

Appendix B:
Sample Questionnaire (Staff)

Q131 Statement of Confidentiality

This is an anonymous climate survey and does NOT constitute notice or a report to the University of Virginia of discrimination on the basis of age, color, disability, gender identity, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information. This climate survey also does not constitute notice or a report to the University of sexual and gender-based harassment, including sexual assault, and other forms of interpersonal violence. Should you wish to file an official report of bias, discrimination, or harassment, including sexual assault, and other forms of interpersonal violence, you may do so online at: University of Virginia, including the Medical Center: University of Virginia -

<http://justreportit.virginia.edu/>

Office for Equal Opportunity and Civil Rights - 434- 924-3200 or UVAEOCR@virginia.edu College at Wise: University of Virginia College at Wise -

<https://home.uvawise.edu/complianceforms/forms/incident-report-form>

UVA Wise Office of Compliance, Conduct & Inclusion - 276- 376-3451

Every effort will be made to ensure that data linked to any area or program of the University for which an insufficient number of responses were received will either be included in the aggregate with other data or removed from the analysis. Should you wish to remain anonymous, it is important to note that written comments may be edited or redacted as part of the survey assessment.

Purpose and Benefits

The University of Virginia, which includes the College at Wise and the Medical Center, is interested in understanding the lived experiences and perceptions of its faculty, staff, and students with respect to the climate at the University for diversity, inclusion, safety, and well-being. The analysis resulting from this survey will be used by leadership in each of the schools and units in support of their ongoing efforts to engage in strategic planning to enhance excellence through diversity, equity, and inclusion. The information will also be used by the Dean's Working Group which was convened in response to the events of August 11-12, 2017 to inform the short and long-term efforts of the University to be responsive to the concerns, comments, and suggestions of our community. The following questions provide an opportunity to share your experiences and perceptions.

Procedures

Your participation is anonymous. Please answer the questions as openly and honestly as possible. You may skip any question, as well as elect not to respond to any particular statement within a section, by not selecting a response and instead selecting the "Next" button. The survey will take an estimated 25-35 minutes to complete. You must be 18 years of age or older to participate. When you have completed the survey, you will be directed to a separate web form to notify the UVA Center for Survey Research (CSR) that you have completed the survey so that you will not be sent additional survey reminders.

Discomforts and Risks

There are no anticipated risks in participating in this survey beyond those experienced in everyday life. Some of the questions seek information about your personal characteristics and potentially negative experiences and may cause discomfort. As noted above, you may skip any questions or exit the survey at

any time. Your participation and level of participation in this survey are completely voluntary. The following offices are available for counseling and other confidential support should you need them:

The Women's Center Counseling Staff and Confidential Advocate, 434-982-2252

University Faculty Employee Assistance Program, 434-243-2643

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Questions

You can ask questions about this survey in confidence.

For questions about the survey administration and general access, contact the Center for Survey Research at surveys1@virginia.edu and 434-243-5226.

For questions about the survey development and how the data will be used, contact the Principal Investigator, Archie Holmes, Ph.D., at vpaa@virginia.edu.

For questions about your rights as a participant in this research, contact the Institutional Review Board-Social and Behavioral Sciences at (434) 924-5999 or irbsbshelp@virginia.edu.

If you have difficulty completing the survey online, please contact the office for Equal Opportunity and Civil Rights (EOCR) to explore options that may be available to you at UVAEOCR@virginia.edu or 434-924-3200.

IRB Approval # 2018-0142-00

You may print out a copy of this page for your records.

NOTE: This version of the survey is meant for private devices. Qualtrics will use cookies to save your progress in case you need to complete the survey over multiple sessions. If you are on a shared computer or would like to disable this feature, please click [here](#).

Q132 What is your primary work location?

Charlottesville area (1)

Wise (2)

Other location or telecommuting (3) _____

Page Break

End of Block: Introduction - INT

Start of Block: Introduction

Page Break

INTRO Statement of Confidentiality

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experiences and may cause discomfort. As noted above, you may skip any questions or exit the survey at any time. Your participation and level of participation in this survey are completely voluntary. The following offices are available for counseling and other confidential support should you need them:

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LOCATION What is your primary work location?

- Charlottesville area (1)
- Wise (2)
- Other location or telecommuting (3) _____
-

Page Break

End of Block: Introduction

Start of Block: Demographics - Individual

DEMINTRO While responses to this section are entirely voluntary, your complete responses will be critical to understanding how members of our community experience UVA on the basis of individual characteristics.

AGE What is your age range?

- Under 18 (1)
 - 18 - 25 (2)
 - 26 - 33 (3)
 - 34- 41 (4)
 - 42-49 (5)
 - 50-57 (6)
 - 58-65 (7)
 - Over 65 (8)
-

Page Break

Display This Question:

If What is your age range? = Under 18

UNDER18 You indicated that you are under the age of 18. You must be 18 years of age or older to complete the survey. If you selected this response in error, please select the back button to return to the survey.

If you are under the age of 18, please make that selection below and you will next be directed to a separate web form to indicate to the Center for Survey Research that you should be removed from the survey contact list.

I am under 18 (1)

Skip To: End of Survey If You indicated that you are under the age of 18. You must be 18 years of age or older to complete... = I am under 18

CITIZENSTAT Are you a U.S. Citizen, Permanent Resident, or DACA eligible?

Yes (1)

No (2)

TEMPVISA Are you a temporary Visa Holder (such as F-1, J-1, H1-B, and U)?

Yes (1)

No (2)

Page Break



RUCRELIGION How would you describe your religion/spirituality?

- Agnostic (1)
- Atheist (2)
- Baha'i (3)
- Buddhist (4)
- Christian (Please specify) (5) _____
- Hindu (6)
- Jewish (Please specify) (7) _____
- Muslim (Please specify) (8) _____
- Native American Traditional Practitioner or Ceremonial (9)
- Sikh (10)
- Spiritual, but no religious affiliation (11)
- Not listed (Please specify) (12) _____

Page Break



RUCPARENTED To the best of your knowledge, which of the following best describes the educational experience of your primary parent(s)/guardian(s)?

- Neither parent/guardian attended any college (1)
 - One or both parents/guardians attended some college, but neither has a four-year degree (4)
 - One parent/guardian has a four-year degree (5)
 - Both parents/guardians have a four-year degree (6)
 - One parent/guardian has a graduate or professional degree (7)
 - Both parents/guardians have a graduate or professional degree (8)
 - I do not know (9)
-

RUCSOCIALCLASS To the best of your knowledge, which of the following describes your socioeconomic status when you were **growing up**?

- Poor (1)
 - Low income (2)
 - Middle class (3)
 - Upper-middle class (4)
 - Wealthy (5)
 - I am unsure (6)
-

Page Break

SESCRRNT Which of the following describes your **current** socioeconomic status?

- Poor (1)
 - Low income (2)
 - Middle class (3)
 - Upper-middle class (4)
 - Wealthy (5)
 - I am unsure (6)
-

HSHLDINC To the best of your knowledge, what is your current household income in U.S. dollars?

- Below \$30,000 (1)
 - \$30,000 - \$69,999 (2)
 - \$70,000 - \$99,999 (3)
 - \$100,000 - \$249,999 (4)
 - \$250,000 - \$499,999 (5)
 - \$500,000 or more (6)
 - I am unsure (7)
-

Page Break

PARENCARE Do you have parenting or caregiving responsibility? (Select all that apply)

- Parenting (1)
- Caregiving (elder, familial, other) (2)
- Neither (3)
-

RELATIONSHIP What is your current relationship status?

- Single (1)
- In a casual relationship (2)
- In a serious relationship (3)
- Divorced (4)
- Widow (partner/spouse deceased) (5)
- Legally partnered (civil union/registered domestic partnership) (6)
- Married or remarried (7)
- Separated (8)
- Other relationship status not listed here (Please specify) (9)
-

Page Break



RUCDIS Do you have any disabilities or impairments that: (Select all that apply)

- Affect how you access or use UVA facilities (1)
- Affect how you perform your work, read, or study (2)
- Affect how you process information or interact with others at UVA (3)
- Affect how you use digital technologies or interact with online environments (5)
- I do not have any disabilities or impairments (4)

Display This Question:

If Do you have any disabilities or impairments that: (Select all that apply) != I do not have any disabilities or impairments

DISVSBLTY Would you say your disability or impairment is:

- Invisible (Not generally observable) (1)
- Visible (Generally observable) (2)
- I have both invisible and visible disabilities or impairments (3)

Display This Question:

If Do you have any disabilities or impairments that: (Select all that apply) != I do not have any disabilities or impairments

RUCDISABILITYTXT Is there anything else that you would like to share about how your disability or impairment affects your experiences at the University; the University's process for seeking accommodation(s), if applicable; or the overall accessibility of the University to individuals with disabilities?

Display This Question:

If Do you have any disabilities or impairments that: (Select all that apply) != I do not have any disabilities or impairments

RUCACCOMDIS Do you currently receive, or have you ever received, accommodations from the University for your disability or impairment?

- Yes (1)
- No (2)

RUCPOLITCORIENT How would you characterize your political orientation?

- Very conservative (7)
- Conservative (6)
- Slightly conservative (5)
- Moderate or middle of the road (4)
- Slightly liberal (3)
- Liberal (2)
- Very liberal (1)
- Not listed (Specify own value) (8) _____

Page Break



RUCSEX What biological sex were you assigned at birth?

- Female (1)
 - Intersex (4)
 - Male (2)
-



RUCGENDER What is your current gender identity?

- I wish to provide my own description (7)

 - Genderqueer (5)
 - Man (1)
 - Non-binary or Gender Non-conforming (8)
 - Trans Man (3)
 - Trans Woman (4)
 - Woman (2)
-

RUCSEXORIENT Do you consider yourself to be:

I wish to provide my own description (6)

Asexual (9)

Bisexual (3)

Gay or lesbian (2)

Heterosexual or straight (1)

Pansexual (8)

Queer (7)

Questioning (4)

Page Break

RACEETHNIC Please indicate the racial or ethnic origin groups with which you identify. Select all that apply and specify origins.

I wish to provide my own description (1)

African American or Black (Jamaican, Haitian, Nigerian, etc.) (2)

American Indian or Alaska Native (Navajo Nation, Blackfeet Tribe, Nome Eskimo Community, etc.) (3) _____

Asian American or Asian (Chinese, Filipino, Asian Indian, Korean, etc.) (4)

Hispanic or LatinX (Puerto Rican, Cuban, Colombian, etc.) (5)

Middle Eastern or North African (Lebanese, Iranian, Moroccan, Algerian, etc.) (6)

Native Hawaiian or Other Pacific Islander (Samoan, Tongan, Fijian, etc.) (7)

White or Caucasian (Irish, English, German, Italian, etc.) (8)

NORIGIN What is your national origin (Nation of birth)?

Page Break _____

VET Please describe your service in the U.S. Armed Forces, Military Reserves, National Guard, or international equivalent.

- I am currently serving (1)
- I am no longer serving (2)
- I have never served (3)
-

EDLEVEL What is the highest academic degree or professional credential that you have completed?

- High school diploma or equivalency (1)
- Associate's degree (2)
- Bachelor's degree (3)
- Master's degree (4)
- Multiple master's degrees (5)
- Professional Master's (MEd, MPP, MPH, MBA, MFA, MLIS, etc.) (6)
- Law degree (LLB or JD) (7)
- Medical doctorate (MD) (8)
- Medical doctorate other than MD (DO, DDS, DVM, etc.) (9)
- Doctorate (PhD, EdD, etc.) (10)
- Multiple doctoral degrees (MD/PhD, etc.) (11)
- Professional Credential (12) _____
-

Page Break _____

End of Block: Demographics - Individual

Start of Block: Perceptions and Experiences

PEINTRO The following questions are concerned with your experiences, interactions, feelings, and perceptions about the work climate and culture at the University. In this survey "UVA" and "the University" are umbrella terms used for all locations that make up our community. "UVA" includes the College at Wise and the Medical Center. When responding to questions asking about experiences and perceptions related to "UVA", please answer from the perspective of the work environment and location with which you are most closely affiliated. If you work primarily at UVA-Wise, "UVA" also means UVA-Wise. If you work primarily at the UVA Medical Center, "UVA" also means the UVA Medical Center.

Page Break

RUCMY Please indicate how strongly you agree or disagree with the following statements.

	Strongly disagree (RUCMYIM MIGRANT)	Disagree (RUCMYDI SABILITY)	Somewhat disagree (RUCMY GENDER)	Somewhat agree (MY VET)	Agree (MYNA TORIG)	Strongly agree (RUCMY POLITICS)	Not applicable (RUCM YRACE)
Employees of my citizenship status are respected at UVA (RUCMYIM MIGRANT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability or impairment like mine are respected at UVA (RUCMYDI SABILITY)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees of my gender or gender identity are respected at UVA (RUCMYGE NDER)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees of my military service status are respected at UVA (MYVET)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employees of my national origin are respected at UVA (MYNATORIG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees of my political beliefs are respected at UVA (RUCMYPOLITICS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees of my race are respected at UVA (RUCMYRACE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees of my religious or spiritual beliefs are respected at UVA (RUCMYRELIGION)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees of my sexual orientation are respected at UVA (RUCMYSEX)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees in my line of work are respected at UVA (MYWRKRSPCT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If What is your primary work location? = Wise



MYWISE Thinking about the Wise community, please indicate how strongly you agree or disagree with the following statements.

	Strongly disagree (MYWISECTZ)	Disagree (MYWISEDIS)	Somewhat disagree (MYWISEGNDR)	Somewhat agree (MYWISEVET)	Agree (MYWISENTLORG)	Strongly agree (MYWISEPOLITICS)	Not Applicable (MYWISERACE)
Individuals of my citizenship status are respected in Wise (MYWISECTZ)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals with a disability or impairment like mine are respected in Wise (MYWISEDIS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals of my gender or gender identity are respected in Wise (MYWISEGNDR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals of my military service status are respected in Wise (MYWISEVET)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Individuals of my national origin are respected in Wise (MYWISENTLORG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals of my political beliefs are respected in Wise (MYWISEPOLITICS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals of my race are respected in Wise (MYWISERACE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals of my religious or spiritual beliefs are respected in Wise (MYWISERELIGION)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals of my sexual orientation are respected in Wise (MYWISEORIENT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Individuals
of my
socioeconomic status
are
respected in
Wise
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Display This Question:

If What is your primary work location? = Charlottesville area



MYCVILLE Thinking about the Charlottesville community, please indicate how strongly you agree or disagree with the following statements.

	Strongly disagree (MYCVILLECTZN)	Disagree (MYCVILLEDSBLTY)	Somewhat disagree (MYCVILLEGNDR)	Somewhat agree (MYCVILLEVEIT)	Agree (MYCVILLENTLORG)	Strongly agree (MYCVILLEPOLITICS)	Not Applicable (MYCVILLERACE)
Individuals of my citizenship status are respected in Charlottesville (MYCVILLECTZN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals with a disability or impairment like mine are respected in Charlottesville (MYCVILLEDSBLTY)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals of my gender or gender identity are respected in Charlottesville (MYCVILLEGNDR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Individuals of my military service status are respected in Charlottesville (MYCVIL LEVET)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals of my national origin are respected in Charlottesville (MYCVIL LENTLOR G)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals of my political beliefs are respected in Charlottesville (MYCVIL LEPOLITICS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals of my race are respected in Charlottesville (MYCVIL LERACE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Individuals
of my
religious or
spiritual
beliefs are
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Individuals
of my
sexual
orientation
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Individuals
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BASICWELL In the past year, how much of a concern are, or have, each of the following been for you?

	Not a concern (BASICWELLHSING)	Somewhat of a concern (BASICWELLSCRTY)	A serious concern (BASICWELLFINANCE)	I prefer not to answer (BASICWELLHLTHSVC)
Finding, or remaining in, adequate housing (BASICWELLHSING)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal security on or around UVA (BASICWELLSCRTY)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having adequate financial resources to meet your basic needs (BASICWELLFINANCE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining health services (BASICWELLHLTHSVC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintaining adequate health insurance coverage (BASICWELLINSURE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Securing promotional or other career advancement opportunities at UVA (BASICWELLPRMTN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The level of work-related stress I experience (BASICWELLWRKSTRESS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining adequate hours of sleep each night (BASICWELLSLEEP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

RUCSKPCUT How frequently have you engaged in the following behaviors in the past year?

	Never (RUCSKIP MEAL)	Rarely (RUCCUTSPEN DING)	Occasionally (RUCWRRYFA MDEBT)	Some what often (4)	Oft en (5)	Ver y Oft en (6)	I pref er not to ans wer (7)
Skipped or cut the size of meals because there was not enough money for food (RUCSKIPMEAL)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cut down on personal or recreational spending (RUCCUTSPENDING)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worried about my financial circumstances (RUCWRRYFAMDEBT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

RUCCLIMSECWELC Please select your level of agreement with the following statements:

	Strongly disagree (RUCCLIMATE)	Disagree (RUCCLIMS ECWELCPR GRMDI)	Somewhat disagree (RUCSA FESECURE)	Somewhat agree (RUCCLIMSE CWELCPRG MSEC)	Agree (RUC WELCOME)	Strongly agree (RUC CLIMSE)	I prefer not to answer (DIFFP ERSPCTV)
Overall, I feel comfortable with the climate for diversity and inclusiveness at UVA (RUCCLIMATE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I feel comfortable with the climate for diversity and inclusiveness in my department/unit (RUCCLIMSE CWELCPRG RMDI)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UVA is a safe and secure workplace (RUCSAFESURE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department/unit is a safe and secure workplace (RUCCLIMSE CWELCPRG MSEC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UVA is a welcoming workplace (RUCWELCOME)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My department/unit is a welcoming workplace (RUCCLIMSE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Since starting work with UVA, I have gained abilities in understanding individual perspectives different from my own (DIFFPERSPECTV)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Since starting work with UVA, I have gained skills in interacting with individuals who are different from me (INTERACTSKILL)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have/had a mentor at UVA (HAVEMENTOR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have had regular opportunities for effective mentoring (EFFECTIVEMENTOR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I mentor other employees (IMENTORFA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Social and cultural norms at UVA are inclusive of my identity (INCLUSIVE NORM)

RUCCOMMFDBK In the past year, how often have you experienced the following with respect to your direct manager(s)?

	Never (RUC1 MJRO PEN)	Rarely (RUC1 MJRF AIR)	Occasional ly (RUCCO MMFDBK PERF)	Somewhat often (RUC1MJ RFEEDB ACK)	Often (RUCCOMM FDBKRSPC TINTR)	Very often (RUC1M JRACTP ART)	I prefer not to answer (RUC1M JRENTH USE)
Open channels of communication regarding employee needs, concerns, and suggestions (RUC1MJRO PEN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees in similar circumstances being treated equitably (RUC1MJRF AIR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear explanation of what constitutes poor performance in my role (RUCCOMM FDBKPERF)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feedback on employee performance (RUC1MJRF EEDBACK)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respectful interactions in the workplace (RUCCOMM FDBKRSPC TINTR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Opportunities
for active
participation
in
departmental/
unit projects
and initiatives
(RUC1MJRA
CTPART)

Increased
your
enthusiasm
for your work
(RUC1MJRE
NTHUSE)

Page Break

DUCSNRLDR In this past year, I have heard/witnessed senior leaders in my department or unit express negative or stereotypical views about someone's:

	Never (DUCSN RLDRAGE)	Rarely (DUCSNR LDRAPPE AR)	Occasion ally (DUCSN RLDRCT ZN)	Somewha t often (DUCSN RLDRDI SB)	Often (DUCSNR LDRGEN DER)	Very Often (DUCSN RLDRV ET)	I prefer not to answer (DUCSN RLDRNO RG)
Age (DUCSNR LDRAGE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appearanc e or mannerism s (DUCSNR LDRAPPE AR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Citizenship (DUCSNR LDRCTZN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (DUCSNR LDRDISB)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender or gender identity (DUCSNR LDRGEN DER)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military service (DUCSNR LDRVET)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin (DUCSNR LDRNOR G)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political affiliations, opinions, or beliefs (DUCSNR LDRPOLI T)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Pregnancy status (DUCSNR LDRPRGN CY)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race (DUCSNR LDRRACE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship/marital status (DUCSNR LDRRLTS HP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious/spiritual affiliations, opinions, or beliefs (DUCSNR LDRRELI G)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (DUCSNR LDRSEXO R)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status (DUCSNR LDRSES)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

VSTPTNNEGVW In this past year, I have heard/witnessed visitors to UVA or patients express negative or stereotypical views about someone's:

	Never (VSTPT NNEG VWAGE)	Rarely (VSTPTN NEG VWA PPEAR)	Occasiona lly (VSTPTN NEG VW CTZN)	Some what often (VST PTN NEG)	Often (VSTPTNN EGVWGE NDER)	Very Often (VSTPT NNEG VWVET)	I prefer not to answer (VSTPTNN EGVWNT LORG)
Age (VSTPTNN EGVWAG E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appearance or mannerisms (VSTPTNN EGVWAPP EAR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Citizenship (VSTPTNN EGVWCT ZN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (VSTPTNN EG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender or gender identity (VSTPTNN EGVWGE NDER)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military service (VSTPTNN EGVWVE T)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin (VSTPTNN EGVWNT LORG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Political affiliations, opinions, or beliefs (VSTPTNN EGVWPO LIT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pregnancy status (VSTPTNN EGVWRG NCY)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race (VSTPTNN EGVWRA CE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship/marital status (VSTPTNN EGVWRL TSHP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious/spiritual affiliations, opinions, or beliefs (VSTPTNN EGVWRE LIG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (VSTPTNN EGVWSE XOR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status (VSTPTNN EGVWSES)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

DUCSTDNT In this past year, I have heard/witnessed UVA students express negative or stereotypical views about someone's:

	Never (STDNTAGE)	Rarely (STDNTA PEAR)	Occasio nally (STDNT CTZN)	Somewh at often (STDN TDISB)	Often (DUCSTDNT GENDER)	Very Often (STDN TVET)	I prefer not to answer (STDNTN TLORG)
Age (STDNTAGE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appearance or mannerisms (STDNTAPP EAR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Citizenship (STDNTCTZ N)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (STDNTDIS B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender or gender identity (DUCSTDNT GENDER)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military service (STDNTVET)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin (STDNTN TLORG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political affiliations, opinions, or beliefs (DUCSTDNT POLIT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pregnancy status (STDNTPRG NCY)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race (DUCSTDNT RACE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Relationship/ marital status (STDNTRLT NSHP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious/spir itual affiliations, opinions, or beliefs (DUCSTDNT RELIG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (DUCSTDNT SEXOR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconom ic status (DUCSTDNT SES)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

DUCSTAFF In this past year, I have heard/witnessed people employed by UVA express negative or stereotypical views about someone's:

	Never (STAFF NEGVW AGE)	Rarely (STAFFN EGVWAP PEAR)	Occasion ally (STAFFN EGVWC TZN)	Somewhat often (STAFFN EGVWDI SBL)	Often (DUCST AFFGEN DER)	Very often (STAFF NEGVW VET)	I prefer not to answer (STAFFNE GVWNTL ORG)
Age (STAFFNE GVWAGE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appearanc e or mannerism s (STAFFNE GVWAPP EAR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Citizenship (STAFFNE GVWCTZ N)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (STAFFNE GVWDISB L)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender or gender identity (DUCSTA FFGENDE R)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military service (STAFFNE GVWVET)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin (STAFFNE GVWNTL ORG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political affiliations, opinions, or beliefs (DUCSTA FFPOLIT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Pregnancy status (STAFFNEGVWPRGNCY)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race (DUCSTAFFRACE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship/marital status (STAFFNEGVWRELATIONSHIP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious/spiritual affiliations, opinions, or beliefs (DUCSTAFFRELIG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (DUCSTAFFSEXOR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status (DUCSTAFFSES)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

PHYSAFUVA In the past year, how often have you been concerned about your physical safety at UVA or around your specific work site(s)?

- Never (1)
 - Rarely (2)
 - Occasionally (3)
 - Somewhat often (4)
 - Often (5)
 - Very often (6)
-

PHYSAFUVAEVNT In the past year, how often have you been concerned about your physical safety at UVA-sponsored events?

- Never (1)
 - Rarely (2)
 - Occasionally (3)
 - Somewhat often (4)
 - Often (5)
 - Very often (6)
-

Page Break

Display This Question:

*If In the past year, how often have you been concerned about your physical safety at UVA or around y... !=
Never*

*Or In the past year, how often have you been concerned about your physical safety at UVA-sponsored e... !=
Never*

PHYSSAFTXT In those instances where you were concerned about your physical safety at UVA or UVA-sponsored events, please provide additional information you believe will help UVA to understand your concern(s) and any suggestions you have for how UVA can effectively respond to them.

Page Break

DUCPRIDE What is your level of agreement with the following:

	Strongly disagree (DUCIMPROUD)	Disagree (DUCSTFROUD)	Somewhat disagree (DUCSTFOPNN)	Somewhat agree (PRGRMVALOPNN)	Agree (UVAAC TSUGGEST)	Strongly agree (PRGMAC TSUGGEST)	I prefer not to answer (DUCDVRI SMPRTCP S)
I am proud to be an employee at UVA (DUCIMPROUD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most employees are proud to work at UVA (DUCSTFPROUD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UVA values employee opinions (DUCSTFOPNN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department or unit values employee opinions (PRGRMVALOPNN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UVA acts on employee comments and suggestions (UVAAC TSUGGEST)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My department acts on employee comments and suggestions (PRGMAC TSUGGEST)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity is important at UVA (DUCDVRI SMPRTCP S)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity is important to my department or unit (DIVIMPO RTPRGRM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity is important to me (DUCDVR SIMPRTE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging at UVA (BELONG UVA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging in my department or unit (BELONG PRGM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LEAVEUVA Have you considered leaving UVA in the past year?

Yes (1)

No (2)

Page Break

Display This Question:

If Have you considered leaving UVA in the past year? = Yes

WHYLEAVEUVA Why did you consider leaving UVA? (Select all that apply)

- Climate for diversity and inclusion was not welcoming (1)
 - Cost of living (2)
 - Lack of a sense of belonging (3)
 - Lack of a support group (4)
 - Lack of adequate child or elder-care services (5)
 - Lack of adequate office or laboratory space (6)
 - Lack of commitment to my career development from my management (7)
 - Lack of employment opportunities for my partner/spouse (8)
 - Lack of meaningful interactions with my co-workers/colleagues (9)
 - Lack of promotional opportunities (10)
 - My level of compensation (11)
 - My marital/relationship status (12)
 - Personal reason (medical, mental health, family emergency, etc.) (13)
 - Quality of health insurance (14)
 - Quality or level of retirement or other employment benefits (15)
 - Not listed (Please specify) (16) _____
-

ACCSBLTYPERCEP Please indicate to what extent you agree or disagree with the following statements:

	Strongly disagree (ACCSBLTYPERCEPACCOMRQST)	Disagree (ACCSBLTYPERCEPACCOMRETAL)	Somewhat disagree (ACCSBLTYPERCEPBUILTENVIRON)	Somewhat agree (ACCSBLTYPERCEPTECH4)	Agree (ACCSBLTYPERCEPPRGRMACT)	I prefer not to answer (7) Strongly agree (6)
If I requested a reasonable accommodation for a disability or impairment, it would be approved (ACCSBLTYPERCEPACCOMRQST)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
If I requested a reasonable accommodation for a disability or impairment, I would experience negative consequences (ACCSBLTYPERCEPACCOMRETAL)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

UVA is proactive in modifying the built/physical environment for individuals with disabilities or impairments (ACCSBLTY PERCEPBUI LTENVIRON)

UVA's technology systems are accessible for individuals with disabilities or impairments (ACCSBLTY PERCEPTEC H4)

UVA is proactive in ensuring all of its programs and activities are accessible for individuals with disabilities or impairments (ACCSBLTY PERCEPPRG RMACT)

Display This Question:

If Do you have any disabilities or impairments that: (Select all that apply) = Affect how you access or use UVA facilities

PHYSBARRIER In the past year, have you experienced a barrier to access or use in any of the following areas at UVA? (Select all that apply)

- Athletic and recreational facilities (1)
- Classroom buildings (2)
- Classrooms or labs (including computer labs) (3)
- Doors (4)
- Elevators/Lifts (5)
- UVA dining facilities (6)
- UVA housing (7)
- Restrooms (8)
- Studios/Performing Arts Spaces (9)
- The building where you work (10)
- UVA buses (11)
- UVA medical facilities (12)
- Walkways, pedestrian paths, crosswalks (13)
- Other (Please specify) (14) _____

Page Break

Display This Question:

If Do you have any disabilities or impairments that: (Select all that apply) = Affect how you use digital technologies or interact with online environments

TECHBARRIER In the past year, have you experienced a barrier to accessing or using any of the following? (Select all that apply)

- Documents in an accessible electronic format (1)
 - On-line course management or learning platform (2)
 - UVA hosted webinars (3)
 - UVA library or other databases (4)
 - UVA produced video recordings (5)
 - UVA specific software applications (Self-service, Collab, Moodle, etc.) (6)
 - UVA websites (7)
 - Video audio description (8)
 - Other (Please specify) (9) _____
-

Display This Question:

If What is your current gender identity? = Trans Man

Or What is your current gender identity? = Trans Woman

TRANSBARRIER In the past year, have you experienced a barrier in any of the following at UVA?

- Athletic and recreational facilities (1)
- Health forms or accessing health services (2)
- Identity accuracy in UVA databases (3)
- Identity accuracy on UVA ID cards (4)
- Restrooms (5)
- Use of preferred pronouns by faculty or staff (6)
- Use of preferred pronouns by students/mentees (7)
- UVA housing (8)
- Other (Please specify) (9) _____

Page Break

VAWCSTMT Please indicate to what extent you agree or disagree with the following statements:

	Strongly disagree (VAWCV ALLDSH P)	Disagree (VAWC VALPEE R)	Somewhat disagree (VAWCLD SHPDIVM G)	Somewh at agree (VAWC DIVST U)	Agree (VAWCD IVSTAFF)	Strongly agree (VAWC DIVFA C)	I prefer not to answer (VAWCA DMINRE S)
I feel valued as an individual by my manager(s) (VAWCVA LLDSHP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued as an individual by my UVA colleagues (VAWCVA LPEER)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department leadership is adept at managing in a diverse, multicultural I community (VAWCLD SHPDIVM G)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UVA should implement required diversity and inclusion training for students (VAWCDI VSTU)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

UVA should implement required diversity and inclusion training for staff
(VAWCDI VSTAFF)

UVA should implement required diversity and inclusion training for faculty
(VAWCDI VFAC)

The senior level administration of the University is responsive when bias incidents happen at UVA
(VAWCAD MINRES)

My department/unit leadership is responsive when bias incidents happen at UVA
(VAWCLD SHPRES)

People employed by UVA are responsive when bias incidents happen at UVA (VAWCSE MPRESP)

Students are responsive when bias incidents happen at UVA (VAWSTU RES)

I feel prepared to respond effectively in my work to bias incidents that happen at UVA (VAWCSP REPARE)

Page Break

UVACOMMLOCALTXT When UVA has communicated with the University community in response to incidents of bias or discrimination, how would you describe the timeliness and quality of the message being conveyed?

UVACOMMNTLREGTXT When UVA has communicated with the University community in response to regional or national incidents of bias and discrimination, how would you describe the timeliness and quality of the message being conveyed?

WISEREMNDR Remember, you are being asked about your experiences at the primary location with which you are affiliated. If you work at UVA-Wise, "UVA" means UVA-Wise. If you work with the UVA Medical Center, "UVA" means the UVA Medical Center.

MICROAGGREG Sometimes people experience the behaviors listed below because of their individual characteristics. In the past year, have you experienced any of the following at UVA on the basis of your characteristics? (Select all characteristics that you feel related to the behavior)

	My Age (MICRO AGGREG IGNORE)	My Disabili ty (MICR OAGG REGA VOID)	My Gender or Gender Identity (MICR OAGG REGPE RF)	My Political Beliefs (MICRO AGGREG GSPKPE RS)	My Race/Et hnicity (MICR OAGGR EGCMP LN)	My Religion/ Spiritualit y (MICRO AGGREG INTERR UPT)	My Sexual Orientati on (MICRO AGGREG GDIMIN ISH)	I am unsure of the motivation (MICROA GGREG XCLUD)
I was ignored in a meeting or other group setting (MICRO AGGREG IGNORE)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Someone avoided eye contact or otherwise avoided acknowledging me (MICRO AGGREG AVOID)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Someone acted surprised at my professional success (MICRO AGGREG PERF)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Someone asked me to give my opinion on an issue/subject on the basis of my identity (MICRO AGGREG SPKPERS)

Someone told me that I complain too much (MICRO AGGREG CMPLN)

Someone interrupted me while I was speaking in a meeting or other group setting (MICRO AGGREG INTERRUPT)

Someone diminished the legitimacy of barriers to my success (MICRO AGGREG DIMINISH)

I was not invited to an important work meeting or conversation (MICRO AGGREG EXCLUDE)

Ideas that I suggested were ignored and later accepted when someone else offered the same ideas (MICRO AGGREG DISMISS)

Someone expressed disgust at or discomfort with an aspect of my identity (MICROAGGREGDISCOMF)

VAWCWITBHD In the past year at UVA, have you witnessed bias, harassment, or discrimination related to any of the following characteristics? If so, please select the frequency.

	Witnessed		Frequency of Witnessing				
	Yes (1)	No (2)	1-5 Times (1)	6-10 Times (2)	11-15 Times (3)	16-20 Times (4)	20 or more Times (5)

Age (VAWCDISC2W)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Citizenship (VAWCDISC3W)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (VAWCDISC1W)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender or gender identity (VAWCDISC4W)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military service (BHDWITVET)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin (BHDWITNTLORG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political beliefs (VAWCDISC5W)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pregnancy status (BHDPRGSTAT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race (VAWCDISC6W)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious/Spiritual beliefs (VAWCDISC7W)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (VAWCDISC8W)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status (VAWCDISC9W)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

*If In the past year at UVA, have you witnessed bias, harassment, or discrimination related to any of... :
Witnessed [Yes] (Count) > 0*

VAWBHDWITTYPE You indicated that you have witnessed bias, harassment, or discrimination at UVA in the past year. Across all incidents, did the bias, harassment, or discrimination manifest in any of the following ways? If so, how many times did you witness it?

	0 Times (VAWDISCNAME WIT)	1 -5 Times (VAWDISCETHREAT WIT)	6-10 Times (VAWDISCEVIS WIT)	11-15 Times (VAWDISCEPROP WIT)	16-20 Times (VAWDISCEPHY WIT)	20 or more Times (VAWDISC EOTHTEXT WIT)	I pr efe r no t to an sw er (7)
Name calling or insults (VAWDISC NAMEWIT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Threatening comments (VAWDISC ETHREAT WIT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Offensive visual images or items (VAWDISC EVISWIT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Damage or theft of personal property (VAWDISC EPROPWIT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Physical violence (VAWDISC EPHYWIT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Other (please specify) (VAWDISC EOTHTEXT WIT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Display This Question:

*If In the past year at UVA, have you witnessed bias, harassment, or discrimination related to any of... :
Witnessed [Yes] (Count) > 0*

WITCONDOCCBHD Where did the conduct occur? (Select all that apply)

- At a co-worker-hosted event off Grounds/Campus (1)
- At a professional/disciplinary conference or networking event (2)
- At a project/research site (3)
- At a student group-sponsored event (4)
- At a UVA dining facility (5)
- At a UVA library (6)
- At a UVA-sponsored event (7)
- In a classroom (8)
- In a Greek house/event (9)
- In a lab (10)
- In a medical facility (11)
- In an athletic facility (12)
- In another employee's office (13)
- In off-Grounds/Campus housing (14)
- In on-Grounds/Campus housing (15)
- On a UVA bus (16)
- On phone calls/text messages/e-mail (17)
- On social networking sites (Facebook, Twitter, Instagram, etc.) (18)

While walking on UVA property (19)

A location/context not listed (Please specify) (20)

VAWCPEREXPBHD In the past year at UVA, have you personally experienced bias, harassment, or discrimination related to any of the following characteristics? If so, please select the frequency.

	Personally Experienced		Frequency of Experience				
	Yes (1)	No (2)	1-5 Times (1)	6-10 Times (2)	11-15 Times (3)	16-20 Times (4)	20 or more Times (5)
Age (VAWCDISC2E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Citizenship (VAWCDISC3E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (VAWCDISC1E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender or gender identity (VAWCDISC4E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military service (VBHDPERSEXPVET)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin (VBHDPERSEXPNTLORG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political beliefs (VAWCDISC5E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pregnancy status (BHDPERSEXPPRGNCY)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race (VAWCDISC6E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious/Spiritual beliefs (VAWCDISC7W)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (VAWCDISC8E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status (VAWCDISC9E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

*If In the past year at UVA, have you personally experienced bias, harassment, or discrimination rela... :
Personally Experienced [Yes] (Count) > 0*

VAWPERSEXPTYPE You indicated that you have personally experienced bias, harassment, or discrimination at UVA in the past year. Across all incidents, did the bias, harassment, or discrimination manifest in any of the following ways? If so, how many times did you experience it?

	0 Times (VAWDISCENAME PERSEXP)	1 -5 Times (VAWDISCETHREAT PERSEXP)	6-10 Times (VAWDISCEVISPER ERSEXP)	11-15 Times (VAWDISCEPROPP ERSEXP)	16-20 Times (VAWDISCEPHY PERSEXP)	20 or more Times (VAWDISCETHTEXT PERSEXP)	I pr ef er no t to an s w er (7)
Name calling or insults (VAWDISCENAME PERSEXP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Threatening comments (VAWDISCETHREAT PERSEXP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Offensive visual images or items (VAWDISCETHREAT PERSEXP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Damage or theft of personal property (VAWDISCETHREAT PERSEXP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Physical violence (VAWDISCETHREAT PERSEXP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Other
(please
specify)
(VAWDISC
EOTHTEXT
PERSEXP)



Display This Question:

If In the past year at UVA, have you personally experienced bias, harassment, or discrimination rela... :
Personally Experienced [Yes] (Count) > 0

PERSEXPCONDOCCRBHD Where did the conduct occur? (Select all that apply)

- At a co-worker-hosted event off Grounds/Campus (1)
- At a professional/disciplinary conference or networking event (2)
- At a project/research site (3)
- At a student group-sponsored event (4)
- At a UVA dining facility (5)
- At a UVA library (6)
- At a UVA-sponsored event (7)
- In a classroom (8)
- In a Greek house/At Greek event (9)
- In a lab (10)
- In a medical facility (11)
- In an athletic facility (12)
- In another employee's office (13)
- In off-Grounds/Campus housing (14)
- In on-Grounds/Campus housing (15)
- On a UVA bus (16)
- On phone calls/text messages/e-mail (17)
- On social networking sites (Facebook, Twitter, Instagram, etc.) (18)

While walking on UVA property (19)

A location/context not listed (Please specify) (20)

Display This Question:

*If In the past year at UVA, have you personally experienced bias, harassment, or discrimination rela... :
Personally Experienced [Yes] (Count) > 0*

BHDPERSEXPLTSHP At the time of the bias, harassment, or discrimination being directed toward you across all incidents, what was/were the individual's/individuals' relationship to you? (Select all that apply)

Advisee/mentee (1)

Advisor/mentor (2)

Co-worker (3)

Friend or acquaintance (4)

Someone I had been involved with or was intimate with (5)

Someone I was involved with or intimate with at the time of the conduct (6)

Stranger (7)

Student/student employee (8)

Supervisor/manager/boss (9)

Other relationship (Please specify) (10)

I do not know the identity of the individual(s) (11)

Display This Question:

If In the past year at UVA, have you witnessed bias, harassment, or discrimination related to any of... :
Witnessed [Yes] (Count) > 0

Or In the past year at UVA, have you personally experienced bias, harassment, or discrimination rela... :
Personally Experienced [Yes] (Count) > 0



BHDRESPONSE What was your response when you witnessed or personally experienced harassment or discrimination? (Select all that apply)

I asked someone who knew the individual(s) to intervene (1)

I avoided the individual(s) or venue(s) (2)

I confronted the individual(s) at the time (3)

I confronted the individual(s) later (4)

I contacted a UVA resource (Please identify the resource) (5)

I contacted law enforcement (6)

I did not do anything (7)

I did not know what to do (8)

I offered or sought social support (9)

I submitted a bias incident report online (10)

I told a family member (11)

I told a friend (12)

Another response (Please specify) (13)

Page Break

LOCALISVAL Based on your experience and observations, how much do you agree that **local residents** would say UVA is the following descriptions?

	Strongly disagree (1)	Disagree (2)	Somewhat disagree (3)	Somewhat agree (4)	Agree (5)	Strongly agree (6)	I prefer not to answer (7)
Caring (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperative (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elitist (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hostile (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dangerous (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fair (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inclusive (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Detached (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uncaring (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

UVAISVAL Based on your experience and observations, how much do **you** agree with the following descriptions of UVA?

	Strongly disagree (1)	Disagree (2)	Somewhat disagree (3)	Somewhat agree (4)	Agree (5)	Strongly agree (6)	I prefer not to answer (7)
Caring (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperative (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elitist (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hostile (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dangerous (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fair (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inclusive (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Detached (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uncaring (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

EMPOWER To what extent do you agree or disagree with the following statements:

	Strongly disagree (VAWCWITNESS)	Disagree (EMPOWEREXPOWN)	Somewhat disagree (EMPOWERPARTOWN)	Somewhat agree (EMPOWERJUST)	Agree (EMPOWER_5)	Strongly agree (6)	I prefer not to answer (7)
I know what to do if I witness something that is discriminatory or harmful at UVA (VAWCWITNESS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel empowered to freely express my views about discrimination and bias at UVA (EMPOWEREXPOWN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel empowered to participate in activities in response to discrimination and bias incidents affecting UVA community members (EMPOWERPARTOWN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Understanding the impact of privilege (gender, race, etc.) and social justice is important for my work at UVA
(EMPOWERJUST)

I refrain from saying some things at work out of fear of causing offense
(EMPOWERREFRAIN)

Display This Question:
If What is your primary work location? = Charlottesville area
Or What is your primary work location? = Other location or telecommuting

CVLLECMFRTCONTACT How comfortable would you feel contacting the following UVA office/units if you had a problem?

	Very uncomfortable (CVLLECMFRTCONTACTFEAP)	Uncomfortable (CVLLECMFRTCONTACTHR)	Comfortable (CVLLECMFRTCONTACTUPD)	Very comfortable (CVLLECMFRTCONTACTODE)	I am unaware of this resource (CVLLECMFRCONTACTLOCLAW)
Americans with Disabilities Act Coordinator (CVLLECMFRTCONTACTADA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty and Employee Assistance Program (CVLLECMFRTCONTACTFEAP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human Resources (CVLLECMFRTCONTACTHR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local Police (CVLLECMFRTCONTACTLOCLAW)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office for Diversity and Equity (CVLLECMFRTCONTACTODE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office for Equal Opportunity and Civil Rights (CVLLECMFRTCONTACTEOCR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office of the Dean of Students (CVLLECMFRTCONTACTDOS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Ombuds (CVLLECMFRT CONTACTOMB)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
President's Office (CVLLECMFRT CONTACTPR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provost's Office (CVLLECMFRT CONTACTPV)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
State Police (CVLLECMFRT CONTACTSTA TELAW)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Title IX Office (CVLLECMFRT CONTACTTIX)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University Police (CVLLECMFRT CONTACTUPD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UVA Security Ambassadors (CVLLECMFRT CONTACTAMB)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UVA Women's Center (CVLLECMFRT CONTACTUW C)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your Dean or VP's Office (CVLLECMFRT CONTACTDEA NVP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your Department Chair (CVLLECMFRT CONTACTDEP TCHR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If What is your primary work location? = Wise

WISECMFRTCONTACT How comfortable would you feel contacting the following UVA office/units if you had a problem?

	Very uncomfortable (WISECMFRTCONTACTF EAP)	Uncomfortable (WISECMFRTCONTACT THR)	Comfortable (WISECMFRTCONTACT OCCI)	Very comfortable (WISECMFRTCONTACTE OCR)	I am unaware of this resource (WISECMFRTCONTACTLO CPO)
Americans with Disabilities Act Coordinator (WISECMFRTCONTACTAD A)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus/University Police (WISECMFRTCONTACTUPD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chancellor's Office (WISECMFRTCONTACTCH NCLR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty and Employee Assistance Program (WISECMFRTCONTACTFEA P)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human Resources (WISECMFRTCONTACTHR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local Police (WISECMFRTCONTACTLOC PO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office for Equal Opportunity and Civil Rights (WISECMFRTCONTACTEOC R)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Office of Compliance, Conduct & Inclusion (WISECMFRT CONTACTOCCI)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ombuds (WISECMFRT CONTACTOMB)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provost's Office (WISECMFRT CONTACTOPVST)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
State Police (WISECMFRT CONTACTSTATPO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Title IX Office (WISECMFRT CONTACTTIX)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your Chair or Department Head (WISECMFRT CONTACTDEPTCHR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

Display This Question:

If How comfortable would you feel contacting the following UVA office/units if you had a problem? = University Police [Very uncomfortable]

Or How comfortable would you feel contacting the following UVA office/units if you had a problem? = University Police [Uncomfortable]

Or How comfortable would you feel contacting the following UVA office/units if you had a problem? = Campus/University Police [Very uncomfortable]

Or How comfortable would you feel contacting the following UVA office/units if you had a problem? = Campus/University Police [Uncomfortable]

DISCMFTUVAPOTXT You reported feeling some level of discomfort about contacting University/Campus police, please tell us why you feel this way.

Display This Question:

If How comfortable would you feel contacting the following UVA office/units if you had a problem? = Local Police [Very uncomfortable]

Or How comfortable would you feel contacting the following UVA office/units if you had a problem? = Local Police [Uncomfortable]

Or How comfortable would you feel contacting the following UVA office/units if you had a problem? = Local Police [Very uncomfortable]

Or How comfortable would you feel contacting the following UVA office/units if you had a problem? = Local Police [Uncomfortable]

DISCMFTLOPOTXT You reported feeling some level of discomfort about contacting local police, please tell us why you feel this way.

SATFCTIONENGAGEUVA How satisfied or dissatisfied are you with the UVA's efforts to:

	Very dissatisfied (VAWCSATHARM)	Dissatisfied (VAWCSTATENCHARM)	Somewhat dissatisfied (SATENGAGECOMMTY)	Somewhat satisfied (SATENGAG ELEGEXCLUD)	Satisfied (SATLIVWAGE)	Very satisfied (6)	I prefer not to answer (7)
Provide assistance to individuals in the UVA community when they see or experience unethical or disrespectful acts (VAWCSATHARM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourage individuals to report unethical or disrespectful acts (VAWCSATENCHARM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engage with the local community on issues impacting the community (SATENGAG ECOMMTY)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engage with its specific legacies of historical exclusion (SATENGAG ELEGEXCLUD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Ensure
contracted
workers
receive a living
wage for their
work
(SATLIVWA
GE)



Page Break

End of Block: Perceptions and Experiences

Start of Block: Sexual & Gender-based Harassment and Sexual Assault

SGBINGRO The next questions will ask about your experiences and perceptions related to the risks of experiencing sexual harassment, sexual assault or other forms of sexual or gender-based prohibited conduct in the workplace or at University-sponsored events. If you find reading or completing the survey uncomfortable, please know you may skip any question or exit the survey at any time. Remember that "UVA" is an umbrella term and your responses should be reflective of your experiences and perceptions with the location with which you are primarily affiliated.

"Sexual assault" is used in this survey to refer to a range of behaviors that are non-consensual, such as touching of intimate body parts above or below clothing, sexual penetration, and oral sex. These behaviors could be initiated by someone known or unknown, including someone you are or have been in a relationship with

"Sexual harassment" is defined as any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature that creates a hostile environment.

"Gender-based harassment" is defined as harassment based on gender, sexual orientation, gender identity, or gender expressions, that creates a hostile environment.

"Stalking" occurs when a person engages in a course of conduct (two or more acts) directed at a specific person under circumstances that would cause a reasonable person to fear bodily harm or to experience substantial emotional distress.

"Intimate Partner Violence" is defined as any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. Intimate Partner Violence may include any form of Prohibited Conduct under the Title IX Policy, including Sexual Assault, Stalking, and Physical Assault.

Page Break

SGBKNLDG How knowledgeable are you about each of the following?

	Not at all (SGBKNLDG DEF2)	A little (SGBKNL DGG)	Somewhat (SGBKNLDGT ORPT)	Very (SGBKNLD GRE)	Extrem ely (5)	I prefe r not to answ er (6)
How sexual assault and other forms of sexual or gender-based violence are defined at UVA? (SGBKNLDGD EF2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Where to get help at UVA if you, a colleague, or a student experienced sexual assault or other form of sexual or gender-based violence? (SGBKNLDGG)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Where to make a report of sexual assault or other form of sexual or gender-based violence at UVA? (SGBKNLDGT ORPT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
About your duty to report sexual assault and other forms of sexual or gender-based violence or harassment (SGBKNLDGR E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SXASLTPRBLM In the following questions please identify how problematic, or likely, you feel the following statements are for your experience at UVA.

	Not at all (SXASLTP RBLMWR K)	A little (SXASLTPR BLMEXPLIH D)	Somewhat (SXASLTPRB LMLIHDOH R)	Very (SXASLTPRBL MLIH DUVAEV NT)	Extr emel y (5)	I pre fer not to ans we r (6)
How problematic is sexual assault in the UVA workplace? (SXASLTPRBL MWRK)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How likely do you think it is that you will experience sexual assault in the UVA workplace? (SXASLTPRBL MEXPLIHD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How likely do you think it is that you will experience other forms of sexual or gender-based violence (such as stalking or intimate partner violence) in the UVA workplace? (SXASLTPRBL MLIHDOTHR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How likely do you think it is that you will experience sexual assault or sexual or gender-based violence at a UVA-sponsored event? (SXASLTPRBL MLIH DUVAEV NT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

EXPSXASLTWRKFREQ In the past year, how often have you experienced sexual assault or other forms of sexual or gender-based violence in the UVA workplace?

- 0 Times (1)
- 1-3 Times (2)
- More than 5 Times (3)
- More than 10 Times (4)

EXPSXASLTUVAEVNTFREQ In the past year, how often have you experienced sexual assault or other forms of sexual or gender-based violence at a UVA-sponsored event?

- 0 Times (1)
- 1-3 Times (2)
- More than 5 Times (3)
- More than 10 Times (4)

Page Break

RPTSXASLT If you have experienced sexual assault or other forms of sexual or gender-based violence in the UVA workplace or at a UVA-sponsored event, did you report the incident to a UVA official?

- Yes (1)
- No (2)
- I have not experienced sexual assault or other gender-based violence (3)
-

Display This Question:

If you have experienced sexual assault or other forms of sexual or gender-based violence in the U... = No

NORPTSXASLTRSN If you did not report the incident to the University, please indicate why (Check all that apply):

- Did not know where to go or who to tell (1)
- Felt embarrassed, ashamed, or that it would be too emotionally difficult (2)
- I did not think anyone would believe me (3)
- I did not think it was serious enough to report (4)
- I feared negative consequences/retaliation (5)
- I did not think anything would be done (6)
- I feared it would not be kept confidential (7)
- Incident did not occur at the University (8)
- I'm still deciding whether to contact a University official (9)
- Other (Please specify): (10) _____

SGBHARASSFREQ In the past year, on what frequency has someone at UVA engaged in the following behaviors toward you?

	Never (SGBHARASSFRE QCOMAPPR)	Seldom (SGBHARASS FREQRMK)	Frequently (SGBHARASS FREQJKE)	I prefer not to answer (SGBHARASSFRE QAFTNOINT)
Made sexual or gender-based remarks (SGBHARASSFRE QRMK)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Told sexual or gender-based jokes or stories that were insulting or offensive (SGBHARASSFRE QJKE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities (SGBHARASSFRE QCOMAPPR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continued to ask you to go out, get dinner, have drinks, or have sex after you said no or otherwise expressed not being interested (SGBHARASSFRE QAFTNOINT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Said crude or gross sexual things to you or tried to get you to talk about sexual matters when you did not want to (SGBHARASSFRE QCRUDE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Emailed, texted,
tweeted, phoned, or
private messaged
offensive sexual or
gender-based
remarks, jokes,
stories, pictures, or
videos that you did
not want
(SGBHARASSFRE
QMSSGS)



Display This Question:

If In the past year, on what frequency has someone at UVA engaged in the following behaviors toward... [Seldom] (Count) >= 1

Or In the past year, on what frequency has someone at UVA engaged in the following behaviors toward... [Frequently] (Count) >= 1

SGBHARASSRLTSP At the time of the unwanted behaviors being directed toward you, what was/were the individual's/individuals' relationship to you? (Select all that apply)

- Advisee/mentee (1)
 - Advisor/mentor (2)
 - Co-worker (3)
 - Friend or acquaintance (4)
 - Someone I had been involved with or was intimate with (5)
 - Someone I was involved with or intimate with at the time of the conduct (6)
 - Stranger (7)
 - Student/Student employee (8)
 - Supervisor/manager/boss (9)
 - Other (Please specify) (10) _____
 - I do not know the identity of the person(s) (11)
-

Display This Question:

If In the past year, on what frequency has someone at UVA engaged in the following behaviors toward... [Seldom] (Count) >= 1

Or In the past year, on what frequency has someone at UVA engaged in the following behaviors toward... [Frequently] (Count) >= 1

SGBHARASSLOC Where did the conduct occur? (Select all that apply)

- At a co-worker-hosted event off Grounds/Campus (1)
- At a professional/disciplinary conference or networking event (2)
- At a project/research site (3)
- At a student group-sponsored event (4)
- At a UVA dining facility (5)
- At a UVA library (6)
- At a UVA-sponsored event (7)
- In a classroom (8)
- In a Greek house/At Greek event (9)
- In a lab (10)
- In a medical facility (11)
- In an athletic facility (12)
- In another employee's office (13)
- In off-Grounds/Campus housing (14)
- In on-Grounds/Campus housing (15)
- On a UVA bus (16)
- On phone calls/text messages/e-mail (17)

On social networking sites (Facebook, Twitter, Instagram, etc.) (18)

While walking on UVA property (19)

A location/context not listed (Please specify) (20)

End of Block: Sexual & Gender-based Harassment and Sexual Assault

Start of Block: International

Display This Question:

If Are you a temporary Visa Holder (such as F-1, J-1, H1-B, and U)? = Yes

ISE1 How easy or difficult have the following been for you as an international employee at UVA?

	Very Difficult (ISELECTURE)	Difficult (ISE1COMMUNICATE)	Neither easy nor difficult (ISEDISCUSS)	Easy (ISEFRIENDS)	Very easy (ISEOPPSEX)	I prefer not to answer (ISESOCIAL)
Understanding workplace, team, or department meetings (ISELECTURE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating (verbally or in writing) clearly in English (ISE1COMMUNICATE)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in workplace teams or discussions (ISEDISCUSS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making friends with staff or faculty from countries other than mine (ISEFRIENDS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning how to understand and respond to those of a different sex (ISEOPPSEX)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fitting into the social scene, such as finding organizations and groups of staff and faculty where you feel comfortable and can socialize (ISESOCIAL)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:
If Are you a temporary Visa Holder (such as F-1, J-1, H1-B, and U)? = Yes

ISE2 Is your interaction primarily with staff and faculty from your country, Americans or other international staff and faculty during each of the following?

	Mostly from my country (ISEINTERACTSOCIAL)	Mostly international (ISE2WRKEVNT)	Mostly American (ISEINTERAC)	A mix of all three (4)	I prefer not to answer (5)
When socializing (going to movies, recreation, etc.) (ISEINTERACTSOCIAL)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When participating in workplace events (ISE2WRKEVNT)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When participating in staff and faculty organizations (ISEINTERAC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: International

Start of Block: Demographics - Role at UVA

DEMROLEINTRO The following questions relate to your affiliation with the University of Virginia. This information is needed in order for the results of this survey to meaningfully inform action plans and dialogue at UVA. Your responses to these questions are voluntary and as previously noted, data protocols are in place to preserve the highest degree of anonymity possible for future data analysis and reporting.

UVAPRIMROLE What is your primary role at the University?

- Staff - UVA Academic (Includes A&P Faculty) (1)
 - Staff - UVA Medical Center (Excludes Schools of Medicine and Nursing) (2)
 - Staff - UVA Wise (Includes A&P Faculty) (3)
 - Medical Resident (8)
 - Post-doctoral fellow (9)
 - Professional Research Staff or Scientist (5)
 - Temporary Staff (10)
 - Other (Please specify) (7) _____
-

PAYBASIS How are you paid?

- Salary (1)
 - Per course, event, or project (2)
 - Unpaid affiliation (3)
-

TIMEATUVA How long have worked at UVA?

- Less than 1 Year (1)
- 1 - 3 Years (2)
- 4 - 7 Years (3)
- 8 - 11 Years (4)
- 12 - 15 Years (5)
- 16 - 20 Years (6)
- More than 20 Years (7)

Display This Question:

If What is your primary role at the University? != Staff - UVA Medical Center (Excludes Schools of Medicine and Nursing)

And What is your primary role at the University? != Medical Resident

UVAAREA With which area of the University are you primarily affiliated?

▼ Batten School of Leadership & Public Policy (1) ... Other, not listed (25)

Display This Question:

If What is your primary role at the University? = Staff - UVA Medical Center (Excludes Schools of Medicine and Nursing)

Or What is your primary role at the University? = Medical Resident

UVAMCAREA With which area of the UVA Medical Center are you primarily affiliated?

▼ Business Development and Finance (1) ... Executive Vice President for Health Affairs (7)

DEPTID In which Department or Unit is your primary assignment?

WRKTYPE What type of work do you do?

▼ Academic Administration (1) ... Other (17)

CONNECTED Outside of the scope of your work, on what frequency do you engage in the following?

	Never (1)	Rarely (2)	Occasionally (3)	Somewhat often (4)	Often (5)	Very often (6)	I prefer not to answer (7)
Attend exhibitions, symposiums, speaker series, and/or panel discussions at UVA (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attend UVA athletic events (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attend UVA major events (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participate in a UVA Faculty/Staff networking group (Please specify) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participate in Department or Unit special events (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participate in an Intramural Recreational athletic team with co-workers or colleagues (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socialize with co-workers or colleagues outside of work (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Demographics - Role at UVA

Start of Block: Closing

FINALCOMMENTSTXT Please share any additional comments or thoughts you have about the climate for diversity, inclusion, safety, and well-being at UVA. We also encourage your recommendations for what actions you would like the University to consider in response to bias, harassment, and discrimination, generally, or the results of this survey specifically.

CLOSE Thank you for your time and thoughtful responses. By clicking the "next" button, your survey responses will be recorded and you will be transferred to an entirely separate form. There you can enter your name and computing ID to let us know that we don't need to send you any more reminders to take the survey. Your name will not be associated with your anonymous survey responses in any way.

Thank you again for your participation in this important survey.

End of Block: Closing