(s) occur?

Answered: 1 Skipped: 103

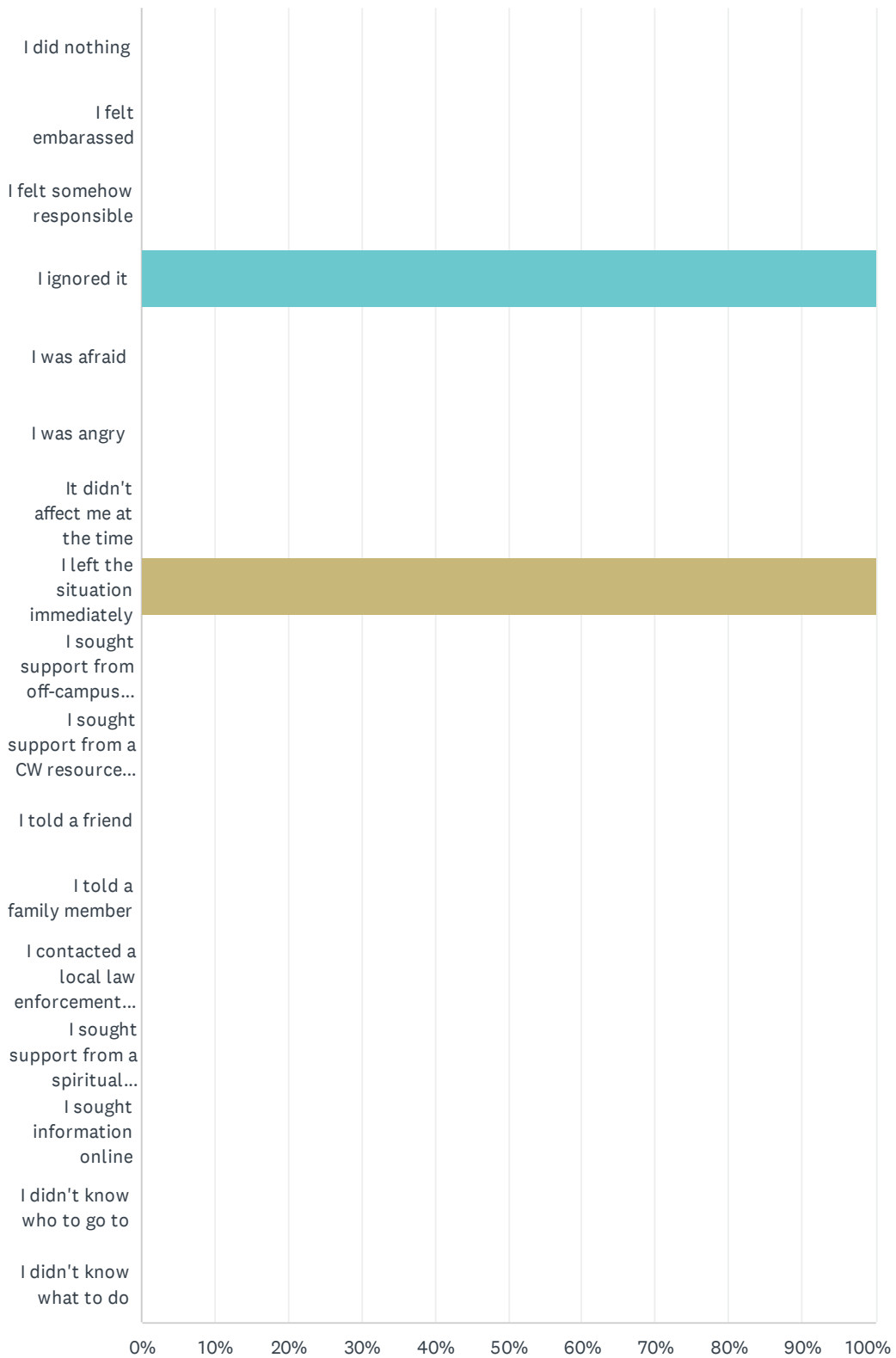


ANSWER CHOICES	RESPONSES	
On-campus	100.00%	1
Off-campus	0.00%	0
TOTAL		1

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

Answered: 1 Skipped: 103

The College of Westchester Campus Climate Survey for Faculty/Staff: 2025

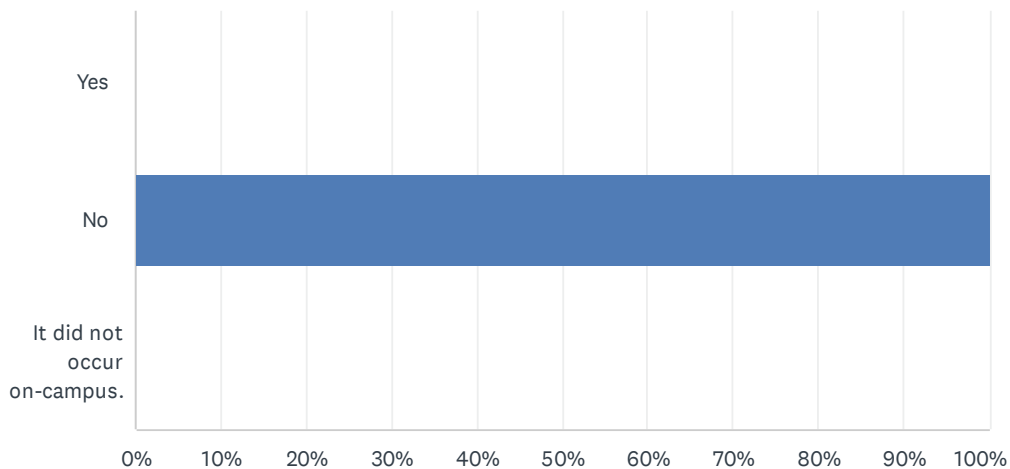


The College of Westchester Campus Climate Survey for Faculty/Staff: 2025

ANSWER CHOICES	RESPONSES	
I did nothing	0.00%	0
I felt embarrassed	0.00%	0
I felt somehow responsible	0.00%	0
I ignored it	100.00%	1
I was afraid	0.00%	0
I was angry	0.00%	0
It didn't affect me at the time	0.00%	0
I left the situation immediately	100.00%	1
I sought support from off-campus hotline/advocacy services/therapist	0.00%	0
I sought support from a CW resource (e.g., Campus Security, Human Resources, immediate supervisor)	0.00%	0
I told a friend	0.00%	0
I told a family member	0.00%	0
I contacted a local law enforcement official	0.00%	0
I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)	0.00%	0
I sought information online	0.00%	0
I didn't know who to go to	0.00%	0
I didn't know what to do	0.00%	0
Total Respondents: 1		

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

Answered: 1 Skipped: 103



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	1
It did not occur on-campus.	0.00%	0
TOTAL		1

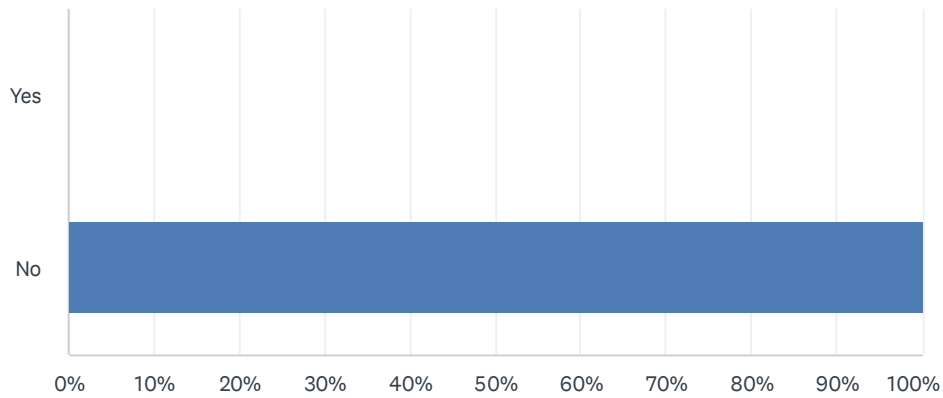
Q47 If you did not report it, please explain why you did not.

Answered: 1 Skipped: 103

#	RESPONSES	DATE
1	Mistrust of administration	3/10/2025 1:08 PM

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

Answered: 1 Skipped: 103



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	1
TOTAL		1

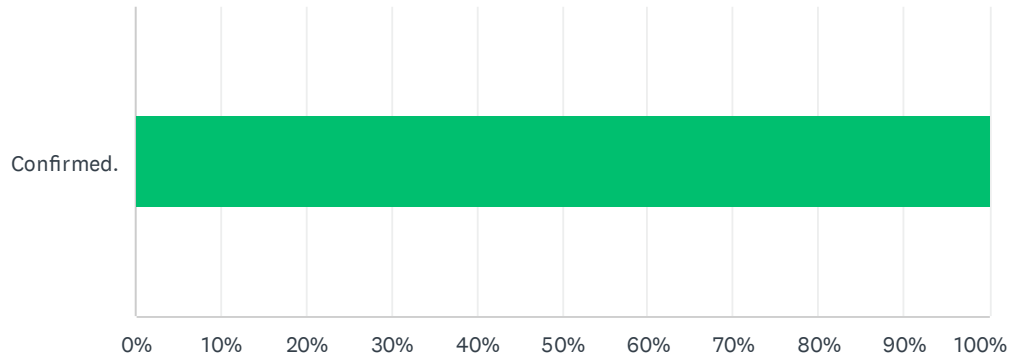
Q49 Please explain why you feel that it was not.

Answered: 0 Skipped: 104

#	RESPONSES	DATE
	There are no responses.	

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

Answered: 100 Skipped: 4



ANSWER CHOICES	RESPONSES
Confirmed.	100.00% 100
Total Respondents: 100	