

Report On Ashoka University Sexual Harassment Climate Survey

CASH Policy Research Team,
July 2021



About the Team

The CASH Policy Research Team is a student-led initiative, initially constituted under the Ministry of Parliamentary Affairs, that has been working towards addressing the issue of sexual harassment at Ashoka University since 2018. The team currently consists of the following students and alumni: Akila Ranganathan (ASP21), Riday Chokshi (ASP21), Rithupar Pathy (UG21), Sukanya Janardhanan (Alumni, UG19), and Thejashri MS (ASP21).

Email: shcs.au@gmail.com

Disclosure

The Sexual Harassment Climate Survey project was initially constituted under the Ministry of Parliamentary Affairs. However, it has functioned as an independent student-initiative. The project has been funded with grants from the Ashoka University Student Government Annual Budget. Here is a breakdown of all expenses incurred in the duration of the project:

Potential conflicts of interest include former HoR members who were members of the CASH Policy Research Team: (1) Akila Ranganathan; (2) Riday Chokshi; (3) Rithupar Pathy; and (4) Sharanya Narayanan.

Sr. No	Particulars	Totals (INR)
1.	SurveyMonkey Standard Subscription	899 x 12 months = 10,788
2.	Logo Design	500
3.	Consultant to Review Report Draft	2,000
4.	Report Design	3,000
	Total	16,288

Acknowledgements

This report is a result of nearly two years of consistent effort put in by our team, and a product of our commitment towards making the Ashokan community safer. We would not have been able to take this step without the advice of faculty, our former team members, and students who engaged with this effort to understand and address the status of sexual harassment at Ashoka University. First, we would like to thank Professor Bittu and Professor Priyamvada Trivedi for providing us with valuable feedback on the initial drafts of the survey instrument and helping us incorporate best research practices in designing this survey. Next, we would like to thank all our former team members: Adit Shankar, Nuzhat Fatima, Ridhima Manocha, Sharanya Narayanan, and Vaibhav Parik. We are also extremely grateful to all students who participated in our focus groups, and to the former student CASH representatives Gayatri Dewan and Yukti Saumya – their inputs greatly informed our efforts in making the survey as rigorous, comprehensive, and accessible as possible. We would like to thank Anjali Hans for her inputs on the final draft of the report, and Varun Andhare for designing the report. We also thank the Student Government for providing us with the funds needed to carry out this extensive project. Finally, we wish to thank all students who participated in this survey for their efforts, which we sincerely believe will contribute to making Ashoka University a safer place for all.

Executive Summary

Sexual harassment is an issue that is rampant and present across Indian society- in workplaces, public spaces, and university campuses. Existing qualitative studies and surveys have shown that sexual harassment is pervasive in different job sectors, and university spaces¹. Yet, we have not come across an extensive empirical study on the nature and prevalence of sexual harassment that happens on university campuses in India. This report describes the results of the Ashoka Sexual Harassment Climate Survey sent to students of Ashoka University, conducted by the CASH Policy Research Team between August 26th and October 17th, 2020. We believe this report is an important step towards understanding and addressing the status of sexual harassment in Ashoka University, and also a starting point to understand the status of sexual harassment in Indian universities at large.

At the close of the survey, the Sexual Harassment Climate Survey (SHCS) had a **response rate of 37.9%**. The survey was sent to 1601 undergraduate and ASP students, out of which the SHCS received 608² responses. The typical time to complete the survey was 10 minutes, with a completion rate of 88%.

This report details the results and findings of the survey. The executive summary has been divided into the following sections: I. Knowledge on Sexual Harassment and CASH Procedures, II. Perceptions of Safety III. Perceptions of Campus Resources, IV. Prevalence of Sexual Harassment at Ashoka University V. Reporting of Sexual Harassment at Ashoka University VI. Nature of Sexual Harassment at Ashoka University

I. Knowledge on Sexual Harassment and CASH Procedures.

1. Almost all respondents (99.32%, n = 592³) were aware that Ashoka University has a policy against sexual harassment (**SH** from hereon). However, **only 65%** (n = 592) were aware of where to find this policy.

¹ <https://www.hrw.org/report/2020/10/14/no-metoo-women-us/poor-enforcement-indias-sexual-harassment-law>
<http://ijsw.tiss.edu/greenstone/collect/ijsw/index/assoc/HASHO1fd/2eccce04.dir/doc.pdf>
<https://www.thehindu.com/news/national/workplace-safety-still-an-issue-survey/article31011136.ece/amp/>
https://www.researchgate.net/publication/318736784_Sexual_Harassment_in_Educational_Institutions_in_Delhi'_NCR_India_Level_of_Awareness_Perception_and_Experience
<https://m.thewire.in/article/women/sexual-assault-higher-education-institution/amp>

² SHCS received 537 complete responses and 71 partial responses. For a response to qualify as complete, the respondent had to have answered the all required questions of the survey (SHCS had only 1 required question), and click 'Done' on the last page of the survey. A partial response is one where the respondent entered at least one answer and clicked 'Next' on at least one survey page, but didn't click 'Done' on the last page of the survey. To address this, the team has specified the number of responses each answer received.

³ Hereon, the notation of n = (numeric value) provides the total number of responses to the particular question. In case the responses are filtered by gender identity, sexual orientation, or batch, the notation reflects the total number of responses of that particular identity group, for e.g., the total number of women respondents, etc.

2. A majority of the respondents (61%, n = 591) were 'not at all', 'a little' or 'somewhat' knowledgeable about where to make a report of SH at Ashoka University. Similarly, a majority (72%, n = 589) were 'not at all', 'a little' or 'somewhat' knowledgeable about the process that is followed when a student reports an incident of SH.
3. A majority of the respondents (76%, n = 587) were 'not at all', 'a little' or 'somewhat' knowledgeable about the functions of the CASH Support Group. However, a majority of the respondents (67%, n = 589) knew how to get in contact with at least one member of the CASH Support Group/CASH.
4. A majority of the respondents (96%, n = 587) have attended at least one SH sensitisation workshop conducted by the university. Yet, 63% of respondents (n = 560) did not find them 'very' or 'extremely' helpful.
 - a. We received 88 qualitative responses to this question. These responses indicate that the workshops are considered cursory. While they are found to be useful to understand harassment in the first year, the subsequent workshops have similar content and do not go deeper into the issue or explore the grey areas that often characterise SH at Ashoka University.
5. There seems to be a common understanding among people who identify as men and women⁴ at Ashoka University on the basics of what constitutes harassment. A majority of our respondents considered the following to constitute sexual harassment:
 - a. Jokes of a sexual nature (between acquaintances and strangers)
 - b. Jokes of sexual nature (between friends)
 - c. Display of sexually offensive materials in a public space
 - d. Staring
 - e. Unwanted comments on appearance or physical attributes
 - f. Pressure for sexual favours
 - g. Sexist jokes
 - h. Pressure for dates where a sexual/romantic intent appears evident but remains unwanted
 - i. Unwanted physical or sexual advances
 - j. Harassment based on sexual orientation
 - k. Spreading sexual rumours
 - l. Showing pornography

⁴ Considering the relatively small sample size of respondents who identify as transgender, non-binary, or with gender identities other than man or woman, we have not filtered and presented their responses separately. This is to protect the privacy of these individuals. Furthermore, a small sample size may provide misleading insights. We have thus filtered responses among the binary gender identities. Please refer to the detailed survey report for further details.

II. Perceptions of Safety

1. A majority of respondents (**57 %**, n = 555) viewed SH as being ‘very’ or ‘extremely’ prevalent at Ashoka University.
2. The results indicate that batches that have spent more years studying at Ashoka University, and students who identify as non-heterosexual⁵ perceive the campus to be less safe.
 - a. While only 37% of UG22⁶ respondents viewed sexual harassment as being ‘very’ or ‘extremely’ prevalent at Ashoka University, 69% (n = 62), 68% (n = 111), and 72% (n = 161) of ASP20, UG20/ASP21, and UG21 respondents respectively viewed sexual harassment as being ‘very’ or ‘extremely’ prevalent at Ashoka University.
 - b. 66% (n = 196) of non-heterosexual respondents viewed SH as being ‘very’ or ‘extremely’ prevalent at Ashoka University in contrast to 53% (n = 351) of heterosexual respondents who chose the same options.
3. When asked how likely the respondent believes that they will experience SH on campus, a close majority (49%, n = 553) answered that it was **not likely** that they will experience SH on campus, having chosen the options ‘a little’ or ‘not at all’. Thus, while a majority of respondents believe that SH is ‘very’ or ‘extremely’ prevalent at Ashoka University, a majority also view the likelihood of them personally experiencing SH as being less than certain.
 - a. However, with respect to sexual orientation and how people view their likelihood of facing SH, nearly 37% of non-heterosexual respondents perceive that they are ‘very’ or ‘extremely’ likely to personally experience sexual harassment on campus, in contrast to heterosexual respondents who perceive that they are unlikely or only ‘somewhat’ likely to experience SH (60% and 23 % respectively).

III. Perceptions of Campus Resources

- A majority of the respondents (76%, n = 556) were less than certain about Ashoka University providing guidance and advice after an experience of SH; 36% viewed that it was unlikely that they would receive the same while 40% felt a ‘somewhat’ chance. Only 24% felt it was ‘very’ or ‘extremely’ likely they would receive guidance and advice on courses of action available from the University. The results indicate that undergraduate students from the surveyed batches across the gender binary and sexual orientations, believe that there is a less than likely chance that Ashoka University would provide guidance and advice after

⁵ Due to the limited response rate from specific groups within the LGBTQIA+ spectrum, we have utilised the binary categories of those who identify as Heterosexual or Non-Heterosexual while analysing our data, once again to protect the privacy of our respondents. Furthermore, small sample sizes can provide misleading insights. Please refer to the detailed survey report for further details.

⁶ However, it is important to note that UG22 has only spent 1.5 semesters residing on the campus of Ashoka University (due to the Covid-19 pandemic), which may have had an impact on their responses.

experiencing SH.

Perception of filing a report of SH with CASH.

1. A majority of respondents perceive that the likelihood of CASH taking their report of SH seriously is 'somewhat' (36%, n = 550) , or 'very' / 'extremely' likely (45%, n = 550). Only 19% of respondents perceive that their report will be taken only 'a little' or 'not at all' seriously.
 - a. 52% of men and 41% of women respondents see the likelihood of CASH taking their report of SH seriously as being 'very' or 'extremely' likely, and 49% of heterosexual respondents and 41% of non-heterosexual respondents chose the same options.
1. This indicates that there is greater trust deficit amongst those who identify as women or non-heterosexual than men or heterosexual respondents when it comes to CASH's response towards reports of SHA majority (76%, n = 551) of respondents perceive that the **likelihood of CASH conducting a fair investigation** is 'somewhat' or 'very'/'extremely' likely. The highest portion of respondents (43%) selected 'somewhat', and 33% perceive that it is 'very' or 'extremely' likely that CASH will conduct a fair investigation. A greater portion of non-heterosexual respondents perceive an unlikely or 'somewhat' chance of CASH conducting a fair investigation than heterosexual respondents, with the highest portion of non-heterosexual respondents (40%, n = 198) having selected 'somewhat', followed by 32% of non-heterosexual respondents that perceive an unlikely chance that CASH would conduct a fair investigation.
2. A very close majority (48.5%, n = 551) perceive a 'very' or 'extremely' likely **chance that CASH will maintain confidentiality** of the case and investigation of SH. 27% perceive a 'somewhat' chance and only 25% perceive 'a little' or 'not at all' likely chance of this happening. However, those who identify as non-heterosexual perceive a much lower likelihood of CASH maintaining confidentiality as compared to heterosexual individuals. Among those who identify as heterosexual (n = 347), 20% perceive 'a little' or 'not at all' likelihood that confidentiality will be maintained, while amongst those who identify as non-heterosexual, a much higher 31% perceive 'a little' or 'not at all' likelihood of the same.
3. A majority (81%, n = 550) of respondents perceive that it is unlikely or only 'somewhat' likely that CASH will **take steps to protect the complainant from further harm or intimidation by the accused**. 33% perceive that this is 'somewhat' likely and only 19% perceive that it is 'very' or 'extremely' likely that CASH will do the same. A greater proportion of respondents who identify as women and non-heterosexual (51% , n = 333; and 60%, n = 198, respectively) believe that it is 'little' or 'not at all' likely that CASH will take steps to prevent further harm/intimidation by the accused in comparison to men and heterosexual respondents (38.5% , n = 200; and 41%, n = 346, respectively). That is, women and non-heterosexual respondents place much less trust in CASH to protect complainants from further harm as compared to men and respondents who identify as heterosexual.

4. A majority (79.5%, n = 547) of respondents perceive that it is 'somewhat' likely that CASH will **provide the necessary psychological assistance during the investigation if needed**. 30% selected 'somewhat' and only 21.5% perceive that this as 'very' or 'extremely' likely.
 - a. Respondents who identify as women have a much lower belief that CASH will provide necessary psychological assistance (51%) as compared to men (45%) and this is expectation is even lower among those who identify as non-heterosexual than heterosexual, with 59% of non-heterosexual respondents perceiving the likelihood of CASH providing the necessary psychological assistance as 'a little' or 'not at all likely' in contrast to 44% of heterosexual respondents.
 - b. Among batches, the trust deficit is higher among batches who have had more than one year of study at Ashoka University, with the rates much higher once again among UG21 and ASP20. 34% of UG22 (n = 208), 64% of UG21 (n = 159), 52% of UG20/ASP21 (n = 109), and 58% of ASP20 (n = 63) perceive that such assistance is 'a little' or 'not at all' likely.
5. 46% (n = 548) of respondents perceive that it is 'a little' or 'not at all' likely that CASH will **take appropriate action against the accused**. 35% perceive a 'somewhat' chance and only 20% perceive that it is 'very' or 'extremely' likely.
 - a. There is a sharp difference in the expectations of women and non-heterosexual respondents as compared to that of men and heterosexual respondents with regard to CASH taking appropriate action against the accused. While 51% (n = 330) of women respondents perceive that it is 'a little' or 'not at all' likely that CASH will take appropriate action, only 35.5% of men chose the same option. Similarly, 57% of those who identify as non-heterosexual (n = 198) perceive that CASH is unlikely to take appropriate action in contrast to a much lower 38% of those who identify as heterosexual (n = 343) who chose the same option.
6. A majority (75%, n = 545) of all respondents perceive that this is 'a little' or 'not at all' likely that **CASH will take action to address larger structural reasons for SH**. Only a minor 8% perceive that it is 'very' or 'extremely' likely that CASH will do the same.

IV. Prevalence of Harassment

- 246 women have faced at least one of these forms of SH⁷, which approximates to 28% of all women of these batches (n = 885), i.e., **more than 1 in 4 women have faced SH.**
- 124 men have faced at least one form of SH, which approximates to 17.5% of all men of these batches (n = 712), i.e., **almost 1 in 6 men have faced SH.**
- 137 of 597 students or 23% of UG22 have faced at least one form of SH, i.e., **approximately 1 in 4 students have faced SH.**
- 119 of 459 students or 26% of UG21 have faced at least one form of SH, i.e., **more than 1 in 4 students have faced SH.**
- 79 of 387 students or 20% of UG20/ASP21 have faced at least one form of SH, i.e., **1 in 5 students have faced SH.**
- 47 of 154 students or 30.5% of ASP20 have faced at least one form of SH, i.e., **almost 1 in 3 students have faced SH.**

Of these, only 29 respondents each have only experienced sexist jokes/remarks or offensive remarks/jokes about their sexuality / the LGBTQIA+ community. This indicates that the **majority of respondents have experienced at least one form of SH with graver implications than jokes/remarks.**

It's important to note the jump in the rates of respondents classifying their experiences as SH after this detailed questioning as compared to when they were self-determining their experiences. **The rate of experiences of SH has increased from 1 in 6 students of the surveyed batches to approximately 1 in 4 after they were asked detailed questions pertaining to different forms of SH.** The same result holds true for all identity groups⁸ as well as batches. **In particular, it is pertinent to note that the rate of experiences of SH has increased from 1 in 11 among respondents who identify as men when they self-determined their experiences to 1 in 6 men after specific questioning.** Thus, this indicates that respondents are unable to self-identify or classify their experiences as SH, even though they are determined to be SH according to CASH policy.

⁷ *Sexual Harassment (as defined by our survey) includes the following:*

- Physical conduct of a sexual nature, including kissing without consent, touching, or fondling*
- Forced sexual acts like oral sex or penetration*
- An experience where someone used or threatened to use physical force against you/someone close to you to compel you to engage in sexual acts with them*
- An experience where someone attempted to/had sexual contact with you by promising rewards and/or threatening serious non-physical harm such that you felt you must comply? Examples include: threatening to give you bad grades, promising good grades, threatening to cause trouble for you in a class/at work, or threatening to share damaging information about you with your family, friends or authority figures, etc.*
- An experience where someone made inappropriate sexual comments about your body, appearance, or sexual activities*
- Unwanted conversations about sexual matters*
- An experience where someone posted/threatened to post sexually intimate messages, pictures or videos on social networking sites without your consent*
- Spying, watching, or following, either in person or using technology, in a manner that feels unsafe*
- Sexist jokes/remarks in a manner that feels uncomfortable/unsafe*
- Offensive remarks/jokes about sexuality/LGBTQIA+ community in a manner that feels uncomfortable/unsafe*
- An experience where someone used/attempted to use substances (drugs/alcohol/etc) to induce a state in which informed consent could not be given*

⁸ *As per the classifications made in the survey and this report*

V. Reporting of Sexual Harassment

1. A majority of individuals (65%, n = 357) approached their friends after unwanted sexual experience/s. **42%** did not reveal the experience to anyone. Only a minority of respondents approached their RAs, faculty, ACWB, or families.
2. A majority of men (**58%**, n = 108), particularly heterosexual men, did not reveal their unwanted sexual experiences to anyone, while a majority of women (73%, n = 232), both heterosexual and non-heterosexual, approached their friends. Across genders and sexual orientations, approaching friends and not revealing the experience were the options chosen by significant proportions of respondents. Among batches, a majority of UG22 (55%, n = 125), UG21 (65%, n = 112), UG20/ASP21 (71%, n = 73) and ASP20 (83%, n = 41) approached their friends followed by 44%, 42%, 46%, 27% not revealing it to anyone. 8% of UG22 and 10% of UG20/ASP21 approached their families, 8% of UG21 and 12% of ASP20 approached their RAs. The proportion of respondents approaching their friends increases as years of study at Ashoka University increases as well.
3. A vast majority (92%, n = 356) of the respondents did not approach the CASH Support Group. This is consistent across batches, and across those who identify as men (93%, n = 108), women (93%, n = 231), heterosexual (97%, n = 196), and non-heterosexual (86%, n = 157).
 - a. Among the respondents who visited the CASH Support Group (n = 27), a majority (84.5%) found the CASH Support Group 'somewhat', 'very' or 'extremely' useful (33%, 33%, and 18.5%, respectively). This indicates that while a vast majority of individuals who face an unwanted sexual experience do not approach the CASH Support Group, those who do find the experience more helpful than not. Qualitative responses indicate that specific individuals within the CASH Support Group were seen as being helpful.
4. **A vast majority (95%, n = 353) of respondents did not report their experience of SH to CASH.** This is consistent across those who identify as men (97%, n = 109), women (94%, n = 227), heterosexual (97%, n = 192), non-heterosexual (93%, n = 158), heterosexual women (97%, n = 119), heterosexual men (97%, n = 73), non-heterosexual men (97%, n = 35), and non-heterosexual women (92%, n = 108). Among batches, 97.5% of UG22 (n = 112), 94% of UG21 (n = 113), 94% of UG20/ASP21 (n = 71), and 95% of ASP20 (n = 41) did not report the experience to CASH. The rates of reporting, however small, are highest among non-heterosexual women.
5. One of the key factors in the underreporting of cases of SH to CASH is the lack of awareness of individuals of what constitutes SH – they do not think their experiences are 'serious enough' to be considered reportable SH or that they do not think it constitutes SH at all. A majority of respondents (75%, n = 333) indicated that they did not report because they thought the experience was not serious enough to report. A near majority (49%) indicated that at the time of the experience(s), they did not think it constituted SH. Between 23% -

26% of respondents did not report because they felt embarrassed, ashamed or that it would be too emotionally difficult to report SH, that they did not want the person/people who behaved that way/s with them to get into trouble, that they heard CASH does not handle cases well, and that they feared negative social consequences. Between 17% - 18% indicated that it was because they did not think anything would be done and that they resolved it independently of CASH.

- a. Among those who identify as women, the three most cited reasons as to why they didn't report were: i. They did not consider their experience to be serious enough to report (77%, n=212) ii. They did not think their experiences constituted SH at the time (54%). iii. They felt embarrassed, ashamed or that it would be too emotionally difficult to report, and that they did not report because they heard that CASH does not handle cases well (between 26% - 27%).
 - b. Among those who identify as men, the three most cited reasons as to why they didn't report were: i. They did not think their experience was serious enough (69.5%, n=105), ii. They did not think it constituted SH at the time (40%), and iii. They didn't want the person/people who behaved that way/s with them to get into trouble (25%).
 - c. Among those who identify as non-heterosexual, the three most cited reasons as to why they didn't report SH were: i. They did not report because they did not think it was serious enough (76%, n=150) ii. They did not think the experience constituted SH at the time (50%) iii. they did not report because they felt embarrassed, ashamed or that it would be too emotionally difficult to report (33%).
 - d. Among those who identify as heterosexual, the three most cited reasons were :i. They did not think their experience was serious enough to report (73%, n = 180), ii. They did not think it constituted SH at the time (49%), iii.They did not report because they felt embarrassed, ashamed or that it would be too emotionally difficult to report.
6. It is important to note that while 29% of non-heterosexual respondents indicated that they did not report because they heard that CASH does not handle cases well, only 19% of heterosexual respondents chose the same option.

VI. Nature of Sexual Harassment at Ashoka University

1. **Association of the perpetrator/s with Ashoka University:** A vast majority (94%, n = 266) of respondents had experienced SH by a fellow student. 8% had experienced the same by a person not affiliated with Ashoka University, 5% by a member of the staff or administration and 4% by a faculty member or instructor.
2. **Relationship of the perpetrator/s with the respondent:** A majority (52%, n = 335) indicated that the person/people who behaved that way/s was their acquaintance/s, 35% indicated it

was their friend/s, and 20% indicated that it was someone they were involved or intimate with at the time. 18% indicated it was a stranger/s, 13% indicated it was someone they met at a party, and 10% indicated that it was someone they had been involved/intimate with prior to the incident/s.

3. **Gender of person(s) who perpetrated the SH:** A majority (82%, n = 336) of the respondents indicated that the gender(s) of the perpetrator(s) as men, followed by 22% indicated that they were women. 4% did not know the gender identity of the perpetrator.
 - a. Among those identifying as women, a vast majority (97%, n = 220) identified the gender(s) of the perpetrator(s) as men, followed by 4.5% indicating that they were women. Among those who identify as men (n = 100), 60% identified the perpetrator(s) to be women, followed by 50% identifying them to be men. While it is expected that a majority of women have faced SH by men, it is notable to identify that men have faced SH by both men and women, with a difference in rates of only 10%.
4. Among those identifying as women, a vast majority (97%, n = 220) identified the gender(s) of the perpetrator(s) as men, followed by 4.5% indicating that they were women. Among those who identify as men (n = 100), 60% identified the perpetrator(s) to be women, followed by 50% identifying them to be men. While it is expected that a majority of women have faced SH by men, it is notable to identify that men have faced SH by both men and women, with a difference in rates of only 10%.
5. Number of times respondent has faced sexual harassment by the same person/s:
 - a. A larger proportion of respondents who identify as women have faced SH by the same person(s) more than once (28%, n = 217) than men (17.5%, n = 103). Among those who identify as men (n = 103), a higher than average majority (82.5%) indicated that they had not faced SH by the same person(s) more than once, compared to 72% of women
 - b. Among those who identify as heterosexual (n = 177), a majority (81%) indicated that they had not faced SH by the same person(s) more than once, while 19% indicated that they had. Among those who identify as non-heterosexual (n = 156), a notable difference in figures is seen where a smaller majority (67%) indicated that they had not while 33% indicated that they had. This indicates that respondents who are non-heterosexual have faced SH more than once by the same person(s) at a higher rate than heterosexual respondents.

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Introduction

This report describes the results of the Ashoka Sexual Harassment Climate Survey conducted by the CASH Policy Research Team between August 26th and October 17th, 2020.

Our survey ideation process began in 2018 when we were working on recommendations and reforms to the Ashoka University (Prevention, Prohibition and Redressal of Sexual Harassment of Employees and Students) Rules 2016, hereby referred to as the **CASH Policy**. We realised that there was a lack of empirical data about the prevalence and perceptions of sexual harassment at Ashoka University. We realised that such data was integral in our efforts to address the issue. Keeping this in mind, we developed the first Ashoka Sexual Harassment Climate Survey over the course of two years, based on the best and most sound research practises and methodologies modelled after universities across the world, which was rolled out in Monsoon 2020 among the batches of UG 2022, UG 2021, UG 2020 and ASP 2020.

The survey, the first of its kind in Ashoka University, is a student-run initiative. It was carried out with four main goals:

- a) To understand the prevalence and nature of sexual harassment at Ashoka University;
- b) To understand students' perception of the climate surrounding sexual harassment – i.e., how safe they think campus is, how fair they think procedures pertaining to filing and addressing cases of sexual harassment are, and how they perceive the general student culture with respect to sexual harassment;
- c) To understand how knowledgeable students are on the procedures that are currently in place to address the issue of sexual harassment; and
- d) To understand the patterns of reporting experiences of sexual harassment among the student body.

The survey was designed by adopting and modifying approaches and questions from the survey instrument of the Association of American Universities that has been used in renowned universities like Georgetown University, and University of Michigan, and survey instruments of other

universities like Stanford University and City University of New York⁹.

This report is structured as follows: Section I provides details on the methodology used to design and administer this survey. Section II presents the detailed findings of the survey. And Section III presents recommendations to address the issue of sexual harassment based on survey findings, limitations of the survey and possible impacts on the results presented in this report, and lastly, recommendations for future iterations of this survey. We have also included appendices with additional details.

To better inform university practices and to keep the CASH policy in accordance with the growing student population, we hope that this survey is a regular occurrence. However, we believe that future iterations would be most comprehensive if carried out by the university administration with the help of professionals.

Abbreviations:

CASH: Committee Against Sexual Harassment

CPRT: Cash Policy Research Team

CSG: CASH Support Group

ICC: Internal Complaints Committee

SH: Sexual Harassment

SHCS : Sexual Harassment Climate Survey

UGC: University Grants Commission

⁹ Survey instruments and reports that the team studied can be found here:

Association of American Universities (AAU): [https://www.aau.edu/sites/default/files/%40%20Files/Climate%20Survey/Survey%20Instrument.p](https://www.aau.edu/sites/default/files/%40%20Files/Climate%20Survey/Survey%20Instrument.pdf)

[Df](#)

The City University of New York: <http://www1.cuny.edu/sites/title-ix/wp-content/uploads/sites/2/2018/10/2018-Survey-Instrument-for-Posting.pdf>

2019 AAU Campus Climate Survey, Stanford University: <https://provost.stanford.edu/wp-content/uploads/sites/4/2019/10/AAU-2019-Survey-Stanford-University-Report-and-Appendices.pdf>

2015 Stanford University: <https://www.documentcloud.org/documents/2448430-2015-stanford-campus-climate-survey-report.html>

AAU Campus Climate Survey, University of Michigan: https://publicaffairs.vpcomm.umich.edu/wp-content/uploads/sites/19/2019/10/University-of-Michigan_Report-and-Appendices-1-6_09-25-19.pdf

Georgetown University: <https://georgetown.app.box.com/s/wwe8v637v8or2avtzp0oap2265u4jiye>

I. Methodology

A. Instrument Development

In April 2019, the CASH Policy Research Team (CPRT), under the Ministry of Parliamentary Affairs, Student Government, began to ideate on a campus-wide sexual harassment survey. The team, headed by Sukanya Janardhanan (UG19), initially designed a short 5-10 minute survey on Google Forms. After receiving feedback from a professor of the Political Science Department, the team decided to develop a more comprehensive and detailed survey. The official work for the survey began in October 2019 after Thejashri M.S and Vaibhav Parikh (UG20) began heading the team. The team consisted of students from UG20/ASP21, UG21, and UG22, and one alumnus. The team met on a weekly basis to design the survey and review progress. Over the course of the survey development process, the CPRT received feedback from professors of the Economics, Psychology, and Political Science departments with research expertise in similar issues. The team also received comments for consideration from a CASH student representative.

1. After a preliminary version of the instrument was complete by February 2020, the team conducted 3 rounds of focus group discussions with 11 students across batches (UG22- ASP20) where students were administered the survey, and then provided us with their inputs and feedback¹⁰. This was done in order to gauge whether the survey was of appropriate length, simple to understand, comprehensive, and as rigorous as possible. We considered several inputs provided by the participants and incorporated them into the final version of the survey.

After this, in late February 2020, the team applied for approval from the Ashoka Institutional Review Board and received it by March 2020. However, after in-person classes were suspended due to the COVID-19 pandemic, and students were required to return home, the plan for the survey was forced to shift into purely online format, and hence, the team worked on the instrument and marketing strategies over the course of the summer and re-applied for IRB approval in July 2020. Once we received the same by the first week of August 2020, we rolled out the survey between August 26th and October 17th, 2020. The survey was entirely anonymous and voluntary, and contained appropriate trigger warnings and contacts of campus resources.

B. Survey Content

The Survey consisted of six sections and concluded with two final questions about the survey experience. The sections were: (I) Demographic Information (II) Campus Resources (III) Perceptions (IV) Unwanted Sexual Experiences (V) Reporting Unwanted Sexual Experiences and (VI) Details of Unwanted Sexual Experiences. All respondents were asked a set of 35 core questions (Section I to Section IV). An additional 10 questions (Section V and Section VI) were administered to respondents who reported facing any form of sexual harassment on campus in Section IV. These final two sections asked respondents for details of these incident/s, and whether they re-

¹⁰ Students who participated in the focus groups were not sent the survey when it was officially rolled out in August 2020

ported to CASH¹¹. It is important to note that no question in the survey asked respondents about their experiences reporting a case with CASH in order to maintain confidentiality around CASH proceedings

C. Survey Procedure

Since the survey contained multiple questions that were conditional and branched out according to a respondent's answers, we needed a platform that had features such as *skip logic*¹² and *multiple question types*.

Since Universities across the world create their own portals for their annual sexual harassment climate surveys, we considered the same. However, the option of creating our own survey portal was challenging given the paucity of time and money we had as a student initiative. After discussing this possible option with students of the Computer Science department, we were also informed that this would be an ambitious and risky undertaking given the nature of the survey and the need to ensure that the information recorded remained confidential. Such a venture would require complex coding skills, time, and sustained effort, even post the survey, to create and maintain the site.

Hence, we decided to use an existing survey platform. We had to ensure that the survey was completely anonymous, while simultaneously ensuring that each respondent only filled the survey once. This condition of maintaining anonymity while preventing multiple responses from each respondent narrowed the possible survey platforms we could use. After extensive research and multiple trials, we narrowed down on two platforms: Survey Monkey and Typeform. We finally chose Survey Monkey due to its user-friendly interface, cost effectiveness (having the option of choosing monthly plans¹³), and its features that made it possible to maintain anonymity while tracking and preventing duplicate responses.

Our original plan was to carry out the climate survey in April 2020 (Spring semester), after the mid-term break, when all students would be on campus and would have access to resources like the CASH Support Group and the Ashoka Centre for Well-Being (ACWB). The team had gotten approval from the Ashoka Institutional Review Board to conduct an online survey with door-to-door marketing. Our original plan involved training volunteers who would market the survey in a manner that was sensitive to triggers. We had also hoped to book class rooms at specific periods during the day, and provide students a safe and conducive physical environment to take the survey in. However, given the COVID-19 pandemic and subsequent movement to online classes, we had to reevaluate our survey procedure and marketing. We had to conduct the survey entirely online. However, we think future iterations of the survey would be best served if conducted on campus with the options detailed above.

¹¹ *The complete Survey Instrument can be found in the appendix*

¹² *Skip logic is a feature that changes what question or page a respondent sees next based on how they answer the current question.*

¹³ *The Team used the Standard Monthly plan of Survey Monkey.*

To compensate for the lack of physical access to these resources when taking the survey online, the team added appropriate trigger warnings and provided the contact details of the ACWB and the CASH Support Group at the beginning of each page.

D. Note on why we didn't sample and didn't have incentives

When deciding how to sample our respondents for the survey, the team originally discussed three options:

1. To open up the survey to the whole student body, but provide those who filled the survey with some sort of an incentive, like an Amazon gift card;
2. To randomly sample the student population, and only make the sampled individuals fill the survey, which would allow us to make representative claims; and
3. To send it to the whole student body without an incentive and extensively market the survey.

We decided against the first option due to logistical and principled reasons. Since we were using money from the Student Government's budget, we did not have the funding to provide reasonably lucrative incentives to all those who filled the survey. However, on a more principled note, we did not think a survey on an issue as sensitive as sexual harassment should have monetary incentives. We also believed that this might skew the results as people might just fill it for the incentive, and not actually take the time to read, understand, and then answer the questions.

We decided against random sampling because we believed that it would be challenging to get our sample to fill in the survey in an online semester, where we could not carry out extensive and personal forms of marketing. Furthermore, in the absence of demographic information about the Ashoka University student body (particularly with respect to gender identity and sexual orientation) we could not appropriately frame a representative sample of the entire student body.

Hence, we thought the best possible method would be to open up the survey to the whole student body, consistently market it online. To ensure that we received as wide of a range of responses as possible, we also sent targeted messages to individuals highly encouraging them to fill the survey, even if they believe they haven't experienced any form of harassment.

II. Detailed Findings

Section I: Demographics

In this section, we provide an overview of the demographics of the respondents of our survey.

Gender

The following is the gender demographics of the respondents of our survey. The binary gender ratio (men: women) is 37:60, and we received 17 responses from individuals who identify as trans, non-binary, or with gender identities other than man or woman.

The binary gender ratio of the survey is close to the approximate gender ratio across the surveyed batches in Ashoka University which is 44:56. The batch-wise binary gender ratio in Ashoka University is as follows¹⁴: (see Table 1)

It is important to note that considering the relatively small sample size of respondents who identify as trans, non-binary, or with gender identities other than man or woman, we have not filtered and presented their responses separately. This is to protect the privacy of these individuals – even though their responses have been anonymously collected, given the small sample, they may be identified through the filtering process. Furthermore, a small sample size may provide misleading insights. However, we have collected this data and are willing to share it privately with associations working with the community. We are also willing to share the aggregated data with committees, student organisations, and other collectives working on sexual harassment (**SH** from hereon) and the issues faced by these students, in order to ensure that their experiences are accounted for while framing policies and programmes. However, this is a limitation that must be addressed in future iterations of the survey through measures like targeted marketing or random sampling.

¹⁴ We obtained the gender binary demographic data from various departments of the administration of Ashoka University. Thus, there may be a disparity between the officially recorded data available with these departments and the gender identities of students. However, in the absence of more inclusive data, we have had to utilise this break-up.

Table 1: Responses (by %) to the question “What is your gender identity?”

Batch	Men	Women
UG 22	43%	57%
UG 21	43%	57%
UG 20	46%	54%
ASP 20	52%	48%

Figure 1: Responses (by %) to the question “What is your gender identity?”

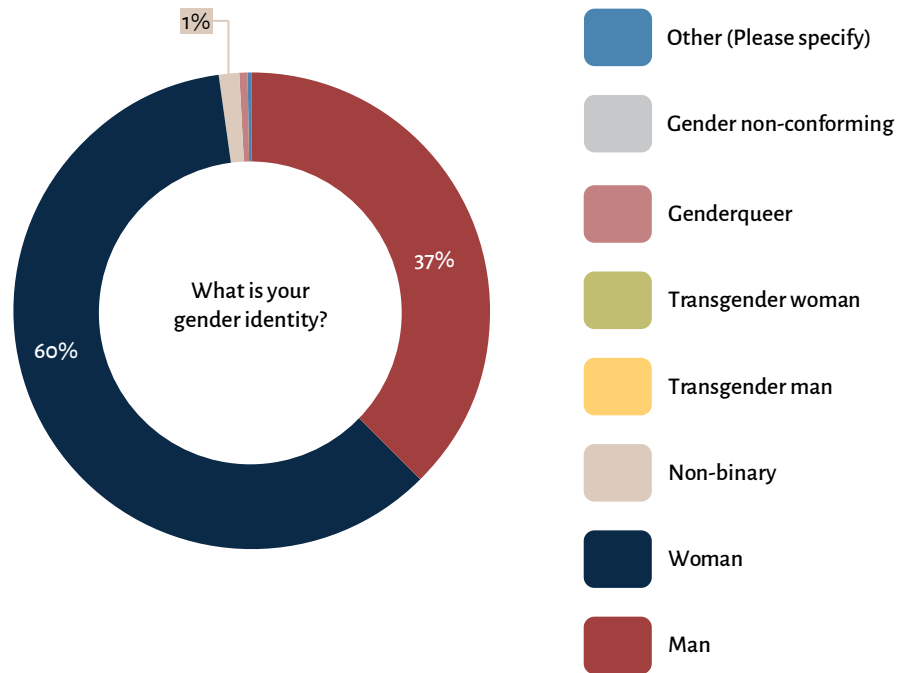


Table 2: Responses (by %) to the question “What is your gender identity?”

Gender Identity	Responses	
Man	37.31%	225
Woman	59.87%	361
Non-binary	1.33%	8
Transgender Woman	0.00%	0
Transgender Man	0.00%	0
Genderqueer	0.66%	4
Gender nonconforming	0.33%	2
Other (please specify)	0.50%	3
	Answered	603
	Skipped	4

Batch

The following is the batch-wise breakup of our survey respondents. We received a majority of responses from UG22 and UG21. However, all batches have a response rate of at least 30% of the total batch size.

Table 3: Responses (by %) to the question “Batch”

Batch	Responses	
UG 22	39.97%	237
UG 21	29.01%	172
UG 20	20%	119
ASP 20	10.96%	65
	Answered	593
	Skipped	14

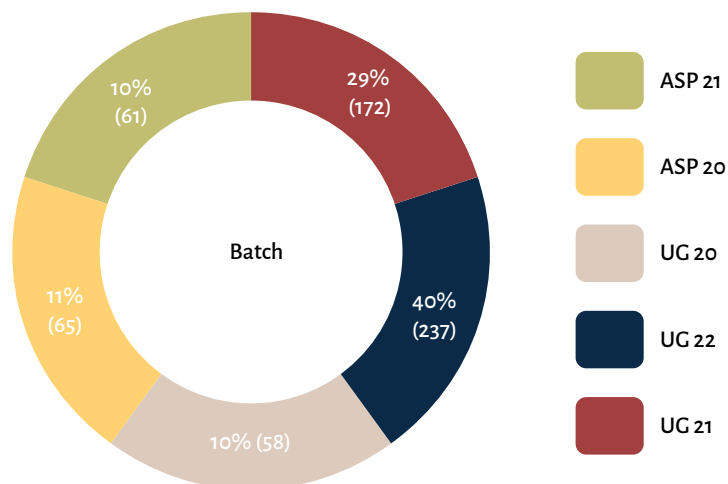
The following is the **batch-wise response rate** of our survey:

Table 4: Batch-wise response rate

Batch	Responses	Batch Size	% of Batch
UG 22	237	597	40%
UG 21	172	459	37%
UG 20	119	387	31%
ASP 20	65	154	42%

Since we ran this survey between August 26th and October 17th 2020 (right at the beginning of Monsoon, 2020), for analysis, we have combined the responses of UG20 and ASP21 as both batches have spent the same amount of time at Ashoka University.

Figure 2: Responses (by %) to the question “Batch”



Citizenship

The following were our responses from Indian citizens and non-citizen (international) students respectively. Due to the limited sample size from non-citizens, we have avoided filtering by their responses to protect their privacy and prevent misleading insights. We are willing to share this data with relevant committees or associations. This is another limitation of the study.

Table 5: Responses (by %) to the question “Are you an Indian Citizen?”

Citizenship	Responses	
Indian citizen	94.31%	564
Non-citizen	3.68%	22
Other	2.01%	12
	Answered	598
	Skipped	9

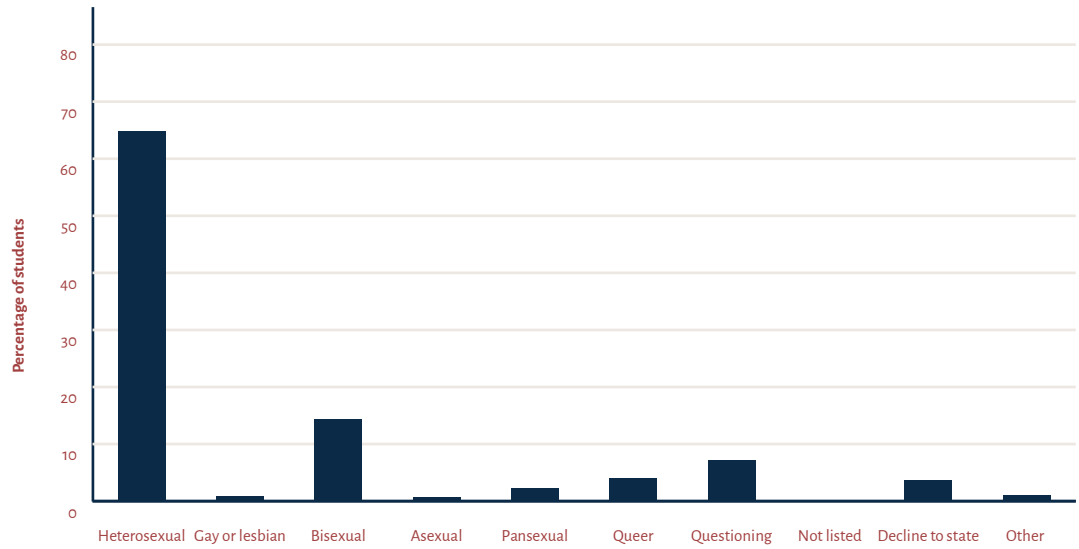
Sexual Orientation

The majority of the survey’s respondents identified as heterosexual, followed by bisexual, questioning, and queer. Due to the limited response rate from specific groups within the LGBTQIA+ spectrum, we have utilised the binary categories of those who identify as Heterosexual or Non-Heterosexual while analysing our data, once again to protect the privacy of our respondents. Furthermore, small sample sizes can provide misleading insights.

Table 6: Responses (by %) to the question “Do you identify as”

Sexual Orientation	Responses	
Heterosexual	64.76%	384
Gay or lesbian	1.01%	6
Bisexual	14.50%	86
Asexual	0.84%	5
Pansexual	2.36%	14
Queer	4.05%	24
Questioning	7.25%	43
Not listed	0.34%	2
Decline to state	3.71%	22
Other (please specify)	1.18%	7
	Answered	593
	Skipped	14

Figure 3: Responses (by %) to the question “Do you identify as”



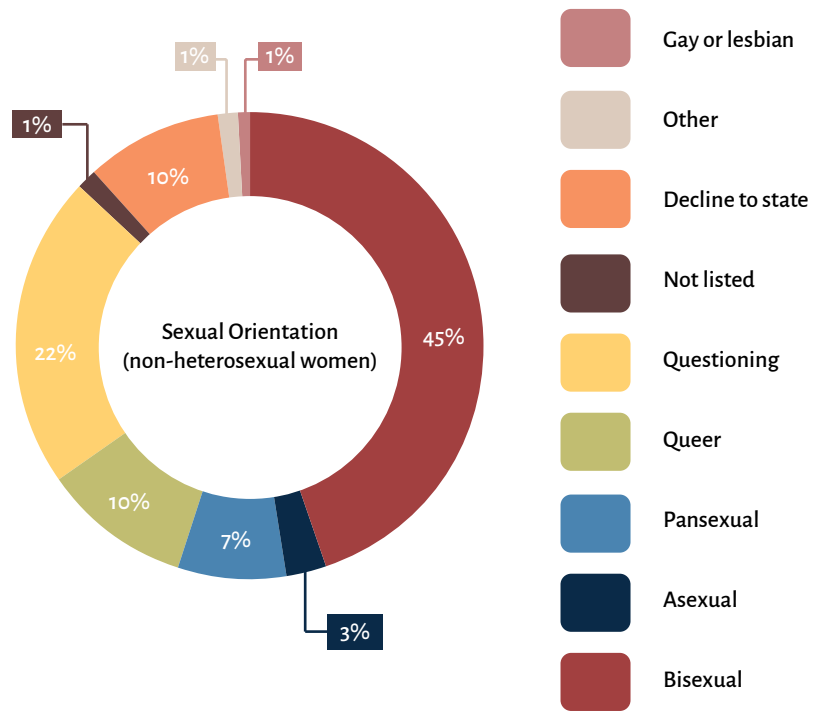
Gender and Sexual Orientation

Amongst our respondents, there were 210 who identified as heterosexual women and 147 who identified as non-heterosexual women. The break-up of non-heterosexual women is as follows:

Table 7: Responses (by %) of non-heterosexual women

Sexual Orientation	Responses	
Gay or lesbian	0.68%	1
Bisexual	44.90%	66
Asexual	2.72%	4
Pansexual	7.48%	11
Queer	10.20%	15
Questioning	21.77%	32
Not listed	1.36%	2
Decline to state	9.52%	14
Other (please specify)	1.36%	2
	Answered	147
	Skipped	0

Figure 4: Responses (by %) of non-heterosexual women

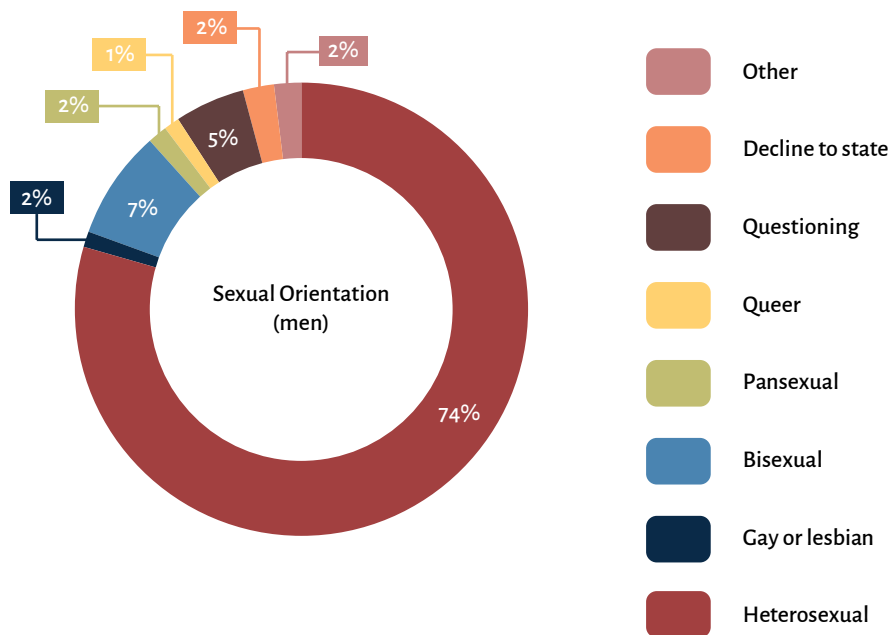


Amongst those who identified as men, 174 identified as heterosexual and 45 identified as non-heterosexual. The break-up is as follows:

Table 8: Responses (by %) of men

Sexual Orientation	Responses	
Heterosexual	79.45%	174
Gay or lesbian	1.37%	3
Bisexual	7.76%	17
Asexual	0.00%	0
Pansexual	1.37%	3
Queer	0.91%	2
Questioning	5.02%	11
Not listed	0.00%	0
Decline to state	2.28%	5
Other (please specify)	1.83%	4
	Answered	219
	Skipped	6

Figure 5: Responses (by %) of men



Section II: Campus Resources

The following section examines respondents' knowledge and awareness of campus resources related to SH.

Nearly all of our respondents (99.32%, n = 592¹⁵) were aware that Ashoka University has a policy against SH. However, only 65% (n = 592) were aware of where to find this policy.

Ashoka's policy against SH can only be found in the annexure of the Ashoka website ('Admissions' ---> '[Policy Documents](#)'). The policy document must thus be made more accessible to the student body. We thus recommend that CASH should expand its outreach activities to cover information on the filing of cases, procedural norms followed after the case is filed, etc. The usage of flowcharts and graphics are likely to be useful in such campaigns. Additionally, there is no dedicated webpage towards CASH that entails its policy, the procedure for filing cases, CASH FAQ, UGC declarations, etc. Hence, we recommend the same be created so there is a one-stop location for anyone who needs to access the same. A physical copy of the same should also be available at all times in the library and in the Registrar's office.

Table 9: Responses (by %) to the question "Do you know where to find [the policy against sexual harassment]?"

Awareness of location of Policy	Men	Women
Yes	65.37%	387
No	34.63%	205
	Answered	592
	Skipped	15

¹⁵ Hereon, the notation of n = (numeric value) provides the total number of responses to the particular question. In case the responses are filtered by gender identity, sexual orientation, or batch, the notation reflects the total number of responses of that particular identity group, for e.g., the total number of women respondents, etc.

Further, a majority of the respondents (61%, n = 591) were ‘not at all’, ‘a little’ or ‘somewhat’ knowledgeable about where to make a report of SH at Ashoka University. Similarly, a majority (72%, n = 589) were ‘not at all’, ‘a little’ or ‘somewhat’ knowledgeable about the process that is followed when a student reports an incident of SH.

This indicates that a majority of our respondents are unaware of the due procedure that is followed in the filing and adjudication of a CASH case. We thus recommend that CASH should expand its outreach activities to cover information on the filing of cases, procedural norms followed after the case is filed, etc. The usage of flowcharts and graphics are likely to be useful in such campaigns.

Figure 6:
Responses (by %) to the question “How knowledgeable are you about where to make a report of sexual harassment at Ashoka University?”

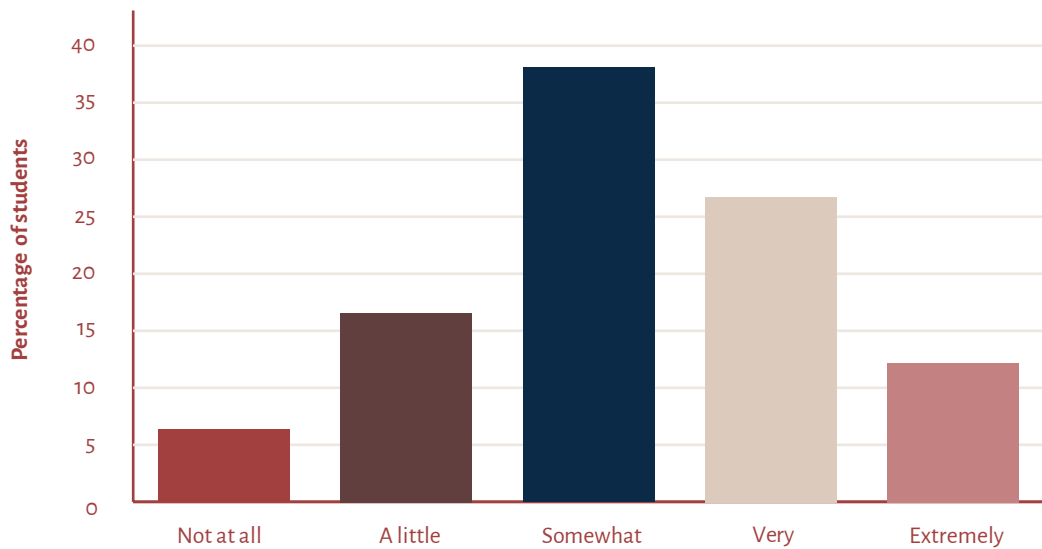
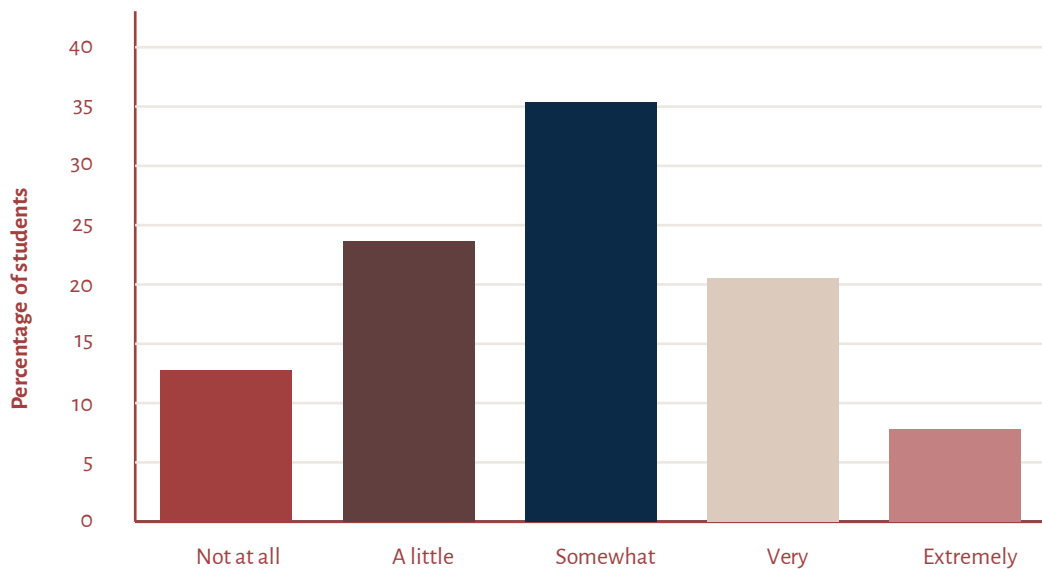


Figure 7:
Responses (by %) to the question “How knowledgeable are you about the process that is followed when a student reports an incident of sexual harassment at Ashoka University?”



A majority of the respondents (67%, n = 589) know how to get in contact with at least one member of the CASH/CASH Support Group (CSG hereon). However, a majority (76%, n = 587) were 'not at all', 'a little' or 'somewhat' knowledgeable about the functions of the CSG.

Figure 8:

Responses (by %) to the question "How knowledgeable are you about the functions of the CASH Support Group?"

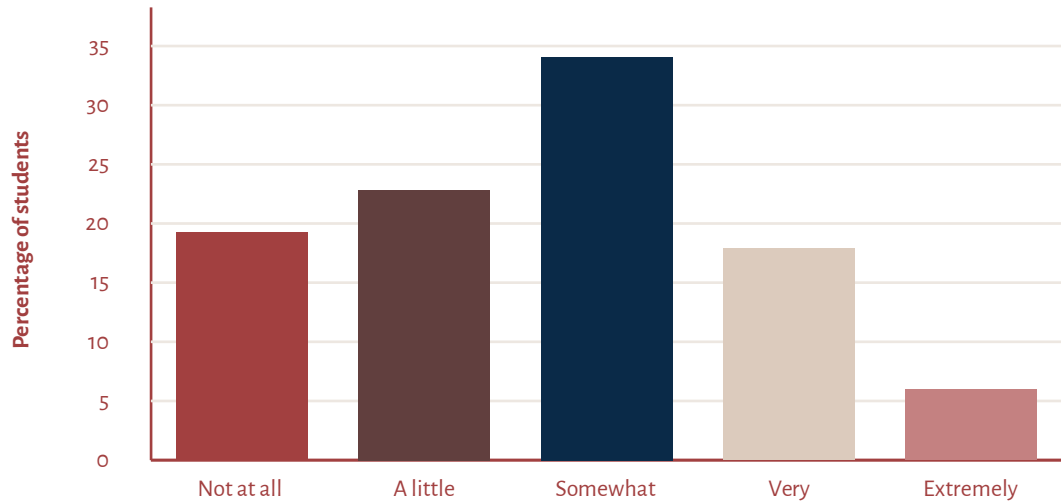
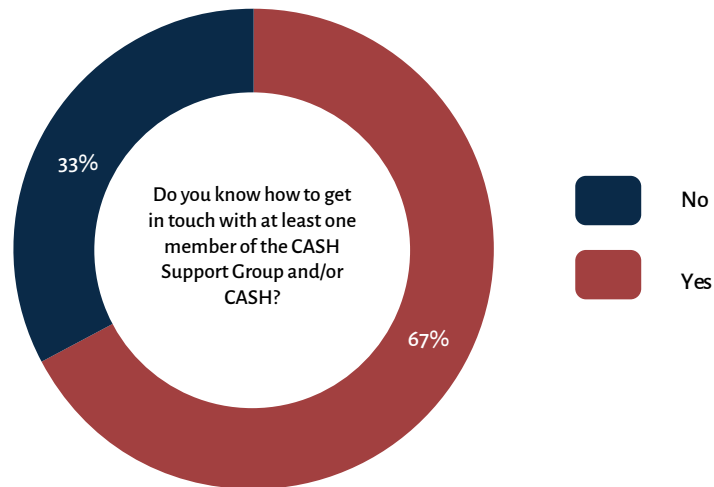


Figure 9:

Responses (by %) to the question "Do you know how to get in touch with at least one member of the CASH Support Group and/or CASH?"



SH Sensitisation Workshops

A majority of our respondents (96%, n = 587) have attended at least one SH sensitisation workshop conducted by the university; yet a majority of them (63%, n = 560) did not find them 'very' or 'extremely' helpful.

Table 10: Responses (by %) to the question “If yes [i.e., you have attended a SH sensitization workshop], how helpful did you find Ashoka University’s sexual harassment sensitization workshops?”

Not at all	A little	Somewhat	Very	Extremely	Total	
5.71%	16.25%	41.25%	30.71%	6.07%		
32	91	231	172	34	560	
					Answered	560
					Skipped	47

We received n = 88 qualitative responses to this question. **These responses indicate that the workshops are considered cursory. While they are found to be useful to understand harassment in the first year, the subsequent workshops have similar content and do not go deeper into the issue or explore the grey areas that often characterise SH at Ashoka University.** We thus recommend that workshops be more comprehensive, with each workshop having deeper levels of instruction and discussion. Further, we recommend that student feedback be collected after every workshop and integrated into the workshop design.

Section III: Perception

In this section, we examine respondents’ perception of what constitutes SH. For this survey, answers of 3 [Very] and 4 [Extremely] are taken to calculate the percentage of those who view a particular act as constituting SH and 1 [Not at all] and 2 [A little] as those who do not view the same act as constituting SH.

1. Jokes of a sexual nature (between acquaintances and strangers)

The majority of respondents (60%, n = 552) viewed jokes of a sexual nature between acquaintances and strangers as constituting SH. This is consistent across those who identify as men (58.5, n = 202) and women (60%, n = 333). Of women, nearly 20% consider this to ‘extremely’ constitute SH. The same goes for 14% of all men.

Table 11: Responses (by %) to the question “Do you think jokes of a sexual nature (between acquaintances and strangers constitute SH?”

Not at all	A little	Very	Extremely	Total
4.89%	35.51%	43.12%	16.49%	
27	196	238	91	552

2. Jokes of sexual nature (between friends)

A majority (86%, n = 551) of respondents did not consider jokes of sexual nature between friends to constitute SH. This is consistent across those who identify as women (85%, n = 333) and men (89%, n = 201).

Table 12:

Responses (by %) to the question “Do you think jokes of a sexual nature (between friends constitute SH?”

Not at all	A little	Very	Extremely	Total
41.38%	45.37%	9.80%	3.45%	
228	250	54	19	551

3. Display of sexually offensive materials in a public space

A majority of respondents (78%, n = 549) considered this to constitute SH. This is true for a higher percentage of those who identify as men (80%, n = 202) than women (75%, n = 330).

Table 13:

Responses (by %) to the question “Do you think the display of sexually offensive materials in a public space constitutes SH?”

Not at all	A little	Very	Extremely	Total
3.46%	18.76%	36.79%	40.98%	
19	103	202	225	549

4. Staring

A majority (63%, n = 549) considered this to constitute SH. There is a more distinctive split between the opinions of those who identify as men and women. 59% (n = 201) of men view this as SH as compared to the higher percentage of 67% (n = 331) of women. 38% of men considered this to constitute only ‘a little’ SH as compared to 31% of women.

Table 14:

Responses (by %) to the question “Do you think staring constitutes SH?”

Not at all	A little	Very	Extremely	Total
2.73%	33.52%	40.44%	23.32%	
15	184	222	128	549

5. Unwanted comments on appearance or physical attributes

A majority (82%, n = 551) consider this to constitute SH. This is consistent across those who identify as men (81%, n = 201) and women (83%, n = 333).

Table 15:

Responses (by %) to the question “Do you think unwanted comments on appearance or physical attributes constitute SH?”

Not at all	A little	Very	Extremely	Total
1.63%	15.43%	41.56%	41.38%	
9	85	229	228	551

6. Pressure for sexual favours

A vast majority of respondents (98%, n = 554) consider this to constitute SH. This is consistent across women (98%, n = 335) and men (98%, n = 202).

Table 16:

Responses (by %) to the question “Do you think the pressure for sexual favours constitutes SH?”

Not at all	A little	Very	Extremely	Total
0.90%	0.90%	5.05%	93.14%	
5	5	28	516	554

7. Sexist jokes

A majority (67%, n = 551) of respondents consider this to constitute SH. This is higher for those who identify as women (69%, n = 334) compared to men (64%, n = 201). Only 8% of women do not consider this to constitute SH at all compared to 13% of men.

Table 17:

Responses (by %) to the question “Do you think sexist jokes constitute SH?”

Not at all	A little	Very	Extremely	Total
10.34%	21.78%	31.94%	35.93%	
57	120	176	198	551

8. Pressure for dates where a sexual/romantic intent appears evident but remains unwanted

A vast majority (91%, n = 551) of respondents consider this to constitute SH. This is consistent for those who identify as women (92%, n = 334), among whom the majority (69%) consider this to ‘extremely’ constitute SH. While the majority of men (90%, n = 201) also view this as SH, a much lower percentage (57%) consider this to ‘extremely’ constitute SH.

Table 18:

Responses (by %) to the question “Do you think the pressure for dates where a sexual/romantic intent appears evident but remains unwanted constitutes SH?”

Not at all	A little	Very	Extremely	Total
1.09%	7.80%	26.68%	64.43%	
6	43	147	355	551

9. Unwanted physical or sexual advances

A vast majority (98%, n = 553) consider this to constitute SH. This is consistent across those who identify as men (99%, n = 202) and women (97%, n = 334).

Table 19:

Responses (by %) to the question “Do you think unwanted physical or sexual advances constitute SH?”

Not at all	A little	Very	Extremely	Total
0.90%	0.90%	6.15%	92.04%	
5	5	34	509	553

10. Harassment based on sexual orientation

A vast majority (93%, n = 553) consider this to constitute SH. This is consistent across those who identify as women (95%, n = 334) and men (92%, n = 202). This is also consistent across those

who identify as non-heterosexual (92%, n = 182), with 76% viewing this as ‘extremely’ constituting the same.

Table 20:

Responses (by %) to the question “Do you think harassment based on sexual orientation constitutes SH?”

Not at all	A little	Very	Extremely	Total
2.17%	4.88%	14.83%	78.12%	
12	27	82	432	553

11. Spreading sexual rumours

A vast majority (94%, n = 555) consider this to constitute SH. This is consistent across those who identify as women (94%, n = 335) and men (95%, n = 203).

Table 21:

Responses (by %) to the question “Do you think spreading sexual rumours constitutes SH?”

Not at all	A little	Very	Extremely	Total
0.90%	4.68%	20.36%	74.05%	
5	26	113	411	555

12. Showing pornography

A majority (89.5%, n = 545) consider this to constitute SH. This is consistent across those who identify as women (91%, n = 328) and men (87%, n = 200). However, there is a split in the perception of the severity of this issue between men and women, with 71% of women viewing this as ‘extremely’ constituting SH as compared to 56% of men. 20% of women and 31% of men chose ‘very’.

Table 22:

Responses (by %) to the question “Do you think showing pornography constitutes SH?”

Not at all	A little	Very	Extremely	Total
2.20%	7.89%	24.40%	65.50%	
12	43	133	357	545

This section indicates that there seems to be a common understanding across people who identify as men or women at Ashoka University on what constitutes SH. We, thus, recommend that CASH workshops and other awareness campaigns delve deeper and explore forms of SH that cannot be as neatly categorized or involve situations that can be classified as being more ‘grey’.

Perceptions of Prevalence of SH at Ashoka University¹⁶

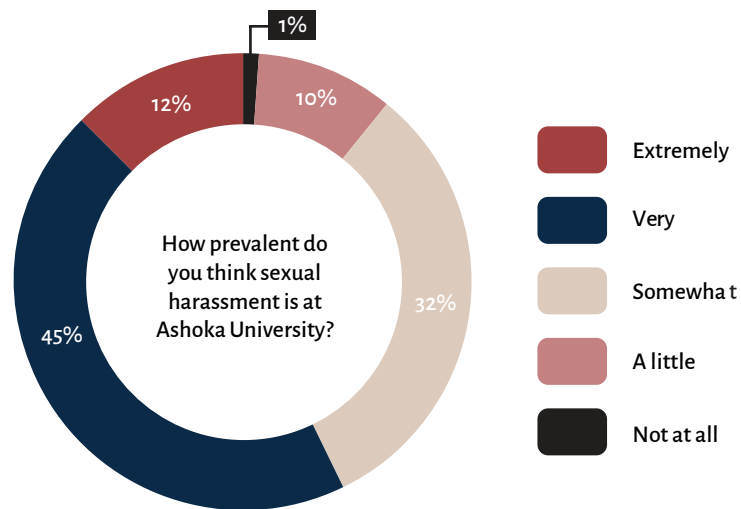
In this section, answers of ‘very’ and ‘extremely’ as well as ‘a little’ and ‘not at all’ are taken to be definite opinions. ‘Somewhat’ is taken to indicate indecision or ambivalence.

A majority of respondents (57%, n = 555) perceive that SH is ‘very’ or ‘extremely’ prevalent at Ashoka University.

Table 23:
Responses (by %) to the question “How prevalent do you think sexual harassment is at Ashoka University?”

Not at all	A little	Somewhat	Very	Extremely	Total
1.26%	9.73%	31.89%	44.86%	12.25%	
7	54	177	249	68	555
					Answered
					Skipped

Figure 10:
Responses (by %) to the question “How prevalent do you think sexual harassment is at Ashoka University?”



Note: For all tables hereon, percentages are rounded to the nearest whole number for clarity. Thus, the

¹⁶ We think that the shift of classes to the online mode due to the pandemic might have had a direct impact on responses pertaining to the perceptions of prevalence and nature of sexual harassment at Ashoka University. Additionally, we think it's important to note that these perceptions might have changed in the period between collecting responses for SHCS 2020 and publishing this report, due to the prolonged extension of online classes and the lack of in-person interactions and learning at Ashoka University.

Table 24:

Gender identity break-up of responses (by %) to the question “How prevalent do you think sexual harassment is at Ashoka University?”

Gender Binary	% of Respondents that viewed SH as being ‘very’ or ‘extremely’ prevalent at Ashoka University	% of Respondents that viewed SH as being ‘somewhat’ prevalent at Ashoka University	% of Respondents that viewed SH as being ‘a little’ or ‘not at all’ prevalent at Ashoka University
General (n= 555)	57%	32%	11%
Men (n=204)	53%	34%	13.5%
Women (n=334)	59%	31%	11%

total percentages may add up to more/less than 100 by a small difference.

Thus, those who identify as women perceive SH to be more prevalent in Ashoka University than men.

Table 25:

Batch wise responses (by %) to the question “How prevalent do you think sexual harassment is at Ashoka University?”

Batch	% of Respondents that viewed SH as being ‘very’ or ‘extremely’ prevalent at Ashoka University	% of Respondents that viewed SH as being ‘somewhat’ prevalent at Ashoka University	% of Respondents that viewed SH as being ‘a little’ or ‘not at all’ prevalent at Ashoka University
General (n=555)	57%	32%	11%
ASP20 (n = 62)	69%	27%	4%
UG20/ASP 21 (n = 111)	68%	29%	3%
UG 21 (n = 161)	72%	25%	3%
UG22 (n = 213)	37%	39%	24%

The data as displayed in table 25 indicates that there is a clear increase in the perception of SH being more prevalent at Ashoka University after more than one year of study.¹⁷

Table 26:

Responses (by %) to the question “How prevalent do you think sexual harassment is at Ashoka University?” by sexual orienta-

Sexual Orientation	% of Respondents that viewed SH as being ‘very’ or ‘extremely’ prevalent at Ashoka University	% of Respondents that viewed SH as being ‘somewhat’ prevalent at Ashoka University	% of Respondents that viewed SH as being ‘a little’ or ‘not at all’ prevalent at Ashoka University
General (n=555)	57%	32%	11%
Non-heterosexual (n = 196)	53%	27.5%	6.5%
Heterosexual (n = 351)	59%	34%	13%

This indicates that there is a clear difference in the perceptions of SH among those who identify as heterosexual as compared to non-heterosexual, with the latter individuals perceiving the campus to be less safe.

¹⁷ However, it is important to note that UG22 has only spent 1.5 semesters residing on the campus of Ashoka University (due to the Covid-19 pandemic), which may have had an impact on their responses.

Perceptions of Safety from SH at Ashoka University

When asked how likely the respondent perceives that they will experience SH on campus, a close majority (49%, n = 553) answered that it was not likely that they will experience SH on campus, having chosen the options 'a little' or 'not at all'. A greater portion (27%) were undecided, seeing it as 'somewhat' likely, while 24% perceived that they are 'very' or 'extremely' likely to experience SH on campus.

Thus, while a majority of respondents believe that SH is 'very' or 'extremely' prevalent at Ashoka University, a majority also view the likelihood of them personally experiencing SH as being less than certain.

Table 27:
Gender-binary responses (by %) to the question "How likely do you think it is that you will experience SH on campus?"

Gender Binary	% of Respondents that see their likelihood of experiencing SH on campus as being 'very' or 'extremely' likely.	% of Respondents that are undecided (% that see their likelihood of experiencing SH on campus as being 'somewhat' likely.)	% of Respondents that see their likelihood of experiencing SH on campus as being 'a little' or 'not at all' likely
General (n= 553)	24%	27%	49%
Men (n = 202)	10%	14%	75.5%
Women (n = 334)	30%	33.5%	35.5%

Table 28:
Responses (by %) to the question "How likely do you think it is that you will experience SH on campus?" by sexual orientation

Sexual Orientation	% of Respondents that see their likelihood of experiencing SH on campus as being 'very' or 'extremely' likely.	% of Respondents that are undecided (% that see their likelihood of experiencing SH on campus as being 'somewhat' likely.)	% of Respondents that see their likelihood of experiencing SH on campus as being 'a little' or 'not at all' likely
General (n = 553)	24%	27%	49%
Non-heterosexual (n = 197)	37%	32%	30.5%
Heterosexual (n = 348)	17%	23%	60%

Table 27 indicates that the majority of those who identify as men perceive that they are unlikely to experience SH on campus. In contrast, a majority of those who identify as women perceive that they are unlikely or only 'somewhat' likely to experience SH.

With respect to sexual orientation and how people view their likelihood of facing SH, Table 28 shows that the perceptions towards SH and safety on campus of those who identify as non-heterosexual as compared to those who identify as heterosexual are very distinct, with non-heterosexual individuals likely to feel far more unsafe and vulnerable to experiencing SH than those who are heterosexual.

Table 29:

Batch-wise responses (by %) to the question “How likely do you think it is that you will experience SH on campus?”

Batch	% of Respondents that see their likelihood of experiencing SH on campus as being 'very' or 'extremely' likely.	% of Respondents that are undecided (% that see their likelihood of experiencing SH on campus as being 'somewhat' likely.)	% of Respondents that see their likelihood of experiencing SH on campus as being 'a little' or 'not at all' likely
General (n = 553)	24%	27%	49%
ASP20 (n = 63)	24%	32%	44.5%
UG20/ASP21 (n = 111)	27%	22%	50.5%
UG21 (n = 159)	25%	34%	41%
UG22 (n = 212)	22%	22%	57%

Perceptions of Ashoka’s Resources

We asked our respondents the question: “If you face SH, how likely do you think it is that Ashoka University would provide you with guidance and advice on the course of action open to you?” in order to gauge their perception of the university’s response to experiences of SH.

A majority of the respondents (76%, n = 556) were less than certain about Ashoka University providing guidance and advice after an experience of SH ; 36% viewed that it was unlikely that they would receive the same while 40% felt a ‘somewhat’ chance. Only 24% felt it was ‘very’ or ‘extremely’ likely they would receive guidance and advice on courses of action available from the University.

This is consistent among those who identify as women and men, and across sexual orientations:

Table 30:

Responses (by %) to the question “If you face SH, how likely do you think it is that Ashoka University would provide you with guidance and advice on the course of action open to you?”

Not at all	A little	Somewhat	Very	Extremely	Total	
8.81%	27.34%	39.93%	19.24%	4.68%		
49	152	222	107	26	556	
					Answered	556
					Skipped	51

A majority of respondents across batches echoed the same perception:

Gender Binary	% of Respondents who believe that the University would provide them with adequate guidance and advice on their course of action as “very” or “extremely” likely	% of Respondents who believe that the University would provide them with adequate guidance and advice on their course of action as “somewhat likely”	% of Respondents who believe that the University would provide them with adequate guidance and advice on their course of action as “little” or “not at all likely”
General (n= 556)	24%	40%	36%
Men (n = 202)	28%	39%	32%
Women (n = 334)	22%	40%	37%

Table 31: Gender-wise responses (by %) to the question “If you face SH, how likely do you think it is that Ashoka University would provide you with guidance and advice on the course of action open to you?”

Sexual Orientation	% of Respondents that see their likelihood of experiencing SH on campus as being ‘very’ or ‘extremely’ likely.	% of Respondents that are undecided (% that see their likelihood of experiencing SH on campus as being ‘somewhat’ likely.)	% of Respondents that see their likelihood of experiencing SH on campus as being ‘a little’ or ‘not at all’ likely
General (n = 556)	24%	40%	36%
Non-heterosexual (n = 212)	16%	38%	46%
Heterosexual (n = 350)	28%	41%	31%

Table 32: Responses (by %) to the question “If you face SH, how likely do you think it is that Ashoka University would provide you with guidance and advice on the course of action open to you?” by sexual orientation

Batch	% of Respondents that see their likelihood of experiencing SH on campus as being ‘very’ or ‘extremely’ likely.	% of Respondents that are undecided (% that see their likelihood of experiencing SH on campus as being ‘somewhat’ likely.)	% of Respondents that see their likelihood of experiencing SH on campus as being ‘a little’ or ‘not at all’ likely
General (n = 556)	24%	40%	36%
ASP20 (n = 63)	21%	38%	41%
UG20/ASP21 (n = 111)	26%	42%	32%
UG21 (n = 162)	15%	41%	44%
UG22 (n = 212)	31%	39%	30%

Table 33: Batch-wise responses (by %) to the question “If you face SH, how likely do you think it is that Ashoka University would provide you with guidance and advice on the course of action open to you?”

Thus, these findings indicate that across the gender binary, sexual orientations, and batches, undergraduate students of the surveyed batches at Ashoka University do not perceive that they will receive, with certain likelihood, guidance or advice on courses of action after experiencing SH.

Therefore, we recommend that CASH undertake greater outreach and awareness campaigns on the resources and guidance available to students at Ashoka University with respect to experiences of SH in order to bridge this trust deficit. Townhalls, open feedback sessions, transparency and accountability with respect to previous actions, etc. are necessary.

Perceptions of CASH

The following question aims at identifying the respondents' perception of filing a report of SH with CASH.

Q: If you filed a report with CASH, how likely do you think it is that Ashoka University would take the actions listed below?

1. Take your report seriously:

The majority (81%, n = 550) of respondents perceive that the likelihood of CASH taking their report of SH seriously is 'somewhat', 'very' or 'extremely' likely. Only 19% of respondents perceive that their report will be taken only 'a little' or 'not at all' seriously. **The highest portion of respondents (45%) perceive that their report will be taken seriously with a certain likelihood.**

Not at all	A little	Somewhat	Very	Extremely	Total
4.73%	14.18%	36.00%	34.36%	10.73%	
26	78	198	189	59	550

Table 34: Responses (by %) to the question "If you filed a report with CASH, how likely do you think it is that they would take your report seriously?"

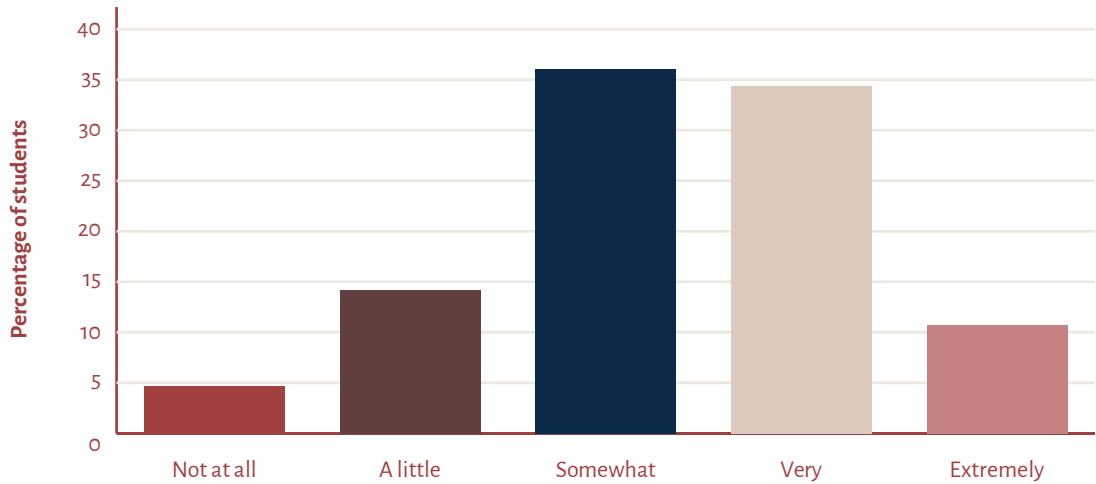


Figure 11: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take your report seriously?”

Table 35:

Gender-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take your report seriously?”

Gender Binary	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being ‘very’ or ‘extremely’ likely.	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being ‘somewhat’ likely.	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being ‘a little’ or ‘not at all’ likely
General (n= 556)	45%	36%	19%
Men	52% (n = 201)	31%	17%
Women	41% (n = 332)	38%	21%

This indicates that there is greater trust deficit amongst those who identify as women than men when it comes to CASH’s response towards reports of SH.

Batch	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being ‘very’ or ‘extremely’ likely.	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being ‘somewhat’ likely.	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being ‘a little’ or ‘not at all’ likely
General (n = 550)	45%	36%	19%
ASP20 (n = 63)	42%	40%	19%
UG20/ASP 21 (n = 109)	48%	34%	19%
UG21 (n = 159)	41%	38%	20%
UG22 (n = 211)	48%	34%	18%

Table 36: Batch-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take your report seriously?”

Sexual Orientation	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being 'very' or 'extremely' likely.	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being 'somewhat' likely.	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being 'a little' or 'not at all' likely
General (n = 550)	45%	36%	19%
Non-heterosexual (n = 197)	40%	35%	25%
Heterosexual (n = 347)	49%	37%	15%

Table 37: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take your report seriously?” by sexual orientation

Thus, there is variation across batches with UG22 and UG20/ASP21 placing a greater trust in CASH’s response to reports of SH than UG21 and ASP20. Overall, across batches, there is a high portion of respondents who are undecided about CASH’s response. This indicates that those who identify as non-heterosexual have a greater trust deficit in CASH taking their reports of SH seriously as compared to those who identify as heterosexual.

2. Conduct a fair investigation

A majority (76%, n = 551) of respondents perceive that the likelihood of CASH conducting a fair investigation is ‘somewhat’ or ‘certainly likely’. The highest portion of respondents (43%) selected ‘somewhat’, and 33% perceive that it is ‘very’ or ‘extremely’ likely that CASH will conduct a fair investigation.

Not at all	A little	Somewhat	Very	Extremely	Total
5.81%	18.69%	42.65%	26.86%	5.99%	
32	103	235	148	33	551

Table 38: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would conduct a fair investigation?”

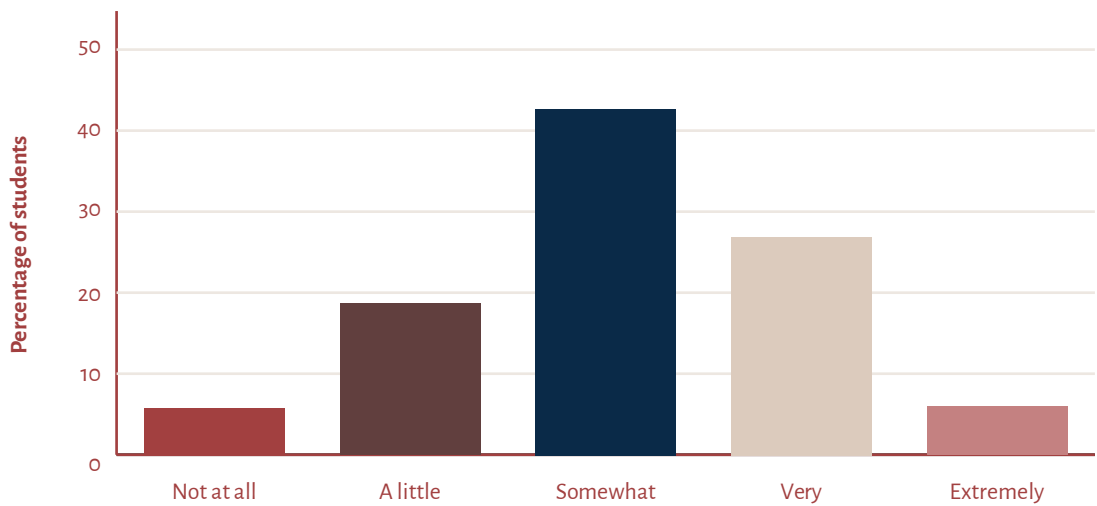


Figure 12: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would conduct a fair investigation?”

Gender Binary	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being ‘very’ or ‘extremely’ likely.	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being ‘somewhat’ likely.	% of Respondents that see the likelihood of CASH taking their report of SH seriously as being ‘a little’ or ‘not at all’ likely
General (n= 551)	33%	43%	24%
Men (n = 201)	36%	43%	21%
Women (n = 333)	31%	41%	28%

Table 39: Gender-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would conduct a fair investigation?”

This indicates that across the gender binary, the majority of respondents perceive a ‘somewhat’ or likely chance that CASH will conduct a fair investigation.

Table 40:

Batch-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would conduct a fair investigation?”

Batch	% of Respondents that see the likelihood of CASH conducting a fair investigation as being ‘very’ or ‘extremely’ likely.	% of Respondents that see the likelihood of CASH conducting a fair investigation as being ‘somewhat’ likely.	% of Respondents that see the likelihood of CASH conducting a fair investigation as being ‘a little’ or ‘not at all’ likely
General (n = 551)	33%	43%	24%
ASP20 (n = 63)	33%	38%	29%
UG20/ASP 21 (n = 109)	35%	42%	23%
UG21 (n = 159)	24%	48%	28%
UG22 (n = 211)	38%	40%	22%

Thus, across batches, respondents perceive that CASH is only ‘somewhat’ likely to conduct a fair investigation, with this trust deficit being highest among UG21 respondents.

Table 41:

Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would conduct a fair investigation?” by sexual orientation

Sexual Orientation	% of Respondents that see the likelihood of CASH conducting a fair investigation as being ‘very’ or ‘extremely’ likely.	% of Respondents that see the likelihood of CASH conducting a fair investigation as being ‘somewhat’ likely.	% of Respondents that see the likelihood of CASH conducting a fair investigation as being ‘a little’ or ‘not at all’ likely
General (n = 551)	33%	43%	24%
Non-heterosexual (n = 198)	28%	40%	32%
Heterosexual (n = 347)	36%	44%	15%

Thus, a greater portion of non-heterosexual respondents perceive an unlikely or ‘somewhat’ chance of CASH conducting a fair investigation as compared to heterosexual respondents.

3. Maintain the confidentiality of the case and the investigation taking place

A very close majority (48.5%, n = 551) perceive a ‘very’ or ‘extremely’ likely chance that CASH will maintain confidentiality of the case and investigation of SH. 27% perceive a ‘somewhat’ chance and only 25% perceive an unlikely chance of this happening.

Not at all	A little	Somewhat	Very	Extremely	Total
8.53%	15.79%	27.22%	33.94%	14.52%	
47	87	150	187	80	551

Table 42: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would maintain the confidentiality of the case and the investigation taking place?”

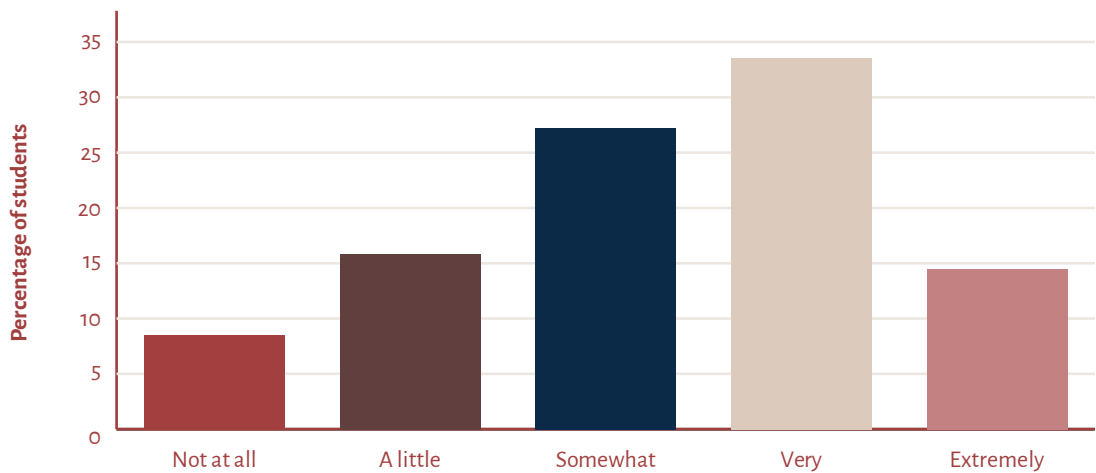


Figure 13: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would maintain the confidentiality of the case and the investigation taking place?”

Gender Binary	% of Respondents that see the likelihood of CASH maintaining confidentiality as being ‘very’ or ‘extremely’ likely.	% of Respondents that see the likelihood of CASH maintaining confidentiality as being ‘somewhat’ likely.	% of Respondents that see the likelihood of CASH maintaining confidentiality as being ‘a little’ or ‘not at all’ likely
General (n= 551)	48.5%	27%	25%
Men (n = 201)	48%	29%	23%
Women (n = 333)	49%	26%	25%

Table 43: Gender-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would maintain the confidentiality of the case and the investigation taking place?”

Table 44:

Batch-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would maintain the confidentiality of the case and the investigation taking place?”

Across the gender binary, a close majority of respondents perceive that it is likely that CASH will maintain confidentiality.

Batch	% of Respondents that see the likelihood of CASH maintaining confidentiality as being ‘very’ or ‘extremely’ likely.	% of Respondents that see the likelihood of CASH maintaining confidentiality as being ‘somewhat’ likely.	% of Respondents that see the likelihood of CASH maintaining confidentiality as being ‘a little’ or ‘not at all’ likely
General (n = 551)	48.5%	27%	25%
ASP20 (n = 63)	49%	24%	27%
UG20/ASP 21 (n = 109)	47%	27.5%	25.5%
UG21 (n = 160)	44%	30%	26%
UG22 (n = 211)	53%	27%	20%

Thus, across batches, a close majority of respondents perceive that it is likely that CASH will maintain confidentiality.

Sexual Orientation	% of Respondents that see the likelihood of CASH maintaining confidentiality as being 'very' or 'extremely' likely.	% of Respondents that see the likelihood of CASH maintaining confidentiality as being 'somewhat' likely.	% of Respondents that see the likelihood of CASH maintaining confidentiality as being 'a little' or 'not at all' likely
General (n = 551)	48.5%	27%	25%
Non-heterosexual (n = 198)	45%	24%	31%
Heterosexual (n = 347)	50%	29%	20%

Table 45: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would maintain the confidentiality of the case and the investigation taking place?” by sexual orientation

Thus, those who identify as non-heterosexual perceive a lower likelihood of CASH maintaining confidentiality as compared to heterosexual individuals.

We recommend that CASH, along with other student organisations, conduct townhalls focussed specifically on the topic of confidentiality among the student body. This should also include discussions around witnesses and confidentiality, malicious rumours, etc. Furthermore, we believe that there must be some clarity on situations where confidentiality may not be maintained: we propose that the policy mention scenarios where it may be, for instance, bound by law to disclose certain information regarding the case, irrespective of the approval of the person having faced SH (e.g. when a police case is filed), instead of making a blanket commitment to confidentiality.

4. Take steps to protect you from further harm/intimidation by the accused

A majority (81%, n = 550) of respondents perceive that it is unlikely or only 'somewhat' likely that CASH will take steps to protect the complainant from further harm or intimidation by the accused. 33% perceive that this is 'somewhat' likely and only 19% perceive that it is 'very' or 'extremely' likely that CASH will do the same.

Not at all	A little	Somewhat	Very	Extremely	Total
18.91%	28.91%	32.91%	15.27%	4.00%	
104	153	181	84	22	550

Table 46: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take steps to protect you from further harm/intimidation by the accused?”

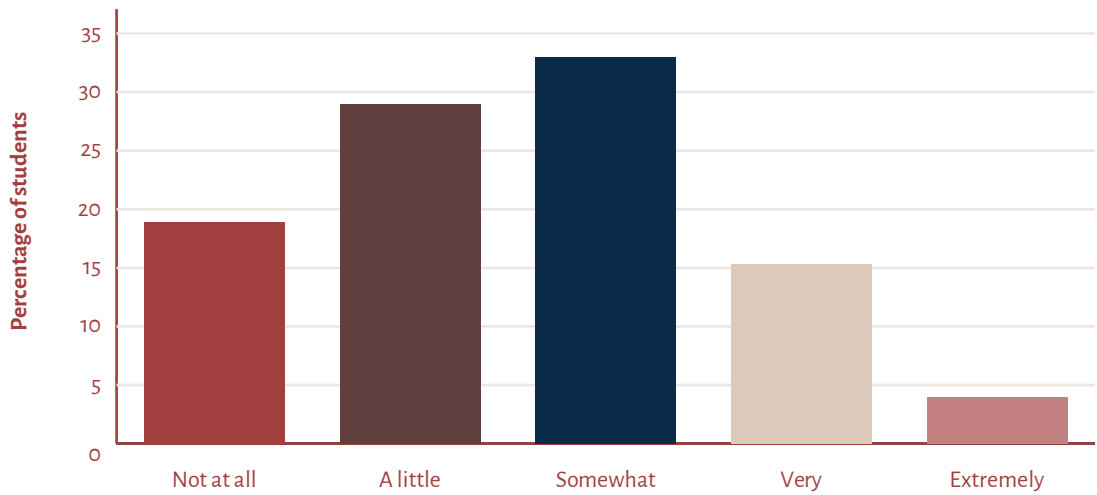


Figure 14: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take steps to protect you from further harm/intimidation by the accused?”

Gender Binary	% of Respondents that see the likelihood of CASH taking steps to prevent further harm/intimidation by the accused as being ‘very’ or ‘extremely’ likely.	% of Respondents that see the likelihood of CASH taking steps to prevent further harm/intimidation by the accused as being ‘somewhat’ likely.	% of Respondents that see the likelihood of CASH taking steps to prevent further harm/intimidation by the accused as being ‘a little’ or ‘not at all’ likely
General (n= 551)	19%	33%	48%
Men (n = 200)	25%	36.5%	38.5%
Women (n = 333)	16%	31%	51%

Table 47: Gender-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take steps to protect you from further harm/intimidation by the accused?”

Thus, respondents who identify as women have less faith in CASH to protect complainants from the accused during or after the process of reporting than men.

Sexual Orientation	% of Respondents that see the likelihood of CASH taking steps to prevent further harm/intimidation by the accused as being 'very' or 'extremely' likely.	% of Respondents that see the likelihood of CASH taking steps to prevent further harm/intimidation by the accused as being 'somewhat' likely.	% of Respondents that see the likelihood of CASH taking steps to prevent further harm/intimidation by the accused as being 'a little' or 'not at all' likely
General (n = 550)	19%	33%	48%
Non-heterosexual (n = 198)	15%	25%	60%
Heterosexual (n = 346)	21.5%	37.5%	41%

Table 48: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take steps to protect you from further harm/intimidation by the accused?” by sexual orientation

Thus, those who identify as non-heterosexual place much less trust in CASH to protect complainants from further harm as compared to those who identify as heterosexual.

Batch	% of Respondents that see the likelihood of CASH taking steps to prevent further harm/intimidation by the accused as being “very” or “extremely” likely.	% of Respondents that see the likelihood of CASH taking steps to prevent further harm/intimidation by the accused as being ‘somewhat’ likely.	% of Respondents that see the likelihood of CASH taking steps to prevent further harm/intimidation by the accused as being ‘a little’ or ‘not at all’ likely
General (n = 550)	19%	33%	48%
ASP20 (n = 63)	16%	31.5%	52.5%
UG20/ASP 21 (n=109)	19.5%	38.5%	42%
UG 21 (n = 160)	12.5%	24.5%	63%
UG22 (n = 210)	25%	87%	38%

Table 49: Batch-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take steps to protect you from further harm/intimidation by the accused?”

Thus, the trust deficit in CASH to undertake these steps is highest among respondents from UG21 (by a large portion) followed by ASP20 as compared to those from UG22 and UG20/ASP21.

An issue that we identify is that the current CASH policy has defined what retaliation is, but does not detail what the safe-guards against retaliation are for complainants. We recommend that in order to ensure safety from further harm/intimidation by the accused, a section be added under Punishments and Compensation of the CASH policy whereby the safeguards against retaliation are established. Further, we recommend that these safeguards also be extended to witnesses, members of the CASH committee, friends of the complainant, etc.

5. Providing necessary psychological assistance during the investigation, if needed:

A majority (79.5%, n = 547) of all respondents perceive that it is ‘somewhat’ or unlikely that CASH will provide the necessary psychological assistance during the investigation if needed. 30% selected ‘somewhat’ and only 21.5% perceive that this as ‘very’ or ‘extremely’ likely.

Not at all	A little	Somewhat	Very	Extremely	Total
23.03%	26.51%	29.62%	15.54%	5.30%	
126	145	162	85	29	547

Table 50: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would provide necessary psychological assistance during the investigation, if needed?”

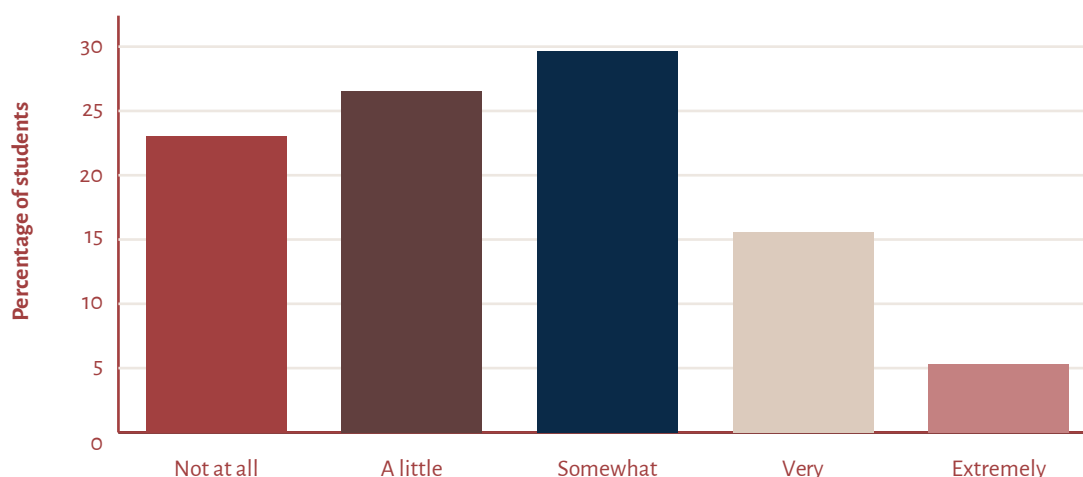


Figure 15: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would provide necessary psychological assistance during the investigation, if needed?”

Gender Binary	% of Respondents that see the likelihood of CASH providing the necessary psychological assistance during the investigation if needed as ‘a little’ or ‘not at all likely’	% of Respondents that see the likelihood of CASH providing the necessary psychological assistance during the investigation if needed as ‘somewhat’ likely	% of Respondents that see the likelihood of CASH providing the necessary psychological assistance during the investigation if needed as ‘very’ or ‘extremely’ likely
General (n = 547)	48.5%	30%	21.5%
Men (n = 199)	45%	28.5%	26.5%
Women (n = 331)	51%	30%	19%

Table 51: Gender-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would provide necessary psychological assistance during the investigation, if needed?”

Sexual Orientation	% of Respondents that see the likelihood of CASH providing the necessary psychological assistance during the investigation if needed as 'a little' or 'not at all likely'	% of Respondents that see the likelihood of CASH providing the necessary psychological assistance during the investigation if needed as 'somewhat' likely	% of Respondents that see the likelihood of CASH providing the necessary psychological assistance during the investigation if needed as 'very' or 'extremely' likely
General (n = 547)	48.5%	30%	21.5%
Non-heterosexual (n = 198)	59%	26.5%	14.5%
Heterosexual (n = 343)	44%	32%	24%

Table 52: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would provide necessary psychological assistance during the investigation, if needed?” by sexual orientation

Thus, respondents who identify as women have a much lower belief that CASH will provide necessary psychological assistance as compared to men, and this expectation is even lower among those who identify as non-heterosexual as compared to heterosexual individuals.

Batch	% of Respondents that see the likelihood of CASH providing the necessary psychological assistance during the investigation if needed as 'a little' or 'not at all likely'	% of Respondents that see the likelihood of CASH providing the necessary psychological assistance during the investigation if needed as 'somewhat' likely	% of Respondents that see the likelihood of CASH providing the necessary psychological assistance during the investigation if needed as 'very' or 'extremely' likely
General (n = 547)	48.5%	30%	21.5%
ASP20 (n = 63)	58%	36%	6%
UG20/ASP 21 (n=109)	52%	29.5%	18.5%
UG 21 (n = 159)	64%	25%	11%
UG22 (n = 208)	34%	33%	33%

Table 53: Batch-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would provide necessary psychological assistance during the investigation, if needed?”

Thus, the trust deficit is higher among batches who have had more than one year of study at Ashoka University, with the rates much higher once again among UG21 and ASP20.

We thus recommend CASH clearly articulate and create awareness that the Head of the ACWB is the de-facto member of the Cash Support Group and is accessible to anyone who needs assistance with respect to experiences of SH or CASH cases. We also recommend that Ashoka University appoint a professional psychological counsellor (one who specializes in sexual abuse and

trauma counselling) whose services are freely available to all covered individuals, defendant(s), and panel members. If it is challenging to get an on-campus counsellor, we highly suggest offering online services for the same.

6. Take appropriate action against the accused

46% (n = 548) of respondents perceive that it is ‘a little’ or ‘not at all’ likely that CASH will take appropriate action against the accused. 35% perceive a ‘somewhat’ chance and only 20% perceive that it is ‘very’ or ‘extremely’ likely.

Not at all	A little	Somewhat	Very	Extremely	Total
15.69%	29.74%	34.85%	14.05%	5.66%	
86	163	191	77	31	548

Table 54: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take appropriate action against the accused?”

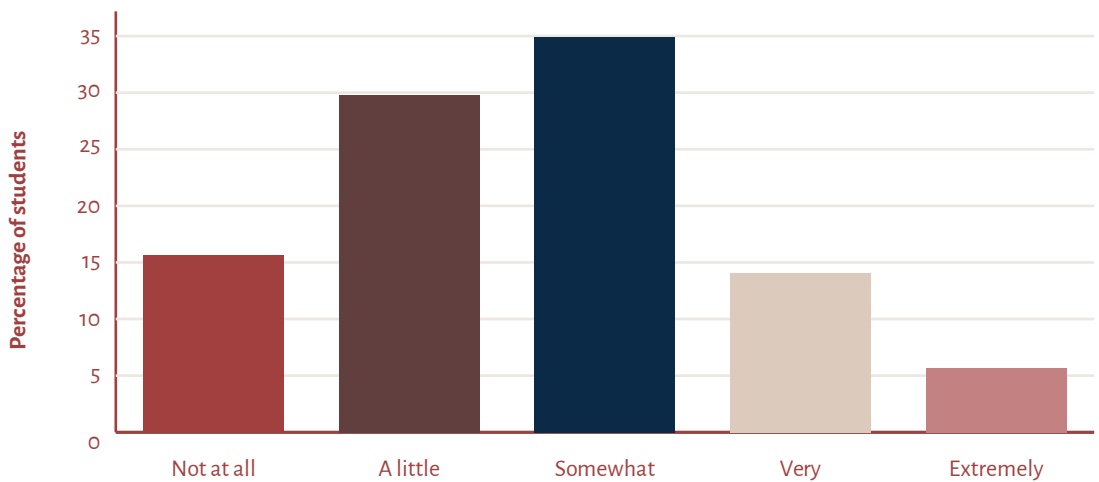


Figure 16: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take appropriate action against the accused?”

Gender Binary	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'a little' or 'not at all likely'	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'some-what' likely	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'very' or 'extremely' likely
General (n= 548)	46%	35%	20%
Men (n = 200)	35.5%	38%	26.5%
Women (n = 330)	51%	14%	16%

Table 55: Gender-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take appropriate action against the accused?”

Thus, there is a notable difference in the expectations of those who identify as women as compared to men with regard to CASH taking appropriate action against the accused.

This distinction is even sharper when analysed through the lens of sexual orientation:

Sexual Orientation	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'a little' or 'not at all likely'	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'some-what' likely	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'very' or 'extremely' likely
General (n = 548)	46%	35%	20%
Non-heterosexual (n = 198)	57%	29.5%	13.5%
Heterosexual (n = 343)	38%	39%	23%

Table 56: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take appropriate action against the accused?” by sexual orientation

Table 57:
Batch-wise responses (by %) to the question "Take appropriate action against the accused"

Batch	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'a little' or 'not at all likely'	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'some-what' likely	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'very' or 'extremely' likely
General (n = 548)	46%	35%	20%
ASP20 (n = 63)	53%	34%	13%
UG20/ASP21 (n = 108)	47%	32 %	21%
UG21 (n = 160)	55 %	33.5%	11.5%
UG22 (n = 208)	36.5%	36.5%	27%

Thus, once more, there is a greater trust deficit among UG21 and ASP20 respondents with respect to CASH taking appropriate action against the accused than UG22 and UG20/ASP21.

We recommend that the policy be more detailed about the range of possible actions so that students are more reassured that CASH will hold the accused adequately accountable for their conduct¹⁸.

7. Take action to address the larger structural reasons that may have led to SH

A majority (75%, n = 545) of all respondents perceive that this is 'a little' or 'not at all' likely that CASH will take action to address larger structural reasons for SH. Only a minor 8% perceive that it is 'very' or 'extremely' likely that CASH will do the same.

However, a limitation of the framing of this question is that 'addressing larger structural issues' can be vague for respondents. Future iterations of the survey may benefit from giving concrete examples.

Not at all	A little	Somewhat	Very	Extremely	Total
45.14%	29.72%	17.80%	4.77%	2.57%	
246	162	97	26	14	545

Table 58: Responses (by %) to the question "If you filed a report with CASH, how likely do you think it is that they would take action to address the larger structural reasons that may have led to SH?"

¹⁸ Our comprehensive recommendation that details the possible punishments can be found in the Appendix (Appendix A)

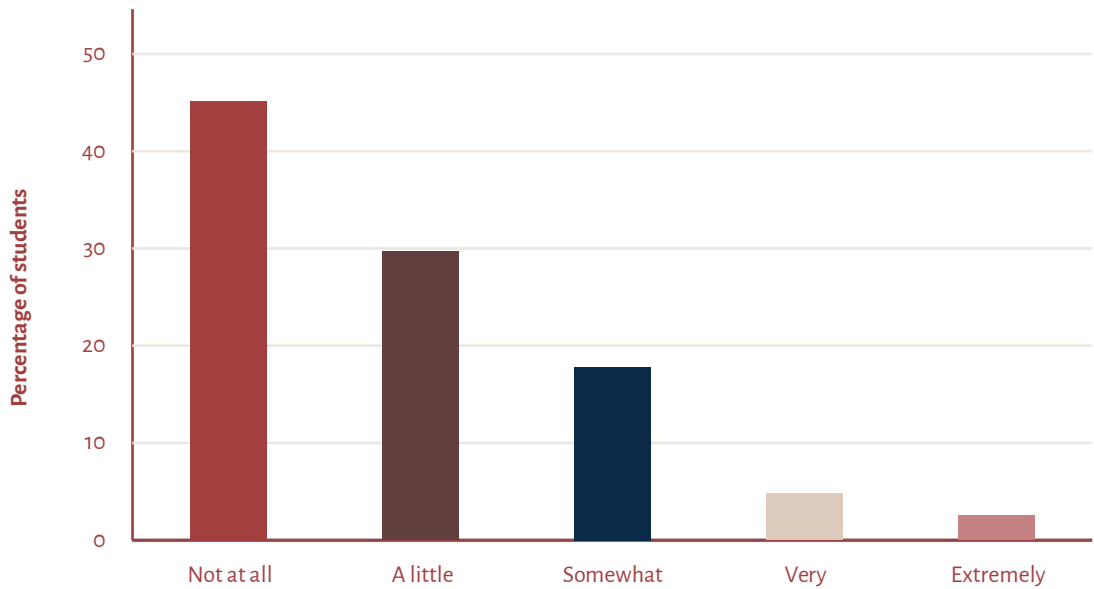


Figure 17: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take action to address the larger structural reasons that may have led to SH?”

Gender Binary	% of Respondents that see the likelihood of CASH taking action to address larger structural reasons for SH as being ‘a little’ or ‘not at all likely’	% of Respondents that see the likelihood of CASH taking action to address larger structural reasons for SH as being ‘somewhat’ likely	% of Respondents that see the likelihood of CASH taking action to address larger structural reasons for SH as being ‘very’ or ‘extremely’ likely
General (n= 545)	75%	17%	8%
Men (n = 200)	67.5%	22%	10.5%
Women (n = 328)	78%	16%	6%

Table 59: Gender-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take action to address the larger structural reasons that may have led to SH?”

Sexual Orientation	% of Respondents that see the likelihood of CASH taking action to address larger structural reasons for SH as being 'a little' or 'not at all likely'	% of Respondents that see the likelihood of CASH taking action to address larger structural reasons for SH as being 'somewhat' likely	% of Respondents that see the likelihood of CASH taking action to address larger structural reasons for SH as being 'very' or 'extremely' likely
General (n = 548)	75%	17%	8%
Non-heterosexual	85%	11%	4%
Heterosexual	69%	22%	9%

Table 60: Responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take action to address the larger structural reasons that may have led to SH?” by sexual orientation

Batch	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'a little' or 'not at all likely'	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'somewhat' likely	% of Respondents that see the likelihood of CASH taking appropriate action against the accused as being 'very' or 'extremely' likely
General (n = 547)	48.5%	30%	21.5%
ASP20 (n = 63)	82%	15%	3%
UG20/ASP21 (n = 108)	75%	21 %	4%
UG21 (n = 160)	86% (with 60% selecting 'not at all')	11%	3%
UG22 (n = 206)	64%	23%	13%

Table 61: Batch-wise responses (by %) to the question “If you filed a report with CASH, how likely do you think it is that they would take action to address the larger structural reasons that may have led to SH?”

Thus, a majority of respondents across all groups perceive that it is unlikely that CASH will take action to address structural issues that may lead to SH, with the expectations lowest among respondents who identify as women, non-heterosexual, and belonging to UG21 and ASP20.

Perceptions of SH at Student Associations/Events

Table 62 summarises the perceptions of respondents about the likelihood of facing SH at student associations and events. The aim of this question was to gauge whether the organizational structure or general culture of these organisations/events accord due importance to SH. However, a limitation in the question's phrasing is that it may be interpreted by respondents as asking whether they perceive an individual personal risk to themselves in these associations/events. This limits the purpose of the question which seeks to understand the perceptions of the student

	Yes	No	Uncertain	Total
Sport teams	17.29% 92	27.26% 145	55.45% 295	532
Sporting events	24.29% 129	22.79% 121	52.92% 281	531
Clubs and societies	19.32% 103	41.28% 220	39.40% 210	533
Club and Society Events	25.66% 136	33.77% 179	40.57% 215	530
House of Representatives (Student Government)	14.34% 76	37.92% 201	47.74% 253	530
Ministries within the Student Government	13.91% 74	37.41% 199	48.68% 259	532
Political Parties	26.33% 139	26.33% 139	47.35% 250	528
Intra/Inter University Events Organising teams	34.09% 180	20.83% 110	45.08% 238	528
Intra-University events (including AULS, ABC Conclave, etc)	29.00% 154	22.60% 120	48.40% 257	531
Inter-University fests (eg. Banjaara, Mood Indigo)	51.68% 277	13.62% 73	34.70% 186	536
Non-registered clubs/collectives	19.21%	20.90%	59.89%	
	102	111	318	531

Table 62: Responses (by %) to the question “Do you feel that you are likely to face SH in the following student associations/events? (i.e. Does the general culture or organizational structure of the association fail to give due importance to or overlook SH?)”

body about these organisations with respect to SH. In future iterations of this survey, this question must be phrased more clearly, with a greater range of student activities involved.

From table 62, it is clear that a majority (51.68%) of the respondents perceive a likely chance that someone can face SH at inter-university fests (like Banjaara). In comparison, on average, only 22% of respondents perceived a likelihood of SH in the other student associations/events and 29% perceived that it was unlikely. On average, 47% of respondents were uncertain about

the likelihood of facing SH at these associations/events.

Among those who identify as men (average n = 200), a close majority perceived that it was unlikely that someone would face SH in the House of Representatives (51%), Clubs and Societies (49.5%), and Ministries within the Student Government (48%). On average, 18% of respondents perceived a likely chance of someone facing SH in remaining associations/events, and 37% perceived that it was unlikely. An average of 42%, across all associations, were uncertain.

Whereas among those who identify as women (average n = 314), a majority (60%) perceive a likely chance that someone will face SH at inter-university fests (like Banjaara). On average, across all associations, a majority of respondents (52%) were uncertain, followed by 26% perceiving an unlikely chance, and 22% perceiving a likely chance.

The findings are consistent across those who identify as heterosexual (average n = 333), with only inter-university fests being perceived as being a likely site for SH (44%). On average, across all other associations, individuals were uncertain (44%). Similarly, among those who identify as non-heterosexual (average n = 192), 64% perceive a likely chance of someone facing SH at inter-university fests and an average majority (49.5%) across the remaining associations were uncertain.

Finally, among batches, an average majority of UG22 (average n = 202) were uncertain (49%), and a close majority perceived an unlikely chance of someone facing SH in Ministries under the Student Government (49%) and in the House of Representatives (48.5%). Similarly, a majority of UG21 (61%, n = 154), a close majority of UG20/ASP21 (48%, n = 106), and a majority of ASP20 (66%, n = 62) indicated that someone is likely to face SH at inter-university fests, and on average were uncertain across the other associations (44.3%, 53.85%, and 46% respectively). Exactly 50% of respondents from ASP20 also perceived that political parties as organizations where someone might face SH.

Qualitative responses (n = 56) indicate that in contrast to the average opinions, individuals perceive a high risk of experiencing SH within the SG and political parties. Many responses indicate that such organisations have harbored perpetrators of sexual harassment. Further, certain student organisations traditionally have either created environments where SH by members is not taken seriously, or is masked under the guise of club activities. Finally, in line with the average perception, many responses indicate that students are very likely to experience SH at inter-university events where more visitors enter the university campus.

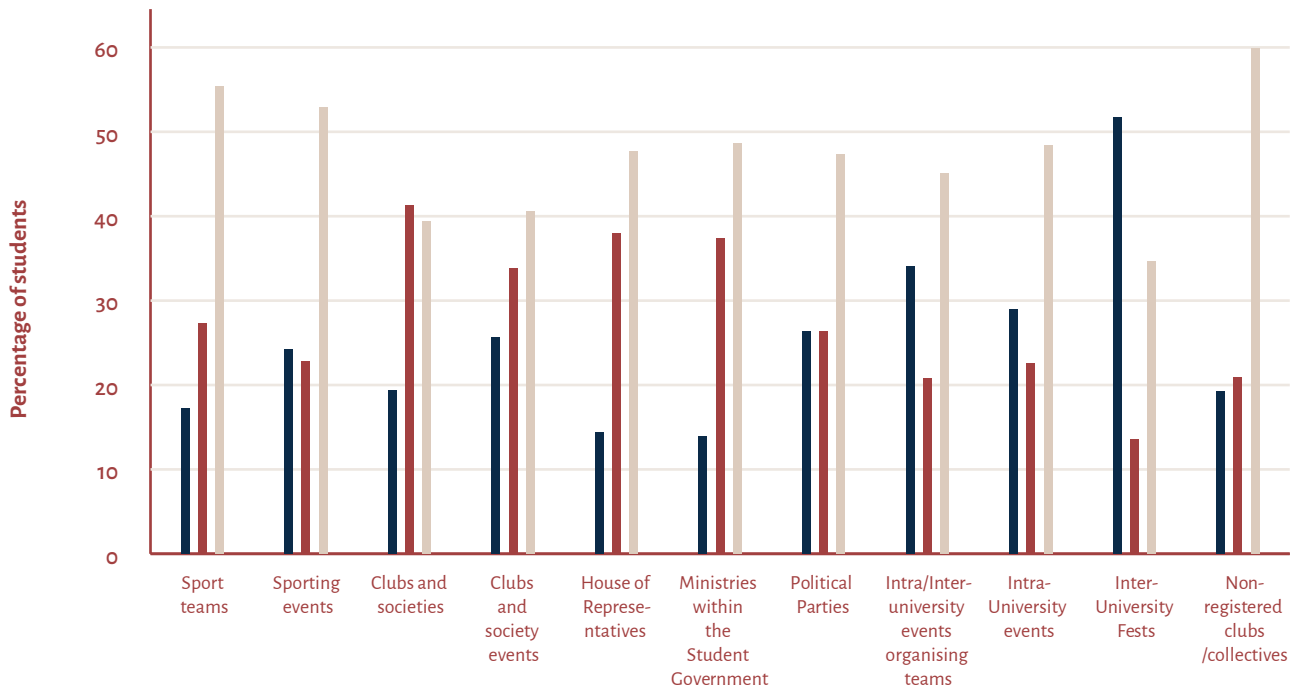


Figure 18: Responses (by %) to the question “Do you feel that you are likely to face SH in the following student associations/events? (i.e. Does the general culture or organizational structure of the association fail to give due importance to or overlook SH?)”

Section IV: Unwanted Sexual Experience/s at Ashoka University or any place related to Ashoka University

In this section, we aimed to collect information pertaining to unwanted sexual experiences at Ashoka University or any place related to it, in order to assess the prevalence of SH.

The first question of this section asked respondents whether they had ever faced a sexual act that they were unsure constitutes SH. A majority (54%, n = 543) reported that they had experienced such an act during their time at Ashoka University. **This indicates that a large proportion of respondents are unable to classify their own experiences as SH.** Thus, we recommend the constitution of a separate body/an expansion of the functions of CSG such that students are provided guidance as to whether their experiences falls under the ambit of SH or not.

Table 63: Responses (by %) to the question of “Have you ever faced a sexual act that you were unsure constitutes SH?”

Answer choices	Responses	Total
Yes	46.04%	250
No	53.96%	293
	Answered	543
	Skipped	64

Table 64: Gender-wise responses (by %) to the question of “Have you ever faced a sexual act that you were unsure constitutes SH?”

Gender Binary	% of Respondents that have experienced an act that they were unsure constituted SH	% of Respondents that have not an act that they were unsure constituted SH
General (n = 543)	54%	46
Men (n = 203)	50.5%	49.5%
Women (n = 323)	36%	64%

Table 65: Responses (by %) to the question of “Have you ever faced a sexual act that you were unsure constitutes SH?” across sexual orientations.

Sexual Orientation	% of Respondents that have experienced an act that they were unsure constituted SH	% of Respondents that have not an act that they were unsure constituted SH
General (n = 543)	54%	46
Non-heterosexual (n = 195)	60%	40%
Heterosexual (n = 342)	38%	62%

Thus, as Tables 64 and 65 show, a notably higher percentage of respondents who identify as women or non-heterosexual have had sexual experiences that they are unsure constitutes SH as compared to men or heterosexual respondents.

Table 66: Batch-wise responses (by %) to the question of “Have you ever faced a sexual act that you were unsure constitutes SH?”

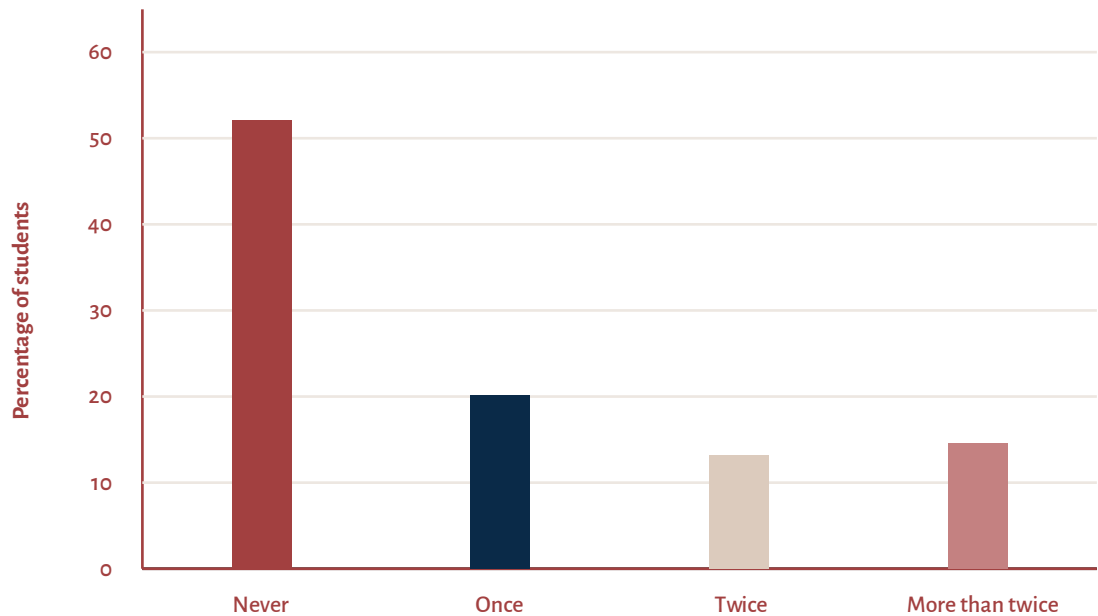
Batch	% of Respondents that <i>have</i> experienced an act that they were unsure constituted SH	% of Respondents that <i>have not</i> an act that they were unsure constituted SH
General (n = 543)	54%	54%
ASP20 (n = 62)	44%	44%
UG20/ASP21 (n = 110)	49%	49%
UG21 (n = 156)	56%	56%
UG22 (n = 207)	37%	37%

We then asked respondents the frequency of their experiences of SH at Ashoka University. A majority (52%, n = 537) had never experienced any SH, while 48% had experienced some form of SH at least once. 20% have experienced SH once, 13% twice, and 14.5% experienced SH more than twice.

Answer Choices	Responses	
Never	52.14%	280
Once	20.11%	108
Twice	13.22%	71
More than twice	14.53%	78
	Answered	537
	Skipped	70

Table 67: Responses (by %) to the question of “Since joining Ashoka, how many times have you experienced any form of sexual harassment on campus?”

Figure 19: Responses (by %) to the question of “Since joining Ashoka, how many times have you experienced any form of sexual harassment on campus?”



257 respondents have indicated that they have experienced SH at least once during their time in Ashoka University. This implies that out of a total surveyed batch population of 1597, approximately 16% of students have experienced some form of SH. Thus, approximately 1 in 6 students from these batches have experienced some form of SH.

Among those who identify as women, 55% (n = 318) have experienced some form of SH at least once, i.e., 175 women. With the total population of women from the surveyed batches being 885, this comes up to nearly 20.5%. Thus, approximately 1 in 5 women have faced some form of SH from these batches.

Among those who identify as men, 33.5% (n = 202) or 68 men have experienced some form of SH. This indicates that 9% of a total population of 712 men from the surveyed batches have experienced some form of SH. **Thus, approximately 1 in 11 men have experienced some form of SH from these batches¹⁹.**

Among those who identify as non-heterosexual, a much higher than average majority of 63% (n = 190) have experienced SH at least once, with 40% of them having experienced SH 'more than once'. In comparison, among those who identify as heterosexual, a notably lower percentage of 39% (n = 342) have experienced SH at least once.

In particular, among those who identify as non-heterosexual women, a notably higher majority of 64% (n = 132) have experienced SH at least once as compared to heterosexual women (48%, n = 186). Similarly, among those who identify as non-heterosexual men, 51% (n = 43) have experienced SH at least once compared to heterosexual men (28%, n = 156).

Among batches, 62% of UG22 (n = 205) have never experienced any form of SH while 55% of UG21 (n = 154), 51% of UG20/ASP21 (n = 110) and 57% of ASP21 (n = 61) have experienced SH at least once. **Thus, respondents having had more than one year of study at Ashoka University have had more experiences of SH. However, this may also be a product of the limited time UG22 students have spent on the Ashoka University campus.**

These responses indicate the following:

UG22 – 98 respondents have experienced some form of SH. This is approximately 16% of the batch, i.e., **approximately 1 in 6 students have faced some form of SH at least once.**

UG21 – 85 respondents have experienced some form of SH. This is approximately 18.5% of the batch, i.e., **approximately 1 in 5 students have faced some form of SH at least once.**

UG20/ASP21 – 56 respondents have experienced some form of SH. This is approximately 14% of the batch, i.e., **approximately 1 in 7 students have faced some form of SH at least once.**

ASP20 – 35 respondents have experienced some form of SH. This is approximately 23% of the batch, i.e., **approximately 1 in 4 students have faced some form of SH at least once.**

Experiences of Different Forms of Sexual Harassment

In this section, we asked respondents whether they had faced particular forms of SH during their time at Ashoka University.

¹⁹ These calculations utilised the gender binary demographic data as provided by various departments in the administration of Ashoka University. Thus, there may be a disparity between officially recorded and self-identified gender.

1. Unwelcome physical conduct of a sexual nature, including kissing without consent, touching, or fondling

A majority of respondents (57%, n = 545) have not faced experiences of unwelcome physical conduct of a sexual nature. However, 36% of respondents have experienced such acts at least once in their time at Ashoka. 7% were unsure whether they had experienced such an act.

Table 68:

Responses (by %) to the question “Have you faced unwelcome physical conduct of a sexual nature, including kissing without consent, touching, or fondling?”

Have you faced unwelcome physical conduct of a sexual nature, including kissing without consent, touching, or fondling?

Answer Choices	Responses	
Never	56.88%	310
Once	18.17%	99
More than once	18.17%	99
Unsure	6.79%	37
	Answered	545
	Skipped	62

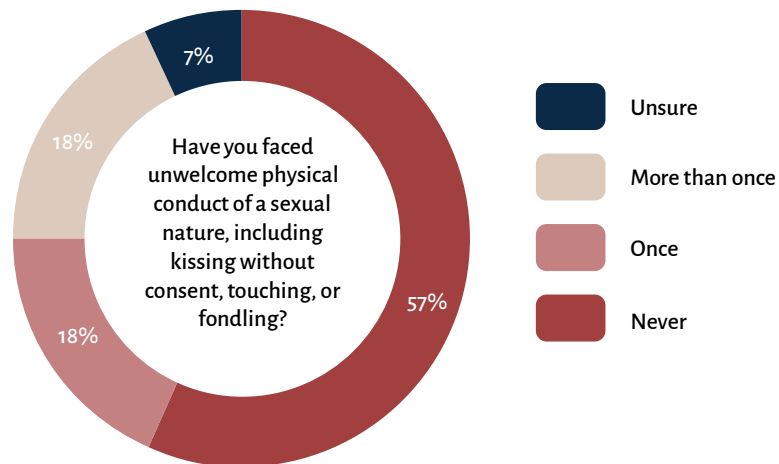


Table 69:

Gender-wise responses (by %) to the question “Have you faced unwelcome physical conduct of a sexual nature, including kissing without consent, touching, or fondling?”

Gender Binary	% of Respondents that have not experienced unwelcome physical conduct of a sexual nature	% of Respondents that have experienced unwelcome physical conduct of a sexual nature	% of Respondents that are unsure about having had experienced unwelcome physical conduct of a sexual nature
General (n= 545)	57%	36% (18% more than once)	7%
Men (n = 203)	68%	26% (13% more than once)	6%
Women (n = 325)	52%	41% (21% more than once)	7%

Table 70:

Responses (by %) to the question “Have you faced unwelcome physical conduct of a sexual nature, including kissing without consent, touching, or fondling?” by sexual orientation

Sexual Orientation	% of Respondents that have not experienced unwelcome physical conduct of a sexual nature	% of Respondents that have experienced unwelcome physical conduct of a sexual nature	% of Respondents that are unsure about having had experienced unwelcome physical conduct of a sexual nature
General (n = 545)	57%	36% (18% more than once)	7%
Non-heterosexual (n = 194)	46%	45% (25% more than once)	9%
Heterosexual (n = 342)	63%	32% (15% more than once)	6%

Thus, a higher proportion of respondents who identify non-heterosexual reported facing experiences of unwanted physical conduct of a sexual nature at least once than non-heterosexual respondents.

Table 71:

Batch-wise responses (by %) to the question “Have you faced unwelcome physical conduct of a sexual nature, including kissing without consent, touching, or fondling?”

Batch	% of Respondents that have not experienced unwelcome physical conduct of a sexual nature	% of Respondents that have experienced unwelcome physical conduct of a sexual nature	% of Respondents that are unsure about having had experienced unwelcome physical conduct of a sexual nature
General (n = 544)	57%	36% (18% more than once)	7%
ASP20 (n = 62)	50%	42% (26% more than once)	8%
UG20/ASP21 (n = 111)	58%	37% (23% more than once)	5%
UG21 (n = 156)	47%	44% (19% more than once)	8%
UG22 (n = 209)	66%	28% (12% more than once)	6%

2. Forced sexual acts like oral sex or penetration

A majority (90%, n = 544) of total respondents have never experienced forced sexual acts like oral sex or penetration. However, 8% have experienced such acts at least once, while 2% are unsure.

Table 72:

Responses (by %) to the question “Have you faced forced sexual acts like oral sex or penetration?”

Answer Choices	Responses	
Never	89.89%	489
Once	4.96%	27
More than once	2.76%	15
Unsure	2.39%	13
	Answered	544
	Skipped	63

Figure 21:

Responses (by %) to the question “Have you faced forced sexual acts like oral sex or penetration?”

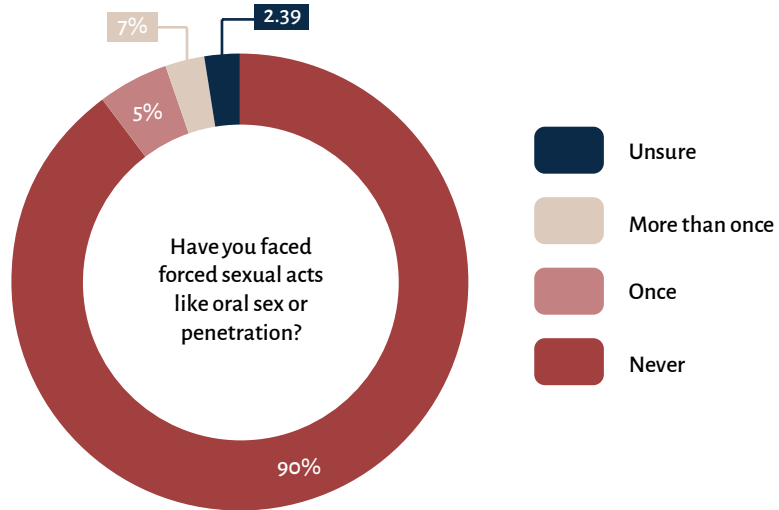


Table 73:

Gender-wise responses (by %) to the question “Have you faced forced sexual acts like oral sex or penetration?”

Gender Binary	% of Respondents that have not experienced forced sexual acts	% of Respondents that have experienced forced sexual acts	% of Respondents that are unsure about having had experienced forced sexual acts
General (n = 544)	90%	8% (3% more than once)	2%
Men (n = 203)	95%	3% (1% more than once)	2%
Women (n = 324)	88%	9% (4% more than once)	3%

Table 74:

Responses (by %) to the question “Have you faced forced sexual acts like oral sex or penetration?” by sexual orientation

Sexual Orientation	% of Respondents that have not experienced forced sexual acts	% of Respondents that have experienced forced sexual acts	% of Respondents that are unsure about having had experienced forced sexual acts
General (n = 544)	90%	8% (3% more than once)	2%
Non-heterosexual (n = 193)	86%	11% (3% more than once)	3%
Heterosexual (n = 343)	92%	6% (3% more than once)	2%

Thus, those who identify as non-heterosexual or women have experienced forced sexual acts at a higher rate than men or heterosexual respondents.

Table 75:

Batch-wise responses (by %) to the question “Have you faced forced sexual acts like oral sex or penetration?”

Batch	% of Respondents that have not experienced forced sexual acts	% of Respondents that have experienced forced sexual acts	% of Respondents that are unsure about having had experienced forced sexual acts
General (n = 544)	90%	8% (3% more than once)	2%
ASP20 (n = 62)	89%	6% (0% more than once)	5%
UG20/ASP21 (n = 110)	88%	9% (4.5% more than once)	3%
UG21 (n = 156)	87%	10% (4% more than once)	3%
UG22 (n = 209)	93%	6% (2% more than once)	1%

Respondents from UG21 and UG20 have experienced forced sexual acts at least once at a higher rate than UG22 and ASP20.

Table 76:

Responses (by %) to the question “Has anyone used or threatened to use physical force against you/someone close to you to compel you to engage in sexual acts with them?”

3. Used or threatened to use physical force against you/someone close to you to compel you to engage in sexual acts with them

A majority (90%, n = 545), have never experienced anyone using or threatening to use physical force against the respondent or someone close to them to compel them to engage in sexual acts. However, 8% have experienced such acts at least once, while 2% are unsure.

Answer Choices	Responses	
Never	89.91%	490
Once	5.14%	28
More than once	3.30%	18
Unsure	1.65%	9
	Answered	545
	Skipped	62

Figure 22:

Responses (by %) to the question “Has anyone used or threatened to use physical force against you/someone close to you to compel you to engage in sexual acts with them?”

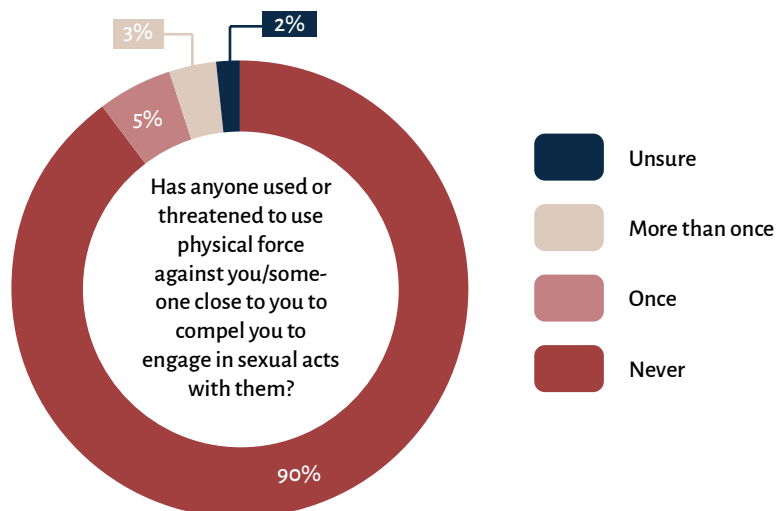


Table 77:

Gender-wise responses (by %) to the question “Has anyone used or threatened to use physical force against you/someone close to you to compel you to engage in sexual acts with them?”

Gender Binary	% of Respondents who have not experienced sexual contact based on use/threats of physical force against them/ someone close to them	% of Respondents who have experienced sexual contact based on use/ threats of physical force against them/someone close to them	% of Respondents who are unsure that they have experienced sexual contact based on use/ threats of physical force against them/someone close to them
General (n = 545)	90%	8% (3% more than once)	2%
Men (n = 203)	94%	5% (1.5% more than once)	1%
Women (n = 325)	88%	10% (4% more than once)	2%

Table 78:

Responses (by %) to the question “Has anyone used or threatened to use physical force against you/someone close to you to compel you to engage in sexual acts with them?” by sexual orientation

Sexual Orientation	% of Respondents who have not experienced sexual contact based on use/threats of physical force against them/ someone close to them	% of Respondents who have experienced sexual contact based on use/ threats of physical force against them/someone close to them	% of Respondents who are unsure that they have experienced sexual contact based on use/ threats of physical force against them/someone close to them
General (n = 544)	90%	8% (3% more than once)	2%
Non-heterosexual (n = 193)	83%	14% (5% more than once)	3%
Heterosexual (n = 343)	94%	5% (2% more than once)	1%

Thus, a higher proportion of those who identify as non-heterosexual or women have experienced such acts than men or heterosexual respondents.

Batch	% of Respondents who have not experienced sexual contact based on use/threats of physical force against them/ someone close to them	% of Respondents who have experienced sexual contact based on use/ threats of physical force against them/someone close to them	% of Respondents who are unsure that they have experienced sexual contact based on use/ threats of physical force against them/someone close to them
General (n = 544)	90%	8% (3% more than once)	2%
ASP20 (n = 62)	87%	10% (5% more than once)	3%
UG20/ASP21 (n = 111)	91%	8% (1% more than once)	1%
UG21 (n = 156)	87%	11% (5% more than once)	2%
UG22 (n = 209)	93%	6% (3% more than once)	1%

Table 79: Batch-wise responses (by %) to the question “Has anyone used or threatened to use physical force against you/someone close to you to compel you to engage in sexual acts with them?”

4. Attempted/had sexual contact based on promised rewards and/or threats of serious non-physical harm (for example, threatening to give you bad grades, promising good grades, threatening to cause trouble for you in a class/at work, or threatening to share damaging information about you with your family, friends or authority figures, etc.).

A majority (95%, n = 544) of the total respondents have never faced such an act. However, 3% have experienced such acts at least once, while 2% are unsure.

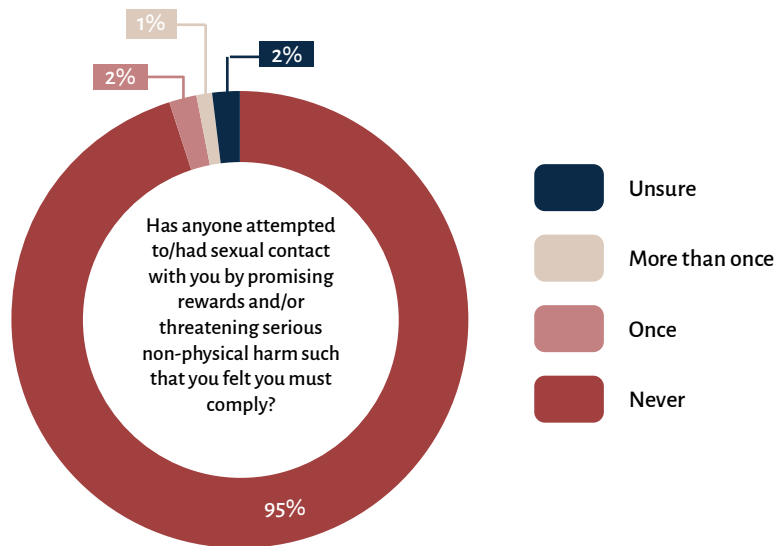
Table 80:

Responses (by %) to the question “Has anyone attempted to/had sexual contact with you by promising rewards and/or threatening serious non-physical harm such that you felt you must comply?”

Answer Choices	Responses	
Never	95.22%	518
Once	1.84%	10
More than once	1.10%	6
Unsure	1.84%	10
	Answered	544
	Skipped	63

Figure 23:

Responses (by %) to the question “Has anyone attempted to/had sexual contact with you by promising rewards and/or threatening serious non-physical harm such that you felt you must comply?”



Gender Binary	% of Respondents who have not experienced sexual contact based on promised rewards and/or threats of serious non-physical harm	% of Respondents who have experienced sexual contact based on promised rewards and/or threats of serious non-physical harm	% of Respondents who are unsure that they have experienced sexual contact based on promised rewards and/or threats of serious non-physical harm
General (n = 544)	95%	3% (1% more than once)	2%
Men (n = 202)	96%	3% (1.5% more than once) 3% (1% more than once)	1%

Table 81: Gender-wise responses (by %) to the question “Has anyone attempted to/had sexual contact with you by promising rewards and/or threatening serious non-physical harm such that you felt you must comply?”

Table 82:

Responses (by %) to the question “Has anyone attempted to/had sexual contact with you by promising rewards and/or threatening serious non-physical harm such that you felt you must comply?” by sexual orientation

Sexual Orientation	% of Respondents who have not experienced sexual contact based on promised rewards and/or threats of serious non-physical harm	% of Respondents who have experienced sexual contact based on promised rewards and/or threats of serious non-physical harm”	% of Respondents who are unsure that they have experienced sexual contact based on promised rewards and/or threats of serious non-physical harm
General (n = 544)	95%	3% (1% more than once)	2%
Non-heterosexual (n = 193)	94%	3.5% (3% more than once)	2.5%
Heterosexual (n = 343)	96%	2.5% (0% more than once)	1.5%

Table 83:

Batch-wise responses (by %) to the question “Has anyone attempted to/had sexual contact with you by promising rewards and/or threatening serious non-physical harm such that you felt you must comply?”

Batch	% of Respondents who have not experienced sexual contact based on promised rewards and/or threats of serious non-physical harm	% of Respondents who have experienced sexual contact based on promised rewards and/or threats of serious non-physical harm”	% of Respondents who are unsure that they have experienced sexual contact based on promised rewards and/or threats of serious non-physical harm
General (n = 544)	90%	3% (1% more than once)	2%
ASP20 (n = 62)	97%	1.5% (1.5% more than once)	1.5%
UG20/ASP21 (n = 110)	97%	2% (0% more than once)	1%
UG21 (n = 156)	94%	4% (1% more than once)	2%
UG22 (n = 209)	95%	2.5% (1% more than once)	2.5%

Thus, the rate of experience of such acts remains consistent across respondents of different identities/batches. In total, 10 people reported having faced such an experience once, 6 people more than once, and 10 people were uncertain. Among those who faced such an experience at least once, 10 of them are those who identify as women and 6 of them are men.

5. Inappropriate sexual comments about body, physical appearance, or sexual activities

A very close majority (51%, n = 545), have never experienced such sexual comments. However, 42% have experienced such acts at least once (28% selected ‘more than once’), while 8% are unsure.

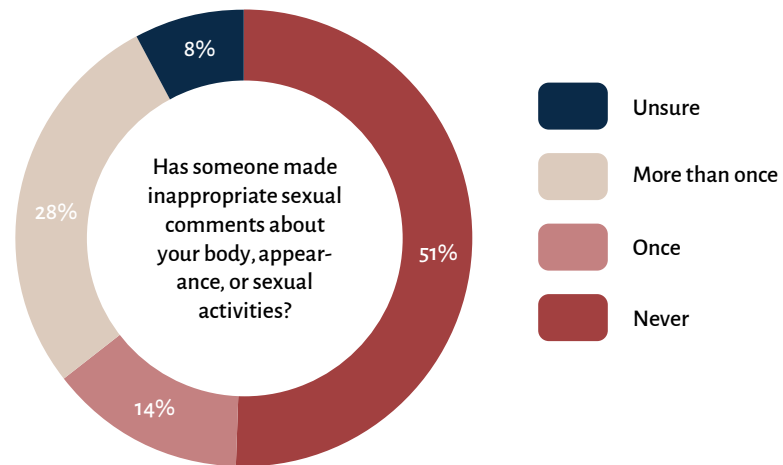
Table 84:

Responses (by %) to the question “Has someone made inappropriate sexual comments about your body, appearance, or sexual activities?”

Answer Choices	Responses	
Never	50.83%	277
Once	13.76%	75
More than once	27.71%	151
Unsure	7.71%	42
	Answered	544
	Skipped	63

Table 84:

Responses (by %) to the question “Has someone made inappropriate sexual comments about your body, appearance, or sexual activities?”



Gender Binary	% of Respondents that have not faced inappropriate sexual comments about their body, appearance, or sexual activities	% of Respondents that have faced inappropriate sexual comments about their body, appearance, or sexual activities	% of Respondents that are unsure about having faced inappropriate sexual comments about their body, appearance, or sexual activities
General (n = 545)	51%	42% (28% more than once)	2%
Men (n = 203)	63%	30% (21% more than once)	7%
Women (n = 325)	44%	47.5% (30.5% more than once)	8.5%

Table 85: Gender-wise responses (by %) to the question “Has someone made inappropriate sexual comments about your body, appearance, or sexual activities?”

Table 86:

Responses (by %) to the question “Has someone made inappropriate sexual comments about your body, appearance, or sexual activities?” by sexual orientation

Sexual Orientation	% of Respondents that have not faced inappropriate sexual comments about their body, appearance, or sexual activities	% of Respondents that have faced inappropriate sexual comments about their body, appearance, or sexual activities	% of Respondents that are unsure about having faced inappropriate sexual comments about their body, appearance, or sexual activities
General (n = 545)	51%	42% (28% more than once)	2%
Non-heterosexual (n = 194)	37%	55% (39% more than once)	2.5%
Heterosexual (n = 343)	58%	34% (21% more than once)	1.5%

Thus, a higher proportion of those who identify as non-heterosexual or women have faced inappropriate sexual comments than men or heterosexual respondents.

Batch	% of Respondents that have not faced inappropriate sexual comments about their body, appearance, or sexual activities	% of Respondents that have faced inappropriate sexual comments about their body, appearance, or sexual activities	% of Respondents that are unsure about having faced inappropriate sexual comments about their body, appearance, or sexual activities
General (n = 545)	51%	42% (28% more than once)	7%
ASP20 (n = 62)	53%	47% (39% more than once)	0%
UG20/ASP21 (n = 111)	47%	40% (28% more than once)	13%
UG21 (n = 156)	42%	50% (33% more than once)	8%
UG22 (n = 209)	59%	33% (20% more than once)	8%

Table 87: Batch-wise responses (by %) to the question “Has someone made inappropriate sexual comments about your body, appearance, or sexual activities?”

Thus those who identify as non-heterosexual or women, and respondents from UG21 have experienced such sexual comments at the highest rate

6. Persistent calling, emails, letters, texts, or instant messages after being asked to stop contact

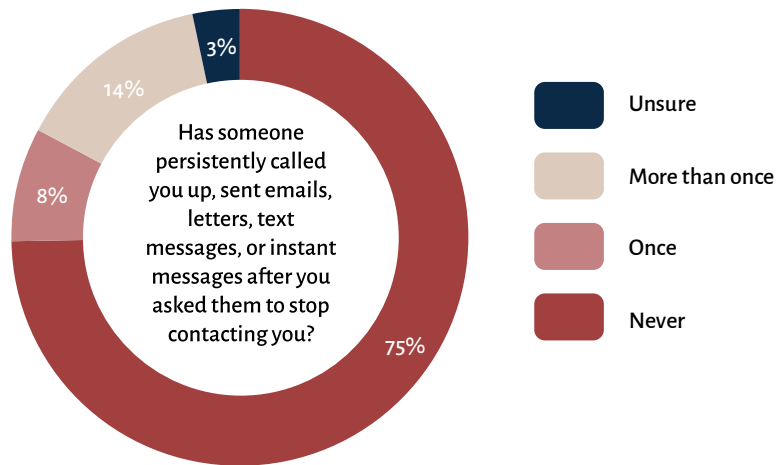
A majority (75%, n = 542), have never experienced such persistent unwanted contact. However, 22% have experienced such acts at least once (14% selected ‘more than once’), while 3% are unsure.

Answer Choices	Responses	
Never	74.91%	406
Once	7.93%	43
More than once	13.84%	75
Unsure	3.32%	18
	Answered	542
	Skipped	65

Table 88: Responses (by %) to the question “Has someone persistently called you up, sent emails, letters, text messages, or instant messages after you asked them to stop contacting you?”

Figure 25:

Responses (by %) to the question “Has someone persistently called you up, sent emails, letters, text messages, or instant messages after you asked them to stop contacting you?”



Gender Binary	% of Respondents who have not faced persistent unwanted contact	% of Respondents who have faced persistent unwanted contact	% of Respondents that are unsure about having faced persistent unwanted contact
General (n = 542)	75%	22% (14% more than once)	3%
Men (n = 203)	86%	11% (6% more than once)	3%
Women (n = 322)	69%	28% (18% more than once)	3%

Table 89: Gender-wise responses (by %) to the question “Has someone persistently called you up, sent emails, letters, text messages, or instant messages after you asked them to stop contacting you?”

Sexual Orientation	% of Respondents who have not faced persistent unwanted contact	% of Respondents who have faced persistent unwanted contact	% of Respondents that are unsure about having faced persistent unwanted contact
General (n = 542)	75%	22% (14% more than once)	3%
Non-heterosexual (n = 193)	65%	30% (20% more than once)	5%
Heterosexual (n = 342)	80%	17% (10% more than once)	3%

Table 90: Responses (by %) to the question “Has someone persistently called you up, sent emails, letters, text messages, or instant messages after you asked them to stop contacting you?” by sexual orientation

Batch	% of Respondents who have not faced persistent unwanted contact	% of Respondents who have faced persistent unwanted contact	% of Respondents that are unsure about having faced persistent unwanted contact
General (n = 542)	90%	22% (14% more than once)	3%
ASP20 (n = 62)	97%	27.5% (19% more than once)	3%
UG20/ASP21 (n = 109)	97%	23% (14% more than once)	4.5%
UG21 (n = 156)	94%	23% (16% more than once)	2%
UG22 (n = 209)	95%	18% (10% more than once)	4%

Table 91: Batch-wise responses (by %) to the question “Has someone persistently called you up, sent emails, letters, text messages, or instant messages after you asked them to stop contacting you?”

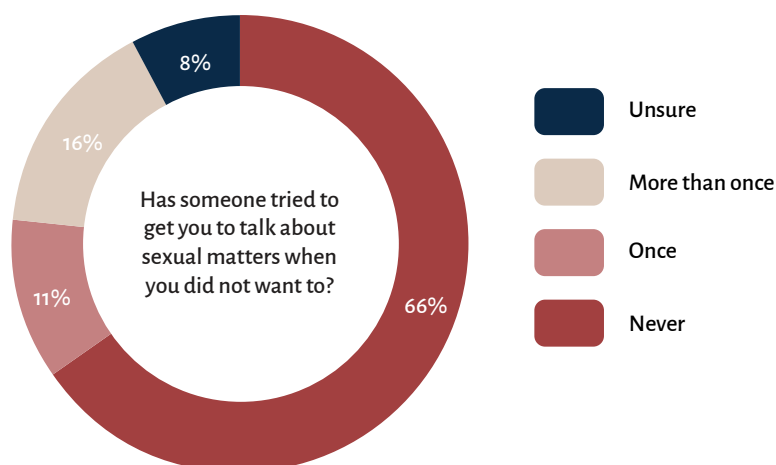
7. Unwanted conversations about sexual matters

A majority (65.5%, n = 542), have never experienced such unwanted conversations of a sexual nature. However, 27% have experienced such acts at least once (16% selected 'more than once'), while 8% are unsure.

Table 92:
Responses (by %) to the question "Has someone tried to get you to talk about sexual matters when you didn't want to?"

Answer Choices	Responses	
Never	65.50%	355
Once	11.25%	61
More than once	15.68%	85
Unsure	7.56%	41
	Answered	542
	Skipped	65

Figure 26:
Responses (by %) to the question "Has someone tried to get you to talk about sexual matters when you didn't want to?"



Gender Binary	% of Respondents that have not experienced unwanted conversations about sexual matters	% of Respondents that have experienced unwanted conversations about sexual matters	% of Respondents that are unsure about having had unwanted conversations about sexual matters
General (n = 542)	65.5%	27% (16% more than once)	7.5%
Men (n = 203)	74%	20% (10% more than once)	6%
Women (n = 322)	62.5%	29.5% (17% more than once)	8%

Table 93: Gender-wise responses (by %) to the question "Has someone tried to get you to talk about sexual matters when you didn't want to?"

Table 94:

Responses (by %) to the question “Has someone tried to get you to talk about sexual matters when you didn’t want to?” by sexual orientation

Sexual Orientation	% of Respondents that have not experienced unwanted conversations about sexual matters	% of Respondents that have experienced unwanted conversations about sexual matters	% of Respondents that are unsure about having had unwanted conversations about sexual matters
General (n = 542)	65.5%	27% (16% more than once)	7.5%
Non-heterosexual (n = 193)	52%	39% (25% more than once)	9%
Heterosexual (n = 342)	73%	20% (11% more than once)	7%

Thus, respondents who identify as non-heterosexual or women have experienced unwanted conversations about sexual matters at a higher rate than men and heterosexual respondents

Table 95:

Responses (by %) to the question “Has someone tried to get you to talk about sexual matters when you didn’t want to?”

Batch	% of Respondents that have not experienced unwanted conversations about sexual matters	% of Respondents that have experienced unwanted conversations about sexual matters	% of Respondents that are unsure about having had unwanted conversations about sexual matters
General	65.5%	27% (16% more than once)	7.5%
ASP20 (n = 62)	61%	29% (21% more than once)	10%
UG20/ASP21 (n = 108)	59%	29% (16% more than once)	12%
UG21 (n = 156)	60%	34% (22% more than once)	6%
UG22 (n = 209)	75%	20%	6%

Thus, respondents from UG22 have faced such unwanted conversations about sexual matters at a lower rate than the other batches.

8. Posted/threatened to post sexually intimate messages, pictures or videos on social networking sites without your consent

A majority (97%, n = 543), have never experienced such an act. However, 2.5% have experienced such acts at least once (3 individuals have experienced this ‘once’, 9 have experienced this ‘more than once’), while 0.5% are unsure.

Table 96: Responses (by %) to the question “Has someone posted/threatened to post sexually intimate messages, pictures or videos on social networking sites without your consent?”

Answer Choices	Responses	
Never	97.24%	528
Once	0.55%	3
More than once	1.66%	9
Unsure	0.55%	3
	Answered	542
	Skipped	65

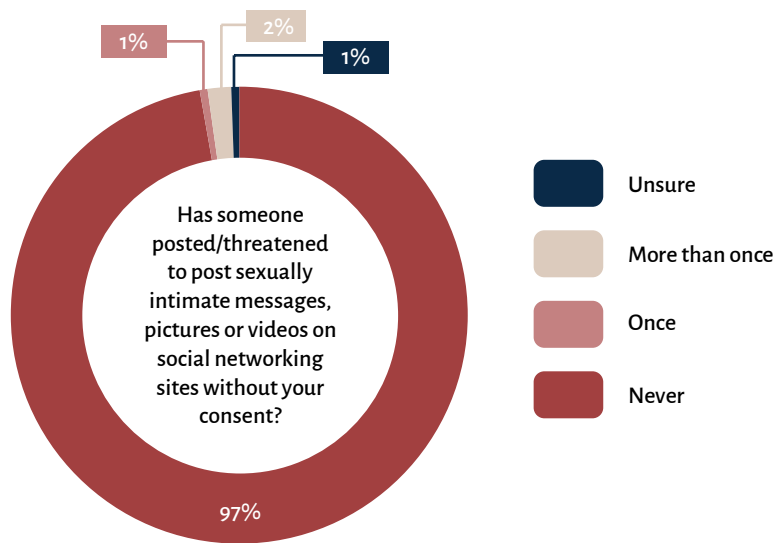


Figure 27: Responses (by %) to the question “Has someone posted/threatened to post sexually intimate messages, pictures or videos on social networking sites without your consent?”

Gender Binary	% of Respondents that have never had/ been threatened to have sexually intimate messages, pictures or videos posted on social networking sites non-consensually	% of Respondents that have had/ been threatened to have sexually intimate messages, pictures or videos posted on social networking sites non-consensually	% of Respondents that are unsure about having/ being threatened to have sexually intimate messages, pictures or videos posted on social networking sites non-consensually
General (n = 543)	97%	2% (1.5% more than once)	1%
Men (n = 203)	98%	1.5% (1% more than once)	0.5%
Women (n = 323)	97%	2.5% (2% more than once)	0.5%

Table 97: Gender-wise responses (by %) to the question “Has someone posted/threatened to post sexually intimate messages, pictures or videos on social networking sites without your consent?”

Sexual Orientation	% of Respondents that have never had/ been threatened to have sexually intimate messages, pictures or videos posted on social networking sites non-consensually	% of Respondents that have had/ been threatened to have sexually intimate messages, pictures or videos posted on social networking sites non-consensually	% of Respondents that are unsure about having/ being threatened to have sexually intimate messages, pictures or videos posted on social networking sites non-consensually
General (n = 543)	97%	2% (1.5% more than once)	1%
Non-heterosexual (n = 193)	97.5%	2% (1.5% more than once)	0.5%
Heterosexual (n = 342)	97%	2.5% (2% more than once)	0.5%

Table 98: Responses (by %) to the question “Has someone posted/threatened to post sexually intimate messages, pictures or videos on social networking sites without your consent?” by sexual orientation

Table 99: Batch-wise responses (by %) to the question “Has someone posted/ threatened to post sexually intimate messages, pictures or videos on social networking sites without your consent?”

Batch	% of Respondents that have never had/ been threatened to have sexually intimate messages, pictures or videos posted on social networking sites non-consensually	% of Respondents that have had/ been threatened to have sexually intimate messages, pictures or videos posted on social networking sites non-consensually	% of Respondents that are unsure about having/ being threatened to have sexually intimate messages, pictures or videos posted on social networking sites non-consensually
General	65.5%	27% (16% more than once)	7.5%
ASP20 (n = 62)	98%	0%	2%
UG20/ASP21 (n = 110)	98%	0%	2%
UG21 (n = 155)	97%	3% (1% more than once)	0%
UG22 (n = 209)	97%	2%	1%

The low proportion of affected respondents remains approximately the same across all groups of identities/batches. In total, 3 people reported having faced such an experience once, 9 people more than once, and 3 people were uncertain. Among those who faced such an experience at least once, 9 identify as women and 3 of them as men. 4 identify as non-heterosexual and 8 as heterosexual.

9. Spying, watching, or following, either in person or using technology, in a manner that feels unsafe

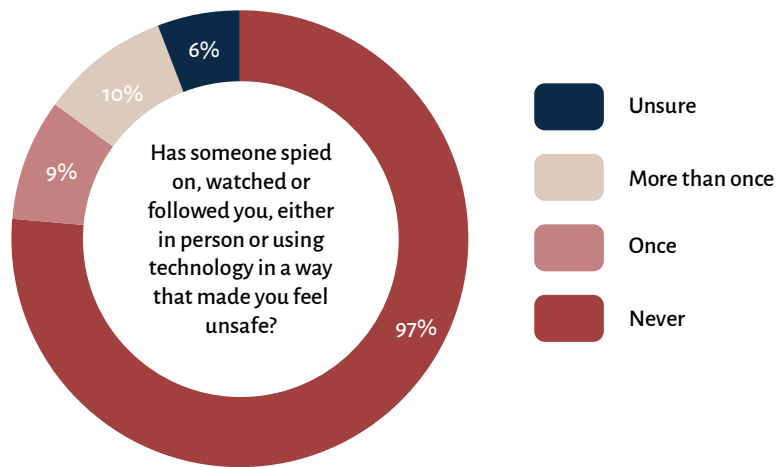
A majority (76.5%, n = 541), have never experienced such acts. However, 17.5% have experienced such acts at least once, while 6% are unsure.

Answer Choices	Responses	
Never	76.52%	414
Once	8.50%	46
More than once	9.24%	50
Unsure	5.73%	31
	Answered	541
	Skipped	66

Table 100: Responses (by %) to the question “Has someone spied on, watched or followed you, either in person or using technology in a way that made you feel unsafe?”

Figure 28:

Responses (by %) to the question “Has someone spied on, watched or followed you, either in person or using technology in a way that made you feel unsafe?”



Gender Binary	% of Respondents that have never been spied on, watched or followed either in person or using technology in a way that made them feel unsafe	% of Respondents that have been spied on, watched or followed either in person or using technology in a way that made them feel unsafe	% of Respondents that are unsure about being spied on, watched or followed either in person or using technology in a way that made them feel unsafe
General (n = 541)	76.5%	17.5% (9% more than once)	6%
Men (n = 203)	83%	9.5% (4% more than once)	6.5%
Women (n = 321)	74%	22% (10.5% more than once)	4%

Table 101: Gender-wise responses (by %) to the question “Has someone spied on, watched or followed you, either in person or using technology in a way that made you feel unsafe?”

Sexual Orientation	% of Respondents that have never been spied on, watched or followed either in person or using technology in a way that made them feel unsafe	% of Respondents that have been spied on, watched or followed either in person or using technology in a way that made them feel unsafe	% of Respondents that are unsure about being spied on, watched or followed either in person or using technology in a way that made them feel unsafe
General (n = 541)	76.5%	17.5% (9% more than once)	6%
Non-heterosexual (n = 194)	71%	23% (15% more than once)	6%
Heterosexual (n = 340)	79%	15% (6% more than once)	6%

Table 102: Responses (by %) to the question “Has someone spied on, watched or followed you, either in person or using technology in a way that made you feel unsafe?” by sexual orientation

Thus more of those who identified as non-heterosexual and women respondents have faced stalking or cyber-stalking compared to men and heterosexual respondents.

Table 103: Batch-wise responses (by %) to the question “Has someone spied on, watched or followed you, either in person or using technology in a way that made you feel unsafe?”

Batch	% of Respondents that have never been spied on, watched or followed either in person or using technology in a way that made them feel unsafe	% of Respondents that have been spied on, watched or followed either in person or using technology in a way that made them feel unsafe	% of Respondents that are unsure about being spied on, watched or followed either in person or using technology in a way that made them feel unsafe
General	76.5%	17.5% (9% more than once)	6%
ASP20 (n = 61)	71%	21% (16% more than once)	8%
UG20/ASP21 (n = 108)	79%	14.5% (5.5% more than once)	6.5%
UG21 (n = 156)	68%	24% (13% more than once)	8%
UG22 (n = 209)	84%	14% (7% more than once)	2%

Thus, respondents from UG21 and ASP20 have faced stalking or cyberstalking at a higher rate than other batches.

10. Sexist jokes/remarks in a manner that feels uncomfortable/unsafe

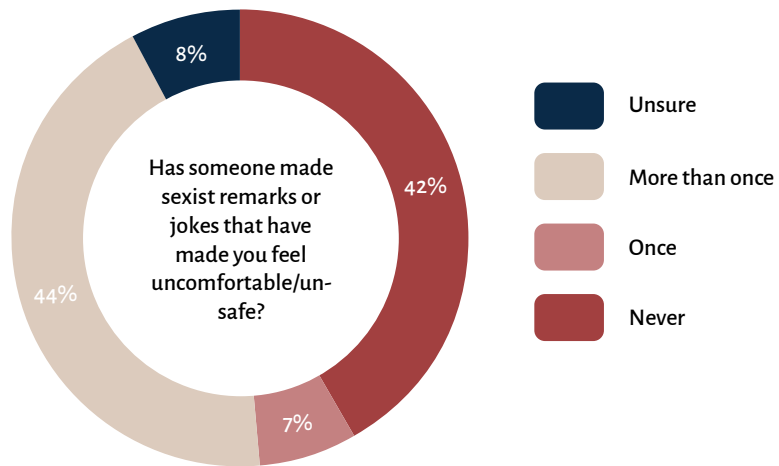
A majority of respondents (51%, n = 545) have experienced such jokes/remarks at least once, with the highest proportion experiencing it more than once (44%).

Answer Choices	Responses	
Never	41.83%	228
Once	6.97%	38
More than once	43.67%	238
Unsure	7.52%	41
	Answered	541
	Skipped	66

Table 104: Responses (by %) to the question “Has someone made sexist remarks or jokes that have made you feel uncomfortable/unsafe?”

Figure 29:

Responses (by %) to the question “Has someone made sexist remarks or jokes that have made you feel uncomfortable/unsafe?”



Gender Binary	% of Respondents that have never experienced such sexist jokes/re-remarks	% of Respondents that have experienced such sexist jokes/remarks	% of Respondents that are unsure about having experienced such sexist jokes/remarks
General (n = 545)	42%	51% (44% more than once)	7%
Men (n = 203)	64%	28% (24% more than once)	8%
Women (n = 325)	29%	64% (55% more than once)	7%

Table 105: Gender-wise responses (by %) to the question “Has someone made sexist remarks or jokes that have made you feel uncomfortable/unsafe?”

Table 106: Responses (by %) to the question “Has someone made sexist remarks or jokes that have made you feel uncomfortable/unsafe?” by sexual orientation

Sexual Orientation	% of Respondents that have never experienced such sexist jokes/re- marks	% of Respondents that have experienced such sexist jokes/remarks	% of Respondents that are unsure about having experienced such sexist jokes/remarks
General (n = 545)	42%	51% (44% more than once)	7%
Non-heterosexual (n = 194)	26%	67% (60% more than once)	7%
Heterosexual (n = 343)	50%	42% (35% more than once)	8%

Thus those who identify as non-heterosexual and women have received harmful sexist remarks to a much higher degree than heterosexual respondents and men.

Batch	% of Respondents that have never experienced such sexist jokes/re- marks	% of Respondents that have experienced such sexist jokes/remarks	% of Respondents that are unsure about having experienced such sexist jokes/remarks
General (n= 545)	42%	51% (44% more than once)	7%
ASP20 (n = 62)	31%	58% (55% more than once)	11%
UG20/ASP21 (n = 111)	44%	48% (45% more than once)	8%
UG21 (n = 156)	33%	61% (55% more than once)	5%
UG22 (n = 209)	51%	41.5% (30.5% more than once)	7.5%

Table 107: Batch-wise responses (by %) to the question “Has someone made sexist remarks or jokes that have made you feel uncomfortable/unsafe?”

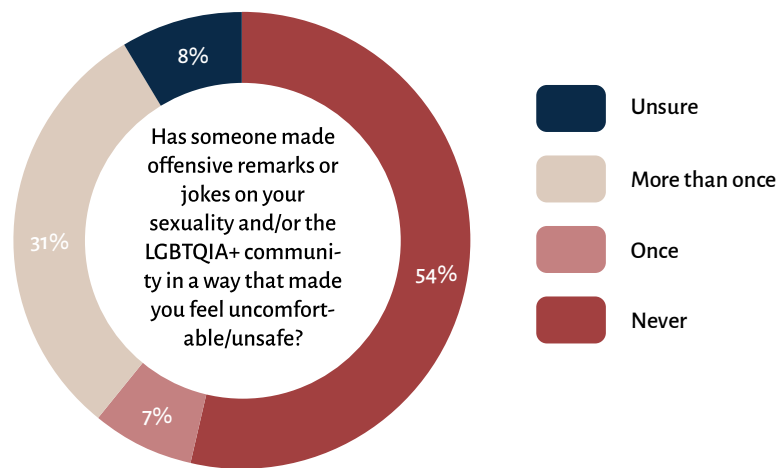
Thus, respondents from UG21 and ASP20 have received harmful sexist comments at a higher rate than those of other batches.

11. Offensive remarks/jokes about sexuality/LGBTQIA+ community in a manner that feels uncomfortable/unsafe

A close majority (54%, n = 544), have never experienced such offensive remarks/jokes. However, 37.5% have experienced such remarks/jokes at least once (30.5% selected ‘more than once’), while 8% are unsure.

Table 108: Responses (by %) to the question “Has someone made offensive remarks or jokes on your sexuality and/or the LGBTQIA+ community in a way that made you feel uncomfortable/unsafe?”

Answer Choices	Responses	
Never	53.68%	292
Once	7.35%	40
More than once	30.51%	166
Unsure	8.46%	46
	Answered	541
	Skipped	66



Gender Binary	% of Respondents that have never experienced jokes about their sexuality and/or the LGBTQIA+ community in a way that made them feel uncomfortable/unsafe	% of Respondents that have experienced jokes about their sexuality and/or the LGBTQIA+ community in a way that made them feel uncomfortable/unsafe	% of Respondents that are unsure about having experienced about their sexuality and/or the LGBTQIA+ community in a way that made them feel uncomfortable/unsafe
General (n = 544)	54%	38% (30% more than once)	8%
Men (n = 203)	59%	35% (27% more than once)	6%
Women (n = 343)	52%	38% (32% more than once)	10%

Table 109: Gender-wise responses (by %) to the question “Has someone made offensive remarks or jokes on your sexuality and/or the LGBTQIA+ community in a way that made you feel uncomfortable/unsafe?”

Sexual Orientation	% of Respondents that have never experienced jokes about their sexuality and/or the LGBTQIA+ community in a way that made them feel uncomfortable/unsafe	% of Respondents that have experienced jokes about their sexuality and/or the LGBTQIA+ community in a way that made them feel uncomfortable/unsafe	% of Respondents that are unsure about having experienced about their sexuality and/or the LGBTQIA+ community in a way that made them feel uncomfortable/unsafe
General	54%	37.5% (30.5% more than once)	8%
Non-heterosexual (n = 194)	35%	59% (48% more than once)	6%
Heterosexual (n = 343)	64.5%	26% (21% more than once)	9.5%

Table 110: Responses (by %) to the question “Has someone made offensive remarks or jokes on your sexuality and/or the LGBTQIA+ community in a way that made you feel uncomfortable/unsafe?” by sexual orientation

While the proportion of respondents who receive offensive remarks about their sexuality remains consistent across different gender groups, a much higher proportion of non-heterosexual respondents receive such remarks compared to heterosexual respondents.

Table 111: Batch-wise responses (by %) to the question “Has someone made offensive remarks or jokes on your sexuality and/or the LGBTQIA+ community in a way that made you feel uncomfortable/unsafe?”

Batch	% of Respondents that have never experienced jokes about their sexuality and/or the LGBTQIA+ community in a way that made them feel uncomfortable/unsafe	% of Respondents that have experienced jokes about their sexuality and/or the LGBTQIA+ community in a way that made them feel uncomfortable/unsafe	% of Respondents that are unsure about having experienced about their sexuality and/or the LGBTQIA+ community in a way that made them feel uncomfortable/unsafe
General	54%	37.5% (30.5% more than once)	8%
ASP20 (n = 62)	57%	27%	16%
UG20/ASP 21 (n = 111)	53%	39% (32% more than once)	8%
UG21 (n = 156)	47%	45% (39% more than once)	8%
UG22 (n = 209)	60%	32% (24% more than once)	8%

Of all batches, a higher proportion of respondents from UG20/ASP21 and UG21 batches have received offensive remarks about their sexuality and the LGBTQIA+ community.

12. Used/attempted to use substances (drugs/alcohol/etc) to induce a state in which informed consent could not be given

A majority (82%, n = 544), have never experienced such acts. 14% have experienced such acts at least once (10% selected 'once'), while 4% are unsure.

Table 112:

Responses (by %) to the question “Has someone used/attempted to use substances (drugs/alcohol/etc) to put you in a state in which you could not give informed consent?”

Answer Choices	Responses	
Never	81.62%	444
Once	9.93%	54
More than once	4.41%	24
Unsure	4.04%	22
	Answered	544
	Skipped	63

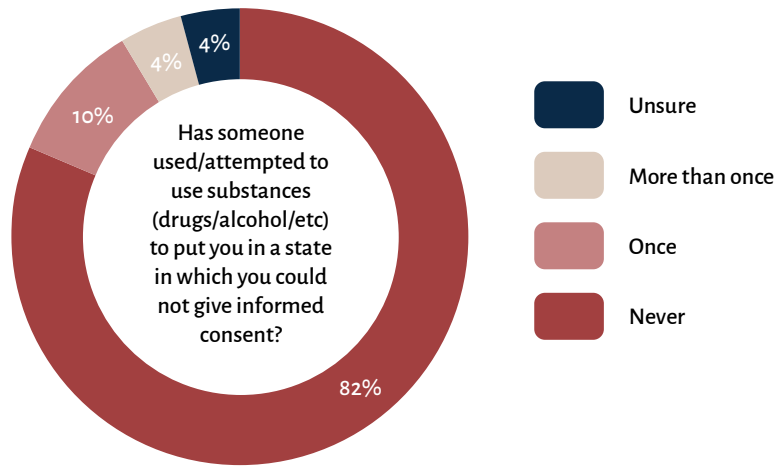


Figure 31: Responses (by %) to the question “Has someone used/attempted to use substances (drugs/alcohol/etc) to put you in a state in which you could not give informed consent?”

Table 113:

Gender-wise responses (by %) to the question “Has someone used/attempted to use substances (drugs/alcohol/etc) to put you in a state in which you could not give informed consent?”

Gender Binary	% of Respondents that have never been given substances (drugs/alcohol/etc) to induce a state in which informed consent could not be given	% of Respondents that have been given substances (drugs/alcohol/etc) to induce a state in which informed consent could not be given	% of Respondents that are unsure about being given substances (drugs/alcohol/etc) to induce a state in which informed consent could not be given
General (n = 544)	82%	14% (4% more than once)	4%
Men (n = 203)	90%	7% (2% more than once)	3%
Women (n = 324)	77.5%	18% (6% more than once)	4.5%

Sexual Orientation	% of Respondents that have never been given substances (drugs/alcohol/etc) to induce a state in which informed consent could not be given	% of Respondents that have been given substances (drugs/alcohol/etc) to induce a state in which informed consent could not be given	% of Respondents that are unsure about being given substances (drugs/alcohol/etc) to induce a state in which informed consent could not be given
General	82%	14% (4% more than once)	4%
Non-heterosexual (n = 194)	73%	20% (6% more than once)	7%
Heterosexual (n = 343)	87%	11% (4% more than once)	2%

Table 114: Gender-wise responses (by %) to the question “Has someone used/attempted to use substances (drugs/alcohol/etc) to put you in a state in which you could not give informed consent?”

Thus, a higher proportion of those who identify as non-heterosexual and women have been non-consensually given substances that rendered them incapable of giving informed consent.

Table 115:

Batch-wise responses (by %) to the question “Has someone used/attempted to use substances (drugs/alcohol/etc) to put you in a state in which you could not give informed consent?”

Batch	% of Respondents that have never been given substances (drugs/alcohol/etc) to induce a state in which informed consent could not be given	% of Respondents that have been given substances (drugs/alcohol/etc) to induce a state in which informed consent could not be given	% of Respondents that are unsure about being given substances (drugs/alcohol/etc) to induce a state in which informed consent could not be given
General	82%	14% (4% more than once)	4%
ASP20 (n=62)	74%	19.5% (5% more than once)	6.5%
UG20/ASP21 (n = 110)	81%	16% (7% more than once)	3%
UG21 (n = 156)	80%	16% (5% more than once)	4%
UG22 (n = 209)	85%	10% (2% more than once)	5%

While a slightly higher proportion of ASP20 respondents have faced such experiences, the figures are broadly consistent across all batches.

In the final question of this section, we asked respondents to select the option ‘No’ if they had answered ‘Never’ for all of the questions above, and ‘Yes’ if they had answered ‘Once’, ‘More Than Once’ or ‘Unsure’ in at least one question. This was to guide those who had experienced any of these forms of SH to the next section on reporting unwanted sexual experiences. In an ideal survey platform, the system would automatically redirect anyone who chose “‘Once’, ‘More Than Once’ or ‘Unsure’ to ANY question in the above section (i.e, anyone who has faced ANY form of sexual harassment at Ashoka) to Section V on Reporting Unwanted Sexual Experiences. This form of branching out was not available in the available in the basic Survey Monkey subscription

that we had access to. Hence, we had to add a separate question wherein the respondent themselves had to indicate whether they had chosen the above stated options, and if they had, they were directed to the section of the survey that revolved around their experiences on reporting the incident. Therefore, this formed the only compulsory question in our survey.

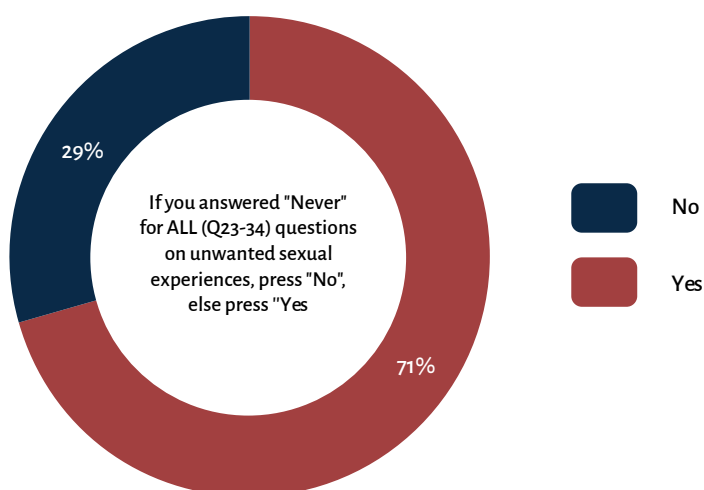
This question is a good estimate of the rate of SH at Ashoka University. The majority (71%, n = 548) picked 'yes' indicating that they had experienced/were unsure about at least one of the above forms of SH. Only 29% of our respondents have not experienced any of these forms of SH.

This indicates that 389 of our respondents have faced at least one form of the above forms of SH. This implies that out of a total student population of 1597 students, approximately 24% have experienced SH. **Thus, approximately 1 in 4 students of these batches have experienced some form of SH.**

Answer Choices	Responses	
Yes	70.62%	387
No	29.38%	161
	Answered	544
	Skipped	63

Table 116: Responses (by %) to the question “If you answered “Never” for ALL (Q23-34) questions on unwanted sexual experiences, press “No”, else press “Yes”. [i.e, If you answered “unsure”, “once” or “more than once” for ANY of the above mentioned unwanted sexual experiences (Q22-Q33), please press “Yes”.]”

Figure 32: Responses (by %) to the question “If you answered “Never” for ALL (Q23-34) questions on unwanted sexual experiences, press “No”, else press “Yes””



75% of those who identify as women (n = 326), 61% of men (n = 204), 84% of non-heterosexual respondents (n = 195), 64% of heterosexual respondents (n = 344), 65.5% of UG22 (n = 209), 76% of UG21 (n = 156), 70.5% of UG20/ASP21 (n = 112), and 76% of ASP20 (n = 62) have experienced at least one form of SH. Further, 55% of those who identify as heterosexual men (n = 157), 71% of heterosexual women (n = 187), 82% of non-heterosexual women (n = 136), and 84% of non-heterosexual men (n = 44) have experienced at least one form of SH.

These responses indicate that:

- 246 women have faced at least one form of SH which approximates to 28% of all women of these batches (n = 885), i.e., **more than 1 in 4 women.**
- 124 men have faced at least one form of SH which approximates to 17.5% of all men of these batches (n = 712), i.e., **almost 1 in 6 men.**
- 137 of 597 students or 23% of **UG22** have faced at least one form of SH, i.e., **approximately 1 in 4 students.**
- 119 of 459 students or 26% of **UG21** have faced at least one form of SH, i.e., **more than 1 in 4 students.**
- 79 of 387 students or 20% of **UG20/ASP21** have faced at least one form of SH, i.e., **1 in 5 students**
- 47 of 154 students or 30.5% of **ASP20** have faced at least one form of SH, i.e., **almost 1 in 3 students**

It's important to note the jump in the rates of respondents classifying their experiences as SH after this detailed questioning as compared to when they were self-determining their experiences. The rate of experiences of SH has increased from 1 in 6 students of the surveyed batches to approximately 1 in 4 after they were asked detailed questions pertaining to different forms of SH. The same result holds true for the gender binary as well as batches. In particular, it is pertinent to note that the rate of experiences of SH has increased from 1 in 11 among respondents who identify as men when they self-determined their experiences to 1 in 6 men after specific questioning. Thus, this indicates that respondents are unable to self-identify or classify their experiences as SH, even though they are determined to be SH by CASH policy.

Table 117: Gender-wise responses (by %) to the question “If you answered “Never” for ALL (Q23-34) questions on unwanted sexual experiences, press “No”, else press “Yes””

Of these, only 29 respondents each have only experienced sexist jokes/remarks or offensive remarks/jokes about their sexuality/the LGBTQIA+ community. This indicates that the majority of respondents have experienced at least one form of SH other than jokes/remarks.

Gender Binary	% of Respondents that have experienced or were unsure about experiencing at least one of the above forms of SH	% of Respondents that have experienced or were unsure about experiencing at least one of the above forms of SH
General (n = 548)	71%	29%
Men (n = 204)	61%	39%
Women (n = 326)	75%	25%

Sexual Orientation	% of Respondents that have experienced or were unsure about experiencing at least one of the above forms of SH	% of Respondents that have experienced or were unsure about experiencing at least one of the above forms of SH
General (n = 548)	71%	29%
Non-heterosexual (n = 195)	84%	16%
Heterosexual (n = 344)	64%	36%

Table 118: Responses (by %) to the question “If you answered “Never” for ALL (Q23-34) questions on unwanted sexual experiences, press “No”, else press “Yes”” by sexual orientation

Batch	% of Respondents that have experienced or were unsure about experiencing at least one of the above forms of SH	% of Respondents that have not experienced at least one of the above forms of SH
General (n = 548)	71%	29%
ASP20 (n = 62)	76%	24%
UG20/ASP21 (n = 112)	70.5%	29.5%
UG21 (n = 156)	76%	24%
UG22 (n = 209)	65.5%	34.5%

Table 119: Batch-wise responses (by %) to the question “If you answered “Never” for ALL (Q23-34) questions on unwanted sexual experiences, press “No”, else press “Yes””

Section V: Reporting Unwanted Sexual Experience/s

This section analyses the responses of individuals who have faced some form of SH at Ashoka University or any place related to Ashoka University. In particular, it examines the processes of reporting followed by these individuals after unwanted experience/s. These questions ask respondents to divulge details of all their unwanted sexual experiences collectively rather than divulging details for each of their experiences separately. This is a limitation of the survey.

The following is the analysis of their responses:

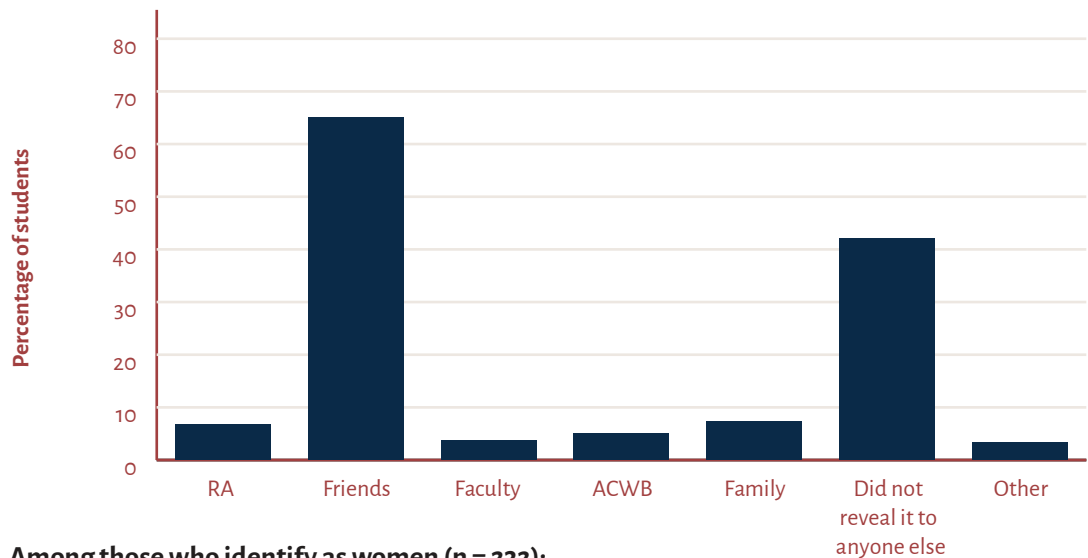
- A majority of individuals (65%, n = 357) approached their friends after unwanted sexual experience/s.
- 42% did not reveal the experience to anyone.
- Only a minority of respondents approached their RAs, faculty, ACWB, or families.

We recommend that Ashoka University create more awareness about the support systems available to individuals who experience sexual harassment. We also recommend the hiring of counsellors trained on these issues within the ACWB.²⁰

Table 120:
Responses (by %) to the question “Whom did you approach? (select multiple)”

Answer Choices	Responses	
RA	6.72%	24
Friends	64.99%	232
Faculty	3.64%	13
ACWB	5.04%	18
Family	7.28%	26
Did not reveal it to anyone else	42.02%	150
Other (please specify)	3.36%	12
	Answered	357

Figure 33:
Responses (by %) to the question “Whom did you approach? (select multiple)”



Among those who identify as women (n = 232):

1. A majority (73%) approached their friends
2. 33% who did not reveal it to anyone.

Among those who identify as men (n = 108):

1. A majority (58%, n = 108) did not reveal it to anyone
2. 47% who approached their friends.

Among those who identify as heterosexual (n = 195):

1. A majority (59%) approached their friends
2. 46% did not reveal it to anyone.

²⁰ In this question, respondents may have selected multiple options, each pertaining to a particular unwanted sexual experience—i.e., they may have approached their friends for one incident, but not revealed another incident to anyone else.

Among heterosexual women (n = 112):

1. 71% approached their friends
2. 34% did not reveal it to anyone
3. 9% approached their family

Among heterosexual men (n = 73):

1. 67% did not reveal it to anyone
2. 40% approached their friends.

Among those who identify as non-heterosexual (n = 159):

1. A majority (71%) approached their friends
2. 36% did not reveal it to anyone.

Among non-heterosexual men (n = 34):

1. 62% approached their friends
2. 41% did not reveal it to anyone
3. 12% approached their RAs.

Among non-heterosexual women (n = 110):

1. 75% approached their friends
2. 31% did not reveal it to anyone
3. 9% approached their families.

Thus, a majority of men, particularly heterosexual men, did not reveal their unwanted sexual experiences to anyone, while a majority of women, both heterosexual and non-heterosexual approached their friends. Across genders and sexual orientations, approaching friends and not revealing the experience were the options chosen by significant proportions of respondents. A small portion of women, both heterosexual and non-heterosexual, approached their families, and a small portion of non-heterosexual men approached their RAs.

Thus we recommend that CASH carry out targeted outreach towards men. This would include conducting sessions and workshops for male students particularly, and for the general student body on the experiences of SH that men face. We also recommend listening circles and support groups for male survivors. However, we also think it is imperative that there are larger cultural conversations about SH faced by men and the stigma associated with it, and student-led town-halls and discussions for the same are important.

Among batches:

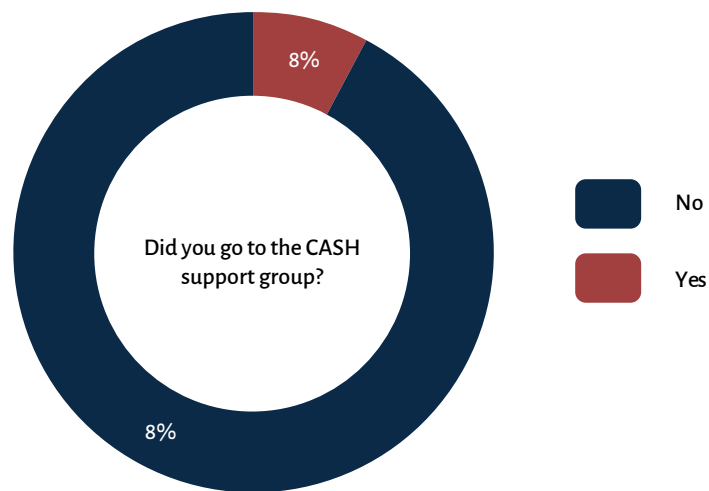
1. a majority of UG22 (55%, n = 125), UG21 (65%, n = 112), UG20/ASP21 (71%, n = 73) and ASP20 (83%, n = 41) approached their friends
2. 44%, 42%, 46%, 27% (respectively) did not reveal it to anyone
3. 8% of UG22 and 10% of UG20/ASP21 approached their families
4. 8% of UG21 and 12% of ASP20 approached their RAs.

Thus, the proportion of respondents approaching their friends increases as years of study at Ashoka University increases as well.

Approaching the CASH Support Group

A vast majority (92%, n = 356) of the respondents did not approach the CASH Support Group. This is consistent across those who identify as men (93%, n = 108), women (93%, n = 231), heterosexual (97%, n = 196), and non-heterosexual (86%, n = 157). Among batches, 94% of UG22 (n = 124), 89% of UG21 (n = 111), 93% of UG20/ASP21 (n = 73), and 93% of ASP20 (n = 42) did not approach the CASH support group.

Figure 34: Responses (by %) to the question “Did you go to CASH Support Group?”



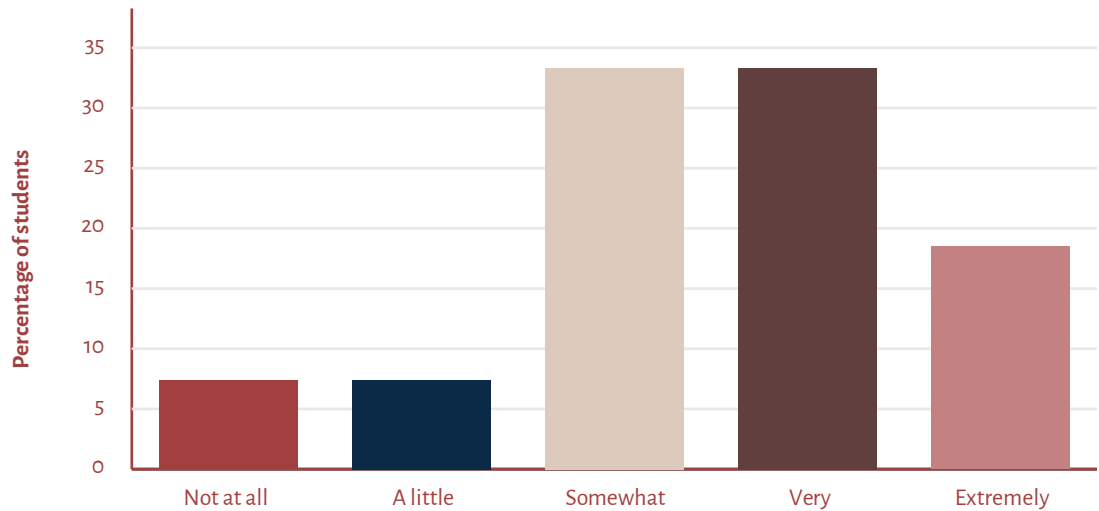
Evaluating Help provided by the CASH Support Group

Among the respondents who visited the CASH Support Group (n = 27), a majority (84.5%) found the CASH Support Group ‘somewhat’, ‘very’ or ‘extremely’ useful (33%, 33%, and 18.5% respectively). **This indicates that while a vast majority of individuals who face an unwanted sexual experience do not approach the CASH Support Group, those who do find the experience more helpful than not. Qualitative responses indicate that specific individuals within the CASH Support Group were seen as being helpful.**

Hence, we recommend that a mandatory orientation-week session on the CSG be conducted, or that during the session on CASH that is conducted every year, a segment is dedicated to explaining the role, functions, and the composition of the CSG. More importantly, since our qualitative responses indicate that specific individuals within the CASH Support Group were seen as being helpful, we recommend that all the members of the CSG are present in this session, and are introduced to the student body. We also recommend that the CSG members hold monthly office hours because we think this would be a way in which members of the student community can become aware of the composition of the CSG, begin to trust the body, and see the individuals

within them as accessible and helpful. This would increase the likelihood of the CSG being approached by students who need guidance.

Figure 35:
Responses
(by %) to
the question
“If yes, how
helpful was the
Cash Support
Group?”



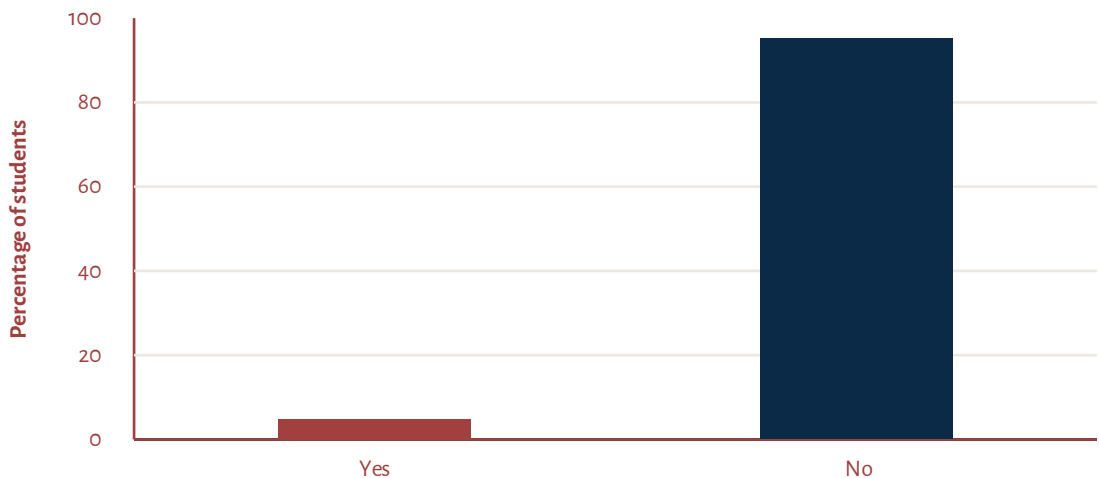
Reporting Cases to CASH

A vast majority (95%, n = 353) of respondents did not report their experience of SH to CASH.

This is consistent across those who identify as men (97%, n = 109), women (94%, n = 227), heterosexual (97%, n = 192), non-heterosexual (93%, n = 158), heterosexual women (97%, n = 119), heterosexual men (97%, n = 73), non-heterosexual men (97%, n = 35), and non-heterosexual women (92%, n = 108). Among batches, 97.5% of UG22 (n = 112), 94% of UG21 (n = 113), 94% of UG20/ASP21 (n = 71), and 95% of ASP20 (n = 41) did not report their experiences to CASH.

Thus, overall, individuals do not report their experiences of SH to CASH. The rates of reporting, however small, are highest among non-heterosexual women.

Figure 36:
Responses
(by %) to the
question “Did
you report the
incident to
CASH?”



We then asked these respondents to indicate **why they did not report their experience to CASH**. The following is the analysis of their responses:

1. A majority of respondents (75%, n = 333) indicated that they did not because they thought the experience was not serious enough to report.
2. A near majority (49%) indicated that at the time of the experience(s), they did not think it constituted SH.
3. Between 23% – 26% of respondents did not report because they felt embarrassed, ashamed or that it would be too emotionally difficult to report, that they did not want the person/people who behaved that way/s with them to get into trouble, that they heard CASH does not handle cases well, and that they feared negative social consequences.
4. Between 17% – 18% indicated that it was because they did not think anything would be done and that they resolved it independently of CASH.

Thus, one of the key factors in the underreporting of cases of SH to CASH is the lack of awareness of individuals of what constitutes SH – they do not think their experiences are ‘serious enough’ to constitute reportable SH or that they do not think it constitutes SH at all.

Hence, we recommend that posters and awareness campaigns be used to highlight different forms of possible SH — including those that lie in grey areas and not just the ones that are considered ‘serious’ — and to encourage people to report them to CASH. Another commonly cited reason for why respondents did not report to CASH is that they did not want the person/people who behaved that way/s with them to get into trouble. Hence, we recommend that campaigns and posters are used to address the stigma of filing a case, and are targeted towards countering narratives such as filing a case could “ruin” the lives of the accused individuals.

Table 121:

Responses (by %) to the question “Were any of the following reasons why you did not report the incident to CASH (Committee Against Sexual Harassment)? (Mark all that apply)”

Answer Choices	Responses	
Did not know where to go or whom to tell	9.61%	32
Felt embarrassed, ashamed or that it would be too emotionally difficult	25.53%	85
I did not think anyone would believe me	12.01%	40
I heard that CASH does not handle cases well	23.42%	78
I did not think it was serious enough to report	74.77%	249
I did not want the (person/people) who behaved (this way/these ways) to get into trouble	23.12%	77
I feared negative social consequences	22.82%	76
I did not think anything would be done	17.42%	58
I feared it would not be kept confidential	12.91%	43
Incident was not on campus	6.31%	21
At the time, I did not think it constituted SH	49.25%	164
I resolved it independently of CASH	18.62%	62
Other (please specify if comfortable)	7.81%	26
	Answered	333
	Skipped	274

Among those who identify as women (n = 212), the following are the reasons why they did not report:

1. A majority of 77% indicated that they did not consider their experience to be serious enough to report.
2. A higher than average (54%) did not think their experiences constituted SH at the time.
3. Between 26% - 27% indicated that they felt embarrassed, ashamed or that it would be too emotionally difficult to report, and that they did not report because they heard that CASH does not handle cases well.
4. Between 21% – 22% indicated that it was because they did not want the person/people who behaved that way/s with them to get into trouble and that they feared negative social consequences.

Among those who identify as men (n = 105), the following are the reasons why they did not report:

1. 69.5% did not report because they did not think their experience was serious enough

2. 40% indicated that at the time they did not think it constituted SH
3. 25% indicated that it was because they did not want the person/people who behaved that way/s with them to get into trouble
4. 21% indicated that it was because they feared negative social consequences.
5. 18%–19% resolved it independent of CASH and felt embarrassed, ashamed or that it would be too emotionally difficult to report.
6. Only 13% reported that it was because they heard that CASH does not handle cases well.

Though minor proportions of both groups, there is a difference between those who identify as women as compared to men in the following options:

1. 18% of women respondents did not report because they did not think anything would be done as compared to only 13% of men respondents.
2. 3% of men respondents did not report because the incident was not on campus as compared to 8% of women respondents.

Thus, nearly 1/4th of the respondents who identify as women indicate that they did not report because they have heard CASH does not handle cases well. CASH must have a greater public awareness about their role and processes to rebuild this trust deficit.

1/4th of respondents who identify as men did not report because they did not want the person/s who behaved this/these way/s with them to get into trouble, implying that greater conversation needs to be had about the importance of reporting, and dispelling misconceptions and fears about consequences for the accused.

Among those who identify as non-heterosexual (n = 150), the following are the reasons why they did not report:

1. A majority 76% indicated that they did not report because they did not think it was serious enough
2. 50% did not think the experience constituted SH at the time
3. 33% each indicated that they did not report because they felt embarrassed, ashamed or that it would be too emotionally difficult to report
4. 29% indicated that it was because they heard that CASH does not handle cases well
5. 26%–27% did not want the person/people who behaved that way/s with them to get into trouble and that they feared negative social consequences. 24% indicated that they did not think anything would be done.
6. 12% resolved it independently of CASH

Among those who identify as heterosexual (n = 150), the following are the reasons why they did not report:

1. A majority (73%, n = 180) did not think their experience was serious enough to report
2. 49% indicated that they did not think it constituted SH at the time.

3. Only 21% did not report because they felt embarrassed, ashamed or that it would be too emotionally difficult to report
4. Only 19% indicated that it was because they heard that CASH does not handle cases well.
5. 21% did not report because they did not want the person/people who behaved that way/s with them to get into trouble and that they feared negative social consequences.
6. Only 12% indicated that they did not think anything would be done.
7. 24% resolved it independently of CASH

Across batches —

1. A majority of individuals did not report because they did not think their experience was serious enough to report: 71% of UG22 (n = 119) , 79% of UG21 (n = 104), 74% of UG20/ASP21 (n = 66), and 74% of ASP20 (n = 39)
2. A near majority indicated that they did not report because they did not think their experience constituted SH (47% of UG22, 52% of UG21, 50% of UG20/ASP21, and 49% of ASP20).

Among UG22 respondents (n = 119):

1. 27% heard that CASH does not handle cases well
2. 26% did not report because they did not want the person/people who behaved that way/s with them to get into trouble.
3. 23.5% feared negative social consequences.
4. Only 20% felt embarrassed, ashamed or that it would be too emotionally difficult to report.

Among UG21 respondents (n = 104):

1. 29% felt embarrassed, ashamed or that it would be too emotionally difficult to report.
2. 23% feared negative social consequences
3. 21% did not report because they heard CASH does not handle cases well and that they did not want the person/people who behaved that way/s with them to get into trouble.

Among UG20/ASP21 respondents (n = 66):

1. 32% did not report because they felt embarrassed, ashamed or that it would be too emotionally difficult to report.
2. 27% indicated that they did not think anything would be done.
3. 26% did not want the person/people who behaved that way/s with them to get into trouble and feared negative social consequences
4. 24% heard that CASH does not handle cases well.

Among ASP20 respondents (n = 39):

1. 23% did not report because they felt embarrassed, ashamed or that it would be too emotionally difficult to report.

- 18% of respondents indicated that they did not want the person/people who behaved that way/s with them to get into trouble and feared negative social consequences.
- 23% resolved it independently of CASH.

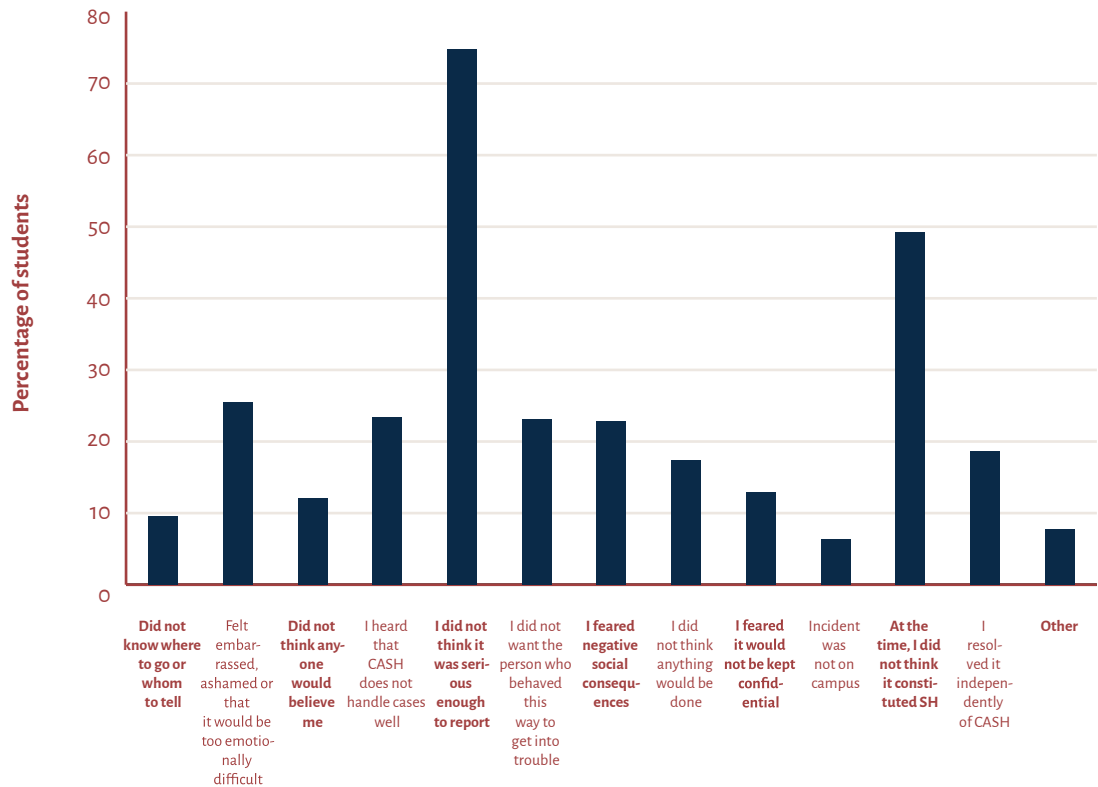


Figure 37: Responses (by %) to the question “Were any of the following reasons why you did not report the incident to CASH (Committee Against Sexual Harassment)? (Mark all that apply)”

Section VI: Details of Unwanted Sexual Experience/s

In this section, we asked respondents who had faced incident/s of SH further details about their experiences. In the first question, we asked them how the person/s who had behaved in this/these way/s with them were associated with Ashoka University. The following is the analysis of their responses:

1. A vast majority (94%, n = 266) of respondents had experienced SH by a fellow student.
2. 8% had experienced the same by a person not affiliated with Ashoka University
3. 5% by a member of the staff or administration
4. 4% by a faculty member or instructor.

Table 122:
Responses
(by %) to
the question
“How (was the
person/were
the persons)
who behaved
(this way/these
ways) associat-
ed with Ashoka
University?
(mark all that
apply)”

Answer Choices	Responses	
Student	93.84%	320
Faculty or instructor	4.11%	14
Coach or trainer	1.47%	5
Other staff or administrator	5.57%	19
Other person affiliated with a university program (eg. internship, study abroad)	0.88%	3
The person was not affiliated with Ashoka University	8.21%	28
Don't know association with Ashoka University	0.88%	3
	Answered	341
	Skipped	266

Among those who identify as women (n = 223):

1. 91% faced SH by a student
2. 11% by someone not affiliated with Ashoka University
3. 7% by a member of the staff or administration
4. 4% by a faculty member or instructor.

Among those who identify as men (n = 101):

1. 97% – a higher proportion than women – faced SH by a student
2. 4% each by a faculty member or instructor and a member of the staff or administration
3. 3% by someone not affiliated with Ashoka University.

Thus, while the majority of those who identify as men and women face SH by fellow students, women have faced more harassment from external individuals than men, and both genders have faced SH from faculty/instructors and staff/administration at similar rates.

Among those who identify as non-heterosexual (n = 159):

1. 96% have faced SH by a student
2. 9% by someone not affiliated with Ashoka University
3. 5% by a faculty/instructor and staff/administration member each

Among those who identify as heterosexual (n = 179):

1. 92% have faced SH by a student
2. 8% by someone not affiliated with Ashoka University
3. 6% by a staff/administration member and 3% by a faculty/instructor.

Among batches, similar to the overall average, the majority of students have faced SH by fellow

students: 90% of UG22 (n = 117), 95% of UG21 (n = 109), 92.5% of UG20/ASP21 (n = 67), 100% of ASP20 (n = 42)

Among UG22 respondents:

1. 10% have faced harassment by someone not affiliated with Ashoka University,
2. 3% by a faculty/instructor and staff/administration member.

Among UG21 respondents:

1. 7% have faced harassment by someone not affiliated with Ashoka University
2. 4% by a faculty/instructor
3. 5.5% by a staff/administration member.

Among UG20/ASP21 respondents:

1. 6% have experienced SH by someone not affiliated with Ashoka University,
2. 6% by a faculty/instructor
3. 6% by staff/administration members
4. 4% have faced SH by a coach or trainer.

Among ASP20 respondents:

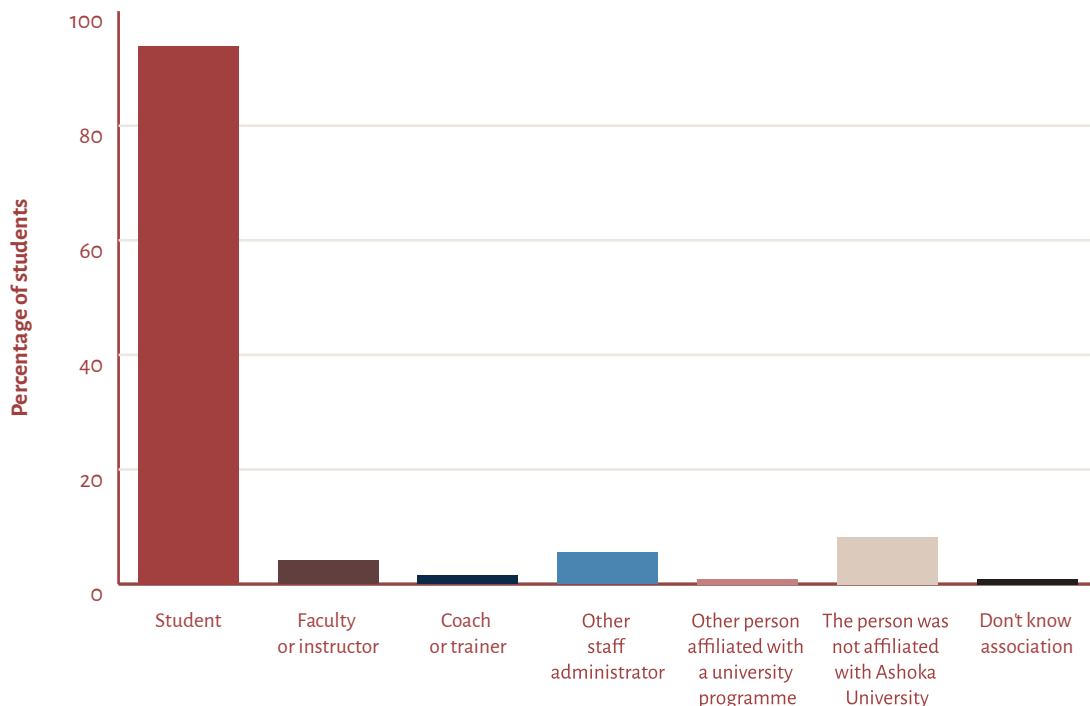
1. 12% have faced harassment by a staff/administration member
2. 7% by someone not affiliated with Ashoka University
3. 5% by a coach/trainer.

In the next question, we asked individuals what their relationship with the individual/s who had behaved this/these way/s had been at the time of the incident. The following is the analysis of their responses:

1. **A majority (52%, n = 335) indicated that it was their acquaintance/s**
2. **35% indicated it was their friend/s**
3. **20% indicated that it was someone they were involved or intimate with at the time.**
4. 18% indicated it was a stranger/s
5. 13% indicated it was someone they met at a party,
6. 10% indicated that it was someone they had been involved/intimate with prior to the incident/s.

However, a limitation of this question is that respondents may perceive their relationships at the time of the incident of SH in diverse ways. Further, this and the previous question should have had more delineated options such as roommate, casual sexual partner (i.e., “friends with benefits”), romantic partner, someone they had met through online dating apps (such as Tinder, Grindr, Bumble, etc.), etc, faculty members (i.e, professors), TAs/TFs, etc. Future iterations of this survey should frame these options more clearly.

Figure 38:
Responses
(by %) to
the question
“How (was the
person/were
the persons)
who behaved
(this way/these
ways) associat-
ed with Ashoka
University?
(mark all that
apply)”



Among those who identify as women (n = 219):

1. 50% had faced SH by an acquaintance/s
2. 30% by a friend/s (lower than average)
3. 22% by someone they were involved/intimate with at the time of the incident
4. 18% indicated it was a stranger/s
5. 14% indicated it was someone they met at a party
6. 13% indicated it was someone they had been involved/intimate with prior to the incident.
7. 5% had faced harassment by someone in a position of power in a student organisation they were a part of

Among those who identify as men (n = 100):

1. 57% – a higher proportion than women – indicated that they faced SH by an acquaintance/s
2. 42% by a friend/s (higher than average)
3. 16% by a stranger/s.
4. Lower than women, only 13% had faced SH by someone they were involved/intimate with at the time.
5. Only 9% faced SH by someone they had met at a party
6. Only 4% by someone they had been involved/intimate with prior to the incident
7. 9% had faced harassment by someone in a position of power in a student organisation they were a part of

Thus, a majority of those who identify as men and women face SH by acquaintances and a significant proportion face SH by friends. More men have faced harassment by acquaintances and friends than women – a proportion higher than the overall average. However, women

respondents faced more SH by individuals they were involved/intimate with at the time of the incident and prior to the incident, and by those they met at a party as compared to men.

Table 123:
Responses
(by %) to the question “At the time of (this event/ these events), what (was the person’s/ were these persons’) relationship to you? (Mark all that apply)”

Answer Choices	Responses	
It was someone I was involved or intimate with at the time of the incident.	19.70%	66
Someone I had been involved or was intimate with prior to the incident	9.55%	32
Boss / supervisor	1.49%	5
Administrative staff	1.79%	6
Friend	34.63%	116
Acquaintance	52.24%	175
Person who was in a position of power in a student organisation that I was/am a part of	5.97%	20
Stranger	17.91%	60
Support staff	2.39%	8
Someone I met at a party	12.54%	42
Don't know	2.09%	7
Other (please specify if comfortable)	5.67%	19
	Answered	335
	Skipped	272

Among those who identify as heterosexual (n = 176):

1. 50.5% indicated it was an acquaintance/s
2. 36% indicated that it was a friend/s
3. 18% indicated that it was someone they were involved/intimate with at the time of the incident
4. 14% faced SH by a stranger/s
5. 12.5% by someone they met at a party
6. 9% by someone who was in a position of power in a student organisation they were a part of
7. 7% had faced harassment by someone they had been involved/intimate with prior to the incident.

Among those who identify as non-heterosexual (n = 156):

1. 54% had faced SH by an acquaintance/s
2. 32% by a friend/s
3. 22% by someone they were involved/intimate with at the time of the incident/s

4. 21% had faced SH by a stranger. 13% indicated that it was someone they were involved/intimate with prior to the incident and someone they met at a party.

Thus, those who identify as non-heterosexual faced more SH by stranger/s as well as individuals they were involved/intimate with at the time of the incident than those who identify as heterosexual, but less by friend/s and individuals in positions of power in student organizations.

Across most batches, a majority of respondents faced SH by acquaintances: 53.5% of UG22 (n = 112), 50% of UG21 (n = 109), 54% of UG20/ASP21 (n = 67)

A significant proportion also faced SH by friends (32% of UG22, 33% of UG21, 34% of UG20/ASP21) Among ASP20 respondents (n = 41), 46% faced SH by acquaintances and a notably higher proportion – 49% – by friends.

Among UG22 respondents (n = 112):

1. 18% faced SH by strangers
2. 15% by someone they were involved/intimate with at the time of the incident/s
3. 12% by someone they met at a party
4. 10% by someone they were involved/intimate with prior to the incident/s.

Among UG21 respondents (n = 109):

1. 22% faced SH by someone they were involved/intimate with at the time of the incident/s
2. 18% by a stranger
3. 16% by someone they met at a party
4. 9% by someone they were involved/intimate with prior to the incident/s.

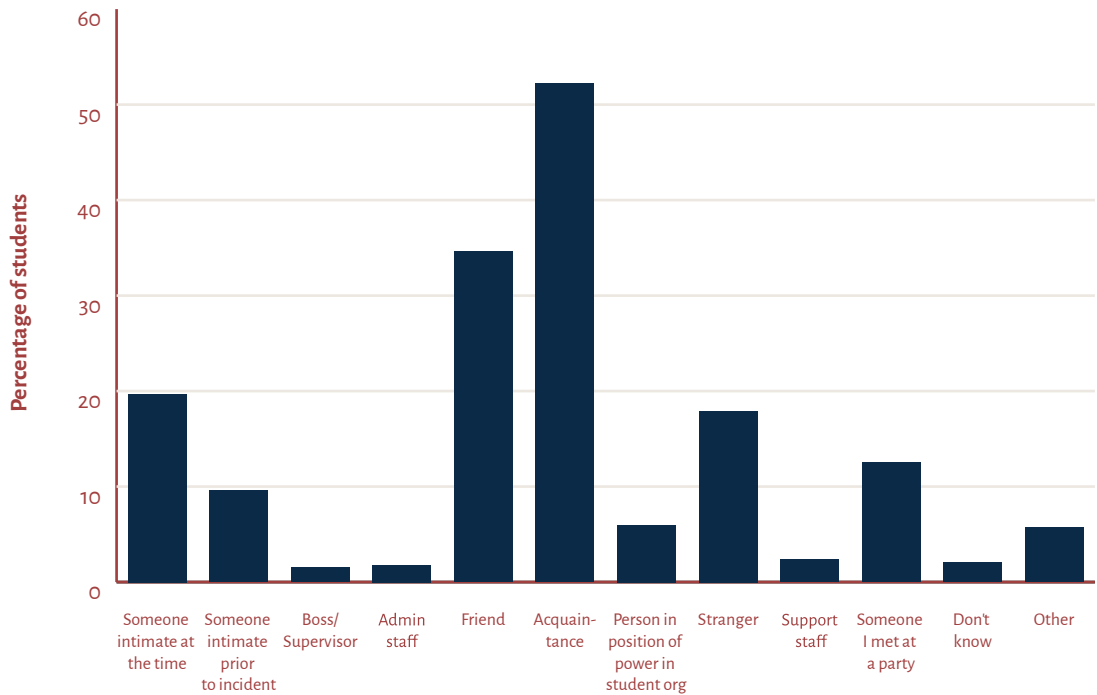
Among UG20/ASP21 (n = 67):

1. 22% faced SH by someone they were involved/intimate with at the time of the incident/s
2. 16% by a stranger/s
3. 12% by someone they were involved/intimate with prior to the incident/s
4. 10% by someone they met at a party.

Among ASP20 respondents (n = 41):

1. 22% faced SH by someone they were involved/intimate with at the time of the incident/s
2. 17% by a stranger
3. 12% by someone they met at a party
4. 7% each by someone they were involved/intimate with prior to the incident/s, support staff, and someone in a position of power in a student organization they were a part of.

Figure 39:
Responses (by %) to the question “At the time of (this event/ these events), what (was the person’s/ were these persons’) relationship to you? (Mark all that apply)”



Gender of person(s) who perpetrated the SH

We then asked the respondents the gender of the person(s) who behaved this/these way(s) with them (respondents could pick multiple options). **A majority (82%, n = 336) of the respondents indicated that the gender(s) of the perpetrator(s) as men, followed by 22% who indicated that they were women. 4% did not know the gender identity of the perpetrator.**

Table 124:
Responses (by %) to the question “What was the gender of the person(s) who behaved this way with you? Check all that apply.”

Answer Choices	Responses	
Man	82.14%	276
Woman	21.73%	73
Non binary	0.89%	3
Transgender woman	0.30%	1
Transgender Man	0.00%	0
Genderqueer	0.60%	2
Gender nonconforming	0.00%	0
Not in the list	0.00%	0
I don't know	4.17%	14
Decline to state	1.79%	6
Other	0.00%	0
Other (please specify if comfortable)	0.89%	3
	Answered	336
	Skipped	271

Among those identifying as women (n = 220), a vast majority (97%) identify the gender(s) of the perpetrator(s) as men, followed by 4.5% indicating that they were women. **Among those who identify as men (n = 100), 60% identified the perpetrator(s) to be women, followed by 50% identifying them to be men. While it is expected that a majority of women have faced SH by men, it is notable to identify that men have faced SH by both men and women, with a difference in rates of only 10%.**

Due to the question asking for consolidated experiences of SH, rather than independently examining each one, we cannot isolate the exact forms of harassment faced by respondents based on the gender or position of the perpetrator. This is a limitation of the survey.

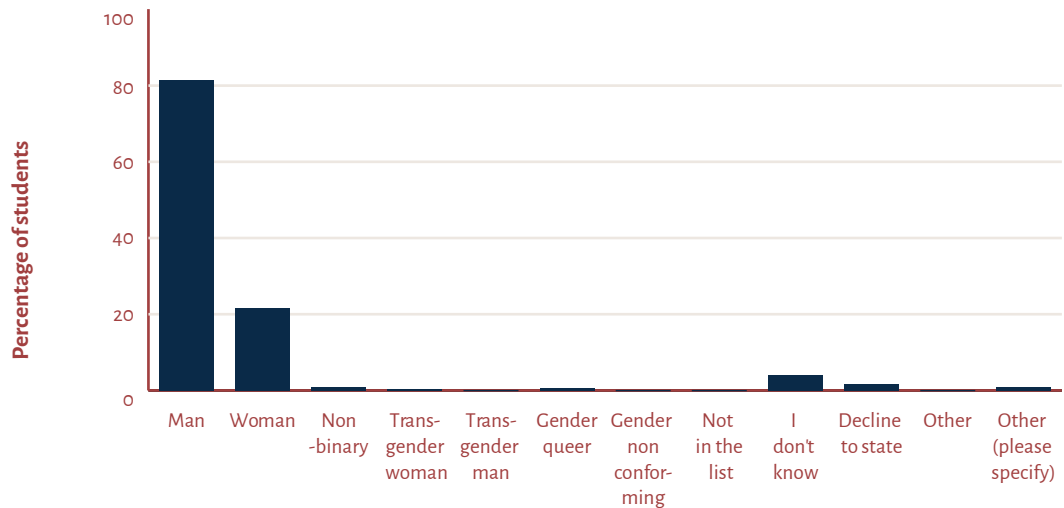
However, the experiences of SH faced by respondents who identify as men by both women and other men requires greater investigation and conversation with Ashoka University. We recommend that CASH carry out targeted outreach towards men. This would include conducting sessions and workshops with men particularly, and for the general student body on the experiences of SH that men face. We also recommend listening circles and support groups for male survivors. However, we think it is imperative that there are larger cultural conversations about SH faced by men and the stigma associated with it, and student-led townhalls and discussions for the same are important.

Among those who identify as heterosexual (n = 177), 80% have faced SH by men followed by 25% by women. Among those who identify as heterosexual men (n = 65), 66% faced SH by women followed by 45% by men. Among those who identify as heterosexual women (n = 112), 100% had faced SH by men followed by only 2% by women.

Among those who identify as non-heterosexual (n = 156), 85% have faced SH by men, followed by 18% by women. Among individuals who identify as non-heterosexual women (n = 108), 93.5% have faced SH by men, followed by 7% by women. Among individuals who identify as non-heterosexual men (n = 34), 59% having faced SH by men and 50% by women. 9% did not know the gender(s) of the perpetrator(s).

Thus, among those who identify as men, both heterosexual and non-heterosexual, significant proportions have faced SH by both men and women. Among those who identify as women, both heterosexual and non-heterosexual, a vast majority of respondents have faced SH primarily by men.

Figure 40:
Responses (by %) to the question “What was the gender of the person(s) who behaved this way with you? Check all that apply.”



Relationship between SH and Substances

For this section, we explicitly clarified that data collected through this survey will not be shared with statutory bodies including, but not limited to CASH/CADI/ARC. The following is the analysis of responses:

1. A majority of respondents (74%, n = 291) indicated that at the time of incident, neither of the individuals were under the influence of any substance(s).
2. 27.5% indicated that the perpetrator(s) were under the influence of substances alone,
3. 20% indicated that both were under the influence of substance(s).

Thus the relation between SH and substance use that is often made may not be empirically true. Further, it is not likely that individuals under the influence of substances are disproportionately likely to be sexually harassed by individuals not under the influence of any substance.

Answer Choices	Responses	
Where the (person/persons) who behaved (this way/these ways) was under the influence of substance(s) [eg.alcohol, drugs]	27.49%	80
Where only you were under the influence of substance(s)	6.53%	19
Where both you, and the (person/persons) who behaved (this way/these ways) were under the influence of substance(s)	19.93%	58
Where no one was under the influence of substance(s)	74.23%	216
	Answered	291
	Skipped	316

Table 125: Responses (by %) to the question “Did any of the unwanted sexual experience happen at an instance: (Mark all that apply)”

These figures remain consistent among those who identify as women (n = 191):

1. A majority (79%) indicated that no one was under the influence of substance(s)
2. 24% indicated that the perpetrator(s) were under the influence
3. 17% indicated that both were under the influence.

Among those who identify as men (n = 85):

1. Much lower compared to women, a majority of 66% indicated that no one was under the influence of substance(s),
2. 34% indicated that the perpetrator(s) were under the influence
3. 25% indicated that both were under the influence.

If the gender of the perpetrator is taken into account –

Among respondents who identify as men who have faced SH by women (n = 60):

1. A notably higher proportion (46%) faced SH when the perpetrator(s) alone were under the influence of substance(s)
2. 59% faced SH when both the respondent and women perpetrators were not under the influence of any substance(s).

Among respondents who identify as men who have faced SH by other men (n = 50):

1. 88% indicated that no one was under any influence
2. 30% facing SH when the perpetrator(s) were under the influence
3. 19.5% when both were under the influence.

Among respondents who identify as women who have faced SH by men (n = 213) the proportions remain almost identical to the average of all women respondents. The sample size of women respondents who have faced SH by women is very small (n = 10), but the numbers are notably different with an equal proportion of 60% facing SH when the perpetrator(s) alone and when both were under the influence respectively.

Thus, for those who identify as men who have faced SH, a majority indicates that no one was the under the influence of substances, but when the perpetrator is a woman a near majority (46%) faced sexual harassment when the perpetrator(s) was under the influence of substances.

Among those who identify as heterosexual (n = 152):

1. Similar to the overall average, a majority (74%) faced SH when no one was under the influence
2. 27% facing SH when the perpetrator(s) were under the influence
3. 16% facing SH when both were under the influence.

Among those who identify as non-heterosexual (n = 136):

1. Similar to average majority (73.5%) faced SH when no one was under the influence
2. 27% facing SH when the perpetrator(s) were under the influence
3. 25% facing SH when both were under the influence (this is higher than heterosexual respondents).
4. 9% faced SH when the respondent alone was under the influence.

Thus, there is not any significant differences in the experiences of respondents who are heterosexual and non-heterosexual.

Among batches –

The proportion of respondents who faced SH when **no one was under the influence of substances**: 79% of UG22 (n = 94), 72% of UG21 (n = 97), 67% of UG20/ASP21 (n = 58), and 75% of ASP20 (n = 37).

The proportion of respondents who faced SH when the **perpetrator was under the influence of substances**: 21% of UG22, 27% of UG21, 36% of UG20/ASP21, and 32% of ASP20

The proportion of respondents who faced SH when **both were under the influence**: 17% of UG22, 26% of UG21, 14% of UG20/ASP21, and 24% of ASP20.

Thus, the figures remain largely consistent except for the difference in the experiences of respondents from UG20/ASP21 where a smaller proportion of respondents have faced SH where no one was under the influence of substances and where both were under the influence, and higher proportion when the perpetrator(s) alone were under the influence.

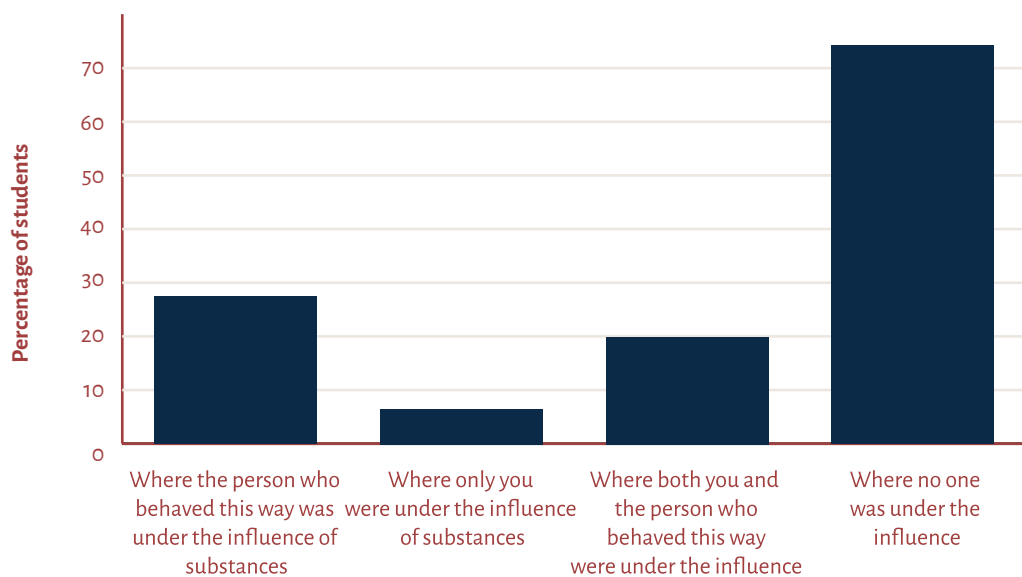


Figure 41: Responses (by %) to the question “Data collected through this survey will NOT be used by statutory bodies including, but not limited to CASH/CADI/ARC. Did any of the unwanted sexual experience happen at an instance: (Mark all that apply)”

In the last question of the survey, we asked respondents since they came to Ashoka University whether they have faced SH by the same person(s) more than once. A majority (75%, n = 336) indicated that they did not while 25% indicated that they did.

Answer Choices	Responses	
Yes	25.30%	85
No	74.70%	251
	Answered	336
	Skipped	271

Table 126: Responses (by %) to the question “Since coming to Ashoka, have you faced unwanted sexual experiences with the same (person/persons) more than once?”

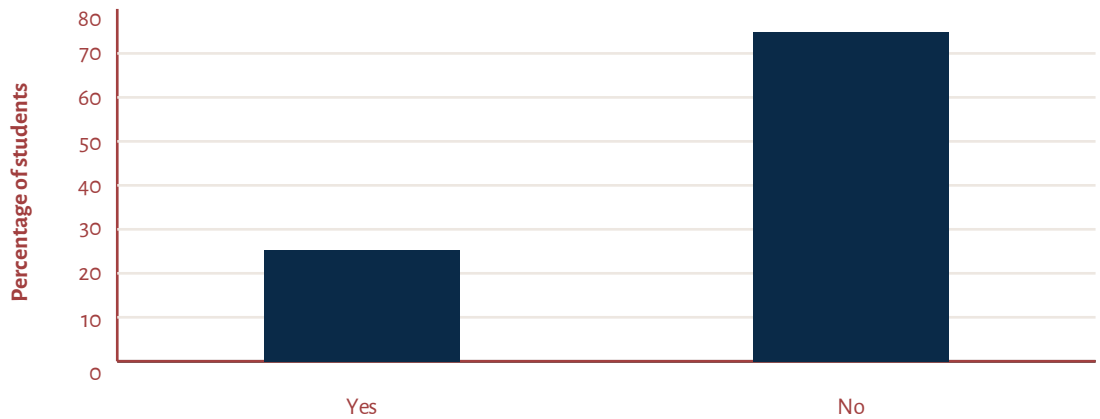


Figure 42:

Responses (by %) to the question “Since coming to Ashoka, have you faced unwanted sexual experiences with the same (person/persons) more than once?”

Gender Binary	% of Respondents that have faced unwanted sexual experiences with the same person/s more than once	% of Respondents that have not faced unwanted sexual experiences with the same person/s more than once
General (n = 336)	75%	25%
Men (n = 103)	82.5%	17.5%
Women (n = 217)	72%	28%

Table 127: Gender-wise responses (by %) to the question “Since coming to Ashoka, have you faced unwanted sexual experiences with the same (person/persons) more than once?”

Thus, a larger proportion of women respondents have faced SH by the same person(s) more than once.

Table 128:

Responses (by %) to the question “Since coming to Ashoka, have you faced unwanted sexual experiences with the same (person/persons) more than once?” by sexual orientation

Sexual Orientation	% of Respondents that have faced unwanted sexual experiences with the same person/s more than once	% of Respondents that have not faced unwanted sexual experiences with the same person/s more than once
General (n = 336)	75%	25%
Non-heterosexual (n = 156)	67%	19%
Heterosexual (n = 177)	81%	33%

This indicates that respondents who are non-heterosexual have faced SH more than once by the same person(s) at a higher rate than heterosexual respondents.

Batch	% of Respondents that have faced unwanted sexual experiences with the same person/s more than once	% of Respondents that have not faced unwanted sexual experiences with the same person/s more than once
General (n = 336)	75%	25%
ASP20 (n = 41)	73%	27%
UG20/ASP21 (n = 67)	78%	22%
UG21 (n = 109)	72%	28%
UG22 (n = 114)	78%	22%

Table 129: Batch-wise responses (by %) to the question “Since coming to Ashoka, have you faced unwanted sexual experiences with the same (person/persons) more than once?”

Respondents from ASP20 and UG21 have faced SH more than once by the same person(s) at a higher rate than the other batches.

Feedback on Survey

A majority of respondents (70%, n = 553) indicated that the survey was ‘not at all’ difficult to understand, followed by 20% indicating that it was ‘a little’ difficult. Only 3% of the respondents indicated that it was ‘very’ or ‘extremely’ difficult to understand. Qualitative feedback (n = 86) indicated that some questions could have been framed more clearly, utilised easier language, or further contextualised/elaborated. Several respondents indicated that they found the survey to be well-designed, thorough, and detailed.

III: Limitations, Recommendations, and Suggestions for Future Iterations

Recommendations

The primary objective of carrying out this survey was to use empirical data to drive changes in CASH policy, to endorse improvements of campus resources, and start pertinent conversations on the issue of sexual harassment.

The following recommendations have been derived from the survey findings to aid this purpose:

1. Majority of our respondents (72%, n = 589) are unaware of the due procedure that is followed in the filing and adjudication of a CASH case. We thus recommend that CASH should expand its outreach activities to cover information on the filing of cases, procedural norms followed after the case is filed, etc. The usage of flowcharts and graphics are likely to be useful in such campaigns. Additionally, there is no dedicated webpage towards CASH that entails its policy, the procedure for filing cases, CASH FAQ, UGC declarations, etc. Hence, we recommend the same be created so there is a one-stop location for anyone who needs to access the same. A physical copy of the same should also be available at all times in the library and in the Registrar's office.
2. Given that the data suggests that the non-heterosexual community at Ashoka University feels less safe on campus, and trusts the institution of CASH and its procedures less, CASH needs to reach out to the non-heterosexual community and clearly reiterate that the body is open to cases of people across genders and sexualities and treats each case non-judgmentally.
3. We propose to add provisions to the policy to ensure that LGBTQIA+ students are protected against sexual harassment that is directed against a person's sexual orientation and gender identity. (Misgendering, threatening to reveal sexual orientation)
4. We recommend that CASH, along with other student organisations, conducts town halls focussed specifically on the topic of confidentiality among the student body. This should also include discussions around witnesses and confidentiality, malicious rumours, etc. Furthermore, we believe that there must be some clarity on situations where confidentiality

may not be maintained: we propose that the policy mention scenarios where it may be, for instance, bound by law to disclose certain information regarding the case, irrespective of the victim's approval (e.g. when a police case is filed), instead of making a blanket commitment to confidentiality. The details of alternate scenarios also need to be fashioned out.

5. Since a majority (81%, n = 550) of respondents perceive that it is unlikely or only 'somewhat' likely that CASH will take steps to protect the complainant from further harm or intimidation (i.e. retaliation) by the accused, we recommend that the CASH policy explicitly addresses this concern. The current CASH policy has defined what retaliation is, but does not detail what the safe-guards against retaliation are for complainants. We recommend that in order to ensure safety from further harm/intimidation by the accused, a section be added under *Punishments and Compensation* of the CASH policy whereby the safeguards against retaliation are established. Further, we recommend that these safeguards also be extended to witnesses, members of the CASH committee, friends of the complainant, etc.
6. A majority (79.5%, n = 547) of all respondents perceive that it is 'somewhat' or 'not at all' likely that CASH will provide the necessary psychological assistance during the investigation if needed. Hence, we recommend that CASH clearly articulates and creates awareness that the Head of the ACWB is the de-facto member of the CASH Support Group and is accessible to anyone who needs assistance with respect to experiences of SH or CASH cases. We also propose that CASH have an appointed professional psychological counsellor (ones who specialize in sexual abuse and trauma counselling) whose services are freely available to all covered individuals, defendant(s), and panel members. If it is challenging to get an on-campus counselor, we highly suggest offering online services for the same.
7. 46% (n = 548) of respondents perceive that it is 'a little' or 'not at all' likely that CASH will take appropriate action against the accused. We recommend that the policy be more detailed about the range of possible actions so that students are more reassured that CASH will hold the accused adequately accountable for their conduct.²¹
8. A vast majority of our respondents (96%, n = 587) have attended at least one SH sensitisation workshop conducted by the university, yet a majority of them (63%, n = 560) did not find them 'very' or 'extremely' helpful. These responses indicate that the workshops are considered to be cursory. While they are found to be useful to understand harassment in the first year, the subsequent workshops have similar content and do not go deeper into the issue or explore the grey areas that often characterise SH at Ashoka University (for instance, an unwanted sexual experience in a sexual relationship that had been consensual until the incident, intimate partner violence, etc.). We thus recommend that workshops be more comprehensive, with each workshop having deeper levels of instruction and discussion. Further, we recommend that student feedback be collected after every workshop and integrated into the workshop design.

²¹ Our comprehensive recommendation that details possible punishments can be found in the Appendix (Appendix A)

9. As our survey shows, a vast majority of individuals who face an unwanted sexual experience do not approach the CASH Support Group (CSG). However, those who do, find the experience more helpful than not. Hence, students might not be approaching the CSG simply due to a lack of knowledge about the CSG and its workings. A majority (76%, n = 587) of our respondents were 'not at all', 'a little' or only 'somewhat' knowledgeable about the functions of the CASH Support Group. Hence, we recommend that a mandatory orientation-week session on the CSG be conducted, or that during the session on CASH that is conducted every year, a segment is dedicated to explaining the role, functions, and the composition of the CSG. More importantly, since our qualitative responses indicate that specific individuals within the CASH Support Group were seen as being helpful, we recommend that all the members of the CSG are present in this session, and are introduced to the student body. We also recommend that the CSG members hold monthly office hours because we think this would be a way in which members of the student community can become aware of the composition of the CSG, begin to trust the body, and see the individuals within them as accessible and helpful. This would increase the likelihood of the CSG being approached by students who need guidance.
10. Among those who identify as men, 33.5% (n = 202) of our respondents have experienced some form of SH on campus. A majority of them (58%, n = 108), particularly heterosexual men, did not reveal their unwanted sexual experiences to anyone. Thus we recommend that CASH carry out targeted outreach towards men. This would include conducting sessions and workshops with men particularly, and for the general student body on the experiences of SH that men face. We also recommend listening circles and support groups for male survivors. However, we also think it is imperative that there are larger cultural conversations about SH faced by men and the stigma associated with it, and student-led townhalls and discussions for the same are important.
11. As per clause 3(q) of the UGC regulations, CASH is required to prepare an annual status report on the number of cases filed etc, and share it with the body. While CASH does publish the annual report on its website, it needs to be more easily accessible. In addition to improving the website, we propose that the annual status report is emailed to the student body. More importantly, we propose that an annual town-hall is held where the report is presented to the student body, so as to encourage a university-wide examination of the status of SH at Ashoka University. Additionally, one of the reasons as to why SH is not reported to CASH is that students often hear that CASH does not handle cases well, a town hall such as this this would also lead to discussions about the role of CASH, the punishments meted out, and the process involved in filing a case with the body, thereby tackling this trust deficit.
12. A key factor in the underreporting of cases of SH to CASH is the lack of awareness of individuals of what constitutes SH – students do not think their experiences are 'serious enough' to constitute reportable SH or that they do not think it constitutes SH at all. Moreover, many of the respondents were unable to classify or self-identify their own experiences as sexual harassment prior to detailed questioning. Hence, we recommend that posters and awareness campaigns be used to highlight different forms of possible SH — including those that lie in

grey areas and not just the ones that are considered ‘serious’ — and encouraging people to report them to CASH.

13. Another commonly cited reason for why respondents did not report to CASH is that they did not want the person/people who behaved that way/s with them to get into trouble. Hence, we recommend that campaigns and posters are used to address the stigma of filing a case, and help counter narratives such as filing a case could “ruin” the lives of the accused individuals.
14. The current CASH policy details that offenders who are employees “shall be punished in accordance with the service rules of the University”²². However, the Faculty Handbook, and the contracts of the faculty, staff, and TA/TFs do not detail what these service rules are. We recommend that these service rules are fleshed out comprehensively in the CASH Policy.
15. Further recommendations towards CASH Policy are detailed in Appendix B

Limitations of Survey

While we have attempted to follow best practices utilised by universities globally, and incorporated suggestions from faculty with expertise in such research, we still acknowledge that there are limitations to the survey. We have detailed them as follows:

1. This survey was conducted by a student-led team with no past experience in conducting such surveys and are not experts in the field. As a result we had limited resources, time, expertise, and budget to conduct a survey as extensive as those carried out in renowned universities across the world. To counter this limitation, the team extensively studied survey instruments used by other universities, adopted the best research practices possible, obtained IRB approval, and consulted professors with expertise in issues surrounding gender and research methods.
2. Due to our limited budget²³, we could only afford the Standard Monthly plan of Survey Monkey. While this included the basic skip logic feature – i.e the feature that changes what question or page a respondent sees next based on how they answer the current question – our survey also required a more advanced version of this feature. This limitation impacted the redirection of respondents to Section V (Reporting Unwanted Sexual Experience/s) of this survey, forcing us to use an alternative format involving a required question that was not as suitable as the advanced skip logic. This is explained in detail on pages 68-9 .
3. The survey was only administered to UG and ASP students from the following batches: UG22, UG21, UG20/ASP21, and ASP20. UG23, YIFs, MLS, PHD, and MA students, TFs, faculty,

²² Ashoka University (Prevention, Prohibition and Redressal of Sexual Harassment of Employees and Students) Rules 2016, pg 8.

²³ The team was funded by the Student Government.

and staff were not included.

4. Our survey has a self-selection bias. The survey was sent to all the students of the aforementioned batches and was completely voluntary. Hence, it is possible that those who answered the survey were individuals who have faced or are more likely to have faced sexual harassment, know other people who have faced sexual harassment, or care about this issue more. It is possible that students who cannot be characterised in these ways did not fill the survey.
5. Due to the relatively small sample size of respondents who identify as trans, non-binary, or with gender identities other than men or women, non-Indian citizens, and groups within the LGBTQIA+ community, we have not filtered and presented their responses separately. This is to protect the privacy of these individuals – even though their responses have been anonymously collected, given the small samples, they may be identified through the filtering process. Furthermore, a small sample size may provide misleading insights.
6. The survey results are being published more than 10 months after the survey was first rolled out. In this period, multiple public conversations pertaining to sexual harassment, CASH, and the environment created by student collectives like the Student Government, have taken place amongst the student body. This could mean that perceptions of the prevalence of sexual harassment in Ashoka University, trust in the institution of CASH, and perceptions of safety may have changed since August 2020. Hence, our data regarding perceptions might not be representative of what students currently hold. Furthermore, we did not include UG23 in our sample as they had just joined when we rolled it out. Hence, our results do not include findings from one of the largest batches currently enrolled at Ashoka University.
7. Some questions of the survey had 5 options, and many respondents chose the neutral option in these questions, making it challenging to interpret the data. For instance, the options to the question of “How likely do you think it is that you will experience SH on campus?” were a) Not at all, b) A little, c) Somewhat, d) Very, e) Extremely. The “Somewhat” category here is confusing as it could be construed to mean either “somewhat likely” or “somewhat not likely”.
8. Specific questions were poorly phrased in the survey, and these have been explained in detail in the analysis of each particular question in the Detailed Results section of this report. Furthermore, the survey has not provided options that are specific to the context of Ashoka University. For instance, in Section VI, when asking how the person/people who behaved that way/s was associated with the respondent, the survey provided the vague option of “professor/instructor”, without separating out the options for Faculty, Teaching Assistants and Fellows.
9. Another limitation of this survey is that it is not as detailed as other climate surveys carried out in renowned universities across the world. Climate surveys generally ask respondents to fill in details of each of their unwanted sexual experiences separately, as opposed to providing details of all their experiences in a collective manner as has been done in this survey –

i.e., if one were to have experienced an instance of stalking on campus, and another instance of staring, then the survey would ask the respondent to divulge details of both these experiences separately in separate sections. This would have made the survey much more detailed, but also much longer. Our survey, on the other hand, asks details of all experiences of respondents collectively (for instance, they can tick multiple options to the single question of “What was the relationship of the person/people who behaved that way/s to you?”, and this could indicate that they have experienced multiple cases of sexual harassment). This decision to not be as detailed is rooted in the fact that a longer and more detailed survey would not have received as many responses, especially because we are a student run collective that cannot afford to provide incentives, and second because analysing such complex and extensive data would have been challenging for a small student collective that does not have professional experience in data analysis.

10. We did not conduct tests of statistical significance within our survey results. This is due to the lack of extensive expertise with such techniques within our team.

Suggestions for Future Iterations

This survey was conceptualised, created, and conducted by students and alumni of the University. While this makes for a good starting point, we do believe that future iterations of this study should be conducted by a University empanelled third party that has the specialized experience, knowledge, and the budget to conduct a detailed and comprehensive Sexual Harassment Climate Survey.

These are a few more suggestions that future studies should incorporate:

1. Future iterations of this survey should be administered to **all stakeholders of Ashoka University** – students across programmes, staff, and faculty – and not just undergraduate and ASP students.
2. Future iterations of the survey should ensure a higher response rate from students who identify as trans, non-binary, or with gender identities other than men or women, non-Indian citizens, and groups within the LGBTQIA+ community through measures like targeted marketing or random sampling.
3. Future iterations should utilise random sampling methods in order to be able to make representative claims about SH at Ashoka University and prevent the self-selection bias.
4. Some questions of the survey had 5 options, and many respondents chose the neutral option in these questions, thereby making it challenging to interpret the data. For instance, the options to the question of “How likely do you think it is that you will experience SH on campus?” were a) Not at all, b) A little, c) Somewhat, d) Very, e) Extremely. The “Somewhat”

category here is confusing as it could be construed to mean either “somewhat likely” or “somewhat not likely”. **Hence, the survey instrument should preferably have only 4 options - a) Not at all, b) A little, c) Very, d) Extremely**

5. Feedback from respondents in this version (SHCS 2020) indicated that perceptions of whether or not an act is construed as harassment can heavily depend on the context of where and when the act was conducted and the person conducting the act. For instance, “staring” as a form of harassment is rather vague, and the question would be more clear if the option was phrased as “staring, leering, or making gestures of a sexual nature” instead. **Future iterations must provide context and examples of scenarios when asking questions concerning what sexual harassment is.**
6. Future iterations of the survey should make sure that **options and questions are specific to the context of Ashoka University**. For instance, when asking about the relationship of the person/people who behaved that way/s with Ashoka University, broad categories like “Instructor/Faculty” and “Staff” should be separated out to include the options of “Faculty”, “Teaching Fellows”, “Administration Staff”, and “Support Staff”.
7. Future iterations must take into consideration the multiple forms of intimate relationships when asking respondents what their relationship with the individual/s who had behaved this/these way/s had been at the time of the incident. **Options should move beyond the simplistic typology of “Someone I had been involved or was intimate with prior to the incident”, and questions must be designed keeping in mind hook-up culture and online dating and how that could potentially shape the campus climate and sexual experiences.** Hence, future iterations must include options such as casual sexual partner (i.e., “friends with benefits”), romantic partner/s, and someone they had met through online dating apps (such as Tinder, Grindr, Bumble, etc.) Additionally, this question must have other delineated options such as roommate, etc.
8. Future iterations must be designed such that respondents are **asked details of each of their unwanted sexual experiences separately**, as opposed to providing details of all their experiences in a collective manner as has been done in this survey – i.e., if one were to have experienced an instance of stalking on campus, and another instance of staring, then the survey would ask the respondent to divulge details of both these experiences separately in separate sections. This would allow the research team more scope to make detailed analysis, causal claims, etc.
9. To understand the factors that contribute to under-reporting to CASH, this iteration of the survey failed to ask whether the time consuming nature of the process was one of the reasons behind why the respondents did not report their experiences to CASH. Future iterations must have this option as it is a commonly discussed aspect of the process amongst the student body. Further, we clubbed “feeling embarrassed and ashamed” with whether “it would be too emotionally difficult” and this may have affected the results. These options should be separate.

10. Since the survey instrument was made pre-pandemic and the survey was conducted before online learning had fully taken over, there isn't enough focus given to online spaces as extensions of campus and possible online forms of sexual harassment. We believe that future iterations should include the same.
11. Future iterations should also look at the intersection between other identity markers like nationality, religion, caste etc. and sexual harassment.
12. Following conversations around sexual harassment within the student body at Ashoka University, future iterations of the survey should examine scenarios where sexual harassment is perpetrated by taking advantage of a person's vulnerability due to mental health conditions, where mental health conditions are used to justify acts of sexual harassment, etc.
13. While this survey was designed with the objective of getting empirical data pertaining to the nature, prevalence, and perceptions of sexual harassment at Ashoka University, we believe there may be merit to examining the same also through other methods like interviews and focus groups with stakeholders.

Conclusion

The Sexual Harassment Climate Survey is one of the first extensive quantitative examinations of sexual harassment in Ashoka University. However, it is just the first step towards addressing the larger, systemic issue of sexual harassment. In order to address the issue, such surveys should be conducted in conjunction with regular townhalls, university-wide conversations, and assessment and improvement of policies and resources. This will require sustained effort by all stakeholders including the administration, faculty, staff, students from all programmes, and alumni.

Regular iterations of this survey across all stakeholders, conducted by an Ashoka University empanelled expert committee, will ensure that addressing the issue of sexual harassment is backed by comprehensive and rigorous data. This will also allow a more longitudinal approach to the issue. Thus, we encourage future batches at Ashoka University to campaign for the regular administration of such sexual harassment climate surveys.

Finally, we think that sexual harassment is a structural and cultural issue that most Indian universities face, and one that needs to be understood comprehensively. The Ashoka University Sexual Harassment Climate Survey is one of the first comprehensive surveys on the issue conducted in a higher education institute in India. All other surveys that we have come across have had very small sample sizes and were not as extensive and detailed as SHCS 2020. Additionally, these surveys mainly focused on sexual harassment faced by women on university campuses, and none of them acknowledged and addressed the issue of sexual harassment faced by men and LGBTQIA+ students. Hence, we hope this survey and report acts as point of departure to encourage other universities in India to carry out extensive studies in order to gain a detailed understanding of a highly prevalent and pressing issue, so as to aid long-term efforts in addressing it.

Appendix A

The following section detailing Punishments to be added to the Ashoka Rules as an Annexure to section 10:

“

- a) *Any student, service provider, resident, outsider, or a member of the academic or non-teaching staff or an Officer of Ashoka University, or a member of the Authorities or Committee of ASHOKA UNIVERSITY found guilty of sexual harassment shall be liable for disciplinary action. The penalties listed below (in ascending order) are indicative, and shall not constrain the Ashoka University authorities from considering others, in accordance with the rules governing the conduct of employees and students in practice at the time.*

Penalties in Case of Faculty:

- i. *Warning, reprimand, or censure*
- ii. *Withholding of one or more increments for a period not exceeding one year.*
- iii. *Removal from a position of authority at Ashoka University*
- iv. *Disbarment from holding an administrative position at Ashoka University*
- v. *Suspension from service for a limited period*
- vi. *Compulsory retirement*
- vii. *Dismissal from service*
- ix. *The penalty awarded shall be recorded in his/her Confidential Record. The right to an official character certificate may also be withdrawn where applicable.*

b) Penalties in Case of Non-Teaching Staff and Project Staff:

- i. *Warning, reprimands, or censure.*
- ii. *Transfer*
- iii. *Withholding of one or more increments for a period not exceeding one year*
- iv. *Suspension from service for a limited period*
- v. *Compulsory retirement*
- vi. *Dismissal from service*
- vii. *Further, the penalty awarded shall be recorded in his/her Confidential Record. The right to an official character certificate may also be withdrawn where applicable.*

c) Penalties in Case of Ashoka University Students:

- i. *Warning or reprimand.*
- ii. *Withdrawal of the right to an official character certificate from Ashoka University.*

- iii. *Withdrawal of hostel accommodation for the entire period of study.*
- iv. *Rustication from Ashoka University for a period up to two semesters.*
- v. *Expulsion from Ashoka University, and/or a bar on appearing for the examination/ interview offered by Ashoka University.*
- vi. *Withholding of a degree conducted by Ashoka University. Further the penalty awarded shall be recorded in his/her Personal File.*

d) Penalties in Case of Outsiders:

- i. *Warning, reprimands, or censure.*
- ii. *A letter communicating her/his misconduct to her/his place of education, employment or residence.*
- iii. *Declaration of the campus as out of bounds for her/him, and/or a bar on appearing for the entrance examination/interview to any programme of study or employment offered by Ashoka University.*
- iv. *Any other action as may be necessary.*

e) Penalties in Case of Service Providers:

- i. *Warning, reprimands, or censure.*
- ii. *A letter communicating her/his misconduct to her/his place of employment.*
- iii. *Declaration of the campus as out of bounds for her/him.*
- iv. *Withdrawal of the right to run/manage/work in any commercial enterprise, or to provide services, on the campus.*
- v. *Any other action as may be necessary.*

f) Penalties in case of Officer of Ashoka University, or a member of the Authorities or Committee of Ashoka University:

- i. *Warning, reprimands or censure.*
- ii. *Any other action as may be necessary*
- iii. *In addition to the penalties specified under (a)-(f) above, the person may be advised to undergo counselling and gender sensitisation, and to give a written and/or public apology to the complainant.*

g) Penalty in Case of a Second Offence:

- i. *A second or repeated offence, may, on the recommendation of CASH, attract a higher penalty.”*

Appendix B

CASH Policy Reform Recommendations

1. We propose codifying the procedure for selecting the Complaints Screening Committee, Finding Committee and/or any other CASH subcommittee.
2. We propose having clauses in the contracts of external agencies and contractual employees mentioning their presence under the CASH Jurisdiction.
3. We propose that the CASH policy define malicious intent and codify action to be taken against malicious intent once proven. Further, we recommend that the committee clarify that if malicious intent is found in a second case, whether the previous judgment affect the new one like it does with sexual harassment.
4. As per clause 3(q) of the UGC regulations, CASH is required to prepare an annual status report on the number of cases filed etc, and share it with the body. We thus propose that a system be codified whereby the ICC submits the report regularly, and further, makes all such reports public and easily accessible on the Ashoka website. More importantly, we propose that an annual town-hall is held where the report is presented to the student body, and the Ashokan body, as a whole, retrospect the status of harassment on this campus.
5. We propose making the policy more accessible by a) translating the policy in other languages, accessible to all individuals under the mandate of CASH, specifically, but not limited to, Hindi; b) Printing of pamphlets in simple and accessible Hindi/other languages along with diagrams to ease accessibility.
6. We propose that CASH pursue Gender Sensitization as a primary agenda beyond simply mandatory workshops.
7. We propose a deadline for the conversion of an oral complaint to a written complaint.
8. Expanding the Definition of Sexual Harassment:
 - First, we propose to make provisions to ensure that LGBTQIA+ students are protected against harassment that is directed against a person's sexual orientation and gender identity. (Misgendering, threatening to reveal sexual orientation)
 - We also propose that a more elaborate definition of sexual harassment should be provided that also encompasses social media/online harassments, along with better definitions and classifications of violations.
 - Since organizations can be responsible for sexual harassment, we propose that pro-

visions be made for organisational harassment, both student- and staff-led, wherein situations where the internal environments of organisations, or its direct actions, can cause sexual harassment. They should be recognised as entities other than individuals within the document itself.

Hence, we suggest that the following section be added to the Ashoka rules, as an Annexure to the definition of sexual harassment as per section 2(k):

1. For the purpose of these Rules, the above definition applies equally to men and women and also includes harassment by a member of one sex to another member of the same sex.
2. The expression “unwelcome” means the unwanted and non-consensual nature of the behaviour in question.
3. The following behaviours, among other circumstances, if they occur or are present in relation to or connected with any act or behaviour of sexual harassment, may also amount to sexual harassment:
 - a) *Implied or explicit promise of preferential treatment in employment or education; or*
 - b) *Implied or explicit threat of detrimental treatment in employment or pursuit of education; or*
 - c) *Implied or explicit threat about present or future employment status or pursuit of education; or*
 - d) *Interference with work or creating an intimidating or offensive or hostile work environment or educational activity; or*
 - e) *Humiliating treatment likely to affect health or safety.*
4. *Sexual Harassment further includes:*
 - a) *Making unwelcome sexual advances, or requesting sexual favours, or verbal or physical conduct of a sexual nature explicitly or implicitly made as a term or condition for instruction, employment, participation or evaluation of a person's engagement in any activity related to Ashoka University.*
 - b) *Unwelcome sexual advances or verbal, or non-verbal or physical conduct such as loaded comments, remarks, jokes, letters, phone calls, or e-mails, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, and sounds or display of a derogatory nature which have the purpose or effect of*

interfering with an individual's performance or of creating an intimidating, hostile or offensive campus environment.”

9. CASH support systems: We propose that the policy elaborates on the mandates, functioning, composition, and selection procedures of the CASH Support Group, since a lot of this information is unavailable.
10. There is a provision (18-D) of the policy wherein CASH can co-opt any person with gender sensitivity to sit in on a case. We propose a discussion of the feasibility of the same.
11. We propose that the procedure for selecting an interim-chair be codified.
12. We propose to codify a provision for an ICC-like body for any student/staff-led organization.
13. Physical Wellbeing: We propose that there be the presence of a 24/7 presence of a gynecologist on campus.
14. We propose that the names and contact information of the members of the ICC, CSG, and any other wing of CASH, be added as an annexure to the policy.
15. We propose to codify the procedure through which amendments to the CASH policy are made. The policy should detail how these amendments are to be made. We also propose the addition of a provision that all members of Ashoka University are informed every time there is an amendment to the policy.
16. We recommend the addition of a hyperlinked index to the current policy document.
17. We propose that the policy detail the factors that affect the decision taken by CASH on any particular case. Following is a segment of the Dartmouth policy²⁴ that does so:

“In determining an appropriate sanction, the Sanctioning Panel will take into account the following considerations:

a.) The impact of the misconduct on the Reporting Person or the community; protection of the College community.

b.) The Responding Person's disciplinary (and, if known, criminal) history.

c.) The nature and circumstances of the misconduct.

d.) How the College has sanctioned similar misconduct in the past.

²⁴ The Dartmouth Policy can be found here: <https://sexual-respect.dartmouth.edu/policy/unified-disciplinary-procedures-sexual-assault>

e.) The enrollment pattern of the Reporting Person, giving due regard to the principle that the a Student found responsible for misconduct under this policy should bear the burden of accommodating the Reporting Person and not the reverse, and the risk that a Reporting Person's encounters with the Responding Person may create a hostile and intimidating environment for the Reporting Person.

f.) The presence or absence of bias on account of race, color, religion, sex, age, sexual orientation, gender identity or expression, national origin, disability, or military/veteran status as a motivation in the misconduct.

g.) The Responding Person's candor in responding to the complaint.

h.) Any other mitigating or aggravating circumstances in order to reach a just and appropriate resolution in each case.

i.) (1) The sanction shall be separation from the College (i.e., expulsion) where:

the Investigator has determined that the Responding Person, by use of physical force, threat, or Intentional Incapacitation of the Reporting Person, engaged in either (A) any form of sexual penetration (anal, oral, or vaginal), however slight, by a body part or object; or (B) oral-genital, oral-anal, or genital-genital contact; or

the Investigator has determined that the Responding Person engaged in any form of sexual penetration, oral-genital contact, oral-anal contact, or genital-genital contact, as described above, and was motivated by bias on account of race, color, religion, sex, age, sexual orientation, gender identity or expression, national origin, disability, or military/veteran status; or the Responding Person has previously been found responsible for Sexual Assault.

(2) In cases not covered by paragraph (i)(1), where the Investigator has determined that the Responding Person intentionally engaged in any form of sexual penetration or oral-genital, oral-anal, or genital-genital contact, as described above, there is a strong presumption that the sanction will be separation from the College.

The Sanctioning Panel will also identify permanent remedies to address the effects of the conduct on the Reporting Person, restore the Reporting Person's safety and well-being, and maximize the Reporting Person's educational and employment opportunities. Such remedies should restore to the Reporting Person to the extent possible all benefits and opportunities lost as a result of the prohibited conduct. Permanent remedies may include extending or making permanent any interim measures."

18. We suggest the following section on Power, Functions and Meetings of CASH to be added to the document:

Powers:

- i. CASH shall create awareness against sexual harassment and deal with and punish

acts of sexual harassment.

- ii. Members of CASH shall be sensitive to the issue of sexual harassment and shall not let personal biases and prejudices (whether based on gender, caste, class, sexuality) and stereotypes (e.g., pre-determined notions of how a “victim” or “accused” should dress or behave) affect their functioning as members.*

Functions: CASH shall have the following two functions:

- i. Gender sensitisation and generation of awareness*
- ii. Dealing with complaints about sexual harassment, including receipt of complaints, screening, informal mediation, conducting formal inquiry and redressal.*

Meetings: In order to carry out the above functions, CASH shall follow the rules mentioned below:

- i. CASH shall meet twice a year in addition to a public meeting for reporting/audit purposes as provided in clause (vii) below. Additional meetings will be held as necessary to deal with issues or complaints that may arise.*
- ii. Members shall be intimated of meetings in writing or by electronic communication at least five working days in advance except in the case of an Emergency Meeting mentioned in clause (iii) below.*
- iii. Any member of CASH may request the Presiding Officer to call an Emergency Meeting. A notice of at least one working day shall be required for such a meeting to be called.*
- iv. The quorum for all meetings shall be more than half of the existing members of CASH. Motions shall be carried by a simple majority of those present and voting.*
- v. The procedure for voting will be secret ballot conducted by the President.*
- vi. If the required quorum is not there at any meeting, such a meeting shall be adjourned for not more than seven working days. For an adjourned meeting, the required quorum shall be the same as in a regular meeting except in the case of an adjourned Emergency Meeting where there shall be no requirement of quorum.*
- vii. Minutes of all meetings shall be recorded, confirmed and adopted.*
- viii. CASH shall hold at least one public meeting every year where it shall report to the Ashoka University community about its activities and present its Annual Report.*

19. We suggest the following section on Gender sensitisation and Awareness Generation to be

added to the document

“

For the purpose of creating gender sensitisation and awareness generation Ashoka University and CASH shall perform the following functions:

- 1. These Rules in its entirety shall be made available at the library counter, the Registrar's Office and the Ashoka University website. These Rules must be publicized widely.*
- 2. CASH shall ensure the prominent publicity of these Rules in Ashoka University by displaying it (in a summary form) on the main notice board and the employees' notice board (at the entrance), the library notice board and at the canteen/dining halls and student housing.*
- 3. The names of the members of CASH and the Committee's email address (cash@ashoka.edu.in) shall be displayed in the main notice board and the library notice board.*
- 4. These Rules shall be briefly mentioned in the prospectus and orientation brochures of all academic programmes offered at Ashoka University along with information about where it would be available.*
- 5. Each recruitment announcement of Ashoka University shall include the following line: "Ashoka University is an equal opportunity employer and is committed to providing an environment free from sexual harassment".*
- 6. CASH shall organize programmes for the gender sensitisation of the Ashoka University community through workshops, seminars, posters, film shows, debates, skits, etc.*
- 7. CASH shall empanel a list of counsellors to extend support in specific instances of sexual harassment as well as to facilitate gender sensitisation in general. In specific instances, CASH shall inform the Complainant, the Defendant and other interested parties about the contact details of the panel and encourage them to use the numbers should the need arise.*
- 8. These Rules, in summary form, shall be printed on the admission, application and registration forms of Ashoka University for the students each year/semester, and signed by them before they submit their forms.*
- 9. All new service contracts for employees of Ashoka University at all levels must include acceptance of these Rules as a part of the service contract.*

”

20. Version 2, Chapter 4, 14. Withdrawal of Complaints to be added to the document

“

- a) *The Complainant may withdraw his/her complaint in writing at any time during the complaints receiving and/or Inquiry procedure. However, CASH must ascertain the reasons for withdrawal of the complaint, record them in writing and get it counter-signed by the Complainant.*

- b) *The complaint screening/inquiry shall, on such withdrawal, be terminated, save in instances in which the Complaints Screening/Inquiry Committee is informed, knows, or has reason to believe, that the reasons for such withdrawal are due to coercion and intimidation exerted by the Defendant(s), or any person on her/his behalf, on the Complainant. In such an instance, the Complaints Screening/Inquiry proceedings shall continue in accordance with the procedure outlined in the Rules.*

”

21. Version 2, Chapter 4, 15. Complaint Related Procedures to be added to the document

“

- a) *Once a complaint has been filed with CASH, both the Complainant and the Defendant are bound by the confidentiality clause, and cannot talk about the case or share materials with people outside the Committee other than his/her representatives. Notwithstanding its commitment to confidentiality requirements, CASH retains its right to collectively issue a public statement or publicly respond to allegations made against CASH or any of its members. However, members of CASH cannot go public in their individual capacity.*

- b) *Filing of a grievance/complaint shall not adversely affect the Complainant's status/job, salary/promotion, grades etc.*

- c) *CASH should make efforts to ensure that the Complainants and the witnesses are not further victimised or discriminated against while it is dealing with the complaint. CASH shall take action against anyone who intimidates the Complainant or members of CASH, during or after the screening and inquiry.*

- d) *Any member of CASH charged with sexual harassment in a complaint must step down as member during the screening and inquiry into that complaint.*

”

Appendix C

SHCS Survey Instrument and Consent Form

Introduction

The purpose of this survey is to assess the campus climate and culture in relation to sexual misconduct, and understand the experiences of students, the degree to which students feel safe, and students' knowledge and satisfaction with regards to the resources and sexual harassment policies of Ashoka University. We are carrying out this survey with the aim of collecting data that can be used to improve Ashoka's response towards sexual misconduct.

This survey is completely anonymous and voluntary. Your responses are strictly confidential and will not be part of any academic, medical, or disciplinary record. No individually identifiable information will be recorded. Data collected through this survey will NOT be used by statutory bodies including, but not limited to CASH (Committee Against Sexual Harassment), CADI, and ARC.

You do not have to participate in this survey, and if you do choose to participate, you may skip any question you are not comfortable answering, and may exit the survey at any time. There is only one required question in this survey (Q 35)

TRIGGER WARNING: This survey asks about your personal experience with sexual misconduct, such as harassment, sexual assault and other forms of violence. Some of the language used in this survey is explicit and some people may find it uncomfortable, but it is important that we ask the questions in this way so that you are clear about what we mean. However, you have the option to skip questions if you wish to do so and stop participating at any time. If at any point, you require any help, you may seek support from the Ashoka Centre for Well Being (ACWB) through the ACWB portal: acwb.ashoka.edu.in. The contacts of the ACWB and the CASH Support Group (support.cash@ashoka.edu.in) are on top of every page, in case you need to seek any assistance.

SURVEY INFORMATION:

Please read this consent form carefully. Your consent is necessary for partaking in this survey:

- This survey is being conducted by the Cash Policy Research Group under the Parliamentary Affairs Ministry of the Student Government and has been approved by the Institutional Review Board at Ashoka University.
- Approximate duration: 15 minutes
- Tasks involved in partaking in the survey: The participants will need to fill out the survey. Participants are requested to try being as honest as possible.
- Participating in this survey is completely voluntary
- Only one question in this survey is compulsory and is marked with an asterisk (*)
- You can choose not to answer any other question.
- Risk of Participating: Some questions may make you feel uncomfortable. If at any point, the participant feels uncomfortable, they have the option to skip questions if they wish to do so, or stop participation at anytime
- The benefit of participating is that your personal beliefs/perspectives, behaviors, and knowledge can be used to support the development of Ashoka University's policies and resources.

Introduction

- The responses you have given will be saved. You can stop and return to the survey at any time.
- The following questions concern sexual encounters that you may have experienced. We know that these are personal questions, so we do not ask your name or other identifying information. Your information is completely confidential. We hope that this helps you to feel comfortable answering each question honestly.
- The results will be reported in aggregate form only, and cannot be identified individually.
- In the future, summaries of these data, which will not contain information that could identify you or any other individual participating in the survey, may be made available to others for related studies to evaluate University programs, assess University policies, improve protocols and studies of these topics, or provide background for future research on these topics.
- The survey was curated by the CASH Policy Research Group consisting of 9 students headed by Thejashri MS, ASP21: Adit Shankar ASP21, Akila Ranganathan ASP21, Nuzhat Fatima ASP21, Riday Chokshi ASP21, Rithupar Pathy UG 21, Ridhima Manocha UG21, Sharanya Narayanan UG22, Sukanya Janardhanan UG19 Alumni.
- If you have any concerns or queries, please reach out to parliamentaryaffairs@ashoka.edu.in or any of the above mentioned members of the team.

If you are over 18 and freely consent to participate in this survey, please click "Next". By doing so, you agree to participate in this survey and acknowledge your understanding of the information presented.

I. Demographic Information

ACWB Portal: acwb.ashoka.edu.in

CASH Support Group: support.cash@ashoka.edu.in

1. What is your gender identity?

- Man
- Woman
- Non-binary
- Transgender Woman
- Transgender Man
- Genderqueer
- Gender nonconforming
- Other (please specify)

2. What is your age?

3. Batch

- UG22
- UG21
- UG20
- ASP20
- ASP21

4. Are you an Indian Citizen?

- Yes
- No
- Decline to state

5. Do you identify yourself as:

- Heterosexual
- Gay or lesbian
- Bisexual
- Asexual
- Pansexual
- Queer
- Questioning
- Not listed
- Decline to state
- Other (please specify)

6. Do people around you know what your sexual orientation is?

- Yes
- No
- Decline to answer

II. Campus Resources

ACWB Portal: acwb.ashoka.edu.in

CASH Support Group: support.cash@ashoka.edu.in

7. Do you know that Ashoka University has a policy against sexual harassment?

- Yes
 No

8. Do you know where to find this policy?

- Yes
 No

9. How knowledgeable are you about where to make a report of sexual harassment at Ashoka University?

Not at all	A little	Somewhat	Very	Extremely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. How knowledgeable are you about the process that is followed when a student reports an incident of sexual harassment at Ashoka University?

Not at all	A little	Somewhat	Very	Extremely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. How knowledgeable are you about the functions of the Cash Support Group?

Not at all	A little	Somewhat	Very	Extremely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Do you know how to get in touch with at least one member of the Cash Support Group and/or CASH?

- Yes
 No

13. Did you attend any of the sexual harassment sensitization workshops held by the University?

- Yes
 No

Sexual Harassment Workshop

14. If yes, how helpful did you find Ashoka University's sexual harassment sensitization workshops?

Not at all	A little	Somewhat	Very	Extremely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Any comments on the workshops

III. Perception

ACWB Portal: acwb.ashoka.edu.in

CASH Support Group: support.cash@ashoka.edu.in

15. Do you think any of the following constitute sexual harassment? [Mark All that apply with 1 being not at all, and 4 being definitely]

	1 [Not at all]	2 [A little]	3 [Very]	4 [Extremely]
Jokes of a sexual nature (between acquaintances or strangers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Jokes of a sexual nature (between friends)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Display of sexually offensive materials in a public space.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwanted comments on appearance or physical attributes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pressure for sexual favours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexist jokes (eg: "Women are dumb, the only maths they can do is calculate the prices of the clothes they buy". etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pressure for dates where a sexual/romantic intent appears evident but remains unwanted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwanted physical or sexual advances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassment on the basis of one's sexual orientation (eg. homophobic slurs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spreading sexual rumours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Showing pornography	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. How prevalent do you think sexual harassment is at Ashoka University?

Not at all	A little	Somewhat	Very	Extremely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. How likely do you think it is that you will experience sexual harassment on campus?

Not at all	A little	Somewhat	Very	Extremely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. If you face sexual harassment, how likely do you think it is that Ashoka University would provide you with guidance and advice on the course of action open to you?

Not at all	A little	Somewhat	Very	Extremely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. If you filed a report with CASH, how likely do you think it is that Ashoka University would take the actions listed below?

	Not at all	A little	Somewhat	Very	Extremely
Take your report seriously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conduct a fair investigation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintain the confidentiality of the case and the investigation taking place	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Take steps to protect you from further harm/intimidation by the accused	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide you with the necessary psychological assistance during the investigation if needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Take appropriate action against the accused	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Take action to address the larger structural reasons that may have led to sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Do you feel that you are likely to face sexual harassment in the following student associations/events? (i.e. Does the general culture or organizational structure of the association fail to give due importance to or overlook sexual harassment?)

	Yes	No	Uncertain
Sport teams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sporting events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clubs and societies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Club and Society Events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
House of Representatives (Student Government)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ministries within the Student Government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political Parties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intra/Inter University Events Organising teams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intra-University events (including AULS, ABC Conclave, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inter-University fests (eg. Banjaara, Mood Indigo)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-registered clubs/collectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you checked "Yes" for any of the options above, please share the name of the student organisation if you're comfortable doing so.

IV. Unwanted Sexual Experience/s at Ashoka University or any place related to Ashoka University

By "places related to Ashoka University", we mean transportation provided for the purpose of commuting to and from University, the locations outside the University on field trips, internships, study tours, excursions, short-term placements, cultural festivals, sports meets and such other activities where a person is participating in the capacity of an employee or student of the University.

TRIGGER WARNING: The following questions concern sexual encounters that you may have experienced. We know that these are personal questions, so we do not ask your name or other identifying information. Your information is completely confidential. We hope that this helps you to feel comfortable answering each question honestly.

ACWB Portal: acwb.ashoka.edu.in

CASH Support Group: support.cash@ashoka.edu.in

21. Have you faced a sexual act that you are unsure constitutes sexual harassment?

- Yes
 No

22. Since joining Ashoka, how many times have you experienced any form of sexual harassment on campus?

- Never
 Once
 Twice
 More than twice

23. Have you faced unwelcome physical conduct of a sexual nature, including kissing without consent, touching, or fondling?

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Have you faced forced sexual acts like oral sex or penetration?

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Has anyone used or threatened to use physical force against you/someone close to you to compel you to engage in sexual acts with them?

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Has anyone attempted to/had sexual contact with you by promising rewards and/or threatening serious non-physical harm such that you felt you must comply?

Examples include: threatening to give you bad grades, promising good grades, threatening to cause trouble for you in a class/at work, or threatening to share damaging information about you with your family, friends or authority figures, etc.

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Has someone made inappropriate sexual comments about your body, appearance, or sexual activities?

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Has someone persistently called you up, sent emails, letters, text messages, or instant messages after you asked them to stop contacting you?

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Has someone tried to get you to talk about sexual matters when you didn't want to?

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. Has someone posted/threatened to post sexually intimate messages, pictures or videos on social networking sites without your consent?

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. Has someone spied on, watched or followed you, either in person or using technology in a way that made you feel unsafe?

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32. Has someone made sexist remarks or jokes that have made you feel uncomfortable/unsafe?

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. Has someone made offensive remarks or jokes on your sexuality and/or the LGBTQ+ community in a way that made you feel uncomfortable/unsafe?

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. Has someone used/attempted to use substances (drugs/alcohol/etc) to put you in a state in which you could not give informed consent?

Never	Once	More than once	Unsure
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 35. If you answered "**Never**" for **ALL (Q23-34)** questions on unwanted sexual experiences, press "**No**", else press "**Yes**".

[i.e, If you answered "**unsure**", "**once**" or "**more than once**" for **ANY** of the above mentioned unwanted sexual experiences (Q22-Q33), please press "**Yes**".]

Yes

No

V. Reporting Unwanted Sexual Experience/s

TRIGGER WARNING: The following questions concern sexual encounters that you may have experienced. We know that these are personal questions, so we do not ask your name or other identifying information. Your information is completely confidential. We hope that this helps you to feel comfortable answering each question honestly.

ACWB Portal: acwb.ashoka.edu.in

CASH Support Group: support.cash@ashoka.edu.in

36. Whom did you approach? (select multiple)

- RA
- Friends
- Faculty
- ACWB
- Family
- Did not reveal it to anyone else
- Other (please specify)

37. Did you go to the CASH Support Group?

- Yes
- No

38. If yes, how helpful was the Cash Support Group?

Not at all	A little	Somewhat	Very	Extremely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If comfortable, please describe your experience:

39. Did you report the incident to CASH (Committee Against Sexual Harassment ?

Yes

No

Unwanted Sexual Experience/s

TRIGGER WARNING: The following questions concern sexual encounters that you may have experienced. We know that these are personal questions, so we do not ask your name or other identifying information. Your information is completely confidential. We hope that this helps you to feel comfortable answering each question honestly.

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CASH Support Group: support.cash@ashoka.edu.in

40. Were any of the following reasons why you did not report the incident to CASH (Committee Against Sexual Harassment)? (Mark all that apply)

- Did not know where to go or whom to tell
- Felt embarrassed, ashamed or that it would be too emotionally difficult
- I did not think anyone would believe me
- I heard that CASH does not handle cases well
- I did not think it was serious enough to report
- I did not want the (person/people) who behaved (this way/these ways) to get into trouble
- I feared negative social consequences
- I did not think anything would be done
- I feared it would not be kept confidential
- Incident was not on campus
- At the time, I did not think it constituted sexual harassment
- I resolved it independently of CASH
- Other (please specify if comfortable)

VI. Details of Unwanted Sexual Experience/s

TRIGGER WARNING: The following questions concern sexual encounters that you may have experienced. We know that these are personal questions, so we do not ask your name or other identifying information. Your information is completely confidential. We hope that this helps you to feel comfortable answering each question honestly.

ACWB Portal: acwb.ashoka.edu.in

CASH Support Group: support.cash@ashoka.edu.in

41. How (was the person/were the persons) who behaved (this way/these ways) associated with Ashoka University? (mark all that apply)

- Student
- Faculty or instructor
- Coach or trainer
- Other staff or administrator
- Other person affiliated with a university program (eg. internship, study abroad)
- The person was not affiliated with Ashoka University
- Don't know association with Ashoka University

42. At the time of (this event/these events), what (was the person's/ were these persons') relationship to you? (Mark all that apply)

- It was someone I was involved or intimate with **at the time of the incident.**
- Someone I had been involved or was intimate with prior to the incident
- Boss/ supervisor
- Administrative staff
- Friend
- Acquaintance
- Person who was in a position of power in a student organisation that I was/am a part of
- Stranger
- Support staff
- Someone I met at a party
- Don't know
- Other (please specify if comfortable)

43. What was the gender of the person(s) who behaved this way with you? Check all that apply.

- Man
- Woman
- Non binary
- Transgender woman
- Transgender Man
- Genderqueer
- Gender nonconforming
- Not in the list
- I don't know
- Decline to state
- Other (please specify if comfortable)

44. Data collected through this survey will NOT be used by statutory bodies including, but not limited to CASH/CADI/ARC.

Did any of the unwanted sexual experience happen at an instance: (Mark all that apply)

- Where the (person/persons) who behaved (this way/these ways) was under the influence of substance(s) [eg.alcohol, drugs]
- Where only you were under the influence of substance(s)
- Where both you, and the (person/persons) who behaved (this way/these ways) were under the influence of substance(s)
- Where no one was under the influence of substance(s)

45. Since coming to Ashoka, have you faced unwanted sexual experiences with the same (person/persons) more than once?

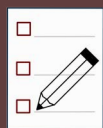
- Yes
- No

End of Survey

46. How difficult were the questions to understand?

Not at all	A little	Somewhat	Very	Extremely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. What could have made this survey better?



SHCS

Ashoka Sexual Harassment Climate Survey