

Campus climate for students with diverse sexual orientations and/or gender identities at the University of Otago, Aotearoa New Zealand



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We use the abbreviation LGBTAQ in this report to refer to the sample of students who identified as lesbian/gay (or takatāpui), bisexual (or pansexual), trans, asexual, questioning, and/or queer*. These labels and this grouping are not necessarily comprehensive but they are a group of people with diverse sexual orientations and/or gender identities who share common experiences of being discriminated against for not being heterosexual (straight) or for being non-normative in their gender identity. In this report we refer to individuals who identified as heterosexual and a binary gender by the abbreviation HAABG. No respondents to this survey identified as intersex and so we do not include an 'I' in the abbreviation in describing our specific findings, but we acknowledge that intersex individuals may share some of the experiences reported by our LGBTAQ respondents as well as facing specific challenges. We use the term trans to include people who identify as transgender, transsexual, or similar, including people who have a history of gender transition and/or trans experiences. We use the term queer* to highlight an inclusive and positive meaning of this reclaimed word.

* “*‘Queer’ is a term used to describe the many variations of sexual attraction and sex/gender identity, including intersex, transgender, transsexual, genderqueer, asexual, fa’afafine, takatāpui, lesbian, bisexual and gay. Although it may not be the preferred term for everyone, it is used to challenge binary representations of sexuality, sex, and gender.*” (Otago University Students' Association, n.d.)

We acknowledge that this campus climate survey follows on from the work of Toni Woods (Unitec Institute of Technology, Auckland) and Susan Rankin (The Pennsylvania State University, US). We thank them for making their survey questions and findings available. We thank Otago University Students' Association for supporting the research. We also thank all of the students who completed the survey. Cover image adapted from a photograph by Mr Bungle; used under the Creative Commons Attribution 2.5 Generic license.

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EXECUTIVE SUMMARY

Background & aims:

Despite increasingly positive attitudes towards diversity in sexual orientation and gender identity, university students who identify as lesbian/gay/takatāpui, bisexual/pansexual, trans, asexual, questioning, and/or queer* (LGBTAQ) continue to experience harassment and discrimination on campus to a great extent than students who identify as heterosexual and a binary gender (HAABG). Previous studies, predominantly conducted in the United States, have reported that LGBTAQ students experience harassment, threats, and even physical assault on campus, most commonly from other students. Because of this harassment, it is not surprising that some LGBTAQ students do not disclose their identity on campus for fear of negative consequences. Studies also suggest that support services can act to reduce the occurrence, and the impact, of harassment and discrimination. The main aim of this project was to survey the campus experiences of students attending the University of Otago and to compare the views and experiences of LGBTAQ students and HAABG students in terms of: forms of harassment and discrimination they have faced; fear for safety; concealment of sexual orientation and/or gender identity; views on which groups of people within the LGBTAQ umbrella they perceive as facing harassment on campus; views on organisational responses to LGBTAQ issues; views of the OUSA Queer* Support service; and views on the overall campus climate including climate within classes.

Methods & sample:

Students registered at the University of Otago were sent an email containing a link to the online survey in April 2014. A total of 1,234 respondents fully completed the survey and were included in the final analysis. Within the total sample, 66.5% of respondents identified as female, 32.5% identified as male, and 1.1% identified as 'other' (including trans, genderqueer, and agender individuals). Over two-thirds of respondents identified as HAABG (n = 878, 71.2%), whereas over a quarter (n = 356, 28.8%) identified as LGBTAQ and/or reported their gender identity as 'other'. The survey contained 41 fixed-response questions enquiring about demographics, 'outness', experiences of discrimination and harassment, views on likelihood of harassment for groups within the LGBTAQ community, campus responses and support service, and overall campus climate. Comments on respondents' experiences and the survey itself were requested in two questions at the end of the survey.

Results:

There were significant difference between LGBTAQ and HAABG respondents on many of the questions. Over a fifth of LGBTAQ respondents reported being out to friends and family (21.4%) and around one in 10 (11.3%) were not out to anyone, compared to the majority of HAABG respondents (87.2%) reporting they were out to all people. Half of LGBTAQ respondents (50.3%) reported they had concealed their sexual orientation/gender identity to avoid intimidation and 31.6% reported they had also avoided disclosing their sexual orientation/gender identity to University staff due to fear of negative outcomes. Most respondents reported they had not been denied opportunities due to their sexual orientation/gender identity (95.9% for LGBTAQ and 98.1% for HAABG) but over 10% of the LGBTAQ respondents reported having felt fearful for their physical safety due to their sexual orientation/gender identity compared to 3.7% of HAABG respondents. A quarter of the LGBTAQ respondents reported experiencing harassment as a result of their sexual orientation/gender identity compared to 5.8% of HAABG respondents. Over 20% of LGBTAQ respondents reported being subjected to derogatory remarks compared to 4.1% of HAABG respondents. Nearly one in six LGBTAQ respondents had received direct or indirect threats (compared to 2.2% of HAABG respondents), and 1.7% had been assaulted (compared to 0.2% of HAABG respondents). LGBTAQ respondents reported that harassment was most likely to occur in a public space on campus (12.6%), while walking on campus (11.2%), or in

a hall of residence (8.1%). The most common source of harassment was other students for both LGBTAQ respondents (21.9%) and HAABG respondents (3.3%).

The majority of all respondents agreed that the campus is friendly (89.8% of LGBTAQ, 93.2% of HAABG) and respectful (73.1% of LGBTAQ, 82.4% of HAABG). In relation to improvements across campus, respondents expressed disappointment that only two gender options are offered on many University surveys and forms. Respondents also suggested that having more staff LGBTAQ role models and additional support and education for students in residential halls. The majority of all respondents reported they would feel comfortable using gender neutral bathrooms (78.7% of LGBTAQ, 64.6% of HAABG). In relation to support services, around three quarters of respondents agreed that there are visible resources on queer* issues and concerns at the University of Otago and two-thirds of respondents agreed that the OUSA Queer* Support service is inclusive, safe, and supportive.

Conclusions & recommendations:

The majority of students perceived the University of Otago campus to be friendly, respectful, and communicative, although perceptions were less positive among LGBTAQ students, who were also more likely to fear for their safety. LGBTAQ students were more likely to think there are not enough visible resources about queer* issues on campus but had more favourable perceptions of the OUSA Queer* Support service compared to HAABG students. Female LGBTAQ students were more likely to say they would access the OUSA Queer* Support service. This finding suggests that it may be beneficial to promote OUSA Queer* Support services specifically for students who are male or a non-binary gender. Students who are gay/lesbian/takatāpui and/or have non-binary gender identities were more likely to experience discrimination, fear for their safety, conceal their identities to avoid harassment, and had a less favourable perception of campus responses to harassment. Students with non-binary gender identities were more likely to have been denied opportunities, experienced threats of violence and threats to expose their identity, to have been harassed in a campus office, and had were less likely to have favourable views of campus in terms of friendliness, respectfulness, and communication. The OUSA Queer* Support service aims to provide an inclusive, visible, and responsive service and is using information from this survey in its work with LGBTAQ students and University staff to address harassment and other core issues such as availability of gender-neutral bathrooms. Future campus climate surveys will provide important monitoring of levels of discrimination and the success of efforts to support LGBTAQ students.

The two key findings of this survey are that harassment is experienced by one in four LGBTAQ students at the University of Otago within a year, and HAABG students appear to underestimate the likelihood of this harassment. Discrimination and harassment leads around half of LGBTAQ students to conceal their sexual orientation and/or gender identity, with a third avoiding disclosing their sexual orientation and/or gender identity specifically to University staff to avoid negative consequences. Derogatory remarks in public on campus are the most common form of harassment reported by LGBTAQ students and female HAABG students, particularly in the evening, although harassment outside campus was also highlighted. Respondents also reported witnessing harassment but being fearful to intervene. These findings suggest LGBTAQ and HAABG students may benefit from workshops about skills to apply when witnessing or experiencing derogatory remarks or other forms of harassment. Additional advertising of the OUSA Queer* Support service is recommended via posters, social media, and in course resources. Wider efforts are also required to challenge the culture of discrimination towards LGBTAQ people through events to raise awareness throughout the year and in relevant venues, including residential halls.

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BACKGROUND & AIMS

University students who identify as lesbian/gay/takatāpui, bisexual/pansexual, trans, intersex, asexual, questioning, and/or queer* (LGBTIAQ) are known to experience harassment and discrimination on campus (Ellis, 2009; National Union of Students, 2014; Rankin, 2003, 2005; Rankin, Weber, Blumenfeld, & Frazer, 2010; Waldo, 1998; Woods, 2013; Yost & Gilmore, 2011). This discrimination continues despite increasingly positive attitudes towards diversity in sexual orientation and gender identity amongst university students and staff, and the general public (Rankin et al., 2010). Many universities provide support services for LGBTIAQ students and/or have had student-led LGBTIAQ organisations (National Union of Students, 2014; Otago University Students' Association, n.d.; Rankin, 2005; Waldo, 1998); these services and organisations serve an important function for students who are out as LGBTIAQ, who are in the process of coming out, who are questioning their sexual orientation and/or gender identity, or who are finding resources for LGBTIAQ friends or relatives. In this background section we provide a brief review of selected key studies that have investigated campus climate in relation to LGBTIAQ issues in English speaking countries (for more comprehensive reviews see Rankin, 2003, 2005; Rankin et al., 2010; Waldo, 1998; Woods, 2013). We use the term LGBTIAQ for the purpose of this introduction as an inclusive abbreviation unless referring to samples of specific groups (e.g., only LGB individuals). We also use the term cisgender where authors specify a category of individuals whose gender identity aligns with the sex they were assigned at birth (see Treharne, 2011; Treharne & Beres, 2016).

Survey research investigating the experiences and perceptions of LGBTQIA students on university campuses began in the late 1990s (see Waldo, 1998). These studies have been conducted mostly in the United States (Rankin, 2003; Garvey, & Rankin, 2015; Rankin, 2010; Rankin, Weber, Blumenfeld, & Fraser, 2010; Rankin, 2010; Tetreault, Fette, Meidlinger, & Hope, 2013; Waldo, 1998; Yost, & Gilmore, 2011). Two country-wide surveys have been carried out in the United Kingdom (Ellis, 2009; National Union of Students, 2014), and one country-wide survey has been carried out in Canada (Dentato, Craig, Messinger, Loyd & McInroy, 2014). To date, one campus climate survey of a single tertiary education provider has been carried out in Aotearoa New Zealand (Woods, 2013). Two of the most pertinent issues in campus climate research are LGBTQ students' experiences of discrimination and harassment and their perceptions of safety and the support they receive from their campuses.

Earlier campus climate research such as Waldo's (1998) study tended to focus on the campus experiences of LGB students, and all respondents identified as a binary gender in that study. The more recent campus climate surveys have also addressed the experiences of transgender students in addition to cisgender LGB students (Dentato et al., 2014; Ellis, 2009; Garvey & Rankin, 2015; Hoffman, 2012; National Union of Students, 2014; Rankin, 2003; Rankin et al., 2010; Tetreault et al., 2013; Woods, 2013; Yost & Gilmore, 2011). Some of these more recent studies have been inclusive of people who identify as genderqueer and other "trans-spectrum" identities (Garvey & Rankin, 2015; Hoffman, 2012; National Union of Students, 2014; Rankin et al., 2010), people who identify as queer* as a more broad indicator of gender identity and/or sexual orientation (Dentato et al., 2014; Garvey & Rankin, 2015; Hoffman, 2012; Rankin et al., 2010; Tetreault et al., 2013; Yost & Gilmore, 2011), and people who are questioning their gender identity and/or sexual orientation (Rankin et al., 2010; Woods, 2013; Yost & Gilmore, 2011). Intersex individuals have only been included in one of the campus climate studies included in this review by Woods (2013), and their sample from Auckland included one individual who identified their gender as intersex.

Methods of past campus climate studies

The majority of studies have used quantitative surveys to assess the scope and range of experiences of LGBTQ students. Survey sample sizes ranged from 75 to 5,149 respondents (Dentato et al., 2014; Ellis, 2009; Garvey & Rankin, 2015; National Union of Students, 2014; Rankin, 2003; Rankin et al., 2010; Tetreault et al., 2013; Woods, 2013; Yost & Gilmore, 2011) with five comprehensive studies consisting of over 1,600 students (Garvey & Rankin, 2015; National Union of Students, 2014; Rankin, 2003; Rankin et al., 2010; Waldo, 1998). Hoffman (2012) conducted a qualitative interview study with nine undergraduate students, which is the ideal sample size for in-depth qualitative research.

The more recent campus climate studies have used online surveys (National Union of Students, 2014; Tetreault et al., 2013; Yost & Gilmore, 2011) as a more accessible method of recruitment than past approaches, which has included posting surveys to random selections of students (Waldo, 1998) or purposive sampling via support services, social groups, and/or snowballing (Ellis, 2009; Garvey & Rankin, 2015; Rankin, 2003; Rankin et al., 2010; Waldo, 1998). Online surveys maintain the benefits of snowball sampling as a form of social network advertising. Online surveys also have the benefit of being able to compare internet portal addresses of respondents to attempt to track individuals completing multiple copies of the survey on the same computer (e.g., if the internet goes down during completion and they then return and fully complete the survey). Additionally, online surveys provide further reassurance of confidentiality compared to paper surveys, and this confidentiality is likely to encourage completion by individuals with concerns about being out (Woods, 2013).

The majority of past campus climate research, while focused on quantitative measures, has also implemented methods leading to qualitative data such as surveys that include open-ended questions (Dentato et al., 2014; Ellis, 2009; National Union of Students, 2014; Rankin, 2003; Yost & Gilmore, 2011; Waldo, 1998; Woods, 2013) or semi-structured interviews (Hoffman, 2012). The use of qualitative methods allow for the varying experiences of LGBTQA students to be expressed, specific examples of incidents to be elaborated upon, as well as allowing participants to provide their own recommendations for improving the campus climate (e.g., Woods, 2013). Inclusion of questions about experiences on campus as in Hoffman's study (2012) may help to better identify areas for change.

Results of past international campus climate studies

LGBTQ individuals vary in 'outness', a term that describes which groups of people an individual has told about their sexual and/or gender identity. Most students in past campus climate surveys were out in at least some social contexts (Dentato et al., 2014; Garvey and Rankin, 2015; National Union of Students, 2014). Lesbian cis-women appear to be the most likely group to be 'out' on campus, while trans individuals are least likely to report being 'out' (Garvey & Rankin, 2015). Studies differed with regard to how students' level of 'out' related to their experience on campus. Garvey and Rankin (2015) found that students who were more 'out' had more negative views of the campus climate than others. Dentato et al. (2014) found that the more 'out' students were, the more positive they reported feeling about the campus climate.

Perceptions of campus climate varies between LGBTQ students and their heterosexual counterparts. Overall LGBTQ students report feeling less respect and acceptance on their campuses than their cisgender heterosexual peers (Rankin, 2003; Rankin et al., 2010; Waldo, 1998). While overall LGBTQ students expressed mostly positive views about their campus climate (Ellis, 2009; Tetreault et al., 2013) their views were more negative than their cisgender heterosexual peers (Garvey & Rankin, 2015; Yost & Gilmore, 2011). Compared with LGB

students, trans students have more negative views of campus climate (National Union of Students, 2014; Rankin, 2003; Rankin et al, 2010). Interestingly, an early study reported no differences between LGB and heterosexual students in their perceived safety on campus (Waldo, 1998). More recent work though suggests that LGBT students do not feel as safe on their campuses as cisgender heterosexual students (Rankin et al., 2010).

Between one quarter to over half of LGBTQ students experience some form of harassment or discrimination on campus (Ellis, 2009; National Union of Students, 2014; Rankin, 2003; Tetrault et al., 2013; Yost & Gilmore, 2011). Students with non-binary gender identity are more likely to experience harassment compared with their cisgender peers (Hoffman, 2012; National Union of Students, 2014; Rankin et al., 2010). The harassment occurs most frequently in communal places on campus, in residence halls or walking on campus (Ellis, 2009; Rankin et al.). Other students are identified most frequently as the perpetrators of harassment, but a minority of respondents have identified staff as perpetrators of harassment (Ellis, 2009; National Union of Students, 2014; Rankin, 2003; Tetrault et al., 2013). Due to the experiences of harassment on campus and the fear of experiencing such harassment, between 40% and 60% of LGBT students reported concealing their sexual orientation or gender identity in order to avoid negative experiences (Ellis, 2009; Rankin, 2003). Up to one quarter of LGBTQ students have considered leaving university because of their experiences of harassment and discrimination (National Union of Students, 2014; Rankin et al., 2010; Tetrault et al., 2013).

While most existing literature focused on prevalence statistics collected via survey methods, one qualitative study has been able to provide a bit more context to the survey results. Hoffman (2012) explored the campus climate for LGBTQA individuals who attended the University of Missouri in the south of the US and how the needs of this group are addressed. Individual semi-structured interviews were carried out with nine undergraduate students: five gay men; one lesbian woman; two who identified their sexual orientation as queer* (one femme individual and one transman); and one transwoman who identified as asexual. The analysis led to five themes that reflect both positive and negative elements of LGBT students' campus experiences. Two themes focused on the nature of discrimination and the things that made discrimination more likely to happen. Having a gender presentation that does not fit with societal norms was seen as more visible than sexual orientation and therefore more likely to produce negative attention from others. Participants described a need to constantly be on edge and ready to respond to harassment at any time. Participants also reported having places of discomfort and comfort on campus. Participants talked very positively within the theme on support. They were able to give examples of students and faculty who were very supportive and inclusive. Participants talked of the positive queer* community and the importance of this to them. Participants also talked about suggested improvements that often centred on gender. Common suggestions were gender-neutral housing and bathrooms and gender identity being added to the non-discrimination policy. Hoffman's (2012) study provided a more in-depth view of campus life for LGBT individuals that adds to the findings of the other campus studies. Hoffman's findings demonstrate a positive side to campus experiences that builds on the negative experiences that have tended to be the focus of past large-scale surveys. Incorporating questions that allow students to comment on these positives may allow for a better starting point for change than only identifying the frequency of negative experiences of other studies. Qualitative studies like Hoffman's which further explore the positive experiences of LGBT university life may be able to identify aspects of them and use them as a framework for expanding currently positive spheres.

Results of past campus climate studies in Aotearoa New Zealand

To date, only one campus climate survey from a tertiary institution in Aotearoa New Zealand has been published. Woods (2013) surveyed 355 students who were attending Unitec Institute of Technology in Auckland about the campus climate. The survey was completed by 239 women (68%), 108 men (31%), three transgender individuals (1%, with no further details reported), and one intersex individual. Overall, 148 respondents (41%) identified as lesbian, gay, bisexual, transgender, intersex, or questioning (LGBTIQ) and 195 identified as HAABG. The survey included a series of questions with fixed answer options based on the questions asked in Rankin's (2003) survey. Respondents were asked about their experiences on campus, attitudes about diversity, and feedback or suggestions for improving the campus climate for LGBTIQ students. LGBTIQ respondents rated the campus more negatively on all aspects and experienced higher levels of harassment and derogatory comments. A majority of the LGBTIQ respondents (73%) reported not being fully 'out' in attempt to avoid negative outcomes. In contrast, 76% of the HAABG respondents reported that people were not treated differently as a result of their sexual orientation.

One open-ended question requesting details of personal experiences on the campus and suggestions for improving campus climate for LGBTIQ individuals was asked at the end of Woods's (2013) survey and the typed responses were categorised into four themes. The first theme outlined how respondents who identified as HAABG made assumptions that being LGBTIQ was not an issue. At the same time, HAABG respondents gave comments that highlighted the negative attitudes some people hold towards LGBTIQ people. These negative attitudes included claims of being "a proud homophobe" and use of terms like "unnatural" to describe LGBTIQ people. The second theme highlighted that many students were unaware of policies surrounding LGBTIQ issues and the type of actions that would be taken in response to harassment or bullying relating to sexual orientation or gender identity. The third theme detailed how LGBTIQ respondents described being scared of revealing their identity. The fourth theme conveyed the LGBTIQ respondents' desires for a greater sense of community on campus. Woods (2013) findings demonstrate the ongoing combination of positive and negative attitudes towards LGBTIQ students in tertiary education and the difficulties of being out on campus. The findings also highlight the importance of a sense of community and the support from campus-based services. Wood's (2013) study also highlights the importance of including open-ended questions in surveys so that the nuanced experiences of LGBTIQ students can be taken into account in addition to enumeration of views and pre-determined aspects of experience.

Summary of past campus climate research

Most campus climate research shows that discrimination continues to be an issue faced by LGBTIQ students on university campuses (Ellis, 2009; Hoffman, 2012; National Union of Students, 2014; Rankin, 2003; Rankin et al., 2010; Tetreault et al., 2013; Woods, 2013; Yost & Gilmore, 2011). Reports of negative experiences such as harassment, derogatory comments, and threats on campus ranged from 10% (Woods, 2013) to 38% (Ellis, 2009; Tetreault et al., 2013), with other students most commonly being the perpetrators. While the majority of discrimination involved verbal abuse, up to 17% of LGBTIQ students also reported being physically abused on campus (Woods, 2013). One study reported that over half of LGBTIQ students hid their identity on campus (51%, Rankin, 2003) due to fears of harassment. More recent studies suggest that support services can act to reduce the occurrence of such discrimination and the impact of discrimination when it does occur (Hoffman, 2012; Woods, 2013).

Aims of this campus climate study

The main aim of this project was to survey the campus experiences of students attending the University of Otago and to compare the views and experiences of LGBTIAQ students and HAABG students in terms of: forms of harassment and discrimination they have faced; fear for safety; concealment of sexual orientation and/or gender identity; views on which groups of people within the LGBTIAQ umbrella they perceive as facing harassment on campus; views on organisational responses to LGBTIAQ issues; views of the OUSA Queer* Support service; and views on the overall campus climate including climate within classes.

METHODS & SAMPLE

Ethical approval

The survey was approved by the New Zealand Ethics Committee (reference number 02/14) as it was carried out by staff of Otago University Students' Association. All respondents were provided with an online information sheet about the survey and confirmed their consent by answering to a question that confirmed they wished to complete the survey. The survey data were downloaded from the online survey management system and stored on secure computers. The quantitative and qualitative data used in analyses were de-identified to maintain anonymity. Quantitative data are presented as frequencies and averages; qualitative data are presented with any potentially identifying details masked.

Study design & procedure

The study used a correlational design that involved respondents completing a one-off survey. Students registered with the Otago University Students' Association were sent an email about the study which contained a link to the online survey, which was active for the month of April 2014. After being provided with online information about the study, respondents were asked to confirm their willingness to complete the survey and were presented with the five sections of the survey in a fixed order (see the following section on survey questions). Respondents had to complete the survey in one session but with no time constraint.

Survey questions

The survey was split into five blocks of questions covering 1) background information; 2) experiences of harassment; 3) views on LGBTIAQ students' experience of harassment on campus; 4) views on campus responses and the OUSA Queer* Support service; and 5) open-ended questions to expand upon experiences and views. All questions and answer options are listed in Appendix 1 and are explained within the results.

1. The section on background information consisted of nine questions covering gender identity, sexual orientation, age, studying full- or part-time, campus location, disability, ethnicity, citizenship, and outness about sexual orientation and gender identity.
2. The section on experiences of harassment started with definitions of harassment and discrimination and then asked eight questions about past experiences of fearing for safety, concealing sexual orientation or gender identity, avoiding disclosing sexual orientation and gender identity to university staff, denial of opportunities, experience of harassment, types of harassment, location of harassment, and source of harassment. It is important to note that these questions ask about overall experiences across the past year and respondents were not asked to give specific details about individual experiences. It is therefore not possible to cross-tabulate across the various aspects of experiences; for example, it is not possible to know who the source of harassment was for experiences in particular locations.
3. The section on views of LGBTIAQ students' experience of harassment asked about the perceived likelihood of harassment being directed at six groups (gay men, lesbian women,

bisexual people, transgender people, queer* people, and intersex people) and about current fear for safety and concealment of sexual orientation or gender identity to avoid harassment or discrimination.

4. The section on views of campus responses to queer* issues consisted of nine questions covering how well the University is perceived to be addressing queer* issues, visible leadership on queer* issues, representation of queer* scholars in the curriculum, classroom climate, response to incidents of queer* harassment or discrimination, views of the OUSA Queer* Support service and use of the OUSA Queer* Support service. This section also asked for views on six descriptors of the Dunedin campus in general, three of which are covered in this report ('friendly', 'respectful', and 'communicative') and three of which were excluded from analyses due to uncertainty about interpretation of their meaning ('concerned', 'cooperative', and 'competitive').
5. The final section consisted of two open-ended questions: one about the respondents' campus experiences and one about their feedback on the survey itself.

Sexual orientation & gender identity of respondents

A total of 1,357 online surveys were initiated. Nine individuals declined to participate and a further 97 respondents agreed to participate but did not answer any questions. Four other respondents declined to define their gender identity, one of whom also declined to define their sexual orientation. Two of these respondents identified as heterosexual and one as gay, but in order to treat all three equitably they were not included in comparative analyses based on the criterion that only respondents who reported both their gender identity and sexual orientation were included. One respondent was excluded having put nonsensical answers for both of the gender identity and sexual orientation questions ("Dog" and "Sheep", respectively). A further two respondents were excluded having put uninterpretable answers for their sexual orientations ("anything" and "Cuties"). This left a final sample of 1,234 respondents included in the analyses.

Around two-thirds of respondents identified as female (n = 820; 66.5%), and just less than a third identified as male (n = 401; 32.5%). Thirteen respondents (1.1%) reported their gender identity as 'other'. These 13 respondents listed the following specific gender identities (in alphabetical order): "Agender" or "a-gender" (n = 3), "Gender Fluid" (n = 3), "Genderqueer" (n = 2), "Female (transgendered, aligned male at birth)" (n = 1), "ftm [female-to-male] transman" (n = 1), "queer" (n = 1), "75%male+25%female" (n = 1) and "Trans (Male → Female)" (n = 1).

Alphabetically, the following sexual orientations were reported using the pre-defined answer options. Twenty respondents identified as asexual (1.6%), 143 as bisexual or pansexual (11.6%), 127 as gay, lesbian or takatāpui (10.3%), 878 as heterosexual (71.2%), 50 as questioning (4.1%) and 16 as 'other' (1.3%). These percentages are not intended to be read as representative prevalence estimates as the sample was self-selected.

Respondents who identified as lesbian, gay or takatāpui (one man) were merged because many women identified as either gay or lesbian. The respondents who gave details under 'other' sexual orientations were coded as one of the pre-defined answer options where this could be determined. The above percentages include these assigned respondents. This assigning was carried out in order to provide larger groups with a relatively common identity for reporting the prevalence of experiences of these groups. Bisexual and pansexual respondents were merged to create a group who are sexually attracted to multiple or all genders. Sixteen respondents were retained in the 'other' group because their sexual orientation could not be assigned to one of the pre-defined answer options. Ten respondents

reported their sexual orientation to be “*queer*” (0.8%). One respondent identified as “*Demisexual*”, which we kept as ‘other’ rather than coding it as asexual. One respondent outlined their identity in the following way (reproduced as typed by the respondent): “*I like to think my sexual attraction stems from attraction to non physical traits*”. Another respondent noted “*gender is a spectrum*” as their sexual orientation, one “*None of the above*” and one “*Open*”. One male respondent listed his sexual orientation to be “*Normal.....*”, which we kept as ‘other’ rather than assigning him as heterosexual due to the inherent ambiguity of the answer (i.e., being any of the sexual orientation identities can equally be considered ‘normal’). One other respondent had answered “*Normal male, straight*”, which we recoded as heterosexual for the purpose of analysis as that instance was unambiguous (although his use of ‘normal’ was superfluous and is an example of the kind of subtly offensive written comments that LGBTAQ individuals are exposed to, as described later in this report).

In total, 356 respondents (28.8%) identified as LGBTAQ and/or reported their gender identity as ‘other’. The remaining 878 respondents (71.2%) identified as HAABG. We use this categorisation because we only asked for current gender identity. Therefore, some trans individuals may be included within the female and male gender subgroups within the HAABG and LGBTAQ groups. Any trans individuals who noted their gender to be female or male and also identified as heterosexual would be included within the HAABG group.

Quantitative data analyses

Responses to survey questions with predetermined answer options are reported descriptively and four sets of comparisons are made in this report using chi-squared tests to calculate inferential tests of groups differences using SPSS (the Statistical Package for Social Sciences) version 21 (IBM Corporation). Firstly, the responses of LGBTAQ and HAABG respondents were compared for each question with predetermined answer options; proportions of respondents giving specific answers within these two groups are reported along with results of the chi-squared tests. Secondly, the responses of people with different sexual orientations within only the LGBTAQ respondents were compared for the questions with predetermined answer options; proportions of respondents giving specific answers within the five subgroups of LGBTAQ respondents (who reported their sexual orientation to be asexual, bisexual/pansexual, gay/lesbian/takatāpui, questioning, or other/queer) are reported along with results of the chi-squared tests. Thirdly, the responses of people with different gender identities within only the LGBTAQ respondents were compared for the questions with predetermined answer options; proportions of respondents giving specific answers within the three gender identity subgroups of LGBTAQ respondents (female, male, and all people who answered ‘other’) are reported along with results of the chi-squared tests. Fourthly, the responses of people with different gender identities within only the HAABG respondents were compared for the questions with predetermined answer options; proportions of respondents giving specific answers within the two gender identity subgroups of HAABG respondents (female and male) are reported along with results of the chi-squared tests (people who answered ‘other’ are all included within the LGBTAQ group). Due to occasional missing data, the number of respondents included in analyses varies, as indicated in all of the following tables detailing the responses. Within these descriptions, the reported percentages of respondents agreeing or strongly agreeing (or disagreeing and strongly disagreeing) are often combined and referred to collectively as the percentage of respondents agreeing (or disagreeing). Full details of the split between agreeing and strongly agreeing (or disagreeing and strongly disagreeing) are listed in tables and figures.

Qualitative data analyses of comments

Responses to the two open-ended questions at the end of the survey were analysed using a deductive form of thematic analysis (Braun & Clarke, 2006). The themes were matched to the survey questions with predetermined answer options, and comments relating to each survey question are presented following the quantitative data analysis for each question. Quotes from answers to these two open-ended questions are used to illustrate the explanations given by respondents. The qualitative data analysis therefore moved from a more deductive process of identifying quotes that related to a specific survey question to an inductive process of reporting subthemes that were formulated to make sense of patterns across the quotes within the pre-determined themes.

Direct quotes from both open-ended questions are presented in the following results as respondents commented about campus experiences relating to sexual orientation and gender identity within answers to both questions. The quotes are presented without any editing so as to avoid making presumptions. In total, 304 respondents commented in response to one or both of the open-ended questions (225 for the question about personal experiences and 191 for the question about feedback on the survey itself). Comments on one or both of the open-ended questions were provided by 126 (35.4%) of the LGBTAQ respondents and 178 (20.3%) of the HAABG respondents, which is a significant difference ($\chi^2(1) = 31.19, p < .001$). Comments on the question about personal experiences were provided by 106 (29.8%) of the LGBTAQ respondents and 119 (13.6%) of the HAABG respondents, which is also a significant difference ($\chi^2(1) = 44.71, p < .001$). These differences reflect the findings that LGBTAQ had more experiences of discrimination, which are presented in detail later in the results. Comments on the question about feedback on the survey were provided by 66 (18.5%) of the LGBTAQ respondents and 125 (14.2%) of the HAABG respondents, which is a borderline significant difference ($\chi^2(1) = 3.58, p = .06$). Across all respondents, those who answered either open-ended question were significantly older (mean 21.63, SD 4.63) than those who answered neither (mean 20.64, SD 3.38; $t(412.31) = -3.44, p < .001$). These age differences existed only for the HAABG respondents (mean 21.57, SD 4.53, versus 20.52, SD 3.33; $t(226.50) = -2.88, p < .01$) whereas there was no significant age difference between LGBTAQ respondents who answered either open-ended question (mean 21.72, SD 4.79) and those who answered neither (mean 21.01, SD 3.50; $t(200.28) = -1.47, p = .14$). It is important to note that respondents were asked to comment on their campus experiences since arriving at university, and it is thus logical for the older respondents to be more likely to have had experiences to comment on in thinking back over their time at university.

RESULTS

Demographics of LGBTAQ and HAABG respondents

Gender identity of LGBTAQ and HAABG respondents

A larger proportion of the LGBTAQ respondents identified as male (37.1% versus 59.3% female) compared to the HAABG respondents (30.6% versus 69.4% female). All respondents with other gender identities were included in the LGBTAQ subsample ($n = 13$; 3.7% of the LGBTAQ subsample). This gender difference between the two groups was significant ($\chi^2(2) = 39.18, p < .001$). The gender difference across sexual orientation subgroups was also significant ($\chi^2(8) = 72.05, p < .001$), with the majority of gay/lesbian/takatāpui identifying as male and the majority of all other subgroups identifying as female (see Table i).

Table i. Gender identity across the sexual orientation subgroups

Group	Female	Male	Other gender identity	Total number
Asexual	85.0% (17)	10.0% (2)	5.0% (1)	20
Bisexual/pansexual	72.0% (103)	23.8% (34)	4.2% (6)	143
Gay/lesbian/takatāpui	34.6% (44)	63.8 (81)	1.6% (2)	127
Questioning	74.0% (37)	24.0% (12)	2.0% (1)	50
Other/queer	62.5% (10)	18.8% (3)	18.8% (3)	16

Age of LGBTAQ and HAABG respondents

Seven respondents did not report their age. The mean age of all other respondents was 20.89 years (SD 3.75; range 15–49). One respondent reported being 15 years old and three being 16 years old; these respondents were all HAABG; none of them reported their enrolment status. We acknowledge that these four respondents and others may not have been enrolled as students at the University of Otago at the time of completing the survey. They were all retained in analyses of their experiences and views of the campus, which may reflect other forms of engagement with campus life, although only one of the four 15/16 year olds answered questions about the campus response to queer* issues. Respondents who identified as LGBTAQ were around 6 months older on average than those who identified as HAABG (see Figure 1 and Table 1; $t(596.75) = -2.14$, $p < .05$, adjusted for unequal variances). There was a borderline significant difference in mean age across the subgroups of LGBTAQ respondents ($F(4, 352) = 2.39$, $p = .051$). Post-hoc tests indicated that respondents who reported questioning their sexual orientation were significantly younger (mean 20.47 years) than lesbian/gay/takatāpui respondents (mean 21.92 years; difference $p < .05$) and respondents who reported their sexual orientation as other/queer (mean 22.81 years; difference $p < .05$). Lesbian/gay/takatāpui respondents were also significantly older than bisexual/pansexual respondents (mean 20.84 years; difference $p < .05$).

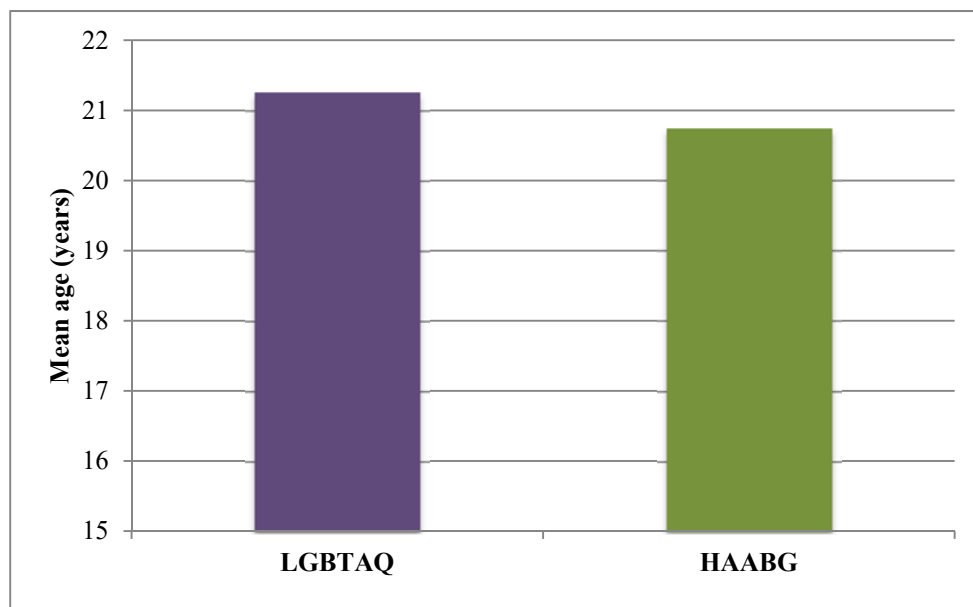


Figure 1. The significant but minimal age difference between LGBTAQ and HAABG respondents

Table 1. Age of LGBTAQ and HAABG respondents

Group	Mean age (SD)	Range	Total number
LGBTAQ	21.26 years (3.63)	17–45 years	353
HAABG	20.74 years (4.01)	15–49 years	874

Enrolment status of LGBTAQ and HAABG respondents

Most respondents were enrolled full-time ($n = 1,185$ or 96.3% of responders) compared to part-time ($n = 46$ or 3.7%). Three respondents aged 22 years did not report their enrolment status but were included in the analyses of questions they did answer on the assumption that they may have been enrolled somewhere between what they considered full-time and part-time or may have very recently withdrawn from study at the time of responding to the survey. Respondents who identified as LGBTAQ were less likely to be enrolled as full-time students than HAABG respondents (see Figure 2 and Table 2). This group difference in enrolment status was significant ($\chi^2(1) = 8.48, p < .01$).

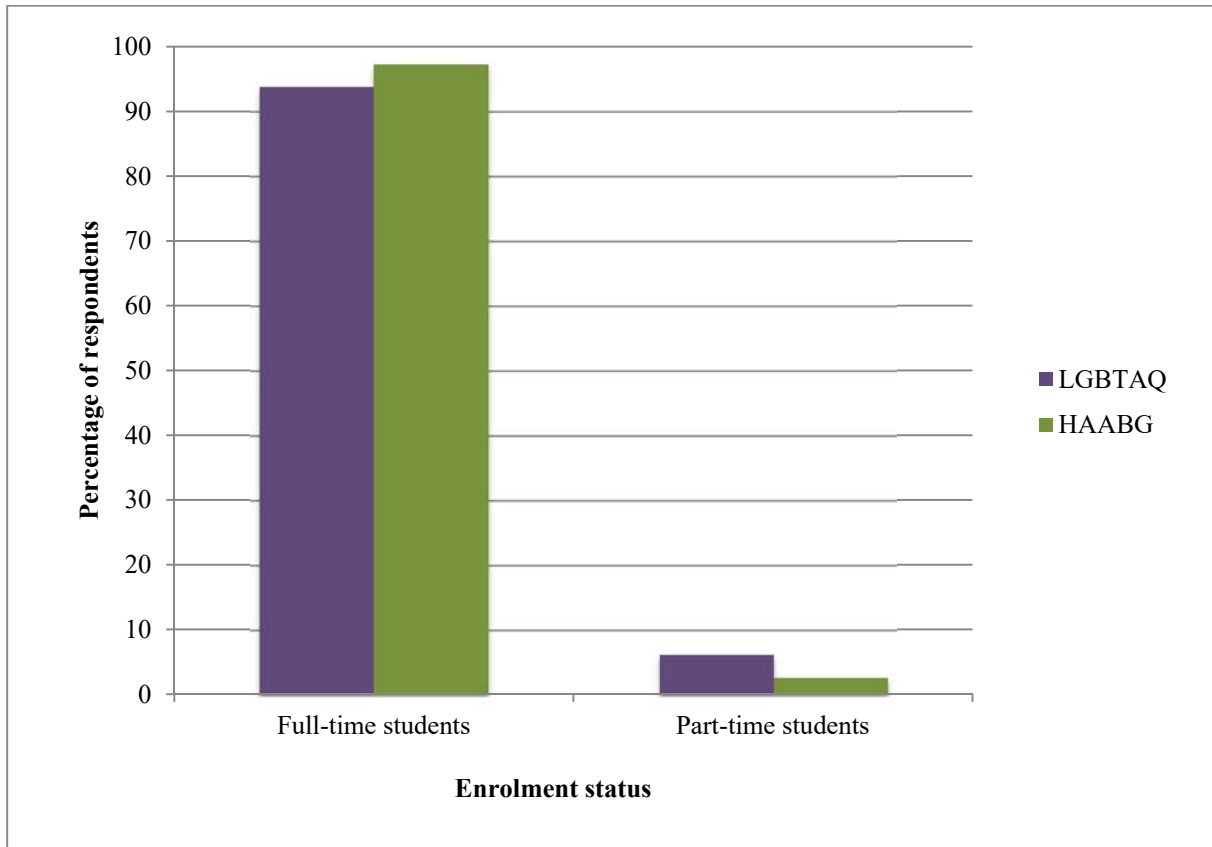


Figure 2. Enrolment status of LGBTAQ and HAABG respondents

Table 2. Enrolment status of LGBTAQ and HAABG respondents

Group	Full-time students	Part-time students	Total number
LGBTAQ	93.8% (332)	6.2% (22)	354
HAABG	97.3% (853)	2.7% (24)	877

Campus location of LGBTAQ and HAABG respondents

The majority of LGBTAQ and heterosexual respondents were based at the Dunedin campus, with a few respondents being based at the Christchurch, Wellington or Auckland campuses, or none of these campuses (see Figure 3 and Table 3). No significant differences existed between the two groups in terms of where respondents were based ($\chi^2(4) = 3.90$, $p = .42$).

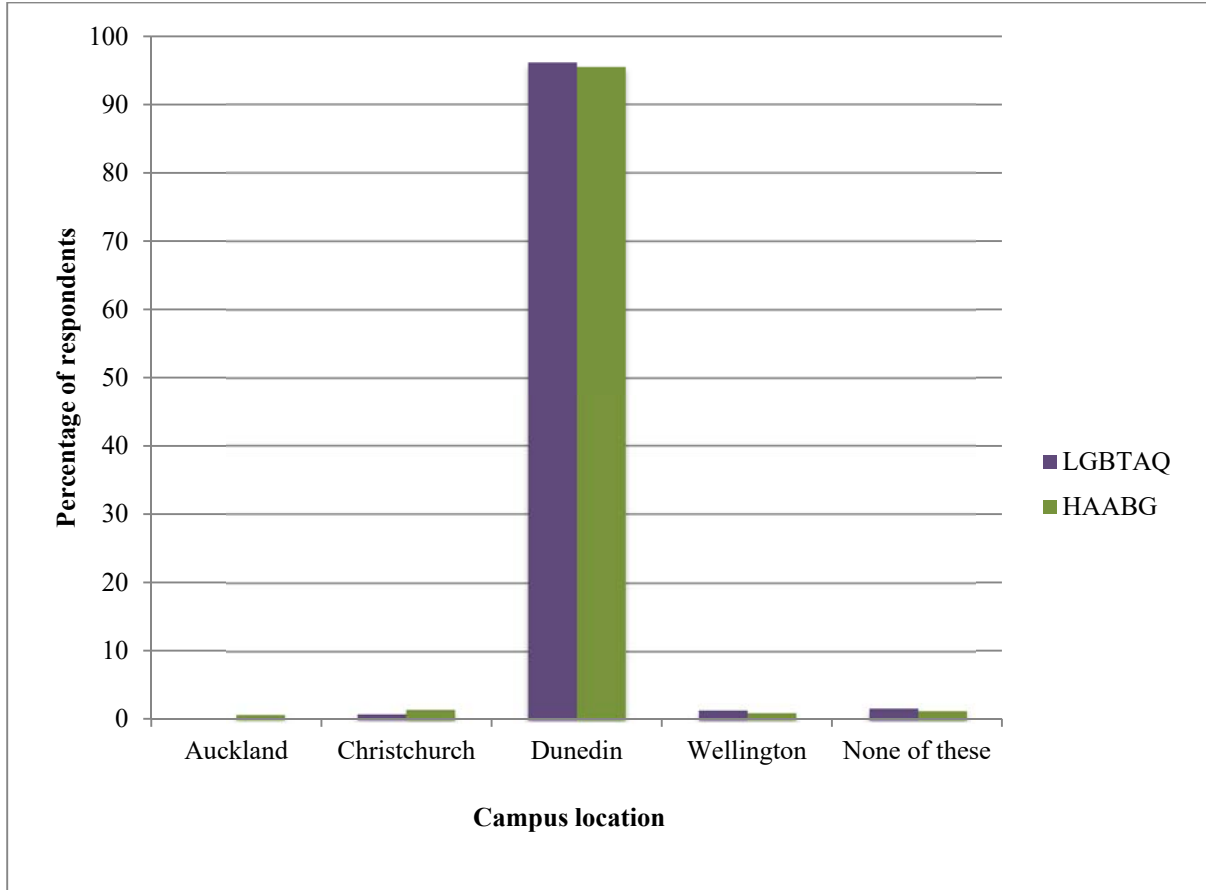


Figure 3. Campus location of LGBTAQ and HAABG respondents

Table 3. Campus location of LGBTAQ and HAABG respondents

Group	Auckland	Christchurch	Dunedin	Wellington	None of these	Total number
LGBTAQ	0.0% (0)	0.8% (3)	96.1% (341)	1.4% (5)	1.7% (6)	355
HAABG	0.7% (6)	1.5% (13)	95.5% (837)	1.0% (9)	1.3% (11)	876

Disability status of LGBTAQ and HAABG respondents

Between 2-3% of LGBTAQ and HAABG respondents reported having a disability (see Figure 4 and Table 4). The two groups did not differ significantly in terms of disabilities ($\chi^2(1) = 0.34$, $p = .56$).

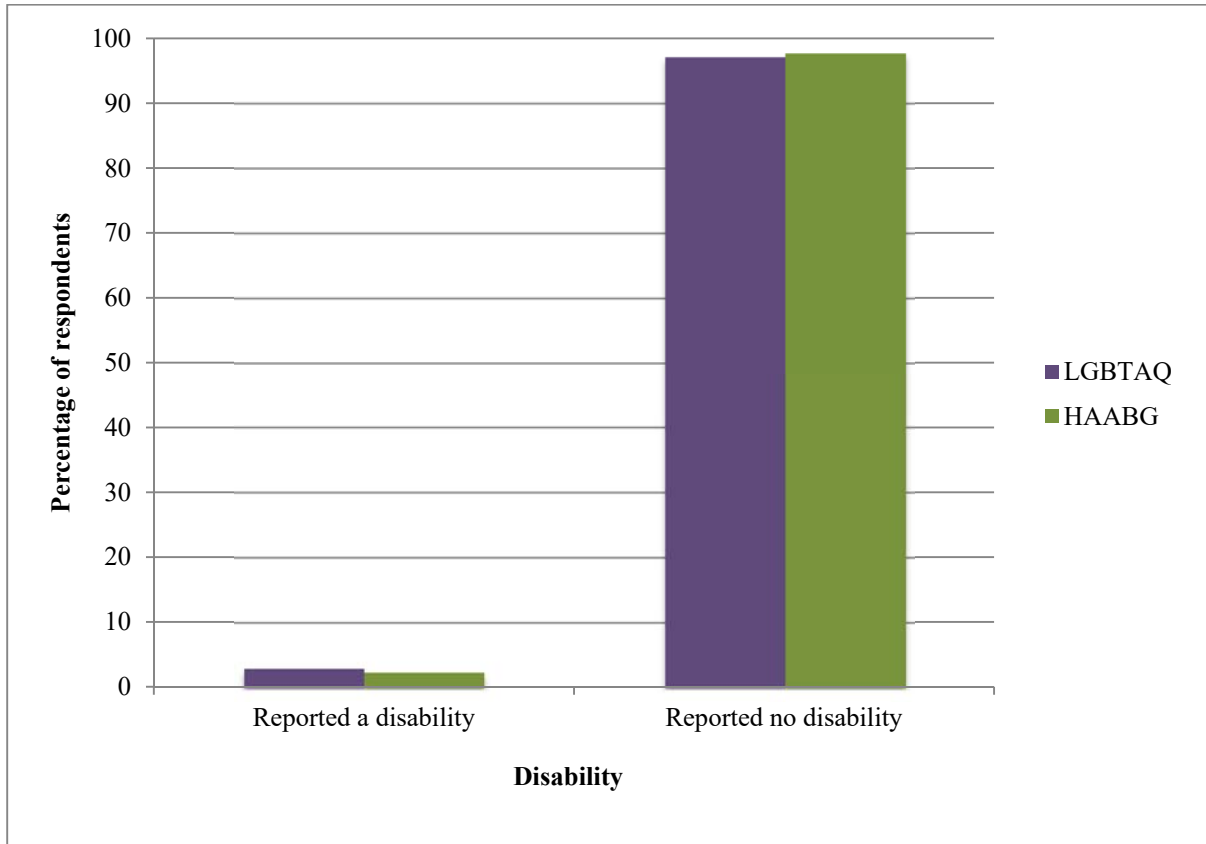


Figure 4. Disability among LGBTAQ and HAABG respondents

Table 4. Disability among LGBTAQ and HAABG respondents

Group	Reported a disability	Reported no disability	Total number
LGBTAQ	2.9% (10)	97.1% (340)	350
HAABG	2.3% (20)	97.7% (853)	873

Ethnicity of LGBTAQ and HAABG respondents

The majority of LGBTAQ and HAABG respondents identified primarily as European/Pākehā with smaller but similar proportions of both groups identifying as Asian, Māori, Pacific Islanders or other ethnicities (see Figure 5 and Table 5). Respondents were not able to select more than one ethnicity option but a small proportion of both LGBTAQ and HAABG respondents selected the ‘other’ option and provided additional detail; we present figures for those who wrote in that they identified as both Māori and European/Pākehā, which is likely an underestimate. Overall, no significant difference was found between the two groups on ethnicity ($\chi^2(5) = 5.18, p = .40$).

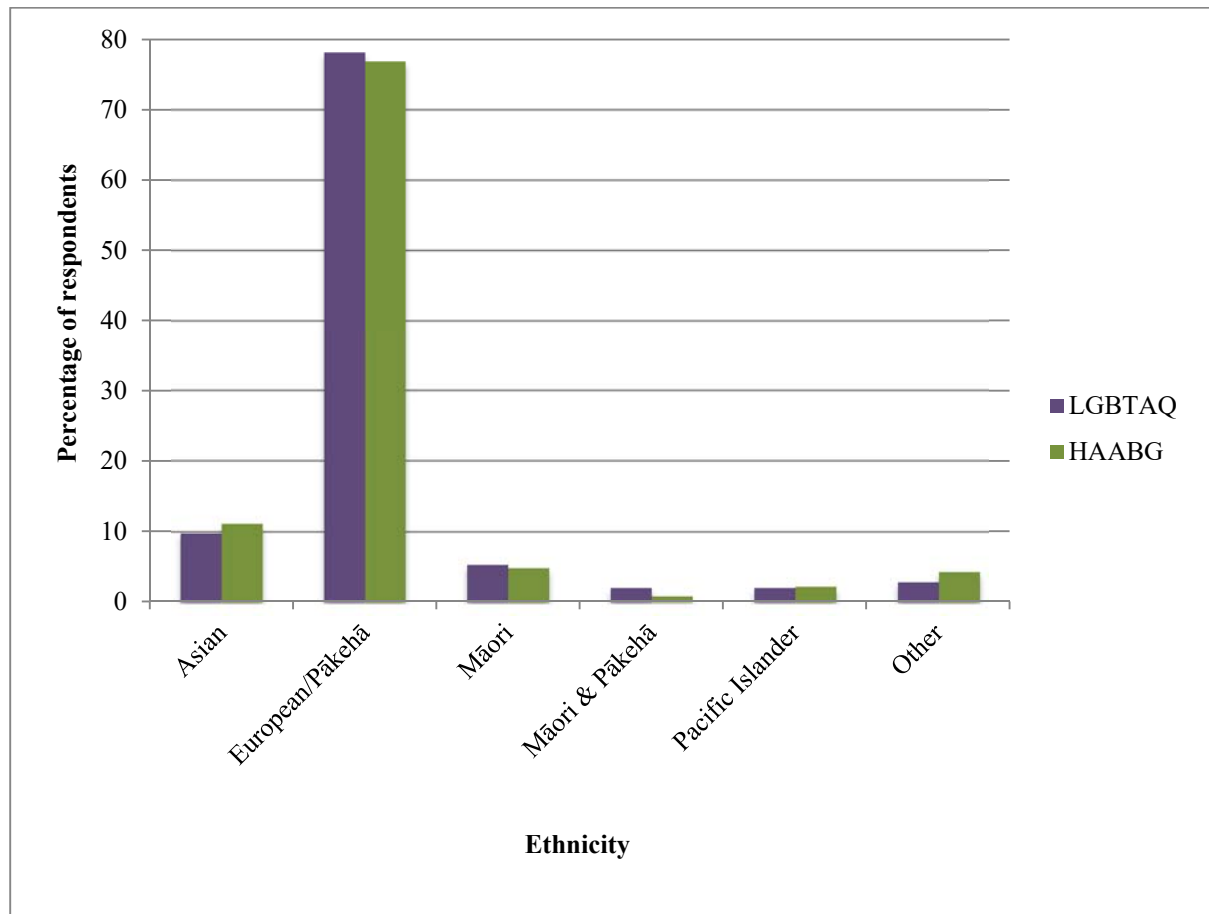


Figure 5. Ethnicity of LGBTAQ and HAABG respondents

Table 5. Ethnicity of LGBTAQ and HAABG respondents

Group	Asian	European/ Pākehā	Māori	Māori & Pākehā	Pacific Islander	Other	Total number
LGBTAQ	9.8% (35)	78.1% (278)	5.3% (19)	2.0% (7)	2.0% (7)	2.8% (10)	356
HAABG	11.1% (97)	76.8% (672)	4.8% (42)	0.8% (7)	2.2% (19)	4.3% (38)	875

Residency status of LGBTAQ and HAABG respondents

The majority of LGBTAQ and HAABG respondents were born in New Zealand (see Figure 6 and Table 6). Similar proportions of both groups were international students, residents, or New Zealand citizens by descent or by naturalisation (i.e., after being resident for a required number of years). No significant difference in residency status existed between the two groups ($\chi^2(4) = 1.02, p = .91$).

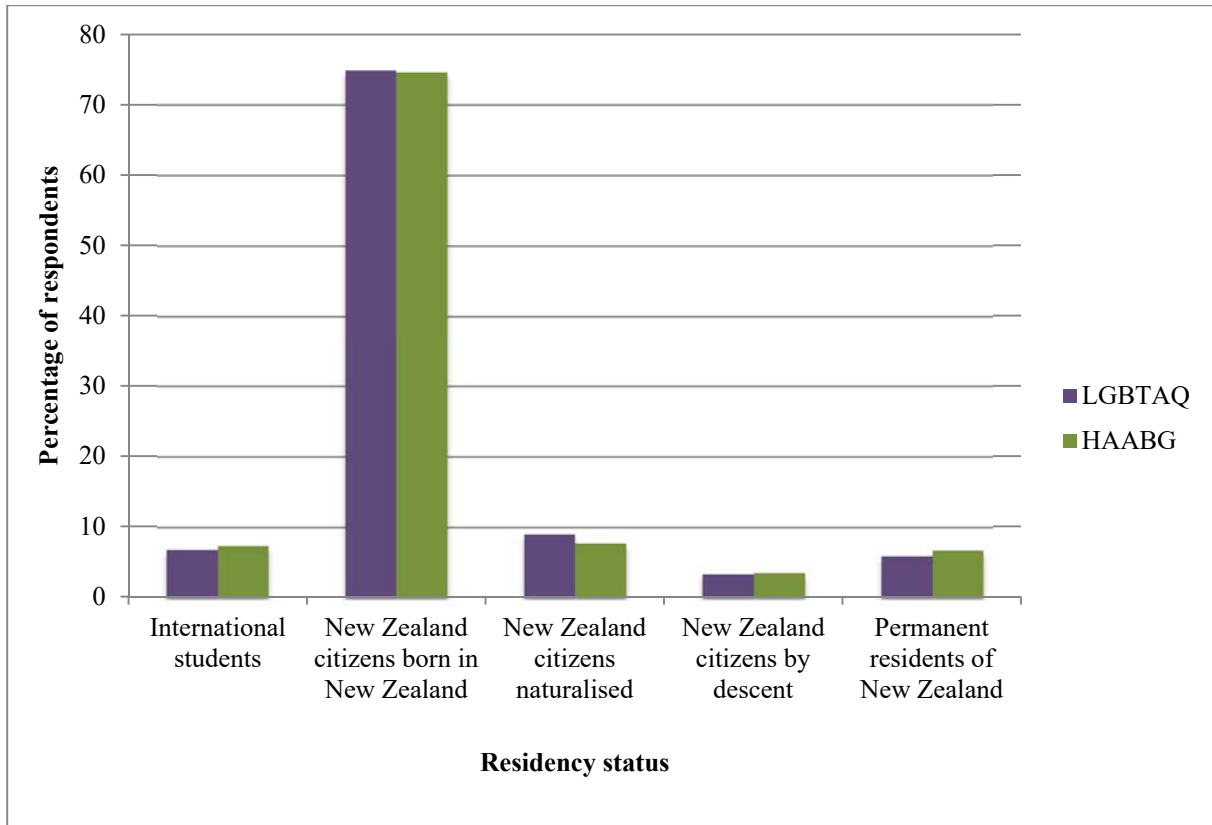


Figure 6. Residency status of LGBTAQ and HAABG respondents

Table 6. Residency status of LGBTAQ and HAABG respondents

Group	International students	New Zealand citizens born in New Zealand	New Zealand citizens naturalised	New Zealand citizens by descent	Permanent residents of New Zealand	Total number
LGBTAQ	6.8% (24)	74.9% (266)	9.0% (32)	3.4% (12)	5.9% (21)	355
HAABG	7.4% (65)	74.6% (653)	7.7% (67)	3.5% (31)	6.7% (59)	875

Campus experiences of LGBTAQ and HAABG respondents

How ‘out’ are respondents about their sexual orientation/gender identity?

The LGBTAQ respondents showed variation in how ‘out’ they were about their sexual orientation/gender identity: around a quarter reported being out to everyone at the time of the survey; around one in five were out to friends and family; another one in five being out to a small group of friends or family; and around one in 10 were not out to anyone (see Figure 7 and Table 7). The majority of the HAABG respondents (87.2%) reported being out to all people, which contributed to a significant difference in outness between the two groups ($\chi^2(4) = 494.19, p < .001$). A few HAABG respondents commented on finding it unusual but enlightening to be asked question such as how out they are:

- *Seems to be targeted at non-heterosexual people and as a result I was uncertain on a lot of questions* [heterosexual man]
- *It was a bit weird having to say that I was out about my sexuality, when I am straight. Makes me realise how much I take things for granted, being straight!* [heterosexual woman]

LGBTAQ respondents’ comments about their reasons for not being out ranged from a considerable sense of negativity to mild sense of discomfort:

- *I’ve felt inadequate due to my orientation, and embarrassed. I’ve hidden it for these reasons.* [lesbian woman]
- *Haven’t really experienced discrimination or harassment at University. Only feeling a bit uncomfortable in ‘coming out’.* [bisexual man]

Not being out was also noted by LGBTAQ respondents to relate to fear, particularly in relation to hearing negative comments about others:

- *My current approach is to not say anything and just hope for the best but if I hear homophobic comments it’s pretty disheartening.* [gay man]

One LGBTAQ respondent explained how they were not out and wished for a truly accepting environment in which it would not matter what people do on “your own time”. They went on to highlight:

- *we have an openly gay bloke at my college and it seldom comes up in conversation, and I like that, it shows that people are so ok with it that they do not really care about it at all, and I would like to see that become the norm.* [gay man]

Another LGBTAQ respondent highlighted how queer* individuals might be closeted because of attitudes towards them and thus have difficulty answering questions about harassment:

- *We can’t answer questions like “Are we harassed because of our sexuality” if it isn’t ‘obvious’ or if we aren’t visibly queer. However, we might be closeted because of campus attitudes towards queer people.* [bisexual person who listed their gender identity as female (transgendered, aligned male at birth)]

One bisexual female respondent described choosing not to be out to preserve her marriage of 20 years:

- *to conceal one’s sexuality in my case is because I have married and decided this path to take* [bisexual woman]

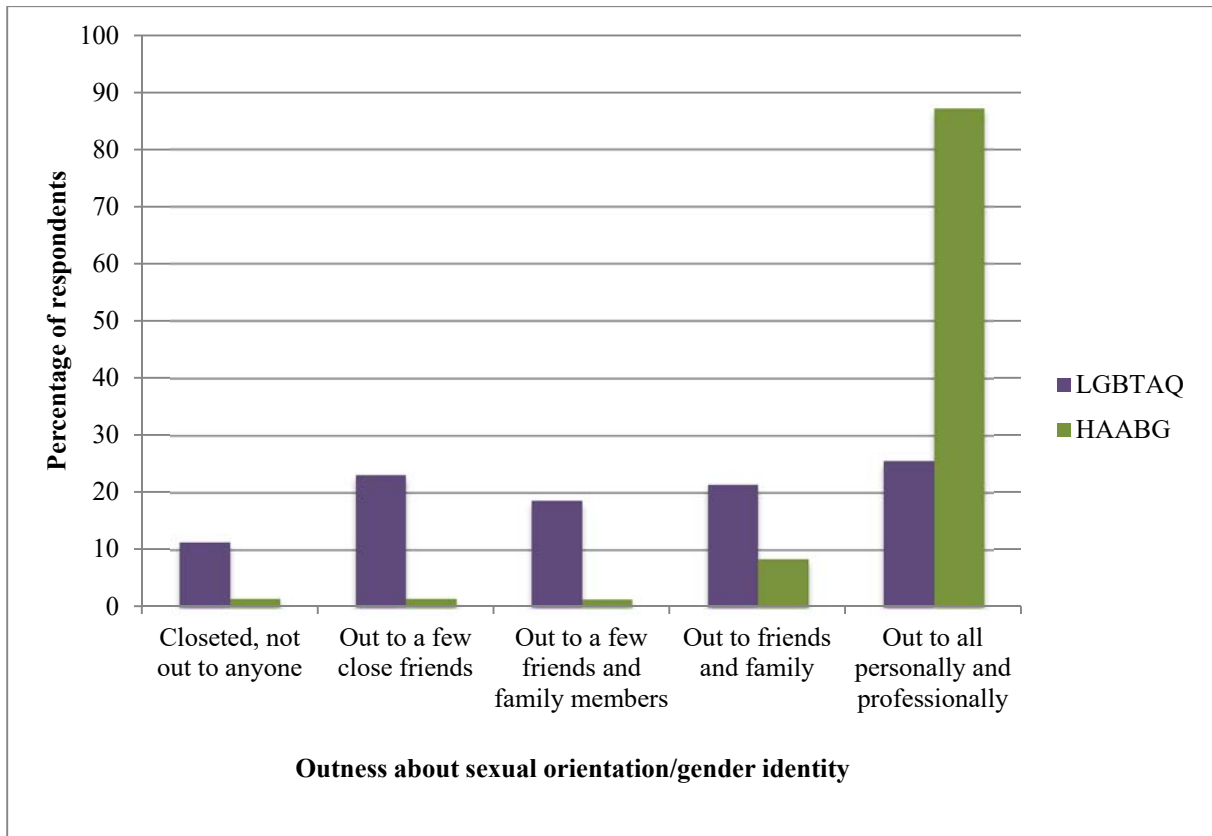


Figure 7. Outness about sexual orientation/gender identity among LGBTAQ and HAABG respondents

Table 7. Outness about sexual orientation/gender identity among LGBTAQ and HAABG respondents

Group	Closeted, not out to anyone	Out to a few close friends	Out to a few friends and family members	Out to friends and family	Out to all personally & professionally	Total number
LGBTAQ	11.3% (40)	23.1% (82)	18.6% (66)	21.4% (76)	25.6% (91)	355
HAABG	1.5% (13)	1.5% (13)	1.4% (12)	8.4% (73)	87.2% (753)	864

The quantitative pattern of outness by sexual orientation indicated that respondents who reported questioning their sexual orientation were most likely to not be out to anyone; bisexual/pansexual respondents were most likely to be out to a few close friends; asexual, gay/lesbian/takatāpui and respondents who reported their sexual orientation as other/queer were most likely to be out to all (see Table 7a). This variation across sexual orientation subgroups within the LGBTAQ respondents was significant ($\chi^2(16) = 119.43, p < .001$). In contrast, there was no significant gender difference in outness within the LGBTAQ respondents (see Table 7b; $\chi^2(8) = 10.81, p = .21$).

Table 7a. Outness in sexuality among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Closeted, not out to anyone	Out to a few close friends	Out to a few friends and family members	Out to friends and family	Out to all personally & professionally	Total number
Asexual	25.0% (5)	20.0% (4)	10.0% (2)	10.0% (2)	35.0% (7)	20
Bisexual/pansexual	7.0% (10)	36.4% (52)	22.4% (32)	19.6% (28)	14.7% (21)	143
Gay/lesbian/takatāpui	3.2% (4)	7.9% (10)	19.0% (24)	29.4% (37)	40.5% (51)	126
Questioning	42.0% (21)	26% (13)	14.0% (7)	8.0% (4)	10.0% (5)	50
Other/queer	0.0% (0)	18.8% (3)	6.2% (1)	31.2% (5)	43.8% (7)	16

Table 7b. Outness in sexuality among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Closeted, not out to anyone	Out to a few close friends	Out to a few friends and family members	Out to friends and family	Out to all personally & professionally	Total number
Female	12.9% (27)	25.7% (54)	19.5% (41)	19.5% (41)	22.4% (47)	210
Male	9.8% (13)	20.5% (27)	15.9% (21)	22.7% (30)	31.1% (41)	132
Other gender identity	0.0% (0)	7.7% (1)	30.8% (4)	38.5% (5)	23.1% (3)	13

Are respondents fearful for their physical safety due to their sexual orientation/gender identity?

Over 10% of the LGBTAQ respondents reported having felt fearful for their physical safety due to their sexual orientation/gender identity (see Figure 8 and Table 8). In comparison, the majority of the HAABG respondents reported never having felt fearful for their physical safety for this reason. A significant difference in fearfulness for physical safety existed between the two groups ($\chi^2(1) = 23.25, p < .001$), although a similar absolute number of case of people fearing for their physical safety existed within the HAABG subsample as the LGBTAQ subsample.

Table 8. Fearfulness for physical safety due to sexual orientation/gender identity

Group	Yes	No	Total number
LGBTAQ	11.0% (38)	89.0% (307)	345
HAABG	3.7% (31)	96.3% (797)	828

There was no significant difference in fearing for physical safety due to sexual orientation/gender identity across the sexual orientation subgroups of the LGBTAQ respondents (see Table 8a; $\chi^2(4) = 8.32, p = .08$). However, there was a significant gender difference in fearfulness for physical safety due to sexual orientation/gender identity within the LGBTAQ respondents ($\chi^2(2) = 15.86, p < .001$). Male LGBTAQ respondents were more likely than female LGBTAQ respondents to fear for their safety, and this fear was even more common among respondents with other gender identities (see Table 8b). There was also a significant gender difference in fearfulness for physical safety due to sexual orientation/gender identity within the HAABG respondents ($\chi^2(1) = 4.52, p < .05$). Female HAABG respondents more likely than male HAABG respondents to have feared for their physical safety due to sexual orientation/gender identity (see Table 8c). It is important to note that

female LGBTAQ respondents were more likely than female HAABG respondents to fear for their physical safety due to sexual orientation/gender identity (comparing across Tables 8b and 8c).

Female respondents in particular commented on fearing for their safety regardless of their sexual orientation:

- *Being female I do get scared walking home from the library (around 7-8pm) because there are some guys that get really creepy and say inappropriate things. I'm not doing anything or trying to get their attention but it's hard to avoid them sometimes and I'm scared of getting raped.* [heterosexual woman]

LGBTAQ respondents who reported experiencing harassment tended to emphasise that it was rare more so than commenting on feeling fear:

- *When walking through the University with my same-sex partner at the time, I group of students did yell derogatory terms such as "fags" and "homos". However this is the only time such a incident has occurred for me.* [gay man]
- *I am a female bisexual, currently dating a women, and have experienced a few cases of verbal harassment on campus but generally find Otago University to be accepting of diversity.* [bisexual woman]

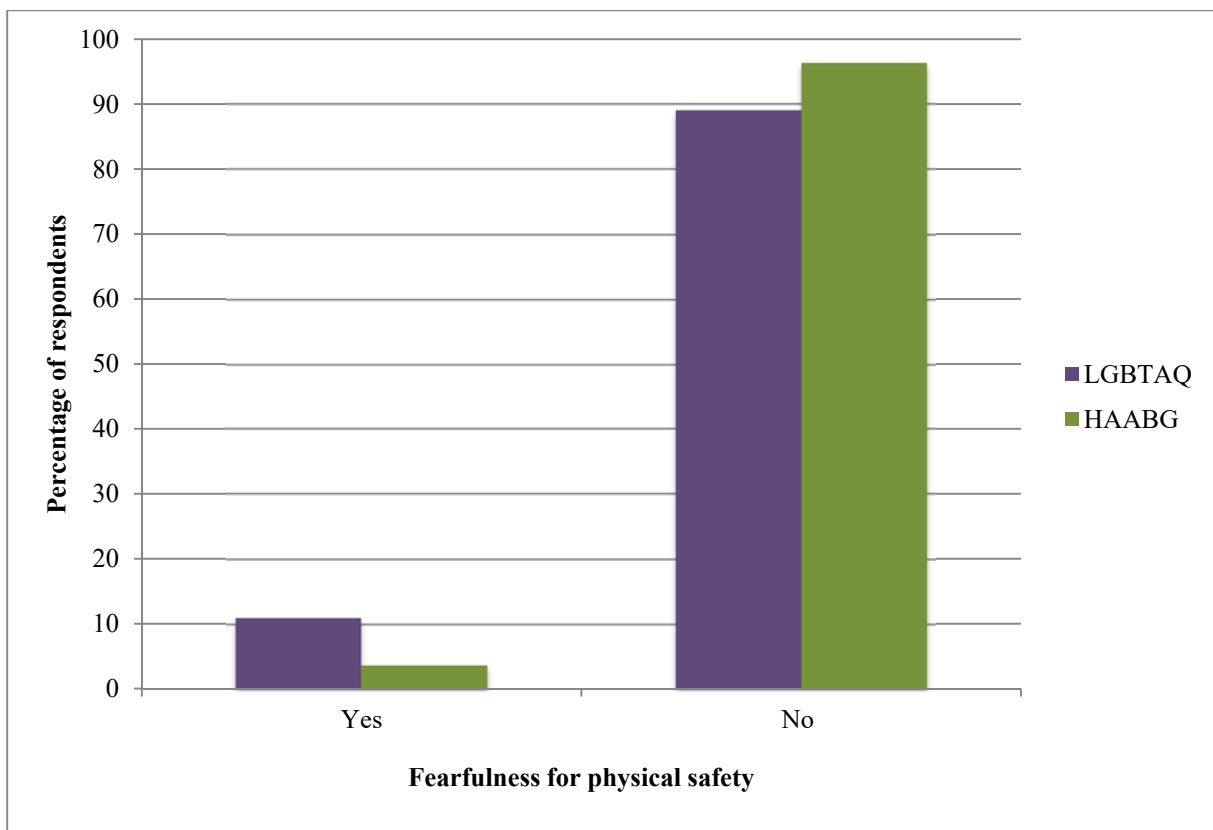


Figure 8. Fearfulness for physical safety due to sexual orientation/gender identity

Table 8a. Fearfulness for physical safety due to sexual orientation/gender identity among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Yes	No	Total number
Asexual	0.0% (0)	100.0% (18)	18
Bisexual/pansexual	7.3% (10)	92.7% (127)	137
Gay/lesbian/takatāpui	16.7% (21)	83.3% (105)	126
Questioning	10.4% (5)	89.6% (43)	48
Other/queer	12.5% (2)	87.5% (14)	16

Table 8b. Fearfulness for physical safety due to sexual orientation/gender identity among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Yes	No	Total number
Female	6.8% (14)	93.2% (192)	206
Male	15.1% (19)	84.9% (107)	126
Other gender identity	38.5% (5)	61.5% (8)	13

Table 8c. Fearfulness for physical safety due to sexual orientation/gender identity among gender identity subgroups of the HAABG respondents

Group	Yes	No	Total number
Female	4.7% (27)	95.3% (552)	579
Male	1.6% (4)	98.4% (245)	249

Have respondents concealed their sexual orientation/gender identity to avoid intimidation?

Just over half of the LGBTAQ respondents reported that they had concealed their sexual orientation/gender identity to avoid intimidation (see Figure 9 and Table 9). Over 98% of HAABG respondents reported that they had never concealed their sexual orientation/gender identity to avoid intimidation. A significant difference in concealment existed between the two groups ($\chi^2(1) = 424.10, p < .001$).

There was a significant difference in concealment of sexual orientation/gender identity to avoid intimidation across the sexual orientation subgroups of the LGBTAQ respondents ($\chi^2(4) = 10.79, p < .05$). Over half of bisexual/pansexual and gay/lesbian/takatāpui reported having concealed their sexual orientation/gender identity specifically to avoid intimidation, whereas around a third of asexual respondents and respondents who reported questioning their sexual orientation as being other/queer had done so (see Table 9a). There was also a significant gender difference in concealment of sexual orientation/gender identity to avoid intimidation within the LGBTAQ respondents ($\chi^2(2) = 13.89, p < .001$). All but one of the respondents who reported non-binary gender identity had concealed their sexual orientation/gender identity to avoid intimidation, whereas just over half of male LGBTAQ respondents and just under half of female LGBTAQ respondents had done so (see Table 9b).

Table 9. Concealment of sexual orientation/gender identity to avoid intimidation

Group	Yes	No	Total number
LGBTAQ	50.3% (173)	49.7% (171)	344
HAABG	1.8% (15)	98.2% (813)	828

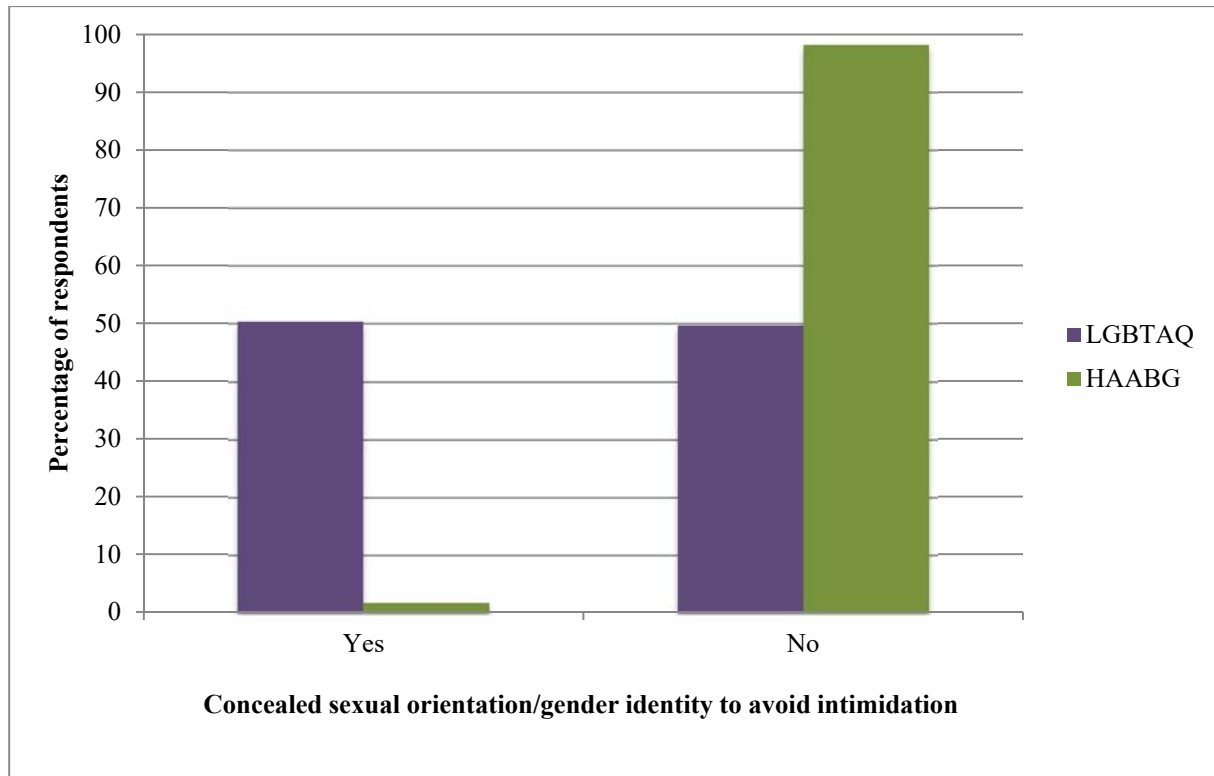


Figure 9. Concealment of sexual orientation/gender identity to avoid intimidation

Table 9a. Concealment of sexual orientation/gender identity to avoid intimidation among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Yes	No	Total number
Asexual	27.8% (5)	72.2% (13)	18
Bisexual/pansexual	52.6% (72)	47.4% (65)	137
Gay/lesbian/takatāpui	57.6% (72)	42.4% (53)	125
Questioning	37.5% (18)	62.5% (30)	48
Other/queer	37.5% (6)	62.5% (10)	16

Table 9b. Concealment of sexual orientation/gender identity to avoid intimidation among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Yes	No	Total number
Female	44.2% (91)	55.8% (115)	206
Male	56.0% (70)	44.0% (55)	125
Other gender identity	92.3% (12)	7.7% (1)	13

Several of the LGBTAQ respondents reported their reasons for not coming out, which included explanations for concealing their identity and indicated a range of discomfort behind this concealment. The majority of these comments focused on not bringing up one's sexual orientation in conversation because it is hard to know how people will react but also because negative reactions can be predicted when people are overtly homophobic:

- *Don't feel safety is threatened, but might feel a bit awkward to tell people I'm gay especially if they are conservative so I would not bring it up* [lesbian woman]
- *[I don't] purposely conceal it, but don't mention it either to avoid confrontation.* [lesbian woman]

- *I've experienced multiple occasions of people being really uninformed about uncommon queer identities ("asexual, ew what's that?", "she's pansexual so she wants to have sex with everything") which made me feel uncomfortable, and stopped me coming out to particular groups of people [pansexual woman]*
- *I'm terrified of coming out [as asexual, specifically demisexual] because I think not having sexuality will cause people to judge me far worse than having a sexuality. There will have to be a lot more awareness of it and reduction of stigma before I'll ever consider coming out. [asexual woman]*

One female HAABG respondent commented specifically about finding it strange to be asked questions about concealing their sexual orientation/gender identity, similar to the comments reported in the section on outness:

- *Questions about hiding sexual identity seemed strange for a hetero person but probably help to highlight differing experiences [heterosexual woman]*

Have respondents avoided disclosing their sexual orientation/gender identity to a lecturer, supervisor, administrator or student support person due to fear of negative consequences, harassment or discrimination?

Almost a third of the LGBTAQ respondents had avoided disclosing their sexual orientation/gender identity to university staff due to fear of negative outcomes (see Figure 10 and Table 10). Only 1% of the HAABG respondents had avoided disclosing their sexual orientation/gender identity due to fear of negative outcomes. This difference in avoiding disclosure to staff between the two groups was significant ($\chi^2(1) = 249.91, p < .001$).

There was a significant difference in avoidance of disclosing sexual orientation/gender identity to university staff due to fear of negative outcomes across the sexual orientation subgroups of the LGBTAQ respondents ($\chi^2(4) = 13.25, p < .01$). This avoidance of disclosure was noted by half of respondents who reported their sexual orientation as other/queer, around a third respondents bisexual/pansexual and gay/lesbian/takatāpui respondents, and one in five respondents who reported questioning their sexual orientation (see Table 10a). Only one asexual respondent reported avoiding disclosing sexual orientation/gender identity to university staff due to fear of negative outcomes. There was also a significant gender difference in concealment of sexual orientation/gender identity to avoid intimidation within the LGBTAQ respondents ($\chi^2(2) = 20.32, p < .001$). Eleven of the 13 respondents who reported non-binary gender identities had concealed their sexual orientation/gender identity to avoid negative consequences, whereas just over half of male LGBTAQ respondents and just under half of female LGBTAQ respondents had done so (see Table 10b).

Table 10. Avoidance of disclosing sexual orientation/gender identity to university staff due to fear of negative outcomes

Group	Yes	No	Total number
LGBTAQ	31.6% (109)	68.4% (236)	345
HAABG	1.1% (9)	98.9% (817)	826

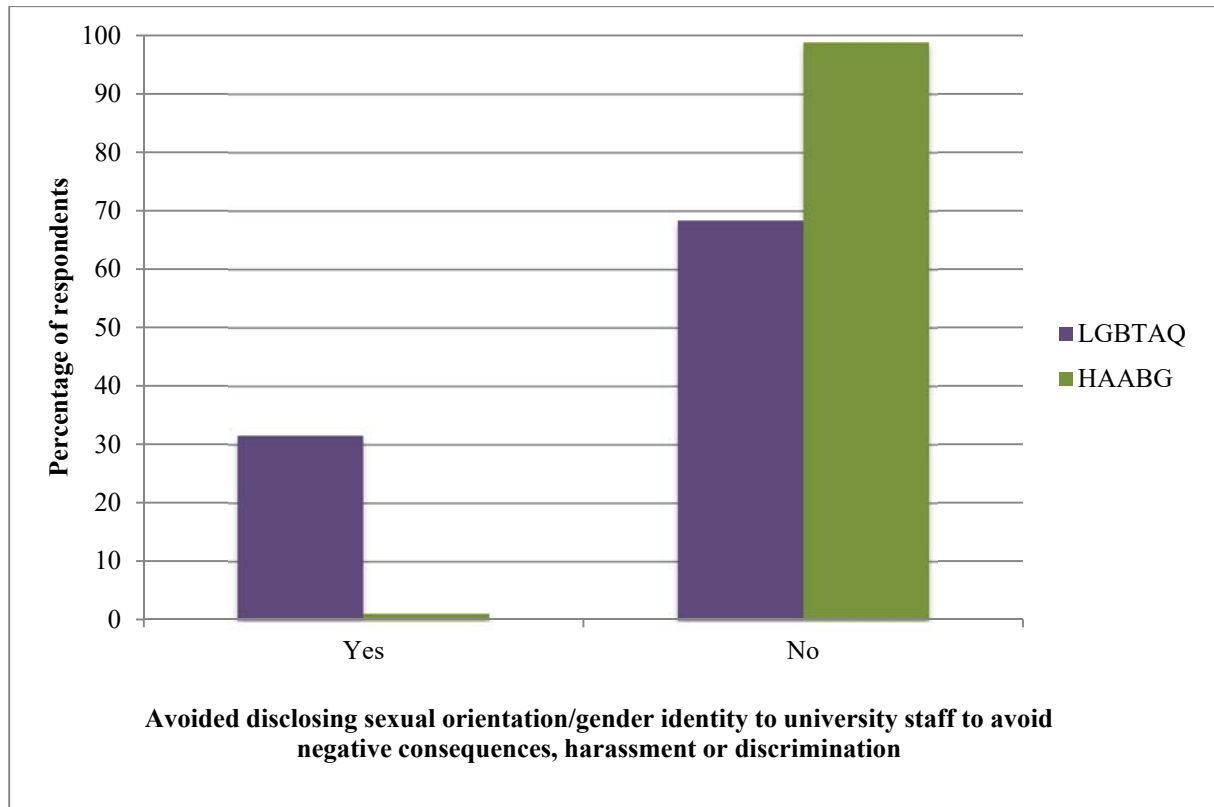


Figure 10. Avoidance of disclosing sexual orientation/gender identity to university staff due to fear of negative outcomes

Table 10a. Avoidance of disclosing sexual orientation/gender identity to university staff due to fear of negative outcomes among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Yes	No	Total number
Asexual	5.6% (1)	94.4% (17)	18
Bisexual/pansexual	30.7% (42)	69.3% (95)	137
Gay/lesbian/takatāpui	38.1% (48)	61.9% (78)	126
Questioning	20.8% (10)	79.2% (38)	48
Other/queer	50.0% (8)	50.0% (8)	16

Table 10b. Avoidance of disclosing sexual orientation/gender identity to university staff due to fear of negative outcomes among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Yes	No	Total number
Female	26.2% (54)	73.8% (152)	206
Male	34.9% (44)	65.1% (82)	126
Other gender identity	84.6% (11)	15.4% (2)	13

Two respondents commented specifically about avoiding disclosing their sexual orientation/gender identity to staff:

- *I am out to everyone but there are numerous times that I have concealed my identity in order to feel confident that my marks will not suffer. Particular lecturers have been openly homophobic both towards me and in lecture content. This is troubling for me because not only is it hurtful on a personal level but I also worry about a younger first year students experiences of Otago.* [genderqueer person who reported their sexual orientation to be queer]
- *Mostly the problem is a fear of the unknown - it would be good to know if it was safe to be out in my department.* [gay man]

Some respondents reported negative experiences with specific staff members, which illustrates why students may not wish to disclose their sexual orientation/gender identity. This mainly involved passing comments that were insidiously homophobic rather than directed at the individual:

- *Not enough lecturers/tutors are sensitive enough to queer issues. Lecturers/tutors in my time at uni have made offensive comments in passing.* [lesbian woman]

Other respondents reported staff being responsive when informed they did not like the examples relating to gender being used in teaching. Whilst this does not indicate that the student came out to the staff member, it shows that they were willing to raise a related issue:

- *My linguistic class included the line 'his wife used to be a man'. I told the lecturer in the break why this was offensive and he apologised to me and the class and changed the sentence. It was really good :)* [woman who reported questioning her sexual orientation]

Do respondents feel they have been denied opportunities due to their sexual orientation/gender identity?

A majority of the LGBTAQ respondents and HAABG respondents reported they had not been denied opportunities due to their sexual orientation/gender identity (see Figure 11 and Table 11). However, LGBTAQ respondents were twice as likely as HAABG respondents to report having been denied opportunities as a result of their sexual orientation/gender identity. A significant difference in denial of opportunities existed between the two groups ($\chi^2(1) = 4.41$, $p < .05$).

Table 11. Being denied opportunities due to sexual orientation/gender identity

Group	Yes	No	Total number
LGBTAQ	4.1% (14)	95.9% (330)	344
HAABG	1.9% (16)	98.1% (809)	825

No comments from respondents connected to being directly denied opportunities but one male HAABG respondent suggested:

- *More opportunities for LGBTQ people, explore new ways for those opportunities. Look at what is being done at top universities in the world to address these issues.* [straight man]

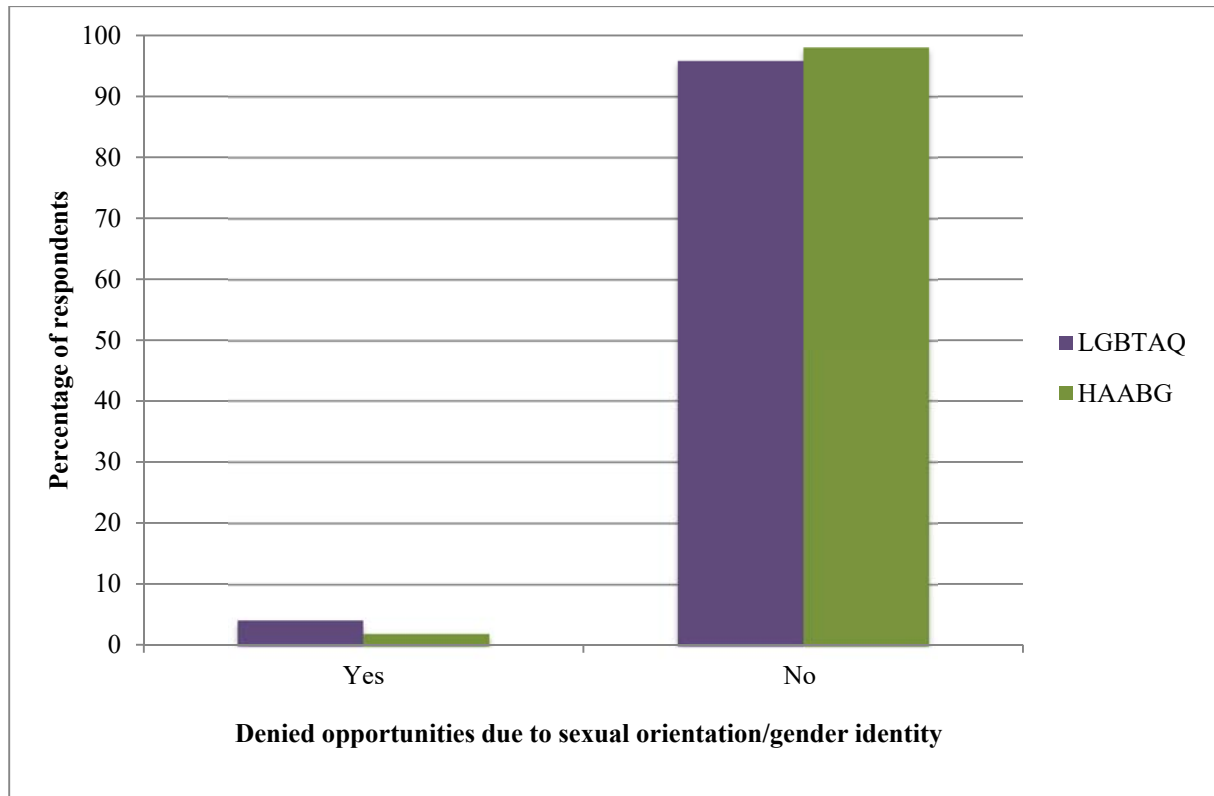


Figure 11. Being denied opportunities due to sexual orientation/gender identity

There was no significant difference in denial of opportunities due to sexual orientation/gender identity across the sexual orientation subgroups of the LGBTAQ respondents (see Table 11a; $\chi^2(4) = 6.40, p = .17$). However, there was a significant gender difference in perceived denial of opportunities due to sexual orientation/gender identity within the LGBTAQ respondents ($\chi^2(2) = 13.62, p < .001$). Three of the 13 respondents who reported non-binary gender identity reported being denied opportunities due to sexual orientation/gender identity, whereas less than 5% of the female and male LGBTAQ reported experiencing this kind of denial of opportunities (see Table 11b).

Table 11a. Being denied opportunities due to sexual orientation/gender identity among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Yes	No	Total number
Asexual	0.0% (0)	100.0% (18)	18
Bisexual/pansexual	1.5% (2)	98.5% (135)	137
Gay/lesbian/takatāpui	7.1% (9)	92.9% (117)	126
Questioning	4.3% (2)	95.7% (45)	47
Other/queer	6.2% (1)	93.8% (15)	16

Table 11b. Being denied opportunities due to sexual orientation/gender identity among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Yes	No	Total number
Female	2.4% (5)	97.6% (201)	206
Male	4.8% (6)	95.2% (119)	125
Other gender identity	23.1% (3)	76.9% (10)	13

Have respondents been harassed due to their sexual orientation/gender identity?

A quarter of the LGBTAQ respondents reported that they had experienced harassment as a result of their sexual orientation/gender identity (see Figure 12 and Table 12). In comparison, most of the HAABG respondents reported that they had never been harassed due to their identity. A significant difference in harassment existed between the two groups ($\chi^2(1) = 87.08, p < .001$). The total number of respondents who reported harassment (as presented in Table 12) is used as the denominator for percentages in the following subsections about the types of harassment and the sources.

There was a significant difference in experience of harassment due to sexual orientation/gender identity across the sexual orientation subgroups of the LGBTAQ respondents ($\chi^2(4) = 16.44, p < .001$). Some form of harassment was reported by less than 10% of asexual respondents and respondents who reported questioning their sexual orientation, whereas harassment was reported by around a quarter to a third of bisexual/pansexual and gay/lesbian/takatāpui respondents and respondents who reported their sexual orientation to be other/queer (see Table 12a). There was no significant gender difference in experience of harassment due to sexual orientation/gender identity within LGBTAQ respondents (see Table 12b; $\chi^2(2) = 3.71, p = .16$).

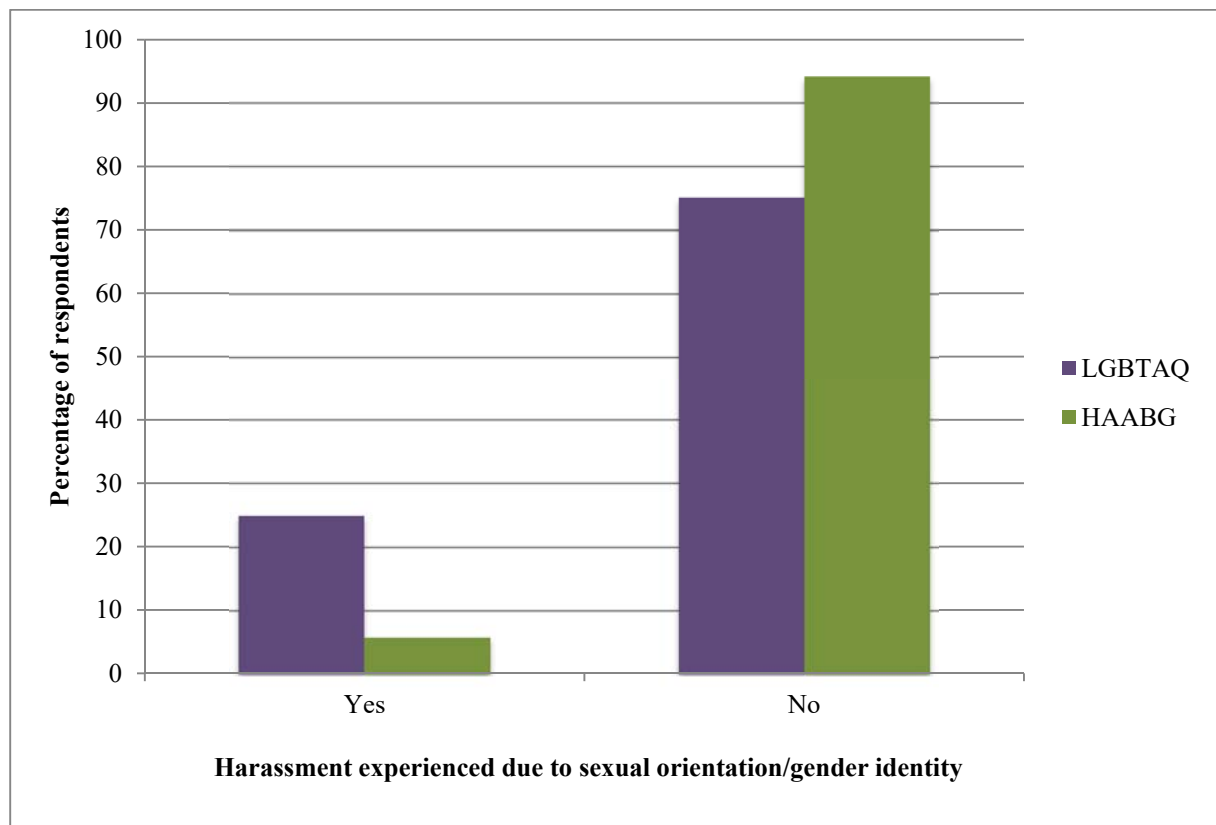


Figure 12. Harassment due to sexual orientation/gender identity

Table 12. Harassment due to sexual orientation/gender identity

Group	Yes	No	Total number
LGBTAQ	24.9% (85)	75.1% (257)	342
HAABG	5.8% (48)	94.2% (779)	827

Table 12a. Harassment due to sexual orientation/gender identity among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Yes	No	Total number
Asexual	5.6% (1)	94.4% (17)	18
Bisexual/pansexual	24.3% (33)	75.7% (103)	136
Gay/lesbian/takatāpui	34.4% (43)	65.6% (82)	125
Questioning	8.5% (4)	91.5% (43)	47
Other/queer	25.0% (4)	75.0% (12)	16

Table 12b. Harassment due to sexual orientation/gender identity among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Yes	No	Total number
Female	21.5% (44)	78.5% (161)	205
Male	29.0% (36)	71.0% (88)	124
Other gender identity	38.5% (5)	61.5% (8)	13

Table 12c. Harassment due to sexual orientation/gender identity among gender identity subgroups of the HAABG respondents

Group	Yes	No	Total number
Female	6.2% (36)	93.8% (543)	579
Male	4.8% (12)	95.2% (236)	248

There was no significant gender difference in experience of harassment due to sexual orientation/gender identity within HAABG respondents (see Table 12c; $\chi^2(1) = 0.60$, $p = .44$). However, female respondents' comments about harassment highlighted that women in general and LGBTAQ women in particular experience harassment:

- *It is not only queer people that get harrassed or discrimintaed against, there is a lot of sexist behaviour towards women and a lot of men don't respect boundaries or listen when you say no to them.* [heterosexual woman]
- *I may not experience discrimination or intimidation based solely on my sexual expression [as pansexual], but as a woman I am faced with intimidation and verbal harassment on a daily basis, from students to construction workers etc etc. Catcalling, leering and occasionally even being followed is a problem which so many women and people on the LGBTIAQ spectrum experience* [pansexual woman]
- *I am a straight female, but have been harassed by drunk guys when walking on campus due to my gender.* [heterosexual woman]
- *Catcalling is still something I experience a fair bit on campus. I have been oggled by tradies that have been working on campus before.* [bisexual woman]

Two male HAABG respondents noted that they believe harassment based on sexual orientation/gender identity is uncommon but not unheard of:

- *I feel that no matter people's sexuality, in this day and age it is no longer of huge concern but having said that, there will always be a few that judge* [heterosexual man]
- *For the MOST part, people with their sexuality in the minority don't appear to have a LARGE number of issues related to discrimination etc, however it is not perfect* [heterosexual man]

Respondents noted that harassment based on sexual orientation/gender identity is often perpetrated by people who have been drinking alcohol:

- *Often, abuse comes at events when people are drinking.* [lesbian woman]
- *on common drinking nights I've heard disrespectful or derogatory language on campus* [heterosexual man]

Further information about the places where people experience harassment is included in a subsequent section after the below details of the types of harassment that LGBTAQ and HAABG respondents reported having experienced.

In what form was the harassment?

Verbal threats or negative comments related to sexual orientation/gender identity

Over 20% of the LGBTAQ respondents had been subjected to derogatory remarks about their sexual orientation/gender identity; nearly one in six had received direct or indirect threats (see Figure 13 and Table 13). In contrast, only a small proportion of the HAABG respondents had been subjected to derogatory remarks due to their sexual orientation/gender identity. Around 4% of the LGBTAQ respondents had received threats of being outed to others and/or threats of physical violence. None of the HAABG respondents had been pressured to be silent about their sexual orientation/gender identity and none had received threats of being outed to others. Significant differences existed between the LGBTAQ and HAABG respondents in regards to all of the recorded kinds of verbal harassment: derogatory remarks ($\chi^2(1) = 91.31, p < .001$); threats to expose sexuality/gender identity ($\chi^2(1) = 32.40, p < .001$); pressure to be silent about sexuality/gender identity ($\chi^2(1) = 73.24, p < .001$); direct or indirect verbal harassment or threats ($\chi^2(1) = 63.20, p < .001$); and threats of physical violence ($\chi^2(1) = 14.72, p < .001$).

There was a significant difference in experience of derogatory remarks about sexual orientation/gender identity across the sexual orientation subgroups of the LGBTAQ respondents ($\chi^2(4) = 15.28, p < .001$). Experience of derogatory remarks was reported by less than 10% of asexual respondents and respondents who reported questioning their sexual orientation, whereas derogatory remarks were reported by around 20% to 30% of bisexual/pansexual and gay/lesbian/takatāpui respondents and respondents who reported their sexual orientation to be other/queer (see Table 13a). There was no significant gender difference in experience of derogatory remarks about sexual orientation/gender identity within LGBTAQ respondents (see Table 13b; $\chi^2(2) = 2.06, p = .36$).

There was a significant difference in experience of threats to expose sexual orientation/gender identity across the sexual orientation subgroups of the LGBTAQ respondents ($\chi^2(4) = 10.25, p < .05$). Experience of threats to expose sexual orientation/gender identity was reported by 10 gay/lesbian/takatāpui respondents (7.9%), two bisexual/pansexual respondents (1.4%) and one respondent who reported questioning their sexual orientation (2.0%; see Table 13a). There were no significant differences across the sexual orientation subgroups of the LGBTAQ respondents for the other verbal forms of harassment (see also Table 13a): direct or indirect threats ($\chi^2(4) = 8.85, p = .07$); pressure to be silent about sexual orientation/gender identity ($\chi^2(4) = 2.15, p = .71$); threats of physical violence ($\chi^2(4) = 8.20, p = .09$).

There was also a significant gender difference in experience of threats to expose sexual orientation/gender identity within LGBTAQ respondents ($\chi^2(2) = 7.35, p < .05$). Nine male LGBTAQ respondents (6.8%), three female LGBTAQ respondents (1.4%), and one respondent who reported a non-binary gender identity (7.7%) had experienced threats to expose sexual orientation/gender identity (see Table 13b). There was a significant gender

difference in experience of threats of physical violence within LGBTAQ respondents ($\chi^2(2) = 10.25, p < .05$). Eight male LGBTAQ respondents (6.1%), three female LGBTAQ respondents (1.4%), and two respondents who reported non-binary gender identities (15.4%) had experienced threats to expose sexual orientation/gender identity (see Table 13b). There were no significant gender differences for the other verbal forms of harassment (see also Table 13b): derogatory remarks ($\chi^2(2) = 2.06, p = .36$); direct or indirect threats ($\chi^2(2) = 3.91, p = .14$); pressure to be silent about sexual orientation/gender identity ($\chi^2(2) = 4.68, p = .10$). The small figures for experience of these threats mean that the statistical significance of these comparisons should be interpreted with caution.

Within the HAABG respondents there were no significant gender differences on the three verbal forms of harassment that were reported by any HAABG respondents (see Table 13c, and in reference to Table 13): derogatory remarks ($\chi^2(1) = 2.21, p = .14$); direct or indirect threats ($\chi^2(1) = 2.02, p = .16$); threats of physical violence ($\chi^2(1) = 0.02, p = .89$).

Table 13. Experience of verbal threats or negative comments among LGBTAQ and HAABG respondents

Group	Derogatory remarks	Direct or indirect threats	Pressure to be silent about sexual orientation/gender identity	Threats to expose sexual orientation/gender identity	Threats of physical violence
LGBTAQ	21.3% (76)	13.5% (48)	8.1% (29)	3.7% (13)	3.7% (13)
HAABG	4.1% (36)	2.2% (19)	0.0% (0)	0.0% (0)	0.7% (6)

Table 13a. Experience of verbal threats or negative comments among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Derogatory remarks	Direct or indirect threats	Pressure to be silent about sexual orientation/gender identity	Threats to expose sexual orientation/gender identity	Threats of physical violence
Asexual	5.0% (1)	5.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)
Bisexual/ pansexual	20.3% (29)	11.2% (16)	8.4% (12)	1.4% (2)	2.1% (3)
Gay/lesbian/ takatāpui	30.7% (39)	19.7% (25)	9.4% (12)	7.9% (10)	7.1% (9)
Questioning	8.0% (4)	6.0% (3)	8.0% (4)	2.0% (1)	0.0% (0)
Other/queer	18.8% (3)	18.8% (3)	6.2% (1)	0.0% (0)	6.2% (1)

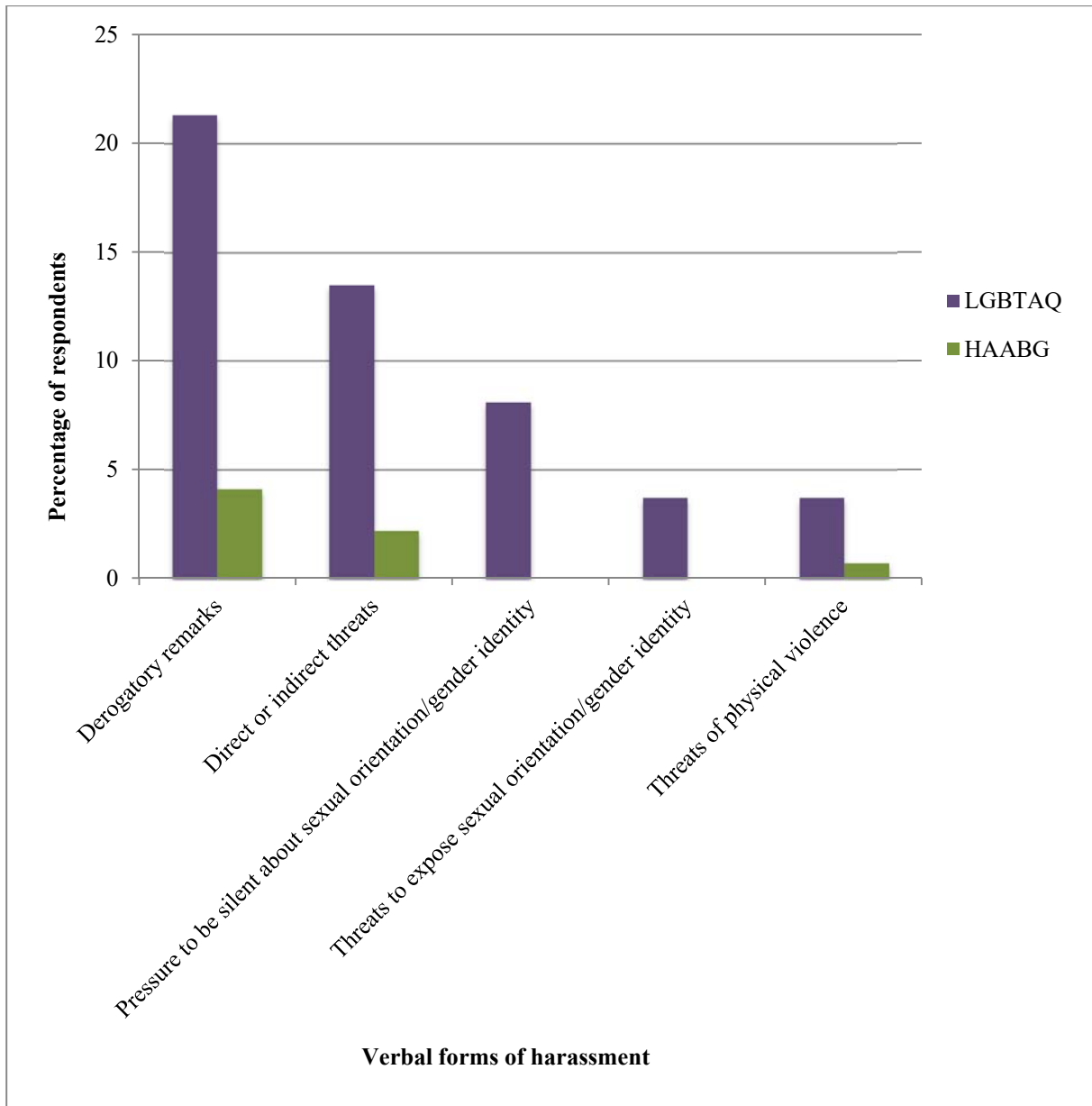


Figure 13. Experience of verbal threats or negative comments among LGBTAQ and HAABG respondents

Table 13b. Experience of verbal threats or negative comments among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Derogatory remarks	Direct or indirect threats	Pressure to be silent about sexual orientation/gender identity	Threats to expose sexual orientation/gender identity	Threats of physical violence
Female	19.0% (40)	11.8% (25)	8.5% (18)	1.4% (3)	1.4% (3)
Male	24.2% (32)	14.4% (19)	6.1% (8)	6.8% (9)	6.1% (8)
Other gender identity	30.8% (4)	30.8% (4)	23.1% (3)	7.7% (1)	15.4% (2)

Table 13c. Experience of verbal threats or negative comments among gender identity subgroups of the HAABG respondents

Group	Derogatory remarks	Direct or indirect threats	Threats of physical violence
Female	4.8% (29)	2.6% (16)	0.7% (4)
Male	2.6% (7)	1.1% (3)	0.7% (2)

The majority of comments about harassment focused on derogatory remarks. No male HAABG respondents commented about experiences of derogatory remarks. One female HAABG respondent commented on experiencing derogatory remarks specifically about being straight:

- *I did face derogatory comments from a female student colleague about being straight. Kind of the opposite to what is expected I know!* [heterosexual woman]

More commonly, female respondents commented on experiencing derogatory remarks regardless of their sexual orientation, similar to comments included in the sections on harassment and fearing for safety:

- *As a female I have also experienced this when people yell comments such as ‘sluts’.* [heterosexual woman]
- *my experiences were just typical derogatory remarks that young freshers make if they see girls!* [heterosexual woman]
- *as a woman I am faced with intimidation and verbal harassment on a daily basis, from students to construction workers etc etc.* [pansexual woman]

None of the above comments specify that it was men making the derogatory remarks, although it might be implied that men were making the comments in question. One female respondent noted that some women make derogatory remarks to or about other women:

- *I have heard girls talking very derogatorily about others because they are virgins. This upset me because I am a virgin and I feel like I should not tell anyone* [heterosexual woman]

Many comments were made about derogatory remarks being made to LGBTAQ people. One LGBTAQ respondent highlighted that male students were more likely to make derogatory remarks to LGBTAQ people:

- *Often, the verbal abuse comes from male students rather than females.* [lesbian woman]

The same respondent went on to note:

- *most of my [verbal] abuse has occurred behind closed doors away from RAs [residential assistant at a hall of residence] or people who could take action as people see it as an opportunity to abuse you because no person of authority is around you.* [lesbian woman]

Other LGBTAQ respondents noted derogatory remarks that they had experienced, and both LGBTAQ and HAABG respondents commented on derogatory remarks that other LGBTAQ respondents are subjected to:

- *I am a female bisexual, currently dating a woman, and have experienced a few cases of verbal harassment on campus but generally find Otago University to be accepting of diversity.* [bisexual woman]

- *When walking through the University with my same-sex partner at the time, I group of students did yell derogatory terms such as "fags" and "homos". However this is the only time such a incident has occurred for me.* [gay man]
- *All in all I have not been at a disadvantage, but remarks other people have made about gay couples have been hurtful, intentional or not.* [bisexual man]
- *students use homophobic language on campus all the time* [woman who reported her sexual orientation to be queer]
- *[I] am often taken aback by hurtful, derogatory comments made about "lesbians" and "faggots", as well as the perpetual use of "gay" as a pejorative adjective* [bisexual woman]
- *It saddens me when people I am with who identify as gay are abused – this is mainly through the yelling of derogatory marks.* [heterosexual woman]

One male HAABG respondent noted liking to use homophobic language without specifying the scenarios in which he would use such language:

- *"faggot" and its derivatives rank amongst my favourite words.* [heterosexual man]

One LGBTAQ respondent commented about an indirect threat made by an international student who they felt was not familiar with "*Kiwi culture and women's rights*":

- *a person in my close environment [expressed] his belief that homosexuality should not be legal and gay people should be stoned* [heterosexual woman]

Other LGBTAQ respondents commented about derogatory remarks being offensive but not threatening:

- *I do believe this behaviour stems from the fear of the unknown and a lack of knowledge/experience rather than an actual hatred of the homosexual community.* [gay man]
- *It can be crude and offensive although not threatening necessarily* [lesbian woman]
- *Don't feel safety is threatened* [lesbian woman]

Respondents did not comment specifically about any threats to expose sexual orientation/gender identity, but one respondent noted pressure to be silent about their sexual orientation/gender identity when they were living in a hall of residence:

- *My senior RA [residential assistant at a hall of residence] put shit [i.e., leaflets] under my door two years ago encouraging me to marry a women. Also told people he hates gays and that I should die and tried getting me in trouble for stupid stuff I didn't do. Another RA overheard other students discussing it and then a week later I was called into the office and it was suggested subtly I keep my private life to myself.* [gay man]

Written harassment related to sexual orientation/gender identity

A small percentage of the LGBTAQ respondents had experienced harassment in the form of written comments and/or hateful graffiti about sexual orientation/gender identity (see Figure 14 and Table 14). In contrast, only three HAABG respondents had experienced written harassment. Significant differences in exposure to written threats existed between the LGBTAQ and HAABG respondents both for written comments ($\chi^2(1) = 19.91, p < .001$) and hateful graffiti ($\chi^2(1) = 6.40, p < .05$). No respondents commented specifically about written harassment or hateful graffiti but it is possible that the comments in the previous section about derogatory remarks and leaflets also refer to written forms of harassment. There were no significant differences across the sexual orientation subgroups of the LGBTAQ respondents in the experience of written comments ($\chi^2(4) = 1.72, p = .79$) or hateful graffiti ($\chi^2(4) = 5.05, p = .28$; see Table 14a). There were also no significant gender differences within LGBTAQ respondents in the experience of written comments ($\chi^2(2) = 5.04, p = .08$) or hateful graffiti ($\chi^2(2) = 0.48, p = .79$; see Table 14b). The very small figures for experience of these forms of harassment mean that the statistical significance of these comparisons should be interpreted with caution.

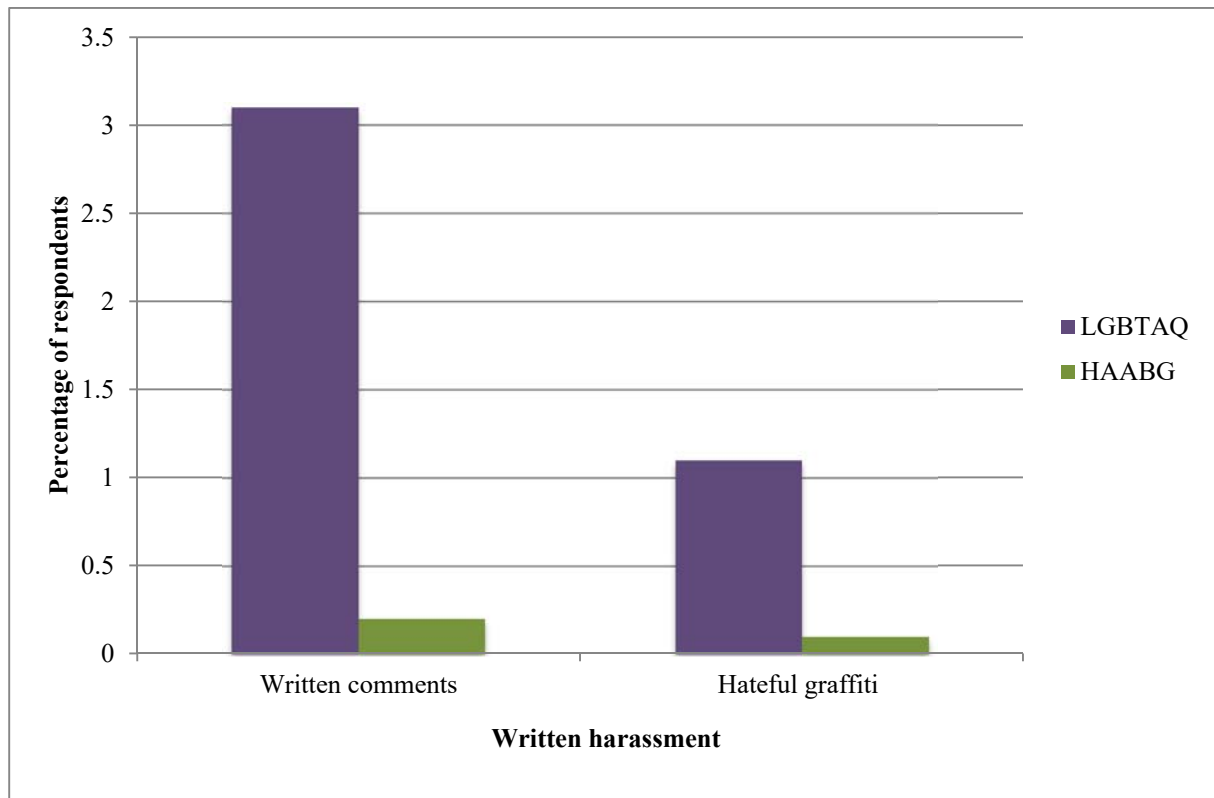


Figure 14. Experience of written harassment among LGBTAQ and HAABG respondents

Table 14. Experience of written harassment among LGBTAQ and HAABG respondents

Group	Written comments	Hateful graffiti
LGBTAQ	3.1% (11)	1.1% (4)
HAABG	0.2% (2)	0.1% (1)

Table 14a. Experience of written harassment among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Written comments	Hateful graffiti
Asexual	0.0% (0)	0.0% (0)
Bisexual/pansexual	2.8% (4)	0.7% (1)
Gay/lesbian/takatāpui	3.9% (5)	1.6% (2)
Questioning	2.0% (1)	0.0% (0)
Other/queer	6.2% (1)	6.2% (1)

Table 14b. Experience of written harassment among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Written comments	Hateful graffiti
Female	1.4% (3)	1.4% (3)
Male	5.3% (7)	0.8% (1)
Other gender identity	7.7% (1)	0.0% (0)

Physical acts or other forms of harassment related to sexual orientation/gender identity

Two LGBTAQ respondents reported having been denied services based on their sexual orientation/gender identity and six LGBTAQ respondents had been assaulted in reaction to their sexual orientation/gender identity (see Figure 15 and Table 15). In contrast, three HAABG respondents reported having been denied services and two HAABG respondents had been assaulted because of their sexual orientation/gender identity. The two groups of respondents did not differ significantly in denial of services ($\chi^2(1) = 0.30$, $p = .58$). However, the difference in physical assault or injury was significant ($\chi^2(1) = 8.36$, $p < .01$).

The percentage of the LGBTAQ respondents and HAABG respondents who reported having been harassed in another form was also small but was also significantly higher among the LGBTAQ respondents (see also Figure 15 and Table 15; $\chi^2(1) = 14.64$, $p < .001$).

Table 15. Denial of services, physical harassment, and reports of other non-specific forms of harassment among LGBTAQ and HAABG respondents

Group	Denial of services	Physical assault or injury	Other
LGBTAQ	0.6% (2)	1.7% (6)	3.1% (11)
HAABG	0.3% (3)	0.2% (2)	0.5% (4)

There were no significant differences across the sexual orientation subgroups of the LGBTAQ respondents in experiences of denial of services ($\chi^2(4) = 0.65$, $p = .96$), assault or injury ($\chi^2(4) = 3.63$, $p = .46$) or other forms of harassment ($\chi^2(4) = 6.74$, $p = .15$; see Table 15a). There were also no significant gender differences within LGBTAQ respondents in denial of services ($\chi^2(2) = 1.38$, $p = .50$) and assault or injury ($\chi^2(2) = 0.59$, $p = .75$), but other forms of harassment were significantly more common among respondents who reported non-binary gender identities ($\chi^2(2) = 7.69$, $p < .05$; see Table 15b). There were also no significant gender differences within HAABG respondents in denial of services ($\chi^2(1) = 1.33$, $p = .25$) and other forms of harassment ($\chi^2(1) = 1.78$, $p = .18$) but the two HAABG respondents who reported experiencing an assault relating to their sexual orientation/gender identity were both male, which is a significant difference ($\chi^2(1) = 4.54$, $p < .05$; Table 15c). The very small figures for experiences of these forms of harassment again mean that the statistical significance of these comparisons should be interpreted with caution.

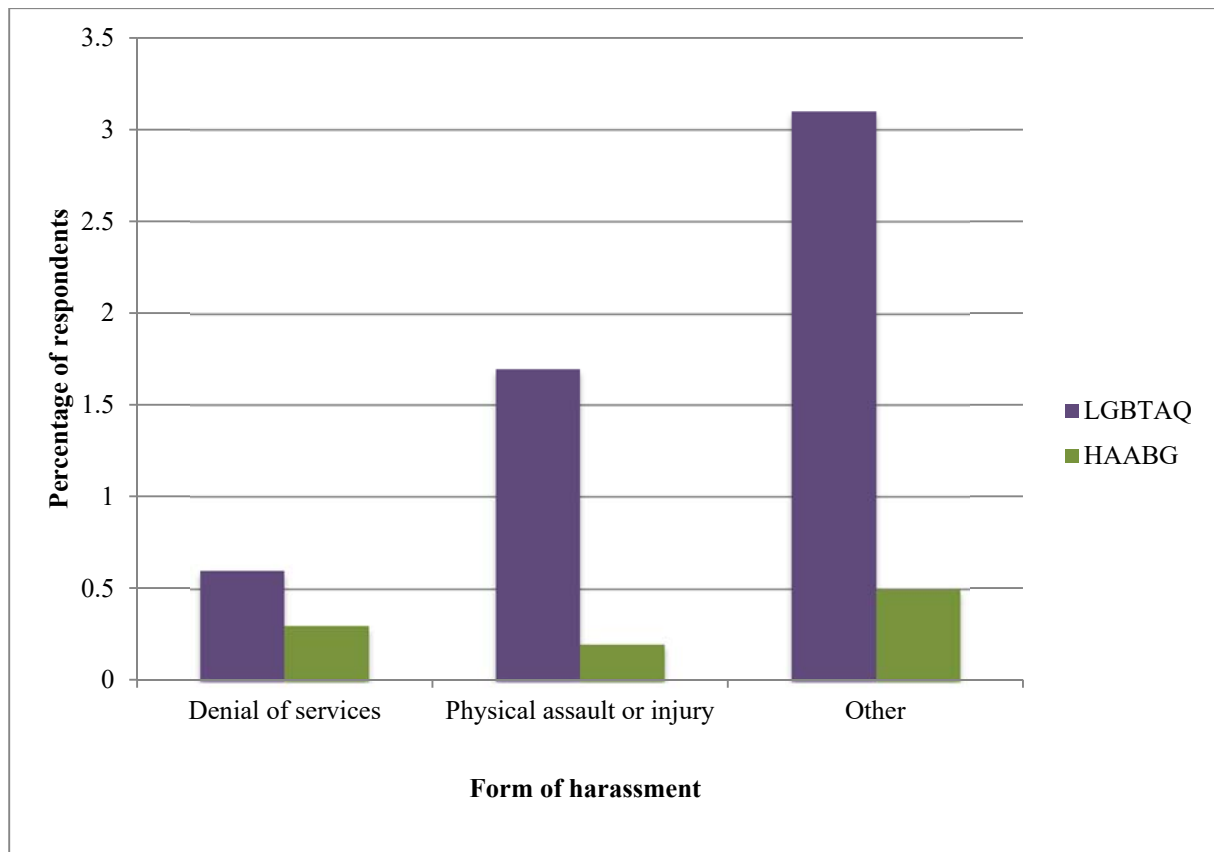


Figure 15. Denial of services, physical harassment, and reports of other non-specific forms of harassment among LGBTAQ and HAABG respondents

Table 15a. Denial of services, physical harassment, and reports of other non-specific forms of harassment experienced by sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Denial of services	Physical assault or injury	Other
Asexual	0.0% (0)	0.0% (0)	0.0% (0)
Bisexual/pansexual	0.7% (1)	1.4% (2)	5.6% (8)
Gay/lesbian/takatāpui	0.8% (1)	2.4% (3)	1.6% (2)
Questioning	0.0% (0)	0.0% (0)	0.0% (0)
Other/queer	0.0% (0)	6.2% (1)	6.2% (1)

Table 15b. Denial of services, physical harassment, and reports of other non-specific forms of harassment experienced by gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Denial of services	Physical assault or injury	Other
Female	0.9% (2)	1.4% (3)	3.3% (7)
Male	0.0% (0)	2.3% (3)	1.5% (2)
Other gender identity	0.0% (0)	0.0% (0)	15.4% (2)

Table 15c. Denial of services, physical harassment, and reports of other non-specific forms of harassment experienced by gender identity subgroups of the HAABG respondents

Group	Denial of services	Physical assault or injury	Other
Female	0.5% (3)	0.0% (0)	0.7% (4)
Male	0.0% (0)	0.7% (2)	0.0% (0)

There were no comments about denial of services and few about assaults. Two HAABG respondents recounted assaults of gay men they know:

- *One of my students in my tutorials was beaten up on George St on Saturday night, because of him being homosexual. [heterosexual man]*
- *Two male gay friends of mine were walking home from town one evening and one was cold so the other had his arm around him. As a group of males walked past them one of them said “Fuckin faggots”. One of my friends who is not violent or confrontational made a comment back to him just saying it wasn’t necessary and was then punched in the face and to the ground, then the group of guys walked off and my friend had to go to hospital. From what my friend told me it didn’t sound like the attackers were university students [heterosexual man]*

Both of these respondents and one other commented about how initiatives to challenge homophobia could help reduce such assaults:

- *Maybe more emphasis needs to be put in educating and promoting acceptance of gay men. I know women can suffer much discrimination themselves but I believe gay men are still less accepted by society and violence against them is far more likely [heterosexual man]*
- *the university should fund initiatives that reach deep into the local community and challenge ignorance, narrow-minded attitudes and intolerance. [heterosexual man]*
- *we should be telling everyone (regardless of gender, sexuality etc) that intimidation, harassment, assault and discrimination will not be tolerated by the University of Otago. [pansexual woman]*

One male HAABG respondent suggested that people should not ‘provoke’ assault, which epitomises victim-blaming:

- *People are always jerks and will always find something to harass you about. Just walk away if you can, and if something physical does start occurring at least don’t provoke it. [heterosexual man]*

Where did the harassment take place?

The two most common places where LGBTAQ respondents had experienced harassment were in a public space on campus or while walking on campus (see Figure 16 and Table 16).

Harassment was least likely to have taken place in a campus office. While the percentages for HAABG respondents are a lot lower, they also noted that harassment they had experienced most often took place in a public space on campus and while walking on campus. Significant differences in locations where harassment had been experienced existed between two groups in regards to: in a class ($\chi^2(1) = 37.04$, $p < .001$), in a hall of residence ($\chi^2(1) = 54.27$, $p < .001$), in a public space on campus ($\chi^2(1) = 73.07$, $p < .001$), while walking on campus ($\chi^2(1) = 45.79$, $p < .001$) and campus events ($\chi^2(1) = 14.64$, $p < .001$). However, no significant differences in harassment occurring in a campus office existed between the two groups ($\chi^2(1) = 2.37$, $p = .12$).

There were no significant differences across the sexual orientation subgroups of the LGBTAQ respondents’ experiences of harassment in a class ($\chi^2(4) = 6.25$, $p = .18$), in a hall of residence ($\chi^2(4) = 3.89$, $p = .42$), in a campus office ($\chi^2(4) = 6.23$, $p = .18$), or at a campus event ($\chi^2(4) = 1.72$, $p = .79$; see Table 16a). However, gay/lesbian/takatāpui respondents were more likely than other LGBTAQ respondents to have been harassed in a public space on campus ($\chi^2(4) = 15.92$, $p < .001$) or while walking on campus ($\chi^2(4) = 11.63$, $p < .05$), with around one in five gay/lesbian/takatāpui respondents reporting harassment in these locations (see Table 16a).

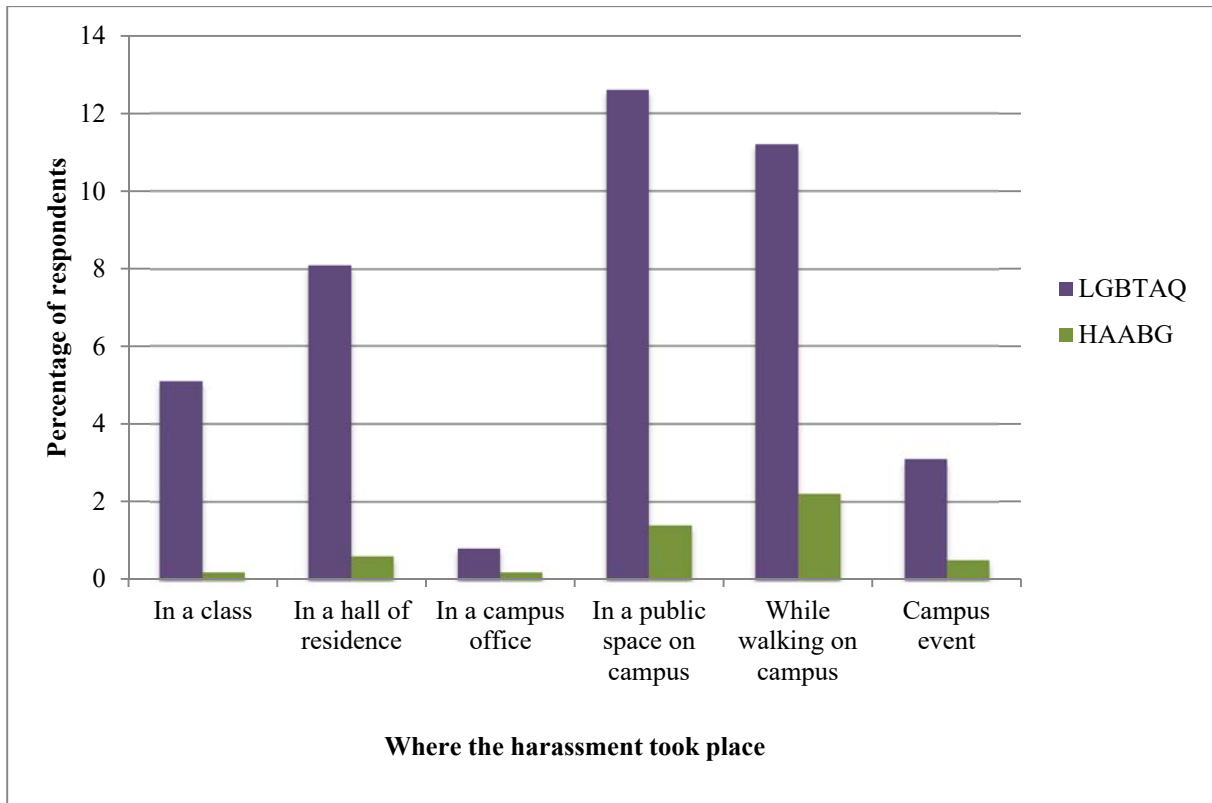


Figure 16. Harassment location for LGBTAQ and HAABG respondents

Table 16. Harassment location among LGBTAQ and HAABG respondents

Group	In a class	In a hall of residence	In a campus office	In a public space on campus	While walking on campus	At a campus event
LGBTAQ	5.1% (18)	8.1% (29)	0.8% (3)	12.6% (45)	11.2% (40)	3.1% (11)
HAABG	0.2% (2)	0.6% (5)	0.2% (2)	1.4% (12)	2.2% (19)	0.5% (4)

Table 16a. Harassment location among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	In a class	In a hall of residence	In a campus office	In a public space on campus	While walking on campus	At a campus event
Asexual	0.0% (0)	0.0% (0)	0.0% (0)	5.0% (1)	0.0% (0)	0.0% (0)
Bisexual/pansexual	3.5% (5)	9.8% (14)	0.7% (1)	10.5% (15)	10.5% (15)	2.8% (4)
Gay/lesbian/takatāpui	8.7% (11)	8.7% (11)	0.8% (1)	21.3% (27)	17.3% (22)	3.9% (5)
Questioning	2.0% (1)	4.0% (2)	0.0% (0)	2.0% (1)	2.0% (1)	2.0% (1)
Other/queer	6.2% (1)	12.5% (2)	6.2% (1)	6.2% (1)	12.5% (2)	6.2% (1)

Of the three incidences of harassment occurring in a campus office for LGBTAQ respondents, one was reported by a male LGBTAQ respondent and two were reported by LGBTAQ respondents who reported non-binary gender identities; this gender difference is significant ($\chi^2(2) = 34.70$, $p < .001$) but should be interpreted with caution due to the low number of incidences in total. There were no gender differences in any other location of harassment within LGBTAQ respondents (see Table 16b: $\chi^2(2) = 3.87$, $p = .14$, for in a class; $\chi^2(2) = 1.37$, $p = .50$, for in a hall of residence; $\chi^2(2) = 0.12$, $p = .94$, for in a public space on campus; $\chi^2(2) = 2.09$, $p = .35$, for while walking on campus; $\chi^2(2) = 1.06$, $p = .59$, for at a campus event).

Table 16b. Harassment location among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	In a class	In a hall of residence	In a campus office	In a public space on campus	While walking on campus	At a campus event
Female	3.8% (8)	7.1% (15)	0.0% (0)	12.3% (26)	11.4% (24)	3.8% (8)
Male	6.1% (8)	9.1% (12)	0.8% (1)	12.9% (17)	9.8% (13)	2.3% (3)
Other gender identity	15.4% (2)	15.4% (2)	15.4% (2)	15.4% (2)	23.1% (3)	0.0% (0)

Within the HAABG respondents, harassment was more likely to have occurred for women than men while walking on campus (see Table 16c: $\chi^2(1) = 5.88$, $p < .05$). There were no gender differences in any other location of harassment within the HAABG respondents ($\chi^2(1) = 0.89$, $p = .35$, for in a class; $\chi^2(1) = 0.21$, $p = .65$, for in a hall of residence; $\chi^2(1) = 0.89$, $p = .35$, for in a campus office; $\chi^2(1) = 1.12$, $p = .29$, for in a public space on campus; $\chi^2(2) = 1.78$, $p = .18$, for at a campus event).

Table 16c. Harassment location among gender identity subgroups of the HAABG respondents

Group	In a class	In a hall of residence	In a campus office	In a public space on campus	While walking on campus	At a campus event
Female	0.3% (2)	0.5% (3)	0.3% (2)	1.6% (10)	3.0% (18)	0.7% (4)
Male	0.0% (0)	0.7% (2)	0.0% (0)	0.7% (2)	0.4% (1)	0.0% (0)

The majority of comments that touched on the location of harassment noted that it tends to happen in public spaces but is relatively rare on campus and is more common off campus:

- *I think while at campus in the day people are accepting or at least keep their opinions to themselves.* [heterosexual woman]
- *While I haven't been harassed on campus, I have many times on the borders of campus* [gay man]
- *It is not on campus that queer people are likely to be harassed, it is out on the streets or around the flats, especially at night.* [heterosexual man]
- *The majority of incidents regarding queer friends being harassed appear to happen off campus* [heterosexual woman]
- *On campus people are generally quiet most of the time. But students on the street or in bars are more likely to vocalise their distaste.* [bisexual man]

Comments about harassment occurring in classes or halls of residence are included in the earlier sections on forms of harassment and avoidance of disclosing sexual orientation/gender identity to university staff.

No comments were made about harassment in a campus office. Comments about campus events tended to focus on harassment perpetrated by people who had been drinking alcohol:

- *When there is alcohol involved (such as some OUSA events) is when people get nasty.* [heterosexual woman]

Who was the source of the harassment?

The most common known source of harassment for the LGBTAQ and HAABG respondents was fellow students (see Figure 17 and Table 17). Harassment by staff members, supervisors or administrators was uncommon among both LGBTAQ and HAABG respondents. The LGBTAQ respondents were more likely to report harassment by fellow students ($\chi^2(1) = 110.74$, $p < .001$), staff members ($\chi^2(1) = 10.57$, $p < .01$) and unknown individuals ($\chi^2(1) = 20.34$, $p < .001$). No significant differences existed between the two groups in regards to the source of harassment being a supervisor ($\chi^2(1) = 2.10$, $p = .15$) or an administrator ($\chi^2(1) = 0.41$, $p = .52$).

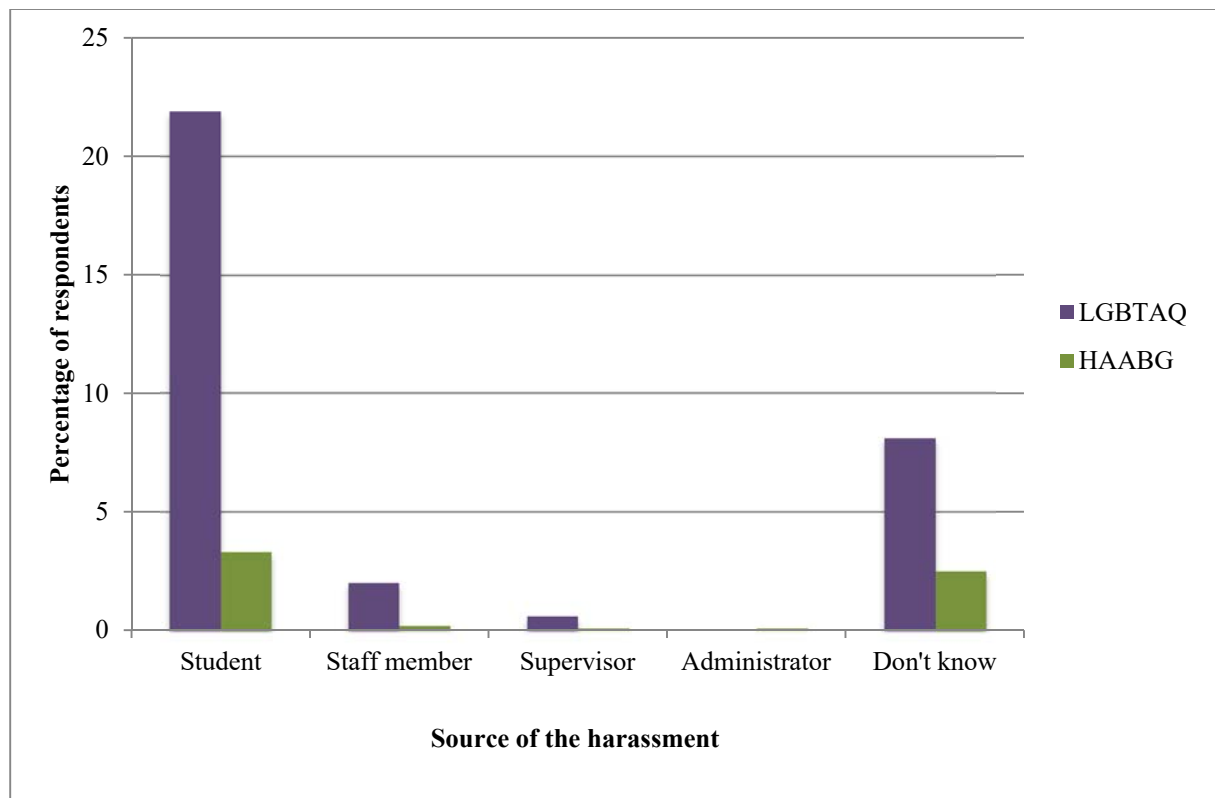


Figure 17. Source of harassment among LGBTAQ and HAABG respondents

Table 17. Source of harassment among LGBTAQ and HAABG respondents

Group	Student	Staff member	Supervisor	Administrator	Don't know
LGBTAQ	21.9% (78)	2.0% (7)	0.6% (2)	0.0% (0)	8.1% (29)
HAABG	3.3% (29)	0.2% (2)	0.1% (1)	0.1% (1)	2.5% (22)

Within the LGBTAQ respondents who reported having been harassed based on their sexual orientation or gender identity, a significant difference existed across the sexual orientation subgroups in terms of other students being the source of harassment, with lesbian/gay/takatāpui and bisexual/pansexual respondents reporting the most harassment from other students (see Table 17a: $\chi^2(4) = 16.35, p < .001$). No significant difference existed across the sexual orientation subgroups in terms of the small number of instances of harassment by staff members, supervisors, or administrators (combined to increase the number of reports across these types of staff: $\chi^2(4) = 4.09, p = .39$).

A few LGBTAQ respondents made comments about harassment they had experienced from specific staff members. One respondent commented about being harassed by a residential assistant (RA) at a hall of residence:

- *My senior RA put shit [i.e., leaflets] under my door two years ago encouraging me to marry a woman. Also told people he hates gays and that I should die and tried getting me in trouble for stupid stuff I didn't do. [gay man]*

Other LGBTAQ respondents commented about harassment from lecturers and tutors, which was typically about comments made to entire classes but also included comments indicative of individual harassment:

- *Particular lecturers have been openly homophobic both towards me [genderqueer person who reported their sexual orientation to be queer]*
- *Not enough lecturers/tutors are sensitive enough to queer issues. Lecturers/tutors in my time at uni have made offensive comments in passing. [lesbian woman]*
- *My lab demonstrator has used 'gay' as an insult [gay man]*

Some LGBTAQ respondents also commented about being harassed by fellow students, particularly male students:

- *students use homophobic language on campus all the time [woman who reported her sexual orientation to be queer]*
- *I have heard comments/jokes/negative attitude towards people like me from some students on campus [bisexual woman]*
- *Harassment from straight male students who feel that bisexual girls are willing to preform a threesome because of there sexual orientation and they push for that to occur. [bisexual woman]*

Respondents' comments about harassment perpetrated by students overlapped with comments covered in the section on location of harassment about harassment occurring at night and/or when students have been drinking alcohol, particularly off campus. Several comments indicated implicitly or explicitly that perpetrators of harassment, particularly assaults, were thought not to be students:

- *It is not on campus that queer people are likely to be harassed, it is out on the streets or around the flats, especially at night. Particularly the young men of Dunedin can be abusive towards gay men. [heterosexual man]*
- *From what my friend told me it didn't sound like the attackers were university students but were most likely Bogans from South Dunedin. [heterosexual man]*

Within LGBTAQ respondents there were also significant gender differences in terms of the source of harassment being other students ($\chi^2(2) = 5.96$, $p = .051$, so borderline significant) and staff members, supervisors, or administrators ($\chi^2(2) = 13.15$, $p < .001$). Respondents with non-binary gender identities were more likely to report harassment from students and staff members, supervisors, or administrators (see Table 17b), although the gender difference for harassment by staff should be interpreted with caution due to the small number of instances reported. In contrast, there were no significant gender differences within HAABG respondents in terms of the source of harassment being other students ($\chi^2(1) = .13$, $p = .72$) or staff members, supervisors, or administrators ($\chi^2(1) = .89$, $p = .35$; see Table 17c).

Table 17a. Source of harassment among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Student	Staff member/ supervisor/ administrator
Asexual	0.0% (0)	0.0% (0)
Bisexual/pansexual	22.4% (32)	1.4% (2)
Gay/lesbian/takatāpui	30.7% (39)	3.1% (4)
Questioning	10.0% (5)	0.0% (0)
Other/queer	12.5% (2)	6.2% (1)

Table 17b. Source of harassment among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Student	Staff member/ supervisor/ administrator
Female	19.0% (40)	1.9% (4)
Male	24.2% (32)	0.8% (1)
Other gender identity	46.2% (6)	15.4% (2)

Table 17c. Source of harassment among gender identity subgroups of the HAABG respondents

Group	Student	Staff member/ supervisor/ administrator
Female	3.4% (21)	0.3% (2)
Male	3.0% (8)	0.0% (0)

Have respondents ever felt uncomfortable using the current bathrooms at the University of Otago due to their sexual orientation/gender identity?

Over 7% of the LGBTAQ respondents reported having felt some level of discomfort using campus bathrooms due to their sexual orientation/gender identity (see Figure 18 and Table 18). In contrast, 2% of the HAABG respondents reported having felt discomfort using campus bathrooms. A significant difference in comfort using the bathrooms existed between the two groups ($\chi^2(1) = 19.37$, $p < .001$). It is important to note that the majority of current ‘bathrooms’ on campus do not actually contain a bath, and the typical formation of gender-segregated student bathrooms is a number of cubicles in a large room with one or more disabled-access cubicle and urinals only in the men’s bathroom. The student gym and some sports facilities have gender-segregated changing rooms with showers, and a few campus bathrooms have shower facilities, but these tend to have limited access.

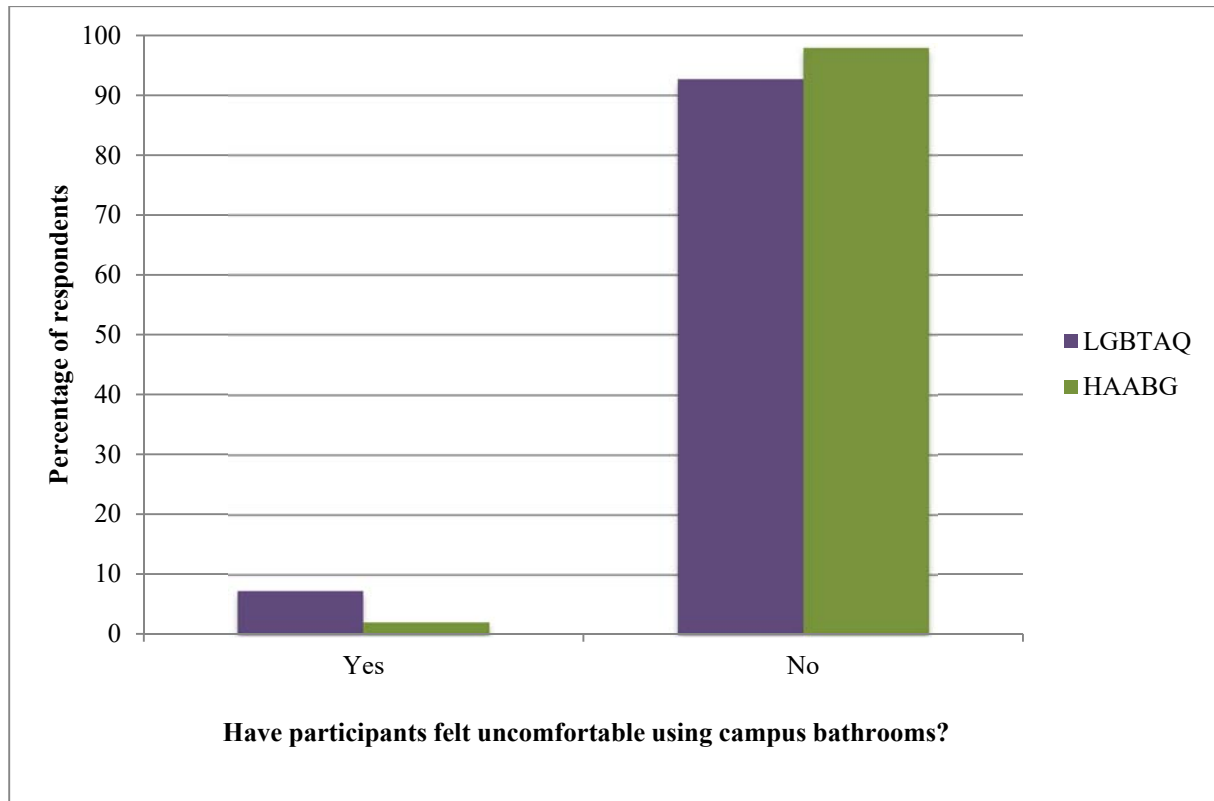


Figure 18. Discomfort using the current bathrooms at the University of Otago due to sexual orientation/gender identity among LGBTAQ and HAABG respondents

Table 18. Discomfort using the current bathrooms at the University of Otago due to sexual orientation/gender identity among LGBTAQ and HAABG respondents

Group	Yes	No	Total number
LGBTAQ	7.3% (25)	92.7% (317)	342
HAABG	2.1% (17)	97.9% (812)	829

There was no significant difference in discomfort using current bathrooms across the sexual orientation subgroups of the LGBTAQ respondents (see Table 18a: $\chi^2(4) = 5.53$, $p = .24$). There was, however, a significant gender difference within the LGBTAQ respondents such that over two-thirds of the respondents with non-binary gender identities reported feeling uncomfortable using current bathrooms compared to less than 5% of the female and male LGBTAQ respondents (see Table 18b: $\chi^2(2) = 76.47$, $p < .001$). In contrast, within the HAABG respondents there was no significant gender difference in discomfort using the current bathrooms, which was reported by less than 3% of female and male HAABG respondents (Table 18c: $\chi^2(1) = 1.00$, $p = .32$).

Table 18a. Discomfort using the current bathrooms at the University of Otago among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Yes	No	Total number
Asexual	5.6% (1)	94.4% (17)	18
Bisexual/pansexual	7.4% (10)	92.6% (126)	136
Gay/lesbian/takatāpui	9.7% (12)	90.3% (112)	124
Questioning	0.0% (0)	100.0% (48)	48
Other/queer	12.5% (2)	87.5% (14)	16

Table 18b. Discomfort using the current bathrooms at the University of Otago among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Yes	No	Total number
Female	4.9% (10)	95.1% (195)	205
Male	4.8% (6)	95.2% (118)	124
Other gender identity	69.2% (9)	30.8% (4)	13

Table 18c. Discomfort using the current bathrooms at the University of Otago among gender identity subgroups of the HAABG respondents

Group	Yes	No	Total number
Female	1.7% (10)	98.3% (569)	579
Male	2.8% (7)	97.2% (243)	250

Several LGBTAQ and HAABG respondents commented that gender-segregated bathrooms are uncomfortable for people with non-binary gender identities:

- *I think gender neutral bathrooms are a great idea. A person should not have to be uncomfortable when using bathrooms because they do not identify with the gender they physically were born into.* [heterosexual woman]
- *I try not to use bathrooms at the university because I feel uncomfortable in both.* [bisexual person who reported their gender identity as ftm {female-to-male} transman]

Would respondents feel comfortable using gender-neutral bathrooms at the University of Otago?

Nearly 80% of the LGBTAQ respondents stated they would feel comfortable using gender-neutral bathrooms (see Figure 19 and Table 19). In contrast, only two-thirds of the HAABG respondents would be comfortable with these bathrooms. A significant difference in comfort using gender-neutral bathrooms existed between the two groups ($\chi^2(1) = 22.57, p < .001$).

There was a significant difference in comfort using potential gender-neutral bathrooms across the sexual orientation subgroups of the LGBTAQ respondents (see Table 19a: $\chi^2(4) = 12.43, p < .01$). Over a third of respondents who reported questioning their sexual orientation reported that they would not be comfortable using potential gender-neutral bathrooms. Similarly, a quarter of gay/lesbian/takatāpui respondents, around one in six asexual and bisexual/pansexual respondents, and around one in 20 of the respondents who reported their sexual orientation to be other/queer noted that they would not be comfortable using such bathrooms.

No arguments against gender-neutral bathrooms were raised in comments, although one HAABG respondent argued that some gender-segregated bathrooms should remain (with no reason given):

- *The option of gender neutral facilities would be appropriate but I think there should be an option of male/female.* [heterosexual woman]

Other respondents argued that all bathrooms should be gender-neutral and specified that they foresee these bathrooms as something different to current bathrooms:

- *unisex toilets, not as a single 'other' option but everywhere.* [genderqueer person who reported their sexual orientation to be queer]
- *If I'm in a bathroom or changing area I'd prefer no one to see/be there regardless of there sex or orientation.* [heterosexual man]

Other respondents highlighted the value gender-neutral bathrooms would have for intersex people and people with non-binary gender identities:

- *I don't think it would cause harm or discomfort to anyone, and would provide trans and intersex people with a comfortable and non-confronting choice.* [bisexual woman]
- *Gender neutral bathrooms are a must for others like me (transfolk)* [bisexual person who reported their gender identity as ftm {female-to-male} transman]

One respondent emphasised that having gender-neutral bathrooms at the University of Otago would set an example:

- *I think otago uni could be a leading example to the rest of the country by implementing gender-neutral toilets.* [bisexual woman]

There was no significant gender difference in comfort using potential gender-neutral bathrooms within the LGBTAQ respondents (see Table 19b: ($\chi^2(2) = 4.40$, $p = .11$). Despite this statistical non-significance, it is worth highlighting that 100% of the 13 respondents who reported a non-binary gender identity noted they would be comfortable using potential gender-neutral bathrooms, whereas 20% of female and 25% of male LGBTAQ respondents noted that they would not be comfortable using such bathrooms. There was a significant gender difference in comfort using potential gender-neutral bathrooms within the HAABG respondents, with over a third of female HAABG respondents noting that they would not be comfortable using such bathrooms compared to around a quarter of male HAABG respondents (Table 19c: $\chi^2(1) = 7.45$, $p < .05$).

Table 19. Comfort using gender-neutral bathrooms at the University of Otago among LGBTAQ and HAABG respondents

Group	Yes	No	Total number
LGBTAQ	78.7% (270)	21.3% (73)	343
HAABG	64.6% (534)	35.4% (293)	827

Table 19a. Comfort using gender-neutral bathrooms at the University of Otago among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Yes	No	Total number
Asexual	83.3% (15)	16.7% (3)	18
Bisexual/pansexual	84.7% (116)	15.3% (21)	137
Gay/lesbian/takatāpui	75.2% (94)	24.8% (31)	125
Questioning	63.8% (30)	36.2% (17)	47
Other/queer	93.8% (15)	6.2% (1)	16

Table 19b. Comfort using gender-neutral bathrooms at the University of Otago among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Yes	No	Total number
Female	79.4% (162)	20.6% (42)	204
Male	75.4% (95)	24.6% (31)	126
Other gender identity	100.0% (13)	0.0% (0)	13

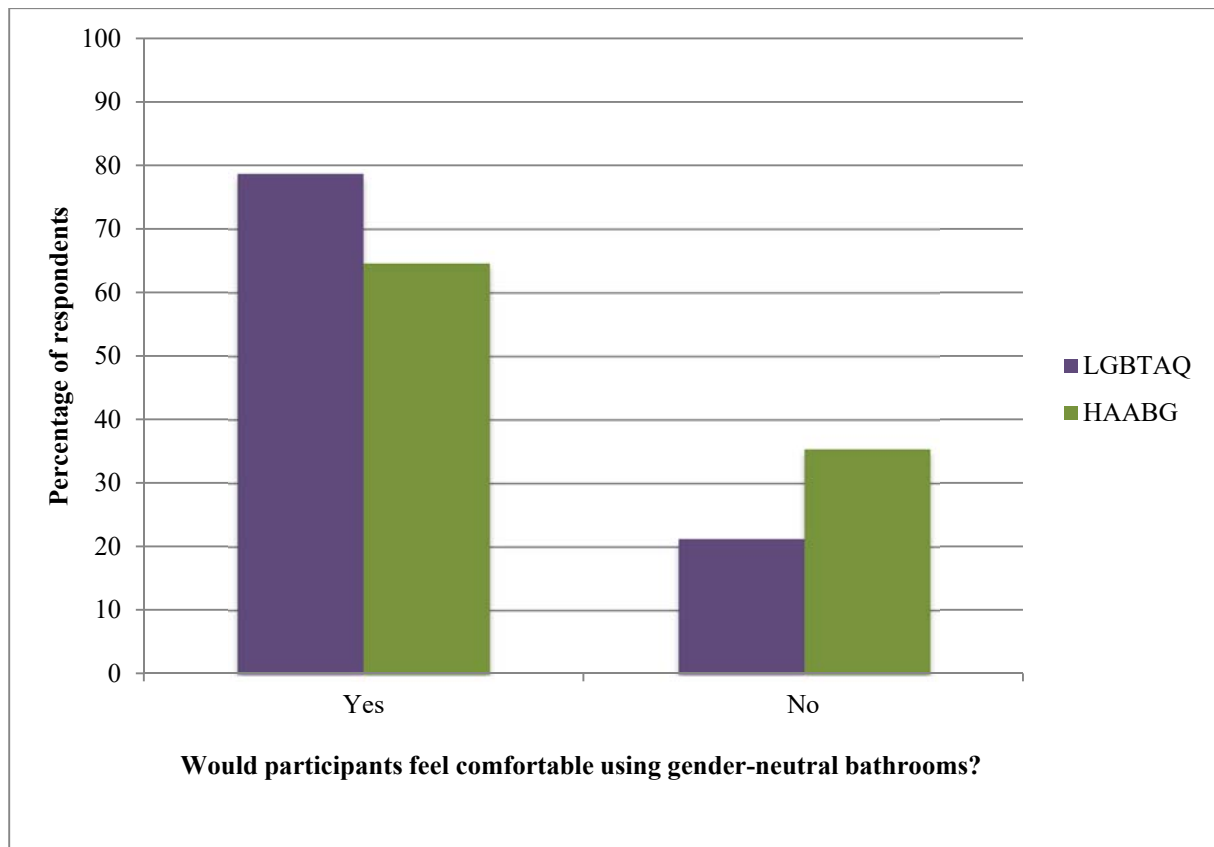


Figure 19. Comfort using gender-neutral bathrooms at the University of Otago among LGBTAQ and HAABG respondents

Table 19c. Comfort using gender-neutral bathrooms at the University of Otago among gender identity subgroups of the HAABG respondents

Group	Yes	No	Total number
Female	61.6% (356)	38.4% (222)	578
Male	71.5% (178)	28.5% (71)	249

Perceptions of LGBTAQ harassment on campus

The following questions detail respondents' views on the overall likelihood of harassment on campus for specific groups of LGBTAQ individuals in general.

Do respondents think gay men are likely to be harassed on campus?

Over 40% of the LGBTAQ respondents thought that gay men are “likely” or “very likely” to be harassed on campus due to their sexual orientation/gender identity whereas around 30% thought it “unlikely” or “very unlikely” (see Figure 20 and Table 20). In contrast, 30% of the HAABG respondents thought that gay men are “likely” or “very likely” to be harassed on campus whereas nearly half thought it “unlikely” or “very unlikely”. These differences in the two groups' views of how likely gay men are to be harassed on campus were significant ($\chi^2(4) = 39.52, p < .001$).

Several respondents commented on harassment experienced by gay men:

- *if I hear homophobic comments it's pretty disheartening.* [gay man]
- *It saddens me when people I am with who identify as gay are abused – this is mainly through the yelling of derogatory marks.* [heterosexual woman]
- *remarks other people have made about gay couples have been hurtful, intentional or not.* [bisexual man]

Some HAABG and LGBTAQ respondents highlighted how gay men they know have not experienced any harassment as positive examples without commenting directly about whether this absence of harassment is widespread:

- *I have a good friend who is gay. We are both in our fifth year and he has stated that he has never faced harassment since he has been at uni. I think this is great.* [heterosexual woman]
- *We have an openly gay bloke at my college and it seldom comes up in conversation, and I like that. It shows that people are so ok with it that they do not really care about it at all, and I would like to see that become the norm.* [gay man]

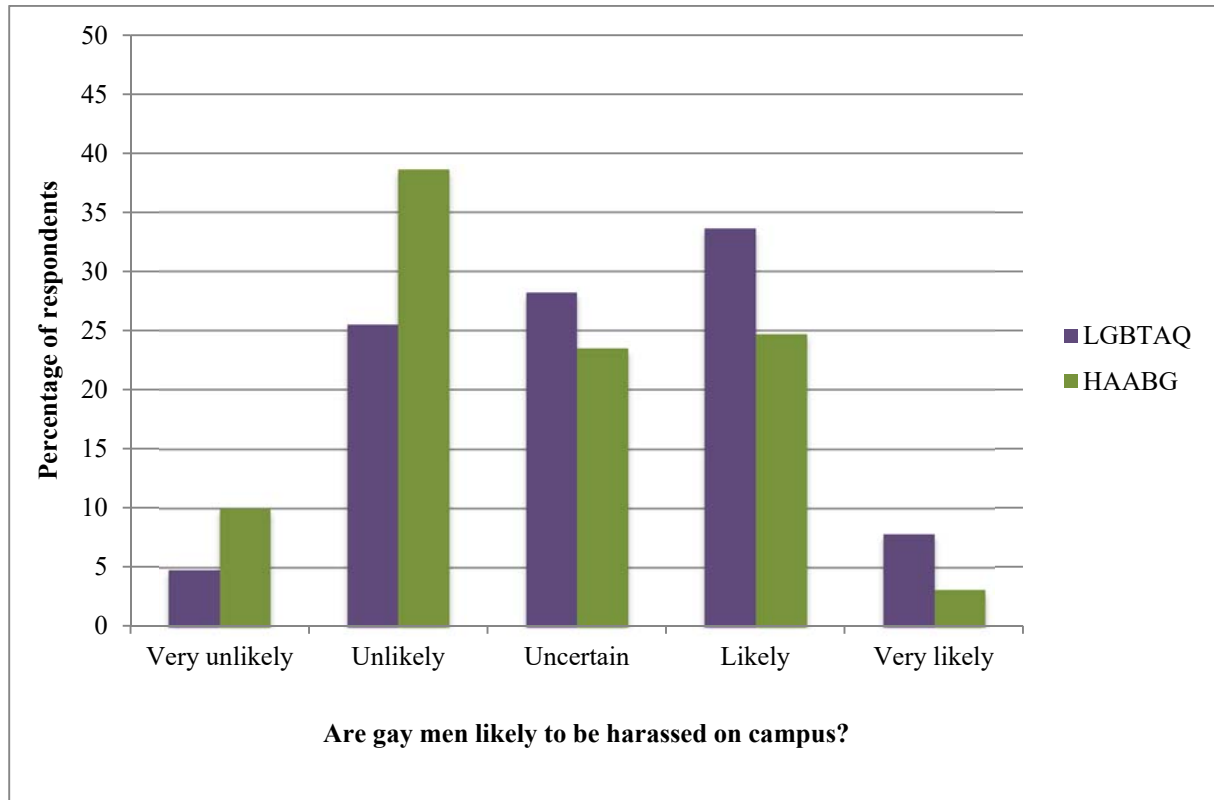


Figure 20. Views on whether gay men are likely to be harassed on campus among LGBTAQ and HAABG respondents

Table 20. Views on whether gay men are likely to be harassed on campus among LGBTAQ and HAABG respondents

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
LGBTAQ	4.8% (16)	25.5% (85)	28.2% (94)	33.6% (112)	7.8% (26)	333
HAABG	10.0% (80)	38.6% (308)	23.5% (187)	24.7% (197)	3.1% (25)	797

Within the LGBTAQ respondents there were no significant differences in views on whether gay men are likely to be harassed on campus across the sexual orientation subgroups (see Table 20a: $\chi^2(16) = 22.48$, $p = .13$) nor across gender identity subgroups (see Table 20b: $\chi^2(8) = 9.31$, $p = .32$).

Table 20a. Views on whether gay men are likely to be harassed on campus among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Asexual	5.6% (1)	50.0% (9)	22.2% (4)	16.7% (3)	5.6% (1)	18
Bisexual/ pansexual	1.5% (2)	23.7% (31)	32.1% (42)	36.6% (48)	6.1% (8)	131
Gay/lesbian/ takatāpui	8.3% (10)	27.3% (33)	23.1% (28)	31.4% (38)	9.9% (12)	121
Questioning	4.3% (2)	23.4% (11)	29.8% (14)	38.3% (18)	4.3% (2)	47
Other/queer	6.2% (1)	6.2% (1)	37.5% (6)	31.2% (5)	18.8% (3)	16

Table 20b. Views on whether gay men are likely to be harassed on campus among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Female	3.0% (6)	25.8% (51)	30.3% (60)	33.3% (66)	7.6% (15)	198
Male	8.2% (10)	26.2% (32)	26.2% (32)	32.0% (39)	7.4% (9)	122
Other gender identity	0.0% (0)	15.4% (2)	15.4% (2)	53.8% (7)	15.4% (2)	13

Do respondents think lesbian women are likely to be harassed on campus?

Around a third of the LGBTAQ respondents thought that lesbian women are ‘likely’ or ‘very likely’ to be harassed on campus due to their sexual orientation/gender identity whereas over a third thought it ‘unlikely’ or ‘very unlikely’ (see Figure 21 and Table 21). In contrast, around a quarter of the HAABG respondents thought that lesbian women are ‘likely’ or ‘very likely’ to be harassed on campus whereas over half thought it ‘unlikely’ or ‘very unlikely’. These differences in the two groups’ views of how likely lesbian women are to be harassed on campus were significant ($\chi^2(4) = 23.29$, $p < .001$).

Within the LGBTAQ respondents there were no significant differences in views on whether lesbian women are likely to be harassed on campus across the sexual orientation subgroups (see Table 21a: $\chi^2(16) = 17.55$, $p = .35$) nor across gender identity subgroups (see Table 21b: $\chi^2(8) = 13.06$, $p = .11$).

Table 21. Views on whether lesbian women are likely to be harassed on campus among LGBTAQ and HAABG respondents

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
LGBTAQ	6.9% (23)	30.9% (103)	27.9% (93)	29.4% (98)	4.8% (16)	333
HAABG	12.2% (97)	39.0% (310)	25.3% (201)	21.3% (169)	2.1% (17)	794

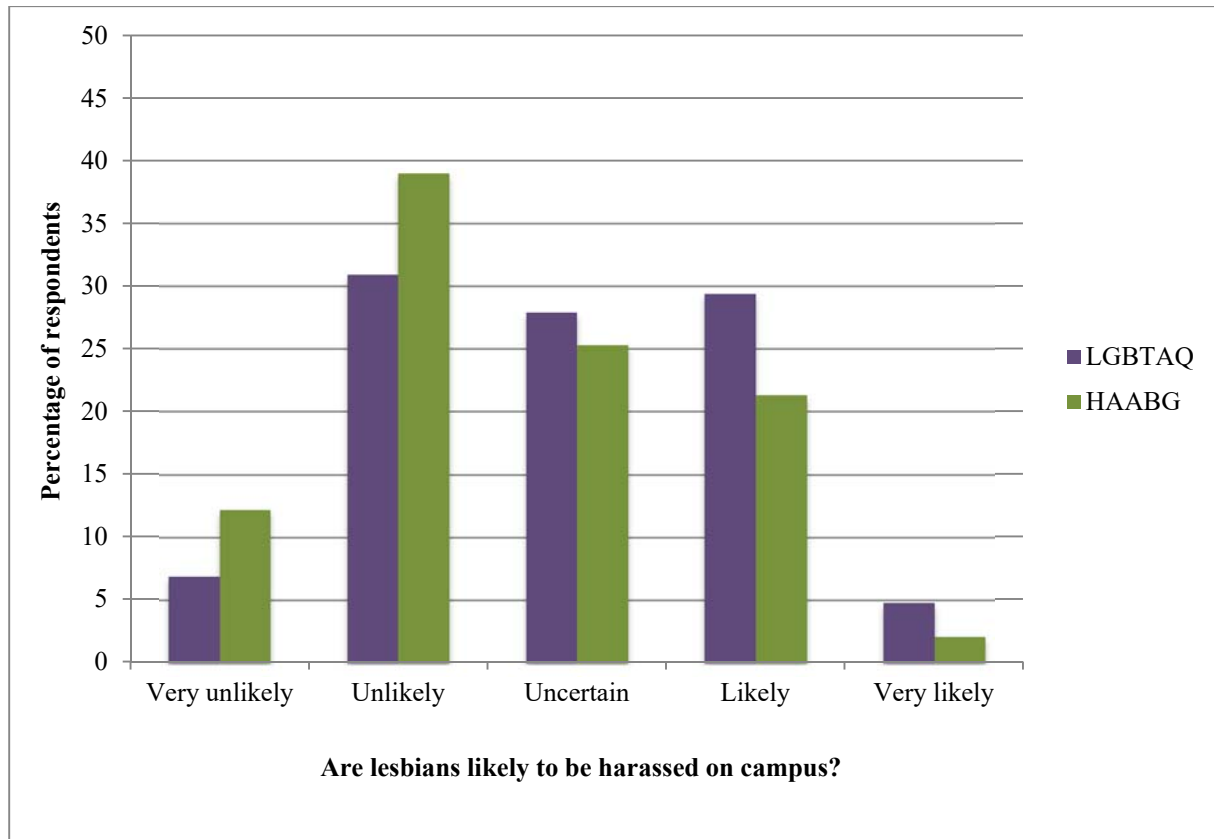


Figure 21. Views on whether lesbian women are likely to be harassed on campus among LGBTAQ and HAABG respondents

Table 21a. Views on whether lesbian women are likely to be harassed on campus among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Asexual	0.0% (0)	66.7% (12)	11.1% (2)	22.2% (4)	0.0% (0)	18
Bisexual/ pansexual	6.9% (9)	27.5% (36)	28.2% (37)	32.1% (42)	5.3% (7)	131
Gay/lesbian/ takatāpui	8.3% (10)	31.4% (38)	28.1% (34)	28.1% (34)	4.1% (5)	121
Questioning	6.4% (3)	31.9% (15)	29.8% (14)	27.7% (13)	4.3% (2)	47
Other/queer	6.2% (1)	12.5% (2)	37.5% (6)	31.2% (5)	12.5% (2)	16

Table 21b. Views on whether lesbian women are likely to be harassed on campus among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Female	5.1% (10)	32.8% (65)	27.3% (54)	29.8% (59)	5.1% (10)	198
Male	10.7% (13)	28.7% (35)	31.1% (38)	25.4% (31)	4.1% (5)	122
Other gender identity	0.0% (0)	23.1% (3)	7.7% (1)	61.5% (8)	7.7% (1)	13

Respondents' comments about harassment of lesbian women included reactions to public displays of affection:

- *I said that lesbians would be likely to be harassed on campus because in my experience showing romantic/physical affection to another female has sometimes resulted in sexual catcalls etc.* [bisexual woman]

As with comments about gay men, some respondents highlighted how they themselves or lesbian/gay women they know have not experienced any harassment:

- *Don't feel safety is threatened* [lesbian woman]
- *I have a friend who is happily gay and have never once seen her fear for her safety.* [asexual woman]

Do respondents think bisexual people are likely to be harassed on campus?

Around a quarter of the LGBTAQ respondents thought that bisexual people are 'likely' or 'very likely' to be harassed on campus due to their sexual orientation/gender identity whereas over a third thought it 'unlikely' or 'very unlikely' (see Figure 22 and Table 22). In contrast, around one in six of the HAABG respondents thought that bisexual people are 'likely' or 'very likely' to be harassed on campus whereas over half thought it 'unlikely' or 'very unlikely'. These differences in the two groups' views of how likely bisexual people are to be harassed on campus were significant ($\chi^2(4) = 13.73$, $p < .001$).

This question did not cover respondents' views of pansexual people nor did it specify the gender of the bisexual people, but several female bisexual/pansexual respondents commented on particularly being harassed:

- *Harassment from straight male students who feel that bisexual girls are willing to preform a threesome* [bisexual woman]
- *as a woman I am faced with intimidation and verbal harassment on a daily basis* [pansexual woman]

Table 22. Views on whether bisexual people are likely to be harassed on campus among LGBTAQ and HAABG respondents

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
LGBTAQ	9.4% (31)	35.2% (116)	32.4% (107)	20.3% (67)	2.7% (9)	330
HAABG	13.5% (106)	41.8% (329)	29.1% (229)	14.2% (112)	1.5% (12)	788

Within the LGBTAQ respondents there were no significant differences in views on whether bisexual people are likely to be harassed on campus across the sexual orientation subgroups (see Table 22a: $\chi^2(16) = 13.65$, $p = .63$). However, there was a significant gender difference such that male LGBTAQ respondents were more likely to report thinking that bisexual people are very unlikely to be harassed on campus (see Table 22b: $\chi^2(8) = 20.71$, $p < .01$). More people with non-binary gender identities reported thinking bisexual people are likely to be harassed on campus but the majority were uncertain, and the small number of respondents in this subgroup mean that this difference should be interpreted with caution.

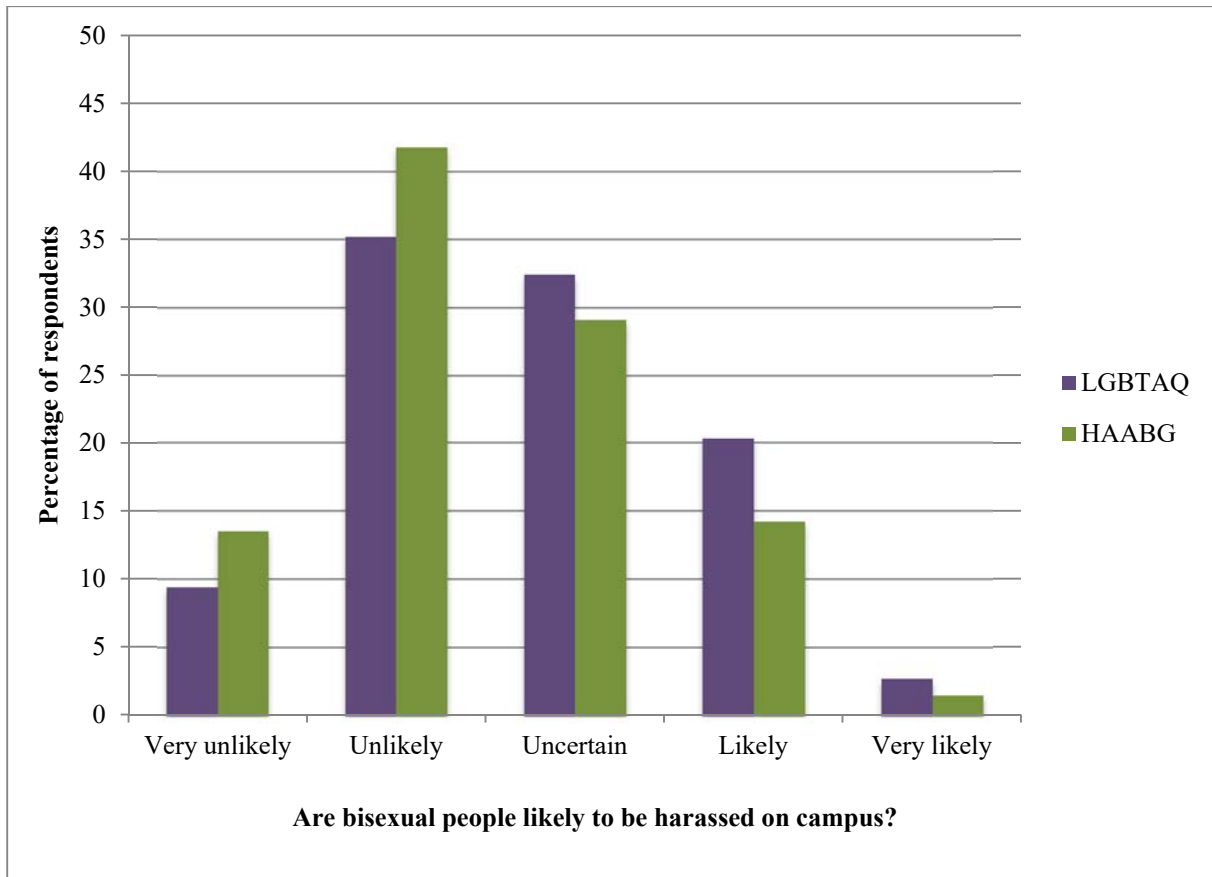


Figure 22. Views on whether bisexual people are likely to be harassed on campus among LGBTAQ and HAABG respondents

Table 22a. Views on whether bisexual people are likely to be harassed on campus among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Asexual	5.9% (1)	47.1% (8)	29.4% (5)	11.8% (2)	5.9% (1)	17
Bisexual/pansexual	6.9% (9)	40.0% (52)	29.2% (38)	20.0% (26)	3.8% (5)	130
Gay/lesbian/takatāpui	13.3% (16)	32.5% (39)	33.3% (40)	19.2% (23)	1.7% (2)	120
Questioning	8.5% (4)	31.9% (15)	34.0% (16)	23.4% (11)	2.1% (1)	47
Other/queer	6.2% (1)	12.5% (2)	50.0% (8)	31.2% (5)	0.0% (0)	16

Table 22b. Views on whether bisexual people are likely to be harassed on campus among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Female	6.6% (13)	37.8% (74)	30.1% (59)	23.5% (46)	2.0% (4)	196
Male	14.9% (18)	33.1% (40)	34.7% (42)	14.9% (18)	2.5% (3)	121
Other gender identity	0.0% (0)	15.4% (2)	46.2% (6)	23.1% (3)	15.4% (2)	13

Do respondents think transgender people (including fa'afafine and whakawahine) are likely to be harassed on campus?

Nearly two-thirds of the LGBTAQ respondents thought that transgender people are 'likely' or 'very likely' to be harassed on campus due to their sexual orientation/gender identity whereas around 10% thought it 'unlikely' or 'very unlikely' (see Figure 23 and Table 23). In contrast, less than half of the HAABG respondents thought that transgender people are 'likely' or 'very likely' to be harassed on campus whereas almost a quarter thought it 'unlikely' or 'very unlikely'. These differences in the two groups' views of how likely transgender people are to be harassed on campus were significant ($\chi^2(4) = 46.28, p < .001$).

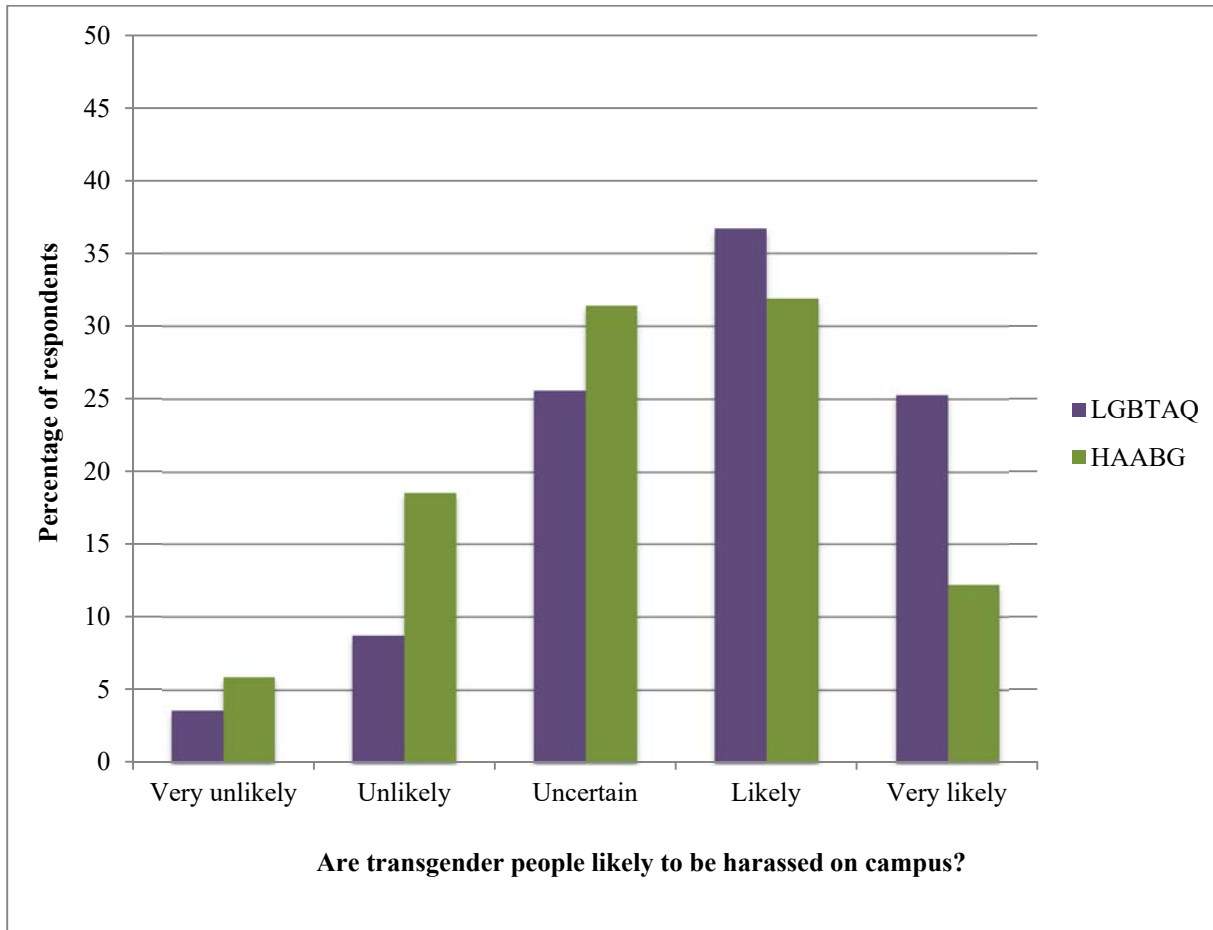


Figure 23. Views on whether transgender people are likely to be harassed on campus among LGBTAQ and HAABG respondents

Table 23. Views on whether transgender people are likely to be harassed on campus among LGBTAQ and HAABG respondents

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
LGBTAQ	3.6% (12)	8.7% (29)	25.6% (85)	36.7% (122)	25.3% (84)	332
HAABG	5.9% (47)	18.6% (148)	31.4% (250)	31.9% (254)	12.2% (97)	796

Within the LGBTAQ respondents there were no significant differences in views on whether transgender people are likely to be harassed on campus across the sexual orientation subgroups (see Table 23a: $\chi^2(16) = 23.25, p = .11$) nor across gender identity subgroups (see Table 23b: $\chi^2(8) = 7.83, p = .45$).

Table 23a. Views on whether transgender people are likely to be harassed on campus among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Asexual	5.6% (1)	22.4% (4)	16.7% (3)	27.8% (5)	27.8% (5)	18
Bisexual/ pansexual	0.0% (0)	10.8% (14)	24.6% (32)	36.2% (47)	28.5% (37)	130
Gay/lesbian/ takatāpui	6.6% (8)	5.0% (6)	27.3% (33)	38.0% (46)	23.1% (28)	121
Questioning	4.3% (2)	10.6% (5)	29.8% (14)	40.4% (19)	14.9% (7)	47
Other/queer	6.2% (1)	0.0% (0)	18.8% (3)	31.2% (5)	43.8% (7)	16

Table 23b. Views on whether transgender people are likely to be harassed on campus among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Female	3.0% (6)	9.6% (19)	25.8% (51)	35.4% (70)	26.3% (52)	198
Male	5.0% (6)	8.3% (10)	27.3% (33)	38.0% (46)	21.5% (26)	121
Other gender identity	0.0% (0)	0.0% (0)	7.7% (1)	46.2% (6)	46.2% (6)	13

One of the respondents with a non-binary gender identity commented not specifically about harassment but what might relate to fear of harassment in bathrooms:

- *I try not to use bathrooms at the university because I feel uncomfortable in both.* [bisexual person who reported their gender identity as ftm {female-to-male} transman]

A few HAABG respondents commented about specific trans individuals being discriminated against or how they feel trans people are not harassed:

- *I know of a transsexual who is always being talked about behind her back and I think its important for the University of Otago to focus on such instances and educate people more on transvestism* [heterosexual woman]
- *despite the fact that I am a heterosexual, the knowledge that queer and transgender people are able to be open and are treated with respect and not discriminated against makes me feel safer at uni* [heterosexual woman]

Do respondents think queer* people are likely to be harassed on campus?

Almost half of the LGBTAQ respondents thought that queer* people are 'likely' or 'very likely' to be harassed on campus due to their sexual orientation/gender identity whereas around a quarter thought it 'unlikely' or 'very unlikely' (see Figure 24 and Table 24). In contrast, around a third of the HAABG respondents thought that queer* people are 'likely' or 'very likely' to be harassed on campus whereas over 40% thought it 'unlikely' or 'very unlikely'. These differences in the two groups' views of how likely queer* people are to be harassed on campus were significant ($\chi^2(4) = 46.75$, $p < .001$).

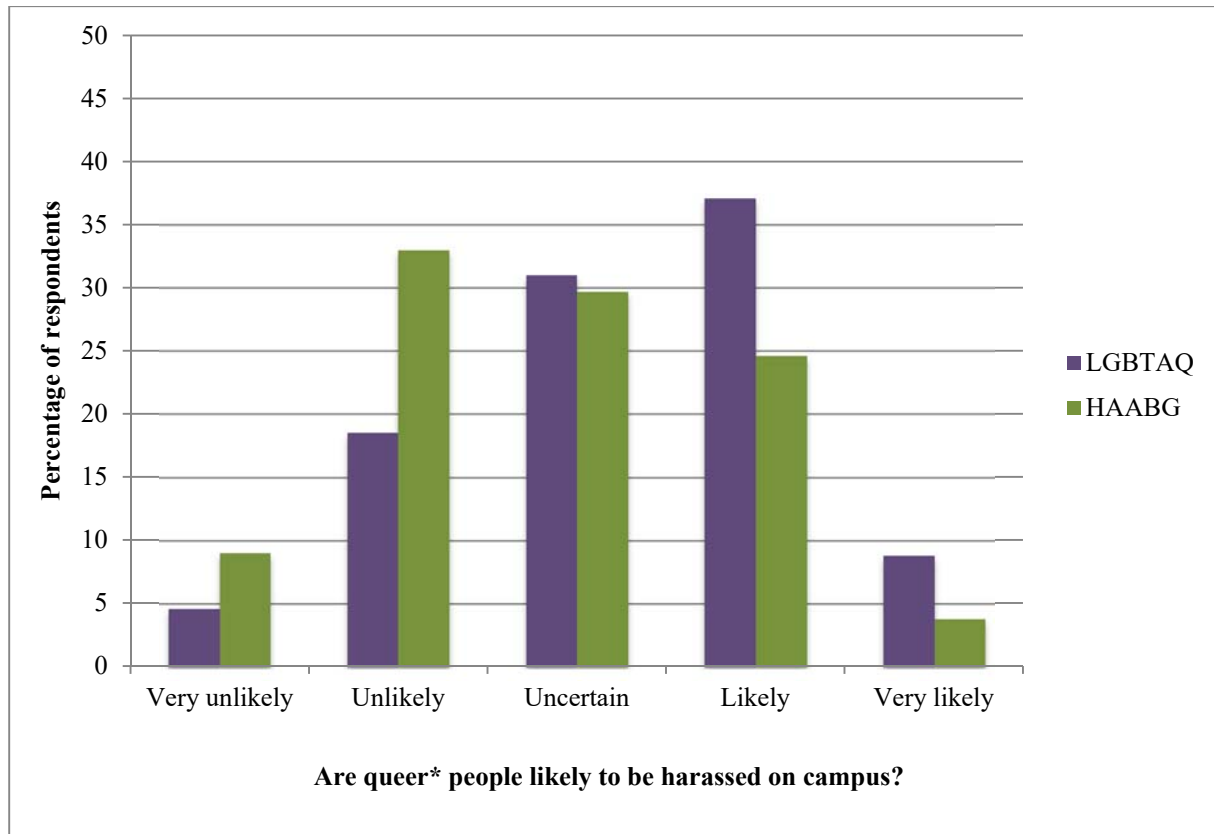


Figure 24. Views on whether queer* people are likely to be harassed on campus Views on whether transgender people are likely to be harassed on campus among LGBTAQ and HAABG respondents

Table 24. Views on whether queer* people are likely to be harassed on campus among LGBTAQ and HAABG respondents

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
LGBTAQ	4.6% (15)	18.5% (61)	31.0% (102)	37.1% (122)	8.8% (29)	329
HAABG	9.0% (71)	33.0% (261)	29.7% (235)	24.6% (195)	3.8% (30)	792

Within the LGBTAQ respondents there was a significant difference in views on whether queer* people are likely to be harassed on campus across the sexual orientation subgroups (see Table 24a: $\chi^2(16) = 28.36$, $p < .05$). Asexual respondents were more likely to report thinking it is 'unlikely' that queer* people are harassed on campus, whereas very few respondents who reported their sexual orientation to be other/queer thought it 'unlikely' that queer* people are harassed on campus. Bisexual/pansexual respondents were slightly more likely to be uncertain about whether queer* people are harassed on campus. In contrast, there was no significant difference in views on whether queer* people are likely to be harassed on campus across gender identity subgroups (see Table 24b: $\chi^2(8) = 7.64$, $p = .47$).

Respondents commented on a number of issues relating to harassment of ‘queer’ individuals, although it is unclear whether respondents were referring specifically to people who identify as queer* or LGBTAQ people more generally as per the umbrella terms queer*:

- *Often, abuse comes at events when people are drinking. It makes most of the events unsafe and uncomfortable for queer students to the point where many people won’t participate.* [lesbian woman]
- *It is not only queer people that get harassed or discriminated against, there is a lot of sexist behaviour towards women* [heterosexual woman]
- *Overall I think the University of Otago is supportive of queer people* [gay man]
- *I haven’t noticed any "queer bashing" on or around campus* [heterosexual man]

Table 24a. Views on whether queer* people are likely to be harassed on campus among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Asexual	17.6% (3)	29.4% (5)	0.0% (0)	47.1% (8)	5.9% (1)	17
Bisexual/pansexual	1.5% (2)	15.4% (20)	41.5% (54)	32.3% (42)	9.2% (12)	130
Gay/lesbian/takatāpui	5.9% (7)	21.0% (25)	25.2% (30)	37.8% (45)	10.1% (12)	119
Questioning	4.3% (2)	21.3% (10)	29.8% (14)	38.3% (18)	6.4% (3)	47
Other/queer	6.2% (1)	6.2% (1)	25.0% (4)	56.2% (9)	6.2% (1)	16

Table 24b. Views on whether queer* people are likely to be harassed on campus among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Female	4.6% (9)	19% (37)	31.3% (61)	36.9% (72)	8.2% (16)	195
Male	5.0% (6)	19.8% (24)	31.4% (38)	35.5% (43)	8.3% (10)	121
Other gender identity	0.0% (0)	0.0% (0)	23.1% (3)	53.8% (7)	23.1% (3)	13

Do respondents think intersex people are likely to be harassed on campus?

Over 40% of the LGBTAQ respondents thought that intersex people are ‘likely’ or ‘very likely’ to be harassed on campus due to their sexual orientation/gender identity whereas around one in six thought it ‘unlikely’ or ‘very unlikely’ (see Figure 25 and Table 25). In contrast, around a quarter of the HAABG respondents thought that intersex people are ‘likely’ or ‘very likely’ to be harassed on campus whereas around a third thought it ‘unlikely’ or ‘very unlikely’. These differences in the two groups’ views of how likely intersex people are to be harassed on campus were significant ($\chi^2(4) = 40.55$, $p < .001$).

Very few respondents made any comments about the experiences of intersex individuals. One HAABG respondent noted:

- *I feel like the university provides less support for people of intersex and transsexual identities. However I could be wrong about it.* [heterosexual woman]

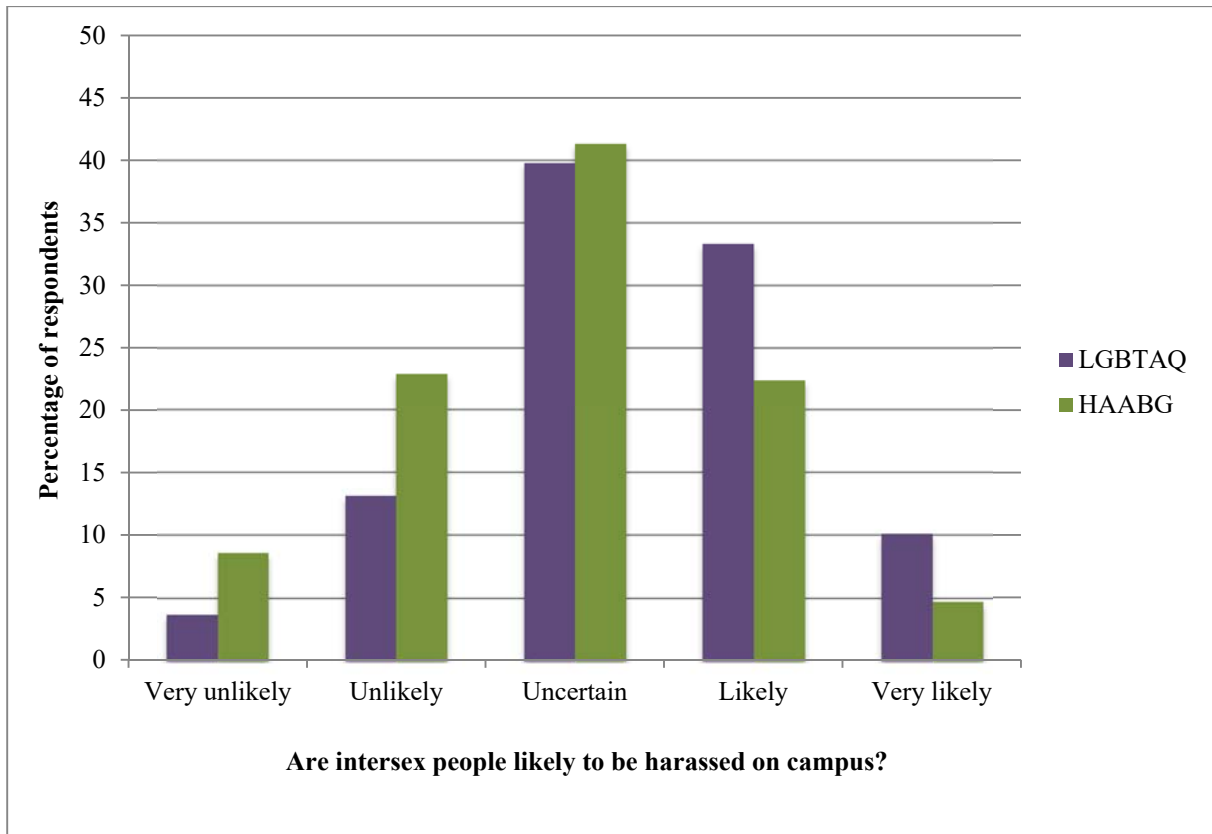


Figure 25. Views on whether intersex people are likely to be harassed on campus among LGBTAQ and HAABG respondents

Table 25. Views on whether intersex people are likely to be harassed on campus among LGBTAQ and HAABG respondents

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
LGBTAQ	3.7% (12)	13.1% (43)	39.8% (130)	33.3% (109)	10.1% (33)	327
HAABG	8.6% (68)	22.9% (181)	41.3% (326)	22.4% (177)	4.7% (37)	789

Within the LGBTAQ respondents there was a borderline significant difference in views on whether intersex people are likely to be harassed on campus across the sexual orientation subgroups (see Table 25a: $\chi^2(16) = 26.18$, $p = .052$). Around a third of asexual respondents reported thinking it is ‘unlikely’ for intersex people to be harassed on campus, whereas only one respondent who reported their sexual orientation to be other/queer thought it ‘very unlikely’ that intersex people are harassed on campus. Other respondents who reported their sexual orientation to be other/queer were slightly more likely to be uncertain about whether intersex people are harassed on campus. In contrast, there was no significant difference in views on whether intersex people are likely to be harassed on campus across gender identity subgroups (see Table 25b: $\chi^2(8) = 12.93$, $p = .11$).

Table 25a. Views on whether intersex people are likely to be harassed on campus among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Asexual	0.0% (0)	35.3% (6)	17.6% (3)	23.5% (4)	23.5% (4)	17
Bisexual/ pansexual	1.6% (2)	11.7% (15)	39.8% (51)	35.2% (45)	11.7% (15)	128
Gay/lesbian/ takatāpui	5.8% (7)	11.7% (14)	44.2% (53)	29.2% (35)	9.2% (11)	120
Questioning	4.3% (2)	17.4% (8)	30.4% (14)	41.3% (19)	6.5% (3)	46
Other/queer	6.2% (1)	0.0% (0)	56.2% (9)	37.5% (6)	0.0% (0)	16

Table 25b. Views on whether intersex people are likely to be harassed on campus among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Female	3.1% (6)	12.4% (24)	37.3% (72)	35.2% (68)	11.9% (23)	193
Male	5.0% (6)	14.9% (18)	44.6% (54)	30.6% (37)	5.0% (6)	121
Other gender identity	0.0% (0)	7.7% (1)	30.8% (4)	30.8% (4)	30.8% (4)	13

How likely are respondents to fear for their physical safety due to their sexual orientation/gender identity?

Nearly 20% of the LGBTAQ respondents reported it being ‘likely’ or ‘very likely’ that they would fear for their physical safety due to their sexual orientation/gender identity (see Figure 26 and Table 26). In comparison, less than 5% of the HAABG respondents thought it ‘likely’ that they would fear for their physical safety due to their sexual orientation/gender identity. A significant difference existed between the two groups in regards to fearfulness for physical safety due to sexual orientation/gender identity ($\chi^2(4) = 140.59, p < .001$).

Table 26. Perceived likelihood of fearing for physical safety due to sexual orientation/gender identity among LGBTAQ and HAABG respondents

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
LGBTAQ	31.4% (104)	38.7% (128)	18.4% (61)	8.5% (28)	10.0% (10)	331
HAABG	68.3% (538)	17.4% (137)	10.0% (79)	4.2% (33)	0.1% (1)	788

Within the LGBTAQ respondents there was no significant difference in perceived likelihood of fearing for physical safety due to sexual orientation/gender identity across the sexual orientation subgroups (see Table 26a: $\chi^2(16) = 15.75, p = .47$). There was, however, a significant gender difference in perceived likelihood of fearing for physical safety due to sexual orientation/gender identity within the LGBTAQ respondents (see Table 26b: $\chi^2(8) = 33.43, p < .001$). More respondents with a non-binary gender thought it ‘likely’ or ‘very likely’ that would fear for the physical safety or were uncertain compared to female and male LGBTAQ respondents.

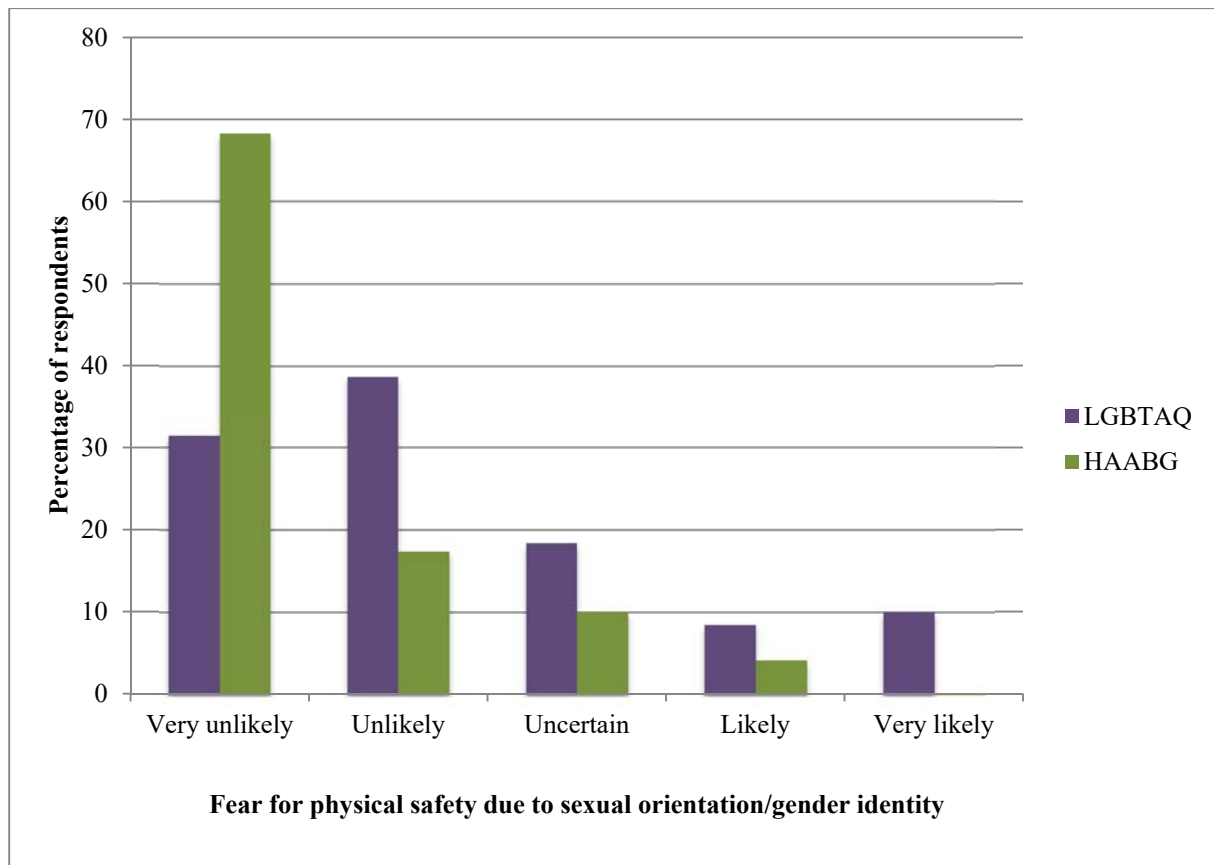


Figure 26. Perceived likelihood of fearing for physical safety due to sexual orientation/gender identity among LGBTAQ and HAABG respondents

Table 26a. Perceived likelihood of fearing for physical safety due to sexual orientation/gender identity among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Asexual	50% (9)	27.8% (5)	16.7% (3)	5.6% (1)	0.0% (0)	18
Bisexual/pansexual	31.5% (41)	40.8% (53)	20.0% (26)	5.4% (7)	2.3% (3)	130
Gay/lesbian/takatāpui	27.5% (33)	41.7% (50)	13.3% (16)	12.5% (15)	5.0% (6)	120
Questioning	31.9% (15)	34.0% (16)	25.5% (12)	6.4% (3)	2.1% (1)	47
Other/queer	37.5% (6)	25.0% (4)	25.0% (4)	12.5% (2)	0.0% (0)	16

Table 26b. Perceived likelihood of fearing for physical safety due to sexual orientation/gender identity among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Female	34.8% (69)	39.4% (78)	18.2% (36)	6.6% (13)	1.0% (2)	198
Male	28.3% (34)	40.8% (49)	17.5% (21)	8.3% (10)	5.0% (6)	120
Other gender identity	7.7% (1)	7.7% (1)	30.8% (4)	38.5% (5)	15.4% (2)	13

None of the respondents within non-binary gender identities commented specifically about fearing for their physical safety but one other respondent commented on an incident which would have made her fear for her own safety had she intervened:

- *Witnessed a transgender person being harassed by a group of boys near campus, I was too intimidated to say anything although I would have liked too.* [asexual woman]

There was no significant gender differences within the HAABG respondents in perceived likelihood of fearing for physical safety due to sexual orientation/gender identity (see Table 26c: $\chi^2(4) = 5.62$, $p = .23$). However, female respondents commented on fearing for their safety regardless of their sexual orientation:

- *my experiences were just typical derogatory remarks that young freshers make if they see girls! usually something silly that i am able to brush off however, some people might take offence. Usually it is harder to take if you are out at night or walking home from town and you are being harassed on the way (it can be scary)* [heterosexual woman]

Table 26c. Perceived likelihood of fearing for physical safety due to sexual orientation/gender identity among gender identity subgroups of the HAABG respondents

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Female	67.0% (369)	17.1% (94)	11.6% (64)	4.2% (23)	0.2% (1)	551
Male	71.3% (169)	18.1% (43)	6.3% (15)	4.2% (10)	0.0% (0)	237

How likely are respondents to conceal their sexual orientation/gender identity to avoid harassment or discrimination?

More than half of the LGBTAQ respondents reported it is 'likely' or 'very likely' that they would conceal their sexual orientation/gender identity to avoid harassment or discrimination (see Figures 27 and 28 and Tables 27 and 28). In contrast, over half of the HAABG respondents reported it would be 'very unlikely' that they would conceal their sexual orientation/gender identity to avoid harassment or discrimination. A significant difference in concealment of sexual orientation/gender identity existed between the two groups both to avoid harassment ($\chi^2(4) = 217.78$, $p < .001$) and to avoid discrimination ($\chi^2(4) = 203.04$, $p < .01$).

Table 27. Perceived likelihood of concealing sexual orientation/gender identity to avoid harassment among LGBTAQ and HAABG respondents

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
LGBTAQ	12.3% (41)	16.9% (56)	15.7% (52)	35.8% (119)	19.3% (64)	332
HAABG	53.9% (428)	15.9% (126)	11.8% (94)	14.6% (116)	3.8% (30)	794

Table 28. Perceived likelihood of concealing sexual orientation/gender identity to avoid discrimination among LGBTAQ and HAABG respondents

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
LGBTAQ	11.4% (38)	17.4% (58)	18.9% (63)	33.0% (110)	19.2% (64)	333
HAABG	53.2% (422)	15.0% (119)	11.5% (91)	16.0% (127)	4.3% (34)	793

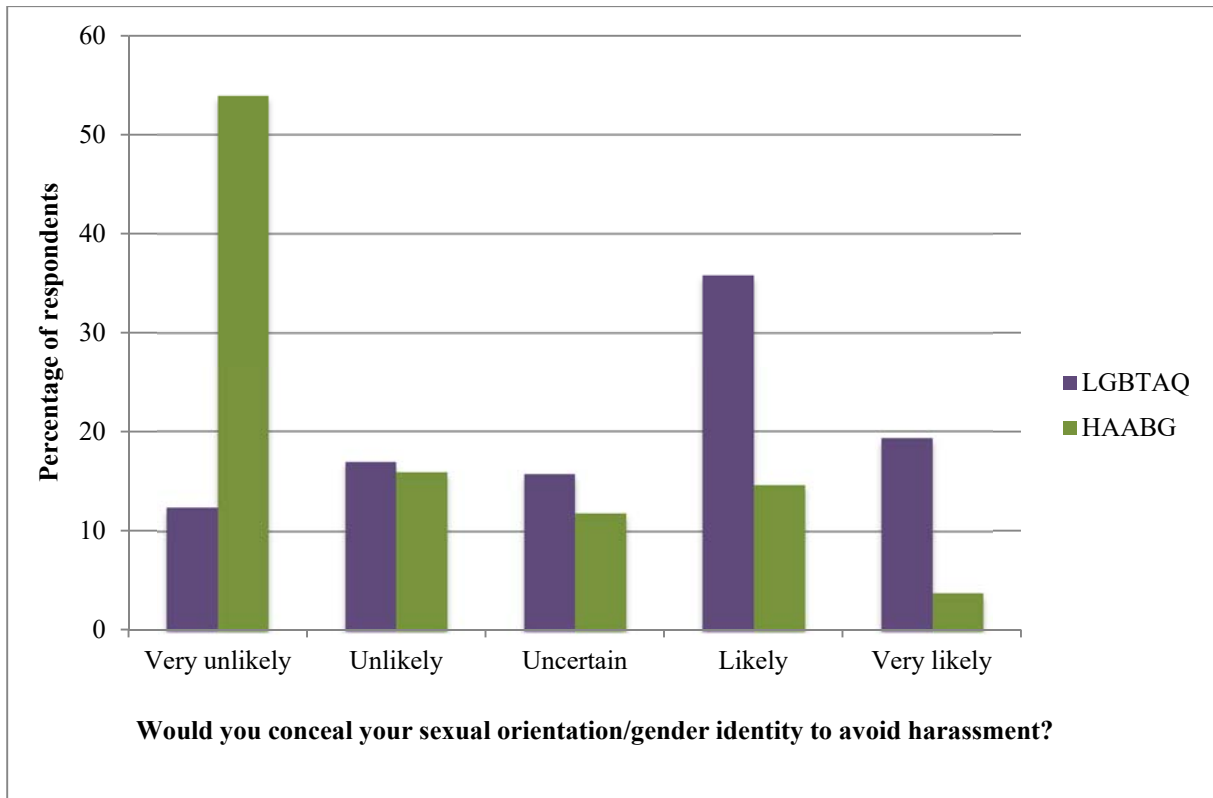


Figure 27. Perceived likelihood of concealing sexual orientation/gender identity to avoid harassment among LGBTAQ and HAABG respondents

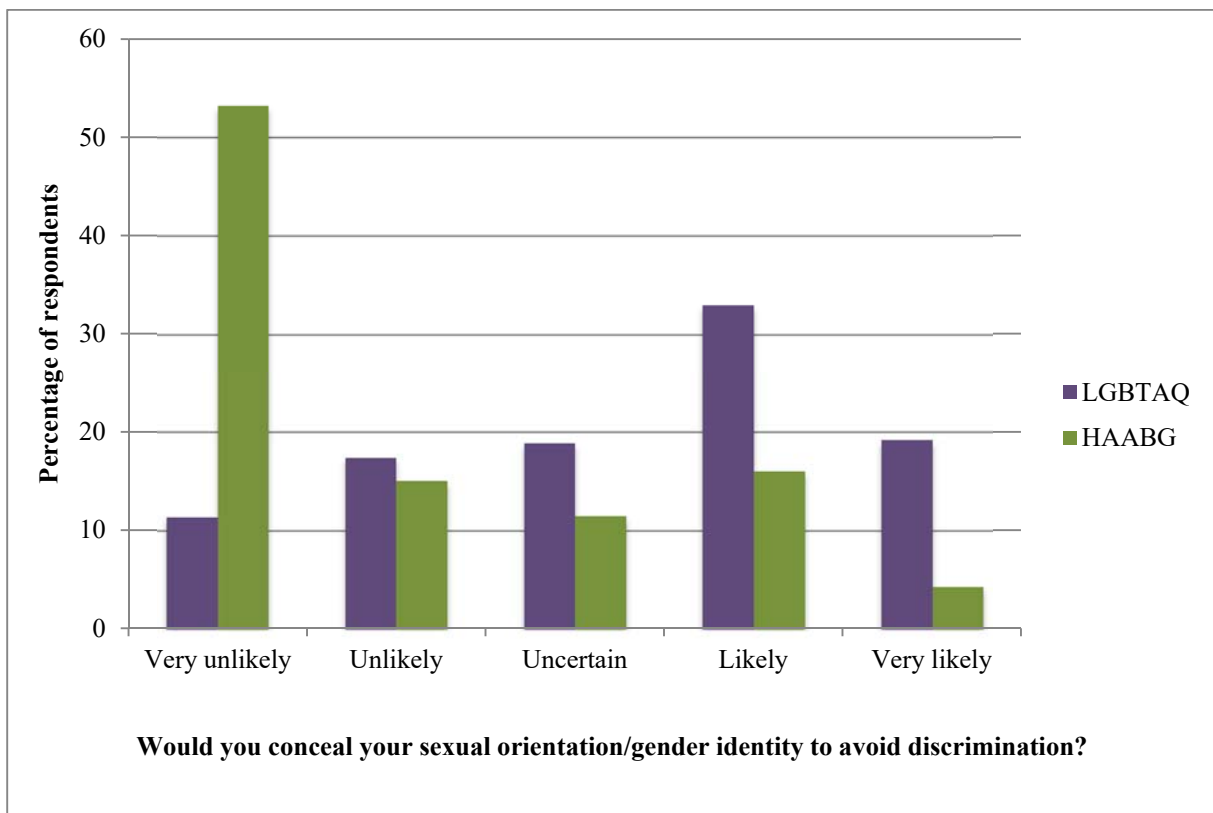


Figure 28. Perceived likelihood of concealing sexual orientation/gender identity to avoid discrimination among LGBTAQ and HAABG respondents

The perceived likelihood of concealing sexual orientation/gender identity to avoid harassment varied significantly across the sexual orientation subgroups of the LGBTAQ respondents (see Table 27a: $\chi^2(16) = 26.75$, $p < .05$). It was more common for asexual respondents and respondents who reported their sexual orientation to be other/queer to think it unlikely that they would conceal their sexual orientation/gender identity to avoid harassment. Respondents who reported questioning their sexual orientation were more likely to be uncertain about concealing their sexual orientation/gender identity to avoid harassment. Nearly two thirds of gay/lesbian/takatāpui respondents reported they would conceal their sexual orientation/gender identity to avoid harassment, making them the most likely to feel a need to hide their sexual orientation/gender identity. A majority of bisexual/pansexual respondents and respondents who reported their sexual orientation to be other/queer also reported it being likely that they would conceal their sexual orientation/gender identity to avoid harassment. There was also a significant gender difference in perceived likelihood of concealing sexual orientation/gender identity to avoid harassment within the LGBTAQ respondents (see Table 27b: $\chi^2(8) = 17.81$, $p < .05$). The patterns were similar for female and male LGBTAQ respondents, with around one in six uncertain and over 50% reporting it likely that they would conceal their sexual orientation/gender identity to avoid harassment. In contrast, all but one of the respondents with non-binary gender identities (over 90%) thought it ‘likely’ or ‘very likely’ that they would conceal their sexual orientation/gender identity to avoid harassment.

Several respondents emphasised how the negative views of some people in society can lead LGBTAQ people to conceal their identity:

- *It is more about a general atmosphere on a daily basis which make us conceal our sexual identity and fear the reactions* [bisexual man]
- *I believe gay men are still less accepted by society* [heterosexual man]
- *Gay and lesbian is only just starting to become accepted, I’m terrified of coming out because I think not having sexuality will cause people to judge me far worse than having a sexuality. There will have to be a lot more awareness of it and reduce of stigma before I’ll ever consider coming out.* [asexual woman]

Two lesbian respondents explained why they would sometimes avoid mentioning their sexual orientation to avoid confrontation or feeling uncomfortable:

- *Don’t feel safety is threatened, but might feel a bit awkward to tell people I’m gay especially if they are conservative so I would not bring it up* [lesbian woman]
- *I [do] not purposely conceal it, but don’t mention it either to avoid confrontation.* [lesbian woman]

Table 27a. Perceived likelihood of concealing sexual orientation/gender identity to avoid harassment among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Asexual	33.3% (6)	16.7% (3)	16.7% (3)	22.2% (4)	11.1% (2)	18
Bisexual/ pansexual	10.7% (14)	16.8% (22)	16.0% (21)	42% (55)	14.5% (19)	131
Gay/lesbian/ takatāpui	9.2% (11)	17.5% (21)	11.7% (14)	38.3% (46)	23.3% (28)	120
Questioning	12.8% (6)	14.9% (7)	27.7% (13)	23.4% (11)	21.3% (10)	47
Other/queer	25.0% (4)	18.8% (3)	6.2% (1)	18.8% (3)	31.2% (5)	16

Table 27b. Perceived likelihood of concealing sexual orientation/gender identity to avoid harassment among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Female	14.1% (28)	15.7% (31)	18.2% (36)	36.4% (72)	15.7% (31)	198
Male	9.9% (12)	20.7% (25)	13.2% (16)	34.7% (42)	21.5% (26)	121
Other gender identity	7.7% (1)	0.0% (0)	0.0% (0)	38.5% (5)	53.8% (7)	13

Within the LGBTAQ respondents there were no significant differences in perceived likelihood of concealing sexual orientation/gender identity to avoid discrimination across the sexual orientation subgroups (see Table 28a: $\chi^2(16) = 19.41$, $p = .25$) nor across gender identity subgroups (see Table 28b: $\chi^2(8) = 13.27$, $p = .10$).

Table 28a. Perceived likelihood of concealing sexual orientation/gender identity to avoid discrimination among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Asexual	27.8% (5)	16.7% (3)	22.2% (4)	27.8% (5)	5.6% (1)	18
Bisexual/pansexual	10.7% (14)	18.3% (24)	19.8% (26)	35.1% (46)	16.0% (21)	131
Gay/lesbian/takatāpui	8.3% (10)	19.0% (23)	14.9% (18)	33.9% (41)	24.0% (29)	121
Questioning	10.6% (5)	12.8% (6)	29.8% (14)	27.7% (13)	19.1% (9)	47
Other/queer	25.0% (4)	12.5% (2)	6.2% (1)	31.2% (5)	25.0% (4)	16

Table 28b. Perceived likelihood of concealing sexual orientation/gender identity to avoid discrimination among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Very unlikely	Unlikely	Uncertain	Likely	Very likely	Total number
Female	13.1% (26)	15.2% (30)	22.2% (44)	34.3% (68)	15.2% (30)	198
Male	9.0% (11)	22.1% (27)	14.8% (18)	30.3% (37)	23.8% (29)	122
Other gender identity	7.7% (1)	7.7% (1)	7.7% (1)	38.5% (5)	38.5% (5)	13

Perceptions of campus responses to LGBTAQ issues

Do respondents think the University of Otago thoroughly addresses campus issues related to sexual orientation/gender identity?

Over a third of the LGBTAQ respondents and over half of the HAABG respondents agreed that the University of Otago thoroughly addresses campus issues related to sexual orientation/gender identity (see Figure 29 and Table 29). Around 40% of both groups were uncertain on this issue. LGBTAQ respondents were more than twice as likely as HAABG respondents to disagree that the University thoroughly addresses these issues (20% versus 9%), which contributed to a significant difference between the two groups ($\chi^2(4) = 35.46$, $p < .01$).

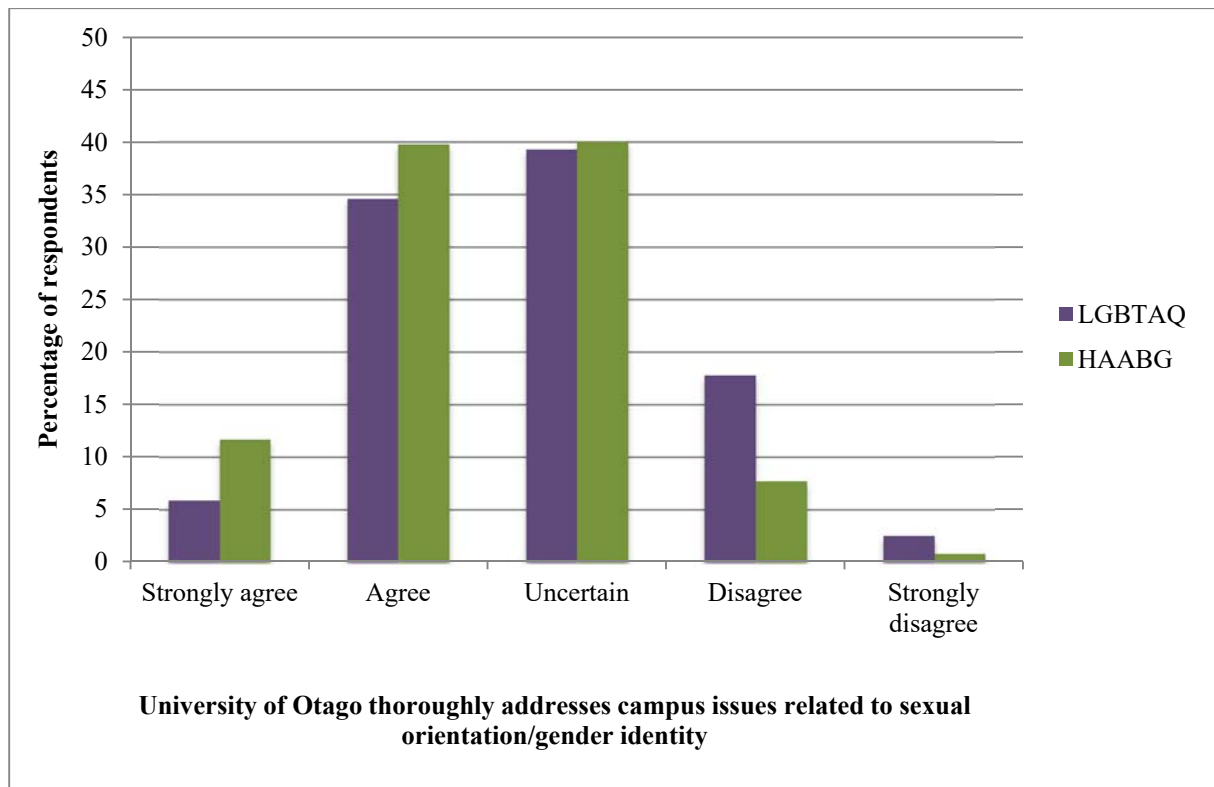


Figure 29. Views on whether the University of Otago thoroughly addresses issues related to sexual orientation/gender identity among LGBTAQ and HAABG respondents

Table 29. Views on whether the University of Otago thoroughly addresses issues related to sexual orientation/gender identity among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	5.9% (19)	34.6% (111)	39.3% (126)	17.8% (57)	2.5% (8)	321
HAABG	11.7% (89)	39.8% (304)	40.0% (305)	7.7% (59)	0.8% (6)	763

Within the LGBTAQ respondents there were no significant differences across the sexual orientation subgroups in views on whether the University of Otago thoroughly addresses issues related to sexual orientation/gender identity (see Table 29a: $\chi^2(16) = 23.15$, $p = .11$). However, within the LGBTAQ respondents there was a significant gender difference in views on this issue (see Table 29b: $\chi^2(8) = 18.58$, $p < .05$). Respondents with non-binary gender identities were more likely to disagree that the University of Otago thoroughly addresses issues related to sexual orientation/gender identity (over half did) compared to female and male LGBTAQ respondents (around one in six and a quarter, respectively).

Several respondents commented that positive actions towards addressing issues related to sexual orientation/gender identity have been implemented by the University of Otago in general (rather than by a specific service) but that more could be done:

- Diversity in sexuality is not really publicly acknowledged unless it is in an A3 poster form on a pin board. I wonder, would those who are LGBTIAQ want there to be a larger presence at uni? And if they do, what is the university doing about it?*
[heterosexual woman]

- *Engaging different departments on health promotion about the need for safe environments, engaging people on different levels (education, fun, games, in lectures) about the effects of discrimination and the lived experience of what is like to be of different sexual orientations... that would perhaps make the environment of the university [...] more clearly a safe and open environment for people to be comfortable with themselves and about others knowing their sexuality. [bisexual woman]*
- *The university implements many services to keep us [women and people on the LGBTIAQ spectrum (her words from another section)] safe, but there is an underlying sense of apathy in many areas, because for some reason victim blaming is still acceptable. We tell our women and people of difference not to dress a certain way, not to drink at parties, not to walk home alone at night, when really, we should be telling everyone (regardless of gender, sexuality etc) that intimidation, harassment, assault and discrimination will not be tolerated by the University of Otago. [pansexual woman]*

One specific issue that several respondents noted has not been addressed in a number of contexts across the university was questionnaires and forms having only having binary gender options, including official documentation for students:

- *I am still shocked and annoyed when only two gender options are offered on university surveys and forms. [lesbian woman]*

Table 29a. Views on whether the University of Otago thoroughly addresses issues related to sexual orientation/gender identity among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	5.6% (1)	22.2% (4)	50.0% (9)	22.2% (4)	0.0% (0)	18
Bisexual/ pansexual	4.7% (6)	40.2% (51)	40.2% (51)	13.4% (17)	1.6% (2)	127
Gay/lesbian/ takatāpui	5.0% (6)	31.1% (37)	38.7% (46)	21.8% (26)	3.4% (4)	119
Questioning	11.9% (5)	38.1% (16)	40.5% (17)	7.1% (3)	2.4% (1)	42
Other/queer	6.7% (1)	20.0% (3)	20.0% (3)	46.7% (7)	6.7% (1)	15

Table 29b. Views on whether the University of Otago thoroughly addresses issues related to sexual orientation/gender identity among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	6.8% (13)	35.8% (68)	41.6% (79)	14.7% (28)	1.1% (2)	190
Male	5.1% (6)	34.7% (41)	36.4% (43)	20.3% (24)	3.4% (4)	118
Other gender identity	0.0% (0)	15.4% (2)	30.8% (4)	38.5% (5)	15.4% (2)	13

Do respondents think the University of Otago has visible leadership from the management regarding sexual orientation/gender identity issues on campus?

Almost half of the LGBTAQ respondents and over half of the HAABG respondents agreed that the University of Otago has visible leadership from the management regarding sexual orientation/gender identity issues on campus (see Figure 30 and Table 30). Around a third of both groups were uncertain on this issue. LGBTAQ respondents were more than twice as likely as HAABG respondents to disagree that on this issue (26% versus 12%), which contributed to a significant difference between the two groups ($\chi^2(4) = 36.01, p < .01$).

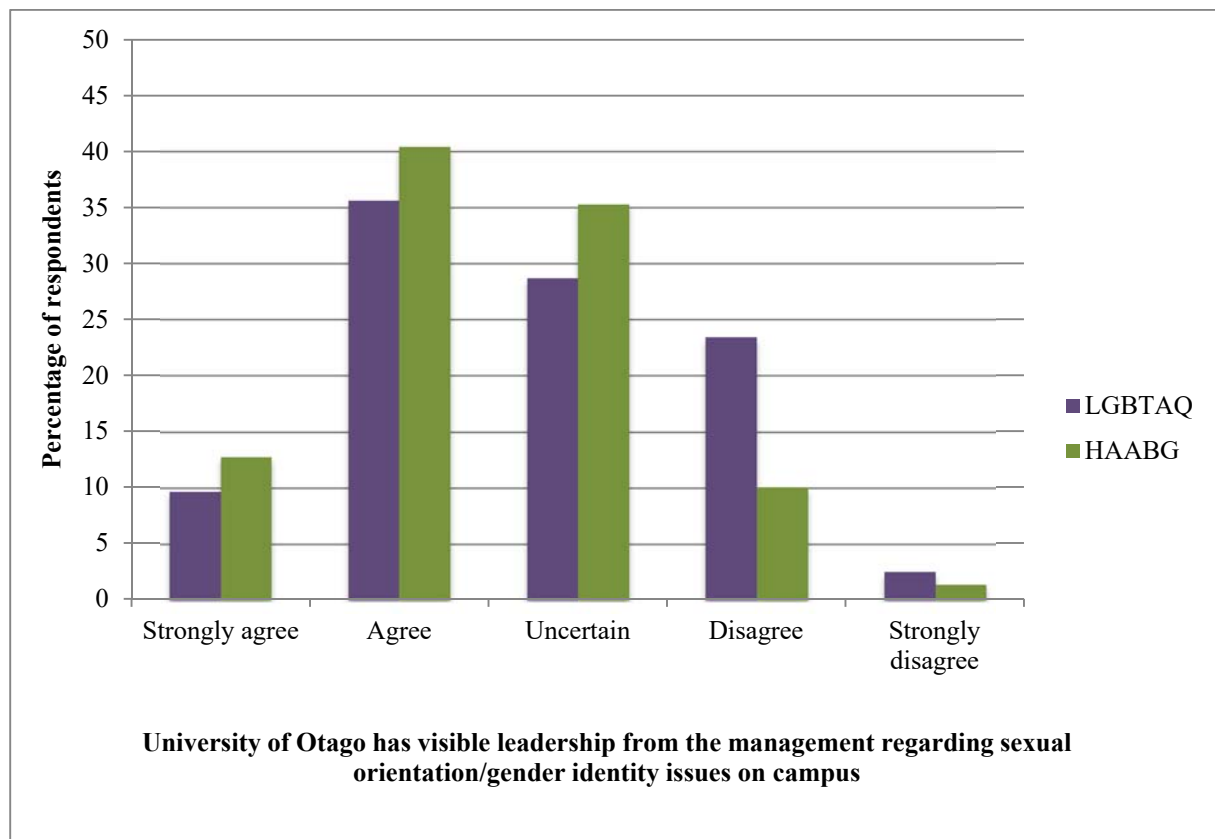


Figure 30. Views on whether the University of Otago has visible leadership regarding sexual orientation/gender identity among LGBTAQ and HAABG respondents

Table 30. Views on whether the University of Otago has visible leadership regarding sexual orientation/gender identity among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	9.7% (31)	35.6% (114)	28.7% (92)	23.4% (75)	2.5% (8)	320
HAABG	12.8% (98)	40.4% (308)	35.3% (269)	10.1% (77)	1.4% (11)	763

Many respondents commented on the services and leadership provided by OUSA Queer* Support. A few respondents commented that leadership regarding sexual orientation/gender identity in general might be enhanced by having more visible role models and through training and support:

- *Staff need to be trained, staff should lead by example, where are the queer role models?* [genderqueer person who listed their sexual orientation as queer]
- *All the University can do is maybe have more openly LGBTIAQ role models for students such as lecturers or student leadership roles.* [heterosexual woman]
- *Need management support and commitment to inclusiveness for trans people on campus.* [lesbian woman]

Within the LGBTAQ respondents there were no significant differences in views on whether the University of Otago has leadership regarding sexual orientation/gender identity across the sexual orientation subgroups (see Table 30a: $\chi^2(16) = 23.51$, $p = .10$) nor across gender identity subgroups (see Table 30b: $\chi^2(8) = 13.18$, $p = .11$).

Table 30a. Views on whether the University of Otago has visible leadership regarding sexual orientation/gender identity among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	5.6% (1)	50.0% (9)	16.7% (3)	27.8% (5)	0.0% (0)	18
Bisexual/pansexual	9.5% (12)	40.5% (51)	27.8% (35)	20.6% (26)	1.6% (2)	126
Gay/lesbian/takatāpui	6.7% (8)	30.3% (36)	32.8% (39)	27.7% (33)	2.5% (3)	119
Questioning	16.7% (7)	35.7% (15)	31.0% (13)	14.3% (6)	2.4% (1)	42
Other/queer	20.0% (3)	20.0% (3)	13.3% (2)	33.3% (5)	13.3% (2)	15

Table 30b. Views on whether the University of Otago has visible leadership regarding sexual orientation/gender identity among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	8.4% (16)	38.4% (73)	27.9% (53)	24.2% (46)	1.1% (2)	190
Male	12.0% (14)	32.5% (38)	29.9% (35)	22.2% (26)	3.4% (4)	117
Other gender identity	7.7% (1)	23.1% (3)	30.8% (4)	23.1% (3)	15.4% (2)	13

Do respondents think the University of Otago curriculum adequately represents the contributions of queer* people?

Nearly half of both the LGBTAQ and HAABG respondents were uncertain whether the curriculum adequately represents the contributions of queer* people (see Figure 31 and Table 31). Almost a third of LGBTAQ respondents and around 40% of HAABG respondents agreed that the University curriculum adequately represents the contribution of queer* people. LGBTAQ respondents were more than twice as likely as HAABG respondents to disagree that queer* people are adequately represented in the curriculum (25% versus 11%), which contributed to a significant difference between the two groups ($\chi^2(4) = 48.10$, $p < .01$).

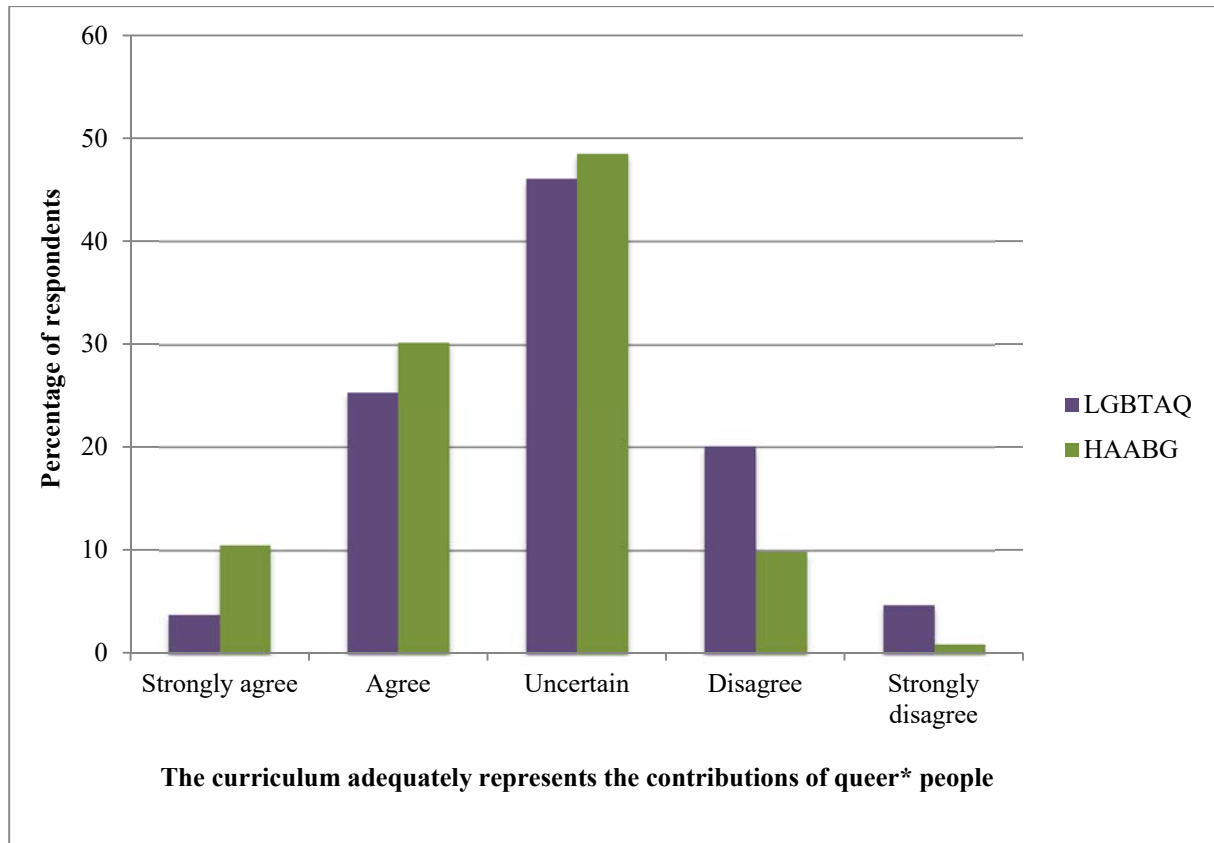


Figure 31. Views on whether the University of Otago curriculum adequately represents the contributions of queer* people among LGBTAQ and HAABG respondents

Table 31. Views on whether the University of Otago curriculum adequately represents the contributions of queer* people among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	3.8% (12)	25.4% (81)	46.1% (147)	20.1% (64)	4.7% (15)	319
HAABG	10.5% (80)	30.2% (230)	48.5% (369)	9.9% (75)	0.9% (7)	761

Within LGBTAQ respondents, views on whether the curriculum adequately represents the contributions of queer* people varied significantly across the sexual orientation subgroups (see Table 31a: $\chi^2(16) = 28.43$, $p < .05$). Over half of respondents who reported their sexual orientation to be other/queer disagreed on this issue, with fewer of this subgroup being uncertain than other LGBTAQ respondents (20% compared to around half of other subgroups). Slightly more of the respondents who reported questioning their sexual orientation agreed that the curriculum adequately represents the contributions of queer* people compared to other subgroups (almost 40% compared to around a quarter of other subgroups).

There was also a significant gender difference in views on whether the curriculum adequately represents the contributions of queer* people within the LGBTAQ respondents (see Table 31b: $\chi^2(8) = 49.54$, $p < .001$). None of the respondents who reported a non-binary gender identity agreed that the curriculum adequately represents the contributions of queer* people; just over half of this subgroup disagreed and just less than half were uncertain on this issue. Around half of the female and male LGBTAQ respondents were also uncertain whether the curriculum adequately represents the contributions of queer* people, and around a third of

female and male LGBTAQ respondents agreed on this issue. Slightly more female LGBTAQ respondents disagreed compared to male LGBTAQ respondents (27% versus 16%).

Table 31a. Views on whether the University of Otago curriculum adequately represents the contributions of queer* people among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	0.0% (0)	22.2% (4)	55.6% (10)	16.7% (3)	5.6% (1)	18
Bisexual/ pansexual	0.8% (1)	29.1% (37)	46.5% (59)	18.1% (23)	5.5% (7)	127
Gay/lesbian/ takatāpui	5.1% (6)	21.4% (25)	45.3% (53)	24.8% (29)	3.4% (4)	117
Questioning	9.5% (4)	28.6% (12)	52.4% (22)	9.5% (4)	0.0% (0)	42
Other/queer	6.7% (1)	20.0% (3)	20.0% (3)	33.3% (5)	20.0% (3)	15

Table 31b. Views on whether the University of Otago curriculum adequately represents the contributions of queer* people among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	3.2% (6)	24.7% (47)	43.7% (83)	26.3% (50)	2.1% (4)	190
Male	5.2% (6)	29.3% (34)	50.0% (58)	10.3% (12)	5.2% (6)	116
Other gender identity	0.0% (0)	0.0% (0)	46.2% (6)	15.4% (2)	38.5% (5)	13

Few respondents commented directly about queer* people's contributions to the curriculum. One HAABG respondent suggested there should be no distinction:

- *I do not feel that there needs to be a distinctly recognised contribution to the curriculum by queer people.* [heterosexual man]

Another HAABG respondent noted that the sexual orientation and/or gender identity of people who have made contributions to the curriculum is not something that is stated:

- *I don't know who's queer when the university lists people who have made contributions, so I guessed it wasn't keeping queers out* [heterosexual man]

Several other HAABG respondents noted that their awareness of queer issues had increased directly due to the curriculum they had studied without specifying whether it was presented by staff who were out as queer/LGBTAQ or covered material specifically noted to have been created by queer/LGBTAQ academics :

- *Being at uni has increased my knowledge of gay rights, though classes, attending seminars, social groups and friends.* [heterosexual man]
- *I feel like at university I have grown a lot more acceptable to ideas of differences and sexuality, especially through my courses.* [heterosexual woman]

Do respondents think University of Otago classes are accepting of queer* people?

Around two-thirds of the LGBTAQ respondents and three-quarters of the HAABG respondents agreed that classes at the University of Otago are accepting of queer* people (see Figure 32 and Table 32). Around a quarter of both groups were uncertain on this issue. LGBTAQ respondents were more than twice as likely as HAABG respondents to disagree on this issue (11% versus 4%), which contributed to a significant difference between the two groups overall ($\chi^2(4) = 26.34, p < .01$).

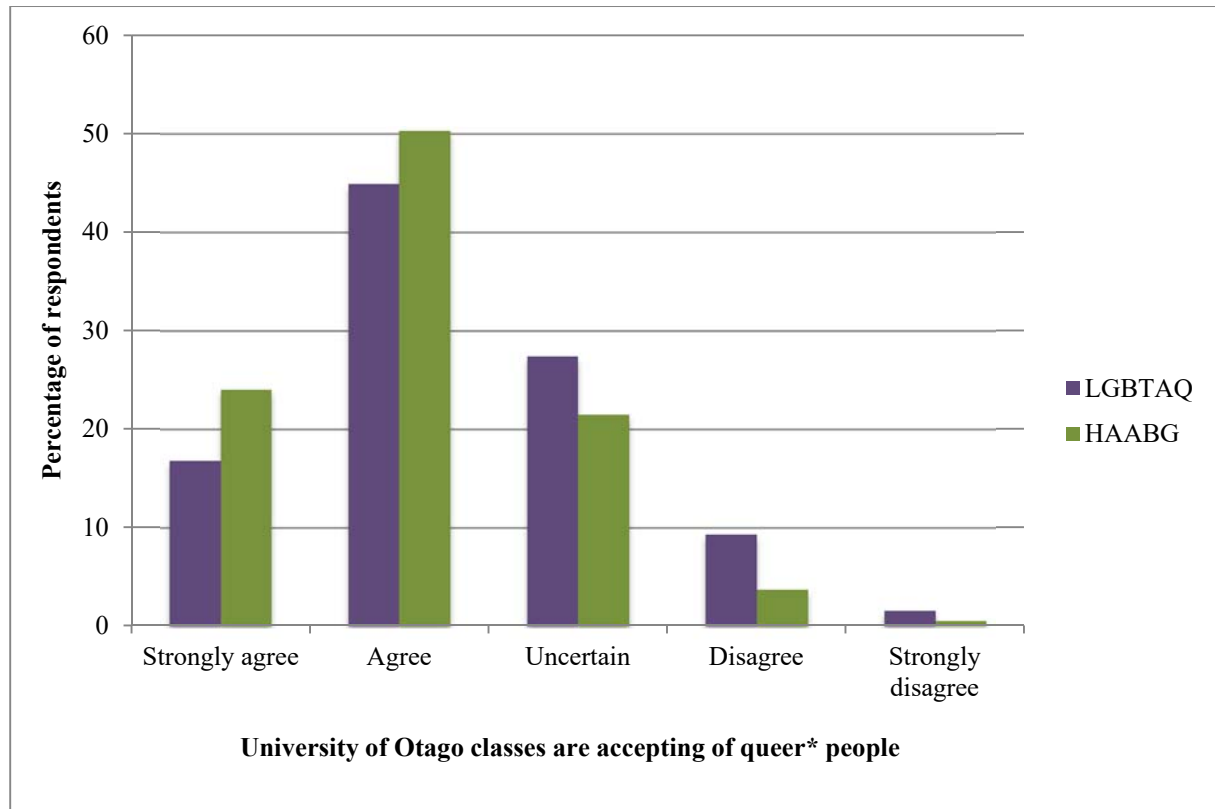


Figure 32. Views on whether University of Otago classes are accepting of queer* people among LGBTAQ and HAABG respondents

Table 32. Views on whether University of Otago classes are accepting of queer* people among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	16.8% (54)	44.9% (144)	27.4% (88)	9.3% (30)	1.6% (5)	321
HAABG	24.0% (182)	50.3% (381)	21.5% (163)	3.7% (28)	0.5% (4)	758

Within LGBTAQ respondents, views on whether University of Otago classes are accepting of queer* people varied significantly across the sexual orientation subgroups (see Table 32a: $\chi^2(16) = 28.63, p < .05$). Around three-quarters of respondents who reported questioning their sexual orientation agreed that University of Otago classes are accepting of queer* people, compared to around 60% of the asexual, bisexual/pansexual, and gay/lesbian/ takatāpui respondents and under half of the respondents who reported their sexual orientation to be other/queer. Slightly more of the respondents who reported their sexual orientation to be other/queer disagreed on this issue (around a quarter, compared to less than one in six of other subgroups). In contrast, there was no significant gender difference in views on whether University of Otago classes are accepting of queer* people within LGBTAQ respondents (see Table 32b: $\chi^2(8) = 5.25, p = .73$).

Table 32a. Views on whether University of Otago classes are accepting of queer* people among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	11.1% (2)	55.6% (10)	33.3% (6)	0.0% (0)	0.0% (0)	18
Bisexual/ pansexual	12.6% (16)	46.5% (59)	28.3% (36)	11.0% (14)	1.6% (2)	127
Gay/lesbian/ takatāpui	19.3% (23)	41.2% (49)	29.4% (35)	10.1% (12)	0.0% (0)	119
Questioning	21.4% (9)	54.8% (23)	16.7% (7)	4.8% (2)	2.4% (1)	42
Other/queer	26.7% (4)	20.0% (3)	26.7% (4)	13.3% (2)	13.3% (2)	15

Table 32b. Views on whether University of Otago classes are accepting of queer* people among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	16.3% (31)	46.3% (88)	27.4% (52)	8.9% (17)	1.1% (2)	190
Male	18.6% (22)	43.2% (51)	27.1% (32)	9.3% (11)	1.7% (2)	118
Other gender identity	7.7% (1)	38.5% (5)	30.8% (4)	15.4% (2)	7.7% (1)	13

Some respondents highlighted that the particular classes they have taken are accepting of queer* people:

- *In my classes (arts) I have never detected any intolerant remarks or behaviour.* [heterosexual man]
- *Have had many gay and lesbian people in my classes and I believe they are treated the same and not harassed by fellow students and staff.* [straight woman]
- *Gender studies classes are the only classes that have been accepting and accommodating to queer issues.* [bisexual woman]

Other respondents noted that some classes normalise heterosexuality or present homophobic views and are thus not seen as accepting of queer* people:

- *[A lecturer suggested] that only heterosexual orientation is physiologically normal.* [gay person who reported their gender identity as 75% male + 25% female]
- *Particular lecturers have been openly homophobic both towards me and in lecture content. This is troubling for me because not only is it hurtful on a personal level but I also worry about a younger first year students experiences of Otago.* [genderqueer person who reported their sexual orientation to be queer]

One HAABG respondent noted that small group teaching situations could be a good venue for people to expand their understanding of queer* issues but that students are not currently comfortable with that:

- *I think that the environments in labs and tutorials could be more friendly [...] it seems that in these environments people don't feel so comfortable to share their thoughts or clarify their misunderstandings or lack of understanding.* [heterosexual man]

Do respondents think the University of Otago provides visible resources on queer* issues and concerns?

Around three-quarters of the LGBTAQ respondents and three-quarters of the HAABG respondents agreed that there are visible resources on queer* issues and concerns at the University of Otago (see Figure 33 and Table 33). Around one in six of the LGBTAQ respondents and over 20% of the HAABG respondents were uncertain on this issue. LGBTAQ respondents were almost twice as likely as HAABG respondents to disagree on this issue (10% versus 6%), which contributed to a significant difference between the two groups overall ($\chi^2(4) = 15.90, p < .01$).

Within the LGBTAQ respondents there were no significant differences in views on whether the University of Otago provides visible resources on queer* issues and concerns across the sexual orientation subgroups (see Table 33a: $\chi^2(16) = 19.04, p = .27$) nor across gender identity subgroups (see Table 33b: $\chi^2(8) = 14.16, p = .08$).

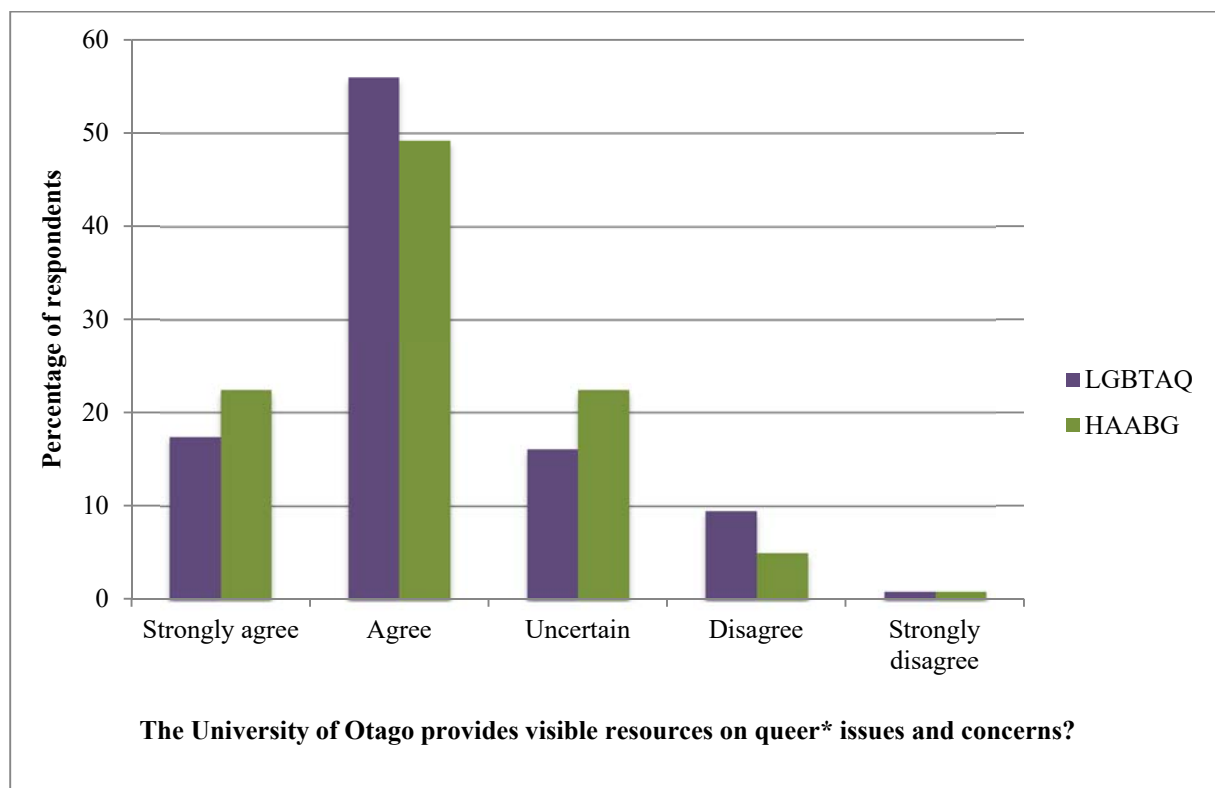


Figure 33. Views on whether the University of Otago provides visible resources on queer* issues and concerns among LGBTAQ and HAABG respondents

Table 33. Views on whether the University of Otago provides visible resources on queer* issues and concerns among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	17.4% (55)	56.0% (177)	16.1% (51)	9.5% (30)	0.9% (3)	316
HAABG	22.4% (169)	49.2% (371)	22.4% (169)	5.0% (38)	0.9% (7)	754

Table 33a. Views on whether the University of Otago provides visible resources on queer* issues and concerns among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	5.9% (1)	76.5% (13)	5.9% (1)	11.8% (2)	0.0% (0)	17
Bisexual/ pansexual	17.5% (22)	56.3% (71)	16.7% (21)	8.7% (11)	0.8% (1)	126
Gay/lesbian/ takatāpui	13.7% (16)	53.8% (63)	20.5% (24)	11.1% (13)	0.9% (1)	117
Questioning	29.3% (12)	56.1% (23)	7.3% (3)	7.3% (3)	0.0% (0)	41
Other/queer	26.7% (4)	46.7% (7)	13.3% (2)	6.7% (1)	6.7% (1)	15

Table 33b. Views on whether the University of Otago provides visible resources on queer* issues and concerns among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	16.6% (31)	59.4% (111)	16.6% (31)	7.0% (13)	0.5% (1)	187
Male	19.0% (22)	53.4% (62)	13.8% (16)	12.9% (15)	0.9% (1)	116
Other gender identity	15.4% (2)	30.8% (4)	30.8% (4)	15.4% (2)	7.7% (1)	13

Many of the comments about visibility of resources focused on the support provided by the OUSA Queer* Support service or campus-wide visibility:

- *Good support is provided and publicised by OUSA for any harassment or insecurity.* [heterosexual man]
- *There are a lot of useful resources and services* [pansexual man]
- *the more visible and accessible queer resources are, the better (I'm not sure how to go about this though).* [bisexual woman]
- *Queer Support isn't advertised regularly – for example I only knew about it at the beginning of this year (my 2nd year)* [woman who reported questioning her sexual orientation]
- *Queer Support needs to get out there more in the Dunedin campus!* [heterosexual woman]
- *In the course outline of papers it could be a good idea to have Queer Support advertised.* [heterosexual man]
- *I think the University could take a stronger role in encouraging Queer events – most of the time support seems to come from individual groups rather than the University as a whole.* [heterosexual woman]

Do respondents think the University of Otago has a positive and supportive response to incidents of queer* harassment or discrimination?

Over half of the LGBTAQ respondents were uncertain whether the University of Otago has a positive and supportive response to incidents of queer* harassment or discrimination (see Figures 34 and 35 and Tables 34 and 35). Around half of the HAABG respondents were also uncertain on both issues. Around a third of both groups agreed on these issues but LGBTAQ respondents were half as likely to strongly agree as HAABG respondents on both issues. LGBTAQ respondents were almost twice as likely as HAABG respondents to disagree with regards to harassment (4% versus 2%; Table 34 and Figure 34), which contributed to a significant difference between the two groups overall ($\chi^2(4) = 20.06$, $p < .01$). The level of

disagreement with regards to discrimination was relatively equal (around 2%; Table 35 and Figure 35) but there was still a significant overall difference between the two groups ($\chi^2(4) = 10.91, p < .05$).

Table 34. Views on whether the University of Otago has a positive and supportive response to incidents of queer* harassment among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	6.2% (20)	32.1% (103)	57.3% (184)	3.7% (12)	0.6% (2)	321
HAABG	14.7% (112)	34.6% (264)	48.2% (368)	2.2% (17)	0.3% (2)	763

Table 35. Views on whether the University of Otago has a positive and supportive response to incidents of queer* discrimination among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	7.2% (23)	32.9% (105)	57.1% (182)	2.2% (7)	0.6% (2)	319
HAABG	13.8% (104)	34.1% (258)	50.0% (378)	1.7% (13)	0.4% (3)	756

A number of positive comments were made about the University's positive and supportive responses to incidents of queer* harassment/discrimination:

- *I think that the uni does well against discrimination and harassment [heterosexual woman]*
- *Discrimination is always going to occur to minority groups to some extent. However, having a University support network that allows people to be themselves is an important step to empower people and make them feel strong enough to express that part of themselves despite what others may think or say. [lesbian woman]*

Several respondents highlighted halls of residence as locations where harassment/discrimination is more common and where responses could be more supportive:

- *most of my [verbal] abuse has occurred behind closed doors away from RAs [residential assistants] or people who could take action as people see it as an opportunity to abuse you because no person of authority is around you. Abuse at the halls is prolific, and there needs to be something done to educate against discrimination and bullying i.e. though putting harsher penalties so that it is recognised as a big issue of concern instead of waved aside. In the halls there isn't much support and know-how on who to go see so publicising the Queer Support service would be a great for the halls [lesbian woman]*
- *I heard of a couple in a residential hall that are being severely bullied for being openly lesbian. The hall doesn't seem to be doing anything, hopefully this survey can improve university life for people suffering like this. [heterosexual woman]*
- *Could potentially do queer awareness stuff in the residential halls for the first years, as they're usually the most ignorant of the issue (and thus often most abusive). [heterosexual woman]*

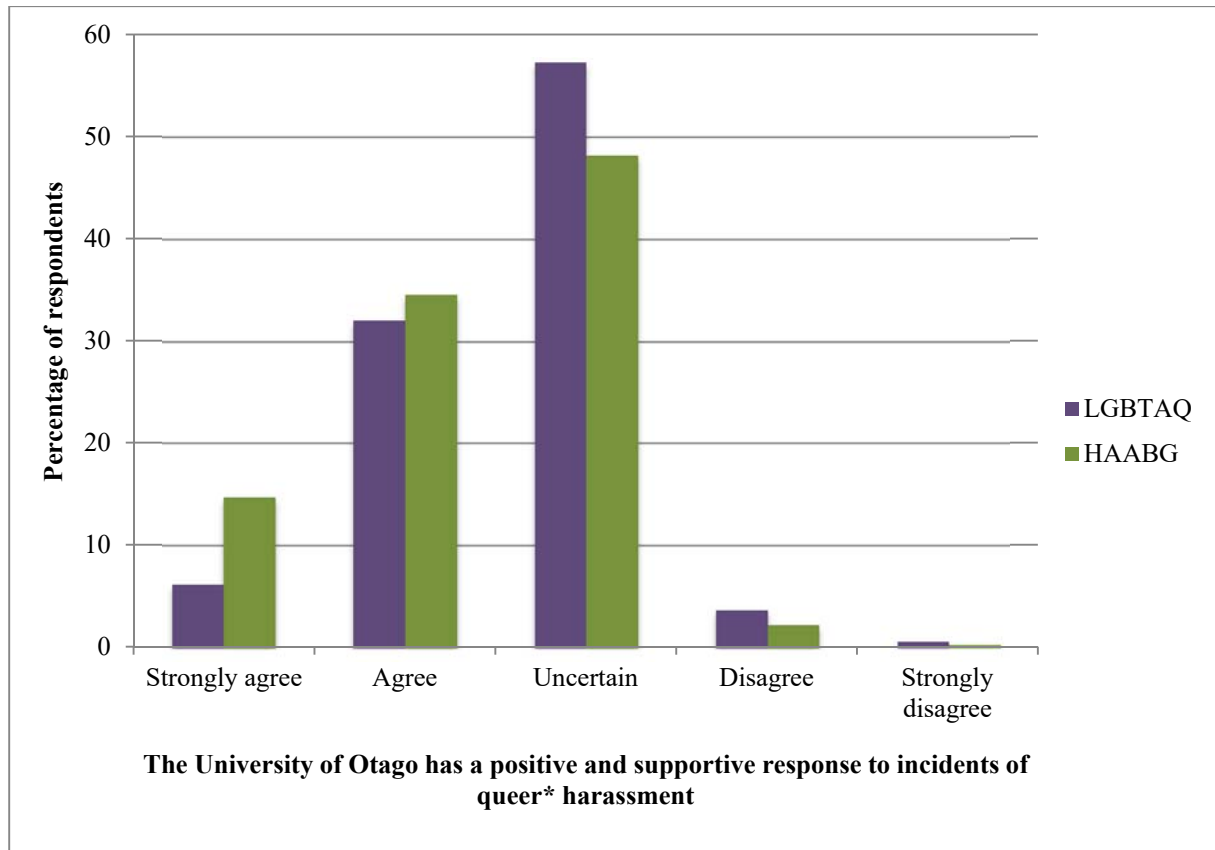


Figure 34. Views on whether the University of Otago has a positive and supportive response to incidents of queer* harassment among LGBTAQ and HAABG respondents

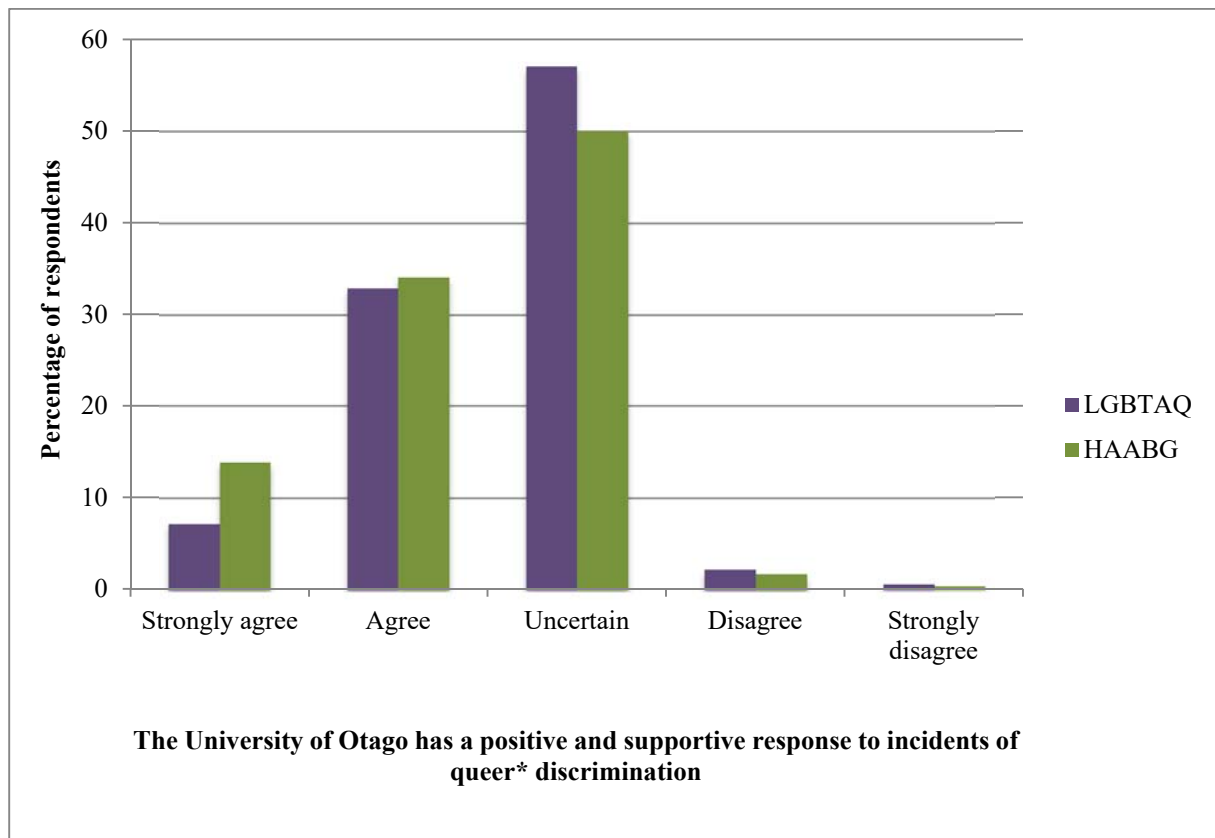


Figure 35. Views on whether the University of Otago has a positive and supportive response to incidents of queer* discrimination among LGBTAQ and HAABG respondents

Within LGBTAQ respondents, views on whether the University of Otago has a positive and supportive response to incidents of queer* harassment varied significantly across the sexual orientation subgroups (see Table 34a: $\chi^2(16) = 29.52$, $p < .05$). Half or more of all subgroups of the LGBTAQ respondents were uncertain whether the University of Otago has a positive and supportive response to incidents of queer* harassment, and almost three-quarters of asexual respondents were uncertain about this issue. None of the respondents who reported questioning their sexual orientation disagreed that the University of Otago has a positive and supportive response to incidents of queer* harassment, and only a small number of people in the other sexual orientation of subgroups disagreed on this issue. There was also a significant gender difference in views on whether the University of Otago has a positive and supportive response to incidents of queer* harassment within the LGBTAQ respondents (see Table 34b: $\chi^2(8) = 25.13$, $p < .001$). None of the respondents with non-binary gender identities agreed that the University of Otago has a positive and supportive response to incidents of queer* harassment, and over 80% of this subgroup were uncertain on this issue. Very few of the female and male LGBTAQ respondents disagreed that the University of Otago has a positive and supportive response to incidents of queer* harassment and over a third of female and male LGBTAQ respondents agreed on this issue. Very similar patterns existed for the significant differences in views on whether the University of Otago has a positive and supportive response to incidents of queer* discrimination across the sexual orientation subgroups of the LGBTAQ respondents (see Table 35a: $\chi^2(16) = 27.41$, $p < .05$) and the gender identity subgroups of the LGBTAQ respondents (see Table 35b: $\chi^2(8) = 25.10$, $p < .001$).

Table 34a. Views on whether the University of Otago has a positive and supportive response to incidents of queer* harassment among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	11.1% (2)	11.1% (2)	72.2% (13)	5.6% (1)	0.0% (0)	18
Bisexual/ pansexual	4.7% (6)	36.2% (46)	56.7% (72)	1.6% (2)	0.8% (1)	127
Gay/lesbian/ takatāpui	4.2% (5)	30.3% (36)	58.0% (69)	7.6% (9)	0.0% (0)	119
Questioning	14.3% (6)	35.7% (15)	50% (21)	0.0% (0)	0.0% (0)	42
Other/queer	6.7% (1)	26.7% (4)	60.0% (9)	0.0% (0)	6.7% (1)	15

Table 35a. Views on whether the University of Otago has a positive and supportive response to incidents of queer* discrimination among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	11.1% (2)	16.7% (3)	72.2% (13)	0.0% (0)	0.0% (0)	18
Bisexual/ pansexual	5.6% (7)	39.7% (50)	52.4% (66)	1.6% (2)	0.8% (1)	126
Gay/lesbian/ takatāpui	5.9% (7)	28.6% (34)	61.3% (73)	4.2% (5)	0.0% (0)	119
Questioning	14.6% (6)	39.0% (16)	46.3% (19)	0.0% (0)	0.0% (0)	41
Other/queer	6.7% (1)	13.3% (2)	73.3% (11)	0.0% (0)	6.7% (1)	15

Table 34b. Views on whether the University of Otago has a positive and supportive response to incidents of queer* *harassment* among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	6.8% (13)	30% (57)	60.5% (115)	2.1% (4)	0.5% (1)	190
Male	5.9% (7)	39% (46)	49.2% (58)	5.9% (7)	0.0% (0)	118
Other gender identity	0.0% (0)	0.0% (0)	84.6% (11)	7.7% (1)	7.7% (1)	13

Table 35b. Views on whether the University of Otago has a positive and supportive response to incidents of queer* *discrimination* among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	8.0% (15)	30.9% (58)	59.6% (112)	1.1% (2)	0.5% (1)	188
Male	6.8% (8)	39.8% (47)	50.0% (59)	3.4% (4)	0.0% (0)	118
Other gender identity	0.0% (0)	0.0% (0)	84.6% (11)	7.7% (1)	7.7% (1)	13

Do respondents think the OUSA Queer* Support service is an open, inclusive, safe and supportive place for all people

Around a quarter of the LGBTAQ respondents and a third of HAABG respondents were uncertain about whether the OUSA Queer* Support service is an open, inclusive, safe and supportive place (see Figure 36 and Table 36). Overall, around two-thirds of respondents agreed on this issue. LGBTAQ respondents were slightly more likely to agree or strongly agree than HAABG respondents but LGBTAQ respondents were also twice as likely to disagree as HAABG respondents (5.3% versus 2.4%). A significant difference existed between the two groups' views of the OUSA Queer* Support service ($\chi^2(4) = 13.35, p < .05$).

Within LGBTAQ respondents' views on whether the OUSA Queer* Support service is an open, inclusive, safe and supportive place for all people varied significantly across the sexual orientation subgroups (see Table 36a: $\chi^2(16) = 26.93, p < .05$). Over a third of asexual respondents and just less than a third of gay/lesbian/takatāpui were uncertain on this issue, whereas respondents in the other three sexual orientation subgroups were less likely to be uncertain. Respondents who reported their sexual orientation to be other/queer were slightly more likely to disagree that the OUSA Queer* Support service is an open, inclusive, safe and supportive place for all people compared to respondents of other sexual orientations (20% versus around 10% or less). However, two-thirds of these respondents who reported their sexual orientation to be other/queer agreed that the OUSA Queer* Support service is an open, inclusive, safe and supportive place for all people. A similarly large proportion of the respondents agreed on this question with the exception of asexual respondents, of whom half agreed on this issue. There was also a significant gender difference within the LGBTAQ respondents in their views on whether the OUSA Queer* Support service is an open, inclusive, safe and supportive place for all people (see Table 36b: $\chi^2(8) = 20.83, p < .01$). Female LGBTAQ respondents were more likely to agree on this issue compared to male LGBTAQ respondents and respondents with non-binary gender identities. Respondents with non-binary gender identities were slightly more likely to disagree on this issue (almost a quarter compared to less than 5% of female and male LGBTAQ respondents).

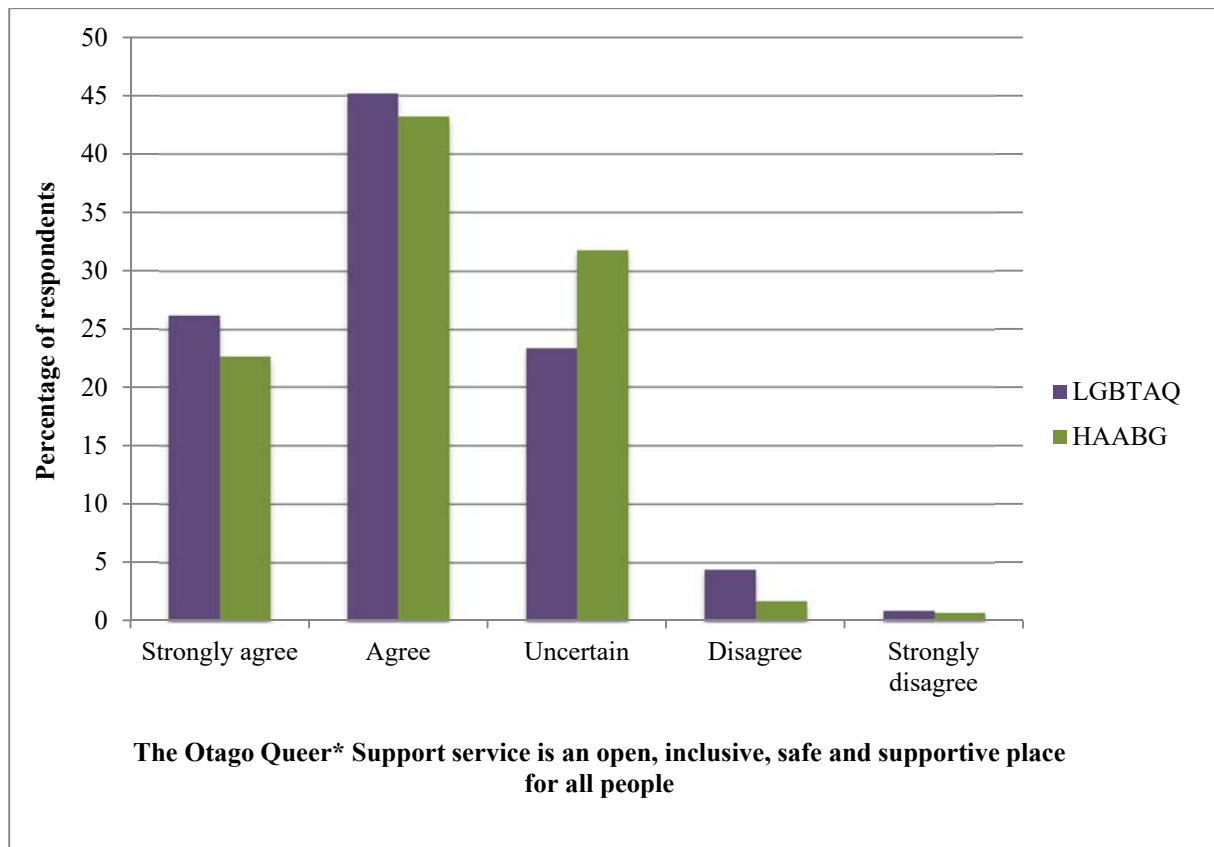


Figure 36. Views on whether the OUSA Queer* Support service is an open, inclusive, safe and supportive place for all people among LGBTAQ and HAABG respondents

Table 36. Views on whether the OUSA Queer* Support service is an open, inclusive, safe and supportive place for all people among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	26.2% (84)	45.2% (145)	23.4% (75)	4.4% (14)	0.9% (3)	321
HAABG	22.7% (172)	43.2% (328)	31.8% (241)	1.7% (13)	0.7% (5)	759

Table 36a. Views on whether the OUSA Queer* Support service is an open, inclusive, safe and supportive place for all people among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	22.2% (4)	27.8% (5)	38.9% (7)	11.1% (2)	0.0% (0)	18
Bisexual/ pansexual	25.2% (32)	52.0% (66)	18.1% (23)	2.4% (3)	2.4% (3)	127
Gay/lesbian/ takatāpui	25.2% (30)	41.2% (49)	29.4% (35)	4.2% (5)	0.0% (0)	119
Questioning	31.0% (13)	47.6% (20)	19.0% (8)	2.4% (1)	0.0% (0)	42
Other/queer	33.3% (5)	33.3% (5)	13.3% (2)	20.0% (3)	0.0% (0)	15

Table 36b. Views on whether the OUSA Queer* Support service is an open, inclusive, safe and supportive place for all people among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	29.5% (56)	46.8% (89)	18.9% (36)	4.2% (8)	0.5% (1)	190
Male	19.5% (23)	44.9% (53)	31.4% (37)	3.4% (4)	0.8% (1)	118
Other gender identity	38.5% (5)	23.1% (3)	15.4% (2)	15.4% (2)	7.7% (1)	13

A couple of respondents mentioned they themselves or others had not received responses to emails they had sent, although there may have been some confusion between the OUSA Queer* Support service and UniQ, the queer* students' group that organises social events:

- *It would be nice if UniQ actually responded to emails.* [asexual woman]
- *Some students faced the problem which their emails to the queer support group didn't get any reply.* [gay man]

The majority of comments highlighted how the OUSA Queer* Support service and UniQ are inclusive, supportive, and safe:

- *I am glad that Queer Support and UniQ provide safe places [...] and the opportunity to meet other queer students.* [lesbian woman]
- *Support services are welcoming and respectful.* [lesbian woman]

Two negative comments from bisexual women focused on how some individuals within the queer* community prejudice people who are bisexual:

- *The Support service was great and inclusive, but many other queer people I met were really hostile and acted like my orientation didn't exist. [...] Thanks for Queer Support, it was amazing and I met some really brave people of a range of identities, but other students ruined the community for me.* [bisexual woman]
- *Queer support are assholes who only consider their view of "queer" and the lifestyle they view associated with it as correct. I was verbally ripped out by one of their members (I assume, it was at one of their public things on campus) about my relationship structure.* [bisexual woman]

Several LGBTAQ and HAABG respondents suggested they would like queer* events to be more inclusive:

- *Maybe have events that all sexual orientations attend together so it doesn't objectify the fact that the people going to a certain thing are "queer" and then maybe more people who are less confident would go as them going wouldn't necessarily mark them as queer or whatever their orientation may be.* [bisexual woman]
- *The university could make events such as the gay tea party [possibly meaning an event organised by OUSA Queer* Support called the Queerest Tea Party] etc. more vocally inclusive because at the current time they do seem too rigid in their demographic they are making feel welcome. The solution may just be renaming the event to a more inclusive name.* [woman who reported questioning her sexual orientation]
- *As a heterosexual person, I feel we should have the right to participate in queer events too* [heterosexual woman]
- *Events that allow all gender/sexual identities to have a chance to mingle and mix.* [heterosexual woman]

Would respondents be happy to utilise or recommend to a friend the OUSA Queer* Support service?

Around 20% of both the LGBTAQ respondents and the HAABG respondents were uncertain whether they would be happy to utilise or recommend to a friend the OUSA Queer* Support service (see Figure 37 and Table 37). Overall, almost three-quarters of respondents agreed that they would be happy to utilise/recommend the OUSA Queer* Support service. LGBTAQ respondents were slightly more likely to strongly agree than HAABG respondents but HAABG respondents were slightly more likely to agree than LGBTAQ respondents. LGBTAQ respondents were more than twice as likely to disagree as HAABG respondents (7% versus 3%). A significant difference existed between the two groups on utilising/recommending the OUSA Queer* Support service ($\chi^2(4) = 12.16, p < .05$).

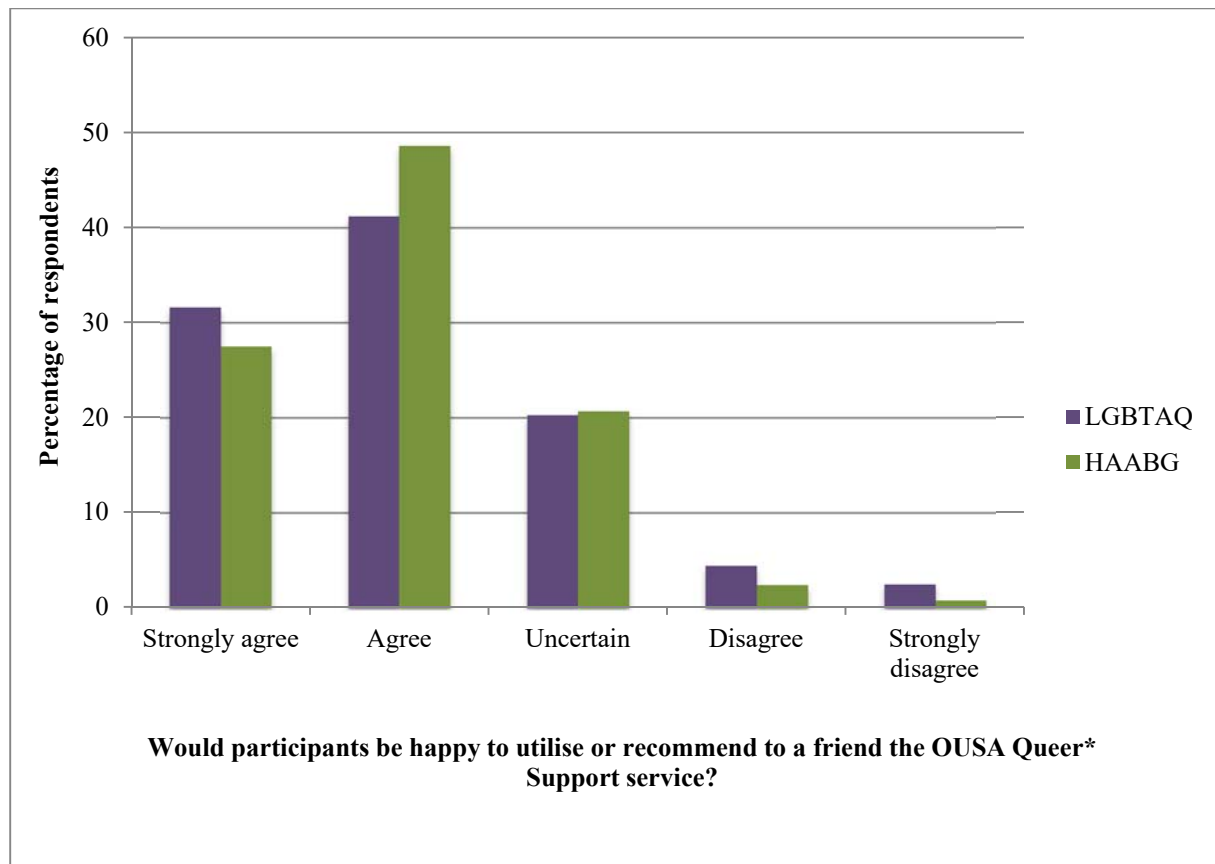


Figure 37. Happiness to utilise or recommend to a friend the OUSA Queer* Support service among LGBTAQ and HAABG respondents

Table 37. Happiness to utilise or recommend to a friend the OUSA Queer* Support service among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	31.6% (101)	41.2% (132)	20.3% (65)	4.4% (14)	2.5% (8)	320
HAABG	27.5% (210)	48.6% (371)	20.7% (158)	2.4% (18)	0.8% (6)	763

Several respondents commented specifically that they themselves would be happy making use of the OUSA Queer* Support service or how they have friends who have (or could) benefit from the service:

- *I think the queer resources at Otago are very good, and I feel comfortable about using them if I need.* [bisexual woman]
- *I have a couple of friends who I know need support like this – it's great to be so available* [heterosexual woman]
- *A friend was able to accept himself thanks to queer support, I'm grateful for that. Queer support does not just effect those that are directly involved.* [heterosexual woman]

One LGBTAQ respondent suggested that having more staff, particularly counsellors, within the OUSA Queer* Support service would be of benefit:

- *To improve the queer support, there should be more student counsellors appointed in OUSA queer support to help students. One adviser is not enough to do the job.* [gay man]

Within the LGBTAQ respondents there was no significant difference in happiness utilising or recommending the OUSA Queer* Support service across the sexual orientation subgroups (see Table 37a: $\chi^2(16) = 21.18$, $p = .17$). There was, however, a significant gender difference in happiness to utilise or recommend to a friend the OUSA Queer* Support service within the LGBTAQ respondents (see Table 37a: $\chi^2(8) = 17.07$, $p < .05$). Female LGBTAQ respondents and respondents with non-binary gender identities were more likely to agree that they would be happy utilising/recommending the OUSA Queer* Support service compared to male LGBTAQ respondents. And respondents with non-binary gender identities were also slightly more likely to disagree that they would be happy utilising/recommending the OUSA Queer* Support service.

Table 37a. Happiness to utilise or recommend to a friend the OUSA Queer* Support service among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	22.2% (4)	33.3% (6)	27.8% (5)	5.6% (1)	11.1% (2)	18
Bisexual/ pansexual	33.9% (43)	44.1% (56)	15.7% (20)	4.7% (6)	1.6% (2)	127
Gay/lesbian/ takatāpui	27.7% (33)	37.8% (45)	26.1% (31)	5.0% (6)	3.4% (4)	119
Questioning	31.7% (13)	46.3% (19)	22.0% (9)	0.0% (0)	0.0% (0)	41
Other/queer	53.3% (8)	40.0% (6)	0.0% (0)	6.7% (1)	0.0% (0)	15

Table 37b. Happiness to utilise or recommend to a friend the OUSA Queer* Support service among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	34.9% (66)	43.9% (83)	16.4% (31)	2.6% (5)	2.1% (4)	189
Male	23.7% (28)	39.0% (46)	28.0% (33)	6.8% (8)	2.5% (3)	118
Other gender identity	53.8% (7)	23.1% (3)	7.7% (1)	7.7% (1)	7.7% (1)	13

Views of the University of Otago's Dunedin campus

The following questions about respondents' views of the campus as friendly, respectful, and communicative were asked specifically about the University of Otago's main Dunedin campus in order to ensure respondents had a consistent location in mind in answering. The majority of the University's departments and services are located in Dunedin, as were the majority of respondents in present study (see Figure 3 and Table 3). These questions asked respondents to think about the Dunedin campus in general.

Views on the University of Otago's Dunedin campus: is it friendly?

Around 90% of both the LGBTAQ respondents and the HAABG respondents agreed that the University of Otago's Dunedin campus is friendly (see Figure 38 and Table 38). LGBTAQ respondents were less likely to strongly agree than HAABG respondents (18% versus 34%). LGBTAQ respondents were twice as likely to disagree as HAABG respondents (4% versus 2%), which contributed to an overall significant difference between the two groups' views on friendliness of the campus ($\chi^2(4) = 27.43, p < .01$).

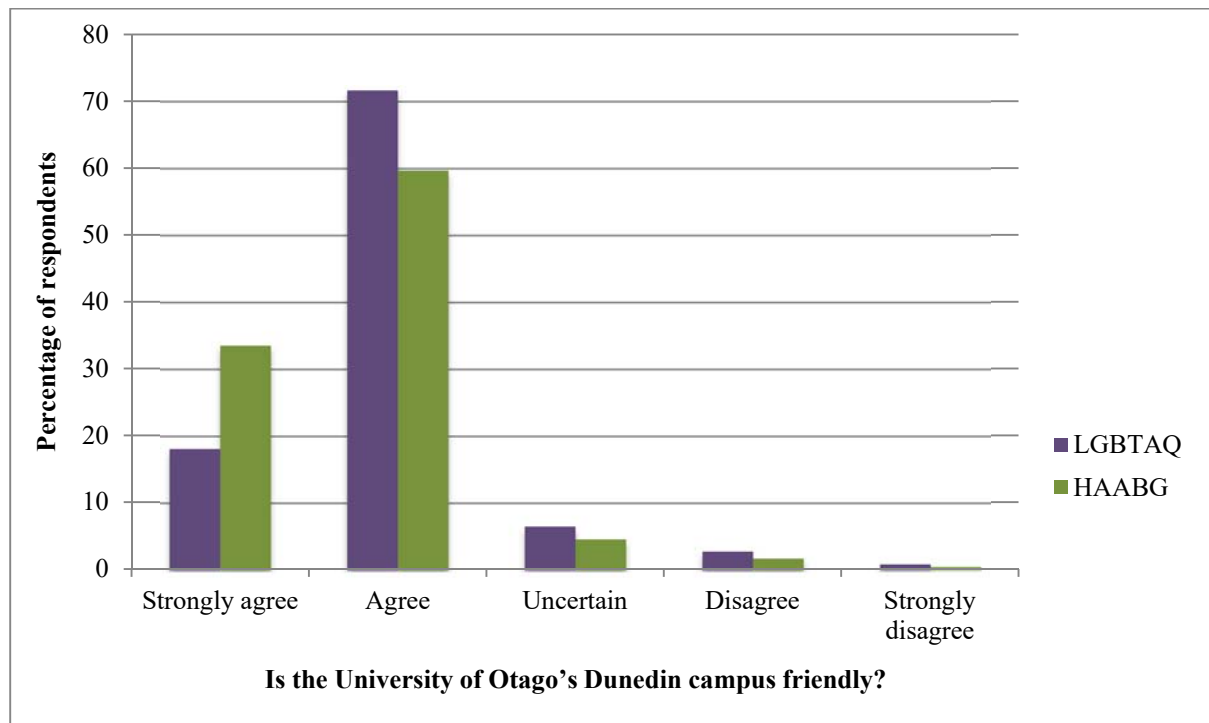


Figure 38. Views on whether the University of Otago's Dunedin campus is friendly among LGBTAQ and HAABG respondents

Table 38. Views on whether the University of Otago's Dunedin campus is friendly among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	18.1% (58)	71.7% (230)	6.5% (21)	2.8% (9)	0.9% (3)	321
HAABG	33.5% (257)	59.7% (458)	4.6% (35)	1.7% (13)	0.5% (4)	767

Within the LGBTAQ respondents there was no significant difference in views on whether the University of Otago's Dunedin campus is friendly across the sexual orientation subgroups (see Table 38a: $\chi^2(16) = 14.21$, $p = .58$). There was, however, a significant gender difference in views on whether the University of Otago's Dunedin campus is friendly within the LGBTAQ respondents (see Table 38a: $\chi^2(8) = 24.91$, $p < .001$). Around a quarter of the respondents with non-binary gender identities were uncertain whether the University of Otago's Dunedin campus is friendly compared to less than 10% of the female and male LGBTAQ respondents. The respondents with non-binary gender identities were less likely to agree that the campus is friendly (around 70% compared to almost 90% of the female and male LGBTAQ respondents).

Table 38a. Views on whether the University of Otago's Dunedin campus is friendly among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	16.7% (3)	77.8% (14)	5.6% (1)	0.0% (0)	0.0% (0)	18
Bisexual/ pansexual	18.9% (24)	72.4% (92)	3.1% (4)	4.7% (6)	0.8% (1)	127
Gay/lesbian/ takatāpui	16.8% (20)	71.4% (85)	8.4% (10)	1.7% (2)	1.7% (2)	119
Questioning	21.4% (9)	71.4% (30)	7.1% (3)	0.0% (0)	0.0% (0)	42
Other/queer	13.3% (2)	60.0% (9)	20.0% (3)	6.7% (1)	0.0% (0)	15

Table 38b. Views on whether the University of Otago's Dunedin campus is friendly among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	16.3% (31)	75.3% (143)	4.2% (8)	4.2% (8)	0.0% (0)	190
Male	22.9% (27)	66.1% (78)	8.5% (10)	0.8% (1)	1.7% (2)	118
Other gender identity	0.0% (0)	69.2% (9)	23.1% (3)	0.0% (0)	7.7% (1)	13

Several HAABG and LGBTAQ respondents referred to the campus as 'friendly':

- *I have found that generally the campus is accepting and friendly towards all groups [heterosexual man]*
- *I think everyone here is friendly. I have not seen any incidences of harassment due to someone's sexual identity but it may happen. [heterosexual woman]*
- *In my experience, I have found Otago Uni an overall friendly environment for people of all sexual orientations. [bisexual woman]*
- *Much more friendly than other universities [gay woman]*

Some respondents used similar terms to 'friendly' to describe their campus experience:

- *I think Otago University has a wonderful relationship with queer people and queer needs. I have never felt more comfortable in a place and always feel its more than acceptable to be who you are at all times. [gay man]*
- *I find the campus to be generally really supportive of all LGBTIAQ people. [bisexual woman]*

Not all respondents reported finding the campus friendly:

- *I want to say that Otago Uni is a safe place for me, but whenever I walk around I feel uncomfortable because I'm 'different.'* [lesbian woman]
- *I think that the environments in labs and tutorials could be more friendly and cooperative/collaborative. It seems that in these environments people don't feel so comfortable to share their thoughts or clarify their misunderstandings or lack of understanding.* [heterosexual man]

Views on the University of Otago's Dunedin campus: is it respectful?

Around 75% of the LGBTAQ respondents agreed that the University of Otago's Dunedin campus is respectful, whereas over 80% of the HAABG respondents agreed with this characteristic (see Figure 39 and Table 39). LGBTAQ respondents were slightly more likely than HAABG respondents to be uncertain on this characteristic (14% versus 12%). LGBTAQ respondents were twice as likely to disagree as HAABG respondents on this characteristic (12% versus 6%), which contributed to an overall significant difference between the two groups' views on respectfulness of the campus ($\chi^2(4) = 38.47, p < .01$).

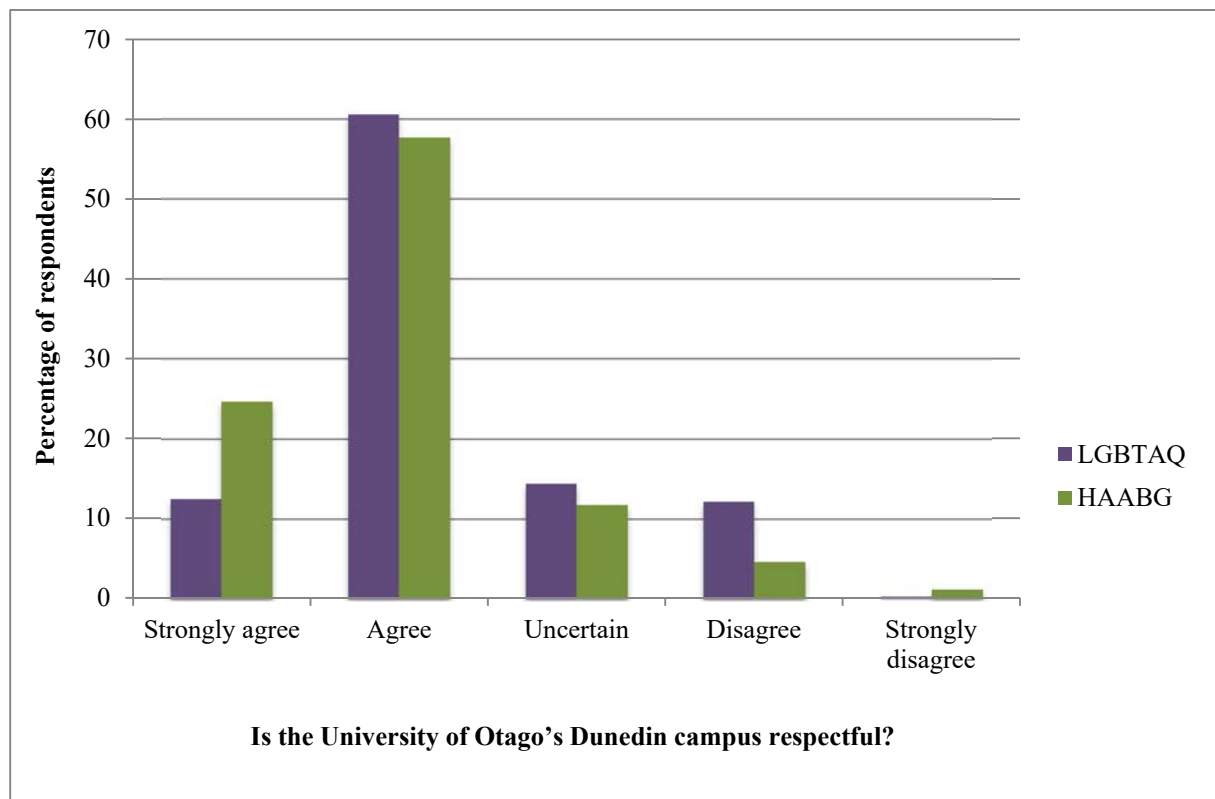


Figure 39. Views on whether the University of Otago's Dunedin campus is respectful among LGBTAQ and HAABG respondents

Table 39. Views on whether the University of Otago's Dunedin campus is respectful among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	12.5% (40)	60.6% (194)	14.4% (46)	12.2% (39)	0.3% (1)	320
HAABG	24.7% (189)	57.7% (441)	11.8% (90)	4.6% (35)	1.2% (9)	764

Within the LGBTAQ respondents there was no significant difference in views on whether the University of Otago's Dunedin campus is respectful across the sexual orientation subgroups (see Table 39a: $\chi^2(16) = 14.03$, $p = .60$). There was, however, a significant gender difference in views on whether the University of Otago's Dunedin campus is respectful within the LGBTAQ respondents (see Table 39a: $\chi^2(8) = 34.92$, $p < .001$). Almost a third of the respondents with non-binary gender identities were uncertain whether the University of Otago's Dunedin campus is respectful compared to less than one in six of the female and male LGBTAQ respondents. The respondents with non-binary gender identities were much less likely to agree that the campus is respectful (just less than a third compared to around three-quarters of the female and male LGBTAQ respondents).

Table 39a. Views on whether the University of Otago's Dunedin campus is respectful among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	16.7% (3)	66.7% (12)	5.6% (1)	11.1% (2)	0.0% (0)	18
Bisexual/ pansexual	11.9% (15)	54.8% (69)	19.8% (25)	13.5% (17)	0.0% (0)	126
Gay/lesbian/ takatāpui	10.1% (12)	66.4% (79)	11.8% (14)	10.9% (13)	0.8% (1)	119
Questioning	14.3% (6)	66.7% (28)	9.5% (4)	9.5% (4)	0.0% (0)	42
Other/queer	26.7% (4)	40.0% (6)	13.3% (2)	20.0% (3)	0.0% (0)	15

Table 39b. Views on whether the University of Otago's Dunedin campus is respectful among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	11.6% (22)	62.1% (118)	14.7% (28)	11.6% (22)	0.0% (0)	190
Male	15.4% (18)	61.5% (72)	12.0% (14)	11.1% (13)	0.0% (0)	117
Other gender identity	0.0% (0)	30.8% (4)	30.8% (4)	30.8% (4)	7.7% (1)	13

A few respondents' comments related specifically to varied views on respectfulness of people on campus:

- *There are a number of openly gay people in my classes and they are treated with as much respect and equality as everyone else.* [heterosexual woman]
- *The environment here appears to be very inclusive and respectful of LGBT people.* [bisexual man]
- *People need to start improving within themselves. Learn to respect others, no matter who they are.* [woman who reported questioning her sexual orientation]
- *on common drinking nights I've heard disrespectful or derogatory language on campus* [heterosexual man]

Views on the University of Otago's Dunedin campus: is it communicative?

Around 75% of the LGBTAQ respondents also agreed that the University of Otago's Dunedin campus is communicative, whereas over 80% of the HAABG respondents agreed with this characteristic (see Figure 40 and Table 40). LGBTAQ respondents were more likely than HAABG respondents to be uncertain on this characteristic (17% versus 12%). LGBTAQ respondents were slightly more likely to disagree than HAABG respondents on this characteristic (7% versus 5%), which contributed to an overall significant difference between the two groups' views on communicativeness of the campus ($\chi^2(4) = 27.43$, $p < .01$).

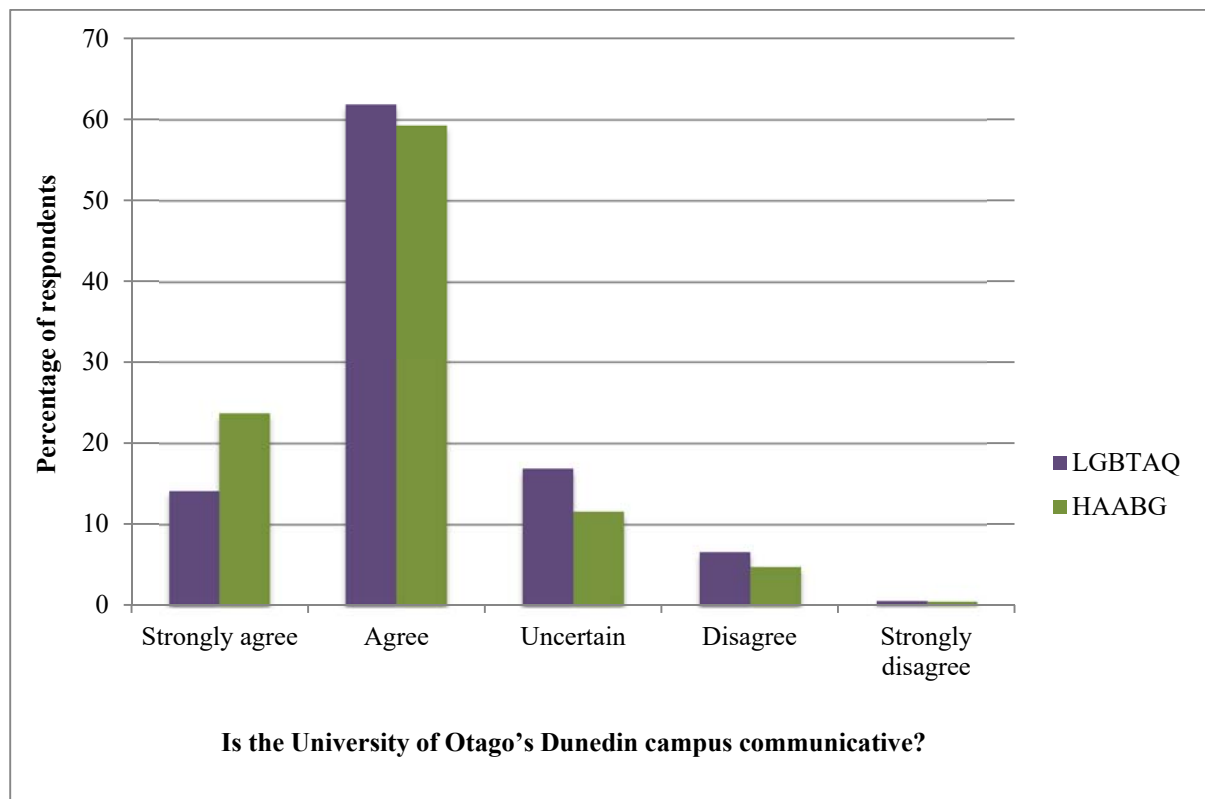


Figure 40. Views on whether the University of Otago's Dunedin campus is communicative among LGBTAQ and HAABG respondents

Table 40. Views on whether the University of Otago's Dunedin campus is communicative among LGBTAQ and HAABG respondents

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
LGBTAQ	14.1% (45)	61.9% (198)	16.9% (54)	6.6% (21)	0.6% (2)	320
HAABG	23.7% (181)	59.3% (454)	11.6% (89)	4.8% (37)	0.5% (4)	765

Within the LGBTAQ respondents there was no significant difference in views on whether the University of Otago's Dunedin campus is communicative across the sexual orientation subgroups (see Table 40a: $\chi^2(16) = 14.73$, $p = .54$). There was, however, a significant gender difference in views on whether the University of Otago's Dunedin campus is communicative within the LGBTAQ respondents (see Table 40a: $\chi^2(8) = 16.68$, $p < .05$). The respondents with non-binary gender identities were less likely to agree that the campus is communicative (around 60% compared to around three-quarters of the female and male LGBTAQ respondents).

Table 40a. Views on whether the University of Otago's Dunedin campus is communicative among sexual orientation subgroups of the LGBTAQ respondents (i.e., regardless of gender identity)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Asexual	11.1% (2)	61.1% (11)	22.2% (4)	5.6% (1)	0.0% (0)	18
Bisexual/ pansexual	15.1% (19)	60.3% (76)	15.9% (20)	7.9% (10)	0.8% (1)	126
Gay/lesbian/ takatāpui	10.9% (13)	67.2% (80)	16.0% (19)	5.9% (7)	0.0% (0)	119
Questioning	19.0% (8)	57.1% (24)	19.0% (8)	4.8% (2)	0.0% (0)	42
Other/queer	20.0% (3)	46.7% (7)	20.0% (3)	6.7% (1)	6.7% (1)	15

Table 40b. Views on whether the University of Otago's Dunedin campus is communicative among gender identity subgroups of the LGBTAQ respondents (i.e., regardless of sexual orientation subgroup)

Group	Strongly agree	Agree	Uncertain	Disagree	Strongly disagree	Total number
Female	13.7% (26)	60.5% (115)	18.9% (36)	6.3% (12)	0.5% (1)	190
Male	16.1% (19)	64.4% (76)	12.7% (15)	6.8% (8)	0.0% (0)	118
Other gender identity	0.0% (0)	58.3% (7)	25.0% (3)	8.3% (1)	8.3% (1)	12

Few respondents commented specifically about communicativeness of the campus but four issues which have been mentioned in previous sections align with communication on campus: training for staff, communication about incidents within halls of residence, awareness of the OUSA Queer* Support service, and education for students/public.

Several respondents suggested training could be offered to University of Otago staff to improve communication on gender issues and in general:

- *More gender training for staff* [woman who listed her sexual orientation as queer]
- *communicate more with lecturers about how to therefore communicate with their students equally and respectfully as though they are adults.* [heterosexual woman]

Other respondents noted how some staff are responsive to direct feedback about teaching involving examples relating to gender:

- *My linguistic class included the line 'his wife used to be a man'. I told the lecturer in the break why this was offensive and he apologised to me and the class and changed the sentence. It was really good :)* [woman who reported questioning her sexual orientation]

Halls of residence were specified as a location where improved communication could help reduce harassment:

- *Abuse in the halls is prolific* [specified previously to be verbal abuse], *and there needs to be something done to educate against discrimination and bullying* [lesbian woman]

- *I would love if the University management, in conjunction with (and led by) the Queer Support team, would initiate information sessions or public talks on tolerance within the halls of residence. I work as a senior resident at a hall, and am often taken aback by hurtful, derogatory comments made about “lesbians” and “faggots”, as well as the perpetual use of “gay” as a pejorative adjective. The halls would certainly benefit from a queer-oriented speaker/information session on tolerance, as well as understanding the heterogeneity and fluidity of sexuality. [bisexual woman]*

Communication more widely was also highlighted in terms of enhancing equality by challenging victim blaming and stereotypes:

- *In my opinion work does have to be done around breaking the stereotypes surrounding gay, lesbian and bisexual people [gay man]*
- *The university implements many services to keep us safe, but there is an underlying sense of apathy in many areas, because for some reason victim blaming is still acceptable. We tell our women and people of difference not to dress a certain way, not to drink at parties, not to walk home alone at night, when really, we should be telling everyone (regardless of gender, sexuality etc.) that intimidation, harassment, assault and discrimination will not be tolerated by the University of Otago. [pansexual woman]*

Advertising the OUSA Queer* Support service was also raised as a communication issue:

- *In the halls there isn’t much support and know-how on who to go see so publicising the Queer Support service would be a great for the halls [lesbian woman]*
- *In the course outline of papers it could be a good idea to have Queer Support advertised. [heterosexual man]*
- *I personally find that queer support isn’t advertised regularly – for example I only knew about it at the beginning of this year (my 2nd year) [woman who reported questioning her sexual orientation]*
- *I think that while the Queer Support does a good job of supporting queer people, they also need to do more to raise awareness of queer issues in the general campus community and also in isolated/off-campus department facilities. [bisexual woman]*

DISCUSSION

Summary of findings

The findings of this survey provide an important snapshot of campus climate for LGBTAQ students at the University of Otago. The comparisons between the 356 LGBTAQ and 878 HAABG students demonstrate a large number of significant differences in almost every question on experiences of harassment and discrimination and in opinions of the campus, the OUSA Queer* Support services, and responses to harassment and discrimination. Half of the LGBTAQ respondents had concealed their sexual orientation and/or gender identity to avoid intimidation and a third had avoided disclosing their sexual orientation and/or gender identity to a lecturer, supervisor, administrator or student support person due to fear of negative consequences, harassment or discrimination. Likewise, over half of LGBTAQ respondents thought it likely they would conceal their sexual orientation and/or gender identity to avoid harassment in the future. Unsurprisingly, this kind of concealment was rarely applicable for HAABG respondents, who commented about finding it odd to be asked about how ‘out’ they are about their sexual orientation and gender identity, which emphasises their privileged alignment with social norms. LGBTAQ respondents reported a range of ‘outness’ with around a quarter being out to only a few people and one in 10 being out to no one.

One in 10 LGBTAQ respondents had previously feared for their safety and one in five thought it likely they would fear for their safety in the future. A quarter of the LGBTAQ respondents had been a victim of harassment whereas only 6% of HAABG respondents had. Derogatory remarks and direct or indirect verbal threats were the most frequent form of harassment. Around 4% of LGBTAQ respondents had been threatened with violence and one in 50 had been assaulted or injured. Public spaces on campus were the most frequent location of harassment for LGBTAQ respondents but one in 20 had also experienced harassment in classes and 8% had been harassed in a hall of residence. Respondents also commented about harassment occurring off campus as well as near campus and on campus, although the main survey questions only asked about harassment occurring on campus or at campus events. Harassment was noted to occur in the evening and when people had been drinking. Some LGBTAQ respondents emphasised that harassment was rare. Some HAABG respondents emphasised a lack of awareness of the impact of words such as “faggot” and even commented about liking such words as generally negative terms. One in 50 LGBTAQ respondents reported having been harassed by a staff member. Almost all harassment was perpetrated by other students, although respondents commented that it is not always possible to know whether a young person who, for example, is making a derogatory comment on campus or off campus is a student.

Across the series of questions asking respondents their opinion of whether people with particular sexual orientations or gender identities are likely to be harassed on campus, HAABG respondents appeared to consistently underestimate this likelihood by about a third to a quarter compared to LGBTAQ respondents. For example, 23% of HAABG respondents thought lesbians are likely to be harassed on campus compared to 34% of LGBTAQ respondents, with few differences within the groups of LGBTAQ respondents (discussed in more detail below). HAABG also had a more positive view of representation of queer* people in the curriculum and climate within classes, which also appeared to be an overestimate compared to LGBTAQ respondents’ ratings. Moreover, compared to the HAABG respondents, fewer of the LGBTAQ respondents felt that campus issues related to sexual orientation and gender identity are thoroughly addressed, that campus has visible leadership about sexual orientation and gender identity issues, and that there is a positive and supportive response to incidents of queer* discrimination and harassment on campus. Around 40% of LGBTAQ and around 50% of HAABG respondents agreed on all of these questions.

Around three-quarters of LGBTAQ and HAABG respondents agreed that visible resources on queer* issues are available on campus but there was still a significant difference in that more HAABG respondents felt uncertain about this and more LGBTAQ respondents disagreed (around one in 10). Over two-thirds of respondents felt the OUSA Queer* Support service is an open, inclusive, safe and supportive place for all people, and this was slightly more common among LGBTAQ respondents. Around three-quarters would use or recommend the OUSA Queer* Support service, and this was slightly more common among the HAABG respondents for this question. The majority of respondents felt the campus climate is friendly, respectful, and communicative, and these positive perceptions were more common among HAABG respondents again.

In addition to the wide differences between LGBTAQ and HAABG students, some specific significant differences were revealed in the subanalyses within the 356 LGBTAQ students by sexual orientation (regardless of gender identity) and gender identity (regardless of sexual orientation). Respondents who identified as gay/lesbian/takatāpui (n=127) were grouped together because a considerable number of female respondents identified as lesbian or gay and one male respondent identified as takatāpui. These respondents and those whose sexual

orientation is queer* (n=16) were more likely to be out to all people (over 40% of both groups) compared to around one in 10 respondents who are bisexual/pansexual (n=143) or questioning their sexual orientation (n=50). Gay/lesbian/takatāpui and bisexual/pansexual students were more likely to have concealed their sexual orientation and/or gender identity (over 50% of both groups), and gay/lesbian/takatāpui and queer* students were more likely to have avoided disclosing their sexual orientation and/or gender identity from a staff member (particularly queer* respondents).

Gay/lesbian/takatāpui students were more likely than respondents with other sexual orientations to have experienced harassment, with nearly a third of them having experienced derogatory remarks and around one in five having experienced harassment walking on campus or in other public spaces, particularly harassment from other students. Gay/lesbian/takatāpui respondents were also more likely to have experienced threats to expose their sexual orientation and/or gender identity. And in terms of future behaviour, more gay/lesbian/takatāpui respondents thought it likely they would conceal their identity to avoid harassment, with nearly two-thirds of them thinking this is likely. Respondents whose sexual orientation is queer* were more likely to disagree that the curriculum adequately represents the contributions of queer* people but were also more likely to agree that the climate of the classes are accepting of queer* people in particular, which may be an artefact of the specific use of the term queer* in those questions (used as a positive umbrella term but disliked by some LGBTQA people). Queer* respondents were also more likely to disagree that the OUSA Queer* Support service is open, inclusive, safe, and supportive for all people, and comments suggested this related to public LGBTQA events that some respondents felt could be more inclusive of diversity. Gay/lesbian/takatāpui students were more likely to disagree that there is a positive and supportive response to incidents of queer* harassment or discrimination on campus, particularly in halls of residence according to comments, but the majority of all respondents felt the response was positive, with less than one in 10 gay/lesbian/takatāpui students disagreeing and even fewer among other sexual orientation groups.

In the second set of subanalyses within the 356 LGBTQA respondents, a range of significant gender differences existed that highlighted some of the specific issues for respondents with non-binary gender identities (n=13) compared to the female and male LGBTQA respondents (n=211 and 132, respectively). Analyses of possible interactive effects of sexual orientation and gender identity were not carried out because of the small number of people in some groups (see Table i). Non-binary respondents were more likely to have feared for their physical safety than the female and male LGBTQA respondents. Non-binary respondents were also more likely to have concealed their gender identity and/or sexual orientation and avoided disclosing their identity to a staff member, with almost all of them having done both. A quarter of non-binary respondents reported having been denied opportunities because of their gender identity and/or sexual orientation compared to less than 5% of female and male LGBTQA respondents. Threats of violence were more common for non-binary respondents, and threats to have one's identity exposed were more common for both non-binary and male LGBTQA respondents. Non-binary people were more likely to have experienced harassment in a campus office and were more likely to have been harassed by staff and students compared to female and male LGBTQA respondents. Over two-thirds of the non-binary respondents reported feeling uncomfortable in segregated bathrooms on campus and all of these respondents reported being comfortable with using gender-neutral bathrooms on campus. All but one non-binary respondent felt it is likely they will conceal their identity to avoid harassment in the future, and half feared for their physical safety in the future. Non-binary respondents were less likely to have favourable views of campus in terms of friendliness, respectfulness, and communication. Fewer non-binary respondents agreed that campus issues

related to gender identity and/or sexual orientation are thoroughly addressed and most of them were uncertain whether a positive and supportive response to incidents of queer harassment. Non-binary respondents were also more likely to disagree that the OUSA Queer* Support service is open, inclusive, safe, and supportive for all people, although almost two-thirds of them were positive about the service. Female LGBTAQ students were more likely than non-binary and male LGBTAQ students to say it is likely they would use or recommend the OUSA Queer* Support service.

Subanalyses of gender differences within the 878 HAABG students were carried out for specific questions where relatively high numbers of HAABG students reported an issue, and a small number of significant differences were found. Female HAABG respondents (n=609) were more likely to have feared for their physical safety than male HAABG respondents (n=269), and the comments emphasised fearing for safety when walking alone in the evening in particular. This pattern was also evident in the gender difference in experiences of being harassed while walking on campus, although the two reports of assault or injury among HAABG respondents were both men. Male HAABG respondents were more likely to be comfortable with the idea of gender-neutral bathrooms than women.

Overall, the findings from the survey demonstrate that LGBTAQ students, particularly those who are gay/lesbian/takatāpui, queer*, or have a non-binary gender identity, experience more harassment and discrimination on campus, have less favourable perceptions of campus, but mostly feel supported by campus responses and services. The smaller number of gender differences within HAABG respondents indicate more fearfulness and experiences of harassment walking on campus among female HAABG students compare to male HAABG students, although these levels are still less than among all of the groups of LGBTAQ students. Qualitative data from the open questions on the survey contributed to a deeper understanding of experiences of discrimination and perspectives on campus climate. All groups of respondents emphasised a role of alcohol in harassment, which was noted to be relatively rare and mainly occur off campus in the evening, particularly serious instances of violence. Some violence was observed rather than personally experienced but these experiences are problematic in terms of forming a climate of fear and concealment for LGBTAQ students, and comments about coming out demonstrated a range fear of negative reactions across respondents. Many of the comments about negative experiences within classes focused on small moments of discriminatory content; some of these comments were framed as success stories after giving feedback to staff, other comments expressed a need for further improvements such as more inclusive models of gender in teaching and more training for staff and students. Respondents also suggested increases in publicity for the OUSA Queer* Support service, more regular LGBTAQ events, and increased inclusivity at events and services.

Comparisons to previous campus climate surveys

The sample from the University of Otago who completed the survey were more diverse than some of the past campus climate research in which there were only LGB or LGBT respondents (e.g., Ellis, 2009; Rankin, 2003, 2005; Waldo, 1998). The majority of respondents identified as HAABG, as in past comparative research (Waldo, 1998; Woods, 2013; Yost & Gilmore, 2011), but the sample included relatively large groups of respondents who identified their sexual orientation as queer* or as asexual, and these groups were included in the main comparisons of LGBTAQ students and HAABG students as well as the subanalyses of groups with particular sexual orientations within the LGBTAQ students. The sample also included 13 respondents who identified as a range of transgender or non-binary gender identities, and the subanalyses provided comparisons across genders within the

LGBTAQ students separately to sexual identity subanalyses, unlike some past research where subanalyses have mixed sexual orientation and gender (e.g., Woods, 2013).

A similar proportion of LGBTAQ students at the University of Otago were out to all people (26% overall and 41% of gay/lesbian/takatāpui students) in comparison to Woods's (2012) survey at Unitec Institute of Technology in Auckland where 27% of LGBTIQ students were out to all, including over 40% of gay/takatāpui men and lesbian/takatāpui women. A higher proportion of LGBT students who completed Rankin's (2003) survey of 14 US universities were out (44% overall), but that survey was completed on paper and snowball sampling started with contacts in support services at the universities, possibly meaning that out people were more likely to complete the survey. The online survey method may have encouraged more LGBTAQ students who were not out to complete the survey. It was common for LGBTAQ students at the University of Otago to conceal their sexual orientation or gender identity to avoid intimidation (50% overall), which is very similar to the students from the 14 US universities in Rankin's (2003) survey and universities across the UK in Ellis's (2009) survey (51% and 50%, respectively) but higher than in Woods's (2013) survey where 39% of LGBTQ Unitec Institute of Technology students reported concealing their identity.

The proportion of LGBTAQ students at the University of Otago who reported fearing for their safety (11%) was higher than in Woods's (2013) survey (7%) but lower than in Rankin's (2003) and Ellis's (2009) surveys (20% and 24%, respectively). This sense of fear is similar to the sense of needing to constantly be on edge and ready to respond to harassment at any time described in Hoffman's (2012) qualitative study in one US university. The overall rate of harassment in the past 12 months was higher among LGBTAQ students at the University of Otago (25%) than in Woods's (2013) survey where 10% of LGBTIQ reported being harassed within the past 12 months. These overall rates of harassment are lower than rates in the past 12 months in Rankin's (2003, 2005) survey (36% of undergraduates, 29% overall). The rates of harassment LGBTAQ students at the University of Otago was, however, similar to rates in Rankin et al.'s (2010) survey where harassment over the past 12 months was reported by 23% of LGBQ students (i.e., not including students with trans or non-binary gender identities) and 31-39% for specific trans or non-binary gender identities (similar to the 39% of University of Otago students with non-binary gender). The rates of harassment LGBTAQ students at the University of Otago are also similar to rates reported by Ellis (2009) where 23% of LGBT students at UK universities reported harassment since starting university. Ellis (2009) also found that harassment is most common whilst walking on campus, in communal spaces, or in halls of residence and commonly by other students, with 18% of all LGBT students reporting being harassed by other students.

The low rate of physical assault or injury for LGBTAQ students at the University of Otago (2%) was very similar to the rate reported by Woods (2013) at Unitec Institute of Technology and the rate in the National Union of Students's (2014) survey, but slightly higher than in Rankin's (2003, 2005) survey of 14 US universities (0.7%) but lower than Yost and Gilmore's (2011) survey of one US university (8%). Whilst these figures represent a small number of people being assaulted, this kind of violence has serious repercussions and should be considered in strategies to tackle LGBTAQ discrimination on campus. The rate of derogatory remarks among LGBTAQ students at the University of Otago (21%) was similar to the rate reported in the National Union of Students's (2014) survey where around 20% of LGB students and 30% of trans students had experienced name calling on campus. The rate at the University of Otago was lower than in Rankin's (2003, 2005) survey where a third of LGBT students had experienced such remarks, and also lower than Yost and Gilmore's (2011) survey where half of LGBTQ students had experienced verbal comments. Notably,

this rate of derogatory remarks for LGBTAQ students at the University of Otago was higher than in Woods's (2013) survey where only 8% of Unitec students had experienced such comments within the past year, and Rankin et al.'s (2010) survey where 14% of LGBTQ students across the US had experienced derogatory remarks.

Discomfort with existing gender segregated bathrooms was low among students at the University of Otago (7% of LGBTAQ, 2% HAABG) but was notably high among the 13 students with trans or non-binary gender identities, of whom 69% had been uncomfortable with these bathrooms. Similar qualitative findings arose in the National Union of Students's (2014) survey. Moreover, this proportion is similar to Rankin's (2016) findings from one US university where 50% of 16 transgender respondents reported feeling uncomfortable using gender segregated bathrooms on a more general campus climate survey of 2,725 students and staff. Trans respondents to Rankin's (2016) survey made comments about particular buildings with limited facilities, which was not the case in this survey, although further research is needed to determine the pattern of accessibility of gender-neutral bathrooms across the University of Otago. The issue of safety in bathrooms is pressing for students with trans or non-binary gender identities as denial of access to bathrooms has been found to be associated with suicidality among US transgender people after statistically controlling for overall experiences of discrimination and harassment (Seelman, 2016). Rates of harassment and climate perceptions were notably worse among the 13 students with non-binary gender identities in this survey, similar to Rankin et al.'s (2010) findings across universities in the US and the National Union of Students's (2014) survey.

LGBTAQ students at the University of Otago were more likely to agree that the curriculum represents the contribution of queer* people (29% of LGBTAQ, 41% of HAABG) compared to LGBT students in Rankin's (2003) survey of 14 US universities where 22% agreed, and Woods's (2013) survey of Unitec students where 20% of LGBTIQ students agreed. Perceptions of class climate being supportive of queer* students was similar among LGBTAQ students at the University of Otago (62% of LGBTAQ, 74% of HAABG) compared to Rankin's (2003) survey where 64% of LGBT students agreed and Woods's (2013) survey where 58% of LGBTIQ students agreed. Overall perceptions of the campus climate in terms of friendliness, respectfulness, and communicativeness were more favourable among HAABG students compared to LGBTAQ students at the University of Otago, similar to Woods's (2013) and Yost and Gilmore's (2011) findings on the same terms in Auckland and a US university, respectively. Students at the University of Otago were more likely to agree that queer* issues on campus are thoroughly addressed (41% of LGBTAQ, 52% of HAABG) compared to Woods's (2013) survey where 23% of all students agreed (agreement rates not reported for LGBTIQ and HAABG students separately). Students at the University of Otago were more likely to agree that there is visible leadership regarding queer* issues on campus (45% of LGBTAQ, 53% of HAABG) and visible resources (73% of LGBTAQ, 72% of HAABG) compared to Woods's (2013) survey where 19% and 25% of all students agreed on these two issues, respectively.

Limitations & strengths

This project is the first formal evaluation of the campus climate for LGBTAQ students at the University of Otago. The survey builds on the international research on campus climate, particularly from the US (Rankin, 2003, 2005; Rankin et al., 2010; Waldo, 1998; Woods, 2013; Yost & Gilmore, 2011), the UK (Ellis, 2009), and the 2012 survey of students at Unitec Institute of Technology in Auckland (Woods, 2013). The majority of the questions used in the survey were based directly on this past research to facilitate comparison. There are some limitations to the overall survey method and the way particular questions were asked, which

impact on what can be concluded from the survey and comparisons to past campus climate surveys. There are also limitations and strengths to the sampling method, mixed methods approach, and analyses applied that contextualise what can be concluded from the survey.

The questions about experiences of discrimination and harassment specified a timeframe of the past year, as in past surveys (Rankin, 2003, 2005; Rankin et al., 2010; Woods, 2013). As the survey was distributed during a short window in April 2014, students who had started at the University of Otago at the beginning of the academic year at the end of February had more limited time on campus to have developed perceptions of the campus climate or experienced discrimination or harassment:

- *I have not heard/seen any such negative events take place either but my time at UO has been limited to the start of 1st Semester [heterosexual woman]*

It is also possible that some respondents answered thinking about the calendar year since the start of 2014 rather than a 12 month period back to April 2013. The timeframe of a year is otherwise more uniform than Ellis's (2009) method of asking about students experiences any time since starting university, but that approach captures experiences that may have occurred just outside the 12 month period. HAABG students were on average a year younger than LGBTAQ students who responded and this may have added to the timeframe limitation as this suggests more HAABG students had recently arrived at university.

The question about outness offered a series of answer options that are hard to distinguish and it is questionable whether anyone can be out to literally everyone (see e.g., Flowers & Buston, 2001; Treharne, 2011), but the options capture an overall picture of how out individuals are (see Table 7 and Appendix 1). One respondent critiqued the linear notion of being out to increasing circles of specific people and emphasised how coming out can instead be considered an ongoing process:

- *Didn't like the how 'out' question, should of been an option of 'this depends on context at the time' and one is constantly coming out. [genderqueer person who reported their sexual orientation to be queer]*

HAABG students also reflected on the question about outness in their comments:

- *It was a bit weird having to say that I was out about my sexuality, when I am straight. Makes me realise how much I take things for granted, being straight! [heterosexual woman]*

Other HAABG students commented more broadly about how the survey did not apply directly to them, which may relate to the questions about outness, discrimination, and harassment:

- *Seems to be targeted at non-heterosexual people and as a result I was uncertain on a lot of questions [heterosexual man]*

The questions about discrimination and harassment followed specific definitions of these two concepts and then made use of the specific forms of discrimination and harassment as asked on previous surveys (Rankin, 2003, 2005; Rankin et al., 2010; Woods, 2013), which may have contributed to under-reporting of experiences that did not clearly fit the definitions or are hard to judge (e.g., denial of opportunities). Harassment and discrimination were specified as relating to sexual orientation and gender identity so HAABG students might have experienced harassment on other grounds such as racism, but so too might LGBTAQ students, and different aspects of identity might intersect to lead to different patterns of discrimination. The survey included questions about derogatory remarks and written comments as well as the

location of harassment but did not ask any specific questions about online harassment (e.g., social media, email). The survey also did not include any questions specifically about sexual violence. There were small rates of physical violence or assault but respondents may not have reported sexual assault in response to this question or the questions about threats or comments.

The online method of completing the survey is both a limitation and strength. This method allowed for the survey link to be emailed to mailing lists of students and shared on social media, and led to a reasonable sample of LGBTAQ respondents, particularly as snowball sampling was possible. Respondents' internet portal (IP) address was recorded in the survey and no duplicate surveys were entered from the same IP, but this does not rule out the possibility of repeated completion of the survey. Several respondents completed the survey despite answering that they did not give consent to participate and their data were not analysed even though completing the survey is an indication that they may have intended to give consent. A few respondents who did not report their sexual orientation and/or gender identity were not included in analyses to avoid assumptions about allocating them to the HAABG or LGBTAQ group. Some of these respondents may be transgender individuals who did not feel the options captured their identities or experiences. A few respondents who provided nonsensical written answers for their sexual orientation and/or gender identity were also excluded from analyses, and it is possible that other respondents did not take the survey seriously or completed it speedily in order to be eligible for the prize draw. It is also possible that some respondents did not answer some questions or did not report forms of harassment or discrimination because of the emotional nature of thinking about such events or feelings of shame or embarrassment.

The sample included a relatively large number of LGBTAQ respondents as well as HAABG respondents, which adds weight to the comparisons between these two overall groups. The aim of sampling was to over-sample LGBTAQ respondents to attain a reasonably representative picture of experiences, and the proportions of respondents with particular sexual orientations and gender identities do not necessarily represent the frequency of such identities among the student body at the University of Otago. However, in order to simplify the subanalyses within LGBTAQ respondents, we amalgamated some sexual orientations (asexual, bisexual/pansexual, gay/lesbian/takatāpui, questioning, other/queer*) and gender identities (female, male, non-binary) to provide reasonably sized subsamples, and these groupings may mask particular experiences of people with distinct identities. This amalgamation did not allow us to test interactions of sexual orientations and gender identities to examine whether harassment was more common for students with particular combinations of sexual orientations and gender identities (e.g., asexual people with non-binary gender identities compared to asexual women and asexual men). The sample did not include any individuals who are intersex, although it is possible that the survey question about gender did not encourage intersex people to identify this detail, which is distinct from gender identity, and no specific question about intersex status was included. The question about gender had an option 'Other (please specify)', which allowed people with non-binary gender identities to share their identities in their own words, but it is possible that this question's format meant that some trans individuals who identify as female or male may have been included in the HAABG group. Future surveys could ask specific questions about known intersex status and trans identities or histories (see also Clark et al., 2014; Treharne & Beres, 2016).

More LGBTAQ respondents provided comments compared to HAABG respondents, which is to be expected given how most of the fixed answer questions asked about LGBTAQ issues. There was, however, a small number of comments from respondents with non-binary gender

identities, which makes it difficult to provide a full understanding of their perspectives on specific issues (e.g., bathrooms). The use of both quantitative analysis of fixed answer questions and deductive qualitative analysis of comments relating to each fixed answer question adds depth of explanation to the issues covered in the survey. However, respondents who provided comments appeared to be more likely to focus on later fixed answer questions, which appeared before the final two open-ended questions that were the source of comments. Comments also commonly focused on one burning issue or a mixture of issues, and it may be productive to ask open-ended questions after more of the key fixed answer questions in future surveys or to use a process of asking only respondents who indicate they have experienced a particular form of harassment to provide any comments on the experience.

Implications & recommendations

This report concludes with an overview of updates to the OUSA Queer* Support service and a series of recommendations that follow directly from the findings of the survey, whilst bearing in mind the above limitations. The findings of this survey provide insights into campus climate, campus responses, and support services for LGBTIAQ students at the University of Otago, which highlight the ongoing importance of the OUSA Queer* Support service and wider efforts to reduce discrimination and harassment for LGBTIAQ students at this and all universities. An 'I' has been added to the abbreviation LGBTIAQ within these recommendations as they are likely to also apply to the support of intersex students despite there being no respondents who identify as intersex in this study.

The survey was completed in April 2014 when Neill Ballantyne was in the role of OUSA Queer* Support Coordinator. Hahna Briggs took over that role in January 2015, and the following initiatives have been instigated or updated since then, as well as continuing to provide day-to-day support and facilitate regular group meetings for LGBTIAQ university students (called Space) and high school students (called Alphabet Soup). An Alphabet Soup Hui is also being organised, which will involve workshop facilitators from university staff, Queer Support Interns and professionals in the wider Dunedin community. This Hui is focused on professional development and networking opportunities for people working with queer youth. OUSA Queer* Support has also recently established Q² Trust, aimed at supporting queer and questioning people living in Otago through the implementation of the Dunedin Diversity Strategy. The Trust is made up of Otago University students, recent graduates, a representative from UniQ and other representatives such as Southern DHB and Rape Crisis. In addition to continuing the Queer Friendly Staff Network, an extra layer called 'Champions' has been added to the interaction between OUSA Queer* Support and University of Otago staff. Champions are staff members who have completed the 'Queer101' workshop run by the OUSA Queer* Support Coordinator and have made a commitment to assist the OUSA Queer* Support service in disseminating information about workshops, events, and awareness campaigns. Two awareness campaigns have been run, one focused on education about lesser known queer* identities (2015) and one on gender-neutral toilets on campus (2016). The OUSA Queer* Support coordinator has also been working with OUSA Clubs and Societies to make one floor of toilets gender-neutral in their main building, and has been working in consultation with Human Resources at the University of Otago to develop guidelines on 'Transitioning at Work' to support trans staff members and their managers.

Recommendation 1: The OUSA Queer* Support service is crucial to managing the ongoing impact of discrimination and harassment experienced by LGBTIAQ students.

The reports of discrimination and harassment highlight that one in four LGBTIAQ students at the University of Otago experience some form of harassment over the course of a year. Derogatory comments are the most frequent form of harassment, but a small but significant

number of LGBTAQ students also report experiencing physical assault on campus. The OUSA Queer* Support service was viewed as open, inclusive, safe and supportive by the majority of LGBTAQ and HAABG students, although there was some uncertainty among all groups and some confusion about the distinction between OUSA Queer* Support and social groups such as UniQ. The OUSA Queer* Support service is one of the most important sources of information and support for LGBTIAQ students in terms of face-to-face contact, peer support events, and online resources. The service also provides information and support for non-LGBTIAQ students, for example who have concerns about a friend or the climate of discrimination. University of Otago staff consult the OUSA Queer* Support service individually and can attend 'Queer*-101' training workshops.

Recommendation 2: All University of Otago support services and staff require ongoing training on supporting LGBTIAQ students.

LGBTIAQ students may seek support from the range of support services at the University of Otago services. These services should also be inclusive, welcoming, and informed about queer* issues and support needs of LGBTIAQ students in order to meet the University's Ethical Behaviour Policy (University of Otago, 2010), which states: *"that services, benefits, opportunities and facilities provided by the University will be offered without discrimination"*. Figures from the survey suggest that very few instances of harassment occurred in 'campus offices', and no comments highlighted any particular University services. The absence of harassment is not necessarily an indicator of services being welcoming, which requires ongoing training about current and emerging perspectives on queer* issues. University services being supportive across the board for LGBTIAQ students is likely to be particularly important for new students, international students, and trans students (e.g., when changing gender listed on official University records).

Recommendation 3: Initiatives to raise awareness of queer* issues are crucial to reducing the rates of discrimination and harassment experienced by LGBTAQ students.

Derogatory comments are the most frequent form of harassment experienced by LGBTAQ students at the University of Otago, and comments made in the survey that attempt to normalise or dismiss this as a form of harassment under the guise of free speech do not supersede the University's Ethical Behaviour Policy (University of Otago, 2010), which states: *"Unethical behaviour includes, but is not limited to, sexual harassment, racial harassment, discrimination, personal harassment and bullying"* and *"all members of the University community will be courteous, honest, fair, timely and ethical in their dealings with one another"*. The OUSA Queer* Support service and queer*-friendly students and staff are working to reduce all forms of discrimination and harassment of LGBTAQ students. Suggestions within comments on the survey indicate that extra efforts such as workshops and visibility raising events might be beneficial at particular times in the year such as during orientation week and at particular venues including halls of residences. Awareness raising events that include the wider local community are also recommended as part of the University's integral role and mana within the community.

Recommendation 4: The issue of gender-neutral bathrooms is particularly important to University of Otago students with trans or non-binary gender identities.

Students with trans or non-binary gender identities are more likely to feel uncomfortable in segregated bathrooms on campus and emphasised that gender-neutral bathrooms on campus are crucial for their well-being. The majority of other LGBAQ and HAABG students are comfortable using gender-neutral bathrooms. A campaign has been instigated since the survey to raise awareness of the need for gender-neutral bathrooms and inform people about the location of current gender-neutral facilities on campus during Diversity Week in May 2016.

Further initiatives are needed such as developing a comprehensive list of all current gender-neutral facilities on campus and ongoing research into overcoming barriers to expanding gender-neutral facilities on campus, which are often underpinned by a lack of insight into the discrimination faced by people with trans and non-binary gender identities. Consulting the OUSA Queer* Support service when new buildings or renovations are being planned is recommended and will help ensure appropriate discussion about ways of including gender-neutral bathrooms.

Recommendation 5: Efforts to reduce discrimination and harassment of LGBTIAQ students should address gender identity and sexual orientation as distinct but related areas of marginalisation, and diversity within LGBTIAQ students should be recognised.

Overall, LGBTAQ students experience some shared forms of discrimination and harassment as well as a shared sense of pride and strength in the face of adversity. That said, people with particular gender identities and sexual orientations can experience unique forms of discrimination and harassment. Subanalyses indicated that within LGBTAQ students some forms of discrimination and harassment are more common for groups with particular sexual orientations and/or gender identities. Use of identity groupings is required for quantitative comparisons and, although imperfect, this process is important for demonstrating rates of discrimination and harassment for specific groups. Allowing respondents to identify their sexual orientation and/or gender identity on surveys about campus climate and student satisfaction is also recommended. In particular, use of specific survey questions about intersex status and trans identity/history are important to supplement questions about gender identity and sexual orientation. It is also recommended that wider consideration be given to the problems of non-inclusive gender options on administrative forms, within teaching activities, and/or within research across the University of Otago.

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Appendix 1: The campus climate survey questions

All questions involved selecting a single option except where noted. All questions were asked of all respondents.

Part One: Background Information

1.1 What is your gender?

Female

Male

Other (please specify) [with a free text field]

1.2 What is your sexual identity?

Lesbian

Gay

Bisexual

Takatapui

Heterosexual

Questioning

Asexual

Other (please specify) [with a free text field]

1.3 What is your age?

[Free text field]

1.4 Are you a full time or part time student?

Full time

Part time

1.5 On which University of Otago Campus are you mostly based?

Dunedin

Christchurch

Wellington

Auckland

Southland

None of the above (eg, distance student)

1.6 Do you have a disability that substantially limits major life activity (such as seeing, hearing, learning, mobility)?

Yes

No

1.7 With what racial/ethnic group do you identify? (Mark all that apply)

European/ Pakeha

Maori

Pacific Island

Asian

Other [with a free text field]

1.8 What is your citizen status?

New Zealand citizen born in New Zealand
New Zealand citizen naturalised
New Zealand citizen by descent
Permanent Resident of New Zealand
International Student in New Zealand

1.9 Select one of the following about how open you are to others about your sexuality/ gender identity

Closeted, not out to anyone
Out to a few close friends
Out to a few friends and family members
Out to friends and family
Out to all personally and professionally

Part Two: Campus Experience

Directions: Please read and consider each question carefully before answering. Select the answer you feel is most appropriate for you.

Note: Harassment refers to behaviour that has interfered considerably with your ability to work, learn, feel successful on the Dunedin campus OR has created an intimidating, unfriendly, hostile or offensive environment.

Discrimination: refers to a prejudicial bias, for example when a person is treated less well in comparison with someone else because of his or her racial or ethnic origin, religion, beliefs, disability, age, gender or sexual orientation.

Within the last year have you experienced the following?

2.1 Feared for my physical safety because of my sexual orientation/ gender identity?

Yes
No

2.2 Concealed my sexual orientation/ gender identity to avoid intimidation?

Yes
No

2.3 Avoided disclosing my sexual orientation/ gender identity to a lecturer, supervisor, administrator or student support person due to fear of negative consequences, harassment or discrimination?

Yes
No

2.4 Been denied opportunities due to my sexual orientation/ gender identity?

Yes
No

2.5 Was a victim of harassment due to my sexual orientation/ gender identity?

Yes
No

2.6 In what form was that harassment (mark all that apply)

Derogatory remarks
Threats to expose your sexual orientation/ gender identity
Pressure to be silent about your sexual orientation/ gender identity
Direct or indirect verbal harassment or threats
Denial of services
Written comments
Hateful graffiti
Threats of physical violence
Actual assault or injury
Other
Not Applicable

2.7 Where did this harassment take place? (mark all that apply)

In a class
In a Hall of Residence
In a campus office
In a public space on campus
While walking on campus
Campus event
Not Applicable

2.8 Who was the source of this harassment? (mark all that apply)

Student
Staff member
Supervisor
Administrator
Don't know
Not Applicable

Part Three: Perceptions about the Otago Campus

For the following items, chose the response that most closely describes how likely that:

3.1 Gay men are harassed on campus due to their sexual orientation/ gender identity?

Very Unlikely
Unlikely
Uncertain
Likely
Very Likely

3.2 Lesbians are harassed on campus due to their sexual orientation/ gender identity?

Very Unlikely
Unlikely
Uncertain
Likely
Very Likely

3.3 Bisexual persons are harassed on campus due to their sexual orientation/ gender identity?

Very Unlikely

Unlikely

Uncertain

Likely

Very Likely

3.4 Transgender (including Fa'afafine and Whakawahine) persons are harassed on campus due to their sexual orientation/ gender identity?

Very Unlikely

Unlikely

Uncertain

Likely

Very Likely

3.5 Queer people are harassed on campus due to their sexual orientation/ gender identity?

Very Unlikely

Unlikely

Uncertain

Likely

Very Likely

3.6 Intersex people are harassed on campus due to their sexual orientation/ gender identity?

Very Unlikely

Unlikely

Uncertain

Likely

Very Likely

3.7 I fear for my physical safety because of my sexual orientation/gender identity?

Very Unlikely

Unlikely

Uncertain

Likely

Very Likely

3.8 I would conceal my sexual orientation/gender identity to avoid harassment?

Very Unlikely

Unlikely

Uncertain

Likely

Very Likely

3.9 I would conceal my sexual orientation/gender identity to avoid discrimination?

Very Unlikely
Unlikely
Uncertain
Likely
Very Likely

Part Four: Otago Campus Response

Please indicate your agreement or disagreement with the following statements.

4.1 The University of Otago thoroughly addresses campus issues related to sexual orientation/ gender identity?

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

4.2 The University of Otago has visible leadership from the management regarding sexual orientation/gender identity issues on campus?

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

4.3 The curriculum adequately represents the contributions of queer people?

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

4.4 The climate of the classes I take are accepting of queer people?

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

4.5 The University of Otago provides visible resources on queer issues and concerns?

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

4.6 The University of Otago has a positive and supportive response to incidents of queer harassment?

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

4.7 The University of Otago has a positive and supportive response to incidents of queer discrimination?

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

4.8 The University of Otago Queer Support service is an open, inclusive, safe and supportive place for all people.

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

4.9 I would be happy to utilise or recommend to a friend the University of Otago Queer Support service.

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

4.10 How strongly do you agree that the Otago University Dunedin campus climate in general is:

i. Friendly

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

ii. Communicative

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

iii. Concerned

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

iv. Respectful

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

v. Cooperative

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

vi. Competitive

Strongly agree
Agree
Uncertain
Disagree
Strongly disagree

Part Five: Your additional comments: Have your say

This survey may have raised a number of issues. If you would like to tell your story of your experiences of Otago please use the space below. Include any positive or negative experiences or examples that you would like Otago to focus on and any suggestions you may have to improve the Otago campus climate for LGBTIAQ people.

Experiences: [with a free text field]

Feedback on this survey: [with a free text field]