



**Isabella Elder Feminist Society**

**Glasgow University**

# Report of Research into University of Glasgow Student Views of Sexism & Sexist Behaviours

2015-2016

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## Background

In September 2014, the National Union of Students (NUS) published research revealing that “50% of study participants identified prevailing sexism, “laddism” and a culture of harassment at their universities”. The report titled *“That’s what she said: Women students experiences of lad culture in Higher Education”* detailed, that for many, “lad culture”, misogynist jokes and “banter” made them feel uncomfortable and pressured them to engage in sexual relationships. In addition, stories of sexual harassment and molestation were common, as were accounts of sexual violence.<sup>1</sup>

In 2013, the Glasgow University Union (GUU) was brought into national news due to events at their annual Ancients debating competition, where allegedly two female students from Cambridge and Edinburgh universities were “*confronted by a slew of derogatory, sexist comments [...] reportedly commented on their chest sizes, how they were dressed and their general level of attractiveness.*”<sup>2</sup> In 2001, almost 50 UoG academics accused their institution of sexism in its choice of honour graduates for its 550th anniversary celebrations; 80 honorary degrees were awarded but only 8 were to be given to women.<sup>3</sup>

Social media pages such as “Spotted: Glasgow Uni Library” have been accused of allowing “*truly seedy and explicit content*” and when one administrator was asked to comment by a contributor to Glasgow University Magazine, he said the feminists on campus “*are infamously an oversensitive school of thought who jump at the chance of possible offence to their gender*”.<sup>4</sup> An example of such posts that caused outrage on campus were;

*“To All of the Girls:*

*Usually at this time of year you stop making an effort to look nice due to the increasing pressure of imminent exams and the constant onslaught of freshers’ cocks you have taken over the course of the first semester. But this year I am very glad to say that the overall standard has been consistent and incredibly high.*

*I just wanted to mention my appreciation (and I’m sure I’m not alone here) of the eye candy that has helped me through the hard weeks of study so far this year and for the rest of the hard weeks to come!”*

Whilst sexism and sexist behaviours are likely to be endemic throughout UK universities, this study aims to evaluate the extent and views of UoG’s students on sexism and sexist behaviors and how personal experiences have affected those views.

# The Research

The focus of the study is to explore the views and experiences of students at the University of Glasgow (UoG) to evaluate:

- The prevailing views of whether sexism is endemic to campus life
- How students perceive the University and student-led organizations respond and tackle campus-based sexism.
- The levels of sexist behaviours experienced by students on and off campus in Glasgow.
- The perception of availability of support in response.

## **Research Method, Designs & Statistical Analysis**

Data will be collected by means of an online survey through Google Forms, which will be promoted by various campus based organisations.

The survey will be designed using questions modified from the previous survey hosted by IEFemSoc in 2014 and that which was used by the NUS to produce their 2015 report. In addition, extra questions will be included to specifically focus on the effect of UoG events on perspectives and experiences.

Analysis of the data will be performed by Hannah Gower whom will utilise Google Sheets to produce graphical representation of the data.

## **Sources of Potential Participants**

Any registered students at UoG between September 2015 and August 2016 will be invited to participate in the survey.

## **Recruitment of the Participants**

Students will be invited by means of social media advertisements and mailing lists owned by the IEFemSoc. In addition, other organisations on campus, such as the UoG Student Representative Council (SRC), will be asked to circulate and promote the student amongst their members.

## **Informed Consent**

Prior to starting the study all students will be provided with an opportunity to read the study's instructions, purpose and data handling information sheet online. By the student choosing to continue with the study online, consent will have been deemed to have been given. Students are able to withdraw at any point whilst completing the survey.

All data will be given anonymously and any identifying data provided, for instance in extended answers to survey questions, will be rejected before the data is reported.

## **Research Protocol**

Students will submit answers to the questions posed by the study's online survey by using the boxes to enter texts or choose appropriate responses in accordance to their selected answers. The data submitted is automatically collated in a Google sheet document, which is only visible to the main author of the study.

### **Potential Risks**

Whilst all attempts to anonymise data will be taken, some open ended questions may provide opportunity for information to be provided that may identify participants. To minimise this risk the number of people who can view the submission data before redaction will be restricted to the main author. In addition, this person will be responsible for redacting information where necessary.

To further reduce the risk of a breach of confidentiality, data will be destroyed upon completion of the study's report, which will be no more than 3 months after the closure of the survey to entries.

Questions posed to participants may cause distress, especially questions of a sensitive nature, so, a warning will be provided prior to starting the survey and a directory of services of available support groups for the topics discussed will be provided with the survey.

### **Potential Benefits**

The research will provide a better understanding of the views and experiences of students at UoG. The reported data will be of use in enabling organisations such as the SRC, to modify their services to identified needs and consider providing services that may be currently absent on campus. In addition, for the social areas of campus, such as the Unions, it may provide information on how their attempts to improve student experiences are faring and what changes could be made.

It is the investigators hope that the report will encourage senior members of University management to publicly acknowledge and recognise the seriousness of sexism and sexist behaviours and the impact it has on their students. We hope acknowledgement will inspire further engagement with this issue.

For the IEFemSoc, we hope the reported data will allow us better understanding of students we hope to represent and provide information of areas that we can engage with to better support students.

# The Results

## Introduction

131 participants took part in the research conducted over the period of the 1st to 31st December 2015.

## Demographics

### Gender

For a full list of participant entries see Appendix A. This data was then summarised by combining the following data sets:

- female now included cis female, “femail”, woman, cis woman
- male now included man, “M”
- non-binary female was paired with non-binary sex ♀

Participant Input Summarised	Number of Participants	Percentage
Female	87	66.41
Male	35	26.72
Transgender Woman	1	0.76
Non-binary Female	2	1.53
Agender	1	0.76
Gender Queer	1	0.76
N/A	3	2.29
I don't view gender as a real concept	1	0.76
<b>Total</b>	<b>131</b>	<b>100</b>

Table 1: Gender Demographics Summarised

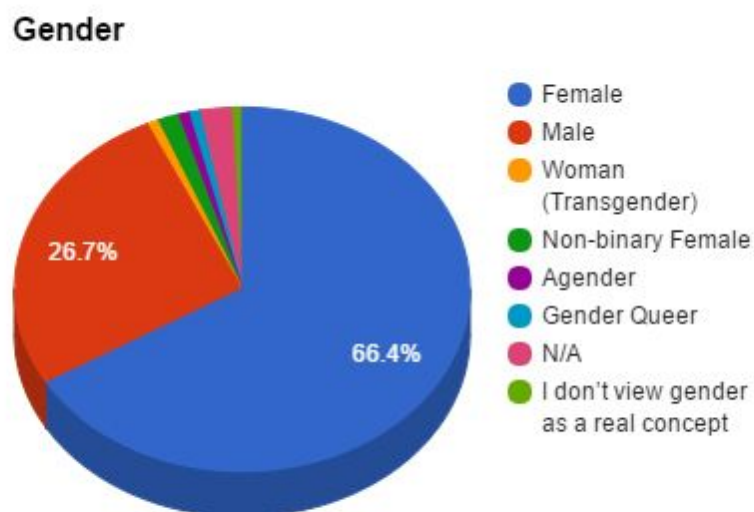


Image 1: Pie Chart demonstrating Summarised Participants' Gender

## Age

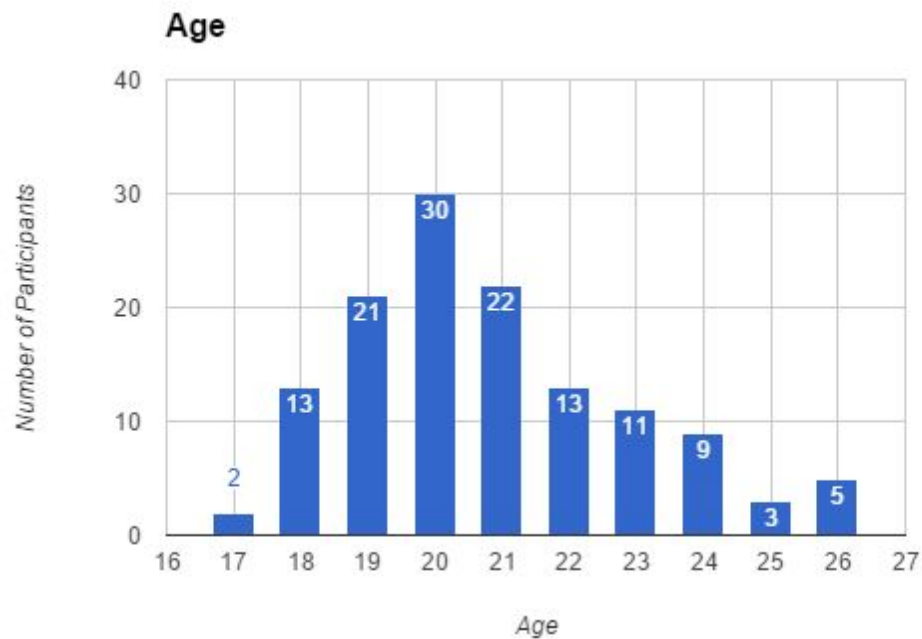


Image 2: Graph demonstrating range of age of Participants

## Ethnicity

For a full list of participants' entries please see Appendix B. The data was then summarised utilising the system used by the Office for National Statistics.<sup>[5]</sup> For a table of the summarised data of participants' ethnicity group using this system please see Appendix C.

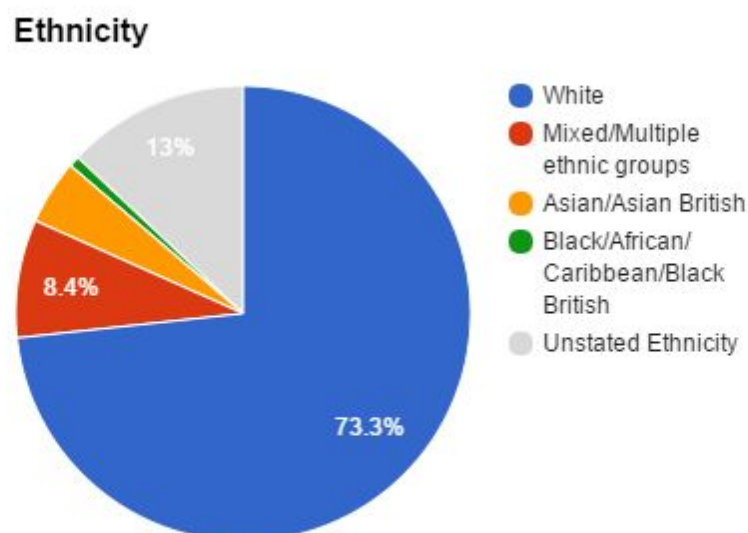


Image 3: Graph representing diversity of participants' ethnicity groups

## Sexuality

For a full list of participant input please see Appendix D. The data was then summarised by:

- N/A to include PNA, "against labels", ♂, "None of your business", "Not labelled", "Don't know"
- Bisexual to include "Bi", Bi-sexual, "bisex"
- Heterosexual to include "hetro", straight
- Bicurious to include straight/bicurious
- Asexual to include none

This data can be viewed as a table in Appendix E. The data was then further summarised in accordance with the categorisation used by the ONS.<sup>[6]</sup>

Participant Input	Number	Percentage
Bisexual	30	22.90
Gay/Lesbian	19	14.50
Heterosexual/Straight	58	44.27
N/A	12	9.16
Other	12	9.16
<b>Total</b>	<b>131</b>	<b>100</b>

Table 2: Sexuality Demographics Summarised

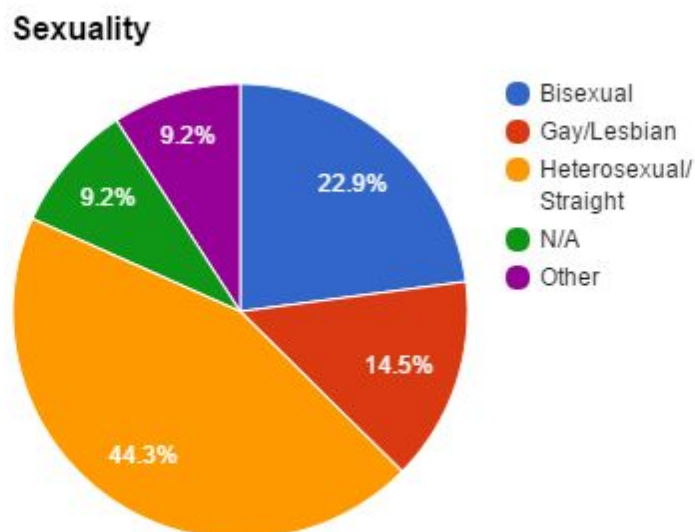


Image 4: Graph representing diversity of participants' sexuality groups

## Degree

For a full list of participant input please see Appendix F. Note for this table, percentages have not been included with these tables due to the small values resulting. The data was then summarised by:

- focusing on the title of the study rather than the level, for instance "UG Biology" became categorised as "Biology".
- History of Art was grouped with Art History.
- BMus or Bachelor of Music became Music.
- "EE Engineering" became "Electrical Engineering"
- where degree titles were absent and instead level of study was provided (eg exchange student or Masters) these numbers were grouped with N/A

For a full list of this summarised participant degree data please see Appendix G.

The data was then further summarised to group degree titles together in accordance with their affiliated UoG schools. For instance “Business” within the School of Business.

Where multiple schools were connected to a single degree title the data was allocated to the “Mixed” category. For “Social Sciences” no UoG school affiliation could be found upon investigation and was instead allocated the category “College Level” as only an UoG College affiliation could be noted. In addition, “Cancer Biology” is a subject affiliated to an institute and at college level, therefore the degree title was also categorised as “College Level” at this phase of data summarisation. A participant’s input of “Arts” was not found to be a specific degree on the University’s website<sup>[7]</sup> but it was presumed its allocation would be within the School of Culture and Creative Arts.

For a full list of this summarised participant degree data into UoG Schools please see Appendix H.

This data was the further summarised in accordance with a School’s affiliation to a UoG college. Some degrees may have in addition to a College affiliation have an affiliation to a Research Institute but for the purpose of this research it was considered sufficient to use just College affiliations alone. Degrees that were previously classified as “Mixed” were then classified under a single College if all of the participant’s initial degree titles were affiliated to the same college, even if their schools affiliations differed. If they did not, then they remained classified as “Mixed.”

School	Number	Percentage
College of Arts	40	30.53
College of Medicine, Veterinary Medicine and Life Sciences	17	12.98
College of Science and Engineering	29	22.14
College of Social Sciences	32	24.43
Mixed	4	3.05
N/A	9	6.87
<b>Total</b>	<b>131</b>	<b>100.00</b>

Table 3: Degree Demographics Summarised by College Affiliation

**Degree by College**

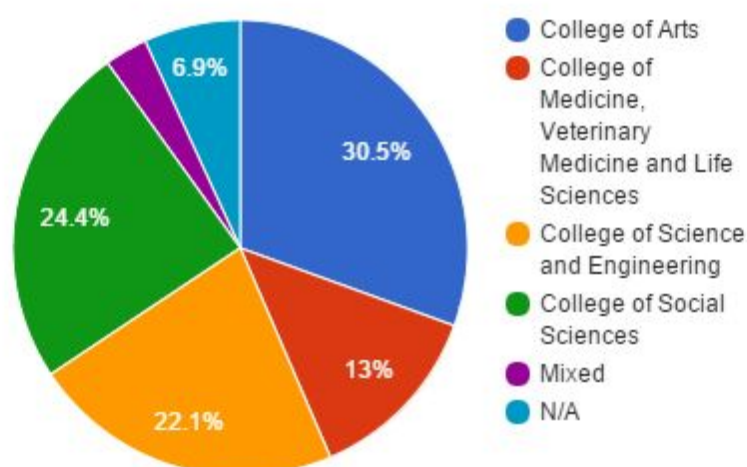


Image 5: Graph representing diversity of participants’ affiliation to UoG Colleges

## Student Views on Sexism

### Sexism

For the purpose of this survey sexism is defined as:

*“the prejudice, stereotyping, or discrimination against women”.*

Do you agree with the statement above regarding sexism?

Participant Choice	Number	Percentage
Yes	49	37.40
No	60	45.80
Not Sure	22	16.79
<b>Total</b>	<b>131</b>	<b>100</b>

Table 4: Table of Participant Choices on Sexism Statement

**Do you agree with the statement above regarding sexism?**

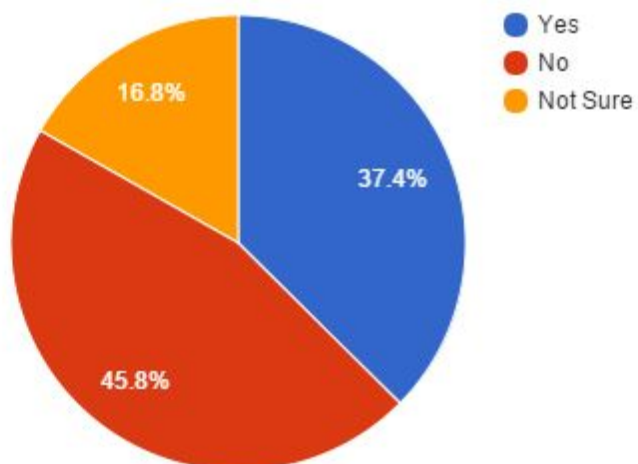


Image 6: Graph representing percentage of participants' answers to Sexism statement

Why did you choose that answer?

23 Participants chose the option "PNA"

Common answers stated that sexism included discrimination against men and women, but some contextualised their answer that in regards to this survey focusing on women was acceptable or that it tends to be women who are most affected.

However, others disagreed that sexism could be towards men at all.

*"Presumably, the discrimination against women is more prevalent but I think the definition should not be limited to only one gender."*

*"You can't be sexist towards men - only prejudiced"*

Some answers also emphasised that sexism can be towards those who do not fall under the binary system of just men and women.

*"I think sexism is any form of discrimination/violence against a person on the basis of their gender. In patriarchal society that happens to be directed against women, although men are also the victims of stereotyping. In non-patriarchal societies the victim may tend to be men, so I don't agree with this as a general definition and I also think women are not the only victims of sexism in our society, although they are the primary group of structural discrimination. However so are transgender and non-binary people, the LGBTI+ community, etc."*

Other answers highlighted a want to extend the wording, such as to include "oppression." A couple of answers state that "stereotyping is a tool" or a useful statistical method.

*"Stereotyping is a useful function of cognition based on (unconscious) statistics."*

One answer commented on the use of "women" as a term

*"The term "women" is a social construct and is a triggering term to use."*

Do you think sexism is prevalent on UoG's campuses?

Participant Choice	Number	Percentage
Not Sure	37	28.24
Yes	51	38.93
No	43	32.82
<b>Total</b>	<b>131</b>	<b>100</b>

Table 5: Table of Participant choices on their view of whether Sexism is prevalent on UoG's campus

**Do you think sexism is prevalent on UoG's campuses?**

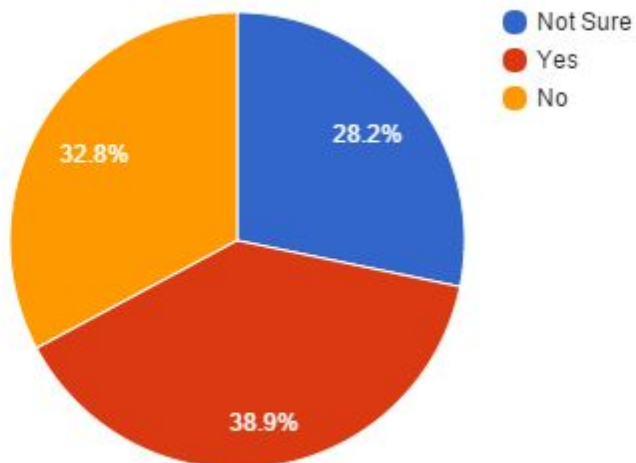


Image 7: Graph representing percentage of Participants choices on whether Sexism is prevalent on UoG's campus

Why did you choose that answer?

18 Participants chose "PNA"

Some participants were not convinced that sexism was prevalent as a result of a "lack of evidence" or that if it was any sexism was the result of a "minority"

*"I have yet to see evidence that provides conviction to either answer."*

*"The majority of people are not - it's a minority that are the problem"*

*"because I believe sexism among intelligent young students is not a thing anymore"*

Others commented that sexism likely to exist within all institutions

*"Sexism happens everywhere, on every campus. Additionally, I think some unions, societies and the university itself reinforce sexism structurally."*

*"Sexism is prevalent everywhere. Campus is no exception."*

*"It's pretty clear to see"*

*"I have seen women being objectified many times on campus and I think there is a lot of lad culture around. Perhaps not as much as I've noticed in previous years but it is especially noticeable during Fresher's Week. Not that it makes it any more acceptable, but this is something that I've either seen or have heard about from friends at many other universities as well, so it isn't just UofG."*

Participants answers also demonstrated that one's own experiences should not confirm or disapprove their view of whether sexism is prevalent or not. In addition, some noted that their friendship circles, or their degree of involvement within university/campus life, may affect their judgement.

*"Can't experience sexism myself and never came across instances of sexism, but that doesn't mean it's not prevalent or not present"*

*"Most of my friends are female and feminist, so I think it is difficult for me to judge."*

*"I have not experienced it on campus recently, but I am aware that I mostly exist within very specific circles that are very feminist and queer. Other people in different circles might have a different opinion and experience."*

One participant commented on how targeted marketing to students on campus was sexist whilst another mentioned "discrete sexism"

*"There's a vast amount of segregation and targeting in the advertising and activities around the university, namely in the unions and clubs. Less so in the academic buildings."*

*"Discrete sexism is everywhere - I can't think of any specific examples on campus"*

Comments included references to personal experiences of sexism with some participants choosing to refer to specific organisations or groups

*"GUU alumni can often perpetuate sexism, casual sexism is common, etc."*

*"The GUU. Sexism is prevalent in most places however, there are parts of campus that aren't as sexist as others but a lot of it is poorly educated individuals."*

*"Sexism appears to be present in the staffing as most academic staff or researchers I meet are men. Experience socially-accepted everyday sexism when at uni such as: catcalling, anti-women/rape jokes and stereotyping"*

*"Campus has come a long way in the past three to four years, although I do feel that there are still pockets of campus culture where sexism and poor treatment of women is not discouraged intensively enough, mainly within some of the sports clubs which go to Viper on Wednesday."*

*"At social events at campus student unions there are often displays of sexism in the way young women are treated by their male peers"*

*"I've been catcalled and men have said disgusting things to me especially during nights out and after they've had a few drinks"*

*"There is a 'laddish' environment in places such as the GUU, and I've encountered a lot of sexist behaviours from fellow students."*

*"The GUU/ LAMB dinners/ peeve lance and unreported sexual assault"*

*"The GUU is filled with creepy guys & there is a big 'lad culture' scene there - I often don't feel safe in the beer bar & the clubs if I'm by myself at some points if I'm on a night out. It's very crowded and often guys come on to you and you can't get away from them because you can barely move. Also, the 'spotted' page on Facebook is pretty worrying & you always wonder in the library if you will end up on it or not - plus the lack of support for the 'let's talk' campaign to get consent classes taught on campus from the uni itself is not very encouraging."*

A number of participants commented on the lack of representation of women amongst the STEM subjects and at higher levels of education and research within the university

*"As a student in STEM (science, technology, engineering, medicine) there is clearly sexism, or rather gender inequality. Only 2 out of 25 of the Principal Investigators in my institute are women, etc. etc."*

*"I've noticed a few people in my PhD cohort make frequent sexist remarks. Also, in a physical sciences research environment, there is a great shortage of successful female academics."*

*"Particularity in STEM science there is a prevalence of male dominance."*

One participant noted a bias towards an individual's choice to join or participate in certain degrees, clubs and societies.

*"Things such as degree choices can be questioned based on gender - for example, any girl studying engineering might be seen as unusual. The same thing can be done with sports - I've personally seen assumptions made about male members of the pole dancing club."*

Lad culture was directly mentioned by a number of participants.

*"Because I believe the prevalent 'lad culture' at Glasgow uni encourages the objectification of women"*

*"I would hold the popularity of so-called 'lad culture' responsible for student's acceptance of sexism within everyday circumstances. Women are judged for their actions/fashion/beliefs in a way which men simply are not."*

However, a participant did comment on improvements they noted on campus in regards to sexism.

*"I cannot give a fully representative answer as my choice of social environment at university was informed by a wish to avoid prejudice, and to be surrounded by progressive people. I have been told of various instances of sexism on campus in some specific contexts and locations, but I do believe that the situation is constantly improving as a result of backlash and good media coverage. The vast (though still imperfect) improvement to Spotted: Glasgow Uni Library is an example of this."*

One participant commented that women were positively discriminated with others mentioning that the University provides a positive environment for women and men.

*"Women are often afforded a greater variety of opportunities."*

*"The University promotes a liberal approach to learning and provides equal opportunities for both men and women."*

Nonetheless, others gave answers that highlighted how some areas, according to the writers, were more prone to "sexism or sexist behaviours"

*"depends where you are on campus, and time of day etc. there is obviously a different atmosphere in the 'nightclubs' at night than walking to the library on a weekday."*

## Student Views on Sexism on Campus

### Lad Culture

For the purpose of this survey “lad culture” is defined as:

*“a group or ‘pack’ mentality residing in activities such as sport and heavy alcohol consumption, and ‘banter’ which was often sexist, misogynist and homophobic. It is also thought to be a sexualised culture which involved the objectification of women and rape supportive attitudes, and occasionally spills over into sexual harassment and violence.”*

Do you agree with the statement above regarding lad culture?

Participant Choice	Number	Percentage
Yes	89	67.94
No	22	16.79
Not Sure	20	15.27
<b>Total</b>	<b>131</b>	<b>100</b>

Table 6: Table of Participant choices on their view of the Lad Culture definition

**Do you agree with the statement above regarding lad culture?**

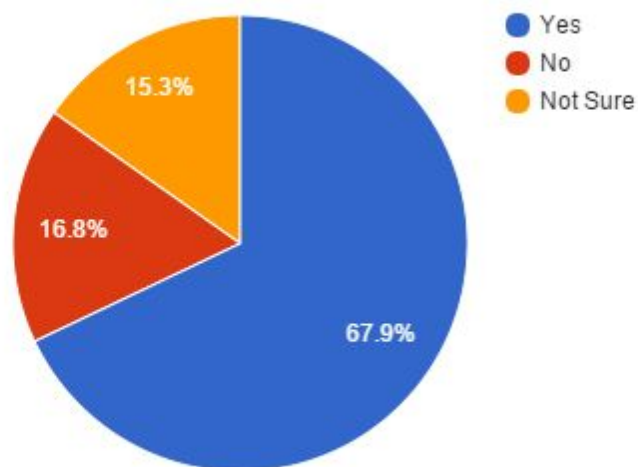


Image 8: Graph representing percentage of Participants choices on their view of the Lad Culture definition

Why did you choose that answer?

41 participants chose "PNA"

The definition of Lad Culture, featured above, appeared to resonate with a number of participants.

*"That's how lad culture is seen nowadays"*

*"From my experience both inside and outside uni, lad culture is heavily tied into popularity contests of a sort encouraged by pack mentality which I find is usually linked to sports due to what I can only presume is the nature of team sports. I've also found that it is very sexualised, often with lots of comments regarding genitalia, a sex-heavy focus and often taking it too far with jokes about sexuality or sexual violence."*

*"Lad culture is the most corrosive part of campus life today - it's disgusting and frankly shameful. No women anywhere, let alone at GU, should expect (let alone be concerned about) being felt up without her consent when she decides to go on a night out with her pals. That this kind of behaviour is acceptable in the 21st century is bloody astonishing."*

*"Lad "banter" I see and hear is often misogynistic, homophobic or racist."*

Other writers critiqued the definition and commented that it was too extreme or was lacking in some way.

*"It's accurate. The definition is a very extreme and narrow view with some parts of it being nonsensical (e.g. "Rape supportive")"*

*"I think your definitions are linking any lad to a violate rapists, which implications are extremely damaging to society. You are stereotyping and alienating a large section of young men, which could help the feminist cause because of the actions of a tiny amount of men. You should instead try and explain what is wrong with their attitude to them through lecture and information events rather than make all lads into villains. This isolating and insulating attitude will only cause more division."*

*"Definition could be expanded to discuss transmisogyny and racism of lad culture too."*

*"I have seen this on various levels... I would prefer "MAY reside in activities such as sport etc...)"*

*"Would probably throw in transphobic too. Not sure if dragphobic is a thing but the number of times you see people dressing up as women for pubcrawls "just for laughs" is somewhat annoying."*

Some answers highlighted that some participants felt Lad Culture was more prevalent or exacerbated within certain areas, such as sports or when drinking, social media

*"Yes, there's varying levels of this, some of which are atrocious. I feel somewhat that this often exists out-with drinking and sports also - especially on social media."*

*"I see it a lot on social media, and there is a huge presence like unilad and even 9gag"*

However, others commented in disagreement with the reference to alcohol and sport in the definition.

*"...However, I don't agree with the direct link with excessive alcohol consumption as a cause of objectifying and demeaning women - plenty of students drink a lot, in both Unions and beyond, without turning into misogynist creeps on a night out."*

*"I agree with most of the statement although I do not believe sport and alcohol always have a place here."*

*"Lad culture is not synonymous with rape culture. I have plenty of friends who engage in sports, heavy drinking and "banter" but they are normal, nice, fair people, and it is certainly offensive and frankly unacceptable to then say that they are capable of misogyny, sexism and rape."*

*"Lad culture is supposed to be something much more comical and funny than what is depicted here. It's just boys amongst each other, or 'dudes' or something; not "rape supportive attitudes" at all. That is taking it way too far."*

*"I do not agree that all groups of people following the lad culture are sexist, misogynist and homophobic who also happen to be residing in sports and taking heavy alcohol consumption as a time pass. I also do not agree that sports and heavy alcohol consumption is being correlated, they do not match together. People who irrespectively resides sport activities are not sexist, misogynist, and homophobic. People who also irrespectively indulge in heavy alcohol consumption are also not sexist, misogynist and homophobic."*

Answers also included a positive response to the term "lads," explaining it as a term for a bond between team of individuals.

*"I think men who consider themselves "lads" would count more positive attributes as lad culture, such as team spirit or bonding between men. Yes, certainly this draws upon the exclusion of women as "other", but for the men engaging in it it is probably more about their identity and group consciousness."*

*"I think Lad Culture is just a way for men to be men. Nothing sexist or misogynist about it."*

*"You cannot generalise all male groups"*

*"Literally no-one in UoG has rape supportive attitudes. If anyone was guilty of rape, he/she would become totally isolated from peers. Everyone knows rape is bad. What has sport and heavy alcohol consumption got to do with sexism misogyny and homophobia? Nothing."*

*"Because I don't think being a 'lad' in 2015 equates to supporting rape.."*

Some participants had not heard of the term “lad culture” or did not feel fully informed on the topic.

*“I’ve never heard of lad culture before”*

*“I just have a looser grasp of the concept of lad culture. That sounds accurate but I’m not that educated in it.”*

One commentator referred to how lad culture itself was detrimental to men.

*“Lad culture is a bravado culture largely created due to expectations put on certain men from an early age. ‘Be strong, don’t have emotions’. Different men grow up to interpret this in different ways - one such way is the creation of lad culture.”*

Specific examples of experiences of Lad Culture were also provided.

*“It is such a clear definition - I’ve often seen this at the GUU & it is often advertised that’s how you should act at uni especially during Freshers week.”*

*“Lad culture is disgusting. Comedians like Dapper Laughs perpetuate the distorted vision that men are breadwinners and that women should be submissive to them.”*

One author commented on the existence of rape culture in their view.

*“Rape culture doesn’t exist”*

Do you think Lad Culture is prevalent on UoG's campuses?

Participant Choice	Number	Percentage
Yes	59	45.04
No	28	21.37
Not Sure	44	33.59
<b>Total</b>	<b>131</b>	<b>100</b>

Table 7: Table of Participant choices on their view on the prevalence of Lad Culture on UoG's campuses

**Do you think Lad Culture is prevalent on UoG's campuses?**

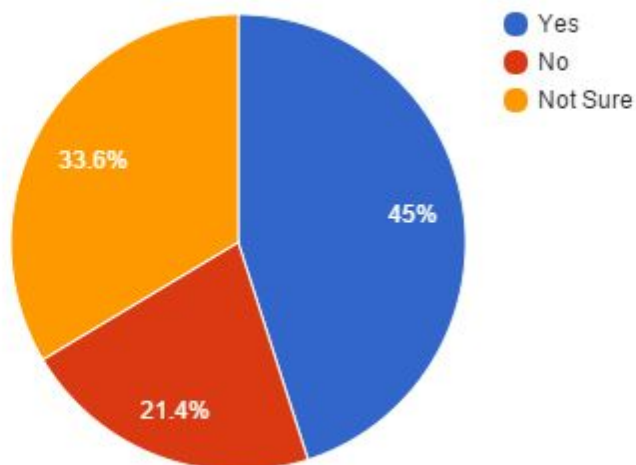


Image 9: Graph representing percentage of Participants choices on their view of the prevalence of Lad Culture on UoG's campuses

Why did you choose that answer?

15 participants chose "PNA"

Participants commented on to what degree it existed

*"again. I'm not sure if it's prevalent but I would say it exists."*

*"I think a better answer would be 'to a certain extent', there are definitely elements of lad culture on campus, which are especially reinforced during Fresher's week, such as on the Spotted page and on nights out in certain places (e.g. Viper) but I think the majority of spaces on campus are not 'laddish'."*

*"I feel that answering 'Yes' to this question would suggest that lad culture is prevalent across every part of campus - it isn't. It is definitely prevalent within some of the major sports clubs, and they are prone to bringing it with them wherever they go for socials. At the same time, this explicitly doesn't make everyone who goes to the Union, or to Viper, part of the lad culture - I think that it a very important distinction to draw."*

*"There is a small issue, while it is unpleasant, it is a minority"*

Others reported or commented of no experiences of Lad Culture.

*"I've not encountered any heavy drinking sports fans with 'rape-supportive' attitudes"*

*"I've never encountered it on campus."*

*"My course is all female and as a postgrad I do not socialise in large groups within the Uni."*

Many reported third party knowledge.

*"I've heard a few instances second hand but I don't drink on campus so I've never been present to see this. I've witnessed it more online."*

A number of comments referred to specific examples and/or experiences.

*"V clear in rugby soc, sports soc, GUU, GUSA"*

*"When living in student halls I had some flatmates who played rugby, and they felt very strongly about their team bonding through hazing rituals, which I personally found appalling. I and some of my female flatmates once had a discussion with them about it and they tried to shut us down by saying 'you don't understand this because you're women'. However they didn't engage in any misogynist behaviour otherwise."*

*"Social events on/around campus generally feature groups of 'lads'. I get the impression women are sometimes made to feel unwelcome or as if they need to prove themselves if they are taking a male-dominated subject."*

*"For example, the GUU debate scandal."*

*"Events such as Iron Stomach promote 'lad culture'"*

*“Lad culture is the main association with the GUU.”*

*“Yes but depends on where/who you hang out with. I've found the GUU worse than QMU for it”*

*“The GUU (fresher's helpers in particular) act in a 'laddish' way”*

*“The number of times I've heard the phrase "man up" in the Beer Bar. The girl who was crying on the phone on the night bus back to her halls in Freshers' Week talking about how "they were all groping me" and then screaming at us when we tried speaking to her.”*

*“The GUU. If it wasn't we would not need 'My Dress is not a Yes' badges.”*

*“It is not prevalent at Dumfries campus where i study but is in the local area where students go out, i have also been to the main campus where i have seen some of this lad culture”*

*“GUU still has the 'old boys club' atmosphere to it, as do some sports teams.”*

*“Above answer fits for this as well. Big focus on it during Freshers & often sites like the tab promote this as being a 'cool' thing and only acting in this way would you be fully enjoying your experience at uni.”*

Two answers reflected on whether Lad Culture itself was a negative connotation.

*“Yes, but that doesn't make it a bad thing. I'd argue it's good, it gives men a space to be men.”*

*“Jokes are not sexism”*

One comment highlighted that the this participant felt that Lad Culture was an “excuse for unacceptable behaviour.”

*“Personally I feel as though 'lad culture' is used as an excuse for unacceptable behaviour that in any other circumstance would be deemed sexist. Males are actively encouraged by their peers to participate in practices that can be intimidating to women such as incessantly harassing them whether it be physically or verbally. It is merely brushed aside as a joke and is somewhat expected, however it makes people feel uncomfortable and should not be tolerated.”*

The GUU was referenced 16 times negatively in association to sexism and sexist behaviours in the answers provided, with the Unions collectively referenced 4 times and “Sports” mentioned negatively 10 times.

Has "lad culture" at UoG affected you during your degree?

Participant Choice	Number	Percentage
Yes	40	30.53
No	78	59.54
Not Sure	12	9.16
<b>Total</b>	<b>130</b>	<b>100</b>

Table 8: Table of Participant choices on the impact of Lad Culture on participants

Has "lad culture" at UoG affected you during your degree?

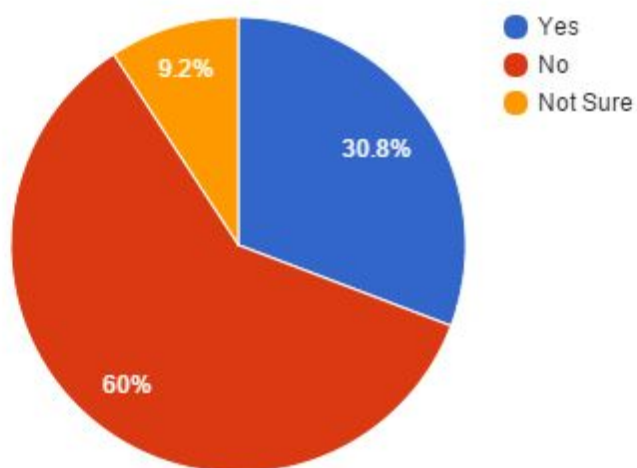


Image 10: Graph representing percentage of Participants choices on the impact of Lad Culture on participants

Why did you choose that answer?

34 participants chose “PNA” with 1 participant entering “NA”, which was presumed to be PNA.

Some answers reflected the extent to which Lad Culture had affected participants.

*“I'm not sure if it's impacted me significantly but I would say it annoys me.”*

*“I don't know how to qualify this, I just haven't experienced much lad culture and therefore it hasn't affected me. Lad culture is virtually non-existent within my personal social circle, and the culture among people I don't socialise with does not affect me.”*

*“I don't feel that 'lad culture' at Glasgow it's prevalent or loud enough to be a problem. I don't hang out with this kind of crowd and have no interaction with them. I've never experienced any harassment. I'm fine with them as long as they don't disturb other people, and I feel at UoG that is not a problem”*

Others commenting on an individual's ability to “deal” with Lad Culture, with some referencing methods of avoidance of such situations.

*“Avoiding places where lad culture is more present is often enough (for me) to not let it affect me”*

*“i can deal with it”*

*“I have done a good job of staying away from lads throughout my university career and don't really tend to be friends with straight cis men in general.”*

Some participants spoke positively of “Lad Culture.”

*“It brought me out of an emotional rut during first year thanks to a great group of guys and made me excited and finally comfortable at university.”*

However, others referenced negative experiences with “Lad Culture”.

*“Some classmates from previous terms have expressed questionable views and have expected me to join in on them. It's very discomforting and often disagreeing is discourages and mocked.”*

*“Feel unsafe walking home alone and unwelcome in gym etc”*

*“A few incidents of being intimidated, much much more so in first year - all the guys in my flat used to go on Facebook and rate all the girls they knew/ had been with/ friends of those girls - but since making friends and being able to choose which people I mix with, not so much.”*

*“It has not affected my grades, however there are points where it has made me uncomfortable and affected my student experience.”*

*"Have had evenings out ruined by groups of men cat-calling me and my friends, or getting into fights, or generally being overly loud and taking up lots of space. I was also coerced into sex by a guy I met at a halls party despite telling him repeatedly I didn't want it; afterwards he boasted to his friends about managing to get me in bed and when some of them saw me they approached me and openly joked about it."*

*"I'm a female student in a male dominated area. I have had some bad experiences since my first year here. I am anxious about group work or being alone in the labs, even though my positive experiences of men on my course outweigh the good- the bad were just so awful I'm always a bit on the edge"*

*"Yes in that it has made me less likely to spend time with medical students who are more likely to be lad cultured. I'm male so have not dealt with sexism or misogyny so not in a massive way"*

*"Has irritated and upset me but has not affected my degree"*

*"The lad culture in my flat makes me feel very uncomfortable and creates an unpleasant atmosphere to live in"*

*"I feel too intimidated to go into GUU."*

*"[initial part of this comment was removed to avoid participant identification] ... always made me feel uncomfortable and has often been accompanied by unwanted touching on dancefloors and in private and unsolicited verbal comments."*

*"...."*

*"It's put me off from ever setting foot in Viper again. Even on a regular night out, in pretty much any Glasgow club barring Subby, I've often felt the obligation to position myself between a female friend and some muppet who evidently isn't able to accept that no means no - that a male has to become involved in the situation for the guy to get the message is always a depressing development: why isn't her lack of consent enough? Finding ways both to eradicate this kind of shitty behaviour from the Union, and make it clear to any and all members that the Union finds 'lad culture' completely unacceptable, If members don't trust the Unions to act quickly and effectively when they come to them with allegations of misogynist, homophobic or sexist behaviour or worse, they won't come forward and speak - then how can the Unions deal with incidents? They can't deal with them if they don't know about them."* [part of this comment was edited to avoid participant identification]

*"Somebody drugged me and put me in hospital at party at student accommodation."*

*"These large groups of lads drunk can be quite scary and aggressive in the street on a night out."*

*"While I haven't felt victimised personally, I rarely go to the GUU because of this. And I am hesitant to join any sports teams."*

A number commented that "Lad Culture" has had no impact on themselves.

*"It's not affected me"*

## Misogynist Jokes & “banter”

What are your views on Misogynist jokes and “banter”?

4 participants chose “PNA”

Answers provided displayed disapproval.

*“I think they're unnecessary and that racist jokes wouldn't be acceptable so why are misogynist jokes more acceptable socially.”*

*“Entirely inappropriate at a learning center such as GU. We should be encouraging people to be progressive and open-minded. Private jokes are private, however often people feel the need to share these views publicly which is unhelpful and sometimes degrading.”*

*“The page should be shut down. The last time I visited the library was last year. I received a message on my student email from an anonymous male student telling me how 'hot' I was and how he wanted to approach me, comments about my ass etc. Reported this to the SRC and they told me to ignore it or to email him back to ask for his name. I never emailed back and I never went back to the library. I hate to think men are looking at me when I'm trying to study.”*

Whilst others commented that it depends on the circumstances in which such jokes are made.

*“there are circumstances in which a joke like that can be fun, often though it isn't”*

*“Acceptable when the intentions of people are good and light hearted, not based on a genuine hatred or disrespect for women. Company and location should be taken into consideration.”*

*“Sometimes they can be funny but there is definitely a line. I would usually tell off a boy I know well - so like my boyfriend or a friend - for making a joke that was too far - i.e. a rape joke - but as long as they knew it wasn't really funny it wouldn't upset me too much.”*

*“Depends: comedy in and of itself should never be censored, and censorship of items considered "offensive" is a problematic suggestion. Having said that, lad culture is a hyper-accentuated form of this, and could be curbed. Notably though, considering curbing "lad culture" would need to take into account reverse cases, for example in cases where a woman has made homophobic slurs towards a male member for declining their advances.”*

*“The people making them very rarely actually believe in what the joke or banter is saying, it is just an inappropriate joke to them.”*

One participant commented on a difference in opinion on the terminology used.

*“Misogynistic jokes are not the same as banter, anyone can have banter. Misogynistic jokes have been shown to be taken as validation and acceptance by misogynists and rapists when told in groups, and can also make people around you feel excluded or triggered, depending on the content. I don't think they're completely condemnable, censorship and humour is a tricky topic, but I think you have to be really careful who you say them around.”*

Participants also spoke positively or did not comment negatively.

*"I think it's funny. I take it on the chin"*

*"As long as it's jokes, it should be fine. That's the concept of a joke, you should not take it seriously, as it is not intended to be serious."*

*"All jokes and views should be given a platform, as the protection of free speech is far more important than any of the consequences of it."*

*"Doesn't bother me - it's all tongue in cheek, give as good as you get."*

*"The key term here is joke."*

*"They can be funny"*

## Spotted: Glasgow University Library

What are your views on Spotted: Glasgow University Library posts regarding female students?

14 participants chose "PNA"

Many participants spoke about negative views they held regarding the Facebook Page.

*"I think it's abhorrent and the university should do more to tackle it"*

*"They are appallingly sexist and show the extent to which some men believe women are present in public spaces solely for their entertainment."*

*"One of the reasons I don't go to the library any more to study. Really mean, it's like catcalling for people who don't have the balls to do it out loud, all it is is reminding women that they are constantly watched by men and vulnerable to judgement in public spaces. If you want to compliment someone, say it to their face."*

Others felt it was not necessarily a negative or that it was harmful..

*"I think both sexes are objectified on that page. It doesn't bother me."*

*"The majority of the time it's funny. Very rarely it does cross the line. However in those instances the post is always removed or treated negatively by the user base."*

*"I just had a quick look as I had not heard of this - again this is not just towards females there is reference to "fat guy" and "Chinese guy". Regardless this seems to have missed the point, we had a spotted in University College Cork where I did my undergrad and the Admin only published funny observations not obvious put downs based on gender/race. It is very humorous when used correctly."*

Many participants were unaware or ambivalent towards the Facebook Page.

*"I have not seen them."*

*"I don't read it"*

*"Impartial-The are posts on Spotted: Glasgow University Library target both men and women, as well as annoying people in the library"*

A number of comments highlighted that posts were inappropriate, beyond just to women.

*"Some can be inappropriate, e.g. "the girl with the massive tits", but equally, I've seen male students addressed as being "fuckable", so it's a case of offences on both sides."*

*"Male students get the same treatment, there are post by female students 'goggling' male students, so this argument is pretty much null."*

*"I find the generalisations and mocking of asian students more offensive but I think that Spotted's anonymity in general tends to bring out the worst in people"*

Whilst a few highlighted that “The Tab” was more derogatory.

*“The Tab articles they share seem more misogynistic than the posts themselves. Still not cool.”*

## Self-Reflection

Do you believe any aspect of your identity (such as gender, sexual orientation, culture, ethnicity etc) shapes your account of views and experiences of sexism and/or Lad culture?

12 participants chose "PNA"

12 participants entered "No"

4 participants entered "yes," with 1 stating "defo"

Many recognised the influence of their gender on their answers.

*"I believe my gender influences my answers to these questions."*

Others felt their sexual identity influenced answers.

*"Yes, my queerness"*

A number recognised that multiple aspects of their self identity affected their answers.

*"Yes as a male I'm obviously on a certain side of it that doesn't naturally have to worry about it, but I'm confident I've always considered my opinion as objectively as possible and from being an ally to marginalised groups. As a bisexual I at least have a slightly unique aspect on the accusations of homophobia, specifically that I have never felt genuine homophobia and never felt in danger or discomfort."*

*"I'm a feminist and a woman and queer so obviously yes, I'm coming from a certain political standpoint, but I also am aware I am not very involved in societies or activities on campus which are likely to attract 'lads'."*

*"Probably every aspect of my identity shapes my account of everything"*

*"Yes, I feel that there are many stereotypes that come with being a black woman. For instance the fact that I could be 'sassy' or 'feisty' before people have even met me. This leads me to believe that I may not experience much overt sexism because of these stereotypes. Although there have been times where I have felt that I have been fetishized, which to me is pretty gross."*

*"Perhaps being a white, (fairly) privileged, (mostly) straight male has endowed me with a degree of 'gender guilt', and a propensity to denounce lad culture and the patriarchy rather vehemently."*

*"All of them do (I'm from a mixed race background and I find the racism of some enlightened "liberal" students depressing), but being a lesbian especially affects it. If I reject a guy by saying I'm gay, especially on a night out, guys assume I'm lying and can get very pushy. Their attempts to "persuade" me can be quite scary. Since I've come to Glasgow I've found that most guys will take two "No thanks" for an answer (some will even stop asking after the first no), but have still encountered guys who won't leave you alone even after refusing them multiple times."*

*“yes. no one can escape their cultural context. Pierre Bourdieu's concept of habitus means that everything I believe is a direct result of my core characteristics such as gender, sexuality, class, race etc.”*

*“Probably. Where I currently undergoing transition, I might experience it more, or have more harsh experiences.”*

A few referenced individuals or past experiences that have influenced their judgement and opinions.

*“I've admired my sister's 'take no shit' attitude to dealing with behaviour like this from a pretty young age, and I've been lucky enough to be surrounded with strong, independent, pretty incredible women since I got to uni who have never refrained from speaking out when they have been facing sexist attitudes or lad culture. This has shaped my attitudes, and the attitudes of those around me, to ensure that no woman should ever be belittled or made to feel insecure because of something as a result of this, I've always been incredibly frustrated and, frankly, angered by men who, caring, funny and sensitive when by themselves, seem to transform into almost this caricature of this boorish, slavering sexist muppet when in a group with other men - it seems that they feel they must behave this way in order to fit in, which is a hugely depressing thought, and one which I find very hard to understand.”*

*“Yes, because I've been affected by the negative behaviour of lad culture”*

One participant commented on their cultural and ethnic background in regards to the question.

*“No. I believe, it is about doing the right thing. I can be a man and support females, they are my mother and sister too. As an Indian I have always fought for gender equality in that aspect. I follow a thousand years old culture, in which the woman always had her place next to a man, shoulder to shoulder, sometimes being described as man's other half, not better not less. Feminism is another word for gender equality, end of story. The idea this movement whatever it is, will not stand a single chance for a single second if it tries to be anything beyond that.”*

# Sexual Harassment

## Definition

“Sexual harassment is unwanted behaviour which you find offensive or which makes you feel intimidated or humiliated and the behaviour is of a sexual nature. You don’t need to have previously objected to something for it to be unwanted.

Sexual harassment can include:

- sexual comments or jokes
- physical behaviour, including unwelcome sexual advances, touching and various forms of sexual assault
- displaying pictures, photos or drawings of a sexual nature
- sending emails with a sexual content.”

Do you agree with the statement above regarding sexual harassment?

Participant Choice	Number	Percentage
Yes	113	86.26
No	13	9.92
Not Sure	5	3.82
<b>Total</b>	<b>131</b>	<b>100</b>

Table 9: Table of Participant choices on their agreement of the Sexual Harassment statement

Do you agree with the statement above regarding sexual harassment?

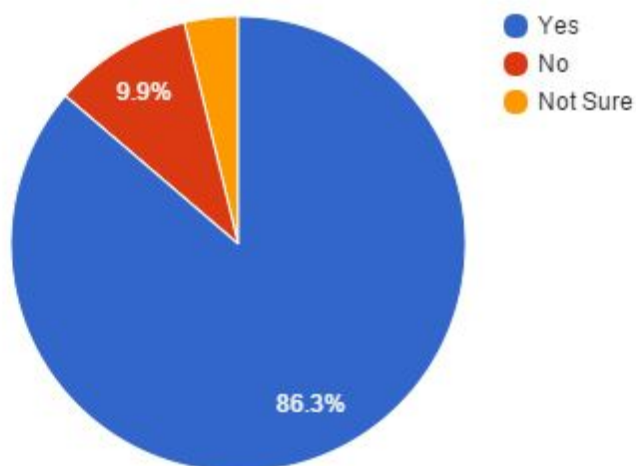


Image 11: Graph representing percentage of Participants choices on their agreement of the Sexual Harassment statement

Why did you choose that answer?

49 participants chose "PNA"

Many answers echoed in agreement with the statement.

*"I think it adequately defines"*

*"Sexual harassment comes in these forms and this covers online and offline situations broadly but effectively."*

Whilst others commented that the definition was limited and/or lacking, or incorrect.

*"The definition is too general. I would remove "offensive" and would need the reference to "sexual comments or jokes" and "displaying pictures etc" to be contextually defined. For example, the joke would need to have been intended to be specifically directed at the victim and intended to intimidate or harass them"*

*"Harassment is deliberate tormenting and repetitive, I don't think making rude jokes and comments qualify certainly not if they aren't objected to"*

*"Mostly agree, but would outright remove some categories. Jokes do not I think constitute harassment, nor does merely finding something offensive. The rest I have no issue with."*

*"also taking unwanted pictures or videos should be added ?"*

Some comments demonstrated a view that the statement was "too broad" or lack clarity.

*"This definition is way too broad. If this definition is adopted, literally every behaviour can be seen as sexual harassment. There needs to be some consensus about what constitutes harassment otherwise it makes human interaction impossible. It is impossible to know what someone finds offensive so even if someone makes a seemingly innocent comment, it can be seen as harassing simply because the person had some experiences of humiliation in relation to something innocent and totally acceptable in an everyday context."*

With a few referencing free speech or the right to being offended.

*"You are grouping relatively harmless actions such as a comment, to physical violence and attempted rape. This is completely wrong, these are separate issues. People can have sexist or transphobic beliefs, that is their right. They just can't do actions against you because of their beliefs. People should be able to say anything they want within a public form, e.g if a religious person say something transphobic towards me within a university debate then so be it, they have the right to say such a thing. Although if they did anything more than speech, then that is completely wrong and should be dealt with by the police."*

*"I largely agree, but I take issue with the idea of 'finding offense'. I don't think people have the right not to be offended. Being offended can sometimes simply mean your views are being challenged, which is good, as this is how we develop and find the best options/path/view. Being offended is too broad a term to be included in something as serious as this."*

## Experiences of Sexual Harassment

Have you ever been sexually harassed as a student at UoG?

Participant Choice	Number	Percentage
Yes	44	33.59
No	81	61.83
Not Sure	4	3.05
<b>Total</b>	<b>129</b>	<b>100</b>

Table 10: Table of the number of Participants who answered had they been sexually harassed as a student at UoG

Two participants entered the following statements:

*“I was sexually harassed before becoming a student at UoG”*

*“Under the definition previously given, yes. That said, I do not consider it to have been sexual harassment. “*

**Have you ever been sexually harassed as a student at UoG?**

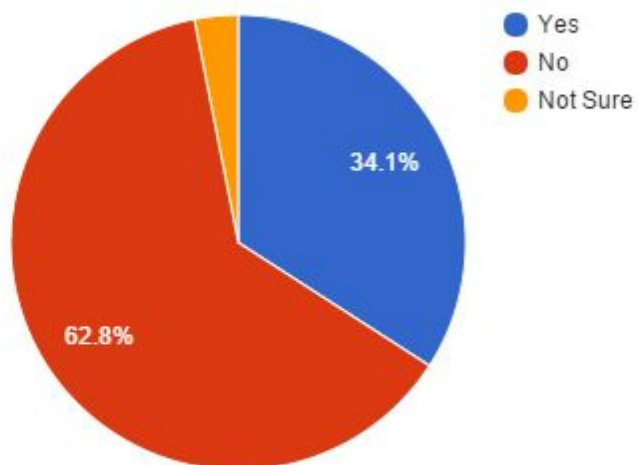


Image 12: Graph representing percentage of Participants who answered had they been sexually harassed as a student at UoG

At which UoG location did the harassment(s) occur?

For a full list of the initial answers provided participants please see Appendix I.

This data was then contextualised to compile the incidences by the areas on campus in which participants reported sexual harassment. This was achieved when a participant entered multiple answers that each area named was tallied as a single number. For instance, if a student entered "Main Library, Queen Margaret Union (QMU), Student halls," these areas would have been tallied as such Main Library - 1, Queen Margaret Union (QMU) - 1, Student halls - 1.

Campus Area	Total	Percentage
Glasgow University Union (GUU)	10	40.00
Queen Margaret Union (QMU)	6	24.00
Main Library	4	16.00
Student Halls	3	12.00
Fraser Building	1	4.00
Stevenson Building/ "Gym"	1	4.00
<b>Total</b>	<b>25</b>	<b>100</b>

Table 11: Table of the number of incidences of sexual harassment at UoG's campus areas reported by Participants

### Campus Areas Where Reported Incidences Occurred

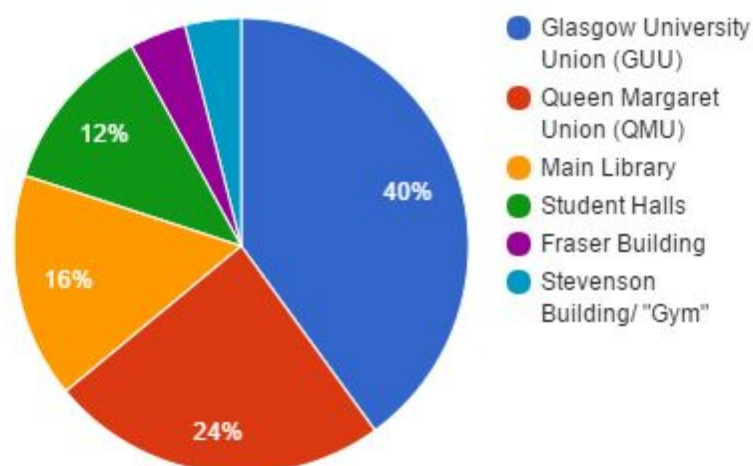


Image 13: Graph representing percentage of incidences of sexual harassment at UoG's campus areas reported by Participants

How did the harassment(s) affect you emotionally?

73 participants chose or did not submit an answer "N/A"

8 chose "PNA"

The answers received included:

*"I felt dirty."*

*"It made me feel angry and violated."*

*"Mild frustration, mildly disconcerting and intimidating"*

*"It affects my self worth and how I value myself."*

*"It was all just a bit odd and surprising, it didn't affect me much emotionally beyond that."*

*"I just got a couple of annoying comments from students outside the GUU that annoyed me for a few minutes but it didn't really go beyond that. Most of the "serious" harassment I've experienced has been at work rather than at university."*

*"I didn't fully realize it until a year later. Because I'm a guy, many stereotypes fell in play and I didn't really know what to think. Sexism and sexual harassment can fall onto males, despite public opinion."*

*"It was during freshers so I didn't really know anyone. I was made to feel embarrassed and scared. I still won't go into GUU on my own."*

*"Frightened me hugely. Made me self conscious. Found it difficult to tell people about it, including my parents. I have (minor) depression- it exacerbated this."*

*"In this case, not much. Felt embarrassed/uncomfortable when it happened, but could laugh and joke about it afterwards."*

*"It grossed me out but I got over it"*

How did the harassment(s) affect your ability to study and participate in your degree at UoG?

12 participants entered "PNA"

77 participants entered "N/A"

Some Participants' answers highlighted the detrimental impact that these experiences had.

*"The occasion in the seminar was horrendous, I didn't want to come to class anymore, there was this one guy who would just introduce sexist/ sectarian/ homophobic/ transphobic/ racist comments throughout the seminar which were almost completely unrelated to class content and the tutor did nothing at all to manage the situation. Other stuff has not really affected my studies."*

*"When it occurred in my first year and I was less capable of articulating my experiences or understanding them for what they were, it contributed to the feelings of emotional instability I had at that time which made studying more difficult."*

*"Made me feel less safe and more likely to study at home rather than at uni"*

*"I don't go to the library anymore. I also feel kind of uncomfortable studying in the computing science labs without a friend there. It's never 'impacted' my studies but it's changed how i go about them"*

*"Preexisting anxiety and depression issues were worsened after an instance of sexual coercion so my attendance dropped significantly for a while, although I still achieved passing grades."*

*"It makes me feel that the university can be an unwelcome place for women. My course is already male-dominated and it can be challenging to make your point heard in seminars without being shouted down/told to calm down/told you are too emotional or don't understand. When this is paired with sexist behaviour outside of the classroom it can feel as though you are up against a constant challenge to just participate in student life without every aspect being based around your gender."*

Whilst others commented that it did not have an impact on them.

*"TBH it didn't affect me."*

*"It didn't affect my ability to study."*

Did you feel able to challenge the individual(s) at the time?

Participant Choice	Number	Percentage
Yes	11	8.40
No	28	21.37
Not Sure	7	5.34
Not Applicable - I have not been harassed whilst a student at UoG.	73	55.73
There have been lots of incidents, it depends on which one you're asking about	1	0.76
Sometimes have	1	0.76
Yes and/or no	1	0.76
Month's afterwards yes	1	0.76
N/A	8	6.11
<b>Total</b>	<b>131</b>	<b>100</b>

Table 12: Table of Participant answers to whether they felt able to challenge the individual(s)

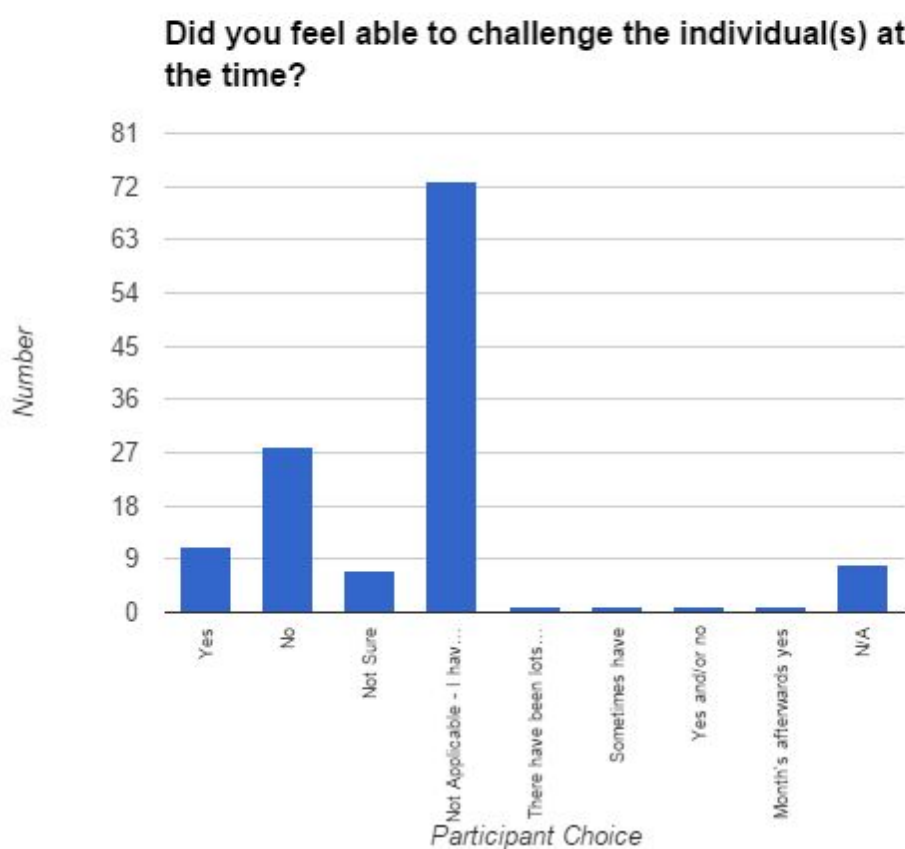


Image 14: Graph representing percentage of participants' answers to whether they felt able to challenge the individual(s)

Why did you choose that answer for the question above?

76 participants entered N/A.

14 participants entered PNA.

A number of answers highlighted that the participant felt unable, under the circumstances, to report the experience.

*"He was a senior GUU board member and I was a first year. He was also surrounded by his friends."*

*"Was out with friends and he was part of the group. Also he did not fully realise the issue with what he was doing due to alcohol."*

*"I would not always feel confident challenging someone who made a sexist joke if I didn't know them that well or I was trying to impress them."*

*"Sometimes felt slightly threatened when it happened, other times I did respond"*

*"Objected to it in a light hearted manner but felt I couldn't stand up to it any harsher"*

*"We're talking about groping in clubs. I wasn't always sure who it was. When I was I didn't want to risk my safety. It's easier to just go home."*

*"Because I was dating her, and I didn't want to disappoint."*

*"Did not want to out myself to someone who had just made humiliating and homophobic comments (not about me)"*

*"I felt the general attitude of people around was that it was just a joke and that I wouldn't be taken seriously"*

*"At the time, I felt like I was probably just overreacting"*

A few answers highlighted that being male affected their confidence in being able to make a report.

*"Because as the perpetrator was female and i'm male i felt it was socially acceptable."*

*"Because men reporting sexual harassment are not taken seriously and are treated like oddities. To be a man complaining about sexual harassment makes people question your sexuality and mock you."*

Other participants commented that they felt they did not need or want to make a report.

*"i can stand up for myself"*

*"I told the individual to stop multiple times. I feel that I was able to leave the situation."*

*"Her behaviour wasn't seen as acceptable by other members of the club, so I didn't feel under any pressure to accept it as standard behaviour."*

With some comments highlighting a participant's' own feelings of responsibility.

*"I did not realise what it was at the time and I felt that I was to blame."*

*"I felt partially responsible and didn't want to cause a fuss"*

One commented of note included the following:

*"Because I feel comfortable challenging catcalling or groping, but not men who close down discussions with me because of my gender (because that always makes it worse), or tutors who are marking me, or close friends being intimidating (or, I challenge them in a way which is non-combative, because violent responses tend to provoke violent reactions)."*

## Reporting on Experiences of Sexual Harassment

Did you feel able to report the harassment(s) to a person in a position of responsibility?

Participant Choice(s)	Total	Percentage
Yes	6	4.58
No	36	27.48
Not Applicable - I have not been harassed whilst a student at UoG.	74	56.49
Not Sure	4	3.05
Sometimes did	1	0.76
I didn't feel it was necessary	1	0.76
I've gone to SRC before and had useless responses. Other times i feel no one would take me seriously	1	0.76
If it had seemed serious to me, sure.	1	0.76
N/A	6	4.58
I dealt with it myself, like an adult.	1	0.76
<b>Total</b>	<b>131</b>	<b>100.00</b>

Table 13: Table of participant answers of whether they reported the harassment to a person in a position of responsibility

Why did you choose the answer for the question above?

**Did you feel able to report the harassment(s) to a person in a position of responsibility?**

- Yes
- No
- Not Applicable - I have not been harassed whilst a student at UoG.
- Not Sure
- Sometimes did
- I didn't feel it was necessary
- I've gone to SRC before and had useless responses. Other times i...
- If it had seemed serious to me, sure.
- N/A
- I dealt with it myself, like an adult.

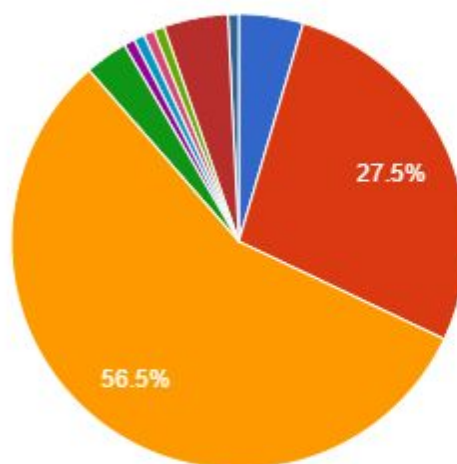


Image 15: Graph representing percentage of participants' answers of whether they reported the harassment to a person in a position of responsibility

Why did you choose the answer for the question above?

13 participants entered PNA.

78 participants entered N/A.

Participant's' comments demonstrated a lack of confidence in the reporting system and/or whether they would have been believed.

*"I didn't think I would be supported."*

*"I wouldn't have been taken seriously due to my gender."*

*"Because the SRC is a joke for official reporting and just in general and there's no transparency about anything else, also most stuff is too low level to merit reporting."*

*"Although I know it was inappropriate it wouldn't have been seen as such"*

*"I didn't think that it was relevant enough to be reported."*

*"Felt there was no point, it would be overlooked as it wasn't a serious assault"*

*"It never felt like I would be listened to."*

*"Shame and fear of not being taken seriously"*

*"I think that things like being grabbed and kissed if it doesn't lead to a further assault aren't taken very seriously and aren't chased up by authorities so there's no point in reporting them. I think they happen so often as well that it would make doing anything about them difficult, although I'm aware that's quite a defeatist attitude to take."*

*"I would have been too embarrassed."*

A few comments highlighted a desire to avoid the stress or hassle of the process.

*"It's too much hassle."*

Several comments showed a lack of knowledge of how to report such experiences.

*"I do not know who I could turn to in such an event."*

*"because who do i actually go to?"*

A few participants commented that a positive response was achieved or would be expected if they made a report.

*"i did take about it with a person like that, that immediately offered to take action"*

*"The staff have never given me a reason to imply they are not fully committed to the students on their premises."*

*"I find all the staff extremely helpful."*

*“Because there are people in place on campus and in wider society that you can go and report these kinds of things to.”*

Did you feel supported by that person in a position of responsibility in making a report?

Participant Choice(s)	Total	Percentage
Not Applicable - I have not been harassed whilst a student at UoG.	74	56.49
Yes	3	2.29
Not Applicable - I did not report it to a person in position of authority.	42	32.06
Not Sure	2	1.53
N/A	7	5.34
No	3	2.29
<b>Total</b>	<b>131</b>	<b>100.00</b>

Table 13: Table of participant answers of whether they felt supported by a person in a position of responsibility in making a report

**Did you feel supported by that person in a position of responsibility in making a report?**

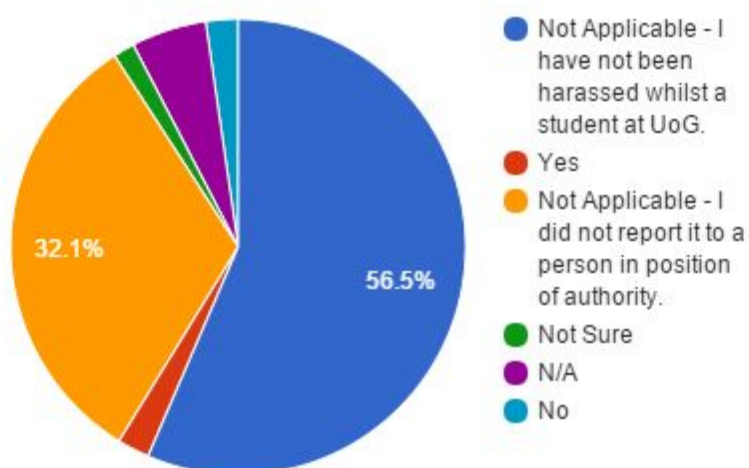


Image 16: Graph representing percentage of participants' answers of whether they felt supported by a person in a position of responsibility in making a report

Why did you choose the answer for the question above?

17 participants entered PNA.

102 participants entered N/A.

Reasons given included:

*"I did not know who I could report it to."*

*"It was not a matter of importance or urgency."*

*"got all the support i needed"*

*"He was the person in a position of authority"*

*"They encouraged me to make a statement and frequently phoned to check how I was doing after the incident."*

*"there is no-one for men to speak to and be taken seriously"*

*"Whilst I didn't formally report what had happened I did mention one incident to my advisor after it had caused a lot of anxiety/depression issues and worsened my attendance. I originally mentioned in an email when asking for a meeting that the reason for my worsened mental health (and therefore lowered attendance), was someone had had sex with me against my will. While he was supportive and kind, when we had the meeting he'd either forgotten or not read the email, so I had to explain what had happened all over again which wasn't great."*

Was there follow up support and/or action undertaken in response to your reporting of the harassment(s)?

Participant Choice(s)	Total	Percentage
No	5	3.82
Not Applicable - I have not been harassed whilst a student at UoG.	76	58.02
Not Applicable - I did not report it to a person in position of authority.	41	31.30
Yes	2	1.53
N/A	7	5.34
<b>Total</b>	<b>131</b>	<b>100.00</b>

Table 14: Table of participant answers of whether follow up support and/or action was taken in response

**Was there follow up support and/or action undertaken in response to your reporting of the harassment(s)?**

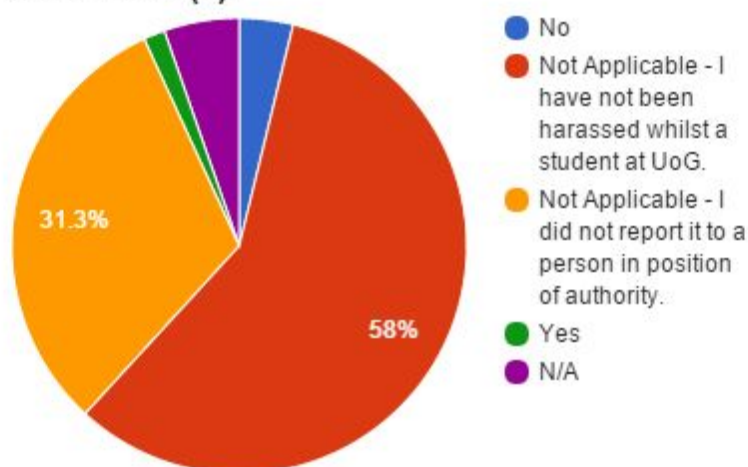


Image 17: Graph representing percentage of participants' answers of whether follow up support and/or action was taken in response

Why did you choose the answer for the question above?

104 participants entered n/a

15 participants entered pna

Four answers commented that the participant did not want to report the experience.

*"i didn't wanted to, feel i stood up for myself enough"*

*"I didn't report so no due process could be undertaken"*

Whilst two others commented on an outcome (or lack of) following a report being made.

*"The guys were asked to leave"*

*"nothing done"*

Do you think support and/or action by the person in a position of responsibility could have been better?

Participant Choice(s)	Total	Percentage
Yes	5	3.82
No	1	0.76
Not Applicable - I have not been harassed whilst a student at UoG.	74	56.49
Not Applicable - I did not report it to a person in position of authority.	41	31.30
Not Sure	2	1.53
N/A	6	4.58
PNA	1	0.76
If it had been available	1	0.76
Total	<b>131</b>	<b>100.00</b>

Table 14: Table of participant answers of whether support and/or action by the person in a position of responsibility could have been better

Do you think support and/or action by the person in a position of responsibility could have been better?

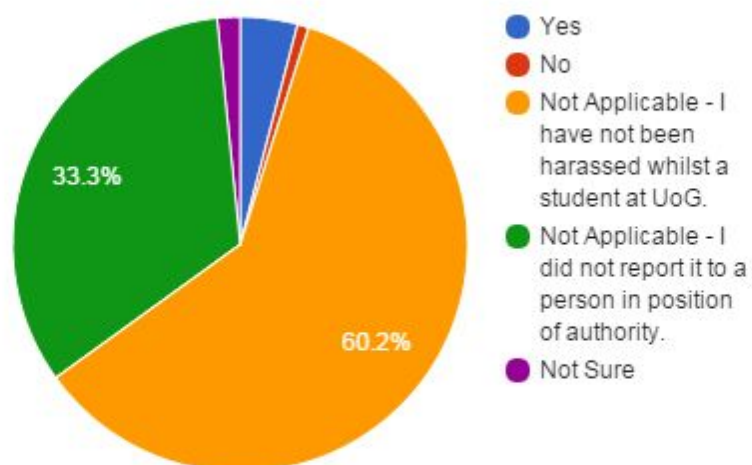


Image 18: Graph representing percentage of participants' answers of whether support and/or action by the person in a position of responsibility could have been better

Why did you choose the answer for the question above?

104 participants entered N/A.

14 participants entered PNA.

Some participants entered comments to highlight that they did not make a report.

*"Did not report."*

Whilst others revealed the experiences as a result of reporting sexual harassment.

*"At the time yes, but this was several years ago and I think the GUU is in a better position to make a supportive response."*

*"it was enough"*

*"I feel like any suggestion that I was harassed by a girl would have been laughed at and not taken seriously"*

*"I wouldn't have known the name of the people. It was in crowded environments and I would have felt the GUU committee would have turned a blind eye."*

*"there was no support, maybe just talking to someone could have given me reassurance, but all I could do was bottle it up and deal with it myself."*

## Student views of Campus Organisations

Rate on a scale of 1 to 5, your view of how successful the efforts of different campus based organisations are in tackling sexism and sexist behaviours at UoG.

Organisation	5	4	3	2	1	Not Sure	Prefer Not to Answer	Total
GUU	9	13	31	26	17	34	1	131
QMU	29	38	24	1	2	36	1	131
SRC	26	33	25	3	3	41	0	131
UoG	17	24	40	12	5	32	1	131
IEFemSoc	23	25	13	6	6	57	1	131

Table 15: Table of participant ratings of UoG's campus organization's' efforts in tackling sexism and sexist behaviours

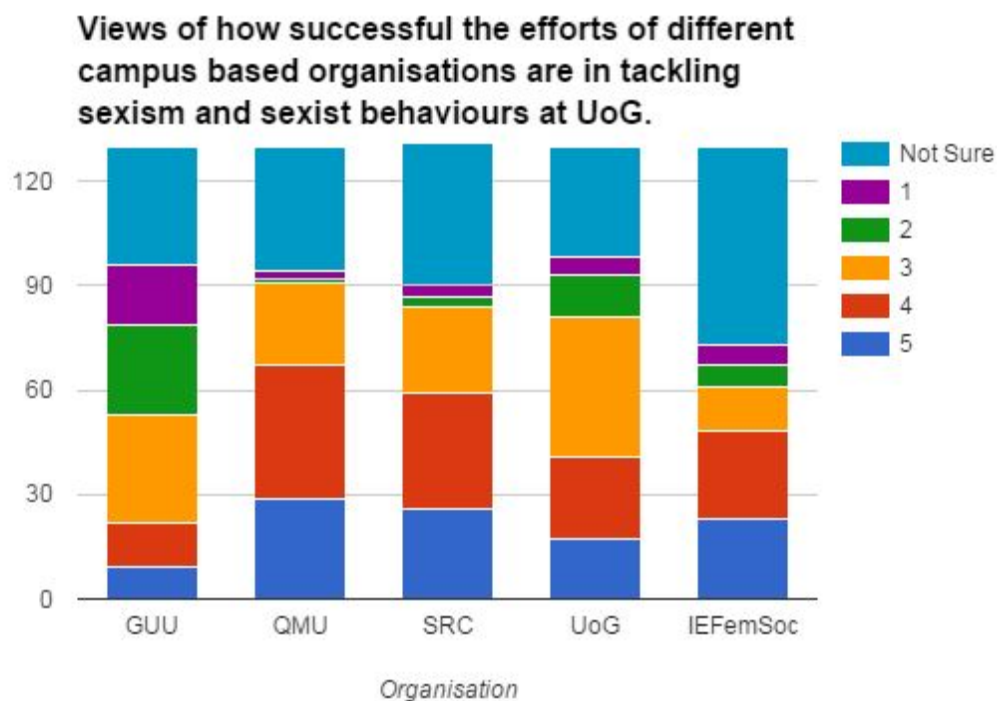


Image 19: Graph representing participant ratings of UoG's campus organization's' efforts in tackling sexism and sexist behaviours by organisation

What other organisations on campus do you believe have a role in tackling sexism and sexist behaviours on campus?

1 participant entered PNA

1 participant entered N/A

Participants provided the following campus-based organisations:

- GU Feminist Society
- GULGBTQ+
- Sexpression
- Amnesty International
- GUSA
- SWAG
- Sports clubs
- "Let's Talk" Campaign
- Specific Subject Area Groups for Women
- Athena Swan
- The Gilchrist Club
- Project Juno
- Mental Wealth

Other suggestions that were not organisational or non-campus based included:

- Journalists at Qmunicate Magazine
- Red Alert
- Rape crisis
- *"it should be left to individuals"*
- *"professors and lecturers"*
- *"all societies should be making sure that sexism and sexist behaviour is not occurring."/ " Everyone in general."*
- *"Individual schools/colleges"*
- Police Service
- Nightclubs/ bars
- *"people to whom sexist incidents are reported, I also think janitors are vital"*

Do you think the Unions do enough to combat sexist behaviours and sexism within their buildings?

16 participants entered PNA

Many answers were negative in response to Union efforts.

*"No, I think they should have campaigns to highlight their efforts in particular to tackling sexism especially within areas such as the nightclubs."*

*"No. There is no support or information provided to survivors of sexual violence."*

*"Could do more at club nights"*

*"No, I think they could implement measures much better to prevent harassment, etc. I feel like they do just enough as to not be shown as bad but could be doing much more."*

Others defended the efforts of the Unions.

*"Both of the unions have an explicit no-tolerance policy towards sexist behaviour. However, they can only deal with an incident once it has been reported to them - if people don't bring incidents to the Boards, then this behaviour will continue to go unchallenged, which is the only reason it still exists. The Unions' mandate is to represent, so it's the responsibility of the SRC (and GUSA) to train"*

*"I have seen evidence of campaigns and awareness, especially within some of the societies, such as the debating society."*

There were answers provided that were specifically positive about the QMU.

*"I like QMUs gender-neutral toilets and safe space policy. The same goes for The Art School."*

There were also answers that were positive of the QMU efforts but negative of those by the GUU.

*"QMU board members have talked about sexist behaviours on several occasions and have a no-tolerance policy within certain societies. GUU however has done little, especially amongst sports/GUSA circles."*

*"GUU - No; QMU - Yes, but they could certainly do more"*

*"No, GUU promotes lad culture. QMU is better and does good"*

*"QMU - yes. Diversity of management board shows this. Feels like an incredibly inclusive environment. Gender-neutral toilets are a hugely important gesture. GUU - not entirely sure. Improvement have been made, but it took a terrible event (Chris Sibbald's sexist comments during a debate) for this to occur. I cannot imagine that freshers' week at the GUU is not heavily laden with lad culture."*

*"I think the QMU is generally more successful in accepting diversity and accommodating students whereas I have heard considerably more sexist remarks at the GUU. "*

*"I feel that the QMU has done a lot and offers a lot of support if there is an incident, for example they hosted the Let's Talk campaigns pledge last semester. There is this general intimidating presence that lurks in the GUU, there are big groups of guys and you always feel nervous going into the beer bar or the club on a night out. I haven't seen any measures to make sure incidents like these don't happen. Also knowing the history of the place and some societies can be male dominated to this day, its just not a nice environment. "*

However, there were answers positive of the GUU.

*I'm never really there so I wouldn't know about the QMU but I'm really impressed by the effort the GUU has made.*

*"I know the people on board at the GUU are really keen to help with these things but tbh I've never been in a scenario where I've had to see them in action."*

*"I go to the GUU a lot and I don't regard anything that has happened there as sexism, yes there are big groups of men, sometimes rowdy, but I have never felt intimidated. The QMU I haven't been in for a while but have had no problems with. "*

Nonetheless a number of answers were specifically negative about the GUU.

*"Sexism is still an issue in the GUU in particular"*

*"GUU no, more information is needed publicly about what they do though"*

*"GUU definitely has a lot more work to do"*

*"No, I know the GUU is shit at dealing with sexism. "*

Some answers that commented on the Unions were neither wholly positive or negative.

*"Mostly I think so yeah. GUU sometimes feels a bit laddy but I don't think that's GUU's fault - it perhaps just encourages more traditionally masculine men. Which is not necessarily a bad thing but can be intimidating at times."*

*"Both could do more, the GUU in particular has made significant progress, but there is still a long way to go."*

*"The ability, and responsibility, to tackle sexist behaviour lies within the people themselves. Organisations/unions cannot be relied upon to police everything and everyone on campus."*

Do you think the SRC does enough to combat sexist behaviours and sexism within campus?

1 participant entered n/a

26 participants entered pna

There were a few positive answers regarding the SRC efforts in tackling sexism and sexual harassment on campus.

*"The SRC supports measures of change and I feel this is ongoing and should be continued and improved upon."*

*"Yeah, SRC are one of the better ones."*

*"Seems like a place you could go if you did want to raise issues with them."*

*"Yes I believe so. The full stop campaign made a lot of people think."*

However, majority were critical and negative of the SRC.

*"No, I don't think they highlight enough all the resources on and on campus available to students."*

*"No. They have actively blocked attempts to minimise sexual violence on campus and have not kept the Gender Equality officer in the loop, I cannot think of a single thing they have done which has made me as a woman more likely to trust them or approach them. They're also completely in-transparent and elitist."*

*"Should run campaign so people know what sexism and sexual harassment is"*

*"No - far more engagement with students, especially within the sports clubs, to deal with this behaviour where it starts. People need to stop thinking that any of this stuff is remotely acceptable on campus. Workshops for what is and isn't acceptable on a night out are needed: the lines of acceptable behaviour are, sadly, still very blurry for many students who have come out of school with pretty much no education on consent. These workshops should be explicitly geared towards the sports clubs and societies where this is an issue, not to people who already know the boundaries. The Unions would also definitely advertise them to their members. It's all well and good people speaking out against sexism, but the people speaking out are the people who would never behave like this in the first place. The SRC should instead concentrate on directly influencing the people, and the clubs, who are actually involved in keeping lad culture alive."*

*"Not at all, it is primarily left to the social unions as opposed to the university setting up a formal infrastructure"*

*"I am not aware of any measures they have taken, which indicates they are not doing enough or are not publicising their efforts and being transparent."*

*"Again, I feel like they scrape by looking like they are taking action but in reality aren't doing what they could."*

*"The SRC does very little"*

*“Aside from the posters on campus, I haven’t seen much else.”*

*“Their nightline wasn’t helpful to me when I’ve reported to them before.”*

Two answers provided both negative and positive commentary.

*“Full Stop is a nice campaign but there needs to be more”*

*“It was great that the SRC created the taxi scheme to get students home safe, however their lack of support for consent lessons on campus and failure to elaborate why they are not in support isn’t a good sign.”*

What do you think the role of the Isabella Elder Feminist Society in combating sexist behaviours and sexism on GU Campus should be?

33 participants entered PNA

2 participants entered n/a

Answers included the following:

*"Representing otherwise unheard voices, listening to a wide range of opinions on the matter and respecting them all even if they're strange or extreme, holding the unions specifically to account when necessary."*

*"I think the IEFS makes people on the GU campus aware of which acts and behaviours are considered sexist or inappropriate. Although they don't have certain authority powers such as the SRC and unions, they represent and facilitate the movement away from sexism on campus. I also feel the IEFS highlights which issues should be tackled next by the uni and can give guidance to appropriate actions to be taken."*

*"I think it provides women and generally feminists with a platform to debate sexism and gender. I am unsure as to how effective that is, since the people involved in it are probably already quite aware of these issues and those who are not will not be interested/involved with the society."*

*"I think there should be a bigger awareness of what to do when you are harassed and also campaigns to show men they shouldn't be sexually harassing women"*

*"It should raise awareness and fight for change on Campus."*

*"It should be a support service open to any student of any background, gender, age, or race for sexual harassment"*

*"Work with other student bodies"*

*"It has been a great and consistent voice on equality and sexism on campus."*

*"Further education."*

*"Continued campaigning"*

*"Supporting those who've experienced it and lobbying other groups to take further action."*

*"To actively attempt to remove sexism from campus and make people aware of the effects their comments and attitudes that contribute to sexism."*

*"Spreading awareness, thought and just general discussion"*

*"Awareness campaigns on behaviour - most lads do not realise when in a group their mentality changes to one of anonymity and poor behavioural actions increase, they need to be more aware that this is unacceptable. Also Awareness Campaigns for Victims of sexual harassment."*

*"A social and cultural commentator on the state of affairs at GU. A place for all students to seek strength and solidarity. An education tool with talks and events."*

*"Raising awareness, maybe organising meetings/training sessions with unions and other societies, giving concrete advice and support to victims of sexism"*

*"The role of the activist."*

*"Advocating a fair and equal platform between genders, irrespective of historical oppression."*

*"Should work more closely with the Uni and SRC to combat the sexist behaviours so there is one unified response across campus rather than several smaller efforts"*

*"A non-biased agenda"*

*"To start a constructive and inclusive dialogue and forgive small errors if someone is willing to learn"*

*"A safe place to go both anonymously and for open support. They should support complaints etc. Largely, I feel the university does a good job at this, so I don't think there is a lot more they can campaign for. But non-judgemental situational and personal support, definitely. Importantly, I don't think they should campaign AGAINST anyone or group. That, in itself, would result in becoming a non-inclusive society - free speech is important."*

*"Promoting awareness and education on issue. Acceptance of those ignorant and willing to learn. Discussion on combating behaviour and attitude."*

*"Highlighting when incidents such as sexism and harassment occur, calling out and making sure the university is held accountable for anything that happens on the GU campuses."*

Do you have anything you wish to share on the topic of sexism and sexist behaviours at UoG that you have not have yet been asked?

69 participants entered no.

2 participants entered n/a.

30 participants entered PNA.

Answers submitted included:

*"I believe that there should be compulsory consent classes provided by the university to all freshers. I was sexually assaulted by my former partner in my first year of university, and at the time I could not even understand it in that context because I was unaware of the need for affirmative consent and the fact that something could be an assault even if I didn't do everything I could have to stop it. I also once had a one-night-stand during freshers' week which turned to be quite disappointing, but I felt I had to go through with it until my partner was "done" because I didn't know that I could tell him to stop during intercourse after having consented before"*

*"The support for people who have had sexist behaviours directed at them is very lacking from my point of view and I feel the University should do more to provide support for people who have had issues with sexual harassment."*

*"It is ridiculous that reporting these issues is not an option. I personally have not felt comfortable when at social events within the GUU where I have been groped and approached in manners that are degrading to women. These attitudes are archaic and should have no place amongst 'educated' individuals. The university condones these behaviours by turning a blind eye to the well known reputation of the GUU and many other clubs and societies. This acceptance makes reporting issues a no go from the very start"*

*"Sexism and sexist behaviours are easily solvable - combining a strict no-tolerance policy for these behaviours with education programmes for people who are either uncomfortable speaking out or genuinely have never been taught how to respect a woman's choices will hopefully bring campus closer to eradicate the corrosive and regressive elements of lad culture which continue to be all too prevalent among certain clubs and societies today."*

*"The University needs to take formal action against sexism on campus"*

*"Please do more to remove lad culture, it makes me feel uncomfortable in the place i am living and is affecting my enjoyment of my first year at university , I would start with the rugby team ..."*

*"In general, as a woman, I feel safe and happy on campus. But more steps should be taken to allow for sexism to be eradicated. This isn't exclusive to Glasgow University however."*

*"I think our reading lists are ridiculously male-dominated. I am an arts and humanities student and would like to see more balance in that sense. I would also like the men in my classes to learn to take up less space and give others the chance to speak without being interrupted. I would like male teachers to encourage women to speak more."*

*"There are more male toilets in the music building than there are female despite there being more female students and staff in the department. Also, most students agree that gender neutrals would be the way to go."*

*"I have experienced careless comments which have reminded me of previous sexual abuse, so I think it would be beneficial to have more awareness campaigns. I also think there should be mandatory consent workshops for first years, like at other universities."*

*"I want to be taken seriously, I don't want men to approach me to talk to me about their sexual interests or anything awful like that. I am glad we have a women in STEM society now, I hope it is allowed to grow so I can meet new female friends and feel less alone."*

*"This was a great way to put out my feelings about the issue, I hope it leads to something concrete. Try to update the definition of sexism and sexual harassment. To IEFS, do this and you will win a major battle."*

*"My experience is that the UoG is a very safe environment, and bad experiences that have happened whilst I've been a student here have not been in association with it."*

*"Might be helpful to have more questions about gender balance, degree choice, etc; questions about how women studying STEM subjects are feeling"*

*"I think it's important for staff to recognise when a female student is being berated in class for her opinions it is often simply because she is female. This is sexist behaviour and should be treated as such. Talking over women or scoffing at their opinions in the university shouldn't be considered a non-issue, and men should not be able to dominate every tutorial/lecture based on their own presumption that their opinions are the most valid."*

## Recommendations

On reflection of the results from this research, the Isabella Elder Feminist Society suggest the following:

1. We encourage the GUSRC in collaboration with the University's Gender Equality Steering Group to undertake research into students' experiences and views of sexism and sexist behavior on campus. We believe these two organisations are in a better position to undertake more comprehensive research and can provide the opportunity for student feedback on these issues to a larger number of students.
2. We ask all University organisations to recognise that gender is not binary and so sexism and sexist behaviours can be experienced by a wider spectrum of individuals that includes women. As a part of this recommendation we ask all organisations and campus individuals to adopt the GULGBTQ+ Pronoun Pledge.
3. We encourage both of the Unions to actively promote their policies and activities that highlight their efforts to promote a positive atmosphere within their buildings that tackle sexism and sexist behaviours. In particular, the GUU we encourage to consistently highlight their positive actions to end the perception and/or experiences of a culture of sexism.
4. We would ask the Equality & Diversity Department of the University to promote the Athena Swan Charter throughout STEMM subjects and to highlight successes achieved as part of their work as to inform students of positive changes undertaken.
5. We ask GUSA and Sports Clubs/Societies to continue their advocacy of the FairPlay Campaign and to continue to encourage students within sport and recreation to work against barriers and discrimination. In addition, we would suggest that GUSA undertake research into reports highlighted in this research that negative attitudes and experiences towards gender have been occurred as to understand the severity and whether widely experienced.
6. We strongly ask the SRC to undertake campaigns to highlight the nature of sexism and sexual harassment to tackle perceptions of its acceptability on and off campus.
7. We strongly suggest that a qualified professional, for instance from the Equality & Diversity department of the University, to provide Equality & Diversity training during Freshers Week for Fresher helpers.
8. We strongly suggest the SRC reflect on their complaints procedure and evaluate areas for improvement, especially in areas of concern such as impartiality, lack of transparency, perception of difficulty in making a report.
9. We strongly advise the Senate Office and SRC Advice Centre to continue promoting the Complaints Procedure and support students when making complaints.
10. We applaud the SRC and University's advocacy of the Full Stop campaign and the Taxi Scheme and encourage their continuing promotion of these works.
11. We insist the University needs to take firm action against sexism on campus and enact on change now. We demand the establishment of a strong infrastructure to report sexist behaviours and sexual assaults on campus to cater to the well-being and safety of staff and students.
12. We insist on the implementation of mandatory consent classes for freshers, sensitivity and bystander intervention training for both staff and students to help combat sexual assault on and off campus.
13. We insist the University and all campus organisations support the 'Let's Talk,' which is lobbying for definite and lasting changes at the university.

## Recommendations for IEFemSoc

On evaluation of the research, recommendations for the Isabella Elder Feminist Society include the following:

- Continue to provide a platform for students to discuss and engage with the issues of gender equality.
- Continue to highlight areas on campus that need to be addressed for the betterment of gender equality and lobby for change.
- To continue its commitment to the Pronoun Pledge and its affirmation that gender is not binary, and all gender identities can experience sexism and sexual harassment.
- To continue its collaborative work with other organisations to raise awareness and fight for positive change.

## Author's Notes

The author notes that there may have been a few cases when degree data was been classified within the demographics section, that the degree should have been classified as being affiliated to a research institute rather than a school. This was a flaw with the methodology as the design of the survey did not provide the option to classify this information more precisely at the time.

No comments were edited or rewritten, except for where stated that comments have been partially deleted to protect participant identity or where spelling errors were corrected. Not all participant comments were used as many were answers commented on similar (if not exactly) the same topic.

## References

1. <http://www.nus.org.uk/en/nus-calls-for-summit-on-lad-culture/>
2. <http://www.independent.co.uk/student/news/who-said-misogynys-dead-female-students-receive-sexist-heckles-at-glasgow-ancients-debating-competition-8521460.html>
3. <https://www.timeshighereducation.co.uk/news/sexism-charge-hits-glasgow/158858.article>
4. <http://www.glasgowuniversitymagazine.co.uk/uncategorized/spotted-glasgow-uni-library-and-sexist-student-culture/>
5. <http://www.ons.gov.uk/ons/guide-method/measuring-equality/equality/ethnic-national-identity-religion/ethnic-group/index.html>
6. <http://www.ons.gov.uk/ons/taxonomy/index.html?nscl=Sexual+Identity#tab-data-tables>
7. <http://www.gla.ac.uk/undergraduate/degrees/>

# Appendix

## A Gender - Participants' Input

Participant Input	Number of Participants	Percentage
Female	82	62.6
Male	33	25.19
Cis Female	1	0.76
Femail	1	0.76
Woman	2	1.53
Woman (Transgender)	1	0.76
Non-binary Female	1	0.76
Agender	1	0.76
Gender Queer	1	0.76
Cis Woman	1	0.76
N/A*	3	2.29
I don't view gender as a real concept	1	0.76
Non-binary sex Female	1	0.76
Man	1	0.76
M	1	0.76
<b>Total</b>	<b>131</b>	<b>100</b>

## B Ethnicity - Participant's Input

Participant Input	Number of Participants	Percentage
Asian - Indian	1	0.76
Bangladeshi British	1	0.76
Black British	1	0.76
British	6	4.58
British Asian	1	0.76
British White	23	17.56
British Pakistani	1	0.76
Bulgarian	1	0.76
Caucasian	6	4.58
Caucasian - Scandinavian	1	0.76
Caucasian/White	1	0.76
Finnish	1	0.76
Greek	1	0.76
Indian	1	0.76
Indian British	1	0.76
Irish	1	0.76
Mixed	5	3.82
Mixed - Asian	1	0.76
Mixed - various asian, various white european	1	0.76
Mixed race	1	0.76
Mixed White Black African	1	0.76
Mixed White/Asian	1	0.76
Scottish	3	2.29
Transethnic Black-Hispanic	1	0.76
White	43	32.82
White Other	5	3.82
White Scottish/ British	1	0.76
White British/ Irish	2	1.53
White European	4	3.05
White French	1	0.76
White Irish	1	0.76
White scottish	6	4.58
White Uk	1	0.76
White/N.Irish	1	0.76
N/A	4	3.05
<b>Total</b>	<b>131</b>	<b>100</b>

## C Ethnicity - Participants' Ethnicity Group

<b>Ethnicity Group</b>	<b>Number</b>	<b>Percentage</b>
<b>White</b>	<b>96</b>	<b>73.28</b>
Scottish/English/Welsh/Northern Irish/British	32	24.43
Irish	1	0.76
Gypsy or Irish Traveller	0	0.00
Other: Caucasian/ White	49	37.40
Other: White Other	6	4.58
Other: British/Irish	2	1.53
Other: European	6	4.58
<b>Mixed/Multiple ethnic groups</b>	<b>11</b>	<b>8.40</b>
White and Black Caribbean	0	0.00
White and Black African	1	0.76
White and Asian	2	1.53
Other: Mixed	6	4.58
Other:Black-Hispanic	1	0.76
Other: Mixed Asian	1	0.76
<b>Asian/Asian British</b>	<b>6</b>	<b>4.58</b>
Indian	3	2.29
Pakistani	1	0.76
Bangladeshi	1	0.76
Chinese	0	0.00
Other: British Asian	1	0.76
<b>Black/African/Caribbean/Black British</b>	<b>1</b>	<b>0.76</b>
African	0	0.00
Caribbean	0	0.00
Other: Black British	1	0.76
<b>Other ethnic group</b>	<b>0</b>	<b>0.00</b>
Arab	0	0.00
<b>Unstated Ethnicity</b>	<b>17</b>	<b>12.98</b>
Other: European National	3	2.29
Other: Scottish	3	2.29
Other: British	6	4.58
Other: Irish	1	0.76
N/A	4	3.05
<b>Total</b>	<b>131</b>	<b>100.00</b>

## D Sexuality - Participants Input

Participant Input	Number	Percentage
PNA	1	0.76
heterosexual	33	25.19
Mostly heterosexual	2	1.53
Gay	7	5.34
N/A	5	3.82
Bisexual	25	19.08
None	1	0.76
Hetero-ish	1	0.76
Predominantly homosexual, but more than incidentally heterosexual.	1	0.76
Straight	18	13.74
Queer	3	2.29
I don't know	1	0.76
Hetrosexual	2	1.53
Straight / bi-curious	1	0.76
Lesbian	2	1.53
Bicurious	1	0.76
Homosexual	2	1.53
asexual biromantic	1	0.76
Bisexual	2	1.53
questioning	1	0.76
Asexual	1	0.76
Gay	1	0.76
Lesbian / queer	1	0.76
Gay/ Lesbian	1	0.76
Lesbian	1	0.76
Not labelled	1	0.76
Lesbian/ Gay Woman	1	0.76
Heterosexual	4	3.05
None of your business	1	0.76
bisex	1	0.76
Bi-sexual	1	0.76
Don't know	1	0.76
Hettisexual	1	0.76
against labels	1	0.76
Genderfluid Otherkin Sapiosexual	1	0.76
Hetro	1	0.76
Male	1	0.76
Bi	1	0.76
<b>Total</b>	<b>131</b>	<b>100.00</b>



## E Sexuality - Participant's Input Summarised (1)

Participant Input	Number	Percentage
Asexual	2	1.53
asexual biromantic	1	0.76
Bicurious	2	1.53
Bisexual	30	22.90
Gay	8	6.11
Gay/ Lesbian	1	0.76
Genderfluid Otherkin Sapiosexual	1	0.76
Hetero-ish	1	0.76
heterosexual	58	44.27
Hettisexual	1	0.76
Homosexual	2	1.53
Lesbian	3	2.29
Lesbian / queer	1	0.76
Lesbian/ Gay Woman	1	0.76
Mostly heterosexual	2	1.53
N/A	12	9.16
Predominantly homosexual, but more than incidentally heterosexual.	1	0.76
Queer	3	2.29
questioning	1	0.76
<b>Total</b>	<b>131</b>	<b>100</b>

## F Degree - Participants' Input

Participant Input	Number
Accountancy	1
Accountancy and Finance	1
Aeronautical Engineering	1
Aerospace Engineering	1
art history	1
Arts	1
BA Community Development	1
biology	1
Biology and Computer Science	1
BMus	1
Bmus (Bachelor of Music)	1
Central Eastern European Studies	1
chemistry	3
Civil Engineering with Architecture	1
classical civilisation/theology and religious studies	1
Classics	2
Community Development	1
Computing Science	1
Economics	6
Economics/Politics	1
EE Engineering	1
Electronic & Software Engineering	1
English	1
English Language	1
English Language & Comparative Lit.	1
English Language and Literature	1
English Language/History	1
English Literature	5
English Literature and French	1
English Literature and History	1
English Literature and Spanish	1
English Literature/Philosophy BA Hons	1
English literature/Scottish literature	1
exchange student	1
Film & TV/Theatre Studies	1
Film and Television and English Literature	1
Film and Television Studies	2
French & Latin	1

Geography	2
History	3
History And Politics	1
history of art	1
Latin/Philosophy	1
Law	2
M.A. Psychology	1
MA	1
MA Classics	1
MA Digital Media	1
MA English Literature/Music	1
MA Primary education	1
Masters	1
Mathematics	3
Mechanical Engineering	1
Medicine	11
Microbiology	1
Msc Global Security	1
N/A	3
Neuroscience	2
PGT	1
PhD Cancer biology	1
PhD in Chemistry	1
PhD, Physics	1
Philosophy	1
Philosophy and English Literature	1
Philosophy/Sociology	1
Physics	2
Politics	5
Politics and Economics	2
Primary Education	2
Psychology	7
Psychology and Neuroscience	1
psychology bsc	1
Social and Public Policy	1
Social Science	2
Sociology	2
Sociology/Public Policy	1
Software Engineering	1
Spanish and English Literature	1
Theatre Practices MLITT	1

Theology	1
undergraduate	2
Undergraduate Sociology/Public Policy	1
Veterinary Medicine	1
<b>Total</b>	<b>131</b>

## G Degree - Participant's Degrees Summarised

Participant Input	Number
Accountancy	1
Accountancy and Finance	1
Aeronautical Engineering	1
Aerospace Engineering	1
Art history	2
Arts	1
Biology	1
Biology and Computer Science	1
Cancer biology	1
Central Eastern European Studies	1
Chemistry	4
Civil Engineering with Architecture	1
Classical civilisation and Theology and Religious Studies	1
Classics	3
Community Development	2
Computing Science	1
Digital Media	1
Economics	6
Economics and Politics	3
Electrical Engineering	1
Electronic and Software Engineering	1
English	1
English Language	1
English Language and Comparative Literature	1
English Language and History	1
English Language and Literature	1
English Literature	5
English Literature and French	1
English Literature and History	1
English Literature and Music	1
English Literature and Philosophy	1
English Literature and Scottish literature	1
English Literature and Spanish	1
Film and Television Studies	2
Film and Television Studies and English Literature	1
Film, Television and Theatre Studies	1
French and Latin	1
Geography	2

Global Security	1
History	3
History and Politics	1
Latin and Philosophy	1
Law	2
Mathematics	3
Mechanical Engineering	1
Medicine	11
Microbiology	1
Music	2
N/A	9
Neuroscience	2
Philosophy	1
Philosophy and English Literature	1
Philosophy and Sociology	1
Physics	3
Politics	5
Primary Education	3
Psychology	9
Psychology and Neuroscience	1
Social and Public Policy	1
Social Science	2
Sociology	2
Sociology and Public Policy	2
Software Engineering	1
Spanish and English Literature	1
Theatre Practices	1
Theology	1
Veterinary Medicine	1
<b>Total</b>	<b>131</b>

## H Participants Degrees Classified by Affiliation within UoG Schools

<b>School</b>	<b>Number</b>	<b>Percentage</b>
Business School	8	6.11
College Level	3	2.29
Mixed	19	14.50
N/A	9	6.87
School of Chemistry	4	3.05
School of Computing Science	2	1.53
School of Critical Studies	10	7.63
School of Culture and Creative Arts	9	6.87
School of Education	5	3.82
School of Engineering	6	4.58
School of Geographical and Earth Sciences	2	1.53
School of Humanities	9	6.87
School of Law	2	1.53
School of Life Sciences	4	3.05
School of Mathematics and Statistics	3	2.29
School of Medicine	11	8.40
School of Physics and Astronomy	3	2.29
School of Psychology	9	6.87
School of Social and Political Sciences	12	9.16
School of Veterinary Medicine	1	0.76
<b>Total</b>	<b>131</b>	<b>100.00</b>

<b>Participant Choice(s)</b>	<b>Total</b>	<b>Percentage</b>
Not sure	1	0.76
Prefer Not to Answer	3	2.29
Not Applicable - I have not been harassed whilst a student at UoG.	76	58.02
Not on UoG Campus	22	16.79
Glasgow University Union (GUU), Also Murano Halls, in seminars, private accomodation and Fraser Building	1	0.76
Glasgow University Union (GUU), Queen Margaret Union (QMU)	5	3.82
Glasgow University Union (GUU)	4	3.05
Not on UoG Campus, Not Applicable - I have not been harassed whilst a student at UoG.	1	0.76
N/A	6	4.58
Glasgow University Union (GUU), Not on UoG Campus	2	1.53
Glasgow University Union (GUU), Queen Margaret Union (QMU), Technically on Uni Avenue.	1	0.76
Main Library, Queen Margaret Union (QMU), Student halls	1	0.76
Queen Margaret Union (QMU)	1	0.76
Main Library, Glasgow University Union (GUU), Queen Margaret Union (QMU), Not on UoG Campus	1	0.76
Glasgow University Union (GUU), Halls	1	0.76
Glasgow University Union (GUU), Stevenson Building/ "Gym"	1	0.76
Glasgow University Union (GUU), Not Applicable - I have not been harassed whilst a student at UoG.	1	0.76
Main Library, Queen Margaret Union (QMU)	1	0.76
Main Library, Glasgow University Union (GUU)	1	0.76
Club	1	0.76
<b>Total</b>	<b>131</b>	<b>100.00</b>