

Spokane Falls Community College
Employee Campus Climate Results Table

ITEM	Mean Scores		
	Faculty	Staff/Admin	Total
<p>Campus Climate for Diversity and Equity Average response to Q1 "Please indicate your level of satisfaction with the following at [Institution Name]." The Campus Climate for Diversity and Equity Indicator variable averages responses to all four items in the indicator. Respondents must answer all four items from the statements in Q1 to receive a score.</p>	3.50	3.71	3.60
<p>Institutional Support for Diversity and Equity Average response to Q2 "Please indicate your level of agreement with the following statements about SFCC." The Institutional Support for Diversity and Equity Indicator variable averages responses to all four items in the indicator. Respondents must answer all four items from the statements in Q2 to receive a score.</p>	3.28	3.58	3.43
<p>Insensitive/Disparaging Remarks Average response to Q10 "During your time at [Institution Name], about how often have you heard someone make an insensitive or disparaging remark about:" The Insensitive/Disparaging Remarks Indicator variable averages responses to all ten items in the indicator. Respondents must answer all ten items from the statements in Q10 to receive a score.</p>	1.93	1.91	1.92
<p>Discrimination/Harassment Marks whether or not a respondent has experienced discrimination or harassment based on their response to Q13 "Have you ever been discriminated against or harassed on the [Institution Name] campus, at an off-campus residence, or at an off-campus program/even affiliated with [Institution Name]?" Respondents who answered "No" or "Unsure" are collapsed into one response option.</p>	0.26	0.18	0.22

Climate satisfaction level

1. Please indicate your level of satisfaction with the following at SFCC.			
Overall campus climate	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	8%	1%	5%
Disagree	13%	10%	12%
Neither	13%	11%	12%
Agree	44%	56%	50%
Strongly Agree	21%	22%	22%

Spokane Falls Community College
Employee Campus Climate Results Table

The campus experience/environment regarding diversity at SFCC	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	3%	4%	4%
Disagree	18%	14%	16%
Neither	25%	21%	23%
Agree	38%	47%	42%
Strongly Agree	15%	15%	15%

The extent to which you experience a sense of belonging or community at SFCC	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	11%	0%	6%
Disagree	10%	15%	12%
Neither	13%	17%	15%
Agree	34%	34%	34%
Strongly Agree	31%	34%	33%

The extent to which you feel all community members experience a sense of belonging or community at SFCC	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	4%	0%	2%
Disagree	17%	13%	15%
Neither	34%	38%	36%
Agree	36%	30%	33%
Strongly Agree	9%	18%	13%

2. Please indicate your level of agreement with each of the following statements about SFCC.

The campus environment is free from tensions related to individual or group differences.	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	10%	2%	6%
Disagree	28%	27%	28%
Neither	35%	33%	34%
Agree	18%	28%	23%
Strongly Agree	8%	10%	9%

Recruitment of historically marginalized students, faculty, and staff is an institutional priority.	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	9%	4%	6%
Disagree	15%	12%	14%
Neither	18%	12%	15%
Agree	42%	45%	44%
Strongly Agree	16%	27%	21%

Spokane Falls Community College
Employee Campus Climate Results Table

Retention of historically marginalized students, faculty, and staff is an institutional priority.	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	11%	4%	8%
Disagree	14%	20%	16%
Neither	24%	22%	23%
Agree	34%	26%	30%
Strongly Agree	17%	29%	23%

Senior leadership demonstrates a commitment to diversity and equity on this campus.	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	9%	6%	8%
Disagree	9%	10%	9%
Neither	24%	17%	21%
Agree	33%	35%	34%
Strongly Agree	25%	32%	28%

3. In the last year, about how often have you interacted with the following people while at SFCC?			
People who have a racial and/or ethnic identity other than your own	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Not at all/not that I'm aware of	0%	1%	1%
A few times	4%	2%	4%
Monthly	4%	6%	5%
Weekly	26%	25%	25%
Daily	65%	65%	65%

People from a socioeconomic background other than your own	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Not at all/not that I'm aware of	4%	5%	5%
A few times	3%	0%	2%
Monthly	1%	5%	3%
Weekly	19%	23%	21%
Daily	72%	68%	70%

People who have a sexual orientation other than your own	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Not at all/not that I'm aware of	5%	11%	8%
A few times	10%	7%	9%
Monthly	3%	7%	5%
Weekly	25%	29%	27%
Daily	57%	45%	51%

Spokane Falls Community College
Employee Campus Climate Results Table

People whose gender differs from yours	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Not at all/not that I'm aware of	1%	6%	4%
A few times	3%	1%	2%
Monthly	2%	1%	2%
Weekly	15%	6%	11%
Daily	79%	85%	82%

People for whom English is not their native language	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Not at all/not that I'm aware of	6%	5%	5%
A few times	11%	17%	14%
Monthly	8%	13%	11%
Weekly	33%	32%	32%
Daily	43%	33%	38%

People from a religious background other than your own	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Not at all/not that I'm aware of	6%	17%	11%
A few times	7%	5%	6%
Monthly	3%	1%	2%
Weekly	18%	26%	22%
Daily	66%	51%	58%

People with a disability	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Not at all/not that I'm aware of	5%	9%	6%
A few times	9%	9%	9%
Monthly	9%	12%	11%
Weekly	27%	39%	33%
Daily	50%	32%	41%

People who are undocumented immigrants	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Not at all/not that I'm aware of	75%	56%	66%
A few times	11%	15%	13%
Monthly	2%	9%	5%
Weekly	6%	13%	9%
Daily	6%	7%	7%

People from a country other than your own	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Not at all/not that I'm aware of	4%	7%	6%
A few times	13%	14%	14%
Monthly	8%	9%	8%
Weekly	35%	33%	34%
Daily	39%	37%	38%

Spokane Falls Community College
Employee Campus Climate Results Table

People who hold a political affiliation, philosophy, or view that differs from yours	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Not at all/not that I'm aware of	7%	15%	11%
A few times	6%	10%	8%
Monthly	2%	6%	4%
Weekly	25%	23%	24%
Daily	60%	46%	53%

People who are significantly older or younger than you	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Not at all/not that I'm aware of	0%	2%	1%
A few times	7%	1%	4%
Monthly	1%	1%	1%
Weekly	18%	22%	20%
Daily	74%	73%	74%

4. How comfortable are you interacting with the following people?

People who have a racial and/or ethnic identity other than your own	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable			
Somewhat Uncomfortable	1%	1%	1%
Neither	0%	2%	1%
Somewhat Comfortable	9%	10%	9%
Very Comfortable	90%	87%	88%

People from a socioeconomic background other than your own	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable	0%	1%	1%
Somewhat Uncomfortable	1%	1%	1%
Neither	3%	7%	5%
Somewhat Comfortable	16%	10%	13%
Very Comfortable	80%	80%	80%

People who have a sexual orientation other than your own	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable			
Somewhat Uncomfortable	1%	0%	1%
Neither	2%	6%	4%
Somewhat Comfortable	7%	11%	9%
Very Comfortable	90%	83%	87%

Spokane Falls Community College
Employee Campus Climate Results Table

People whose gender differs from yours	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable			
Somewhat Uncomfortable	1%	0%	1%
Neither	0%	4%	2%
Somewhat Comfortable	9%	9%	9%
Very Comfortable	90%	88%	89%

People for whom English is not their native language	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable			
Somewhat Uncomfortable	5%	2%	4%
Neither	5%	5%	5%
Somewhat Comfortable	19%	26%	22%
Very Comfortable	72%	67%	69%

People from a religious background other than your own	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable	1%	0%	1%
Somewhat Uncomfortable	4%	0%	2%
Neither	6%	5%	5%
Somewhat Comfortable	11%	20%	15%
Very Comfortable	78%	76%	77%

People with a disability	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable			
Somewhat Uncomfortable	2%	1%	2%
Neither	0%	2%	1%
Somewhat Comfortable	24%	19%	21%
Very Comfortable	74%	78%	76%

People who are undocumented immigrants	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable	1%	0%	1%
Somewhat Uncomfortable	0%	2%	1%
Neither	14%	12%	13%
Somewhat Comfortable	7%	12%	9%
Very Comfortable	78%	73%	76%

People from a country other than your own	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable			
Somewhat Uncomfortable	0%	1%	1%
Neither	0%	4%	2%
Somewhat Comfortable	10%	20%	15%
Very Comfortable	90%	76%	83%

Spokane Falls Community College
Employee Campus Climate Results Table

People who hold a political affiliation, philosophy, or view that differs from yours	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable	2%	2%	2%
Somewhat Uncomfortable	9%	4%	6%
Neither	8%	17%	12%
Somewhat Comfortable	32%	26%	29%
Very Comfortable	49%	51%	50%

People who are significantly older or younger than you	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable			
Somewhat Uncomfortable			
Neither	0%	5%	2%
Somewhat Comfortable	4%	5%	5%
Very Comfortable	96%	90%	93%

5. To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	2%	0%	1%
Disagree	1%	0%	1%
Neither	6%	5%	5%
Agree	16%	18%	17%
Strongly Agree	75%	77%	76%

6. Overall, how comfortable would you be sharing your views on diversity and equity at SFCC?	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Very Uncomfortable	10%	4%	7%
Somewhat Uncomfortable	15%	9%	12%
Neither	8%	20%	14%
Somewhat Comfortable	34%	31%	32%
Very Comfortable	34%	37%	35%

7. How have the following activities influenced your support for diversity and equity?

Performed community service	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Have not engaged in this activity	36%	38%	37%
Greatly decreased my support	1%	0%	1%
Somewhat decreased my support	2%	1%	2%
Somewhat increased my support	33%	26%	29%
Greatly increased my support	28%	35%	31%

Spokane Falls Community College
Employee Campus Climate Results Table

Engaged in discussions or activities concerning political issues	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Have not engaged in this activity	43%	46%	44%
Greatly decreased my support	5%	3%	4%
Somewhat decreased my support	7%	10%	8%
Somewhat increased my support	30%	26%	28%
Greatly increased my support	16%	15%	16%

Attended presentations, performances, or art exhibits related to diversity	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Have not engaged in this activity	30%	25%	27%
Greatly decreased my support	1%	0%	1%
Somewhat decreased my support	2%	4%	3%
Somewhat increased my support	38%	41%	39%
Greatly increased my support	29%	31%	30%

Participated in discussions, training, or activities on racial/ethnic issues	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Have not engaged in this activity	16%	12%	14%
Greatly decreased my support	5%	2%	4%
Somewhat decreased my support	6%	5%	5%
Somewhat increased my support	38%	43%	41%
Greatly increased my support	35%	37%	36%

Participated in discussions, training, or activities on gender issues and/or gender identity issues	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Have not engaged in this activity	26%	20%	23%
Greatly decreased my support	3%	1%	2%
Somewhat decreased my support	6%	5%	5%
Somewhat increased my support	29%	36%	32%
Greatly increased my support	36%	38%	37%

Participated in discussions, training, or activities on sexual orientation issues	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Have not engaged in this activity	29%	27%	28%
Greatly decreased my support	1%	1%	1%
Somewhat decreased my support	0%	4%	2%
Somewhat increased my support	40%	30%	35%
Greatly increased my support	30%	38%	34%

Spokane Falls Community College
Employee Campus Climate Results Table

Participated in discussions, training, or activities on socioeconomic status issues	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Have not engaged in this activity	28%	25%	26%
Greatly decreased my support	0%	2%	1%
Somewhat decreased my support	1%	2%	2%
Somewhat increased my support	37%	35%	36%
Greatly increased my support	34%	36%	35%

Participated in discussions, training, or activities on religious diversity issues	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Have not engaged in this activity	63%	46%	55%
Greatly decreased my support	1%	3%	2%
Somewhat decreased my support	2%	4%	3%
Somewhat increased my support	22%	29%	25%
Greatly increased my support	13%	19%	15%

Participated in discussions, training, or activities on disability issues	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Have not engaged in this activity	20%	17%	19%
Greatly decreased my support			
Somewhat decreased my support	2%	2%	2%
Somewhat increased my support	41%	35%	38%
Greatly increased my support	36%	46%	41%

Participated in discussions, training, or activities on immigration issues	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Have not engaged in this activity	55%	41%	48%
Greatly decreased my support	1%	3%	2%
Somewhat decreased my support	0%	3%	1%
Somewhat increased my support	23%	29%	26%
Greatly increased my support	22%	25%	23%

8. During your time at SFCC, about how often have you heard someone make an insensitive or disparaging remark about:

People who have a particular racial and/or ethnic identity	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	47%	43%	45%
Rarely	32%	34%	33%
Sometimes	15%	16%	16%
Often	2%	4%	3%
Very Often	3%	4%	4%

Spokane Falls Community College
Employee Campus Climate Results Table

People of a particular sexual orientation	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	48%	51%	49%
Rarely	27%	30%	28%
Sometimes	19%	15%	17%
Often	5%	3%	4%
Very Often	2%	1%	2%

People of a particular gender or gender identity	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	44%	44%	44%
Rarely	24%	32%	28%
Sometimes	28%	17%	23%
Often	5%	5%	5%
Very Often	0%	1%	1%

People from a particular socioeconomic background	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	45%	44%	44%
Rarely	36%	29%	32%
Sometimes	16%	19%	17%
Often	3%	8%	5%
Very Often	0%	1%	1%

People from a particular religious background	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	45%	56%	50%
Rarely	26%	27%	27%
Sometimes	21%	14%	17%
Often	7%	2%	5%
Very Often	1%	1%	1%

People with a particular disability	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	53%	51%	52%
Rarely	33%	33%	33%
Sometimes	10%	13%	11%
Often	2%	4%	3%
Very Often	1%	0%	1%

People who are immigrants	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	53%	52%	52%
Rarely	26%	28%	27%
Sometimes	17%	15%	16%
Often	1%	2%	2%
Very Often	2%	2%	2%

Spokane Falls Community College
Employee Campus Climate Results Table

People with a particular political affiliation/view	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	22%	33%	27%
Rarely	16%	22%	19%
Sometimes	37%	30%	34%
Often	16%	10%	13%
Very Often	9%	5%	7%

People of a particular age or generation	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	34%	38%	36%
Rarely	28%	26%	27%
Sometimes	28%	25%	26%
Often	9%	10%	10%
Very Often	1%	1%	1%

People for whom English is not their native language	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	50%	40%	45%
Rarely	29%	31%	30%
Sometimes	14%	23%	19%
Often	6%	4%	5%
Very Often	1%	2%	2%

9. If you heard someone make an insensitive or disparaging remark, about how often was the source of that remark a member of the following groups?

Student	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	21%	36%	28%
Rarely	21%	28%	25%
Sometimes	40%	27%	34%
Often	16%	7%	12%
Very Often	2%	1%	2%

Faculty	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	37%	41%	39%
Rarely	21%	25%	23%
Sometimes	25%	22%	24%
Often	16%	11%	13%
Very Often	1%	1%	1%

Spokane Falls Community College
Employee Campus Climate Results Table

Staff	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	48%	39%	44%
Rarely	27%	29%	28%
Sometimes	20%	27%	23%
Often	5%	3%	4%
Very Often	0%	3%	1%

Administrator	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	58%	51%	55%
Rarely	22%	25%	23%
Sometimes	10%	20%	15%
Often	9%	1%	5%
Very Often	1%	3%	2%

Local Community	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	29%	32%	30%
Rarely	18%	26%	22%
Sometimes	26%	27%	27%
Often	20%	10%	15%
Very Often	8%	5%	7%

10. If I experienced or observed an act of discrimination or harassment while at this institution, I know whom to contact to report the incident.	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	2%	3%	2%
Disagree	17%	15%	16%
Neither	13%	11%	12%
Agree	31%	35%	33%
Strongly Agree	36%	36%	36%

11. The process for reporting acts of discrimination or harassment at this institution is clear to me.	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	3%	6%	5%
Disagree	22%	18%	20%
Neither	18%	19%	18%
Agree	28%	28%	28%
Strongly Agree	28%	29%	29%

Spokane Falls Community College
Employee Campus Climate Results Table

12. The process for investigating acts of discrimination or harassment at this institution is clear to me.	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Strongly Disagree	9%	9%	9%
Disagree	32%	19%	26%
Neither	17%	24%	20%
Agree	18%	28%	23%
Strongly Agree	24%	20%	22%

13. Have you ever been discriminated against or harassed on t dis_harass	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
No	65%	74%	69%
Unsure	9%	7%	8%
Yes	26%	18%	22%

14. How often have you been discriminated against or harassed on the SFCC campus, at an off-campus residence, or at an off-campus program/event affiliated with SFCC for the following reasons?

Because I am an immigrant	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	70%	79%	73%
Rarely	0%	7%	3%
Sometimes	22%	14%	19%
Often	4%	0%	3%
Very Often	4%	0%	3%

Because of my political affiliation/views	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	52%	50%	51%
Rarely	22%	29%	24%
Sometimes	13%	14%	14%
Often	4%	7%	5%
Very Often	9%	0%	5%

Because of my age or generation	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	48%	21%	38%
Rarely	26%	36%	30%
Sometimes	13%	43%	24%
Often	9%	0%	5%
Very Often	4%	0%	3%

Spokane Falls Community College
Employee Campus Climate Results Table

Because of my physical appearance	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	39%	29%	35%
Rarely	22%	21%	22%
Sometimes	22%	36%	27%
Often	0%	14%	5%
Very Often	17%	0%	11%

Because of some other aspect of my identity	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Never	64%	90%	75%
Rarely	0%	10%	4%
Sometimes	21%	0%	13%
Often	7%	0%	4%
Very Often	7%	0%	4%

Other	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Assertiveness	25%	25%	
Being Anti-Racist in academic practice	25%	25%	
Disability - wearing a mask	25%	25%	
English as a 2nd language	25%	25%	

15. Did any of these incidents of discrimination or harassment at this institution occur in the last year?	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
No	52%	47%	50%
Yes	48%	53%	50%

Spokane Falls Community College
Employee Campus Climate Results Table

16. Please indicate which of the following forms of discrimination or harassment you have experienced in the past year. (Check all that apply)	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Stared at	8%	0%	6%
Deliberately ignored, isolated, left out, or excluded	18%	18%	18%
Singled out as the resident authority	8%	0%	6%
Racial/ethnic profiling	8%	12%	9%
Graffiti or other forms of vandalism on campus	0%	0%	0%
Derogatory written comments	4%	0%	3%
Derogatory remarks	14%	29%	18%
Derogatory posts on social media	4%	0%	3%
Derogatory phone calls	0%	6%	1%
Derogatory/unsolicited e-mails	2%	6%	3%
Received a poor grade because of a hostile classroom environment	2%	0%	1%
Received a low performance evaluation	8%	6%	7%
Denied service or access to resources	2%	0%	1%
Intimidated/bullied	8%	24%	12%
Threatened with physical violence	0%	0%	0%
Feared for your physical safety	4%	0%	3%
Feared for your family's safety	2%	0%	1%
Physical violence	0%	0%	0%
Sexual assault/harassment	4%	0%	3%
Other form of discrimination or harassment	6%	0%	4%

17. Did any of these incidents of discrimination or harassment occur in the following locations? (Check all that apply)	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
In a classroom	10%	0%	7%
In a departmental office or conference room	24%	38%	29%
In an individual faculty or staff member's office	10%	23%	14%
In on-campus housing/residences	0%	0%	0%
At a house or residence off-campus	3%	0%	2%
At a program/event affiliated with or sponsored by this institution	7%	15%	10%
At a dining hall, recreational space, or athletic facility	3%	0%	2%
Via the internet or social media	10%	0%	7%
Did any of these incidents of discrimination or harassment occur in more than one location?	24%	15%	21%
Other location	7%	8%	7%

Spokane Falls Community College
Employee Campus Climate Results Table

18. Was the source of the discrimination/harassment a member of the following groups? (Check all that apply)	Faculty	Staff/Admin	Total
	Percent	Percent	Percent
Students	9%	3%	6%
Faculty	21%	13%	17%
Staff	12%	16%	14%
Administrator	27%	16%	22%
Local Community	9%	3%	6%