

## Introduction to the EAB Campus Climate Survey Report

### Report Contents

[Report Introduction](#)[Survey Methods](#)[Demographics](#)[Campus Climate and Harassment](#)[Prevention Training and Student Knowledge](#)[Sexual Violence Experiences](#)[Perpetrator Behavior, Relationship, Location of the Incident](#)[Reporting an Incident](#)[Stalking](#)[Partner Violence](#)[Community Behaviors](#)[Community Attitudes](#)[EAB Resources](#)

### Overview of the EAB Campus Climate Survey

#### *Purpose of the Survey*

The EAB Sexual Violence Campus Climate Survey was developed in 2014-15 by EAB, a best-practice research firm located in Washington, DC. EAB provides research for student affairs executives on innovative practices for improving student engagement and enhancing the student experience.

The purpose of the climate survey is to understand the scope and nature of sexual violence on college and university campuses.

#### *Survey Design*

The EAB Campus Climate Survey is an anonymous online instrument that assesses students' perceptions, behaviors, attitudes, and experiences with regards to sexual violence on campus. The survey consists of a core section and three optional modules (Community Behaviors, Community Attitudes, and Relationship Dynamics).

Survey questions about prevention training received, bystander actions, and experiences with sexual violence, harassment, and intimate partner violence are restricted to students' experiences since the beginning of the fall 2016 semester.

#### *Survey Development*

To design the EAB Campus Climate Survey, the research team conducted a literature review on sexual violence that included empirical research studies, relevant legislation, existing surveys, and White House task force and Department of Education guidance about current issues of sexual violence across higher education institutions.

#### *Testing the Survey*

Individuals at colleges and universities in the U.S. and Canada reviewed and provided feedback on the EAB Campus Climate Survey. The individuals who reviewed the survey at these institutions filled the following roles: assessment expert, counselor, faculty, prevention specialist, sexual assault expert, Title IX Coordinator, and Vice President of Student Affairs. The survey was also cognitively tested with recent college graduates to ensure that the language and content of the survey was relevant to their experience.

#### *Ongoing Improvements*

Each year the research team reviews new guidance and literature and updates the EAB Campus Climate Survey accordingly.

### Navigating the EAB Campus Climate Survey Report

Use the links in the left-hand column of this Excel workbook to access high-level findings from each of the report sections, as well as the raw survey data. Survey findings that are **highlighted in orange** throughout the report represent areas for additional research and/or opportunities for improvement.

You can break down some survey results by class standing or gender (female and male only). A **blue button** at the top of a chart indicates this option. The results are not segmented by other student demographic categories either because counts in a given category were too low (15 students or less) to ensure student privacy, or because results were not substantially different across demographic characteristics.

We encourage you to partner with researchers at your institution to conduct further analyses of the survey data. You will be able to answer many institution-specific questions and gain additional insights as you explore the data over time.

### EAB Support and Resources

#### *Using the Survey Data to Make an Impact*

At eab.com, you can find guidance on how to best share findings with the campus community and how to use survey results to better target prevention and response strategies on campus.

#### *Ongoing Research*

The climate survey is just one component of EAB's ongoing work addressing campus sexual violence. Recent work from the Student Affairs Forum includes topics like prevention programming, building an effective university infrastructure, and campus reporting. You can access full white papers, studies, implementation toolkits, and archived webconferences about these topics at eab.com.

#### *Additional Resources*

The Sexual Violence Prevention and Response Resource Hub is an online repository of guidance documents, tools, and resources from EAB and others that provide promising practices to effectively address sexual violence on campus. You can access the hub on eab.com.

[NEXT >>](#)

## EAB Campus Climate Survey Methods

## Report Contents

[Report Introduction](#)
[Survey Methods](#)
[Demographics](#)
[Campus Climate and Harassment](#)
[Prevention Training and Student Knowledge](#)
[Sexual Violence Experiences](#)
[Perpetrator Behavior, Relationship, Location of the Incident](#)
[Reporting an Incident](#)
[Stalking](#)
[Partner Violence](#)
[Community Behaviors](#)
[Community Attitudes](#)
[EAB Resources](#)

 Metropolitan State University of Denver  
 Spring 2017 Administration


## Student Sample and Response Rate

|                                                                                                        |       |
|--------------------------------------------------------------------------------------------------------|-------|
| Number of students invited to take the survey                                                          | 19800 |
| Total number of respondents                                                                            | 547   |
| Number of survey completers (reached the Thank You page)                                               | 438   |
| Number of partial survey completers (answered at least one question, but did not reach Thank You page) | 105   |
| Number of disqualified respondents (did not consent to take the survey)                                | 4     |
| Total response rate                                                                                    | 3%    |



## Abnormal Response Patterns

|                                                                                                                         |     |
|-------------------------------------------------------------------------------------------------------------------------|-----|
| Number of identified straight-line respondents (respondents who answered the same option for multiple survey questions) | 3   |
| Analytic sample size (total respondents - disqualified respondents - straight-line respondents)                         | 540 |



## Survey Timeline

|                                                                                                 |           |
|-------------------------------------------------------------------------------------------------|-----------|
| Survey launch date (administrator invited students to take the survey and sent reminder emails) | 2/27/2017 |
| Survey close date                                                                               | 3/20/2017 |

 Frequently Asked Questions ?

*If the survey response rate is low, how representative are the survey results of our student population?*

EAB is not able to determine to what extent the survey respondents reflect the makeup of your student population. Survey results may not be generalizable to the entire student body. You can work with a research expert on your campus to determine how representative the survey results are.

*How does my institution's survey response rate compare with other spring 2016 cohort institutions?*

The average survey response rate across the 22 participating institutions was 14%. The highest institutional response rate was 29% and the lowest was 3%.

*What questions were asked on the survey?*

The full survey can be found in your institution's EAB Box folder.

*A number of students only partially completed the survey. How do I know how many students answered each question?*

Included next to each data chart or table is "n=." "N" is the number of students who responded to the question. The average number of responses is given in charts and tables that combine multiple questions. This is reported as "avg. n=."

*Were any survey questions required?*

Survey respondents were required to consent to take the survey in order to proceed to the survey questions. No other survey elements were required.

*Why can I break out survey results only by class standing and gender (female and male only)? I want to see sexual violence, harassment, and intimate partner violence broken out by demographic characteristics like race, sexual orientation, and gender identity.*

In this high-level analysis, the climate survey team selectively broke out survey results that could best guide sexual violence prevention and response strategy. We did not break out results by demographic characteristics when response counts for a given demographic category were so low (15 or less) that student privacy would be jeopardized. This is most notable in the sexual violence, harassment, and intimate partner violence sections. We recommend you work with a research expert to further explore the data to answer all your institution's questions.

[<< PREVIOUS](#)
[NEXT >>](#)

### Survey Respondent Demographics

**Report Contents**

[Report Introduction](#)

[Survey Methods](#)

[Demographics](#)

[Campus Climate and Harassment](#)

[Prevention Training and Student Knowledge](#)

[Sexual Violence Experiences](#)

[Perpetrator Behavior, Relationship, Location of the Incident](#)

[Reporting an Incident](#)

[Stalking](#)

[Partner Violence](#)

[Community Behaviors](#)

[Community Attitudes](#)

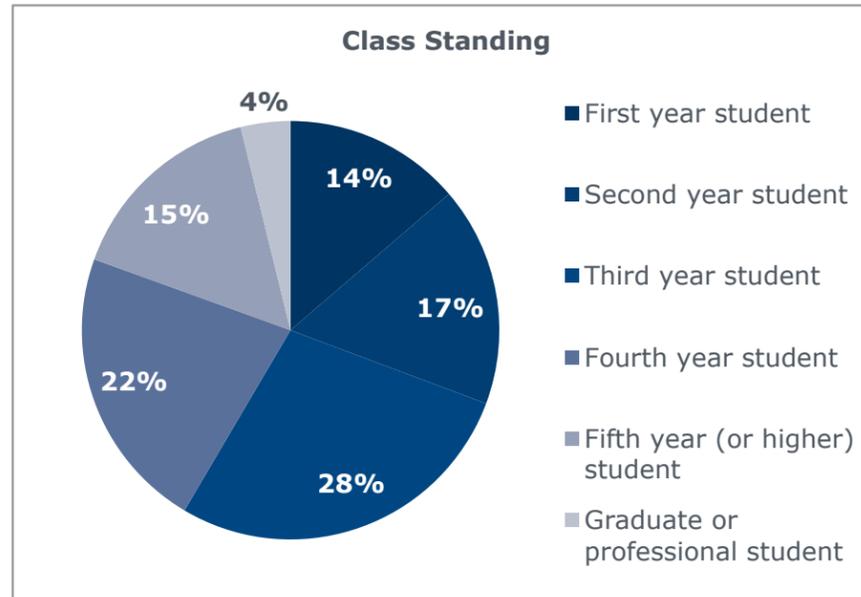
[EAB Resources](#)

**Quick Takes**

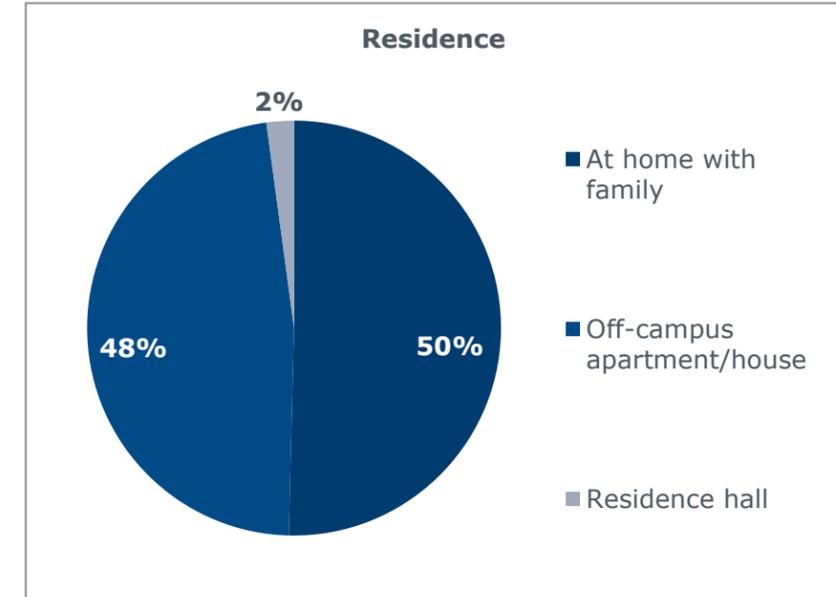
- The majority of survey respondents were white, heterosexual, and female.
- Most respondents were in their first four years of school.
- Nearly all respondents lived at home with family or off campus.

| Selected Demographics | %   |
|-----------------------|-----|
| Heterosexual          | 78% |
| White/Caucasian       | 78% |
| Hispanic or Latino    | 24% |
| Female                | 68% |

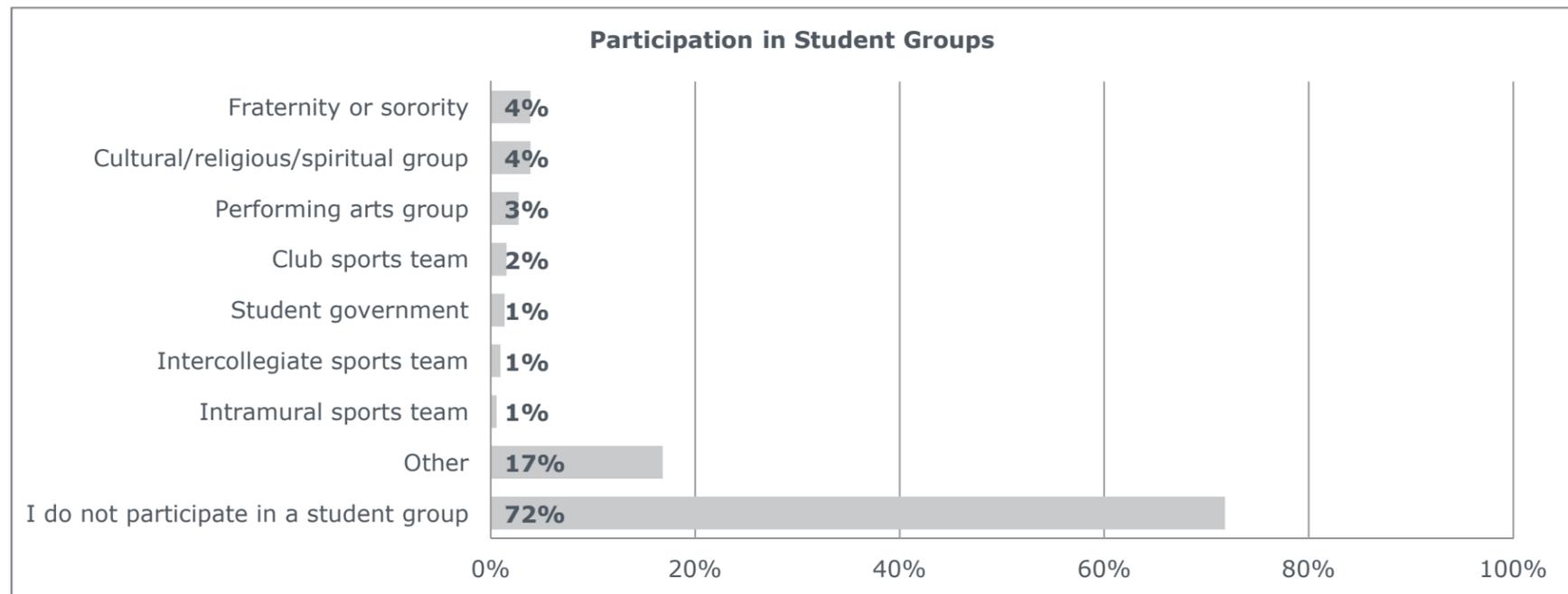
Avg. n= 502



n= 518



n= 519



n= 511

Campus Climate and Harassment

Report Contents

[Report Introduction](#)

[Survey Methods](#)

[Demographics](#)

[Campus Climate and Harassment](#)

[Prevention Training and Student Knowledge](#)

[Sexual Violence Experiences](#)

[Perpetrator Behavior, Relationship, Location of the Incident](#)

[Reporting an Incident](#)

[Stalking](#)

[Partner Violence](#)

[Community Behaviors](#)

[Community Attitudes](#)

[EAB Resources](#)

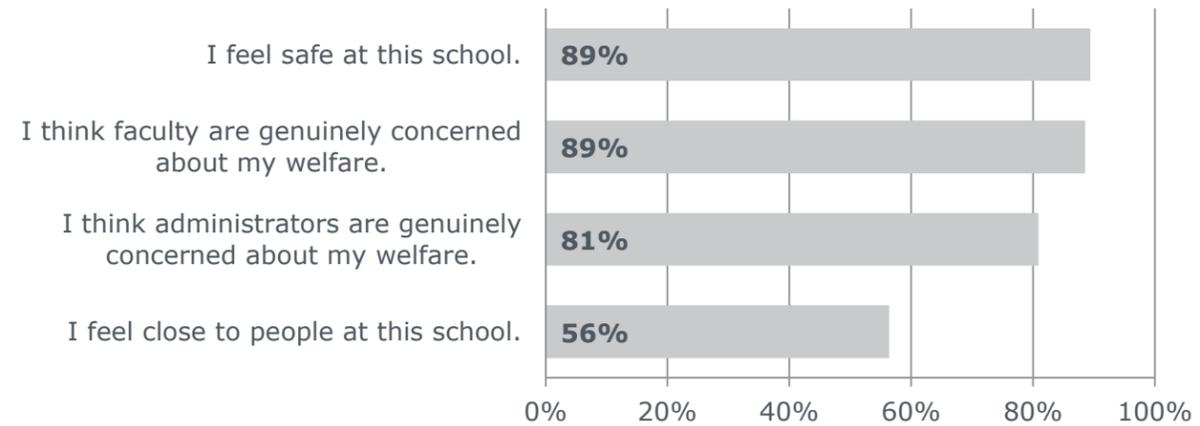
Quick Takes

- Most respondents had a generally positive perception of the campus climate.
- Over one third of survey respondents had someone make sexist remarks or jokes in their presence.
- Over one third of respondents indicated that a person making a report would experience retaliation.
- Twenty-eight percent of respondents indicated that the educational achievement or career of the person making the report would suffer.

| Has anyone done the following to you since the beginning of the school year?          | Yes |
|---------------------------------------------------------------------------------------|-----|
| Made sexist remarks or jokes in your presence                                         | 38% |
| Said crude, sexual things to you                                                      | 15% |
| Emailed, texted, or used social media to send offensive content                       | 6%  |
| Seemed to be bribing you if you agreed to engage in a romantic or sexual relationship | 5%  |

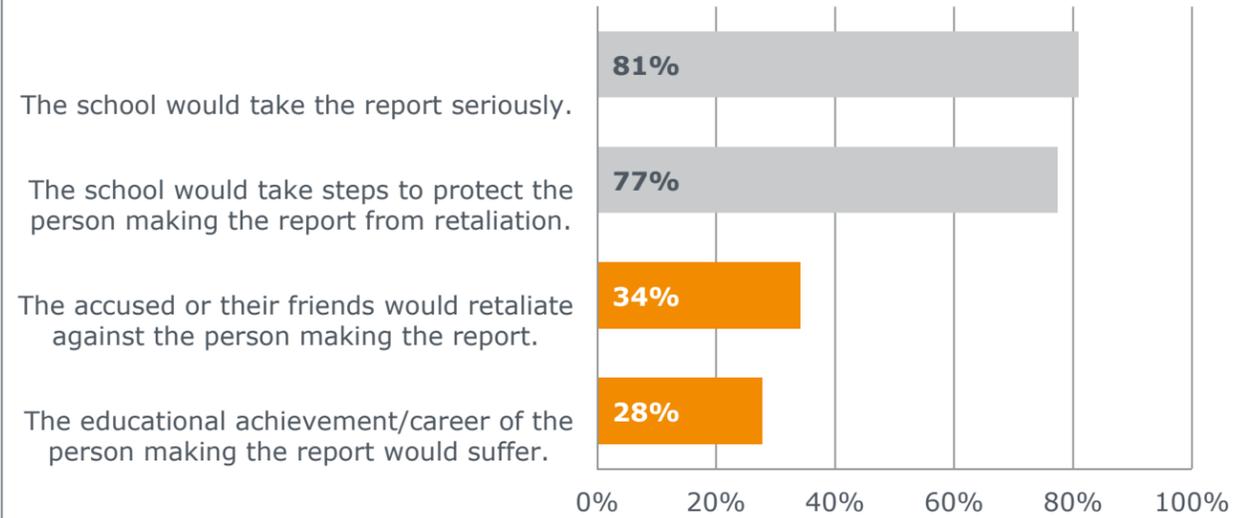
n= 455

Percent of respondents who agreed/strongly agreed with the following statements...



Avg. n= 499

Percent of respondents who agreed/strongly agreed that if someone were to report an incident of sexual violence...



Avg. n= 482

<< PREVIOUS

NEXT >>

Sexual Violence Prevention Training and Student Knowledge

Report Contents

[Report Introduction](#)

[Survey Methods](#)

[Demographics](#)

[Campus Climate and Harassment](#)

[Prevention Training and Student Knowledge](#)

[Sexual Violence Experiences](#)

[Perpetrator Behavior, Relationship, Location of the Incident](#)

[Reporting an Incident](#)

[Stalking](#)

[Partner Violence](#)

[Community Behaviors](#)

[Community Attitudes](#)

[EAB Resources](#)

Quick Takes

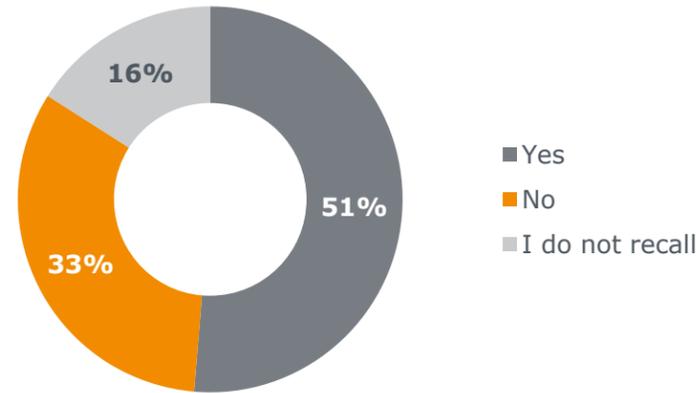
- Thirty-five percent of first-year respondents received prevention training. The number of respondents receiving training in subsequent years increased.
- Most respondents who received training thought it was useful in increasing their knowledge.
- Over half of respondents understand what the school would do to address a sexual violence complaint.

| Respondents who reported that training was very useful/useful in increasing their knowledge of... | Percent |
|---------------------------------------------------------------------------------------------------|---------|
| The definition of sexual violence                                                                 | 88%     |
| Reporting an incident of sexual violence                                                          | 85%     |
| Sexual violence prevention strategies (e.g., asking for consent, responsible alcohol use)         | 81%     |
| Bystander intervention                                                                            | 78%     |
| The school's procedures for investigating an incident of sexual violence                          | 66%     |

Avg. n= 227

All Years n= 450

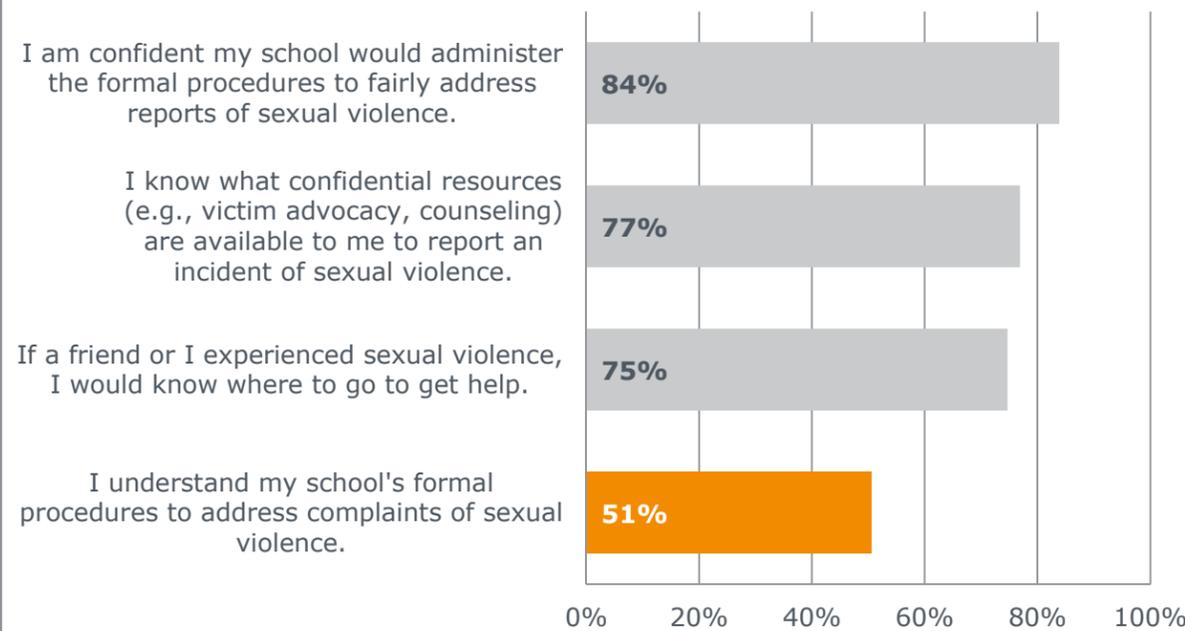
Have you received sexual violence prevention information or training?



Interpreting This Chart

- Students were asked if they received information and training in any of the following areas:
- Understanding the definition of sexual violence
- Reporting an incident
- The school's procedures for investigation
- Accessing resources
- Sexual violence prevention strategies
- Bystander intervention

Percent of respondents who agreed/strongly agreed with the following...



Avg. n= 454

Sexual Violence Experiences Since the Beginning of the School Year (Fall 2016)

Report Contents

[Report Introduction](#)

[Survey Methods](#)

[Demographics](#)

[Campus Climate and Harassment](#)

[Prevention Training and Student Knowledge](#)

[Sexual Violence Experiences](#)

[Perpetrator Behavior, Relationship, Location of the Incident](#)

[Reporting an Incident](#)

[Stalking](#)

[Partner Violence](#)

[Community Behaviors](#)

[Community Attitudes](#)

[EAB Resources](#)

Quick Takes

- Seven percent of respondents experienced at least one incident of sexual misconduct at least one time since the beginning of the school year.
- Respondents most commonly experienced someone fondling, kissing, or rubbing against the private areas of their body or removing some of their clothes.
- Forty-two percent of female respondents experienced unwanted sexual contact prior to college.

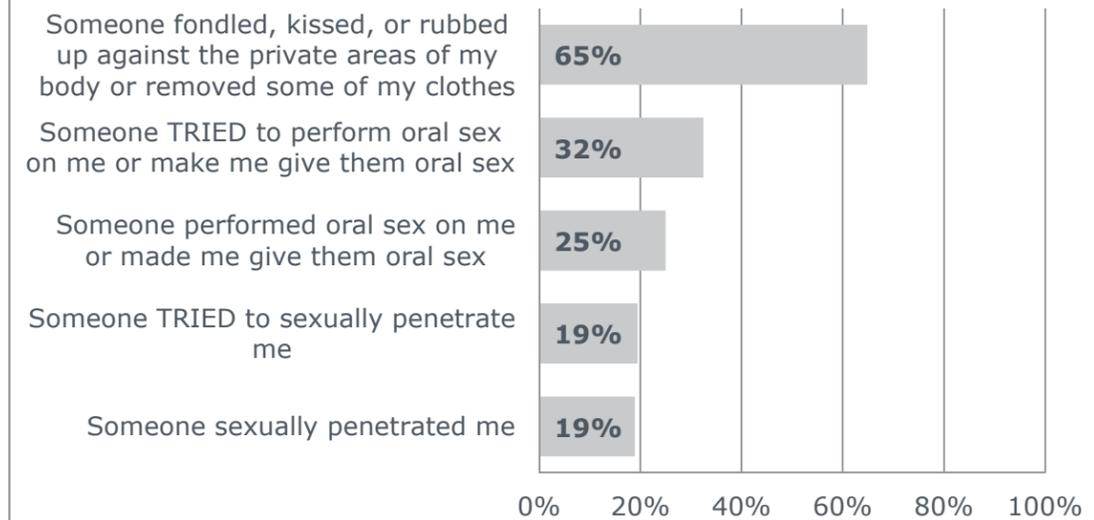
Survey respondents who experienced at least one instance of sexual misconduct

7%

Percentage of respondents that experienced at least one incident of sexual misconduct at least one time since the beginning of the school year.

n=447

Percent of survey respondents who nonconsensually experienced the following one or more times...

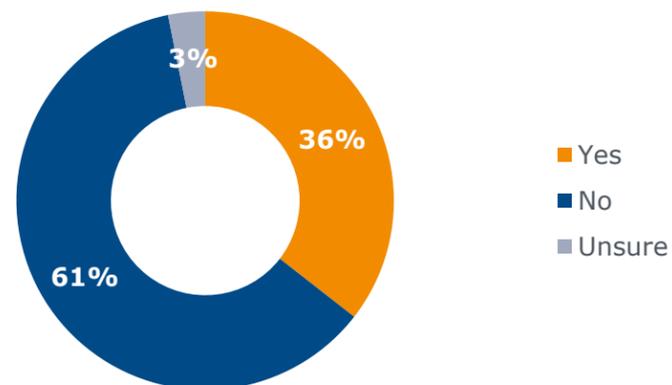


Avg. n= 37

All Students

n= 442

Has anyone had or attempted to have unwanted sexual contact with you prior to going to college?



Note

Respondents were only asked this question if they indicated they experienced at least one incident of sexual misconduct at least one time since the beginning of the school year.

Notes

- Respondents were not asked details about the unwanted contact prior to college.
- Ensure that your institution's training and resources address this population of students who come to campus having already experienced sexual violence.

<< PREVIOUS

NEXT >>

Perpetrator Behavior, Relationship, and Location of the Incident

Report Contents

[Report Introduction](#)

[Survey Methods](#)

[Demographics](#)

[Campus Climate and Harassment](#)

[Prevention Training and Student Knowledge](#)

[Sexual Violence Experiences](#)

[Perpetrator Behavior, Relationship, Location of the Incident](#)

[Reporting an Incident](#)

[Stalking](#)

[Partner Violence](#)

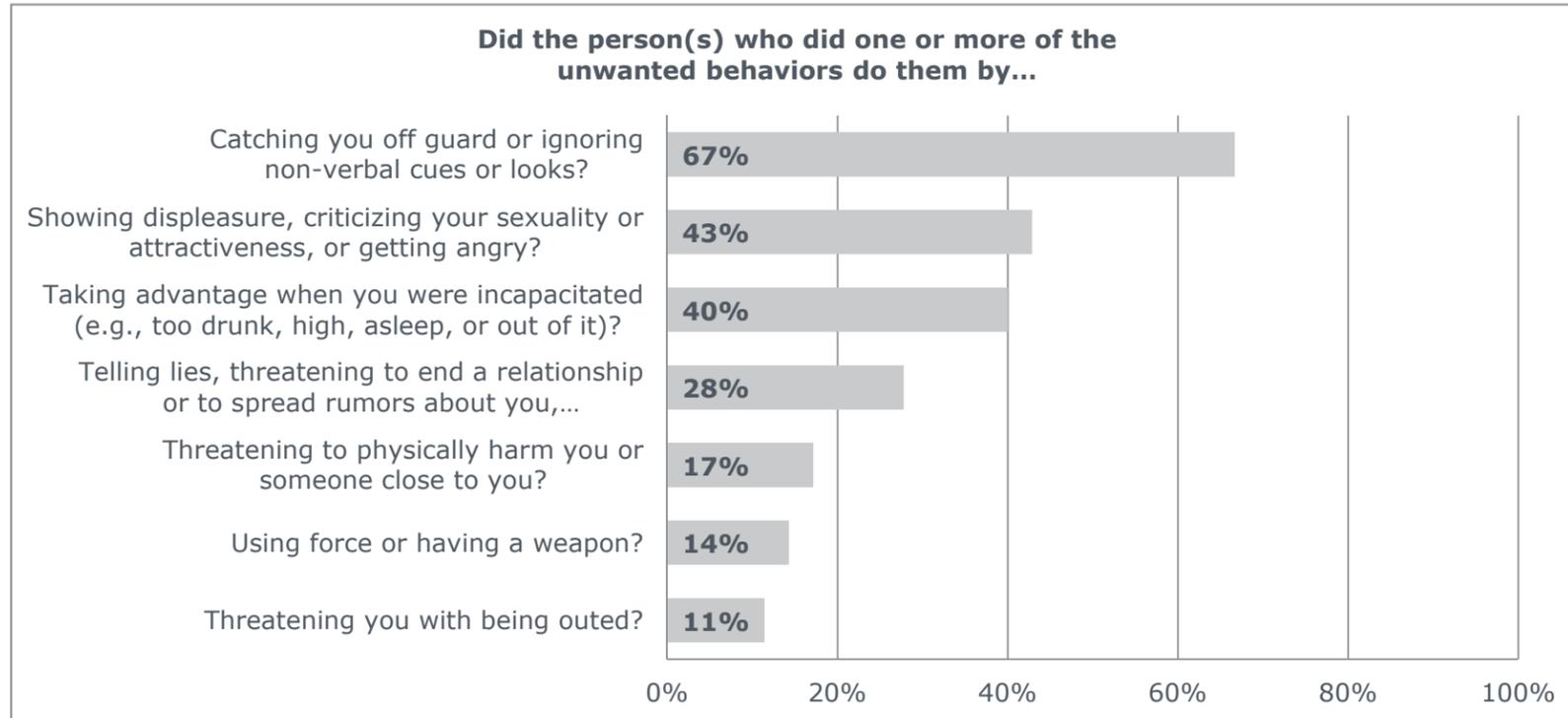
[Community Behaviors](#)

[Community Attitudes](#)

[EAB Resources](#)

Quick Takes

- Over two-thirds of respondents who experienced unwanted sexual contact were caught off guard by the perpetrator or the perpetrator ignored the respondent's non-verbal cues.
- The unwanted behavior was most commonly perpetrated by an individual with no prior relationship to the respondent.
- Common locations of incidents of unwanted sexual contact were an off-campus residence, on-campus locations other than residences, and off-campus locations other than residences.



Avg. n= 35



| Relationship to the perpetrator |                       | %   | Count |
|---------------------------------|-----------------------|-----|-------|
| No. 1                           | No prior relationship | 42% | 13    |
| No. 2                           | Acquaintance or peer  | 26% | 8     |
| No. 3                           | Friend                | 26% | 8     |

n= 31



| Location of the incident |                           | %   | Count |
|--------------------------|---------------------------|-----|-------|
| No. 1                    | Off-campus residence      | 31% | 10    |
| No. 2                    | Other on-campus location  | 28% | 9     |
| No. 3                    | Other off-campus location | 13% | 4     |

n= 32

Interpreting These Charts

- Respondents who didn't experience unwanted sexual contact were not asked follow up questions about the incident.
- The same respondent could have selected multiple responses to the questions about unwanted behaviors and the relationship to the perpetrator. For example, a respondent could have selected that the perpetrator caught them off guard and threatened to spread rumors.

<< PREVIOUS

NEXT >>

## Reporting an Incident of Unwanted Sexual Contact

### Report Contents

[Report Introduction](#)

[Survey Methods](#)

[Demographics](#)

[Campus Climate and Harassment](#)

[Prevention Training and Student Knowledge](#)

[Sexual Violence Experiences](#)

[Perpetrator Behavior, Relationship, Location of the Incident](#)

[Reporting an Incident](#)

[Stalking](#)

[Partner Violence](#)

[Community Behaviors](#)

[Community Attitudes](#)

[EAB Resources](#)

### Quick Takes

- Respondents who experienced unwanted sexual contact most commonly told a roommate, friend, or classmate about the incident.
- Most respondents received a positive response from the individuals they told.
- Common concerns respondents who experienced unwanted sexual contact had about sharing their experience include not thinking the incident was serious enough to report and lack of proof that the incident happened.
- Ninety percent of respondents did not report the incident to the school.



| Top 3 people respondents told about an incident of unwanted sexual contact |                           | %   | Count |
|----------------------------------------------------------------------------|---------------------------|-----|-------|
| No. 1                                                                      | Roommate/friend/classmate | 50% | 16    |
| No. 2                                                                      | No one                    | 31% | 10    |
| No. 3                                                                      | Romantic partner          | 28% | 9     |

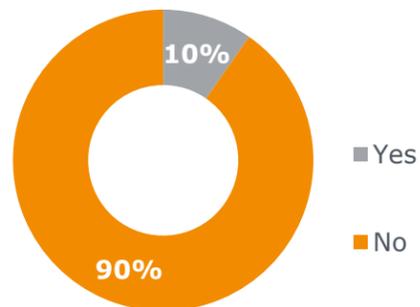
n= 32



| Top 3 responses the respondent got when they told someone about the incident |                                                             | %   | Count |
|------------------------------------------------------------------------------|-------------------------------------------------------------|-----|-------|
| No. 1                                                                        | Responded in a way that made you feel supported             | 81% | 17    |
| No. 2                                                                        | Listened sympathetically without criticizing or blaming you | 67% | 14    |
| No. 3                                                                        | Validated and believed your experience                      | 38% | 8     |

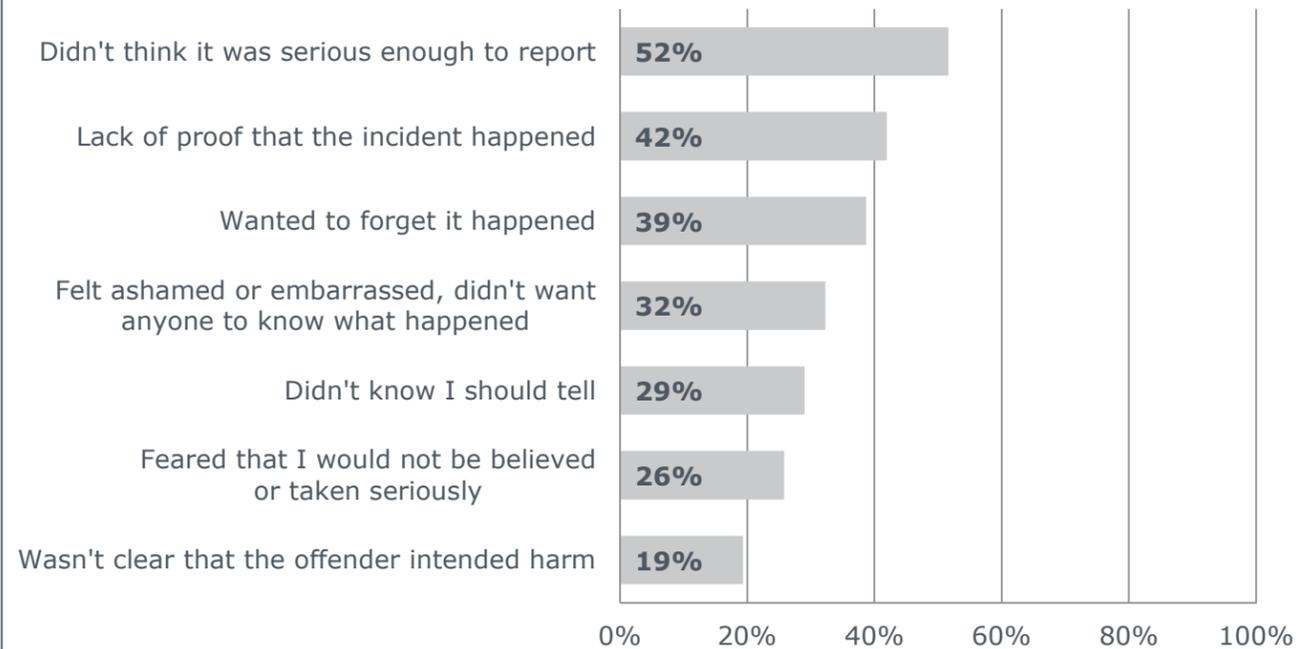
n= 21

### Did you use the school's formal procedures to report the incident(s)?



n= 31

### Did any of the following thoughts and concerns cross your mind when deciding whether to report an incident?



n= 31

### Interpreting This Chart

The same respondent could have selected multiple thoughts and concerns. For example, a respondent could have selected they felt ashamed **and** wanted to forget the incident happened.

**Stalking and Harassment Experiences Since the Beginning of the School Year (Fall 2016)**

**Report Contents**

[Report Introduction](#)

[Survey Methods](#)

[Demographics](#)

[Campus Climate and Harassment](#)

[Prevention Training and Student Knowledge](#)

[Sexual Violence Experiences](#)

[Perpetrator Behavior, Relationship, Location of the Incident](#)

[Reporting an Incident](#)

[Stalking](#)

[Partner Violence](#)

[Community Behaviors](#)

[Community Attitudes](#)

[EAB Resources](#)

**Quick Takes**

- Sixteen percent of respondents experienced at least one form of stalking or harassment since the beginning of the current school year. The most common form of harassment respondents experienced was receiving unwanted phone calls or voice messages.
- Twenty-eight percent of respondents reported that the perpetrator of the unwanted behavior was an ex-romantic partner or spouse.
- Over half of respondents who experienced stalking or harassment told a roommate, friend, or classmate.

**Experiencing Harassment**

**16%**

Percentage of respondents that experienced at least one form of stalking or harassment since the beginning of the current school year.

n=418

**Top 3 most common relationships to the perpetrator**

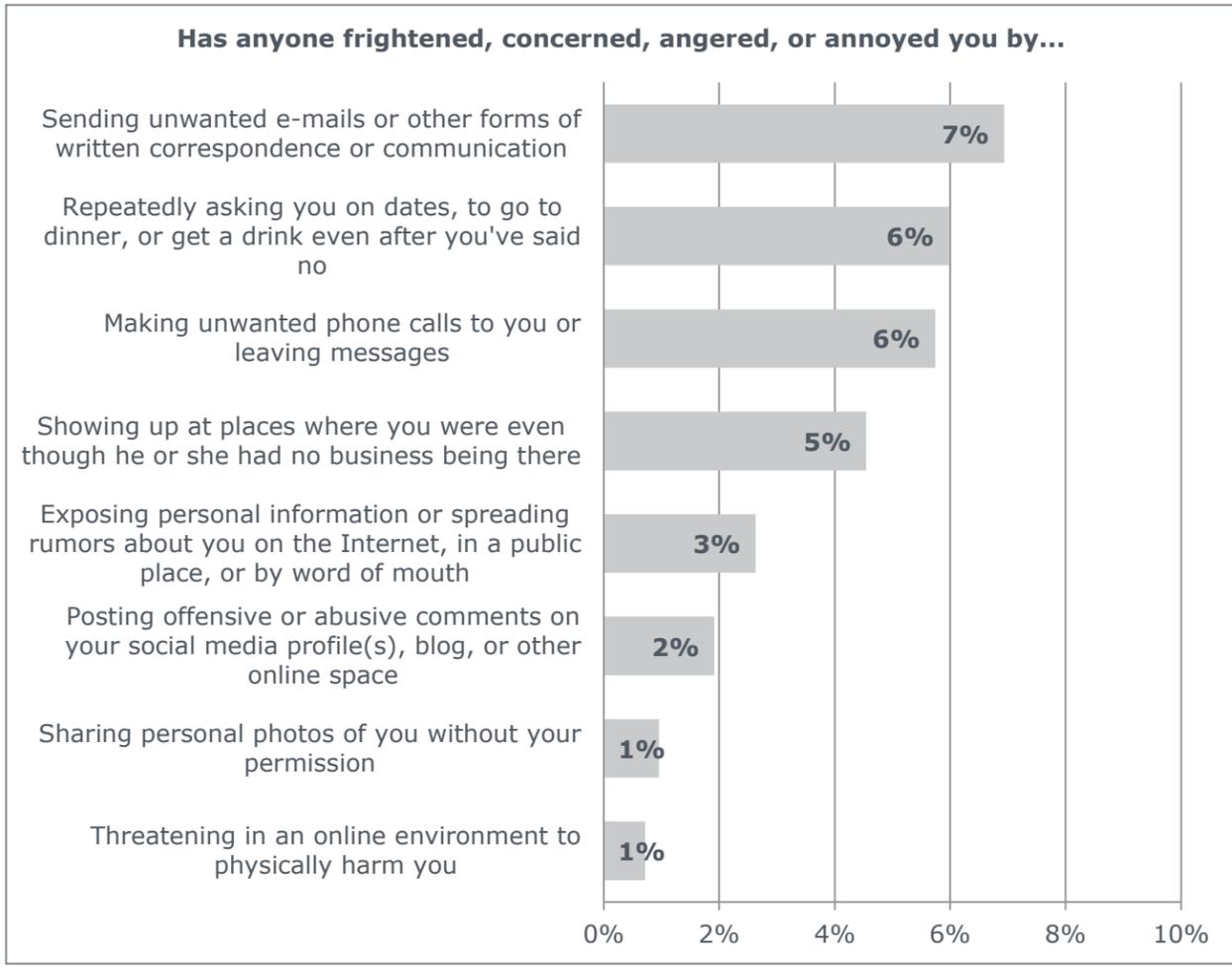
| No.   | Relationship                  | Percent |
|-------|-------------------------------|---------|
| No. 1 | Ex-romantic partner or spouse | 28%     |
| No. 2 | Friend                        | 23%     |
| No. 3 | No prior relationship         | 23%     |

n= 61

**Top 3 people who respondents told about the incident**

| No.   | Person                    | Percent |
|-------|---------------------------|---------|
| No. 1 | Roommate/friend/classmate | 57%     |
| No. 2 | Family member             | 26%     |
| No. 3 | Romantic partner          | 26%     |

n= 61



**Reporting Harassment**

**2**

Number of respondents used the school's formal procedures to report the harassment.

n=61

Intimate Partner Violence Since the Beginning of the School Year (Fall 2016)

Report Contents

[Report Introduction](#)

[Survey Methods](#)

[Demographics](#)

[Campus Climate and Harassment](#)

[Prevention Training and Student Knowledge](#)

[Sexual Violence Experiences](#)

[Perpetrator Behavior, Relationship, Location of the Incident](#)

[Reporting an Incident](#)

[Stalking](#)

[Partner Violence](#)

[Community Behaviors](#)

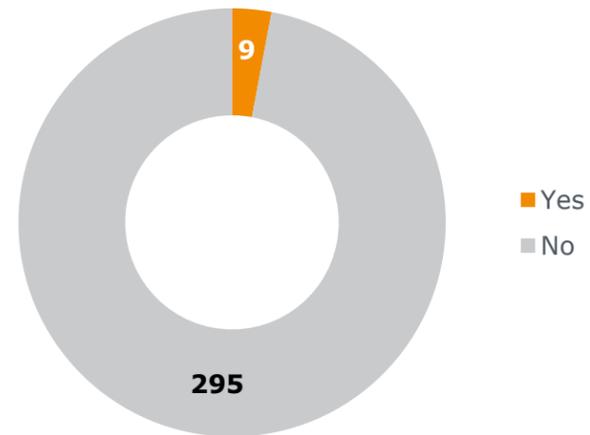
[Community Attitudes](#)

[EAB Resources](#)

Quick Takes

- Nine survey respondents who had a partner indicated experiencing some form of intimate partner violence.

Number of respondents who had a partner and experienced intimate partner violence



n= 304

Interpret This Chart

Respondents were asked if their casual, steady, or serious dating or intimate partner had done any of the following:

- Slapped you
- Pushed or shoved you
- Hit you with a fist or something hard
- Kicked you
- Hurt you by pulling your hair
- Slammed you against something
- Tried to hurt you by choking or suffocating you
- Beaten you
- Burned you on purpose
- Used a knife, gun, or other weapon on you

<< PREVIOUS

NEXT >>

## Community Behaviors

**Report Contents**[Report Introduction](#)[Survey Methods](#)[Demographics](#)[Campus Climate and Harassment](#)[Prevention Training and Student Knowledge](#)[Sexual Violence Experiences](#)[Perpetrator Behavior, Relationship, Location of the Incident](#)[Reporting an Incident](#)[Stalking](#)[Partner Violence](#)[Community Behaviors](#)[Community Attitudes](#)[EAB Resources](#)

**Your institution did not administer this survey module.**

[<< PREVIOUS](#)[NEXT >>](#)

## Community Attitudes

**Report Contents**[Report Introduction](#)[Survey Methods](#)[Demographics](#)[Campus Climate and Harassment](#)[Prevention Training and Student Knowledge](#)[Sexual Violence Experiences](#)[Perpetrator Behavior, Relationship, Location of the Incident](#)[Reporting an Incident](#)[Stalking](#)[Partner Violence](#)[Community Behaviors](#)[Community Attitudes](#)[EAB Resources](#)

**Your institution did not administer this survey module.**

[<< PREVIOUS](#)[NEXT >>](#)

## EAB Resources

## Report Contents

[Report Introduction](#)[Survey Methods](#)[Demographics](#)[Campus Climate and Harassment](#)[Prevention Training and Student Knowledge](#)[Sexual Violence Experiences](#)[Perpetrator Behavior, Relationship, Location of the Incident](#)[Reporting an Incident](#)[Stalking](#)[Partner Violence](#)[Community Behaviors](#)[Community Attitudes](#)[EAB Resources](#)**EAB Sexual Violence Prevention and Response Resource Hub**

The hub is a repository of carefully vetted guidance documents, tools, and resources that provide best practices to effectively address sexual violence on campus. This is a growing space that will continue to expand as new guidance emerges on this topic.

The hub is organized into six critical categories.

**Federal Legislation and Guidance**

Resources to help institutions determine if they are compliant with recent federal legislation and guidance from the Department of Education regarding Title IX and the Clery Act.

**Prevention and Response**

Recommendations for creating strong sexual violence prevention programs and response structures, including a dedicated task force, on campus.

**Policies, Procedures, and Community Partnerships**

Guidance in developing sexual misconduct policies and procedures and building effective community partnerships.

**Reporting, Investigations, and Adjudications**

Strategies for improving reporting structures on campus, resolving sexual harassment claims, adjudicating sexual misconduct cases, and imposing student sanctions.

**Public Relations**

Strategies for working with local and national media so that issues of on-campus sexual violence are accurately contextualized and reported.

**Websites**

Online centers that provide research, resources, training, and tools on sexual violence prevention, response, policy, and legislative requirements.

**Sexual Misconduct Reporting: Critical Areas for Colleges and Universities to Address**

*Study, Toolkit, and On-Demand Webconferences*

Instances of sexual misconduct are vastly underreported on college and university campuses. This study discusses how to recalibrate education and outreach for the campus community, redesign reporting options for students, and streamline institutional report intake and management processes. This study also explores how institutions are using campus climate and reporting data to drive decision-making on campus.

**Building an Effective University Infrastructure: Addressing Sexual Violence on Campus**

*Study, Toolkit, and On-Demand Webconference*

This study discusses how to establish an effective sexual violence task force, implement comprehensive prevention programming, and evaluate institutional efforts. The study also explores innovative strategies to build campus-wide awareness among students, faculty, and staff.

**Beyond Orientation: New Approaches to Sexual Violence Prevention Programming**

*Online White Paper and On-Demand Webconference*

This white paper discusses the current state of sexual violence prevention on campus and shares innovative strategies and practices that provide students with high-quality learning opportunities to expand their knowledge and build their prevention skills throughout their time on campus.

**LEGAL CAVEAT**

EAB is a division of The Advisory Board Company ("EAB"). EAB has made efforts to verify the accuracy of the information it provides to members. This report relies on data obtained from many sources, however, and EAB cannot guarantee the accuracy of the information provided or any analysis based thereon. In addition, neither EAB nor any of its affiliates (each, an "EAB Organization") is in the business of giving legal, medical, accounting, or other professional advice, and its reports should not be construed as professional advice. In particular, members should not rely on any legal commentary in this report as a basis for action, or assume that any tactics described herein would be permitted by applicable law or appropriate for a given member's situation. Members are advised to consult with appropriate professionals concerning legal, medical, tax, or accounting issues, before implementing any of these tactics. No EAB Organization or any of its respective officers, directors, employees, or agents shall be liable for any claims, liabilities, or expenses relating to (a) any errors or omissions in this report, whether caused by any EAB organization, or any of their respective employees or agents, or sources or other third parties, (b) any recommendation or graded ranking by any EAB Organization, or (c) failure of member and its employees and agents to abide by the terms set forth herein.

EAB, Education Advisory Board, The Advisory Board Company, Royall, and Royall & Company are registered trademarks of The Advisory Board Company in the United States and other countries. Members are not permitted to use these trademarks, or any other trademark, product name, service name, trade name, and logo of any EAB Organization without prior written consent of EAB. Other trademarks, product names, service names, trade names, and logos used within these pages are the property of their respective holders. Use of other company trademarks, product names, service names, trade names, and logos or images of the same does not necessarily constitute (a) an endorsement by such company of an EAB Organization and its products and services, or (b) an endorsement of the company or its products or services by an EAB Organization. No EAB Organization is affiliated with any such company.

**IMPORTANT: Please read the following.**

EAB has prepared this report for the exclusive use of its members. Each member acknowledges and agrees that this report and the information contained herein (collectively, the "Report") are confidential and proprietary to EAB. By accepting delivery of this Report, each member agrees to abide by the terms as stated herein, including the following:

1. All right, title, and interest in and to this Report is owned by an EAB Organization. Except as stated herein, no right, license, permission, or interest of any kind in this Report is intended to be given, transferred to, or acquired by a member. Each member is authorized to use this Report only to the extent expressly authorized herein.
2. Each member shall not sell, license, republish, or post online or otherwise this Report, in part or in whole. Each member shall not disseminate or permit the use of, and shall take reasonable precautions to prevent such dissemination or use of, this Report by (a) any of its employees and agents (except as stated below), or (b) any third party.
3. Each member may make this Report available solely to those of its employees and agents who (a) are registered for the workshop or membership program of which this Report is a part, (b) require access to this Report in order to learn from the information described herein, and (c) agree not to disclose this Report to other employees or agents or any third party. Each member shall use, and shall ensure that its employees and agents use, this Report for its internal use only. Each member may make a limited number of copies, solely as adequate for use by its employees and agents in accordance with the terms herein.
4. Each member shall not remove from this Report any confidential markings, copyright notices, and/or other similar indicia herein.
5. Each member is responsible for any breach of its obligations as stated herein by any of its employees or agents.
6. If a member is unwilling to abide by any of the foregoing obligations, then such member shall promptly return this Report and all copies thereof to EAB.

[<< PREVIOUS](#)