

1. These questions are asking about the overall campus environment specific to people's gender, sex characteristics, and/or sexuality. **Regardless of how you personally identify**, please try to answer questions to the best of your ability. How would you describe the **overall campus environment** for the following groups at the University of Waikato?

	Very accepting	Somewhat accepting	Neutral	Somewhat unaccepting	Very unaccepting	Do not know	I would prefer not to answer
Heterosexual/straight students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cisgender students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lesbian students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay men who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pansexual and bisexual women who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pansexual and bisexual men who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgender women who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgender men who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intersex people who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asexual students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-binary students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Takatāpui students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students with uniquely Pacific identities (e.g. fa'afafine, fakaleiti etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. If you have any further comments that you would like to make in relation to this question, then please note them here.

3. Note: Harassment refers to behaviour that has interfered considerably with a person's ability to work, learn, or feel successful at the University of Waikato, 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.

For the following items, choose the response that most closely describes **how likely each group is to be harassed or discriminated against on campus**. If you are unsure then please try to answer to the best of your ability.

	Very likely	Somewhat likely	Neutral	Somewhat unlikely	Very unlikely	Do not know	I would prefer not to answer
Heterosexual/straight students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cisgender students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lesbian students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay men who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pansexual and bisexual women who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pansexual and bisexual men who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgender women who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgender men who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intersex people who are students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asexual students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-binary students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Takatāpui students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students with uniquely Pacific identities (e.g. fa'afafine, fakaleiti etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. If you have any further comments that you would like to make in relation to this question, then please note them here.

Note: Harassment refers to behaviour that has interfered considerably with a person's ability to work, learn, or feel successful at the University of Waikato, OR has created an intimidating, unfriendly, hostile or offensive environment.

5. Within the last 12 months, were you a victim of harassment due to your sexual orientation or gender identity?

- Yes
- No
- I would prefer not to answer

[If 'yes' to Q5] In what form was that harassment? *Tick 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 (please specify) _____
- I would prefer not to answer

[If 'yes' to Q5] Where did this harassment take place? *Tick 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
- Other (please specify) _____
- I would prefer not to answer

[If 'yes' to Q5] Who was the source of this harassment? *Tick all that apply.*

- Student
- Staff member
- Supervisor
- Administrator
- Don't know
- Other (please specify) _____
- I would prefer not to answer

6. Within the last year, have you witnessed any of the following (directed at another person) at the University of Waikato because of sexual orientation or gender identity? **Please do not include any actions directed at you personally.** *Tick all that apply.*

- Derogatory remarks
- Threats to expose a person's 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 (please specify) _____
- Not applicable (I have not witnessed any)
- I would prefer not to answer

[Any response options except last two in Q6] Where did this harassment take place? *Tick 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
- Other (please specify) _____
- I would prefer not to answer

[Any response options except last two in Q6] Who was the source of this harassment? *Tick all that apply.*

- Student
 - Staff member
 - Supervisor
 - Administrator
 - Don't know
 - Other (please specify) _____
 - I would prefer not to answer
-

7. What is your age?

A drop-down box with age options from '16 years' to '101 or over' was given for this section. There was also the option of 'I would prefer not to answer but I am 16 years or over'.

8. What gender are you? *Tick all that apply.*

- Woman/girl/wahine
- Man/boy/tāne
- Takatāpui
- Uniquely Pacific Gender Identity (there are further choices if you pick this option)
- Gender questioning
- Non-binary
- Transgender man
- Transgender woman
- Agender
- Genderqueer
- Feminine
- Masculine
- Unsure
- Self Identify _____
- I would prefer not to answer

[If 'Uniquely Pacific Gender Identity' ticked Q8] Which Pacific identity are you? *Please tick all that apply.*

- Fa'afafine
- Fakaleiti
- Māhū
- Maohi
- Rae-rae
- Akava'ine
- Tutuva'ine
- Vaka sa lewa lewa
- Fiafifine
- I would prefer not to answer
- Other _____

9. Are you intersex? If you are unsure, or if you would like more information, then please click [here](#).

- Yes
- No
- I do not know
- I would prefer not to answer

10. What sex were you assigned at birth?

- Male
- Female
- Self Identify _____
- I would prefer not to answer

11. What is your sexuality? *Tick all that apply.*

- Gay
- Lesbian
- Takatāpui
- Heterosexual/straight
- Bisexual
- Pansexual
- Asexual
- Queer
- Fluid
- Homoromantic
- Heteroromantic
- Bi/panromantic
- Polyamorous or non-monogamous
- Unsure (but not heterosexual)
- Self Identify _____
- I would prefer not to answer

12. In the past 12 months, have you lived in the University Halls of Residence?

- Yes
- No
- I would prefer not to answer

13. What is your current role at the University of Waikato? *Tick all that apply.*

- Undergraduate student (including CUP course)
- Graduate student
- Post-graduate student
- Tutor
- Staff (academic)
- Staff (residential halls)
- Staff (student services)
- Staff (administration - other)
- Self Identify _____
- I am a student or a staff member, but I would prefer not to answer

14. Which campus are you based on? *Tick all that apply.*

- Hamilton
- One of the Tauranga campuses
- I would prefer not to answer
- Other _____

15. What faculty do you study and/or work in? *Tick all that apply.*

- Te Kura Kete Aronui - Faculty of Arts and Social Sciences
- Rorohiko me ngā Pūtaiao Pāngarau - Faculty of Computing and Mathematical Sciences
- Te Kura Toi Tangata - Faculty of Education
- Te Huataki Waiora - Faculty of Health, Sport, and Human Performance
- Te Piringa - Faculty of Law
- Te Pua Wānanga ki te Ao - Faculty of Māori and Indigenous Studies
- Te Mātauranga Pūtaiao me te Pūkaha - Faculty of Science and Engineering
- Te Raupapa - Waikato Management School
- Other (please specify) _____
- I would prefer not to answer

16. Are you an international student?

- Yes
- No
- I would prefer not to answer

17. What ethnicity are you? *Tick all that apply.*

- Māori
- Pākehā/NZ European
- Samoan
- Cook Island Māori
- Tongan
- Niuean
- Chinese
- Indian
- Other (please specify) _____
- I would prefer not to answer

18. What is your religion?

- Christian
 - Buddhist
 - Hindu
 - Jewish
 - Muslim
 - No religion
 - Other (please specify): _____
 - I would prefer not to answer
-

19. Within the last year at the University of Waikato, have you...

	All of the time	Most of the time	Some of the time	Hardly Ever	Never	I would prefer not to answer
Feared for your physical safety because of your sexuality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feared for your physical safety because of your gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Within the last year, have you experienced the following?

	Yes	No	I would prefer not to answer	Not applicable
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?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hidden my sexual orientation and/or gender identity/expression in the University of Waikato campus space so that I am perceived differently?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Felt excluded from any clubs or societies at the University of Waikato because of my sexual orientation and/or gender identity/expression?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Been denied opportunities due to my sexual orientation/gender identity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Felt that I couldn't socialise due to concerns about how I'd be treated in relation to my sexual orientation and/or gender identity/expression at the University of Waikato?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Felt my sexual orientation and/or gender identity/expression disrupted my academic progress (due to the action/s of others)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Within the last year, have you refrained from the following behaviours with a partner on campus for fear of intimidation or harassment? *Tick all that apply.*

- Holding hands
- Kissing
- Hugging
- Cuddling
- Verbal expression of love
- Other (please specify) _____
- None of the above
- Not applicable (I have not had a partner in the past year)
- I would prefer not to answer

[Any response options except last two in Q21] Please select the gender/s of the partners you have had in the past year. *Please tick all that apply.*

- Woman/wahine
- Man/tāne
- Takatāpui
- Gender questioning
- Non-binary
- Transgender man
- Transgender woman
- Agender
- Genderqueer
- Feminine
- Other: _____
- I would prefer not to answer

22. If you answered in the affirmative to any of the above questions [Q19-21], please share why (if you feel comfortable doing so). For example, was it because you had witnessed derogatory comments in tutorials about minorities, or feared for your physical safety, or any other specific reason.

23. These questions ask about the University of Waikato specifically. Please try to answer these questions to the best of your ability.

	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	I would prefer not to answer
The University of Waikato thoroughly addresses campus issues related to sexual orientation/gender identity	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University of Waikato has visible leadership from the management regarding sexual orientation/gender identity issues on campus	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University of Waikato has visible acceptance from lecturers regarding sexual orientation/gender identity issues on campus	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University of Waikato has visible acceptance from student services regarding sexual orientation/gender identity issues on campus	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University of Waikato is a welcoming place for queer people	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University of Waikato is a safe place for queer people	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University of Waikato provides visible resources on queer issues and concerns	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University of Waikato has a positive and supportive response to incidents of queer harassment	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University of Waikato has a positive and supportive response to incidents of queer discrimination	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The curriculum adequately represents contributions of queer people	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The climate of the classes I take are accepting of queer people	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. If you need to report an incident of gender and sexuality harassment or discrimination to the University of Waikato, do you know who to report this to?

- Yes
- No
- I would prefer not to answer

Some examples of people you could speak to if you are a student are;

- Your course rep
- Your lecturer
- The head of your department
- Student services (e.g. student counselling, your faculty support staff etc.)
- University of Waikato Student Crisis Hotline (0800 841 140)

Some examples of people you could speak to if you are a staff member are;

- Your line manager
- Your head of department
- Human resources
- Staff union representatives
- Out of Court (the University of Waikato's external support provider- phone 0800 688 632 or email UOWConcerns@outofcourt.co.nz)

25. Would you feel comfortable using a single stall bathroom that any gender could use?

- Yes
- No
- Other (please specify) _____
- I would prefer not to answer

[If 'no' to Q26] If you feel comfortable doing so, please explain why you gave the above response.

26. How welcoming have you personally found the following services on campus?
 Welcoming refers to these services being accepting, understanding, and inclusive.

	Very welcoming	Slightly welcoming	Neither welcoming or unwelcoming	Slightly unwelcoming	Very unwelcoming	I have not used this service	I would prefer not to answer
Student Information Centre	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waikato Student Union	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability Support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Counselling Support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The student support in your specific University of Waikato Faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your line manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[If 'slightly unwelcoming' or 'very unwelcoming' in Q26 is ticked] You ticked that [specific student service] can be unwelcoming for you. Do you think this is, either in part or totally, because of your gender?

- Yes
- No

[If 'slightly unwelcoming' or 'very unwelcoming' in Q26 is ticked] You ticked that [specific student service] can be unwelcoming for you. Do you think this is, either in part or totally, because of your sexuality?

- Yes
- No

27. What (if anything) could be done to make these services more welcoming for you in relation to your gender, sex, and/or sexuality?

The following question was asked only of people who were 'heterosexual/straight' AND cisgender - as per the earlier demographic questions.

28. Is there anything that you do not understand about gender and/or sexuality that you wish to learn, or have felt unable to ask? For example, what 'LGBTQIA+' stands for.

The following questions were asked only of people who were not 'heterosexual/straight' AND cisgender - as per the earlier demographic questions.

29. What gender pronouns do you ask to be referred to by? *Tick all that apply.*

- He, his
- She, her
- They, their
- Ia
- Ze, hir
- No pronouns, I ask people to only use my name
- Other (please specify) _____
- I would prefer not to answer

30. In which of the following spaces are you 'out' about your sexuality, sex characteristics, and/or gender?

	Yes	Selectively	No	Not applicable	Other	I would prefer not to answer
With family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Church/spiritual places of attendance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreational activities (e.g. a sports team)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On the internet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In public and/or with strangers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

31. You have clicked 'other' for one of the above questions. If you would like to, feel free to give more details about this selection here.

32. If you feel comfortable doing so, please tell me about your experience of affirming (or transitioning) your gender while at the university.

What I am interested in knowing with this question is at which point in your life your transition or expression occurred (or is occurring) and how this relates to your university experience. For example, did this happen while at university, and did that change your university experience? Or has it not happened yet because you don't feel comfortable doing so while at university? Or any other information that you wish to share in relation to your gender within the university.

33. Do you feel welcome in rainbow spaces/groups? (Not specific to the University of Waikato)

- All of the time
- Most of the time
- Some of the time
- Hardly ever
- Never
- I would prefer not to answer

[If 'some of the time', 'hardly ever', or 'never' was ticked for Q33] Why do you feel this way?

[If 'some of the time', 'hardly ever', or 'never' was ticked for Q33] What would make you feel more welcome/comfortable?

34. Are you aware of rainbow group/s on campus?

- Yes
- No
- I would prefer not to answer

[If 'yes' to Q34] 35. Do you find the group/s useful?

- Yes
- No
- I would prefer not to answer

[If 'no' to Q35] Why do you feel this way?

36. The following questions relate to the University of Waikato. Please provide your answers based on the University of Waikato physical and virtual spaces specifically.

How helpful would you find (or do currently find) the following to make you feel more included and welcome as a gender, sex, and/or sexuality diverse person in the campus space?

	Extremely helpful	Slightly helpful	No Different	Slightly Unhelpful	Not helpful at all	I would prefer not to answer
A space for the rainbow community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All gender bathrooms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More physical visibility and awareness on campus for the Rainbow community (e.g. visible rainbows and celebration of Pride).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More electronic visibility and support on campus for the Rainbow community (e.g. an online community and/or an app).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education for staff about the rainbow community (e.g. use of appropriate pronouns).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A visible network of staff and students who have undertaken gender and sexuality diversity training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching content that is more inclusive of the rainbow community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diverse options for gender on staff and student records- including the option to not disclose your gender.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Explicit protection in university policy from bullying, harassment, and discrimination of the basis of gender identity and sexuality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. Overall, how could the University of Waikato improve your university experience as a person who is gender, sex and/or sexuality diverse?

[If 'one of the Tauranga campuses' was selected for Q14] You mentioned that you are based on one of the Tauranga campuses. What could the University of Waikato incorporate at the new Tauranga campus to improve your university experience as a person who is gender, sex, and/or sexuality diverse?

38. When considering different aspects of your identity (e.g. gender, sex, sexuality, ethnicity etc.) are there some aspects of your identity that are easier to disclose than others?

- Yes
- Sometimes
- No
- I would prefer not to answer

[If 'yes' or 'sometimes' to Q38] If you feel comfortable doing so, please explain why specific aspects are easier to disclose than others.

39. If possible, can you explain an experience/s you had on campus where you felt supported as a person who is gender, sex, and/or sexuality diverse?

40. If possible, can you explain an experience/s you had on campus where you felt unwelcome/uncomfortable as a person who is gender, sex, and/or sexuality diverse?

41. In relation to the University of Waikato campus space, is there anything specific to your sexuality, sex and/or gender that you would like to mention?

42. The purpose of this survey is to understand the University of Waikato campus climate in relation to gender, sex and sexuality diversity. However, gender, sex and sexuality aren't the only parts of anyone's identity, and other aspects of your identity may affect how you experience the University of Waikato as a sexuality, sex and/or gender diverse person.

Is there anything about your ethnicity, (dis)ability, class, or other identity aspects that you feel affect your experience as a sexuality, sex, and/or gender diverse person at the University of Waikato?

The following questions were asked only of people who were staff members- as per the earlier demographic questions.

43. Do you believe that being openly queer would harm a faculty/staff member's chances of promotion at the University of Waikato?

- Yes
- No
- Do not know
- Other (please specify) _____
- I would prefer not to answer

44. Do you think your specific department/area of work is welcoming towards queer people?

- Very welcoming
- Somewhat welcoming
- Neutral
- Somewhat unwelcoming
- Very unwelcoming
- I would prefer not to answer

45. Do you discuss gender and/or sexuality into your classroom content?

- Yes
- No
- Not applicable
- I would prefer not to answer

46. When you use examples of gender and/or sexuality in your classroom content, do you ever mention examples of queer people?

- Yes
- No
- I would prefer not to answer

47. As a staff member, what (if any) do you feel your role or responsibility is in relation to gender and sexuality diversity?

48. Do you think it is important for the University of Waikato's Equal Employment Opportunity, and Diversity and Inclusion Programmes to include gender and sexuality diversity?

- Very important
- Somewhat important
- Neutral
- Somewhat unimportant
- Very unimportant
- I would prefer not to answer

49. Do you think it is important for the recognition of gender and sexuality diversity to be a part of the University Strategy?

- Very important
- Somewhat important
- Neutral
- Somewhat unimportant
- Very unimportant
- I would prefer not to answer

[If a partner is noted in Q21] You ticked in an earlier section that you have (or have had) a partner. Did/do you ever mention your partner in your classroom content?

- Yes
- No
- I would prefer not to answer
- Not Applicable

[If a partner is noted in Q21] Did/do you ever mention your partner to your work colleagues?

- Yes
- No
- I would prefer not to answer

[If a partner is noted in Q21] In social and workplace settings with other staff members, did/do you feel that other staff members would be welcoming towards your partner?

- Very welcoming
- Somewhat welcoming
- Neutral
- Somewhat unwelcoming
- Very unwelcoming
- I would prefer not to answer

50. Do you have any comments that you would like to make about your choice of answers in the above questions?

51. How comfortable would you feel...?

	Very comfortable	Somewhat comfortable	Neutral	Somewhat uncomfortable	Very uncomfortable	I would prefer not to answer
Having a student talk to you about their gender and/or sexuality?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If a student who has 'female' as a gender marker on their student file asked you to call them a different name, and use the pronoun 'he' for them?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If a student who has 'male' as a gender marker on their student file asked you to call them a different name, and use the pronoun 'she' for them?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If a gender diverse student asked you to use an alternative pronoun for them (e.g. 'they')	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. Would you be interested in attending a training course on campus about gender and sexuality diversity?

- Yes
- Potentially
- No
- I would prefer not to answer

[If 'potentially' or 'no' is ticked for Q52] Please explain why you gave this answer if you feel comfortable doing so.

53. If there is a support network at the University of Waikato for gender and sexuality diverse staff and students, would you be interested in being involved in the network? This is relevant to people of any gender and sexuality.

- Yes
- Potentially
- No
- I would prefer not to answer

[If 'potentially' or 'no' is ticked for Q53] Please explain why you gave this answer if you feel comfortable doing so.

The following questions were asked only of people who were residents in the university halls in 2017 and 2018- as per the earlier demographic questions.

54. What year were you in halls of residence?

- 2017
- 2018
- I would prefer not to answer

55. Do/did you tell your fellow residents about your gender?

- Yes most residents
- Yes some residents
- Only a select amount of residents
- No, hardly any residents
- No residents
- Other (please specify) _____
- I would prefer not to answer

56. Do/did you tell your fellow residents about your sexuality?

- Yes most residents
- Yes some residents
- Only a select amount of residents
- No, hardly any residents
- No residents
- Other (please specify) _____
- I would prefer not to answer

57. Do you think halls of residence is a welcoming place for people who are gender, sex, and/or sexuality diverse?

- Always
- Sometimes
- Rarely
- Never
- Uncertain
- I would prefer not to answer

58. Why do you think this?

59. What, if anything, could be done in halls of residence to make it a more supporting and welcoming environment for gender, sex, and/or sexuality diverse people?

The following question was asked of everyone.

60. This is the last space to leave any further comments you may have about this survey.
