



UNIVERSITY of HAWAII[®]

Ke Kulanui o Hawai'i

Wendy F. Hensel
President

DEPT. COMM. NO. 146

December 22, 2025

The Honorable Ronald D. Kouchi,
President and Members of the Senate
Thirty-Third State Legislature
Honolulu, Hawai'i 96813

The Honorable Nadine K. Nakamura, Speaker
and Members of the House of Representatives
Thirty-Third State Legislature
Honolulu, Hawai'i 96813

Dear President Kouchi, Speaker Nakamura, and Members of the Legislature:

For your information and consideration, the University of Hawai'i is transmitting one copy of the Annual Report on Campus Safety and Accountability (Section 304A-120, Hawai'i Revised Statutes) as requested by the Legislature.

In accordance with Section 93-16, Hawai'i Revised Statutes, this report may be viewed electronically at: https://www.hawaii.edu/govrel/docs/reports/2026/hrs304a-120_2026_campus-safety_annual-report_508.pdf.

Should you have any questions about this report, please do not hesitate to contact Stephanie Kim at (808) 956-4250, or via e-mail at scskim@hawaii.edu.

Sincerely,

A handwritten signature in blue ink that reads "Wendy F. Hensel".

Wendy F. Hensel
President

Enclosure

UNIVERSITY OF HAWAI'I SYSTEM

ANNUAL REPORT



REPORT TO THE 2026 LEGISLATURE

Annual Report on Campus Safety and Accountability

HRS 304A-120

December 2025

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I. Introduction

Pursuant to HRS §304A-120, the University of Hawai'i ("UH") submits this Annual Report on Campus Safety and Accountability to provide the Legislature with "(1) A summary of the most recent campus climate survey results; (2) Information on the number of sexual assaults that occurred on a UH system campus within the past five years; and (3) Recommendations and efforts to improve campus safety and accountability."

Under the leadership of President Wendy Hensel, UH continues to prioritize creating a safe, inclusive learning environment where students can achieve academic success and personal growth. President Hensel joined UH on January 1, 2025, bringing 26 years of experience in higher education, including leadership roles at Georgia State University (Dean of the Law School, Provost and Senior Vice President for Academic Affairs) and the City University of New York (Executive Vice Chancellor and University Provost). Prior to her career in higher education, she worked as a labor and employment attorney. As a campus leader, she has extensive experience addressing sexual harassment and sex-based violence among college students. She is currently working closely with the UH System Vice President of Administration ("VPA") and the Office of Equal Opportunity Employment ("EEO") and Title IX to build upon the work done over the last decade across the 10-campus system.

Recognizing the nationwide prevalence of sexual harassment and sex-based violence among college students, UH established a systemwide approach in 2015 to increase policy and procedural consistency across all ten campuses. The Office of Institutional Equity ("OIE") was formed, under the guidance of the VPA, with Jennifer Solidum Rose, J.D., appointed as its founding director. Early cornerstone initiatives included the Act 222 Affirmative Consent Task Force; adoption of UH Executive Policy 1.204 *Interim Policy and Procedure on Sex Discrimination and Sex-Based Violence* (effective September 2015 - January 12, 2020); the launch of online and in-person Title IX training for students and employees; the deployment of an online case management system; and the expansion of partnerships with community-based service providers.

With legislative support and broad stakeholder input, UH also committed to a recurring, systemwide climate survey of all students, conducted every two years, to assess incidence and prevalence of sexual harassment and sex-based violence and to measure student awareness of policies, resources, and rights. The survey was designed "to guide and inform UH's policy, training, and programmatic initiatives with respect to fulfilling UH's obligations under Title IX and the Violence Against Women Act (VAWA) and its mission of providing a safe and discrimination-free learning and working environment."

In 2021, as part of a reorganization of UH System and UH Mānoa offices, OIE was merged with the UH Mānoa Title IX Office and the UH System EEO Office under the newly created Office of Equity Assurance ("OEA"). Under the leadership of OEA Executive Director Jennifer Rose, OEA maintains the original gender equity initiatives established in 2015, when OIE was launched as a new unit.

UH has administered five student climate surveys to date (2017, 2019, 2021, 2023, and 2025), making it one of the first and most comprehensive systemwide efforts in the nation. The original survey instrument drew on the Association of American Universities ("AAU") campus-climate framework and national best practices, adapted for Hawai'i's diverse student population and UH's multi-campus structure. In 2025, response categories were aligned with the Higher Education

Sexual Misconduct and Awareness (“HESMA”) study, which now serves as the national reference in place of AAU’s survey.

II. Reported Sexual Assault Crime Statistics on University of Hawai‘i Campuses Within the Past Five Years

UH provides information on sexual assault data for each campus using the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”). The information is publicly available through the Annual Security Reports for each campus. The contact information and website links to each campus are available at the: [UH Campus' Safety Contact and Website Information](#).

“Campus” is defined in 34 CFR 668.46(a) as “(i) any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and (ii) any building or property that is within or reasonably contiguous to the area identified in paragraph (i) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).”

The reportable sex offenses covered under the Clery Act are rape, fondling, incest, and statutory rape. The definitions of these Clery Crimes can be found in the Federal Bureau of Investigation’s National Incident-Based Reporting System (NIBRS) User Manual from its Uniform Crime Reporting Program. In June 2025, NIBRS updated its definition of fondling; however, since this report is based on past incidents, the definitions that were in place at the time of the incident reporting are being used. Accordingly, the pertinent definitions are as follows:

- **Rape:** The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/ her temporary or permanent mental incapacity.
- **Incest:** Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory rape:** Nonforcible sexual intercourse with a person who is under the statutory age of consent.

2020 - 2024 Annual Security Report (ASR): Reported On-Campus Sexual Offense Incidence Data¹

Four-Year Universities

Campus: University of Hawai'i at Mānoa – Main Campus

Incident Type by Year	2020	2021	2022	2023	2024
Rape	5	4	4	5	6
Fondling	3	7	8	4	1
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i at Mānoa – Kaka'ako Campus Units (John A. Burns School of Medicine and UH Cancer Center)

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i at Hilo

Incident Type by Year	2020	2021	2022	2023	2024
Rape	1	0	0	1	0
Fondling	2	3	2	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i at West O'ahu

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	1	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

¹ Any Annual Security Report discrepancies for prior years will be addressed by the campus' campus security departments in its respective subsequent Annual Security Report.

Two-Year Community Colleges

Campus: Hawai'i Community College – Manono

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Hawai'i Community College – West Hawai'i Campus (Pālamanui)

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Honolulu Community College – Main Campus

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Honolulu Community College – Marine Education Training Program

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Honolulu Community College – Aeronautics Maintenance Technology Training Program

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Kapi'olani Community College

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Kaua'i Community College

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	1	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Leeward Community College - Pearl City Campus

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	1	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Leeward Community College – Wai‘anae Campus

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai‘i Maui College – Kahului Main Campus

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai‘i Maui College – Lahaina Education Center

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai‘i Maui College – Hāna Education Center

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i Maui College – Lāna'i Education Center

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: University of Hawai'i Maui College – Moloka'i Education Center/Farm

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	0	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

Campus: Windward Community College

Incident Type by Year	2020	2021	2022	2023	2024
Rape	0	1	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0

III. Summary of the Most Recent Campus Climate Survey Results

In Spring 2025, UH conducted its fifth systemwide student survey on sexual harassment and sex-based violence across all ten campuses. All adult students enrolled in the Spring 2025 semester (39,263) were invited to participate. A total of 6,339 surveys met the established completion criteria, yielding a 16.1 percent response rate (system-level weighted results were representative of the UH student population). The comprehensive survey was administered by Omnitrak Group, Inc. ("Omnitrak"), an independent Hawai'i-based research firm, in collaboration with national subject-matter experts Dr. Sandra L. Martin (UNC-Chapel Hill) and Dr. Bonnie S. Fisher (University of Cincinnati).

Across the five survey cycles, UH's campus environment and mode of instruction shifted markedly. In 2017 and 2019, students engaged in classes and on- and off-campus activities largely in person. With the onset of the 2020–2021 COVID-19 pandemic and social distancing requirements, most students attended classes virtually; in the 2021 study, 79 percent of participants reported less exposure to students, faculty, and staff than in prior semesters. Although in 2023 and 2025, UH held most classes in person, in-person participation and engagement did not return to pre-COVID levels. In the 2025 study, for example, 57 percent of students indicated their in-person exposure to students, faculty, and staff was comparable to prior semesters. Other external factors that may have affected results include definitional changes in 2019, specifically a new U.S. government domestic violence definition and a sexual harassment definition that expanded examples and required at least one consequence of the interaction. Because student exposure, engagement, and definitions have varied over time, year-over-year comparisons should be interpreted with caution.

Consistent with prior cycles, the 2025 instrument assessed both "Any time while enrolled at UH" (cumulative prevalence since first enrollment) and "Current academic year" (incident prevalence for the current Fall–Spring period) across four behaviors:

- Sexual Harassment (“SH”)
- Stalking
- Dating and Domestic Violence (“DDV”) among students in partnered relationships
- Non-Consensual Sexual Contact (“NSC”), including penetration and sexual touching

The instrument also measured students’ perceptions of risk, awareness of resources and reporting options, bystander behaviors, and consequences (emotional/mental health, social, academic/professional, hostile environment, physical health).

The following systemwide results summarize the 2025 survey’s key findings, aggregated across all ten UH campuses and based on a weighted, representative sample of adult students:

- **Perceptions of risk have improved over time.** Since the study’s outset, perceptions of the UH campus climate for sexual harassment and sex-based violence have trended in a positive direction. In 2025, 61.6 percent of students felt that sexual assault or sexual harassment at UH is “little or not at all” a risk, compared with 57.5 percent at the 2017 benchmark.
- **Prevalence of sex-based violence behaviors has declined over time.** In current-year incidents, all four behaviors show statistically significant decreases. Stalking fell from 6.0 percent (2017) to 4.5 percent (2025) (-1.5 percentage points). NSC (touching and penetration) declined from 2.8 percent (2017) to 2.1 percent (2025) (-0.7 percentage points). SH decreased from 8.0 percent (2019, first year with updated definitions) to 6.9 percent (2025) (-1.1 percentage points). DDV declined from 12.1 percent (2019) to 8.2 percent (2025) (-3.9 percentage points).
- **Fewer alleged offenders are associated with UH than in prior years.** Longitudinal tracking shows that since 2017, the share of alleged offenders associated with UH has decreased. This was driven by a 9.2 percentage point drop in offenders identified as UH students (from 88.2 percent in 2017 to 79.0 percent in 2025). The largest significant change in students as alleged offenders occurred in NSC (touching and penetration) incidents: in 2025, alleged NSC offenders associated with UH stood at 52.2 percent, an over 13-point drop from 2017’s 65.7 percent. Alleged offenders identified as staff or faculty held steady overall since the study’s 2017 benchmark across sexual harassment, DDV (2019 vs. 2025), NSC, and stalking (2017 vs. 2025).
- **Training is highly valued by attendees but reaches a relatively small share of students.** Student behavior and attitudes regarding University training on sexual harassment and sex-based violence present both a strength and an opportunity. Among those who recalled attending training, usefulness ratings in 2025 ranked highest across all tracking periods: a record 62.7 percent rated the training sessions as extremely or very useful, an increase of 12 percentage points since 2017. At the same time, recall of training attendance slipped to 12.8 percent (down three percentage points from 2023 and only directionally higher than in 2019), indicating that a relatively small minority of students recall ever receiving this information.
- **Certain demographic cohorts experience higher prevalence.** Consistent with national research conducted by the HESMA and the AAU, the UH study found higher prevalence rates among particular groups. Characteristics that may increase vulnerability include gender, sexual orientation, disability status, and higher levels of participation in clubs and other organized activities.

- **Consequences are widespread, with emotional/mental health impacts most common.** Across tracking years, consequences to students experiencing sexual harassment or sex-based violence incidents in the current academic year remained longitudinally steady, with between 85 and 88 percent of affected students reporting at least one consequence. Between 2019 and 2025, students indicating emotional/mental health consequences grew almost five percentage points, from 63.6 to 68.3 percent.
- **Dating and domestic violence (DDV) remains a particular concern.** Since the outset of the study, significantly more UH students reported experiencing DDV compared with University students in national studies. In 2025, 15.1 percent of UH students indicated DDV incidents since UH matriculation, compared with a 5.8 percent average in the 2024 HESMA study of students at ten universities. Nearly half of DDV survivors (47.3 percent) reported academic consequences (e.g., lower academic performance, dropping classes, or leaving UH altogether) resulting from the sex-based violence incident. This rate is double-digit higher than among students experiencing SH (34.2 percent), NSC (32.4 percent), or stalking (29.4 percent), underscoring DDV's disproportionate academic toll.

Comprehensive methodological notes, campus-level tables, subgroup analyses, and trend comparisons are provided in the "2025 REPORT ON UNIVERSITY OF HAWAII SURVEY ON SEXUAL HARASSMENT & SEX-BASED VIOLENCE."

IV. University of Hawai'i Recommendations and Efforts to Improve Campus Safety and Accountability

The 2025 Campus Climate Survey shows encouraging progress alongside clear opportunities to strengthen prevention, awareness, and response. Consistent with the researchers' approach, this report does not prescribe interventions. Instead, UH will use these results to inform ongoing, campus-based planning and continuous improvement within existing policies and processes.

The data highlight the following areas for continued attention across the ten campuses:

1. **Dating and domestic violence (DDV) and academic impacts.**
Survey data show high rates of emotional/mental health consequences among affected students, with DDV continuing to be associated with the highest rates of academic and professional impact (e.g., reduced performance, course withdrawal, or leaving UH) among the behaviors measured.
2. **Consequences and student well-being.**
Emotional/mental-health consequences remain the most frequently reported impact among affected students.
3. **Bystander intervention is lower when directly observing harassment and sexual violence.**

Students report higher intervention when they suspect a friend has been harmed or when a visibly intoxicated person is heading toward a sexual encounter, and lower intervention when directly observing sexually violent or harassing behavior.

As with prior surveys, executive leadership, Provosts, and Chancellors will be briefed on the results; each campus will update its Action Plan, goals, and metrics to align with the findings; and

Campus Title IX Coordinators will monitor implementation. Subsequent survey cycles will assess progress, guide adjustments, and surface additional areas for focused attention.

V. Conclusion

The 2025 Campus Climate Survey, conducted pursuant to legislative mandate, marks the fifth longitudinal study on sexual harassment and sex-based violence at UH. Before the first 2017 survey, prevalence estimates were largely anecdotal. With completion of the 2017–2025 series, empirical evidence now informs systemwide and campus-level understanding of students' experiences, perceptions, and outcomes.

The 2025 results reflect both progress and ongoing challenges: perceptions of risk have improved; current-year prevalence across all four behaviors has declined modestly over time; and the share of alleged offenders who are UH students has decreased. At the same time, certain demographic cohorts continue to experience higher prevalence; emotional/mental-health impacts remain common; and DDV is associated with the most substantial academic effects.

The purpose of this study is to provide decision-makers with evidence—not to prescribe specific actions. Consistent with that purpose, UH will use the results to inform campus Action Plans, refine communication about reporting and supports, and align ongoing prevention and response efforts with the patterns identified in the data. Through this evidence-informed approach, UH will continue working toward a campus environment where students can learn, work, and thrive.