



Executive Summary

2023 MIT Employee Sexual Harassment and Misconduct Survey Results

In the fall of 2023, the Institute conducted the MIT Sexual Harassment and Misconduct Survey for Faculty and Staff. Nineteen percent (3,337 survey respondents) of Main Campus and Lincoln Laboratory employees responded to the survey. MIT contracted with a third-party company, Rankin Climate, LLC, to develop and administer the survey. All MIT faculty and staff members were encouraged to complete the survey.

The results below are based on experiences respondents indicated had occurred in the past 12 months by someone affiliated with MIT. Throughout the report, the use of “n” indicates the number of respondents in a specified group who responded affirmatively to a given item or set of items.

Sexist/Crude Behavior and Unwanted Sexual Attention

MIT faculty and staff were asked about their experiences with sexist/crude behavior and unwanted sexual attention perpetrated by others affiliated with MIT. The 21 questions related to this topic measured a wide range of experiences, from sexist or crude remarks to sexual touch or coercion. Survey questions in this section included:

- Treated you “differently” (mistreated, slighted, or ignored you) because of your sex or gender?

While this survey was designed to capture conduct that potentially meets MIT’s definition of sexual and gender-based harassment, it cannot evaluate whether the responses to the survey would constitute sexual harassment or gender-based harassment under MIT’s policy. Such an assessment requires an examination of the totality of the circumstances surrounding the conduct including its frequency, nature and severity, the relationship between the parties, the context in which the conduct occurred and whether a reasonable person would consider it intimidating, hostile or abusive.

This report uses the term *sexist/crude behavior and unwanted sexual attention* to describe experiences that might be found to constitute a violation of MIT’s sexual and gender-based harassment policy depending on the totality of the circumstances surrounding the conduct.

- Put you down or was condescending to you because of your sex (for example, female, male) or gender identity and/or gender expression (for example, man, woman, non-binary)?
- Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?
- Continued to ask you for dates, drinks, dinner, etc., even though you said “No”?

Fourteen percent ($n=327$) of Main Campus respondents and 12 percent ($n=104$) of Lincoln Laboratory respondents indicated they had experienced at least one form of sexist/crude behavior and unwanted sexual attention in the past 12 months by someone affiliated with MIT.

Of those respondents who reported experiencing sexist/crude behavior and unwanted sexual attention in the past 12 months:

- Sixty-two percent ($n=269$) indicated the experience consisted solely of sexist or gender-biased comments or displays.
- Thirty percent ($n=129$) indicated at least one experience was perpetrated by a mentor, supervisor, or boss.
- Ten percent ($n=44$) said they reported the incident to MIT Human Resources, whereas three percent ($n=13$) said they reported the incident to the Institute Discrimination and Harassment Response Office (IDHR), MIT’s Title IX Office.

Percentage of respondents by gender who indicated that they experienced at least one form of sexist/crude behavior and unwanted sexual attention in the past 12 months by someone affiliated with MIT:

Women

- Main Campus: 18 percent of women respondents ($n=240$)
- Lincoln Laboratory: 22 percent of women respondents ($n=71$)

Men

- Main Campus: 6 percent of men respondents ($n=62$)
- Lincoln Laboratory: 5 percent of men respondents ($n=24$)

Non-binary

- Main Campus: 35 percent of non-binary respondents ($n=18$)
- Lincoln Laboratory: 41 percent of non-binary respondents ($n=7$)

(Results derived from different questions; percentages do not add to 100%.)

Other Forms of Sexual and Gender-Based Misconduct

Four other forms of sexual and gender-based misconduct were assessed in the survey: stalking, intimate partner violence, image-based sexual exploitation, and sexual violence.

- Two percent ($n=74$) of respondents indicated they had experienced stalking in the past 12 months by someone affiliated with MIT. Of those respondents, 20 percent ($n=15$) indicated at least one experience was perpetrated by a mentor, supervisor, or boss.
- Two percent ($n=50$) of respondents indicated they had experienced intimate partner violence in the past 12 months by someone affiliated with MIT.
- Less than 1 percent ($n<5$) of respondents indicated they had experienced image-based sexual exploitation in the past 12 months by someone affiliated with MIT.
- Less than 1 percent ($n<5$) of respondents indicated they had experienced sexual violence in the past 12 months by someone affiliated with MIT.

Available Support, Bystander Intervention, and Knowledge of MIT Policies

Of respondents who reported experiencing any form of misconduct perpetrated by someone either affiliated or not affiliated with MIT in the past year ($n=608$), 17 percent ($n=105$) indicated they sought counseling services, 16 percent ($n=98$) indicated they changed patterns of movement around MIT, and 11 percent ($n=68$) indicated they took time off from work.

Seventy-two percent ($n=2,332$) of respondents reported feeling confident in their ability to intervene as a prosocial bystander to stop all forms of misconduct assessed in the survey.

Eighty-six percent ($n=2,760$) of respondents indicated they were familiar with MIT's policies on sexual misconduct; 84 percent ($n=2,671$) knew how and where to report sexual misconduct if it happened.