

SCS Harassment and Discrimination Experiences Survey Results Report

Prepared: December 2018

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Introduction

In response to widespread calls for greater attention to issues of harassment and discrimination, the Society for Classical Studies (SCS) members affiliated with the Committee on Gender and Sexuality in the Profession (COGSIP), the Committee on Diversity in the Profession (CODIP), the Women's Classical Caucus, and the Lambda Classical Caucus launched a web survey in order to gather information about these issues in the field of Classics. SCS believed they will be better equipped to develop effective responses to the forms of harassment and discrimination described in the survey with this information in hand.

The Bureau of Sociological Research (BOSR) at the University of Nebraska-Lincoln, was contracted to administer this survey.

Methods

Sampling Design

The sample of this study was provided by researchers of the SCS. This password-protected spreadsheet contained the member ID number, first name, last name, and email address of all current SCS members. The original contact list contained 2,886 email addresses, of which one was a duplicate. During data collection, three new members were added to the list.

Questionnaire Design

This web survey asked about harassment and discrimination in online and in-person academic and professional settings, focusing on incidents related to gender, sexuality, and/or race/ethnicity. SCS researchers initially developed the survey questions, which were then sent to BOSR for review. BOSR recommended changes to question type, wording, order, and relevant areas according to survey design principles commonly practiced in academic settings. In turn, SCS researchers responded with feedback regarding the proposed changes and edits. The final questionnaire came into place as a result of collaborative efforts between SCS researchers and BOSR professional staff and was programmed on Qualtrics. All survey questions can be found in Appendix A and are in English only.

Data Collection Process

The email invitation was sent out on October 9, 2018, preceded with a pre-notification email from the Executive Director of the SCS sent out on the previous day to call for attention and legitimate the survey. BOSR received emails from several survey respondents who pointed out the discrepancy of the survey questions and their real situations. Some respondents reported having experienced numerous incidents or being constantly bullied by certain people, which made reporting each incident on a case-by-case basis infeasible. Given this situation, with the approval of SCS researchers, BOSR changed two survey questions where respondents would be entered into a large text box to type in their general experience if they had reported more than four incidents, instead of answering the whole set of questions pertaining to each occurrence. On the previous version, respondents were allowed to report up to 10 incidents and provide details for each one. As such, after the adjustment, only those who reported up to four incidents were asked to report each incident, while the respondents with more reported incidents would only fill out the text box. Several respondents who contacted BOSR to express explicit refusal to do this survey were removed from the contact list to avoid receiving the

follow-up reminders. The Executive Director of SCS sent out another email to announce the adjustment to the survey and asked members to watch for the reminder email. The first reminder email to non-responders and those who had started the survey but had not yet submitted was sent out on October 16, 2018. This reminder notified receivers about the adjustment BOSR made to the survey so that they were aware that the updated survey should be inclusive of all scenarios. Some respondents who had started on the old version but had not finished it requested to have their existing answers deleted and be sent a new token to start the new survey over. The last reminder email was sent out on October 26, 2018, which was also preceded with a pre-notification email from the Executive Director of the SCS asking their members to expect the survey. Data collection was cut off on November 16, 2018.

It is worth noting that in the ongoing process of data collection, respondents who did not get to complete the survey but instead, described their situations in a separate email to BOSR were considered as complete responses. Therefore, these individuals are exempt from any survey reminders.

All recruiting emails were in English only and can be found in Appendix B.

Data Processing

Due to the change to the survey before the first reminder email was sent out, for those who reported more than four incidents on the old version of the survey, only their first four incidents were saved and merged with the rest of the data collected after the adjustment to make reporting consistent. For duplicate answers from the same individual, only their more complete response was kept. Observations without answering any survey questions were deleted from the dataset. For respondents who described their situations in a separate email to BOSR, their statements in these emails were merged with the related open-ended questions asking about general experience for analysis. Excerpt from emails can be found in Appendix D.

Response Rate

SCS initially sent BOSR the password-protected member list of 2,886 individuals and three new members were added during the survey fielding period. A total of 2,819 emails were successfully sent out with 69 delivery failures and bounce-backs and one duplicate email address. After removing 70 blank surveys and adding five responses from individuals who did not submit the survey, but touched base on their experience in a separate email sent to BOSR, 1,153 valid responses were obtained resulting in a total response rate of 40.9% (1,153/2,819).

Questions

For questions related to the findings of this study, please contact Lindsey Witt-Swanson, Assistant Director of BOSR, at (402) 472-3672 or lwitt2@unl.edu.

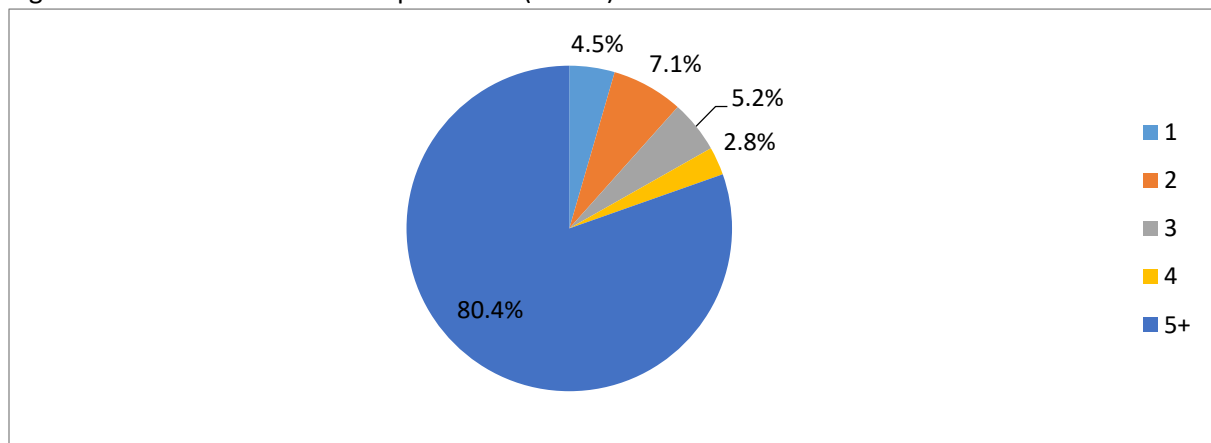
Results

Out of the 1,148 valid responses, about half of the respondents (48.9%) have experienced either actions or statements that made them feel uncomfortable or afraid, and 26.9% experienced unfair treatment due to their gender, sexuality, race, and/or ethnicity.

Experiences of actions or statements that made them feel uncomfortable or afraid due to gender, sexuality, race, and/or ethnicity

The vast majority of respondents who have ever experienced actions or statements that made them feel uncomfortable or afraid due to gender, sexuality, race, and/or ethnicity reported having five or more incidents in their life (80.4%) (Figure 1).

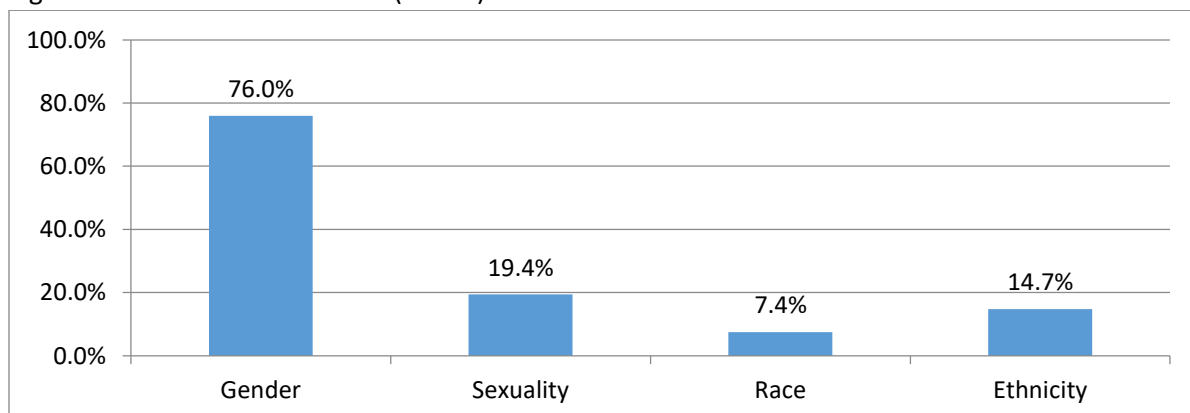
Figure 1: Number of incidents experienced (n=468)



The following section presents summated data for the first four reported incidents of all respondents regarding experiences of actions or statements that made them feel uncomfortable or afraid due to gender, sexuality, race and/or ethnicity. The “n” in each parenthesis represents the summated number of the first four incidents reported by all respondents.

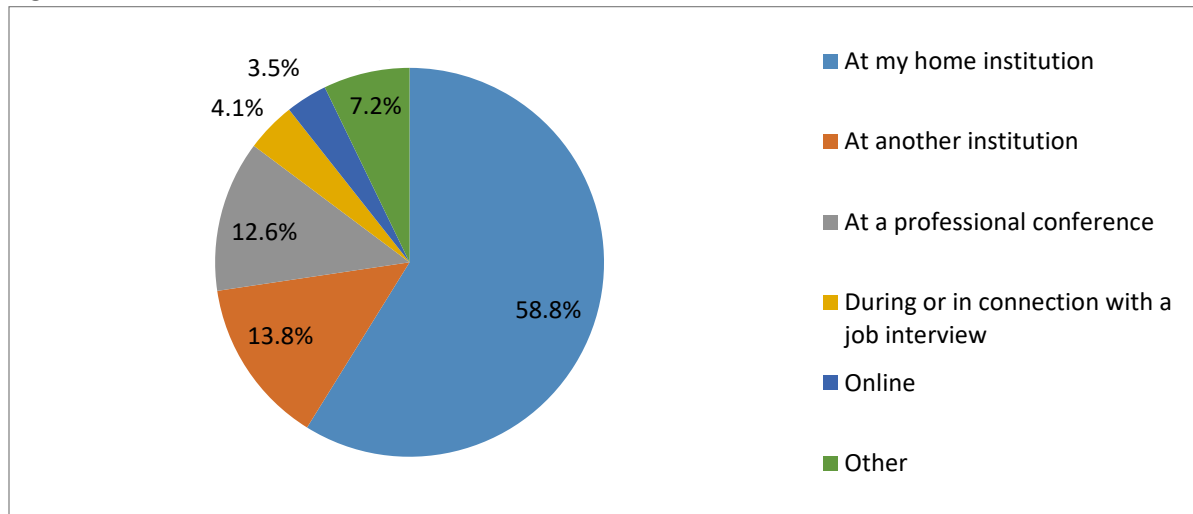
Figure 2 indicates that incidents related to gender accounted for more than three-fourths (76.0%) of the total. There were much fewer reported incidents associated with sexuality, race, and/or ethnicity.

Figure 2: Relevance of incidents (n=728)



More than half of these incidents (58.8%) took place at the respondent's home institution (Figure 3).

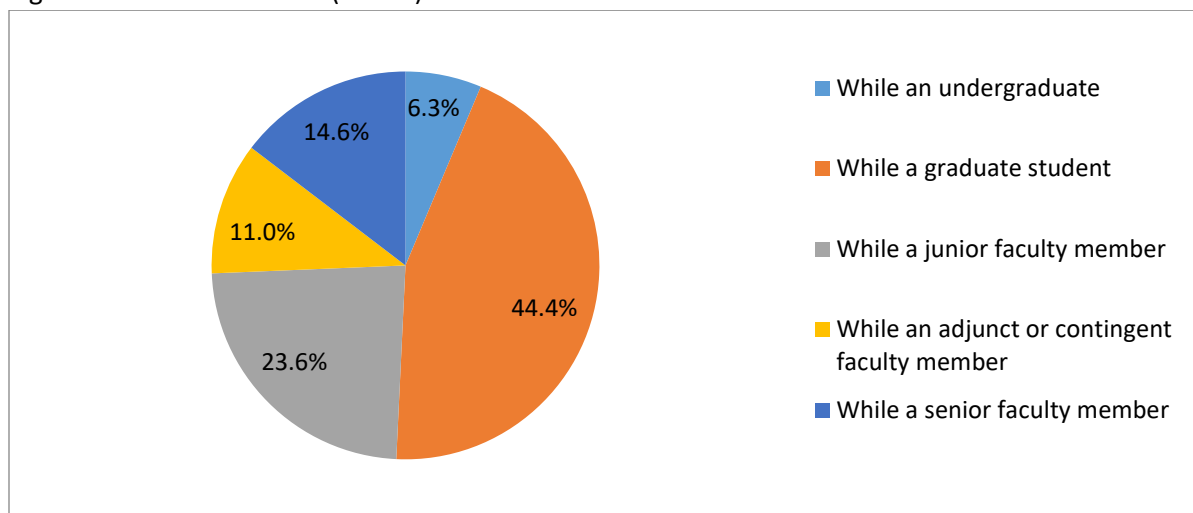
Figure 3: Location of incidents (n=724)



SCS members also reported that their colleagues, students, and others had made them feel uncomfortable or afraid in many professional and academic settings with disparaging comments regarding their gender, sexuality, race and/or ethnicity. The group of respondents stated that they had collectively experienced many incidents at an institution, with most of those incidents occurring at their undergraduate university, a few in graduate school, and one at the institution where this individual had worked in the past. A lot of the incidents happened while the respondents were out in the field with colleagues. There were also some settings that made an SCS member feel uncomfortable or afraid that took place in social situations, such as a department party. Additionally, there were a few incidents of harassment at seminars, lectures, and job interviews.

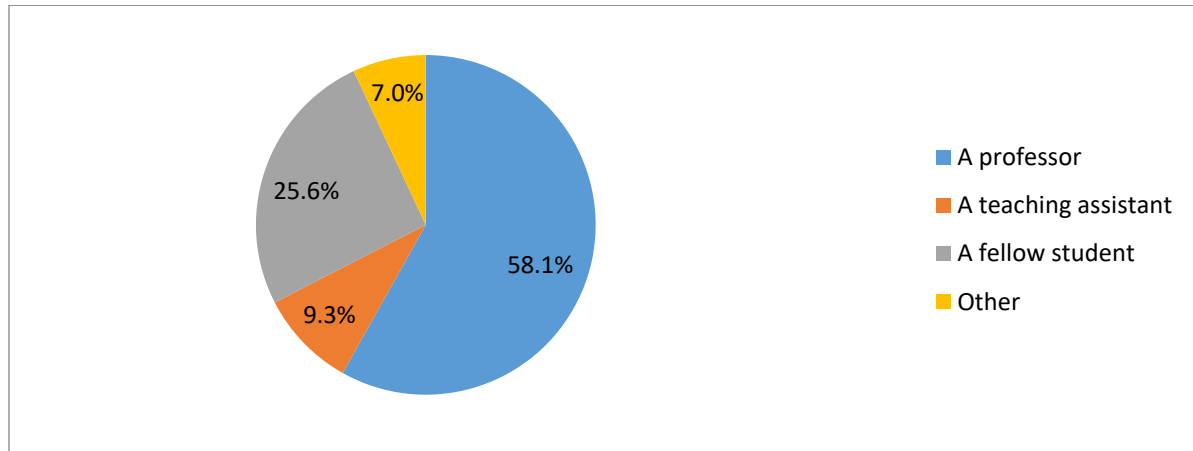
Over two-fifths (44.4%) of these incidents occurred while the individual was a graduate student (Figure 4) while near half (49.2%) happened somewhere in their faculty path.

Figure 4: Time of incidents (n=725)



Among those who experienced these incidents while they were undergraduates, more than half (58.1%) reported having problems with a professor (Figure 5).

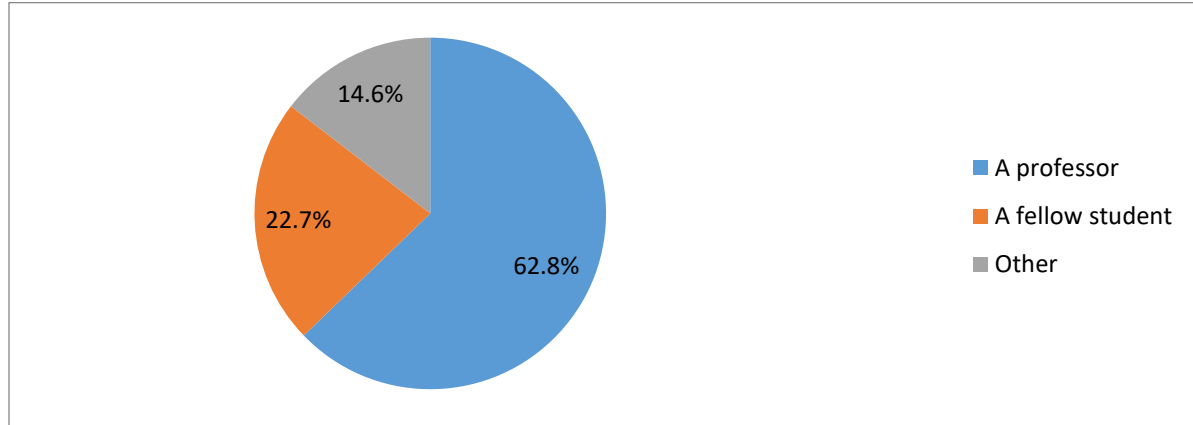
Figure 5: Person involved in incidents – While an *undergraduate* (n=43)



Other responses included a rotational faculty member, an advanced graduate student, and one incident caused by the departmental and university policy.

Incidents that happened while the respondent was a graduate student were most likely to involve a professor (62.8%) (Figure 6).

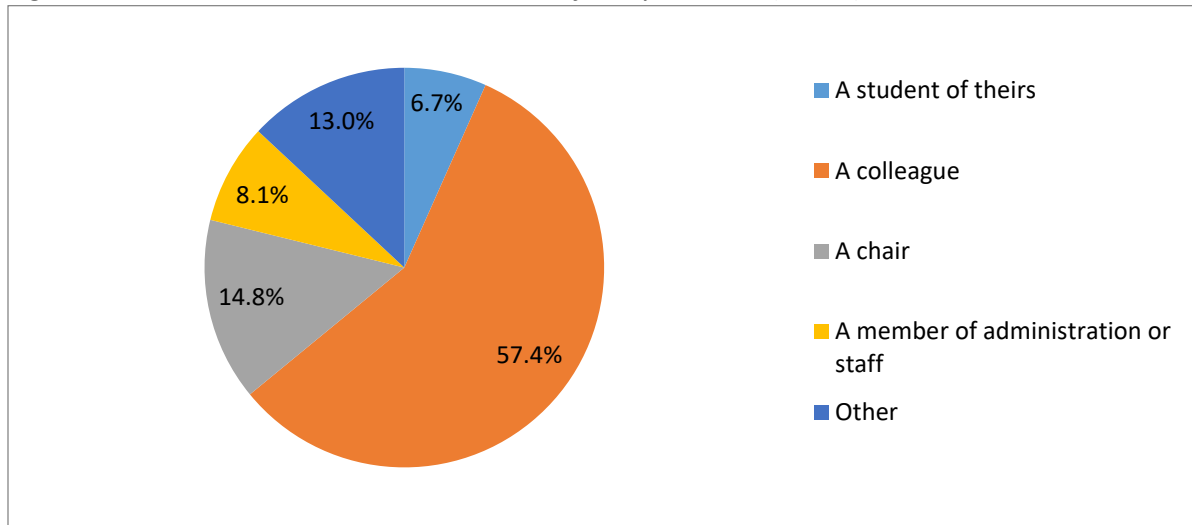
Figure 6: Person involved in incidents – While a *graduate student* (n=309)



Among the other responses, individuals most commonly answered that when they were graduate students, students were the aggressors in these incidents. A few of these situations involved the respondents' peers, some of them operating in groups. A couple incidents were caused by visiting academics. There were also anonymous posts online that the respondents considered harassment. Many incidents involved faculty and staff that had some degree of power over the respondents, such as those in charge of hiring or distributing reimbursements.

At the faculty stage, such incidents were most likely to take place between the individual and their colleague (57.4%) (Figure 7).

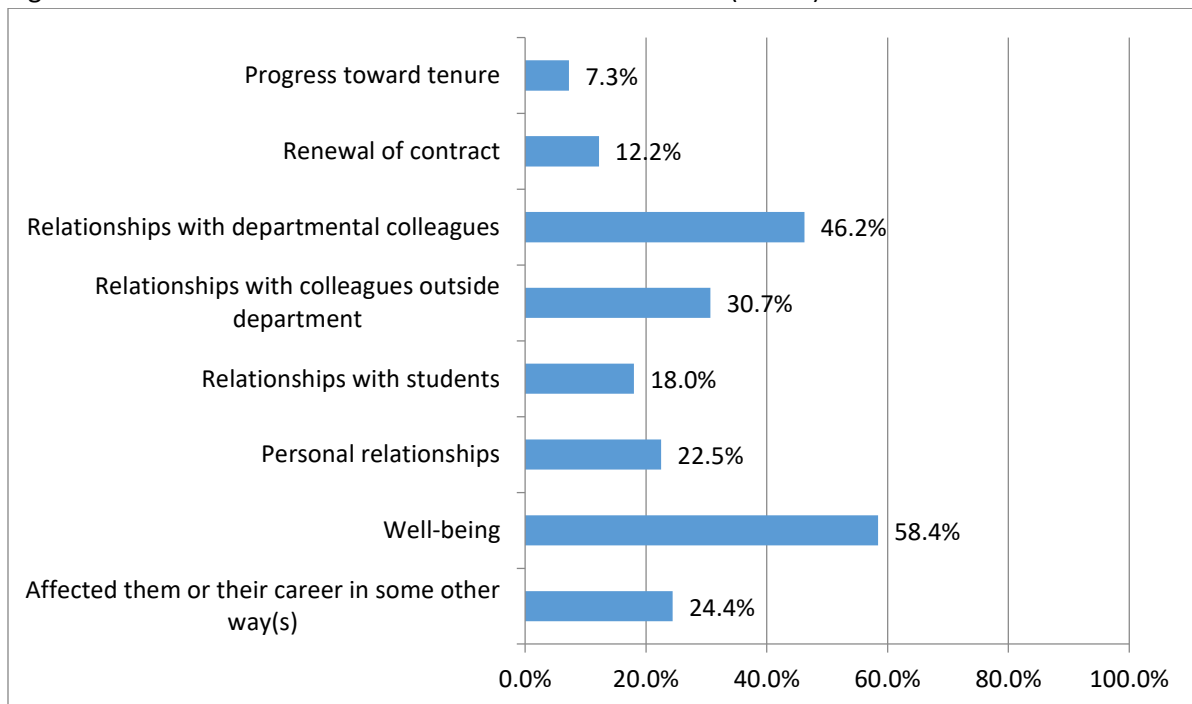
Figure 7: Person involved in incidents – While a *faculty member* (n=345)



The respondents also disclosed many instances of harassment that occurred later on as faculty members. Of the people the respondents described, the largest group was made up of their superiors. The second largest group was a pool of academics from different institutions, including visiting professors, guest speakers, and conference attendees. Instances of harassment also affected employment, as the respondents were harassed by interviewers as well as job candidates.

Of the possible effects respondents could experience as the consequence of such incidents, adversely affected well-being (58.4%) and relationships with departmental colleagues (46.2%) were the most common ones (Figure 8).

Figure 8: Effects of incidents on themselves and their career (n=688)

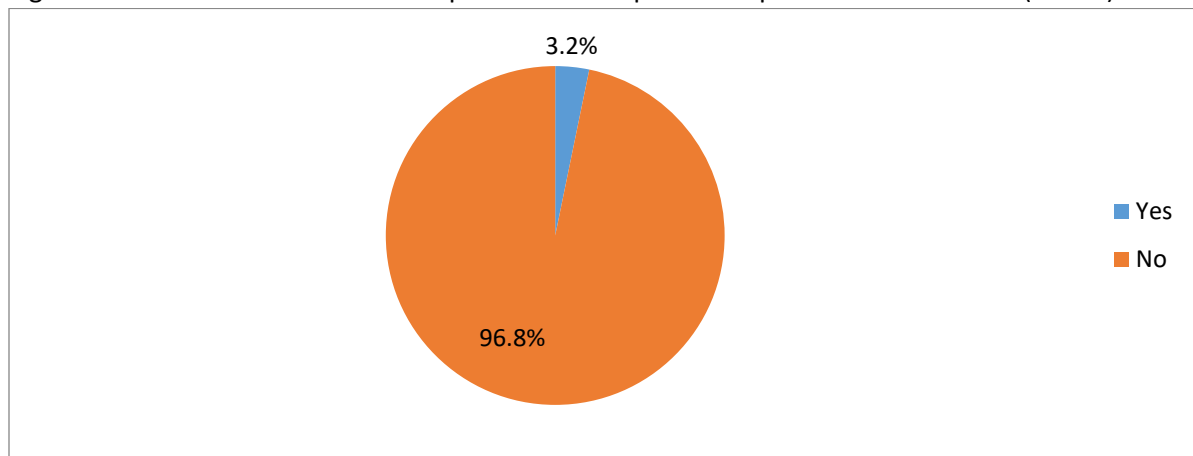


Many of the respondents reported that these instances of harassment made them uncomfortable at the least, and some expressed problems with their mental health as a result. Respondents described how these issues of harassment directly caused their mental health to deteriorate. One respondent developed anxiety regarding talking to new people in academia because it was unclear if this stranger was going to harass them or say or do something offensive. This made it difficult for this respondent to network at academic events, which was critical for them, given their junior status. Multiple other respondents explained that they became depressed due to unemployment, either caused by not getting a job offer because their harasser had influence over who was hired, or their resignation to evade harassers at their institution. Similarly, a few respondents said that they are still angry that their harasser was not punished enough, or at all.

Other respondents explained that it was very difficult to keep their job after being harassed. A few respondents considered dropping out of school due to harassment, but most of them decided to stay or go to another university. Those that were harassed while they were in graduate school and those starting their careers in academia reported a loss of confidence and productivity after being harassed. One respondent lost their funding after they were pressured to transfer to a different graduate school program. A few other respondents said that it was difficult to negotiate their salary because their harasser had influence over the final decision. Other respondents explained that it was impossible to report their harasser because that could mean losing an important letter of recommendation or the chance for a tenure track position. Some respondents disclosed that they avoided talking to men for fear of being on the receiving end of their anger. A couple respondents expressed worry that their colleagues think that they are successful by virtue of their race or gender instead of their hard work.

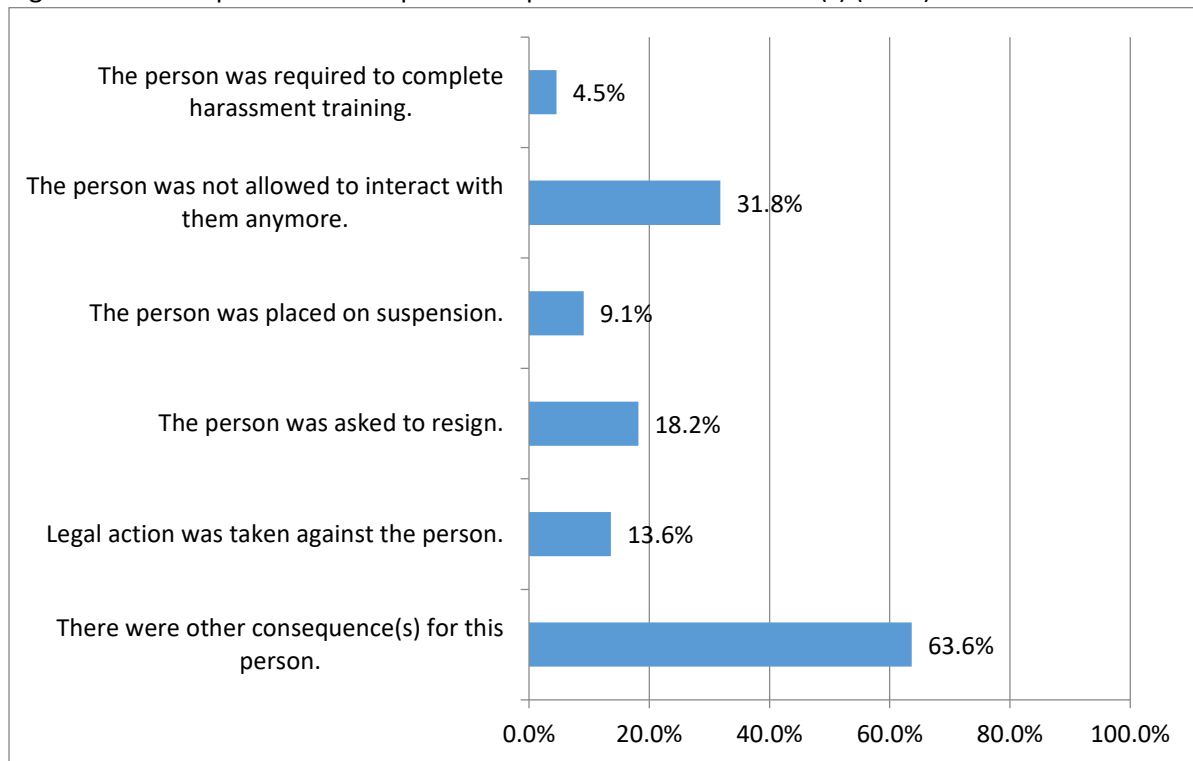
Figure 9 indicates that only a handful of these incidents had an actual consequence for the person responsible (3.2%) whereas the vast majority of the perpetrators went unpunished.

Figure 9: Whether there were consequences for the person responsible for incidents (n=682)



Out of those cases which had a consequence for the person who was responsible for the incident, in slightly less than one-third (31.8%) the person was prohibited future interactions with the victim (Figure 10). Most of these incidents ended up with other consequences for the instigator.

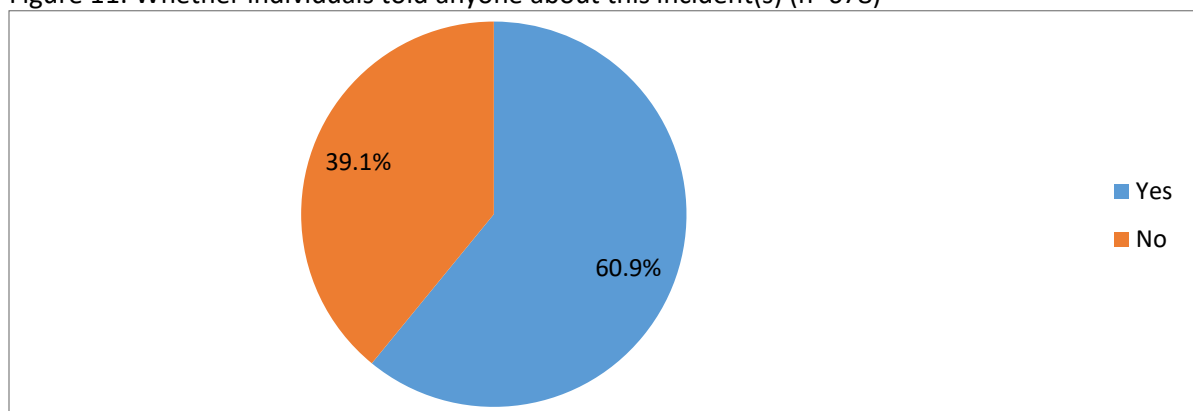
Figure 10: Consequences for the person responsible for the incident(s) (n=22)



Of the other consequences, the most commonly reported consequence was to require the harasser to simply discuss their behavior with a superior, such as a department chair, a professor, the graduate program director, or the person they had been harassing. The most severe punishment reported was a student who was expelled from the university, since he had exhibited inappropriate behavior in the past, and his harassment toward one of the respondents was the final straw for his supervisors. Additionally, two other harassers resigned from their positions. One of them decided to step down from their program after a letter called for their resignation, and the other was forced to resign after a lawsuit. The rest of the harassers received lesser punishments, such as being removed from their chair position, being removed from a dissertation committee, or moving their office to a new location.

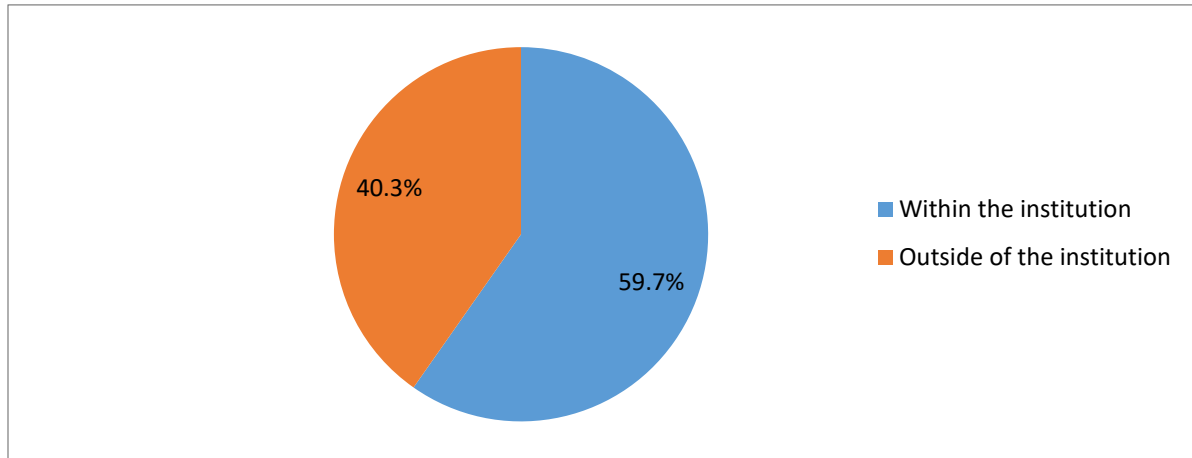
Figure 11 indicates that about three-fifths (60.9%) of these incidents were reported to someone.

Figure 11: Whether individuals told anyone about this incident(s) (n=678)



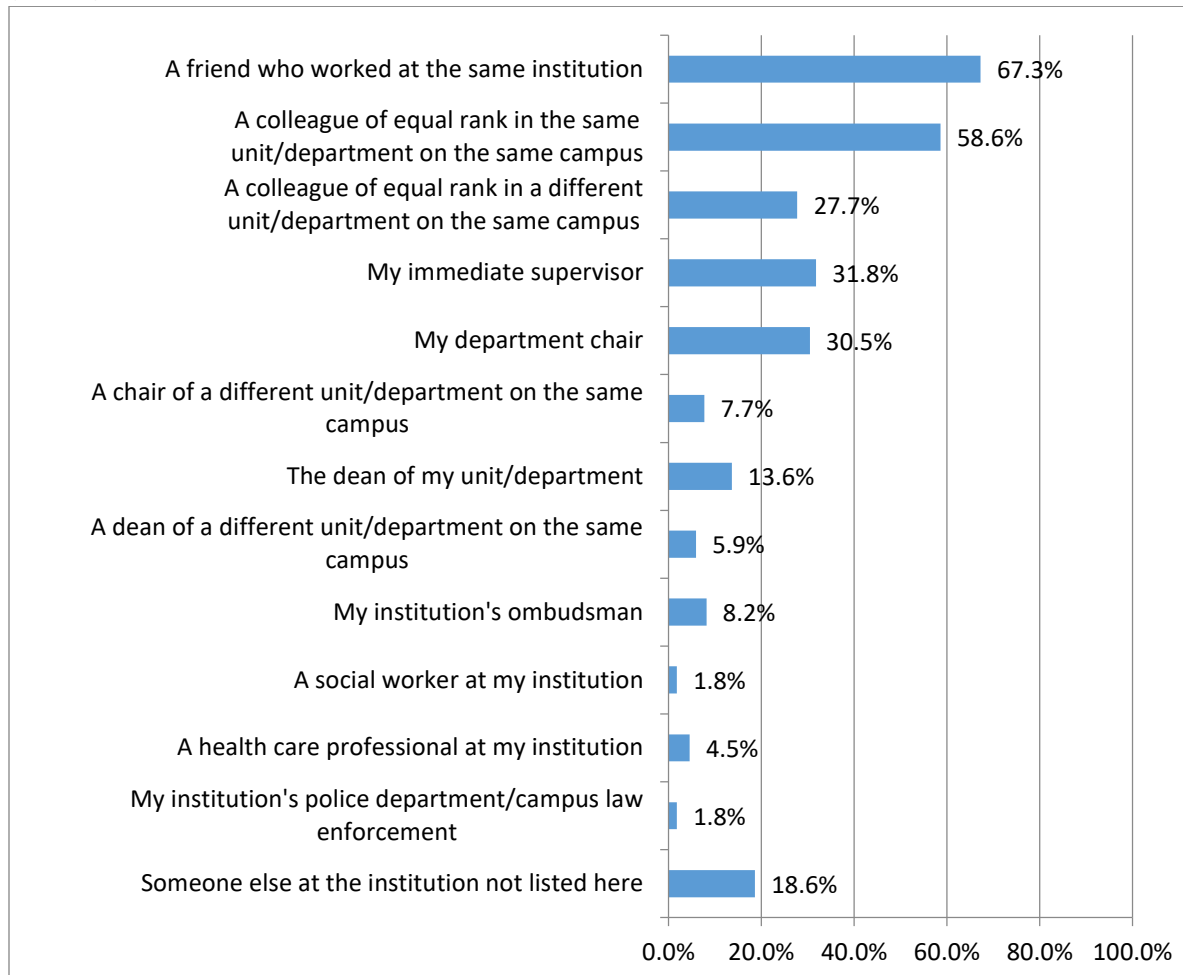
In addition, about the same proportion of these incidents reported were handled within the individual's institution (59.7%) (Figure 12).

Figure 12: Whether the incident(s) were reported within the institution or outside of the institution among those who *did* report the incident(s) (n=380)



Of the incidents reported within the institution, the majority (67.3%) were disclosed to the victim's friend who worked at the same institution, followed by 58.6% reported to a colleague of equal rank in the same unit/department on the same campus (Figure 13).

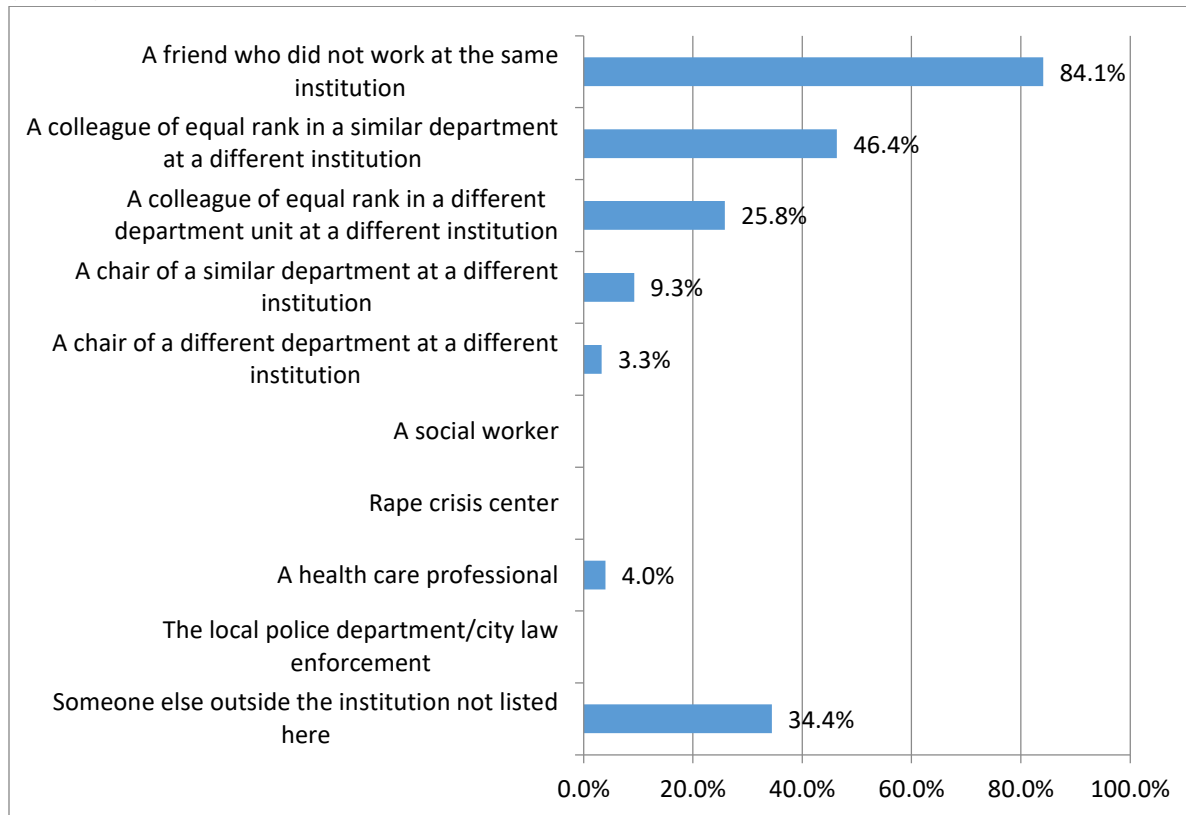
Figure 13: To whom they reported the incident(s) among those who reported *within* the institution (n=220)



Respondents also listed out other persons off this list. When SCS members reported incidents of harassment, the largest number of them reported it to faculty and staff at their university. The respondents most often reported it to the Title IX Coordinator. It was also common for them to report harassment to their superiors, such as their professor, their advisor, the director of the program they were in, or the dissertation chair. Some respondents reported to other faculty members, e.g. a dean or associate dean, a faculty association, the Office of Human Rights and Equity Services, or the Student Center. Many respondents informally reported harassment to their friends, family, fellow students, and their colleagues. A few respondents reported harassment directly to the person who was harassing them because their supervisor was the one harassing them.

Among those who reported outside of their institution, reporting to a friend or a colleague of equal rank at a different institution were still their top choices (84.1% and 46.4%, respectively) (Figure 14).

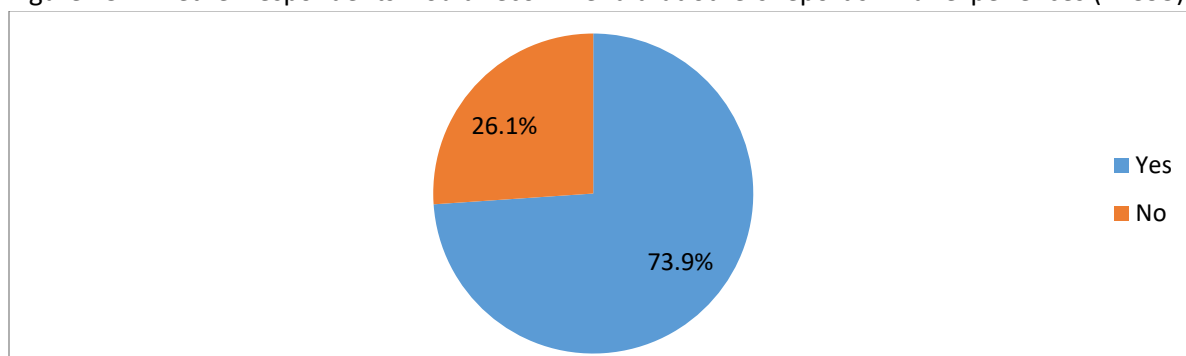
Figure 14: To whom they reported the incident(s) among those who reported *outside of* the institution (n=151)



Among respondents who also reported to someone else outside of their institution not listed in the chart above, they most commonly chose to speak to their spouse or partner about it. A large portion of respondents discussed their incidents of harassment with their friends and relatives. Another respondent told their colleagues at other institutions that they had been harassed. A different respondent reported harassment to The Professional Standards Committee of the SCS. One respondent warned many young women about harassment in job interviews, using their own experience as an example. An additional respondent spoke to their pastor about the incident.

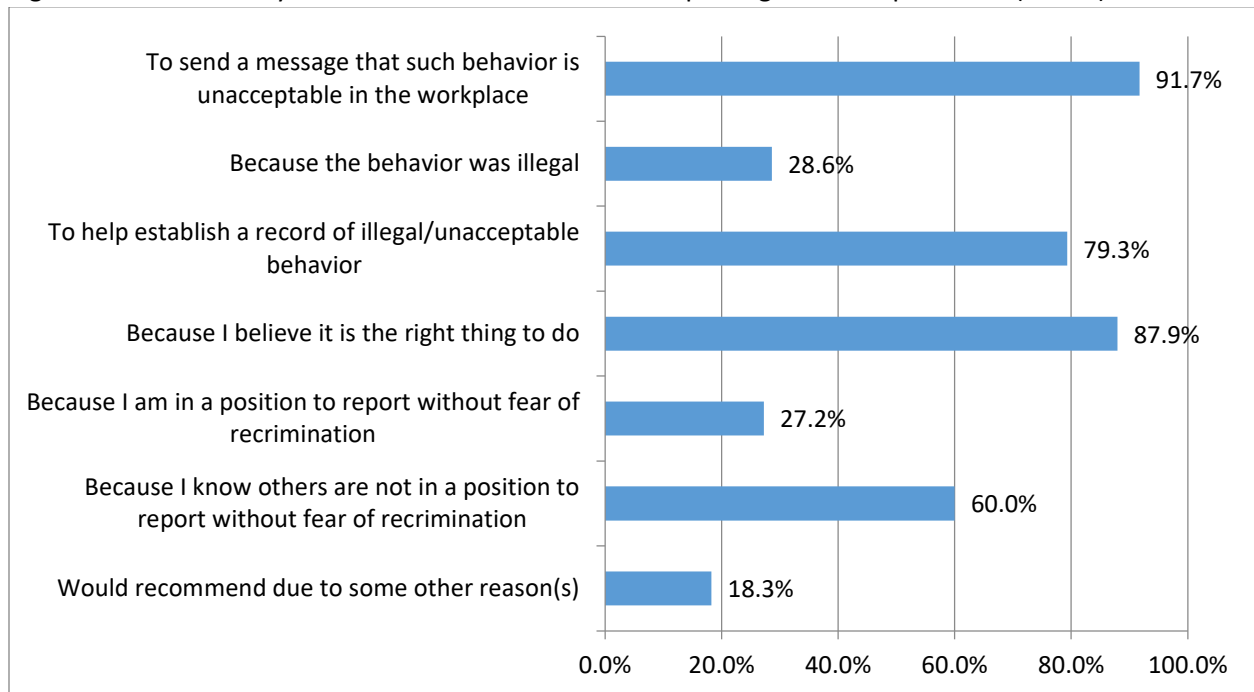
Figure 15 indicates that for about three-fourths of these incidents (73.9%), the individuals would recommend that others report similar experiences based on their own reporting experiences.

Figure 15: Whether respondents would recommend that others report similar experiences (n=395)



Among those existing incidents based upon which the individuals would recommend that others report similar experiences, the vast majority (91.7%) of the reporting was to send a message that such behavior is unacceptable in the workplace, followed by the belief in the good merits of doing so (87.9%) (Figure 16).

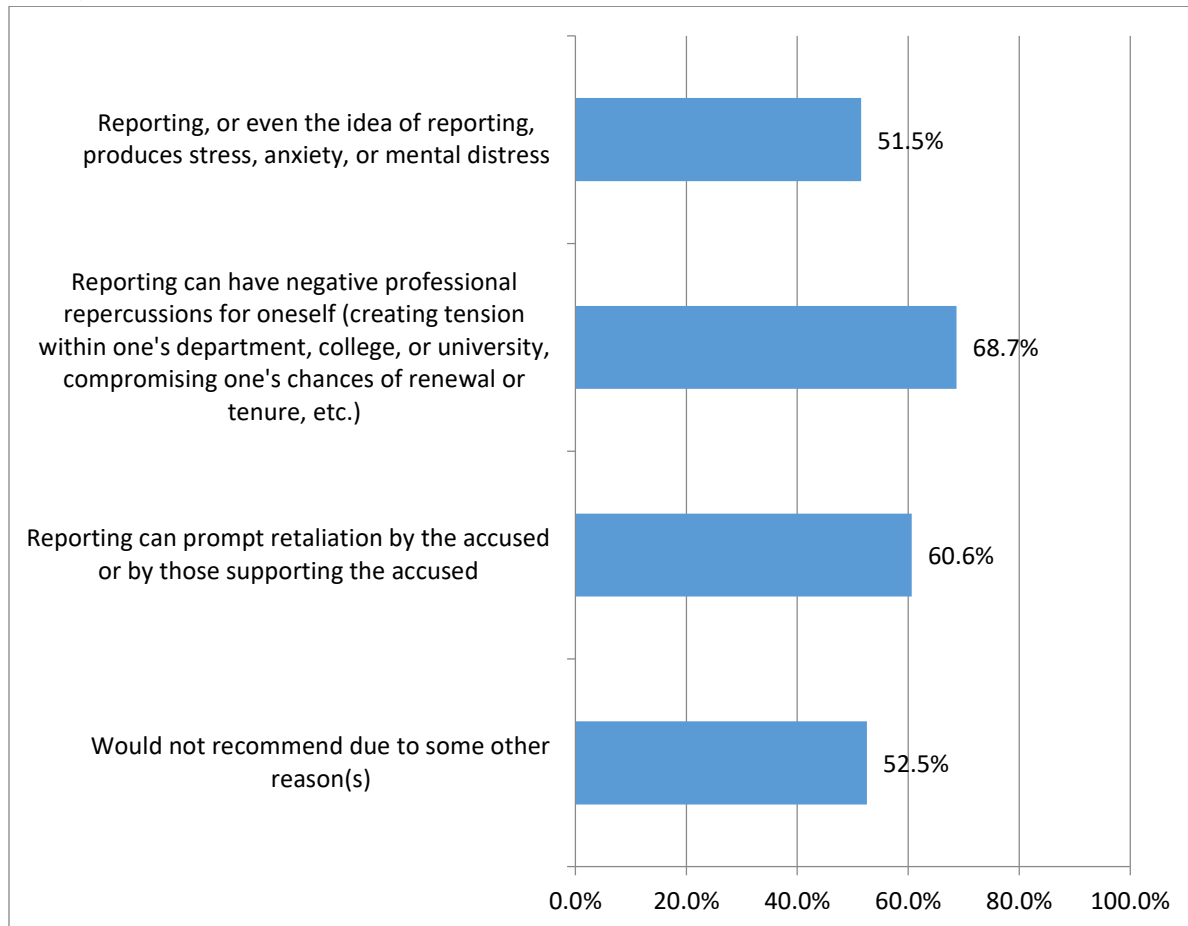
Figure 16: Reasons why individuals *would* recommend reporting similar experiences (n=290)



Respondents also brought forward other reasons as to why they would recommend others report similar situations. For the most part, the respondents reported incidents of harassment simply because they didn't want it to happen again. Many respondents said they wanted to warn everyone that their harasser was unsafe, in order to protect others from having similar experiences. Respondents also said that they sought out emotional support by confiding in someone, which helped them feel less alone and was beneficial for their mental health. Other respondents reported their harassers because they were afraid the inappropriate behavior would escalate. Reporting those incidents helped the respondents gain some control over the situation.

Regarding those incidents where respondents would not recommend others to report similar situations, the most prevailing reason was the fear of negative professional repercussions for oneself (68.7%) (Figure 17).

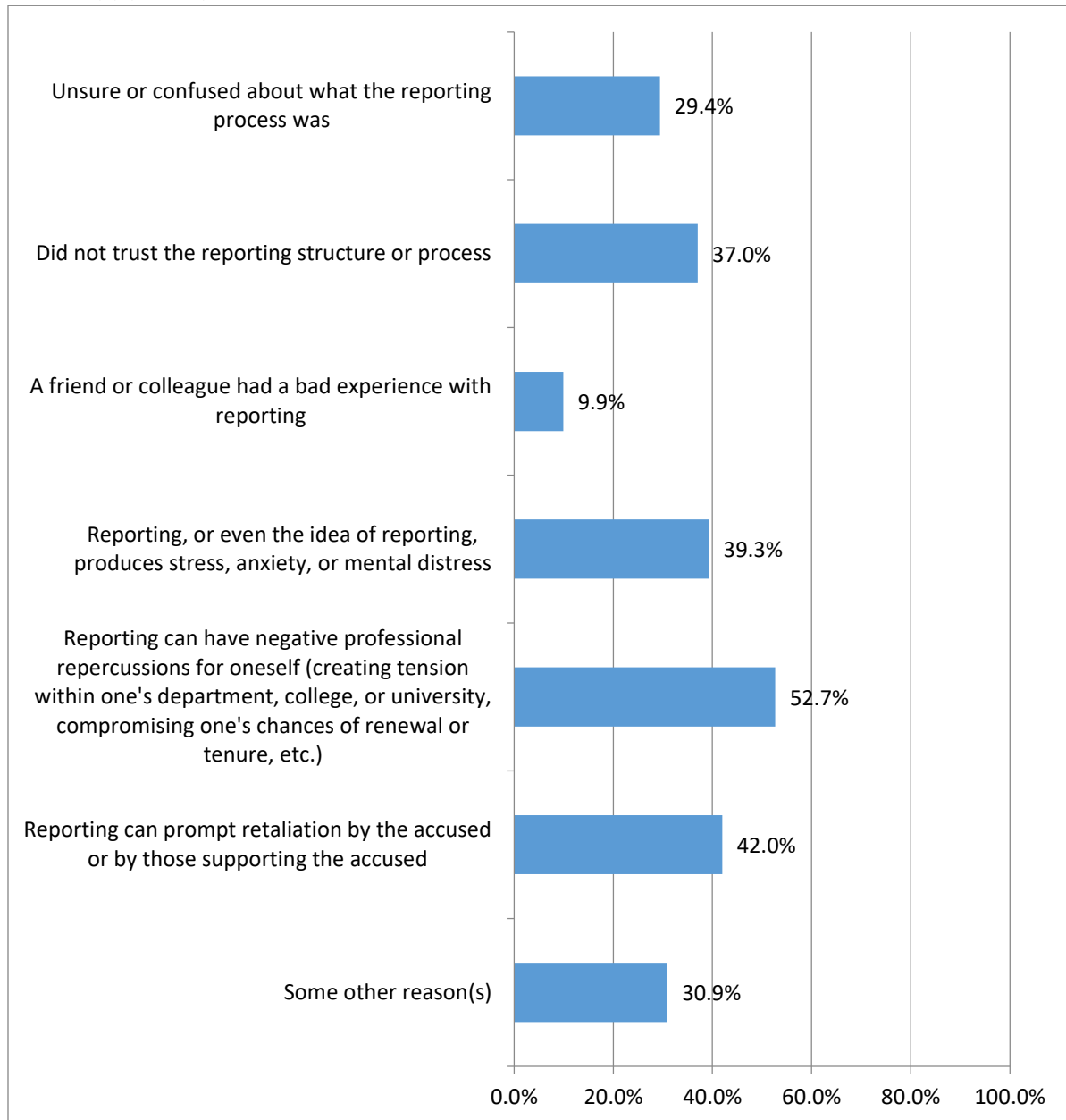
Figure 17: Reasons why individuals would *not* recommend that others report similar experiences (n=99)



There was some degree of consensus among respondents that they would not recommend reporting incidents of harassment because the perpetrator wouldn't be punished anyway, so it wasn't worth the trouble. The other prevalent answer the respondents provided was that they felt the inappropriate behavior that they experienced wasn't serious enough to report. A few other respondents expressed confusion over who they were supposed to report these type of incidents to, while others thought that the incident couldn't be proven, so it was pointless to attempt a report. Another respondent said they didn't report because they didn't want to dwell on their negative experience. Some additional respondents didn't report because they were afraid of the possible backlash that could ensue. Conversely, one respondent didn't report because they didn't want the perpetrator to be punished, despite being "unhappy" about the incident.

For those incidents where respondents did not choose to confide to others, the most common reason for not reporting was to avoid the potential adverse professional repercussions for oneself (52.7%). To avoid retaliation (42.0%), mental discomfort to oneself (39.3%), and lack of trust in the reporting structure or process (37.0%) were also major reasons why these individuals remained silent (Figure 18).

Figure 18: Reasons why individuals did *not* report the incident(s) among those who did *not* report the incident(s) (n=262)



General descriptions of actions or statements that make individuals feel uncomfortable or afraid of those who experienced more than four incidents

Below is the overall account of respondents who reported more than four incidents of actions or statements that make them feel uncomfortable or afraid related to their gender, sex, race and/or ethnicity. Full responses can be found in Appendix C.

A large number of respondents explained that it was difficult to say how many incidents of harassment they had experienced, because the overall work environment was hostile to women and minorities. A few respondents said that they often experienced harassment in the form of racism and sexism combined. Other reports of racism in the workplace involved professors saying that racism is not an issue in the US anymore, along with two department chairs from different institutions using a racial slur against the same respondent.

When female respondents reported instances of sexism in the workplace, the most common grievance was that their male colleagues didn't take them seriously because of their gender. Some respondents shared that male professors diminished women's achievements, saying that they only got their job because they're women, as opposed to being qualified. These respondents said that they were often called "unprofessional" for reasons the women thought were trivial, such as having long hair or wearing a knee-length skirt. Female respondents felt male students disrespected them, and male colleagues infantilized them, by calling them "girl," "miss," or by their first name, regardless of their title. A few female respondents described that they've witnessed a pattern of men taking credit for their ideas. Respondents reported that often women were assigned more projects, sometimes as a punishment for speaking out against their male superiors who had harassed them. More female respondents disclosed that men have made unnecessary comments on their appearance, many of them insulting. Additionally, female respondents disclosed they frequently dealt with unwanted advances from their male colleagues and superiors, such as groping and other sexual assault. Conversely, a few white male respondents felt that they were discriminated against for their race and gender.

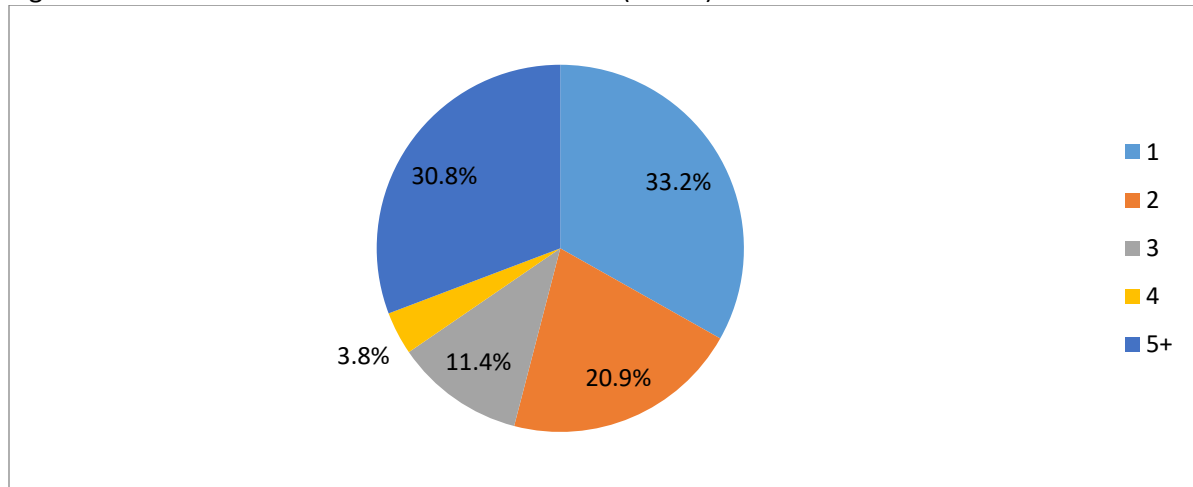
One respondent shared that their colleagues assume that everyone is heterosexual and gender-conforming, which can be problematic when they don't recognize that queer people have different experiences. This respondent said that their colleagues make "jokes" around them that they feel are offensive, because these colleagues assume that there aren't any queer people in the room to object. A few other respondents agreed that they had experienced instances of homophobia in the workplace. One respondent disclosed that he had endured sexual harassment from another man.

Many respondents felt afraid to report harassment, because they didn't think it would be taken seriously. Additional respondents didn't report harassment because the perpetrator had authority over them, and could control their Master's thesis, their workload as an instructor, and their career as a whole. One respondent resigned after they were groped by a senior colleague.

Experiences of unfair treatment due to gender, sexuality, race, and/or ethnicity

Figure 19 indicates that about one-third (30.8%) of respondents who have ever experienced unfair treatment in an academic or professional setting due to gender, sexuality, race, and/or ethnicity reported having more than five incidents in their life.

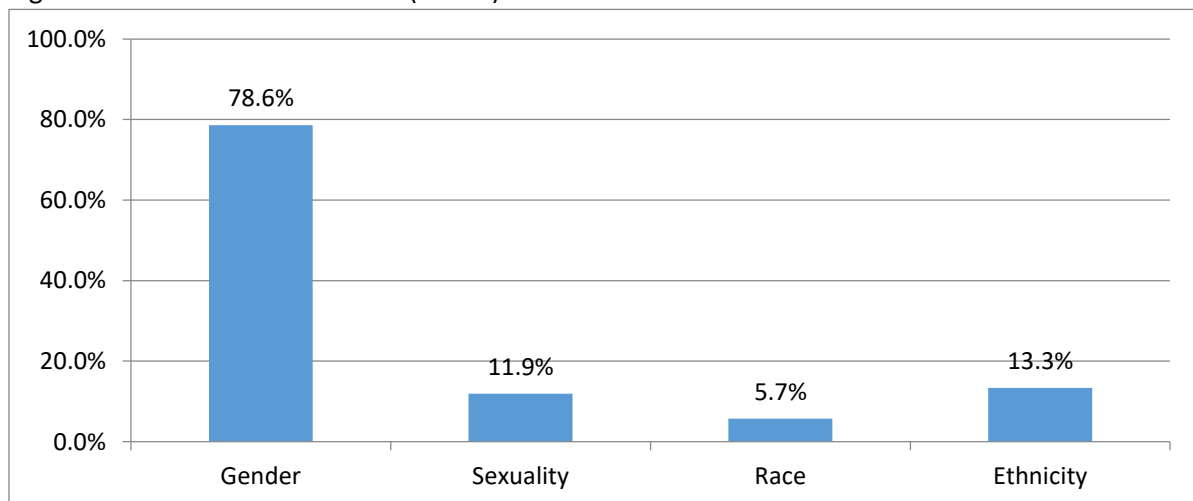
Figure 19: Number of incidents of unfair treatment (n=211)



The following section presents summated data for the first four reported incidents of all respondents regarding experiences of unfair treatment due to gender, sexuality, race, and/or ethnicity. The “n” in each parenthesis represents the summated number of the first four incidents reported by all respondents.

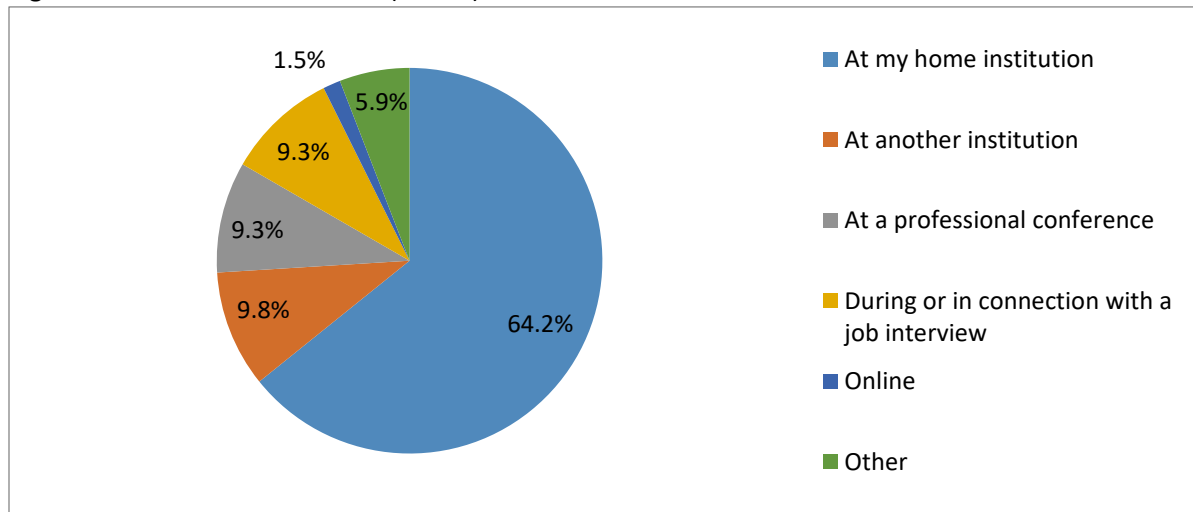
Likewise, unfair treatments related to gender accounted for the largest proportion (78.6%) of these incidents (Figure 20).

Figure 20: Relevance of incidents (n=210)



Nearly two-thirds of these incidents took place at the individual's home institution (64.2%) (Figure 21).

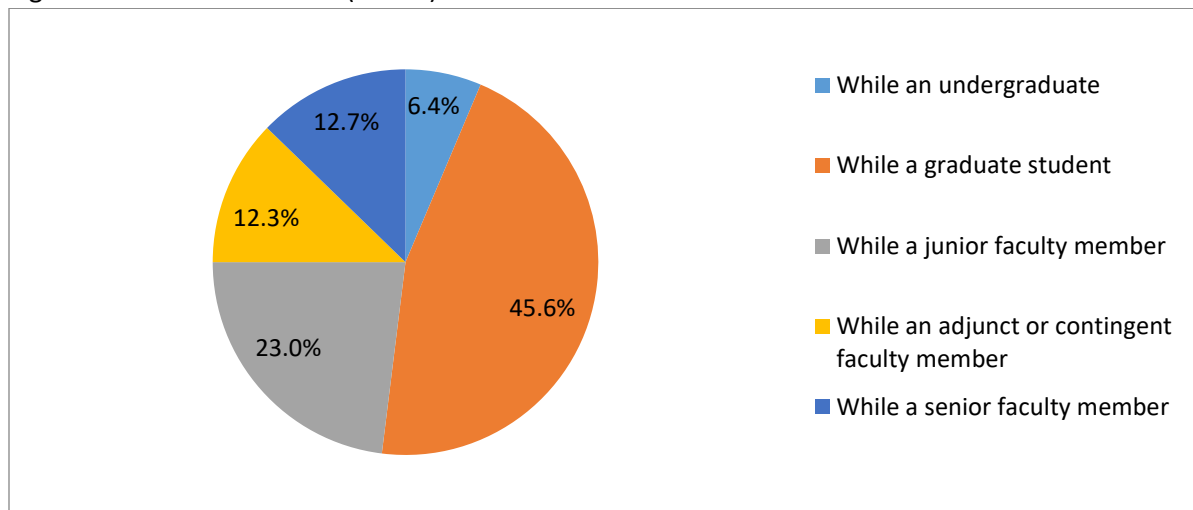
Figure 21: Location of incidents (n=204)



Of the other locations, about two-fifths of the reported incidents took place out in the field on an excavation or archaeological dig.

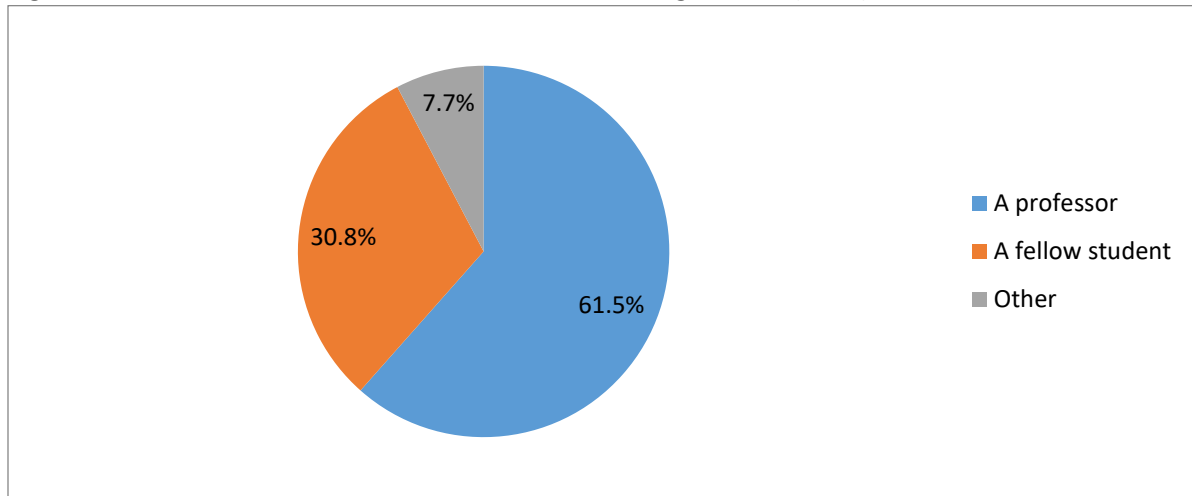
Close to half (45.6%) of these incidents took place while the individual was a graduate student (Figure 22) while about another half (48.0%) happened at some point in their faculty career.

Figure 22: Time of incidents (n=204)



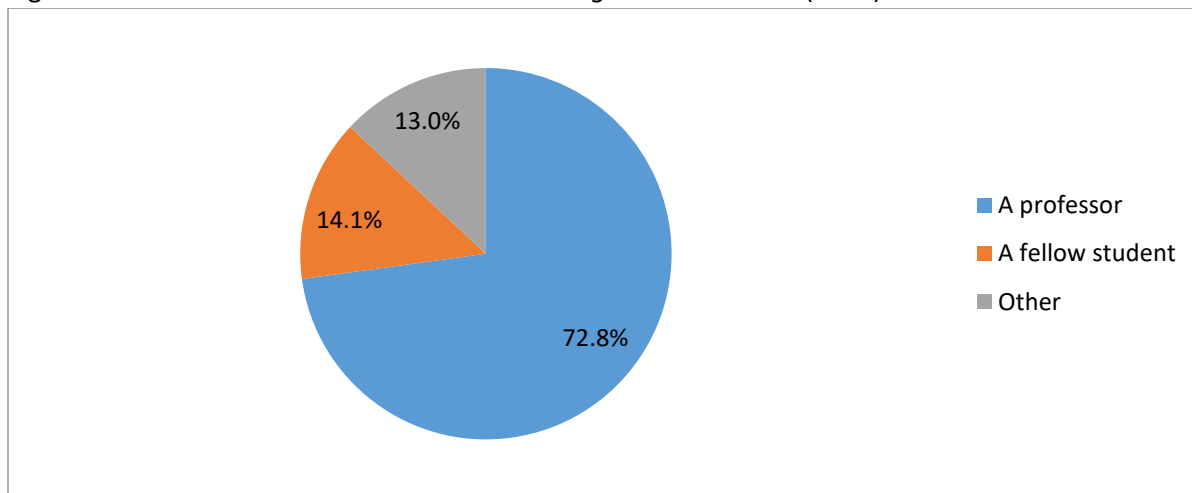
Among those who experienced these incidents while they were undergraduates, the majority (61.5%) reported having problems with a professor (Figure 23).

Figure 23: Person involved in incidents – While an *undergraduate* (n=13)



Incidents that happened while the respondents were graduate students were most likely to be related to a professor (72.8%) (Figure 24).

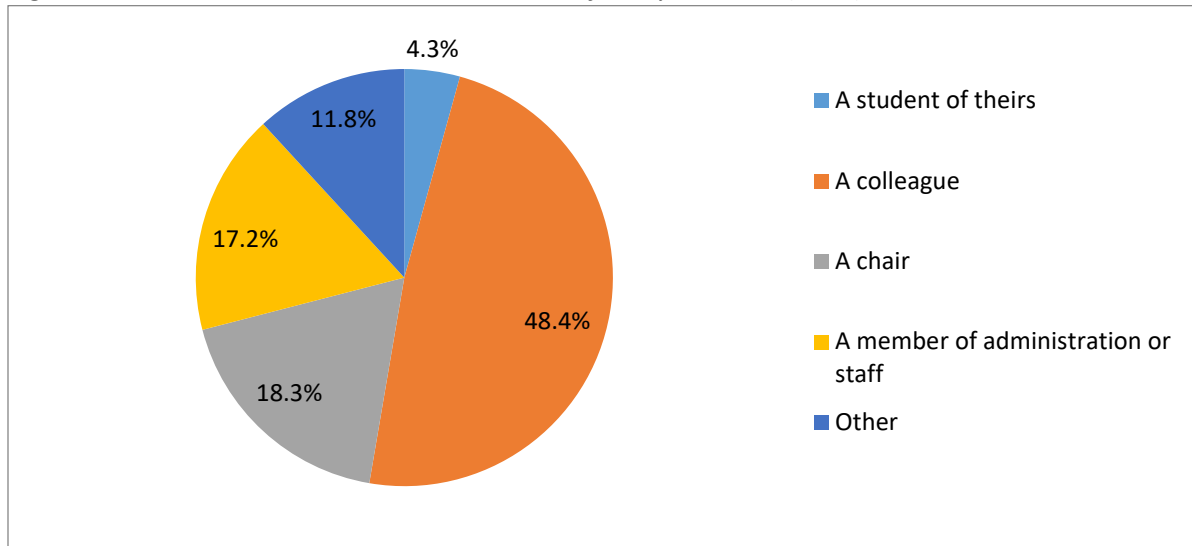
Figure 24: Person involved in incidents – While a *graduate student* (n=92)



Of the other responses, about half of the perpetrators of the reported incidents were undergraduate students that the respondents were teaching or tutoring. Several more respondents said those in charge of hiring discriminated against them, including the search committee and the interviewing committee. An additional respondent reported a visiting professor was discriminatory, and another respondent disclosed that they felt the entire university was at fault for discrimination based on registration status.

At the faculty stage, such incidents were most likely to take place between the individual and their colleague (48.4%) (Figure 25).

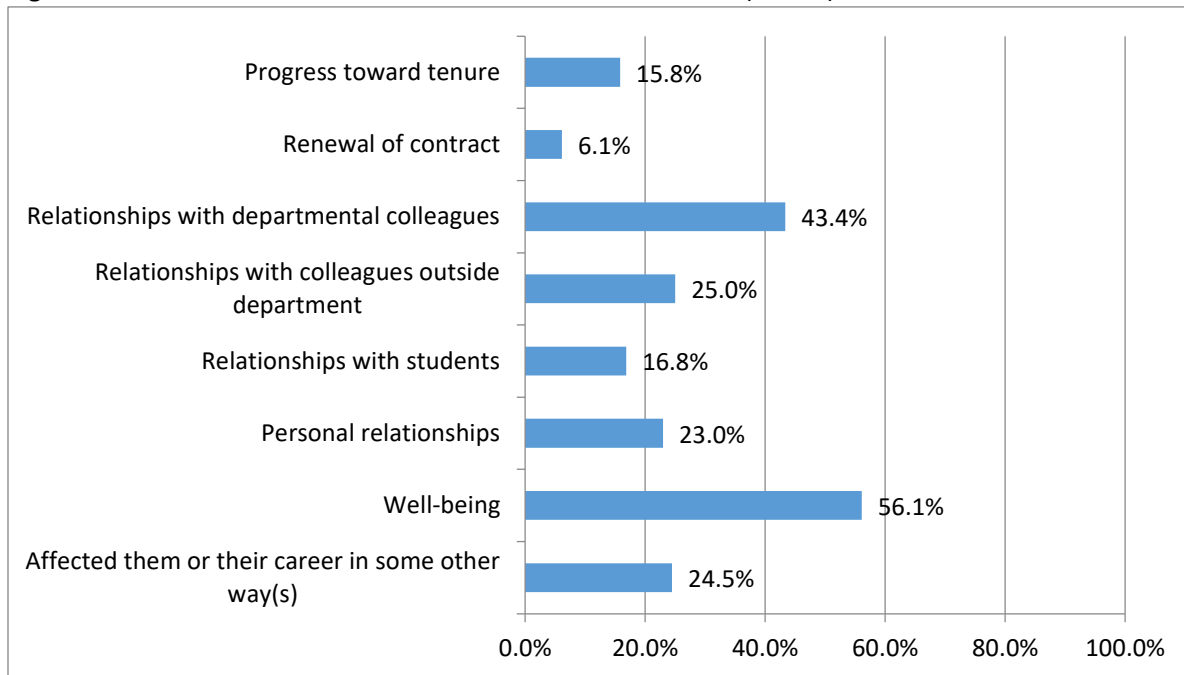
Figure 25: Person involved in incidents – While a *faculty member* (n=93)



Over half of the respondents who reported someone else not listed on the survey shared that they were treated unfairly while they were searching for a job. Altogether, those respondents mentioned the hiring, interview, and search committees were discriminatory, and one respondent said a potential employer was biased against them. A couple other respondents said the entire institution was discriminatory toward them as faculty members.

Well-being (56.1%), and relationships with department colleagues (43.4%) were still the most commonly affected areas as the aftermath of these incidents (Figure 26).

Figure 26: Effects of incidents on themselves and their career (n=196)

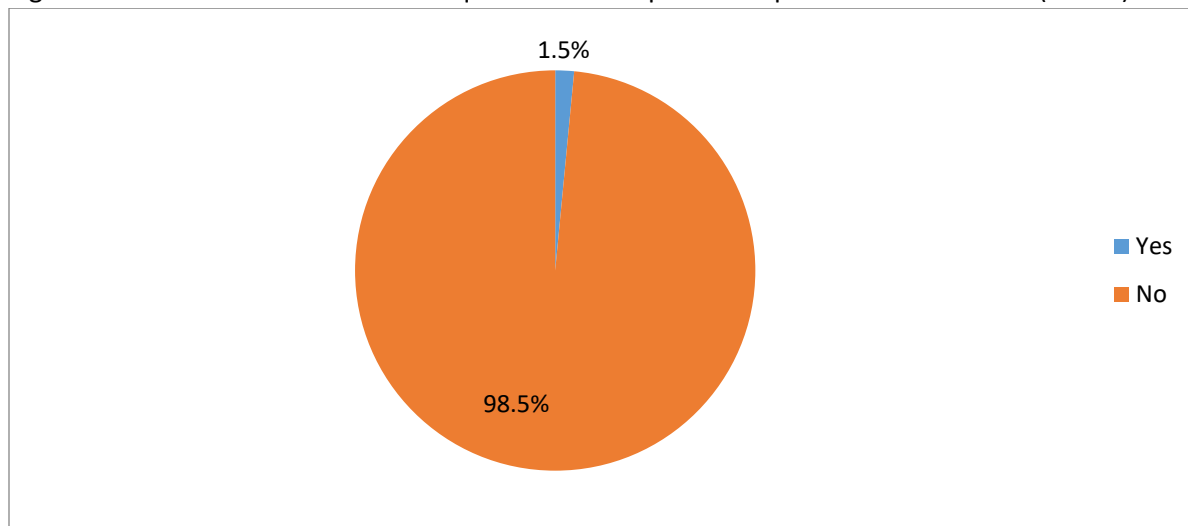


Many respondents reported that incidents of discrimination negatively affected their mental health, causing stress, anxiety, lower self-confidence, and feelings of inadequacy. Other respondents' quality of work changed, including exam preparation and dissertation progress. One respondent changed the way they teach and speak to their students because of discrimination.

Other respondents said that these incidents damaged their careers, because they weren't hired or promoted. One respondent was at a disadvantage professionally due to never being invited to social events where work was discussed, therefore missing out on crucial information pertinent to their career. Another respondent was denied funding as a result of discrimination. Instead of having the time to focus on research like the rest of their colleagues, one respondent consistently had to participate in extra committees and meetings because of gender discrimination, which made it more difficult to have the time to advance their career. Another respondent had many interviews in various departments, but they felt that they were never considered a serious candidate, and that they were only interviewed because of their gender, so that the hiring department could show that they had interviewed women, even if they ended up hiring only men. A couple more respondents changed their specializations because of the discrimination that they had experienced. One respondent felt that they could no longer trust the dean to properly handle incidences of harassment or discrimination, and an additional respondent felt that the dean was the one discriminating against their same-sex partner. One respondent felt that the university's Affirmative Action policies discriminate against men and those who are not part of a historically disadvantaged minority.

Figure 27 indicates that very few individuals responsible for these incidents had consequences for their actions (1.5%).

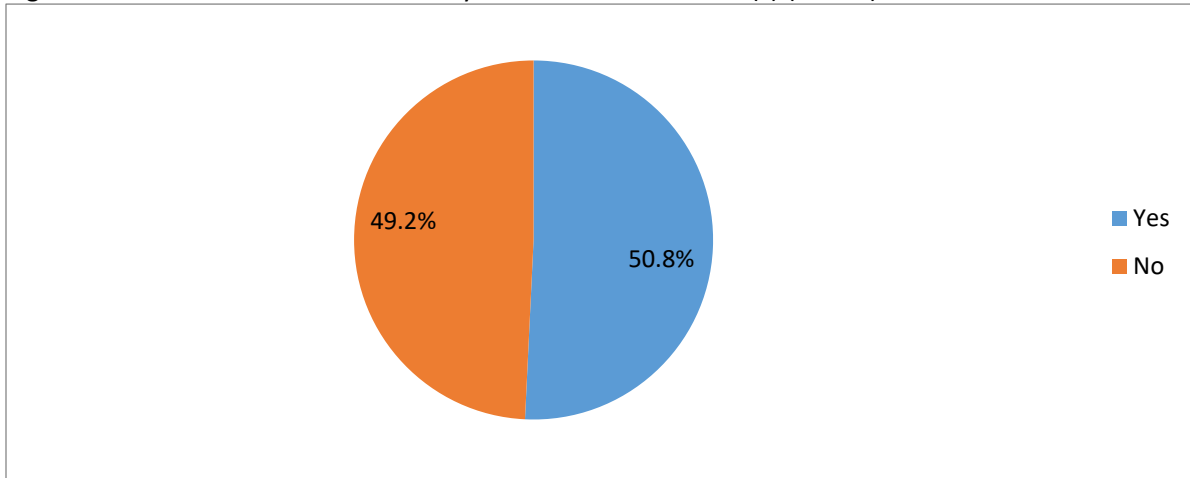
Figure 27: Whether there were consequences for the person responsible for incidents (n=198)



Of the three individuals who had a consequence for their behavior, one was placed on suspension while the other two had other consequences. One respondent said that the offender wasn't punished, but that the behavior was documented.

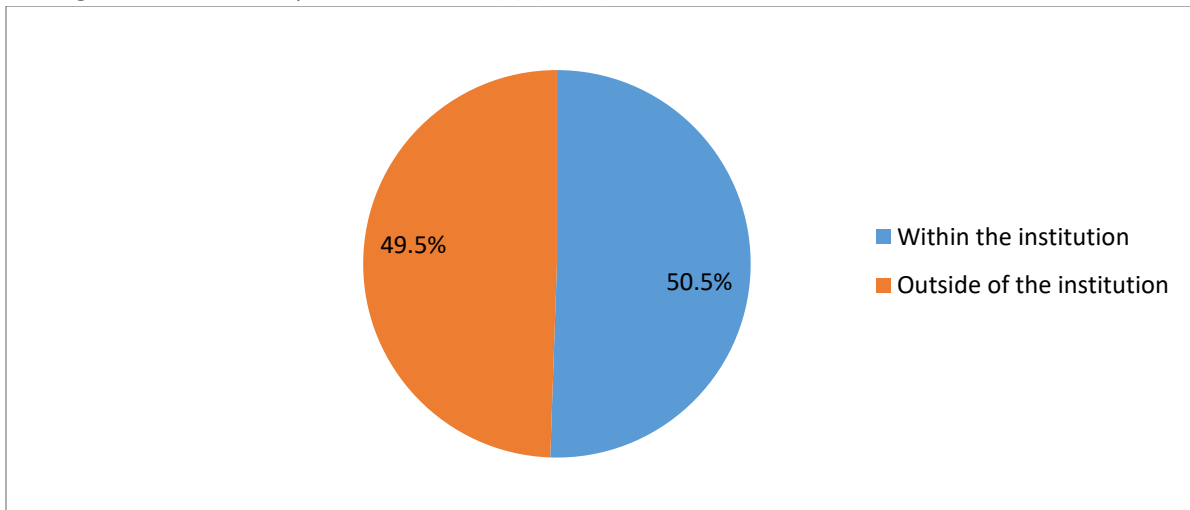
Figure 28 indicates that half of these incidents were reported to someone (50.8%).

Figure 28: Whether individuals told anyone about this incident(s) (n=197)



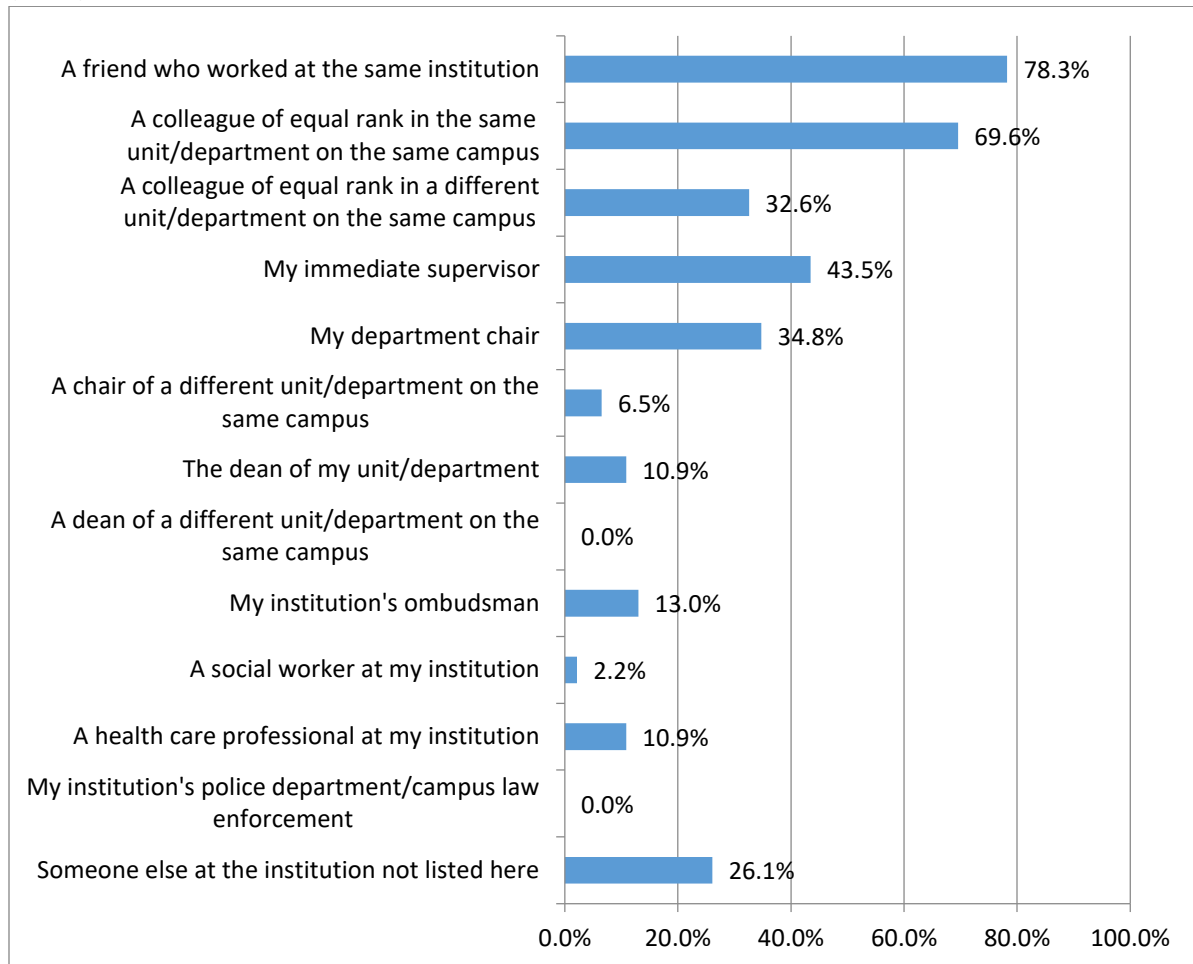
As shown on Figure 29, half (50.5%) of these reported incidents were handled within the individual's institution.

Figure 29: Whether the incident(s) were reported within the institution or outside of the institution among those who *did* report the incident(s) (n=91)



Of the incidents reported within the institution, the majority (78.3%) were disclosed to the victim's friend who worked at the same institution, followed by 69.6% reported to a colleague of equal rank in the same unit/department on the same campus (Figure 30).

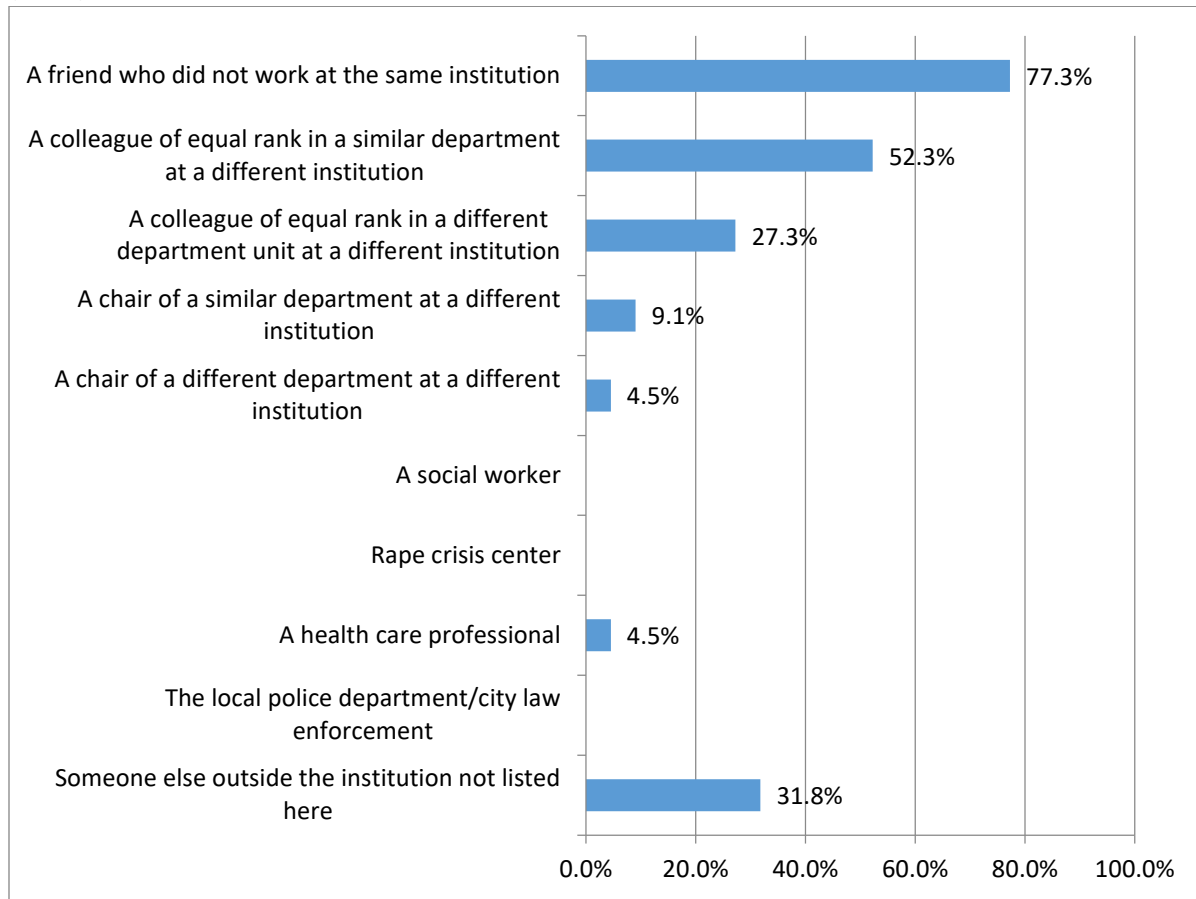
Figure 30: To whom they reported this incident(s) among those who reported *within* the institution (n=46)



More than a third of the respondents who reported discrimination reported it to the Office of Human Rights and Equity Services. One person used an anonymous tip line for ethics violations to report it. Many people reported their incidents of discrimination to staff at their university, such as the Vice President of Student Affairs, the Associate Vice Provost, the director of the international program, and representatives from one respondent's faculty union. A few more respondents discussed their incidents of discrimination to friends, family, and fellow grad students.

Among those who reported outside of their institution, individuals were most likely to report to a friend or a colleague of equal rank at a different institution (77.3% and 52.3%, respectively) (Figure 31).

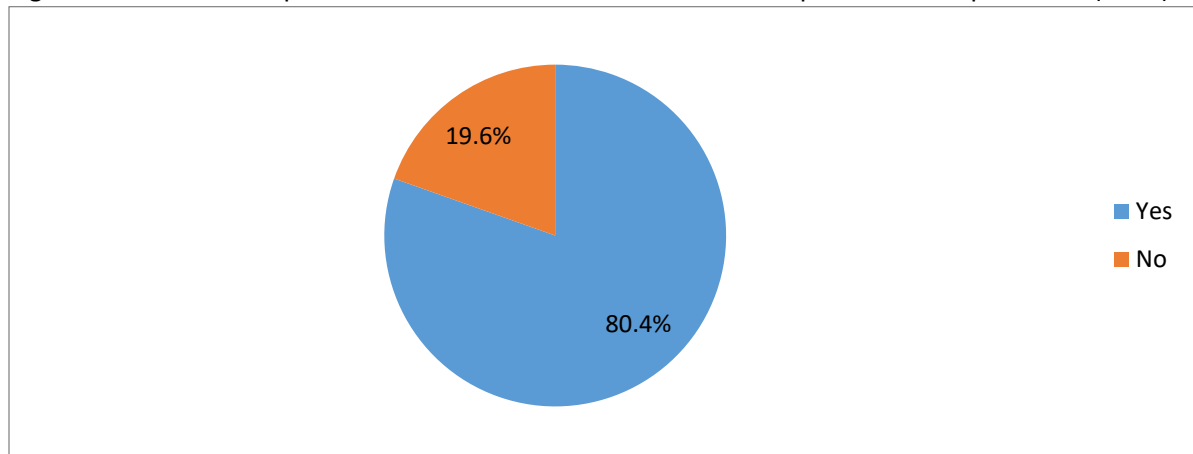
Figure 31: To whom they reported the incident(s) among those who reported *outside of* the institution (n=44)



Respondents also reported these incidents to their spouse or partner. Others reported to family and friends.

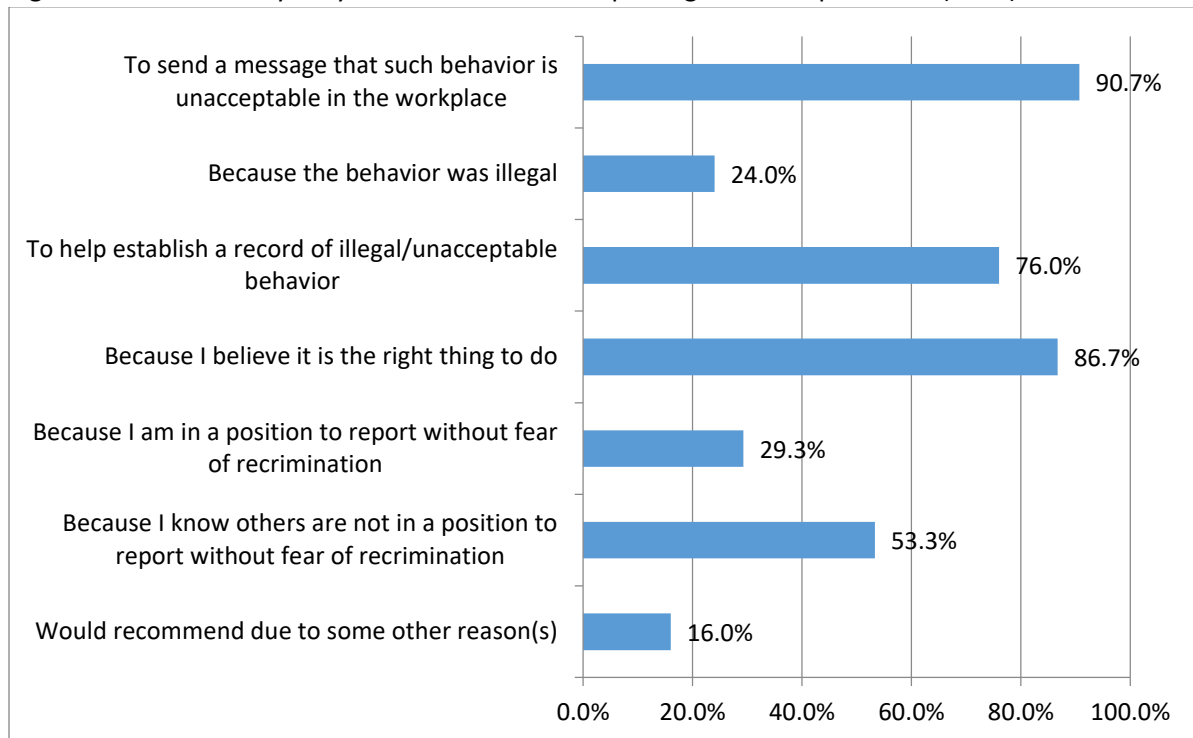
Figure 32 indicates that for about four-fifths of these incidents (80.4%), the individuals would recommend that others report similar experiences based on their own reporting experiences.

Figure 32: Whether respondents would recommend that others report similar experiences (n=97)



Among those existing incidents based upon which the individuals would recommend that others report similar experiences, the vast majority (90.7%) of the reporting was to send a message that such behavior is unacceptable in the workplace, followed by the belief in the good merits of doing so (86.7%) (Figure 33).

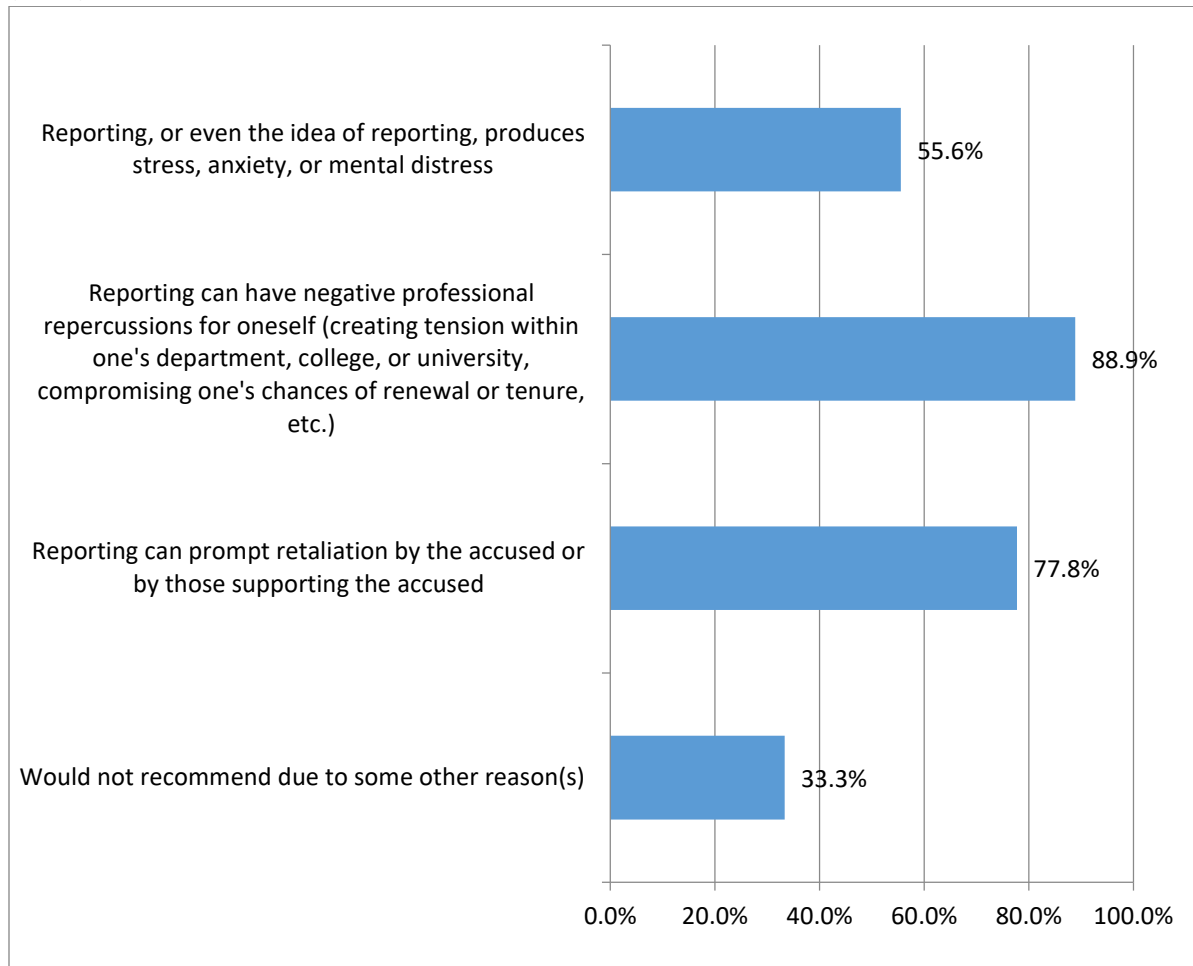
Figure 33: Reasons why they *would* recommend reporting similar experiences (n=75)



A couple respondents recommended reporting instances of discrimination and harassment in order to help others who will experience similar situations in the future. Another respondent suggested the option of reporting so that there will be documentation that the incident took place. Additionally, a couple respondents said that reporting discrimination was easier than they expected, and it reduced their stress. One respondent said that reporting incidents of discrimination helps promote a culture in which people are more aware of sexism.

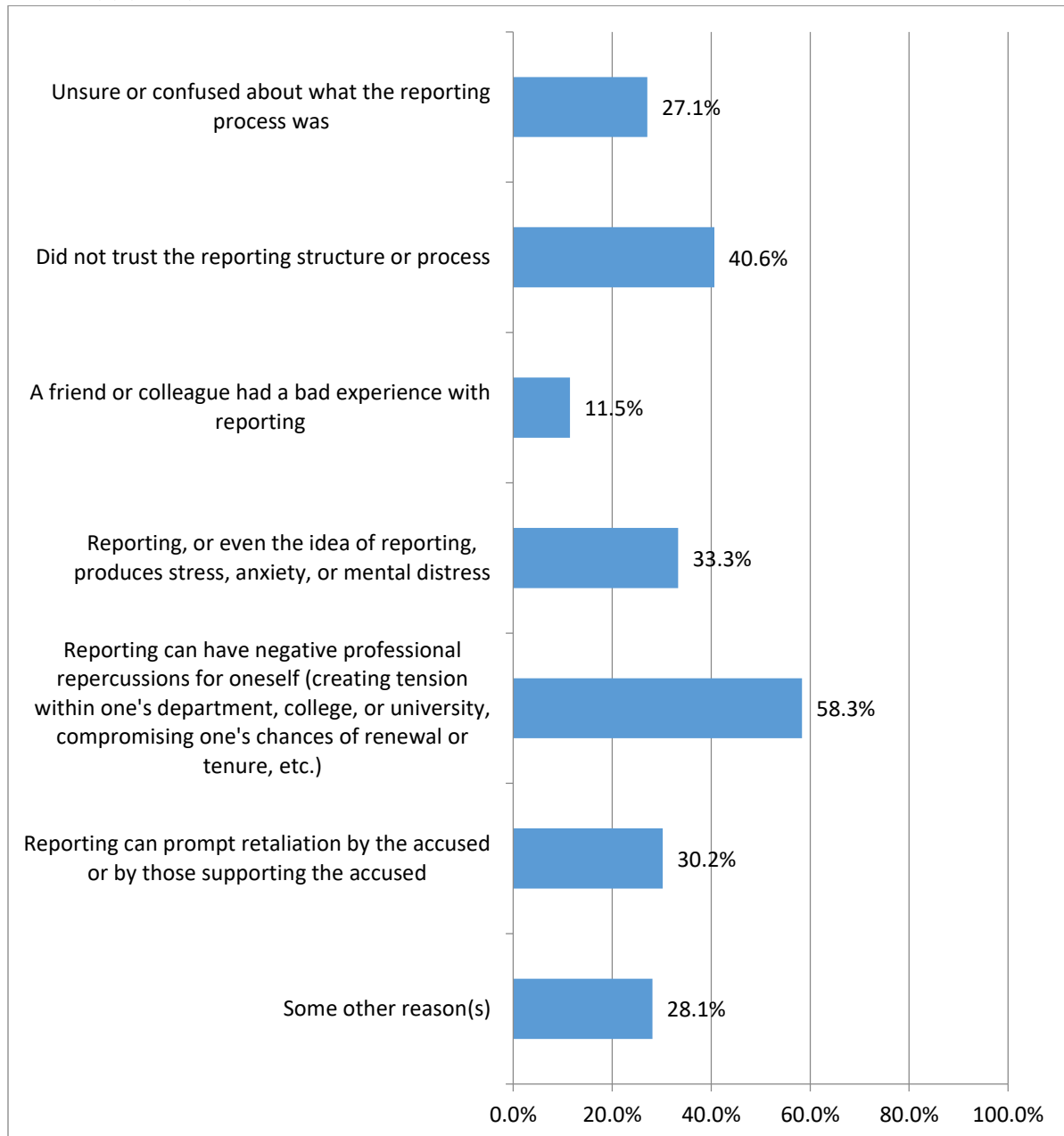
Regarding those incidents where respondents would not recommend others to report similar situations, the most reported reason was the fear of negative professional repercussions for oneself (88.9%). Being afraid of retaliation was the second most common reason (77.8%) (Figure 34).

Figure 34: Reasons why individuals would *not* recommend that others report similar experiences (n=18)



For those incidents where respondents did not choose to confide to others, the most common reason for not reporting was to avoid the potential adverse professional repercussions for oneself (58.3%). Distrust of the reporting mechanism (40.6%) was the second most reported reason (Figure 35).

Figure 35: Reasons why individuals did *not* report the incident(s) among those who did *not* report the incident(s) (n=96)



Among those who stated other rationales, about half chose not to report an incident involving discrimination because they felt the incident was too minor, or not a big deal. A few respondents shared that they didn't think the university would care if they reported incidents of discrimination, because the culture was different back then. One respondent witnessed a person publicly express discriminatory views, but they chose not to report it because nobody else seemed to object. More respondents added that it wouldn't be useful to report, as they couldn't prove that they had been discriminated against. One respondent explained that they chose to go along with the gender bias against them regarding Affirmative Action, because they felt discrimination was justified in this case.

Another respondent disclosed that nothing could be done to fix this incident of discrimination besides cancelling the course, so the respondent chose not to report it, because they didn't want to do anything that could hurt their students. One respondent didn't report because they feared people would know it was them who reported it, and another respondent didn't want to report the perpetrator because she was a woman. Additionally, one respondent didn't report because they didn't expect the senior tenured professor to be punished for their actions. Lastly, one respondent couldn't report an incident of discrimination because they didn't know how.

General description of unfair treatment of those who experienced more than four incidents

Below is the overall account of respondents who reported more than four incidents of unfair treatment related to their gender, sex, race and/or ethnicity. Full responses can be found in Appendix C.

Many female respondents shared that it was more difficult to get a job in Classics because of their gender, with one respondent stating that women tend to get more interviews, but fewer job offers compared to men. Once these respondents were hired, they found that they were paid less than their male peers, and endured verbal abuse as well. In addition, a lot of female respondents reported that they were given more work because of their gender, especially administrative work, such as always taking minutes during meetings with a group of men. When female respondents would speak up and make suggestions during these meetings, they would reportedly often be ignored, and subsequently a man would take credit for the woman's idea.

More female respondents reported that while their male colleagues were often hostile to them, they also experienced "hazing" from female senior colleagues, which maintained the cycle of harassment that they experienced as young women. Many female respondents felt disrespected when students would address the men as "Professor" but called the women "Miss" or used her first name only. One respondent said that when someone was president of their previous institution, mistreatment of women was common. Another respondent felt she were treated unfairly as a woman, but recognized that she still had an unfair advantage over people of color.

A few respondents reported other instances of discrimination, such as derogatory comments about their religion or country of origin. One respondent felt like they were treated as an outsider by their colleagues because of their uncommon Latino/Hispanic name. Another respondent suspected that they had been passed over for promotions because of their race.

Additional comments

Considering all of the comments, one of the most prevalent views the respondents held was that they were glad this survey was conducted. Many respondents shared that they hope this survey will change the work environment in a positive way, but one respondent countered that notion, saying that the survey doesn't matter because professors don't have an incentive to improve and stop harassing their colleagues for their race, gender, and sexuality. Several older respondents said that the conditions in academia have greatly improved for women in the past decades.

Many respondents said that universities are too focused on diversity in new hires, thanks to Affirmative Action. The respondents stated that some applicants faced "reverse discrimination" when universities hired women and minorities over white men. Other respondents opposed that viewpoint,

saying that white men had an overall advantage over women and minorities, because they were rarely harassed by their colleagues, and witnessed or heard about harassment more often than they experienced it themselves.

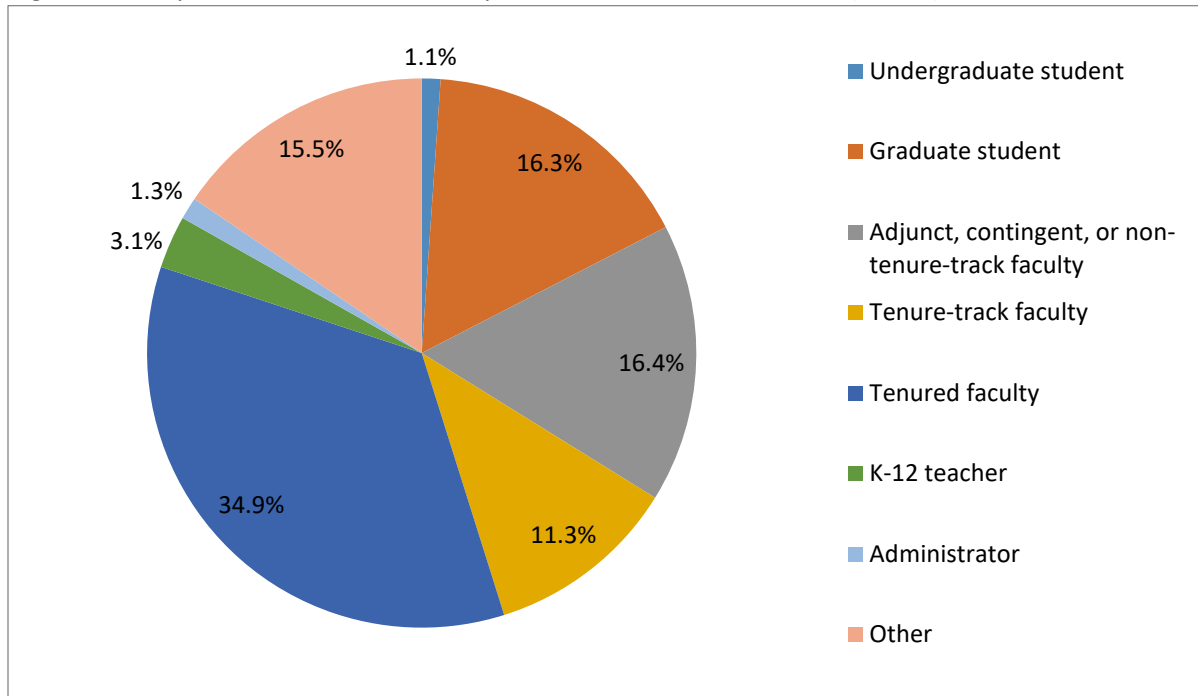
A substantial number of respondents shared that it was difficult to quantify the incidents of harassment that they had experienced, because harassment was an everyday occurrence for them. It was also hard for them to answer because it was impossible to gauge how often they were discriminated against behind closed doors. Several respondents shared that it was emotionally taxing to relive their past incidents of harassment, especially because they felt there were too many repetitive questions. Many respondents felt that the use of “uncomfortable” was too broad. More respondents indicated that the survey should’ve differentiated between harassment and discrimination, and that it should’ve offered respondents options based on the degree of the harassment or assault.

Many respondents had technical difficulties with the survey, because it did not allow them to go back and reword their previous answers. Other respondents voiced that the survey was much longer than the 5-10 minutes as stated in their emails. There were also a few respondents who suggested demographic changes to the survey, such as adding more race and gender options, along with changing the language of the survey to recognize that “male” and “female” describe one’s sex, not gender. A couple more respondents pointed out that “transgender” is not a gender itself, but an adjective meaning a person’s gender doesn’t match the sex they were assigned at birth. A few more respondents suggested that the question regarding sexuality should allow the respondent to check all that apply. Many respondents proposed adding more demographic questions to include age, socioeconomic status, religion, disability, marital status, pregnancy, national origin, veteran status, and political affiliation.

Demographic information

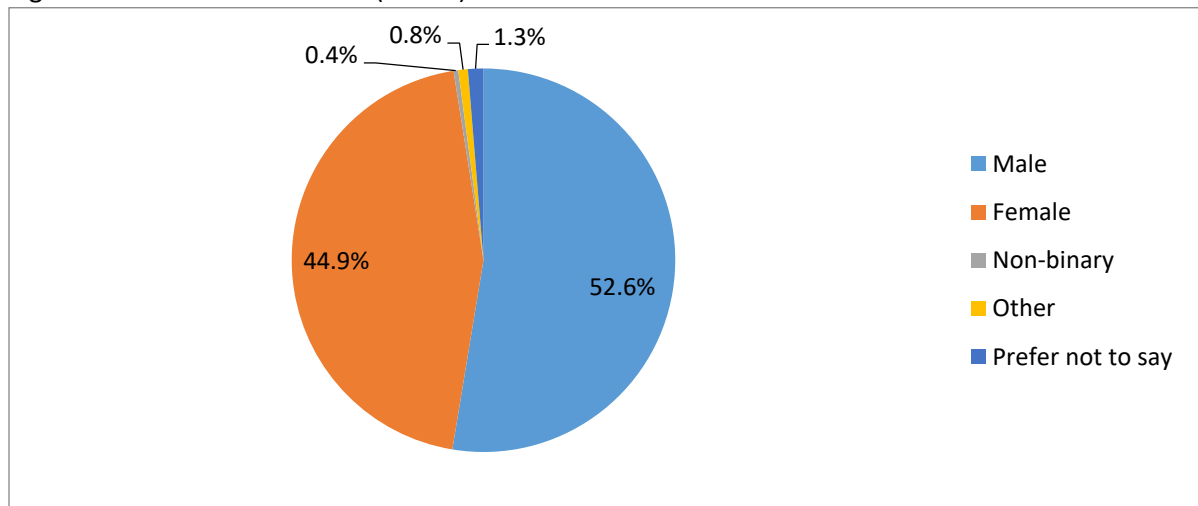
About one-third (34.9%) of the respondents are tenured faculty members, followed by about one-sixth of them being adjunct, contingent, or non-tenure-track faculty members (16.4%), another one-sixth being graduate students (16.3%), and 15.5% other status (Figure 36). A large proportion of the respondents who reported other status are retired faculty members. There are also a lot of emeritus professors, independent researchers, and postdoctoral fellows. Some of them are university staff members, retired staff members and k-12 teachers, professionals with specific titles, and so on.

Figure 36: Respondent's current role or position in the field of Classics (n=895)



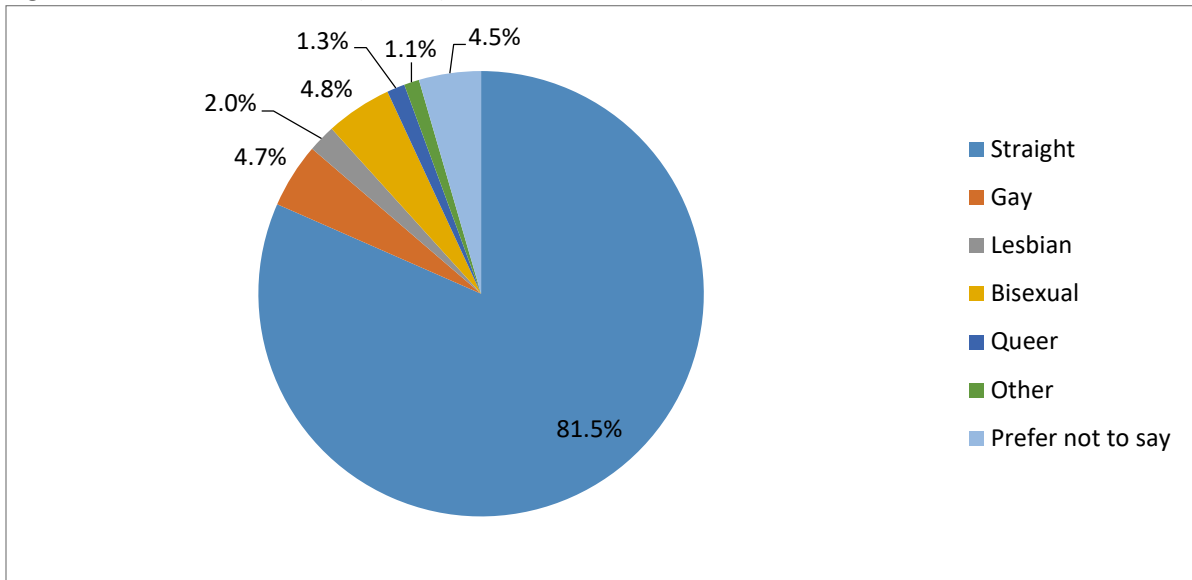
Slightly more than half of the respondents are males (52.6%). Several respondents reported their gender as androgynous, genderqueer, trans-female, and some other terms defined in their own way (Figure 37).

Figure 37: Gender distribution (n=894)



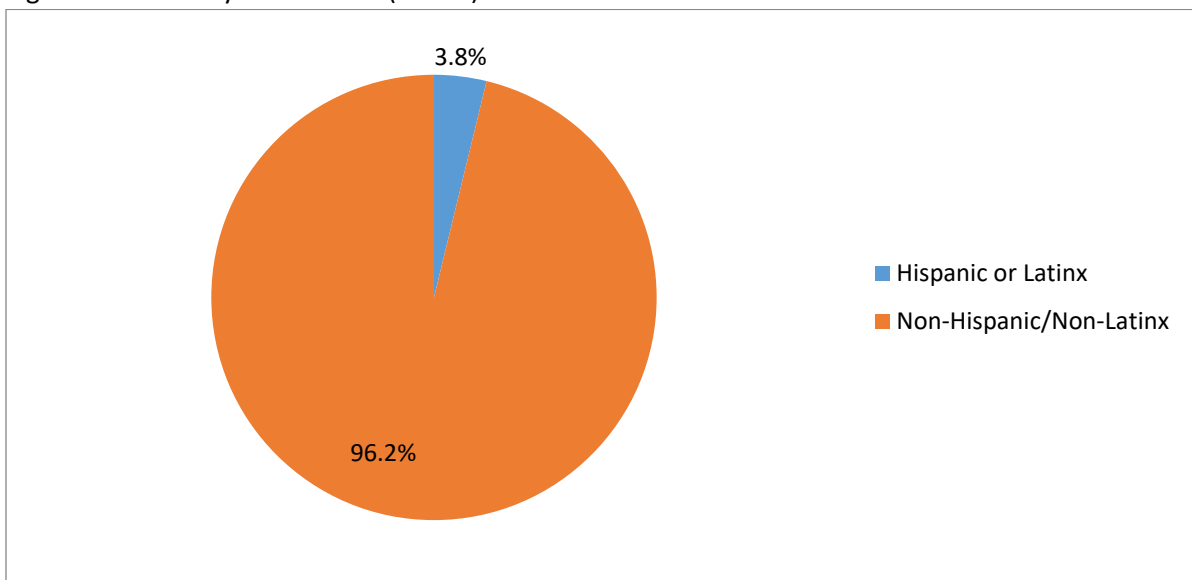
The majority of respondents identified themselves as straight (81.5%), 12.8% fall in the L-G-B-Q categories, and 4.5% declined to disclose this information (Figure 38). Of the few who reported other sexual orientation, some are asexual with the others being demisexual, fluid, gay and queer, and so on.

Figure 38: Sexual orientation (n=894)



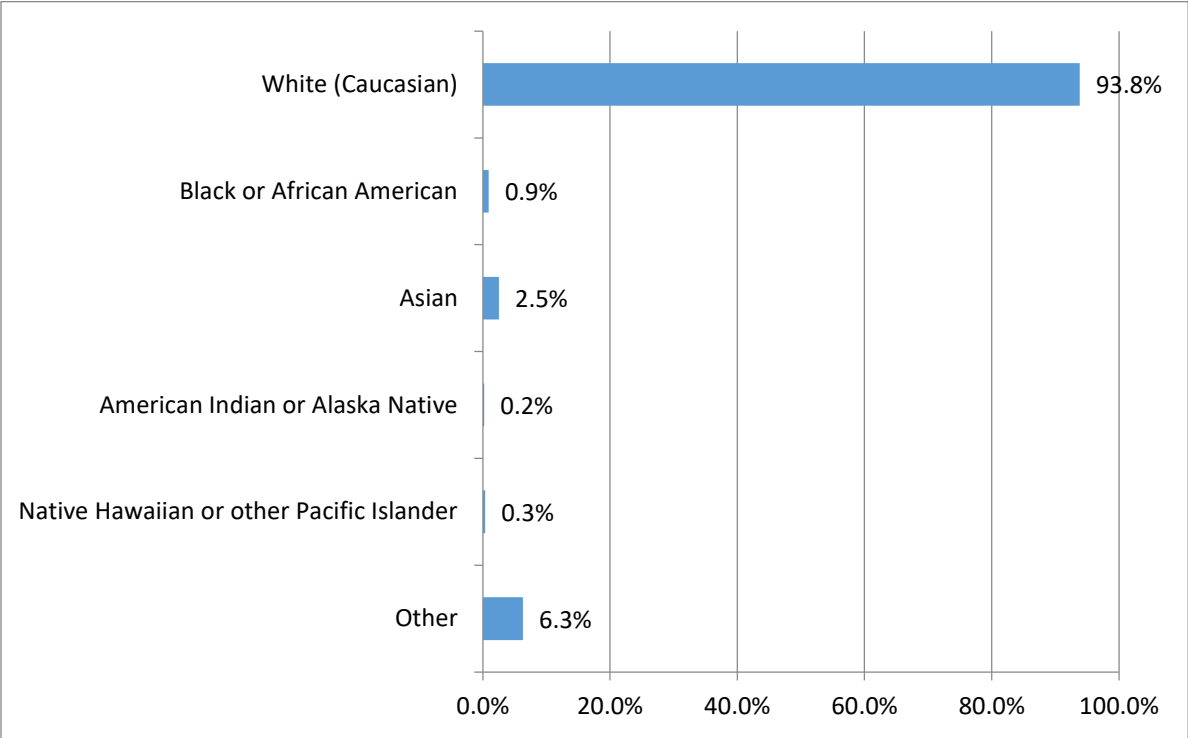
About 3.8% of the respondents are Hispanic or Latinx (Figure 39).

Figure 39: Ethnicity distribution (n=886)



The majority of the respondents are White (93.8%) (Figure 40). Respondents who reported other races are mostly multiracial/mixed-race.

Figure 40: Race distribution (n=874)



Appendices

Appendix A: SCS survey on harassment and discrimination experiences

In response to widespread calls for greater attention to issues of harassment and discrimination, SCS members affiliated with the Committees on Gender and Sexuality in the Profession (COGSIP) and on Diversity in the Profession (CODIP), the Women's Classical Caucus, and the Lambda Classical Caucus have created a survey in order to gather information about these issues in the field of Classics. This survey asks about what goes on at our home institutions (e.g. office, classroom, on campus), at professional meetings, in job interviews, and/or online (e.g. social media, email, blog), focusing on incidents related to gender, sexuality, race, and/or ethnicity. With this information in hand, the SCS will be better equipped to develop effective responses to the forms of harassment described by the survey data.

Next

When answering these questions, please only think of situations in professional or academic contexts. Do NOT include situations outside of professional or academic contexts or things you may have read or seen in the media.

Please note that a comment box is provided at the end of this survey for any comments or feedback. Please use this space to share with us your additional opinions.

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Have you ever felt uncomfortable or afraid because of actions or statements related to your...

	Yes	No
Gender	<input type="radio"/>	<input type="radio"/>
Sexuality	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>
Ethnicity	<input type="radio"/>	<input type="radio"/>

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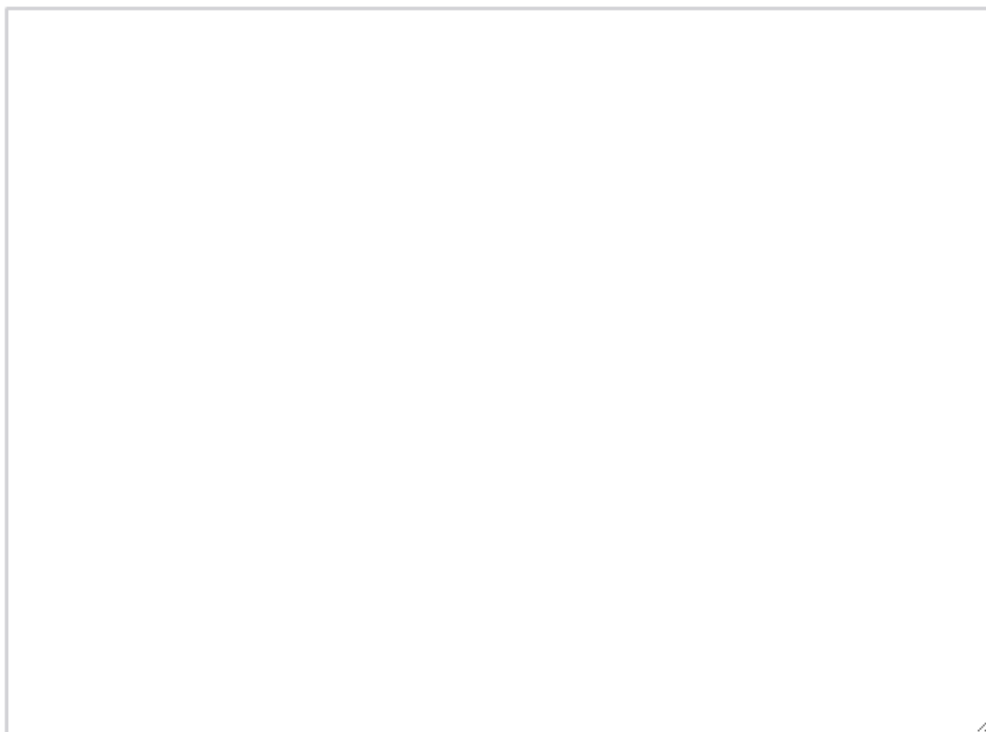
How many times has someone ever said or done something related to your gender, sexuality, race, and/or ethnicity that made you feel uncomfortable or afraid? *Please note that respondents who have experienced a large number of incidents will be asked different follow-up questions to better reflect their experiences.*

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More than 4 incidents -

Because you have had five or more experiences that made you feel uncomfortable or afraid, please use the space below to tell us about those experiences in general.



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1 to 4 incidents -

Would you say this incident related to:

	Yes	No
Gender	<input type="radio"/>	<input type="radio"/>
Sexuality	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>
Ethnicity	<input type="radio"/>	<input type="radio"/>

Where did this incident take place?

- ☐ At my home institution
- ☐ At another institution
- ☐ At a professional conference
- ☐ During or in connection with a job interview
- ☐ Online
- ☐ Other, specify:

At what point in your career did this incident take place?

- ☐ While an undergraduate
- ☐ While a graduate student
- ☐ While a junior faculty member
- ☐ While an adjunct or contingent faculty member
- ☐ While a senior faculty member

Next

While an undergraduate -

With whom did this incident take place?

- ☐ A professor
- ☐ A teaching assistant
- ☐ A fellow student
- ☐ Other, specify:

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Next

While a graduate student -

With whom did this incident take place?

- ☐ A professor
- ☐ A fellow student
- ☐ Other, specify:

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While a faculty member -

With whom did this incident take place?

- ☐ A student of mine
- ☐ A colleague
- ☐ A chair
- ☐ A member of administration or staff
- ☐ Other, specify:

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Next

Please indicate whether or not this incident affected you and your career in the following ways.

	Yes	No
Your progress toward tenure	<input type="radio"/>	<input type="radio"/>
The renewal of your contract	<input type="radio"/>	<input type="radio"/>
Your relationships with departmental colleagues	<input type="radio"/>	<input type="radio"/>
Your relationships with colleagues outside of the department	<input type="radio"/>	<input type="radio"/>
Your relationships with students	<input type="radio"/>	<input type="radio"/>
Your personal relationships	<input type="radio"/>	<input type="radio"/>
Your well-being	<input type="radio"/>	<input type="radio"/>
Some other way(s)	<input type="radio"/>	<input type="radio"/>

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Were there consequences for the person responsible for this incident?

- ☐ Yes
☐ No

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Please indicate whether or not the following were consequences for the person responsible for this incident.

	Yes	No
The person was required to complete harassment training.	<input type="radio"/>	<input type="radio"/>
The person was not allowed to interact with you anymore.	<input type="radio"/>	<input type="radio"/>
The person was placed on suspension.	<input type="radio"/>	<input type="radio"/>
The person was asked to resign.	<input type="radio"/>	<input type="radio"/>
Legal action was taken against the person.	<input type="radio"/>	<input type="radio"/>
There were other consequence(s) for this person.	<input type="radio"/>	<input type="radio"/>

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Did you tell anyone about this incident?

- ☐ Yes
☐ No

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Did tell someone about this incident -

Did you report this incident within the institution or outside the institution?

- ☐ Within the institution
- ☐ Outside of the institution

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Within the institution -

To whom did you report this incident?

	Yes	No
A friend who worked at the same institution	<input type="radio"/>	<input type="radio"/>
A colleague of equal rank in the same unit/department on the same campus	<input type="radio"/>	<input type="radio"/>
A colleague of equal rank in a different unit/department on the same campus	<input type="radio"/>	<input type="radio"/>
My immediate supervisor	<input type="radio"/>	<input type="radio"/>
My department chair	<input type="radio"/>	<input type="radio"/>
A chair of a different unit/department on the same campus	<input type="radio"/>	<input type="radio"/>
The dean of my unit/department	<input type="radio"/>	<input type="radio"/>
A dean of a different unit/department on the same campus	<input type="radio"/>	<input type="radio"/>
My institution's ombudsman	<input type="radio"/>	<input type="radio"/>
A social worker at my institution	<input type="radio"/>	<input type="radio"/>
A health care professional at my institution	<input type="radio"/>	<input type="radio"/>
My institution's police department/campus law enforcement	<input type="radio"/>	<input type="radio"/>
Someone else at the institution not listed here	<input type="radio"/>	<input type="radio"/>

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Outside of the institution -

To whom did you report this incident?

	Yes	No
A friend who does not work at the same institution	<input type="radio"/>	<input type="radio"/>
A colleague of equal rank in a similar unit/department at a different institution	<input type="radio"/>	<input type="radio"/>
A colleague of equal rank in a different unit/department at a different institution	<input type="radio"/>	<input type="radio"/>
A chair of a similar unit/department at a different institution	<input type="radio"/>	<input type="radio"/>
A chair of a different unit/department at a different institution	<input type="radio"/>	<input type="radio"/>
A social worker	<input type="radio"/>	<input type="radio"/>
Rape crisis center	<input type="radio"/>	<input type="radio"/>
A health care professional	<input type="radio"/>	<input type="radio"/>
The local police department/city law enforcement	<input type="radio"/>	<input type="radio"/>
Someone else outside the institution not listed here	<input type="radio"/>	<input type="radio"/>

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Based on your own experiences with this incident, would you recommend that others report similar experiences?

- ☐ Yes
- ☐ No

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Next

Would recommend that others report similar experiences -

Please indicate whether or not the following are reasons why you would recommend reporting similar experiences.

	Yes	No
To send a message that such behavior is unacceptable in the workplace	<input type="radio"/>	<input type="radio"/>
Because the behavior was illegal	<input type="radio"/>	<input type="radio"/>
To help establish a record of illegal/unacceptable behavior	<input type="radio"/>	<input type="radio"/>
Because I believe it is the right thing to do	<input type="radio"/>	<input type="radio"/>
Because I am in a position to report without fear of recrimination	<input type="radio"/>	<input type="radio"/>
Because I know others are not in a position to report without fear of recrimination	<input type="radio"/>	<input type="radio"/>
Some other reason(s)	<input type="radio"/>	<input type="radio"/>

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Would not recommend that others report similar experiences -

Please indicate whether or not the following are reasons why you would not recommend reporting similar experiences.

	Yes	No
Reporting, or even the idea of reporting, produces stress, anxiety, or mental distress	<input type="radio"/>	<input type="radio"/>
Reporting can have negative professional repercussions for oneself (creating tension within one's department, college, or university, compromising one's chances of renewal or tenure, etc.)	<input type="radio"/>	<input type="radio"/>
Reporting can prompt retaliation by the accused or by those supporting the accused	<input type="radio"/>	<input type="radio"/>
Some other reason(s)	<input type="radio"/>	<input type="radio"/>

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Did not tell anyone about this incident -

Please indicate whether or not the following are reasons why you did not report this incident?

	Yes	No
Unsure or confused about what the reporting process was	<input type="radio"/>	<input type="radio"/>
Did not trust the reporting structure or process	<input type="radio"/>	<input type="radio"/>
A friend or colleague had a bad experience with reporting	<input type="radio"/>	<input type="radio"/>
Reporting, or even the idea of reporting, produces stress, anxiety, or mental distress	<input type="radio"/>	<input type="radio"/>
Reporting can have negative professional repercussions for oneself (creating tension within one's department, college, or university, compromising one's chances of renewal or tenure, etc.)	<input type="radio"/>	<input type="radio"/>
Reporting can prompt retaliation by the accused or by those supporting the accused	<input type="radio"/>	<input type="radio"/>
Some other reason(s)	<input type="radio"/>	<input type="radio"/>

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Next

Have you ever been treated unfairly because of your...

	Yes	No
Gender	<input type="radio"/>	<input type="radio"/>
Sexuality	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>
Ethnicity	<input type="radio"/>	<input type="radio"/>

Next

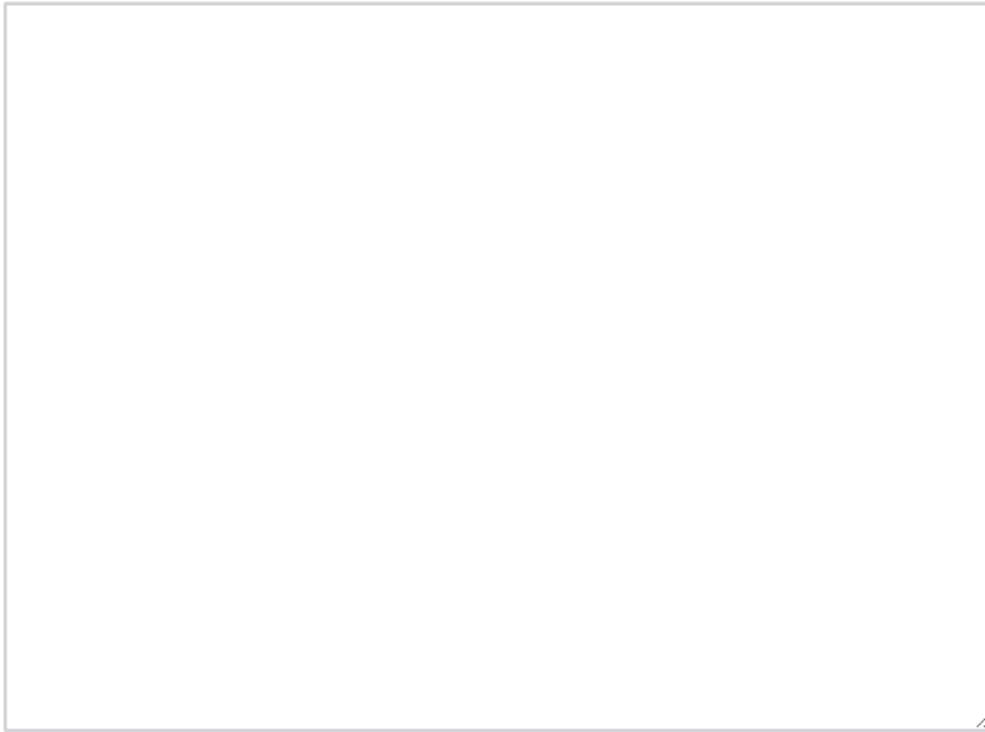
How many times have you ever been treated unfairly because of your gender, sexuality, race, and/or ethnicity? *Please note that respondents who have experienced a large number of incidents will be asked different follow-up questions to better reflect their experiences.*

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More than 4 incidents -

Because you have had five or more experiences where you have been treated unfairly, please use the space below to tell us about those experiences in general.



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Next

1 to 4 incidents -

Would you say this incident related to:

	Yes	No
Gender	<input type="radio"/>	<input type="radio"/>
Sexuality	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>
Ethnicity	<input type="radio"/>	<input type="radio"/>

Where did this incident take place?

- ☐ At my home institution
- ☐ At another institution
- ☐ At a professional conference
- ☐ During or in connection with a job interview
- ☐ Online
- ☐ Other, specify:

At what point in your career did this incident take place?

- ☐ While an undergraduate
- ☐ While a graduate student
- ☐ While a junior faculty member
- ☐ While an adjunct or contingent faculty member
- ☐ While a senior faculty member

Next

While an undergraduate -

With whom did this incident take place?

- ☐ A professor
- ☐ A teaching assistant
- ☐ A fellow student
- ☐ Other, specify:

Previous

Next

While a graduate student -

With whom did this incident take place?

- ☐ A professor
- ☐ A fellow student
- ☐ Other, specify:

Previous

Next

While a faculty member -

With whom did this incident take place?

- ☐ A student of mine
- ☐ A colleague
- ☐ A chair
- ☐ A member of administration or staff
- ☐ Other, specify:

Previous

Next

Please indicate whether or not this incident affected you and your career in the following ways.

	Yes	No
Your progress toward tenure	<input type="radio"/>	<input type="radio"/>
The renewal of your contract	<input type="radio"/>	<input type="radio"/>
Your relationships with departmental colleagues	<input type="radio"/>	<input type="radio"/>
Your relationships with colleagues outside of the department	<input type="radio"/>	<input type="radio"/>
Your relationships with students	<input type="radio"/>	<input type="radio"/>
Your personal relationships	<input type="radio"/>	<input type="radio"/>
Your well-being	<input type="radio"/>	<input type="radio"/>
Some other way(s)	<input type="radio"/>	<input type="radio"/>

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Were there consequences for the person responsible for this incident?

- ☐ Yes
☐ No

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[Next](#)

Please indicate whether or not the following were consequences for the person responsible for this incident.

	Yes	No
The person was required to complete harassment training.	<input type="radio"/>	<input type="radio"/>
The person was not allowed to interact with you anymore.	<input type="radio"/>	<input type="radio"/>
The person was placed on suspension.	<input type="radio"/>	<input type="radio"/>
The person was asked to resign.	<input type="radio"/>	<input type="radio"/>
Legal action was taken against the person.	<input type="radio"/>	<input type="radio"/>
There were other consequence(s) for this person.	<input type="radio"/>	<input type="radio"/>

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Did you tell anyone about this incident?

- ☐ Yes
☐ No

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Did tell someone about this incident -

Did you report this incident within the institution or outside the institution?

- ☐ Within the institution
- ☐ Outside of the institution

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Next

Within the institution -

To whom did you report this incident?

	Yes	No
A friend who worked at the same institution	<input type="radio"/>	<input type="radio"/>
A colleague of equal rank in the same unit/department on the same campus	<input type="radio"/>	<input type="radio"/>
A colleague of equal rank in a different unit/department on the same campus	<input type="radio"/>	<input type="radio"/>
My immediate supervisor	<input type="radio"/>	<input type="radio"/>
My department chair	<input type="radio"/>	<input type="radio"/>
A chair of a different unit/department on the same campus	<input type="radio"/>	<input type="radio"/>
The dean of my unit/department	<input type="radio"/>	<input type="radio"/>
A dean of a different unit/department on the same campus	<input type="radio"/>	<input type="radio"/>
My institution's ombudsman	<input type="radio"/>	<input type="radio"/>
A social worker at my institution	<input type="radio"/>	<input type="radio"/>
A health care professional at my institution	<input type="radio"/>	<input type="radio"/>
My institution's police department/campus law enforcement	<input type="radio"/>	<input type="radio"/>
Someone else at the institution not listed here	<input type="radio"/>	<input type="radio"/>

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Outside of the institution -

To whom did you report this incident?

	Yes	No
A friend who does not work at the same institution	<input type="radio"/>	<input type="radio"/>
A colleague of equal rank in a similar unit/department at a different institution	<input type="radio"/>	<input type="radio"/>
A colleague of equal rank in a different unit/department at a different institution	<input type="radio"/>	<input type="radio"/>
A chair of a similar unit/department at a different institution	<input type="radio"/>	<input type="radio"/>
A chair of a different unit/department at a different institution	<input type="radio"/>	<input type="radio"/>
A social worker	<input type="radio"/>	<input type="radio"/>
Rape crisis center	<input type="radio"/>	<input type="radio"/>
A health care professional	<input type="radio"/>	<input type="radio"/>
The local police department/city law enforcement	<input type="radio"/>	<input type="radio"/>
Someone else outside the institution not listed here	<input type="radio"/>	<input type="radio"/>

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Next

Based on your own experiences with this incident, would you recommend that others report similar experiences?

- ☐ Yes
- ☐ No

Previous

Next

Would recommend that others report similar experiences -

Please indicate whether or not the following are reasons why you would recommend reporting similar experiences.

	Yes	No
To send a message that such behavior is unacceptable in the workplace	<input type="radio"/>	<input type="radio"/>
Because the behavior was illegal	<input type="radio"/>	<input type="radio"/>
To help establish a record of illegal/unacceptable behavior	<input type="radio"/>	<input type="radio"/>
Because I believe it is the right thing to do	<input type="radio"/>	<input type="radio"/>
Because I am in a position to report without fear of recrimination	<input type="radio"/>	<input type="radio"/>
Because I know others are not in a position to report without fear of recrimination	<input type="radio"/>	<input type="radio"/>
Some other reason(s)	<input type="radio"/>	<input type="radio"/>

Previous

Next

Would not recommend that others report similar experiences -

Please indicate whether or not the following are reasons why you would not recommend reporting similar experiences.

	Yes	No
Reporting, or even the idea of reporting, produces stress, anxiety, or mental distress	<input type="radio"/>	<input type="radio"/>
Reporting can have negative professional repercussions for oneself (creating tension within one's department, college, or university, compromising one's chances of renewal or tenure, etc.)	<input type="radio"/>	<input type="radio"/>
Reporting can prompt retaliation by the accused or by those supporting the accused	<input type="radio"/>	<input type="radio"/>
Some other reason(s)	<input type="radio"/>	<input type="radio"/>

Previous

Next

Did not tell anyone about this incident -

Please indicate whether or not the following are reasons why you did not report this incident?

	Yes	No
Unsure or confused about what the reporting process was	<input type="radio"/>	<input type="radio"/>
Did not trust the reporting structure or process	<input type="radio"/>	<input type="radio"/>
A friend or colleague had a bad experience with reporting	<input type="radio"/>	<input type="radio"/>
Reporting, or even the idea of reporting, produces stress, anxiety, or mental distress	<input type="radio"/>	<input type="radio"/>
Reporting can have negative professional repercussions for oneself (creating tension within one's department, college, or university, compromising one's chances of renewal or tenure, etc.)	<input type="radio"/>	<input type="radio"/>
Reporting can prompt retaliation by the accused or by those supporting the accused	<input type="radio"/>	<input type="radio"/>
Some other reason(s)	<input type="radio"/>	<input type="radio"/>

Previous

Next

What is your current role or position in the field of Classics?

- ☐ Undergraduate student
- ☐ Graduate student
- ☐ Adjunct, contingent, or non-tenure-track faculty
- ☐ Tenure-track faculty
- ☐ Tenured faculty
- ☐ K-12 teacher
- ☐ Administrator
- ☐ Other, specify:

How would you identify your gender?

- ☐ Male
- ☐ Female
- ☐ Non-binary
- ☐ Trans
- ☐ I describe myself as:
- ☐ Prefer not to say

How would you identify your sexual orientation?

- ☐ Straight
- ☐ Gay
- ☐ Lesbian
- ☐ Bisexual
- ☐ Queer
- ☐ I describe myself as:
- ☐ Prefer not to say

Do you consider yourself to be Hispanic or Latinx?

- ☐ Yes
☐ No

What race or ethnicity do you consider yourself to be? *Check all that apply.*

- ☐ White (Caucasian)
☐ Black or African American
☐ Asian
☐ American Indian or Alaska Native
☐ Native Hawaiian or other Pacific Islander
☐ Other, specify:

Please use the space below to provide any comments or feedback.

Next

Appendix B: Recruiting emails

Email invitation

Subject Line: SCS Survey on Harassment and Discrimination Experiences

Dear [NAME],

In response to widespread calls for greater attention to issues of harassment and discrimination, the Society for Classical Studies (SCS) members affiliated with the Committees on Gender and Sexuality in the Profession (COGSIP) and on Diversity in the Profession (CODIP), the Women's Classical Caucus, and the Lambda Classical Caucus have developed a survey in order to gather information about these issues in the field of Classics.

This survey asks about harassment and discrimination in in-person and online academic and professional settings, focusing on incidents related to gender, sexuality, race, and/or ethnicity. With this information in hand, the SCS will be better equipped to develop effective responses to the forms of harassment and discrimination described in the survey.

As a member of the SCS, we want to hear about your experiences and opinions. **If you have never experienced such incidents, please still complete the survey.**

This survey should only take about 5-15 minutes to complete. Please click the link below to begin the survey.

[\[Survey link\]](#)

The Bureau of Sociological Research (BOSR) is assisting us by administering this survey. Your responses will be kept strictly confidential, and will be reported in summary form so that no one person can be identified. If you have any questions about the survey, please don't hesitate to contact BOSR at 402-472-3672 or bosr@unl.edu.

Thank you for your assistance.

Sincerely,

Helen Cullyer
Executive Director
The Society for Classical Studies

Lindsey Witt-Swanson
Assistant Director at the Bureau of Sociological Research

First reminder

Subject line: Important Notes about the SCS Survey

Dear SCS member,

As you may remember, we recently sent you an email invitation to participate in an online survey about harassment and discrimination in in-person and online academic and professional settings in the field of Classics. We are writing for two reasons.

First, we have heard from some respondents who have already attempted to complete the survey that the survey did not allow them to report in a way that reflected their experiences, so we have made adjustments to be inclusive of all scenarios.

Second, we are writing to remind you about the survey. The SCS would appreciate your response so we can better understand these important issues and as a result, be able to develop effective responses accordingly. **If you have never experienced such incidents, please still complete the survey.**

This survey should only take about 5-15 minutes to complete. Please click on the link below to begin:

[\[Survey link\]](#)

The Bureau of Sociological Research (BOSR) is assisting us by administering this survey. Your responses will be kept strictly confidential, and will be reported in summary form so that no one person can be identified. If you have any questions about the survey, please don't hesitate to contact BOSR at 402-472-3672 or bosr@unl.edu.

Thank you for your help with this survey!

Helen Cullyer
Executive Director
The Society for Classical Studies

Lindsey Witt-Swanson
Assistant Director at the Bureau of Sociological Research

[Final reminder](#)

Subject line: Final Survey Reminder for SCS Members

Dear SCS member,

The Society for Classics Studies (SCS) is conducting a survey in order to gather information about harassment and discrimination issues in academic/professional settings and online in the field of Classics. We recently asked you to respond to this online survey. If you have not completed the survey, we sincerely hope you can take a few moments to let us know your situation. **If you have never experienced such incidents, please still complete the survey.**

- For those of you who reached out to us with detailed accounts of your experiences via email, please ignore this reminder. We thank you again for your participation via an email response, which will be kept confidential.
- For those of you who received this reminder but were taken to the message “You have either completed the survey or your session has expired” by the survey link, please let us know by directly replying to this reminder email. We will send you a new survey link.

The information you provide will be extremely valuable in helping SCS to develop effective responses.

Please click the link below to begin the survey:

[\[Survey link\]](#)

The Bureau of Sociological Research (BOSR) is assisting us by administering this survey. Your responses will be kept strictly confidential, and will be reported in summary form so that no one person can be identified. If you have any questions about the survey, please don't hesitate to contact BOSR at 402-472-3672 or bosr@unl.edu.

Thank you for your help with this survey!

Helen Cullyer
Executive Director
The Society for Classical Studies

Lindsey Witt-Swanson
Assistant Director
Bureau of Sociological Research