The Ohio Bar Project
2020 Statewide Survey Results

OAESV
Ohio Alliance to End Sexual Violence

Executive Summary

Between December 2019 and January 2020, OAESV collaborated with state and local partners to conduct a statewide assessment of alcohol serving establishments (ASEs) in Ohio. The study was exploratory in nature, with primary data collected via an online survey of nearly 400 patrons, employees, and owners of bars, restaurants, breweries, and other ASEs in Ohio. Secondary data come from logs that were kept by prevention practitioners who were active members of a statewide Ohio Bar Project Advisory Committee. The Advisory Committee worked with a contracted Project Coordinator, Sharon M. Wasco, PhD, to develop and disseminate the survey, to interpret the results, and to suggest next steps. This report focuses on major findings and their implications. Following presentation of the evidence, data-based action steps are recommended.

Major Findings:

- **There were observable regional differences in perceptions about bar safety and readiness for prevention in Ohio's ASEs.** On average, informants from ASEs in Cincinnati reported feeling more respected and safe – and reported sexual aggression to be less of a problem in ASEs – than informants in other regions of the state. A greater proportion of informants reported seeing messaging about sexual misconduct in ASEs located in Cincinnati (50%) than in NE Ohio (34%) Columbus (27%) and the rest of Ohio (22%). Owners and managers in Cincinnati reported significantly higher interest in updating policies and procedures to prevent sexual aggression than management in other regions. Finally, there was pattern of results suggesting that upstander culture and ownership of sexual aggression prevention was significantly higher in Cincinnati than in other regions of the state.

- **Bar culture and sexual aggression vary by type and characteristics of the ASE.** Overall, breweries were the type of ASE associated with most protective markers and the least risk markers. Other qualities of the ASE were also significantly related to indicators such that being LGBTQ-friendly or a neighborhood hang-out was associated with many protective markers and having a dance floor was associated with the most risk markers.

- **A positive social norm for standing up against sexual aggression was observed in this sample of Ohio ASEs.** In about four of ten observed instances of sexual aggression, informants reported intervening. Another two of those ten asked someone else to intervene for them, such that 60% take some sort of immediate action. Statewide, there existed a perceived norm that most other people in the ASE (54%) would take action if they observed sexual aggression. Survey results suggest that standing up to sexual aggression in ASEs may be perceived as normative.

- **On average, community readiness for prevention within these ASEs appears to be at stage five of nine, called the planning stage**. These results may overestimate community readiness, as they are based on a convenience sample of ASEs recruited through connections with sexual violence prevention programs; and use a single indicator of just one of several dimensions of readiness (climate). More in-depth readiness assessment would likely uncover a range of prevention readiness in Ohio's ASEs.

- **A pattern of results provides evidence that training for employees in ASEs is perceived as a valuable investment of resources.** The vast majority of patrons who responded to this survey (74%) reported that it was *extremely* or *very important* for employees to receive training. Similarly, 80% of employees said it was *extremely* or *very likely* they would attend an optional training if they were paid for their time. Finally, roughly half of the subsample of employees had received training while the other half had not. On a variety of indicators, employees who had received training reported more favorable responses than those who had not received training.

Implications:

- **These results provide evidence that community-wide prevention efforts conducted within the service sector may be positively related to positive qualities of ASEs, suggesting that replicating efforts that have taken place in key communities of interest may be a strategic allocation of prevention resources.** Regional differences can be interpreted as a nonequivalent control groups design, as current levels of community-wide preventative intervention with the service sector vary across the state. Interventions range from higher levels of partnership, training, and technical assistance in Cincinnati; to moderate organizing and readiness-building in Columbus; to targeted outreach in Summit County.

- **In any given community, there may be types and/or qualities of ASEs that serve as "risk markers," indicating the greatest need for prevention. On the other hand, there may also be qualities of ASEs that make them more likely to be "early adopters" of sexual violence prevention efforts.** Such characteristics might be helpful in identifying potential partnerships, designing marketing approaches, and developing effective intervention strategies.

- **The upstander behavior and positive social norms within ASEs are driving forces for preventing and addressing sexual aggression, which can be supported through a variety of prevention activities including policy, training, and messaging.** Identifying best practices can increase collective efficacy of prevention practitioners from rape crisis centers (RCCs) or other community organizations that are foraying into the commercial sector, service industry, and/or ASEs.

- **Timing may be good for prevention readiness building activities such as utilizing influential people to speak to the public and planning how to evaluate success of efforts.** The goal for a campus at stage five prevention readiness is information-gathering

to lay the groundwork for planning community strategies. As a more serious community effort gets under way, the goal shifts to providing community-specific information to support existing programs and initiatives.

- **Bar based prevention training should be expanded so that more employees receive training**. Respondents are already observing and acting upon observed situations of sexual aggression in bars – it makes sense to provide skills and build collective efficacy among ASE employees.

The remainder of this report summarizes evidence to further support these major findings and their implications. Initial sections summarize descriptive findings from the whole sample, and are followed by significant results that emerged from comparative analyses. The final section of the report includes data-driven action recommendations for potential next steps in 2020 and beyond (see pp. 45-46).

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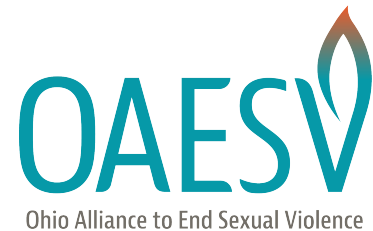
Scope of the Ohio Bar Project

This statewide survey is an initial step in a larger initiative that has come to be known as The Ohio Bar Project. The objective of the current assessment was to ensure that future community-based prevention efforts are empirically grounded in primary data from Ohio. The Ohio Bar Project seeks to develop a unified, comprehensive, statewide approach to preventing sexual violence and harassment in the service industry, starting with a focus on alcohol serving establishments (ASEs). Participatory methods were used to gather survey data to inform future prevention activities in three focal areas: 1) Policy, 2) Training, and 3) Messaging. Four organizations with interests in bar-based prevention work and/or community-level approaches to primary prevention dedicated one or more staff as members of the Advisory Committee, who were involved on all stages of the process, from survey development to writing the recommendations. Data were collected via online survey of bar owners, staff, and patrons using an adapted snowball sampling approach. Advisory Committee members conducted outreach with ASEs to participate as recruitment sites and shared the survey via social media, volunteer lists, and other social networks. Data were collected on SurveyMonkey, exported to SPSS, and analyzed by Dr. Wasco. Feedback from the Committee was integrated into this report, which summarizes the assessment process, actionable findings, and recommendations for future efforts.

Next Steps for Ohio Bar Project

This report summarizes existing conditions in Ohio's ASEs as a foundation for developing next steps. To complement existing sexual violence and intimate partner prevention efforts in Ohio, future activities of the Ohio Bar Project should be designed to address risk and protective factors identified by the ODH and specified in Ohio's RPE plan. Those include:

Risk Factors
Lack of non-violent problem solving skills
Cultural norms supporting aggression
Harmful norms around masculinity & femininity
Societal norms that support sexual violence
Weak health, education, economic & social policies/laws

Protective Factors
Association with prosocial peers
Connection/commitment to school
Connecting with a caring adult
Community support & connectedness
Coordination of resources and services among community agencies

Appendix A to this document, which includes an additional list of risk and protective factors for sexual violence that has been identified by the U.S. Department of Health & Human Services's Centers for Disease Control and Prevention (CDC), should also be consulted.

Overview of Methods

The *unit of analysis* in this study was at the level of the setting, in this case alcohol-serving establishments (ASEs). The intent is to use this sample of ASEs to generalize to a still larger set of similar settings. In Ohio, all ASEs abide by the Ohio Department of Commerce, Division of Liquor Control in order to maintain their licenses to serve alcohol. According to the ODC website, there are approximately 25,000 private businesses that are alcohol manufacturers, distributors, suppliers, retailers, and organizers of special events where alcohol is sold in the state of Ohio. Using the ASEs, as opposed to individuals within them, as the unit of analysis, is intended to inspire community and systems-level strategies aimed at reducing new incidents of sexual violence within these 25,000 organized settings.

Who did we recruit to answer our questions about sexual aggression within ASEs?

Individuals who were very familiar with at least one ASE in Ohio were invited to participate in the brief, anonymous, online survey. The individuals who filled out the surveys are understood to be *key informants* in describing the one ASE they know best. Another key informant approach would be to create a sampling frame of the 25,000 licensed AESs in Ohio, and then recruit one owner or manager per ASE to serve as the key informant. However, members of the Advisory Committee did not have access to a list of all 25,000 licensed ASEs in Ohio to create that sampling frame. Instead, the Advisory Committee adapted a form of non-probability sampling to find patrons and employees of ASEs using existing social networks. This snowball approach relied on personal relationships to distribute surveys within the ASE sector, resulting in a convenience sample that may be influenced by a variety of biases, including community bias and self-selection bias. Given those caveats, this approach was designed to approximate the structure of a nonequivalent groups design, in which differences between regions are expected, and understood to be (in part) a function in naturally existing differences in community-level preventive interventions organized by sexual violence programs in the area.

Four sexual violence prevention programs comprised the statewide Advisory Committee that was tasked with developing and disseminating the survey and interpreting the results. Recruitment efforts focused specifically in Cincinnati, Columbus, and Summit/Medina counties in Northeast Ohio. In addition, staff members at the state sexual violence coalition and sponsor for this work, the Ohio Alliance to End Sexual Violence, also distributed the surveys via organizational networks. Recruitment materials can be seen in Appendix B of this report. This sampling approach yielded over 390 responses between December 10, 2019 and January 13, 2020; and 276 completed surveys.

Table 1. Responses and completion rates.

Collector	Number of responses	Completion rate	Typical Time Spent
OAESV - State	106		
Org 1 - Cinci	103		
Org 2 - Col	41		
Org 3 - Col	69		
Org 4 - NEOH	78		
Overall	397	47%	6m:42s

The *typical* informant in this study was a white, female-identified and heterosexual, with some diversity in the social identities of our key informants. These details are displayed in Figures 4 and 5 on pp. 10-11 of this report. Similar to trends of sexual violence prevention on campuses, these efforts may be disproportionately centered on the experiences of relatively privileged members of communities across Ohio, which must be a primary consideration in acting upon the results.

What kinds of questions did we ask about sexual aggression within ASEs?

Questions focused on understanding the qualities of ASEs, including risk and protective markers, and transactions within the setting that might indicate the scope of sexual aggression. Zip code trackers for each ASE were used to define geographic regions in the data. It is not possible to say that each data point represents a unique community, as multiple surveys may come from the same ASE. Keeping this in mind, the findings should be understood as exploratory, and interpreted with caution. Given that this was an external survey, being distributed to an unknown population of people, care was taken to keep the survey as short and concise as possible. The majority of items were single item indicators, organized to cover the following ASE qualities of interest:

Sense of belonging. Two items were included to measure the extent to which informants perceived a sense of respect (*To what extent do you feel welcomed, valued, and respected in this ASE?*) and safety (*To what extent do you feel safe in this ASE?*).

Sexual aggression in the setting. Three questions included to assess the prevalence of sexual aggression in ASEs, including whether the informant had ever personally observed an incident in the ASE.

Standing up to sexual aggression in ASEs. Three items measuring bystander interventions were adapted from the 2018 ODHE Campus Climate Study measures designed by the OAESV Climate Survey Team.

Norms that support action against sexual aggression. Perceptions of the commonly-held beliefs, accepted behaviors were assessed with an item about upstander behavior (*How likely is it that most other people in the ASE would take action if they were to observe sexual aggression?*)

Simple rules that organize group behavior against sexual aggression. A semantic differential scale was used to present five pairs of opposing statements that are hypothesized to organize group behavior patterns as either passive bystanders or active upstanders. These items can illustrate desired culture shifts without reifying risky belief statements.

Readiness for prevention. All nine statements from an empirically validated measure of stages of change towards sexual violence prevention activism was included to gauge prevention readiness in Ohio's ASEs.

Prevention activities. A series of questions was designed for this survey to assess the informants' awareness of existing efforts and interest in future efforts related to policy, training, and messaging.

Comparative Analyses

After presenting the overall descriptive results for each of these topics (pp. 8-24), the report summarizes the results of three comparative analyses: 1) analysis of regional differences (pp. 25-29); 2) significance of differences between ASE type and characteristics (pp. 29-36); and 3) observed patterns related to informants' role (patron v. employee), social identity, and training experience (pp. 36-40).

Geographic Distribution of ASEs Represented in the Assessment

Figure 1. More than half of the ASEs included in this study (54%) were located in Cincinnati or Columbus.
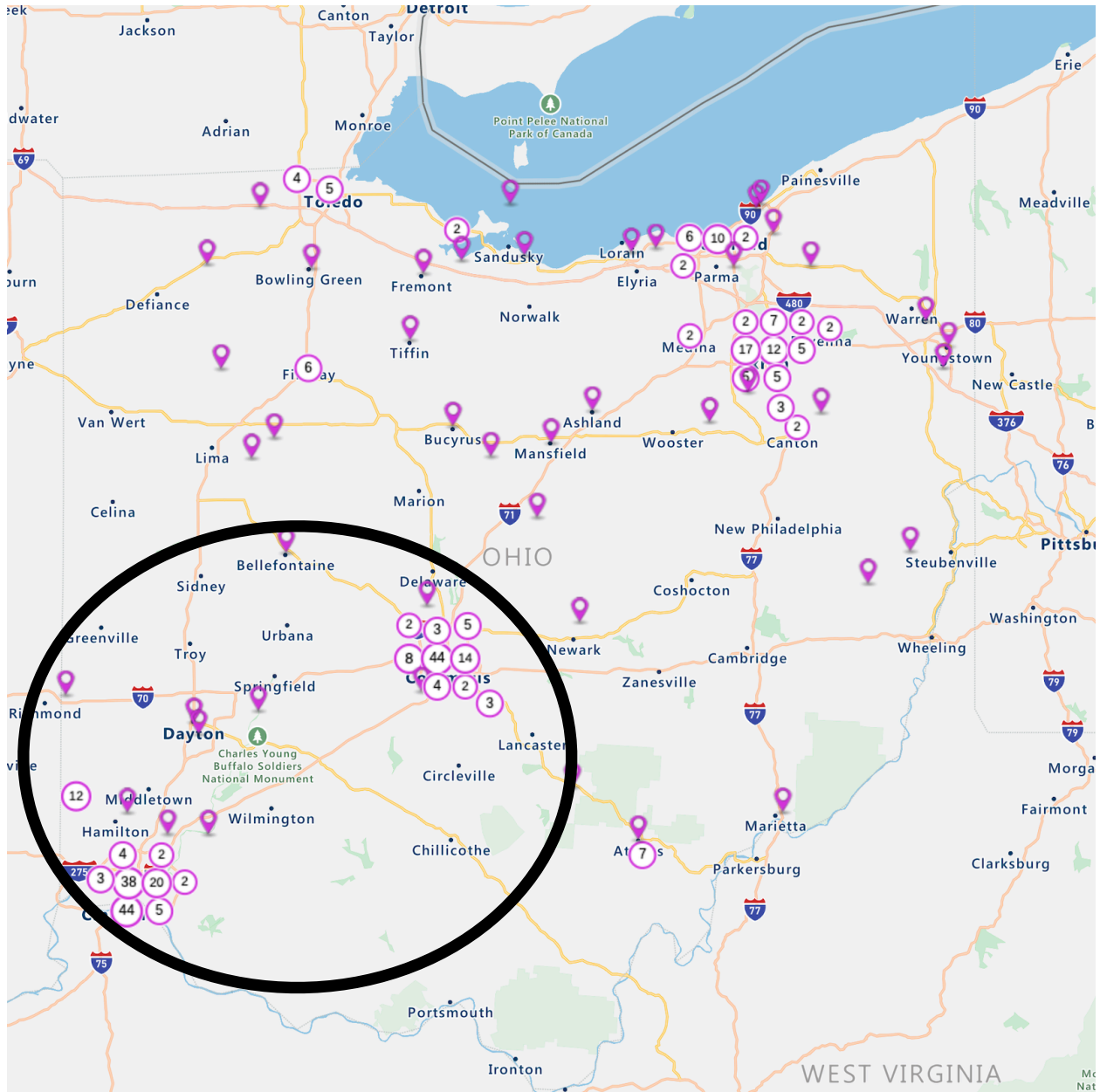
Four comparison groups were created based on the pattern of responses shown above.

1) Cincinnati (n=118; 31% of sample)
2) Columbus (n=89; 23% of sample)
3) Northeast Ohio (n=71; 19% of sample)
4) Rest of Ohio (n=101; 27% of sample)

Type and Characteristics of ASEs Represented in the Assessment

Table 2. The majority of ASEs were identified as bars.

N	Original Code	%	Comparisons 1	%	Comparisons 2	%
214	Bar	55	Bar	55	Bar	55
67	Restaurant	17	Restaurant	17	Other	45
53	Brewery	14	Brewery	14		
18	Nightclub	5	Other	14		
14	Wine bar/winery	4				
13	Live music venue	3				
4	Catering company	1				
4	System Missing	1				
2	Sports arena	<1				
1	Bowling alley	<1				

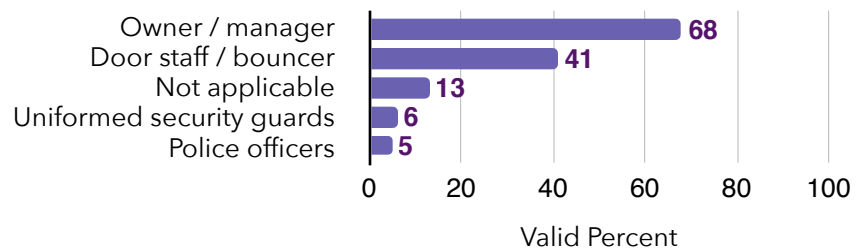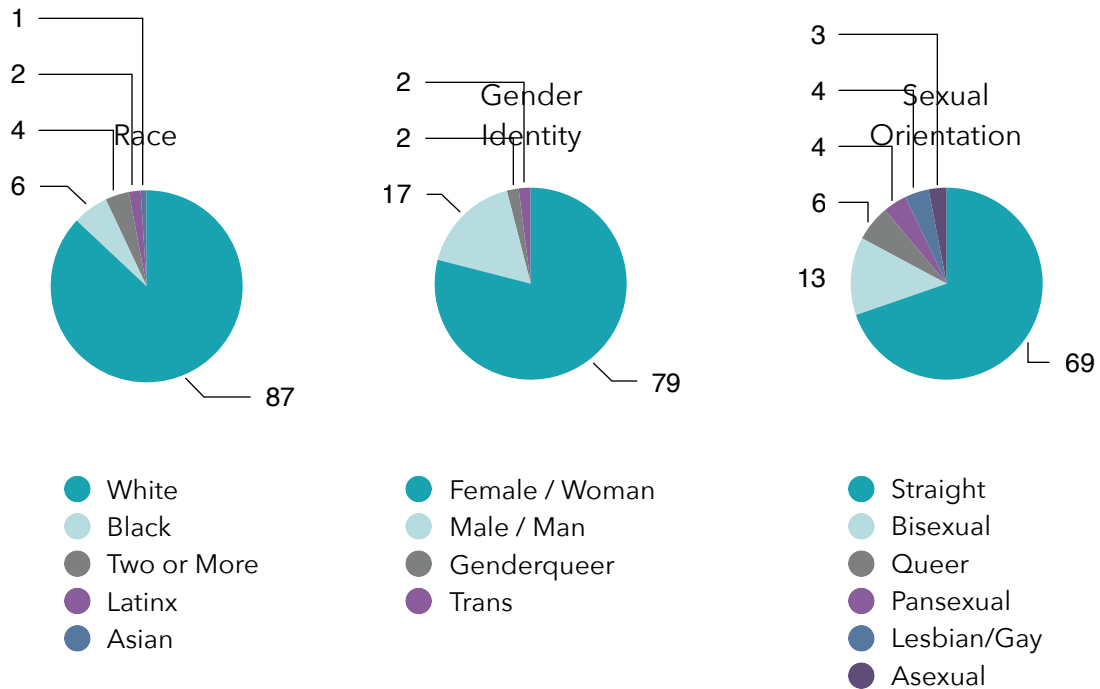**Figure 2. The most common description of ASEs was neighborhood hang-out.**
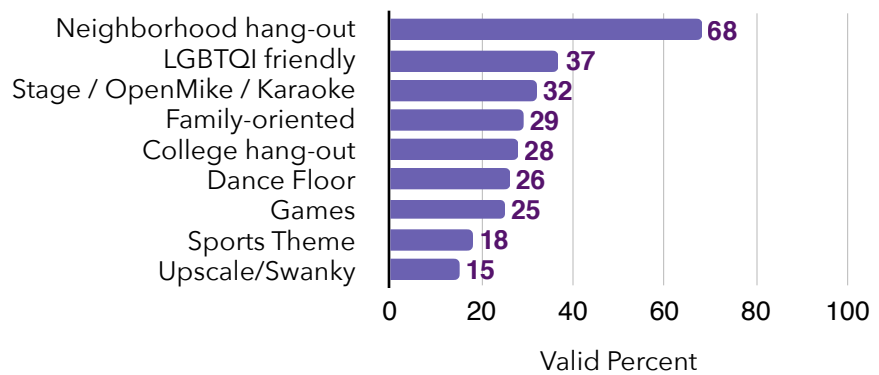
Figure 3. The most common security measure described by ASE informants was having the owner and/or manager on hand to monitor safety and security of patrons.

Description of Informants Who Participated in the Assessment

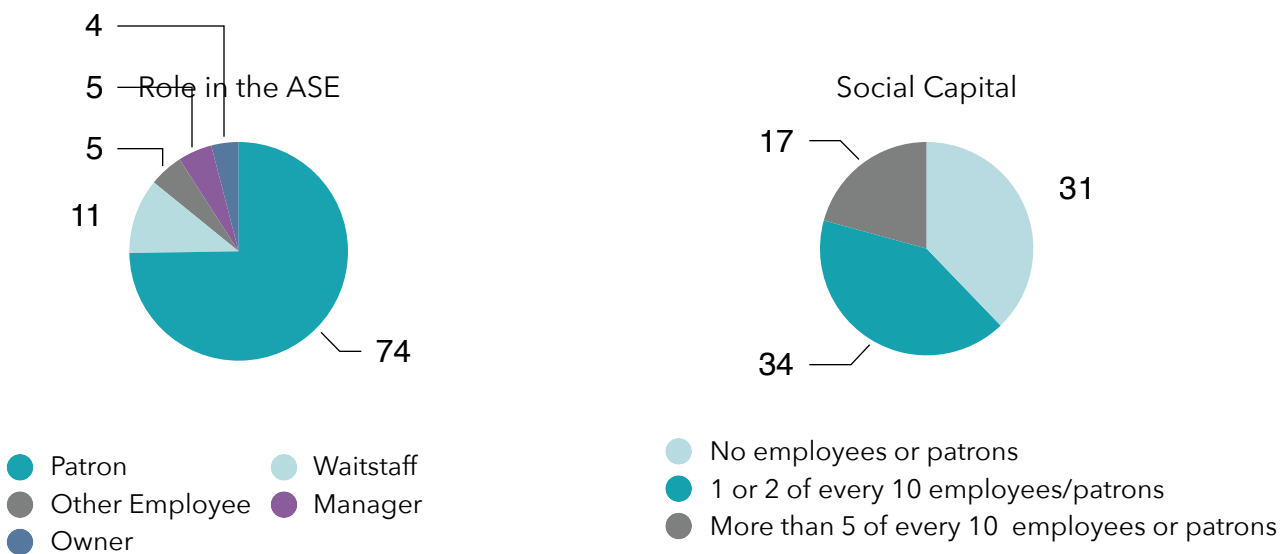**Figure 4. Informants were mostly white, female-identified, and heterosexual.**

White	Female / Woman	Straight
Black	Male / Man	Bisexual
Two or More	Genderqueer	Queer
Latinx	Trans	Pansexual
Asian		Lesbian/Gay
		Asexual

For reference:

According to the most recent ACS, the racial composition of Ohio was 81.51% White, 12.35% Black or African American, 2.81% Two or more races, 2.15% Asian, 0.94% other race, 0.20%, Native American, and 0.03% Native Hawaiian or Pacific Islander. These survey methods may have oversampled White Ohioans, while under sampling Black Ohioans.

Based on a 2018 analysis of Gallup data by The Williams Institute, the percent of Ohio's adult population that identifies as LGBT was between 4 and 4.9%. These survey methods may have oversampled LGBT adults in Ohio.

Based on a secondary analysis of U.S. Census data, the gender ratio of Ohio is: 96 men to 100 women (96:100) or 0.96. While Ohio's gender ratio is lower than the national average of (97:100) or 0.97, this sample seems to have under sampled male-identified Ohioans.

In addition to questions about informants' social identities, it is important to consider their role and connectedness within the ASE. The survey included questions asking about their role within the ASE, and about their social capital within the ASE (*On a typical day that you are at the ASE, how many employees or patrons of the establishment do you know by name?*) As shown in Figure 5, the majority of informants were patrons or customers with moderate levels of social capital within the ASE.

Figure 5. Informants were primarily patrons who knew 1-2 others in the ASE.

Role in the ASE

4
5
5
11
74

● Patron ● Waitstaff
● Other Employee ● Manager
● Owner

Social Capital

17
31
34

● No employees or patrons
● 1 or 2 of every 10 employees/patrons
● More than 5 of every 10 employees or patrons

Qualitative Data on Social Capital / Who You Know & Trust

Participants offered some qualifying remarks on the social capital question, which are compiled below.

Maybe 1 or 2 out of all patrons

Neighborhood bar- one of the 6 in my immediate 2 mile radius of home

Same bartender and bouncer every week, know them both by name

Employees are typically college students with high turnover rate, the owner is there every once in a while, LOTS of patrons

I am thinking of a Veteran's club so I know everyone

Don't visit frequently

Mostly know employees names, few regulars names

On bike night I know the bartenders, kitchen staff, and about 10 - 15 patrons. If it is not bike night, I don't know anybody.

We used to know by name the owner, but there is a new owner.

I'm a corporate employee - I know the General Managers know 90% entire staff

I will eventually

All of them

I do recognize their faces but I do not know there names. They do not wear name tags, which would be helpful if they did.

I work there as well

I know all of the bartenders and many regulars.

Depends on the day, but if I go it is usually early and there are often regulars there from local businesses.

Owner, his wife and a few wait and kitchen staff. It's a small establishment.
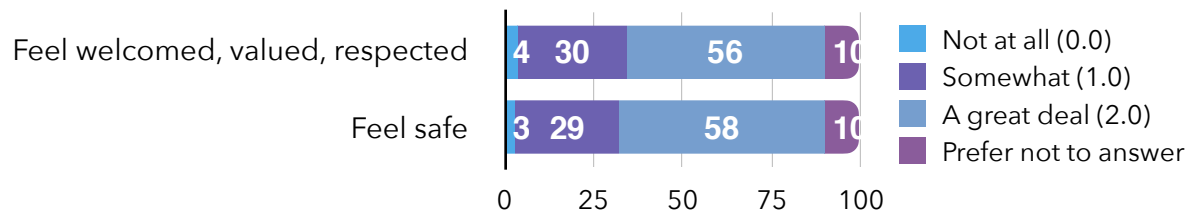
Maybe 1-2 in the entire bar

I know all of them. Small town.

I used to work there.

Sense of Belonging

As shown in Figure 6, the majority of informants described feeling a great deal of respect (56%) and safety (58%) within the ASE they knew best.

Figure 6. In general, the climate in Ohio's ASEs fosters respect and safety.

Feel welcomed, valued, respected: 4 | 30 | 56 | 10
Feel safe: 3 | 29 | 58 | 10

Legend:
- Not at all (0.0)
- Somewhat (1.0)
- A great deal (2.0)
- Prefer not to answer

Qualitative Data on Sense of Belonging, Respect, & Safety

Some aspects of participants' experiences in the ASE they knew best were more complex than could be captured in a quantitative response. Many informants, particularly employees gave additional details, which are compiled below. These provide nuance into how some individuals experience sense of belonging within this particular type of community space.

Feel Welcomed, Valued, and Respected.

I've had a range of experiences from A great deal to Not at All depending on the evening

Bouncers are douches

More focus on Cis white gay men

When I was working at a sports bar almost never. At my current restaurant I am much more respected.

as owner

Very friendly and helpful staff. Family owned business.

Respected by my immediate supervisor not by upper management.

They've recently fired a key person that created this environment, so these things may change.

It's my place of employment that I have helped grow. I feel comfortable here.

Feel Safe.

There has been some act of violence (not sexual) in the past.

Bouncers are aggressive

I am trans and queer. My fiancee and I are interracial. Sometimes people are not kind or are outright aggressive.

when I am closing I don't always feel safe being alone with a single customer.

As a women, and SA survivor, I never feel truly safe in public. Especially in bars/clubs.

for my customers

There are many ways I believe I could feel safer at work and have reported those ideas but no action has been taken.

Scope of Sexual Aggression in ASEs

Three indicators of the extent to which sexual aggression is prevalent in ASEs are shown in the figures below.

Figure 7. About one in ten respondents perceived sexual aggression to be a common problem in Ohio's ASEs.
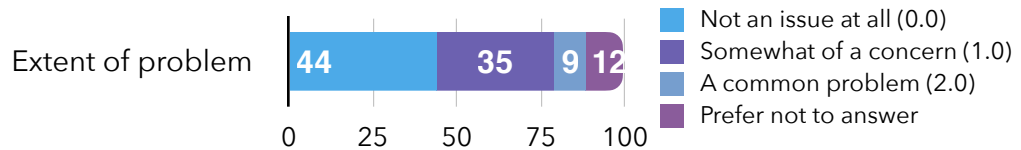
Extent of problem | 44 | 35 | 9 | 12

- Not an issue at all (0.0)
- Somewhat of a concern (1.0)
- A common problem (2.0)
- Prefer not to answer

0   25   50   75   100

Figure 8. At least one of four respondents was aware of any instances of sexual aggression in the ASE they knew best.

Aware of any instances of SA | 53 | 11 | 26 | 10

- No (0.0)
- Maybe (1.0)
- Yes (2.0)
- Prefer not to answer

0   25   50   75   100
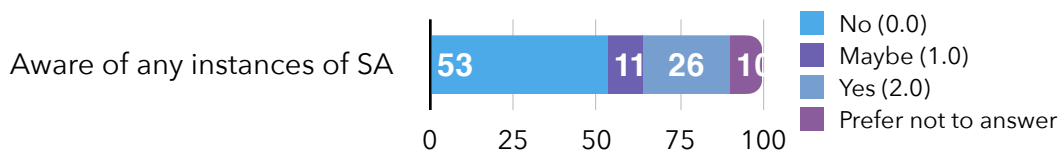
Figure 9. At least one in five respondents had personally observed a situation that was, or could have led to, sexual aggression in the ASE they knew best.

Observed sexual aggression | 49 | 22 | 19 | 10

- No (0.0)
- Maybe (1.0)
- Yes (2.0)
- Prefer not to answer

0   25   50   75   100
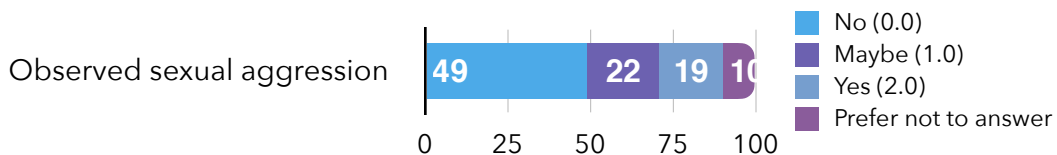
Qualitative Data on the Scope of Sexual Aggression in ASEs

There were many comments following the questions that asked about sexual aggression, shown below. A common trend in these qualitative data is the extent to which the informant is basing their answer on a limited perspective as one person. This suggests that follow up data collection efforts may need to collect data from a critical mass of members of that ASE in order to get a better picture of the extent of sexual aggression in these kinds of settings.

Sexual Aggression is a Problem Here.

Specifically towards gay women and trans folks. As a queer woman I have been targeted multiple times by straight men that come into the bar

I've never personally witnessed it but know its common in bars

I have not witnessed anything.

I do not see this as a problem in the restaurant, but it could be for others.

That I am aware of

Patrons are typically college students, bar is a dark setting with lots of binge drinking, nonconsensual touching is a BIG issue, some assaults in the community have started at this bar, bar staff are not trained AT ALL to deal with sexual aggression appropriately

Only a concern on weekends really, when most guests aren't regulars

The bike night crowd does not tolerate that nonsense. There may be issues at other times, when the young people and loud music are around.

Because I'm a corporate employee, I'm not sure.

I think it is always a concern, though the atmosphere in this bar does NOT promote such behavior.

Observer, not a participant but everyone appears to get along OK

It is on a college campus and is a large establishment. There are surely patrons harassing other patrons from time to time that goes unseen.

Of course, sexual aggression is a problem everywhere, but I have never heard of it happening, witnessed it, or experienced it he

More so when leaving/entering the brewery rather than at it.

It isn't a regular thing, but we see it from time to time and repeatedly from specific people. The regulars tend to perform the role of bar security and enforcers of boundaries.

From the management and employees, not at all. From the occasional guest, there are comments or touching depending on the level of inebriation

A concern only due to the college crowd it sometimes attracts.

The owner and many patrons and staff are military. No one messes with them and the customers are older...few under 30

Unwelcome sexual advances get people kicked out quickly, by staff or patrons, depending on who is best equipped to remove the offender

Although I'm a regular and feel safe now, there have been times when I have been harrassed or assaulted in the bar. Bar staff immediately helped me escape the situation the second time.

Drunk people do stupid things. I don't see much, from where I work, but I know it COULD BE happening.

I only say this because I've not seen or experienced sexual aggression. That does not mean that it doesn't occur.

We have experienced some gender based violence in contained and brief instances.

Aware of any instances of sexual aggression here.

Have experienced SA personally, often by straight men that come into the bar with their gay friends and target queer women

Mostly older drunk men trying to hit on young women who are CLEARLY uninterested.

I myself have been groped many times at this bar, friends as well as acquaintances and strangers have stated groping and toxic masculinity as common and do not bother reporting it because nothing happens. A friend of mine got extremely intoxicated at this bar and was led home by a man who assaulted her at his fraternity

coercion of staff and patrons

some male staff would make inappropriate comments to female staff and sometimes male customers would make remarks

A man put his hand in my pants and said don't be such a tease you know you want it

I've personally kicked out guys who were getting too aggressive with women.

Guest commentary or unwanted touching

It would be more verbal than anything. Can't think of a specific incident even.

1 person who has been banned

Staff to customer. Staff member no longer works for us because of this.

I had an awful experience where my sister was physically grabbed by a man in the bar. She didnt want to cause a scene and asked I didnt say anything to the staff so I just made sure she was OK. I was very upset.

Have you ever personally observed a situation that was, or could have led to sexual aggression?

Myself, queer women and trans women

I'm older- what is now "aggressive " now was normal back in the last few decades. Now it is considered offensive if you say hello in the wrong tone

The patrons of this bar are a very diverse range of backgrounds and many people were over served.

I don't want to go to bars for this reason. I don't want to be the victim of it or see predators in action and not really be able to do much.

Yes. The bartenders gratuitously over serve patrons who are visibly drunk and gets drunk with them. A patron once grabbed me by the arms, pinned me against the wall, and forced his tongue into my mouth. The staff did nothing in response and that patron still frequents the establishment.

By customers only, these customers have been kicked out

Maybe only because I've been there when large groups of people are drinking heavily for long periods of time.

Any poor decisions are shut down quickly by staff or another patron

A regular customer is a LMT. He overheard me saying I had shoulder pain so he started massaging me- then started making general sexual comments.

A very drunk customer wouldn't stop hitting on an employee, right in front of his girlfriend. This group of people walked in, extremely intoxicated, and the bartenders would only serve them 1 drink before the were cut off.

I've only heard from other witnesses.

Standing Up to Sexual Aggression in ASEs

In this section, results are compared to those collected from students on over 50 campuses across the state of Ohio in 2018. As displayed in Figure 9, 41% of respondents (n=158) reported that they observed something they believed (19%) or suspected (22%) was – or could have led to – sexual aggression in the ASE they knew best. This incidence of "red dots" in ASEs is higher than the 2018 campus climate surveys, where only 13% of students reported witnessing sexual misconduct. The 155 informants who responded that they observed or suspected sexual aggression in the ASE they knew best were directed to a question that asked, "Did you intervene?" Their responses are shown in Figure 10.

Figure 10. After observing a situation that was, or could have led to, sexual misconduct, most respondents either intervened (41%) or got someone else to intervene (16%).
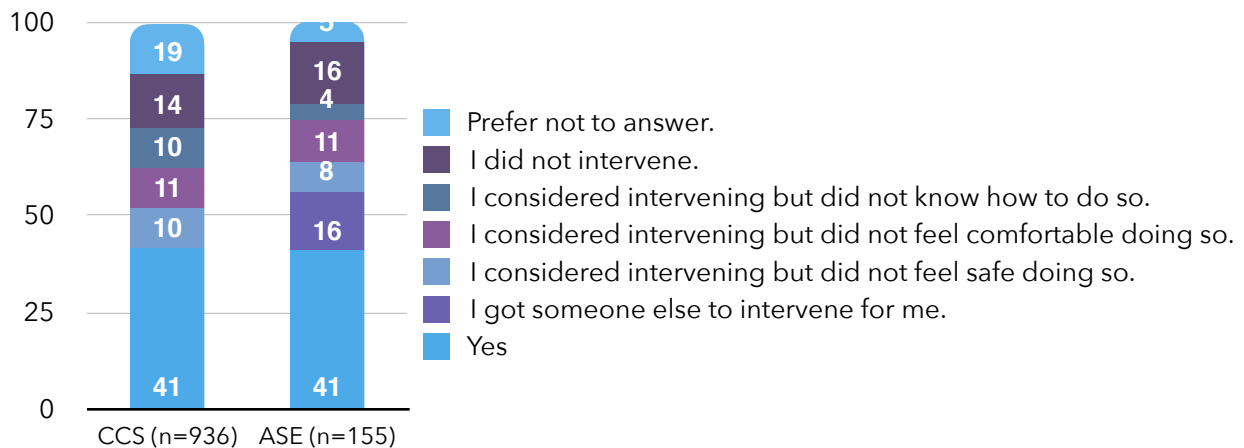
Figure 11. Collectively, upstanders in ASEs (n=63) reported taking the following 148 actions upon witnessing an act of sexual aggression.
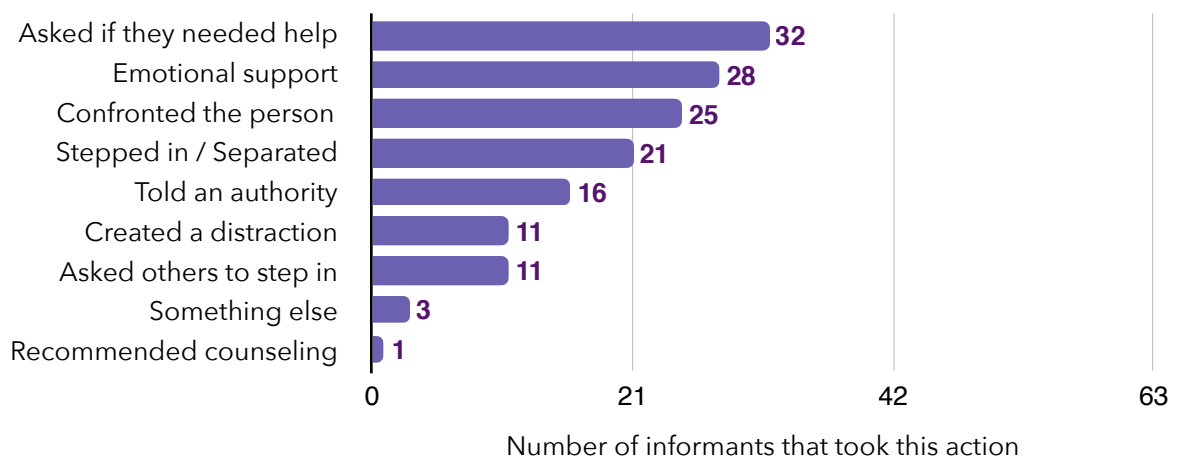
Table 3. Compared to upstanders on Ohio campuses, almost twenty percent (19%) more upstanders in Ohio ASEs offered emotional support to victimized people (n=63).

Action Taken (Check all that apply.)	% of ASE interventions	% of campus interventions
I asked the person who appeared to be at risk if they needed help.	**51%**	**40%**
I offered emotional support to the person who was victimized.	**44%**	**25%**
I confronted the person who appeared to be causing the situation.	**40%**	**23%**
I stepped in and separated the people involved in the situation.	**33%**	**31%**
I told someone in a position of authority about the situation.	**25%**	**15%**
I created a distraction to cause one or more of the people to disengage from the situation.	**18%**	**20%**
I asked others to step in as a group and diffuse the situation.	**18%**	**14%**
I did something else: 1) I left the bar with my friends because we were the ones experiencing sexual aggression. 2) employee counsel 3) Notified owners & banned customer	**5%**	**13%**
I recommended the person to counseling resources.	**2%**	**11%**

Norms that Support Action

Norms are perceptions of the commonly held beliefs and/or accepted behaviors within a particular setting. Revealing pro-social norms when they exist, can be a strategy for changing both group beliefs and individual behaviors. One norm about standing up to sexual aggression was assessed with the single-item indicator: "*How likely is it that most other people in the ASE would take action if they were to observe sexual aggression?*"

Figure 12. Compared to students across Ohio (43%), more informants in ASEs in Ohio (54%) thought it was *extremely* or *very likely* that other people in the ASE would take action if they were to observe sexual misconduct.
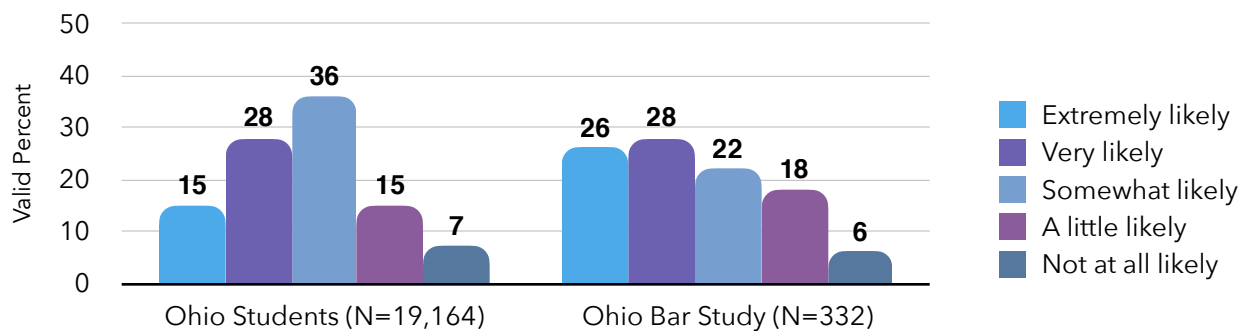
Perceptions of the likelihood of upstander action in cases of sexual aggression shown in Figure 12 are, in fact, pretty close predictions of actual bystander interventions in ASEs reported on this survey, and shown in Figure 10. As shown in Figure 12, the majority (54%) of our survey respondents reported it extremely or very likely that most others within the ASE would take action if they were to observe sexual misconduct. In fact, the majority of respondents who observed sexual misconduct either intervened themselves (41%) or got someone else to intervene for them (16%). While the general trend in these data suggest that intervening is perceived as normative in some ASEs, the qualitative data below illustrate the complex reality surrounding taking action against sexual aggression in ASEs.

Qualitative Data on Taking Action

Although these qualitative data have not been systematically analyzed, verbatim text are grouped by role of informant and presented below to show how context – *who* is being targeted, *where* does the incident occur, who is the on-duty manager – can influence whether action is taken in response to sexual aggression. This underscores the need for collaboration with ASEs to support safe and meaningful interventions from bystanders and employees.

Patron: *I don't think most people would be able to or feel comfortable intervening in those types of situations.*

Patron: *Somewhat likely for white queer women, not at all likely for queer women of color and not at all for trans women. Some of the bar staff are helpful at assisting*

Patron: *People are often too intoxicated to step in and bar staff only intervene if they seem the situation violent or threatening*

Patron: *If it were to take place inside the brewery, I think it is likely that someone would intervene. Outside of the brewery, I think it is only a little likely.*

Patron: *as far as I can see, everybody is friends and would not put up with rif raff.*

Patron: *We have an unofficial bouncer crew and take pride in keeping our space safe.*

Waitstaff: *depends on who was managing at the time. when I worked there, the owner and assistant manager were not as appropriate as the manager, who was not tolerant of inappropriate behavior*

Employee: *We would be reprimanded for stopping anything between customers, possibly fired*

Waitstaff: *I feel that for the most part the staff feels that no action is taken on concerns that are shared so there is no incentive to share.*
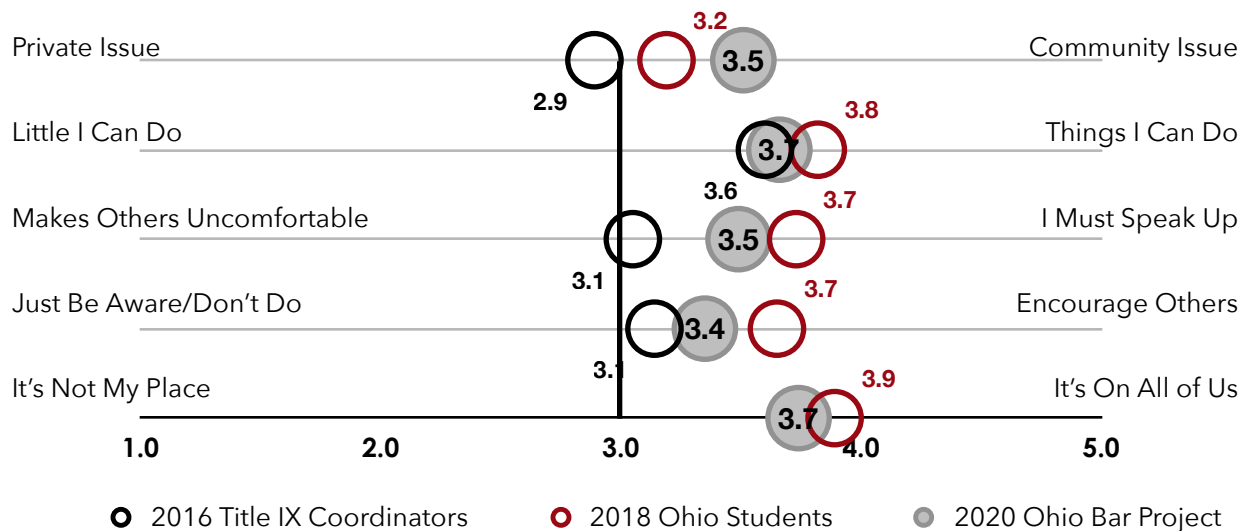
Manager: *It's hard to say, because we see thousands of people come through the brewery.*

Owner: *Management is trained to keep staff safe and shut down any form of aggression whether from other employees or guests. However, restaurants/bars are an interesting beast. There is a higher level of "tolerance" or what a server is willing to accept because there are tips to be lost if you call a guest out on bad behavior. This goes for the service industry in general. What servers deal with to make a living would not be tolerated in other industries. So there is a lesser level of reporting among service industry workers. Management can only act on what they have been made aware of.*

Simple Rules for Upstanders

- Five pairs of rules that represent a shift from standing by to taking action against sexual aggression within community settings such as ASEs
- Useful when applying principles of system change to affect community level risk or protective factors

Figure 13. On average, the simple rules in Ohio's ASEs support behavior patterns that take action against sexual aggression.


Private Issue — 3.2 — 3.5 — Community Issue
2.9
Little I Can Do — 3. — 3.8 — Things I Can Do
Makes Others Uncomfortable — 3.6 — 3.5 — 3.7 — I Must Speak Up
3.1
Just Be Aware/Don't Do — 3.4 — 3.7 — Encourage Others
3.
It's Not My Place — 3.7 — 3.9 — It's On All of Us

1.0   2.0   3.0   4.0   5.0

○ 2016 Title IX Coordinators   ○ 2018 Ohio Students   ● 2020 Ohio Bar Project

Community Readiness for Change

The community readiness model provides a theoretical basis for shaping community change efforts. Community readiness is a multi-dimensional concept of capacity and engagement that charts the progression of a specific community from denial (stage 1) through full ownership of solutions to addressing a problem (stage 9). Each of the nine stages of readiness is characterized by increasing community efforts (e.g., programs, policies), levels of community knowledge, leadership, and available resources. Prevention and response strategies can be designed to best "fit" the readiness of a particular campus community.

The theory of diffusion of innovations is used to interpret the data at an extra-individual level. In populations, 16% marks an important shift in group behavior. When strong beliefs (very much true responses) are endorsed by at least 16% of the respondents, the "community" has "crossed the chasm" from innovators and early adopters holding the belief into the "early majority." This is a good time to implement prevention interventions. Using this analytic approach, results shown in Figure 14 suggest that prevention readiness in Ohio's ASE sector ranges from Planning (stage 5) through Stabilization (stage 7).

Figure 14. Responses suggest that ASEs described by informants in this survey may have reached the fifth of nine stages of community readiness for prevention.
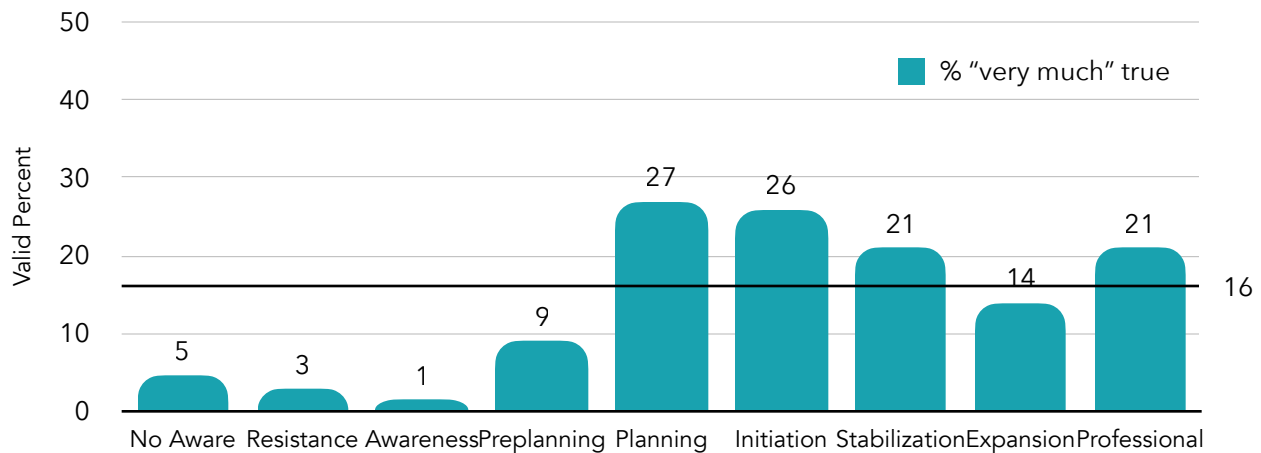
A questionnaire for bystanders called the Readiness-to-Change scale (Banyard, Eckstein & Moynihan, 2010) was adapted and used to assess prevention readiness in this survey. The beliefs associated with each level of readiness is shown below.

- No awareness: I don't think sexual aggression is a big problem in local bars and clubs.
- Resistance: I don't think there is much I can do about sexual aggression in the bars and clubs in my community.
- Vague awareness: There isn't much need for me to think about sexual aggression, that's the job of the local rape crisis center.
- Preplanning: Sometimes I think I should learn more about sexual aggression but I haven't done so yet.
- Planning: I think I can do something about sexual aggression in bars and clubs and am planning to find out what I can do about the problem.
- Initiation: I am planning to learn more about the problem of sexual aggression in local bars and clubs.
- Stabilization: I have attended a program or event that addressed the issue of sexual aggression within the past 60 days.
- Expansion: I am actively involved in efforts to address sexual aggression in the bars and clubs in my community.
- Professionalization: I have recently taken part in activities or volunteered my time on projects focused on ending sexual aggression in my community.

Prevention Solutions

The survey included a series of single-item indicators assessing the extent of **current efforts** to prevent sexual aggression in Ohio's ASEs. These indicators focused on three key areas: policy, training, and messaging. There was attrition throughout the survey, and Ns are provided to indicate how many completed surveys were included in these results.

Figure 15. One in four informants was "aware of any policy or official statement that sexual aggression is not acceptable behavior and will not be tolerated in the ASE you know best" (N=269).
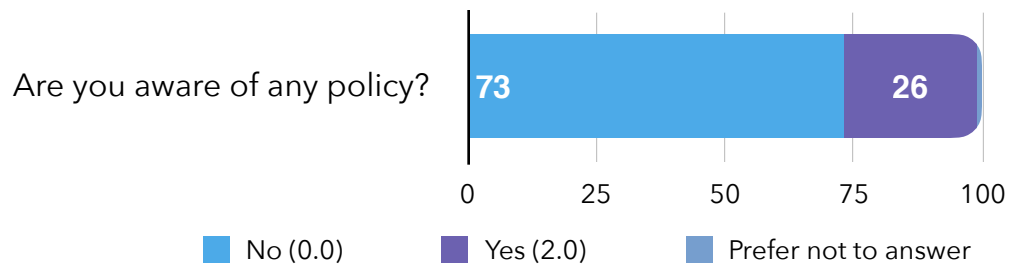
Figure 16. More than one in three informants had "received training on how to recognize or respond to sexual aggression in ASEs"(N=270).
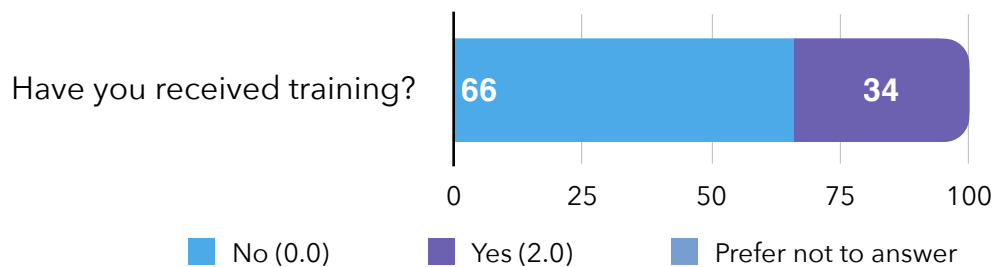
Figure 17. More than one in three informants had "seen any messaging (e.g., fliers, coasters, posters) that provided information, support, or resources to those who may have experienced sexual harassment, coercion, or assault"(N=270).
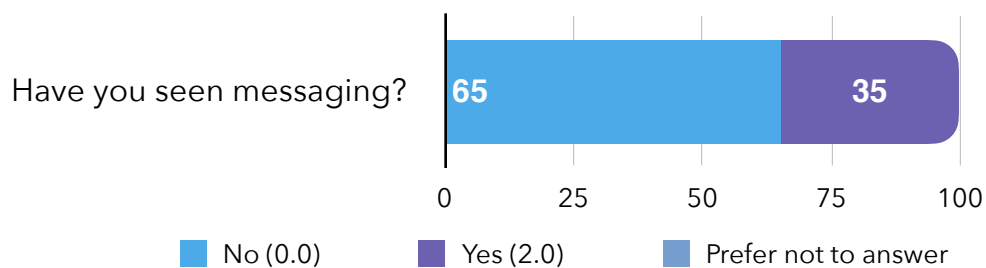
To assess interest, need, and demand for **future efforts**, follow-up questions about prevention activities were posed to certain informants. Patrons were asked how important it is for employees at alcohol-serving institutions to receive training on how to respond to and prevent sexual aggression. Employees were asked how likely they would attend that type of training. Owners and managers were asked 1) how likely it was that the ASE would pay for staff time for employees to attend training, and 2) how interested management would be in working to update polices and procedures aimed at preventing sexual aggression.

Figure 18. The vast majority of patrons (95%) said it was important for employees at ASEs to receive training on how to respond to and prevent sexual aggression (N=195).
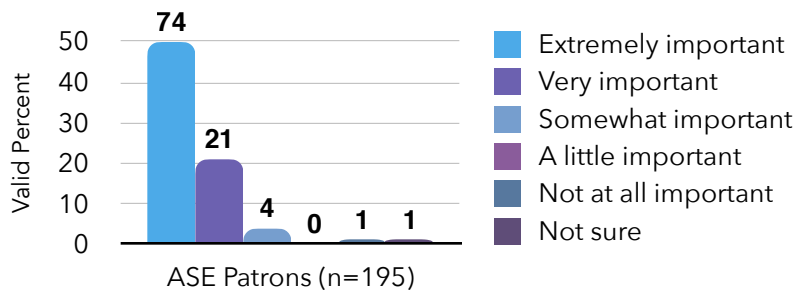
Figure 19. The majority of employees (77%) said they would be likely to attend an optional, five-hour training on how to respond to and prevent sexual aggression (N=68).
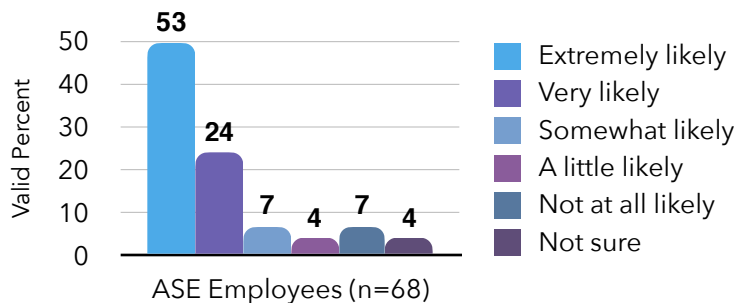

Figure 20. The majority of owners and managers included in this study (58%) said their ASE was likely to pay for their employees to attend some training on how to respond to and prevent sexual aggression (N=24).
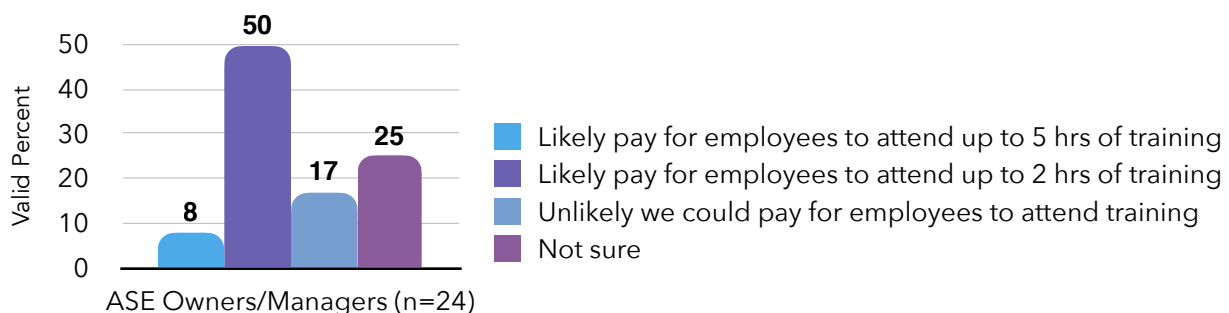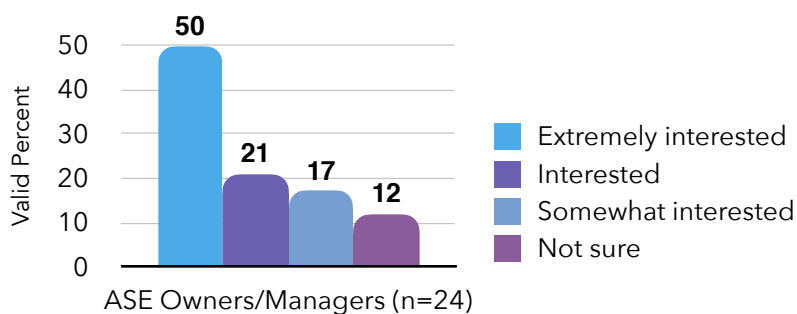
Figure 21. The majority of owners and managers included in this study (71%) reported that management would be interested in working to update policies and procedures aimed at preventing sexual violence in their setting (N=24).

Qualitative Data on Prevention Solutions

While these qualitative data have not been content analyzed, they are presented here to show the range of comments provided by informants, some of which may be helpful in translating survey findings into action. Most of these comments came from patrons, as opposed to employees.

Policy and Official Statements Against Sexual Aggression in ASEs

Have you seen an official statement?

Local programs have reached out to discuss policies and interventions but owners are not interested and have issues with transphobia/ racism that will not be addressed

While that may be a statement shared by the ASE, it's employees and some patrons, there is still a very big problem with over serving. The other issue is patrons, employees and band members engaging in/watching predatory behavior happening.

They may have one; I just don't know about it.

This ASE has posters in all their bathroom stalls informing patrons of a "code name" to use at the bar to secretly inform staff that they are in an uncomfortable/unsafe situation.

In the place I have worked for years now I have not had problems. So hard to answer some questions because I have had issues at other jobs and going out.

Safe word to tell bartender to get a "creep" asked to leave

Not a conversation but goes without saying!

The regulars kind of just have a normative way of responding when we see something that looks off. The response may vary based on whether the violator is a regular or an unknown patron, but we're protective of both regular and new visitors. (same patron as "bouncer crew")

Nothing posted officially, but bartenders are vocal about what will be accepted in their space

I'm not sure

They have signs in the girls bathroom that tell girls to order angel shots if they're in an uncomfortable situation & bar staff will immediately help them get out safely

How interested would management be in working to update policies?

While we have a solid statement in the employee handbook that all employees must sign and a zero tolerance policy, there is always room for improvement.

Training on How to Recognize or Respond to Sexual Aggression

Have you received training?

Didn't know it existed!

I have been through osu training and SARNCO and would like to recieve training. I want to know what the rules and laws are. In general though I don't really attend bars because I don't drink and the atmosphere feels unsafe.

Patron: I would like info on this. Email is aeril1992@gmail.com

Not specifically for such environments, but because of job training regarding sexual harassment and assault, I've been more perceptive and have shared what I know with other patrons.

Women Helping Women

Patron: I work for a Rape Crisis Center

Life

How likely your ASE would be able to pay for training for employees?

It depends on the per employee cost of the training. We are an independent restaurant so the cost would be on us even though the training is vital.

But we are holding a fundraiser to train numerous bars this March

How likely you would attend an optional training if paid for your time?

Two days is a lot to ask of an employer

I would be interested in a training related to preventing sexual aggression. In this case, I am not an employee of a restaurant, however.

Messages About Sexual Aggression in the ASE

Patron: *I have hung them up myself*

Patron: *1 time in 1 bar*

Patron: *They've made comments about joining the ask for Lexi training*

Patron: *I've seen posters in other bars*

Patron: *I never use the bathroom there so i might be missing it*

Patron: *Other bars on campus have adopted Angel shot as a means for their bar per the request of student government, but [deleted to preserve anonymity] has refused. Even the other*

bars do not want to go through the Ask For Lexi training done by Women Helping Women, and this leaves employees with NO training on how to handle the situations even though fliers state they will handle it

Patron: *This ASE has posters in all their bathroom stalls informing patrons of a "code name" to use at the bar to secretly inform staff that they are in an uncomfortable/unsafe situation.*

Patron: *BRAVO flyers*

Patron: *Flyers in stalls of bathrooms*
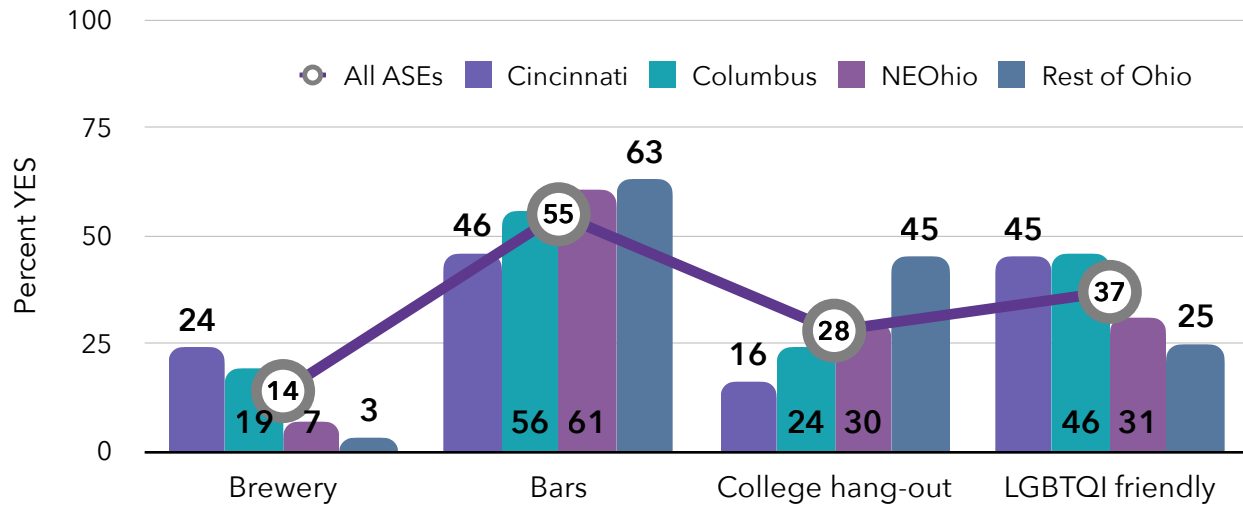
Regional Differences

Figure 22. There were observed regional differences in the type and characteristics of ASEs included in the assessment.
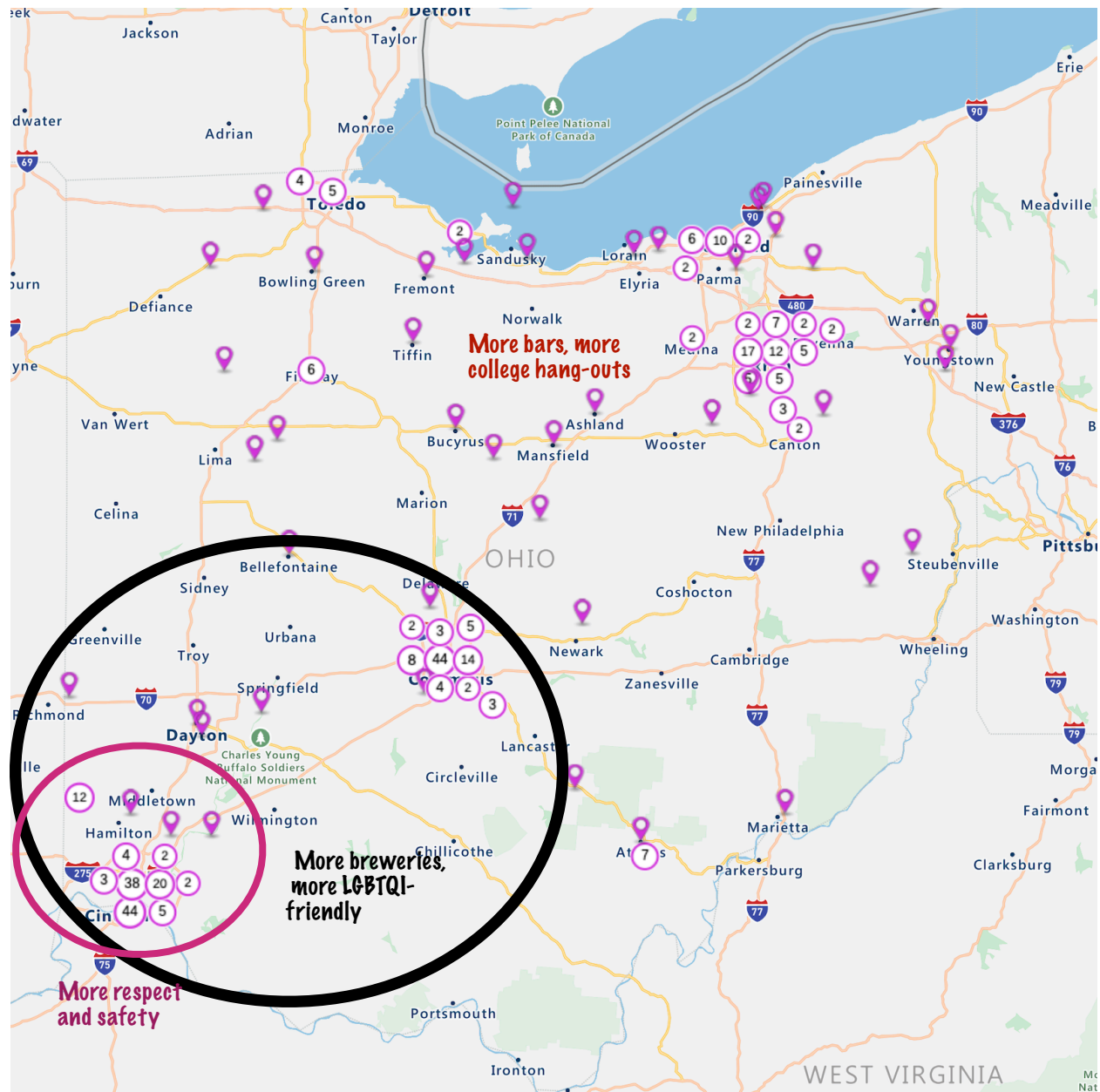
Descriptions of ASEs

- Observed regional differences in ASE types and two characteristics of ASEs: college hang-out and LGBTQI-friendly (see Figures 22 and 23).
- No differences in any other characteristic (e.g., neighborhood hang-out, dance floor).
- No differences in any security measures.

Figure 23. A significantly greater percent of participating ASEs in Cincinnati and Columbus were breweries; while more ASEs in NE Ohio and the Rest of Ohio were bars. There were more college hang-outs in the "Rest of Ohio" and more LGBTQI-friendly ASEs in Columbus and Cincinnati.


Sense of Belonging

There are significant differences by region on perceptions of inclusion, safety, extent to which sexual aggression is a problem. Results of one way ANOVA comparing four regions found regional differences in perceptions of welcome, respect, safety, and the extent to which sexual aggression was a problem. There was a significant difference in the extent to which respondents in Cincinnati ASEs, compared to other regions, felt *welcomed, valued, and respected* (F ()=; $p<.05$), as well as the extent to which they felt *safe*.

- Cincinnati informants reported significant higher ratings of welcome and inclusion, on average, than all other regions
- Cincinnati informants reported significant higher feelings of safety, on average, than all other regions

Figure 24. There were significant regional differences in climate of inclusion.

Extent of positive climate in the ASE ranging from "not at all" to "a great deal"
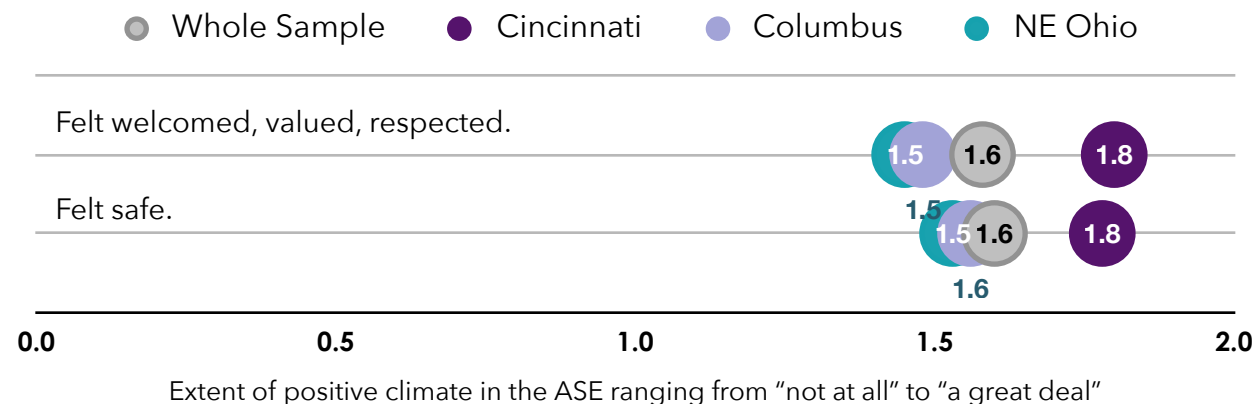
Sexual Aggression in the Setting

Cincinnati informants perceived sexual aggression to be, on average, less of an issue in their ASE than informants in all other regions. About 1 in 3 respondents in NE Ohio (33%), Columbus (31%), and other regions in Ohio (35%) report being aware of sexual aggression in the ASE. Notably fewer Cincinnati informants report being aware of instances of sexual aggression – less than 1 in 5 in (19%). This pattern holds true if you look at just patrons. If you examine regional differences in being aware of instances of sexual aggression among employees only, there is no regional difference; 39% of Cincinnati employees were aware of instances of sexual aggression.

In ASEs across the state, approximately 1 in 5 of our informants reported that they had personally observed an instance of sexual aggression (19%). This is notably higher than results ODHE climate surveys of over 50 campuses; only 13% of students reported observing a situation of sexual misconduct. Fewer Cincinnati informants (17%) report observing a situation that was, or could have led to, sexual aggression in the ASE they knew best. Observations were higher In Columbus (28%) and NE Ohio (23%).

Standing Up to Sexual Aggression

Of those who had observed such a situation, about four of ten informants who observed a situation that was – or could have led to sexual aggression – reported that they took action, which was similar to results of students participating in ODHE's 2018 climate surveys of over 50 campuses. A regional difference was observed: 55% of respondents in Cincinnati intervened compared to 36% in Columbus, 41% NE Ohio, and 34% in other areas.
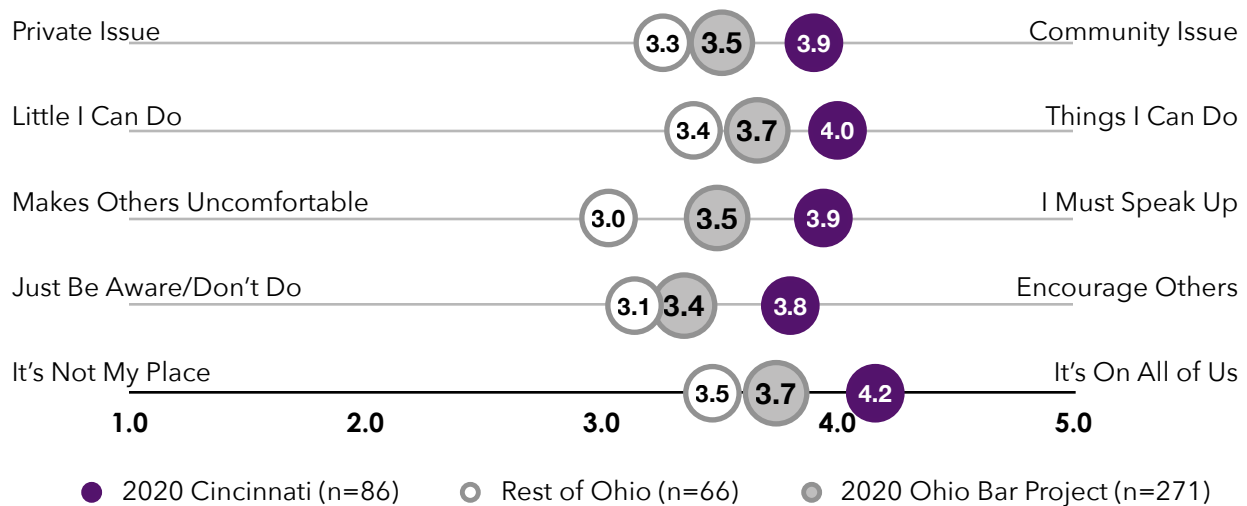
Norms that Support Action

Regional difference in perceptions of how likely that other people would take action if they observed sexual aggression. It was perceived to be normative to take action when observing sexual aggression in the ASE. Specifically, on a five-point Likert-type item, 54% of all respondents reported it was "extremely likely" or "very likely" that "other people would take action if they observed sexual aggression. There were significant differences the strength of this norm across regions.

- 39% reported it extremely likely that other people in ASE would take action in Cincinnati
- 22% Rest of Ohio
- 19% Columbus
- 19% in NE Ohio

Simple Rules for Upstanders

There were statistically significant differences between Cincinnati and all other regional comparison groups on the combined "simple rules" measure, as well as on all five individual indicators shown below. For effect, the figure plots the average from all informants (the grey dots), the Cincinnati informants (with the highest degree of community-level intervention), and informants from the Rest of Ohio (with no known community-level interventions).

Figure 25. Compared to other regions of Ohio, informants in Cincinnati, on average, described more active simple rules for group behavior in the ASEs they knew best.

Private Issue	3.3 3.5 3.9	Community Issue
Little I Can Do	3.4 3.7 4.0	Things I Can Do
Makes Others Uncomfortable	3.0 3.5 3.9	I Must Speak Up
Just Be Aware/Don't Do	3.1 3.4 3.8	Encourage Others
It's Not My Place	3.5 3.7 4.2	It's On All of Us

1.0   2.0   3.0   4.0   5.0

● 2020 Cincinnati (n=86)   ○ Rest of Ohio (n=66)   ◐ 2020 Ohio Bar Project (n=271)

Community Readiness for Change

There was only one regional difference in the average ratings of readiness items. Cincinnati had significantly lower agreement than Columbus and NE Ohio on the statement, *There isn't much need for me to think about it, that's the job of the local rape crisis center,* which characterizes readiness stage three. These results suggest that there is less denial and more ownership of sexual aggression in ASEs in Cincinnati.

Prevention Solutions

- Regional difference in management's interest in updating policies and procedures to prevent sexual aggression.
- Regional difference in messaging: 50% of respondents in Cincinnati reported seeing messaging; 34% NE Ohio; 27% Columbus; 22% Rest of Ohio
- No statistically significant regional differences in training
- No differences in policy awareness.
- No difference in how much management will invest in training for employees
- No difference in how likely employees would attend an optional training
- No difference in how important patrons think it is for employees to receive training.

Regional Differences in Key Informants

• No differences in how many people informants know in the ASE the know best
• No significant regional differences in:
    • role of informant: patrons (75%) to employees (25%);
    • gender: female identified (79%) to other genders (21%);
    • sexual orientation: straight (69%) to other sexual orientation (31%).
• There were more Latinx respondents in Cincinnati
• There were no regional differences for racial identity of any other key group.
• No difference in how often patrons frequent the ASE they know best

Differences by Type of ASE

The unit of analysis was the ASE. As described in the previous section, there were notable differences in the ASEs across different regions of the state. Comparative analyses were also conducted to better understand how the *type of ASE,* that is, whether it was a bars, breweries, or restaurants (Table 2) is related to risk and protective markers. In conducting outreach and developing preventive solutions, such as policy changes, employee training, and/or messages, the type of ASE will likely be an important consideration.

Descriptions of ASEs

• There were significant relationships between ASE Type and seven of the nine characteristics of ASEs we asked about:
    • fewer restaurants (10%) were college hang-outs than breweries (23%), other ASEs (27%) or bars (35%).
    • fewer breweries (6%) and restaurants (8%) had dance floors than bars (31%) or other types of ASEs (50%).
    • fewer bars (15%) and other types of ASEs (27%) were family oriented than restaurants (52%) or breweries (60%).
    • fewer restaurants (12%) and other types of ASEs (15%) had games or entertainment than restaurants (28%) or breweries (40%).
    • fewer other types of ASEs (27%) were neighborhood hang-outs than bars (73%) restaurants (75%) or breweries (85%).
    • fewer restaurants (19%) and breweries (25%) had a performance stage than bars (34%) or other types of ASEs (40%).
    • fewer breweries (9%) and bars (11%) were upscale or swanky than other types of ASEs (25%) and restaurants (27%).
    • No significant differences in LGBTQI-friendly and being sports-themed

• There were significant relationships between ASE Type and all the different levels of security measures taken:
    • More restaurants (84%) and breweries (81%) had their owner and/or manager on hand to monitor safety than bars (63%) and other types of ASEs (58%).

- Fewer restaurants (10%) had <u>door staff or bouncers</u> than breweries (30%), other types of ASEs (50%) and bars (51%).
- More others types of ASEs (17%) had <u>uniformed security guards</u> than bars (7%), breweries (0%), and restaurants (0%)
- Similarly, more others types of ASEs (15%) had <u>police officers on hand</u> than bars (5%), breweries (0%), and restaurants (0%)

Sense of Belonging

Results of one way ANOVA comparing four ASE types found no observed effect of ASE Type on the extent to which informants felt welcomed/respected within the ASE they knew best. There were, however, significantly higher reports of safety by informants at breweries (M=1.82) and restaurants (M=1.76) compared to other types of ASEs (M=1.53) or bars (M=1.52). There was also a relationship between ASE type and the extent to which sexual aggression was perceived to be a problem such that the problem was perceived as more common by informants describing bars (M=.73) or other types of ASEs (M=.62) as compared to restaurants (M=.43) or breweries (M=.37).

Sexual Aggression in the Setting

There was a significant difference by ASE Type in the number of informants who were aware that an instance of sexual aggression had taken place at the ASE, with fewer informants saying yes in breweries (10%) than in other types of ASEs (26%) restaurants (30%) or bars (34%). Similarly, fewer informants had personally observed a situation that was, or could have led to, sexual aggression in breweries (8%; n=4) than in other types of ASEs (23%; n=44) restaurants (21%; n=13) or bars (23%; n=44).

Standing Up to Sexual Aggression

Among all informants who observed a sexually aggressive situation, there was no statistically significant difference by ASE Type in how many of them intervened (i.e., took action following the instance), although there was a trend for more upstanders in bars and other types of ASEs than in breweries or restaurants.

Norms that Support Action

There was a significant effect of ASE Type on perceptions of how likely it was that others would take action if they observed sexual aggression in the ASE, such that it was perceived to be more likely in breweries (45% said it was "extremely" likely) than in restaurants (27%), other types of ASEs (27%) or bars (21%). The belief that others would take action was essentially normative in breweries: more than 67% of respondents stating it was "extremely likely" or "likely" that others would take action. This effect was also significant when the data were treated as continuous and subjected to analysis of variance (ANOVA); significantly higher ratings of likely in breweries (M=2.98) than in restaurants (M=2.63), bars (M=2.41) or other ASEs (M=2.23).

Simple Rules for Upstanders

There was also a relationship between ASE Type and the extent to which behavior patterns were described as following active simple rules. On average, breweries had more proactive simple rules (*M*=3.90) than other types of ASEs (*M*=3.76), restaurants (*M*=3.53), or bars (*M*=3.44). This effect of ASE Type was especially pronounced on Rule #4 *All that matters is that I'm aware and don't do it* versus It*'s important that I encourage others to learn and act*, where breweries were reported at *M*=3.83 and bars were at *M*=3.15.

Community Readiness for Change

There was no observed effect of ASE Type on indicators of prevention readiness.

Prevention Solutions

There was a difference in training by type – more informants from breweries (54%) and other settings (46%) had received training than bars (28%) and restaurants (27%). There were no significant differences in having seen messaging by ASE Type; nor were there difference by ASE type in policy awareness.

Differences in Key Informants from Different Types of ASEs

- There was a statistically significant relationship between role of informant and ASE Type such that were a greater percentage of employees reporting on restaurants (44%) and other settings (35%) than breweries (28%) and bars (16%)
- When comparisons were run, there were no significant ASEType differences in gender identity, sexual orientation, or social capital of primary informant.
- A greater proportion of informants reporting on "other settings" (14%) and restaurants (8%) were Black than for bars (4%) or breweries (0%).
- There were no other observed relationships between ASE Type and racial identity of the informant, which was most likely due to small numbers of Latinx, Asian, multi-racial or Native informants included in this study.

Observed Patterns of Risk Based on Characteristics of ASEs

Compared to all other ASEs, those with **dance floors** were associated with 12 risk markers and 2 protective markers:

- ✓ Fewer owners/managers on hand to monitor security (**59%** vs. 71%)
- ✓ More door staff or bouncers on hand to monitor security (**73%** vs. 30%)
- ✓ More uniformed security guards on hand to monitor security (**15%** vs. 3%)
- ✓ More police officers on hand to monitor security (**11%** vs. 2%)
- ✓ More informants that were aware of sexual aggression in the ASE (**45%** vs. 23%)
- ✓ More informants that personally observed a situation of sexual aggression in the ASE (**30%** vs. 17%)
- ★ More informants that personally observed a situation of sexual aggression and then stepped in and separated the people involved in the situation (**11%** vs. 4%)
- ★ More informants that personally observed a situation of sexual aggression and then asked the person who appeared at risk if they needed help (**13%** vs. 7%)
- • A greater proportion of the informants that identified with a sexual orientation other than heterosexual (**46%** v. 26%)
- • A greater proportion of informants that identified as American Indian or Alaska Native (**2%** v. 0%)
- • A greater proportion of informants that identified as Latinx (**4%** v. <1%)
- • A smaller proportion of informants that identified as White (**49%** v. 62%)
- ✓ Significantly lower ratings of feeling welcomed and respected (**M=1.45** v. M=1.62)
- ✓ Significantly lower ratings of perceived safety (**M=1.43** v. M=1.67)
- ✓ Significantly higher ratings of the extent to which sexual aggression was a problem (**M=.85** v. M=.53)
- ✓ Significantly lower ratings of the likelihood that others would take action if they observed sexual aggression (**M=2.10** v. M=2.64)
- ✓ Significantly more agreement with the statement "I don't think there is much I can do about sexual aggression in the bars and clubs in my community" (**M=1.95** v. M=1.66)
- ✓ Significantly more agreement with readiness indicators associated with resistance and denial (**M=1.58** v. M=1.43)

Compared to all other ASEs, **college hang-outs** were associated with 8 risk markers and 1 protective markers:

- ✓ Fewer owners/managers on hand to monitor security (**54%** vs. 73%)
- ✓ More door staff or bouncers on hand to monitor security (**66%** vs. 31%)
- ✓ More uniformed security guards on hand to monitor security (**13%** vs. 3%)
- ✓ Fewer informants that know more than 5 of every 10 people in the ASE (**9%** vs. 21%)
- ✓ More informants that were aware of sexual aggression in the ASE (**40%** vs. 20%)
- • Fewer informants that personally observed a situation of sexual aggression and then confronted the person who appeared to be causing a problem (**2%** vs. 8%)
- ★ More informants that had seen messaging in the ASE (**44%** vs. 31%)

- A greater proportion of the informants that self-identified as multi-racial (**9%** v. 2%)
- ✓ Significantly lower ratings of perceived safety (***M=1.42*** v. *M*=1.68)
- ✓ Significantly higher ratings of the extent to which sexual aggression was a problem (***M=.86*** v. *M*=.51)
- ✓ Significantly lower ratings of the likelihood that others would take action if they observed sexual aggression (***M=2.24*** v. *M*=2.61)
- Significantly higher interest in updating policies and procedures by management (***M=4.00*** v. *M*=3.28)

Compared to all other ASEs, ASEs featuring **games & entertainment** were associated with 2 risk markers and 0 protective markers:
- ✓ More door staff or bouncers on hand to monitor security (**50%** vs. 38%)
- ✓ Fewer informants that personally observed a situation of sexual aggression and then created a distraction to disengage (**0%** vs. 4%)
- More informants that were White (**27%** vs. 9%)

Compared to all other ASEs, **sports-themed** ASEs were associated with 0 risk markers and 1 protective markers:
- ★ More informants that personally observed a situation of sexual aggression and then did something else (**3%** vs. <1%)
- More informants that were employees, as opposed to patrons (**38%** vs. 23%)
- Fewer informants that identified with a sexual orientation other than heterosexual (**17%** v. 34%)

Compared to all other ASEs, ASEs featuring **a performance stage** were associated with 4 risk markers and 5 protective markers:
- ✓ Fewer owners/managers on hand to monitor security (**60%** vs. 72%)
- ✓ More door staff or bouncers on hand to monitor security (**51%** vs. 36%)
- ✓ More uniformed security guards on hand to monitor security (**10%** vs. 4%)
- ✓ More informants that personally observed a situation of sexual aggression in the ASE (**28%** vs. 17%)
- ★ More informants that personally observed a situation of sexual aggression and then stepped in and separated the people involved in the situation (**13%** vs. 2%)
- ★ More informants that personally observed a situation of sexual aggression and then asked the person who appeared at risk if they needed help (**14%** vs. 6%)
- ★ More informants that personally observed a situation of sexual aggression and then confronted the person who appeared to be causing a problem (**11%** vs. 4%)
- ★ More informants that personally observed a situation of sexual aggression and then created a distraction to disengage (**6%** vs. 1%)
- ★ More informants that personally observed a situation of sexual aggression and then offered emotional support to the person who was victimized (**14%** vs. 41%)
- More informants that were not female-identified/all other genders (**30%** vs. 16%)

- More informants that identified with a sexual orientation other than heterosexual (**45%** v. 24%)
- More informants that identified as American Indian or Alaska Native (**2%** v. 0%)

Compared to all other ASEs, **upscale** ASEs were associated with 0 risk markers and 3 protective markers:
- ★ More informants that knew more than 5 of every 10 people in the ASE (**28%** vs. 16%)
- ★ More informants that personally observed a situation of sexual aggression and then asked others to step in as a group (**7%** vs. <2%)
- ★ More informants that were aware of a policy or statement against sexual aggression (**44%** vs. 24%)
- More informants that were employees, as opposed to patrons (**45%** vs. 22%)
- More informants that identified as Asian American (**3%** v. <1%)

Compared to all other ASEs, **family-oriented ASEs** were associated with 0 risk markers and 8 protective markers:
- ★ More owners/managers on hand to monitor security (**80%** vs. 62%)
- ★ Fewer door staff or bouncers on hand to monitor security (**21%** vs. 49%)
- ★ Fewer uniformed security guards on hand to monitor security (**0%** vs. 8%)
- ★ More informants that know more than 5 of every 10 people in the ASE (**31%** vs. 13%)
- ★ More informants that were aware of a policy or statement against sexual aggression (**37%** vs. 22%)
- More informants that were employees, as opposed to patrons (**43%** vs. 18%)
- Fewer informants that identified with a sexual orientation other than heterosexual (**19%** v. 37%)
- More informants that identified as White (**67%** v. 55%)
- Fewer informants that identified as two or more races (**0%** v. 6%)
- ★ Significantly higher ratings of perceived safety (*M*=**1.76** v. *M*=1.54)
- ★ Significantly lower ratings of the extent to which sexual aggression was a problem (*M*=**.42** v. *M*=.69)
- ★ Significantly more active stance on the simple rule 4 "it is important that I encourage others to leaner and act" (*M*=**3.60** v. *M*=3.25)

Compared to all other ASEs, **LGBTQI-friendly ASEs** were associated with 0 risk markers and 10 protective markers:
- ★ Fewer informants that knew no people in the ASE (**22%** vs. 36%)
- ★ More informants that personally observed a situation of sexual aggression and then asked the person who appeared at risk if they needed help (**12%** vs. 6%)
- ★ More informants that personally observed a situation of sexual aggression and did something else (**2%** vs. 0%)
- ★ More informants that were aware of a policy or statement against sexual aggression (**40%** vs. 17%)
- ★ More informants that had seen messaging against sexual aggression (**46%** vs. 27%)

- More informants that were not female-identified (**30%** vs. 15%)
- More informants that identified with a sexual orientation other than heterosexual (**43%** v. 32%)
- More informants that identified as American Indian or Alaska Native (**1%** v. 0%)
- ★ Significantly higher ratings of perceived safety (*M=1.69* v. *M*=1.56)
- ★ Significantly more active stance on simple rules 1-5, and on the combined average simple rule score (*M=3.92* v. *M*=3.34)
- ★ Significantly higher ratings of the likelihood that others would take action if they observed sexual aggression (*M=2.89* v. *M*=2.27)
- ★ Significantly higher interest in updating policies and procedures by management (*M=3.59* v. *M*=2.5)
- ★ Significantly more likely that employees would attend a five-hour, optional training if they were paid for their time (*M=3.47* v. *M*=2.85)

Compared to all other ASEs, **neighborhood hang-outs** were associated with 0 risk markers and 12 protective markers:
- ★ Fewer informants that knew no people in the ASE (**24%** vs. 45%)
- ★ Significantly fewer had police officers (**3%** vs. 8%), uniformed security guards (**3%** vs. 13%), or door staff or bouncers (**32%** vs. 60%) on hand to monitor safety
- ★ Conversely, more neighborhood hang-outs had the owner or manager on hand to monitor safety of patrons (**76%** vs. 52%)
- More informants that identified as White (**64%** v. 48%)
- ★ Significantly higher rating of perceived safety (*M=1.67* v. *M*=1.47)
- ★ Significantly lower rating of perceived extent of problem (*M=.54* v. *M*=.77)
- ★ Significantly more active stance on simple rules 3 (*M=3.60* v. *M*=3.27)
- ★ Significantly higher ratings of the likelihood that others would take action if they observed sexual aggression (*M=2.68* v. *M*=2.11)
- Significantly lower agreement with the statement characterizing the 4th stage of readiness: *Sometimes I think I should learn more about sexual aggression but I haven't done so yet* (*M=1.95* v. *M*=2.29)
- ★ Significantly higher interest in updating policies and procedures by management (*M=3.63* v. *M*=2.60)
- ★ Significantly more likely that employees would attend a five-hour, optional training if they were paid for their time (*M=3.33* v. *M*=2.65).

By Security Measures in ASE

The **presence of door staff or bouncers** was associated with both risk and protective factors:
- ✓ Fewer informants that knew more than 5 of every 10 people in the ASE (**12%** vs. 22%)
- ★ More informants that personally observed a situation of sexual aggression and then stepped in and separated the people involved in the situation (**8%** vs. 4%)
- ★ More informants that had seen messaging against sexual aggression (**46%** vs. 28%)
- Fewer informants that were employees, as opposed to patrons (**17%** vs. 31%)

- More informants that identified with a sexual orientation other than heterosexual (**39%** v. 26%)
- More informants that did not identify as White (i.e., more people of color) (**51%** v. 35%)
- More informants that identified as two or more races (**70%** v. 36%)
- ✓ Significantly lower ratings of perceived safety (***M*=1.67** v. *M*=1.52)
- ✓ Significantly higher ratings of the extent to which sexual aggression was a problem (***M*=.80** v. *M*=.48)
- ★ Significantly more agreement with the statement "Sometimes I think I should learn more about sexual aggression but I haven't done so yet" (***M*=2.23** v. *M*=1.93)

Employee Only Analyses

Key Informant Perspectives

Employees may have a particularly relevant perspective on ASEs since they spend a considerable amount of time in the settings. Our dataset included 68 key informants that identified as an employee, which were analyzed separately.

Effect of Region/Community Level Differences

Among employees, there was an effect of region on having received training on how to respond to and prevent sexual aggression such that more informants from Cincinnati (61%) had received training that informants from the rest of Ohio (50%), Northeast Ohio (38%) or Columbus (19%). This was associated with a variety of other positive outcomes in Cincinnati's ASEs:
- There was a regional difference in whether informants had ever personal observed sexual aggression, such that 0% of the informants from the rest of Ohio had, while 48% in Columbus, 30% in Cincinnati, and 25% in Northeast Ohio.
- There was a significant relationship between region and whether the employee intervened after witnessing sexual aggression such that 40% of the informants from the rest of Ohio did not intervene, while 7% from Columbus, and 0% of informants from Cincinnati or Northeast Ohio did not intervene.
  - <u>NE Ohio - 40/0 = 40%:</u> Forty percent of employees from NE Ohio intervened.
  - <u>Rest of Ohio - 20/20 = 40%:</u> Twenty percent of employees from the rest of Ohio intervened, with another 20% getting someone else to intervene for them.
  - <u>Columbus 33/33 = 66%:</u> Thirty-three percent of employees from Columbus intervened, with another 33% getting someone else to intervene for them.
  - <u>Cincinnati 90/10 = 100%:</u> Ninety percent of employees from Cincinnati intervened, with the remaining 10% getting someone else to intervene for them
- More employees in Cincinnati were aware of policy (74%) than employees in Columbus (48%), Northeast Ohio (38%), and the rest of Ohio (29%).
- More employees in Cincinnati had seen messaging in their ASE (70%) than employees in the rest of Ohio (36%), Columbus (29%), and Northeast Ohio (25%).

- More employees in Cincinnati were Latinx (17%) than anywhere else in Ohio (0%).
- Cincinnati employees reported significantly higher feelings of welcome and respect (1.91) than employees in the Rest of Ohio (1.64), Northeast Ohio (1.50), and Columbus (1.43).
- Cincinnati employees perceived a significantly higher likelihood that others would take action if they observed sexual aggression (3.43) than employees in the Rest of Ohio (2.93), Columbus (2.52), and Northeast Ohio (2.25).
- Employees reported significantly more active rules guiding group behavior in Cincinnati (4.27) than in the Rest of Ohio (3.79), Columbus (3.46), and Northeast Ohio (3.12). There were significant effects on the following rules:
  - Rule2 (little I can do v. I can prevent),
  - Rule3 (can't talk–makes people uncomfortable vs. must speak out–reduce suffering), and especially
  - Rule5 (not my place vs. it's on all of us), where it should be noted there was a citywide "it's on us" campaign in Cincinnati. This tag line is associated with their bar training and outreach programs.
- There was significantly more interest in updating policies and procedures in Cincinnati than in other communities.

Effect of Training/Intervention Differences

Among employees, there was a significant relationship between having received **training** and being aware of a sexual aggression policy (**77%** vs. 44%) and having seen messaging in the ASE (**77%** vs. 18%).
- **Trained employees** reported significantly more active rules guiding group behavior in their ASE (**4.04** vs. 3.59). There were significant effects on the following rules:
  - Rule1 (personal/private vs. for all members of a community),
  - Rule2 (little I can do vs. I can prevent), and
  - Rule3 (can't talk vs. must speak out).

- **Trained employees** reported significantly higher readiness for taking action (**2.43** vs. 1.52). There were four stages where trained employees had significantly higher scores than untrained employees:
  - Stage 5: *I think I can do something about sexual aggression in bars and clubs and am planning to find out what I can do about the problem*
  - Stage 7: *I have attended a program or even that addressed the issue of sexual aggression within the past 60 days*
  - Stage 8: *I am actively involved in efforts to address sexual aggression in the bars and clubs in my community*
  - Stage 9: *I have recently taken part in activities or volunteered my time on projects focused on ending sexual aggression in my community*

- **Trained employees** reported significantly more management interest in updating policies and procedures (**3.71** v. 2.67) and significantly more likelihood that they would attend an optional training if they were paid for their time (**3.48** v. 2.89).

Effect of ASE Type/Setting Level Differences

Generally speaking, 30 cases in each comparison group are recommended when running parametric statistics. Because of the smaller sample size of employees, a new comparison variable was created for ASE Type by collapsing response options. To increase the likelihood of detecting an effect, ASE Type was recoded to reflect two options: Bar (55% of employees) vs. all other types (46% of employees). While this reduction masks heterogeneity in the "all other types" group, it does allow for mathematical computations. There were no significant differences between bars and other types of ASEs on any of the categorical variables. There were also no significant differences on any of continuous variables.

Qualitative Data on Favorite Thing about ASE from Employees

- *the community and support among the entertainers, owners, and bartenders*
- *Comfortable environment*
- *Good money and professionally behaving patrons.*
- *Team*
- *The owner*
- *The people I meet!*
- *I don't*
- *the people*
- *They are a progressive company and more likely to help us out and implement training if we ask for it.*
- *Sense of family*
- *We are a group that is eager to learn new ways to be better as individuals and as members of the community.*
- *The family oriented nature of the restaurant*
- *comradery*
- *I don't work there anymore, but I enjoyed developing rapport with frequent customers*
- *The community*
- *I trust my co-workers and boss. I have many regulars that I have known for years. My work is more like a family. Even*

- *the ones I don't get along with, I would still have their back and I know they would have mine.*
- *Its like family.*
- *Professionals being professional in a disrespected industry.*
- *Ability to gain more know*
- *Good people and a fun atmosphere*
- *The staff!*
- *The regulars are very respectful and we look out for one another*
- *My coworkers and immediate supervisor*
- *As on owner, this isn't an objective answer. But as a feminist and rape survivor, I hope we are providing an atmosphere where our staff feels safe. Employees stand up for each other and will intervene in guest situations. There aren't many interactions that are inappropriate, but we have had to ask a few guests to not return for comments made to female bartenders especially.*
- *It's a great environment with amazing people and we want to keep it that way.*
- *continued education & understanding*
- *The money during on season, my coworkers, and management*
- *I make the rules and everyone knows what I won't tolerate*

- *None*
- *People*
- *Meeting people*
- *Money*
- *My friendly regulars and the fast paced atmosphere.*
- *The small community neighborhood bar feel. Most customers, especially the regulars, know everyone in there!*
- *The staff take equity, inclusion, and violence very seriously.*
- *Building community and trust with our staff and customers, and creating as safe a space as possible for people to enjoy themselves and be responsible.*
- *Family. Most customers are like family, all employees are like family. I feel safe, comfortable, and loved at work.*
- *Feeding people delicious food!*
- *Prevention*
- *Coworkers care about each other and their community/customers first and then great beer.*
- *I can work the hours i want to*
- *As the bartender at the ASE, we always work alone (no manager or security on duty). I like that I've gotten to many of the regulars and that it's a neighborhood bar –if conflict arises on a shift I do feel like I have the support of other patrons in most nights because most folks at the bar know me.*
- *We are a family, both staff and guests*
- *I enjoy making connections with patrons, and generally being a space for celebration and enjoyment. It's a fun environment.*

Examining Patterns in the Data When Race of Informant is Considered

To be intentional about uncovering what is needed to expand prevention efforts into ASEs that serve people of color, a separate analysis was done to see what, if anything, could be learned by accounting for the race or ethnicity of informants who completed the survey. Demographic questions were placed at the end of the survey, and were optional, so there was a smaller subset of surveys included these analyses (n=262).

There were few racial differences observed in these data, which may be a function of the amount of missing data on the race question (which was asked near the end of the survey) and limited variability in racial identity (87% of informants identified as White). Among this assessment's ASE informants, there was a relationship between being White and both gender identity and sexual orientation, such that a smaller proportion of White informants identified as any gender besides female/woman (19%) compared to informants who did not identify as White (34%). Similarly, a smaller proportion of White informants identified with any sexual orientation other than heterosexual (29%) compared to informants who did not identify as White (46%). There was a relationship between being White and being more passive on simple rule 5, such that people of color endorsed the "it's on all of us" rule more strongly (4.15) more than White people (3.69). Conversely, people of color rated the statement "I don't think sexual aggression is a big problem in local bars and clubs" (CR level 1) as more true (1.97) than White informants (1.49). White informants rated the statement "I have

attended a program or event that addressed the issue of sexual aggression within the past 60 days" as more true (1.86) than those who did not identify as White (1.43).

Black informants reported significantly higher likelihood that other people in the ASE would take action if they observed sexual aggression (3.13) than those who did not identify as Black (2.49). There was a relationship between being Black and perceiving more active simple rules overall, as well as on Rule1, Rule2, Rule3, and Rule5, such that Black informants endorsed the active rules more strongly than people who did not identify as Black. Black informants rated the statement "I have attended a program or event that addressed the issue of sexual aggression within the past 60 days" as less true (1.27) than those who did not identify as White (1.83).

Among informants, there was a relationship between being Latinx and geographic region, such that a larger proportion of Latinx informants described an ASE in Cincinnati (100%) compared to informants who did not identify as Latinx (31%). There was a relationship between being Latinx and ASEs with dance floors, such that a greater proportion of Latinx described an ASE with a dance floor (80%) as compared to informants that did not identify as Latinx (22%). A greater proportion of Latinx informants stepped in and separated people involved in a situation after witnessing sexual aggression (40%) compared to people who did not identify as Latinx (7%). Similarly, a greater proportion of Latinx informants offered emotional support to the person who was victimized after witnessing sexual aggression (40%) compared to people who did not identify as Latinx (10%). There was an observed relationship between being Latinx and both gender identity and sexual orientation, such that a larger proportion of Latinx informants were not female-identified (60%) compared to informants who did not identify as Latinx (20%). Similarly, a greater proportion of Latinx informants identified with a sexual orientation other than heterosexual (80%) compared to informants who did not identify as Latinx (30%). There were significant differences on two readiness items: Latinx rated "I am planning to learn more about the problem of sexual aggression in local bars and clubs." (CR level 6) as more true (3.75) than informants that did not identify as Latinx (2.61). Latinx informants rated the statement "I have attended a program or event that addressed the issue of sexual aggression within the past 60 days" as less true (1.00) than those who did not identify as Latinx (1.82).

Among respondents who identified as two or more races there was a significant difference on one readiness item. Multi-racial informants rated "Sometimes I think I should learn more about sexual aggression but I haven't done so yet." (CR level 4) as more true (2.80) than informants that did not identify as multi-racial (1.97).

Qualitative Data on Favorite Thing about ASE from Employees

- the comedy
- _Great vegan foods_, wonderful people, run by neighbor
- It's a brewery and local.

- It is down-to-earth, community feel, live music and positive, chill atmosphere
- It used to be going out with my LGBTQ+ friends, but I've stopped going frequently due to the racist, transphobic

- culture. I have not experienced this personally as a white person, but do not want to support the ASE in general due to the overall culture and the fact that the owners are not motivated to change.
- Friendly staff, *great food*, and feeling part of a community.
- Escape from responsibilities
- Friendly atmosphere, beautiful view, space to hang out outside
- Fun and friendly environment
- It's a local/neighborhood brewery with excellent drinks, staff, and vibe.
- *The food*
- I like being able to catch up with lots of friends in a queer space.
- Great atmosphere and drink options.
- having fun
- No one is a stranger and feels like a family
- Music
- Live music
- It is a family friendly, local brewery next to the [deleted to preserve anonymity] River. The setting is welcoming and I'm able to support a local business at the same time.
- A laid back environment in my old neighborhood
- It's relaxed atmosphere
- Its friendly and familiar
- Community
- The atmosphere
- It has a community feeling.
- Despite its problems, it remains a heavily frequented social venue for the LGBTQ community.
- Great place to be social and connect
- Fun atmosphere; *good food* and drinks.
- it is a quiet place to share *good food* and drinks with a friend.
- LGBTQ+ focused, Neighborhood/Dive Bar Feel, Karaoke/Drag Nights
- It's *chef quality food* in a laid back bar setting and it's close to where I live.
- being around people and music
- *Cocktails with fresh ingredients*, and quiet atmosphere, and friendly staff.
- Meet up with friends and friendly bar staff, have a good time, decompress.

- Atmosphere, wine, bartenders, outside patio
- Used to it
- Familiarity. Comraderie. Friendly staff.
- The music
- Dancing and hanging out with friends
- The atmosphere
- Having fun with my friends
- It's the most chill place to hang out with the friends I love. The staff are friendly and the drinks are strong.
- The first letter in ASE.
- They have a great selection of beers for reasonable prices, and *they serve good food*.
- It's friendly and a safe space
- Location, good beer
- Going with teammates after games
- The drinks served there
- EVERYONE goes to [deleted to preserve anonymity], it's the "hottest" bar at [deleted to preserve anonymity] and provides dancing and other forms of entertainment
- Listening to live music. Knowing a lot of folks and being socially comfortable.
- Socialization.
- It is a veteran's club. They have rules about sexual aggression that can lead to banning a membership. People there know me and I work in the community corrections field so it is expected by friends at the club that I will point inappropriate behavior out.
- LGBTQ focused and friends frequent
- I could go there by myself and feel safe.
- It's a relaxed environment
- Community based
- People are friendly, but not intrusive. I feel safe/comfortable going there alone for a drink.
- People and food.
- Always familiar faces when I go there
- How relaxed it is
- Social, friend patrons and staff.
- *Smoked turkey BBQ* and crafted beer
- *The food*
- Feeling safe with my friends
- Being with my friends and dancing honestly I don't like it very much. Or going to a bar with just my friends on a

week night to get food not drinks because it's the only place open. I don't like being around drunk people or predators. I once heard from a reliable source that a bunch of sober guys show up (on motorcycles) right at 2am closing time to the bars in Columbus to try to take advantage of the super drunk women. This horrified me and even before this I don't go to bars out of fear and anxiety of what might happen or who you can meet because certainly a lot of drunk people in one place provides predators targets and even though there is visible police they need to be more actively involved in preventing sexually aggressive behavior and not just fights in the bar. And they should be able to record check people. People who committed sex crimes and DV should not be allowed into bars. The whole situation leaves me feeling overwhelmed and I'm glad you all and going to help establish some training or a coalition amongst bars or something. You could sell the idea to bars by giving the example of customers like me who don't go hardly ever because it doesn't seem safe to go. There are no signs about what to do no one knows who to talk to etc.. bars I can think of Axis, Union, all the bars on high street across from OSU.

- *I feel comfortable there.*
- *Familiar faces, friendly strangers, good beer on tap*
- *It's open, bright and there are families present during the day*
- *Locals only*
- *Friends, close to home, relatively inexpensive.*
- *Atmosphere*
- *They know me*
- *Food/drink*
- *I enjoy the musical acts/performances*
- *Socializing*
- *Great place, good people*
- *Its a safe haven, and everyone looks out for everyone*
- *Sense if community*
- *Sense of community and history*
- *Music and crowd who loves music*

- *I feel safe*
- *Family friendly*
- *Knowing other patrons*
- *It is a safe space for LGBTQ and the manager is aware*
- *Small town family vibe. Everyone looks out for everyone else. Local patrons do not tolerate misconduct.*
- *The staff*
- *Friends and great beer!*
- *Music and proximity to home*
- *Safe environment*
- *The beer, the food and it's local*
- *Community*
- *It's very community oriented, which attracts a certain crowd (e.g. people who want to catch up with friends rather than people who want to pick someone up at a bar)*
- *Welcoming and safe environment.*
- *Tasting the wines, the friendly staff, the fact it is more swanky*
- *Vibe and the beer selection*
- *Calm environment*
- *It's a neighborhood bar with a lot of people who are familiar with each other and get along well. We communicate as a community via a Facebook group, all of the bartenders are known and hang out around the bar sometimes when they're not working, and the regulars take pride in keeping the space safe or addressing issues as they arise.*
- *The metal scene typically won't stand for it and will step in, so I tend to feel safer at shows than at a normal bar.*
- *Great community staple. Can go for business lunch, family dinner or drinks with friends.*
- *Food and drinks and friends*
- *Don't know*
- *The casual environment*
- *Meeting up with friends for food*
- *I can bring a sandwich and sit with nice people to eat instead of home alone*
- *It feels safe*
- *The music and dancefloor. When not crawling with predators the environment CAN be a safe and fun place to be*
- *Local*
- *friends interaction*

- *The atmosphere*
- *I'm safe.*
- *Neighborhood feeling.*
- *Before they fired my favorite bartenders last week, it was because the women truly run the bar. They are sturdy in their beliefs and own their looks! They also let me select the playlist for the bar.*
- *The music*
- *Being social with my friends*
- *Time spent with my friends and seeing familiar faces*
- *Knowing the staff is friendly, straightforward and caring about their patrons. And the owner would most likely attack a sexual aggressor if he saw one at his bar.*
- *Nothing. I will not return based on violence occurring every time.*
- *Some nights are casual, others are busier*
- *Great hangout spot*
- *Dancing and having fun*
- *the bartender*
- *The welcoming staff and great live music.*
- *Drag shows*
- *I like the location and the beer*
- *The drinks and laid back atmosphere*
- *Sushi*
- *It has a relaxed atmosphere and when school it out is pretty quiet.*
- *It is across the street from the theater I perform at with friends and we go there after shows. They stay open late, have great food, friendly staff, and are used to having large groups from the theater there a couple times a week.*
- *It's close to home and inexpensive*
- *Hanging out with friends*
- *Socializing with friends and meeting new people*
- *Friendly workers, family oriented. Great beer list.*
- *Live music*
- *The patrons and prices*
- *Comfortability*
- *It's a welcoming place, but bad behavior is straight up not tolerated*
- *I absolutely love the staff. They are all incredibly amazing and thoughtful and do a great job of making me feel safe. The vibe of the bar is everything I look for in an ASE.*
- *I just enjoy going and having fun with my friends. It's a fun and vibrant atmosphere!*
- *I have fun when I go there with friends. they have a nice outdoor patio with pool and plenty of places to sit, drink and talk*
- *The staff is supportive of local rape crisis center*

Limitations of the Assessment and Future Data-to-Action

The exploratory work described here is only a first step. Follow-up efforts are needed to ensure these findings are shared with stakeholders in the state that can carry the momentum forward towards sustainable prevention efforts. In sharing findings, it is important to state the methodological limitations that temper confidence in these results. The adapted snowball approach to recruitment used in this sample inserts multiple forms of bias into the results, including community bias. Because we did not ask for names of ASEs, no assumptions about independence of data points should be made. Further, all convenience samples are limited by self-selection bias.

Bias becomes a problem when it results in skew. One of the strongest observed bias can be seen in the gender identity of our respondents, which is a probable source of skew for a phenomenon that is as gendered as sexual aggression. While female-identified people and gender non-conforming have adequate representation, those who identify as male are definitely underrepresented. White people are also overrepresented in this study. Interpretation of findings and use of results should be done keeping those biases front and center. A follow-up "case study" that facilitates an in-depth examination of ASEs that serve communities of color may be a good way to supplement the findings of this study. Similarly, a study that intentionally recruits male-identified patrons and/or employees of ASEs may be helpful in better understanding how to engage those groups.

In addition to methodological weaknesses, it is important to consider whether the investment of resources in ASE-based prevention efforts can be connected, over time, to preventing first-time perpetration of sexual violence. A limitation of the Ohio Bar Project is that ASEs are generally adult-only spaces, and first-time perpetration often occurs before the age of 21. At the individual level of analysis, these efforts may be less likely than some others to reach and stop first time perpetrators from committing sexual assault. Thus, as lessons accumulate on how to successfully engage partners in the commercial sector/service industry, prevention champions should review them on to see what may be of value in working with other entertainment venues that include younger people (e.g., movie theaters, restaurants or gaming stores). Furthermore, it will be important to ascertain, over time, that changes to community-level protective factors – such as increasing connections between community organizations and ASES – can be linked to reduction in population-level perpetration rates.

Data-Driven Recommendations

The Ohio Bar Project Advisory Committee reviewed the key findings and implications of these results. Working from the evidence presented on the preceding pages of this report, and drawing upon experiential evidence from their interacting with members of the service industry, the Advisory Committee made the following suggestions for next steps.

- **With support and resources, rape crisis centers (RCCs), other organizations, and ASEs themselves can be leaders of a community-wide approach to sexual violence prevention in the service sector.** Results of this survey indicated that community-level activities of varying levels of intensity were, in turn, associated with increased protective markers in ASEs. To support leadership for ASE-based prevention within Ohio's communities, state-level partners should coordinate to form a core partnership consisting of at least five individuals and/or organizations committed to advancing the Ohio Bar Project over the next five year. A statewide project coordinator should be designated to direct and guide multiple communities' efforts towards collective impact, including the reduction of sexual aggression perpetration in Ohio. Articulating a job description for the statewide project coordinator is a tangible step toward this goal; once these qualities and qualifications are specified for the state level, a "How-To-Write-A-Coordinator-Job-Description" guide can be developed to share with interested parties.

- **When initiating community-level efforts with ASEs, prevention practitioners should prioritize increasing their organizational understanding of, and connection to, the many different types of ASEs that exist within the service industry**. Finding early adopters of prevention work involves personal connection and relationship-building. To ensure that the benefits of prevention efforts are directed equitably across different types of ASEs, state level partners could create a guidance document to help prevention practitioners connect to and build relationships across diverse types of ASEs. This resource could overview some of the hallmark characteristics of bars, nightclubs, restaurants, breweries and provide tips on how to initiate partnerships with these community settings. A "Have-You-Gone-Here?" checklist could be created to encourage outreach to ASEs within cultural groups that RCCs may not have as current partners. For example, outreach to Black sororities and fraternities may identify connections to Black-owned establishments in the community.

- **The OAESV, ODH, and prevention practitioners in communities across the state can support upstander culture within the service sector by identifying and messaging the positive norms where they exist.** RCCs can make themselves a good partner to local ASEs by providing language that helps frame sexual aggression and other forms of harassment as a workplace safety issue, for example, with a *model policy* that shapes language. RCCs should also develop local expertise and develop new partnerships (look, e.g., at EEOC, workers' rights organizations, Title IX Coordinators, other HR and/or legal consultants), to provide training, coaching, and other forms of technical assistance in upholding policy at a community level. Within ASEs with strong existing norms against

sexual aggression, *social norms marketing* may be a useful prevention strategy; in ASEs where a stance against sexual aggression is not normative, *social marketing campaigns* can be used to highlight positive beliefs or desired behaviors.

- **State leaders can further build capacity and coordinate prevention efforts toward collective impact by providing resources that are appropriate for RCCs with varying capacity to guide their efforts in communities at varying levels of readiness**. Important tools needed to implement primary prevention strategies designed to change community-level risk and protective factors and reduce perpetration of sexual violence include: 1) guidance on a strategic outreach approach with the checklist referenced above; 2) an assessment tool to help community partners understand their starting place in their work (e.g., draw out existing attitudes, better understand cultural norms and beliefs); 3) a model policy as described above; 4) a vision for the long-term effects of this work on violence rates in Ohio (e.g., a theory of change, a logic model, a strategic plan); 5) sample messaging for RCCs and ASEs to distribute throughout the community; 6) guidance on how to evaluate programmatic efforts within ASEs properly; 7) data collection tools to document activities and outputs, and to measure changes in desired outcomes.

- **The Ohio Bar Project should include organizational and statewide policy advocacy as part of the ongoing work of implementing primary prevention in ASEs and the broader service industry in Ohio.** Allocating the resources needed to sustain training for ASE employees over the long term will require changes from within the industry itself. RCCs can be critical partners in envisioning mechanisms to adopt training practices into workforce education practices, state licensing procedures, and day-to-day business operations including hiring, scheduling, and promotion of employees. A specific recommendation for this approach would be to create a Policy Task Force as a subcommittee or affiliate of the core partnership described in the first recommendation. Any statewide group should include a combination of partners from the public health and service industries (for example, the Ohio Bartender Association, or local chapters of the United States Bartenders' Guild).

Appendix A. Risk Factors for Perpetration

When developing a statewide sexual violence prevention initiative, it is important that activities are designed to …

Individual Risk Factors
- Alcohol and drug use
- Delinquency
- Lack of empathy
- General aggressiveness and acceptance of violence
- Early sexual initiation
- Coercive sexual fantasies
- Preference for impersonal sex and sexual-risk taking
- Exposure to sexually explicit media
- Hostility towards women
- Adherence to traditional gender role norms
- Hyper-masculinity
- Suicidal behavior
- Prior sexual victimization or perpetration

Relationship Factors
- Family environment characterized by physical violence and conflict
- Childhood history of physical, sexual, or emotional abuse
- Emotionally unsupportive family environment
- Poor parent-child relationships, particularly with fathers
- Association with sexually aggressive, hypermasculine, and delinquent peers
- Involvement in a violent or abusive intimate relationship

Community Factors
- Poverty
- Lack of employment opportunities
- Lack of institutional support from police and judicial system
- General tolerance of sexual violence within the community
- Weak community sanctions against sexual violence perpetrators

Societal Factors
- Societal norms that support sexual violence
- Societal norms that support male superiority and sexual entitlement
- Societal norms that maintain women's inferiority and sexual submissiveness
- Weak laws and policies related to sexual violence and gender equity
- High levels of crime and other forms of violence

Protective Factors for Perpetration

Protective factors may lessen the likelihood of sexual violence victimization or perpetration. These factors can exist at individual, relational, community, and societal levels.
- Parental use of reasoning to resolve family conflict
- Emotional health and connectedness
- Academic achievement
- Empathy and concern for how one's actions affect others

Appendix B. Recruitment Materials