



New Hanover County Schools: Title IX Survey

Summary of Results from November 2021

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Consultant Background



Christopher Kolar M.S.Ed

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- 20+ years in K-12 administration and higher education institutional research
 - Primary work uses mixed methods to evaluate program effectiveness
 - Fields include STEM, gifted ed/talent development, strategic planning, school climate, and measurement of SEL and mental health programs
 - In Palo Alto, worked with Title IX director and Office for Civil Rights to measure progress in resolution agreement



Participants

- **8046 Valid Responses**

8669 submissions: 92% completion rate

13,907 enrolled: 62% participation rate

- **Gender Diversity**

| | | |
|----------------------|------|-------|
| Female | 3500 | 43.5% |
| Male | 3894 | 48.4% |
| Prefer not to answer | 154 | 1.9% |
| TQQIA+ | 495 | 6.2% |

- Students allowed to skip questions or end participation at will

TQQIA+ refers to persons identifying as transgender, genderqueer, questioning, intersexual, asexual, two spirit, or other nonconforming identity. Student responses were pooled to protect anonymity.

Participation by Grade Level

| Grade | n | % of Enrollment |
|-------|-------|-----------------|
| 6 | 1,445 | 86% |
| 7 | 1,450 | 79% |
| 8 | 1,397 | 76% |
| 9 | 1,358 | 55% |
| 10 | 1,096 | 55% |
| 11 | 815 | 43% |
| 12 | 485 | 31% |

Participation by Middle School Site

| School | Responses | % of Enrolled Students |
|---------------|-----------|------------------------|
| Gregory | 103 | 85% |
| Holly Shelter | 723 | 82% |
| Mosley | 44 | 36% |
| Murray | 645 | 77% |
| Myrtle Grove | 641 | 91% |
| Roe | 13 | 41% |
| Roland Grise | 555 | 66% |
| Trask | 604 | 89% |
| Williston | 597 | 84% |

Participation by High School Site

| School | Responses | % of Enrolled Students |
|-------------|-----------|------------------------|
| Ashley | 678 | 35% |
| Mosley | 44 | 36% |
| Hoggard | 1,298 | 61% |
| Isaac Bear | 117 | 51% |
| Laney | 950 | 45% |
| New Hanover | 664 | 44% |
| SeaTech | 126 | 59% |
| WECHS | 102 | 44% |
| Roe | 13 | 41% |

Definitions of Sexual Harassment Provided to Students

Examples of **Sexual Harassment** under Title IX

include:

- unwelcome sexual advances or requests for sexual favors
- deliberate, unwelcome touching that has sexual connotations or is of a sexual nature
- suggestions or demands for sexual involvement accompanied by implied or over promises of preferential treatment or threats
- pressure for sexual activity
- continued or repeated offensive sexual flirtations, advances or propositions
- continued or repeated verbal remarks about an individual's body (sexual in nature)
- sexually degrading words used toward an individual or to describe an individual
- sexual assault, sexual violence, dating violence, relationship violence
- the display of sexually suggestive drawings, objects, pictures or written material
- posting sexually suggestive pictures of a person without the person's consent
- sending pornographic material depicting a classmate or other member of the school community
- other verbal or physical conduct of a sexual nature.

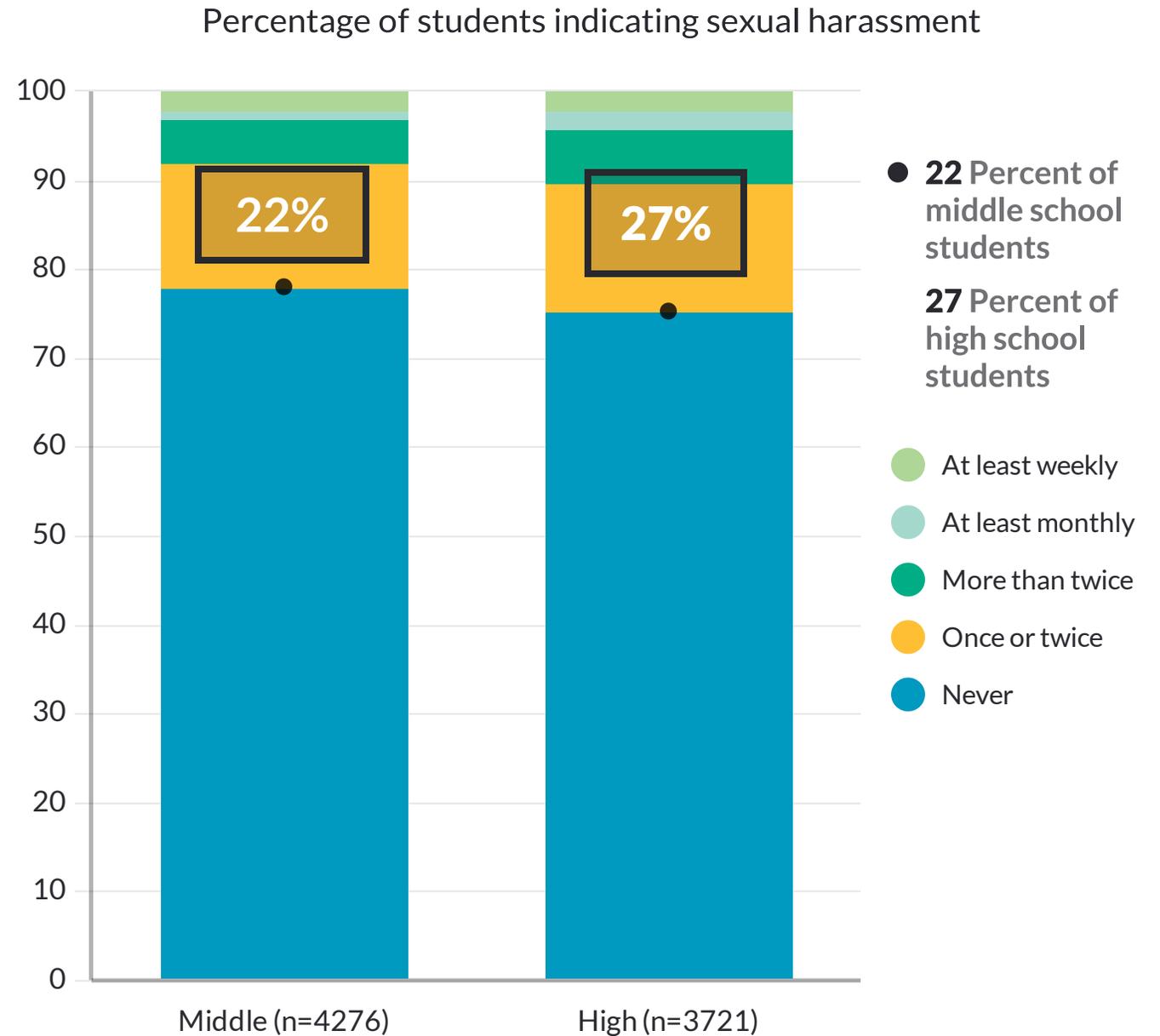
Definition of Gender-Based Harassment Provided to Students

Gender-based harassment is:

- unwelcome conduct based on a student's sex
- harassing conduct based on a student's failure to conform to sex stereotypes
- **Gender-based harassment** can be carried out by school employees, other students, and third parties
- All students can experience gender-based harassment, including male and female students, LGBT students, students with disabilities, and students of different races, national origins, and ages
- Title IX protects all students from gender-based harassment, regardless of the sex of the parties, including when they are members of the same sex

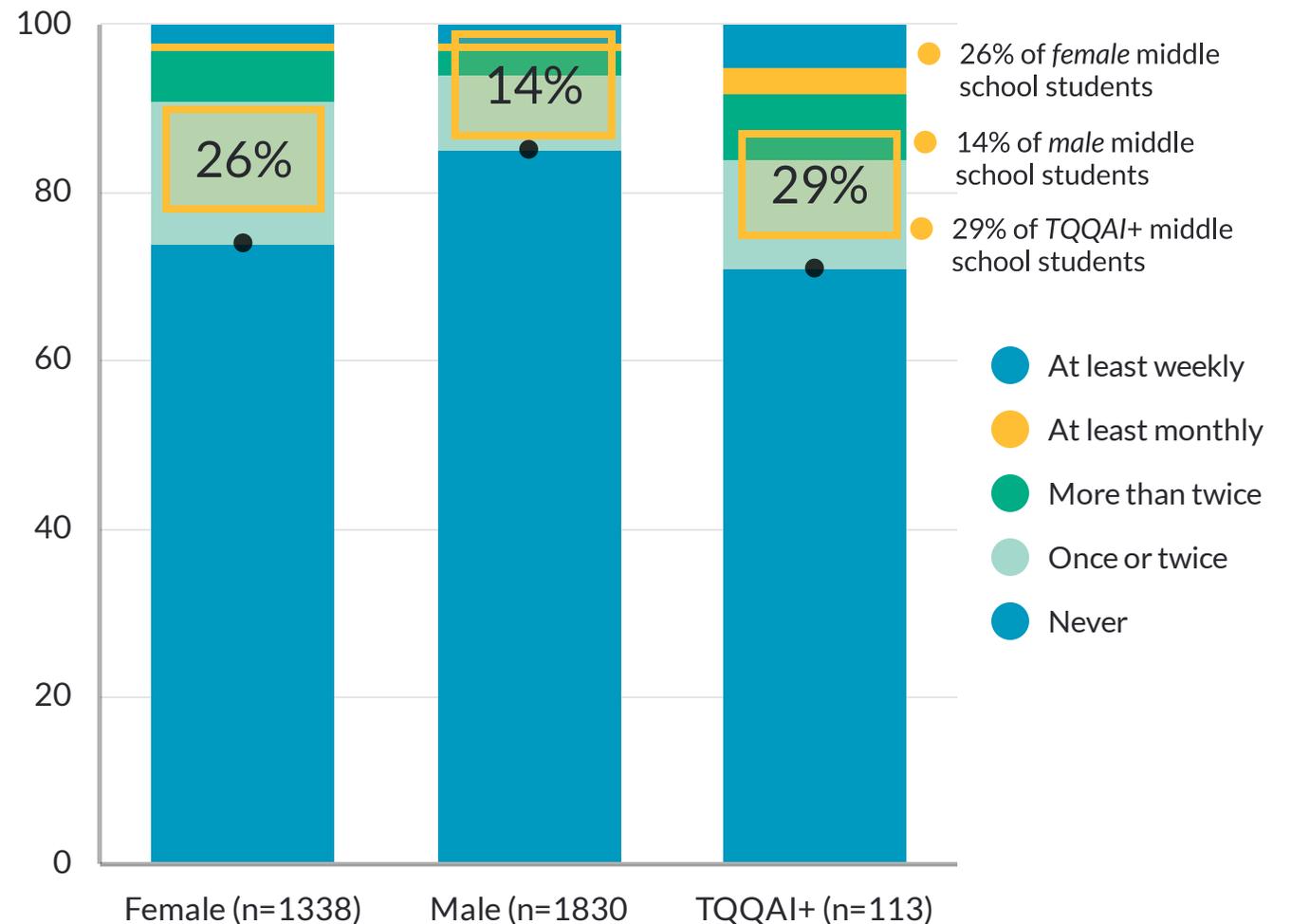
Students Experiencing
Sexual Harassment

Student responses to
“During your middle/high
school years, have you
personally experienced
behavior that could be
considered sexual
harassment?”



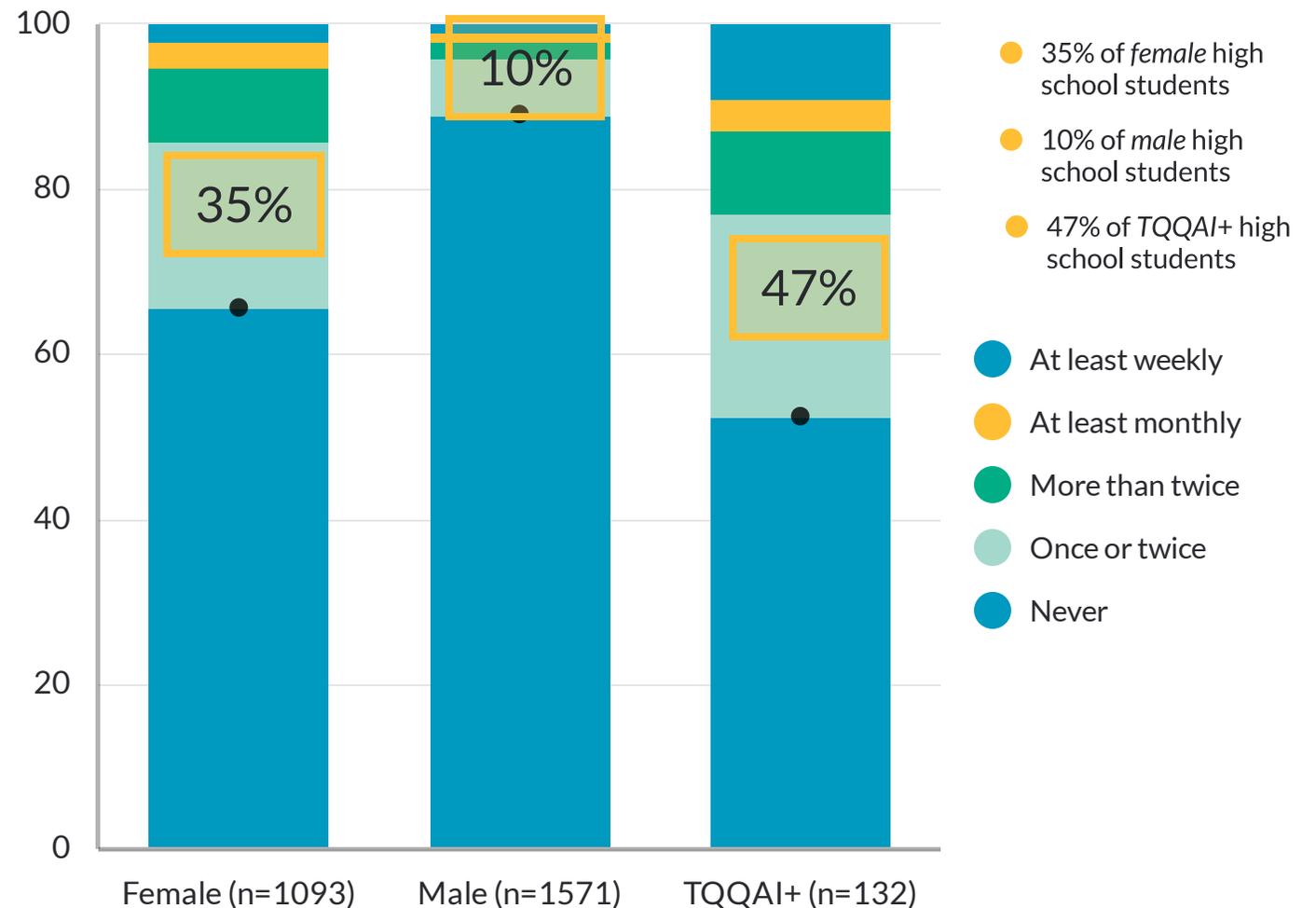
Middle School Sexual Harassment by Gender Identity

Student responses to “During your middle/high school years, have you personally experienced behavior that could be considered sexual harassment?”



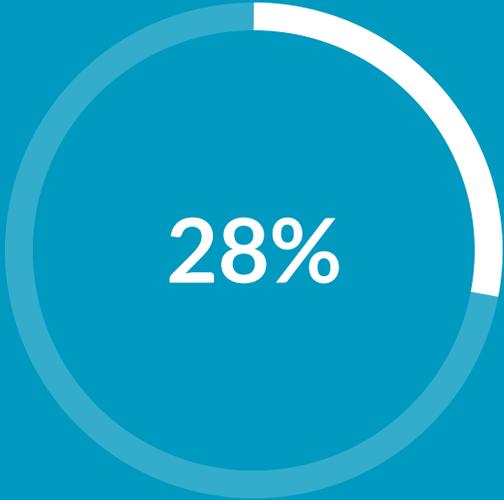
High School Sexual Harassment by Gender Identity

Student responses to “During your middle/high school years, have you personally experienced behavior that could be considered sexual harassment?”

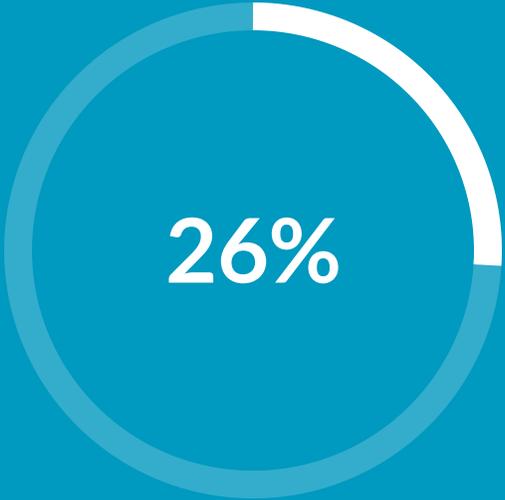


Middle School Did you tell a trusted adult who works for New Hanover County Schools about the sexual harassment?

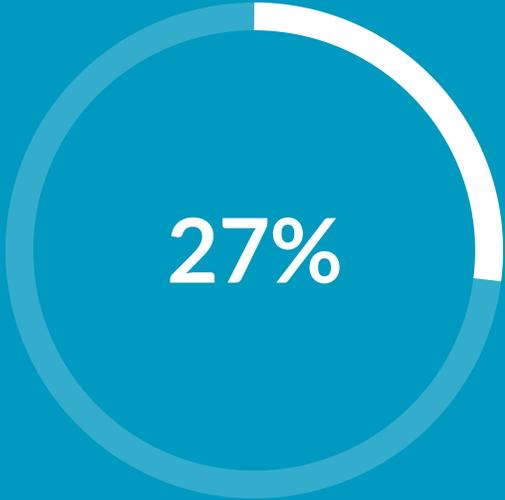
Percentage of harassed students answering yes, by gender identity



Female
(n=336)



Male
(n=221)



TQQAI+
(n=95)

High School Did you tell a trusted adult who works for New Hanover County Schools about the sexual harassment?

Percentage of harassed students answering yes, by gender identity



Female
(n=487)



Male
(n=145)



TQQAI+
(n=101)

Reporting How comfortable were you with the staff response?

| | Not comfortable at all | Slightly comfortable | Moderately comfortable | Very comfortable | Extremely comfortable |
|-----------------------|------------------------|----------------------|------------------------|------------------|-----------------------|
| Middle School (n=184) | 13% | 25% | 33% | 21% | 9% |
| High School (n=98) | 21% | 22% | 34% | 11% | 11% |

Middle School Why did you not report the behavior?

| Top reasons for non-reporting of harassment (n=676) | n | % of non-reporters |
|---|-----|--------------------|
| I didn't need help | 239 | 35% |
| I didn't want attention or publicity | 206 | 31% |
| I didn't want to make things worse or be retaliated against | 159 | 24% |
| It was all in good fun, playful | 155 | 23% |
| I didn't want the person to get into trouble | 148 | 22% |
| At the time, I didn't know that it was something that I could / should report | 129 | 19% |
| It is just normal behavior | 109 | 16% |
| I felt embarrassed, ashamed or that it would be too emotionally difficult | 104 | 15% |
| I didn't think anyone would believe me | 88 | 13% |

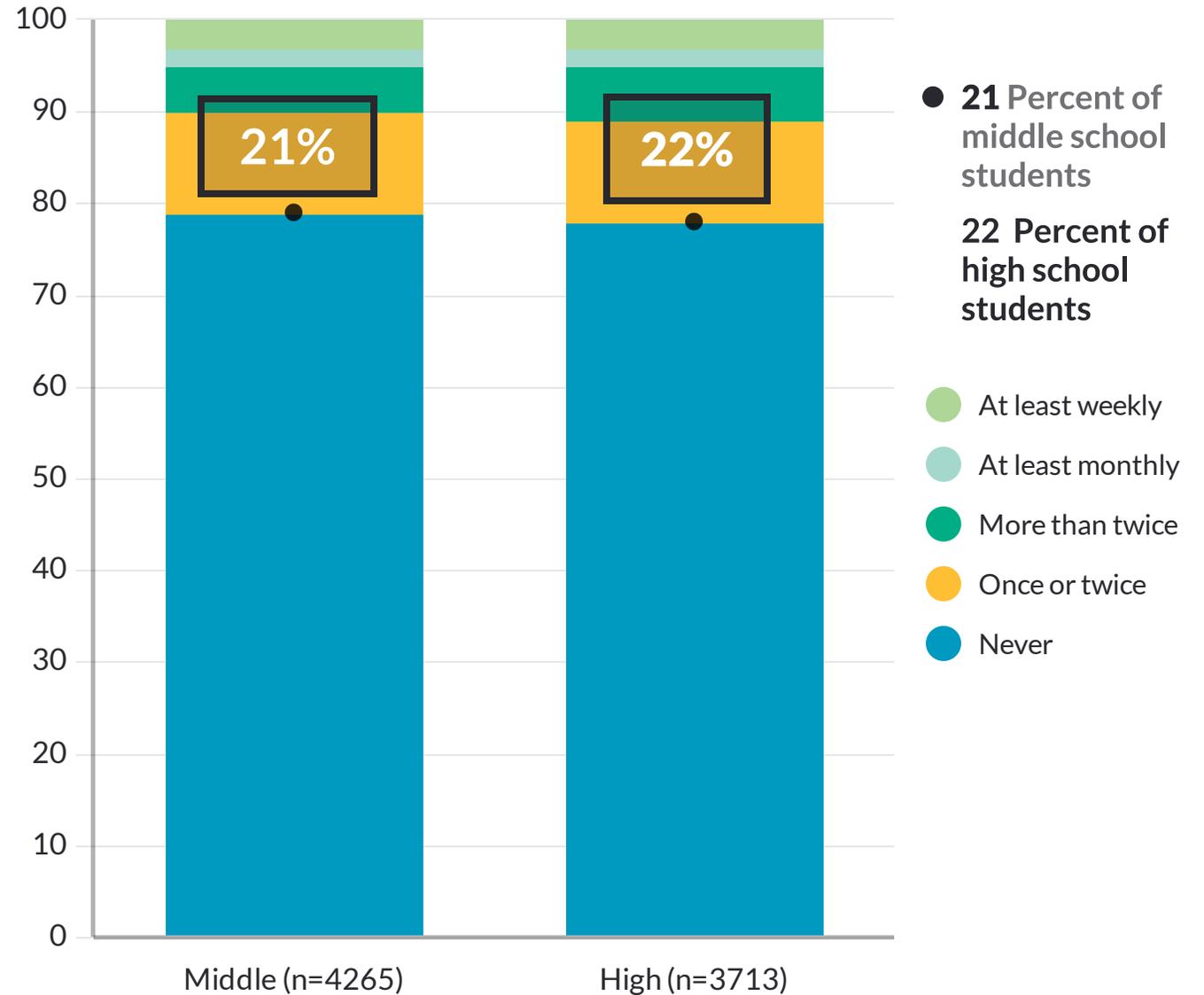
High School Why did you not report the behavior?

| Top reasons for non-reporting of harassment (n=750) | n | % of non-reporters |
|---|-----|--------------------|
| I didn't need help | 311 | 42% |
| I didn't want attention or publicity | 245 | 33% |
| I didn't want to make things worse or be retaliated against | 187 | 25% |
| The process doesn't work/isn't effective | 183 | 24% |
| It is just normal behavior | 177 | 24% |
| At the time, I didn't know that it was something that I could / should report | 175 | 23% |
| The incident occurred off campus or outside of school hours | 167 | 22% |
| It was all in good fun, playful | 151 | 20% |
| I feared it would not be kept confidential | 148 | 20% |

Students Experiencing
Gender-Based Harassment

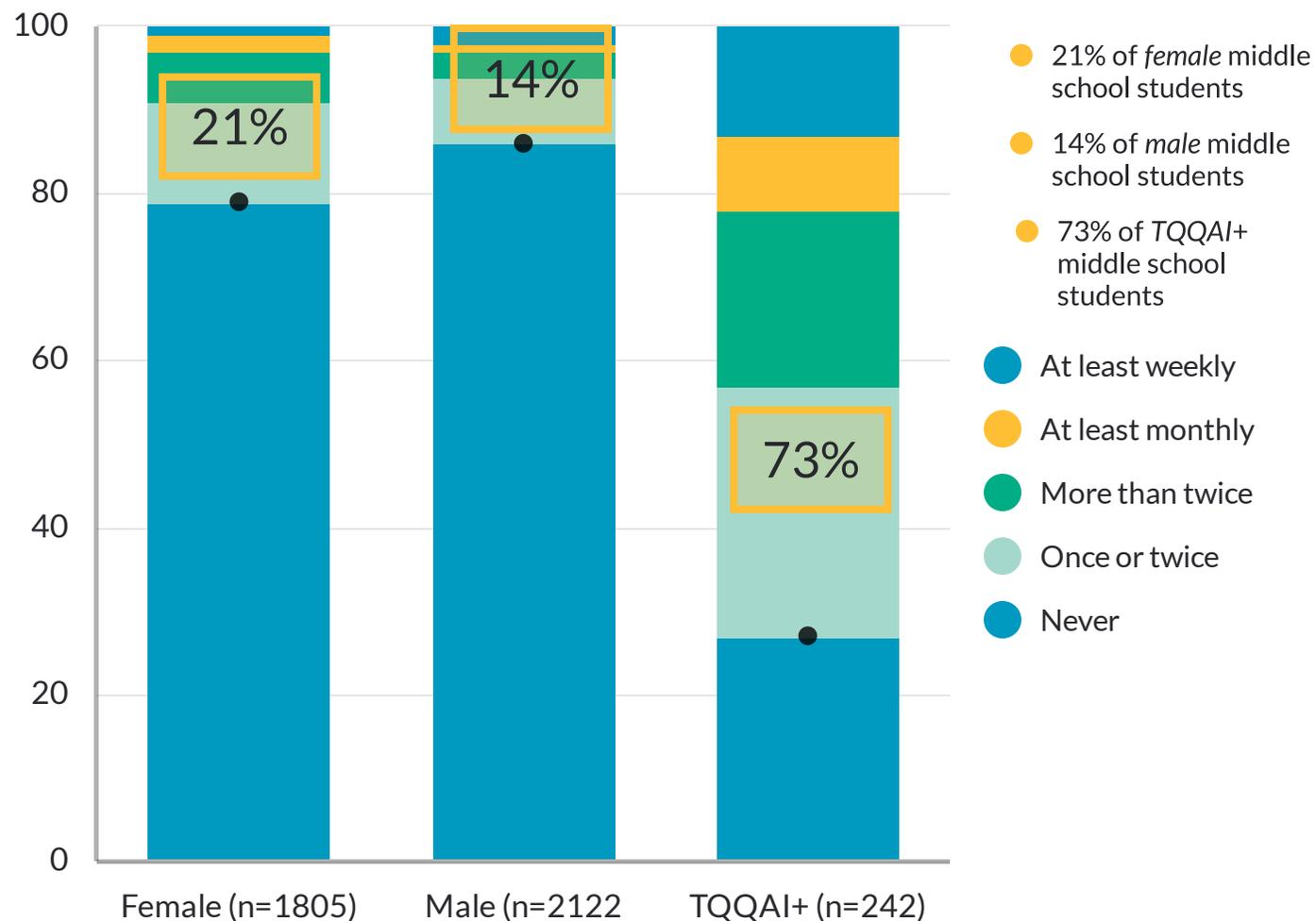
Student responses to
“During your middle/high
school years, have you
personally experienced
behavior that could be
considered gender-based
harassment?”

Percentage of students indicating gender-based harassment



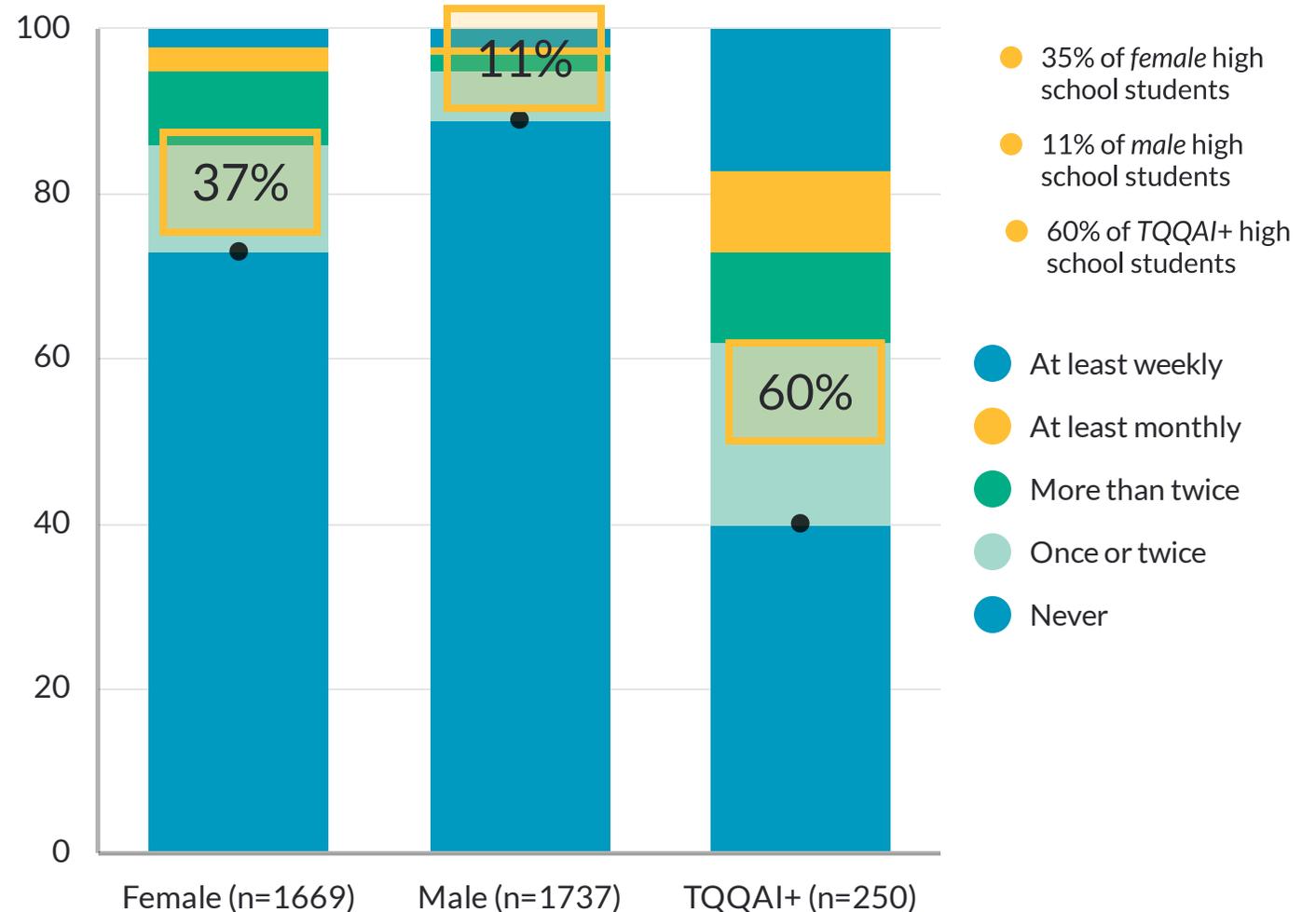
Middle School Gender-Based Harassment by Gender Identity

Student responses to “During your middle/high school years, have you personally experienced behavior that could be considered gender-based harassment?”



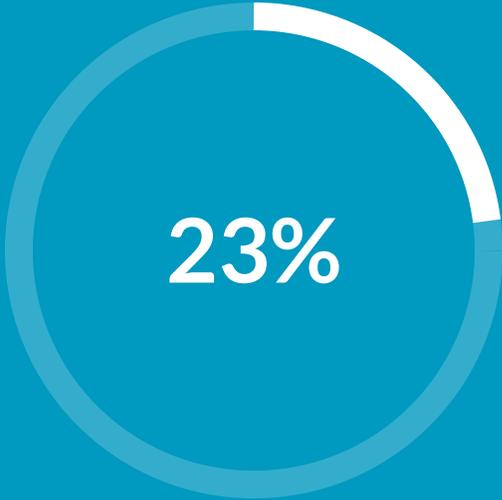
High School Gender-Based Harassment by Gender Identity

Student responses to “During your middle/high school years, have you personally experienced behavior that could be considered gender-based harassment?”

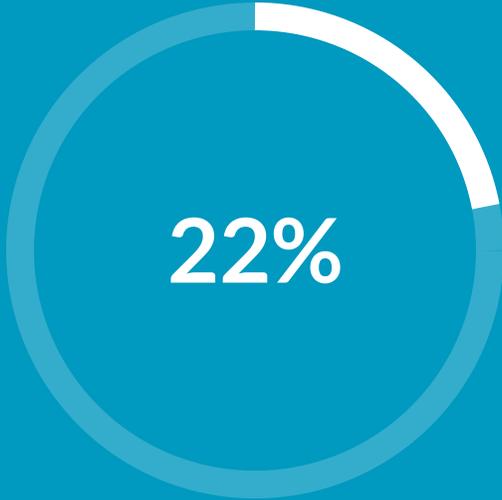


Middle School Did you tell a trusted adult who works for New Hanover County Schools about the gender-based harassment?

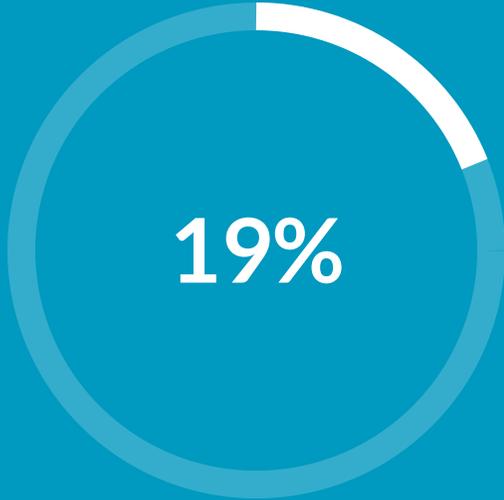
Percentage of harassed students answering yes, by gender identity



Female
(n=374)



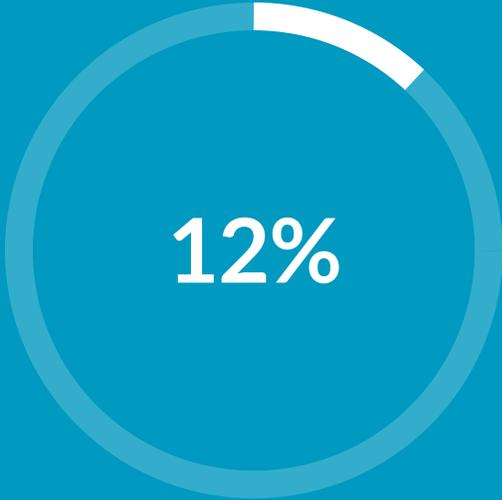
Male
(n=288)



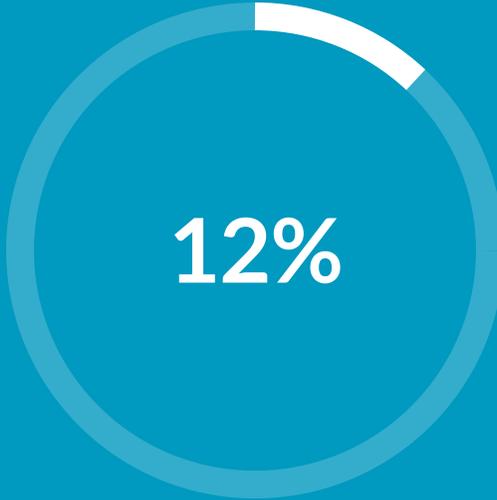
TQQAI+
(n=176)

High School Did you tell a trusted adult who works for New Hanover County Schools about the gender-based harassment?

Percentage of harassed students answering yes, by gender identity



Female
(n=454)



Male
(n=190)



TQQAI+
(n=147)

Reporting How comfortable were you with the staff response?

| | Not comfortable at all | Slightly comfortable | Moderately comfortable | Very comfortable | Extremely comfortable |
|-----------------------|------------------------|----------------------|------------------------|------------------|-----------------------|
| Middle School (n=248) | 15% | 29% | 32% | 16% | 9% |
| High School (n=132) | 21% | 21% | 30% | 20% | 8% |

Middle School Why did you not report the gender-based harassment?

| Top reasons for non-reporting of harassment (n=654) | n | % of non-reporters |
|---|-----|--------------------|
| I didn't want attention or publicity | 197 | 29% |
| I didn't need help | 182 | 27% |
| I didn't want the person to get into trouble | 111 | 16% |
| I felt embarrassed, ashamed or that it would be too emotionally difficult | 101 | 15% |
| It was all in good fun, playful | 100 | 15% |

High School Why did you not report the gender-based harassment?

| Top reasons for non-reporting of harassment (n=692) | n | % of non-reporters |
|---|-----|--------------------|
| I didn't need help | 235 | 33% |
| It is just normal behavior | 178 | 25% |
| I didn't want attention or publicity | 168 | 23% |
| The process doesn't work/isn't effective | 168 | 23% |
| I didn't want to make things worse or be retaliated against | 163 | 23% |
| The reporting process is a pain | 118 | 17% |
| At the time, I didn't know that it was something that I could / should report | 104 | 15% |

Opportunities

- Provide a clear articulation of the process, as well as what to expect before, during, and after reporting.
- Student confidence in school staff is low, particularly around confidentiality; students may be afraid that staff will reveal them as the informant if reported.
- Utilize staff and student programming to counter normalization of harmful attitudes and behaviors (ex. “it was all in good fun”). Model intervention and “bystander” behavior through staff.
- Ensure community discussion of these results includes student voice via clubs or organizations, focus groups are recommended.
- Review student supports and services to remove barriers to student use and accessibility of school and district resources.
- Staff review procedures for identification of students in need of mental health supports and services.

Sources

- CDC: Creating Safe Schools for LGBTQ+ Youth
<https://www.cdc.gov/healthyyouth/safe-supportive-environments/PD-LGBTQ.htm>
- NHCS student survey, administered November 2021
- NHCS enrollment data, November 2021
- North Carolina Coalition Against Sexual Assault
<https://nccasa.org/our-work/initiatives-projects/title-ix-information/>
- North Carolina Equality Profile
https://www.lgbtmap.org/equality-maps/profile_state/NC