

Commentary on the Barnes & Thornburg questionnaire appears below in red text. -- JAB

Welcome.

Thank you for participating in this anonymous survey. The survey will take about 15-20 minutes to complete. The Commonwealth-appointed Special Investigation Team is conducting this survey to better understand the environment and culture of VMI as an institution, and we appreciate your input.

But before we get to the survey, we first need your agreement on a few specific conditions. Please read each of the following statements and indicate your agreement by checking the box next to each statement.

I currently am or have been one or both of the following:

- a VMI Cadet and/or
- a VMI employee (i.e., faculty, staff or administrator)

- I have a direct invitation to participate in this research.

I will complete this survey only once. I will not in any way attempt to interfere with the administration of this survey. And, I will not attempt

- to influence anyone else to take the survey, not take the survey, or give any particular responses to the survey.

- I agree not to discuss my answers to this survey with anyone else, including but not limited to: friends, family members, roommates,
- other cadets, faculty, staff, administrators, alumni, and journalists, reporters, or other members of the media.

- I will answer the survey questions with my honest opinions and to the best of my ability.

- I agree not to post, share, or otherwise copy or distribute any part of the survey through any oral, written, or electronic means, including,
- but not limited to: blogs, message boards, social media, e-mails, instant messaging, text messaging, or social networking sites.

Regarding restrictions on discussing answers to questions... *Washington Post* reporter Ian Shapira reported March 9 that he had obtained a copy of the survey, and proceeded to quote from it:

“There is a culture of racial intolerance at VMI.”

“News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.”

“It is harder for people of color to succeed at VMI than it is for white people.”

“Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.”

“I am glad that an investigation into the culture at VMI is taking place.”

“Some of the survey statements asked students to say whether they were sexually assaulted or harassed at VMI; another question asked how often they’d heard or seen written racial, ethnic, homophobic or transphobic slurs, with answer choices that included ‘never,’ ‘once or twice,’ ‘a few times,’ and ‘more than a few times.’

“Another set of questions asked how frequently if at all they had personally experienced or witnessed firsthand racial intolerance on campus.

“The survey also probed people’s feelings about VMI’s student-run honor system, which expels students who violate the college’s honor code forbidding them not to lie, cheat, steal or tolerate those who do. A student accused of cheating faces an Honor Court trial, where they can be convicted by non-unanimous student juries. Once their conviction is upheld by the superintendent, they are removed from campus.

“Then, in the middle of the night, the Honor Court president announces their name in a ‘drum-out’ ceremony to the corps of cadets.

“In the investigation’s survey, one question asked whether people believed drum-outs, non-unanimous juries and the use of student spies — who can be enlisted by the Honor Court to catch their peers cheating — should be preserved, abolished or ‘studied and possibly changed.’”

- I understand that I may not be informed of the results of this research.

Regarding the release of survey results.... Given the widespread distrust of Barnes & Thornburg’s independence and objectivity, it is critically important that the survey results, with crosstabs, be made available to the public when the final report is published. Citizens have a right to view the same data as B&T and draw their own conclusions.

Your participation is voluntary, but very important. Our focus is on the institution and not on any individual. We will not ask questions that could be used to personally identify you. We are not asking you to provide information that you believe you have a personal or professional obligation to keep secret. In particular, please do not provide any information you learned through an attorney-client relationship, or through deliberations with a

governing body where lawyers were present. Otherwise, we encourage you to answer every question that you feel comfortable answering.

Again, your responses to this survey will be anonymous. If you wish to communicate directly with the Special Investigation Team, please do so by calling to leave a voicemail at 202-831-6777 or sending an e-mail to VMIReview@btlaw.com. If you contact the Team by one of these means, your identity will be kept confidential.

Recent measures taken by VMI leadership to address issues of race and equity, such as Major General Wins’ listening sessions, are:

| | Strongly disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Strongly Agree | Not enough information to respond |
|------------|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------------------|
| warranted | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| sufficient | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

What is the distinction between saying that VMI leadership measures are “warranted” or “sufficient”? What insight does Barnes & Thornburg hope to gain by asking respondents to spilt hairs?

Regarding the phrase “race and equity”... “Equity” has a precise meaning in the vocabulary of Critical Race Theory, which cadets and alumni may not understand. The term does not mean “fairness” or “equal treatment.” In CRT speak, “equity” means “equality of outcome.”

Personally, how much do you support or oppose the following?

| | Strongly oppose | Somewhat oppose | Somewhat support | Strongly support |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| Reforming the Honor Court system of discipline. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The removal of the statue of Stonewall Jackson | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Removing symbols associated with the Confederacy | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Asking people if they support “reforming” the Honor Court system is meaningless unless they make clear what kind of reforms are being contemplated. People might have very different ideas about what changes should be made. Some may think the court should return to older, stricter standards.

What is your current connection to VMI? (Please check all that apply)

- Current Cadet
- VMI Alumni
- Faculty
- Staff
- Administration

In what time period did you graduate from VMI?

- 2016-2020
- 2011-2015
- 2006-2010
- 2001-2005
- 1996-2000
- 1991-1995
- 1986-1990
- 1981-1985
- 1976-1980
- 1971-1975
- 1966-1970
- 1961-1965
- 1956-1960
- 1951-1955
- 1950 or earlier
-

If applicable, what is your current rank, or the highest rank you achieved before retirement?

- O-1 (Second Lieutenant or Ensign)
- O-2 (First Lieutenant or Lieutenant Junior Grade)
- O-3 (Captain or Lieutenant)
- O-4 (Major or Lieutenant Commander)
- O-5 (Lieutenant Colonel or Commander)
- O-6 (Colonel or Captain)

- O-7 (Brigadier General or Rear Admiral Lower Half)
- O-8 (Major General or Rear Admiral Upper Half)
- O-9 (Lieutenant General or Vice Admiral)
- O-10 (General or Admiral)
- Other
- No rank
- I prefer not to respond

Are you or were you ever a cadet athlete?

- No
- Yes

There is a widespread feeling at VMI that diversity makes the Institute stronger.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

“Diversity makes XXXX stronger” is a Progressive catch-phrase. Whether intended or not, this question asks respondents if they endorse a particular political point of view. Answers to this question will reveal nothing about cadets’ or alumni views toward minorities as individuals, nor anything about the “culture” of the institution.

VMI should have more women in positions of leadership.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree

- Somewhat agree
- Strongly Agree

VMI should have more people of color in positions of leadership.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

This question employs a term – “people of color” -- that has a specific meaning for Progressives that others may not share. Is someone who identifies as Hispanic but also as “white” a person of color? Are Koreans, Chinese and Japanese who have lighter complexions than Europeans of Mediterranean origin “people of color”? Are people of Middle Eastern ethnicity, classified by the Bureau of the Census as white also “people of color”? The reason for the investigation is to inquire into racism against *African Americans*. Why is Barnes & Thornburg muddying the water by referring to people of color”?

VMI leaders genuinely care about increasing the demographic diversity of the Institute.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

White cadets disproportionately attain positions of leadership as compared with cadets of color,

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree

- Somewhat agree
- Strongly Agree

The campus environment at VMI is welcoming to all types of people.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

Presumably, the phrase “all types of people” refers to all races, sexes, sexual orientations and sexual identities. But that’s not entirely clear. Respondents not obsessed with race, sex and sexual orientation may interpret the question differently. Should VMI be welcoming to pacifists? To anti-military leftists? To people who abhor its traditions? Answers to this question are impossible to interpret.

People of color have to do more than others to prove they belong at VMI.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

Cadets at VMI socialize and hang out in groups that are racially integrated.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree

- Somewhat agree
- Strongly Agree

This is a potential damned-if-you-do, damned-if-you-don't question. If cadets do not all hang out in racially integrated groups, VMI could be accused of tolerating informal segregation. But if cadets do hang out in racially integrated groups, VMI could be condemned for a failure to create spaces where "people of color" can enjoy a multicultural environment free from white people.

I feel comfortable being myself at VMI.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

Gender doesn't have any bearing on who ends up in positions of authority and leadership among cadets.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

Cultural differences among cadets, staff, and instructors are celebrated.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree

- Strongly Agree

This question betrays another Leftist bias. VMI is legally obligated to admit students regardless of race, gender, national origin, etc. Most cadets and alumni would agree that the academy should create an environment where all individuals from all groups feel welcome. But that's a far cry from saying that differences should be "celebrated." The purpose of the rat line is to strip down cadets' identities and remold them as VMI men and women prepared to enter the military. Cadets are expected to conform to the martial VMI culture.

VMI faculty care about getting the views and perspectives of all types of cadets.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

Another biased question. VMI faculty should care about getting the views and perspective of all cadets – not all "types of cadets." The supposition here is that cadets derive their primary identity, and thus their perspectives, from their race, ethnicity, sex, sexual orientation, and sexual identity. Respondents can disagree with this proposition without being hostile to minorities.

VMI leaders genuinely care about getting input from all groups before making major decisions about the Institute.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

Another imprecise question. What does "all groups" refer to? Cadets? Faculty and staff? Administrators? The Board of Visitors? Parents? Or all racial, ethnic, sexual groups?

I feel like I am part of the community at VMI

- Strongly disagree

- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

Based on what you have seen and heard, to what extent do you feel people from the following groups have a difficult time fitting in or feeling like they belong in the VMI Corps of Cadets?

People who are:

| | None | A little | A lot |
|-------------------------|-----------------------|-----------------------|-----------------------|
| Cadet Athletes | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| LGBTQ | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Hispanic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Muslim | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Asian or Asian American | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Women | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| White | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Jewish | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Black | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

“Based on what you have seen and heard” – this is designed to elicit an answer that magnifies the perception that some groups don’t fit in. A single widely publicized racial incident can lead to dozens of people “hearing about it.” Barnes & Thornburg would get a very different set of answers by asking people directly if they feel like they fit in, as in this question above: “I feel comfortable being myself at VMI.”

Instances of racially insensitive behavior by VMI cadets or employees are isolated and NOT part of a systemic problem.

- Strongly disagree
- Somewhat disagree

- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

“Racially insensitive behavior” – as defined by who?

It is harder for people of color to succeed at VMI than it is for white people?

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

This is very similar to an earlier question, “People of color have to do more than others to prove they belong at VMI.” Asking the same question in slightly different ways allows Barnes & Thornburg to cherry pick the results that best fit the conclusions the investigators want to draw.

There is a culture of racial intolerance at VMI.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

People at VMI are NOT treated differently because of their race.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree

- Strongly Agree

VMI's method of addressing and adjudicating reports of racially intolerant behavior is appropriate.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree
- I do not feel I have enough information to respond

News media reports of racially intolerant conduct at VMI are unfair to the institute.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree
- I am not familiar with any news media reports, or do not feel I have enough information to respond.

Racial intolerance has never been a problem at VMI.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

“Racial intolerance has never been a problem at VMI?” No thinking person would disagree that racial intolerance existed during the eras of slavery and segregation. The question would be far more meaningful if it asked if racial intolerance is a problem *now*, or in the case of alumni, when they attended.

VMI’s culture is more racially intolerant than that of other colleges and universities in the U.S.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

How would respondents have any knowledge of the tenor of race relations at institutions they did not attend? Answers to this question are inherently ill-informed and meaningless.

People at VMI are NOT treated differently because of their gender.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

Another useless question. Women are treated differently: They are not expected to meet the same standards of physical performance as males are. Everybody knows this. If everyone disagrees with the statement (that women are not treated differently), it does not mean that the VMI community believes women are being discriminated *against*. This question can be easily misinterpreted.

News media reports of racially intolerant conduct at VMI do NOT accurately reflect the culture at VMI.

- Strongly disagree
- Somewhat disagree

- Neither agree nor disagree
- Somewhat agree
- Strongly Agree
- I am not familiar with any news media reports or do not feel I have enough information to respond.

This is nearly identical to the question, “News media reports of racially intolerant conduct at VMI are unfair to the institute.” Why the redundancy?

Personally, how much do you support or oppose the following?

| | Strongly oppose | Somewhat oppose | Somewhat support | Strongly support |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| Continuing the Rat Line, as it is. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Honoring VMI’s role in the Battle of New Market. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Celebrating VMI’s Southern heritage. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

More confusion. “Southern heritage” is not synonymous with “Confederate heritage” but the two terms could be easily seen as the same. Some people might associate Southern heritage with positive cultural values such as courtly manners; grits, gravy and Southern cuisine; an affinity for guns and hunting, a strong tradition of military service; and more.

In your view, how much if any do the following things promote racial intolerance and/or discrimination?

| | None | A little | A lot |
|--------------------------------------|-----------------------|-----------------------|-----------------------|
| The Rat Line. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Celebrating VMI’s Southern Heritage. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The Honor Court. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | | | |
|---|-----------------------|-----------------------|-----------------------|
| Confederate symbols on post. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The statue of Stonewall Jackson. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Honoring VMI's role in the Battle of New Market | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Based on what you have seen and heard, how would you characterize support among the VMI Community for the following?

| | No one wants this | A few people want this | Most people want this | Nearly everyone wants this |
|---|-----------------------|------------------------|-----------------------|----------------------------|
| Reforming the Honor Court system of discipline | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The removal of the statue of Stonewall Jackson | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Removing symbols associated with the Confederacy. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Based on what you have seen and heard, how would you characterize support among the VMI Community for the following?

| | No one wants this | A few people want this | Most people want this | Nearly everyone wants this |
|-------------------------------------|-----------------------|------------------------|-----------------------|----------------------------|
| Celebrating VMI's Southern heritage | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Continuing the Ratline, as it is. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Honoring VMI's Role
in the Battle of New
Market

Once again, a question runs the risk of confusion between "Southern heritage" and "Confederate" heritage.

VMI's Honor Court System:

| | Strongly Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Strongly agree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| would benefit from updating some of its formal procedures | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| is influenced by the race of the accused cadet. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| tends to be tougher on cadets of color. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| consistently upholds the Honor Code. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| is influenced by whether a cadet is a cadet-athlete | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| produces fair decisions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Aside from the Honor Court, other VMI disciplinary rules and procedures are:

| | Strongly disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Strongly Agree |
|---------------------------|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| influenced by whether the | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

accused is a
cadet-athlete.

fair.

tougher on
cadets of color

influenced by the
race of the
accused cadet

What are your feelings about the following aspects of the Honor courts?

| | Should remain unchanged | Should be studied and possibly changed | Should be abolished |
|---|----------------------------|---|------------------------|
| The secrecy of the proceedings. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The allowing of expulsion based on non-unanimous verdicts. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The rule prohibiting cadets from having an attorney at trial or pretrial proceedings. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The single-sanction policy of expulsion | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The solicitation of faculty and cadets to gather information about other cadets covertly. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The drum-out ceremony. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

How frequently (if at all) have you personally experienced racial intolerance at VMI?

- Never
- Once or twice
- A few times
- More than a few times

This is a valid question to ask, as long as the answer is acknowledged to reflect the respondent's perception. But not everyone who believes himself or herself to be a victim of racism necessarily has an accurate perception. In Leftist dogma, a minority person's "lived experience" is said to trump anything a white person has to say. It's the modern-day equivalent to Jim Crow-era prejudices that a white man's court testimony carried more weight than a black man's. But white people have their own "lived experience," and they may interpret incidents and interactions very differently. Contemporary America is undergoing a power struggle over who gets to define what constitutes "racial intolerance," and the definitions are continually evolving to encompass perceived slights of ever-increasing subtlety.

How frequently, (if at all) have you witnessed first-hand racial intolerance at VMI?

- Never
- Once or twice
- A few times
- More than a few times

How frequently (if at all) has anyone told you directly that they experienced racial intolerance at VMI?

- Never
- Once or twice
- A few times
- More than a few times

Here, Barnes & Thornburg is collecting hearsay allegations. The investigators are lawyers; they should know better.

How frequently (if at all) have you personally experienced the following at VMI?

| | Never | Once or twice | A few times | More than a few times |
|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Race-related violence. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Race-related threats of violence | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Context matters. What constitutes “race-related” violence? What constitutes “violence”? Is pushing someone a violent act? Is an incident counted as “race-related” even if the disagreement was purely personal?

How frequently (if at all) have you witnessed the following at

| | Never | Once or twice | A few times | More than a few times |
|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Race-related violence. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Race-related threats of violence | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

VMI?

How frequently (if at all) has anyone told you directly that they experienced the following at VMI?

| | Never | Once or twice | A few times | More than a few times |
|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Race-related violence. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Race-related threats of violence | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Barnes & Thornburg is collecting more hearsay.

How often have you heard the following spoken, or seen the following written, at VMI?

| | Never | Once or twice | A few times | More than a few times |
|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Other racial or ethnic slurs. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The N-word. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Homophobic or transphobic slurs. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

I have been sexually assaulted at VMI.

- No
- Yes
- I prefer not to respond

In some surveys the definition of “sexual assault” ranges from rape to unwanted touching. No definitions are provided here.

I have been sexually harassed at VMI.

- No
- Yes
- I prefer not to respond

Again, no definitions.

Others have told me directly that they have been sexually harassed or assaulted at VMI.

- No
- Yes
- I prefer not to respond

Over and above the lack of definitions, respondents are asked to report hearsay.

VMI’s method of addressing and adjudication reports of sexual harassment and assault is appropriate.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- I do not feel I have enough information to respond.

To what extent are the following groups of people discriminated against at VMI?

| | None | A little | A lot |
|-------------------------|-----------------------|-----------------------|-----------------------|
| LGBTQ | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Muslim | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Asian or Asian American | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Cadet Athletes | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Black | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Women | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| White | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Jewish | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Hispanic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

When it comes to a person's ability to get ahead in our country these days, being white:

- helps a lot.
- helps a little.
- neither helps nor hurts.

This has no bearing on VMI whatsoever. What is the purpose of asking this question?

Race relations in the U.S. are generally bad.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

This has no bearing on VMI whatsoever. What is the purpose of asking this question?

When it comes to racial discrimination, the bigger problem for the country today is people:

- seeing discrimination where it does not exist.
- not seeing discrimination where it really does exist.

This has no bearing on VMI whatsoever. What is the purpose of asking this question?

I am glad that an investigation into the culture at VMI is taking place.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

How is this relevant to an investigation into racism? Is this a way to discount the views of those who do not welcome the investigation?

The investigation into the culture at VMI is a good use of time and resources.

- Strongly disagree
- Somewhat disagree

- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

Same as above.

What is your age?

What is your biological sex?

- Female
- Male
- Intersex
- I prefer not to respond

What is your gender identity?

- Man
- Woman
- Another Gender identity
- I prefer not to respond

Which of the following best describes your sexual orientation?

- Gay/Lesbian
- Straight (Heterosexual)
- Bisexual
- Another sexual orientation

- I prefer not to respond

What U.S. State or U.S. territory did you primarily grow up in?

(drop-down menu)

Did you grow up in a military family?

- No
- Yes
- I prefer not to respond

How is this relevant?

How would you describe yourself (Please check all that apply)

- White or Caucasian
- Hispanic or Latino
- American Indian or Alaska Native
- Black or African American
- Middle Eastern or North African
- Asian or Asian American
- Native Hawaiian or Other Pacific Islander
- Another race not mentioned above
- I prefer not to respond

Do you consider yourself a religious person?

- No
- Yes

- I prefer not to respond

How is this relevant?

Which of the following best describes your political beliefs?

- | | | | | | |
|-----------------------|-----------------------|----------------------------------|-----------------------|------------------------|-------------------------|
| Extremely liberal | Somewhat liberal | Neither liberal nor conservative | Somewhat conservative | Extremely conservative | I prefer not to respond |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

How is this relevant?

**What if any action steps would you recommend be implemented at VMI to address any of the issues raised in this survey?
(Please number each separate action if you list more than one.)**

Please use the space below to share any comments or additional thoughts you have about the topics covered in this survey:

Thank you for sharing your views on this important subject. Please remember to honor your commitment to keep your responses to this survey confidential.

As noted above, this survey is entirely anonymous. If you wish to speak directly with the Special Investigation Team at any time, please contact one of the following:

- Informational voicemail: 202-831-6777
- Email: VMIRewiew@btlaw.com