

Colorado Athletic Department Gender Equity Survey

University of Colorado at Boulder NCAA Certification Self-Study

The University of Colorado is participating in the NCAA certification of its athletic program. An Athletic Department self-study is required as part of the certification process. So we can learn more about the experiences of coaches, staff and student staff, we're asking for input from ALL Athletic Department coaches and staff. The Office of Budget and Analysis will administer the survey and analyze responses. Your contributions are truly welcomed.

Thank you for your help with this important effort.

1 Gender

- Male
- Female

2 Classification

- Coach
- Professional Exempt/Administration
- Classified
- Student Worker
- Foundation

Part 1: Your Experience as an Employee of the Athletic Department

3 Please answer the following questions about **your** experience(s) as an employee of the Athletic Department using the response options below. (Select one answer for each line.)

1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree	N/A
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I feel that I have been treated equitably relative to other employees within the department

1 2 3 4 5

Relative to other employees in the Athletic Department, employees of my gender group have been treated equitably within the Department

1 2 3 4 5

Because of my gender, I have experienced discrimination regarding my employment opportunities in the department

1 2 3 4 5

Because of my gender, I have been harassed or belittled by other employees in the department

1 2 3 4 5

The Athletic Department acknowledges and addresses employees' special needs (where it has the authority or purview to do so).

1 2 3 4 5

Administrative, secretarial support and office space is provided equitably for all units in the athletic department

1 2 3 4 5

Co-workers respect and support what I do in my position

1 2 3 4 5

- 4** Please answer the following questions about **your** experience(s) as an employee of the Athletic Department using the response options below.

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree N/A

In my experience, the resources of the Athletic Department are divided equally between male and female employees of the department

1 2 3 4 5

If 1 or 2, tell us why:

In my experience, the atmosphere/culture of the Athletic Department is equally supportive of male and female employees

1 2 3 4 5

If 1 or 2, tell us why:

The Athletic Department aims to actively recruit and retain female classified staff or student employees

1 2 3 4 5

If 1 or 2, tell us why:

The Athletic Department actively aims to recruit and retain female coaches and administrators

1 2 3 4 5

If 1 or 2, tell us why:

- 5** Is sexual harassment training provided to administrators, staff, and coaches in the department?

- Yes
 No
 Don't know

Part 2: Your Perceptions About the Treatment of Student-Athletes

- 6** Please answer the following questions about your perceptions of the Athletic Department's treatment of student-athletes using the categories below. If you do not work directly with student-athletes, you may choose to skip this section entirely.

1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree	N/A
Because of their gender, female student-athletes have experienced discrimination with respect to benefits and services in the Athletic Department					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>
Because of their gender, female student-athletes have been harassed or belittled by staff or employees in the Athletic Department					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>
Sexual harassment of student-athletes is not tolerated by the Athletic Department					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>
The Athletic Department acknowledges and addresses student-athletes' special needs (<i>where it has the authority and purview to do so</i>)					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>
The resources of the Athletic Department are provided equitably among male and female student-athletes					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>
The atmosphere/culture of the Athletic Department is equally supportive of male and female student-athletes					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>

- 7** The athletic department aims to actively:

1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree	N/A
Recruit female student-athletes					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>
Retain female student-athletes					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>
Graduate female student-athletes					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>
Recruit male student-athletes					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>
Retain male student-athletes					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>
Graduate male student-athletes					
<input type="button" value="1"/>	<input type="button" value="2"/>	<input type="button" value="3"/>	<input type="button" value="4"/>	<input type="button" value="5"/>	<input type="button" value="N/A"/>

- 8** The following types of support and services are equitably provided to all student athletes and teams:

1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree	N/A
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Academic support

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/>
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If 1 or 2, tell us why:

Sports medicine treatment

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/>
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If 1 or 2, tell us why:

Speed-strength and conditioning services

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/>
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If 1 or 2, tell us why:

Publicity and promotions

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/>
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If 1 or 2, tell us why:

Access to, and maintenance of, locker rooms, practice and competition facilities

<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/>
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If 1 or 2, tell us why:

Part 3: Open Ended (positive and negative feedback is welcome)

- 9** What is the best thing about your experience as an employee of the Athletic Department?

- 10** What is the most frustrating thing about your experience as an employee of the Athletic Department?



11 Do you have any other perceptions about the Athletic Department that you think are related to your gender?



12 Additional Comments/Concerns

