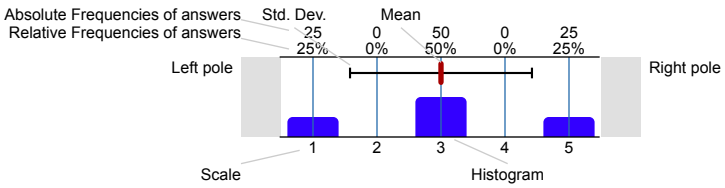
Trans woman & man - ICCS employees

No. of responses = 1

Survey Results

Legend

Question text



n=No. of responses
av.=Mean
dev.=Std. Dev.
ab.=Abstention

2. Employee Info

2.1) Primary Employment Classification:

n=1

Faculty, Full-Time Teaching	100%
Faculty, Full-Time Non-Teaching (Counselors, Librarians)	0%
Faculty, Adjunct Teaching	0%
Faculty, Adjunct Non-Teaching (Counselors, Librarians)	0%
Classified, Full-Time Permanent	0%
Classified, Part-Time Permanent	0%
Supervisor	0%
Administrator	0%

2.2) Years worked at ARC (any location):

n=1

less than 1 year	0%
1 to 4 years	0%
5 to 9 years	100%
10 to 14 years	0%
15 to 19 years	0%
20 years or more	0%

2.3) Primary work location at ARC:

n=1

ARC Main Campus	100%
Natomas Center	0%
McClellan Center	0%
Mather Center	0%

3. Demographics

3.1) What is your gender identity? (MARK ALL THAT APPLY)

n=1

Woman (cisgender woman...a person whose gender identity matches their sex assigned at birth)	0%
Man (cisgender man...a person whose gender identity matches their sex assigned at birth)	0%
Trans woman (a person whose gender identity is female but whose sex assigned at birth is male)	0%
Trans man (a person whose gender identity is male but whose sex assigned at birth is	100%
Gender queer/non-binary (someone whose gender identity isn't exclusively female or male)	100%
Gender non-conforming (a person whose behavior or appearance do not conform to gender expectations)	100%

3.3) What is your sexual orientation? (MARK ALL THAT APPLY)

n=1

Asexual (a person with no sexual feelings or desires)	0%
Bisexual (a person sexually attracted to two genders)	100%
Gay or lesbian (a man who is attracted to other men, or a woman who is attracted to other women)	0%
Heterosexual or straight (a man who is sexually attracted to women, or a woman who is sexually attracted to men)	0%
Pansexual or fluid (a person who is attracted to multiple gender identities)	100%

3.5) What is your age (in years)?

n=1

19 or younger	0%
20 to 24	0%
25 to 34	0%
35 to 54	100%
55 or older	0%

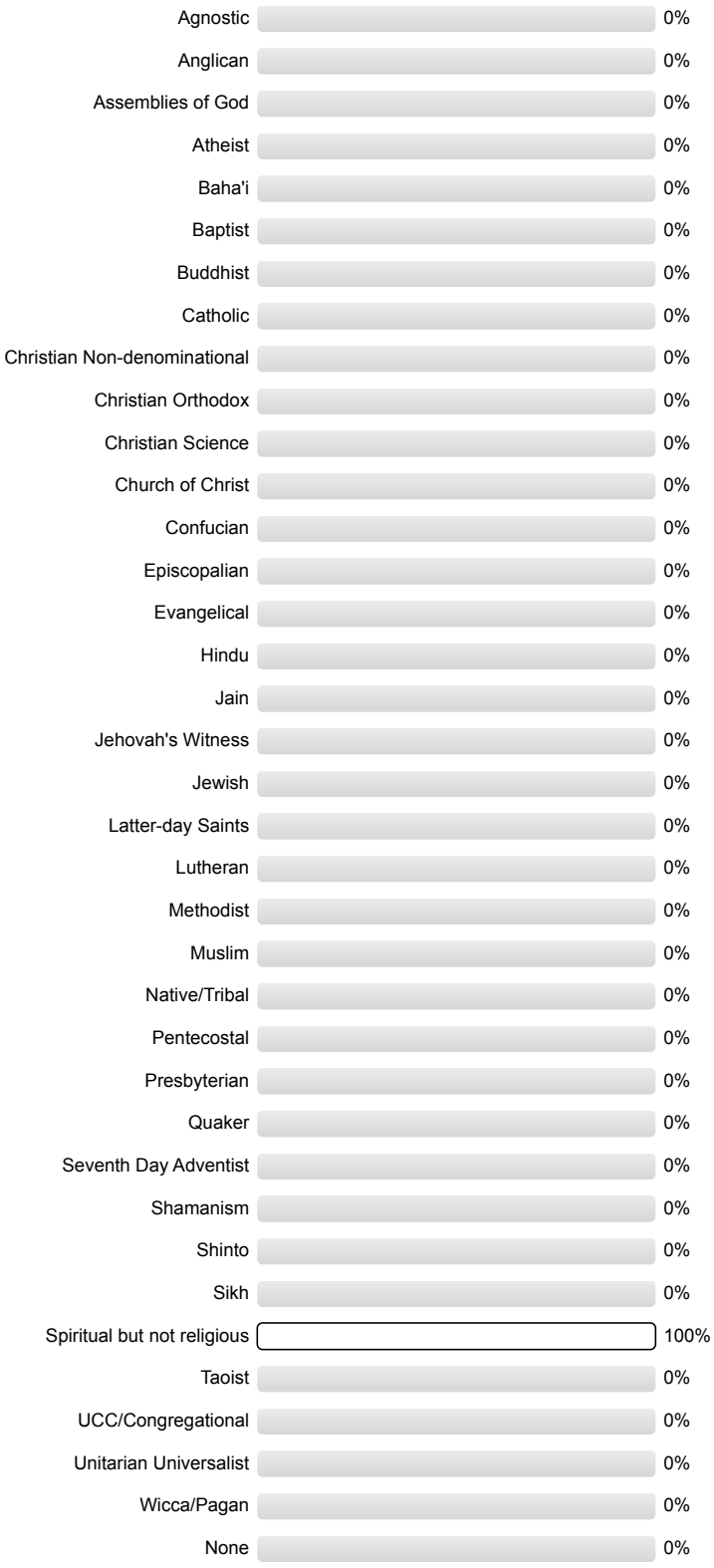
3.6) What is your race/ethnicity? (MARK ALL THAT APPLY)

n=1

African American	0%
Asian	0%
Filipino	0%
Hispanic/Latino	100%
Native American	100%
Other Non-White	0%
Pacific Islander	0%
White	100%

3.8) With which religions, worldviews, or spiritual backgrounds do you identify? (MARK ALL THAT APPLY)

n=1



3.10) With which **one** religion, worldview or spiritual background do you **most strongly** identify? (MARK ONLY **ONE**)

Spiritual but not religious	100%	n=1

3.12) What is your highest level of education?

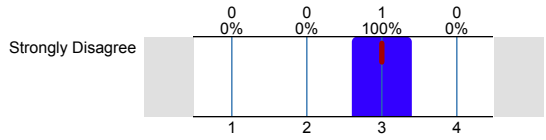
Less than high school	0%	n=1
Graduated high school	0%	
Some college	0%	
Associate's degree	0%	
Bachelor's degree	0%	
Graduate degree	100%	

3.13) Do you have any of the following types of disabilities? (MARK ALL THAT APPLY)

Acquired/traumatic brain injury	0%	n=1
Attention deficit/hyperactivity disorder	0%	
Autism spectrum disorder	0%	
Blind/low vision	0%	
Deaf/hard of hearing	0%	
Cognitive or learning disability	0%	
Chronic illness	0%	
Intellectual disability	0%	
Mental health disability	100%	
Physical disability that affects walking	0%	
Physical disability that does not affect walking	0%	
Speech/communication condition	0%	
None	0%	

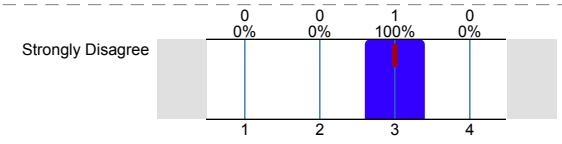
4. Institutional Effectiveness

4.1) The **teaching/learning environment** is *equitable and inclusive* for students at my primary ARC work location.



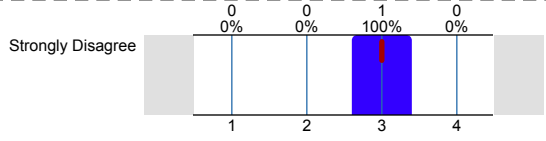
n=1 av.=3 dev.=0

4.2) The **teaching/learning environment** is *safe* for students at my primary ARC work location.



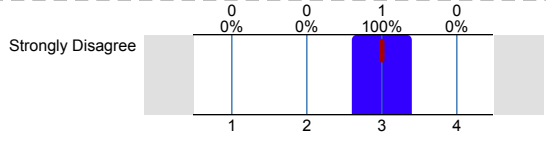
n=1 av.=3 dev.=0

4.3) The **working environment** for students at ARC is *equitable and inclusive*.



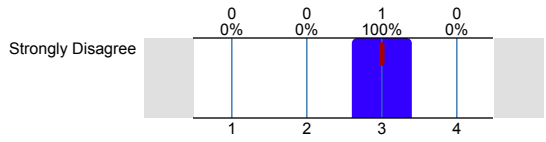
n=1 av.=3 dev.=0

4.4) The **working environment** for students at ARC is *safe*.



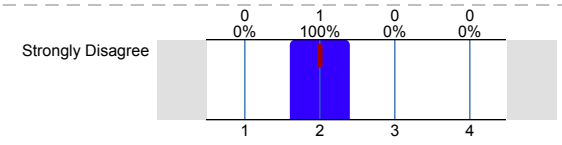
n=1 av.=3 dev.=0

4.5) Innovation is promoted and encouraged.



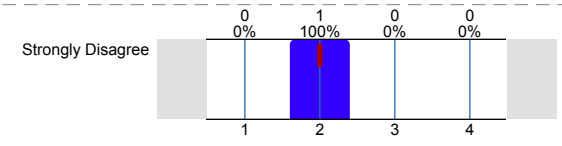
n=1
av.=3
dev.=0

4.7) ARC's curriculum (across all departments) is culturally relevant.



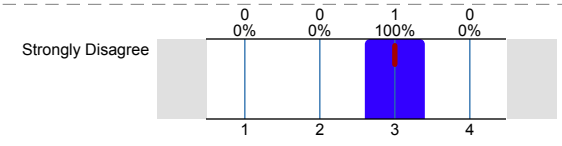
n=1
av.=2
dev.=0

4.8) ARC's governance process is proactive, enabling the college to act in anticipation of future problems, needs, or changes.



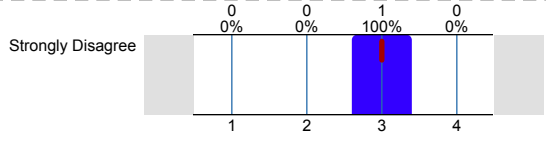
n=1
av.=2
dev.=0

4.9) ARC's governance process guides the institutional priorities of the college.



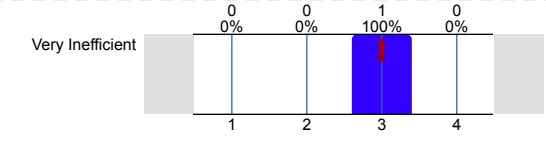
n=1
av.=3
dev.=0

4.10) The process for becoming a member of ARC's governance councils and project teams is clear to me.



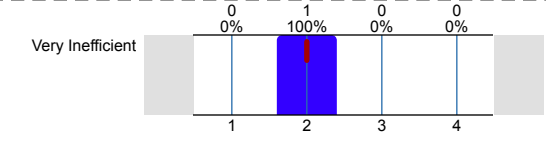
n=1
av.=3
dev.=0

4.11) ...the absence reporting process?



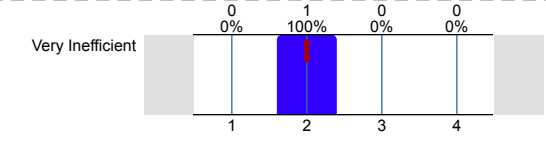
n=1
av.=3
dev.=0

4.12) ...the online purchase requisition process?



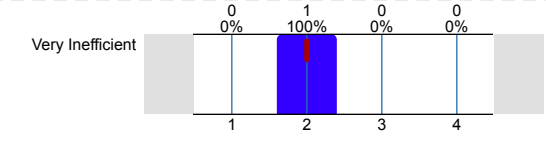
n=1
av.=2
dev.=0

4.13) ...the travel authorization process?



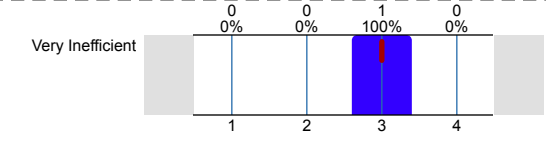
n=1
av.=2
dev.=0

4.14) ...the travel reimbursement process?



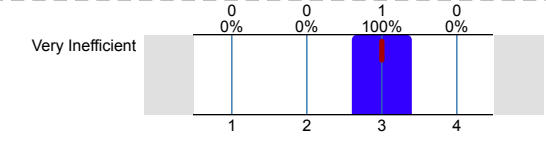
n=1
av.=2
dev.=0

4.15) ...the process for obtaining a parking sticker for your car?



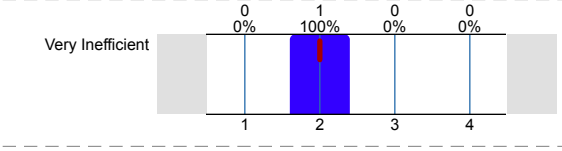
n=1
av.=3
dev.=0

4.16) ...the process for allocating room keys and access cards?



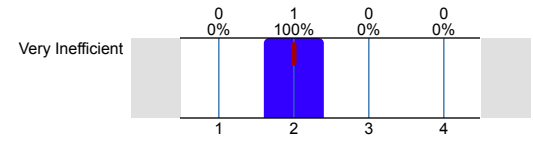
n=1
av.=3
dev.=0

4.18) ...the time sheet process?



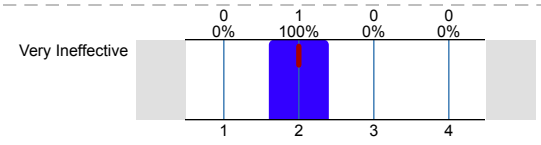
n=1
av.=2
dev.=0

4.19) ...the hiring process?



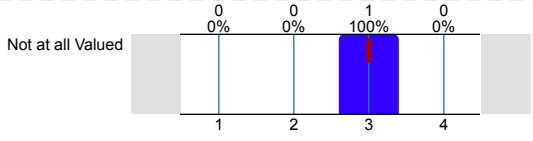
n=1 av.=2 dev.=0

4.20) ...ARC's data-informed approaches to planning, decision-making, and resource allocation?



n=1 av.=2 dev.=0

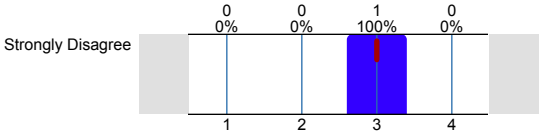
4.21) …the contributions of ARC employees?



n=1 av.=3 dev.=0

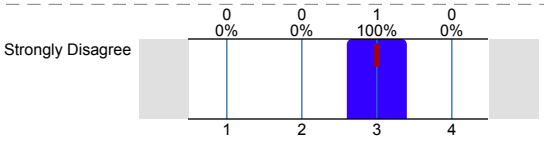
5. Student-Focus

5.1) ARC's planning and decision-making processes put students first.



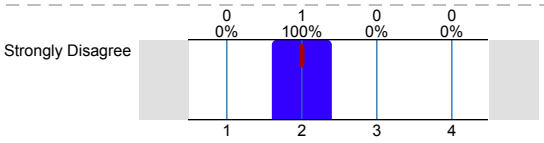
n=1 av.=3 dev.=0

5.2) Employees treat students fairly.



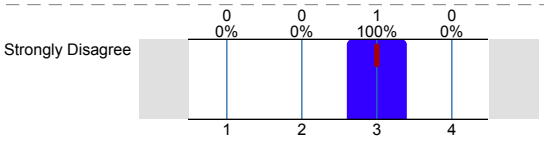
n=1 av.=3 dev.=0

5.3) Faculty put students first when making decisions.



n=1 av.=2 dev.=0

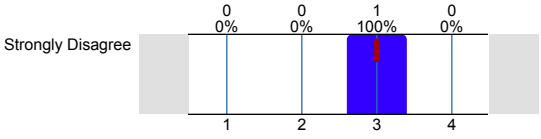
5.6) ARC provides sufficient programs and resources to foster the success of a diverse student body.



n=1 av.=3 dev.=0

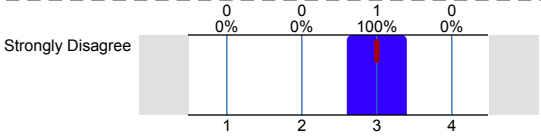
6. Teamwork

6.1) Employees work collaboratively.



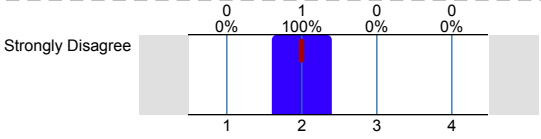
n=1 av.=3 dev.=0

6.2) A sense of cooperation exists across employee groups at ARC.



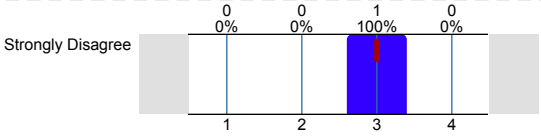
n=1 av.=3 dev.=0

6.3) Employees go out of their way to create a welcoming climate.



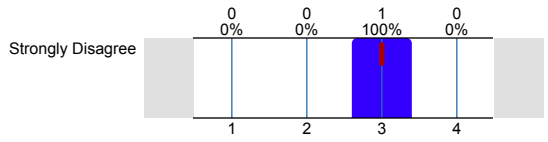
n=1 av.=2 dev.=0

6.4) Employees treat students with respect.



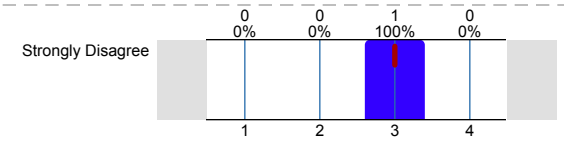
n=1 av.=3 dev.=0

6.5) Employees treat one another in a professional and friendly manner.



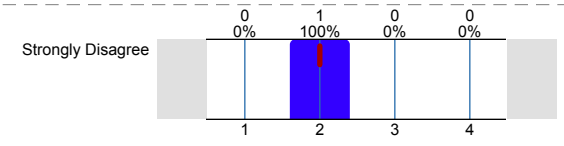
n=1 av.=3 dev.=0

6.6) A sense of teamwork exists at ARC.



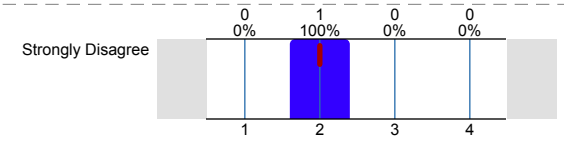
n=1 av.=3 dev.=0

6.7) Clear expectations about my work are communicated to me.



n=1 av.=2 dev.=0

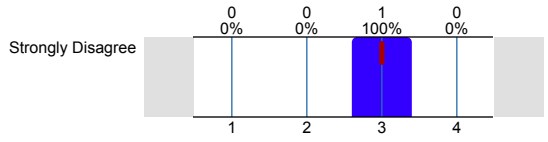
6.8) Employees at ARC use problem-solving techniques when working with others.



n=1 av.=2 dev.=0

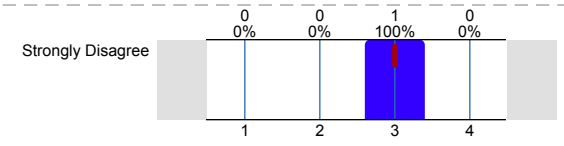
7. Job Satisfaction

7.1) Overall, I am satisfied with my job at ARC.



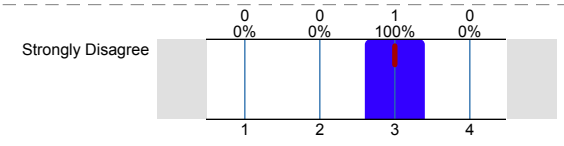
n=1 av.=3 dev.=0

7.2) I feel pressure to accomplish too many tasks and priorities.



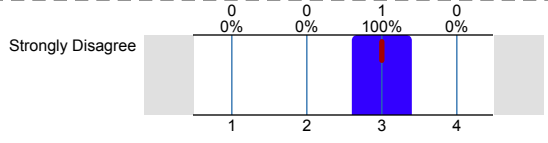
n=1 av.=3 dev.=0

7.3) I enjoy the people I work with at ARC.



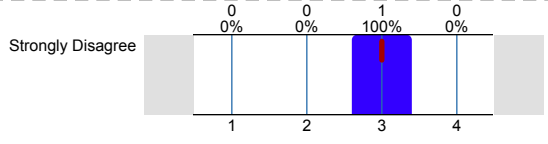
n=1 av.=3 dev.=0

7.4) I feel that my time is valued.



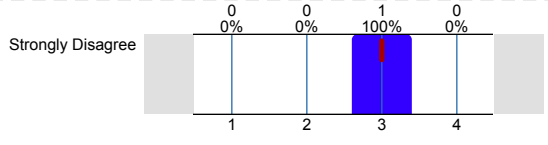
n=1 av.=3 dev.=0

7.5) I have made meaningful connections with other ARC employees.



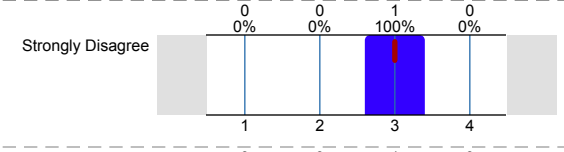
n=1 av.=3 dev.=0

7.7) Physical spaces (classrooms, offices, buildings, etc.) are well maintained at my primary ARC work location.



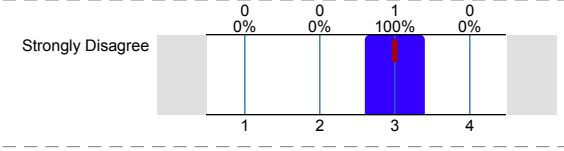
n=1 av.=3 dev.=0

7.9) I have a voice in the decision-making that affects the direction of my department/unit.



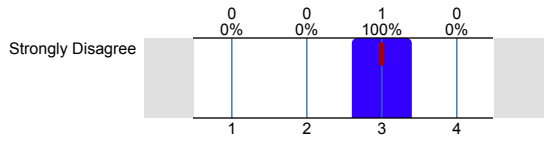
n=1 av.=3 dev.=0

7.10) I feel that I am able to appropriately influence the direction of ARC.



n=1 av.=3 dev.=0

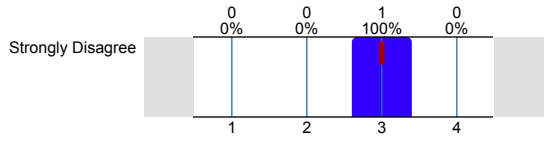
7.11) I have the opportunity to express my ideas in appropriate forums.



n=1
av.=3
dev.=0

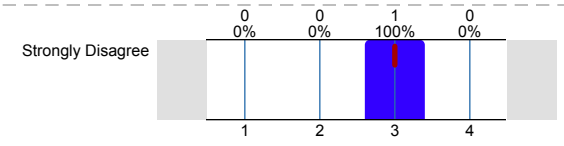
8. Faculty Specific Questions

8.1) There are fair and equitable expectations regarding my service to the college.



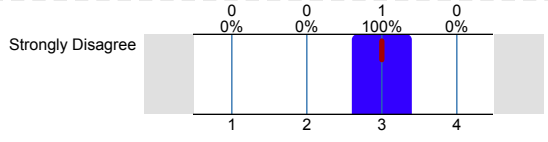
n=1
av.=3
dev.=0

8.2) I am treated fairly and equitably by the other faculty in *my department*.



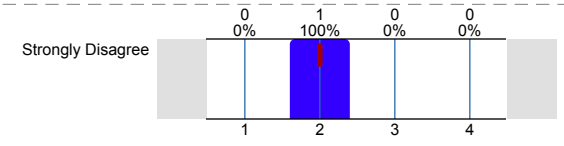
n=1
av.=3
dev.=0

8.3) The faculty in *my department* treat me with respect.



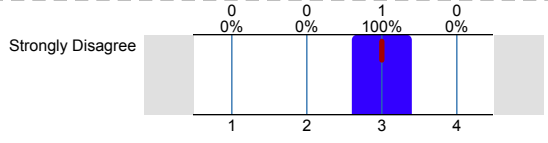
n=1
av.=3
dev.=0

8.4) The curriculum in *my department* is culturally relevant.



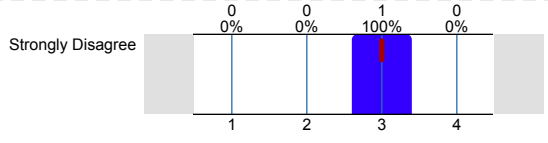
n=1
av.=2
dev.=0

8.6) Classrooms and campus buildings at my primary work location are **clean**.



n=1
av.=3
dev.=0

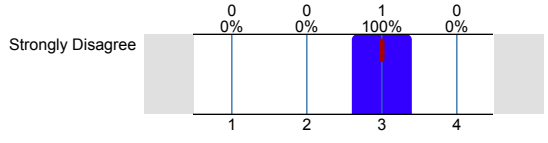
8.7) I feel that I have the support of my dean.



n=1
av.=3
dev.=0

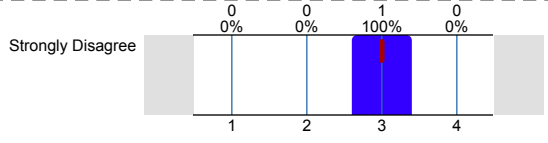
9. Professional Development

9.1) The professional development opportunities that exist at ARC are comprehensive.



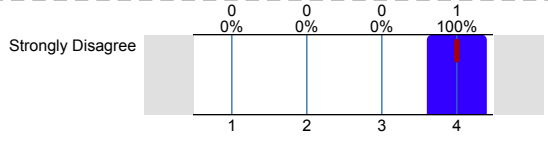
n=1
av.=3
dev.=0

9.2) My manager/supervisor has encouraged me to participate in professional development.



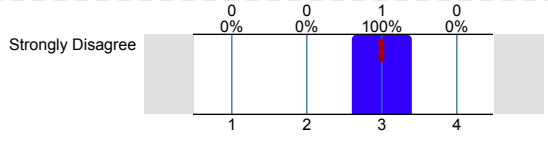
n=1
av.=3
dev.=0

9.3) I have been able to participate in professional development activities.



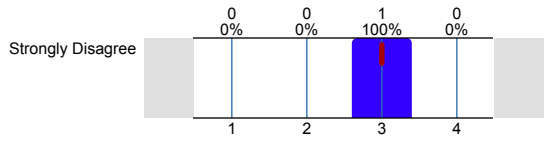
n=1
av.=4
dev.=0

9.4) Professional development offerings at ARC meet my needs.



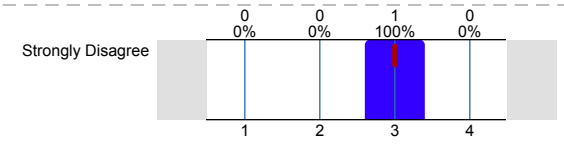
n=1
av.=3
dev.=0

9.5) Professional development needed to improve my job skills in my current position are available to me.



n=1
av.=3
dev.=0

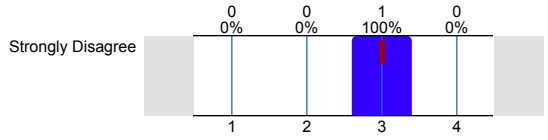
9.7) My experiences at ARC have had a positive influence on my professional growth.



n=1
av.=3
dev.=0

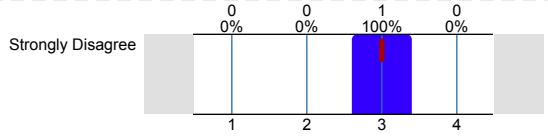
10. Equity, Inclusion, Social Justice Focus

10.1) ARC is an inclusive learning environment for students.



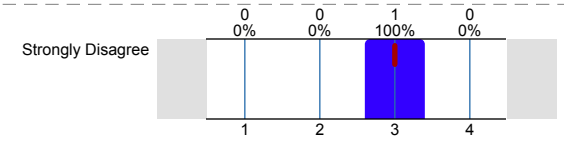
n=1
av.=3
dev.=0

10.2) There exists a strong commitment to **equity** and **inclusion** at ARC.



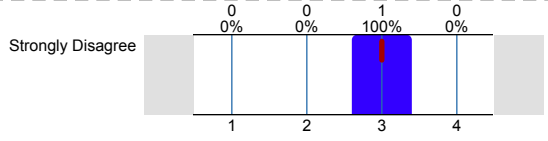
n=1
av.=3
dev.=0

10.7) ARC employees make judgments about **other employees'** abilities based on their race/ethnicity.



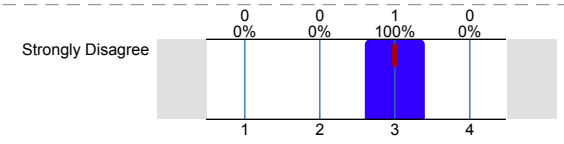
n=1
av.=3
dev.=0

10.8) I am treated (in general) fairly and equitably by other employees.



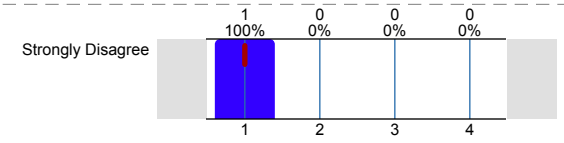
n=1
av.=3
dev.=0

10.9) Other employees value my opinions.



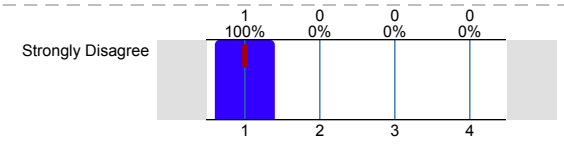
n=1
av.=3
dev.=0

10.10) There is too much emphasis put on issues of **diversity, equity, and inclusion** at ARC.



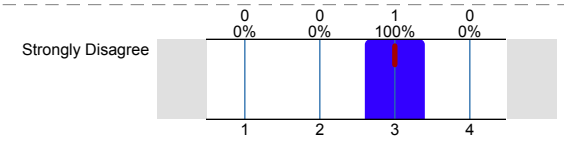
n=1
av.=1
dev.=0

10.11) There is too much emphasis put on issues of **social justice** at ARC.



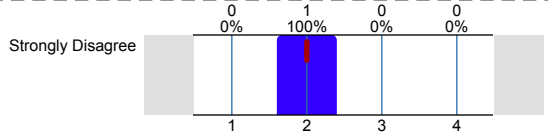
n=1
av.=1
dev.=0

10.16) The **student body** at my primary ARC work location is racially diverse.



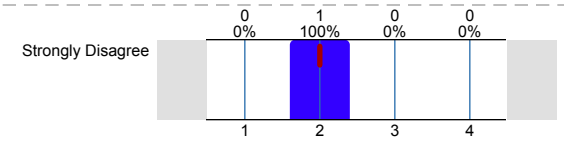
n=1
av.=3
dev.=0

10.17) The **faculty** at my primary ARC work location is racially diverse.



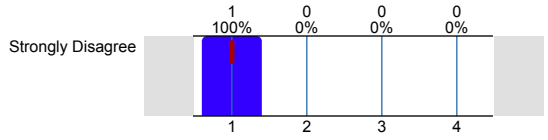
n=1
av.=2
dev.=0

10.18) The **classified staff** at my primary ARC work location is racially diverse.



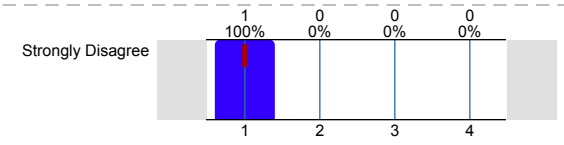
n=1
av.=2
dev.=0

10.19) At my primary ARC work location, **faculty** adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.



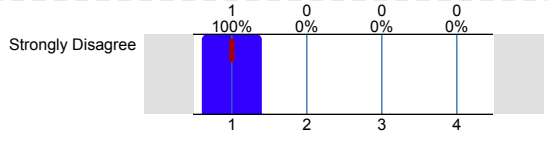
n=1
av.=1
dev.=0

10.20) At my primary ARC work location, **classified staff** adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.



n=1
av.=1
dev.=0

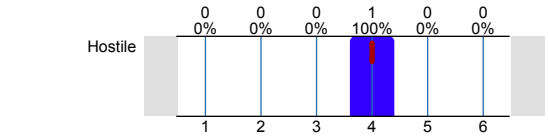
10.21) At my primary ARC work location, **managers** (e.g., administration, supervisors) adequately represent the diversity (e.g., gender, identity, race, ethnicity, worldview) of the students.



n=1
av.=1
dev.=0

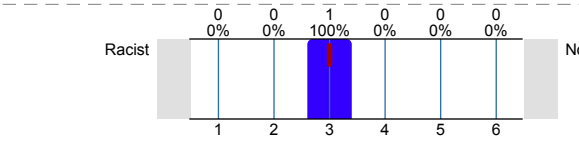
11. Each of the following questions shows a pair of adjectives that are opposite to one another. The six boxes between each pair reflect a range of responses (for example, from a 'Hostile' environment at one end of the range, to a 'Friendly' environment at the other). For each question, mark the one box between each pair of adjectives that best expresses how you feel about ***your primary ARC work location*** based on your personal experiences:

11.1)



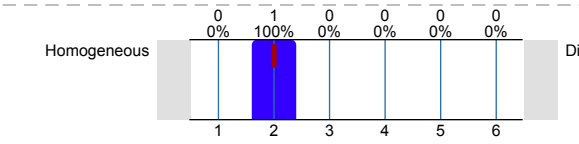
n=1
av.=4
dev.=0

11.2)



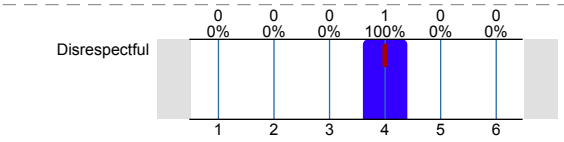
n=1
av.=3
dev.=0

11.3)



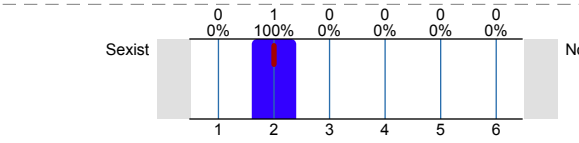
n=1
av.=2
dev.=0

11.4)



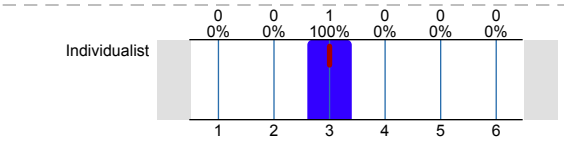
n=1
av.=4
dev.=0

11.5)



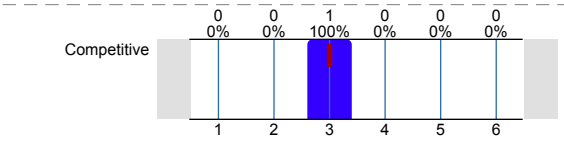
n=1
av.=2
dev.=0

11.6)



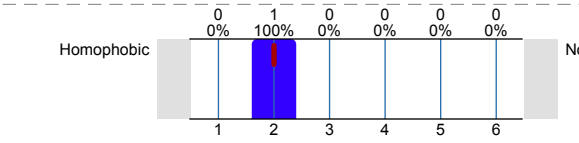
n=1
av.=3
dev.=0

11.7)



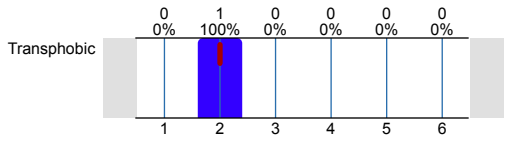
n=1
av.=3
dev.=0

11.8)



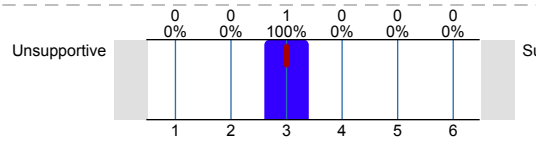
n=1
av.=2
dev.=0

11.9)



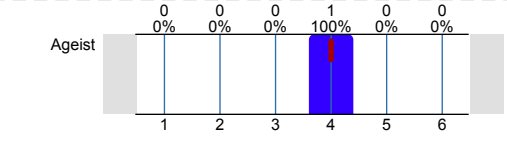
n=1
av.=2
dev.=0

11.10)



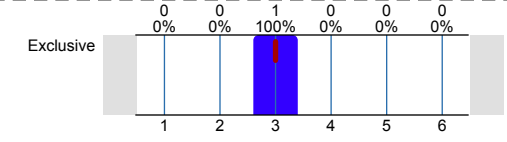
n=1
av.=3
dev.=0

11.11)



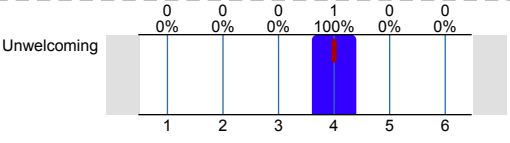
n=1
av.=4
dev.=0

11.12)



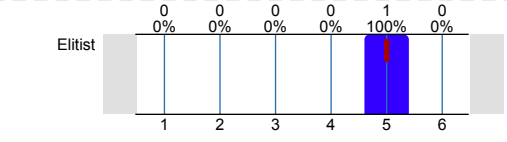
n=1
av.=3
dev.=0

11.13)



n=1
av.=4
dev.=0

11.14)



n=1
av.=5
dev.=0

12. During the past 12 months at ***your primary ARC work location***, have you heard anyone... (MARK ALL THAT APPLY)

12.1) ...call someone homophobic names.

Yes, in a class setting	0%
Yes, outside of class	100%
No, not at my primary ARC work location	0%

n=1

12.2) ...say sexual things to you or try to talk about sexual matters when you didn't want to.

Yes, in a class setting	0%
Yes, outside of class	0%
No, not at my primary ARC work location	100%

n=1

12.3) ...make crude or offensive remarks or jokes about people who identify as LGBTQ+ (lesbian, gay, bisexual, trans, queer, +).

Yes, in a class setting	0%
Yes, outside of class	100%
No, not at my primary ARC work location	0%

n=1

12.4) ...suggest or imply in your presence that women don't have the same intellectual abilities that men do.

Yes, in a class setting	0%
Yes, outside of class	100%
No, not at my primary ARC work location	0%

n=1

12.5) ...make inappropriate comments about your or someone else's body, appearance, or looks.

		n=1
Yes, in a class setting	0%	
Yes, outside of class	100%	
No, not at my primary ARC work location	0%	

12.6) ...make sexist remarks or jokes about women.

		n=1
Yes, in a class setting	0%	
Yes, outside of class	100%	
No, not at my primary ARC work location	0%	

12.7) ...make sexist remarks or jokes about men.

		n=1
Yes, in a class setting	0%	
Yes, outside of class	0%	
No, not at my primary ARC work location	100%	

12.8) ...make negative remarks or jokes about trans women.

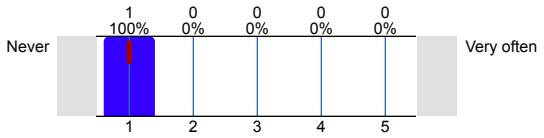
		n=1
Yes, in a class setting	0%	
Yes, outside of class	100%	
No, not at my primary ARC work location	0%	

12.9) ...make negative remarks or jokes about trans men.

		n=1
Yes, in a class setting	0%	
Yes, outside of class	0%	
No, not at my primary ARC work location	100%	

13. Regarding your personal ***physical safety***:

13.1) During the past 12 months, have you been concerned for your **physical** safety at your primary ARC work location?



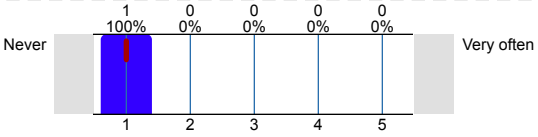
n=1
av.=1
dev.=0

13.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **physical** safety (mark all that apply)?

n=1

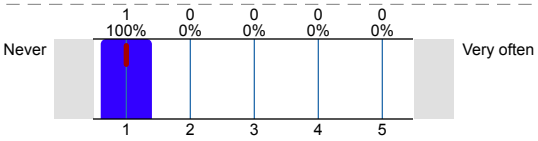
Classrooms	0%
Sporting events	0%
Social gatherings	0%
Secluded areas on campus	0%
Campus buildings	0%
Busses or bus stops	0%
Parking lots or parking structures	0%
Neighborhoods or other areas around campus	0%
Campus at night	0%
Bathroom/restrooms	0%
Locker rooms	0%
Club events	0%
Campus talks	0%
None	100%

13.4) Other students



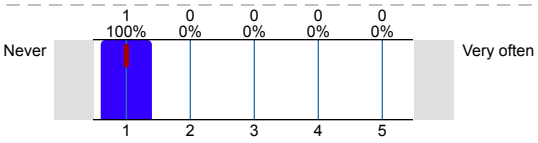
n=1
av.=1
dev.=0

13.5) Instructors



n=1
av.=1
dev.=0

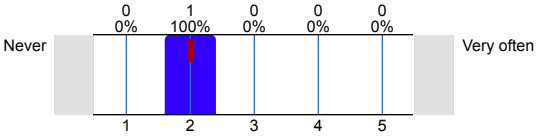
13.6) Staff



n=1
av.=1
dev.=0

14. Regarding your ***emotional safety***:

14.1) During the past 12 months, have you been concerned for your **emotional** safety at your primary ARC work location?



n=1
av.=2
dev.=0

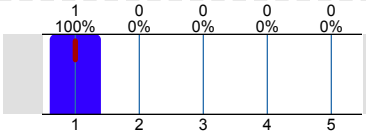
14.2) During the past 12 months, have you avoided any of the following areas at your primary ARC work location due to concerns for your **emotional** safety? (mark all that apply)

n=1

Classrooms	0%
Sporting events	0%
Social gatherings	0%
Secluded areas on campus	0%
Campus buildings	0%
Busses or bus stops	0%
Parking lots or parking structures	0%
Neighborhoods or other areas around campus	0%
Campus at night	0%
Bathroom/restrooms	0%
Locker rooms	0%
Club events	0%
Campus talks	0%
None	100%

14.4) Other students

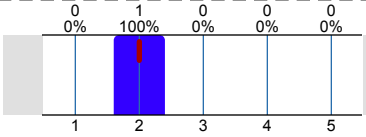
Never — Very often



n=1
av.=1
dev.=0

14.5) Instructors

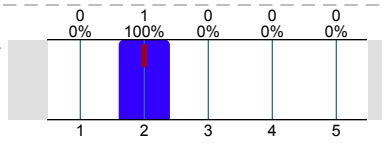
Never — Very often



n=1
av.=2
dev.=0

14.6) Staff

Never — Very often



n=1
av.=2
dev.=0

15. Regarding your primary ARC work location:

15.1) Discrimination

n=1

Yes	0%
No	100%

15.2) Threats of physical violence

n=1

Yes	0%
No	100%

15.3) Physical violence

n=1

Yes	0%
No	100%

15.4) Threats of emotional violence

Yes	0%	n=1
No	100%	

15.5) Emotional violence

Yes	100%	n=1
No	0%	

15.6) Sexual harassment

Yes	0%	n=1
No	100%	

15.7) Other harassment

Yes	0%	n=1
No	100%	

15.8) Sexual assault

Yes	0%	n=1
No	100%	

15.9) Unwanted sexual advances

Yes	0%	n=1
No	100%	

15.10) Verbal threats

Yes	0%	n=1
No	100%	

15.11) Discrimination

Yes	0%	n=1
No	100%	

15.12) Threats of physical violence

Yes	100%	n=1
No	0%	

15.13) Physical violence

Yes	0%	n=1
No	100%	

15.14) Threats of emotional violence

Yes	100%	n=1
No	0%	

15.15) Emotional violence

Yes	100%	n=1
No	0%	

15.16) Sexual harassment

Yes	100%	n=1
No	0%	

15.17) Other harassment

Yes	100%	n=1
No	0%	

15.18) Sexual assault

Yes	0%	n=1
No	100%	

15.19) Unwanted sexual advances

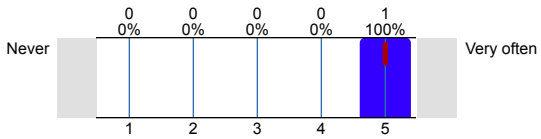
Yes	0%	n=1
No	100%	

15.20) Verbal threats

Yes	100%	n=1
No	0%	

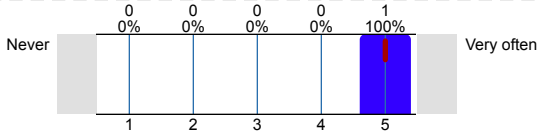
16. During the past 12 months, have you experienced microaggressions at your primary ARC work location with regard to your...

16.1) ...gender/gender identity



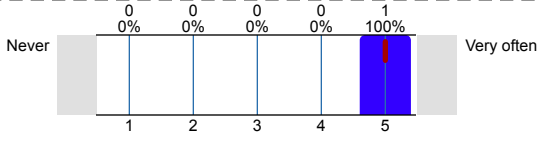
n=1
av.=5
dev.=0

16.2) ...sexual orientation



n=1
av.=5
dev.=0

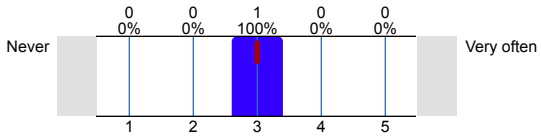
16.3) ...racial, ethnic, or cultural identity



n=1
av.=5
dev.=0

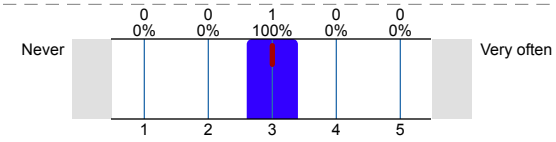
17. During the past 12 months, do you feel YOU have been mistreated ***by students*** at your primary ARC work location because of your:

17.1) Ability or disability status



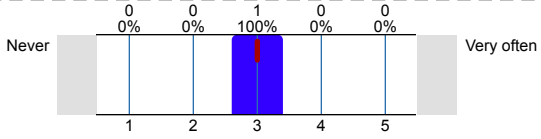
n=1
av.=3
dev.=0

17.2) Racial or ethnic identity



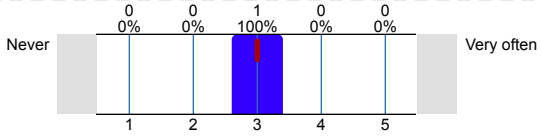
n=1
av.=3
dev.=0

17.3) Culture or cultural identity



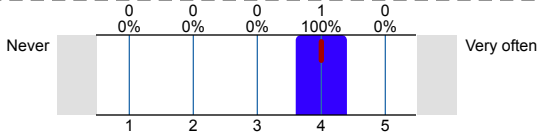
n=1
av.=3
dev.=0

17.4) Sex



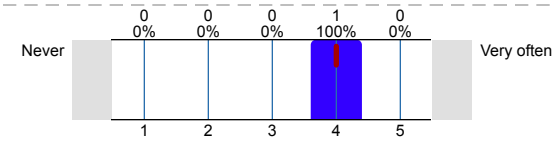
n=1
av.=3
dev.=0

17.5) Sexual orientation



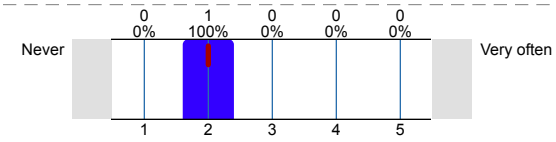
n=1
av.=4
dev.=0

17.6) Gender/gender identity



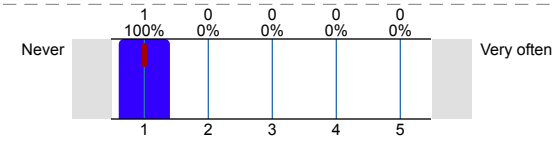
n=1
av.=4
dev.=0

17.7) Veteran status



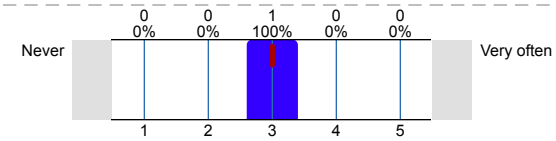
n=1
av.=2
dev.=0

17.8) Marital status



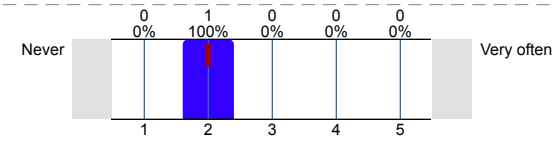
n=1
av.=1
dev.=0

17.9) Country of origin



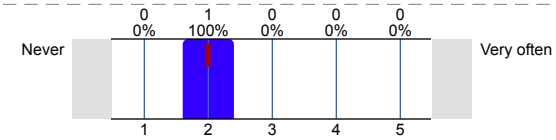
n=1
av.=3
dev.=0

17.10) Age



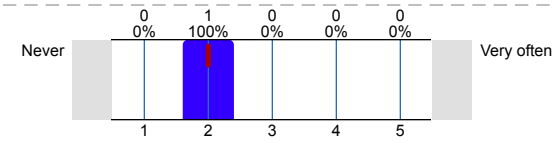
n=1
av.=2
dev.=0

17.11) Religion, worldview, or spirituality



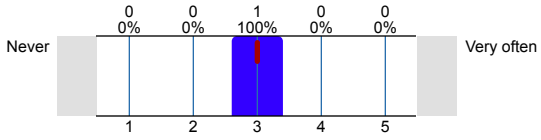
n=1
av.=2
dev.=0

17.12) Height, weight, or body type



n=1
av.=2
dev.=0

17.13) Political orientation



n=1
av.=3
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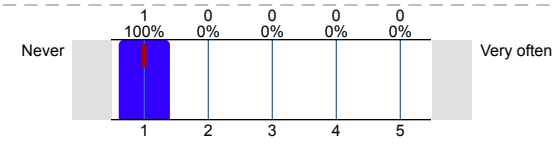
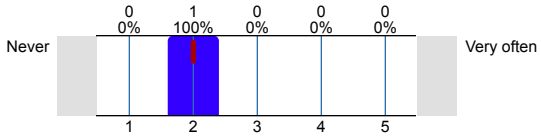
17.14) Social class



n=1
av.=1
dev.=0

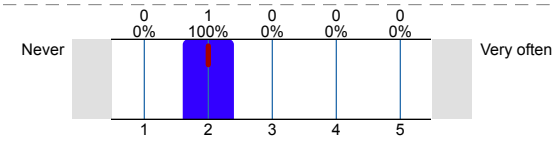
18. During the past 12 months, do you feel **YOU have** been mistreated ***by faculty*** at your primary ARC work location because of your:

18.1) Ability or disability status



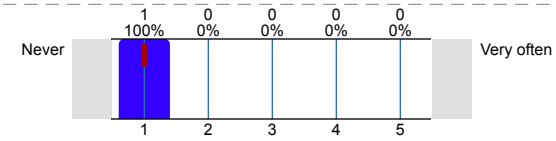
n=1
av.=2
dev.=0

18.2) Racial or ethnic identity



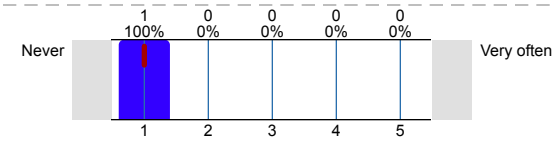
n=1
av.=2
dev.=0

18.3) Culture or cultural identity



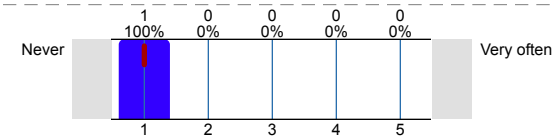
n=1
av.=1
dev.=0

18.4) Sex



n=1
av.=1
dev.=0

18.5) Sexual orientation



n=1
av.=1
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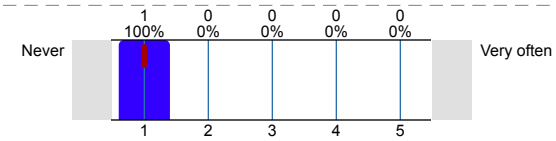
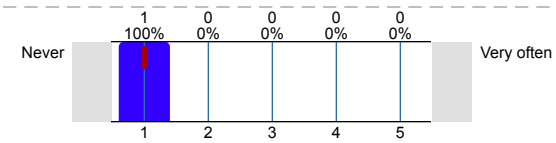
18.6) Gender/gender identity



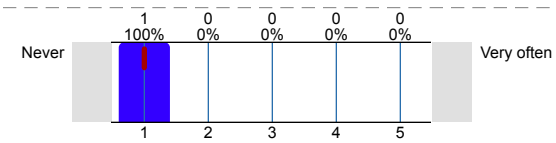
n=1
av.=1
dev.=0

18.7) Veteran status



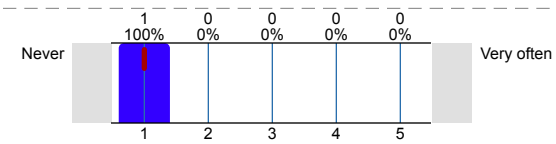
n=1
av.=1
dev.=0

18.8) Marital status



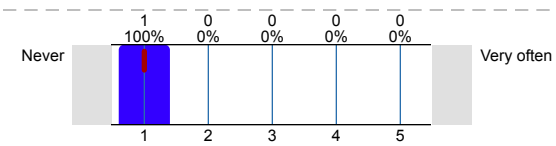
n=1
av.=1
dev.=0

18.9) Country of origin



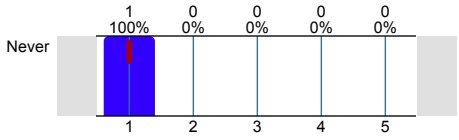
n=1
av.=1
dev.=0

18.10) Age



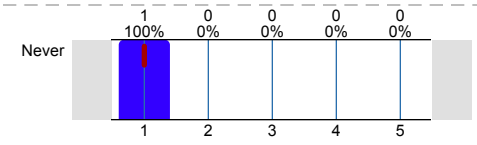
n=1
av.=1
dev.=0

18.11) Religion, worldview, or spirituality



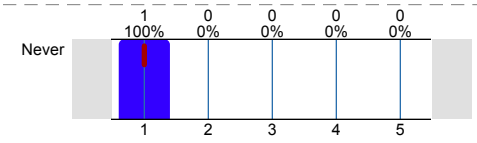
n=1
av.=1
dev.=0

18.12) Height, weight, or body type



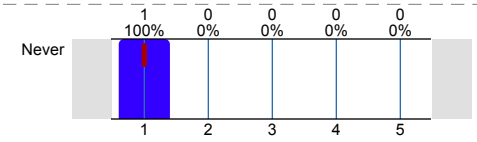
n=1
av.=1
dev.=0

18.13) Political orientation



n=1
av.=1
dev.=0

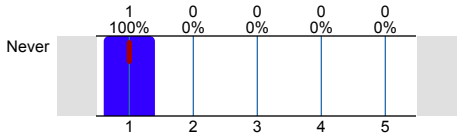
18.14) Social class



n=1
av.=1
dev.=0

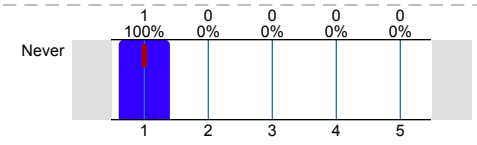
19. During the past 12 months, do you feel **YOU have** been mistreated ***by classified staff*** at your primary ARC work location because of your:

19.1) Ability or disability status



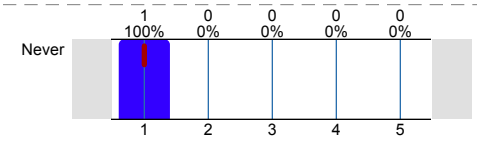
n=1
av.=1
dev.=0

19.2) Racial or ethnic identity



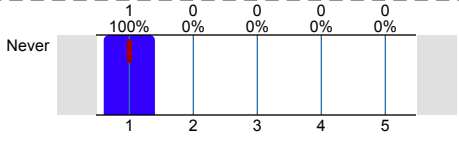
n=1
av.=1
dev.=0

19.3) Culture or cultural identity



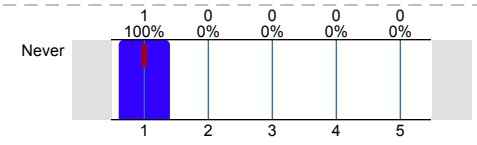
n=1
av.=1
dev.=0

19.4) Sex



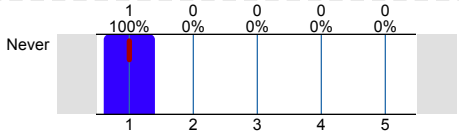
n=1
av.=1
dev.=0

19.5) Sexual orientation



n=1
av.=1
dev.=0

19.6) Gender/gender identity



n=1
av.=1
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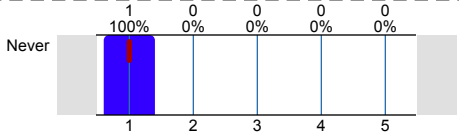
19.7) Veteran status



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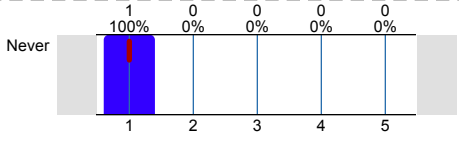
19.8) Marital status



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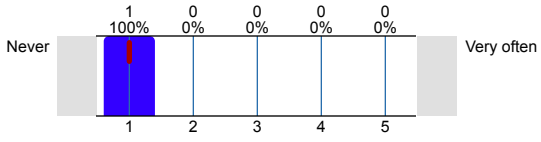
19.9) Country of origin



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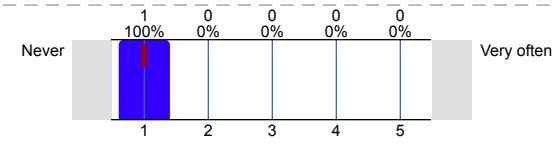
19.10) Age



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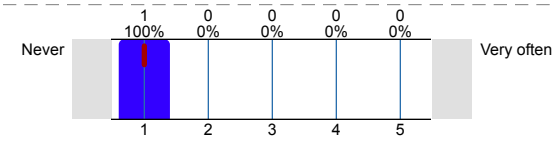
19.11) Religion, worldview, or spirituality



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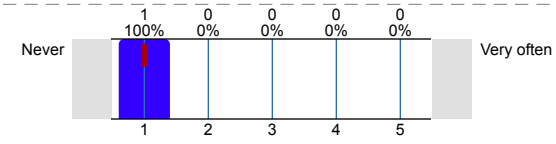
19.12) Height, weight, or body type



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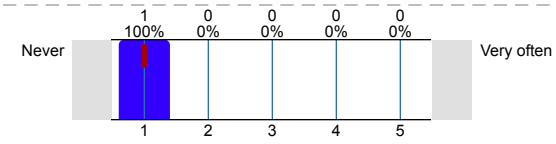
19.13) Political orientation



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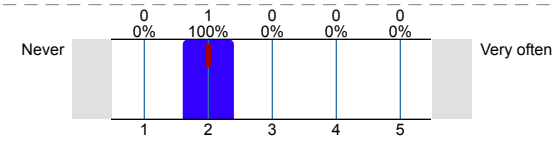
19.14) Social class



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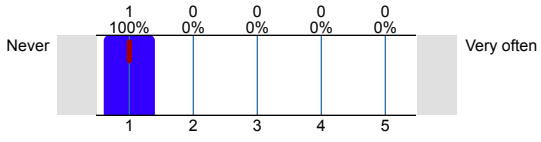
20. During the past 12 months, do you feel **YOU have** been mistreated ***by managers (administrators, supervisors)*** at your primary ARC work location because of your:

20.1) Ability or disability status



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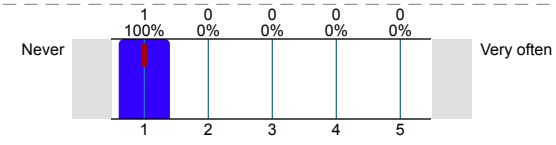
20.2) Racial or ethnic identity



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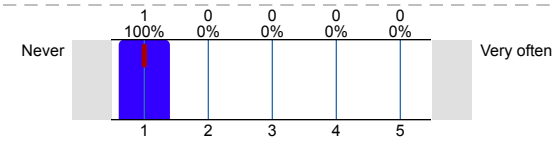
20.3) Culture or cultural identity



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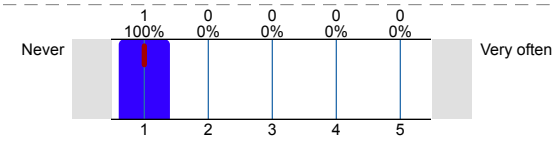
20.4) Sex



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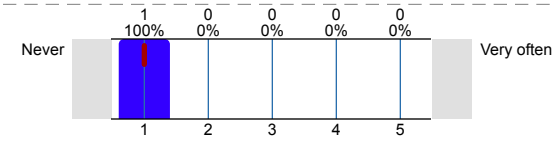
20.5) Sexual orientation



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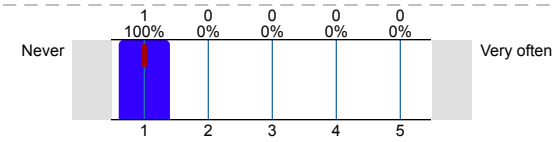
20.6) Gender/gender identity



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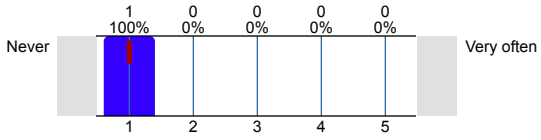
20.7) Veteran status



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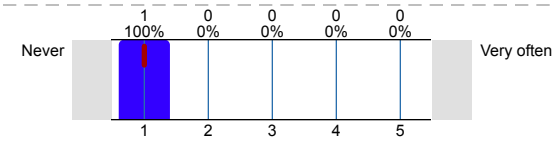
20.8) Marital status



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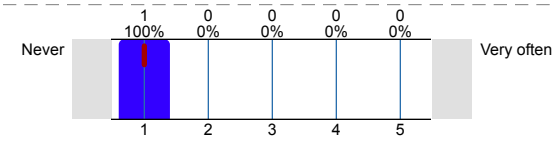
20.9) Country of origin



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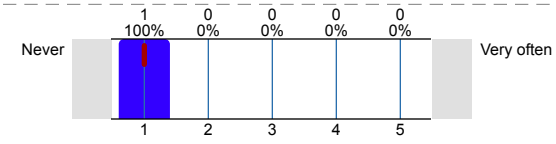
20.10) Age



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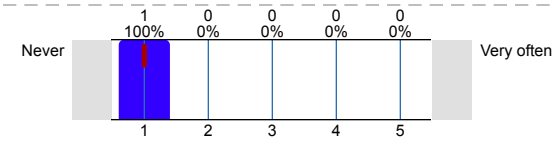
20.11) Religion, worldview, or spirituality



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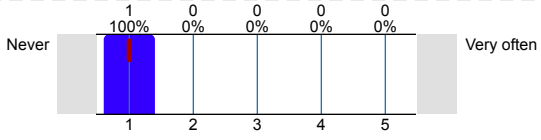
20.12) Height, weight, or body type



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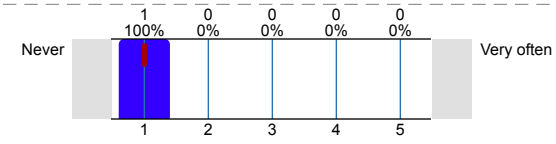
20.13) Political orientation



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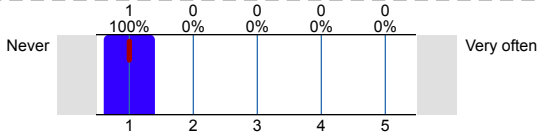
20.14) Social class



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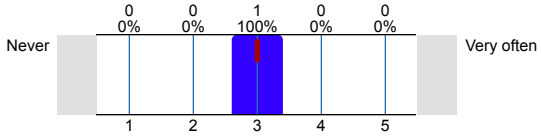
21. During the past 12 months, have you seen faculty, classified staff, or managers **mistreat *students*** at your primary ARC work location because of their:

21.1) Ability or disability status



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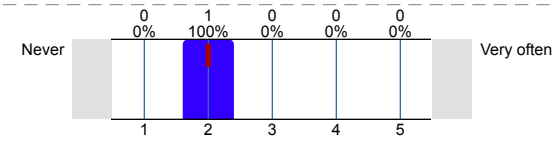
21.2) Racial or ethnic identity



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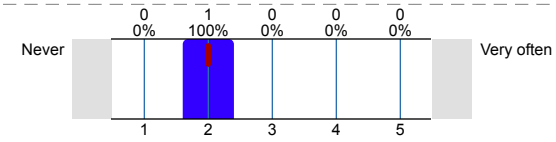
21.3) Culture or cultural identity



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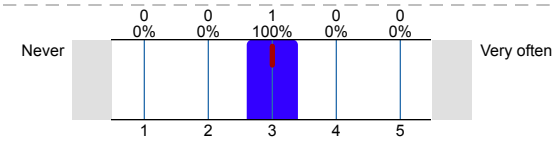
21.4) Sex



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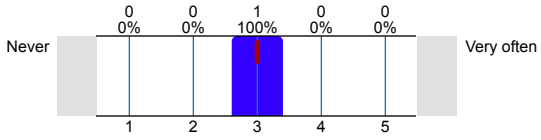
21.5) Sexual orientation



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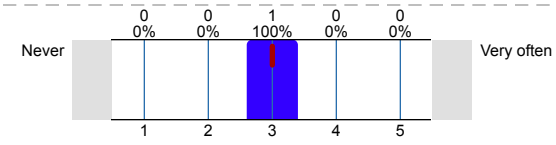
21.6) Gender/gender identity



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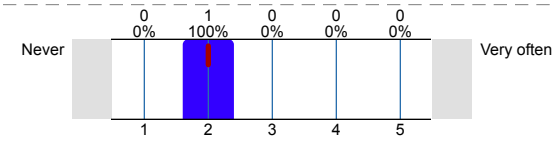
21.7) Veteran status



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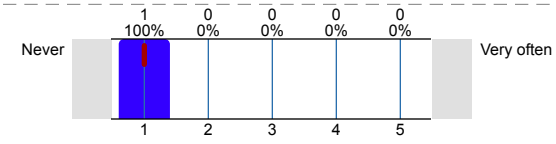
21.8) Marital status



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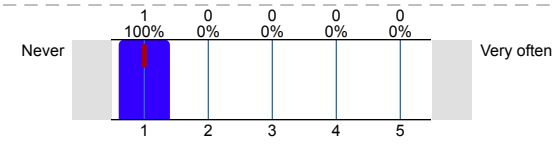
21.9) Country of origin



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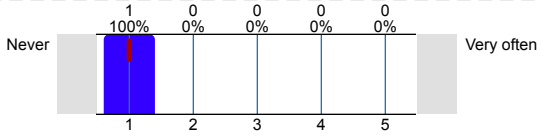
21.10) Age



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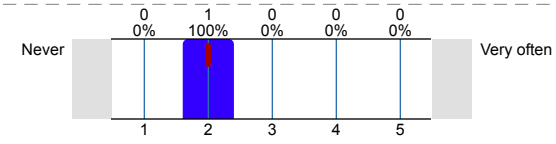
21.11) Religion, worldview, or spirituality



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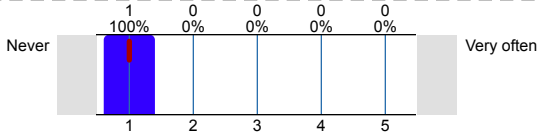
21.12) Height, weight, or body type



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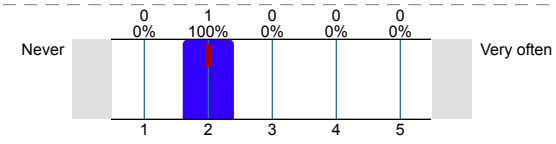
21.13) Political orientation



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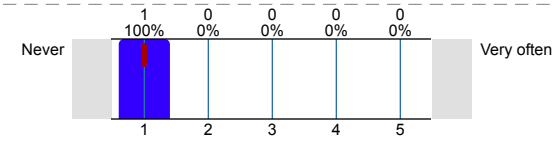
21.14) Social class



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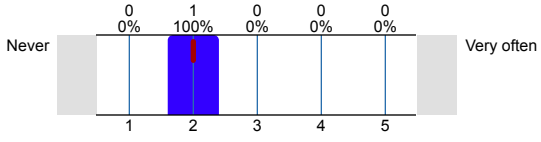
22. During the past 12 months, have you seen faculty, classified staff, or managers **mistreat** other faculty, classified staff, or managers at your primary ARC work location because of their:

22.1) Ability or disability status



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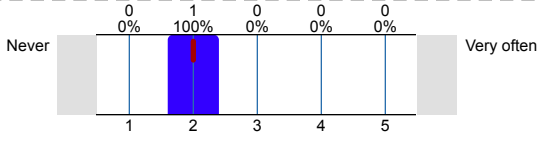
22.2) Racial or ethnic identity



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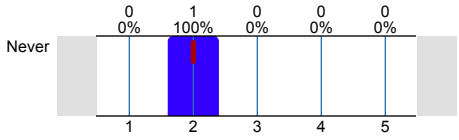
22.3) Culture or cultural identity



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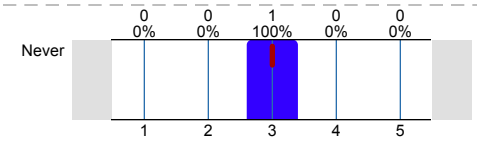
22.4) Sex



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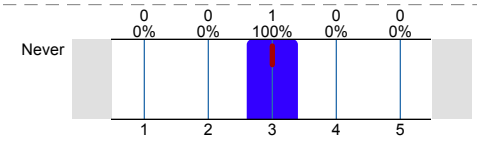
22.5) Sexual orientation



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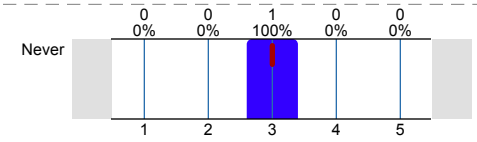
22.6) Gender/gender identity



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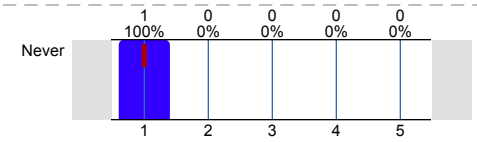
22.7) Veteran status



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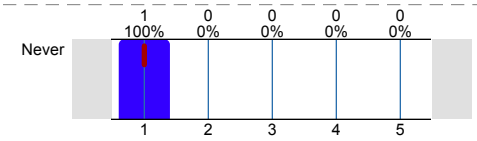
22.8) Marital status



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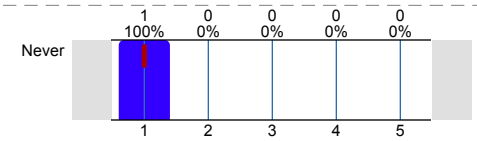
22.9) Country of origin



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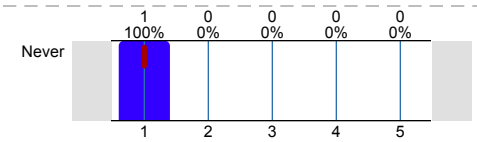
22.10) Age



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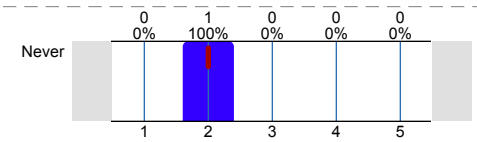
22.11) Religion, worldview, or spirituality



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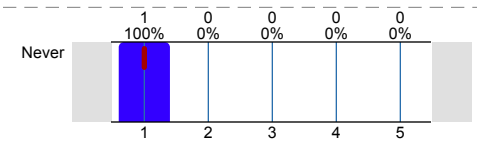
22.12) Height, weight, or body type



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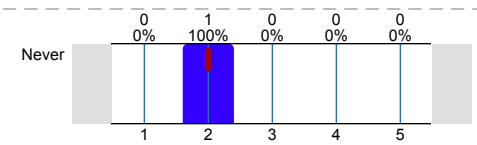
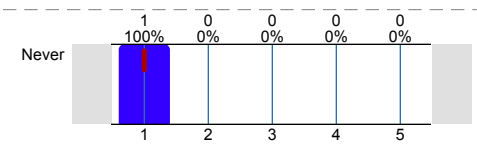
22.13) Political orientation



n=1
av.=2
dev.=0

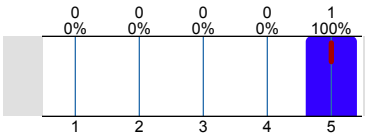
22.14) Social class



n=1
av.=1
dev.=0

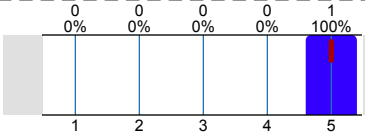
23. During the past 12 months at your primary ARC work location, how often have you interacted in a meaningful way with people...

23.1) ...whose religious or spiritual beliefs or worldviews are different than your own.



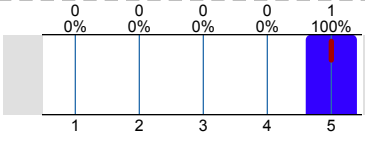
n=1
av.=5
dev.=0

23.2) ...whose political opinions are different from your own.



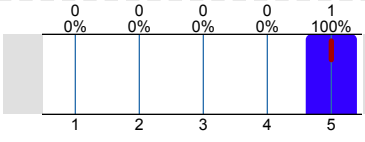
n=1
av.=5
dev.=0

23.3) ...who are immigrants.



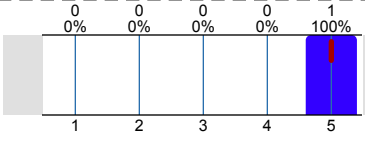
n=1
av.=5
dev.=0

23.4) ...who are from an immigrant family.



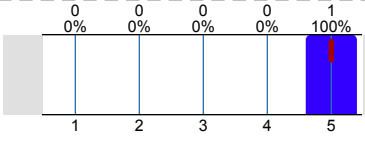
n=1
av.=5
dev.=0

23.5) ...who are a different nationality than your own.



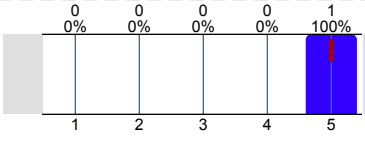
n=1
av.=5
dev.=0

23.6) ...who are of a different race or ethnicity than your own.



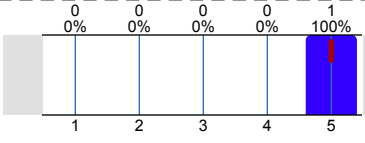
n=1
av.=5
dev.=0

23.7) ...whose gender identity is different than your own.



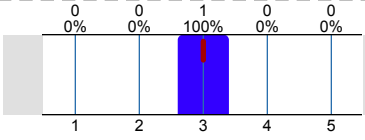
n=1
av.=5
dev.=0

23.8) ...whose sexual orientation is different than your own.



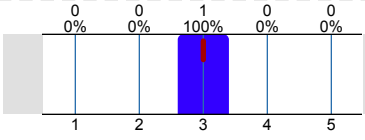
n=1
av.=5
dev.=0

23.9) ...who are from a different social class.



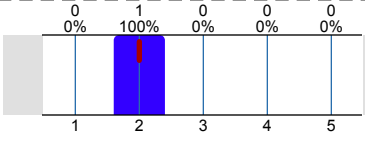
n=1
av.=3
dev.=0

23.10) ...who have physical or other observable disabilities.



n=1
av.=3
dev.=0

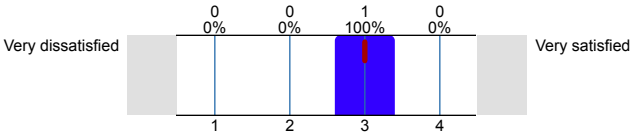
23.11) ...who have learning, psychological, or other disabilities that are not readily apparent.



n=1
av.=2
dev.=0

24. Overall campus climate at your primary ARC work location:

24.1) During the past 12 months, how satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at your primary ARC work location?



n=1
av.=3
dev.=0