

# Questionnaire Survey on Sexual Harassment on Campus

## Summary of Survey Findings

### Background

1. The Committee Against Sexual Harassment has commissioned the Hong Kong Institute of Asia-Pacific Studies (HKIAPS) of CUHK to conduct a questionnaire survey entitled “Survey on Sexual Harassment on Campus”. The survey was undertaken during the period of January to February 2015 to explore staff’s and students’ views on CUHK’s policy and procedure against sexual harassment, gender equality, sexual orientation, gender identity, sexual harassment, experience of sexual harassment on campus and ways of enhancing awareness of sexual harassment.
2. The survey was composed of two parts: 1) an online survey of 2729 completed questionnaires, and 2) a self-administered survey of 161 successful cases, making a total of 2890 (36.8% male and 63.2% female) completed questionnaires for data analysis (Chart 1).

### Key Findings

#### *Understanding of the University’s Policy and Procedure Against Sexual Harassment*

3. Indicated with a five-point scale, acts that are considered by most respondents as sexual harassment include “Unwanted pressure for sex” (4.64), “Unwelcome physical contact, e.g. touching, leaning or deliberate pinching” (4.53) and “Sending emails, messages from online social networks, phone calls, letters or faxes which are of a sexual nature” (4.34). A significant gender difference was found in the perception of sexual harassment. More female respondents than male respondents considered “Unwelcome sexually suggestive looks and gestures”, followed by “Teasing, jokes or remarks about sex”, and “Sending emails, messages from online social networks, phone calls, letters or faxes which are of a sexual nature” sexual harassment (Table 2).
4. When asked if the respondents had browsed or had heard about the University’s policy against sexual harassment, 21.4% indicated they “have browsed” the policy, the other 42.9% answered they “have heard about” it, while 35.6% of them replied that they “haven’t heard about” it. Moreover, when asked if they have browsed or have heard about the procedure for dealing with sexual harassment complaints, 12.8% indicated that they “have browsed” the procedure, the other 31.8% answered “have heard about” it while 55.3% of them replied that that they “haven’t heard about” it.

Chart 1 Sex of respondents (N = 2585)

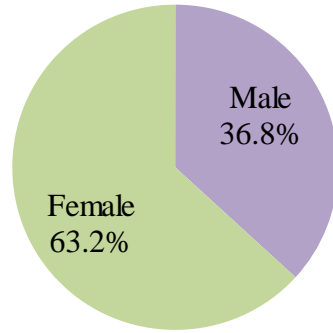


Table 2 Understanding of acts that are considered to be sexual harassment [Mean]

Act	Overall	Female	Male	t-value
a) Unwelcome pressure for sex	4.64 (N=2875)	4.70	4.58	3.165**
b) Unwelcome physical contact, e.g. touching, leaning or deliberate pinching	4.53 (N=2874)	4.62	4.41	5.258**
c) Repeated attempts to make a date which is unwanted	3.70 (N=2870)	3.79	3.58	4.586**
d) Sending emails, messages from online social networks, phone calls, letters or faxes which are of a sexual nature	4.34 (N=2870)	4.46	4.18	6.985**
e) Teasing, jokes or remarks about sex	3.83 (N=2869)	3.96	3.64	7.569**
f) Unwelcome sexually suggestive looks and gestures	4.15 (N=2862)	4.31	3.90	10.076**
g) Unwelcome display of visual materials of a sexual nature, e.g. slides, photos, posters, pamphlets, online materials, etc.	4.19 (N=2863)	4.29	4.03	6.159**
h) Making obscene/sexual jokes demeaning a gender	3.96 (N=2862)	4.07	3.77	6.826**

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: The respondents rated the acts in a scale of 1 – 5, where 1 denotes “Strongly Disagree” and 5 denotes “Strongly Agree”.

5. There was no significant gender difference in the awareness of the University's policy against sexual harassment, showing that the gender gap in such awareness was indeed close. However, there was statistically significant difference in the awareness of the procedure for dealing with sexual harassment complaints. The percentages of male respondents who indicated "have browsed" (13.8%) and "have heard about" (35%) the procedure were both higher than the percentages of female respondents (11.8% and 31.6% respectively).
6. When asked if they knew the University had facilities or instruments such as website, hotline, pamphlet and poster for awareness raising on sexual harassment, the results showed that "poster" (23.8% of the respondents "have browsed" the poster and 38.6% "have heard about" it) and "pamphlet" (22.5% of the respondents "have browsed" the pamphlet and 37.5% "have heard about" it) were relatively more well-known than "website" (8.5% "have browsed" the website and 46.8% "have heard about" it) and "hotline" (4.1% "have used" the hotline and 42.3% "have heard about" it) to the respondents. However, there was no significant gender difference in the knowledge about the University's facilities or instruments.
7. For the participation of activities organized by the University for awareness raising on sexual harassment, the participation rate of "talks (including college assemblies)" (14.1%) is relatively higher than "seminars/workshops" (4.3%) and "exhibitions" (3.9%). No significant gender difference was found.
8. Further analysis showed that whether the respondents knew about the instruments, including website, hotline, pamphlet and poster and whether the respondents had previously attended college assemblies, seminars, or exhibitions about raising awareness of sexual harassment on campus were significantly related to whether the respondents knew about the procedure for dealing with sexual harassment complaints.

### *Views on Gender Equality and Sexual Harassment*

9. In respect of attitudes toward gender equality, most respondents disagreed with the statement “Even if men and women have equal income, men should pay for expenses when going out together”, followed by the statement “Women rather than men should not engage in premarital sex”, and then the statement “Swearing and obscenities are more repulsive in the speech of a woman than of a man”. The results revealed that the respondents tended to agree with the perspective of gender equality. More female respondents than male respondents agreed with the view that “Women rather than men should not engage in premarital sex”. This showed that female respondents tended to believe that it was the responsibility of female to avoid premarital sex. On the other hand, male respondents were more inclined to agree that “Even if men and women have equal income, men should pay for expenses when going out together”, showing that effects of gender role stereotype on male respondents was comparatively larger (Table 3). Further analysis showed that the more the respondents endorsed the three statements on gender equality, the more they understood repeated attempts to make a date, teasing, jokes or remarks about sex as sexual harassment behaviours.
  
10. When asked if they agreed with the seven statements which were some misconceptions regarding sexual harassment, the respondents tended to disagree with all those statements. Most respondents disagreed with the statement “Sexual harassment is men’s admiration for women”, followed by the statement “Sexual harassment is nothing more than over-reaction on the part of the victims”, and “Sexual harassment is a problem of a person who could not handle personal relationships well”. Gender differences in all seven statements were statistically significant. In particular, more male respondents agreed with the statements “Women exaggerate the sexual harassment problem”, “Sexual harassment is a problem of a person who could not handle personal relationships well”, and “Sexual harassment is nothing more than over-reaction on the part of the victims”. The results showed that the male respondents were more inclined to believe that sexual harassment was only a result of exaggeration, misunderstanding or over-reaction (Table 4). Further analysis also showed that the respondents who endorsed those statements were those less likely to understand the acts in the questionnaire as sexual harassment.

Table 3 Views on Gender Equality [Mean]

Statement	Overall	Female	Male	t-value
a) Swearing and obscenities are more repulsive in the speech of a woman than of a man.	2.76 (N=2685)	2.66	2.97	-5.756
b) Women rather than men should not engage in premarital sex.	2.47 (N=2683)	2.51	2.43	1.475**
c) Even if men and women have equal income, men should pay for expenses when going out together.	2.18 (N=2677)	2.12	2.28	-3.422**

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: The respondents rated the statements in a scale of 1 – 5, where 1 denotes “Strongly Disagree” and 5 denotes “Strongly Agree”.

Table 4 Views on Sexual Harassment [Mean]

Statement	Overall	Female	Male	t-value
a) Women exaggerate the sexual harassment problem.	2.22 (N=2685)	1.96	2.69	-17.304**
b) Sexual harassment is a problem invented by women concern groups.	2.04 (N=2683)	1.89	2.31	-9.603**
c) The occurrence of sexual harassment can be blamed on sexy apparel or looks on the part of women.	1.98 (N=2678)	1.84	2.19	-8.123**
d) Sexual harassment is nothing more than over-reaction on the part of the victims.	1.72 (N=2682)	1.54	2.01	-12.972**
e) The occurrence of sexual harassment can be blamed on the victim’s insensitivity.	1.94 (N=2683)	1.80	2.15	-8.576**
f) Sexual harassment is a problem of a person who could not handle personal relationships well.	1.78 (N=2680)	1.60	2.08	-12.700**
g) Sexual harassment is men’s admiration for women.	1.67 (N=2684)	1.52	1.91	-10.690**

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: The respondents rated the statements in a scale of 1 – 5, where 1 denotes “Strongly disagree” and 5 denotes “Strongly agree”.

### ***Views on Sexual Orientation and Gender Identity***

11. Regarding the attitudes toward LGBT (lesbian, gay, bisexual and transgender), most respondents generally agreed that the University as a whole/their department/unit is friendly to people of different sexual orientation and gender identity. A majority of the respondents revealed that they had not heard any negative remarks on LGBT people on campus. Similarly, a high proportion of the respondents reported that, so far as they knew, no LGBT people on campus had encountered any unpleasant experience such as language abuse, physical abuse, sexual violence and feeling insecure. However, since the survey did not ask the question of the respondents' personal experience with the LGBT people, their response may reflect a general inaccessibility to the situation of LGBT people on campus. There was an aggregated number of 703 cases of language abuse, physical abuse, sexual violence and feeling insecure being reported.
12. However, significant gender difference was found in attitudes towards LGBT on campus. More female respondents than male respondents agreed that "their department/unit is friendly to LGBT people" and "it is easy to find LGBT friends on campus. Also, a smaller proportion of female respondents heard from colleagues/staff members/fellow students/students making negative comments on LGBT people or knew about the unpleasant experiences on LGBT people, as compared to male respondents (Table 5).

### ***Experience of Sexual Harassment on Campus***

13. When asked about their experiences of sexual harassment, a great majority (91.8%) of the respondents indicated that they had never experienced sexual harassment on campus. Only 8.2% confessed that they had been sexually harassed (Chart 6). Among them, more female respondents than male respondents claimed to have encountered sexual harassment on campus. Most respondents encountered "Unwelcome physical contact, e.g. touching, leaning or deliberate pinching" (55.3%) or "Unwanted teasing, jokes or remarks relating to sex" (45.3%), followed by "Unwanted sexually suggestive looks and gestures" (28.3%), "Repeated attempts to make a date which is unwanted" (27%) and "Obscene/sexual jokes demeaning a gender" (21.4%). More female respondents than male respondents encountered "Unwelcome physical contact, e.g. touching, leaning or deliberate pinching". In contrast, male respondents were more likely to experience "Unwanted display of visual materials of a sexual nature, e.g. slides, photos, posters, pamphlets, online materials, etc." However, no gender difference was found to have statistical significance (Table 7).

Table 5 Attitudes towards LGBT on Campus [Mean]

Statement	Overall	Female	Male	t-value
a) CUHK as a whole is friendly to people of different sexual orientation and gender identity (LGBT).	3.57 (N=1986)	3.58	3.55	-0.685
b) My department/unit is friendly to LGBT people.	3.63 (N=1776)	3.66	3.57	-1.967*
c) It is easy to find heterosexual people who are friendly to LGBT people on campus.	3.60 (N=1903)	3.64	3.56	-1.677
d) It is easy to find LGBT friends on campus.	3.16 (N=1893)	3.19	3.09	-2.235*

Note: The respondents rated the statements in a scale of 1 – 5, where 1 denotes “Strongly disagree” and 5 denotes “Strongly agree”.

Chart 6 Experience of Sexual Harassment on campus (N = 2650)

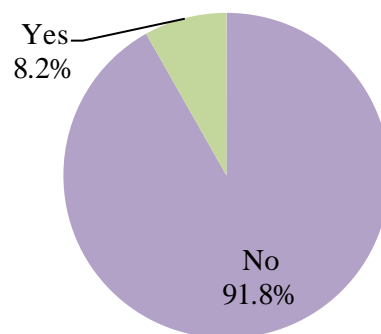


Table 7 Types of Sexual Harassment Encountered on Campus

<b>Behaviour</b>	<b>Overall (N=159)</b>	<b>Female</b>	<b>Male</b>	<b>Chi- square</b>
1. Unwanted pressure for sex	3.8%	3.4%	3.3%	0.000
2. Unwelcome physical contact, e.g. touching, leaning or deliberate pinching	55.3%	59.7%	46.7%	1.652
3. Repeated attempts to make a date which is unwanted	27.0%	28.6%	26.7%	0.043
4. Unwanted emails, messages from online social networks, phone calls, letters or faxes which are of a sexual nature	10.7%	11.8%	10.0%	0.074
5. Unwanted teasing, jokes or remarks relating to sex	45.3%	45.4%	46.7%	0.016
6. Unwanted sexually suggestive looks and gestures	28.3%	29.4%	33.3%	0.175
7. Unwanted display of visual materials of a sexual nature, e.g. slides, photos, posters, pamphlets, online materials, etc.	10.7%	9.2%	16.7%	1.377
8. Obscene/sexual jokes demeaning a gender	21.4%	21.8%	23.3%	0.031
9. Others	1.9%	2.5%	0.0%	0.772

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: Due to the fact that more than one answer was allowed, the overall percentage exceeds 100.



14. For the location where they had experienced sexual harassment on campus, most staff indicated office (over 70%) while most students indicated classroom (around 40%), followed by hostel (around 30%). Noting that some respondents (3.2%) claimed that they had experienced sexual harassment on school bus, it was suggested that promotional materials such as stickers/posters with the CASH hotline might be produced and posted on school bus to raise awareness of the issue. Although male respondents were more likely to encounter sexual harassment in the classroom or hostel while female respondents outdoor/on the road/in public space, no statistical significance was found between the differences of the two sexes (Table 8).
15. When encountered sexual harassment, most respondents (51.8%) tended to adopt an evadable attitude by trying to “avoid contact with the harasser”. Some “talked to family/friend(s)” (31.1%) or “talked to co-worker(s)/fellow student(s)” (29.3%), but only 6.1% “talked to a counsellor/supervisor”. 26.2% of the respondents “confronted the harasser” while 25% “took no further action” and 16.5% “went along with the behaviour”. Statistical significant test found that more male respondents indicated that they “went along with the behaviour” when compared to female respondents. Further analysis showed that a much higher proportion of staff, both male and female, chose the option “Talked to co-worker(s)/ fellow student(s)”, when compared to the students (Table 9).
16. Among those who had experienced sexual harassment on campus, most of them indicated “Depressed” (32.4%), “Felt insecure” (29.7%), “Unable to concentrate on studies /work” (25.5%) and “Felt unequally treated on campus” (22.1%). On the one hand, more female respondents than male respondents indicated “Feeling insecure on campus. On the other hand, more male respondents than female respondents were “unable to concentrate on studies/work” (Table 10). Nevertheless, statistical significant test showed that there was no difference between male and female respondents.
17. A majority of the respondents (90.1%) expressed that they had never reported their cases to their supervisor or the University whereas only 9.9% of them had reported the cases (Chart 11). Of those who reported the cases, significantly more staff than students did. The reasons for not reporting the cases were mainly “I did not think the matter was important” (46%), “It was finished, didn’t want to bring it up again” (38.1%), “Didn’t want the incident to be discussed” (35.3%), “I have taken care of the problem myself” (29.5%) and “I would be labeled troublemaker” (28.1%). There were minor reasons such as “The harasser got more authority over me” (12.2%) and “Lodging a complaint would make me feel threatened” (11.5%). However, no significant difference between male and female respondents was found (Table 12).

Table 8 Location of sexual harassment

Location	Overall (N=155)	Female	Male	Chi-square
1. Office	32.9%	33.3%	28.6%	0.234
2. Classroom	24.5%	23.1%	32.1%	0.995
3. Hostel	21.9%	20.5%	32.1%	1.738
4. Others: Outdoor / on the road / in public space	12.9%	13.7%	3.6%	2.229
5. Others: Online	5.2%	5.1%	7.1%	0.176
6. Others: School bus	3.2%	3.4%	3.6%	0.002
7. Others	9.7%	12.0%	3.6%	1.717

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: Due to the fact that more than one answer was allowed, the overall percentage exceeds 100.

Table 9 Behavioural Responses to Sexual Harassment

Response	Overall (N=164)	Female	Male	Chi-square
1. Didn't want a third party to know about it	9.8%	10.8%	6.5%	0.529
2. Went along with the behaviour	16.5%	13.3%	29.0%	4.395*
3. Avoided contact with the harasser, e.g. skipped classes/changed the courses/transferred to other departments	51.8%	55.8%	45.2%	1.128
4. Took no further action	25.0%	25.8%	25.8%	0.000
5. Confronted the harasser	26.2%	27.5%	19.4%	0.853
6. Talked to family/friend(s)	31.1%	34.2%	16.1%	3.784
7. Talked to co-worker(s)/fellow student(s)	29.3%	31.7%	22.6%	0.972
8. Talked to a counsellor/supervisor	6.1%	5.0%	9.7%	0.962
9. Others	4.9%	4.2%	9.7%	1.491

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: Due to the fact that more than one answer was allowed, the overall percentage exceeds 100.

Table 10 Emotional Responses to Sexual Harassment

Response	Overall (N=145)	Female	Male	Chi-square
1. Feeling insecure on campus	29.7%	32.1%	23.1%	0.810
2. Poor sense of belonging to the University	13.1%	13.8%	11.5%	0.090
3. Depressed	32.4%	33.0%	30.8%	0.049
4. Low self-confidence/self-image	14.5%	11.9%	15.4%	0.228
5. Fear of interaction with others	13.1%	12.8%	15.4%	0.117
6. Feeling unequally treated on campus	22.1%	21.1%	23.1%	0.049
7. Unable to concentrate on studies/work	25.5%	22.0%	38.5%	3.012
8. Others: No strong response / negative emotional response	9.7%	9.2%	15.4%	0.871
9. Others: Feeling weary / helpless / discontent	10.3%	10.1%	11.5%	0.047
10. Others	5.5%	4.6%	3.8%	0.027

Note: Due to the fact that more than one answer was allowed, the overall percentage exceeds 100.

Chart 11 Reporting Sexual Harassment to Supervisors or the University? (N = 181)

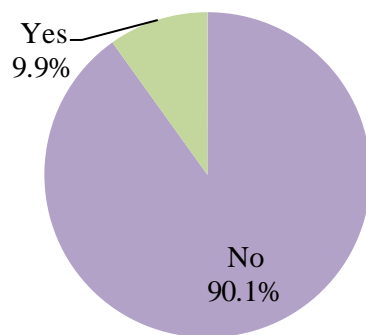


Table 12 Reasons for not Reporting to Supervisors or the University

<b>Reason</b>	<b>Overall (N=139)</b>	<b>Female</b>	<b>Male</b>	<b>Chi- square</b>
1. It was finished, didn't want to bring it up again.	38.1%	42.2%	25.0%	2.779
2. Didn't want the incident to be discussed.	35.3%	37.6%	28.6%	0.793
3. I have taken care of the problem myself.	29.5%	27.5%	35.7%	0.723
4. I did not think anything would be done.	20.9%	21.1%	17.9%	0.144
5. The harasser got more authority over me.	12.2%	11.9%	14.3%	0.114
6. Lodging a complaint would make me feel threatened.	11.5%	12.8%	7.1%	0.702
7. It would make my work/study situations unpleasant.	22.3%	22.9%	17.9%	0.336
8. I would be labeled troublemaker.	28.1%	28.4%	21.4%	0.556
9. I did not want to hurt the person who bothered me.	20.9%	18.3%	28.6%	1.432
10. I did not think the matter was important.	46.0%	45.0%	50.0%	0.228
11. Other	4.3%	3.7%	7.1%	0.642

Note: Due to the fact that more than one answer was allowed, the overall percentage exceeds 100.

18. Further analysis showed that knowing about the procedure for dealing with sexual harassment complaints or knowing about posters on campus concerning sexual harassment were significantly related to whether victims reported the harassment incidents to the University or not; however, it was difficult to determine if this could be interpreted as a causal relationship.
19. Only 15 of the total of 216 respondents who claimed to have experiences of sexual harassment on campus stated explicitly that they had reported their cases or made complaints. When they were asked how their counsellor/ supervisor/ department head responded to their complaints, 33.3% of them indicated “Talked with both parties concerned in order to have a better understanding of the case”, “Provided counselling/ suggested you to seek counselling service” and “Referred the case to the Committee Against Sexual Harassment”. However, some indicated “Took no action” (26.7%), “Didn’t believe or discounted the complaint” (13.3%) and “Suggested that you talk to the harasser directly” (6.7%). No significant gender difference was found.
20. When those respondents were asked whether they were being revenged, victimized, discriminated or discussed for lodging a complaint, only one respondent (7.7%) expressed he was revenged and three respondents (21.4%) claimed to be discriminated and four respondents (28.6%) were discussed by others. No respondent reported that he/she was victimized for making a complaint. No significant gender difference was found.
21. When those respondents asked if they were satisfied with the complaint process/ outcome, the results showed no definite conclusion as the mean scores of both the complaint process and complaint outcome were very close to the mid-point of 3 (in-between). No significant gender difference was found.
22. Among those who had experienced sexual harassment, a majority of the respondents expressed that their harassers were male (86.1%) whereas 21.2% indicated that the harassers were female. Significantly, 94.1% of the female respondents claimed to be harassed by male while 53.3% of the male respondents did. On the contrary, 56.7% of the male respondents claimed to be harassed by female while 11.9% of the female respondents did (Table 13).
23. In respect of the identity of harassers, most staff indicated non-teaching staff (50.9%), followed by teaching staff (31.6%) and students (17.5%) while most students indicated fellow students (87%), followed by teaching staff (12%) and non-teaching staff (4.3%) (Table 14). Overall, 60.3% were students/fellow students while 21.9% were non-teaching staff and 19.9% were teaching staff. Statistical significant test showed that more female respondents than their male counterparts indicated that their harassers were teaching staff while more male respondents indicated their harassers were students/ fellow students (Table 15).

Table 13 Gender of Harasser(s) [Multiple Responses]

Harasser	Overall (N=151)	Female	Male	Chi-square
a) Male harasser(s)	86.1%	94.1% <i>(the opposite sex)</i>	53.3% <i>(the same sex)</i>	32.596**
b) Female harasser(s)	21.2%	11.9% <i>(the same sex)</i>	56.7% <i>(the opposite sex)</i>	28.995**

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: Due to the fact that more than one answer was allowed, the overall percentage exceeds 100.

Table 14 Identity of Harasser(s) [Multiple Responses]

Harasser	Staff (N=57)	Student (N=92)
1. Teaching staff	31.6%	12.0%
2. Non-teaching staff	50.9%	4.3%
3. Student(s)/Fellow student(s)	17.5%	87.0%
4. Others	7%	1.1%

Note: Due to the fact that more than one answer was allowed, the overall percentage exceeds 100.

Table 15 Types of Harasser(s) [Multiple Responses]

Harasser	Overall (N=151)	Female	Male	Chi-square
1. Teaching staff	19.9%	22.9%	6.7%	3.992*
2. Non-teaching staff	21.9%	23.7%	16.7%	0.689
3. Student(s)/Fellow student(s)	60.3%	53.4%	86.7%	11.049**
4. Others	3.3%	--	--	--

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: Due to the fact that more than one answer was allowed, the overall percentage exceeds 100.

24. Half of the respondents (51.7%) expressed that the harassers were more senior to them. Next were “Peers” (44.3%) and “Junior to them” (12.8%). More female respondents indicated that their harassers were more senior to them, when compared to the male respondents. On the contrary, more male respondents indicated that their harassers were junior to them. The results echoed with the above finding that more male respondents claimed to be harassed by students/ fellow students. It was probable that those harassers to the male staff were female students (Table 16).

### ***Enhancing Awareness of Sexual Harassment***

25. When asked to what extent sexual harassment was an extensive problem on campus, a relative majority of respondents indicated that sexual harassment was not an extensive problem with the mean score of 2.46 which was lower than the mid-value of 3. More than half of the respondents (59.3%) disagreed that sexual harassment is an extensive problem on campus whereas 16.9% agreed. However, more female respondents than male respondents agreed that it was an extensive problem on campus (Table 17).
26. When the respondents were asked to rate the University’s educational and publicity work on awareness raising on sexual harassment, the mean score is 3.22, showing that the University’s efforts were by and large sufficient. Significant gender difference was found, showing that more male respondents than female respondents agreed that the University’s work on awareness raising on sexual harassment was sufficient (Table 18).
27. The activities for awareness raising that most respondents chose were “film shows/ drama performance” (59.2%). Next were “workshops/ seminars/ talks” (53.2%), “college assemblies” (41.6%), “exhibitions” (38%), “competitions, e.g. poster competition” (17.5%) and “debates” (16.3%). Significantly, more female respondents supported the University to organize “film shows/ drama performance” or “competitions, e.g. poster competition”, as compared to male respondents. In contrast, more male respondents supported the University to organize “exhibitions”. The gender difference in the chosen activities echoed with a high participation rate of the female students (over 70%) in the film shows and drama performance organized by the Committee Against Sexual Harassment in the past two years (Table 19).

Table 16 Position of Harasser(s) in the University Structure [Multiple Responses]

Position of Harasser	Overall (N=149)	Female	Male	Chi-square
1. Senior to you	51.7%	56.9%	30.0%	6.902**
2. Junior to you	12.8%	8.6%	26.7%	7.181**
3. Peer	44.3%	40.5%	56.7%	2.525
4. Others	6.0%	--	--	--

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: Due to the fact that more than one answer was allowed, the overall percentage exceeds 100.

Table 17 Views on Whether Sexual Harassment is an Extensive Problem on Campus [Mean]

Statement	Overall (N=2578)	Female	Male	t-value
Sexual harassment is an extensive problem within CUHK	2.46	2.51	2.36	-3.014**

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: The respondents rated the statement in a scale of 1 – 5, where 1 denotes “Strongly disagree” and 5 denotes “Strongly agree”.

Table 18 Views on the University’s Educational and Publicity Work on Awareness Raising on Sexual Harassment on Campus [Mean]

Statement	Overall (N=2581)	Female	Male	t-value
How would you rate the University’s educational and publicity work on awareness raising on sexual harassment on campus?	3.22	3.17	3.30	3.282**

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: The respondents rated the statement in a scale of 1 – 5, where 1 denotes “Very insufficient” and 5 denotes “Very sufficient”.



Table 19 Activities for Raising Awareness on Sexual Harassment

<b>Activity</b>	<b>Overall (N=2512)</b>	<b>Female</b>	<b>Male</b>	<b>Chi- square</b>
1. Workshops/Seminars/Talks	53.2%	53.3%	52.9%	0.029
2. Film shows/Drama performance	59.2%	61.5%	54.8%	10.685**
3. College assemblies	41.6%	41.5%	42.2%	0.096
4. Exhibitions	38.0%	36.6%	40.8%	4.364*
5. Debates	16.3%	16.2%	16.6%	0.056
6. Competitions, e.g. poster competition	17.5%	18.6%	15.4%	4.329*
7. Others	2.3%	2.2%	2.3%	0.022

\*  $p < 0.05$ ; \*\*  $p < 0.01$ .

Note: Due to the fact that more than one answer was allowed, the overall percentage exceeds 100.

## **Recommendations**

28. Although over a half of the respondents have heard about/browsed/used the University's policy, procedure, and facilities/instruments, more still should be done to raise awareness of the issues relating to sexual harassment among staff and students through various channels and activities.
29. In light of the demonstrated significance in the relationship between the attitude toward gender equality and the attitude toward sexual harassment especially in the male respondents, gender sensitivity training is recommended to be introduced more systematically into the various levels of campus life including staff training courses and students' general education curriculum.
30. In light of an aggregated number of 703 cases reported regarding unpleasant experience such as language abuse, physical abuse, sexual violence and sexual harassment against LGBT people on campus, the University should adopt a zero tolerance attitude to any kinds of violence against LGBT. It is recommended that more education should be done to raise awareness of and to foster a friendlier environment for LGBT staff and students.
31. Among those respondents who reported having experienced sexual harassment on campus, it is worthy to note that 3.2% of them indicated that they experienced sexual harassment on school bus. It is recommended that promotional materials such as stickers/ posters with the CASH hotline should be produced and posted on school bus to raise awareness of the issue.
32. To help the victims to address their negative emotions, the University should provide more support, including appropriate channels and resources, to those staff and students to get access to professional counselling services.
33. To encourage more staff and students to seek help and report their cases to their supervisors and the University, more educational and publicity activities/programmes should be organized in collaboration with internal units/ departments or external organizations to make the issue more transparent.
34. Judging from favourable responses to "film shows/drama performance" for awareness raising, it is recommended to develop some more creative platforms for further engagement with the University community. Examples such as online game and quiz with a lucky draw for staff and students are proposed.