

## SDCCE 2023 Employee Cultural Climate Survey

**Thank you for participating in this survey. As a reminder, the results from this survey are anonymous. Your input will help us collect data to improve the cultural climate at SDCCE.**

**You will have an opportunity to win one of four \$25 visa gift cards by participating in this survey. Please click on the link at the end of the survey if you want to be entered into this opportunity drawing.**

1. Select the campus or site where you work. **If you work at more than one campus or site, select all of them.** If you are teaching online, select the campus where your department is based at.

- ECC (Educational Cultural Complex)
- Cesar Chavez
- Mid-city
- North City
- West City
- CE at Mesa
- CE at Miramar

SDCCE 2023 Employee Cultural Climate Survey

**Reminder: Your responses are anonymous. This information will be presented in summary format only to eliminate the potential for individual participants to be identified.**

2. How much do you agree with the following statements about the **Campus Climate at ECC?**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
I enjoy working at the ECC campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People at the ECC campus work well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging to the ECC campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe at the ECC campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>IT</b> at the ECC campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>Facilities</b> at the ECC campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a favorable opinion of the physical appearance of the ECC campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Is there anything you wish to further clarify about your responses in this section? If yes, please explain.

4. How much do you agree with the following statements about the **Campus Climate at Cesar Chavez?**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
I enjoy working at the Cesar Chavez campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People at the Cesar Chavez campus work well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging to the Cesar Chavez campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe at the Cesar Chavez campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>IT</b> at the Cesar Chavez campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>Facilities</b> at the Cesar Chavez campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a favorable opinion of the physical appearance of the Cesar Chavez campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Is there anything you wish to further clarify about your responses in this section? If yes, please explain.

6. How much do you agree with the following statements about the **Campus Climate at Mid-city?**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
I enjoy working at the Mid-city campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People at the Mid-city campus work well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging to the Mid-city campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe at the Mid-city campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>IT</b> at the Mid-city campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>Facilities</b> at the Mid-city campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a favorable opinion of the physical appearance of the Mid-city campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Is there anything you wish to further clarify about your responses in this section? If yes, please explain.

8. How much do you agree with the following statements about the **Campus Climate at North City?**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
I enjoy working at the North City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People at the North City campus work well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging to the North City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe at the North City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>IT</b> at the North City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>Facilities</b> at the North City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a favorable opinion of the physical appearance of the North City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Is there anything you wish to further clarify about your responses in this section? If yes, please explain.

10. How much do you agree with the following statements about the **Campus Climate at West City**?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
I enjoy working at the West City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People at the West City campus work well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging to the West City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe at the West City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>IT</b> at the West City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>Facilities</b> at the West City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a favorable opinion of the physical appearance of the West City campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Is there anything you wish to further clarify about your responses in this section? If yes, please explain.

12. How much do you agree with the following statements about the **Campus Climate at CE Mesa**?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
I enjoy working at the CE Mesa site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People at the CE Mesa site work well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging to the CE Mesa site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe at the CE Mesa site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>IT</b> at the CE Mesa site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>Facilities</b> at the CE Mesa site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a favorable opinion of the physical appearance of the CE Mesa site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Is there anything you wish to further clarify about your responses in this section? If yes, please explain.

14. How much do you agree with the following statements about the **Campus Climate at CE Miramar**?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
I enjoy working at the CE Miramar site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People at the CE Miramar site work well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging to the CE Miramar site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe at the CE Miramar site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>IT</b> at the CE Miramar site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>Facilities</b> at the CE Miramar site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a favorable opinion of the physical appearance of the CE Miramar site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Is there anything you wish to further clarify about your responses in this section? If yes, please explain.



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16. How much do you agree with the following statements about **Institutional Relationships**?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
I enjoy working at SDCCE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in SDCCE work well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my department work well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my contributions to SDCCE are valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my contributions to my department are valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. How much do you agree with the following statements about **Support**?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
I am satisfied with the level of support I receive from <b>District IT</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>District Facilities</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>SDCCE IT</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of support I receive from <b>SDCCE Facilities</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. How much do you agree with the following statements about **Supervisor Relationships**?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
I believe my supervisor supports my professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It's easy to talk to my supervisor about concerns I have	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provides useful feedback on my work performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor treats me with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. How much do you agree with the following statements about **Communication**?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
My job responsibilities are communicated clearly to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of communication I receive from SDCCE regarding decisions occurring institution-wide	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the level of communication I receive from my supervisor regarding decisions in my department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the amount of collaboration among SDCCE departments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. How satisfied are you with the following aspects about **Job Satisfaction**?

	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	Not Applicable
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Autonomy and independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departmental leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for work/life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prospects for career advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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21. How much do you agree with the following statements about **Institutional Climate**?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
SDCCE encourages employees to share their ideas openly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SDCCE prioritizes developing a sense of community among students and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand how my work contributes to the mission and vision of SDCCE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee feedback is used to inform important decisions made at SDCCE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have confidence in the effectiveness of leadership at SDCCE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the opportunity to participate in shared governance at SDCCE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging to SDCCE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. How much do you agree with the following statements about **Safety**?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
I feel safe at SDCCE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that SDCCE administrators take complaints seriously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to report an incident at SDCCE if I was assaulted, harassed, or discriminated against	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SDCCE does a good job informing employees about safety issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel SDCCE is prepared in case of an emergency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. How much do you agree with the following statements about **Diversity, Equity, Inclusion, Anti-Racism, and Access?**

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	I Am Not Sure
SDCCE has equitable hiring practices and policies that increase staff diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SDCCE prioritizes developing an appreciation for equity-mindedness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the professional development opportunities SDCCE provides around diversity, equity, and intersectionality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the diversity of employees at SDCCE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SDCCE is fully accessible for employees with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have avoided disclosing information about my person to others at the institution due to fear of negative consequences or discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SDCCE employees promote diversity, equity, and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the degree to which the decision-making at SDCCE factors in consideration of diversity, equity, and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Is there anything you wish to further clarify about your responses in this section? If yes, please explain.

25. In the last two years working at SDCCE, have you felt discriminated against?

- Yes
- No

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**Reminder: Your responses are anonymous. This information will be presented in summary format only to eliminate the potential for individual participants to be identified.**

26. Please indicate all of the categories for which you felt discriminated against (Select all that apply)

- Race/Ethnicity
- Gender
- Gender identity
- Sexual orientation
- Age
- Disability
- Religion
- Socioeconomic status
- Immigration status
- Other (please specify)

27. During your last two years working at SDCCE, have you:

(select all that apply)

- Witnessed discrimination
- Witnessed racially based aggressions
- Witnessed sexual harassment
- Experienced discrimination
- Experienced racially based aggressions
- Experienced sexual harassment

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28. Please describe the nature of the incidents you experienced or witnessed:

(select all that apply)

	Staff to Staff	Staff to Student	Student to Staff	Student to Student	I Am Not Sure
Experienced discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experienced racially based aggressions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experienced sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Witnessed discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Witnessed racially based aggressions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Witnessed sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Due to the anonymous nature of this survey, we do not have the information required to follow up with employees who may have experienced or witnessed sexual harassment. If that is your case, please use this link to access [SDCCD’s resource guide for sexual harassment](#).

### Demographics (Classification purposes only; anonymous)

29. What is your race/ethnicity? If you identify with more than one race/ethnicity, select all that apply.

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latinx
- Middle Eastern
- Native Hawaiian or Pacific Islander
- White
- I prefer not to answer

Other (please specify)

30. What age category best describes you?

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65-74
- 75 and older
- I prefer not to answer

31. What is your current gender identity?

- Man
- Woman
- Non-binary
- Genderqueer or Gender non-conforming
- I prefer not to answer

32. Do you identify as a transgender?

- Yes
- No
- I prefer not to answer

33. What is your sexual orientation?

- Heterosexual/Straight
- Asexual
- Bisexual
- Gay
- Lesbian
- Pansexual
- Queer
- I prefer not to answer



34. How many years have you been employed at SDCCE?

- Less than a year
- 1 - 5 years
- 6 - 10 years
- 11 - 15 years
- 16 - 20 years
- 21 years or more
- I prefer not to answer

35. What is your primary role at SDCCE?

- Administrator
- Classified Professional (non-supervisory)
- Classified Professional (supervisory)
- Faculty (adjunct)
- Faculty (contract)
- Non-Academic-Non-Classified Employee (NANCE)
- I prefer not to answer

36. What is your primary area of work?

- Administrative support (e.g., Business Services, Public Information, Instructional Services)
- Campus support (e.g., West City, CE Mesa, ECC)
- Instructional support (e.g., ESL, Healthcare, Emeritus)
- I prefer not to answer

37. Is there anything else you would like the institution to know about your experiences here at SDCCE?

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Thank you for participating in this survey!  
[Use this link to enter an opportunity drawing for one of four \\$25 gift cards.](#)